

立法會
Legislative Council

LC Paper No. CB(2)2007/15-16
(These minutes have been seen
by the Administration)

Ref : CB2/PL/MP

Panel on Manpower

Minutes of meeting
held on Tuesday, 17 May 2016, at 4:30 pm
in Conference Room 3 of the Legislative Council Complex

- Members present** : Hon KWOK Wai-keung (Chairman)
Dr Hon CHIANG Lai-wan, JP (Deputy Chairman)
Hon LEE Cheuk-yan
Hon LEUNG Yiu-chung
Hon Tommy CHEUNG Yu-yan, GBS, JP
Hon CHAN Kin-por, BBS, JP
Hon CHEUNG Kwok-che
Hon IP Kwok-him, GBS, JP
Hon LEUNG Kwok-hung
Dr Hon KWOK Ka-ki
Hon SIN Chung-kai, SBS, JP
Hon POON Siu-ping, BBS, MH
Hon TANG Ka-piu, JP
Hon CHUNG Kwok-pan
- Member attending** : Dr Hon Helena WONG Pik-wan
- Members absent** : Dr Hon LEUNG Ka-lau
Hon WONG Kwok-kin, SBS
Hon CHAN Yuen-han, SBS, JP
Hon LEUNG Che-cheung, BBS, MH, JP

**Public Officers
attending** : Items IV and V

Mr Byron NG Kwok-keung, JP
Deputy Commissioner for Labour
(Labour Administration)

Ms Melody LUK Wai-ling
Assistant Commissioner for Labour
(Labour Relations)

Mr Simon LI Chi-Chung
Chief Labour Officer (Labour Relations)
Labour Department

**Attendance
by invitation** : Item V

Democratic Alliance for the Betterment and Progress of
Hong Kong

Mr NGAN Man-yu
Deputy Spokesperson

The Democratic Party

Ms CHAN Shu-ying
Representative

Liberal Party

Mr SHIU Ka-fai
Vice Party Chair

Labour Party

Miss Suzanne WU
Chairperson

The Federation of Hong Kong and Kowloon Labour Unions

Miss TAM Kam-lin
Social Affairs Officer

HK Catholic Breastfeeding Association

Ms Connie CHAN
Vice President (Foreign)

Hong Kong Committee for UNICEF

Ms Kitty CHAN
Head of Advocacy and Public Relations

Natural Parenting Network

Ms Sharon TSUI Ying
Co-Founder

Promoters and Causal Workers Union

Miss NG Cheuk-ling
Organizer

Hong Kong Catering Industry Association

Mr LEUNG Kui-tang
Representative

Baby Friendly Hospital Initiative Hong Kong Association

Ms IP Lai-sheung
Vice Chairperson

Women's Affairs Committee, Hong Kong Confederation
of Trade Unions

Ms YU Mei-wan
Chairperson

Hong Kong Federation of Women's Centres

Miss TSOI Sin-man
Advocacy Officer

Hong Kong Federation of Restaurants & Related Trades

Mr TAM Hop-sing
Chief Executive Officer

Civic Party

Mr Jeremy TAM Man-ho

Institution of Dining Art

Mr MA Kin-leong
Vice-Chairman

The Hong Kong Federation of Trade Unions Women
Affairs Committee

Ms Juan LEUNG

Hong Kong Breastfeeding Mothers' Association

Miss CHEUNG Man-yan
Secretary

Hong Kong Catholic Commission for Labour Affairs

Miss LAW Pui-shan
Policy Research Officer

Retail, Commerce and Clothing Industries General Union

Ms CHEUNG Lai-ha
General Secretary

Clerk in attendance : Miss Betty MA
Chief Council Secretary (2) 1

Staff in attendance : Ms Rita LAI
Senior Council Secretary (2) 1

Ms Kiwi NG
Legislative Assistant (2) 1

Miss Lulu YEUNG
Clerical Assistant (2) 1

Action

I. Confirmation of minutes of previous meeting
(LC Paper No. CB(2)1474/15-16)

The minutes of the meeting held on 15 March 2016 were confirmed.

II. Information papers issued since the last meeting
(LC Paper Nos. CB(2)1400/15-16(01) and CB(2)1428/15-16(01))

2. Members noted that the following papers had been issued since the last meeting:

- (a) referral from the Public Complaints Office concerning compensation and work arrangement for employees suffered from injuries caused by work-related accidents and occupational diseases; and
- (b) Administration's response to issues raised in Mr TANG Ka-piu's letter dated 13 April 2016 regarding the implementation of the Guidance Notes on Prevention of Trapping Hazard of Tail Lifts issued by the Labour Department ("LD") in October 2015.

III. Date of next meeting and items for discussion
(LC Paper Nos. CB(2)1482/15-16(01) and (02))

Regular meeting in June 2016

3. Members agreed that the following items proposed by the Administration be discussed at the next regular meeting at 4:30 pm on 21 June 2016:

- (a) Results of the review of the Work Incentive Transport Subsidy Scheme; and
- (b) Hong Kong's occupational safety performance in 2015.

Members further agreed that deputations would be invited to give views on item (a) above.

Action

Special meeting on 24 May 2016

4. The Chairman reminded members that a special meeting would be held on 24 May 2016 to receive deputations' views on "Draft Code of Practice for Employment Agencies".

IV. Implementation and review of statutory paternity leave
(LC Paper Nos. CB(2)1482/15-16(03) and (04))

(The Deputy Chairman took the chair during the temporary absence of the Chairman.)

5. Deputy Commissioner for Labour (Labour Administration) ("DC for L (LA)") gave an overview on the implementation of statutory paternity leave ("PL") as provided under the Employment Ordinance (Cap. 57) ("EO") since 27 February 2015 and briefed members on the review to be conducted by LD on the implementation of statutory PL ("the review"), as detailed in the Administration's paper.

6. Members noted the background brief entitled "Statutory paternity leave" prepared by the Legislative Council ("LegCo") Secretariat.

Duration of statutory PL

7. Dr Helena WONG and Mr LEE Cheuk-yan took the view that the existing three-day statutory PL was barely adequate for fathers to take care of their newborns and partners and it should be increased to seven days, which was supported by the Bills Committee formed to study the Employment (Amendment) Bill 2014 regarding the provision of statutory PL. Dr WONG pointed out that the PL arrangement in Hong Kong lagged behind the neighbouring countries/places, including the Mainland and Singapore. Given the divergent views between employees/labour unions and employers/employer representatives on the Labour Advisory Board ("LAB") on the duration and pay of statutory PL, the Administration's determination to enhance the PL benefits was of critical importance to promote family-friendly employment practices ("FFEP") and encourage childbirth.

8. Mr LEUNG Yiu-chung cast doubt about how the Administration could strike a balance among interests of different stakeholders and come to a consensus view on increasing the duration of statutory PL to seven days.

Action

9. Pointing out that Hong Kong lagged behind other countries in the provision of statutory PL and marriage leave, Mr POON Siu-ping said that the Administration should consider extending the duration of statutory PL to at least the same level as that of government male employees, i.e. five-day full pay PL.

(At this juncture, the Chairman resumed the chairmanship.)

10. Mr TANG Ka-piu said that the existing three-day statutory PL, which was insufficient for new fathers to take up childcare duties during the postnatal period, could only be regarded as a starting point. Expressing concern about the disparity in the PL entitlement between employees in the private sector and the civil service, Mr TANG considered that statutory PL should at least be increased progressively to five days to align with that of government employees and be eventually increased to seven days. Mr TANG enquired whether the Administration had assessed the impact of implementation of statutory PL on the employers.

11. The Chairman considered that the Administration's promotional efforts on the adoption of FFEP were not satisfactory. To complement FFEP and foster the policy of encouraging childbirth, the Administration should enhance the PL entitlement by increasing the statutory PL to seven days as soon as practicable.

12. Responding to members' concerns and views, DC for L (LA) made the following points:

- (a) apart from safeguarding employees' rights and benefits through legislative means, LD also made publicity and educational efforts in promoting good people management practices. LD shared cases of successful experience of enterprises in implementing FFEP at meetings of Human Resources Managers' Clubs ("HRMCs") with a view to encouraging human resources practitioners and hence employers on the merits of adopting FFEP measures which would be beneficial to business development and staff recruitment and retention;
- (b) given the varying economic situations and social systems in different countries and places, individual places have to formulate their own employee benefits policy having regard to their individual circumstances;

Action

- (c) when LAB was briefed on the implementation of statutory PL and the upcoming review, some members of LAB considered that the number of days of statutory PL should be increased, while some members did not consider it necessary to commence a review at the moment since the new legislation had just taken effect for one year. The Administration would continue to encourage employers to offer their employees benefits more favourable than the statutory requirements having regard to their own business operation and affordability; and
- (d) since the implementation of statutory PL and up to end March 2016, LD had received a total of 41 in-person enquiries on statutory PL, mostly about the operational issues such as eligibility for PL and PL pay, notification to the employer for taking PL, period and mode of taking PL, and calculation of PL pay.

PL pay

13. Dr Helena WONG expressed concern that the rate of statutory PL pay was pitched at four-fifths of the employee's average daily wages. In her view, full pay PL should be granted and the impact on the operating cost of business was immaterial. Dr WONG asked whether the Administration would consider providing subsidy to employers for meeting the additional staff cost of granting full pay PL to their eligible employees.

14. To demonstrate its commitment in promotion of FFEP and encouraging childbirth, the Chairman called on the Administration to make reference to the practice of Singapore and consider providing financial subsidy to employers to cover the additional staff cost resulting from increasing the duration of statutory PL to seven days.

15. DC for L (LA) advised that the Administration would pay heed to members' suggestions. It was, however, noteworthy that offering subsidy to employers in relation to their provision of employee benefits would involve a fundamental policy change.

Action

Scope and methodology of the review

16. The Chairman said that the labour sector expressed disappointment that the Administration had not put forth specific proposal on enhancing the PL entitlement and therefore considered that the Administration had backtracked its promise on conducting a review of the PL arrangements one year after its coming into operation.

17. Mr POON Siu-ping considered that PL and marriage leave were important facilitating measures for childbirth. Drawing reference to the enactment of new legislation regarding PL and marriage leave in the United Kingdom ("UK") in mid 2015, Mr POON called on the Administration to extend the scope of the review to cover such areas.

18. DC for L (LA) said that to his understanding, the new UK legislation was concerning parental leave. In the upcoming review on the implementation of statutory PL, surveys covering various areas of statutory PL would be conducted with different stakeholders. Employees, employers and professionals were welcome to provide their views on the subject, which would be collated and further studied. The Administration maintained an open mind on the review of statutory PL.

19. Mr LEE Cheuk-yan, Mr LEUNG Yiu-chung and Dr Helena WONG were concerned about the methodology of the review. They also expressed reservations about the need for conducting a survey on PL with member establishments of LD's 18 HRMCs. Mr LEE considered that a survey should instead be conducted with those females who were going to give birth or had given birth in hospitals to understand their need for support from their husbands during the antenatal/postnatal periods. Dr WONG suggested that a territory-wide telephone survey on the subject matter be conducted.

20. Mr TANG Ka-piu expressed concern that human resources managers would represent the interest of employers. The Administration should conduct a survey with all stakeholders on the appropriate number of days of PL.

21. Mr CHAN Kin-por said that he had been all along in support of work-life balance and the relevant facilitating measures, including the provision of PL. That said, employers' affordability and acceptance of enhancing employees' PL entitlement were equally important. In the light of employers' concerns about the cost implication of extending the duration of statutory PL, the upcoming review should also aim to

Action

highlight the non-monetary benefits of granting more days of PL, such as cultivating employees' loyalty towards their companies. Mr CHAN, however, expressed concern about whether it was an opportune time to increase employees' PL benefits, having regard to the economic downturn.

22. In response to members' concerns and views, DC for L (LA) made the following points:

- (a) an evidence-based approach would be adopted in the upcoming review. Before the introduction of the PL legislation, LD had in 2012 conducted a survey on PL with member establishments of its 18 HRMCs. The survey findings revealed that the duration of PL provided by the respondent organizations on a voluntary basis ranged from one day to 14 days, with an average duration of three days, and over 81% offered one to three days of PL;
- (b) LD would in the upcoming review conduct two surveys to gauge views on the implementation of statutory PL since February 2015. One of the surveys would be conducted with member establishments of HRMCs again, and another with male employees of such establishments who had taken statutory PL since its implementation. With regard to the survey with member establishments of HRMCs, it was noteworthy that members attending HRMC meetings were mostly human resources personnel who in their daily work were conversant with the operation of employment benefits provided under EO. It would help LD understand the relevant data and various implementation issues experienced by the employers on granting statutory PL. As for the survey with male employees having taken PL, LD would obtain information and their comments on their experiences of taking PL;
- (c) LD would also organize focus group discussions with relevant stakeholders with a view to conducting qualitative reviews of PL and related issues. Participants of the focus groups would come from members of the industry-based Tripartite Committees of LD, including members from both employer and employee groups, as well as professional groups of different industries. Views so collected would be consolidated and analyzed for the purpose of making recommendations on the future direction of statutory PL; and

Action

- (d) members' views and concerns would be taken into consideration in the review. They were welcome to provide their views on the design of survey questionnaire.

Review timetable

23. Expressing concern about the timetable of the review, Mr LEE Cheuk-yan queried whether it could be completed within the tenure of the current Government and be duly followed up.

24. DC for L (LA) said that LD planned to conduct in July to November 2016 the two abovementioned surveys and the focus group discussions. Following the completion of the review and analysis of the information gathered, LD would report the outcome and recommendations on the future direction of statutory PL to LAB and then the Panel in the first quarter of 2017. Mr LEE Cheuk-yan, however, remained concerned about the timeframe of the review. Concern was also raised as to whether the next term Government would follow up the recommendations on the future direction of PL.

25. Having regard to the Administration's undertaking of conducting a review on the implementation of PL one year after its coming into operation, Mr LEE Cheuk-yan, Dr Helena WONG and the Chairman expressed disappointment that the Administration had adopted a delaying tactic in further improving the rights and benefits of employees. Dr WONG and Mr POON Siu-ping then asked whether the work schedule of the review could be compressed, given that some members of LAB had urged an early completion of the review. The Chairman said that the Administration should expedite the review process and come up with a concrete proposal for enhancing the PL entitlement by early 2017 as far as practicable.

26. In response, DC for L (LA) said that while some members of LAB urged an early completion of the review, some other members did not consider it necessary to commence a review within 2016 since statutory PL had taken effect just over a year. Members of LAB generally did not object to the proposed review methodology and timeline. Given that the surveys would cover various areas of statutory PL, it was necessary to allow sufficient time for some 2 000 HRMC member organizations to respond. The organization of the focus group discussions would also need time. The Administration had commenced the relevant preparatory work and would expedite the review process as far as practicable.

Action

V. Provisions on maternity leave under the Employment Ordinance

(LC Paper Nos. CB(2)1482/15-16(05) and (06))

27. DC for L (LA) briefed members on the provisions on maternity leave ("ML") under EO, as detailed in the Administration's paper.

28. Members noted the information note entitled "Provisions on maternity leave under the Employment Ordinance" prepared by the LegCo Secretariat.

Presentation of views by deputations

29. At the invitation of the Chairman, a total of 20 deputations presented their views on provisions on ML under EO. A summary of views of these deputations is in the **Appendix**.

Discussion

Administration's overall response to the views expressed by deputations

30. At the invitation of the Chairman, DC for L (LA) gave a consolidated response to the views expressed by deputations/individuals as follows:

- (a) the Administration would, having regard to the pace of Hong Kong's social changes and economic developments, and on the premise of striking a reasonable balance between the interests of employers and employees, continue to give careful consideration to improving employees' rights and benefits progressively. The Administration noted the views and concerns expressed by the deputations and would take into account their views and concerns if and when maternity benefits under EO were reviewed in future;
- (b) as regards measures in support of breastfeeding, the Department of Health ("DH") had been actively promoting breastfeeding and providing support to breastfeeding mothers as necessary, and promoting the breastfeeding friendly workplace policy; and

Action

- (c) LD had liaised with the Hospital Authority and DH in respect of medical certificates for attending prenatal medical check-ups. Pregnant employees could make request for appropriate medical certificates for such purpose as necessary.

Review of maternity benefits

31. The Chairman expressed concern that the existing maternity benefits had not been reviewed for decades and asked how and when the Administration would take forward the relevant review.

32. Pointing out that the majority of deputations attending the meeting was in support of an extension of the current 10-week paid ML period, Dr Helena WONG strongly criticized that the Administration had not conducted a review of the maternity benefits in the past decades. Dr WONG also expressed disappointment at the lack of complementary FFEP measures and supportive policy initiatives for promoting breastfeeding and childbirth. In her view, the Administration should accord priority to the deliberation on the review of maternity benefits at LAB's meetings.

33. DC for L (LA) made the following response:

- (a) the Administration regularly reviewed labour legislation in the light of Hong Kong's changing socio-economic situation and the need to strike a reasonable balance between employees' interests and employers' affordability. Notably, paid ML was first introduced in 1981, whereby a pregnant employee who had been employed under a continuous contract for not less than 40 weeks immediately before the commencement of ML would be entitled to ML pay at the rate of two-thirds of her wages. In 1995, the rate of ML pay was raised to four-fifths of the employee's wages. In 1997, the 26-week qualifying period of service for ML was removed so that any pregnant employee who had been employed under a continuous contract of employment was entitled to ML and the maternity protection coming along with ML; and
- (b) views on according a higher priority to deliberating the subject of maternity benefits would be relayed to LAB for consideration if and when maternity benefits under EO

Action

would be reviewed. It was, however, noteworthy that a number of labour issues were currently under LAB's discussion, including review of statutory PL, alignment of statutory holidays ("SHs") with general holidays ("GHs") and working hours policy.

34. Assistant Commissioner for Labour (Labour Relations) ("AC for L (LR)") added the following points:

- (a) the existing EO provisions accorded comprehensive protection for pregnant employees in the aspects of health, employment protection, ML and ML pay. It was noteworthy that the responsibility for paying relevant maternity benefits was solely borne by employers;
- (b) EO prohibited an employer from dismissing a pregnant employee during her pregnancy or ML, whereas the Sex Discrimination Ordinance ("SDO") protected a woman from pregnancy discrimination including dismissal/discrimination upon resumption of duty after expiry of ML. It was also unlawful under the Family Status Discrimination Ordinance ("FSDO") to discriminate against a person on the ground of family status; and
- (c) the Administration encouraged companies/organizations to adopt a breastfeeding-friendly workplace policy for their lactating employees, for example, through launching of the "Award for Breastfeeding Support" under the biennial "Family-Friendly Employers Award Scheme" by the Family Council and the Home Affairs Bureau.

35. Dr Helena WONG said that it was imperative that the Administration should play an active role in improving the maternity benefits, given that employers and employees could hardly reach a consensus on the matter.

36. Mr LEE Cheuk-yan considered that the Administration had adopted a delaying tactic in improving employees' rights and benefits in various aspects, including provision of statutory PL, maternity benefits and standard working hours ("SWH"). He added that issues relating to maternity benefits should be examined under the context of population policy. Mr LEE also sought information on organizations/companies which had granted 14-week ML and full pay ML to their employees.

Action

37. DC for L (LA) said that apart from safeguarding employees' rights and benefits through legislative means, LD adopted various strategies including education and publicity in respect of promoting FFEP and encouraging employers, having regard to individual circumstances of their enterprises, to put in place measures like flexitime and part-time work arrangements to facilitate employees in taking care of their families. DC for L (LA) further said that while LD had not conducted relevant surveys on the granting of ML and ML pay by organizations/companies to their employees, given the improved socio-economic conditions and the tight manpower situation in Hong Kong, it was learnt that an increasing number of employers were willing to offer employment conditions, including maternity benefits, that were more favourable than those provided under EO.

38. Mr SIN Chung-kai expressed disappointment at the little progress in enhancing maternity protection over the years. Referring to a miscarriage case raised by a deputation, Mr SIN sought clarification about a female employee's eligibility for ML in the event of miscarriage.

39. DC for L (LA) explained that under EO, where a female employee suffered a miscarriage, she would be entitled to sick leave, instead of ML, for those days on which she was absent from work by reason of such miscarriage. Whether the employee was entitled to sickness allowance would depend on whether she could produce an appropriate sick leave certificate issued by a registered medical practitioner and the number of paid sickness days that the employee concerned had accumulated.

Pregnancy discrimination

40. Mr SIN Chung-kai shared the concerns raised by some deputations about discrimination against female employees who returned to work upon expiry of their ML. At his invitation, the following deputations provided further information/views as follows:

- (a) Miss NG Cheuk-ling of Promoters and Causal Workers Union said that female employees concerned encountered difficulties in taking leave to take care of their newborns. In addition, there was unfavourable treatment in respect of job assignment and career promotion;

Action

- (b) Ms Juan LEUNG of The Hong Kong Federation of Trade Unions ("HKFTU") Women Affairs Committee cited cases of dismissal of employees upon return from ML and pointed out that there was inadequate employment protection in this regard. She called on the Administration to extend the period of employment protection enjoyed by pregnant employees so that employers could not unreasonably dismiss employees within the six months following the expiry of their employees' ML; and
- (c) Ms CHEUNG Lai-ha of Retail, Commerce and Clothing Industries General Union said that it was a common phenomenon that female employees faced incessant unfavourable treatment upon serving notice of pregnancy on their employers. In addition, it was time-consuming for the Equal Opportunities Commission ("EOC") to handle such complaints if so lodged.

41. DC for L (LA) said that EO prohibited an employer from dismissing an employee during her pregnancy or ML. Besides, if an employee had been unreasonably and unlawfully dismissed, she might seek remedies, including compensation or reinstatement/re-engagement in the Labour Tribunal. Apart from maternity protection under EO, SDO also played an important role in protecting women from pregnancy discrimination in various areas including employment. Employees, who were discriminated because of pregnancy or dismissed after giving birth, could lodge a complaint with EOC. EOC would provide assistance to complainants to seek redress as appropriate.

42. Mr TANG Ka-piu informed members that he had handled cases of unreasonable dismissal during pregnancy, in which the female employees concerned had encountered unfavourable treatment upon serving notice of pregnancy on their employer. With reference to his experience in handling such cases, Mr TANG said that some cases lasted as long as nine months for settlement after lodging complaints with EOC. Mr TANG further drew members' attention to the findings of the "Study on Pregnancy Discrimination and Negative Perceptions Faced by Pregnant Women and Working Mothers in Small and Medium Enterprises ("SME")" released by EOC on 4 May 2016, which revealed that unfavourable treatment of pregnant employees and working mothers occurred in the SME workplace. Referring to the court's ruling that employment protection period did not extend beyond the expiry of an employees' ML under EO because of cessation of pregnancy, he appealed

Action

to the Administration to plug such loophole by extending the period of employment protection enjoyed by pregnant employees under EO, such that employers could not unreasonably dismiss employees within six months following the expiry of their employees' ML.

[The Chairman informed members that the meeting would be extended to 7:15 pm.]

43. DC for L (LA) and AC for L (LR) responded that the suggestion of extending the employment protection period beyond the expiry of ML should be considered carefully in a wider context, having regard to its read-across implications on other provisions in EO such as sick leave. That said, the Administration would take into consideration deputations' views and concerns in assessing the need to further improve maternity protection and benefits.

44. The Chairman expressed grave concern that there was little progress in improving employees' rights and benefits, including the provision of PL, maternity benefits and SWH. In his view, statutory ML should at least be extended to be on par with the international standard of 14 weeks. He considered that instead of waiting for LAB's further discussion on the subject matter, the Administration should draw up a concrete review timetable.

45. DC for L (LA) said that members of LAB were currently discussing issues including review of the implementation of statutory PL, the alignment of SHs and GHs, working hours policy, etc.

46. At the invitation of the Chairman, the following deputations presented further views:

- (a) Ms Connie CHAN of HK Catholic Breastfeeding Association said that the Administration should accord higher priority to the discussion on maternity benefits at meetings of LAB, having regard to the ageing population and low fertility rate in Hong Kong;
- (b) Ms Sharon TSUI Ying of Natural Parenting Network expressed disappointment that LWB/LD had not conducted a review on the existing provisions on maternity protection under EO since 1995; and

Action

- (c) Miss CHEUNG Man-yan of Hong Kong Breastfeeding Mothers' Association was of the view that the existing provision of 10-week ML was inadequate for breastfeeding. The Administration should accord higher priority to addressing the issue.

47. In concluding the discussion, the Chairman called on the Administration to seriously consider according higher priority to the deliberation of ML and related issues at LAB meetings as soon as practicable.

48. There being no other business, the meeting ended at 7:15 pm.

Council Business Division 2
Legislative Council Secretariat
30 August 2016

Panel on Manpower

Meeting on Tuesday, 17 May 2016, at 4:30 pm
Meeting to receive views on "Provisions on maternity leave
under the Employment Ordinance"

Summary of views and concerns expressed by deputations

No.	Name of deputation	Submission / Major views and concerns
1.	Democratic Alliance for the Betterment and Progress of Hong Kong	<ul style="list-style-type: none"> ● It was an opportune time to conduct a review on the duration of maternity leave ("ML") and ML pay under the Employment Ordinance, which had been implemented for a long period of time. ● The Administration should consider extending the duration of the 10-week statutory ML with a view to facilitating full recovery of female employees after delivery as well as breastfeeding. ● Consideration should also be given to affordability of employers, having regard to the impact of extending ML period on deployment of human resources and increase in staff cost. Consensus should be reached between employers and employees on the subject.
2.	The Democratic Party	<ul style="list-style-type: none"> ● LC Paper No. CB(2)1546/15-16(01)
3.	Liberal Party	<ul style="list-style-type: none"> ● Expressing support for measures facilitating childbirth as promoted by the Government. ● While some countries/places, such as the United Kingdom, Canada, Germany and the Mainland, might provide longer period of ML than Hong Kong, their ML pay was comparatively less in terms of percentage of employees' wage. Moreover, the responsibility for paying maternity benefits was not solely borne by employers but also social insurance or the Government. ● While employers should be encouraged to provide employees with maternity benefits that were more favourable than the statutory requirements, the Government should also bear more responsibility in this regard.
4.	Labour Party	<ul style="list-style-type: none"> ● LC Paper No. CB(2)1567/15-16(01)
5.	The Federation of Hong Kong and Kowloon Labour Unions	<ul style="list-style-type: none"> ● LC Paper No. CB(2)1518/15-16(01)
6.	HK Catholic Breastfeeding Association	<ul style="list-style-type: none"> ● LC Paper No. CB(2)1546/15-16(02)
7.	Hong Kong Committee for UNICEF	<ul style="list-style-type: none"> ● LC Paper No. CB(2)1518/15-16(02)

No.	Name of deputation	Submission / Major views and concerns
8.	Natural Parenting Network	● LC Paper No. CB(2)1512/15-16(01)
9.	Promoters and Causal Workers Union	● LC Paper No. CB(2)1546/15-16(03)
10.	Hong Kong Catering Industry Association	● LC Paper No. CB(2)1512/15-16(02)
11.	Baby Friendly Hospital Initiative Hong Kong Association	● LC Paper No. CB(2)1482/15-16(07)
12.	Women's Affairs Committee, Hong Kong Confederation of Trade Unions	● LC Paper No. CB(2)1522/15-16(01)
13.	Hong Kong Federation of Women's Centres	● LC Paper No. CB(2)1546/15-16(04)
14.	Hong Kong Federation of Restaurants & Related Trades	● LC Paper No. CB(2)1522/15-16(02)
15.	Civic Party	● LC Paper No. CB(2)1567/15-16(02)
16.	Institution of Dining Art	● LC Paper No. CB(2)1482/15-16(08)
17.	The Hong Kong Federation of Trade Unions Women Affairs Committee	● LC Paper No. CB(2)1482/15-16(09)
18.	Hong Kong Breastfeeding Mothers' Association	● LC Paper No. CB(2)1482/15-16(10)
19.	Hong Kong Catholic Commission for Labour Affairs	● LC Paper No. CB(2)1512/15-16(03)
20.	Retail, Commerce and Clothing Industries General Union	● LC Paper No. CB(2)1546/15-16(05)