

立法會
Legislative Council

LC Paper No. CB(2)2028/15-16
(These minutes have been seen
by the Administration)

Ref : CB2/PL/MP

Panel on Manpower

Minutes of meeting
held on Tuesday, 21 June 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
Dr Hon LEUNG Ka-lau
Hon CHEUNG Kwok-che
Hon WONG Kwok-kin, SBS
Hon LEUNG Kwok-hung
Hon CHAN Yuen-han, SBS, JP
Dr Hon KWOK Ka-ki
Hon SIN Chung-kai, SBS, JP
Hon POON Siu-ping, BBS, MH
Hon CHUNG Kwok-pan

Members absent : Hon IP Kwok-him, GBS, JP
Hon LEUNG Che-cheung, BBS, MH, JP
Hon TANG Ka-piu, JP

Public Officers attending : Item II
Mr Matthew CHEUNG Kin-chung, GBS, JP
Secretary for Labour and Welfare

Mr Donald TONG Chi-keung, JP
Commissioner for Labour

Miss Mabel LI Po-yi, JP
Assistant Commissioner for Labour (Development)

Ms Carrie LEE Kit-ling
Chief Executive Officer
(Work Incentive Transport Subsidy)
Labour Department

Item III

Mr Jeff LEUNG Wing-yan
Deputy Commissioner for Labour
(Occupational Safety and Health)

Mr WU Wai-hung
Assistant Commissioner for Labour
(Occupational Safety)

Mr LEUNG Yuk-keung
Chief Occupational Safety Officer
(System and Support)
Labour Department

Attendance : Item II
by invitation

Hong Kong Catholic Commission for Labour Affairs

Ms LAW Pui-shan
Policy Research Officer

Individual

Ms Christine FONG Kwok-shan
Member of Sai Kung District Council

The Federation of Hong Kong and Kowloon Labour
Unions

Mr CHAN Man Luen-ying
Organizer

Democratic Alliance for the Betterment and Progress of
Hong Kong

Mr NGAN Man-yu
Deputy Spokesperson

Civic Party

Mr Joshua LI Chun-hei

Labour Party

Mr KEUNG Kwok-wai
Community Worker

Individual

Mr HAU Sing-yeung

Equal Access Group

Ms Sairah Abbas
Assistant Program Officer

Individual

Miss Katherine PEMBERTON

Liberal Party

Mr Ken CHOW
Chairman, New Territories West District Affairs Committee

Cleaning Workers Union

Mr CHAN Tsz-kit
Organizer

Promoters and Causal Workers Union

Miss NG Cheuk-ling
Organizer

Individual

Mr Bryan YUEN Kwan-wing

Kwai Chung Estate Labour Affairs Concern Group

Miss LAI Choi-yin
Representative

Grassroot Labour Concern Group

Mr LAW Hin-tung
Spokesperson

Catholic Diocese of Hong Kong Diocesan Pastoral Centre
for Workers - New Territories

Mr YU Siu-po
Acting Centre Supervisor

Smart & Beauty House

Mr KU Kwok-wo
Member

New Territories Evangelical Ambassador

Mr Godfry HO Chi-tat
Member

Part-time Workers Concern Group

Ms LEE Yuk-mei
Member

North District Low-Income Concern Group

Mr CHUNG Cheuk-nam
Member

Fanling Workers Group

Miss CHEUNG Lai-ha
Member

North District Grassroot Worker Group

Miss LEUNG Yan-ning
Member

North District Grassroot Concern Group

Miss POON On-ki
Member

North District Housing Problems Concern Group

Mr CHAN Ka-shun
Member

Society for Community Organization

Mr NG Wai-tung
Community Organizer

Concern for Grassroot Labour Group

Mr LAM Chiu
Representative

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

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

Ms Mina CHAN
Council Secretary (2) 1

Ms Kiwi NG
Legislative Assistant (2) 1

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I. Information paper issued since the last meeting
(LC Paper No. CB(2)1650/15-16(01))

Members noted the Administration's response to Mr Kenneth LEUNG's proposed Member's Bill entitled "Public Interest Disclosure Bill 2016". Given that the proposed Member's Bill would appear to have implications on other pieces of legislation outside the remit of the Panel on Manpower, the Chairman advised that it would not be dealt with by the Panel. Members agreed.

2. Mr LEE Cheuk-yan suggested that the Panel should discuss the revised procedure under the amended guidelines on the use of marking scheme ("the revised procedure") for Government outsource contracts. In light of the difficulties in scheduling another meeting before the end of the current legislative term, the Chairman suggested and members agreed that the Administration be requested to provide information on the subject.

(Post-meeting note: The revised procedure had been considered under agenda item IV at the meeting of the Panel on Financial Affairs on 6 June 2016. In response to members' request, the Administration provided supplementary information in relation to the revised procedure which was circulated to Members vide LC Paper No. CB(1)1074/15-16 on 27 June 2016.)

II. Results of the review of the Work Incentive Transport Subsidy Scheme
(LC Paper Nos. CB(2)1769/15-16(01) to (02), CB(2)1802/15-16(01) and (02))

3. At the invitation of the Chairman, Secretary for Labour and Welfare ("SLW") briefed members on the findings of the review of the Work Incentive Transport Subsidy ("WITS") Scheme as detailed in the Administration's paper.

4. Members noted the updated background brief entitled "Work Incentive Transport Subsidy Scheme" prepared by the Legislative Council ("LegCo") Secretariat.

Presentation of views by deputations/individuals

5. At the invitation of the Chairman, a total of 26 deputations and individuals presented their views on the WITS Scheme. A summary of views of these deputations and individuals is in the **Appendix**.

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Administration's response to the views of deputations and individuals

6. In response to the views and concerns raised by the deputations and individuals attending the meeting, SLW made the following points:

- (a) following a mid-term review of the WITS Scheme, the Administration had introduced the option of individual-based application as an alternative to household-based application from the claim months of 2013 onwards, marking a significant step forward in enhancing the WITS Scheme. There was a marked increase in the number of recipients of WITS after the introduction of the "dual-track" application method. As at end-May 2016, there were 51 260 successful applicants on individual basis amongst the total of 101 746 successful applicants of whom about 92% received full-rate subsidy of \$600 per month;
- (b) in setting the subsidy rate, the average monthly expense of WITS target recipients on public transport for travelling to and from work collected in the General Household Survey ("GHS") by the Census and Statistics Department ("C&SD") had been taken into account. According to the latest available statistics in GHS conducted in the third quarter of 2015, the average monthly expense of all WITS target recipients on public transport for travelling to and from work was \$442, and that for those residing in the New Territories and working across districts was \$525. While the current subsidy rate might not fully cover the actual travelling expenses of some recipients, it was noteworthy that the WITS Scheme served the objective of helping low-income earners reduce their travelling expenses incurred in commuting to and from work;
- (c) to keep the WITS Scheme simple and easy to administer with a view to containing the administrative cost, the Administration considered it appropriate to provide the subsidy at a flat full-rate of \$600 per month per qualified applicant. Conversely, the cumbersome requirement for applicants to record and report working locations and relevant travelling expenses, together with additional workload and processing time in verifying applicants' claims, would make it very difficult and administratively costly to adopt a customized subsidy based on applicants' actual travelling expenses;

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- (d) as the Administration would conduct an overall policy review of the Low-income Working Family Allowance ("LIFA") Scheme one year after its implementation (i.e. in mid-2017) and critically examine interface issues between the LIFA and WITS Schemes, any major changes to the WITS Scheme would be carefully examined in the context of the overall policy review of LIFA and the interface between the two Schemes;
- (e) when seeking funding approval for the WITS Scheme in February 2011, the Administration's estimation of 218 000 potential applicants was based on C&SD's surveyed information on the number of persons meeting the income and working hour limits of the WITS Scheme available at that time. There was, however, no information on the asset levels of these potential applicants. It was thus unable to estimate how many of them could meet the asset limits of the WITS Scheme and also to ascertain whether an eligible person would choose to apply for the subsidy; and
- (f) to further enhance support services for ethnic minorities ("EMs") in applying for WITS, the Labour Department ("LD") would put in place a "Template of WITS Application Form" in three EM languages (i.e. Urdu (the Pakistan language), Nepali and Hindi (the Indian language)) with key information highlighted to facilitate their completion of the application form and submission of required documentary proof. LD would also explore rolling out a trial scheme of deploying employment services ambassadors for EMs to provide dedicated support services at the WITS Division office to help prospective and needy EM applicants in applying for WITS.

Members' discussion

Level of subsidy rate

7. Mr LEE Cheuk-yan expressed dissatisfaction that no adjustment would be made to the level of subsidy rate after completion of the review of the WITS Scheme. Instead, the level of subsidy rate would be considered in the context of the overall policy review of LIFA to be conducted in mid-2017. Mr POON Siu-ping echoed most deputations'

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view that the current full-rate subsidy, which had remained unchanged since inception of the WITS Scheme in 2011, should be adjusted upwards.

8. SLW responded that the present full-rate subsidy of \$600 per month had been critically reviewed and was considered appropriate. As explained earlier, according to the latest available statistics in GHS, the average monthly expense of WITS target recipients on public transport for travelling to and from work fell well within the present full-rate subsidy of \$600 per month.

9. Mr CHEUNG Kwok-che pointed out that the current full-rate subsidy of \$600 per month was inadequate for low-income workers to relieve their burden of employment-related travelling expenses when working across districts, which could amount to over \$1,000 per month. In his view, the statistics obtained from GHS on the average monthly expense of WITS target recipients on public transport for travelling to and from work failed to reflect the actual circumstances of those living in remote areas to work across districts.

10. In response to Mr CHEUNG Kwok-che's enquiry about the actual travelling expenses of WITS applicants, Assistant Commissioner for Labour (Development) explained that to keep the WITS Scheme together with its application form and procedures simple and user-friendly, applicants were not required to provide LD with such information in their applications.

Eligibility criteria and further review of the WITS Scheme

11. Mr LEE Cheuk-yan pointed out that as reflected by some deputations, the asset limit under the WITS Scheme was too stringent and should be abolished so as to encourage low-income workers to work and stay in employment. He queried why the asset limits of the WITS Scheme for different household sizes were lower than the corresponding limits applicable to the LIFA Scheme. Mr POON Siu-ping shared a similar concern and enquired whether the asset limits of the WITS Scheme would be taken into account in the overall policy review of LIFA.

12. Mr CHEUNG Kwok-che said that he did not see the need to propose changes to the eligibility criteria for the WITS Scheme until the completion of the overall policy review of LIFA. In his view, the Administration should consider relaxing the eligibility criteria and increasing the level of subsidy rate right away. Notably, the Administration should introduce a two-tier full-rate subsidy, say \$600 and

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\$1,200, for those working in the same district and across districts respectively. Miss CHAN Yuen-han shared a similar view. Mr LEUNG Kwok-hung criticized the WITS Scheme for failing to help low-income earners, particularly those working across districts, reduce their cost of travelling to and from work.

13. SLW explained that the LIFA Scheme, which aimed to encourage self-reliance through sustained employment and ease inter-generational poverty, had just come into operation in May 2016. It was thus considered appropriate to conduct an overall policy review of the LIFA Scheme in mid-2017. Any major changes to the WITS Scheme would be carefully considered in the context of the overall policy review of LIFA and the interface between the two Schemes.

Modus operandi

14. In response to Mr POON Siu-ping's enquiry about the administration cost for implementing the WITS Scheme, SLW advised that as at end-May 2016, out of the approved commitment of \$4,805 million, a total subsidy of \$1,298 million had been paid to eligible WITS applicants and the administration cost was \$158 million.

15. Mr LEUNG Yiu-chung said that to his understanding, owing to difficulties in obtaining supporting documents, such as working hours records, from the employers as well as frequent follow-up calls from LD staff to verify applicants' claims, some eligible workers had not applied for WITS. He urged the Administration to streamline the existing application procedures for the WITS Scheme.

16. Commissioner for Labour ("C for L") stressed that LD was sincere and committed to improving the application procedures for the WITS Scheme. He appealed to members' understanding that LD was obliged to verify applicants' eligibility for subsidy as required under the WITS Scheme and safeguard the principle of prudent use of public money. He explained that as set out in the guidance notes for WITS application, if an applicant was unable to provide any supporting document in relation to employment earnings and/or working hours in his/her application, he/she could submit self-declared statement and LD would continue to process his/her application. Moreover, applicants might specify in the application form if it was inconvenient for them to receive telephone call from LD staff in any particular time period.

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17. Mr LEUNG Yiu-chung suggested that LD should not contact applicants during working hours unless the applicant had stated otherwise. C for L assured members that LD would take into account the views of deputations and further streamline the application procedures as appropriate and feasible.

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18. In concluding the discussion, the Chairman said that deputations attending the meeting were dissatisfied with the review findings of the WITS Scheme, in particular the level of subsidy rate and the application procedures. He requested the Administration to provide the number of WITS applications withdrawn by applicants. C for L agreed to provide the requested information after the meeting.

III. Hong Kong's occupational safety performance in 2015

(LC Paper Nos. CB(2)1744/15-16(01) and CB(2)1769/15-16(03))

19. At the invitation of the Chairman, Deputy Commissioner for Labour (Occupational Safety and Health) ("DC for L (OSH)") briefed members on Hong Kong's occupational safety performance in 2015 as detailed in the Administration's paper.

20. Members noted the updated background brief entitled "Occupational safety performance in Hong Kong" prepared by the LegCo Secretariat.

Hong Kong-Zhuhai-Macao Bridge related local projects

21. Expressing grave concern that industrial accidents occurred incessantly at the construction sites of the Hong Kong-Zhuhai-Macao Bridge related local projects ("the HZMB projects"), Miss CHAN Yuen-han queried whether it was attributed to catching up with works progress at the expense of safe work practices and the failure of the Administration's monitoring measures in this regard. Miss CHAN sought information on the number of industrial accidents and fatalities relating to the HZMB projects in 2015 and asked whether the Administration had conducted investigations into the causes of such accidents and drawn up preventive measures.

22. In response, DC for L (OSH) made the following points:

- (a) there were two fatalities in relation to the HZMB projects in Hong Kong in 2015. The figures on industrial accidents would be provided after the meeting;

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- (b) after the occurrence of an industrial accident, LD would conduct a thorough investigation to examine the causes of the accident and the legal liabilities of duty holders. LD would urge the contractor concerned to make improvement and take enforcement actions as appropriate. There was no evidence indicating that the causes of accidents were related to catching up with works progress;
- (c) under the Occupational Safety and Health Ordinance ("OSHO"), employers/contractors must provide and maintain plants and systems of work that were, so far as reasonably practicable, safe and without risks to health. They should also provide such information, instruction, training and supervision that were necessary to ensure the health and safety at work of employees. It was found in a number of cases that employers/contractors concerned failed to maintain a comprehensive and safe system of work. As soon as a serious/fatal accident had emerged especially where systemic safety risks were involved, LD would release a Work Safety Alert promptly on its website and through emails to contractors, workers' unions and professional organizations of safety practitioners, etc. The Work Safety Alerts gave a brief account of the accident and reminded the industry to take safety precautionary measures so as to prevent recurrence of similar accidents; and
- (d) given the commencement of various mega infrastructure projects in recent years, LD had stepped up liaison with major works project proponents and urged the contractors concerned to strengthen the site safety management systems and monitor closely work safety with a view to enhancing occupational safety of employees. LD had also increased manpower to step up site inspections and enforcement actions in a number of major work areas since 2011-2012, such as the creation of additional dedicated Mega Infrastructure Project Offices and a dedicated team to strengthen the monitoring of work safety of major works projects. LD had maintained close liaison with the Development Bureau in respect of monitoring the safety performance of contractors of public works projects.

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Work-at-height

23. While observing that there was general improvement in occupational safety performance in 2015 as compared with that in 2014, Mr POON Siu-ping was concerned that the number of industrial fatalities in the construction industry involving "fall of person from height" had increased from seven cases in 2014 to nine cases in 2015. Mr POON enquired whether a review on the effectiveness of relevant counter measures had been conducted and whether further measures would be adopted to enhance the occupational safety of construction workers.

24. DC for L (OSH) advised that the Administration was very concerned about the construction fatalities and injuries which were mainly associated with work-at-height. LD would further promote safety measures on working at height to contractors and workers, including the proper use of personal protective equipment such as safety helmets with chin straps. LD would also work in collaboration with the Home Affairs Department to disseminate work safety message to the property management sector and owners' incorporations to remind contractors to take appropriate safety measures when carrying out work-at-height activities at buildings under their management.

Heat stroke at work

25. Miss CHAN Yuen-han expressed grave concern about heat stroke cases occurred in outdoor working environments during hot summer. Miss CHAN sought information on the number of heat stroke cases involving construction workers and enquired about the measures taken by the Administration to safeguard employees' OSH under such circumstances.

26. DC for L (OSH) advised that the Administration had adopted the following measures to protect employees from heat stroke:

- (a) LD launched a series of publicity and educational activities to enhance the awareness of employers and employees on prevention of heat stroke at work and remind them to take precautionary measures. Duty holders were advised to arrange appropriate rest breaks for employees during hot periods, set up temporary sunshade wherever possible and provide cool potable water for employees at all times during work. The promotion activities included distributing relevant guidelines and advisory letters to employers'

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associations and workers' unions concerned, organizing health talks, broadcasting publicity videos and Announcements in the Public Interest through various media, and conducting out-reaching promotional visits to outdoor workplaces. Workplaces with a higher risk of heat stroke were the primary targets. In addition, LD supported workers' organizations to stage roving exhibitions at locations near renovation and repair worksites to directly promulgate safety knowledge including work in hot weather. LD had also published a guide on the prevention of heat stroke at work in a hot environment and practical methods for abating the risk of heat stroke ("the guide");

- (b) under the general duties provisions in OSHO, an employer was required to provide a safe working environment to his/her employees. In addition to the regular surprise inspection and enforcement action, LD launched special enforcement operations during the summer months to check compliance with the OSH legislation and relevant requirements. LD conducted some 30 000 inspections to construction work sites in May to September in 2015;
- (c) the arrangement of an additional rest break was implemented in all construction sites for workers during the summer months, i.e. a 15-minute rest break in the morning in addition to the 30-minute rest break in the afternoon to prevent heat stroke at work as recommended by the Construction Industry Council under the "Guidelines on Site Safety Measures for Working in Hot Weather" issued in 2013; and
- (d) in respect of occupational injury cases in workplaces, including heat stroke at work, resulting in death or incapacity for work of over three days, the employer concerned was obliged to report to LD.

27. Mr POON Siu-ping expressed concern that employers might not closely follow the recommended practices in the guide. In his view, the Administration should consider legislating for the guide, including provision of potable water and arrangement of rest breaks, so as to safeguard employees' OSH. Pointing out that summers in Hong Kong had become increasingly hot, Miss CHAN Yuen-han expressed her support.

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28. The Chairman called on the Administration to enhance its publicity and educational efforts, including conducting visits to worksites and confined workplaces, in increasing the awareness of employers and employees of the publication of the guide.

29. DC for L (OSH) responded that there were specific provisions under the Occupational Safety and Health Regulation, the Factories and Industrial Undertakings Regulations, and the Construction Sites (Safety) Regulations requiring the person responsible for a workplace to ensure that sufficient potable water was provided at the workplace, and to provide a shaded area at a construction site where workers could take shelter during inclement weather. It was further pointed out that there were a host of factors contributing to the risk of heat stroke which could vary with job nature and physical environment of the workplaces. Introducing a specific legislation for the prevention of heat stroke therefore might not be practical. The existing OSH legislation, together with the guide, covered different work activities and environment for the general protection of OSH of workers, including the protection of workers from heat stroke at work.

Lifting or carrying

30. Referring to Annexes 2 and 3 to the Administration's paper, Mr POON Siu-ping noted with concern about the substantial increase in the number of industrial accidents involving "injured whilst lifting or carrying" in both the construction industry and food and beverage service sector in 2015 (i.e. 222 cases and 110 cases respectively). Mr POON enquired whether LD had analyzed the reasons for such an increase and taken follow-up action.

31. DC for L (OSH) acknowledged that the number of industrial accidents involving "injured whilst lifting or carrying", which was one of the main causes of industrial accidents, in both construction industry and food and beverage service sector in 2015 was on the high side. To address the situation, LD staff conducted risk assessment on the OSH hazards during site inspections and would advise employers to adopt appropriate improvement measures. Besides, LD promoted the awareness of employers and employees of proper working posture when lifting or carrying by organizing health talks and seminars. LD would continue its work on these fronts.

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32. There being no other business, the meeting ended at 7:05 pm.

Council Business Division 2
Legislative Council Secretariat
7 September 2016

Panel on Manpower

Meeting on Tuesday, 21 June 2016, at 4:30 pm

Meeting to receive views on

"Results of the review of the Work Incentive Transport Subsidy Scheme"**Summary of views and concerns expressed by deputations/individuals**

No.	Name of deputation/individuals	Submission / Major views and concerns
1.	Hong Kong Catholic Commission for Labour Affairs	<ul style="list-style-type: none"> ● LC Paper No. CB(2)1914/15-16(01)
2.	Ms Christine FONG Kwok-shan, Member of Sai Kung District Council	<ul style="list-style-type: none"> ● The full-rate subsidy of \$600 per month under the Work Incentive Transport Subsidy ("WITS") Scheme, which had remained unchanged since 2011, should be adjusted upwards to at least \$1,000 to meet the increase in public transport fares. ● The WITS Scheme and the Low-income Working Family Allowance ("LIFA") Scheme should be combined so as to streamline the application procedures and reduce the overall administration cost.
3.	The Federation of Hong Kong and Kowloon Labour Unions	<ul style="list-style-type: none"> ● The eligibility criteria for the WITS Scheme were too stringent and the income limits should be raised. ● The full-rate subsidy of \$600 per month under the WITS Scheme, which had remained unchanged since 2011, should be adjusted upwards given the cumulative increase in the major public transport fares over the past few years.
4.	Democratic Alliance for the Betterment and Progress of Hong Kong	<ul style="list-style-type: none"> ● The eligibility criteria for the WITS Scheme should be relaxed and the level of subsidy rate should be raised. ● The application procedures under the WITS Scheme should be further simplified by reducing the production of supporting documents. ● WITS applicants should be provided with a job search allowance of \$600, as provided for under the former Transport Support Scheme.
5.	Civic Party	<ul style="list-style-type: none"> ● LC Paper No. CB(2)1890/15-16(01)
6.	Labour Party	<ul style="list-style-type: none"> ● The present full-rate subsidy of \$600 per month under the WITS Scheme was inadequate to cover the actual travelling expenses of the WITS recipients residing in remote areas to work, which amounted to over \$1,000 per month. ● The asset test requirement under the WITS Scheme should be removed with a view to promoting sustained employment. ● Given that household-based WITS applicants could not apply for LIFA, the Administration should critically examine the interface between the LIFA and WITS Schemes so as to benefit more low-income families.

No.	Name of deputation/individuals	Submission / Major views and concerns
7.	Mr HAU Sing-yeung	<ul style="list-style-type: none"> ● The current full-rate subsidy of \$600 per month under the WITS Scheme, which was considered inadequate to cover the actual travelling expenses of applicants who worked across districts, had contributed to the low take-up rate of the Scheme. ● The level of subsidy rate of the WITS Scheme should be raised given the substantial increase in the major public transport fares over the past few years.
8.	Equal Access Group	<ul style="list-style-type: none"> ● Ethnic minorities ("EMs") were discouraged from applying for WITS because of language barrier and complicated application procedures of the Scheme, particularly the provision of documentary proof issued by employers. ● The Support Service Centre for Ethnic Minorities of the Home Affairs Department failed to provide assistance for EM applicants in completing the WITS application form.
9.	Miss Katherine PEMBERTON	<ul style="list-style-type: none"> ● The Administration should set up a framework to allow public rental housing tenants to voluntarily exchange units among themselves so that they could move to a district close to their workplace and thereby reduce the work-related travelling expenses.
10.	Liberal Party	<ul style="list-style-type: none"> ● The Administration should examine whether the low take-up rate of the WITS Scheme was due to its complicated application procedures or low subsidy rate. ● The Administration should introduce two-tier subsidy rates based on the distance between the location of workplace and residence. ● The income and asset limits of the WITS Scheme should be raised to increase the number of beneficiaries.
11.	Cleaning Worker Union	<ul style="list-style-type: none"> ● LC Paper No. CB(2)1928/15-16(01)
12.	Promoters and Causal Workers Union	<ul style="list-style-type: none"> ● LC Paper No. CB(2)1890/15-16(02)
13.	Mr Bryan YUEN Kwan-wing	<ul style="list-style-type: none"> ● To encourage low income workers to apply for WITS, the asset test requirement under the WITS Scheme should be abolished. ● The income limits for the WITS Scheme should be pegged to those for applying for public rental housing ("PRH").
14.	Kwai Chung Estate Labour Affairs Concern Group	<ul style="list-style-type: none"> ● The asset test requirement under the WITS Scheme was too stringent and should be removed. ● The income limits of the WITS Scheme were too low and should be pegged to those for applying for PRH. ● The present full-rate subsidy of \$600 per month under the WITS Scheme, which had remained unchanged since 2011, should be adjusted upwards.

No.	Name of deputation/individuals	Submission / Major views and concerns
15.	Grassroot Labour Concern Group	<ul style="list-style-type: none"> ● The WITS Scheme failed to help Tung Chung residents to reduce the travelling expenses arising from working across districts.
16.	Catholic Diocese of Hong Kong Diocesan Pastoral Centre for Workers - New Territories	<ul style="list-style-type: none"> ● It was considered unreasonable to require the WITS applicants to produce medical documents establishing their need for taking public transportation to work in cases of short distance between location of workplace and residence. ● It was difficult for employees to apply for WITS due to the low income limits of the WITS Scheme. ● Each WITS application should be handled by a case officer such that the vetting procedures could be more applicant-friendly.
17.	Smart & Beauty House	<ul style="list-style-type: none"> ● The stringent eligibility criteria and complicated application procedures deterred eligible employees from applying for WITS. ● The full-rate subsidy of \$600 per month under the WITS Scheme should be reviewed and adjusted upwards to ease the financial burden of the WITS recipients to work across districts.
18.	New Territories Evangelical Ambassador	<ul style="list-style-type: none"> ● The income limits for the WITS Scheme should not be lower than those for PRH application. ● A case officer should be assigned to each WITS application. ● The Labour Department should not contact the WITS applicants by phone during daytime working hours.
19.	Part-time Workers Concern Group	<ul style="list-style-type: none"> ● It was difficult for part-time workers to fill in the application form and provide documentary proof of income and working hours when applying for WITS. ● The cumbersome vetting procedures had deterred WITS applications. ● The cash value of applicants' insurance policies should not be included in the calculation of asset value under the WITS Scheme.
20.	North District Low-Income Concern Group	<ul style="list-style-type: none"> ● The review of the WITS Scheme failed to address the concerns about the subsidy level and asset limits of the WITS Scheme. ● It was difficult for casual workers to provide documentary proof of employment and working hours when applying for WITS. ● The employment services ambassadors for EMs, who were young people and part-time employees, were unable to provide appropriate assistance for EM applicants of the WITS Scheme.

No.	Name of deputation/individuals	Submission / Major views and concerns
21.	Fanling Workers Group	<ul style="list-style-type: none"> ● The present full-rate subsidy of \$600 per month under the WITS Scheme was inadequate to cover the actual travelling expenses of the WITS recipients residing in remote areas to work across districts, which amounted to over \$1,000 per month. ● The present full-rate subsidy of \$600 per month under the WITS Scheme, which had remained unchanged since 2011, should be adjusted upwards given the continuous increase in major public transport fares.
22.	North District Grassroot Worker Group	<ul style="list-style-type: none"> ● The WITS applicants, particularly those who were illiterate and EMs, were discouraged from applying for WITS because of difficulties in completing the complicated application form. ● To encourage needy low-income employees to apply for WITS, the income and asset limits of the WITS Scheme should be raised.
23.	North District Grassroot Concern Group	<ul style="list-style-type: none"> ● The asset test requirement and long processing time for the WITS application deterred needy low-income workers from submitting application. ● The level of subsidy rate of the WITS Scheme failed to catch up with the increase in public transport fares. ● The full-rate subsidy of \$600 per month under the WITS Scheme was inadequate to relieve the burden of work-related travelling expenses on the WITS recipients working in remote areas. The level of subsidy rate should be determined based on the distance between the location of workplace and residence.
24.	North District Housing Problems Concern Group	<ul style="list-style-type: none"> ● The low take-up rate of the WITS Scheme was attributable to its stringent eligibility criteria and low income limits. ● The administration cost for implementing the WITS Scheme was on the high side.
25.	Society for Community Organization	<ul style="list-style-type: none"> ● LC Paper No. CB(2)1787/15-16(01)
26.	Concern for Grassroot Labour Group	<ul style="list-style-type: none"> ● LC Paper No. CB(2)1787/15-16(01)