

**Replies to initial written questions raised by Finance Committee Members in  
examining the Estimates of Expenditure 2004-05**

**Director of Bureau : Secretary for Economic Development and Labour**

**Session No. : 17**

**File name: EDLB(L)-e1**

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**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)001

Question Serial No.

0016

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Under this programme, the major new plans for 2004-05 include enhancing public understanding of the Employment Ordinance by producing a reference kit on its major provisions. Please inform this Council:

- (a) of the details of the work; and
- (b) of the number of staff and the expenditure involved in the work.

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

- (a) The purpose of the reference kit is to promote public understanding of the major provisions of the Employment Ordinance (EO) in an interesting manner. The kit will feature a “cartoon series”, supplemented by fact sheets. Some 20 000 copies of the kit will be produced. The Labour Department (LD) will distribute the kit free of charge to employees and employers through trade unions and employer associations, and to members of the public through its network of offices. It will also be uploaded onto LD’s Homepage.
- (b) The total cost of producing the reference kit is \$197,000. As enhancing public awareness of the EO is only one of the many functions of the LD’s Workplace Consultation Promotion Unit, we do not have a separate breakdown of the manpower dedicated for producing the reference kit.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 22 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)002

Question Serial No.

0083

Head 157 – Government Secretariat: Economic  
Development and Labour Bureau (Labour  
Branch)

Subhead(No. & title):

Head: 90 – Labour Department

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner  
for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question : Regarding consultancy studies for policy making and assessment (if any) commissioned by your bureau, please provide details in the following format:

(a) Please provide the following details on the consultancy studies for which financial provision has been allocated in 2003-04:

Name of consultants  
(if available)

Description

Consultancy Fees (\$)

Progress on consultancy  
studies (planning/ in progress/ completed)

The Administration's follow-up action on the study reports and the progress made (if available)

Whether study reports completed are publicized; if yes, their channels and if not, the reasons.

(b) Has financial provision been allocated for commissioning consultancy studies in 2004-05? If yes, please provide the following details:

Name of consultants (if available)

Description

Consultancy Fees (\$)

Progress on consultancy studies (planning/in progress/ completed)

Whether study reports scheduled for completion in 2004-05 will be publicized; if yes, their channels and if not, the reasons.

Asked by: Hon. HO Sau-lan, Cyd

Reply:

(a) The details on the consultancy studies for which financial provision has been allocated in 2003-04 are as follows:

Name of consultants

(if available)

Description

Consultancy Fees (\$)

Progress on consultancy

studies (planning/ in progress/ completed)

The Administration's follow-up action on the study reports and the progress made (if available)

Whether study reports completed are publicized; if yes, their channels and if not, the reasons.

Census & Statistics Department (C&SD)

Wage Survey of Care Workers at Elderly Homes

\$51,300

Completed

Based on the results of the survey, the Administration will draw up the median wage of imported care workers under the Supplementary Labour Scheme (SLS).

Members of the public can enquire upon the median wage of imported workers (including care worker) under the SLS from the latest "List of Principal Job Titles in the Respective Industries/Services together with their Median Monthly Wages (HK\$) and Number of Normal Working Hours Per Day for the SLS" published by C&SD.

Centre for Social Policies Study, Hong Kong Polytechnic University

Review of the Youth Work Experience and Training Scheme (2<sup>nd</sup> phase)

\$800,000

Part I of the Review completed; Part II is in progress

Improvement measures recommended in Report of Part I Review already implemented; Follow-up on Part II

Review not applicable as the report is not yet completed.

Survey findings of Part I Review Report announced in a youth seminar in January 2004.

(b) The details on the consultancy studies for which financial provision has been allocated in 2004-05 are as follows:

Name of consultants (if available)

Description

Consultancy Fees (\$)

Progress on consultancy studies (planning/in progress/ completed)

Whether study reports scheduled for completion in 2004-05 will be publicized; if yes, their channels and if not, the reasons.

Census & Statistics Department (C&SD)

Wage Survey of Care Workers at Elderly Homes

\$60,000

Under planning

The updated figure of the median wage of imported care worker will be published in C&SD's "List of Principal Job Titles in the Respective Industries/Services Together with their Median Monthly Wages (HK\$) and number of Normal Working Hours Per Day for the SLS".

Centre for Social Policies Study, Hong Kong Polytechnic University

Review of the Youth Work Experience and Training Scheme (3<sup>rd</sup> phase)

\$511,000

Review in progress

Yes, but the channel has yet to be decided.

Independent consultant (to be identified)

Evaluation of the effectiveness of the Youth Self-employment Support Scheme

To be determined

Under planning

Yes, but the channel has yet to be decided.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 22 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)003

Question Serial No.

0127

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

There will be a net deletion of 25 posts in 2004-05. What are the reasons for the deletion and the ranks involved?

Asked by: Hon. CHAN Yuen-han

Reply:

The reasons for the deletion and the ranks of the posts involved are as follows :

<u>Post</u>	<u>No. of Posts to be deleted</u>	<u>Reasons</u>
Chief Labour Inspector	1	Deletion of posts arising from the Second Voluntary Retirement Scheme
Senior Labour Inspector	4	
Labour Inspector I	12	
Labour Officer	2	
Assistant Labour Officer I	1	
Nursing Officer	1	
Clerical Assistant	2	Re-engineering of administrative service
Office Assistant	3	
	26	

As a result of the creation of one post of Analyst Programmer I for setting up the Information Technology Management Unit, the net deletion of posts is 25.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 22 March 2004



**Examination of Estimates of Expenditure 2004-05**

Reply Serial No.

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

EDLB(L)004

Question Serial No.

0128

Head: 90 – Labour DepartmentSubhead(No. & title):Programme: (3) Safety and Health at WorkControlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for LabourDirector of Bureau: Secretary for Economic Development and LabourQuestion :

There will be a net deletion of 23 posts in 2004-05. What are the reasons for the deletion and the ranks involved?

Asked by: Hon. CHAN Yuen-hanReply:

The reasons for the deletion and the ranks of the posts involved are as follows :

<u>Post</u>	<u>No. of Posts to be deleted</u>	<u>Reasons</u>
Deputy Chief Occupational Safety Officer	1	Deletion of posts arising from the Second Voluntary Retirement Scheme
Senior Divisional Occupational Safety Officer	1	
Divisional Occupational Safety Officer	5	
Occupational Safety Officer I	3	
Office Assistant	1	
Personal Secretary II	1	
Medical and Health Officer	2	Streamlining of work procedures
Nursing Officer	1	
Occupational Hygienist	1	
Occupational Safety Officer II	4	
Ship Inspector	1	
Science Laboratory Technician II	1	
Office Assistant	2	Re-engineering of administrative support service
	24	

As a result of the creation of one post of Systems Manager for setting up the Information Technology Management Unit, the net deletion of posts is 23.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 22 March 2004

**Examination of Estimates of Expenditure 2004-05**

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)005

Question Serial No.

0129

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

The financial assistance to government departments and subvented bodies for helping them comply with occupational safety and health standards will cease with effect from 2004-05. How much savings can be achieved each year? What is the reason for the cessation?

Asked by: Hon. CHAN Yuen-han

Reply:

The financial assistance scheme was introduced in 1998-99 to assist government departments and subvented to meet part of the cost for complying with standards under the Occupational Safety and Health Ordinance. scheme has been in place for six years, the stakeholders should now be adequately equipped to meet the standards.

Savings of \$3.6 million each year will be achieved through cessation of this scheme.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 22 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)006

Question Serial No.

0130

Head: 90 – Labour Department

Subhead(No. & title): 000 - Operational expenses

Programme:

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Regarding general departmental expenses under Departmental Expenses, the estimate of the amount required in 2004-05 is \$50,388,000 higher than the revised estimate for 2003-04. Please set out the expenditure items under general departmental expenses and specify the items for which the increased provision will be allocated.

Asked by: Hon. CHAN Yuen-han

Reply:

The provision under general departmental expenses is required for the day-to-day running of the Labour Department, which includes expenditure on stores and equipment, light and power, maintenance of computer systems, hire of services, and employment of temporary staff etc. With effect from the 2002-03 financial year, the general departmental expenses provision also covers the expenses for running the Youth Pre-employment Training Programme (YPTP).

The increase in provision of \$50,388,000 in 2004-05 is mainly due to the additional provision to increase the training capacity of the YPTP.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)007

Question Serial No.

0209

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

**Question :**

Regarding the Youth Work Experience and Training Scheme, the Re-employment Training Programme for the Middle-aged and the Local Domestic Helpers Incentive Allowance Scheme, please set out their respective administrative and publicity costs, the percentage of these costs in their respective overall estimates, and the manpower involved under the revised estimate for 2003-04 and the estimate for 2004-05.

Asked by: Hon. NG Leung-sing

**Reply:**

The information requested is provided below:

(A) <b>Youth Work Experience and Training Scheme</b>	2003-04 Revised Estimates	2004-05 Estimates
Publicity and promotion costs	\$1m (0.8%)	\$2m (1.3%)
Administration costs including employment of non-civil service contract (NCSC) staff	\$7m (5.7%)	\$7m (4.7%)
Manpower involved	3 civil servants supported by 53 NCSC staff	Same as 2003-04

(B) <b>Re-employment Training Programme for the Middle-aged</b>	2003-04 Revised Estimates	2004-05 Estimates
Publicity and promotion costs	\$0.14m (2.2%)	\$0.25m (1.3%)
Administration costs including employment of non-civil service contract (NCSC) staff	\$0.49m (7.7%)	\$1.13m (5.6%)
Manpower involved	Internal deployment of existing manpower resources supported by 7 NCSC staff	The number of NCSC staff will be increased to 10

(C) <b>Incentive Allowance for Local Domestic Helpers</b> -administered by the Employees Retraining Board (ERB)	2003-04 Revised Estimates	2004-05 Estimates
Publicity and promotion costs funded by LD	\$0.10m (1.30%)	\$0.20m (1%)
Administration costs including employment of temporary staff funded by LD	\$0.15m (1.90%)	\$0.36m (1.8%)
Manpower involved	Internal deployment of existing manpower resources supported by 2 temporary staff employed by ERB	Same as 2003-04

Note: Figures in brackets denote the percentage of the total cost of the respective programme.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

**Examination of Estimates of Expenditure 2004-05**

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)008

Question Serial No.

0210

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Please provide the number of cases so far in which applicants have received incentive allowance under the Local Domestic Helpers Incentive Allowance Scheme and evaluate the actual demand for the Scheme.

Asked by: Hon. NG Leung-sing

Reply:

As at end-February 2004, there were 1 537 successful applications.

There were 44% and 46% increases in “cross districts” and “unsocial hours” vacancies filled during November 2003 to January 2004, as compared with the same period in 2002/03. This indicates that the scheme has been effective in promoting the LDH service and in reducing the mismatch in the LDH market.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)009

Question Serial No.

0211

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Regarding the Local Domestic Helpers Incentive Allowance Scheme, please specify the measures to be taken to monitor the eligibility of the applicants during the period they receive incentive allowance and the manpower and expenditure involved for implementing the monitoring measures.

Asked by: Hon. NG Leung-sing

Reply:

To qualify for the “Special Incentive Allowance Scheme for Local Domestic Helpers (LDHs)” (the Allowance Scheme), apart from meeting the scheme criteria (e.g. to work in a district other than the one the LDH resides or at unsocial hours), applicants must:

- (a) have undergone LDH training provided by the Employees Retraining Board (ERB);
- (b) have obtained the competency card; and
- (c) be successfully placed into a LDH job through the referral of ERB’s “Integrated Scheme for LDHs<sup>1</sup> (the Integrated Scheme)”.

Applicants for the incentive allowance are required to fill out a standard application form, which needs to be endorsed by the employer(s) concerned, at the end of each month. The form has to be submitted to NGOs responsible for the operation of the 13 localized placement networks of the Integrated Scheme for consideration. The NGO concerned will verify the information provided and will also check its validity against the information contained in the database of the Integrated Scheme<sup>2</sup> before recommending the approval of the application. ERB, as the overall administrator of

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<sup>1</sup> With the aim of offering a one-stop free-of-charge referral services for qualified LDHs and potential employers, the Integrated Scheme was launched by ERB in May 2002. Through ERB’s central computer system and its 13 localized placement networks (operated by non-governmental organizations (NGOs)), the Integrated Scheme aims to further develop the LDH market in Hong Kong.

<sup>2</sup> For example, the database will have information on whether the LDH concerned possesses a competency card.



the Allowance Scheme, has the approving authority and will carry out periodic spot-checks to ensure compliance with the set procedure.

In respect of the manpower involved in implementing the monitoring measures, both the Labour Department and ERB have absorbed the additional workload by their existing staff. Hence, there is no additional expenditure involved in implementing the monitoring procedures.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)010

Question Serial No.

0290

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Under this programme, the Administration has mentioned that the major new plans for 2004-05 include launching of enforcement and publicity campaigns targeting at working-at-height and scaffolding works on construction sites. Please inform this Council:

- (a) the details of the campaigns, the number of staff and expenses involved; and
- (b) whether similar campaigns had been launched in the past three years. If yes, what are the details?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

- (a) The Department plans to launch a series of enforcement and promotional campaigns targeting at working-at-height and scaffolding works on construction sites in 2004-05.

The enforcement campaign will be carried out in three phases, with each lasting for one month. Particular emphasis will be placed on truss-out scaffolds used for renovation of external walls of existing buildings. If any working-at-height and scaffolding works are found breaching safety laws during the campaign, suspension notices will be immediately issued to stop the hazardous works until the required safety measures are properly put in place. The offenders will also be prosecuted. About 126 Occupational Safety Officers will participate in the operations.

As for the promotional campaign, its aim will be to enhance the safety and health awareness of employees in the construction industry, with particular emphasis on working-at-height and truss-out scaffolds. The campaign will be organised jointly with key players in the industry, including the Occupational Safety and Health Council, major trade associations, employee unions, related organisations and government departments concerned and will feature a territory-wide competition on safety and health performance. Publicity activities such as seminars, roving exhibitions, announcements of public interest on television and radio, promotional visits, broadcast of award-winning sites on RoadShow, a fun day and an award presentation ceremony will also be organised. The campaign is estimated to cost \$1.8 million. The Labour Department will contribute \$0.1 million, and the balance will be met by the co-organisers. Seven Occupational Safety Officers will be involved in organising the promotional programme.

- (b) In the past three years, enforcement and promotional campaigns were organized regularly to raise the awareness of contractors and workers on the safety problems involving working-at-height and scaffolding works. The enforcement campaigns were carried out twice a year and the focus was on unsafe bamboo scaffolds, unprotected dangerous places and safe use of suspended working platforms.

The Department also organised similar promotional programmes in the past three years targeting at the construction industry. Details are as follows :-

	Actual Expenditure (\$ million)	Department's Contribution (\$ million)	Contributions from Co-organisers (\$ million)
2003-04	1.79	0.10	1.69
2002-03	1.93	0.25	1.68
2001-02	2.08	0.25	1.83

These programmes were also organised in collaboration with key players in the construction industry and featured open competitions and other promotional activities such as safety quizzes, roving exhibitions, announcements of public interest on television and radio, promotional visits, broadcast of award-winning sites on RoadShow, fun days and award presentation ceremonies.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 22 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)011

Question Serial No.

0497

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

As the Labour Department plans to step up inspections of hospitals, clinics and elderly homes to ensure the adequate provision of personal protective equipment and the sufficient provision of training on the use of such equipment in 2004-05, what are the details of the work and the estimated expenditure involved?

Asked by: Hon. LAU Wai-hing, Emily

Reply:

In 2004-05, the Department plans to step up inspections of public and private hospitals, clinics and elderly homes, in particular the 14 public hospitals designated to receive Severe Acute Respiratory Syndrome (SARS) patients and five hospital laboratories performing SARS tests. The inspections will focus on the adequacy and effectiveness of the provision of personal protective equipment, training on the use of such equipment as well as workplace ventilation for preventing the transmission of infections in these workplaces.

The total expenditure of these inspections is estimated to be \$5.5 million, including \$5.2 million for personal emoluments and \$0.3 million for departmental expenses.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)012

Question Serial No.

0498

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

- (a) How many job fairs were staged in 2003-04? Where and how long were these job fairs staged? What was the expenditure incurred?
- (b) How many job fairs are planned for 2004-05? What is the estimated expenditure?

Asked by: Hon. LAU Wai-hing, Emily

Reply:

(a) In 2003-04, a total of 21 job fairs were staged in the following venues :

- ★ The Metropolis Mall , Hung Hom
- ★ Hong Kong Central Library, Causeway Bay
- ★ New Town Plaza, Shatin
- ★ City Hall, Central
- ★ Plaza Hollywood, Diamond Hill
- ★ The Boys' & Girls' Clubs Association, Wan Chai
- ★ Maritime Square, Tsing Yi
- ★ Major regional Job Centres of the Labour Department

Each job fair normally lasted for one day. The total expenditure incurred in 2003-04 for this purpose was \$488,600.

(b) We plan to stage 34 job fairs in 2004-05 at an estimated expenditure of \$610,000.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)013

Question Serial No.

0499

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

How many computer terminals are installed at the job centres of the Labour Department for the use of job-seekers required maintenance in 2003-04? How much time was spent on the maintenance? What was the cost incurred?

Asked by: Hon. LAU Wai-hing, Emily

Reply:

There are altogether 123 computers installed in the 11 Job Centres of the Labour Department to facilitate job seekers to browse up-to-date vacancy information, gain access to the Internet and prepare application letters and resumes. So far in 2003-04, there were 238 occasions on which the computers needed maintenance. The average time required for repair was 11.77 hours for each computer. The annual maintenance service charge in 2003-04 is \$320,000.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)014

Question Serial No.

0503

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

(a) What is the number of law enforcement operations against illegal employment conducted by the Labour Department in 2003-04?

(b) In 2003-04, what educational efforts were made by the Labour Department to prevent illegal employment and what was the expenditure involved?

(c) What is the Labour Department's estimated expenditure on combating illegal employment in 2004-05?

Asked by: Hon. LAU Wai-hing, Emily

Reply:

- (a) In 2003, labour inspectors of the Labour Department (LD) conducted 154 129 workplace inspections to check employees' proof of identity and employee records kept by employers to combat illegal employment. LD also launched 36 joint operations with the Police and the Immigration Department against establishments with suspected illegal workers.
- (b) In 2003-04, we spent \$204,000 on the following educational programmes on illegal employment:
- (i) educating employers through press statements and publicity leaflets as well as during workplace inspections that employing illegal workers is a serious criminal offence which carries a maximum fine of \$350,000 and imprisonment for three years;
  - (ii) warning employers not to deploy their foreign domestic helpers to perform non-domestic duties through a leaflet attached to the standard employment contracts for FDHs and disseminating the message through Announcements of Public Interest on television and radio;
  - (iii) inviting construction contractors to the LD's Tripartite Committee for the Construction Industry to share their experience in preventing illegal employment at construction sites; and

- (iv) alerting property owners who are ordered by the Buildings Department to remove illegal structures to check the identity of their contractors' workers.
- (c) As our labour inspectors also enforce labour laws, we do not have a separate breakdown of the estimated expenditure on combating illegal employment in 2004-05.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004



**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)015

Question Serial No.

0520

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour)  
/Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Why is the estimated expenditure reduced by 3.8%? Is the completion of the Skills Enhancement Project in 2003-04 one of the reasons for the reduction? What are the reasons for the conclusion of the project? Has the Labour Department reduced its commitment towards employment services?

Asked by: Hon. CHAN Kwok-keung

Reply:

The estimated expenditure of the Employment Services programme in 2004-05, at \$551.6 million, is \$22 million or 3.8% less than that of the revised estimate in 2003-04. This is mainly because there is no need to make provision for the one-off Skills Enhancement Project (SEP) in 2004-05 following its successful conclusion in 2003-04.

The SEP was introduced in June 2003 as part of the Government's employment-related relief packages in response to the outbreak of Severe Acute Respiratory Syndrome (SARS). Altogether 17 000 training places were provided for workers who were either laid off or on extended no-pay leave in those industries hard hit by SARS. The project was completed in November 2003.

The Administration has not reduced the allocation of resources to employment services. The Finance Committee, at its meeting on 27 February 2004, approved an additional commitment of \$300 million for the Labour Department (LD) to extend the Youth Work Experience and Training Scheme for two years to place 10 000 young people into employment. A new commitment of \$30 million was also approved at that meeting for LD to implement a new pilot project to train and assist 1 000 youths to become self-employed. If we take into account the cashflow requirement for 2004-05 of these two projects, which have not been reflected in LD's 2004-05 estimate, the actual provision for LD in 2004-05 will, in fact, be higher than the revised estimate for 2003-04.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)016

Question Serial No.

0521

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

The amount of loan approved under the \$3.5 billion low-interest Loan Guarantee Scheme for SARS-impacted industries was only \$400-odd million. Has the Government reviewed whether there were inadequacies in the implementation and publicity of the Scheme which resulted in the loan facility not being fully utilized to assist the industries in the creation of jobs?

Asked by: Hon. CHAN Kwok-keung

Reply:

Following the outbreak of Severe Acute Respiratory Syndrome (SARS), the Government set up a low-interest SARS Loan Guarantee Scheme (the Scheme) with a commitment of \$3.5 billion to help the worst-hit industries including restaurants, hotels, travel agents, tourist coach operators, retail outlets, cinemas and karaoke establishments. The main objectives were to provide short-term cash-flow relief to affected industries to help them tide over the difficult period and to preserve jobs.

The Scheme was launched with considerable publicity including the issue of press release and Announcement of Public Interest on television and radio. A leaflet was also published and widely distributed to publicize the Scheme. Information on the Scheme was posted on the websites of the Labour Department (LD) and the Hong Kong Association of Banks. In addition, LD set up a Telephone Enquiry Service for the Scheme.

The Administration had closely monitored the operation of the Scheme since its inception on 5 May 2003. Having considered the views of the industries and the market situation, the requirements on the use of the loans and guarantee from shareholders were suitably relaxed in early June. Bearing in mind that the borrowing companies employ a total of 18 236 people and that the scheme has helped them tide over the difficult period, the scheme has achieved its intended objectives.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)017

Question Serial No.

0522

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

What are the expenditure for and details of a pilot project to train and assist 1 000 young people to become self-employed?

Asked by: Hon. CHAN Kwok-keung

Reply:

The Youth Self-employment Support Scheme (YSSS) will straddle two financial years starting from 2004-5 with a financial provision of \$30 million. The breakdown of expenditure is shown below:

<b>Item</b>	<b>Financial Year (\$ million)</b>		<b>Total (\$ million)</b>
	<b>2004-05</b>	<b>2005-06</b>	
Training	4	2	6
Capital cost for equipment and facilities	10	5	15
Marketing and business promotion	2	4	6
Administration, promotion, publicity and general expenses	1.5	1.5	3
<b>Total</b>	<b>17.5</b>	<b>12.5</b>	<b>30</b>

The YSSS is intended to train and assist 1 000 young people aged 18 to 24 with educational attainment below degree level to become self-employed. Non-profit making organizations will be commissioned by the Labour Department (LD) to provide vocational training on work skills and basic training on self-employment which

covers market research, marketing strategy, sales techniques, customer service, financial management and budgeting, and interpersonal skill. To develop the self-employment potential of trainees, the commissioned bodies will also act as their business managers and help them establish business connections. During the one-year training period, trainees will not be required to start their own business.

The LD is now inviting proposals from interested organizations. We expect enrolment to commence in the latter half of May 2004.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 22 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)018

Question Serial No.

0523

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

What is the expenditure on the installation of 40 Vacancy Search Terminals in the Social Welfare Department? Please list the districts where these terminals are to be installed.

Asked by: Hon. CHAN Kwok-keung

Reply:

The cost of installing 40 Vacancy Search Terminals (VSTs) in the Social Welfare Department is about \$2 million. The distribution of the VSTs is as follows:

Location	District	Number of VSTs located
Hong Kong Island	Southern	2
	Wanchai	1
	Central & Western	1
	Eastern	2
Kowloon	Kowloon City	2
	Sham Shui Po	3
	Yau Tsim Mong	2
	Kwun Tong	4
	Sai Kung	1
	Wong Tai Sin	3
New Territories	Tuen Mun	3
	Tsuen Wan	1
	Kwai Tsing	3
	Shatin	3
	North	2
	Tai Po	2
	Yuen Long	5
	Total	40

The installation work has just been completed.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)019

Question Serial No.

0524

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

What are the reasons for a decrease of 3.9% in the estimated expenditure? One of the reasons for the decrease is the cessation of financial assistance for compliance with occupational safety and health standards in 2004-05. Is the cessation attributed to the downward trend of industrial accidents and occupational diseases?

Asked by: Hon. CHAN Kwok-keung

Reply:

The provision for 2004-05 is 3.9% lower than the revised estimate for 2003-04. This is mainly due to the effect of civil service pay cut, the net deletion of 23 posts in 2004-05 and the cessation of financial assistance with effect from 2004-05 to government departments and subvented bodies for complying with occupational safety and health standards.

The financial assistance scheme to assist government departments and subvented bodies to meet part of the cost for complying with the requisite standards under the Occupational Safety and Health Ordinance was introduced in 1998-99. Since the scheme has been in place for six years, stakeholders should now be adequately equipped to meet the safety standards. This is the basis of our decision to cease the scheme.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004



**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)020

Question Serial No.

0525

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

What is the number of special promotional visits to be conducted by the Labour Department in 2004-05?  
What industries are to be covered by the planned visits?

Asked by: Hon. CHAN Kwok-keung

Reply:

The Labour Department plans to conduct 4 900 promotional visits in 2004-05 to promote new safety standards and legislation and to secure the commitment of the top management to integrate safety and health requirements in their management systems. Of these visits, about 800 will focus on promoting self-regulation in non-industrial establishments, such as supermarkets, chain stores, property management companies and hotels. These establishments will be encouraged to set up an in-house safety management system.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)021

Question Serial No.

0526

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Regarding the Guidance Notes on the use and maintenance of rechargeable battery, chemical safety in the printing industry, and noise control in the entertainment industry, how many copies of the Guidance Notes will the Labour Department publish? What is the expenditure involved?

Asked by: Hon. CHAN Kwok-keung

Reply:

The Labour Department plans to publish three Guidance Notes in 2004-05. Details are as follows –

	Number of copies to be printed	Estimated cost
	1	
Guidance Notes on the use and maintenance of rechargeable battery	20 000	\$36,000
	2	
Guidance Notes on chemical safety in the workplace of the printing industry	30 000	\$45,000
	3	
Guidance Notes on noise control in the entertainment industry	30 000	\$45,000

The publications will also be uploaded onto the Department's homepage for access by the public.

Signature	_____
Name in block letters	<u>MATTHEW CHEUNG KIN-CHUNG</u>
Post Title	<u>Permanent Secretary for Economic Development and Labour (Labour)/ Commissioner for Labour</u>
Date	<u>24 March 2004</u>

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)022

Question Serial No.

0527

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

The estimated expenditure for 2004-05 will decrease by 1.4%. Apart from the civil service pay cut and the deletion of posts as mentioned in the Estimate, are there any other reasons for the decrease? For instance, is the introduction of measures to tie in with the setting of priority for inspections one of the reasons? With the launching of more targeted operations, the Labour Department (LD) will reduce the number of inspections for the coming year. What is the LD's order of priority for inspections? Why does the LD cope with its work by adopting the principle of priority instead of employing additional staff?

Asked by: Hon. CHAN Kwok-keung

Reply:

The 1.4% decrease in the financial provision in question is mainly due to civil service pay cut and deletion of posts. Other reasons are the anticipated reduction in expenditure for equipment and professional service as well as adoption of cost-saving measures in launching educational programmes on labour laws.

Our enforcement priorities in 2004 are to tackle wage offences and combat illegal employment. We will launch more campaigns targeted at trades/establishments with high offence rate. We will also mount more intelligence-based operations with the Police to raid establishments with suspected illegal employment activities. As more effort is needed to collect and analyze intelligence as well as to plan operations and investigate offences, the number of inspections will necessarily be reduced. However, we believe that the new enforcement mode can enhance our effectiveness in safeguarding employees' rights and benefits.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)023

Question Serial No.

0528

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

What posts will be involved in the deletion of 25 posts in 2004-05? How much savings can be achieved as a result?

Asked by: Hon. CHAN Kwok-keung

Reply:

The deletion of the posts involved is as follows:

<u>Post</u>	<u>No. of Posts to be deleted</u>
Chief Labour Inspector	1
Senior Labour Inspector	4
Labour Inspector I	12
Labour Officer	2
Assistant Labour Officer I	1
Nursing Officer	1
Clerical Assistant	2
Office Assistant	3
	26

As a result of the creation of one post of Analyst Programmer I for setting up the Information Technology Management Unit, the net deletion of posts is 25. This will achieve a net saving of \$2,300,000 in Personal Emoluments.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)024

Question Serial No.

0529

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

What are the expenditure and the number of staff involved in introducing legislative amendments to recognise certification by registered Chinese medicine practitioners for entitlement to employee benefits?

Asked by: Hon. CHAN Kwok-keung

Reply:

The estimated expenditure for introducing legislative amendments to recognise Chinese medicine under labour laws in 2004-05 is \$0.956 million. This will mainly be for employing one to two Chinese Medicine Advisors to provide expertise on the subject. The Labour Department will handle the administrative and other aspects of the work through its existing resources.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)025

Question Serial No.

0692

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

- (a) Under Programme (3), there will be a deletion of 23 posts. What are their ranks, the timeframe for the deletion and the manpower deployment?
- (b) In 2004-05, the number of inspections to be conducted under the Factories and Industrial Undertakings Ordinance and the Occupational Safety and Health Ordinance is expected to be revised downwards to reflect reprioritisation of the work of the Labour Department (LD). Please provide details about the first 10 items in the LD's work programme and rank them in order of priority. Please also set out the priority of LD's work in 2003-04 for comparison.

Asked by: Hon. LEUNG Fu-wah

Reply:

- (a) The ranks of the posts involved and the time frame for their deletion are as follows :

<i><u>Post</u></i>	<i><u>No. of Posts to be deleted</u></i>	<i><u>Timing for Deletion</u></i>
Medical and Health Officer	1	Second quarter of 2004
Occupational Hygienist	1	
Occupational Safety Officer II	4	
Science Laboratory Technician II	1	
Office Assistant	3	
Deputy Chief Occupational Safety Officer	1	First quarter of 2005
Senior Divisional Occupational Safety Officer	1	
Divisional Occupational Safety Officer	5	
Occupational Safety Officer I	3	
Medical and Health Officer	1	
Nursing Officer	1	
Ship Inspector	1	
Personal Secretary II	1	
	24	

As a result of the creation of one post of Systems Manager on 1 April 2004 for setting up the Information Technology Management Unit, the net deletion of posts is 23.

We will reprioritize our work programmes and deploy our staff to focus on major hazards, including construction, working-at-height and dangerous machinery to ensure the optimal use of manpower resources. We will also streamline our working procedures and re-engineer our support services to achieve savings.

- (b) The Labour Department plans to slightly revise downward the target for inspections in 2004-05 to reflect the refocusing of its inspection efforts to achieve better results. Specifically, we will go for a more focused approach and target inspection of workplaces with higher risks and poorer standards, such as major construction works, scaffolds, in particular truss-out scaffolds and lift and escalator safety.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004



**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)026

Question Serial No.

0765

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

In the “matters requiring special attention in 2004-05”, the Labour Department will “implement a pilot project to train and assist 1 000 young people aged 18 to 24 to become self-employed”. Please provide details of the new project and the estimated expenditure involved.

Asked by: Hon. LI Ka-cheung, Eric

Reply:

The Youth Self-employment Support Scheme (YSSS) is intended to train and assist 1 000 young people aged 18 to 24 with educational attainment below degree level to become self-employed. Non-profit making organizations will be commissioned by the Labour Department (LD) to provide vocational training on work skills and basic training on self-employment which covers market research, marketing strategy, sales techniques, customer service, financial management and budgeting, and interpersonal skill. To develop the self-employment potential of trainees, the commissioned bodies will also act as their business managers and help them establish business connections. During the one-year training period, trainees will not be required to start their own business. The LD is now inviting proposals from interested organizations. We expect enrolment to commence in the latter half of May 2004. The financial provision for the YSSS is \$30 million. The estimated cost and ambit of the scheme was approved by Finance Committee on 27 February 2004.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)027

Question Serial No.

0766

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Please provide details on the estimates for the Youth Pre-employment Training Programme and the employment programmes for the long-term unemployed in the 2004-05 financial year.

Asked by: Hon. LI Ka-cheung, Eric

Reply:

The estimated expenditure for the Youth Pre-employment Training Programme in 2004-05 is \$111.797 million.

The estimated expenditure for the Re-employment Training Programme for the Middle-aged which is targeted at the unemployed aged 40 and above is \$20 million in 2004-05.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)028

Question Serial No.

0882

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

According to the Labour Department, as at the end of 2003, only 332 placements were secured under the District Employment Programme for the Middle-aged launched in April 2003. This number significantly falls short of the original target envisaged by the Administration for assisting about 1 500 middle-aged unemployed persons to find jobs in the vicinity of their residence. What was the expenditure on the Programme in the previous year? Why was it that the Programme could only achieve 1/5 of its original placement target? Is there any area that can be improved and enhanced?

Asked by: Hon. CHU Yu-lin, David

Reply:

The District Employment Programme (DEP) is a one-year pilot programme launched in April 2003 to assist job-seekers aged 40 or above who have been unemployed for three months to find jobs in the vicinity of their residence. Eight non-government organizations (NGOs) have been commissioned to implement the programme. As at the end of February this year, 480 placements were achieved. The estimated expenditure of the programme is \$9.75 million in 2003-04.

NGOs have difficulty in securing a higher number of placements because job registrants joining the DEP usually possess low education and with little or no skills. The outbreak of Severe Acute Respiratory Syndrome last year also adversely affected the programme's performance.

To improve the performance of the programme, NGOs have been allowed to place DEP participants into jobs outside their district boundary and, at the same time, make use of job vacancies available in the Labour Department's employment service website. We have also allowed employers who engage DEP participants to apply for on-the-job training allowance under the Re-employment Training Programme for the Middle-aged.

The programme will be concluded on 31 March 2004 as scheduled.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)029

Question Serial No.

0932

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Currently which organizations are providing employment and training services in collaboration with the Labour Department? Please provide details on the sources of finance and give a breakdown of the expenditure of these organizations respectively in 2003-04 and 2004-05.

Asked by: Hon. CHENG Kar-foo, Andrew

Reply:

The Labour Department has commissioned a number of Non-government Organisations to provide training and related services under our various employment programmes. A list of these organizations is attached. We do not have details of their source of funding and expenditures.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

**List of Non-government Organisations commissioned by the Labour Department  
to provide training and related services**

**獲勞工處委託提供培訓及相關服務的  
非政府機構一覽表**

1.	Aberdeen Kai Fong Welfare Association Social Service Centre	香港仔街坊福利會社會服務中心
2.	American Baptist Mission	美浸信會青年綜合就業培訓服務部
3.	Baptist Oi Kwan Social Service Wan Chai Integrated Children & Youth Services Centre	浸會愛群社會服務處 - 灣仔綜合青少年服務中心
4.	Caritas - Hong Kong	香港明愛
5.	Centre For Restoration of Human Relationships Ltd	復和綜合服務中心有限公司
6.	Chinese Evangelical Zion Church Tsz Wan Shan Zion Children & Youth Integrated Service Centre	中華錫安傳道會慈雲山錫安青少年綜合服務中心
7.	Chinese YMCA of Hong Kong	香港中華基督教青年會
8.	Christian Action	基督教勵行會
9.	Christian Family Service Centre	基督教家庭服務中心
10.	CityU Professional Services Limited	城大專業顧問有限公司
11.	Clothing Industry Training Authority	製衣業訓練局
12.	Construction Industry Training Authority	建造業訓練局
13.	Employees Retraining Board	僱員再培訓局
14.	Evangelical Lutheran Church Social Service - HK	基督教香港信義會社會服務部
15.	Free Methodist Church Tuen Mun Children & Youth Integrated Services Centre	循理會屯門青少年綜合服務中心
16.	H.K.S.K.H. Lady MacLehose Centre	香港聖公會麥理浩夫人中心
17.	Heung To College of Professional Studies	香島專科學校
18.	HK & Kln Restaurant & Cafe Workers General	港九酒樓茶室總工會職業

	Union Vocational (Day & Night) School	(日、夜)學校
19.	HKFTU Occupational Retraining Centre	香港工會聯合會職業再訓練中心
20.	HKSME Association Computer Education Centre	香港中小型企業聯合會電腦教育中心
21.	Holy Carpenter Church Community Centre	聖匠堂社區中心
22.	Hong Kong Children and Youth Services	香港青少年服務處
23.	Hong Kong College of Technology	香港專業進修學校
24.	Hong Kong Christian Service	香港基督教服務處
25.	Hong Kong Employment Development Service Limited	香港職業發展服務處有限公司
26.	Hong Kong Lutheran Social Service	香港路德會社會服務處
27.	Hong Kong PHAB Association	香港傷健協會
28.	Hong Kong Playground Association	香港遊樂場協會
29.	Hong Kong Travel & Tourism Training Centre	香港旅遊專業培訓中心
30.	Hong Kong Young Women's Christian Association	香港基督教女青年會
31.	Hong Kong-Macao Conference of Seventh-day Adventist Shan King Integrated Children & Youth Services Centre	基督復臨安息日會山景綜合青少年服務中心
32.	Hok Yau Club (Student Guidance Centre)	學友社（學生輔導中心）
33.	Industrial Evangelistic Fellowship	工業福音團契
34.	Information Technology & Business Education Centre	資訊科技及商業教育中心
35.	Information Technology Training & Development Centre	資訊科技培訓發展中心
36.	Kids Experiential Learning Limited	歷奇活學天地
37.	Kwun Tong Methodist Social Service Ngau Tau Kok Children & Youth Centre	循道衛理觀塘社會服務處-牛頭角青少年綜合服務中心
38.	Life Adventure Consultants Ltd.	生命歷奇有限公司
39.	Members Institute	香港電腦商會商會會員培訓中心

40.	Methodist Centre	循道衛理中心
41.	Methodist Epworth Village Community Centre, Social Welfare Epworth Integrated Youth Team	循道愛華村服務中心社會福利部 - 愛華青少年綜合服務隊
42.	Neighbourhood and Worker's Service Centre	街坊工友服務處
43.	New Territories Association Retraining Centre	新界社團聯會再培訓中心
44.	Sai Kung District Community Center	西貢區社區中心
45.	Schooledu Technology Co.	校網資訊科技
46.	Scout Association of Hong Kong - The Friends of Scouting	香港童軍總會 - 童軍知友社
47.	Sheng Kung Hui Diocesan Welfare Council	聖公會教區福利協會
48.	Shing Yan Christian Social Service Centre	盛恩基督教社會服務中心
49.	Softserve Training Center	贏政資源培訓中心
50.	Stewards Limited	香港神託會
51.	The Boy's and Girl's Clubs Association of Hong Kong	香港小童群益會
52.	The Church of United Brethren in Christ Social Service Division	基督教協基會社會服務部
53.	The Federation of HK & Kln Labour Unions	港九勞工社團聯會
54.	The HK Buddhist Association Children & Youth Centre	香港佛教聯合會青少年中心
55.	The Hong Kong Confederation of Trade Unions	香港職工會聯盟
56.	The Hong Kong Federation of Youth Groups	香港青年協會
57.	The Hong Kong Institute of Education - Division of Continuing Professional Education	香港教育學院持續專業教育學部
58.	The Neighbourhood Advice-Action Council	鄰舍輔導會
59.	The Salvation Army	救世軍
60.	Tsung Tsin Mission of Hong Kong Social Service Division Shatin Integrated Service	基督教香港崇真會社會服務部 沙田綜合服務中心
61.	Tung Wah Group of Hospitals	東華三院
62.	UNiSOFT Education Centre	軟硬體



63.	Yan Oi Tong	仁愛堂
64.	Yang Memorial Methodist Social Service	循道衛理楊震社會服務處
65.	Young Men's Christian Association of Hong Kong	香港基督教青年會
66.	Youth Centre of the True Word Lutheran Church, Ltd	路德會真道堂青年中心
67.	Yuen Long Church (Church of Christ in China) Chow Sung Chu Oi Youth Center	中華基督教會元朗堂周宋主愛青年中心
68.	Yuen Long Town Hall	元朗大會堂

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)030

Question Serial No.

0933

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

The waiting time for claims to be adjudicated after filing with Minor Employment Claims Adjudication Board (MECAB) is changed from “within 4 to 5 weeks” in 2003 to “within 5 weeks” in 2004. What is the reason for the extension? Why does the Administration not shorten the waiting time for adjudication to “within 4 weeks”?

Asked by: Hon. LI Fung-ying

Reply:

The “targeted” waiting time for claims to be adjudicated after filing with the Minor Employment Claims Adjudication Board (MECAB) was within 5 weeks for 2003 and is still within 5 weeks for 2004. Hence, there is no change in the targeted waiting time. The “within 4 to 5 weeks” in 2003 mentioned in the Controlling Officer’s Report only refers to the actual waiting time for claims to be adjudicated.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)031

Question Serial No.

0934

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Please provide details on the ranks involved and the reasons for the net deletion of 23 posts in 2004-05. How much savings can be achieved as a result?

Asked by: Hon. LI Fung-ying

Reply:

The reasons for the deletion of posts and the ranks involved are as follows :

<u>Post</u>	<u>No. of Posts to be deleted</u>	<u>Reasons</u>
Deputy Chief Occupational Safety Officer	1	Deletion of posts arising from the Second Voluntary Retirement Scheme
Senior Divisional Occupational Safety Officer	1	
Divisional Occupational Safety Officer	5	
Occupational Safety Officer I	3	
Office Assistant	1	
Personal Secretary II	1	Streamlining of work procedures
Medical and Health Officer	2	
Nursing Officer	1	
Occupational Hygienist	1	
Occupational Safety Officer II	4	
Ship Inspector	1	
Science Laboratory Technician II	1	Re-engineering of administrative support service
Office Assistant	2	
	24	

2. As a result of the creation of one post of Systems Manager for setting up the Information Technology Management Unit, the net deletion of posts is 23. This will achieve net savings of \$3,700,000.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)032

Question Serial No.

0935

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

The Labour Department will cease the financial assistance to government departments and subvented bodies for helping them comply with occupational safety and health standards with effect from 2004-05. What is the reason for the cessation? What is the amount of financial assistance?

Asked by: Hon. LI Fung-ying

Reply:

The financial assistance scheme was introduced in 1998-99 to assist government departments and subvented bodies to meet part of the cost for complying with the requisite standards under the Occupational Safety and Health Ordinance. As the scheme has been in place for six years, the stakeholders should now be adequately equipped to meet the safety standards. A sum of \$3.6 million was provided in 2003-04 for the financial assistance.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)033

Question Serial No.

0936

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

- (a) In 2004-05, the Labour Department will install 40 user-friendly Vacancy Search Terminals in Social Security Field Units of the Social Welfare Department. What is the provision required and the timeframe for the installation?
- (b) In 2004-05, the Labour Department will devise effective strategies to facilitate job creation. What are the manpower and provision required?

Asked by: Hon. LI Fung-ying

Reply:

- (a) The cost of installing 40 Vacancy Search Terminals in Social Security Field Units of the Social Welfare Department is about \$2 million. Installation work has just been completed.
- (b) As facilitating job creation is one of the key areas of our work which straddles various functional divisions, there is no separate breakdown of the manpower and expenditure required for this purpose.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)034

Question Serial No.

0937

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Under Programme (4) Employee Rights and Benefits, provision for 2004-05 is \$2.8 m (1.4%) lower than the revised estimate for 2003-04.

- (a) Please give the total amount of savings in salary cost to be achieved from the two civil service pay cuts in the 2004-05 Estimates.
- (b) Please provide details on the ranks involved and the reasons for the deletion of 25 posts in 2004-05. How much savings can be achieved as a result?

Asked by: Hon. LI Fung-ying

Reply:

- (a) The total amount of savings in salary cost to be achieved from the two civil service pay cuts in the 2004-05 Estimates is \$6,900,000.
- (b) The reasons for the deletion and the ranks of the posts involved are as follows:

<u>Post</u>	<u>No. of Posts to be deleted</u>	<u>Reasons</u>
Chief Labour Inspector	1	Deletion of posts arising from the Second Voluntary Retirement Scheme
Senior Labour Inspector	4	
Labour Inspector I	12	
Labour Officer	2	
Assistant Labour Officer I	1	
Nursing Officer	1	
Clerical Assistant	2	Re-engineering of administrative support service
Office Assistant	3	
	26	

As a result of the creation of one post of Analyst Programmer I for setting up the Information Technology Management Unit, the net deletion of posts is 25. Taking into account the civil service pay cut and the deletion of the above posts, we will achieve net savings of \$2,300,000 in Personal Emoluments in 2004-05, after deducting the financial provision required for filling vacancies to meet operational requirements and for payment of salary increments.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004



**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)035

Question Serial No.

0939

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

What are the provision for the Youth Pre-employment Training Programme for 2004-05 and the increase of provision as compared with 2003-04?

Asked by: Hon. LI Fung-ying

Reply:

The provision for the Youth Pre-employment Training Programme in 2004-05 is \$111.797 million. Compared with 2003-04, there is an increase of about \$37 million, which will be used mainly to provide additional training places.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)036

Question Serial No.

0940

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Regarding the increased cash flow requirements for various time-limited programmes mentioned under Analysis of Financial and Staffing Provision, what are the programmes involved and the increased amount respectively?

Asked by: Hon. LI Fung-ying

Reply:

Details of the time-limited programmes in question and the increases in cash flow requirements in 2004-05 are as follows:

Programme

Increased amount  
(\$'000)

Loan Guarantee Scheme for Severe Acute Respiratory Syndrome Impacted Industries

59,140

Youth Work Experience and Training Scheme

25,566

Re-employment Training Programme for the Middle-aged

13,600

Incentive allowance for local domestic helpers

12,000

Trial placement scheme for people with a disability

20

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)037

Question Serial No.

0945

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Under Programme (1) Labour Relations, the Labour Department has four major new plans for 2004-05, including launching a Good People Management Award. Please provide the details of and the provision for the activities organized under each new plan.

Asked by: Hon. LI Fung-ying

Reply:

Details of the major new plans to promote harmonious labour relations by the Labour Department (LD) in 2004-05 are as follows:

New Plan	Details	Estimated Expenditure
Launching a Good People Management Award to promote good people management practices among employers	<ul style="list-style-type: none"> <li>☛ To launch the Good People Management Award to recognize the achievements of employers, especially from small and medium-sized enterprises, in good people management; and</li> <li>☛ to organize a launching ceremony and an award presentation ceremony.</li> </ul>	\$500,000
Stepping up efforts to promote tripartite co-operation at the industry level	<ul style="list-style-type: none"> <li>☛ To expand the current Tripartite Committee on Warehouse and Cargo Transport Industry into the Tripartite Committee on Logistics Industry to reflect the growing importance of the logistics sector; and</li> <li>☛ to collaborate with the different tripartite committees in developing industry-specific human resources management practices; and</li> </ul>	No separate breakdown as promotion of tripartite co-operation is just one objective of the many promotional functions of LD's Workplace Consultation Promotional Unit.

	<ul style="list-style-type: none"> <li>☛ to prepare special guidebooks highlighting those provisions of the Employment Ordinance (EO) which are of special interest to individual industry.</li> </ul>	
Enhancing public understanding of the Employment Ordinance by producing a reference kit on its major provisions	<ul style="list-style-type: none"> <li>☛ To produce 20 000 copies of a handy reference kit to promote public understanding of the major provisions of the EO in an interesting manner by featuring a “cartoon series” supplemented by fact sheets; and</li> <li>☛ to distribute the reference kits free of charge to employees and employers through various distribution channels.</li> </ul>	\$197,000
Promoting good habit of keeping a comprehensive set of employment-related records among employees to enhance protection of their interests under labour laws	<ul style="list-style-type: none"> <li>☛ To produce 20 000 sets of specially designed folders to facilitate easy and systematic keeping of employment records by employees;</li> <li>☛ to distribute the folders free of charge to employees and the public through various distribution channels; and</li> <li>☛ to promote the importance of keeping employment records by employees through LD’s network of tripartite committees and human resource managers’ clubs as well as the mass media.</li> </ul>	\$230,000

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)  
Commissioner for Labour

Date 24 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)038

Question Serial No.

0959

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

The provision for employment services for 2004-05 is \$22 million lower than the revised estimate for 2003-04. This is mainly due to the completion of the Skills Enhancement Project in 2003-04. At present, Hong Kong's unemployment rate is still high and the structural unemployment problem of low-skilled workers remains unresolved. It also requires a considerable amount of resources to tackle the employment problem encountered by youths and the middle-aged. Will the decrease in the provision for employment services lead to a decline in the quantity and quality of these services?

Asked by: Hon. LAU Hon-chuen, Ambrose

Reply:

The estimated expenditure of the Employment Services programme in 2004-05, at \$551.6 million, is \$22 million or 3.8% less than that of the revised estimate in 2003-04. This is mainly because there is no need to make provision for the one-off Skills Enhancement Project in 2004-05 following its successful conclusion in 2003-04.

The Administration has not reduced the allocation of resources to employment services. The Finance Committee, at its meeting on 27 February 2004, approved an additional commitment of \$300 million for the Labour Department (LD) to extend the Youth Work Experience and Training Scheme for two years to place 10 000 young people into employment. A new commitment of \$30 million was also approved at that meeting for LD to implement a new pilot project to train and assist 1 000 youths to become self-employed. If we take into account the cashflow requirement for 2004-05 of these two projects, which have not been reflected in LD's 2004-05 estimate, the actual provision for LD in 2004-05 will, in fact, be higher than the revised estimate for 2003-04.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)039

Question Serial No.

0965

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Has the Administration carried out an analysis of the figures of placements secured through the Re-employment Training Programme for the Middle-aged as at the end of 2003 by age, sex, industry, occupation, employment earnings and duration of unemployment prior to placement? If yes, please provide relevant information. If no, how does the Administration assess the effectiveness of the Programme? How much resources have been earmarked for implementing the Programme in 2004-05?

Asked by: Hon. LEE Cheuk-yan

Reply:

As at the end of February this year, 2629 job-seekers have been placed into employment under the Re-employment Training Programme for the Middle-aged. Of these, 57% were female and 70% were aged between 40 and 50 while the rest were aged 51 and above. They were mainly placed in the business services (16.4%), real estate (12.6%) and domestic service sectors (8.6%) and the rest in a wide variety of sectors. As regards occupations, 21.8% were engaged as security guards, 11.8% as cleaners, 5.6% as labourers, and the rest in other job titles. About 66% of them were placed in jobs with monthly wages between \$4,000 and \$6,999, 17.8% were mainly engaged in part-time jobs with wages below \$4,000, and the rest earned between \$7,000 and above a month. Normally participants have been unemployed for at least 3 months prior to joining the programme.

The estimated expenditure of the programme in 2004-05 is \$20 million.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)040

Question Serial No.

0966

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Has the Administration carried out an analysis of the figures of placements secured through the District Employment Programme for the Middle-aged as at the end of 2003 by age, sex, industry, occupation, employment earnings and duration of unemployment prior to placement? If yes, please provide relevant information. If no, how does the Administration assess the effectiveness of the Programme? How much resources have been earmarked for implementing the Programme in 2004-05?

Asked by: Hon. LEE Cheuk-yan

Reply:

The District Employment Programme is a one-year programme launched in April 2003 to assist job-seekers aged 40 or above and have been unemployed for three months or more to find jobs in the vicinity of their residence through Non-government Organizations (NGO) at the district level.

Eight NGOs have been commissioned by the Labour Department to implement the programme. As at the end of February this year, 480 placements were achieved. On the basis of the latest information on 292 placements provided by the NGOs, 53.4% are female, 64.4% are aged between 40 and 50 and the rest are aged 51 and above. They were mainly placed in real estate (22.3%), business services (10.6%), and retail (10.0%) sectors. As regards occupations, 21.9% of them were engaged as security guards, 15.4% as cleaners and 10.6% as labourers, with the rest in other jobs. On the wage level, 45.2% were placed in jobs with wages in the range of \$4,000 to \$6,999 while 50% were mainly engaged in part-time jobs with wages below \$4,000, with the rest earning \$7,000 and above a month. Normally these job-seekers have been unemployed for 3 months or more prior to joining the programme. The programme will be completed on 31 March 2004.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004



**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)041

Question Serial No.

0967

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Please provide a breakdown of cases on the basis of the time required to effect payment in respect of applications to the Protection of Wages on Insolvency Fund for the past 3 years. What was the number of staff involved in undertaking the work?

Asked by: Hon. LEE Cheuk-yan

Reply:

In the past three years, the time required to effect ex-gratia payments to eligible applicants from the Protection of Wages on Insolvency Fund (the Fund) was as follows:

	<u>Payment time</u>
	<i>2001</i>
	<i>2002</i>
	<i>2003</i>
4 weeks or less	43.43%
	27.15%
	42.97%
More than 4 weeks to 6 weeks	14.49%
	12.40%
	21.24%
More than 6 weeks to 8 weeks	11.82%
	9.77%
	16.32%
More than 8 weeks to 10 weeks	30.26%
	27.02%
	16.08%
More than 10 weeks	-
	23.66%
	3.39%
	100%
	100%
	100%

The Wage Security Unit of the Labour Department is responsible for processing applications for ex-gratia payment from the Fund. At present, it has a total of 73 staff.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)042

Question Serial No.

1111

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations (2) Employment Services (3) Safety and Health at Work (4) Employee Rights and Benefits

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

In 2004-05, the estimated provision for the Labour Department will decrease by an overall 3.4%. Will this result in a reduction in the allocation of resources to employment and labour services?

Asked by: Hon. CHAN Kwok-keung

Reply:

The estimated provision for the Labour Department (LD) in 2004-05 is \$1,176.3 million, which is \$38.8 million or 3.2% less than that of the revised estimated provision in 2003-04. This is mainly because there is no need to make provision for the one-off Skills Enhancement Project in 2004-05 following its successful conclusion in 2003-04.

The Administration has not reduced the allocation of resources to employment and labour services. The Finance Committee, at its meeting on 27 February 2004, approved an additional commitment of \$300 million for the LD to extend the Youth Work Experience and Training Scheme for two years to place 10 000 young people into employment. A new commitment of \$30 million was also approved at that meeting for LD to implement a new pilot project to train and assist 1 000 youths to become self-employed. If we take into account the cashflow requirements for 2004-05 of these projects, which have not been reflected in LD's 2004-05 estimate, the actual provision for LD in 2004-05 will, in fact, be higher than the revised estimate for 2003-04.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)043

Question Serial No.

1112

Head: 90 – Labour Department

Subhead(No. & title): 000 – Operational expenses

Programme:

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

The Labour Department will delete 52 posts in 2004-05. Please provide details about their post titles and the savings that can be achieved.

Asked by: Hon. CHAN Kwok-keung

Reply:

The details of the 52 posts to be deleted are as follows:

<u>Post</u>	<u>No. of Posts to be deleted</u>
Labour Officer	5
Assistant Labour Officer I	1
Deputy Chief Occupational Safety Officer	1
Senior Divisional Occupational Safety Officer	1
Divisional Occupational Safety Officer	5
Occupational Safety Officer I	3
Clerical Assistant	2
Office Assistant	8
Personal Secretary II	2
Special Driver	1
Senior Typist	1
Chief Labour Inspector	1
Senior Labour Inspector	4
Labour Inspector I	12
Medical and Health Officer	2
Nursing Officer	2
Occupational Hygienist	1
Occupational Safety Officer II	4
Ship Inspector	1
Science Laboratory Technician II	1
	58

As a result of the creation of one post of Senior Systems Manager, one post of Systems Manager, two posts of Analyst Programmer I and two posts of Analyst Programmer II for setting up the Information Technology Management Unit, the net deletion of posts is 52. This will achieve net savings of \$8,000,000.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)044

Question Serial No.

1149

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Regarding arc/gas welding and flame cutting, construction, container handling, dangerous plant and machinery and working-at-height which are dangerous and accident-prone, please set out the number of enforcement campaigns, such as inspections and examinations, conducted by the Labour Department and the number of staff and expenditure involved in publicity and educational activities in 2003. Please also make a comparison with the respective figures for other non-dangerous work.

Asked by: Hon. CHENG Kar-foo, Andrew

Reply:

In 2003, the Department conducted a total of 124 833 enforcement inspections to all workplaces including 41 258 inspections to construction sites and 83 575 inspections to workplaces other than construction sites. During the inspections, our enforcement officers covered all the high-risk activities, such as electric arc welding/gas welding and cutting, container handling operations, dangerous machinery and working-at-height, and took appropriate enforcement action as necessary. A total of 262 Occupational Safety Officers (OSO) were involved, with 122 of them inspecting construction sites and 140 covering other workplaces.

As for promotion and education, the Department organised a wide range of activities to disseminate safety and health information in 2003-04 to enhance the safety and health awareness of both employers and employees and assist duty holders to comply with the statutory requirements. Some of these activities were organised in collaboration with key players of the industries concerned. These activities include Announcements of Public Interest on television and radio, large-scale safety award schemes featuring territory-wide competitions, award presentation ceremonies, fun days, broadcast of award-winning establishments on RoadShow and other promotional activities, seminars and talks, roving exhibitions, radio programmes, promotional visits, training courses, and publishing safety and health publications, such as codes of practice, guidance notes and posters.

13 OSOs were involved in organising these promotional and education activities. The total expenditure incurred by the Department for this purpose was \$1.8 million. We do not have a breakdown of the statistics for dangerous and non-dangerous work.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)045

Question Serial No.

1150

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Please set out the occupations with the highest fatal and non-fatal accident rates, as well as the expenditure and manpower involved in the targeted operations conducted by the Administration in 2003 specially for these occupations.

Asked by: Hon. CHENG Kar-foo, Andrew

Reply:

While the full-year accident statistics will not be available until April 2004, up till the end of September 2003, the construction industry recorded the highest fatal and non-fatal accident rates among all industries. To tackle the safety problem of the construction industry, the Labour Department launched a series of enforcement and promotional campaigns in 2003.

During the year, the Department deployed 122 Occupational Safety Officers to conduct 41 258 preventive and campaign inspections to construction sites. The campaign, which was carried out in two phases with each lasting for two months, focused on high-risk construction activities and processes, such as working-at-height, unsafe scaffolds, lifting operations, etc. During the campaign, vigorous enforcement actions were taken against breaches of safety legislation.

As for promotion, we launched a large-scale Construction Industry Safety Award Scheme aimed at enhancing the safety and health awareness of contractors and employees in the construction industry. The Scheme was jointly organised with key players in the industry, including the Occupational Safety and Health Council, major trade associations, employee unions, related organisations and government departments concerned. Apart from a territory-wide competition on safety and health performance, publicity activities such as roving exhibitions, APIs on television and radio, promotional visits, broadcast of award-winning sites on RoadShow, a fun day and an award presentation ceremony were also organised. The expenditure for the Scheme was \$1.79 million. The Labour Department contributed \$0.1 million, with the balance contributed by the co-organisers. Seven Occupational Safety Officers were involved in organising this promotional programme.



Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)046

Question Serial No.

1151

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

What is the amount of funds involved in the cessation of financial assistance to government departments and subvented bodies for helping them comply with occupational safety and health standards with effect from 2004-05? What is the reason for the cessation?

Asked by: Hon. CHENG Kar-foo, Andrew

Reply:

A sum of \$3.6 million was provided in 2003-04 for this purpose. The financial assistance scheme was introduced in 1998-99 to assist government departments and subvented bodies to meet part of the cost for complying with standards under the Occupational Safety and Health Ordinance. As the scheme has been in place for six years, the stakeholders should now be adequately equipped to meet the safety standards.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)047

Question Serial No.

1152

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Please provide details on the establishment and the payroll cost in relation to the net deletion of 23 posts in 2004-05. What is the implication of the deletion on the provision of services?

Asked by: Hon. CHENG Kar-foo, Andrew

Reply:

Details of the deletion of posts are as follows:

<u>Post</u>	<u>No. of Posts to be deleted</u>	<u>Reasons</u>
Deputy Chief Occupational Safety Officer	1	Deletion of posts arising from the Second Voluntary Retirement Scheme
Senior Divisional Occupational Safety Officer	1	
Divisional Occupational Safety Officer	5	
Occupational Safety Officer I	3	
Office Assistant	1	
Personal Secretary II	1	
Medical and Health Officer	2	Streamlining of work procedures
Nursing Officer	1	
Occupational Hygienist	1	
Occupational Safety Officer II	4	
Ship Inspector	1	
Science Laboratory Technician II	1	
Office Assistant	2	Re-engineering of administrative support service
	24	

As a result of the creation of one post of Systems Manager for setting up the Information Technology Management Unit, the net deletion of posts is 23. The payroll cost for the posts involved is \$3,700,000.

We will streamline our working procedures and re-engineer our support services to achieve savings. We will also reprioritise our work programmes and focus our enforcement and promotional efforts on major hazards, including construction, working at heights and dangerous machinery to optimize the use of manpower resources. While this may bring about a slightly downward adjustment in the overall target numbers of inspections and promotional visits to workplaces, we believe that the efficiency and effectiveness of our service will not be adversely affected.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)048

Question Serial No.

1153

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour)  
/Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

What was the time required to process the applications and effect payment from the Protection of Wages on Insolvency Fund in 2003? What was the number of staff responsible for this job? Will the Administration extend the employment of temporary staff recruited in the last financial year to process the applications for Protection of Wages on Insolvency Fund? What was the additional manpower provided for the Wage Security Unit in the fourth quarter of 2003 and what was the establishment of the Unit?

Asked by: Hon. CHENG Kar-foo, Andrew

Reply:

The time required to process applications to, and make payment, from the Protection of Wages on Insolvency Fund (the Fund) in 2003 is as follows:

	<i>Payment time</i> <i>Percentage</i>
4 weeks or less	42.97%
More than 4 weeks to 6 weeks	21.24%
More than 6 weeks to 8 weeks	16.32%
More than 8 weeks to 10 weeks	16.08%
More than 10 weeks	3.39%
	100%

The Wage Security Unit (WSU) of the Labour Department is responsible for processing applications for ex-gratia payment from the Fund. In 2002-03, we recruited 14 non-civil service contract staff and their employment contracts have all been renewed. To help speed up the processing of applications, WSU employed in the fourth quarter of 2003 an additional 15 contract staff. At present, it has a total of 73 staff.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 26 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)049

Question Serial No.

1154

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

In 2003, how many employers and employees were involved in the investigated cases related to imported labour? What was the number of staff responsible for this job? What was the number of people and cases referred to the Immigration Department or penalized for illegal employment?

Asked by: Hon. CHENG Kar-foo, Andrew

Reply:

In 2003, 51 employers and 87 employees were involved in the investigated cases related to imported labour. Three staff in the Labour Department undertook the investigation work in addition to their promotional and administrative duties.

During the year, labour inspectors detected a total of 490 suspected illegal workers in 371 establishments during territory-wide workplace inspections and targeted operations. These workers were referred to the Immigration Department or the Police for further investigation. Of these, 114 workers in 57 cases were either convicted with imprisonment term and/or fines, or repatriated. Another 148 workers in 124 cases are still under investigation. The rest were released due to insufficient evidence.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004



**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)050

Question Serial No.

1155

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Please provide details on the establishment and the payroll cost in relation to the net deletion of 25 posts in 2004-05. What is the implication of the deletion on the provision of services?

Asked by: Hon. CHENG Kar-foo, Andrew

Reply:

The details of the deletion of the posts involved are as follows:

<u>Post</u>	<u>No. of Posts to be deleted</u>	<u>Reasons</u>
Chief Labour Inspector	1	Deletion of posts arising from the Second Voluntary Retirement Scheme
Senior Labour Inspector	4	
Labour Inspector I	12	
Labour Officer	2	
Assistant Labour Officer I	1	
Nursing Officer	1	
Clerical Assistant	2	Re-engineering of administrative support service
Office Assistant	3	
26		

As a result of the creation of one post of Analyst Programmer I for setting up the Information Technology Management Unit, the net deletion of posts is 25. The payroll cost for the posts involved is \$5,300,000.

We will reprioritize our work programmes and deploy our staff to focus on our major service areas, including combating illegal employment and investigating wage offences, to ensure the optimal use of manpower resources. We will also streamline our working procedures and re-engineer our support services to enhance cost-effectiveness and achieve manpower savings.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)051

Question Serial No.

1156

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

After the Labour Department had launched targeted operations to detect wage offences in 2003, the number of inspections dropped as a result. Does the Administration have any data to reflect the effectiveness of targeted operations?

Asked by: Hon. CHENG Kar-foo, Andrew

Reply:

In 2003, Labour Inspectors (LIs) of the Labour Department inspected 9 304 eating places and retail shops in two territory-wide targeted campaigns to detect wage offences. Offences, mostly involving late payment of wages, were detected in 77 establishments, resulting in 45 convicted summonses. Employees in six of the detected establishments recovered their wages and other statutory benefits subsequent to LIs' investigation.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)052

Question Serial No.

1212

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Under this Programme, it is mentioned that the major new plans for 2004-05 include installing 40 user-friendly Vacancy Search Terminals in Social Security Field Units of the Social Welfare Department. Please provide the following information:

- (a) the details of this work; and
- (b) the number of staff and the expenditure involved.

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

Forty Vacancy Search Terminals (VSTs) have just been installed in the Social Security Field Units of the Social Welfare Department at a cost of about \$2 million in the following locations:

Location	District	Number of VSTs located
Hong Kong Island	Southern	2
	Wanchai	1
	Central & Western	1
	Eastern	2
Kowloon	Kowloon City	2
	Sham Shui Po	3
	Yau Tsim Mong	2
	Kwun Tong	4
	Sai Kung	1
	Wong Tai Sin	3
	Tuen Mun	3
New Territories	Tsuen Wan	1
	Kwai Tsing	3
	Shatin	3
	North	2
	Tai Po	2
	Yuen Long	5
	Total	40

The manpower resources required for implementing this project will be absorbed within the existing resources of the Labour Department.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)053

Question Serial No.

1213

Head: 90 – Labour Department

Subhead(No. & title): 000 – Operational expenses

Programme:

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Under this subhead, the estimate for general departmental expenses in 2004-05 has increased when compared with that of the previous year. Please inform this Council:

(a) why are the estimated expenses higher than that of the previous year?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

In 2004-05, the provision under general departmental expenses is \$50,388,000 higher than the revised estimate for 2003-04. The increase in provision is mainly due to the additional provision to increase the training capacity of the Youth Pre-employment Training Programme.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)054

Question Serial No.

1228

Head: 90 – Labour Department

Subhead(No. & title): 700 General non-recurrent

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Under item 538 “Provision of job opportunities through improvement in environmental hygiene in public housing estates”, there is a balance of \$2.36 million. Will this item continue? If yes, for how many years? How many people will be employed each year? What will be the wages for those who benefit from the project? If the item will not continue, what else will the Administration do with the balance?

Asked by: Hon. CHAN Yuen-han

Reply:

The Housing Department (HD) created 583 temporary posts in response to the outbreak of Severe Acute Respiratory Syndrome last year. Of these, 160 have yet to expire, whilst 423 expired between mid-February to early March this year. Except for 52 posts which have recently been vacated, HD has extended the remainder (371) for about one to two months. Details are as follows:

Types of position		Number of openings	Salary level (\$)	Original expiry date	Extended till
Temporary Assistant	Project	302	5,500	Mid-February 2004	31 March 2004
Temporary Supervisor	Project	32	8,680	Late February/early March 2004	31 March 2004
Temporary Inspector	Drainage	37	8,680	Late February 2004	30 April 2004
Total:		371			

The balance of \$2.36 million is based on the revised estimate for 2003-04 as projected in end-2003. It is expected that the full amount of \$23 million allocated for this job creation measure will be used up by the time all the jobs expire.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 25 March 2004



**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)055

Question Serial No.

1348

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Regarding the labour disputes handled, please provide the following information:

- (a) The actual number of labour disputes and claims handled in 2003 was 34 116. There was a drop in the number as compared with the 35 254 cases actually handled in 2002. What is the reason for this?
- (b) Regarding the 150 working days lost from labour disputes known in 2003, please specify the reasons for the days lost, the industries and number of staff involved and the outcome of the cases.
- (c) Regarding the labour disputes and claims where conciliation service has not been rendered because the employers concerned are insolvent or cannot be reached for conciliation, please provide details on the number of cases, the number of staff and the amount of claims involved.

Asked by: Hon. LI Fung-ying

Reply:

- (a) Compared with 2002, there was a slight drop of 3% in the number of labour disputes and claims handled in 2003. This was probably due to the rebound of the local economy in the last few months of 2003.
- (b) The 150 working days lost from labour disputes known to the Labour Department was attributable to one strike case involving 300 employees in the elevator maintenance industry. The case was settled after conciliation by the Department.
- (c) The statistics on labour disputes and claims where conciliation service was not rendered because the employers concerned were insolvent or could not be reached for conciliation in 2003 are as follows:

		<b>Employers were insolvent</b>	<b>Employers could not be reached for conciliation</b>
Labour disputes	No. of cases	140	40
	No. of employees involved	7 435	1 997
	Amount claimed	\$240,124,770	\$42,592,961
Claims	No. of cases	973	1 454
	No. of employees involved	3 303	3 817
	Amount claimed	\$174,917,600	not available

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)056

Question Serial No.

1349

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Please provide details on the expenditure, staffing requirement and success rate for the provision of assistance and counselling services to the disabled unemployed, careers guidance and pre-employment training to young people, labour market information to new arrivals as well as other services.

Asked by: Hon. CHENG Kar-foo, Andrew

Reply:

The Selective Placement Division of the Labour Department (LD) assists people with disabilities in securing open employment. In 2003, the division provided assistance to 4 309 people with disabilities and successfully placed 2 442 in employment, representing a placement rate of 57%. The division is manned by 34 staff and its estimated expenditure in 2003-04 is \$17.2 million.

The Careers Advisory Service assists young people in career planning. It is manned by eight staff. Its estimated expenditure in 2003-04 is \$5.2 million. In 2003, a total of 972 475 young people participated in its careers guidance activities.

The Youth Pre-employment Training Programme (YPTP) runs from September to August of the following year. In the 2002-03 programme year, 10 299 trainees completed training at an average cost of about \$6,500 per person. On average, each trainee attended 2.5 modular training courses and received 30 hours of counselling and support service. During the past four programme years, about 45 000 young people completed the YPTP. According to our surveys, about 70% of those trainees who intended to seek employment had found jobs. The expenditure for the 2002-03 programme year was \$67 million and the Office of the YPTP was manned by 33 staff. The figures for 2003-04 are not available as the programme year has not yet been completed.

The employment service provided by the LD is available to all job-seekers irrespective of age, sex and ethnic origin or whether they are new arrivals. We therefore do not have separate breakdown of expenditure and staffing for providing services to new arrivals.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)057

Question Serial No.

1350

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Please provide details on the expenditure, the number of participants, the placement rate and the cost per case in 2003 in respect of the Youth Work Experience and Training Scheme, the Youth Pre-employment Training Programme, the Re-employment Training Programme for the Middle-aged, the District Employment Programme for the Middle-aged, the Local Domestic Helpers Incentive Allowance Scheme and the Graduate Employment Training Scheme.

Asked by: Hon. CHENG Kar-foo, Andrew

Reply:

The information requested is provided below:

**Youth Work Experience and Training Scheme**

This Scheme was launched in July 2002. During the first year of its operation ending July 2003, about 19 000 young people enrolled in the Scheme. Of these, 6 600 trainees were placed into jobs under the Scheme with employers receiving a training subsidy of \$2,000 per month for each trainee employed up to a maximum of 12 months. Another 5 541 found jobs in the open employment market not involving payment of training subsidy through the assistance of their case managers. The remainder had been referred by case managers to seek further training under other schemes or withdrawn from the programme.

The average cost for each participant was \$8,000. However, for participants placed into jobs requiring training subsidy, the average cost was \$14,820.

**Youth Pre-employment Training Programme**

This Programme runs from September to August of the following year. In the programme year 2002-03, there were 10 299 trainees. The total expenditure was \$67 million and the cost per trainee was about \$6,500. According to our survey, about 70% of the trainees who had completed YPTP and

intended to look for jobs had secured employment. Since the 2003-04 programme year has not yet ended, the relevant figures are not available.

### **Re-employment Training Programme for the Middle-aged**

This Programme assists job-seekers aged 40 or above who have been unemployed for three months to find jobs. The estimated expenditure of the programme in 2003-04 is \$6.4 million.

As at the end of February this year, 8 522 job-seekers have registered under the programme and 2 629 of them have been placed into employment. As not all employers under the programme have submitted claims for the training allowance in respect of the job-seekers whom they employed, the cost per placement is not yet available.

### **District Employment Programme for the Middle-aged**

This is a one-year pilot programme to assist job-seekers aged 40 or above who have been unemployed for three months to find jobs in the vicinity of their residence. Eight non-government organizations (NGOs) have been commissioned to carry out this project.

As at the end of February this year, 2 466 job-seekers have registered under the programme and 480 of them have been placed into employment. The estimated expenditure is \$9.75 million in 2003-04. As not all NGOs concerned have submitted claims for their service fees, the cost per placement is not yet available.

### **Incentive Allowance Scheme for Local Domestic Helpers**

The scheme was launched in June 2003. As at the end of February this year, the expenditure for the “Special Incentive Allowance Scheme for Local Domestic Helpers” was \$3,454,300 and a total of 1 619 applications had been received. Of these, 1 537 were successful, 58 being processed and 24 rejected.

### **Graduate Employment Training Scheme**

The Scheme was launched in August 2003. As at the end of February this year, 1 199 university graduates have been placed under the Scheme. As not all employers have submitted claims for the training allowance, the cost of each placement is not yet available.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)058

Question Serial No.

1351

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

In 2003, the Labour Department secured 66 100 placements. Please specify the services received by the job-seekers, their sex and their age groups.

Asked by: Hon.CHENG Kar-foo, Andrew

Reply:

In 2003, the Labour Department secured 66 100 placements. Of these, 25 174 were through direct referrals by the Labour Department (LD) while the others were by job-seekers successfully applying to employers for jobs registered with the Labour Department. A breakdown of the former placements by sex and age is as follows:

Age	Male	Female	Total
15-19	834	798	1 632
20-29	4 113	3 823	7 936
30-39	1 897	2 617	4 514
40-49	2 526	4 707	7 233
50-59	1 584	1 984	3 568
60 or above	203	88	291
Total	11 157	14 017	25 174

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 26 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)059

Question Serial No.

1352

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

How many job fairs were staged by the Labour Department in 2003? In respect of each of these activities, please provide details on the costs incurred and the numbers of participants and placements achieved.

Asked by: Hon. CHENG Kar-foo, Andrew

Reply:

In 2003-04, a total of 21 job fairs were staged by the Labour Department and the cost amounted to \$488,600. The costs of individual job fairs are not available as equipment and materials used for staging these job fairs were on a sharing basis.

For small-scale job fairs, the number of participants normally ranges from 120 to 600. For larger ones, the number ranges from 1 300 to 7 000.

As most employers participating in our job fairs also make use of other recruitment channels, and hence receive job applications from these other sources, it is difficult to ascertain the number of placements achieved through job fairs. However, the fact that many employers readily support LD's job fairs indicate their effectiveness as a convenient vehicle for staff recruitment.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004



**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)060

Question Serial No.

1353

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

What were the percentages of cases which failed to meet the targets for the items “waiting time for arranging conciliation meetings for claims” and “waiting time for claims to be adjudicated after filing with Minor Employment Claims Adjudication Board” in 2002 and 2003? What are the major reasons for failure to achieve the targets? Will the Administration take any measures to improve the situation?

Asked by: Hon. CHENG Kar-foo, Andrew

Reply:

The percentage of claims with waiting time for conciliation meetings exceeding the five-week target in 2002 and 2003 is as follows:

<b>Year</b>	<b>Total no. of claims received</b>	<b>No. of claims with waiting time for conciliation meetings exceeding 5 weeks</b>	<b>% over total no. of claims received</b>
2002	35 362	8 938	25%
2003	33 100	1 048	3%

The target could not be met in 25% and 3% of the claims received in 2002 and 2003 respectively because of the high level of claims received. To cope with the increased demand for service, seven additional officers of the Labour Officer grade have been deployed to handle conciliation of claims since April 2002. In addition, staff redeployment within the Labour Department was made to handle occasional upsurge in caseload. As a result of these measures, the target was generally met in 2003, with the percentage of claims not meeting the target falling drastically to 3%. We will continue to make flexible staff deployment to cope with any increase in the number of claims.

As regards the Minor Employment Claims Adjudication Board (MECAB), the target waiting time for claims to be adjudicated after filing with MECAB is within “5 weeks”. We fully met the target in 2002. In 2003 we generally met the target, with only 8% of the cases exceeding the target by one or

two days in most cases. This was due mainly to the increase in workload and the occasional uneven distribution of the filing of claims.

We will closely monitor the waiting time for adjudication by MECAB. If circumstances warrant, we will make suitable staff redeployment to cope with any sudden upsurge in the caseload.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

**Examination of Estimates of Expenditure 2004-05**  
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**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)061

Question Serial No.

1354

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

What were the number of workers and the amount of claims involved in the labour disputes and claims handled by the Labour Department and in the cases adjudicated by the Minor Employment Claims Adjudication Board in 2003? What were the number of workers and the amount of claims involved in the cases that were successfully resolved?

Asked by: Hon. CHENG Kar-foo, Andrew

Reply:

The statistics on the number of employees and amount involved in labour disputes and claims handled by the Labour Department in 2003 are as follows:

	<b>Labour disputes*</b>	<b>Claims*</b>
No. of cases handled in 2003	427	33 689
No. of employees involved	23 291	54 043
Amount claimed	\$520,751,819	\$1,651,789,536
No. of cases resolved through conciliation	89	20 408
No. of employees involved	7 566	28 240
Amount received	\$47,771,149	\$208,972,305
No. of recipients <sup>+</sup>	3 184	15 323
No. of cases partially resolved	46	555
Amount received	\$25,400,000	\$13,268,061
No. of recipients <sup>+</sup>	1 783	871

[Note : Cases that could not be resolved by conciliation or were only partially resolved after conciliation were either referred to the Labour Tribunal or the Minor Employment Claims Adjudication Board (MECAB) for adjudication, or referred to the Legal Aid Department for presentation of winding-up or bankruptcy petitions and the Protection of Wages on Insolvency Fund for application of ex gratia payment because the employers concerned were insolvent.]

\* A case which involves more than 20 employees is classified as a labour dispute. A case involving 20 or less employees is classified as a claim.

<sup>+</sup> The number of recipients of monetary compensation is smaller than the number of employees involved because not all disputes involve monetary compensation (e.g. variation of terms of contract) and some claimants may withdraw their claims subsequently.

In 2003, the MECAB registered 2 818 cases involving 2 836 claimants. The total amount claimed was \$11,918,336. During the year, the MECAB concluded 2 763 claims and the sum awarded amounted to \$6,574,050.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

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**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)062

Question Serial No.

1355

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Regarding the applications to the Labour Department for conciliation of claims where conciliation service has not been rendered because the employers concerned are insolvent or cannot be reached, please provide a breakdown on the number of cases, the number of employees involved and the percentage of cases in relation to the total number of applications. What channels are available for the employees concerned to seek other services?

Asked by: Hon. CHENG Kar-foo, Andrew

Reply:

The statistics on claims where conciliation service was not rendered because the employers concerned were insolvent or could not be reached for conciliation in 2003 are as follows:

	Employers were insolvent	Employers could not be reached for conciliation
No. of claims	973	1 454
(% of total no. of claims handled*)	(2.9%)	(4.3%)
No. of employees involved	3 303	3 817

\*A total of 33 689 claims were handled in 2003.

Employees whose employers were insolvent were referred to the Legal Aid Department for presentation of winding-up or bankruptcy petitions and the Protection of Wages on Insolvency Fund for application of ex-gratia payment. Employees whose employers could not be reached for conciliation were referred to the Labour Tribunal or the Minor Employment Claims Adjudication Board for adjudication.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)063

Question Serial No.

1442

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

The Labour Department plans to step up efforts to promote tripartite co-operation at the industry level. Are there any concrete proposals? What is the expenditure involved?

Asked by: Hon. TIEN Pei-chun, James

Reply:

The Labour Department (LD) has been actively promoting tripartite cooperation at the industry level. We will further strengthen our promotional work in 2004 by:

- expanding the current membership of the Tripartite Committee on Warehouse and Cargo Transport Industry and converting it into the Tripartite Committee on Logistics Industry to keep pace with the latest developments in the industry;
- collaborating with different industry-based tripartite committees in developing industry-specific human resources management practices;
- preparing, in collaboration with the tripartite committees, special guidebooks highlighting those provisions in the Employment Ordinance which are of specific interest to individual industry; and
- organizing seminars and workshops to promote the relevant legislative provisions, good human resources management practices and the importance of tripartite cooperation.

As promotion of tripartite cooperation is only one of the many functions of LD's Workplace Consultation Promotion Unit, we do not have a separate breakdown of the financial provisions required for this purpose.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

**Examination of Estimates of Expenditure 2004-05**  
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**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)064

Question Serial No.

1499

Head: 90 – Labour Department

Subhead(No. & title): 000-Operational expenses

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Regarding the provision of employment services for able-bodied and disabled job-seekers, please provide:

- (a) the average monthly cost of each case and the total estimated provision for providing employment services for each of these two groups of job-seekers in 2004-05. What are the differences between the services provided for them?
- (b) details, by sex and age group, on the above two groups of people seeking employment services in 2002-03 and 2003-04.

Asked by: Hon. LAW Chi-kwong

Reply:

**Employment Service for Able-bodied Job-seekers**

The Employment Services Division (ESD) of the Labour Department (LD) helps able-bodied job-seekers to find jobs and employers to recruit suitable staff. Able-bodied job-seekers can obtain comprehensive employment services through LD's network of 11 job centers, Telephone Employment Service and web-based Interactive Employment Service.

In 2003, a total of 233 070 able-bodied job-seekers registered with the ESD for employment service. On the basis of the revised estimates of \$98.72 million for ESD in 2003-04, the average cost of providing employment service to each registrant is \$424 per year or \$35 per month. The estimated expenditure for ESD 2004-05 is \$101.27 million.

The breakdown by sex and age of the able-bodied job-seekers is as follows:

Age	2002			2003		
	Male	Female	Total	Male	Female	Total
<b>15-19</b>	15 765	20 107	35 872	17 428	22 959	40 387
<b>20-29</b>	38 907	37 427	76 334	44 792	42 916	87 708
<b>30-39</b>	15 272	18 727	33 999	16 818	18 953	35 771
<b>40-49</b>	16 838	23 277	40 115	19 536	23 998	43 534
<b>50-59</b>	11 023	8 921	19 944	13 023	10 014	23 037
<b>60 or above</b>	2 060	571	2 631	2 101	532	2 633
<b>Total</b>	<b>99 865</b>	<b>109 030</b>	<b>208 895</b>	<b>113 698</b>	<b>119 372</b>	<b>233 070</b>

**Employment Service for Disabled Job-seekers**

The Selective Placement Division (SPD) of the Labour Department provides an in-depth and personalized employment service to people with disabilities. Apart from rendering highly specialized services to disabled job-seekers such as



employment counseling, vocational assessment, job-matching and referral, placement officers of the division also accompany disabled job-seekers to job interviews where necessary and provide follow-up service after placement.

In 2003, the SPD provided employment assistance to 4 309 people with disabilities. On the basis of the revised estimates of \$17.2 million for the division in 2003-04, the average cost of serving a registrant is \$3,992 per year or \$333 per month. The estimated expenditure for SPD for 2004-05 is \$16.85 million.

The breakdown by sex and age of the disabled job-seekers is as follows:

Age	2002			2003		
	Male	Female	Total	Male	Female	Total
<b>15-19</b>	208	159	367	210	125	335
<b>20-29</b>	769	703	1 472	807	760	1 567
<b>30-39</b>	566	439	1 005	568	448	1 016
<b>40-49</b>	549	395	944	519	419	938
<b>50-59</b>	275	116	391	274	137	411
<b>60 or above</b>	38	8	46	38	4	42
<b>Total</b>	<b>2 405</b>	<b>1 820</b>	<b>4 225</b>	<b>2 416</b>	<b>1 893</b>	<b>4 309</b>

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

**Examination of Estimates of Expenditure 2004-05**  
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**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)065

Question Serial No.

1500

Head: 90 – Labour Department

Subhead(No. & title): 700 General non-recurrent

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Regarding the Youth Pre-employment Training Programme in 2002-03 and 2003-04, what was the number of participants each year, the cost of service provision per participant, the average number of courses taken by and hours of counselling service provided to each participant?

Asked by: Hon. LAW Chi-kwong

Reply:

The Youth Pre-employment Training Programme (YPTP) runs from September of one year to August of the following year. In the 2002-03 programme year, 10 299 trainees completed training at an average cost of about \$6,500 per person. On average, each trainee attended 2.5 modular training courses and received 30 hours of counselling and support service. The figures for 2003-04 are not available as the programme year has not yet been completed.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

**Examination of Estimates of Expenditure 2004-05**  
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**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)066

Question Serial No.

1501

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

In 2003-04, what were the cost of service for each participant under the Youth Work Experience and Training Scheme, the number of participants taking the induction course and the average number of hours of counselling received by them?

Asked by: Hon. LAW Chi-kwong

Reply:

The Youth Work Experience Training Scheme was launched in July 2002. During the first year of its operation ending July 2003, about 19 000 young people enrolled in the Scheme. Of these, 6 600 trainees were placed into jobs under the Scheme with employers receiving a training subsidy of \$2,000 per month for each trainee employed up to a maximum of 12 months. Another 5 541 found jobs in the open employment market not involving payment of training subsidy through the assistance of their case managers. The reminder had either been referred by their case managers to seek further training under other schemes or withdrawn from the programme.

The average cost for each participant was \$8,000. However, for participants placed into jobs requiring training subsidy, the average cost was \$14,820.

Altogether, 6 500 trainees had received induction training. As not all non-government organisations providing case management service in 2003-04 have submitted claims for payment for the counseling service which they provided, we have no precise information on the average number of hours of counseling that the trainees had received.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

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**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)067

Question Serial No.

1538

Head: 90 – Labour Department

Subhead(No. & title): 700 General non-recurrent

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question : According to paragraph 15 under Programme (2), as at the end of July last year, a total loan amount of \$499 million was approved under the “Loan guarantee scheme for Severe Acute Respiratory Syndrome impacted industries”. However, under item 050 “Loan guarantee scheme for Severe Acute Respiratory Syndrome impacted industries” of the Operating Account, the revised estimated expenditure for 2003-04 was only \$3.38 million. What is the reason for this? When will the balance of about \$3 billion under the Scheme be returned to the Treasury?

Asked by: Hon. YEUNG Yiu-chung

Reply:

Following the outbreak of Severe Acute Respiratory Syndrome (SARS), the Government set up a low-interest SARS Loan Guarantee Scheme (the Scheme) with a commitment of \$3.5 billion to help the worst-hit industries including restaurants, hotels, travel agents, tourist coach operators, retail outlets, cinemas and karaoke establishments. The objective was to help the affected industries tide over the difficult period and preserve jobs.

Under the Scheme, the Government will provide 100% guarantee of all loans extended by the participating lending institutions. When a default is confirmed, the lending institution can claim payment from the Government under the guarantee. The amount of \$3.38 million under Item 050 of Subhead 700 in the revised estimated expenditure for 2003-04 is only an estimate of such payments to lending institutions in respect of default cases claimed in 2003-04 and related administration expenses. So far, there is only one confirmed default case involving a sum of about \$0.6 million.

As with other non-recurrent commitments, expenditure will be charged to a commitment when payment is made. The unspent balance is just an indication of how much can be spent in future for the approved purposes; it is not a sum of money being held by the Labour Department.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

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**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)068

Question Serial No.

1539

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Why is there a drop of 22.5% and 30% respectively in the number of prosecutions taken and the number of suspension/improvement notices issued in 2003 when compared with 2002?

Asked by: Hon. YEUNG Yiu-chung

Reply:

Hong Kong's safety performance continued to improve in 2003. Comparing the first three quarters of 2003 with the corresponding period in 2002, the number of industrial accidents decreased by 24.6% from 17 112 to 12 904, and the accident rate per thousand workers went down by 16.8% from 37.5 to 31.2. With improved safety performance in 2003 and given employers' higher compliance with safety legislation, less prosecutable offences and hazardous conditions were detected, thus resulting in a smaller number of prosecutions taken and suspension/improvement notices issued.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
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Date 24 March 2004

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**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)069

Question Serial No.

1540

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Please explain why the numbers for items “pressure equipment registered” and “examinations conducted and exemptions granted for the issue or endorsement of certificates of competence” have dropped markedly over the past two years. Does this reflect that individual industries are facing a cyclical or fundamental decline in business?

Asked by: Hon. YEUNG Yiu-chung

Reply:

Over the past two years, there has been a significant reduction in the number of newly registered pressure equipment. However, there has not been a corresponding drop in the number of examinations conducted and exemptions granted for the issue of certificates of competency. In fact, in 2002, 603 certificates of competency for operating the equipment were issued as compared with 445 in 2001. The reduction in the number of pressure equipment newly registered was probably due to the shifting of the production base of the manufacturing industry to the Mainland.

Notwithstanding the reduction in the number of newly registered pressure equipment, there are still many establishments, such as power stations and hospitals, requiring the use of pressure equipment. As at the end of 2003, there were about 42 000 pressure equipment registered with the Labour Department.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)070

Question Serial No.

1607

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Under the Programme of Employment Services, the estimated expenditure for 2004-05 is about \$550 million and the work includes “promoting the Re-employment Training Programme for the Middle-aged” launched in 2003 “to provide intensive employment service to the long-term unemployed aged over 40”. As at the end of 2003, 2 048 placements were secured under the Training Programme. Regarding the Training Programme, please provide the following information:

- (a) the expenditure of the Training Programme in 2003-04;
- (b) the total number of people provided with this employment service;
- (c) the number of people who have secured placements, types of industries they were placed into, previous industries they engaged in and the ratio of these people to the unemployed population in the same age group;
- (d) the number of people who have not secured placements and the reasons thereof.;
- (e) the unit cost of the service; and
- (f) the estimates in 2004-05 for (a) to (e) above.

Asked by: Hon. LEUNG LAU Yau-fun, Sophie

Reply:

The estimated expenditure of the Re-employment Training Programme for the Middle-aged (RTP) for 2003-2004 is \$6.4 million. As at the end of February this year, a total of 8 522 job-seekers have joined the RTP and 2 629 of them have been placed into employment. They are mainly placed in the business services (16.4%), real estate (12.6%) and domestic service sectors (8.6%) and the rest in a wide variety of sectors. We do not have information on the industry in which they were previously engaged. As they were placed on different dates since the launch of the RTP, it is not possible to estimate what percentage they constitute in terms of the number of unemployed persons of the respective age group.

Some 3 900 job-seekers are still looking for jobs under the RTP. They have not been able to secure employment mainly because they generally possess low education standard and are with no or little specific skills. However, some participants have found jobs through their own channels and will no longer require our assistance.

As not all employers under the programme have submitted claims for the training allowance in respect of the job-seekers whom they employed, the cost per placement is not yet available. The estimated expenditure for the RTP in 2004-05 is \$20 million.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

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Commissioner for Labour

Date 24 March 2004



**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)071

Question Serial No.

1633

Head: 90 – Labour Department

Subhead(No. & title): 000 Operational Expenses

Programme:

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

The provision under Operational Expenses which has increased for two consecutive years is over \$900 m for 2004-05. This represents an increase of over \$20 m against the revised estimate for 2003-04. What is the reason? Please elaborate on this.

Asked by: Hon. TIEN Pei-chun, James

Reply:

This is mainly due to the increased provision for providing 4 000 additional places in 2004-05 under the Youth Pre-employment Training Programme.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
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**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)072

Question Serial No.

1733

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question:

Regarding labour importation schemes, please provide a breakdown, by work type, on the number of applications and vetting results in the past two years.

Asked by: Hon. LAU Chin-shek

Reply:

Under the Supplementary Labour Scheme, applications involving 2 019 and 1 696 vacancies were received in 2002 and 2003 respectively and the numbers of vacancies approved stood at 586 and 609 respectively. The application results are at Appendix 1. Details of the distribution of the vacancies received and approved by major job titles are at Appendices 2 to 5.

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004

## 2002年及2003年在補充勞工計劃下的空缺的審批結果

**Application results of vacancies concluded  
under the Supplementary Labour Scheme in 2002 and 2003**

	<b>2002</b>	<b>2003</b>
獲批准的空缺數目 No. of vacancies approved	586	609
被拒絕的空缺數目 No. of vacancies refused	968	650
未能通過初步甄別*/撤消申請的空缺數目 No. of vacancies screened-out*/ withdrawn	550	566
<b>總數：</b> <b><u>Total：</u></b>	<b>2 104</b>	<b>1 825</b>

\* 空缺未能通過初步甄別的原因包括附加限制性的入職要求及提供低於工資中位數的薪酬等。

\* Reasons for screening out vacancies include the imposition of restrictive job requirements and offering of wages below median wage levels, etc.

註： 年內收到的空缺數目與已完成審批程序的空缺數目並不相符，因為收到申請至完成審批的過程存有時間差距。

Note: The number of vacancies received and the number of vacancies which completed the vetting process in the year do not tally because of the time lag between the receipt of the application and the completion of vetting.

**2002年在補充勞工計劃下的申請  
所涉及的主要工種劃分的情況**

**Distribution of major job titles received  
under the Supplementary Labour Scheme in 2002**

<b>工種 Job titles</b>	<b>收到的職位空缺數目 No. of vacancies received</b>
護理員(長者服務) Care Worker (Elderly Service)	559
禽畜/家禽/魚場技工 Livestock/ Poultry/ Fish Farm Worker	330
平車車工 General Sewing Machine Operator	235
廚師 Cook	141
園藝技工 Gardening Worker	62
電子/電機工程技術員 Electronics/ Electrical Engineering Technician	57
豆腐/黃豆/芽菜加工工人 Bean Curd/ Soya Bean/ Bean Sprout Processing Worker	55
機器操作工 Machine Operator	51
髹漆/裝飾技工 Painter/ Decorator	30
縫盤工 Linking Machine Operator	26
其他 Others	473
<b>總數： Total :</b>	<b>2 019</b>

**2003年在補充勞工計劃下的申請  
所涉及的主要工種劃分的情況**

**Distribution of major job titles received  
under the Supplementary Labour Scheme in 2003**

工種 Job titles	收到的職位空缺數目 No. of vacancies received
禽畜/家禽/魚場技工 Livestock/ Poultry/ Fish Farm Worker	428
護理員(長者服務) Care Worker (Elderly Service)	239
廚師 Cook	119
園藝技工 Gardening Worker	114
特種衣車車工 Special Sewing Machine Operator	62
機器操作工 Machine Operator	61
豆腐/黃豆/芽菜加工工人 Bean Curd/ Soya Bean/ Bean Sprout Processing Worker	56
縫盤工 Linking Machine Operator	33
電焊氣焊工 Welder (Electric Arc & Gas)	30
保安員 Security Guard	28
其他 Others	526
<b>總數： Total :</b>	<b>1 696</b>

**2002年在補充勞工計劃下獲批准的空缺  
所涉及的主要工種劃分的情況**

**Distribution of major job titles approved  
under the Supplementary Labour Scheme in 2002**

工種 Job titles	獲批准輸入勞工的職位空缺數目 No. of vacancies approved
禽畜/家禽/魚場技工 Livestock/ Poultry/ Fish Farm Worker	263
護理員(長者服務) Care Worker (Elderly Service)	103
平車車工 General Sewing Machine Operator	83
豆腐/黃豆/芽菜加工工人 Bean Curd/ Soya Bean/ Bean Sprout Processing Worker	29
縫盤工 Linking Machine Operator	20
廚師 Cook	17
機器操作工 Machine Operator	9
髹漆/裝飾技工 Painter/ Decorator	9
電子/電機工程技術員 Electronics/ Electrical Engineering Technician	8
管工/組長/監督 Foreman/ Leader/ Supervisor	6
其他 Others	39
<b>總數： Total :</b>	<b>586</b>

**2003年在補充勞工計劃下獲批准的空缺  
所涉及的主要工種劃分的情況**

**Distribution of major job titles approved  
under the Supplementary Labour Scheme in 2003**

<b>工種 Job titles</b>	<b>獲批准輸入勞工的職位空缺數目 No. of vacancies approved</b>
禽畜/家禽/魚場技工 Livestock/ Poultry/ Fish Farm Worker	321
護理員(長者服務) Care Worker (Elderly Service)	62
平車車工 General Sewing Machine Operator	53
廚師 Cook	32
豆腐/黃豆/芽菜加工工人 Bean Curd/ Soya Bean/ Bean Sprout Processing Worker	21
縫盤工 Linking Machine Operator	20
園藝技工 Gardening Worker	12
機器操作工 Machine Operator	11
時裝統籌員 Fashion Co-ordinator	7
管工/組長/監督 Foreman/ Leader/ Supervisor	6
其他 Others	64
<b>總數： Total :</b>	<b>609</b>

**Examination of Estimates of Expenditure 2004-05**  
**CONTROLLING OFFICER'S REPLY TO**  
**INITIAL WRITTEN QUESTION**

Reply Serial No.

EDLB(L)073

Question Serial No.

1743

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Permanent Secretary for Economic Development and Labour (Labour) /Commissioner for Labour

Director of Bureau: Secretary for Economic Development and Labour

Question :

Please give a breakdown, by industry and nature of the case, on the number of labour disputes and claims handled for each of the past two years.

Asked by: Hon. LAU Chin-shek

Reply:

The Labour Department handled 433 and 427 labour disputes in 2002 and 2003 respectively. A breakdown by industry and cause is as follows:

<b>Industry</b>	<b>2002</b>	<b>2003</b>
<b>Construction</b>	196	196
Wholesale, retail and import/export trades, restaurants and hotels	154	165
Community, social and personal services	25	19
Transport, storage and communications	20	13
Financing, insurance, real estate and business services	20	11
Manufacturing	18	23
<b>Total</b>	<b>433</b>	<b>427</b>

<b>Cause</b>	<b>2002</b>	<b>2003</b>
Disputes involving principal contractor and subcontractor	174	172
Insolvency	149	140
Cessation of business	68	75
Variation of terms of employment contract	9	5
Non-payment of wages	8	11
Retrenchment	7	9
Dismissal	6	4
Lay-off	1	2



Others	11	9
<b>Total</b>	<b>433</b>	<b>427</b>

As regards claims, the figures for 2002 and 2003 were 34 821 and 33 689 respectively. We do not have a breakdown of claims by industry. The breakdown by cause is as below:

<b>Cause</b>	<b>2002</b>	<b>2003</b>
Termination of contract/Dismissal	17 381	16 040
Non-payment/deduction of wages	9 671	10 481
Non-payment of holiday/annual leave/rest day pay/sickness allowance	2 263	1 933
Cessation of business	1 071	1 044
Retrenchment	807	596
Insolvency	663	673
Variation of terms of employment contract	212	212
Lay-off	140	172
Others	2 613	2 538
<b>Total</b>	<b>34 821</b>	<b>33 689</b>

Signature \_\_\_\_\_

Name in block letters MATTHEW CHEUNG KIN-CHUNG

Post Title Permanent Secretary for Economic  
Development and Labour (Labour)/  
Commissioner for Labour

Date 24 March 2004