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Replies to initial written questions raised by Finance Committee Members in examining the Estimates of Expenditure 2017-18

Director of Bureau : Secretary for Labour and Welfare

Session No. : 20

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CONTROLLING OFFICER'S REPLY**LWB(L)001****(Question Serial No. 0607)**Head: (90) Labour DepartmentSubhead (No. & title): (700) General non-recurrentProgramme: (2) Employment ServicesControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

Regarding the following new item for which funding is sought in the context of the Appropriation Bill 2017, would the Government provide information on the estimates for 2017-18:

Head	Account	Sub-head (Code)	Sub-head	Item (Code)	Ambit
90	Operating Account	700	General non-recurrent	801	Additional provision for Work Incentive Transport Subsidy Scheme recipients

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 3002)Reply:

In 2017-18, the one-off extra payment to eligible applicants of the Work Incentive Transport Subsidy Scheme will involve an estimated expenditure of \$29 million.

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CONTROLLING OFFICER'S REPLY

LWB(L)002

(Question Serial No. 2239)

Head: (90) Labour Department

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

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Article 4 of the International Labour Convention (ILC) No. 98 stipulates that necessary measures shall be taken to encourage and promote the determination of terms and conditions of employment by means of collective agreements between employers (or employers' associations) and workers' organisations. In this regard, would the Government advise this Committee of the following:

- (a) What measures did the Government take in 2016-17 to encourage and promote the use of collective agreements (excluding negotiation between an employer and individual employees)? What was the expenditure involved?
- (b) What measures does the Government plan to take in 2017-18 to encourage and promote the use of collective agreements (excluding negotiation between an employer and individual employees)? What is the expenditure involved?
- (c) Is the Government aware of the current application of collective agreements in Hong Kong, including the employers (or employers' associations) that have entered into collective agreements with workers' organisations, the number of workers covered by the agreements, whether the agreements are legally binding and whether any terms of collective agreements have been incorporated into individual employment contracts? If not, will such information be collected systematically so that the public can assess the effectiveness of the Government's implementation of Article 4 of ILC No. 98?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 5045)

Reply:

The information sought is provided as follows:

- (a) The Labour Department (LD) is committed to promoting voluntary and direct negotiation between employers and employees or their organisations. In 2016-17, LD continued to promote employer-employee communication and dialogue to human

resources managers and corporate executives through 18 Human Resources Managers' Clubs covering various trades and industries, so as to encourage enhancement of communication and constructive interaction between employers and employees or their organisations at enterprise level, with a view to fostering an environment conducive to voluntary and direct negotiation. Furthermore, LD promoted workplace consultation among different enterprises through newsletters of the Human Resources Managers' Clubs. LD also arranged a sharing session and organisation visit for representatives of trade associations, employers and employees' unions of various industries to enhance communication and understanding among the parties concerned at industry level. The above activities formed an integral part of LD's efforts in promoting harmonious labour relations, and the expenditure involved could not be separately identified.

- (b) In 2017-18, LD will continue to organise various promotional activities such as talks and sharing sessions to encourage employers and human resources practitioners to adopt good people management practices and maintain effective communication with their employees or employees' organisations at enterprise level. At industry level, LD will also continue to strengthen cooperation and promote effective communication and dialogue amongst employers, employers' associations and employees' unions through 9 industry-based Tripartite Committees. These activities form an integral part of LD's efforts in promoting harmonious labour relations, and the expenditure involved cannot be separately identified.
- (c) As with employment contracts signed between employers and individual employees, employers and employees or their organisations are not required by law to notify the Government of and provide information on the collective agreements that they have entered into, and LD does not keep information on the number of collective agreements reached and the number of employees covered. As far as LD understands, some employers in trades like printing, construction, public buses, air transport, pig-slaughtering, elevator maintenance, food and beverage processing, etc. have signed agreements with employees or their organisations on issues related to the terms and conditions of employment. Collective agreements will be legally binding on both parties if the terms of the agreements are incorporated into individual employment contracts. In LD's experience, it is common for the terms of the collective agreements reached at industry or enterprise level to form part of the terms of employment of the employees covered by the agreements.

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CONTROLLING OFFICER'S REPLY**LWB(L)003****(Question Serial No. 2241)**Head: (90) Labour DepartmentSubhead (No. & title): (000) Operational expensesProgramme: (1) Labour RelationsControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

- (a) Please provide breakdowns of the number of labour disputes handled in 2016 by industry and cause.
- (b) Please provide a breakdown of the number of claims handled in 2016 by cause. How many of these claims were related to Statutory Minimum Wage (SMW)?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 5046)Reply:

The information sought is provided as follows:

- (a) Breakdowns of the number of labour disputes (i.e. cases involving over 20 employees) handled by the Labour Department (LD) in 2016 by industry and cause are provided below:

By industry

Industry	No. of labour disputes
Construction	27
Transport, storage and communications	7
Financing, insurance, real estate and business services	6
Restaurants and hotels	5
Wholesale, retail and import/export trades	5
Community, social and personal services	4
Manufacturing	1
Total	55

By cause

Cause	No. of labour disputes
Dispute involving principal contractor and subcontractor	23
Cessation of business/insolvency	15
Dismissal	5
Dispute on wages	4
Retrenchment	2
Others	6
Total	55

- (b) A breakdown of the number of claims (i.e. cases involving 20 or less employees) handled by LD in 2016 by cause is provided below:

Cause	No. of claims
Termination of contract	6 670
Dispute on wages	4 615
Dispute on holiday pay/annual leave pay/rest day pay/sickness allowance	1 609
Cessation of business/insolvency	183
Retrenchment/lay-off	126
Variation of terms of employment contract	91
Others	1 378
Total	14 672

Among the above 14 672 claims, 49 were related to SMW.

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CONTROLLING OFFICER'S REPLY

LWB(L)004

(Question Serial No. 2247)

Head: (90) Labour Department

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

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

With respect to Programme (2) Employment Services, would the Government provide the following information:

- (a) breakdowns by gender, age, industry, occupation and earnings of the number of able-bodied job seekers who secured placements through the employment services of the Labour Department (LD) in 2016; and
- (b) among the breakdown figures in (a) above, what are the respective numbers of persons in part-time, temporary and full-time jobs with monthly earnings less than \$4,000?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 5048)

Reply:

The information sought is provided as follows:

- (a) In 2016, LD recorded 149 794 placements for able-bodied job seekers. Of these, 12 508 placements were secured through LD's referral services, while 137 286 placements were made through job seekers' direct application to employers who advertised vacancies via LD. The latter figure was obtained through LD's periodic sample surveys with employers. As the sample surveys do not involve detailed personal particulars of job seekers who secured placements through direct application, LD does not have breakdowns of these placements. Breakdowns of the 12 508 placements secured through LD's referral by gender and age, industry, occupation and monthly earnings are provided below:

(i) By gender and age

Age	Male	Female	No. of placements
15-below 20	459	796	1 255
20-below 30	2 363	2 861	5 224
30-below 40	739	1 017	1 756
40-below 50	602	1 443	2 045
50-below 60	627	1 254	1 881
60 or above	171	176	347
Total	4 961	7 547	12 508

(ii) By industry

Industry	No. of placements
Manufacturing	724
Construction	442
Wholesale, retail and import/export trades	5 420
Restaurants and hotels	1 495
Transport, storage and communications	588
Financing, insurance, real estate and business services	1 641
Community, social and personal services	2 190
Others (including government sector)	8
Total	12 508

(iii) By occupation

Occupation	No. of placements
Managers and administrators	94
Professionals and associate professionals	643
Clerical support workers	2 187
Service workers	2 215
Shop sales workers	4 194
Skilled agricultural and fishery workers	24
Craft and related workers	319
Plant and machine operators and assemblers	235
Elementary occupations	2 524
Others	73
Total	12 508

(iv) By monthly earnings

Monthly earnings	No. of placements
Below \$4,000	391
\$4,000-below \$5,000	516
\$5,000-below \$6,000	332
\$6,000-below \$7,000	771
\$7,000-below \$8,000	811
\$8,000-below \$9,000	997
\$9,000-below \$10,000	1 516
\$10,000-below \$11,000	1 979
\$11,000-below \$12,000	1 651
\$12,000-below \$13,000	1 130
\$13,000-below \$14,000	1 079
\$14,000 or above	1 335
Total	12 508

- (b) The 391 placements with monthly earnings below \$4,000, as referred to in Table (iv) above, were all part-time or temporary jobs.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)005****(Question Serial No. 2250)**Head: (90) Labour DepartmentSubhead (No. & title): (000) Operational expensesProgramme: (2) Employment ServicesControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

With respect to Programme (2) Employment Services, would the Government provide the following information:

- (a) breakdowns by gender, age, industry, occupation and earnings of the numbers of job seekers with disabilities who secured placements through the employment services of the Labour Department (LD) in 2016; and
- (b) among the breakdown figures in (a) above, what are the respective numbers of persons in part-time, temporary and full-time jobs with monthly earnings less than \$3,000?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 5049)Reply:

The information sought is provided as follows:

- (a) In 2016, LD recorded 2 250 placements for job seekers with disabilities. Breakdowns of the placements by gender and age, industry, occupation and monthly earnings are provided below:

(i) By gender and age

Age group	Male	Female	No. of placements
15-below 20	44	27	71
20-below 30	498	356	854
30-below 40	317	311	628
40-below 50	222	180	402
50-below 60	138	110	248
60 or above	34	13	47
Total	1 253	997	2 250

(ii) By industry

Industry	No. of placements
Manufacturing	105
Construction	26
Wholesale, retail and import/export trades	295
Restaurants and hotels	610
Transport, storage and communications	76
Financing, insurance, real estate and business services	409
Community, social and personal services	446
Others (including government sector)	283
Total	2 250

(iii) By occupation

Occupation	No. of placements
Managers and administrators	23
Professionals and associate professionals	85
Clerical support workers	554
Service workers	635
Shop sales workers	426
Agricultural and fishery workers	1
Craft and related workers	19
Plant and machine operators and assemblers	21
Elementary occupations	486
Total	2 250

(iv) By monthly earnings

Monthly earnings	No. of placements
Below \$3,000	365
\$3,000-below \$4,000	245
\$4,000-below \$5,000	219
\$5,000- below \$6,000	222
\$6,000-below \$7,000	190
\$7,000-below \$8,000	203
\$8,000- below \$9,000	256
\$9,000-below \$10,000	189
10,000 or above	361
Total	2 250

- (b) The 365 placements with monthly earnings below \$3,000, as referred to in Table (iv) above, were all part-time jobs.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)006

(Question Serial No. 2252)

Head: (90) Labour Department

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

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Supplementary Labour Scheme (SLS), would the Government provide:

- (a) the expenditure and staff establishment involved in 2016-17;
- (b) the estimated expenditure and staff establishment for 2017-18; and
- (c) the number of imported workers applied for under SLS and the success rate in 2016 (with breakdowns by industry and occupation)?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 5050)

Reply:

The information sought is provided as follows:

- (a) SLS is primarily administered by the Supplementary Labour Division (SLD) of the Labour Department. The revised estimated expenditure of SLD in 2016-17 was \$240,000 (excluding staff cost and a one-off computer and stationery/equipment purchase at \$190,000). SLD had a staff establishment of 27 Labour Officer Grade and 14 Clerical Grade posts.
- (b) The estimated expenditure of SLD for 2017-18 is \$230,000 (excluding staff cost). It has a staff establishment of 27 Labour Officer Grade and 14 Clerical Grade posts.
- (c) In 2016, employers applied to import 5 556 workers under SLS. The number of imported workers approved was 3 802, representing 68.4% of the number of imported workers applied for in the same year. Breakdowns of the numbers of imported workers applied for and approved by industry and job title are at Annexes 1 and 2.

**Number of imported workers applied for and approved
under SLS in 2016:
a breakdown by industry**

Industry	No. of imported workers applied for*	No. of imported workers approved*
1. Agriculture and Fishing	744	570
2. Manufacturing	289	132
3. Construction	1 693	1 445
4. Wholesale, Retail and Import/Export Trades, Restaurants and Hotels	423	146
5. Transport, Storage and Communications	10	0
6. Financing, Insurance, Real Estate and Business Services	172	23
7. Community, Social and Personal Services	2 225	1 486
Total	5 556	3 802

* Applications received towards year-end may be approved in the following year, and hence the number of imported workers approved each year does not necessarily fully reflect the approval results of the applications for importation of workers in the year.

**Number of imported workers applied for and approved
under SLS in 2016:
a breakdown by job title**

Job title	No. of imported workers applied for*	No. of imported workers approved*
1. Care Worker (Elderly Service)	2 039	1 383
2. Livestock/Poultry/Fish/Crop Farm Worker	487	410
3. Cook	275	94
4. Refrigeration/Air-conditioning/ Ventilation Mechanic (Air System)	257	177
5. Gardening Worker	236	166
6. Curtain Wall Installer	180	121
7. Refrigeration/Air-conditioning/ Ventilation Mechanic (Water System)	175	135
8. Metal Worker	140	27
9. Fire Service Electrical Fitter	135	39
10. Others	1 632	1 250
Total	5 556	3 802

* Applications received towards year-end may be approved in the following year, and hence the number of imported workers approved each year does not necessarily fully reflect the approval results of the applications for importation of workers in the year.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)007****(Question Serial No. 2255)**Head: (90) Labour DepartmentSubhead (No. & title): (700) General non-recurrentProgramme: (2) Employment ServicesControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

Regarding Item 841 Work Incentive Transport Subsidy (WITS) Scheme under Subhead 700, would the Government provide:

- (a) the expenditure involved in 2016-17 (with a breakdown by subsidy payment, staff cost, operating expenses, publicity and promotion);
- (b) the staff establishment and the actual number of staff employed in 2016-17 (including whether there were any non-civil service contract (NCSC) staff);
- (c) the estimated expenditure for 2017-18 (with a breakdown by subsidy payment, staff cost, operating expenses, publicity and promotion); and
- (d) the staff establishment and the estimated number of staff to be employed in 2017-18 (including whether there are any NCSC staff)?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 5051)Reply:

The information sought is provided as follows:

- (a) A breakdown of the 2016-17 revised estimate for the WITS Scheme is provided below:

Item	Amount (\$million)
Subsidy payment	244.8
Staff cost	63.5
Operating expenses	7.3
Accommodation and related expenditure	13.7
Publicity and promotion	1.2
Total	330.5

- (b) In 2016-17, the WITS Division of the Labour Department (LD) had an establishment of 136 civil service posts and 100 NCSC positions. As at end-February 2017, its strength included 127 civil service and 65 NCSC staff.
- (c) A breakdown of the estimated expenditure for the WITS Scheme for 2017-18 is provided below:

Item	Amount (\$million)
Subsidy payment*	244.8
Staff cost	65.8
Operating expenses	7.3
Accommodation and related expenditure	13.0
Publicity and promotion	1.0
Total	331.9

* The subsidy payment does not include the amount of \$29 million under Item 801 of Subhead 700 on “Additional provision for Work Incentive Transport Subsidy Scheme recipients”.

- (d) For 2017-18, the WITS Division of LD will have an establishment of 136 civil service posts and 100 NCSC positions. Its actual strength will be subject to caseload. LD will review the Division’s manpower situation from time to time.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)008

(Question Serial No. 2256)

Head: (90) Labour Department

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

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding Item 841 Work Incentive Transport Subsidy (WITS) Scheme under Subhead 700, would the Government provide:

- (a) the number of applications received, as well as the number of successful applications and the amount of subsidy granted in 2016 (with breakdowns by applicants' gender, age, household size, industry, occupation, employment earnings, working hours and residential district); and
- (b) the number of rejected applications and, among which, the respective numbers of applications rejected for household asset limit being exceeded, household income limit being exceeded, applicant working less than 36 hours per month, travelling expenses not incurred in commuting to and from work, and applicant not being employed or self-employed in 2016?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 5052)

Reply:

The information sought is provided as follows:

- (a) In 2016, the WITS Scheme received 66 018 applications involving a gross applicant count of 68 057. Over the same period, 59 798 applications with a gross applicant count of 61 432 were granted the subsidy totalling \$262.4 million. Breakdowns of the number of applicants received and number of applicants granted the subsidy (gross applicant count) by gender, age, household size, industry, occupation, average monthly employment earnings, average monthly working hours and residential district are set out at Annex.

(b) In 2016, 512 applications were rejected for the following reasons:

Reason	No. of applications*
Income limit being exceeded	182
Asset limit being exceeded	135
Applicant working less than 36 hours per month	52
Travelling expenses not incurred in commuting to and from work	28
Applicant not being lawfully employed and self-employed	7
Others	436

* More than 1 reason might be applicable to the same application.

Work Incentive Transport Subsidy Scheme

Number of applicants received and number of applicants granted the subsidy
(gross applicant count) in 2016
with breakdowns by gender, age, household size, industry, occupation,
average monthly employment earnings, average monthly working hours
and residential district

Breakdown by gender

Gender	No. of applicants received (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
Male	25 770	23 549
Female	42 270	37 883
Information not provided by applicant	17	-
Total	68 057	61 432

Breakdown by age

Age	No. of applicants received (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
15 - below 20	560	449
20 - below 30	7 820	6 562
30 - below 40	9 643	8 670
40 - below 50	17 346	16 056
50 - below 60	20 496	18 414
60 or above	12 152	11 281
Information not provided by applicant	40	-
Total	68 057	61 432

Breakdown by household size

Household size	No. of applicants received (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
1 person or individual-based application*	46 055	41 065
2 persons	8 937	7 833
3 persons	6 690	6 294
4 persons	4 756	4 661
5 persons	1 184	1 155
6 persons or above	435	424
Total	68 057	61 432

* Individual-based applicants did not provide information about their household size.

Breakdown by industry

Industry	No. of applicants received (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
Manufacturing	3 178	3 012
Construction	1 766	1 555
Import/export, wholesale and retail trades	8 702	7 905
Accommodation and food services	10 038	9 273
Transportation, storage, postal and courier services, information and communications	5 431	4 977
Financing, insurance, real estate, professional and business services	27 277	24 514
Public administration, social and personal services	10 741	9 676
Others	621	520
Information not provided by applicant	303	-
Total	68 057	61 432

Breakdown by occupation

Occupation	No. of applicants received (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
Elementary occupations	34 177	31 190
Service and sales workers	15 831	14 294
Clerical support workers	9 303	8 355
Craft and related workers	2 419	2 266
Associate professionals	2 349	2 085
Plant and machine operators and assemblers	973	866
Professionals	701	607
Others	1 990	1 769
Information not provided by applicant	314	-
Total	68 057	61 432

Breakdown by average monthly employment earnings

Average monthly employment earnings	No. of applicants received (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
\$6,000 or below	15 187	14 026
Above \$6,000 - \$7,000	7 880	7 607
Above \$7,000 - \$8,000	16 225	15 584
Above \$8,000 - \$9,000	8 148	6 376
Above \$9,000 - \$10,000	5 205	4 259
Above \$10,000	15 027	13 580
Information not provided by applicant	385	-
Total	68 057	61 432

Breakdown by average monthly working hours

Average monthly working hours	No. of applicants received (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
Less than 36 hours	180	-
36 hours - less than 72 hours	2 204	1 877
72 hours or more	64 778	59 555
Information not provided by applicant	895	-
Total	68 057	61 432

Breakdown by residential district

District Council district	No. of applicants received (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
Central & Western	494	436
Eastern	2 313	2 029
Southern	1 182	1 048
Wan Chai	224	197
Kowloon City	3 240	3 041
Kwun Tong	9 042	8 109
Sham Shui Po	5 186	4 801
Wong Tai Sin	5 002	4 637
Yau Tsim Mong	1 432	1 146
Islands	1 262	1 135
Kwai Tsing	7 279	6 802
North	3 461	3 029
Sai Kung	2 632	2 366
Sha Tin	4 905	4 551
Tai Po	1 806	1 605
Tsuen Wan	1 689	1 365
Tuen Mun	7 692	6 953
Yuen Long	8 878	7 908
Outside Hong Kong	331	274
Information not provided by applicant	7	-
Total	68 057	61 432

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)009****(Question Serial No. 2264)**Head: (90) Labour DepartmentSubhead (No. & title): (000) Operational expensesProgramme: (3) Safety and Health at WorkControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

Please provide the respective numbers of investigations, surveys, examinations, assessments and clinical consultations on occupational health conducted in 2014, 2015 and 2016.

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 5055)Reply:

The respective numbers of investigations, surveys, examinations, assessments and clinical consultations on occupational health conducted by the Labour Department (LD) in 2014, 2015 and 2016 are provided in the table below:

	2014	2015	2016
Investigations on occupational health conducted	3 093	3 433	2 983
Surveys on occupational health conducted	6 258	5 978	7 018
Examinations on occupational health conducted*	1 929	1 639	1 471
Assessments on occupational health conducted#	488	1 488	713
Clinical consultations on occupational health conducted	10 396	9 054	10 444
Total	22 164	21 592	22 629

*The frequency of examinations on occupational health conducted every year varies according to the needs of workers.

#Assessments on occupational health refer to the occupational health assessments of pilots and air traffic controllers, which were mainly conducted by a medical officer in aviation medicine of the Civil Aviation Department. As the officer underwent a half-year overseas training in 2015, LD conducted relatively more assessments on occupational health in that year.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)010

(Question Serial No. 2267)

Head: (90) Labour Department

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

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding inspections to employment agencies (EAs), would the Government provide the following information:

- (a) the staff establishment, expenditure involved and annual number of inspections to EAs by each post in 2016-17; and
- (b) the estimated staff establishment, expenditure involved and annual number of inspections to EAs by each post in 2017-18?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 5054)

Reply:

The information sought is provided as follows:

- (a) In 2016-17, there were 15 Labour Officer (LO) Grade staff (including 1 officer on loan temporarily from another division, whose post will be replaced by a permanent post in 2017-18) and 6 Clerical Grade staff in the Employment Agencies Administration (EAA) of the Labour Department. The revised estimated expenditure (excluding staff cost) was \$3.56 million. In 2016, EAA conducted a total of 1 816 inspections to EAs.
- (b) In 2017-18, EAA's permanent posts will consist of 15 LO Grade staff and 6 Clerical Grade staff. The estimated expenditure (excluding staff cost) is \$2.41 million. In 2017, EAA's target number of inspections to EAs is 1 800.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)011

(Question Serial No. 2390)

Head: (90) Labour Department

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

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Youth Employment and Training Programme (YETP), would the Government advise this Committee of:

- (a) the expenditure involved in 2015-16 and 2016-17 and the estimated expenditure for 2017-18;
- (b) the respective numbers of employers and trainees who were granted training allowances and the amounts involved in 2015-16 and 2016-17;
- (c) the respective numbers of trainees who received pre-employment training in 2015-16 and 2016-17;
- (d) the respective numbers of trainees who were placed into on-the-job training vacancies in 2015-16 and 2016-17 (with breakdowns by industry and occupation); and
- (e) the employment rate of trainees in 2015-16 (with breakdowns by industry and occupation)?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 5053)

Reply:

The information sought is provided as follows:

- (a) In 2015-16 and 2016-17, the actual expenditure and estimated expenditure for implementing YETP were \$83.2 million and \$86 million respectively. In 2017-18, the Labour Department (LD) has earmarked \$116.7 million for implementing YETP to meet rising expenses (including increases in expenses on pre-employment training courses as well as case management and employment support services, and raising of pre-employment training allowance and workplace attachment training allowance,

etc.) and additional expenditure arising from the implementation of a new employment project named Career Kick-start.

- (b) In 2015-16, a total of \$47.47 million on-the-job training allowance involving 2 328 placements for young people was granted to 725 employers, and another \$1.8 million was granted to 1 594 trainees in the form of pre-employment training allowance, workplace attachment training allowance, off-the-job vocational training allowance and reimbursement of examination fees.

In 2016-17 (up to February 2017), a total of \$47.72 million on-the-job training allowance involving 2 259 placements for young people was granted to 608 employers, and another \$1.4 million was granted to 1 266 trainees in the form of pre-employment training allowance, workplace attachment training allowance, off-the-job vocational training allowance and reimbursement of examination fees.

- (c) YETP runs from September each year to August of the following year. In the 2015/16 programme year and 2016/17 programme year (up to February 2017), 2 883 and 1 078 trainees received pre-employment training respectively.
- (d) In the 2015/16 programme year and 2016/17 programme year (up to February 2017), 3 011 and 1 364 trainees were placed into on-the-job training vacancies respectively. Breakdowns by industry and occupation are provided below:

By industry

Industry	No. of trainees placed into on-the-job training vacancies	
	2015/16 Programme year	2016/17 Programme year (up to February 2017)
Manufacturing	54	31
Construction	1 080	469
Wholesale, retail and import/export trades, restaurants and hotels	256	137
Transport, storage and communications	479	141
Financing, insurance, real estate and business services	303	113
Community, social and personal services	580	331
Government sector	216	122
Others	43	20
Total	3 011	1 364

By occupation

Occupation	No. of trainees placed into on-the-job training vacancies	
	2015/16 Programme year	2016/17 Programme year (up to February 2017)
Associate professionals	253	171
Clerical support workers	388	171
Service workers	381	173
Sales workers	302	109
Craft and related workers	1 634	706
Plant and machine operators and assemblers	30	21
Elementary occupations	1	-
Others	22	13
Total	3 011	1 364

- (e) According to the findings of a trainee development survey conducted by LD on trainees who enrolled under YETP and completed the 12-month support services in the 2015/16 programme year, 76.0% of the trainees were in employment at the time of survey. LD does not keep information on the breakdown of the trainees by industry and occupation.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)012****(Question Serial No. 2393)**Head: (90) Labour DepartmentSubhead (No. & title): (000) Operational expensesProgramme: (3) Safety and Health at WorkControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

- (a) Please provide the number of patients suffering from diseases or injuries caused by, related to or aggravated by work among those who sought consultation at the Labour Department's (LD) occupational health clinics in 2016. What was the number of patients suffering from diseases or injuries unrelated to work?
- (b) Please provide breakdowns of the above 2 groups of patients by sex, age, industry, occupation and type of diseases.

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 5056)Reply:

The information sought is provided as follows:

- (a) In 2016, a total of 1 720 new patients sought consultation at LD's occupational health clinics. Among them, 1 594 (92.7%) suffered from diseases or injuries caused by, related to or aggravated by work, while the remaining 126 (7.3%) suffered from diseases or injuries unrelated to work.
- (b) Breakdowns of the above 2 groups of patients by sex, age, industry, occupation and type of diseases are provided in the tables below:

By sex

Sex	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
Male	559 (35.1%)	53 (42.1%)
Female	1 035 (64.9%)	73 (57.9%)
Total	1 594 (100.0%)	126 (100.0%)

By age

Age group	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
20 or below	8 (0.5%)	0 (0.0%)
Above 20 to 40	329 (20.6%)	34 (27.0%)
Above 40 to 60	1 145 (71.9%)	77 (61.1%)
Above 60	112 (7.0%)	15 (11.9%)
Total	1 594 (100.0%)	126 (100.0%)

By industry

Industry	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
Public administration, and social and personal services	686 (43.0%)	67 (53.2%)
Wholesale, retail and import/export trades, and accommodation and food services	343 (21.5%)	17 (13.5%)
Financing, insurance, real estate, and professional and business services	236 (14.8%)	19 (15.1%)
Transportation, storage, postal, courier services, and information and communications	135 (8.5%)	6 (4.7%)
Construction	83 (5.2%)	5 (4.0%)
Manufacturing	82 (5.2%)	9 (7.1%)
Others	29 (1.8%)	3 (2.4%)
Total	1 594 (100.0%)	126 (100.0%)

By occupation

Occupation	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
Services and sales workers	469 (29.4%)	40 (31.7%)
Elementary occupations	392 (24.6%)	19 (15.1%)
Clerical support workers	244 (15.3%)	23 (18.3%)
Professionals, technicians and associate professionals	274 (17.2%)	34 (27.0%)
Craft and related trade workers, plant and machine operators and assemblers	173 (10.9%)	5 (4.0%)
Others	42 (2.6%)	5 (4.0%)
Total	1 594 (100.0%)	126 (100.0%)

By type of diseases (including injuries)

Type of diseases	Caused by, related to or aggravated by work	Unrelated to work
Musculoskeletal	1 360 (85.3%)	82 (65.1%)
Injury	178 (11.2%)	14 (11.1%)
Auditory	15 (0.9%)	2 (1.6%)
Respiratory	10 (0.6%)	3 (2.4%)
Neurological	8 (0.5%)	3 (2.4%)
Skin	7 (0.4%)	2 (1.6%)
Visual	2 (0.1%)	2 (1.6%)
Others	14 (0.9%)	18 (14.3%)
Total	1 594 (100.0%)	126 (100.0%)

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)013

(Question Serial No. 2398)

Head: (90) Labour Department

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

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Would the Government provide the following information for 2016:

- (a) the number of claims filed by employees pursuant to Part VIA of the Employment Ordinance (EO) and the number of cases ruled in favour of employees;
- (b) of the cases ruled in favour of employees mentioned in (a), the number of cases in which an order for reinstatement or re-engagement was granted by the court or the Labour Tribunal (LT);
- (c) a breakdown of the number of cases by amount of terminal payments awarded by the court or LT; and
- (d) whether it knows if any employers in the cases mentioned in (c) used the Mandatory Provident Fund (MPF) contributions to offset part of the terminal payments? If not, will the Government consider collecting such information so that the public can assess whether the protection afforded under Part VIA of EO is adequate or not?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 5047)

Reply:

The information sought is provided as follows:

- (a) The number of claims filed by employees with the court/LT pursuant to Part VIA of EO and the number of cases ruled in favour of employees in 2016 are provided below:

	2016
No. of Part VIA claims filed	700
No. of Part VIA claims disposed of	629
No. of Part VIA claims ruled in favour of employees	
(i) awarded	67
(ii) settled	403

- (b) Of the cases ruled in favour of employees mentioned in (a), no order for reinstatement or re-engagement was made by the court/LT.
- (c) In 2016, a total of 18 cases were awarded terminal payments by the court/LT. The court/LT does not keep information on the breakdown of the number of cases by amount of terminal payments awarded.
- (d) Employers may apply on their own to the MPF trustees for using the accrued benefits attributed to employer's contribution in the employees' MPF accounts to offset part of the terminal payments after the conclusion of the cases. The Labour Department does not have information in this regard.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)014

(Question Serial No. 2403)

Head: (90) Labour Department

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

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) What are the measures expected to be taken in 2017-18 to intensify systematic preventive and enforcement efforts to tackle fall-from-height hazards and other work hazards in the construction industry? What are the staff establishment and expenditure involved?
- (b) What are the initiatives and promotional programmes expected to be launched in 2017-18 to raise the occupational safety and health (OSH) standard and awareness of stakeholders in the construction and catering industries? What are the staff establishment and expenditure involved?
- (c) Will measures be taken in 2017-18 to step up efforts against non-reporting of work-related accidents by contractors? If yes, what are the details of the measures, and the manpower and expenditure involved?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 5057)

Reply:

The information sought is provided as follows:

- (a) In addition to carrying out routine inspections, educational and publicity work, the Labour Department (LD) will intensify the following systemic precautions and enforcement efforts in 2017-18 to tackle fall-from-height hazards and other work hazards in the construction industry:
 - (i) containing work hazards at source by targeting systemic work risks such as work-at-height, lifting operations and electrical work, including enhancing liaison with major public works project proponents and engaging them to urge their contractors to strengthen their site safety management systems in respect of high-risk processes and to enhance safety audits of major public works projects;

- (ii) strengthening the analysis of underlying systemic risks of serious construction accidents, instituting targeted inspections and enforcement actions, organising thematic seminars on work safety and formulating codes of practice on work safety;
- (iii) collaborating with trade associations, workers' unions, professional bodies, related organisations and other government departments to explore measures to enhance electrical work and work-at-height safety in the construction industry. The measures include organising thematic seminars on work safety, encouraging contractors and workers to use portable residual current devices and wear safety helmets with chin straps, so as to further safeguard the safety of workers conducting electrical work and working at height; and
- (iv) using the platforms of The Hong Kong Association of Property Management Companies, Home Affairs Department and Buildings Department to publicise and promote safety in the renovation, maintenance, alteration and addition (RMAA) works among upstream stakeholders such as owners and tenants of domestic and commercial properties. Through engaging these stakeholders, LD aims to promote the work safety standards of RMAA works carried out in their premises (namely domestic units and arcade shop premises).

The above preventive and enforcement efforts focusing on occupational safety in the construction industry are an integral part of LD's ongoing work, and the manpower and expenditure involved cannot be separately identified.

- (b) In 2017-18, LD will launch large-scale promotional campaigns targeting the construction industry which records the highest accident rate and number of fatalities, and the catering industry which accounts for the largest number of accidents, so as to enhance employers' and employees' safety awareness. LD will also, in collaboration with the Occupational Safety and Health Council, major trade associations and workers' unions concerned, organise other promotional campaigns to enhance the OSH awareness of employers and employees in these industries through training courses, seminars, roving exhibitions, out-reaching promotional visits, television and radio Announcements in the Public Interest, OSH messages publicised in newspapers and LD's webpages, and compilation and updating of safety guidelines. The above work is an integral part of LD's ongoing work, and the manpower and expenditure involved cannot be separately identified.
- (c) LD reminds employers from time to time, through mass media, advertisements on public transport, talks/seminars, booklets and posters, and publicity messages delivered through media platforms of hospitals and trade unions' journals, to report work-related accidents or fatalities within specified periods as stipulated in the Employees' Compensation Ordinance. LD will conduct investigations into suspected non-compliance cases/complaints, and institute prosecutions against offending employers when there is sufficient evidence. Publicity and enforcement of reporting of work-related accidents or fatalities in accordance with the requirements of the relevant legislative provisions is an integral part of LD's ongoing promotional and enforcement work, and the manpower and expenditure involved cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)015****(Question Serial No. 2417)**Head: (90) Labour DepartmentSubhead (No. & title): (000) Operational expensesProgramme: (3) Safety and Health at WorkControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

Regarding Programme (3) Safety and Health at Work, would the Government provide:

- (a) breakdowns of prosecutions taken out by the Labour Department (LD) under this Programme in 2014, 2015 and 2016 by industry and reason for taking out prosecutions;
- (b) details of the convictions and penalties?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 5059)Reply:

The information sought is provided as follows:

- (a) A breakdown of the prosecutions taken out by LD in 2014, 2015 and 2016 by industry is provided in the table below:

Industry	2014	2015	2016
Construction	2 177	2 000	1 868
Food and beverage services	206	288	337
Others	326	396	400
Total	2 709	2 684	2 605

A breakdown by reason for taking out prosecutions is provided in the table below:

Reason for taking out prosecutions	2014	2015	2016
Unsafe hoists, lifting appliances/gear, goods lifts and lifting operations	387	398	234
Unsafe machinery	134	155	104
Unsafe working at height	912	866	894
Unsafe excavation works	4	4	4
Non-provision of/not wearing personal protective equipment	414	378	352
Non-compliance with fire precaution requirements	266	362	467
Electrical hazards	54	40	73
Hazards caused by chemicals/gas/dust	13	8	4
Non-compliance with general duties provisions	372	302	301
Ventilation/housekeeping/noise/lighting/manual handling	15	40	22
Others	138	131	150
Total	2 709	2 684	2 605

- (b) A breakdown of the summonses convicted and amount of fines by industry is provided below:

		2014	2015	2016
Construction	Number of summonses convicted	1 480	1 384	1 521
	Total amount of fines (\$)	14,007,870	14,458,600	17,426,160
Food and beverage services	Number of summonses convicted	193	265	294
	Total amount of fines (\$)	2,902,800	2,899,700	3,111,500
Others	Number of summonses convicted	283	381	329
	Total amount of fines (\$)	3,212,500	4,454,300	3,862,800

Note: The trial procedures involved in the prosecutions taken out each year may not be completed in the same year. As a result, the number of summonses convicted in the respective years does not correspond to the number of prosecutions taken out in the same year.

LD does not keep breakdowns of the summonses convicted and amount of fines by reason for taking out prosecutions.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)016

(Question Serial No. 3168)

Head: (90) Labour Department

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

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Would the Government advise this Committee of:

- (a) the number of industrial fatalities that occurred on construction sites in the past 3 years and, for each fatality, the name and address of the construction site involved, type of accident, trade and ethnic group of the worker involved, whether the worker involved was imported and the construction site involved was under a public works project; and
- (b) the number of non-fatal industrial accidents that occurred on construction sites in the past 3 years, with breakdowns by type of accidents, trade and ethnic group of the workers involved, whether the workers involved were imported and the construction sites involved were under public works projects?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 5058)

Reply:

The information sought is provided as follows:

- (a) In the full years from 2014 to 2016, there were 20, 19 and 10 industrial fatalities in the construction industry respectively. A breakdown by type of accidents is provided at Annex 1.

The industrial fatalities in the construction industry involved 2 Vietnamese workers in 2014, 1 Nepalese worker in 2015 and 1 Thai worker and 1 Nepalese worker in 2016. The rest of the industrial fatalities involved Chinese workers.

The Labour Department (LD) is unable to provide the names and addresses of the construction sites involved in the above fatalities, mainly considering that the disclosure of the information may result in principal contractors who are facing or may face legal proceedings not having a chance of a fair trial.

LD does not keep breakdowns of each fatality by trade of the worker involved and whether the worker was imported.

In the full years from 2014 to 2016, there were respectively 3, 4 and 3 industrial fatalities involving public works projects.

- (b) In the full years of 2014 and 2015, as well as the first 3 quarters of 2016, there were respectively 3 447, 3 704 and 2 765 non-fatal industrial accidents in the construction industry. A breakdown by type of accidents is provided at Annex 2. LD does not keep breakdowns of each non-fatal accident by name of the principal contractor, trade and ethnic group of the worker involved and whether the worker was imported.

In the full years of 2014 and 2015, as well as the first 3 quarters of 2016, there were respectively 197, 235 and 172 non-fatal industrial accidents involving public works projects.

**Industrial Fatalities in the Construction Industry
in the Full Years from 2014 to 2016 by Type of Accidents**

Type of Accidents	2014	2015	2016
Trapped in or between objects	2	1	0
Fall of person from height	7	9	7
Striking against or struck by moving object	2	1	1
Contact with electricity or electric discharge	2	3	2
Struck by falling object	5	3	0
Struck by moving vehicle	0	1	0
Exposure to fire	1	0	0
Asphyxiation	1	1	0
Total	20	19	10

**Non-fatal Industrial Accidents in the Construction Industry in the Full Years
of 2014 and 2015 as well as the First 3 Quarters of 2016 by Type of Accidents**

Type of accidents	2014	2015	First 3 quarters of 2016*
Trapped in or between objects	201	158	117
Injured whilst lifting or carrying	447	669	474
Slip, trip or fall on same level	855	927	773
Fall of person from height	365	367	244
Striking against fixed or stationary object	387	377	283
Striking against or struck by moving object	638	572	441
Stepping on object	9	11	9
Exposure to or contact with harmful substance	24	15	16
Contact with electricity or electric discharge	10	5	2
Trapped by collapsing or overturning object	4	2	2
Struck by falling object	63	107	88
Struck by moving vehicle	25	34	12
Contact with moving machinery or object being machined	213	230	185
Exposure to fire	2	6	2
Exposure to explosion	2	5	1
Injured by hand tool	106	140	83
Contact with hot surface or substance	23	20	16
Injured by animal	0	1	1
Others	73	58	16
Total	3 447	3 704	2 765

* Industrial accident statistics are released on a quarterly basis and the latest available statistics are up to the first 3 quarters of 2016. The industrial accident statistics of the full year of 2016 will be released in April 2017.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)017

(Question Serial No. 3169)

Head: (90) Labour Department

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

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Under common law principles, employers shall undertake non-delegable duties in respect of occupational safety and health, i.e. the provision of competent staff, safe plant and equipment, safe workplaces and safe systems of work. Would the Government advise whether prosecutions were taken out against employers for breaching the above common law duties in the past 10 years? If yes, please provide details of the convictions and penalties.

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 5060)

Reply:

Under section 6 of the Occupational Safety and Health Ordinance and section 6A of the Factories and Industrial Undertakings Ordinance, employers shall provide employees with necessary information, instruction, training and supervision, as well as premises, working environments, plant and systems of work that are safe and without risks to health. In the past 10 years, the Labour Department secured 1 484 convicted summonses against employers for non-compliance with the above requirements, and the total amount of fines was \$21,552,800.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)018****(Question Serial No. 3241)**Head: (90) Labour DepartmentSubhead (No. & title): (000) Operational expensesProgramme: (4) Employees' Rights and BenefitsControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

Would the Government provide a breakdown of the number of applications for the Protection of Wages on Insolvency Fund (PWIF) in 2016 by the time required to effect payment?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 5061)Reply:

A breakdown of the number of PWIF applications approved in 2016 by the time required to effect payment is provided below:

Time required to effect payment upon receipt of all information and documents required for processing the applications by the Labour Department	No. of applications approved
4 weeks or less	2 373
More than 4 weeks to 6 weeks	55
More than 6 weeks to 8 weeks	1
More than 8 weeks	-
Total	2 429

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)019****(Question Serial No. 3242)**Head: (90) Labour DepartmentSubhead (No. & title): (000) Operational expensesProgramme: (4) Employees' Rights and BenefitsControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

- (a) Would the Government provide a breakdown of the employees' compensation claims processed in 2016 by industry? As at the end of 2016, how many cases were resolved? What was the amount of compensation involved?
- (b) Would the Government provide a breakdown of the employees' compensation cases received by various branch offices of the Employees' Compensation Division (ECD) in 2016?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 5062)Reply:

The information sought is provided as follows:

- (a) In 2016, the Labour Department (LD) processed a total of 51 554 employees' compensation claims reported under the Employees' Compensation Ordinance. Of these, 15 134 claims involved work injury of employees resulting in incapacitation for not more than 3 days and with no permanent incapacity. As the employers had to make direct payment of compensation to the employees concerned, LD does not keep a breakdown of such claims by industry. For the remaining 36 420 claims involving incapacitation of employees for more than 3 days (including fatal cases), a breakdown by industry is provided below:

Industry	No. of claims
Public Administration, Social and Personal Services	7 641
Finance and Insurance, Real Estate, Professional and Business Services	7 100
Food and Beverage Services	5 540
Import/Export, Wholesale and Retail Trades, Accommodation Services	5 206

Industry	No. of claims
Transportation, Storage, Postal and Courier Services, Information and Communications	4 103
Construction	3 847
Manufacturing	2 034
Others	949
Total	36 420

Regarding the above 51 554 claims, 37 290 of them were settled as at the end of 2016. The amount of employees' compensation involved was \$282.6 million. The remaining claims were not settled in the same year owing to various reasons, such as pending expiry of employees' sick leave, employees awaiting assessment of permanent incapacity or adjudication by the court.

- (b) A breakdown of employees' compensation claims received by various branch offices of ECD of LD in 2016 is provided below:

Branch Office	No. of claims
Hong Kong East Office	5 141
Hong Kong West Office	8 169
Kowloon East Office	6 336
Kowloon West Office	4 637
Kwun Tong Office	6 261
Government Servants and Seamen Office	5 500
Kwai Chung Office	4 064
Tsuen Wan Office	4 999
Shatin Office	6 257
Fatal Cases Office	190
Total	51 554

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)020

(Question Serial No. 0029)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) Please set out in table form the number of imported workers applied for under the Supplementary Labour Scheme (SLS) and the success rate, by industry and job title, in each of the past 3 years (i.e. 2014, 2015 and 2016).
- (b) Take the importation of cooks as an example. What was the respective average time taken from receipt of applications to completion of the vetting procedure in each year during the same period? What was the longest and shortest processing time among these cases in each year?

Asked by: Hon CHEUNG Yu-yan, Tommy (Member Question No. 23)

Reply:

The information sought is provided as follows:

- (a) In 2014, 2015 and 2016, employers applied to import 6 613, 4 689 and 5 556 workers respectively under SLS. The corresponding numbers of imported workers approved were 2 722, 2 880 and 3 802, representing respectively 41.2%, 61.4% and 68.4% of the numbers of imported workers applied for in these 3 years. Breakdowns of the numbers of imported workers applied for and approved by industry and job title are at Annexes 1 to 4.
- (b) The Labour Department does not keep statistics on the processing time for applications for importation of workers in individual job titles (e.g. cook).

**Number of imported workers applied for and approved
under SLS in 2014, 2015 and 2016:
a breakdown by industry**

Industry	No. of imported workers applied for*			No. of imported workers approved*		
	2014	2015	2016	2014	2015	2016
1. Agriculture and Fishing	656	658	744	563	547	570
2. Manufacturing	411	224	289	187	126	132
3. Construction	2 716	1 250	1 693	342	938	1 445
4. Wholesale, Retail and Import/Export Trades, Restaurants and Hotels	283	395	423	158	154	146
5. Transport, Storage and Communications	32	44	10	4	17	0
6. Financing, Insurance, Real Estate and Business Services	400	303	172	23	5	23
7. Community, Social and Personal Services	2 115	1 815	2 225	1 445	1 093	1 486
Total	6 613	4 689	5 556	2 722	2 880	3 802

* Applications received towards year-end may be approved in the following year, and hence the number of imported workers approved each year does not necessarily fully reflect the approval results of the applications for importation of workers in the year.

**Number of imported workers applied for and approved
under SLS in 2014:
a breakdown by job title**

Job title	No. of imported workers applied for*	No. of imported workers approved*
1. Care Worker (Elderly Service)	1 885	1 377
2. Livestock/Poultry/Fish/Crop Farm Worker	475	439
3. Gardening Worker	146	127
4. Cook	146	90
5. Rigger/Metal Formwork Erector	122	1
6. Tunnel Worker	94	86
7. Machine Operator	87	41
8. Trackworker	75	53
9. Care Worker (Disabled Service)	74	36
10. Others	3 509	472
Total	6 613	2 722

* Applications received towards year-end may be approved in the following year, and hence the number of imported workers approved each year does not necessarily fully reflect the approval results of the applications for importation of workers in the year.

**Number of imported workers applied for and approved
under SLS in 2015:
a breakdown by job title**

Job title	No. of imported workers applied for*	No. of imported workers approved*
1. Care Worker (Elderly Service)	1 361	1 035
2. Livestock/Poultry/Fish/Crop Farm Worker	469	391
3. Cook	224	85
4. Bar Bender and Fixer	200	103
5. Gardening Worker	177	128
6. Rigger/Metal Formwork Erector	110	30
7. Quality Controller/Inspector/Control Supervisor	90	56
8. Structural Steel Welder	80	4
9. Care Worker (Disabled Service)	79	43
10. Others	1 899	1 005
Total	4 689	2 880

* Applications received towards year-end may be approved in the following year, and hence the number of imported workers approved each year does not necessarily fully reflect the approval results of the applications for importation of workers in the year.

**Number of imported workers applied for and approved
under SLS in 2016:
a breakdown by job title**

Job title	No. of imported workers applied for*	No. of imported workers approved*
1. Care Worker (Elderly Service)	2 039	1 383
2. Livestock/Poultry/Fish/Crop Farm Worker	487	410
3. Cook	275	94
4. Refrigeration/Air-conditioning/ Ventilation Mechanic (Air System)	257	177
5. Gardening Worker	236	166
6. Curtain Wall Installer	180	121
7. Refrigeration/Air-conditioning/ Ventilation Mechanic (Water System)	175	135
8. Metal Worker	140	27
9. Fire Service Electrical Fitter	135	39
10. Others	1 632	1 250
Total	5 556	3 802

* Applications received towards year-end may be approved in the following year, and hence the number of imported workers approved each year does not necessarily fully reflect the approval results of the applications for importation of workers in the year.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)021

(Question Serial No. 0030)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding accidents in the food and beverage services sector, please provide a breakdown by type of accidents and share of total number of accidents in the food and beverage services sector, the number of injuries/deaths and the amount of compensation claimed for work injuries in the past 3 years (i.e. 2014-2016).

Asked by: Hon CHEUNG Yu-yan, Tommy (Member Question No. 24)

Reply:

In the full year of 2014 and 2015, as well as the first 3 quarters of 2016, the numbers of industrial accidents in the food and beverage services sector were 5 566, 5 386 and 3 671 respectively. No industrial fatalities occurred during these periods. A breakdown by type of accidents and its percentage share of total number of industrial accidents in the food and beverage services sector are provided at Annex.

The amounts of employees' compensation for work injuries payable in 2014, 2015 and 2016 in the food and beverage services sector were \$103.6 million, \$113.1 million and \$114.4 million respectively.

**Industrial Accidents in the Food and Beverage Services Sector in 2014, 2015
and the First 3 Quarters of 2016 by Type of Accidents**

Type of accidents	2014		2015		First 3 quarters of 2016		Total number of accidents	Share of total number of accidents
	Number of accidents	Share of total number of accidents	Number of accidents	Share of total number of accidents	Number of accidents	Share of total number of accidents		
Contact with hot surface or substance	1 208	21.7%	1 196	22.2%	823	22.4%	3 227	22.1%
Injured by hand tool	1 186	21.3%	1 034	19.2%	744	20.3%	2 964	20.3%
Slip, trip or fall on same level	1 072	19.3%	1 003	18.6%	787	21.4%	2 862	19.6%
Injured whilst lifting or carrying	842	15.1%	952	17.7%	545	14.8%	2 339	16.0%
Striking against fixed or stationary object	530	9.5%	503	9.3%	328	8.9%	1 361	9.3%
Striking against or struck by moving object	338	6.1%	314	5.8%	211	5.7%	863	5.9%
Others	390	7.0%	384	7.2%	233	6.5%	1 007	6.8%
TOTAL	5 566	100.0%	5 386	100.0%	3 671	100.0%	14 623	100.0%

Note: Industrial accident statistics are released on a quarterly basis and the latest available statistics are up to the first 3 quarters of 2016. The industrial accident statistics of the full year of 2016 will be released in April 2017.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)022

(Question Serial No. 0260)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

In order to provide our youths the opportunity of living and working temporarily overseas while holidaying, those aged 18 to 30 may now apply for working holiday visas with the relevant host economies. Would the Government provide the following information:

- (a) Details of the Working Holiday Scheme (WHS), including the number of signatories, the length of stay allowed in each country and whether engagement in short-term employment and short-term courses is allowed.
- (b) A breakdown by country in table form of the local youths who applied for working holiday visas for other economies and the youths from other economies who applied for working holiday visas for Hong Kong in the past 3 years.
- (c) Measures taken by the Labour Department (LD) to enhance the safety protection of our youths in view of the frequent occurrences of work injuries, diseases and traffic accidents during their working holidays in recent years.
- (d) Whether the Government has any plans to explore the signing of WHS arrangements with more economies and encourage more of our youths to enrich their global exposure.

Asked by: Hon CHIANG Lai-wan (Member Question No. 35)

Reply:

The information sought is provided as follows:

- (a) Since 2001, the HKSAR Government has established bilateral WHS arrangements with the governments of 11 economies, namely New Zealand, Australia, Ireland, Germany, Japan, Canada, Korea, France, the United Kingdom (UK), Austria and Hungary. The Hong Kong/Hungary Working Holiday Scheme signed in December 2016 will commence operation in July 2017. Save for the WHS arrangements

established with the UK and Austria which allow Hong Kong youths to stay for up to 24 months and 6 months respectively, participants of the remaining 9 WHS are allowed to stay in the partner economies for up to 12 months for holidaying, taking up short-term employment to subsidise their travel expenses, and/or enrolling in short-term courses (except Ireland under its established visa policy).

- (b) Based on the information provided by the governments of WHS partner economies and the Immigration Department, breakdowns of the number of Hong Kong youths and youths from partner economies who were granted working holiday visas from 2014 to 2016 are set out at Annex 1 and Annex 2 respectively.
- (c) LD has been promoting WHS in different government organisations, public places and tertiary institutions through various channels, including organising talks, setting up webpages, and distributing publicity materials (such as posters, pamphlets, postcards, etc.). When promoting WHS, LD has reminded participants to raise their safety awareness abroad, for instance, by taking out medical insurance and abiding by local laws and so on. Participants have also been encouraged to make good preparation before their departure and acquire a better understanding of their destinations (including the employment and living conditions) by visiting webpages of destination governments and their consulates in Hong Kong and dedicated WHS webpages set up by LD, as well as by consulting friends who have participated in WHS previously.

If WHS participants encounter, amongst others, employment or personal/property safety issues overseas, they should contact the local government authorities for assistance as soon as practicable. In case of accidents or serious incidents, WHS participants can, in addition to approaching the local government authorities for assistance, contact the relevant Chinese Embassies/Consulates for assistance, or call the 24-hour hotline of the Assistance to Hong Kong Residents Unit (AHU) of the Immigration Department at (852)1868. The Chinese Embassies/Consulates concerned and AHU will provide suitable assistance according to the circumstances of the case (such as re-issuing travel documents, contacting families, referring the case to local lawyers, doctors or interpreters, liaising with the local authorities, etc.). AHU will endeavour to coordinate and follow up the case, including contacting the relevant governments and their consulates in Hong Kong where necessary.

- (d) Apart from continuing with the promotion of WHS in Hong Kong, LD will also explore the signing of new WHS arrangements with more economies and seek to expand the annual quota with the governments of existing WHS partner economies, so as to provide more choices and opportunities for Hong Kong youths to participate in WHS.

Number of working holiday visas granted to
Hong Kong youths from 2014 to 2016

Partner economy	No. of visas granted to Hong Kong youths		
	2014	2015	2016
New Zealand	403 ¹	401 ¹	400 ²
Australia	10 511	8 503	5 269
Ireland	100	54	75
Germany	260 ³	164 ³	124 ⁴
Japan	256	253	618
Canada	300	163	136 ⁵
Korea	274	282	260
France	65	54	59
United Kingdom	1 054	1 236	1 153
Austria	— ⁶	24 ⁷	11
Hungary	— ⁶	— ⁶	— ⁶

- Note:
- ¹ Statistics from April of the year to March of the following year
 - ² Statistics from April to December of the year
 - ³ Statistics from July of the year to June of the following year
 - ⁴ Statistics from July to December of the year
 - ⁵ Statistics from January to June of the year
 - ⁶ Scheme not yet in operation
 - ⁷ Statistics from March to December of the year

Number of working holiday visas for Hong Kong granted to
youths from partner economies from 2014 to 2016

Partner economy	No. of visas granted to youths from partner economies		
	2014	2015	2016
New Zealand	57	59	50
Australia	172	119	139
Ireland	21	16	23
Germany	48	83	69
Japan	91	82	80
Canada	65	98	77
Korea	510	500	758
France	214	400	500
United Kingdom	270	284	330
Austria	— ¹	15 ²	7
Hungary	— ¹	— ¹	— ¹

Note: ¹ Scheme not yet in operation

² Statistics from March to December of the year

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)023

(Question Serial No. 0261)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is stated in the Programme that the Labour Department (LD) will engage staff proficient in ethnic minority (EM) languages at selected job centres of the Department on a pilot basis to serve EM job seekers. Please provide the expenditure and staff establishment involved as well as the details of the plan. When will the Government review the effectiveness of the plan?

Asked by: Hon CHIANG Lai-wan (Member Question No. 42)

Reply:

In 2017, LD will engage a total of 2 employment assistants proficient in EM languages to partner with experienced employment officers at the Kowloon West Job Centre in Sham Shui Po and the Employment in One-stop in Tin Shui Wai on a pilot basis to strengthen employment support for EM job seekers (especially those of South Asian origins). By engaging staff conversant with EM languages and cultures, this pilot service aims to enhance LD's employment services for EM job seekers and facilitate effective mutual communication. It also aims to help LD proactively reach out to EMs with employment needs and encourage them to make use of LD's employment services. The estimated expenditure for the above initiative in 2017-18 is about \$350,000.

LD commenced the recruitment process in February 2017, and hopefully the 2 employment assistants will report for duty in the second quarter of 2017. LD plans to evaluate the effectiveness of this pilot initiative in the third year of its implementation.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)024

(Question Serial No. 0265)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding occupational accidents in the construction industry, please provide the following information:

- (a) Please provide a breakdown of injuries and fatalities in the construction industry by type of accidents and share of total number of construction accidents, as well as the accident rate per 1 000 workers in the past 3 years.
- (b) What measures does the Government take to reduce the number of accidents in the construction industry?

Asked by: Hon CHIANG Lai-wan (Member Question No. 13)

Reply:

The information sought is provided as follows:

- (a) In the full years of 2014 and 2015, as well as the first 3 quarters of 2016, there were respectively 3 467, 3 723 and 2 773 industrial accidents in the construction industry. The respective industrial accident rates per 1 000 workers were 41.9, 39.1 and 34.8. A breakdown by type of accidents is provided at Annex.
- (b) In addition to carrying out routine inspections, educational and publicity work, the Labour Department will intensify the following systemic precautions and enforcement efforts in 2017-18 to tackle fall-from-height hazards and other work hazards in the construction industry:
 - (i) containing work hazards at source by targeting systemic work risks such as work-at-height, lifting operations and electrical work, including enhancing liaison with major public works project proponents and engaging them to urge their contractors to strengthen their site safety management systems in respect of high-risk processes and to enhance safety audits of major public works projects;

- (ii) strengthening the analysis of underlying systemic risks of serious construction accidents, instituting targeted inspections and enforcement actions, organising thematic seminars on work safety and formulating codes of practice on work safety;
- (iii) collaborating with trade associations, workers' unions, professional bodies, related organisations and other government departments to explore measures to enhance electrical work and work-at-height safety in the construction industry. The measures include organising thematic seminars on work safety, encouraging contractors and workers to use portable residual current devices and wear safety helmets with chin straps, so as to further safeguard the safety of workers conducting electrical work and working at height; and
- (iv) using the platforms of The Hong Kong Association of Property Management Companies, Home Affairs Department and Buildings Department to publicise and promote safety in the renovation, maintenance, alteration and addition (RMAA) works among upstream stakeholders such as owners and tenants of domestic and commercial properties. Through engaging these stakeholders, the Labour Department aims to promote the work safety standards of RMAA works carried out in their premises (namely domestic units and arcade shop premises).

**Industrial Accidents in Construction Industry in the Full Years of 2014 and 2015
as well as the First 3 Quarters of 2016 by Type of Accidents**

Type of accidents	2014		2015		First 3 quarters of 2016 ^a		Total number of construction accidents from 2014 to the first 3 quarters of 2016 ^b	Share of total number of construction accidents ^c
	Number of construction accidents ^b	Share of total number of construction accidents ^c	Number of construction accidents ^b	Share of total number of construction accidents ^c	Number of construction accidents ^b	Share of total number of construction accidents ^c		
Trapped in or between objects	203 (2)	5.9%	159 (1)	4.3%	117	4.2%	479 (3)	4.8%
Injured whilst lifting or carrying	447	12.9%	669	18.0%	474	17.1%	1 590	16.0%
Slip, trip or fall on same level	855	24.7%	927	24.9%	773	27.9%	2 555	25.6%
Fall of person from height	372 (7)	10.7%	376 (9)	10.1%	249 (5)	9.0%	997 (21)	10.0%
Striking against fixed or stationary object	387	11.2%	377	10.1%	283	10.2%	1 047	10.5%
Striking against or struck by moving object	640 (2)	18.5%	573 (1)	15.4%	442 (1)	15.9%	1 655 (4)	16.6%
Stepping on object	9	0.3%	11	0.3%	9	0.3%	29	0.3%
Exposure to or contact with harmful substance	24	0.7%	15	0.4%	16	0.6%	55	0.6%
Contact with electricity or electric discharge	12 (2)	0.3%	8 (3)	0.2%	4 (2)	0.1%	24 (7)	0.2%
Trapped by collapsing or overturning object	4	0.1%	2	0.1%	2	0.1%	8	0.1%
Struck by falling object	68 (5)	2.0%	110 (3)	3.0%	88	3.2%	266 (8)	2.7%
Struck by moving vehicle	25	0.7%	35 (1)	0.9%	12	0.4%	72 (1)	0.7%
Contact with moving machinery or object being machined	213	6.1%	230	6.2%	185	6.7%	628	6.3%
Exposure to fire	3 (1)	0.1%	6	0.2%	2	0.1%	11 (1)	0.1%
Exposure to explosion	2	0.1%	5	0.1%	1	0.04%	8	0.1%
Injured by hand tool	106	3.1%	140	3.8%	83	3.0%	329	3.3%
Asphyxiation	1 (1)	0.03%	1 (1)	0.03%	0	0.0%	2 (2)	0.02%
Contact with hot surface or substance	23	0.7%	20	0.5%	16	0.6%	59	0.6%
Injured by animal	0	0%	1	0.03%	1	0.04%	2	0.02%
Others	73	2.1%	58	1.6%	16	0.6%	147	1.5%
TOTAL	3 467 (20)	100.0%	3 723 (19)	100.0%	2 773 (8)	100.0%	9 963 (47)	100.0%

- Notes: (a) Industrial accident statistics are released on a quarterly basis and the latest available statistics are up to the first 3 quarters of 2016. The industrial accident statistics of the full year of 2016 will be released in April 2017.
- (b) Figures in brackets denote the number of industrial fatalities which has also been included in the number of accidents.
- (c) Percentages may not add up to 100% due to rounding of figures.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)025

(Question Serial No. 0266)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department (LD) operates 2 Youth Employment Resource Centres (YERCs) in the name of Youth Employment Start to provide personalised advisory and support services on employment and self-employment to young people aged 15 to 29. In this connection, would the Government advise this Committee of the following:

- (a) Please provide a breakdown of the estimated expenditure and staff establishment for the 2 YERCs in 2017-18.
- (b) Has the Government stipulated any criteria for evaluating and assessing the effectiveness of YERCs? If yes, what is their effectiveness? If not, what are the reasons?
- (c) In recent years, the Government has been proactively promoting youth entrepreneurship. What is the role of YERCs in supporting youth entrepreneurship? How will YERCs strengthen the related work in the future?
- (d) Has the Government considered setting up more YERCs in the territory to strengthen the training for young people, enhance their employability and provide one-stop employment advisory service?

Asked by: Hon CHIANG Lai-wan (Member Question No. 14)

Reply:

The information sought is provided as follows:

- (a) In 2017-18, the estimated expenditure (excluding staff cost) for operating the 2 YERCs is about \$19 million. LD has 12 posts in its staff establishment for managing the 2 YERCs. Another 18 staff are provided by a non-governmental organisation engaged under a service contract to operate YERCs' services.

- (b) In 2016, a total of 72 661 young people used the services provided by the 2 YERCs. LD conducted regular opinion surveys and focus group discussions to understand users' views on the services so as to assess the effectiveness of YERCs' services. On the whole, young people attending the training programmes and receiving counselling services agreed that these activities and services were useful in mapping out their career path and pursuing self-employment.
- (c) YERCs provide support services to young people aged between 15 and 29 who aspire to self-employment. The services include conducting regular workshops relating to self-employment and entrepreneurship as well as providing professional legal and accounting advisory services; inviting young entrepreneurs to share success stories of setting up businesses so as to assist young people in grasping self-employment and entrepreneurship skills; organising Self-employment Experience Days in collaboration with large shopping malls to offer opportunities to young people with an aspiration for entrepreneurship to gain experience in self-employment and starting businesses; and providing business workstations, meeting rooms and design corners with professional design software/hardware for use free of charge. LD will continue to keep in view young people's needs for self-employment support and assist them in mapping out their career path.
- (d) The 2 YERCs in Kowloon and the New Territories are conveniently located to serve young people throughout the territory. At present, LD has no plan to set up more YERCs. LD will continue to keep in view young people's employment needs and provide appropriate support services in career planning, employment and self-employment.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)026

(Question Serial No. 0267)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Employment Agencies Administration (EAA) of the Labour Department (LD) is responsible for regulating the operation of employment agencies (EAs) which provide intermediary service for foreign domestic helpers (FDHs) through licensing, regular and surprise inspections, complaint investigations and prosecutions, etc., so as to ensure that they are operating in compliance with the law. Besides, LD has promulgated a Code of Practice for the EA industry which sets out the standards which the Commissioner expects from EA operators. Would the Government provide the following information:

- (a) What are the estimated expenditure and staff establishment of EAA in 2017-18?
- (b) How many complaints against intermediaries for FDHs were received by EAA in the past 3 years? How did EAA handle these complaints?
- (c) How many inspections to intermediaries for FDHs were carried out by EAA in the past 3 years? What were the types of inspections (including regular and surprise inspections)?
- (d) What measures does the Government take to monitor the implementation of the Code of Practice and how will the effectiveness of the Code of Practice be assessed?
- (e) The Government has launched the Employment Agencies Portal (EA Portal) through which members of the public can check if an EA has a licence. Would the Government provide information about the viewing of the EA Portal?

Asked by: Hon CHIANG Lai-wan (Member Question No. 15)

Reply:

The information sought is provided as follows:

- (a) In 2017-18, the estimated expenditure of EAA (excluding staff cost) is \$2.41 million. Its permanent posts comprise 15 Labour Officer Grade staff and 6 Clerical Grade staff.
- (b) In 2014, 2015 and 2016, EAA respectively received 170, 176 and 612 (of which about 420 cases were against 2 EAs) complaints against EAs that provided placement service for FDHs. Upon receipt of the complaints, EAA initiated investigations promptly and prosecutions were instituted where there was sufficient evidence. The numbers of EAs providing placement service for FDHs which were successfully prosecuted in these 3 years were 3, 11 and 8 respectively. For EAs convicted of overcharging commission, LD would consider revoking or refusing to renew their licences.
- (c) In 2014, 2015 and 2016, EAA respectively conducted 1 352, 1 348 and 1 417 inspections, covering both regular and surprise ones, to EAs providing placement service for FDHs.
- (d) LD promulgated the Code of Practice for Employment Agencies (the Code) on 13 January 2017. LD will closely monitor the compliance of the industry with the Code through inspections (including surprise inspections), complaint investigations, etc., and may issue warnings to EAs for rectification of irregularities detected. Under section 53(1) of the Employment Ordinance, the Commissioner for Labour may consider all relevant factors, including whether an EA has complied with the statutory requirements and standards set out in the Code, and, if satisfied that the licensee is not a fit and proper person to operate an EA, may refuse to issue or to renew, or revoke the EA's licence. LD will assess the effectiveness of the Code in a timely manner.
- (e) The EA Portal was launched on 13 January 2017. As at 28 February 2017, the total number of page views of the portal was 43 493.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)027

(Question Serial No. 0268)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Youth Employment and Training Programme (YETP) of the Labour Department (LD), would the Government advise this Committee of:

- (a) the expenditure and staff establishment of LD for implementing YETP in 2017-2018;
- (b) the number of trainees enrolled under YETP since its inception up to 2016-2017 and the training cost per trainee;
- (c) the placement rate, average wage and industry profile of the trainees upon completing the courses since YETP's inception up to 2016-2017?

Asked by: Hon CHIANG Lai-wan (Member Question No. 17)

Reply:

The information sought is provided as follows:

- (a) The estimated expenditure for implementing YETP in 2017-18 is \$116.7 million. LD has 65 posts in its staff establishment for the administration, promotion and monitoring of the service provision of YETP.
- (b) YETP operates on the basis of programme year, running from September each year to August of the following year. The number of trainees enrolled in the past 5 programme years is provided below:

Programme year	No. of trainees enrolled
2011/12	9 434
2012/13	8 095
2013/14	7 753
2014/15	6 741
2015/16	6 165

As the 2016/17 programme year will end in August 2017, the full-year figure for the programme year is not available now.

The trainees may flexibly choose to attend the training courses and receive various employment support services according to their interests and employment needs. They may participate in different activities of YETP and the duration of their participation also varies. LD does not keep a breakdown of the training cost per trainee.

- (c) Every year, LD conducts a trainee development survey on trainees who have enrolled under YETP and completed the 12-month support services. Survey findings on the employment position of trainees for the past 5 programme years are provided below:

Programme year	Percentage of trainees in employment at the time of survey
2011/12	72.2%
2012/13	74.8%
2013/14	73.3%
2014/15	83.5%
2015/16	76.0%

The average wage and breakdown of the number of trainees placed into on-the-job training vacancies by industry in the past 5 programme years are provided below:

Programme year	Average wage (\$)
2011/12	7,047
2012/13	7,457
2013/14	8,048
2014/15	8,746
2015/16	9,099

Industry	No. of trainees placed into on-the-job training vacancies				
	2011/12 Programme year	2012/13 Programme year	2013/14 Programme year	2014/15 Programme year	2015/16 Programme year
Manufacturing	128	94	67	76	54
Construction	961	879	944	1 089	1 080
Wholesale, retail and import/export trades, restaurants and hotels	544	453	442	367	256
Transport, storage and communications	318	288	377	430	479
Financing, insurance, real estate and business services	244	166	261	346	303
Community, social and personal services	932	670	777	609	580
Government sector	181	174	190	244	216
Others	33	34	54	46	43
Total	3 341	2 758	3 112	3 207	3 011

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)028****(Question Serial No. 0269)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (2) Employment ServicesControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

At present, the Labour Department (LD) operates 13 job centres and 3 industry-based recruitment centres (for the catering industry, construction industry and retail industry). Please provide information on:

- (a) the estimated expenditure and staff establishment of the job centres in 2017-2018;
- (b) the total number and average monthly number of service users of the job centres, as well as the unit cost for serving each user in the past 3 years.

Asked by: Hon CHIANG Lai-wan (Member Question No. 18)Reply:

The information sought is provided as follows:

- (a) In 2017-18, the estimated expenditure for operating the 13 job centres is about \$12.02 million (excluding staff cost). The number of staff is as follows:

Post	No. of staff
Senior Labour Officer	1
Labour Officer	12
Assistant Labour Officer I	8
Assistant Labour Officer II	28
Clerical Officer	37
Assistant Clerical Officer	88
Clerical Assistant	8
Workman II	2
Programme Officer	7
Contract Clerk	16
Total	207

- (b) Most of the job seekers need not register when making use of various facilities and services provided at the job centres. They can also make job applications direct to employers who advertise vacancies via the job centres or LD's website. LD does not keep statistics on the total number and average monthly number of service users of the job centres and hence cannot provide the unit cost for serving each user.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)029

(Question Serial No. 0270)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Would the Government provide this Committee with the following information:

- (a) breakdowns by age, gender, industry, occupation and earnings of able-bodied job seekers who secured placements through the employment services of the Labour Department (LD) in 2016-17;
- (b) breakdowns by gender, age, industry and occupation of the changes in average earnings of able-bodied job seekers who secured placements through the employment services of LD before and after the implementation of Statutory Minimum Wage (SMW) on 1 May 2011;
- (c) LD has launched the Higher Education Employment Information e-Platform for job seekers to search suitable vacancies directly online. Please provide information on the platform, including the number of jobs provided, salary level, number of persons successfully matched with jobs and number of visitors. Besides, what measures does the Government take to publicise the Higher Education Employment Information e-Platform?

Asked by: Hon CHIANG Lai-wan (Member Question No. 19)

Reply:

The information sought is provided as follows:

- (a) In 2016, LD recorded 149 794 placements for able-bodied job seekers. Of these, 12 508 placements were secured through LD's referral services, while 137 286 placements were made through job seekers' direct application to employers who advertised vacancies via LD. The latter figure was obtained through LD's periodic sample surveys with employers. As the sample surveys do not involve detailed personal particulars of job seekers who secured placements through direct application, LD does not have breakdowns of these placements. Breakdowns of the 12 508

placements secured through LD's referral by age and gender, industry, occupation and monthly earnings are provided below:

(i) By age and gender

Age	Male	Female	No. of placements
15-below 20	459	796	1 255
20-below 30	2 363	2 861	5 224
30-below 40	739	1 017	1 756
40-below 50	602	1 443	2 045
50-below 60	627	1 254	1 881
60 or above	171	176	347
Total	4 961	7 547	12 508

(ii) By industry

Industry	No. of placements
Manufacturing	724
Construction	442
Wholesale, retail and import/export trades	5 420
Restaurants and hotels	1 495
Transport, storage and communications	588
Financing, insurance, real estate and business services	1 641
Community, social and personal services	2 190
Others (including government sector)	8
Total	12 508

(iii) By occupation

Occupation	No. of placements
Managers and administrators	94
Professionals and associate professionals	643
Clerical support workers	2 187
Service workers	2 215
Shop sales workers	4 194
Skilled agricultural and fishery workers	24
Craft and related workers	319
Plant and machine operators and assemblers	235
Elementary occupations	2 524
Others	73
Total	12 508

(iv) By monthly earnings

Monthly earnings	No. of placements
Below \$4,000*	391
\$4,000-below \$5,000	516
\$5,000-below \$6,000	332
\$6,000-below \$7,000	771
\$7,000-below \$8,000	811
\$8,000-below \$9,000	997
\$9,000-below \$10,000	1 516
\$10,000-below \$11,000	1 979
\$11,000-below \$12,000	1 651
\$12,000-below \$13,000	1 130
\$13,000-below \$14,000	1 079
\$14,000 or above	1 335
Total	12 508

* All placements were part-time or temporary jobs.

- (b) LD does not keep statistics on the average earnings of job seekers placed through its referral services. The number of placements secured for able-bodied job seekers through LD's referral, with a breakdown by monthly earnings, from January to April 2011 (i.e. before the implementation of SMW in May 2011) and from January to April 2016 is provided below:

Monthly earnings	No. of placements (January-April 2011)	Percentage	No. of placements (January-April 2016)	Percentage
Below \$4,000	804	14.8%	110	3.1%
\$4,000-below \$5,000	176	3.3%	113	3.2%
\$5,000-below \$6,000	593	11.0%	81	2.3%
\$6,000-below \$7,000	940	17.3%	210	5.9%
\$7,000-below \$8,000	1 021	18.8%	219	6.2%
\$8,000-below \$9,000	877	16.2%	291	8.2%
\$9,000-below \$10,000	451	8.3%	494	14.0%
\$10,000-below \$11,000	212	3.9%	584	16.5%
\$11,000-below \$12,000	104	1.9%	497	14.1%
\$12,000-below \$13,000	91	1.7%	331	9.4%
\$13,000-below \$14,000	31	0.6%	288	8.1%
\$14,000 or above	121	2.2%	318	9.0%
Total	5 421	100%	3 536	100%

- (c) The Higher Education Employment Information e-Platform, which was launched on 20 December 2016, advertised 1 664 and 1 876 job vacancies in January and February 2017 respectively. The average monthly salary of full-time vacancies concerned was about \$19,200 (excluding commission income with amount not specified).

Discounting the rather fluctuating page views recorded during Christmas, the New Year and Lunar New Year, the e-Platform recorded a daily average of over 16 000 page views as at the end of February 2017. The application methods for the vacancies and contact details of employers are available on the e-Platform. Job seekers may make application to employers direct without LD's referral and they are not required to inform LD of the application results. LD therefore does not have the figures on job seekers who secured placements through the e-Platform.

LD has stepped up publicity efforts before and after the launch of the e-Platform, which include placing advertisements or building hyperlinks on LD's Interactive Employment Service website and other websites, creating posts on social networking websites, issuing press releases, publishing feature articles and placing advertisements in newspapers, sending mobile short messages to job seekers concerned, producing leaflets and posters for distribution, and collaborating with relevant bodies (including career service centres and student associations of local and overseas universities as well as Hong Kong Economic and Trade Offices overseas and in the Mainland) to publicise the e-Platform among local university students and persons with higher education residing outside Hong Kong. At the same time, LD has also publicised the e-Platform among employers and trade associations with a view to canvassing suitable vacancies.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)030

(Question Serial No. 0271)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Would the Government provide this Committee with the following information:

- (a) breakdowns by age, gender, industry, occupation and monthly earnings of job seekers with disabilities who secured placements through the employment services of the Labour Department (LD) in 2016-17;
- (b) breakdowns by gender, age, industry and occupation of the changes in average earnings of job seekers with disabilities who secured placements through the employment services of LD before and after the implementation of Statutory Minimum Wage (SMW) on 1 May 2011;
- (c) the unemployment rate of working-age persons with disabilities;
- (d) whether LD has any plan to conduct a comprehensive assessment of the employment situation of persons with disabilities and formulate support strategies?

Asked by: Hon CHIANG Lai-wan (Member Question No. 21)

Reply:

The information sought is provided as follows:

- (a) In 2016, LD recorded 2 250 placements for job seekers with disabilities. Breakdowns of the placements by age and gender, industry, occupation and monthly earnings are provided below:

(i) By age and gender

Age group	Male	Female	No. of placements
15-below 20	44	27	71
20-below 30	498	356	854
30-below 40	317	311	628
40-below 50	222	180	402
50-below 60	138	110	248
60 or above	34	13	47
Total	1 253	997	2 250

(ii) By industry

Industry	No. of placements
Manufacturing	105
Construction	26
Wholesale, retail and import/export trades	295
Restaurants and hotels	610
Transport, storage and communications	76
Financing, insurance, real estate and business services	409
Community, social and personal services	446
Others (including government sector)	283
Total	2 250

(iii) By occupation

Occupation	No. of placements
Managers and administrators	23
Professionals and associated professionals	85
Clerical support workers	554
Service workers	635
Shop sales workers	426
Agricultural and fishery workers	1
Craft and related workers	19
Plant and machine operators and assemblers	21
Elementary occupations	486
Total	2 250

(iv) By monthly earnings

Monthly earnings	No. of placements
Below \$3,000*	365
\$3,000-below \$4,000	245
\$4,000-below \$5,000	219
\$5,000-below \$6,000	222
\$6,000-below \$7,000	190
\$7,000-below \$8,000	203
\$8,000-below \$9,000	256
\$9,000-below \$10,000	189
\$10,000 or above	361
Total	2 250

* All placements were part-time jobs.

- (b) LD does not keep statistics on the average earnings of job seekers placed through referral services. Breakdown of the placements for job seekers with disabilities by monthly earnings from January to April 2011 (i.e. before the implementation of SMW in May 2011) and from January to April 2016 is provided below:

Monthly earnings	No. of placements (January-April 2011)	Percentage	No. of placements (January-April 2016)	Percentage
Below \$3,000	227	34.1%	114	15.7%
\$3,000-below \$4,000	78	11.7%	72	9.9%
\$4,000-below \$5,000	76	11.4%	63	8.7%
\$5,000-below \$6,000	82	12.3%	74	10.2%
\$6,000-below \$7,000	107	16.1%	76	10.5%
\$7,000-below \$8,000	62	9.3%	63	8.7%
\$8,000-below \$9,000	26	3.8%	81	11.2%
\$9,000-below \$10,000	3	0.5%	60	8.3%
\$10,000 or above	5	0.8%	123	16.9%
Total	666	100%	726	100%

- (c) In accordance with a territory-wide survey conducted by the Census and Statistics Department (C&SD) on persons with disabilities and chronic diseases throughout the whole year of 2013, it was estimated that the unemployment rate of persons with disabilities was 6.0% in that year. For details on the definition of persons with disabilities adopted in the survey and limitations of the data, please refer to the Special Topics Report No. 62 – Persons with disabilities and chronic diseases published by C&SD (<http://www.statistics.gov.hk/pub/B11301622014XXXXB0100.pdf>).
- (d) LD has been keeping a close watch on the employment situation of persons with disabilities. It conducts assessment from time to time and, in recognition of the employment needs of job seekers with disabilities, formulates corresponding measures with a view to providing suitable employment services. Since September 2015, LD

has enhanced the post-placement follow-up service for job seekers with disabilities by extending the service period from 3 months to 6 months. This is to help employees with disabilities adapt to their new work as soon as possible and assist employers to better understand the special needs of the employees with disabilities so as to help both parties build up a good working relationship. In September 2016, LD launched a two-year pilot scheme to engage a non-governmental welfare organisation to provide professional psychological and emotional counselling service to job seekers with disabilities in need of this service. This serves to alleviate the emotional problems of job seekers with disabilities arising from the state of their disabilities, personal or family matters, so as to help them concentrate on job search and settle down in their new jobs, thereby realising their potential in employment.

LD will continue to closely monitor the employment situation of persons with disabilities so as to provide them with suitable employment support.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)031****(Question Serial No. 0272)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (2) Employment ServicesControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

Regarding the employment of persons with disabilities, would the Government provide the following information:

- (a) The statistics on persons with disabilities employed by government departments from 2014-15 to 2016-17:

Type of disability	2014-15	2015-16	2016-17
(1) Mobility restrictions			
(2) Visual impairment			
(3) Hearing impairment			
(4) Speech impairment			
(5) Mental illness/emotional disorder			
(6) Autism			
(7) Specific learning difficulties			
(8) Attention deficit/hyperactivity disorder			
(9) Intellectual disability			
Total			
Percentage share of persons with disabilities in all government employees			

- (b) The statistics on persons with disabilities who secured placements through the employment services of the Labour Department (LD) from 2014-15 to 2016-17:

Type of disability	2014-15	2015-16	2016-17
(1) Mobility restrictions			
(2) Visual impairment			
(3) Hearing impairment			

Type of disability	2014-15	2015-16	2016-17
(4) Speech impairment			
(5) Mental illness/emotional disorder			
(6) Autism			
(7) Specific learning difficulties			
(8) Attention deficit/hyperactivity disorder			
(9) Intellectual disability			
Total			

- (c) Please provide the percentage of persons with disabilities employed in individual government departments.
- (d) Has the Government considered adopting any new measures to facilitate or promote employment of persons with disabilities by government departments as well as public and private organisations?
- (e) Has the Government considered introducing a quota system for employing persons with disabilities to require enterprises to employ a specified percentage of persons with disabilities by legislation?

Asked by: Hon CHIANG Lai-wan (Member Question No. 22)

Reply:

The information sought is provided as follows:

- (a) According to the statistics compiled by the Government as at 31 March each year ^{Note 1}, the numbers of civil servants with disabilities in the past 2 years ^{Note 2} with a breakdown by type of disability ^{Note 3} are as follows:

Type of disability	2014-15	2015-16
(1) Physical disability	1 626	1 530
(2) Visual impairment	412	389
(3) Hearing impairment	352	378
(4) Ex-mental illness	352	356
(5) Intellectual disability	15	15
(6) Visceral disability	544	544
(7) Others (e.g. autism, speech impairment, specific learning difficulties, etc.) ^{Note 4}	18	18
Total	3 319	3 230
Percentage of strength of civil service	2%	2%

Notes:

- 1 The statistics are compiled on the basis of information available to the management of bureaux/departments (e.g. through the requests of applicants during the recruitment process for special arrangements for selection

interview/test having regard to their disabilities, or applications from serving officers with disabilities for financial assistance to purchase technical aids to assist in their performance of duties).

- 2 The relevant statistics as at 31 March 2017 will be available in the third/fourth quarter of 2017.
- 3 Persons with colour blindness or defective colour perception are excluded.
- 4 The Government does not collect separate statistics relating to disability types (4), (6), (7) and (8) in the question. Persons with these types of disabilities are grouped under "Others" in the above table.

- (b) In 2014, 2015 and 2016, LD recorded 2 464, 2 401 and 2 250 placements for persons with disabilities respectively. A breakdown of the placements by type of disability is provided below:

Type of disability	2014	2015	2016
Physical disability (including mobility restrictions)	195	199	194
Visual impairment	73	73	75
Hearing impairment (including speech impairment)	556	489	448
Ex-mental illness	608	539	601
Autism	107	118	142
Specific learning difficulties	17	34	30
Attention deficit/hyperactivity disorder	25	14	20
Intellectual disability	606	633	494
Chronic illness	277	302	246
Total	2 464	2 401	2 250

Note: The above statistics are presented according to LD's existing categorisation of disability groups.

- (c) The numbers of civil servants with disabilities employed by individual government bureaux/departments as at 31 March 2016 are at the Annex. According to the Civil Service Bureau (CSB), bureaux/departments are staffed by departmental grades officers as well as general grades officers who are subject to posting once every few years. Besides, the operational needs and work requirements of bureaux/departments may also affect the number of civil servants with disabilities serving in respective bureaux/departments. Therefore, the Government considers that the percentage of civil servants with disabilities in individual bureaux/departments is of little reference value.
- (d) The Government has always facilitated the employment of persons with disabilities through measures such as providing vocational rehabilitation and training services for persons with disabilities, providing job matching services in the open market, providing allowance for employers and setting up social enterprises. To further encourage employment of persons with disabilities, the Government implemented two pilot schemes funded by the Community Care Fund in October 2016: raising the maximum level of disregarded earnings for disabled recipients under the Comprehensive Social Security Assistance Scheme from \$2,500 to \$4,000 per month; and providing additional allowance of \$5,000 per month for disabled recipients of Higher Disability Allowance who are engaged in paid jobs subject to the fulfilment of

criteria such as income limit for hiring carers to assist in their activities at the workplace. In 2017-18, the Government will inject additional funding of \$100 million into the Enhancing Employment of People with Disabilities through Small Enterprise Project, increase the maximum funding for each social enterprise from \$2 million to \$3 million, as well as extend the monitoring period from 5 years to 6 years to encourage non-governmental organisations to set up social enterprises, so as to create more job opportunities for persons with disabilities.

As regards support for employers, the Social Welfare Department (SWD) will continue to implement the Support Programme for Employees with Disabilities which provides employers of persons with disabilities with a one-off subsidy in respect of each employee with disabilities for procurement of assistive devices and/or workplace modifications. Employers of persons with disabilities are offered subsidy of up to \$20,000 for each employee with disabilities. SWD has also implemented enhancement measures which include increasing the maximum level of subsidy up to \$40,000 for procurement of single item of assistive device and its essential accessories for deserving cases.

LD has been promoting employment of persons with disabilities to employers and providing support to employers of persons with disabilities. LD will maintain contact with employers of persons with disabilities to keep in view the work progress of employees with disabilities and render appropriate services. LD encourages employers to employ persons with disabilities through the Work Orientation and Placement Scheme. Participating employers are granted an allowance of up to 8 months with a total of up to \$35,000 for each employee with disabilities. In September 2016, LD launched a two-year pilot scheme to engage a non-governmental welfare organisation to provide professional psychological and emotional counselling service to job seekers with disabilities in need of this service. This serves to alleviate the emotional problems of job seekers with disabilities arising from the state of their disabilities, personal or family matters, so as to help them concentrate on job search and settle down in their new jobs, thereby realising their potential in employment.

The Labour and Welfare Bureau has launched the Talent-Wise Employment Charter and Inclusive Organisations Recognition Scheme (the Scheme) since 2013 to mobilise the Government, public and private sectors to make joint efforts to further promote the employment of persons with disabilities through participation in the Scheme. A signatory to the Scheme will devise a host of sustainable measures commensurate with its mode of operation and strive for their effective implementation.

The Government welcomes persons with disabilities to apply for government jobs. Suitable policies and facilitating measures are implemented to ensure that persons with disabilities will have equal access, like other applicants, to job opportunities in the Government. These measures include allowing applicants with disabilities who meet the basic entry requirements to attend selection interview/written test direct without being subject to any shortlisting criteria. To enhance the Government's work in employment of persons with disabilities, CSB launched an internship scheme for students with disabilities in 2016 to strengthen their competitiveness before entering the job market and allow bureaux/departments to better appreciate their true potential. The Government will sustain its efforts in providing assistance for persons with disabilities who are interested in joining the Government.

- (e) The Government's policy objective is to provide skill training and support services for persons with disabilities to enable them to find appropriate jobs on the basis of their abilities (rather than disabilities) and, at the same time, provide assistance for employers and strive to promote an inclusive society. The Government has no plan at this stage to introduce a mandatory employment quota system to avoid creating a negative labelling effect which is not conducive to persons with disabilities' integration into the community.

No. of civil servants with disabilities (by bureau/department)

Bureau/Department	No. of civil servants with disabilities (as at 31 March 2016)
Agriculture, Fisheries and Conservation Department	195
Architectural Services Department	22
Audit Commission	1
Auxiliary Medical Service	1
Buildings Department	12
Census and Statistics Department	17
Civil Aid Service	2
Civil Aviation Department	5
Civil Engineering and Development Department	36
Companies Registry	21
Correctional Services Department	224
Customs and Excise Department	36
Department of Health	77
Department of Justice	11
Drainage Services Department	96
Electrical and Mechanical Services Department	65
Environmental Protection Department	6
Fire Services Department	40
Food and Environmental Hygiene Department	186
Government Laboratory	3
Government Logistics Department	23
Government Property Agency	2
G.S. : Offices of the Chief Secretary for Administration and the Financial Secretary	8
G.S. : Civil Service Bureau	13
G.S. : Commerce and Economic Development Bureau	2
G.S. : Constitutional and Mainland Affairs Bureau	2
G.S. : Development Bureau	1
G.S. : Education Bureau	56

Bureau/Department	No. of civil servants with disabilities (as at 31 March 2016)
G.S. : Environment Bureau	1
G.S. : Financial Services and the Treasury Bureau	1
G.S. : Home Affairs Bureau	3
G.S. : Innovation and Technology Bureau (including Innovation and Technology Commission and Office of the Government Chief Information Officer)	12
G.S. : Labour and Welfare Bureau	3
G.S. : Security Bureau	1
G.S. : Transport and Housing Bureau	1
Highways Department	71
Home Affairs Department	56
Hong Kong Observatory	1
Hong Kong Police Force	628
Hospital Authority (on secondment)	27
Housing Department	105
Immigration Department	212
Information Services Department	2
Inland Revenue Department	102
Intellectual Property Department	2
Invest Hong Kong	1
Judiciary	33
Labour Department	65
Land Registry	21
Lands Department	56
Legal Aid Department	8
Leisure and Cultural Services Department	255
Marine Department	24
Office of the Communications Authority	10
Official Receiver's Office	5
Planning Department	2
Post Office	100
Radio Television Hong Kong	2
Rating and Valuation Department	18

Bureau/Department	No. of civil servants with disabilities (as at 31 March 2016)
Registration and Electoral Office	4
Social Welfare Department	123
Trade and Industry Department	9
Transport Department	28
Treasury	9
University Grants Committee	1
Water Supplies Department	54
Working Family and Student Financial Assistance Agency	11
Total	3 230

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)032

(Question Serial No. 0273)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Please provide the following information about Statutory Minimum Wage (SMW):

- (a) Please set out the manpower and expenditure involved in publicity, consultation service and enforcement through inspections for SMW in 2017-18.
- (b) What was the total number of enquiries on SMW or complaints against employers for non-compliance with the Minimum Wage Ordinance (MWO) received by the Labour Department (LD) in 2016-17 and what were the investigation results?
- (c) What was the total number of inspections against violations of MWO conducted by LD in 2016-17 and what were the inspection results?

Asked by: Hon CHIANG Lai-wan (Member Question No. 23)

Reply:

The information sought is provided as follows:

- (a) The estimated expenditure for publicising SMW in 2017-18 is \$3.35 million. As the publicity, consultation service and enforcement through inspections for SMW are undertaken by staff among their other duties, the manpower and expenditure involved cannot be separately identified.
- (b) In 2016, LD held 89 SMW-related consultation meetings with enquirers. LD also received 31 complaints against employers for non-compliance with MWO. Follow-up actions on all these complaints confirmed that employees in most cases had received SMW or had recovered the shortfall in wages.
- (c) In 2016, LD conducted 44 084 workplace inspections to establishments of various industries to check employers' compliance with labour laws such as MWO. Together with the reported cases, 8 cases involving suspected violation of MWO were detected.

Follow-up actions on all these cases confirmed that employees in most cases had received SMW or had recovered the shortfall in wages. LD issued 3 warnings to employers suspected to have contravened MWO and secured 1 convicted summons against an employer for breach of SMW requirement.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)033

(Question Serial No. 0284)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding combating illegal employment, would the Government provide the following information:

- (a) What are the specific work details and the expenditure and staff establishment involved in combating illegal employment in 2017-18?
- (b) What were the numbers of cases of illegal employment, and employers and illegal workers involved in the past 3 years? How many of these cases involved torture claims, including those made before and after arrest?
- (c) Some claimants have abused the torture claim mechanism in order to work illegally in Hong Kong. Has the Government explored new measures to tackle the problem of illegal employment?

Asked by: Hon CHIANG Lai-wan (Member Question No. 26)

Reply:

The information sought is provided as follows:

- (a) In 2017-18, the Labour Department (LD) will continue to mount intelligence-based joint operations with the Police and the Immigration Department (ImmD) to raid establishments suspected to have been involved in illegal employment. LD will also launch territory-wide publicity activities through various channels to enhance public awareness of the serious consequences of employing illegal workers and encourage the reporting of suspected offences.

Combating illegal employment is part of the duties of labour inspectors who are also responsible for the enforcement of various labour laws. The expenditure and staff establishment involved in combating illegal employment cannot be separately

identified. LD has earmarked \$220,000 as expenditure for publicity against illegal employment in 2017-18.

- (b) The number of cases of suspected illegal employment detected by LD and the numbers of employers and illegal workers involved from 2014 to 2016 are as follows:

	2014	2015	2016
No. of cases of suspected illegal employment	206	198	208
No. of employers involved	131	149	170
No. of illegal workers involved	233	281	327

All cases of suspected illegal employment were referred to ImmD or the Police for further follow-up. LD does not have information as to whether these cases involved torture claims.

- (c) Combating illegal employment is the ongoing work of LD. In 2017-18, LD will continue to proactively collect intelligence and collaborate with other law enforcement departments to combat illegal employment at various levels. LD will also regularly review the effectiveness of its enforcement actions.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)034

(Question Serial No. 0285)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding tackling involuntary false self-employment, would the Government provide the following information:

- (a) Please set out the staff establishment and expenditure for tackling false self-employment in 2017-18.
- (b) Please set out the total number of complaints handled by the Labour Department (LD) involving false self-employment or employees who involuntarily signed self-employment contracts in the past 3 years and, among which, the number of successful convictions.
- (c) Since the implementation of Statutory Minimum Wage, the problem of disputes involving false self-employment in the labour market has been getting worse. In this regard, has the Government considered educating employees on how to protect their statutory rights in an employer-employee relationship through publicity and education, and stepping up efforts in monitoring and tackling the employer-initiated signing of self-employment contracts by employees?

Asked by: Hon CHIANG Lai-wan (Member Question No. 27)

Reply:

The information sought is provided as follows:

- (a) The staff of LD engaged in tackling false self-employment are also responsible for the enforcement of various labour laws, and the staff establishment and expenditure involved cannot be separately identified.
- (b) The numbers of complaints on false self-employment handled by LD from 2014 to 2016 are provided below:

Year	No. of complaints
2014	13
2015	15
2016	33 ^{Note}

Employers in 3 of the above complaints were convicted.

- (c) As an ongoing effort, LD has been educating members of the public on the differences in the rights and benefits between an employee and a self-employed person. Following the implementation of the Minimum Wage Ordinance (MWO), LD has stepped up its educational and publicity efforts on false self-employment through various activities, including broadcasting television and radio Announcements in the Public Interest, distributing leaflets and promotional materials, displaying posters, issuing newspaper feature articles, placing advertisements in the public transport network and periodicals of trade union federations, and promoting relevant messages at large-scale seminars and roving exhibitions. LD has also rigorously conducted workplace inspections to low-paying sectors to deter breaches of labour laws including false self-employment. Employees suspected to have been deprived of their employment rights and benefits under the pretext of self-employment can lodge complaints through LD's hotline. LD will promptly investigate the complaints received and take out prosecution when there is sufficient evidence.

The number of claims involving false self-employment filed with LD since the implementation of MWO accounts for about 1% of the total claim cases received. This is similar to the position before the commencement of MWO.

Note: Of the 33 complaints on false self-employment handled in 2016, 17 complaints were believed to have originated from 2 anonymous complainants separately.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)035

(Question Serial No. 0287)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the protection of occupational safety and health (OSH), would the Government provide the following information:

- (a) the details and expenditure and staff establishment for the publicity, educational and promotional campaigns as well as inspections targeting various contraventions of the OSH codes for 2017-18;
- (b) whether the Government has considered introducing measures targeting industries with higher incidences of occupational injuries, such as the catering, transport, manufacturing and construction industries, to enhance the OSH awareness of employers and employees in these industries?

Asked by: Hon CHIANG Lai-wan (Member Question No. 28)

Reply:

The information sought is provided as follows:

- (a) The Labour Department (LD) will continue to adopt a multi-pronged strategy to enhance OSH in various industries through inspection and enforcement, education and training as well as publicity and promotion. LD will also from time to time launch special enforcement operations targeting high-risk processes such as work-at-height, lifting operations and electrical work. In respect of publicity, education and promotion, LD will, in collaboration with the Occupational Safety and Health Council, trade associations and workers' unions, organise promotional campaigns to deliver OSH messages to employers and employees in various industries through training courses, seminars, roving exhibitions, out-reaching promotional visits, television and radio Announcements in the Public Interest, OSH messages publicised in newspapers and LD's webpages, and compilation and updating of safety guidelines. LD will also draw up inspection and promotion plans for different industries and workplaces in accordance with the risks of the industries and work processes involved. The above

are an integral part of LD's ongoing work, and the expenditure and manpower involved cannot be separately identified.

- (b) In addition to the above-mentioned education, publicity and promotion efforts, LD will launch in 2017-18 large-scale promotional campaigns targeting the construction industry which records the highest accident rate and number of fatalities, and the catering industry which accounts for the largest number of accidents, so as to enhance employers' and employees' safety awareness. LD will also continue to keep in view the occupational accident rates and occupational injuries in other industries, including the transport and manufacturing industries, and enhance publicity of OSH by launching large-scale promotional campaigns targeting these industries where necessary.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)036

(Question Serial No. 0290)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Employees' Compensation Ordinance (ECO), Occupational Deafness (Compensation) Ordinance (ODCO) and Pneumoconiosis and Mesothelioma (Compensation) Ordinance (PMCO) prescribe altogether 52 occupational diseases. Would the Government provide the following information:

- (a) the number of confirmed cases for each type of occupational disease in the past 3 years;
- (b) the number of consultations and the average waiting time for an appointment at the occupational health clinics of the Labour Department (LD) in the past 3 years;
- (c) whether the Government has any plan to review the types of occupational diseases and consider prescribing more common diseases suffered by employees as occupational diseases?

Asked by: Hon CHIANG Lai-wan (Member Question No. 30)

Reply:

The information sought is provided as follows:

- (a) The number of confirmed cases for each type of occupational diseases from 2014 to 2016 is provided below:

Occupational disease	2014	2015	2016
Occupational deafness (including monaural hearing loss)	102	133	184
Tenosynovitis of the hand or forearm	64	31	63
Silicosis	68	56	43
Gas poisoning	6	7	14
Occupational dermatitis	1	3	11
Mesothelioma	14	13	7
Tuberculosis	7	9	6
Asbestosis	2	0	4
Compressed air illness	2	2	0
Others	1	2	2
Total:	267	256	334

- (b) The number of clinical consultations and the average waiting time for an appointment of a new case at the 2 occupational health clinics in Kwun Tong and Fanling from 2014 to 2016 are provided below:

	2014		2015		2016	
	Number of clinical consultations	Average waiting time for an appointment of a new case	Number of clinical consultations	Average waiting time for an appointment of a new case	Number of clinical consultations	Average waiting time for an appointment of a new case
Kwun Tong Occupational Health Clinic	6 328	6 weeks	5 307	6 weeks	6 468	2 weeks
Fanling Occupational Health Clinic	4 068	3 weeks	3 747	2 weeks	3 976	1 week

- (c) LD reviews the compensable occupational diseases prescribed under ECO, ODCO and PMCO from time to time, and will update the compensable occupational diseases and expand the coverage of some occupational diseases when necessary. According to the International Labour Organization (ILO), occupational diseases are diseases having specific or strong relationship with occupations, generally with only one causal agent. In deciding whether to prescribe a certain disease as occupational disease in Hong Kong, LD will continue to make reference to the criteria set by ILO and consider whether there is direct causal relationship between the disease and a certain type of work, including factors such as whether there is any medical evidence to indicate that the disease is clearly associated with a particular occupation, and the local disease pattern.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)037

(Question Serial No. 0291)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department (LD) implemented the pilot Employment Services Ambassador (ESA) Programme for Ethnic Minorities (EMs), under which trainees of the Youth Employment and Training Programme (YETP) who can communicate in ethnic minority (EM) languages are employed to work as ESAs in LD's job centres, recruitment centres and job fairs. Please provide the details, expenditure and staff establishment for the above pilot programme. Has the Government assessed the effectiveness of the Programme?

Asked by: Hon CHIANG Lai-wan (Member Question No. 33)

Reply:

To strengthen the employment services for EMs, LD has implemented since September 2014 ESA Programme for EMs, under which trainees of YETP who can communicate in EM languages are employed as ESAs for 6 months. Since the implementation of ESA Programme for EMs, LD has employed 94 trainees who were assigned to work in LD's job centres or industry-based recruitment centres. Their main duties were to assist in handling enquiries about the employment services of LD from job seekers (in particular EM job seekers) and help them use various facilities in job centres, render on-site support in job fairs organised by LD, and assist in establishing and maintaining contact with members of EM communities to promote the employment services of LD.

Since the implementation of ESA Programme for EMs, LD has reviewed its effectiveness on the basis of practical operating experience and data as well as information such as the employment situation of and feedback from ESAs after completing on-the-job training. On the whole, the response to ESA Programme for EMs was positive.

The expenditures for providing on-the-job training under ESA Programme for EMs (including payments for the salary and benefits of EM ESAs, training allowance for trainees and expenditure for training programmes, etc.) were about \$0.77 million, \$1.75 million and \$1.55 million in 2014-15, 2015-16 and 2016-17 respectively. LD has earmarked \$2.09 million to cover the expenditure for providing related on-the-job training in 2017-18. ESA

Programme for EMs is implemented by LD staff among their other duties, and the manpower involved cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)038

(Question Serial No. 0292)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Schedule 1 to the Employment Ordinance (EO) defines continuous contract as a contract of employment under which an employee has been employed for 4 weeks or more and has worked for 18 hours or more in each week. This is commonly known as the “4-18” threshold for a continuous contract. Would the Government provide the following information:

- (a) the numbers of employees engaged under a continuous contract and those not engaged under a continuous contract, with a breakdown by industry;
- (b) the details of the review of the employment requirement for a continuous contract, including the progress and timetable?

Asked by: Hon CHIANG Lai-wan (Member Question No. 44)

Reply:

The information sought is provided as follows:

- (a) A special topic enquiry was conducted by the Census and Statistics Department in the fourth quarter of 2009 to collect data on employees engaged under an employment contract with short duration or working hours instead of a “continuous contract” in the non-government sector. A breakdown by industry of the number of employees engaged under a “continuous contract” and the number of employees not engaged under a “continuous contract” obtained from the special topic enquiry is provided below:

Industry	No. of employees engaged under a “continuous contract” (’000)	No. of employees not engaged under a “continuous contract” (’000)
Manufacturing	117.6	3.7
Construction	187.4	37.9
Import/export trade and wholesale	444.1	11.3
Retail, accommodation and food services	469.3	33.3
Transportation, storage, postal and courier services, information and communications	308.8	9.4
Financing, insurance, real estate, professional and business services	526.2	16.0
Public administration, social and personal services	658.9	36.2
Others	12.6	‡
Total	2 724.9	148.3*

‡ Estimates less than 1 000 and related statistics derived based on such estimates are not released due to large sampling errors.

* Among the 148 300 employees, 50 200 expected themselves to work in their present jobs continuously for 4 weeks or more and hence might subsequently become employees engaged under a “continuous contract”. Discounting this group of persons, there were about 98 000 employees who were not engaged under a “continuous contract”.

- (b) The Labour Department (LD) reviewed the “continuous contract” requirement under EO in 2013 and 2014 and put forth various approaches of improvement for the consideration of the Labour Advisory Board (LAB). Employer and employee representatives of LAB have conducted several rounds of in-depth discussions to examine the pros and cons as well as the feasibility of these approaches. However, the employer and employee representatives have their own concerns over the different approaches after consulting their respective organisations, and no consensus has been reached at this stage. LD will keep in view LAB members’ views and proposals on the subject and revisit it at LAB at an opportune time.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)039

(Question Serial No. 0294)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department (LD), in collaboration with the Occupational Safety and Health Council (OSHC), launched a sponsorship scheme to subsidise small and medium enterprises (SMEs) in buying portable residual current devices (PRCDs) with a view to enhancing workers' safety when using electrical hand tools. Please provide information on the details and effectiveness of the scheme, including the number of participants, total amount of subsidy granted and average amount of subsidy per application.

Asked by: Hon CHIANG Lai-wan (Member Question No. 45)

Reply:

LD, in collaboration with OSHC, launched the Portable Residual Current Device Sponsorship Scheme for SMEs on 6 May 2016 to encourage SMEs in the construction industry, the renovation, maintenance, alteration and addition industry, as well as the electrical and mechanical industry to purchase PRCDs which conform to the safety standards. PRCDs will automatically cut off power supply when there is electricity leakage from workers' electrical tools connected to PRCDs, thereby preventing injuries and even deaths of workers due to electricity leakage.

PRCDs are sold at the price of HK\$550. LD and OSHC will provide a one-off maximum subsidy of HK\$450 for each successful SME application, and the SME has to pay the balance of HK\$100 on its own. The Scheme was extended to the "property management industry (real estate maintenance management services)" and "servicing and repairing of motor vehicles and motorcycles" on 12 December 2016. As at the end of February 2017, OSHC received a total of 365 applications, of which 314 were approved. A total of about 4 400 workers benefited from the Scheme and the total amount of subsidy granted was HK\$141,300.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)040

(Question Serial No. 1132)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) What was the total number of enquiries on Statutory Minimum Wage (SMW) or complaints against employers for non-compliance with the Minimum Wage Ordinance (MWO) received by the Labour Department (LD) in 2016-17? Has LD followed up on the complaints? If yes, what were the investigation results?
- (b) What was the total number of inspections against violations of MWO conducted by LD in 2016-17? If there were inspections, what were the inspection results?

Asked by: Hon CHOW Ho-ding, Holden (Member Question No. 17)

Reply:

The information sought is provided as follows:

- (a) In 2016, LD held 89 SMW-related consultation meetings with enquirers. LD also received 31 complaints against employers for non-compliance with MWO. Follow-up actions on all these complaints confirmed that employees in most cases had received SMW or had recovered the shortfall in wages.
- (b) In 2016, LD conducted 44 084 workplace inspections to establishments of various industries to check employers' compliance with labour laws such as MWO. Together with the reported cases, 8 cases involving suspected violation of MWO were detected. Follow-up actions on all these cases confirmed that employees in most cases had received SMW or had recovered the shortfall in wages. LD issued 3 warnings to employers suspected to have contravened MWO and secured 1 convicted summons against an employer for breach of SMW requirement.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)041

(Question Serial No. 1133)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) In the past 5 years, how many of the arrested illegal workers made torture claims before or after arrest?
- (b) In recent years, a number of bogus refugees have abused the torture claim mechanism in order to work illegally in Hong Kong. Has the Government explored new measures to combat the problem of illegal employment?
- (c) Will additional resources be allocated to combat illegal employment in 2017-18?

Asked by: Hon CHOW Ho-ding, Holden (Member Question No. 18)

Reply:

The information sought is provided as follows:

- (a) Labour inspectors of the Labour Department (LD) deter employers from employing illegal workers through regular workplace inspections to check employees' proof of identity and employee records kept by employers. LD also mounts intelligence-based joint operations with the Police and the Immigration Department (ImmD) to raid establishments suspected to have been involved in illegal employment. Cases of suspected illegal employment detected by LD during regular inspections or joint operations are referred to ImmD or the Police for further follow-up. LD does not have information on the numbers of illegal workers arrested by ImmD or the Police and related torture claims.
- (b) and (c) Combating illegal employment is the ongoing work of LD. In 2017-18, LD will continue to proactively collect intelligence and collaborate with other law enforcement departments to combat illegal employment at various levels. LD will also regularly review the effectiveness of its enforcement actions and flexibly deploy resources to strengthen the related work as and when necessary.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)042

(Question Serial No. 1882)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the implementation of statutory paternity leave (PL), would the Government advise this Committee:

- (a) of the number of employees who have taken PL and the number of paid leave days taken since the commencement of the legislation; if the figures are not available, whether the Government has any plans to conduct a statistical survey in this regard so as to have a better understanding of the taking of PL by employees; if yes, what are the details; if not, what are the reasons;
- (b) of the progress of the review on statutory PL which has come into operation for 2 years; the expected time for submission of the outcome of the review to the Labour Advisory Board (LAB) and the Legislative Council (LegCo); and
- (c) whether the Government has formulated any new publicity measures and made an estimate for 2017-18?

Asked by: Hon HO Kai-ming (Member Question No. 11)

Reply:

The information sought is provided as follows:

- (a) The Labour Department (LD) does not keep the number of employees who have taken PL and the number of paid leave days taken. Nevertheless, it is roughly estimated that tens of thousands of male employees should have enjoyed this employees' benefit every year. At present, the Government has no plan to conduct a statistical survey on the taking of PL by employees.
- (b) LD is conducting the review on the implementation of statutory PL. It is expected that the outcome of the review would be reported to LAB and the LegCo Panel on Manpower in 2017.

- (c) To tie in with the implementation of statutory PL, LD has carried out comprehensive publicity and promotional activities, which include distributing leaflets, displaying posters, placing advertisements in the public transport network and periodicals of major employers' associations and trade union federations, broadcasting radio Announcements in the Public Interest, and promoting relevant messages at large-scale seminars and roving exhibitions. In 2017-18, LD will continue to promote the stipulations of statutory PL through various channels and a range of publicity activities, so as to enhance understanding of this statutory employees' benefit amongst employers, employees and related parties. The estimated expenditure is about \$400,000.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)043****(Question Serial No. 1888)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (2) Employment ServicesControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

Regarding the implementation of the Supplementary Labour Scheme (SLS), would the Government advise this Committee of:

- (a) breakdowns of the numbers of applications received and approved by the Labour Department (LD) under SLS and workers involved in the past 3 years by year, nationality, industry, job title and wage level; and
- (b) the number of SLS applications referred by LD to the Employees Retraining Board (ERB) for organising tailor-made training courses for local workers in each of the past 3 years. What were the percentage of successfully organised courses and the industries, student intake and expenditure involved?

Asked by: Hon HO Kai-ming (Member Question No. 12)Reply:

The information sought is provided as follows:

- (a) The numbers of applications received and approved by LD under SLS in 2014, 2015 and 2016 are as follows:

	2014	2015	2016
No. of applications	1 131	1 010	1 125
No. of imported workers applied for	6 613	4 689	5 556
No. of applications approved	898	802	884
No. of imported workers approved	2 722	2 880	3 802

Breakdowns of the numbers of imported workers applied for and approved by industry, job title and monthly wage in 2014, 2015 and 2016 are at Annexes 1 to 5. Employers need not provide information about the nationality of prospective imported workers when they submit SLS applications. In approving individual applications, LD does not stipulate the nationality of these workers and thus has no information relating to the nationality of imported workers.

- (b) In 2014, 2015 and 2016, LD referred respectively 560, 499 and 631 SLS applications to ERB for consideration of organising tailor-made training courses. No tailor-made training courses were successfully organised by ERB for the applied posts under SLS in the above years.

**Number of imported workers applied for and approved
under SLS in 2014, 2015 and 2016:
a breakdown by industry**

Industry	No. of imported workers applied for*			No. of imported workers approved*		
	2014	2015	2016	2014	2015	2016
1. Agriculture and Fishing	656	658	744	563	547	570
2. Manufacturing	411	224	289	187	126	132
3. Construction	2 716	1 250	1 693	342	938	1 445
4. Wholesale, Retail and Import/Export Trades, Restaurants and Hotels	283	395	423	158	154	146
5. Transport, Storage and Communications	32	44	10	4	17	0
6. Financing, Insurance, Real Estate and Business Services	400	303	172	23	5	23
7. Community, Social and Personal Services	2 115	1 815	2 225	1 445	1 093	1 486
Total	6 613	4 689	5 556	2 722	2 880	3 802

* Applications received towards year-end may be approved in the following year, and hence the number of imported workers approved each year does not necessarily fully reflect the approval results of the applications for importation of workers in the year.

**Number of imported workers applied for and approved
under SLS in 2014:
a breakdown by job title**

Job title	No. of imported workers applied for*	No. of imported workers approved*
1. Care Worker (Elderly Service)	1 885	1 377
2. Livestock/Poultry/Fish/Crop Farm Worker	475	439
3. Gardening Worker	146	127
4. Cook	146	90
5. Rigger/Metal Formwork Erector	122	1
6. Tunnel Worker	94	86
7. Machine Operator	87	41
8. Trackworker	75	53
9. Care Worker (Disabled Service)	74	36
10. Others	3 509	472
Total	6 613	2 722

* Applications received towards year-end may be approved in the following year, and hence the number of imported workers approved each year does not necessarily fully reflect the approval results of the applications for importation of workers in the year.

**Number of imported workers applied for and approved
under SLS in 2015:
a breakdown by job title**

Job title	No. of imported workers applied for*	No. of imported workers approved*
1. Care Worker (Elderly Service)	1 361	1 035
2. Livestock/Poultry/Fish/Crop Farm Worker	469	391
3. Cook	224	85
4. Bar Bender and Fixer	200	103
5. Gardening Worker	177	128
6. Rigger/Metal Formwork Erector	110	30
7. Quality Controller/Inspector/Control Supervisor	90	56
8. Structural Steel Welder	80	4
9. Care Worker (Disabled Service)	79	43
10. Others	1 899	1 005
Total	4 689	2 880

* Applications received towards year-end may be approved in the following year, and hence the number of imported workers approved each year does not necessarily fully reflect the approval results of the applications for importation of workers in the year.

**Number of imported workers applied for and approved
under SLS in 2016:
a breakdown by job title**

Job title	No. of imported workers applied for*	No. of imported workers approved*
1. Care Worker (Elderly Service)	2 039	1 383
2. Livestock/Poultry/Fish/Crop Farm Worker	487	410
3. Cook	275	94
4. Refrigeration/Air-conditioning/ Ventilation Mechanic (Air System)	257	177
5. Gardening Worker	236	166
6. Curtain Wall Installer	180	121
7. Refrigeration/Air-conditioning/ Ventilation Mechanic (Water System)	175	135
8. Metal Worker	140	27
9. Fire Service Electrical Fitter	135	39
10. Others	1 632	1 250
Total	5 556	3 802

* Applications received towards year-end may be approved in the following year, and hence the number of imported workers approved each year does not necessarily fully reflect the approval results of the applications for importation of workers in the year.

**Number of imported workers applied for and approved
under SLS in 2014, 2015 and 2016:
a breakdown by monthly wage**

Monthly wage	No. of imported workers applied for*			No. of imported workers approved*		
	2014	2015	2016	2014	2015	2016
1. \$8,000 or below	111	162	14	0	71	31
2. Above \$8,000 - \$10,000	1 228	741	356	897	369	162
3. Above \$10,000 - \$12,000	1 816	1 793	2 923	1 241	1 255	1 937
4. Above \$12,000 - \$14,000	331	241	138	73	38	39
5. Above \$14,000 - \$16,000	432	335	261	72	115	83
6. Above \$16,000 - \$18,000	313	134	111	40	53	63
7. Above \$18,000 - \$20,000	406	30	85	86	140	26
8. Above \$20,000	1 976	1 253	1 668	313	839	1 461
Total	6 613	4 689	5 556	2 722	2 880	3 802

* Applications received towards year-end may be approved in the following year, and hence the number of imported workers approved each year does not necessarily fully reflect the approval results of the applications for importation of workers in the year.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)044

(Question Serial No. 1896)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the state of the construction industry, would the Government provide the following information:

- (a) the number of vacancies in the construction industry in the past 3 years;
- (b) the number of employed persons in the construction industry in the past 3 years (with breakdowns by gender, age group, nationality and mode of employment);
- (c) the number of underemployed persons and the underemployment rate in the construction industry in the past 3 years (with breakdowns by gender, age group and nationality);
- (d) the number of unemployed persons and the unemployment rate in the construction industry in the past 3 years;
- (e) the wage index, median wage and its year-on-year rate of change in the construction industry in the past 3 years;
- (f) the number of imported workers applied for and approved in the construction industry in the past 3 years (with breakdowns by job title and median wage); and
- (g) in 2017-2018, will the Government have any specific measures to encourage and urge more local ethnic minority (EM) job seekers in joining the construction industry? If yes, what are the details and expenditure involved? If not, what are the reasons?

Asked by: Hon HO Kai-ming (Member Question No. 14)

Reply:

The information sought is provided as follows:

(a) to (e) Based on the information collected by the Census and Statistics Department (C&SD), the relevant statistics are provided at Annex 1 to Annex 4. C&SD does not collect the statistics on employment and underemployment by nationality.

(f) In 2014, 2015 and 2016, the numbers of imported workers applied for and approved under the Supplementary Labour Scheme (SLS) in the construction industry are provided below:

	2014	2015	2016
No. of imported workers applied for	2 716	1 250	1 693
No. of imported workers approved	342	938	1 445

Under SLS, imported workers must be remunerated at not less than the median monthly wage of the relevant job title as published by C&SD or the monthly wage of the 26 manpower shortage trades in the construction industry as promulgated by the Construction Industry Council (CIC), whichever is higher. Breakdowns of the numbers of imported workers applied for and approved in the construction industry in 2014, 2015 and 2016 by job title and median monthly wage are provided at Annex 5 and Annex 6.

(g) CIC has always been striving to provide a wide range of subsidised training courses (including courses that are taught in English) to construction workers and new entrants to the construction industry. All applicants, regardless of race or ethnicity, may be considered provided that they meet the requirements for enrolment. In 2017-18, CIC formulated the following targeted measures to encourage and facilitate more EM job seekers in joining the construction industry. As regards the relevant expenditure of those measures, CIC deploys the Construction Industry Levy under the Construction Industry Council Ordinance for settlement, which does not involve any government expenditure.

(i) To uplift the skill level of these EMs to the level of semi-skilled workers, CIC launched the “Ethnic Minorities Skills Enhancement Courses — Pilot Scheme” in December 2015, including 3 courses for “metal scaffolder”, “general welder” and “plumber”, which provided 60 training places. In view of the effectiveness of the Pilot Scheme, CIC launched the “Ethnic Minorities Skills Enhancement Courses” for EM construction workers in the first quarter of 2017. Apart from the above 3 courses, CIC will include training courses for 2 trades of “concreter” and “plasterer” with total training places increasing to 160.

(ii) To enhance support for EMs, CIC is employing 2 Nepalese staff members and has started recruiting 2 more EM staff members in mid-March 2017.

(iii) CIC will continue to carry out publicity and promotional activities, including distributing promotional leaflets and placing advertisements in EM newspapers. CIC will also approach EM (including Nepalese, Pakistani and Indian) organisations from time to time to introduce its training courses and solicit their views on trades of training, training duration and medium of instruction so as to understand the needs of EMs.

Number of vacancies in the construction industry in 2014, 2015 and 2016

Year	No. of vacancies^{(1), (2)}
2014 ⁽³⁾	1 385
2015 ⁽³⁾	795
2016 ⁽³⁾	737

- Notes: (1) Vacancies refer to unfilled job openings which are immediately available, and for which active recruitment steps are being taken by the employers concerned on the survey reference date.
- (2) Covering vacancies of manual workers at construction sites only with data mostly collected from the main contractors.
- (3) The figures refer to average of the 4 quarters of the year.

Source: Quarterly Report of Employment and Vacancies Statistics, Census and Statistics Department

Number of employed persons by gender, age group and full-timer/part-timer, and underemployed persons and the underemployment rate by gender and age group in the construction industry in 2014, 2015 and Q1-Q4 2016

2014

	Employed persons**			Underemployed persons ^{^**}	Underemployment rate** (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	278 700	244 800	33 900	22 100	7.5
Female	31 000	28 200	2 800	500	1.6
Age group					
15-below 25	15 900	14 700	1 200	700	3.8
25-below 30	24 400	23 200	1 200	900	3.5
30-below 40	65 100	60 700	4 400	2 900	4.3
40-below 50	78 300	70 000	8 300	5 600	6.8
50-below 60	98 400	83 100	15 400	10 000	9.6
60 or above	27 500	21 300	6 300	2 500	8.5
Overall	309 700	273 000	36 700	22 600	6.9

2015

	Employed persons**			Underemployed persons ^{^**}	Underemployment rate** (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	283 700	250 900	32 800	20 600	7.0
Female	32 900	30 200	2 700	500	1.3
Age group					
15-below 25	17 700	16 000	1 700	800	4.4
25-below 30	25 900	24 400	1 500	1 000	3.9
30-below 40	62 200	57 500	4 700	3 000	4.7
40-below 50	78 500	71 300	7 200	5 000	6.2
50-below 60	98 600	85 100	13 500	8 900	8.6
60 or above	33 800	26 800	7 000	2 300	6.5
Overall	316 700	281 100	35 600	21 100	6.4

2016 Q1

	Employed persons**			Underemployed persons ^{^**}	Underemployment rate** (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	287 800	254 500	33 200	18 800	6.2
Female	32 100	29 000	3 100	500	1.4
Age group					
15-below 25	17 800	15 900	1 900	900	4.6
25-below 30	26 200	24 500	1 800	1 100	4.1
30-below 40	66 100	61 000	5 000	2 800	4.1
40-below 50	77 400	71 200	6 200	4 000	4.9
50-below 60	97 300	84 100	13 200	7 900	7.6
60 or above	35 100	26 900	8 100	2 600	7.0
Overall	319 900	283 600	36 300	19 300	5.7

2016 Q2

	Employed persons**			Underemployed persons^**	Underemployment rate** (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	294 500	257 400	37 100	19 000	6.1
Female	29 500	27 400	2 100	600	2.0
Age group					
15-below 25	20 100	17 300	2 900	1 700	7.9
25-below 30	29 500	28 000	1 500	900	3.1
30-below 40	64 400	59 300	5 100	2 800	4.2
40-below 50	73 000	66 400	6 500	3 500	4.6
50-below 60	100 100	84 700	15 400	8 800	8.4
60 or above	36 900	29 100	7 800	1 800	4.6
Overall	324 000	284 800	39 200	19 600	5.8

2016 Q3

	Employed persons**			Underemployed persons ^{^**}	Underemployment rate** (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	300 600	262 300	38 200	22 400	7.2
Female	32 400	30 300	2 200	800	2.5
Age group					
15-below 25	18 200	16 900	1 300	600	3.3
25-below 30	31 200	28 500	2 600	1 800	5.3
30-below 40	68 800	63 600	5 200	3 800	5.4
40-below 50	77 000	67 600	9 400	5 400	6.8
50-below 60	99 400	84 900	14 500	9 500	9.2
60 or above	38 300	31 000	7 400	2 100	5.4
Overall	333 000	292 600	40 400	23 200	6.7

2016 Q4

	Employed persons**			Underemployed persons ^{^**}	Underemployment rate** (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	299 800	263 500	36 300	22 800	7.4
Female	36 900	33 200	3 600	700	1.9
Age group					
15-below 25	18 400	16 500	2 000	900	4.6
25-below 30	29 700	26 800	2 900	2 600	8.5
30-below 40	72 400	67 700	4 700	3 700	5.0
40-below 50	81 300	73 300	8 000	5 300	6.3
50-below 60	96 100	82 600	13 500	7 500	7.6
60 or above	38 800	29 900	8 900	3 600	8.7
Overall	336 600	296 700	39 900	23 600	6.8

Notes: Figures for 2016 as a whole are not yet available.

Individual figures may not add up exactly to the total owing to rounding.

Figures less than 3 000 persons are compiled based on a small number of observations and hence with relatively large sampling errors and should be interpreted with caution.

(#) Figures refer to those employed persons who worked 35 hours or longer during the 7 days before enumeration and those who worked less than 35 hours owing to vacation over that period.

(@) Figures refer to those employed persons who worked less than 35 hours owing to reasons other than vacation during the 7 days before enumeration.

(^) Figures refer to those who involuntarily worked less than 35 hours during the 7 days before enumeration and either (i) have been available for additional work during the 7 days before enumeration; or (ii) have sought additional work during the 30 days before enumeration.

(**) Revised figures.

Source: General Household Survey, Census and Statistics Department

**Number of unemployed persons and the unemployment rate
in the construction industry in 2014, 2015 and Q1-Q4 2016**

Year	No. of unemployed persons^{(*)(**)}	Unemployment rate^{(#)(**)} (%)
2014	16 200	5.0
2015	13 100	4.0
2016 Q1	16 900	5.0
2016 Q2	16 100	4.7
2016 Q3	12 400	3.6
2016 Q4	11 700	3.3

Notes: Figures for 2016 as a whole are not yet available.

(*) As regards the number of unemployed persons by industry, since (i) unemployed persons are classified according to their previous industry which may not necessarily be the one which he/she will enter; and (ii) there is no information on previous industry in respect of first-time job-seekers and re-entrants into the labour force who were unemployed, such figures are not strictly comparable to the overall unemployment and should be interpreted with caution. The number of unemployed persons is rounded to the nearest hundred persons.

(#) As regards unemployment rate by industry, owing to the method of compiling the number of unemployed persons (see note (*)), such figures are not strictly comparable to the overall unemployment rate and should also be interpreted with caution.

(**) Revised figures.

Source: General Household Survey, Census and Statistics Department

**Wage index, median wage and its year-on-year rate of change
in the construction industry in 2014, 2015 and 2016**

Year	Median monthly wage^(*) (year-on-year rate of change^(@))	Nominal wage index
2014	\$18,300 (+4.3%)	Not available
2015	\$20,000 (+9.2%)	Not available
2016	\$21,200 (+5.8%)	Not available

Notes: (*) The definition of wage follows that adopted in the Employment Ordinance. It includes basic wage, commission and tips not of gratuitous nature, guaranteed bonuses and allowances other than end of year payment, and overtime allowances. Monthly wage is rounded to the nearest hundred of Hong Kong dollar.

(@) Year-on-year rate of change is computed using unrounded figures.

Source: Annual Earnings and Hours Survey, Census and Statistics Department

**Number of imported workers applied for under SLS in the construction industry
in 2014, 2015 and 2016:
breakdowns by job title and median monthly wage**

2014

Job title	No. of imported workers applied for*	Median monthly wage by year-end (\$)
1. Carpenter^	175	34,150^
2. Bar Bender and Fixer^	162	33,350^
3. Rigger/Metal Formwork Erector^	122	27,050^
4. Polyethylene Pipe Installation and Jointing Fitter	100	20,000
5. Tunnel Worker^	94	25,870^
6. General Welder^	77	26,500^
7. Trackworker^	75	25,246^
8. Post-tensioning Equipment Mechanic	65	27,320
9. Curtain Wall Installer^	60	23,650^
10. Others	1 786	Not applicable [#]
Total	2 716	Not applicable[#]

* For applications received towards year-end, the vetting process may be completed in the following year.

^ Manpower shortage trades of the construction industry and their monthly wage are promulgated by the Task Force on Short-term Labour Supply of the Construction Industry Council.

Not applicable as many job titles were involved.

2015

Job title	No. of imported workers applied for*	Median monthly wage by year-end (\$)
1. Bar Bender and Fixer^	200	33,350^
2. Rigger/Metal Formwork Erector^	110	27,050^
3. Structural Steel Welder^	80	29,100^
4. Carpenter^	70	34,150^
5. Concretor^	70	39,000^
6. Curtain Wall Installer^	67	23,650^
7. General Welder^	65	26,500^
8. Derrick Barge Worker	60	25,000
9. Metal Scaffolder^	60	23,400^
10. Others	468	Not applicable [#]
Total	1 250	Not applicable[#]

* For applications received towards year-end, the vetting process may be completed in the following year.

^ Manpower shortage trades of the construction industry and their monthly wage are promulgated by the Task Force on Short-term Labour Supply of the Construction Industry Council.

Not applicable as many job titles were involved.

2016

Job title	No. of imported workers applied for*	Median monthly wage by year-end (\$)
1. Refrigeration/Air-conditioning/Ventilation Mechanic (Air System)^	257	24,700^
2. Curtain Wall Installer^	180	23,650^
3. Refrigeration/Air-conditioning/Ventilation Mechanic (Water System)^	175	24,700^
4. Metal Worker ⁺	140	25,760
5. Fire Service Electrical Fitter^	135	23,900^
6. Fire Service Mechanical Fitter^	75	23,900^
7. Plumber ⁺	70	28,160
8. Carpenter ⁺	65	36,580
9. General Welder^	63	26,500^
10. Others	533	Not applicable [#]
Total	1 693	Not applicable[#]

* For applications received towards year-end, the vetting process may be completed in the following year.

^ Manpower shortage trades of the construction industry and their monthly wage are promulgated by the Task Force on Short-term Labour Supply of the Construction Industry Council.

+ Manpower shortage trades of the construction industry are promulgated by the Task Force on Short-term Labour Supply of the Construction Industry Council.

Not applicable as many job titles were involved.

**Number of imported workers approved under SLS in the construction industry
in 2014, 2015 and 2016:
breakdowns by job title and median monthly wage**

2014

Job title	No. of imported workers approved*	Median monthly wage by year-end (\$)
1. Tunnel Worker^	86	25,870^
2. High Voltage Overhead Transmission Lines Technician	55	19,800
3. Trackworker^	53	25,246^
4. Precast Segment Erection Operator	36	22,930
5. Plant and Equipment Operator (Tunnelling) - Tunnel Boring Machine^	22	22,000^
6. Post-tensioning Equipment Operator	21	27,320
7. Tunnel Boring Machine Mechanic	20	35,000
8. Compressed Air Worker^	10	22,000^
9. Computerised Jumbo Drill Operator	6	55,000
10. Others	33	Not applicable [#]
Total	342	Not applicable[#]

* For applications received towards year-end, the vetting process may be completed in the following year.

^ Manpower shortage trades of the construction industry and their monthly wage are promulgated by the Task Force on Short-term Labour Supply of the Construction Industry Council.

Not applicable as many job titles were involved.

2015

Job title	No. of imported workers approved*	Median monthly wage by year-end (\$)
1. Bar Bender and Fixer^	103	33,350^
2. Polyethylene Pipe Installation and Jointing Fitter	100	20,000
3. Curtain Wall Installer^	95	23,650^
4. Post-tensioning Equipment Mechanic	65	26,500
5. Carpenter^	56	34,150^
6. General Welder^	53	26,500^
7. Precast Segment Erection Operator	35	22,170
8. Lifting Frame/Launching Gantry Operator	30	29,104
9. Rigger/Metal Formwork Erector^	30	27,050^
10. Others	371	Not applicable [#]
Total	938	Not applicable[#]

* For applications received towards year-end, the vetting process may be completed in the following year.

^ Manpower shortage trades of the construction industry and their monthly wage are promulgated by the Task Force on Short-term Labour Supply of the Construction Industry Council.

Not applicable as many job titles were involved.

2016

Job title	No. of imported workers approved*	Median monthly wage by year-end (\$)
1. Refrigeration/Air-conditioning/Ventilation Mechanic (Air System)^	177	24,700^
2. Refrigeration/Air-conditioning/Ventilation Mechanic (Water System)^	135	24,700^
3. Curtain Wall Installer^	121	23,650^
4. Rigger/Metal Formwork Erector ⁺	96	28,000
5. Concretor^	76	39,000^
6. Structural Steel Welder^	74	29,100^
7. Metal Scaffolder^	63	23,400^
8. Plumber ⁺	61	28,160
9. Escalator Mechanic^	60	22,900^
10. Others	582	Not applicable [#]
Total	1 445	Not applicable[#]

* For applications received towards year-end, the vetting process may be completed in the following year.

^ Manpower shortage trades of the construction industry and their monthly wage are promulgated by the Task Force on Short-term Labour Supply of the Construction Industry Council.

+ Manpower shortage trades of the construction industry are promulgated by the Task Force on Short-term Labour Supply of the Construction Industry Council.

Not applicable as many job titles were involved.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)045****(Question Serial No. 1899)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (3) Safety and Health at WorkControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

Regarding occupational safety in work-at-height, would the Government provide the following information:

- (a) The number of construction workers falling from height in the past 3 years, with a breakdown by works category and type of casualties.
- (b) It is mentioned in Matters Requiring Special Attention in 2017-18 that the major new plans include intensifying systematic preventive and enforcement efforts to tackle fall-from-height hazards and other work hazards in the construction industry. What are the details and specific work involved?

Asked by: Hon HO Kai-ming (Member Question No. 17)Reply:

The information sought is provided as follows:

- (a) A breakdown by works category and type of casualties of industrial accidents involving construction workers falling from height in the full years of 2014 and 2015, as well as the first 3 quarters of 2016 is provided below:

Works category	2014		2015		First 3 quarters of 2016	
	No. of injuries	No. of fatalities	No. of injuries	No. of fatalities	No. of injuries	No. of fatalities
New works	192	3	188	4	132	2
Renovation, maintenance, alteration and addition (RMAA) works	173	4	179	5	112	3
Total	365	7	367	9	244	5

Notes:

1. Industrial accident statistics are released on a quarterly basis and the latest available statistics are up to the first 3 quarters of 2016. The industrial accident statistics of the full year of 2016 will be released in April 2017.
 2. New works refer to those construction sites where new development or re-development works are being carried out, including but not limited to building, piling, demolition, site formation and civil engineering works.
 3. RMAA works refer to those minor works such as construction projects for village-type houses in the New Territories, minor alterations, repairs, maintenance and interior decoration of existing buildings, as well as term maintenance contracts and term contracts for maintenance works or repair (such as road, water and drainage works).
- (b) In addition to carrying out routine inspections, educational and publicity work, the Labour Department will intensify the following systemic precautions and enforcement efforts in 2017-18 to tackle fall-from-height hazards and other work hazards in the construction industry:
- (i) containing work hazards at source by targeting systemic work risks such as work-at-height, lifting operations and electrical work, including enhancing liaison with major public works project proponents and engaging them to urge their contractors to strengthen their site safety management systems in respect of high-risk processes and to enhance safety audits of major public works projects;
 - (ii) strengthening the analysis of underlying systemic risks of serious construction accidents, instituting targeted inspections and enforcement actions, organising thematic seminars on work safety and formulating codes of practice on work safety;
 - (iii) collaborating with trade associations, workers' unions, professional bodies, related organisations and other government departments to explore measures to enhance electrical work and work-at-height safety in the construction industry. The measures include organising thematic seminars on work safety, encouraging contractors and workers to use portable residual current devices and wear safety helmets with chin straps, so as to further safeguard the safety of workers conducting electrical work and working at height; and
 - (iv) using the platforms of The Hong Kong Association of Property Management Companies, Home Affairs Department and Buildings Department to publicise and promote safety in the RMAA works among upstream stakeholders such as owners and tenants of domestic and commercial properties. Through engaging these stakeholders, the Labour Department aims to promote the work safety standards of RMAA works carried out in their premises (namely domestic units and arcade shop premises).

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)046

(Question Serial No. 1913)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Would the Government provide the following information:

- (a) What was the number of cases involving employees' sudden deaths in the past 3 years by industry and occupation. How many of these cases were classified as work injuries and granted work injury compensation?
- (b) What publicity initiatives and counter measures will the Government launch in 2017-18 to prevent sudden deaths? What is the expenditure involved? Is there any plan to incorporate sudden deaths into the scope of work injuries under the Employees' Compensation Ordinance (ECO) so as to safeguard employees' rights? If yes, what are the plan and timetable? If not, what are the reasons?

Asked by: Hon HO Kai-ming (Member Question No. 48)

Reply:

The information sought is provided as follows:

- (a) The Labour Department (LD) does not keep the number of cases of sudden deaths of employees.
- (b) LD has always been greatly concerned about the work pressure faced by working persons and its possible impact on their physical and mental health. LD has collaborated with the Occupational Safety and Health Council (OSHC) to publish a variety of promotional publications and information and organise various forms of publicity activities, so as to promote among employers and employees a proper understanding of work pressure and pressure management. Besides, LD also organises public talks and workshops to strengthen employers' and employees' understanding of work pressure management. LD will continue to organise relevant publicity activities in 2017-18. These activities are an integral part of LD's

promotional work on occupational safety and health, and the expenditure involved cannot be separately identified.

Besides, OSHC and the Department of Health launched the “Joyful@Healthy Workplace” programme in August 2016. Through a series of activities, including a dedicated webpage, workshops and distribution of educational materials, the programme has helped employers and employees jointly create a healthy and happy working environment. The programme covers such action areas as mental health. Organisations are encouraged to sign the “Joyful@Healthy Workplace Charter” as a pledge to promote physical and mental health at workplaces. OSHC will continue to encourage organisations to actively participate in the programme in 2017-18.

ECO stipulates that if an injury or death by accident arising out of and in the course of employment is caused to an employee, including the employee’s sudden death, the employer shall be liable to pay compensation in accordance with ECO. To incorporate cases of employees’ sudden deaths not as a result of accidents arising out of employment into the scope of work injuries under ECO will involve changing the fundamental compensation principle of ECO, and consideration must be given as to whether there is extensive consensus on the subject among different sectors of the community. At present, the Government has no plan to make such an amendment. Nevertheless, the Government understands that Hong Kong people in general have to face the problem of work pressure. It will conduct a survey on employees’ sudden deaths in the course of employment in an attempt to understand the correlation between work situations and death cases, and will decide on the next stage of work depending on the findings of the survey.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)047

(Question Serial No. 0432)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Government launched enhancement measures under the Supplementary Labour Scheme (SLS) for public sector works projects in May 2015 to allow contractors to apply for the importation of skilled workers to work across more than 1 specified public sector works contract under the same contractor. In this connection, would the Government advise this Committee:

- (a) of the number of applications received for importing construction workers and the number of imported workers involved since the implementation of the enhancement measures, with breakdowns by job title and application result and, among which, the number of applications involving more than 1 specified works contract; and the numbers of applications approved and workers involved; and
- (b) whether the Government has any plan to review the impact of the enhancement measures on different job titles and employment of local workers in 2017-18; if yes, of the details and the expenditure involved; if not, of the reasons.

Asked by: Hon KWOK Wai-keung (Member Question No. 17)

Reply:

The information sought is provided as follows:

- (a) From May 2015 to February 2017, the Labour Department (LD) received 53 applications for importation of 2 698 skilled construction workers under SLS. Of these, 2 applications involved applying for importation of workers to work across more than 1 specified public sector works contract under the same public sector works contractor. A breakdown of the number of imported workers applied for by job title is at Annex. Of the above 53 applications received, LD completed processing of 49 applications as at the end of February 2017. Of these, a total of 18 applications involving 1 465 imported workers were approved. The applications approved do not

involve the importation of workers to work across more than 1 specified public sector works contract.

- (b) On the basis of information provided by the Development Bureau, the Government, having regard to the unique characteristics of the construction industry, launched further enhancement measures in May 2015 to allow contractors to apply for the importation of skilled workers to work in their specified public sector works according to the practical needs of the public sector works, so as to address the manpower needs of the works projects. The Government will review the implementation of the measures from time to time and listen to the views of stakeholders. Timely amendments will be made if necessary.

**Number of imported construction workers applied for under SLS
from May 2015 to February 2017:
a breakdown by job title**

Job title		No. of imported workers applied for
1.	Refrigeration/Air-conditioning/ Ventilation Mechanic (Air System)	257
2.	Curtain Wall Installer	247
3.	Refrigeration/Air-conditioning/ Ventilation Mechanic (Water System)	175
4.	Metal Worker	160
5.	Fire Service Electrical Fitter	135
6.	Carpenter	130
7.	Bar Bender and Fixer	120
8.	Rigger/Metal Formwork Erector	115
9.	General Welder	108
10.	Others	1 251
Total		2 698

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)048****(Question Serial No. 0439)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (4) Employees' Rights and BenefitsControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

Please provide breakdowns of applications for payment under the Protection of Wages on Insolvency Fund (PWIF) processed in the past 3 years by industry and cause of application. What were the number of applications approved, amount of payment effected and percentage share in the total number of applications?

Asked by: Hon KWOK Wai-keung (Member Question No. 18)Reply:

A breakdown of PWIF applications processed by industry from 2014 to 2016 is provided below:

Year	Industry	No. of applications processed
2014	Food and beverage service activities	495
	Import and export trade	390
	Construction	374
	Retail trade	155
	Other personal service activities	153
	Land transport	144
	Education	93
	Others	740
	Total	2 544
2015	Construction	593
	Retail trade	547
	Food and beverage service activities	536
	Libraries, archives, museums and other cultural activities	414
	Import and export trade	320

Year	Industry	No. of applications processed
	Information technology service activities	100
	Creative and performing arts activities	92
	Others	625
	Total	3 227
2016	Programming and broadcasting activities	548
	Food and beverage service activities	501
	Construction	473
	Import and export trade	311
	Retail trade	165
	Information technology service activities	88
	Financial service activities (except insurance and pension funding)	59
	Others	760
	Total	2 905

A breakdown of applications approved by cause of application from 2014 to 2016 is provided below:

Year	Cause of application# (Item owed)	No. of applications approved*
2014	Wages	1 955
	Wages in lieu of notice	1 460
	Severance payment	343
	Pay for untaken annual leave and/or untaken statutory holidays	1 092
	Total	2 186
2015	Wages	2 455
	Wages in lieu of notice	2 195
	Severance payment	537
	Pay for untaken annual leave and/or untaken statutory holidays	1 499
	Total	2 894
2016	Wages	1 987
	Wages in lieu of notice	1 783
	Severance payment	634
	Pay for untaken annual leave and/or untaken statutory holidays	1 403
	Total	2 429

An employee who is owed wages, wages in lieu of notice, severance payment, pay for untaken annual leave and/or untaken statutory holidays by the insolvent employer may apply for ex gratia payment under PWIF.

* An application may involve more than 1 item owed.

The number of applications approved, percentage share of the total number of applications processed and amount of payment effected from 2014 to 2016 are provided below:

Year	No. of applications approved	Percentage share of the total number of applications processed	Amount of payment effected (\$million)
2014	2 186	85.9%	58.8
2015	2 894	89.7%	61.6
2016	2 429	83.6%	80.2

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)049

(Question Serial No. 2531)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Supplementary Labour Scheme (SLS), would the Government advise this Committee of the following:

- (a) What were the numbers of applications received and approved under SLS in the past year, as well as the industry profile of the approved applications?
- (b) Has the Government assessed what industries are facing the most serious labour shortage at present? Has the Government considered appropriately relaxing the vetting criteria under SLS and speeding up the vetting procedures provided that the employment of local workers will not be affected? If yes, what are the details? What is the financial commitment involved? If not, what are the reasons?
- (c) As reflected by the industries, some sectors, such as healthcare and construction, have experienced serious labour shortage. Has the Government considered addressing the labour shortage of these sectors by the importation of labour? If yes, what are the details? If not, what are the reasons?

Asked by: Hon LAM Kin-fung, Jeffrey (Member Question No. 26)

Reply:

The information sought is provided as follows:

- (a) In 2016, employers applied to import 5 556 workers under SLS. The number of imported workers approved was 3 802. A breakdown of the numbers of imported workers applied for and approved by industry is at Annex.
- (b) and (c) On the premise of according employment priority to local workers, importation of labour is allowed on an appropriate, limited and targeted basis to relieve the manpower shortage in individual industries. Employers facing genuine difficulties in local recruitment can apply for importation of skilled workers on a

limited scale under SLS, thereby addressing the manpower needs of individual industries with labour shortage.

Having regard to the manpower shortage in the elderly care sector, the Government introduced measures in April 2014, allowing private residential care homes for the elderly participating in the Enhanced Bought Place Scheme to apply for the importation of care workers for their non-bought places. As regards the construction industry, the Government launched enhancement measures also in April 2014 to help expedite the preparatory work of public sector works contractors in SLS applications involving 26 trades with manpower shortage. The Government will continue to keep close contact with the stakeholders, and will review the effectiveness of the above enhancement measures.

To enhance the processing and vetting of SLS applications and to offer job matching services to eligible local job seekers for the job titles concerned, the Labour Department had an increase of 3 Labour Officer Grade staff from 2015-16 (for 4 years), and will have an increase of 3 Labour Officer Grade staff (permanent posts) from 2017-18. The total annual staff cost for the above 6 staff members is about \$3.75 million.

**Number of imported workers applied for and approved
under SLS in 2016:
a breakdown by industry**

Industry	No. of imported workers applied for*	No. of imported workers approved*
1. Agriculture and Fishing	744	570
2. Manufacturing	289	132
3. Construction	1 693	1 445
4. Wholesale, Retail and Import/Export Trades, Restaurants and Hotels	423	146
5. Transport, Storage and Communications	10	0
6. Financing, Insurance, Real Estate and Business Services	172	23
7. Community, Social and Personal Services	2 225	1 486
Total	5 556	3 802

* Applications received towards year-end may be approved in the following year, and hence the number of imported workers approved each year does not necessarily fully reflect the approval results of the applications for importation of workers in the year.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)050

(Question Serial No. 2365)

Head: (90) Labour Department

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

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Supplementary Labour Scheme (SLS), would the Government advise this Committee of the number of imported workers applied for under SLS and the success rate in 2016 (with breakdowns by industry and job title, and indicating the number of persons in each industry and job title according to their different nationalities)?

Asked by: Hon LAU Siu-lai (Member Question No. 3008)

Reply:

In 2016, employers applied to import 5 556 workers under SLS. The number of imported workers approved was 3 802, representing 68.4% of the number of imported workers applied for in the same year. Breakdowns of the numbers of imported workers applied for and approved by industry and job title are at Annexes 1 and 2. Employers need not provide information about the nationality of prospective imported workers when they submit SLS applications. In approving individual applications, LD does not stipulate the nationality of these workers and thus has no information relating to the nationality of imported workers.

**Number of imported workers applied for and approved
under SLS in 2016:
a breakdown by industry**

Industry	No. of imported workers applied for*	No. of imported workers approved*
1. Agriculture and Fishing	744	570
2. Manufacturing	289	132
3. Construction	1 693	1 445
4. Wholesale, Retail and Import/Export Trades, Restaurants and Hotels	423	146
5. Transport, Storage and Communications	10	0
6. Financing, Insurance, Real Estate and Business Services	172	23
7. Community, Social and Personal Services	2 225	1 486
Total	5 556	3 802

* Applications received towards year-end may be approved in the following year, and hence the number of imported workers approved each year does not necessarily fully reflect the approval results of the applications for importation of workers in the year.

**Number of imported workers applied for and approved
under SLS in 2016:
a breakdown by job title**

Job title	No. of imported workers applied for*	No. of imported workers approved*
1. Care Worker (Elderly Service)	2 039	1 383
2. Livestock/Poultry/Fish/Crop Farm Worker	487	410
3. Cook	275	94
4. Refrigeration/Air-conditioning/ Ventilation Mechanic (Air System)	257	177
5. Gardening Worker	236	166
6. Curtain Wall Installer	180	121
7. Refrigeration/Air-conditioning/ Ventilation Mechanic (Water System)	175	135
8. Metal Worker	140	27
9. Fire Service Electrical Fitter	135	39
10. Others	1 632	1 250
Total	5 556	3 802

* Applications received towards year-end may be approved in the following year, and hence the number of imported workers approved each year does not necessarily fully reflect the approval results of the applications for importation of workers in the year.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)051

(Question Serial No. 2367)

Head: (90) Labour Department

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

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Please provide the numbers of prosecutions taken out and convictions secured by the Labour Department (LD) in the past 5 years against various industries for:

- (a) failure to take out employees' compensation insurance;
- (b) wage offences;
- (c) default on awarded payment of the Labour Tribunal (LT)/Minor Employment Claims Adjudication Board (MECAB);
- (d) holiday offences;
- (e) failure to pay periodical payments under the Employees' Compensation Ordinance (ECO);
- (f) failure to keep record of employees; and
- (g) other reasons.

Asked by: Hon LAU Siu-lai (Member Question No. 3011)

Reply:

From 2012 to 2016, LD processed a total of 10 234 summonses heard and 8 594 summonses were convicted under Programme (4). Breakdowns by industry and reason for taking out prosecution are provided below:

Summonses heard

Reason for taking out prosecution Industry	Failure to take out employees' compensation insurance	Wage offences	Default on awarded payment of LT/MECAB	Holiday offences	Failure to pay periodical payments under ECO	Failure to keep record of employees	Others	Total
Catering	852	203	37	808	31	23	22	1 976
Manufacturing	174	166	26	42	7	4	22	441
Construction	67	295	130	32	98	1	21	644
Import/export trade	627	337	80	18	7	4	20	1 093
Wholesale/retail trade	1 029	369	37	257	14	26	36	1 768
Hotels	15	8	0	0	0	1	0	24
Transport, storage and communications	179	554	64	66	35	4	21	923
Financing, insurance, real estate and business services	721	604	146	65	0	8	85	1 629
Community, social and personal services	546	568	113	380	6	9	51	1 673
Others	19	30	4	8	0	1	1	63
Total	4 229	3 134	637	1 676	198	81	279	10 234

Summonses convicted

Reason for taking out prosecution Industry	Failure to take out employees' compensation insurance	Wage offences	Default on awarded payment of LT/MECAB	Holiday offences	Failure to pay periodical payments under ECO	Failure to keep record of employees	Others	Total
Catering	805	111	21	632	10	22	15	1 616
Manufacturing	170	116	18	32	7	4	18	365
Construction	52	245	110	29	88	1	13	538
Import/export trade	613	242	52	8	0	3	15	933
Wholesale/retail trade	986	227	27	217	14	24	34	1 529
Hotels	13	6	0	0	0	0	0	19
Transport, storage and communications	169	513	51	53	25	3	16	830
Financing, insurance, real estate and business services	704	426	101	61	0	4	68	1 364
Community, social and personal services	526	381	84	302	6	8	34	1 341
Others	17	29	3	8	0	1	1	59
Total	4 055	2 296	467	1 342	150	70	214	8 594

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)052

(Question Serial No. 3063)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Programme (3): Safety and Health at Work has mentioned intensifying systematic preventive and enforcement efforts to tackle fall-from-height hazards and other work hazards in the construction sector, including major works projects and renovation, maintenance, alteration and addition works, in the coming year. As there have been a number of work injuries and even fatalities related to the Hong Kong-Zhuhai-Macao Bridge (HZMB) project since the commencement of work in 2009, please provide statistics on work hazards related to HZMB since 2009:

- (a) the respective numbers of non-fatal accidents and fatal accidents that occurred on the works site each year;
- (b) the number of warnings issued by occupational safety officers; and
- (c) the number of suspension/improvement notices issued.

Asked by: Hon LEUNG Kwok-hung (Member Question No. 44)

Reply:

The information sought is provided as follows:

- (a) According to the records of the Labour Department (LD), the number of industrial accidents related to the HZMB local projects since the commencement of work in 2011 is as follows:

	2011	2012	2013	2014	2015	First 3 quarters of 2016	Total
Number of injuries	0	14	17	49	69	85	234
Number of fatalities	0	1	0	1	2	1	5
Total	0	15	17	50	71	86	239

Note: Industrial accident statistics are released on a quarterly basis and the latest available statistics are up to the first 3 quarters of 2016. The industrial accident statistics of the full year of 2016 will be released in April 2017.

- (b)&(c) Since the commencement of work in 2011 and up to 3 March 2017, LD had issued a total of 821 warnings and 253 suspension/improvement notices in respect of the HZMB local projects.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)053

(Question Serial No. 3064)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Programme (2): Employment Services has mentioned that the Government will continue to seek opportunities of setting up new Working Holiday Schemes (WHS) with overseas economies and to encourage youth participation in WHS through staging talks at tertiary institutions in the coming year. Please provide related statistics on WHS in each of the past 5 years:

- (a) the number of applicants and the number of those who successfully passed assessment in each region;
- (b) the age and gender distribution of applicants who successfully passed assessment in each region; and
- (c) the number of requests for assistance from WHS participants in relation to labour disputes in each region.

Asked by: Hon LEUNG Kwok-hung (Member Question No. 45)

Reply:

The information sought is provided as follows:

- (a) Based on the information provided by the governments of WHS partner economies and the Immigration Department, breakdowns of the number of Hong Kong youths and youths from partner economies who were granted working holiday visas from 2012 to 2016 are set out at Annex 1 and Annex 2 respectively.
- (b) and (c) The Government does not keep the related statistics.

Number of working holiday visas granted to
Hong Kong youths from 2012 to 2016

Partner economy	No. of visas granted to Hong Kong youths				
	2012	2013	2014	2015	2016
New Zealand	404 ¹	401 ¹	403 ¹	401 ¹	400 ²
Australia	9 354	12 625	10 511	8 503	5 269
Ireland	100	100	100	54	75
Germany	150 ³	150 ³	260 ³	164 ³	124 ⁴
Japan	270	259	256	253	618
Canada	198	200	300	163	136 ⁵
Korea	98	169	274	282	260
France	— ⁶	67 ⁴	65	54	59
United Kingdom	— ⁶	— ⁶	1 054	1 236	1 153
Austria	— ⁶	— ⁶	— ⁶	24 ⁷	11
Hungary	— ⁶	— ⁶	— ⁶	— ⁶	— ⁶

Note: ¹ Statistics from April of the year to March of the following year
² Statistics from April to December of the year
³ Statistics from July of the year to June of the following year
⁴ Statistics from July to December of the year
⁵ Statistics from January to June of the year
⁶ Scheme not yet in operation
⁷ Statistics from March to December of the year

Number of working holiday visas for Hong Kong granted to
youths from partner economies from 2012 to 2016

Partner economy	No. of visas granted to youths from partner economies				
	2012	2013	2014	2015	2016
New Zealand	63	58	57	59	50
Australia	140	124	172	119	139
Ireland	32	29	21	16	23
Germany	18	39	48	83	69
Japan	59	67	91	82	80
Canada	63	55	65	98	77
Korea	127	200	510	500	758
France	— ¹	99 ²	214	400	500
United Kingdom	— ¹	— ¹	270	284	330
Austria	— ¹	— ¹	— ¹	15 ³	7
Hungary	— ¹	— ¹	— ¹	— ¹	— ¹

Note: ¹ Scheme not yet in operation

² Statistics from July to December of the year

³ Statistics from March to December of the year

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)054

(Question Serial No. 0176)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: Not Specified

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

What is the manpower of the Labour Department (LD) specifically tasked to handle labour disputes involving government outsourced services? What are the expenditure involved and the percentage share in LD's overall manpower expenditure?

Asked by: Hon LEUNG Yiu-chung (Member Question No. 16)

Reply:

One of the functions of the Labour Relations Division of LD is to provide conciliation service to assist employers and employees to resolve labour disputes and claims. LD does not separately identify the manpower for handling labour disputes relating to government outsourced services, the expenditure involved and the percentage share in LD's overall manpower expenditure.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)055

(Question Serial No. 0177)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: Not Specified

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

What was the number of reports of work injury involving cleansing workers of the Government's outsourced services received by the Labour Department (LD) in the past 3 years?

Asked by: Hon LEUNG Yiu-chung (Member Question No. 17)

Reply:

Reports of work injuries do not record whether the work injuries involved cleansing service contracts of government departments, and LD does not keep accident figures of cleansing workers engaged in the Government's outsourced services.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)056

(Question Serial No. 0178)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: Not Specified

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Is there any dedicated office in the Labour Department (LD) to monitor the compliance with the Occupational Safety and Health Ordinance (OSHO) by all contractors of the Government's outsourced non-skilled services? If yes, what are the staff establishment and expenditure of the office?

Asked by: Hon LEUNG Yiu-chung (Member Question No. 18)

Reply:

Under OSHO (Cap. 509), an employer (including contractors of the Government's outsourced services) must, so far as reasonably practicable, ensure the occupational safety and health (OSH) at work of all of his/her employees.

Staff of LD from time to time conduct surprise inspections of different workplaces (including those of the contractors of the Government's outsourced services) on their OSH performance and launch special enforcement campaigns targeting high-risk processes (such as use of hazardous chemicals) to deter work practices contravening work safety requirements. Breaches of OSH requirements detected will be dealt with according to the laws.

The above is an integral part of LD's ongoing work, and the expenditure and manpower involved cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)057

(Question Serial No. 0179)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: Not Specified

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

What were the respective numbers of regular and surprise inspections conducted by the Labour Department (LD), with a breakdown of contractors of government outsourced services by department or public organisation, on occupational safety performance and employment conditions targeting contractors of government outsourced services in each of the past 3 years?

Asked by: Hon LEUNG Yiu-chung (Member Question No. 19)

Reply:

LD conducts surprise inspections to workplaces to check employers' compliance with labour laws such as the Employment Ordinance (EO) and the Occupational Safety and Health Ordinance.

From 2014 to 2016, LD conducted 700, 694 and 687 surprise inspections respectively to monitor the compliance with the requirements under EO and the Standard Employment Contract by contractors of government outsourced services. LD does not keep a breakdown by contractors of outsourced services of procuring departments.

LD does not keep the number of inspections regarding the occupational safety performance of contractors of government outsourced services and related breakdowns.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)058

(Question Serial No. 0180)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: Not Specified

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

What were the numbers of cases of suspected breaches of relevant provisions of the Occupational Safety and Health Ordinance (OSHO) and the Employment Ordinance (EO) by contractors of government outsourced cleansing services received and detected in inspections by the Labour Department (LD) in the past 3 years? What were the number of successful prosecutions and the penalties involved?

Asked by: Hon LEUNG Yiu-chung (Member Question No. 20)

Reply:

From 2014 to 2016, LD received a total of 28 complaints about suspected breaches of EO by contractors of government outsourced cleansing services. Together with suspected breaches identified in inspections, LD detected a total of 43 cases of suspected breaches of EO by contractors of government outsourced cleansing services and had informed relevant procuring departments of the non-compliance. During the same period, 1 contractor of government outsourced cleansing services was convicted of breaching EO and fined \$7,000.

LD does not keep the numbers of cases, successful prosecutions and the penalties imposed in respect of suspected breaches of OSHO and relevant regulations by contractors of government outsourced cleansing services.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)059****(Question Serial No. 0181)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: Not SpecifiedControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

In the past 3 years, did the Labour Department (LD) notify relevant government departments of cases involving breaches of the Occupational Safety and Health Ordinance (OSHO) and the Employment Ordinance (EO) by contractors of government outsourced cleansing services? Did LD receive any notifications from government departments in respect of suspected breaches of OSHO and EO by contractors of government outsourced cleansing services? If yes, what was the number of notifications received each year?

Asked by: Hon LEUNG Yiu-chung (Member Question No. 21)Reply:

LD and procuring government departments will notify each other of cases involving breaches of EO by contractors of government outsourced cleansing services. If breaches of labour laws such as EO by service contractors of procuring departments are detected, LD will inform the procuring departments of the non-compliance and convictions. If procuring departments suspect that their service contractors have breached labour laws, they will also notify LD for investigation. The number of notifications involving contractors of government outsourced cleansing services from 2014 to 2016 is as follows:

	2014	2015	2016	Total
No. of notifications made to procuring government departments by LD	6	17	20	43
No. of notifications made to LD by procuring government departments	2	11	2	15

LD does not keep the number of cases of breaches of OSHO by contractors of government outsourced cleansing services. LD has not received such notification from procuring departments in the past 3 years either.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)060

(Question Serial No. 0182)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: Not Specified

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

What was the number of complaints received by the Labour Department (LD) in the past 3 years concerning contractors of government outsourced cleansing and security services allegedly evading compensatory severance payment? What follow-up actions were taken by LD?

Asked by: Hon LEUNG Yiu-chung (Member Question No. 22)

Reply:

From 2014 to 2016, LD handled a total of 6 labour disputes (i.e. cases involving over 20 employees) over severance payment between contractors of government outsourced cleansing and security services and their employees. LD does not keep statistics on the relevant number of claims (i.e. cases involving 20 or less employees).

Upon receipt of a labour dispute or claim, LD will provide voluntary conciliation service to assist the employer and the employee involved to resolve their dispute. If no settlement can be reached by the employer and the employee through conciliation, the conciliation officer will, at the request of the claimant, refer the case to the Minor Employment Claims Adjudication Board or the Labour Tribunal, depending on the claim amount, for adjudication.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)061****(Question Serial No. 0183)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: Not SpecifiedControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

What were the number and ranks of staff, specific details of work and expenditure of the Employees' Compensation Division (ECD) of the Labour Department (LD) in the past 5 years?

Asked by: Hon LEUNG Yiu-chung (Member Question No. 23)Reply:

The establishment and ranks of staff and the expenditure of ECD of LD from 2012-13 to 2016-17 are provided below:

Staff establishment and ranks	2012-13*	2013-14*	2014-15*	2015-16*	2016-17*
Labour Officer Grade staff	30	41	45	45	47
Clerical Grade staff	91	91	92	92	91
Total	121	132	137	137	138

* As at the last month of the respective year

Year	Expenditure (\$million)
2012-13	46.6
2013-14	54.1
2014-15	58.1
2015-16	60.5
2016-17 (Revised Estimate)	65.1

ECD mainly assists employees who sustain work injuries or contract prescribed occupational diseases under the Employees' Compensation Ordinance or (in fatal cases) their family members, as well as persons who suffer from pneumoconiosis and/or mesothelioma or family members of persons who died as a result of these diseases to obtain compensation under employees' compensation legislation, and enforces and promotes the requirements of relevant legislation. ECD also maintains close partnership with statutory

bodies established under employees' compensation legislation, conducts timely reviews of employees' compensation legislation, and explores and implements improvement measures on employees' compensation.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)062****(Question Serial No. 0184)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: Not SpecifiedControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

Regarding the employees' compensation cases received by the Labour Department (LD) in each of the past 3 years, please advise this Committee of:

- (a) the respective numbers of employees' compensation cases involving incapacitation for not more than 3 days and incapacitation for more than 3 days;
- (b) the number of cases involving incapacitation for more than 3 days which were settled in the same respective year, the amount of compensation involved in each year and the total number of working days lost;
- (c) the number of cases involving incapacitation for more than 3 days which were not settled in the same respective year, with a breakdown by cause.

Asked by: Hon LEUNG Yiu-chung (Member Question No. 24)Reply:

The information sought is provided as follows:

- (a) The number of employees' compensation claims reported under the Employees' Compensation Ordinance (ECO) which were received by LD in each year from 2014 to 2016 is provided below:

Duration of incapacitation	2014	2015	2016
Not more than 3 days	15 531	14 994	15 134
More than 3 days [^]	38 386	36 923	36 420
Total	53 917	51 917	51 554

[^] Figures include fatal cases.

- (b) Of the above claims involving incapacitation of employees for more than 3 days, the number of those settled in the same respective year, the amount of compensation involved and the total number of working days lost are provided below:

	2014	2015	2016
No. of claims involving incapacitation of employees for more than 3 days which were settled in the same respective year	23 054	22 538	22 156
Amount of compensation (\$million)	233.0	270.5	272.5
Total No. of working days lost	390 353	408 292	407 679

- (c) For the claims for work injury compensation involving incapacitation of employees for more than 3 days reported to LD under ECO, some were not settled in the same respective year owing to various reasons, such as pending expiry of employees' sick leave, employees awaiting assessment of permanent incapacity or adjudication by the court. LD does not keep breakdowns of these claims by reason for not being settled in the same respective year.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)063

(Question Serial No. 0185)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: Not Specified

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the cases received by the Labour Department (LD) from employers having doubts about the facts of employees' work injuries in each of the past 3 years, please advise this Committee:

- (a) of the number of cases received by LD from employers having doubts about the facts of employees' work injuries;
- (b) whether each of the doubtful work injury cases was investigated by LD; if not, the criteria for LD to initiate investigations into the facts and liability of work-related accidents; the average time taken by LD to complete the investigations into the facts of work-related accidents;
- (c) of the number of investigations conducted by LD regarding the cases received from employers having doubts about the facts of employees' work injuries and, among them, the number of investigations that were concluded with an outcome and the number of cases that might be work-related or non-work related;
- (d) whether LD would inform the employers concerned of the outcome of the above investigations; if yes, the number of cases in which the employers made a response, with a breakdown by the employers' response to LD.

Asked by: Hon LEUNG Yiu-chung (Member Question No. 25)

Reply:

The information sought is provided as follows:

(a), (c) and (d)

In the course of processing a work injury case, the employer and/or the employee as well as other stakeholders concerned may cast different doubts. LD does not keep specific statistics on the number of cases received from employers having doubts

about the employees' compensation claims, the number of cases with follow-up actions taken, the results of the follow-up actions and the responses from employers.

- (b) In case a work injury is in dispute, LD will scrutinise the case in detail, explain the provisions of the Employees' Compensation Ordinance to the employer and the employee and collect detailed information relating to the accident such as a detailed account of the accident, the accident investigation report prepared by the employer and copies of sick leave certificates issued to the employee as a result of the accident. Where necessary, LD may request information like medical reports and police investigation reports from relevant departments and organisations with the written consent of the employee. Occupational Health Officers of LD will provide expert advice from the medical point of view, depending on the merits of the case. Upon collation of all the relevant information, LD will inform both parties about its views on the likelihood and relevance of the case being a work injury. The time taken by LD to handle a doubtful work injury case hinges on the facts of the case and the progress of receiving the necessary information.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)064

(Question Serial No. 0186)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: Not Specified

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the notification letters issued by the Labour Department (LD) to employers for failure to pay periodical payments and medical expenses to employees under the Employees' Compensation Ordinance (ECO) in the past 3 years, please advise this Committee of:

- (a) the number of notification letters issued by LD to employers for failure to pay periodical payments and medical expenses to employees under ECO;
- (b) the number of employers who followed LD's advice and paid the periodical payments to workers after the issue of the letters.

In case the employer disregards LD's advice, what are the follow-up actions taken by LD?

Asked by: Hon LEUNG Yiu-chung (Member Question No. 26)

Reply:

If LD receives complaints concerning employers' failure to pay periodical payments and medical expenses under ECO when processing employees' compensation claims, it will proactively follow up and explain to the employers the relevant requirements under ECO. If the employers refuse or delay the payment of compensation under ECO without reasonable grounds, LD will urge or warn them to pay compensation to the employees promptly. In general, employers will make payment in accordance with ECO. LD will also conduct investigation and take out prosecution against offending employers when there is sufficient evidence. LD does not keep the number of notification letters issued to employers for failure to pay periodical payments and medical expenses to employees under ECO or statistics on the number of employers who subsequently pay the periodical payments and medical expenses.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)065****(Question Serial No. 0187)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: Not SpecifiedControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

What were the numbers of prosecutions taken out and convictions secured by the Labour Department (LD) in respect of failure to pay periodical payments and take out employees' compensation insurance under the Employees' Compensation Ordinance (ECO) in each year from 2012 to 2016?

Asked by: Hon LEUNG Yiu-chung (Member Question No. 27)Reply:

From 2012 to 2016, the numbers of summonses heard and convicted in respect of failure to pay periodical payments on time and take out employees' compensation insurance under ECO handled by LD each year are as follows:

Year	Failure to pay periodical payments on time		Failure to take out employees' compensation insurance	
	No. of summonses heard	No. of summonses convicted	No. of summonses heard	No. of summonses convicted
2012	32	24	797	765
2013	28	25	1 024	999
2014	19	14	936	895
2015	26	26	868	829
2016	93	61	604	567

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)066****(Question Serial No. 0188)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: Not SpecifiedControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

Regarding cases involving incapacitation for more than 3 days and requiring assessments after sick leave clearance in each year from 2012 to 2016, what was the average waiting time for assessments by the Administration and Assessment Section after sick leave clearance?

Asked by: Hon LEUNG Yiu-chung (Member Question No. 28)Reply:

For employees sustaining work injuries which result in incapacitation for more than 3 days and will likely cause permanent total or partial incapacity, the Labour Department will arrange them to attend an assessment by the Employees' Compensation Assessment Board (ECAB) after they have recovered or their medical condition is stabilised. Assessments are conducted by the relevant specialty departments (mainly the Orthopaedics and Accident and Emergency Departments) in 16 hospitals under the Hospital Authority. As the frequency of ECAB meetings convened by the specialty departments of different hospitals varies from once a week to once every 4 weeks, waiting time of employees will be affected accordingly. The average waiting time from 2012 to 2016 is as follows:

Year	Average waiting time (in terms of weeks)*
2012	11
2013	12
2014	11
2015	11
2016	10

*Mainly involving the Orthopaedics and Accident and Emergency Departments. Assessments by other specialty departments were arranged according to actual needs.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)067

(Question Serial No. 0194)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the implementation of the Work Incentive Transport Subsidy (WITS) Scheme, please advise this Committee of:

- (a) the amount of subsidy disbursed under the WITS Scheme, and staff and administrative costs since it started receiving applications in October 2011;
- (b) the number of individual and domestic household applicants under the WITS Scheme from July 2013 to the latest position, with breakdowns by applicants' household size, monthly household income, gender, age, monthly working hours, occupation, industry and district;
- (c) the number of successful applicants under the WITS Scheme from July 2013 to the latest position, with breakdowns by individual and domestic household size; and the respective numbers of applicants granted the full-rate subsidy of \$600 per month and half-rate subsidy of \$300 per month;
- (d) the number of rejected applications under the WITS Scheme from July 2013 to the latest position, with breakdowns by individual and domestic household size; and the reasons for rejection;
- (e) the staff establishment, administrative cost and amount of payment involved in the WITS Scheme in 2016-2017;
- (f) the respective number of successful individual and domestic household applicants granted the full-rate subsidy of \$600 per month and half-rate subsidy of \$300 per month under the WITS Scheme in 2016-2017, with breakdowns by applicants' monthly income, gender, age, monthly working hours, occupation, industry and district;

- (g) the monthly number of applicants under the WITS Scheme since 1 April 2016, with breakdowns by individual and domestic household size, and the change as compared with that of the corresponding period in the preceding year;
- (h) the number of ethnic minority (EM) applicants under the WITS Scheme in 2016-2017 with breakdowns by individual and domestic household size, the number of successful applications for the subsidy and the reasons for rejection of applications;
- (i) the respective number of successful EM applicants under the WITS Scheme, with breakdowns by individual and domestic household size, applicants' monthly household income, gender, age, monthly working hours, occupation, industry and district.

Asked by: Hon LEUNG Yiu-chung (Member Question No. 34)

Reply:

The information sought is provided as follows:

- (a) The WITS Scheme started receiving applications from October 2011. A breakdown of the expenditure up to February 2017 is provided below:

Item	Amount (\$million)
Subsidy payment	1,498.2
Staff cost	361.3
Operating expenses	37.2
Accommodation and related expenditure	50.3
Publicity and promotion	11.7
Total	1,958.7

- (b) From July 2013 to February 2017, the WITS Scheme received 284 157 applications involving a gross individual applicant count of 178 880 and a gross household applicant count of 115 410, with the total gross applicant count of 294 290. Breakdowns of the number of individual and household applicants received (gross applicant count) by household size, average monthly household income, gender, age, average monthly working hours, occupation, industry and residential district are set out at Annex 1.
- (c) Breakdowns of the number of applicants granted the subsidy (gross applicant count) from July 2013 to February 2017 by household size and rate of subsidy granted are provided below:

Breakdown by household size

Household size	No. of applicants granted the subsidy (gross applicant count)
1 person or individual-based application*	158 310
2 persons	38 047

Household size	No. of applicants granted the subsidy (gross applicant count)
3 persons	34 238
4 persons	29 094
5 persons	7 059
6 persons or above	2 462
Total	269 210

* Individual-based applicants did not provide information about their household size.

Breakdown by rate of subsidy granted

Rate of subsidy granted	No. of individual applicants granted the subsidy (gross applicant count)	No. of household applicants granted the subsidy (gross applicant count)
Full-rate subsidy	138 066	104 912
Half-rate subsidy	2 734	1 046
Full-rate and half-rate subsidy granted in different months for the same application	17 510	4 942
Total	158 310	110 900

- (d) From July 2013 to February 2017, 2 102 applications, including 1 350 individual-based applications and 752 household-based applications, were rejected for the following reasons:

Reason	No. of applications*	
	Individual applications	Household applications
Asset limit being exceeded	622	316
Insufficient supporting information	412	447
Income limit being exceeded	389	300
Applicant being a full-time student or trainee not in employment	142	56
Travelling expenses not incurred in commuting to and from work	131	76
Applicant working less than 36 hours per month	82	78
Applicant not being lawfully employed and self-employed	43	4
On-the-job transport allowance granted under the Transport Support Scheme	-	1

* More than 1 reason might be applicable to the same application.

- (e) In 2016-17, the WITS Division of the Labour Department (LD) had an establishment of 136 civil service posts and 100 non-civil service contract positions. A breakdown of the 2016-17 revised estimate for the WITS Scheme is provided below:

Item	Amount (\$million)
Subsidy payment	244.8
Staff cost	63.5
Operating expenses	7.3
Accommodation and related expenditure	13.7
Publicity and promotion	1.2
Total	330.5

- (f) Breakdowns of the numbers of individual and household applicants granted the full-rate and half-rate subsidy (gross applicant count) in 2016-17 (up to February 2017) by household size, applicants' average monthly employment earnings, gender, age, average monthly working hours, occupation, industry and residential district are set out at Annex 2.
- (g) A breakdown of the monthly number of applicants (gross applicant count) from April 2016 to February 2017 by individual and household size, and the change as compared with that of the corresponding period in the preceding year are set out at Annex 3.
- (h) and (i) All persons in employment and self-employment who meet the eligibility criteria may apply for the subsidy under the WITS Scheme, irrespective of whether they are EMs. The application forms do not require applicants to provide information about their ethnicity and therefore LD does not have breakdowns of EM applicants under the WITS Scheme.

Work Incentive Transport Subsidy Scheme

Number of individual and household applicants received (gross applicant count)
from July 2013 to February 2017 with breakdowns by household size,
average monthly household income, gender, age, average monthly working hours,
occupation, industry and residential district

Breakdown by household size

Household size	No. of applicants received (gross applicant count)
1 person or individual-based application*	178 880
2 persons	39 174
3 persons	36 263
4 persons	30 070
5 persons	7 320
6 persons or above	2 583
Total	294 290

* Individual-based applicants did not provide information about their household size.

Breakdown by average monthly household income

Average monthly household income	No. of individual applicants received (gross applicant count)#	No. of household applicants received (gross applicant count)
\$6,000 or below	58 772	3 602
Above \$6,000 - \$7,000	38 427	2 151
Above \$7,000 - \$8,000	63 539	5 010
Above \$8,000 - \$9,000	11 210	9 279
Above \$9,000 - \$10,000	4 638	12 292
Above \$10,000	1 418	82 667
Information not provided by applicant	876	409
Total	178 880	115 410

Individual-based applicants did not provide information about household members' income.

Breakdown by gender

Gender	No. of individual applicants received (gross applicant count)	No. of household applicants received (gross applicant count)
Male	55 899	64 572
Female	122 919	50 832
Information not provided by applicant	62	6
Total	178 880	115 410

Breakdown by age

Age	No. of individual applicants received (gross applicant count)	No. of household applicants received (gross applicant count)
15 - below 20	2 503	438
20 - below 30	23 888	10 172
30 - below 40	20 942	25 013
40 - below 50	39 419	42 297
50 - below 60	58 110	27 421
60 or above	33 967	10 051
Information not provided by applicant	51	18
Total	178 880	115 410

Breakdown by average monthly working hours

Average monthly working hours	No. of individual applicants received (gross applicant count)	No. of household applicants received (gross applicant count)
Less than 36 hours	457	228
36 hours - less than 72 hours	6 882	1 809
72 hours or more	169 925	112 394
Information not provided by applicant	1 616	979
Total	178 880	115 410

Breakdown by occupation

Occupation	No. of individual applicants received (gross applicant count)	No. of household applicants received (gross applicant count)
Elementary occupations	96 005	51 990
Service and sales workers	38 795	29 750
Clerical support workers	25 105	14 151
Craft and related workers	5 500	5 450
Associate professionals	3 843	6 071
Plant and machine operators and assemblers	1 990	2 497
Professionals	1 749	1 474
Others	5 387	3 647
Information not provided by applicant	506	380
Total	178 880	115 410

Breakdown by industry

Industry	No. of individual applicants received (gross applicant count)	No. of household applicants received (gross applicant count)
Manufacturing	9 254	6 022
Construction	2 920	5 813
Import/export, wholesale and retail trades	21 270	15 708
Accommodation and food services	23 970	20 915
Transportation, storage, postal and courier services, information and communications	11 783	11 666
Financing, insurance, real estate, professional and business services	79 326	36 942
Public administration, social and personal services	27 996	16 699
Others	1 861	1 270
Information not provided by applicant	500	375
Total	178 880	115 410

Breakdown by residential district

District Council district	No. of individual applicants received (gross applicant count)	No. of household applicants received (gross applicant count)
Central & Western	1 201	901
Eastern	5 882	4 225
Southern	2 937	2 172
Wan Chai	603	422
Kowloon City	6 726	6 169
Kwun Tong	22 410	16 855
Sham Shui Po	12 752	10 020
Wong Tai Sin	13 311	7 950
Yau Tsim Mong	3 627	2 953
Islands	3 513	2 560
Kwai Tsing	18 643	12 551
North	9 531	5 854
Sai Kung	7 219	3 990
Sha Tin	12 319	8 138
Tai Po	5 091	2 864
Tsuen Wan	4 544	3 189
Tuen Mun	22 921	10 819
Yuen Long	24 926	13 116
Outside Hong Kong	685	650
Information not provided by applicant	39	12
Total	178 880	115 410

Work Incentive Transport Subsidy Scheme

Number of individual and household applicants granted the full-rate and half-rate subsidy (gross applicant count) in 2016-17 (up to February 2017) with breakdowns by household size, applicants' average monthly employment earnings, gender, age, average monthly working hours, occupation, industry and residential district

Breakdown by household size

Household size	No. of applicants granted the subsidy (gross applicant count)		
	Full-rate	Half-rate	Full-rate and half-rate#
1 person or individual-based application*	33 447	680	4 454
2 persons	6 894	47	230
3 persons	4 742	36	222
4 persons	3 114	37	165
5 persons	778	10	56
6 persons or above	301	1	16
Total	49 276	811	5 143

* Individual-based applicants did not provide information about their household size.

Breakdown by applicants' average monthly employment earnings

Applicants' average monthly employment earnings	No. of individual applicants granted the subsidy (gross applicant count)			No. of household applicants granted the subsidy (gross applicant count)		
	Full-rate	Half-rate	Full-rate and half-rate#	Full-rate	Half-rate	Full-rate and half-rate#
\$6,000 or below	6 951	668	3 548	695	127	353
Above \$6,000 - \$7,000	5 601	6	572	318	1	52
Above \$7,000 - \$8,000	11 574	5	260	586	2	52
Above \$8,000 - \$9,000	6 616	1	68	1 397	-	49
Above \$9,000 - \$10,000	2 705	-	6	1 859	-	47
Above \$10,000	-	-	-	10 974	1	136
Total	33 447	680	4 454	15 829	131	689

Breakdown by gender

Gender	No. of individual applicants granted the subsidy (gross applicant count)			No. of household applicants granted the subsidy (gross applicant count)		
	Full-rate	Half-rate	Full-rate and half-rate#	Full-rate	Half-rate	Full-rate and half-rate#
Male	10 851	152	949	8 301	19	227
Female	22 596	528	3 505	7 528	112	462
Total	33 447	680	4 454	15 829	131	689

Breakdown by age

Age	No. of individual applicants granted the subsidy (gross applicant count)			No. of household applicants granted the subsidy (gross applicant count)		
	Full-rate	Half-rate	Full-rate and half-rate#	Full-rate	Half-rate	Full-rate and half-rate#
15 - below 20	291	2	85	37	3	10
20 - below 30	3 899	64	863	1 345	12	104
30 - below 40	3 294	93	841	2 996	28	156
40 - below 50	6 666	182	1 057	5 461	39	234
50 - below 60	11 303	228	1 060	4 149	26	133
60 or above	7 994	111	548	1 841	23	52
Total	33 447	680	4 454	15 829	131	689

Breakdown by average monthly working hours

Average monthly working hours	No. of individual applicants granted the subsidy (gross applicant count)			No. of household applicants granted the subsidy (gross applicant count)		
	Full-rate	Half-rate	Full-rate and half-rate#	Full-rate	Half-rate	Full-rate and half-rate#
36 hours - less than 72 hours	-	680	782	-	131	95
72 hours or more	33 447	-	3 672	15 829	-	594
Total	33 447	680	4 454	15 829	131	689

Breakdown by occupation

Occupation	No. of individual applicants granted the subsidy (gross applicant count)			No. of household applicants granted the subsidy (gross applicant count)		
	Full-rate	Half-rate	Full-rate and half-rate#	Full-rate	Half-rate	Full-rate and half-rate#
Elementary occupations	18 849	346	1 580	6 930	70	262
Service and sales workers	6 514	191	1 759	3 990	32	248
Clerical support workers	4 812	56	602	2 202	11	81
Craft and related workers	1 116	7	129	678	1	25
Associate professionals	682	32	148	978	8	26
Plant and machine operators and assemblers	395	3	35	344	1	10
Professionals	276	9	42	196	1	10
Others	803	36	159	511	7	27
Total	33 447	680	4 454	15 829	131	689

Breakdown by industry

Industry	No. of individual applicants granted the subsidy (gross applicant count)			No. of household applicants granted the subsidy (gross applicant count)		
	Full-rate	Half-rate	Full-rate and half-rate#	Full-rate	Half-rate	Full-rate and half-rate#
Manufacturing	1 617	10	196	741	2	25
Construction	513	4	44	722	3	44
Import/export, wholesale and retail trades	3 939	45	715	2 224	5	108
Accommodation and food services	3 923	118	1 111	2 669	37	166
Transportation, storage, postal and courier services, information and communications	2 468	39	236	1 528	2	53
Financing, insurance, real estate, professional and business services	15 674	209	1 178	5 221	42	194
Public administration, social and personal services	4 992	251	943	2 556	38	97
Others	321	4	31	168	2	2
Total	33 447	680	4 454	15 829	131	689

Breakdown by residential district

District Council district	No. of individual applicants granted the subsidy (gross applicant count)			No. of household applicants granted the subsidy (gross applicant count)		
	Full-rate	Half-rate	Full-rate and half-rate#	Full-rate	Half-rate	Full-rate and half-rate#
Central & Western	217	5	34	138	-	4
Eastern	1 073	27	151	588	6	24
Southern	535	10	90	291	4	15
Wan Chai	111	2	20	43	2	1
Kowloon City	1 368	35	192	956	7	42
Kwun Tong	4 336	120	574	2 197	22	97
Sham Shui Po	2 382	69	300	1 373	10	71
Wong Tai Sin	2 587	54	342	1 075	10	42
Yau Tsim Mong	659	17	79	387	5	18
Islands	575	12	86	318	1	22
Kwai Tsing	3 622	63	497	1 732	13	62
North	1 742	33	224	743	6	25
Sai Kung	1 372	25	168	571	3	25
Sha Tin	2 305	52	340	1 231	13	58
Tai Po	915	15	120	387	5	14
Tsuen Wan	856	16	92	373	2	18
Tuen Mun	4 186	49	525	1 476	9	63
Yuen Long	4 478	76	599	1 833	13	84
Outside Hong Kong	128	-	21	117	-	4
Total	33 447	680	4 454	15 829	131	689

Applicants were granted full-rate and half-rate subsidy in different months for the same application.

Work Incentive Transport Subsidy Scheme

A breakdown of the monthly number of applicants (gross applicant count)
from April 2016 to February 2017 by individual and household size
and the change as compared with that of the corresponding period in the preceding year

Month	No. of applicants received (gross applicant count) (the percentage change as compared with that of the corresponding period in the preceding year)						
	Household size						
	1 person or individual- based application*	2 persons	3 persons	4 persons	5 persons	6 persons or above	Total
April 2016	3 539 (-11.1%)	1 185 (-15.1%)	941 (-34.5%)	753 (-47.5%)	209 (-40.8%)	74 (-34.5%)	6 701 (-23.1%)
May 2016	3 417 (+11.0%)	919 (-4.7%)	814 (-20.2%)	707 (-26.6%)	159 (-40.7%)	61 (-28.2%)	6 077 (-4.7%)
June 2016	2 563 (-2.9%)	717 (+1.4%)	580 (-21.9%)	324 (-52.1%)	72 (-48.9%)	32 (-45.8%)	4 288 (-13.7%)
July 2016	5 841 (-10.6%)	704 (-28.2%)	421 (-49.0%)	251 (-63.6%)	58 (-68.1%)	22 (-59.3%)	7 297 (-21.2%)
August 2016	4 805 (+42.8%)	638 (-3.8%)	387 (-36.2%)	193 (-62.2%)	60 (-45.0%)	26 (-39.5%)	6 109 (+15.3%)
September 2016	3 645 (+26.0%)	558 (-12.8%)	378 (-43.2%)	227 (-58.5%)	47 (-65.2%)	14 (-67.4%)	4 869 (-1.1%)
October 2016	3 666 (+11.8%)	829 (-28.7%)	440 (-61.0%)	225 (-76.2%)	58 (-68.8%)	28 (-63.6%)	5 246 (-22.6%)
November 2016	3 255 (+31.3%)	660 (-13.8%)	431 (-45.4%)	248 (-62.8%)	44 (-78.1%)	17 (-73.8%)	4 655 (-6.3%)
December 2016	2 773 (+18.5%)	370 (-42.9%)	278 (-59.4%)	139 (-80.2%)	39 (-74.3%)	21 (-65.0%)	3 620 (-21.1%)
January 2017	6 724 (-1.6%)	753 (-27.0%)	329 (-66.3%)	171 (-79.8%)	41 (-81.5%)	16 (-74.6%)	8 034 (-19.4%)
February 2017	4 482 (+63.1%)	448 (-23.0%)	243 (-47.3%)	95 (-74.2%)	34 (-65.7%)	14 (-58.8%)	5 316 (+23.9%)

* Individual-based applicants did not provide information about their household size.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)068

(Question Serial No. 2004)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in Matters Requiring Special Attention in 2017-18 that major new plans include pursuing a proposal to amend the reinstatement and re-engagement provisions under the Employment Ordinance (EO). What are the details and the timetable of the work plan?

Asked by: Hon LUK Chung-hung (Member Question No. 15)

Reply:

The Government introduced into the Legislative Council (LegCo) of the last term a bill to amend the reinstatement and re-engagement provisions under EO, so as to enhance protection for employees in circumstances of unreasonable and unlawful dismissal. As the Bills Committee members expressed various views on the bill, the Government, in accordance with the standing practice, passed these views to the Labour Advisory Board (LAB) for consideration. After detailed discussions, LAB proposed that the ceiling for the further sum to be paid to the employee by the employer in the event of failing to comply with an order for reinstatement or re-engagement should be raised from the original proposal of \$50,000 to \$72,500. The Government consulted the LegCo Panel on Manpower on 20 December 2016 and plans to introduce the bill into LegCo in the first half of 2017.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)069

(Question Serial No. 2010)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the employment situation of persons with disabilities, would the Government advise this Committee of the following:

- (a) the number of employed persons with disabilities in Hong Kong so far (with breakdowns by gender, age, educational attainment, type of disability, industry, occupation, mode of employment and salary level);
- (b) the total number of job seekers with disabilities registered for employment services and, of these, the number of placements secured through Labour Department's (LD) referral services in 2016 (with breakdowns by gender, age, educational attainment, type of disability, industry, occupation, mode of employment and salary level); and
- (c) the number of job seekers with disabilities having participated in LD's pilot scheme since September 2016 to receive psychological and emotional counselling service for job seekers provided by a non-governmental welfare organisation? How does the Government assess the effectiveness of the pilot scheme?

Asked by: Hon LUK Chung-hung (Member Question No. 17)

Reply:

The information sought is provided as follows:

- (a) In accordance with a territory-wide survey conducted by the Census and Statistics Department (C&SD) on persons with disabilities and chronic diseases throughout the whole year of 2013, the number of employed persons with disabilities (by gender and age, educational attainment, selected type of disability, industry, occupation and monthly employment earnings) in the year are given below. For details on the definition of persons with disabilities adopted in the survey and limitations of the data, please refer to the Special Topics Report No. 62 – Persons with disabilities and chronic diseases published by C&SD (<http://www.statistics.gov.hk/pub/B11301622014XXXXB0100.pdf>).

(i) By gender and age

Age group	Male	Female	All employed persons with disabilities (excluding persons with intellectual disability [^])
	No. of persons ('000)	No. of persons ('000)	No. of persons ('000)
15-below 20	0.7	‡	0.9
20-below 30	3.3	3.4	6.7
30-below 40	4.3	4.4	8.7
40-below 50	8.7	10.9	19.6
50-below 60	14.0	10.7	24.7
60 or above	9.8	5.8	15.6
Total	40.8	35.4	76.2

Notes:

‡ Figure is not released due to very large sampling error.

[^] There is under-estimation in respect of the number of persons with intellectual disability as derived from the survey results. Therefore, this category of persons is not included in the compilation of the above statistics.

(ii) By educational attainment

Educational attainment	All employed persons with disabilities (excluding persons with intellectual disability [^]) No. of persons ('000)
No schooling/pre-primary	1.7
Primary	19.1
Secondary/sixth form	40.1
Post-secondary	15.3
<i>non-degree</i>	5.7
<i>degree</i>	9.6
Total	76.2

Note:

[^] There is under-estimation in respect of the number of persons with intellectual disability as derived from the survey results. Therefore, this category of persons is not included in the compilation of the above statistics.

(iii) By selected type of disability

Selected type of disability	No. of persons (‘000)
Restriction in body movement	16.0
Seeing difficulty	16.7
Hearing difficulty	20.8
Speech difficulty	3.8
Mental illness/mood disorder	28.1
Autism	1.4
Specific learning difficulties	2.3
Attention deficit/hyperactivity disorder	1.0
All employed persons with disabilities (excluding persons with intellectual disability [^]) *	76.2

Notes:

[^] There is under-estimation in respect of the number of persons with intellectual disability as derived from the survey results. Therefore, this category of persons is not included in the compilation of the above statistics.

* Employed persons with more than one selected type of disability were counted in the respective types of disability and hence the overall number of employed persons with disabilities is smaller than the sum of the number of employed persons with individual types of disability.

(iv) By industry

Industry	All employed persons with disabilities (excluding persons with intellectual disability [^]) No. of persons (‘000)
Manufacturing	3.6
Construction	6.5
Import/export trade and wholesale, retail, accommodation and food services	21.4
<i>Import/export trade and wholesale</i>	8.2
<i>Retail, accommodation and food services</i>	13.3
Transport, storage, postal and courier services, information and communications	8.2
Financing, insurance, real estate, professional and business services	15.0
Public administration, social and personal services	20.8
Other industries	0.7
Total	76.2

Note:

[^] There is under-estimation in respect of the number of persons with intellectual disability as derived from the survey results. Therefore, this category of persons is not included in the compilation of the above statistics.

(v) By occupation

Occupation	All employed persons with disabilities (excluding persons with intellectual disability [^]) No. of persons ('000)
Managers and administrators, and professionals and associate professionals	19.5
<i>Managers and administrators</i>	5.2
<i>Professionals</i>	2.9
<i>Associate professionals</i>	11.4
Clerical support workers	8.1
Service workers and sales workers	12.5
Craft and related workers	6.1
Plant and machine operators and assemblers	3.8
Elementary occupations	25.9
Others	‡
Total	76.2

Notes:

‡ Figure is not released due to very large sampling error.

[^] There is under-estimation in respect of the number of persons with intellectual disability as derived from the survey results. Therefore, this category of persons is not included in the compilation of the above statistics.

(vi) By monthly employment earnings

Monthly employment earnings (HK\$)	All employed persons with disabilities (excluding persons with intellectual disability^) No. of persons ('000)
Below \$3,000 [#]	10.6
\$3,000-below \$4,000 [#]	3.3
\$4,000-below \$5,000	3.1
\$5,000-below \$6,000	2.6
\$6,000-below \$7,000	4.1
\$7,000-below \$8,000	5.4
\$8,000-below \$9,000	5.8
\$9,000-below \$10,000	5.0
\$10,000 or above	36.5
Total	76.2

Notes:

Employment type: majority of those earning less than \$4,000 per month were working in sheltered workshops or working on a part-time basis.

^ There is under-estimation in respect of the number of persons with intellectual disability as derived from the survey results. Therefore, this category of persons is not included in the compilation of the above statistics.

(b) In 2016, there were 2 790 persons with disabilities registered with the Selective Placement Division (SPD) of LD for employment services. In the same year, LD recorded 2 250 placements for job seekers with disabilities. Breakdowns of the placements by gender and age, educational attainment, type of disability, industry, occupation and monthly earnings are provided below (LD does not have a breakdown by mode of employment):

(i) By gender and age

Age group	Male	Female	No. of placements
15-below 20	44	27	71
20-below 30	498	356	854
30-below 40	317	311	628
40-below 50	222	180	402
50-below 60	138	110	248
60 or above	34	13	47
Total	1 253	997	2 250

(ii) By educational attainment

Educational attainment	No. of placements
Primary level or below	163
Secondary level	1 736
Post-secondary/University	351
Total	2 250

(iii) By type of disability

Type of disability	No. of placements
Ex-mentally ill persons	601
Intellectual disability	494
Hearing impairment	448
Chronic illness	246
Physical disability	194
Autism	142
Visual impairment	75
Specific learning difficulties	30
Attention deficit/hyperactivity disorder	20
Total	2 250

(iv) By industry

Industry	No. of placements
Manufacturing	105
Construction	26
Wholesale, retail and import/export trades	295
Restaurants and hotels	610
Transport, storage and communications	76
Financing, insurance, real estate and business services	409
Community, social and personal services	446
Others (including government sector)	283
Total	2 250

(v) By occupation

Occupation	No. of placements
Managers and administrators	23
Professionals and associated professionals	85
Clerical support workers	554
Service workers	635
Shop sales workers	426
Agricultural and fishery workers	1
Craft and related workers	19
Plant and machine operators and assemblers	21
Elementary occupations	486
Total	2 250

(vi) By monthly earnings

Monthly earnings	No. of placements
Below \$3,000*	365
\$3,000-below \$4,000	245
\$4,000-below \$5,000	219
\$5,000-below \$6,000	222
\$6,000-below \$7,000	190
\$7,000-below \$8,000	203
\$8,000-below \$9,000	256
\$9,000-below \$10,000	189
\$10,000 or above	361
Total	2 250

Note:

* All placements were part-time jobs.

- (c) In September 2016, LD launched a two-year pilot scheme to engage a non-governmental welfare organisation to provide professional psychological and emotional counselling service to job seekers with disabilities in need of this service. As at February 2017, LD has referred 41 job seekers with disabilities to receive the counselling service. During the two-year pilot scheme period, LD will follow up on the implementation of the counselling service. Upon completion of the pilot scheme, LD will conduct a review on different aspects, including factors such as feedback from persons with disabilities who have received the counselling service and the usefulness of the counselling service in alleviating their emotional problems, so as to assess the effectiveness of the pilot scheme. LD will map out the way forward in light of the review findings.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)070****(Question Serial No. 2017)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (4) Employees' Rights and BenefitsControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

Regarding the implementation of Statutory Minimum Wage (SMW), would the Government advise this Committee of the following:

- (a) the number of proactive inspections to workplaces conducted to enforce the Minimum Wage Ordinance (MWO) in the past 3 years with a breakdown by industry;
- (b) the number of warnings issued or prosecutions taken out against employers for contravening MWO in the past 3 years with breakdowns by industry and offence; and
- (c) whether the Government has formulated any new measures for 2017-2018 to assist employers and employees in understanding their respective obligations and entitlements under the SMW regime, and tackle non-compliance cases more effectively? If yes, what are the details and estimated expenditure? If not, what are the reasons?

Asked by: Hon LUK Chung-hung (Member Question No. 18)Reply:

The information sought is provided as follows:

- (a) From 2014 to 2016, the Labour Department (LD) conducted 123 577 workplace inspections to establishments of various industries to check employers' compliance with labour laws such as MWO. A breakdown of the number of inspections by industry is provided below:

Industry	No. of inspections		
	2014	2015	2016
Retail	10 290	11 443	12 924
Catering	3 849	4 423	4 816

Industry	No. of inspections		
	2014	2015	2016
Security services	1 780	1 890	2 178
Nursing and elderly care services	726	677	768
Beauty care	491	489	557
Cleansing services	566	533	538
Hairdressing	242	224	274
Courier services	255	184	222
Others	22 693	18 738	21 807
Total	40 892	38 601	44 084

- (b) From 2014 to 2016, there were 5 cases in which written warnings were issued to employers suspected to have breached the SMW requirements, and a total of 7 summonses were heard. A breakdown of the numbers of written warnings issued and summonses heard by industry is provided below:

Industry	No. of written warnings issued	No. of summonses heard
Retail	-	2
Security services	2	-
Courier services	1	-
Communications	-	4
Real estate	-	1
Import and export trade	1	-
Hotels	1	-
Total	5	7

- (c) In 2017-18, LD will launch extensive publicity activities to promote the new SMW rate and MWO provisions. The publicity activities include broadcasting television and radio Announcements in the Public Interest, advertising on public transport and in newspapers, distributing and displaying promotional leaflets and posters, organising seminars and roving exhibitions, and displaying banners for outdoor publicity, etc. The estimated expenditure for publicity on SMW in 2017-18 is \$3.35 million.

Moreover, LD will continue to take vigorous enforcement action and labour inspectors will conduct surprise inspections to various industrial and commercial establishments, in particular the low-paying sectors, to check employers' compliance with labour laws such as MWO. Labour inspectors are responsible for the enforcement of various labour laws, and the expenditure involved cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)071

(Question Serial No. 2027)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in Matters Requiring Special Attention in 2017-18 that the major new plans include implementing a new Statutory Minimum Wage (SMW) rate subject to approval by the Legislative Council. As the SMW rate persistently lags behind, does the Government have any plan to conduct a comprehensive review to study the feasibility of reviewing the SMW rate once every year? If yes, what are the details and the estimated expenditure? If not, what are the reasons?

Asked by: Hon LUK Chung-hung (Member Question No. 19)

Reply:

The Minimum Wage Ordinance requires that the SMW rate shall be reviewed at least once in every 2 years. A review of the SMW rate can be conducted within less than 2 years if so warranted. Hong Kong does not have a long history of implementing SMW, and the existing biennial review arrangement has been working well. At present, the Government has no plan to conduct a feasibility study on reviewing the SMW rate once every year.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)072

(Question Serial No. 2028)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the employment situation of ex-mentally ill persons, would the Government advise this Committee:

- (a) of the number of ex-mentally ill persons in employment in Hong Kong so far and percentage share in the total number of ex-mentally ill persons;
- (b) of the total number of ex-mentally ill persons registered with the Labour Department (LD) for employment services and the number of placements secured through LD's employment referral services in the past 3 years, with breakdowns by gender, age, occupation and wage level;
- (c) whether LD has received any complaints, requests for assistance or reported cases involving ex-mentally ill persons in the past 3 years; if yes, what were the details and the handling procedures; and
- (d) whether the Government has any new measures to assist ex-mentally ill persons in their job search and employment in 2017-18; if yes, what are the details and the estimated expenditure; if not, what are the reasons?

Asked by: Hon LUK Chung-hung (Member Question No. 21)

Reply:

The information sought is provided as follows:

- (a) The Census and Statistics Department does not collect information on the number of ex-mentally ill persons in employment.

- (b) In 2014, 2015 and 2016, there were respectively 655, 669 and 720 ex-mentally ill persons registered with the Selective Placement Division (SPD) of LD for employment services. The numbers of placements secured by LD for ex-mentally ill persons in the above years were 608, 539 and 601 respectively. Breakdowns of the placements by gender and age, occupation and monthly earnings are provided below:

(i) By gender and age

Age group	No. of placements					
	2014		2015		2016	
	Male	Female	Male	Female	Male	Female
15-below 20	5	1	1	3	3	4
20-below 30	85	59	73	53	64	81
30-below 40	80	88	93	80	114	111
40-below 50	89	120	77	102	64	80
50-below 60	23	43	17	35	26	41
60 or above	14	1	3	2	9	4
Total	296	312	264	275	280	321

(ii) By occupation

Occupation	No. of placements		
	2014	2015	2016
Managers and administrators	8	1	8
Professionals and associated professionals	19	36	29
Clerical support workers	138	122	166
Service workers	136	114	141
Shop sales workers	182	161	158
Agricultural and fishery workers	1	1	-
Craft and related workers	4	4	2
Plant and machine operators and assemblers	2	2	2
Elementary occupations	118	97	95
Others	-	1	-
Total	608	539	601

(iii) By monthly earnings

Monthly earnings	No. of placements		
	2014	2015	2016
Below \$3,000*	191	154	127
\$3,000-below \$4,000	102	86	81
\$4,000-below \$5,000	82	57	66
\$5,000-below \$6,000	39	33	63
\$6,000-below \$7,000	46	32	38
\$7,000-below \$8,000	49	49	39
\$8,000-below \$9,000	44	39	62
\$9,000-below \$10,000	25	31	49
\$10,000 or above	30	58	76
Total	608	539	601

* All placements were part-time jobs.

- (c) SPD of LD provides personalised employment services for job seekers with disabilities (including ex-mentally ill persons) fit for open employment. Upon placing a job seeker with disabilities into employment, the employment consultant of SPD will also provide follow-up service for both the employer and the employee with disabilities. The employment consultant will maintain contact with both parties and proactively render assistance to them. In the past 3 years, SPD has not received any complaints, requests for assistance or reported cases from ex-mentally ill persons concerning suspected breaches of the Disability Discrimination Ordinance (DDO) and employment-related legislation by employers. SPD will refer cases of suspected breaches of legislation to the Equal Opportunities Commission (for suspected breaches of DDO) or the investigation division of LD (for suspected breaches of employment-related legislation) for follow-up.
- (d) The Government's policy objective is to provide skill training and support services for persons with disabilities (including ex-mentally ill persons) to enable them to find appropriate jobs on the basis of their abilities (rather than disabilities) and, at the same time, provide assistance for employers and strive to promote an inclusive society.

One of the Government's measures to promote employment of persons with disabilities (including ex-mentally ill persons) is to implement the Enhancing Employment of People with Disabilities through Small Enterprise Project (3E Project) through the Social Welfare Department (SWD) to subsidise non-governmental organisations (NGOs) to set up social enterprises to create job opportunities for persons with disabilities. In 2017-18, the Government will inject additional funding of \$100 million into the 3E Project for the expansion of the Project, increase the maximum funding for each social enterprise from \$2 million to \$3 million, as well as extend the monitoring period from 5 years to 6 years to encourage NGOs to set up more social enterprises, so as to directly create more job opportunities for persons with disabilities.

To enhance the support for ex-mentally ill persons, SWD launched a two-year Pilot Project on Peer Support Service in Community Psychiatric Service Units (Pilot Project) in March 2016 with a funding of about \$10 million from the Lotteries Fund.

Trained ex-mentally ill persons will serve as peer supporters, who will share their recovery experience and provide encouragement for other persons in rehabilitation. The Pilot Project also enhances the recovery and self-confidence of the peer supporters in facilitating their entry/re-entry into the job market. Starting from 2017-18, the Government has reserved an \$8 million annual recurrent expenditure for the regularisation of the Pilot Project.

Besides, to strengthen the employment support for job seekers with disabilities, LD launched a two-year pilot scheme in September 2016 to engage a non-governmental welfare organisation to provide professional psychological and emotional counselling service to job seekers with disabilities (including ex-mentally ill persons) in need of this service. This serves to alleviate the emotional problems of job seekers with disabilities arising from the state of their disabilities, personal or family matters, so as to help them concentrate on job search and settle down in their new jobs, thereby realising their potential in employment. The expenditure for procurement of counselling service during the two-year pilot scheme period is about \$120,000.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)073

(Question Serial No. 2032)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

With respect to Matters Requiring Special Attention in 2017-18, would the Government advise this Committee of the following:

- (a) It is stated that the Government will launch safety enhancement initiatives and large-scale promotional programmes to further enhance the awareness and performance of stakeholders in the construction and catering industries on occupational safety and health (OSH). What are the similarities and differences between the contents of the existing and previous programmes and the implementation schedule, estimated expenditure and method of assessment of effectiveness?
- (b) Does the Government have any plan to arrange similar OSH promotional programmes for industries other than construction and catering? If yes, what are the details and estimated expenditure? If not, what are the reasons?

Asked by: Hon LUK Chung-hung (Member Question No. 20)

Reply:

- (a) In addition to routine inspections, educational and publicity work, the Labour Department (LD) will continue to control work hazards at source by targeting systemic work risks in the construction industry. LD will enhance liaison with major works project proponents and engage them to urge their contractors to strengthen site safety management systems in respect of high-risk processes and enhance safety audits of major public works projects. LD will also analyse underlying systemic risks of serious construction accidents, institute targeted inspections and enforcement actions, organise thematic seminars on work safety and formulate codes of practice on work safety, as well as collaborate with trade associations, workers' unions, professional bodies, related organisations and other government departments to explore measures to enhance safety in the construction industry.

LD will undertake the above work targeting high-risk operations such as work-at-height, lifting operations and electrical work which accounted for a number of fatal accidents in the construction industry in recent years. The work will include encouraging contractors and workers to wear safety helmets with chin straps and use portable residual current devices, so as to further safeguard the safety of workers working at height and conducting electrical work. LD is also aware that a number of industrial accidents in the construction industry involved renovation, maintenance, alteration and addition (RMAA) works, and will publicise and promote safety in the RMAA industry among upstream stakeholders such as owners and tenants of domestic and commercial properties through the platform of the Hong Kong Association of Property Management Companies, Home Affairs Department and Buildings Department.

In 2017-18, LD plans to launch large-scale promotional programmes targeting the construction and catering industries, including the territory-wide Construction Industry Safety Award Scheme, Catering Industry Safety Award Scheme, safety quizzes, roving exhibitions, promotional visits, television and radio Announcements in the Public Interest, radio programmes, etc. Successful experience and good practices of the industries will be recorded on compact discs for distribution to construction sites and restaurants for reference of employers and employees and for broadcast through mobile media, so as to further promote safe work practices and enhance OSH awareness.

The above safety award schemes for the construction and catering industries will be rolled out in the third quarter of 2017. The estimated expenditures are about \$2.5 million and \$1.9 million respectively, to be shared between LD and other co-organisers (including the Occupational Safety and Health Council and relevant trade associations). OSH promotional programmes other than the safety award schemes are an integral part of LD's ongoing work, and the expenditure involved cannot be separately identified. LD will collect feedback from the participants of individual promotional programmes to assess the effectiveness of the programmes.

- (b) LD also attaches importance to promoting the OSH of industries other than construction and catering. Having regard to the OSH risks and performance of various industries, LD will continue to launch appropriate publicity and promotional programmes, such as producing publications, leaflets and guidelines on safety, and organising talks and seminars. Relevant OSH promotional programmes will be enhanced where necessary.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)074

(Question Serial No. 3153)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding “Abolishing the Mandatory Provident Fund (MPF) offsetting mechanism”, as the Government will earmark a funding for sharing part of the additional expenses on severance payment (SP) and long service payment (LSP) of employers in the 10 years after the implementation of the abolition, would the Government advise this Committee of the amount of expenditure to be earmarked as provision? What are the arrangements and details?

Asked by: Hon LUK Chung-hung (Member Question No. 36)

Reply:

The Chief Executive has proposed to progressively abolish the “offsetting” arrangement of SP or LSP with MPF contributions in this year’s Policy Address. The Government’s proposal includes providing subsidies in the 10 years after the effective date of the abolition so as to share part of the additional expenses on SP or LSP of employers. At present, the Government is gathering views of major stakeholders on the proposal. The Government aims to finalise its proposal by the end of June this year.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)075

(Question Serial No. 0359)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Please provide the number of ethnic minority (EM) job seekers registered with the Labour Department (LD) in the past 3 years, with breakdowns by gender, age and nationality and, of these, the number of persons placed through LD's employment referral services. In 2017-18, what new measures will the Government adopt to facilitate the employment of EMs, and what are the details and expenditure involved?

Asked by: Hon MAK Mei-kuen, Alice (Member Question No.19)

Reply:

In 2014, 2015 and 2016, there were respectively 901, 994 and 1 043 EM job seekers registered with LD for employment services, with breakdowns by gender, age and ethnicity provided at Annex. Of these, the numbers of placements secured through LD's employment referral services were 65, 75 and 82 respectively.

In 2017, LD will engage a total of 2 employment assistants proficient in EM languages to partner with experienced employment officers at the Kowloon West Job Centre in Sham Shui Po and the Employment in One-stop in Tin Shui Wai on a pilot basis to strengthen employment support for EM job seekers (especially those of South Asian origins). By engaging staff conversant with EM languages and cultures, this pilot service aims to enhance LD's employment services for EM job seekers and facilitate effective mutual communication. It also aims to help LD proactively reach out to EMs with employment needs and encourage them to make use of LD's employment services. LD commenced the recruitment process in February 2017, and hopefully the 2 employment assistants will report for duty in the second quarter of 2017. The estimated expenditure for the above initiative in 2017-18 is about \$350,000.

Ethnic minority job seekers registered with
the Labour Department from 2014 to 2016

(i) By gender

Gender	2014	2015	2016
Male	531	604	629
Female	370	390	414
Total	901	994	1 043

(ii) By age

Age	2014	2015	2016
15-below 20	112	101	141
20-below 30	246	294	288
30-below 40	239	277	240
40-below 50	191	198	248
50-below 60	90	96	90
60 or above	23	28	36
Total	901	994	1 043

(iii) By ethnicity

Ethnicity	2014	2015	2016
Pakistani	313	370	411
Filipino	101	109	102
Indian	197	189	192
Thai	33	34	30
Indonesian	40	35	32
Nepalese	74	113	112
Others	143	144	164
Total	901	994	1 043

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)076

(Question Serial No. 1169)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The controlling officer's report mentioned that the Labour Department (LD) provides employment services to ethnic minorities (EM), will the government inform this Committee:

- (a) the specific work and expenditure involved to unleash the working potential of ethnic minorities in 2016-17;
- (b) the financial and staffing provision for promoting employment of ethnic minority in 2017-18;
- (c) the financial and staffing provision for the work to safeguard the rights and benefits of EM employees; and
- (d) whether the government has allocated financial resources to establish an EM Employment Division in LD job centres; if so, of the details; if not, the reasons for that?

Asked by: Hon MAK Mei-kuen, Alice (Member Question No. 26)

Reply:

The information sought is provided as follows:

- (a) LD's job centres provide a wide range of dedicated employment services for EM job seekers through special counters, resource corners and employment briefings, etc. Special counters and resource corners have been set up at job centres to provide EM job seekers with employment referral services and job search information. EM job seekers in need are also provided with personalised employment advisory service, including job matching service. In 2016-17 (up to February 2017), employment officers provided employment advisory service for 268 EM job seekers. LD has also made arrangements with non-governmental organisations (NGOs) to provide

interpretation services for EM job seekers who speak neither Chinese nor English. In 2016-17 (up to February 2017), staff of job centres or industry-based recruitment centres introduced interpretation services to 2 621 EM job seekers, and in light of their needs, arranged interpretation services on 26 occasions on the spot. In 2016-17 (up to February 2017), job centres also held 8 tailor-made employment briefings for EM job seekers with a view to helping them better understand the latest local labour market situation and improve their job search skills.

At the same time, LD proactively promotes the working abilities of EMs among employers and reminds them to consider the genuine needs of the posts when specifying the language requirement for job seekers. To help employers better understand the cultures of EMs and acquire the skills to communicate with them, LD regularly organises experience sharing sessions for employers. NGOs serving EMs are invited to participate in these sessions. In 2016-17 (up to February 2017), 10 such experience sharing sessions for employers were held by job centres.

LD has been making ongoing efforts to canvass vacancies suitable for EMs via its vast employer network and organise inclusive job fairs to enhance their employment opportunities. In 2016-17 (up to February 2017), 11 district-based inclusive job fairs were organised by LD.

Since September 2014, LD has implemented the Employment Services Ambassador (ESA) Programme for EMs to employ trainees of the Youth Employment and Training Programme who can communicate in EM languages for 6 months as ESAs to provide services at LD's job centres or industry-based recruitment centres. In 2016-17, LD employed a total of 31 trainees, and the expenditure for providing on-the-job training was about \$1.55 million.

The above work is undertaken by LD staff among their other duties, and the expenditure involved cannot be separately identified.

- (b) In 2017-18, apart from continuing with the above work, LD will engage a total of 2 employment assistants proficient in EM languages to partner with experienced employment officers at the Kowloon West Job Centre in Sham Shui Po and the Employment in One-stop in Tin Shui Wai on a pilot basis to strengthen employment support for EM job seekers (especially those of South Asian origins). The estimated expenditure for the above initiative in 2017-18 is about \$350,000. LD has also earmarked \$2.09 million as expenditure for providing on-the-job training under ESA Programme for EMs.
- (c) LD provides free consultation service in relation to the Employment Ordinance (EO), the Minimum Wage Ordinance (MWO) and employment contracts for employers and employees (including EM employees), and voluntary conciliation service to assist employers and employees in establishments outside the government sector to resolve their employment disputes. LD also safeguards the employment rights and benefits of employees (including EM employees) through workplace inspections and investigation of complaints about suspected breaches of labour laws. Members of the public, irrespective of their ethnicity, have the same access to the relevant services and enjoy equal protection. Therefore, the expenditure and manpower involved in the work related to EM employees cannot be separately identified.

LD also produces publications in major EM languages to promote labour laws such as EO and MWO and employees' statutory rights and benefits and to publicise the channels for reporting on law-defying employers. Other promotional work includes publicising on radio programmes for EMs, advertising on public transport and in newspapers for EMs, etc. The above activities are an integral part of LD's work in promoting labour laws and statutory employment entitlements, and the expenditure and manpower involved cannot be separately identified.

- (d) LD has all along been providing dedicated employment services to cater for the employment needs of EM job seekers. LD operates 13 job centres across the territory to facilitate the use of employment services by job seekers (including EM job seekers) living in various districts. LD will continue to provide employment services suited to the needs of EM job seekers in different districts through its existing job centres, wide-ranging services, vast employer network and support of ESAs for EMs. LD will also engage staff proficient in EM languages at the 2 job centres in Sham Shui Po and Tin Shui Wai to strengthen the services provided for EM job seekers. At present, the Government has no plan to establish an EM Employment Services Division at LD's job centres.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)077

(Question Serial No. 2089)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding encouraging youth participation in the Working Holiday Scheme (WHS), with which overseas economies, i.e. countries or cities, has WHS been established at this stage? How many people have applied to join WHS since its inception? Apart from staging talks at tertiary institutions, what other specific measures are in place to attract youth participation in WHS? What is the target number of youth participants in WHS? What is the Government's estimated expenditure and manpower for the promotion of the entire WHS?

Asked by: Hon NG Wing-ka, Jimmy (Member Question No. 16)

Reply:

Since 2001, the HKSAR Government has established bilateral WHS arrangements with the governments of 11 economies, namely New Zealand, Australia, Ireland, Germany, Japan, Canada, Korea, France, the United Kingdom, Austria and Hungary. Based on the information provided by the governments of WHS partner economies, about 78 000 Hong Kong youths were granted working holiday visas as at the end of 2016.

In 2017-18, the Labour Department (LD) will continue to enhance the promotion of WHS, including staging talks, providing information on dedicated webpages and distributing publicity materials (such as posters, pamphlets, postcards, etc.). There is no pre-set target on the number of WHS participants. The estimated expenditure of LD's Working Holiday Scheme Unit on publicity in 2017-18 is \$740,000. It has a staff establishment of 3 Labour Officer Grade posts and 1 Clerical Grade post.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)078****(Question Serial No. 2092)**

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

What were the job titles involved in the Supplementary Labour Scheme (SLS) applications processed by the Labour Department in the past 3 years? Would the Government provide the industry profile and number of approved cases in table form? Regarding the labour shortage problem faced by various industries in recent years, will the Government consider or review the relaxation of labour importation policy? If yes, what are the details? If not, what measures will the Government take to address the labour shortage problem?

Asked by: Hon NG Wing-ka, Jimmy (Member Question No. 19)

Reply:

In 2014, 2015 and 2016, employers applied to import 6 613, 4 689 and 5 556 workers respectively under SLS. The numbers of imported workers approved in the same respective year were 2 722, 2 880 and 3 802. Breakdowns of the numbers of imported workers applied for and approved by industry and job title are at Annexes 1 to 4.

The Government has all along closely monitored the manpower demand and supply for different industries, strengthened training initiatives and attracted new entrants. On the premise of according employment priority to local workers, importation of labour is allowed on an appropriate, limited and targeted basis to relieve the manpower shortage in individual industries. Employers facing genuine difficulties in local recruitment can apply for importation of skilled workers on a limited scale under SLS, thereby addressing the manpower needs of individual industries with labour shortage.

Having regard to the manpower shortage in the elderly care sector, the Government introduced measures in April 2014, allowing private residential care homes for the elderly participating in the Enhanced Bought Place Scheme to apply for the importation of care workers for their non-bought places. As regards the construction industry, the Government launched enhancement measures also in April 2014 to help expedite the preparatory work of

public sector works contractors in SLS applications involving 26 trades with manpower shortage. The Government will continue to keep close contact with the stakeholders, and will review the effectiveness of the above enhancement measures.

**Number of imported workers applied for and approved
under SLS in 2014, 2015 and 2016:
a breakdown by industry**

Industry	No. of imported workers applied for*			No. of imported workers approved*		
	2014	2015	2016	2014	2015	2016
1. Agriculture and Fishing	656	658	744	563	547	570
2. Manufacturing	411	224	289	187	126	132
3. Construction	2 716	1 250	1 693	342	938	1 445
4. Wholesale, Retail and Import/Export Trades, Restaurants and Hotels	283	395	423	158	154	146
5. Transport, Storage and Communications	32	44	10	4	17	0
6. Financing, Insurance, Real Estate and Business Services	400	303	172	23	5	23
7. Community, Social and Personal Services	2 115	1 815	2 225	1 445	1 093	1 486
Total	6 613	4 689	5 556	2 722	2 880	3 802

* Applications received towards year-end may be approved in the following year, and hence the number of imported workers approved each year does not necessarily fully reflect the approval results of the applications for importation of workers in the year.

**Number of imported workers applied for and approved
under SLS in 2014:
a breakdown by job title**

Job title	No. of imported workers applied for*	No. of imported workers approved*
1. Care Worker (Elderly Service)	1 885	1 377
2. Livestock/Poultry/Fish/Crop Farm Worker	475	439
3. Gardening Worker	146	127
4. Cook	146	90
5. Rigger/Metal Formwork Erector	122	1
6. Tunnel Worker	94	86
7. Machine Operator	87	41
8. Trackworker	75	53
9. Care Worker (Disabled Service)	74	36
10. Others	3 509	472
Total	6 613	2 722

* Applications received towards year-end may be approved in the following year, and hence the number of imported workers approved each year does not necessarily fully reflect the approval results of the applications for importation of workers in the year.

**Number of imported workers applied for and approved
under SLS in 2015:
a breakdown by job title**

Job title	No. of imported workers applied for*	No. of imported workers approved*
1. Care Worker (Elderly Service)	1 361	1 035
2. Livestock/Poultry/Fish/Crop Farm Worker	469	391
3. Cook	224	85
4. Bar Bender and Fixer	200	103
5. Gardening Worker	177	128
6. Rigger/Metal Formwork Erector	110	30
7. Quality Controller/Inspector/Control Supervisor	90	56
8. Structural Steel Welder	80	4
9. Care Worker (Disabled Service)	79	43
10. Others	1 899	1 005
Total	4 689	2 880

* Applications received towards year-end may be approved in the following year, and hence the number of imported workers approved each year does not necessarily fully reflect the approval results of the applications for importation of workers in the year.

**Number of imported workers applied for and approved
under SLS in 2016:
a breakdown by job title**

Job title	No. of imported workers applied for*	No. of imported workers approved*
1. Care Worker (Elderly Service)	2 039	1 383
2. Livestock/Poultry/Fish/Crop Farm Worker	487	410
3. Cook	275	94
4. Refrigeration/Air-conditioning/ Ventilation Mechanic (Air System)	257	177
5. Gardening Worker	236	166
6. Curtain Wall Installer	180	121
7. Refrigeration/Air-conditioning/ Ventilation Mechanic (Water System)	175	135
8. Metal Worker	140	27
9. Fire Service Electrical Fitter	135	39
10. Others	1 632	1 250
Total	5 556	3 802

* Applications received towards year-end may be approved in the following year, and hence the number of imported workers approved each year does not necessarily fully reflect the approval results of the applications for importation of workers in the year.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)079

(Question Serial No. 0507)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department (LD) processed a total of 1 153 applications under the Supplementary Labour Scheme (SLS) in 2016. How many of these applications involved working across more than 1 public sector works project? What were the numbers of such applications approved and workers involved? Please provide a breakdown of the information by post.

Asked by: Hon POON Siu-ping (Member Question No. 41)

Reply:

LD processed a total of 1 153 applications under SLS in 2016. None of them involved the importation of workers to work across more than 1 specified public sector works contract.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)080****(Question Serial No. 0509)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (3) Safety and Health at WorkControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

The Labour Department (LD) issued a total of 3 085 suspension/improvement notices in 2016. How many of these cases required further actions? How many cases saw improvement immediately after the issue of the notices? Please provide the information by industry.

Asked by: Hon POON Siu-ping (Member Question No. 43)Reply:

LD issued a total of 686 suspension notices and 2 399 improvement notices in 2016. A breakdown by industry is provided below:

Industry	Construction	Food and beverage services	Others	Total
Improvement notices	1 632	378	389	2 399
Suspension notices	621	0	65	686

Note: The classification was based on the Hong Kong Standard Industrial Classification Version 2.0 published by the Census and Statistics Department. LD only kept information on suspension notices and improvement notices issued in respect of 2 industries (i.e. construction, and food and beverage services). No classification was made on the basis of the other industries in the industrial classification.

LD follows up on the suspension/improvement notices issued in a timely manner in accordance with established procedures. Duty holders are required to take appropriate safety measures to eliminate the related hazards, and suspend the work processes concerned or stop the non-compliant practices before completion of the improvement work.

As at 31 January 2017, LD did not detect any non-compliance with suspension notices when following up on the above statutory notices. However, there were 3 cases of non-compliance with the requirements of the improvement notices and prosecutions were taken out by LD. A breakdown of the figure by industry is provided below:

Industry	No. of prosecutions taken out for non-compliance with improvement notices (as at 31 January 2017)
Food and beverage services	2
Others #	1

The case involved a warehouse.

After the above statutory notices were issued, LD urged the duty holders to eliminate the related hazards as soon as possible through follow-up inspections. LD does not keep the number of cases where improvement was made by the duty holders concerned immediately after the issue of the statutory notices.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)081

(Question Serial No. 0511)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

In 2016, the Labour Department (LD) processed a total of 2 905 applications for payment under the Protection of Wages on Insolvency Fund (PWIF). How many of these applications were processed according to the calculation method ruled by the Court of Final Appeal (CFA) in May last year? How many claims for the shortfall arising from the incorrect calculation method of payment under PWIF have been received by LD since May 2016? How many of these claims for shortfall were successful?

Asked by: Hon POON Siu-ping (Member Question No. 45)

Reply:

CFA's judgment of 17 May 2016 on a judicial review case was only concerned with the calculation method of ex gratia payment on severance payment (SP) under PWIF. LD has promptly followed the calculation method ruled by CFA in vetting applications for ex gratia payment on SP. Since the handing down of the relevant judgment by the Court and up to the end of 2016, 352 applications for ex gratia payment on SP have been approved.

As at the end of February 2017, the PWIF Board has received a total of 642 claims for shortfall in ex gratia payment on SP. Of these, 488 have been processed and 365 claimants granted the shortfall.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)082****(Question Serial No. 0661)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (3) Safety and Health at WorkControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

What was the number of consultations at the Labour Department's (LD) occupational health clinics in each of the past 3 years? Please provide breakdowns by industry to which the patients belonged as well as type of diseases and body parts affected (e.g. musculoskeletal diseases of the hand and the lower limb, skin diseases, respiratory diseases, etc.) How many of these cases were confirmed as occupational diseases? Please provide breakdowns by industry to which the patients belonged and type of occupational diseases (including occupational diseases, occupational deafness, silicosis, asbestosis, mesothelioma, etc. specified in the Second Schedule to the Employees' Compensation Ordinance).

Asked by: Hon POON Siu-ping (Member Question No.18)Reply:

In 2014, 2015 and 2016, the numbers of new patients who sought consultation at LD's occupational health clinics were 1 804, 1 685 and 1 720 respectively. Breakdowns by industry to which the patients belonged and type of diseases are provided in the tables below:

(i) By industry

Industry	2014		2015		2016	
Public administration, and social and personal services	787	43.6%	732	43.4%	753	43.8%
Wholesale, retail and import/export trades, and accommodation and food services	362	20.1%	350	20.8%	360	20.9%
Financing, insurance, real estate, and professional and business services	282	15.6%	260	15.4%	255	14.8%

Industry	2014		2015		2016	
Transportation, storage, postal, courier services, and information and communications	125	7.0%	138	8.2%	141	8.2%
Manufacturing	113	6.3%	79	4.7%	91	5.3%
Construction	91	5.0%	96	5.7%	88	5.1%
Others	44	2.4%	30	1.8%	32	1.9%
Total	1 804	100%	1 685	100%	1 720	100%

(ii) By type of diseases (including injuries)

Nature of diseases	2014		2015		2016	
Musculoskeletal	1 455	80.7%	1 396	82.8%	1 442	83.8%
Injury	181	10.0%	165	9.8%	192	11.2%
Auditory	22	1.2%	25	1.5%	17	1.0%
Respiratory	7	0.4%	5	0.3%	13	0.8%
Neurological	24	1.3%	13	0.8%	11	0.6%
Skin	14	0.8%	16	0.9%	9	0.5%
Visual	2	0.1%	5	0.3%	4	0.2%
Others	99	5.5%	60	3.6%	32	1.9%
Total	1 804	100.0%	1 685	100.0%	1 720	100.0%

Among the patients who sought consultation at LD's occupational health clinics in 2014, 2015 and 2016, there were respectively 42, 24 and 47 confirmed cases of occupational diseases. Breakdowns by industry to which the patients belonged and type of occupational diseases are provided in the tables below:

(i) By industry

Industry	2014	2015	2016
Public administration, and social and personal services	23 (54.8%)	14 (58.3%)	20 (42.5%)
Wholesale, retail and import/export trades, and accommodation and food services	10 (23.8%)	4 (16.7%)	14 (29.8%)
Financing, insurance, real estate, and professional and business services	2 (4.8%)	0 (0%)	5 (10.6%)
Manufacturing	3 (7.1%)	2 (8.3%)	4 (8.5%)
Transportation, storage, postal, courier services, and information and communications	3 (7.1%)	2 (8.3%)	2 (4.3%)
Construction	1 (2.4%)	1 (4.2%)	2 (4.3%)
Others	0 (0%)	1 (4.2%)	0 (0%)
Total	42 (100%)	24 (100%)	47 (100%)

(ii) By type of occupational diseases

Type of occupational diseases	2014	2015	2016
Tenosynovitis of the hand or forearm	42 (100%)	22 (91.6%)	44 (93.6%)
Occupational dermatitis	0 (0%)	1 (4.2%)	2 (4.3%)
Poisoning by mercury or a compound of mercury	0 (0%)	0 (0%)	1 (2.1%)
Occupational asthma	0 (0%)	1 (4.2%)	0 (0%)
Total	42 (100%)	24 (100%)	47 (100%)

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)083****(Question Serial No. 0667)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (2) Employment ServicesControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

What are the respective numbers of individual-based applications and household-based applications since the implementation of the Work Incentive Transport Subsidy (WITS) Scheme by the Labour Department? How many of these cases were approved (with breakdowns by applicants' gender, age, household size, residential district, industry, monthly wage level and rate of subsidy granted)? Moreover, how many applications were rejected? What are the reasons for rejection?

Asked by: Hon POON Siu-ping (Member Question No. 21)Reply:

Up to end-February 2017, the WITS Scheme received a total of 385 039 applications, including 179 468 individual-based applications and 205 571 household-based applications. Over the same period, 338 013 applications with a gross applicant count of 354 959 were granted the subsidy. Breakdowns of the number of applicants granted the subsidy (gross applicant count) by gender, age, household size, residential district, industry, average monthly wage and rate of subsidy granted are set out at Annex.

Up to end-February 2017, 3 916 applications were rejected for the following reasons:

Reason	No. of applications*
Asset limit being exceeded	1 810
Income limit being exceeded	1 553
Insufficient supporting information	1 283
Travelling expenses not incurred in commuting to and from work	372
Applicant working less than 36 hours per month	294
Applicant being a full-time student or trainee not in employment	280
Applicant not being lawfully employed and self-employed	140
On-the-job transport allowance granted under the Transport Support Scheme	12

* More than 1 reason might be applicable to the same application.

Work Incentive Transport Subsidy Scheme

Number of applicants granted the subsidy (gross applicant count) up to end-February 2017
with breakdowns by gender, age, household size, residential district,
industry, average monthly wage and rate of subsidy granted

Breakdown by gender

Gender	No. of applicants granted the subsidy (gross applicant count)
Male	155 753
Female	199 206
Total	354 959

Breakdown by age

Age	No. of applicants granted the subsidy (gross applicant count)
15 - below 20	2 940
20 - below 30	36 483
30 - below 40	59 875
40 - below 50	107 888
50 - below 60	99 668
60 or above	48 105
Total	354 959

Breakdown by household size

Household size	No. of applicants granted the subsidy (gross applicant count)
1 person or individual-based application*	167 151
2 persons	61 718
3 persons	59 763
4 persons	50 041
5 persons	12 129
6 persons or above	4 157
Total	354 959

* Individual-based applicants did not provide information about their household size.

Breakdown by residential district

District Council district	No. of applicants granted the subsidy (gross applicant count)
Central & Western	2 468
Eastern	12 332
Southern	6 276
Wan Chai	1 258
Kowloon City	14 670
Kwun Tong	49 017
Sham Shui Po	27 532
Wong Tai Sin	25 706
Yau Tsim Mong	7 979
Islands	7 825
Kwai Tsing	37 674
North	18 373
Sai Kung	13 283
Sha Tin	24 386
Tai Po	9 379
Tsuen Wan	9 452
Tuen Mun	40 127
Yuen Long	45 592
Outside Hong Kong	1 630
Total	354 959

Breakdown by industry

Industry	No. of applicants granted the subsidy (gross applicant count)
Manufacturing	19 671
Construction	11 674
Import/export, wholesale and retail trades	45 620
Accommodation and food services	56 504
Transportation, storage, postal and courier services, information and communications	29 942
Financing, insurance, real estate, professional and business services	133 594
Public administration, social and personal services	54 108
Others	3 846
Total	354 959

Breakdown by average monthly wage

Average monthly wage	No. of applicants granted the subsidy (gross applicant count)
\$6,000 or below	87 675
Above \$6,000 - \$7,000	53 427
Above \$7,000 - \$8,000	77 004
Above \$8,000 - \$9,000	30 592
Above \$9,000 - \$10,000	27 474
Above \$10,000	78 787
Total	354 959

Breakdown by rate of subsidy granted

Rate of subsidy granted	No. of applicants granted the subsidy (gross applicant count)
Full-rate subsidy	322 104
Half-rate subsidy	5 330
Full-rate and half-rate subsidy granted in different months for the same application	27 525
Total	354 959

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)084****(Question Serial No. 0083)**Head: (90) Labour DepartmentSubhead (No. & title): (000) Operational expensesProgramme: Not SpecifiedControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

The Labour Department (LD) stated that the number of non-directorate posts would be increased by 12 to 2 393 posts as at 31 March 2018. Please inform this Council of the nature of work, ranks and salaries of these new posts.

Asked by: Hon SHEK Lai-him, Abraham (Member Question No. 21)Reply:

The ranks and the salary ranges of the new posts are as follows:

Rank	No. of posts	Salary range (monthly)
Senior Labour Officer	1	\$105,880 - 121,985
Labour Officer	1	\$65,740 - 99,205
Assistant Labour Officer I	1	\$51,780 - 65,150
Assistant Labour Officer II	5	\$26,700 - 49,445
Occupational Safety Officer I	1	\$54,230 - 65,150
Occupational Safety Officer II	4	\$25,415 - 51,780
Analyst/Programmer II	2	\$29,455 - 49,445
Labour Inspector II	3	\$20,060 - 37,570
Assistant Clerical Officer	1	\$13,735 - 28,040
Total (A):	19	
Less: Time-limited posts to be deleted in 2017-18 (B):	7	
Total net increase of posts [(A)–(B)]:	12	

The creation of these posts is mainly required for strengthening the following services provided by LD:

- (a) strengthening co-operation with governments of the home countries of foreign domestic helpers (FDHs) and promoting a better understanding of the respective rights and obligations of FDHs and employers;
- (b) stepping up the monitoring of employment agencies;
- (c) vetting applications involving the construction industry made under the Supplementary Labour Scheme;
- (d) stepping up inspections to workplaces and accommodation of imported workers to check their employers' compliance with requirements under the standard employment contract for imported workers and relevant legislation;
- (e) enhancing support for the implementation of improvement measures on employees' compensation;
- (f) stepping up enforcement of occupational safety and health legislation; and
- (g) enhancing the support services for the departmental information system.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)085

(Question Serial No. 0084)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Concerning the measures introduced in April 2014 of allowing private residential care homes for the elderly (RCHEs) participating in the Enhanced Bought Place Scheme (EBPS) to apply for the importation of care workers for their non-bought places, will the Administration inform this Committee:

- (a) the number of applications for the importation of care workers under EBPS in 2014, 2015 and 2016 and the number of the applications succeeded and failed, with reasons for the failed applications;
- (b) the number of care workers imported under EBPS in 2014, 2015 and 2016;
- (c) the latest estimate of the supply-demand situation of care workers in Hong Kong, with the estimated number of additional manpower needed in 2017-18 to 2019-20; and
- (d) efforts to be taken in 2017-18 to facilitate the importation of care workers under EBPS to address the manpower needs of the sector, with resources to be allocated for this task.

Asked by: Hon SHEK Lai-him, Abraham (Member Question No. 56)

Reply:

The information sought is provided as follows:

- (a) and (b) The numbers of applications from private RCHEs participating in EBPS for the importation of care workers under the Supplementary Labour Scheme (SLS), applications approved and imported care workers approved in 2014, 2015 and 2016 are provided below:

	2014[#]	2015	2016
No. of applications*	123	71	128
No. of applications approved*	79	81	79
No. of imported care workers approved	328	264	310

[#] Starting from 1 April 2014 when the Social Welfare Department (SWD) introduced the relevant measure.

* Applications received towards year-end may be approved in the following year, and hence the number of applications approved each year does not necessarily fully reflect the approval results of the applications for importation of workers in the year.

Of the above 322 applications received, the Labour Department completed processing 255 applications as at the end of 2016. Of these, 7 applications were rejected, as 1 home breached the SLS requirement on open local recruitment, and for the remaining 6 homes, the importation of care workers had been approved under previous applications.

- (c) SWD does not keep the information sought.
- (d) With effect from 1 April 2014, private RCHEs participating in EBPS may apply for the importation of care workers under SLS for their non-subsidised places. This measure will remain in place in 2017-18.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)086

(Question Serial No. 0085)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

In “Matters Requiring Special Attention in 2017-18”, the Administration states that it will “engage staff proficient in ethnic minority (EM) languages at selected job centres of the Department on a pilot basis to serve EM job seekers”. In this connection, please provide the details of the engagement involved as well as the manpower, resources, number of language involved in this exercise. Please also provide the target of this exercise and the expected number of EM labour to be served.

Asked by: Hon SHEK Lai-him, Abraham (Member Question No. 60)

Reply:

In 2017, the Labour Department (LD) will engage a total of 2 employment assistants proficient in EM languages to partner with experienced employment officers at the Kowloon West Job Centre in Sham Shui Po and the Employment in One-stop in Tin Shui Wai on a pilot basis to strengthen employment support for EM job seekers (especially those of South Asian origins). By engaging staff conversant with EM languages and cultures, this pilot service aims to enhance LD's employment services for EM job seekers and facilitate effective mutual communication. It also aims to help LD proactively reach out to EMs with employment needs and encourage them to make use of LD's employment services. As the main service targets of the Employment Assistants for Ethnic Minorities are job seekers of South Asian origins, applicants for the post must be proficient in one of the South Asian languages (namely Hindi, Nepali, Urdu or Punjabi), in addition to being able to communicate in English or Chinese. LD commenced the recruitment process in February 2017, and hopefully the 2 employment assistants will report for duty in the second quarter of 2017. The estimated expenditure for the above initiative in 2017-18 is about \$350,000.

As job seekers need not register and indicate their ethnicity when making use of most facilities and services provided at LD's job centres, it is difficult for LD to keep count of EMs using its employment services and to project the expected number of EM workers using the above pilot service. After the introduction of the above-mentioned new

initiative, LD will monitor the actual operation and consider stakeholders' views in evaluating its effectiveness.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)087****(Question Serial No. 2281)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (4) Employees' Rights and BenefitsControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

Regarding employment agencies (EAs) for foreign domestic helpers (FDHs), please provide the following information for the past 3 financial years:

- (a) the number of EAs for FDHs;
- (b) the respective number of complaints against FDHs and EAs for FDHs received from employers and the percentage share in the total number of complaints;
- (c) the number of inspections to EAs for FDHs;
- (d) the number and details of the non-compliance cases detected in the above inspections; and
- (e) the number and details of prosecutions taken out against the above non-compliance cases.

Asked by: Hon TIEN Puk-sun, Michael (Member Question No. 35)Reply:

The information sought is provided as follows:

	2014	2015	2016
(a) No. of EAs providing placement service for FDHs	1 307	1 342	1 405

	2014	2015	2016
(b) No. of complaints against EAs providing placement service for FDHs (percentage share in the total number of complaints)#	170(93%)	176(87%)	612(98%)*
(c) and (d) No. of inspections to EAs providing placement service for FDHs and breaches of regulations	1 352	1 348	1 417
	The breaches of regulations detected mainly included overcharging of commission from FDHs, unlicensed operation of EAs, failure to display the licence and the schedule specifying the maximum commission which may be received from job seekers, failure to maintain proper records, etc.		
(e) No. of successful prosecutions taken out against EAs providing placement service for FDHs and the breaches involved	3	11	8
	The breaches involved overcharging of commission from FDHs, unlicensed operation of EAs, failure to display the licence and the schedule specifying the maximum commission which may be received from job seekers, failure to notify the Labour Department (LD) of changes in management within specified time and failure to maintain proper records.		

* About 420 cases were against 2 EAs.

LD does not keep a breakdown by identity of complainants or statistics on employers' complaints against FDHs.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)088

(Question Serial No. 1543)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Working Holiday Scheme (WHS), would the Government advise this Committee of:

- (a) the current number of WHS participants and the host economies they are staying in; and
- (b) the new initiatives under WHS and the estimated expenditure for 2017-18?

Asked by: Hon WAN Siu-kin, Andrew (Member Question No. 1)

Reply:

The information sought is provided as follows:

- (a) Since 2001, the HKSAR Government has established bilateral WHS arrangements with the governments of 11 economies, namely New Zealand, Australia, Ireland, Germany, Japan, Canada, Korea, France, the United Kingdom, Austria and Hungary. Based on the information provided by the governments of WHS partner economies, about 78 000 Hong Kong youths were granted working holiday visas as at the end of 2016. Among them, 8 105 were granted working holiday visas in 2016. A breakdown for 2016 is set out at Annex.
- (b) In 2017-18, the Labour Department (LD) will continue to enhance the promotion of WHS, including staging talks, providing information on dedicated webpages and distributing publicity materials (such as posters, pamphlets, postcards, etc.). LD will also seek to explore the signing of new WHS arrangements with more economies and the expansion of the annual quota with the governments of existing WHS partner economies, so as to provide more choices and opportunities for Hong Kong youths to participate in WHS. LD has earmarked \$740,000 for the above publicity activities.

Number of working holiday visas granted to Hong Kong youths in 2016

Partner economy	No. of visas granted
New Zealand	400 ¹
Australia	5 269
Ireland	75
Germany	124 ²
Japan	618
Canada	136 ³
Korea	260
France	59
United Kingdom	1 153
Austria	11
Hungary	— ⁴

Note: ¹ Statistics from April to December of the year
² Statistics from July to December of the year
³ Statistics from January to June of the year
⁴ Scheme not yet in operation

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)089

(Question Serial No. 1545)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

What was the number of cases involving ethnic minority (EM) job seekers at the job centres of the Labour Department (LD) in the past 3 years? What was the placement rate? What is the number of EM language-speaking staff currently working at each job centre? Has the Government assessed whether the manpower arrangement can meet the employment needs of EM job seekers? Will additional resources be allocated to recruit more staff? If yes, what are the details and the expenditure involved? If not, what are the reasons?

Asked by: Hon WAN Siu-kin, Andrew (Member Question No. 2)

Reply:

In 2014, 2015 and 2016, there were respectively 901, 994 and 1 043 EM job seekers registered with LD for employment services. The corresponding numbers of placements secured through LD's employment referral services were 65, 75 and 82. Job seekers may be placed into employment either through LD's referral services or by direct application to employers who advertise vacancies via LD. Currently, the vast majority of vacancies advertised through LD are open for direct application to employers by job seekers. Job seekers who are placed into employment through direct application are not required to report their employment status to LD. LD therefore does not have figures on their placement rate.

To strengthen the employment services for EMs, LD has implemented the Employment Services Ambassador (ESA) Programme for EMs since September 2014, under which trainees of the Youth Employment and Training Programme who can communicate in EM languages are employed as ESAs to work at LD's job centres or industry-based recruitment centres for 6 months. As at the end of February 2017, there were 13 ESAs for EMs working at the job centres or industry-based recruitment centres. There is no pre-set quota on the number of ESAs for EMs, and LD will recruit an appropriate number of ESAs for EMs having regard to service demand. LD has earmarked \$2.09 million as expenditure for providing related on-the-job training in 2017-18, which includes payments for the salary

and benefits of ESAs for EMs, training allowance for trainees and expenditure for training programmes, etc.

In 2017, LD will engage a total of 2 employment assistants proficient in EM languages to partner with experienced employment officers at the Kowloon West Job Centre in Sham Shui Po and the Employment in One-stop in Tin Shui Wai on a pilot basis to strengthen employment support for EM job seekers (especially those of South Asian origins). The estimated expenditure for the above initiative in 2017-18 is about \$350,000.

LD has also made arrangements with non-governmental organisations to provide telephone interpretation service, as necessary, for EM job seekers who do not speak Chinese and English.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)090

(Question Serial No. 1546)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Employment Services Ambassador (ESA) Programme for Ethnic Minorities (EMs), would the Government advise this Committee:

- (a) of the expenditure for the Programme in 2016-17;
- (b) of the estimated expenditure and details of the Programme in 2017-18;
- (c) whether the Government will consider recruiting more EMs into the Programme; and
- (d) of the details and expenditure for engaging staff proficient in EM languages at selected job centres of the Labour Department (LD) on a pilot basis?

Asked by: Hon WAN Siu-kin, Andrew (Member Question No. 3)

Reply:

The information sought is provided as follows:

- (a) The total expenditure for ESA Programme for EMs implemented by LD in 2016-17 was about \$1.55 million.
- (b) LD will continue to implement ESA Programme for EMs and has earmarked \$2.09 million as expenditure for providing related on-the-job training in 2017-18, which includes payments for the salary and benefits of ESAs for EMs, training allowance for trainees and expenditure for training programmes, etc.
- (c) LD has no pre-set quota on the number of ESAs for EMs. Having regard to service demand, LD will recruit an appropriate number of ESAs for EMs to provide services at its job centres or industry-based recruitment centres.

- (d) In 2017, LD will engage a total of 2 employment assistants proficient in EM languages to partner with experienced employment officers at the Kowloon West Job Centre in Sham Shui Po and the Employment in One-stop in Tin Shui Wai on a pilot basis to strengthen employment support for EM job seekers (especially those of South Asian origins). By engaging staff conversant with EM languages and cultures, this pilot service aims to enhance LD's employment services for EM job seekers and facilitate effective mutual communication. It also aims to help LD proactively reach out to EMs with employment needs and encourage them to make use of LD's employment services. The estimated expenditure for the above initiative in 2017-18 is about \$350,000.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)091****(Question Serial No. 1547)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (2) Employment ServicesControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

Regarding the Supplementary Labour Scheme (SLS), would the Government provide the following information in the past 5 years:

- (a) the number of imported workers applied for and approved under SLS;
- (b) the nationality of the imported workers under SLS;
- (c) the job title of the imported workers under SLS;
- (d) the average wage of imported workers in various industries under SLS; and
- (e) whether an assessment has been made on the impact of SLS on the local labour market based on the above figures, and the expenditure involved in each year?

Asked by: Hon WAN Siu-kin, Andrew (Member Question No. 4)Reply:

The information sought is provided as follows:

- (a) From 2012 to 2016, the numbers of imported workers applied for and approved under SLS are provided below:

	2012	2013	2014	2015	2016
No. of imported workers applied for*	5 922	4 110	6 613	4 689	5 556
No. of imported workers approved*	1 942	1 847	2 722	2 880	3 802

* Applications received towards year-end may be approved in the following year, and hence the number of imported workers approved each year does not necessarily fully reflect the approval results of the applications for importation of workers in the year.

- (b) According to information provided by the Immigration Department (ImmD), a breakdown of the number of imported workers in Hong Kong under SLS from 2012 to 2016 by nationality is at Annex 1.
- (c) Breakdowns of the number of imported workers approved from 2012 to 2016 by job title are at Annexes 2 to 6.
- (d) The Labour Department (LD) does not keep a breakdown of the average wage of imported workers approved by industry.
- (e) The Government has all along closely monitored the manpower demand and supply for different industries, strengthened training initiatives and attracted new entrants. On the premise of according employment priority to local workers, importation of labour is allowed on an appropriate, limited and targeted basis to relieve the manpower shortage in individual industries. Employers facing genuine difficulties in local recruitment can apply for importation of skilled workers on a limited scale under SLS, thereby addressing the manpower needs of individual industries with labour shortage. According to information provided by ImmD, as at the end of 2016, there were a total of 4 769 imported workers working in Hong Kong under SLS, representing 0.1% of the labour force of about 3.94 million in Hong Kong from October to December 2016.

SLS is primarily administered by the Supplementary Labour Division (SLD) of LD. Expenditure of SLD (excluding staff cost) from 2012-13 to 2016-17 is provided below:

2012-13	2013-14	2014-15	2015-16	2016-17 (Revised Estimate)
\$140,000	\$110,000 ^{Note 1}	\$150,000 ^{Note 2}	\$220,000	\$240,000 ^{Note 3}

Note 1: Excluding a one-off computer purchase at \$50,000.

Note 2: Excluding a one-off computer system enhancement at \$200,000.

Note 3: Excluding a one-off computer and stationery/equipment purchase at \$190,000.

**Number of imported workers in Hong Kong
under SLS from 2012 to 2016:
a breakdown by nationality**

Nationality	As at 31 December of				
	2012	2013	2014	2015	2016
Chinese	2 383	2 846	2 847	3 952	4 557
Filipino	1	86	86	86	60
Thai	14	20	24	96	112
Indian	16	21	29	26	27
Indonesian	0	0	0	0	5
Others	1	3	4	9	8
Total	2 415	2 976	2 990	4 169	4 769

**Number of imported workers approved
under SLS in 2012:
a breakdown by job title**

Job title	No. of imported workers approved
1. Care Worker (Elderly Service)	864
2. Livestock/Poultry/Fish/Crop Farm Worker	428
3. Cellular Steel Special Piling Barge Operator	109
4. Gardening Worker	87
5. Underwater Stone Column Piling Barge Operator	73
6. Bean Curd/Soya Bean/Bean Sprout Processing Worker	66
7. High Voltage Overhead Transmission Lines Technician	55
8. Cook	45
9. Care Worker (Disabled Service)	32
10. Others	183
Total	1 942

**Number of imported workers approved
under SLS in 2013:
a breakdown by job title**

Job title	No. of imported workers approved
1. Care Worker (Elderly Service)	651
2. Livestock/Poultry/Fish/Crop Farm Worker	336
3. Gardening Worker	68
4. Tunnel Miner	60
5. Care Worker (Disabled Service)	33
6. Cook	32
7. Indoor Wooden Cycling Track Specialist Builder	30
8. Tunnelling Worker	30
9. Quality Controller/Inspector/Control Supervisor	28
10. Others	579
Total	1 847

**Number of imported workers approved
under SLS in 2014:
a breakdown by job title**

Job title	No. of imported workers approved
1. Care Worker (Elderly Service)	1 377
2. Livestock/Poultry/Fish/Crop Farm Worker	439
3. Gardening Worker	127
4. Cook	90
5. Tunnel Worker	86
6. High Voltage Overhead Transmission Lines Technician	55
7. Trackworker	53
8. Bean Curd/Soya Bean/Bean Sprout Processing Worker	44
9. Machine Operator	41
10. Others	410
Total	2 722

**Number of imported workers approved
under SLS in 2015:
a breakdown by job title**

Job title	No. of imported workers approved
1. Care Worker (Elderly Service)	1 035
2. Livestock/Poultry/Fish/Crop Farm Worker	391
3. Gardening Worker	128
4. Bar Bender and Fixer	103
5. Polyethylene Pipe Installation and Jointing Fitter	100
6. Curtain Wall Installer	95
7. Cook	85
8. Post-tensioning Equipment Mechanic	65
9. Carpenter	56
10. Others	822
Total	2 880

**Number of imported workers approved
under SLS in 2016:
a breakdown by job title**

Job title	No. of imported workers approved
1. Care Worker (Elderly Service)	1 383
2. Livestock/Poultry/Fish/Crop Farm Worker	410
3. Refrigeration/Air-conditioning/Ventilation Mechanic (Air System)	177
4. Gardening Worker	166
5. Refrigeration/Air-conditioning/Ventilation Mechanic (Water System)	135
6. Curtain Wall Installer	121
7. Rigger/Metal Formwork Erector	96
8. Cook	94
9. Concretor	76
10. Others	1 144
Total	3 802

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)092

(Question Serial No. 1548)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Work Incentive Transport Subsidy (WITS) Scheme, please provide the following information:

- (a) the monthly number of applicants in the 18 districts in Hong Kong and the total expenditure, including funds granted and administrative cost involved, since its implementation;
- (b) the application success rate of the 18 districts in Hong Kong and the number of applicants not granted the subsidy as well as the reasons;
- (c) whether the Government will consider adjusting the amount of transport subsidy; if not, what are the reasons;
- (d) whether the Government will adjust the income and asset levels for WITS applications; if not, what are the reasons; and
- (e) it is stated that the Government will provide a one-off extra payment to eligible applicants; what are the details and expenditure involved?

Asked by: Hon WAN Siu-kin, Andrew (Member Question No. 5)

Reply:

The information sought is provided as follows:

- (a) Up to end-February 2017, the WITS Scheme received 385 039 applications involving a gross applicant count of 405 152 and incurred a total expenditure (including subsidy granted and administrative cost) of \$1.9587 billion. A monthly breakdown of the number of applicants received (gross applicant count) by 18 District Council (DC) districts is set out at Annex.

- (b) The application success rate by DC district up to end-February 2017 is provided below:

DC district	No. of applicants with processing completed (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)	Success rate
Central & Western	2 871	2 468	86.0%
Eastern	13 982	12 332	88.2%
Southern	7 082	6 276	88.6%
Wan Chai	1 472	1 258	85.5%
Kowloon City	16 328	14 670	89.8%
Kwun Tong	54 379	49 017	90.1%
Sham Shui Po	30 745	27 532	89.5%
Wong Tai Sin	28 586	25 706	89.9%
Yau Tsim Mong	9 127	7 979	87.4%
Islands	8 745	7 825	89.5%
Kwai Tsing	41 854	37 674	90.0%
North	20 625	18 373	89.1%
Sai Kung	15 181	13 283	87.5%
Sha Tin	27 412	24 386	89.0%
Tai Po	10 725	9 379	87.4%
Tsuen Wan	10 743	9 452	88.0%
Tuen Mun	44 378	40 127	90.4%
Yuen Long	50 746	45 592	89.8%
Outside Hong Kong	1 813	1 630	89.9%
Information not provided by applicant	70	-	-
Total	396 864	354 959	89.4%

Up to end-February 2017, 4 654 applicants (gross applicant count) were not granted the subsidy for the following reasons:

Reason	No. of applicants (gross applicant count)*
Asset limit being exceeded	1 882
Income limit being exceeded	1 678
Insufficient supporting information	1 320
Travelling expenses not incurred in commuting to and from work	378
Applicant working less than 36 hours per month	295
Applicant being a full-time student or trainee not in employment	280
Applicant not being lawfully employed and self-employed	146
On-the-job transport allowance granted under the Transport Support Scheme	12

* More than 1 reason might be applicable to the same gross applicant count.

- (c) The Labour Department (LD) has examined the level of subsidy rate in the review of the WITS Scheme completed in 2016, and reported the review findings to the Legislative Council Panel on Manpower on 21 June 2016. In accordance with the General Household Survey (GHS) conducted by the Census and Statistics Department in the third quarter of 2015, the average monthly expense of WITS target recipients on public transport for travelling to and from work was \$442, and that for those working across districts was \$481. These average monthly expenses on public transport fall within the present full-rate WITS at \$600 per month. LD will continue to monitor the movement of the relevant statistics in GHS.
- (d) The income and asset limits for the WITS Scheme are adjusted every year.
- (e) Recipients of WITS with applications made in the Applicable Period (i.e. from the beginning of 6 calendar months immediately before the month in which the Appropriation Bill 2017 is passed to the date of passage of the Appropriation Bill 2017) would be eligible for the one-off extra payment. The extra payment is equal to the average monthly amount of WITS payable to the recipients in their most recently approved WITS applications. It is estimated that about 48 000 recipients of WITS will benefit and the estimated expenditure involved is \$29 million.

Work Incentive Transport Subsidy Scheme

Monthly breakdown of the number of
applicants received (gross applicant count) by DC district

DC district	No. of applicants received (gross applicant count)					
	October 2011	November 2011	December 2011	January 2012	February 2012	March 2012
Central & Western	98	34	22	27	11	28
Eastern	580	212	89	53	79	132
Southern	267	117	36	27	52	77
Wan Chai	71	14	21	4	8	13
Kowloon City	487	179	92	48	71	133
Kwun Tong	2 252	850	303	212	327	468
Sham Shui Po	1 135	375	199	110	155	240
Wong Tai Sin	1 111	368	192	121	127	210
Yau Tsim Mong	309	136	62	32	44	102
Islands	464	146	86	30	56	65
Kwai Tsing	1 806	540	261	149	175	324
North	788	276	123	79	110	139
Sai Kung	590	212	89	59	87	149
Sha Tin	1 039	441	160	115	127	228
Tai Po	411	149	66	36	49	82
Tsuen Wan	463	181	64	54	58	82
Tuen Mun	1 759	571	257	145	204	333
Yuen Long	2 066	786	294	178	288	411
Outside Hong Kong	57	24	12	5	6	10
Information not provided by applicant	2	7	3	2	6	3
Total	15 755	5 618	2 431	1 486	2 040	3 229

DC district	No. of applicants received (gross applicant count)					
	April 2012	May 2012	June 2012	July 2012	August 2012	September 2012
Central & Western	85	55	32	28	25	24
Eastern	507	268	111	99	98	147
Southern	236	141	80	53	46	68
Wan Chai	63	31	13	14	8	11
Kowloon City	411	231	118	91	74	121
Kwun Tong	1 880	1 093	464	388	296	496
Sham Shui Po	996	468	218	222	169	287
Wong Tai Sin	982	495	214	208	148	244
Yau Tsim Mong	312	168	76	54	58	111
Islands	333	178	101	69	62	104
Kwai Tsing	1 326	733	330	274	227	326
North	646	319	183	144	127	167
Sai Kung	536	268	129	123	92	135
Sha Tin	861	501	223	208	142	259
Tai Po	363	179	73	71	65	101
Tsuen Wan	380	181	105	79	72	98
Tuen Mun	1 254	736	337	300	232	389
Yuen Long	1 503	995	455	342	328	459
Outside Hong Kong	62	37	15	19	11	20
Information not provided by applicant	9	5	-	1	3	3
Total	12 745	7 082	3 277	2 787	2 283	3 570

DC district	No. of applicants received (gross applicant count)					
	October 2012	November 2012	December 2012	January 2013	February 2013	March 2013
Central & Western	76	37	29	35	18	27
Eastern	397	220	133	148	86	138
Southern	188	108	56	90	44	61
Wan Chai	42	35	15	19	9	6
Kowloon City	375	195	119	165	75	150
Kwun Tong	1 547	845	512	634	258	585
Sham Shui Po	825	473	331	376	182	290
Wong Tai Sin	737	435	232	289	155	263
Yau Tsim Mong	276	146	73	110	73	112
Islands	250	151	83	101	51	86
Kwai Tsing	1 164	580	385	413	216	331
North	535	323	176	249	130	181
Sai Kung	408	201	127	166	79	146
Sha Tin	707	405	241	259	164	303
Tai Po	289	174	82	103	70	119
Tsuen Wan	303	165	123	109	52	100
Tuen Mun	1 148	537	404	439	211	392
Yuen Long	1 216	668	440	503	239	468
Outside Hong Kong	47	30	18	20	10	20
Information not provided by applicant	4	2	2	3	2	2
Total	10 534	5 730	3 581	4 231	2 124	3 780

DC district	No. of applicants received (gross applicant count)					
	April 2013	May 2013	June 2013	July 2013	August 2013	September 2013
Central & Western	55	38	35	70	56	49
Eastern	307	215	138	443	265	202
Southern	162	118	72	204	116	88
Wan Chai	46	25	13	49	23	16
Kowloon City	335	193	132	361	201	164
Kwun Tong	1 293	959	586	1 859	879	715
Sham Shui Po	728	479	309	928	482	405
Wong Tai Sin	677	437	279	920	452	388
Yau Tsim Mong	215	153	96	274	161	138
Islands	192	147	81	364	180	132
Kwai Tsing	958	651	372	1 343	662	533
North	445	281	195	721	368	315
Sai Kung	342	213	117	513	251	187
Sha Tin	582	345	285	863	497	337
Tai Po	257	164	98	364	188	156
Tsuen Wan	277	171	112	378	187	134
Tuen Mun	974	586	366	1 794	813	607
Yuen Long	1 087	642	433	1 977	956	708
Outside Hong Kong	50	30	22	40	24	23
Information not provided by applicant	6	2	1	3	3	2
Total	8 988	5 849	3 742	13 468	6 764	5 299

DC district	No. of applicants received (gross applicant count)					
	October 2013	November 2013	December 2013	January 2014	February 2014	March 2014
Central & Western	65	32	28	76	42	52
Eastern	330	191	140	468	219	242
Southern	168	78	74	239	121	137
Wan Chai	36	28	8	43	29	20
Kowloon City	306	203	145	474	211	305
Kwun Tong	1 196	694	606	1 696	844	853
Sham Shui Po	691	387	354	987	524	541
Wong Tai Sin	684	374	311	937	452	465
Yau Tsim Mong	202	126	115	308	169	178
Islands	195	115	87	305	155	156
Kwai Tsing	1 003	532	420	1 387	711	657
North	464	248	197	740	364	351
Sai Kung	324	194	166	525	237	243
Sha Tin	635	346	285	902	458	474
Tai Po	254	131	119	367	194	192
Tsuen Wan	233	136	99	381	172	185
Tuen Mun	1 011	558	464	1 772	790	687
Yuen Long	1 087	648	544	1 882	864	914
Outside Hong Kong	49	24	22	44	18	32
Information not provided by applicant	-	2	-	-	3	1
Total	8 933	5 047	4 184	13 533	6 577	6 685

DC district	No. of applicants received (gross applicant count)					
	April 2014	May 2014	June 2014	July 2014	August 2014	September 2014
Central & Western	63	59	33	72	43	38
Eastern	303	234	185	368	221	179
Southern	181	118	101	184	88	105
Wan Chai	34	27	24	33	17	27
Kowloon City	410	333	218	424	256	274
Kwun Tong	1 330	976	704	1 476	786	753
Sham Shui Po	734	534	389	841	443	466
Wong Tai Sin	654	483	363	815	407	407
Yau Tsim Mong	214	184	112	245	130	151
Islands	190	120	99	264	147	126
Kwai Tsing	984	721	504	1 199	608	571
North	520	374	240	614	313	271
Sai Kung	331	242	181	463	253	195
Sha Tin	649	422	358	722	451	376
Tai Po	267	170	139	283	175	150
Tsuen Wan	264	203	128	297	159	152
Tuen Mun	1 013	751	520	1 426	744	582
Yuen Long	1 056	882	653	1 475	862	747
Outside Hong Kong	51	29	26	35	28	45
Information not provided by applicant	1	-	-	3	1	3
Total	9 249	6 862	4 977	11 239	6 132	5 618

DC district	No. of applicants received (gross applicant count)					
	October 2014	November 2014	December 2014	January 2015	February 2015	March 2015
Central & Western	61	50	38	83	45	45
Eastern	270	168	134	457	148	247
Southern	173	81	76	194	83	131
Wan Chai	26	22	16	36	20	22
Kowloon City	390	247	212	568	262	333
Kwun Tong	1 118	722	532	1 607	661	850
Sham Shui Po	664	413	368	1 034	427	523
Wong Tai Sin	636	392	283	949	347	459
Yau Tsim Mong	187	109	92	294	102	178
Islands	178	94	89	258	103	124
Kwai Tsing	946	539	432	1 449	530	709
North	451	255	223	688	301	344
Sai Kung	316	194	157	506	191	257
Sha Tin	591	317	296	921	357	477
Tai Po	239	132	135	330	142	187
Tsuen Wan	211	144	131	374	136	163
Tuen Mun	954	512	438	1 645	554	687
Yuen Long	942	583	523	1 697	666	844
Outside Hong Kong	45	22	18	47	16	43
Information not provided by applicant	1	-	2	4	-	2
Total	8 399	4 996	4 195	13 141	5 091	6 625

DC district	No. of applicants received (gross applicant count)					
	April 2015	May 2015	June 2015	July 2015	August 2015	September 2015
Central & Western	66	54	29	62	54	37
Eastern	291	198	203	333	181	181
Southern	164	119	109	154	72	92
Wan Chai	30	28	21	32	18	15
Kowloon City	461	339	283	388	253	248
Kwun Tong	1 189	909	640	1 231	658	622
Sham Shui Po	720	522	420	681	422	402
Wong Tai Sin	652	426	361	691	396	376
Yau Tsim Mong	184	132	129	190	100	133
Islands	172	130	96	177	124	102
Kwai Tsing	980	704	463	986	552	535
North	469	349	256	453	304	261
Sai Kung	323	245	194	378	220	194
Sha Tin	631	400	341	648	363	326
Tai Po	230	173	140	229	150	124
Tsuen Wan	242	155	126	227	128	122
Tuen Mun	921	699	513	1 157	619	504
Yuen Long	944	755	617	1 220	663	617
Outside Hong Kong	38	39	25	24	20	34
Information not provided by applicant	4	2	-	2	1	-
Total	8 711	6 378	4 966	9 263	5 298	4 925

DC district	No. of applicants received (gross applicant count)					
	October 2015	November 2015	December 2015	January 2016	February 2016	March 2016
Central & Western	47	36	42	66	35	33
Eastern	227	193	140	336	140	156
Southern	125	87	75	151	80	85
Wan Chai	14	20	25	26	12	21
Kowloon City	354	253	235	448	216	267
Kwun Tong	937	699	640	1 281	571	664
Sham Shui Po	577	412	376	795	331	405
Wong Tai Sin	492	389	295	736	313	348
Yau Tsim Mong	134	106	109	199	77	111
Islands	138	86	82	167	85	104
Kwai Tsing	735	535	523	1 085	409	507
North	347	245	256	518	230	275
Sai Kung	267	187	149	389	154	151
Sha Tin	486	334	323	698	324	336
Tai Po	169	121	122	258	125	104
Tsuen Wan	210	115	110	258	103	131
Tuen Mun	702	524	435	1 174	514	578
Yuen Long	778	605	618	1 353	555	623
Outside Hong Kong	35	20	28	35	18	30
Information not provided by applicant	1	-	3	-	-	1
Total	6 775	4 967	4 586	9 973	4 292	4 930

DC district	No. of applicants received (gross applicant count)					
	April 2016	May 2016	June 2016	July 2016	August 2016	September 2016
Central & Western	52	46	18	59	40	38
Eastern	229	212	156	236	234	166
Southern	137	109	94	130	76	77
Wan Chai	22	18	10	22	28	23
Kowloon City	376	276	202	319	297	237
Kwun Tong	887	890	576	950	776	597
Sham Shui Po	540	460	327	529	417	347
Wong Tai Sin	481	446	286	561	466	363
Yau Tsim Mong	148	148	93	148	128	115
Islands	131	111	77	135	103	89
Kwai Tsing	757	648	470	775	657	528
North	343	298	210	351	283	262
Sai Kung	271	219	177	297	239	196
Sha Tin	492	473	319	515	395	346
Tai Po	179	166	122	195	181	134
Tsuen Wan	172	154	77	183	168	128
Tuen Mun	682	613	457	909	740	529
Yuen Long	759	770	586	960	857	660
Outside Hong Kong	42	19	31	23	24	33
Information not provided by applicant	1	1	-	-	-	1
Total	6 701	6 077	4 288	7 297	6 109	4 869

DC district	No. of applicants received (gross applicant count)					
	October 2016	November 2016	December 2016	January 2017	February 2017	Total
Central & Western	45	37	25	51	30	2 921
Eastern	165	160	123	258	175	14 264
Southern	93	86	64	119	71	7 208
Wan Chai	11	16	15	24	18	1 506
Kowloon City	239	194	169	324	220	16 690
Kwun Tong	723	632	495	1 012	829	55 513
Sham Shui Po	389	354	292	588	331	31 339
Wong Tai Sin	420	328	254	609	394	29 185
Yau Tsim Mong	86	99	80	172	90	9 298
Islands	92	102	66	136	87	8 909
Kwai Tsing	575	499	369	950	512	42 735
North	265	231	195	385	237	21 001
Sai Kung	203	185	151	333	161	15 477
Sha Tin	389	347	271	571	395	28 052
Tai Po	119	139	84	238	139	10 956
Tsuen Wan	127	104	84	212	130	10 962
Tuen Mun	626	492	378	1 052	600	45 314
Yuen Long	649	624	482	972	865	51 843
Outside Hong Kong	30	24	22	28	32	1 860
Information not provided by applicant	-	2	1	-	-	119
Total	5 246	4 655	3 620	8 034	5 316	405 152

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)093

(Question Serial No. 1552)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding Statutory Minimum Wage (SMW), please provide the following information:

- (a) the number of inspections conducted by the Government in the past 3 years;
- (b) the number of non-compliance cases detected by the Government in the past 3 years; and
- (c) the number of warnings issued, prosecutions taken out and convictions secured by the Government in the past 3 years. Will additional resources be allocated to conduct more educational work or inspections in light of the figures? If not, what are the reasons?

Asked by: Hon WAN Siu-kin, Andrew (Member Question No. 6)

Reply:

The information sought is provided as follows:

- (a) From 2014 to 2016, the Labour Department (LD) conducted 123 577 workplace inspections to establishments of various industries to check employers' compliance with labour laws such as the Minimum Wage Ordinance (MWO).
- (b) Together with the reported cases, 22 cases involving suspected violation of MWO were detected during the above period. Subsequent follow-up actions on all these cases confirmed that employees in most cases had received SMW or had recovered the shortfall in wages.
- (c) During the above period, there were 5 cases in which written warnings were issued to employers suspected to have breached the SMW requirements, and a total of 7 summonses were convicted. Since the implementation of SMW in May 2011, the state of compliance with MWO has been satisfactory. LD will continue to carry out

publicity activities and workplace inspections, and will flexibly deploy resources to strengthen the related work as and when necessary.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)094****(Question Serial No. 1553)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (3) Safety and Health at WorkControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

With respect to occupational safety, would the Government advise this Committee of the following information for the past 3 years:

- (a) the number of industrial accidents (including heat stroke and fall-from-height) reported;
- (b) the number of inspections conducted;
- (c) the numbers of warnings issued and prosecutions instituted; and
- (d) the details of and expenditure on prevention of industrial accidents in various areas (including education, promotion, etc.)?

Asked by: Hon WAN Siu-kin, Andrew (Member Question No. 7)Reply:

The information sought is provided as follows:

- (a) The total number of industrial accidents and the respective numbers of fall-from-height and heat stroke cases in the full years of 2014 and 2015, as well as the first 3 quarters of 2016 are set out below:

	2014	2015	First 3 quarters of 2016
Number of industrial accidents	11 677	11 497	8 093
Number of fall-from-height cases	470	487	327
Number of heat stroke cases	14	14	23

(Note: Compilation of the full-year accident statistics of 2016 will be completed in April 2017)

- (b) In 2014, 2015 and 2016, the Labour Department (LD) conducted 124 907, 130 173 and 131 339 inspections respectively.

- (c) The numbers of warnings issued and prosecutions taken out by LD in 2014, 2015 and 2016 are set out below:

	2014	2015	2016
Number of warnings	30 961	32 812	31 062
Number of prosecutions	2 709	2 684	2 605

- (d) LD will continue to adopt a multi-pronged strategy to enhance occupational safety and health (OSH) in various industries through inspection and enforcement, education and training as well as publicity and promotion. LD will also from time to time launch special enforcement operations targeting high-risk processes such as work-at-height, lifting operations and electrical work. In respect of publicity, education and promotion, LD will, in collaboration with the Occupational Safety and Health Council, trade associations and workers' unions, organise promotional campaigns to deliver OSH messages to employers and employees in various industries through training courses, seminars, roving exhibitions, out-reaching promotional visits, television and radio Announcements in the Public Interest, OSH messages publicised in newspapers and LD's webpages, and compilation and updating of safety guidelines. LD will also draw up inspection and promotion plans for different industries and workplaces in accordance with the risks of the industries and work processes involved. The above is an integral part of LD's ongoing work, and the expenditure and manpower involved cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)095****(Question Serial No. 1555)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (1) Labour RelationsControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

Regarding the Employees' Compensation Ordinance (ECO), would the Government advise this Committee of:

- (a) the number of claims for compensation under ECO received in each year of the past 3 years (with a breakdown by industry);
- (b) the number of successful claims among the above claims in the past 3 years (with a breakdown by industry), as well as the reasons for the unsuccessful claims; and
- (c) the amount of compensation claimed in the above successful claims in the past 3 years (with a breakdown by industry)?

Asked by: Hon WAN Siu-kin, Andrew (Member Question No. 8)Reply:

The information sought is provided as follows:

- (a) The number of employees' compensation claims reported under ECO which were received by the Labour Department (LD) in each year from 2014 to 2016 is provided below:

Duration of incapacitation	2014	2015	2016
Not more than 3 days	15 531	14 994	15 134
More than 3 days [^]	38 386	36 923	36 420
Total	53 917	51 917	51 554

[^] Figures include fatal cases.

If the work injury incapacitates an employee for not more than 3 days with no permanent incapacity, the employer will make direct payment of compensation to the employee. LD does not keep a breakdown by industry of the above claims involving incapacitation of employees for not more than 3 days. As for claims involving

incapacitation of employees for more than 3 days, a breakdown by industry is provided below:

Industry	2014	2015	2016
Public Administration, Social and Personal Services	7 927	7 394	7 641
Finance and Insurance, Real Estate, Professional and Business Services	6 886	6 892	7 100
Food and Beverage Services	6 192	5 944	5 540
Import/Export, Wholesale and Retail Trades, Accommodation Services	5 642	5 315	5 206
Transportation, Storage, Postal and Courier Services, Information and Communications	4 779	4 154	4 103
Construction	3 597	3 955	3 847
Manufacturing	2 448	2 313	2 034
Others	915	956	949
Total	38 386	36 923	36 420

- (b) A breakdown by industry of the above claims involving incapacitation of employees for more than 3 days from 2014 to 2016 which were settled in the same respective year is provided below:

Industry	2014	2015	2016
Public Administration, Social and Personal Services	4 703	4 419	4 689
Finance and Insurance, Real Estate, Professional and Business Services	4 403	4 361	4 457
Food and Beverage Services	4 275	4 178	3 866
Import/Export, Wholesale and Retail Trades, Accommodation Services	3 750	3 640	3 519
Transportation, Storage, Postal and Courier Services, Information and Communications	2 764	2 511	2 453
Construction	1 213	1 427	1 382
Manufacturing	1 494	1 517	1 327
Others	452	485	463
Total	23 054	22 538	22 156

The remaining claims were not settled in the same respective year owing to various reasons, such as pending expiry of employees' sick leave, employees awaiting assessment of permanent incapacity or adjudication by the court.

- (c) Of the above claims involving incapacitation of employees for more than 3 days from 2014 to 2016 which were settled in the same respective year, the amount of employees' compensation involved with a breakdown by industry is provided below:

Industry	2014 (\$million)	2015 (\$million)	2016 (\$million)
Public Administration, Social and Personal Services	40.0	44.2	48.0
Finance and Insurance, Real Estate, Professional and Business Services	32.2	38.4	39.9

Industry	2014 (\$million)	2015 (\$million)	2016 (\$million)
Food and Beverage Services	28.3	31.3	28.4
Import/Export, Wholesale and Retail Trades, Accommodation Services	29.2	34.5	33.9
Transportation, Storage, Postal and Courier Services, Information and Communications	34.6	40.1	37.9
Construction	51.2	61.1	64.8
Manufacturing	15.8	17.5	16.1
Others	1.8	3.4	3.6
Total#	233.0	270.5	272.5

Figures may not add up to the totals owing to rounding.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)096****(Question Serial No. 1557)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (4) Employees' Rights and BenefitsControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

With respect to the productivity assessment mechanism for persons with disabilities under the Minimum Wage Ordinance (Cap. 608) (MWO), would the Government advise this Committee of:

- (a) the number of persons with disabilities undergoing the productivity assessment since the implementation of Statutory Minimum Wage (SMW) (calculated on a yearly basis);
- (b) the respective numbers of persons whose assessed degree of productivity are in the lower quartile, at the median, at the average level and in the upper quartile (with a breakdown by industry); and
- (c) whether the Government has considered offering subsidy to persons with disabilities so that they can receive the minimum wage? Has the Government assessed the number of recipients if the measure is implemented? What is the expenditure involved?

Asked by: Hon WAN Siu-kin, Andrew (Member Question No. 9)Reply:

The information sought is provided as follows:

- (a) Since the implementation of SMW in May 2011 and up to 2016, a total of 549 productivity assessments for persons with disabilities were completed under MWO. The yearly breakdown is provided below:

Year	No. of assessments
2011 (May to December)	170
2012	110

Year	No. of assessments
2013	69
2014	74
2015	81
2016	45
Total	549

- (b) Of the above 549 assessments, the lower quartile, median, average and upper quartile of the assessed degree of productivity with a breakdown by industry are provided below:

Industry	Assessed degree of productivity			
	Lower quartile	Median	Average	Upper quartile
Manufacturing	60%	68%	68%	75%
Import/export, wholesale and retail trades	60%	70%	70%	85%
Accommodation and food services	65%	72%	73%	80%
Transportation, storage, postal and courier services	60%	78%	74%	88%
Financing, insurance, real estate, professional and business services	70%	80%	78%	89%
Public administration, social and personal services	65%	76%	74%	82%
Others	65%	76%	76%	85%
Overall	65%	73%	73%	82%

- (c) MWO prescribes that employees with disabilities whose productivity may be impaired by their disabilities may choose to have their productivity assessed and be remunerated at no less than a wage rate to be calculated by multiplying the assessed degree of productivity with the latest SMW rate in force. At present, the Government has no plan to provide wage subsidy for persons with disabilities.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)097****(Question Serial No. 1559)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (3) Safety and Health at WorkControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

Regarding the Labour Department's (LD) occupational health clinics, would the Government advise this Committee of: the number of patients who sought consultation relating to working environments or industrial accidents in the past 3 years (with breakdowns by age and sex), and the diseases or injuries suffered by the patients in the past 3 years (with breakdowns by age and sex)?

Asked by: Hon WAN Siu-kin, Andrew (Member Question No. 10)Reply:

The information on new patients who sought consultation at LD's occupational health clinics and were diagnosed with diseases or injuries caused by, related to or aggravated by work in the past 3 years, with breakdowns by age and sex, is set out in the following tables:

By age

Age Group	2014		2015		2016	
20 or below	1	(0.1%)	3	(0.2%)	8	(0.5%)
Above 20 to 40	360	(23.1%)	309	(20.8%)	329	(20.6%)
Above 40 to 60	1 118	(71.8%)	1 087	(73.2%)	1 145	(71.9%)
Above 60	78	(5.0%)	86	(5.8%)	112	(7.0%)
Total	1 557	(100%)	1 485	(100%)	1 594	(100.0%)

By sex

Sex	2014		2015		2016	
Male	507	(32.5%)	532	(35.8%)	559	(35.1%)
Female	1 050	(67.5%)	953	(64.2%)	1 035	(64.9%)
Total	1 557	(100%)	1 485	(100%)	1 594	(100.0%)

In the past 3 years, 81.6% of the new patients who sought consultation at LD's occupational health clinics suffered from musculoskeletal diseases. Breakdowns of the patients with musculoskeletal diseases, injuries and other diseases by age and sex are set out in the following tables:

(i) Musculoskeletal Diseases¹

By age

Age Group	2014	2015	2016
20 or below	0 (0.0%)	3 (0.2%)	7 (0.5%)
Above 20 to 40	321 (22.1%)	277 (19.8%)	299 (20.7%)
Above 40 to 60	1 061 (72.9%)	1 041 (74.6%)	1 035 (71.8%)
Above 60	73 (5.0%)	75 (5.4%)	101 (7.0%)
Total	1 455 (100%)	1 396 (100%)	1 442 (100.0%)

By sex

Sex	2014	2015	2016
Male	452 (31.1%)	511 (36.6%)	497 (34.5%)
Female	1 003 (68.9%)	885 (63.4%)	945 (65.5%)
Total	1 455 (100%)	1 396 (100%)	1 442 (100.0%)

(ii) Injuries and Other Diseases¹

By age

Age Group	2014	2015	2016
20 or below	2 (0.6%)	1 (0.3%)	1 (0.4%)
Above 20 to 40	90 (25.8%)	60 (20.8%)	64 (23.0%)
Above 40 to 60	233 (66.8%)	200 (69.2%)	187 (67.3%)
Above 60	24 (6.9%)	28 (9.7%)	26 (9.3%)
Total	349 (100.0%)	289 (100.0%)	278 (100.0%)

By sex

Sex	2014	2015	2016
Male	147 (42.1%)	124 (42.9%)	115 (41.4%)
Female	202 (57.9%)	165 (57.1%)	163 (58.6%)
Total	349 (100.0%)	289 (100.0%)	278 (100.0%)

Note:

¹ The numbers of musculoskeletal diseases, injuries or other diseases include those caused by, related to or aggravated by work and those unrelated to work.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)098

(Question Serial No. 1560)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the work on deterring false self-employment, would the Government advise this Committee of:

- (a) the number of false self-employment and involuntary false self-employment cases detected in the past 3 years;
- (b) the number of inspections and enforcement actions against false self-employment and the expenditure involved in the past 3 years; and
- (c) the resources allocated and expenditure for the educational and promotional work on deterring false self-employment in the past 3 years.

Asked by: Hon WAN Siu-kin, Andrew (Member Question No. 11)

Reply:

The information sought is provided as follows:

- (a) The Labour Department (LD) enforces labour laws through conducting workplace inspections to check, inter alia, whether there are false self-employment cases. Employees who suspect to have been deprived of their employment rights and benefits under the pretext of self-employment can also lodge complaints through LD's hotline. The numbers of false self-employment complaints, irrespective of whether employees accepted false self-employment voluntarily or not, handled by LD in 2014, 2015 and 2016 were 13, 15 and 33 respectively^{Note}.
- (b) In 2014, 2015 and 2016, LD conducted 146 991, 143 037 and 148 968 workplace inspections respectively to enforce labour laws and check, inter alia, whether there were false self-employment cases. As labour inspectors were responsible for the enforcement of various labour laws, the expenditure involved in the inspections and enforcement actions against false self-employment could not be separately identified.

- (c) In 2014, 2015 and 2016, LD carried out a series of educational and promotional activities to enhance public awareness of the differences in the rights and benefits between an employee and a self-employed person. The activities included broadcasting television and radio Announcements in the Public Interest, distributing leaflets and promotional materials, displaying posters, issuing newspaper feature articles, placing advertisements in the public transport network and periodicals of trade union federations, and promoting relevant messages at large-scale seminars and roving exhibitions. The expenditures involved in 2014-15, 2015-16 and 2016-17 were \$483,000, \$454,000 and \$494,000 respectively.

Note: Of the 33 complaints on false self-employment handled in 2016, 17 complaints were believed to have originated from 2 anonymous complainants separately.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)099

(Question Serial No. 1561)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Government stated that targeted operations were mounted by the Labour Department (LD) with the Police and the Immigration Department (ImmD) to combat illegal employment to safeguard the job opportunities of local workers. LD also launched publicity activities to enhance public awareness of the serious consequences of employing illegal workers. Please provide the following information:

- (a) What were the specific work details and expenditure involved in the targeted operations mounted and publicity activities launched in 2016-17?
- (b) What are the specific work details and estimated expenditure involved in the targeted operations to be mounted and publicity activities to be launched in 2017-18?
- (c) Will the Government assess the effectiveness of the operations? If yes, what are the details? If not, what are the reasons?

Asked by: Hon WAN Siu-kin, Andrew (Member Question No. 12)

Reply:

The information sought is provided as follows:

- (a) In 2016, LD mounted 220 joint operations with the Police and ImmD to raid establishments suspected to have been involved in illegal employment. Combating illegal employment is part of the duties of labour inspectors who are also responsible for the enforcement of various labour laws. The expenditure involved in combating illegal employment cannot be separately identified.

LD enhanced public awareness of the serious consequences of employing illegal workers through publicity activities, and encouraged the reporting of suspected offences through the mass media, advertisements on public transport, etc. The estimated expenditure for publicity in 2016-17 is about \$207,000.

- (b) In 2017-18, LD will continue to mount intelligence-based joint operations with the Police and ImmD to raid establishments suspected to have been involved in illegal employment. This is an integral part of the enforcement work of labour inspectors, and the expenditure involved cannot be separately identified.

LD will also launch territory-wide publicity activities through various channels to combat illegal employment. LD has earmarked \$220,000 as expenditure for publicity in 2017-18.

- (c) Combating illegal employment is the ongoing work of LD. LD will continue to proactively collect intelligence and collaborate with other law enforcement departments to combat illegal employment at various levels. LD will also regularly review the effectiveness of its enforcement actions.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)100

(Question Serial No. 1563)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

What was the total number of wage default cases received in the past 3 years? What were the details? What were the longest period of wage default and the amount involved? What was the average time taken from investigation to conviction by court? Among these cases, what was the highest penalty imposed by the court? Has the Government assessed whether the relevant legislation has sufficient deterrent effect to prevent other employers from defaulting on wage payment?

Asked by: Hon WAN Siu-kin, Andrew (Member Question No. 13)

Reply:

From 2014 to 2016, the Labour Department (LD) handled a total of 15 461 wage-related labour disputes, claims, complaints and reported cases. LD does not keep information on the period and amount of wage default. A significant number of these cases were related to disputes on facts or law points and might not necessarily involve wage offences under the Employment Ordinance (EO).

If LD detects any suspected offences under EO in the process of conciliating wage-related labour disputes and claims, the employees concerned will be invited to assist in investigation. Should there be sufficient evidence for suspected wage offences, LD will seek legal advice to initiate prosecution. The time required for investigation and prosecution of offences hinges on a number of factors and the facts of the case, such as the complexity of individual cases, the number of defendants and witnesses involved, whether there is conflicting evidence among the parties, the plea of the defendants, etc.

According to EO, an employer who wilfully and without reasonable excuse fails to pay wages when they become due is liable to prosecution. If such offence is committed with the consent, connivance or neglect of the company director or responsible officer, the director or responsible officer is also liable to prosecution. The maximum penalty for the above offences is a fine of \$350,000 and imprisonment for 3 years. From 2014 to 2016, the total number of summonses convicted in respect of wage offences was 1 328. During

the above period, a record high fine of \$1.07 million was imposed by the court on a case involving prolonged wage default. There were 3 employers sentenced to immediate imprisonment for wage offences, with 4 months' imprisonment being the highest term. Another 1 employer and 1 company director were given a suspended sentence, while 1 employer and 5 company directors were sentenced to perform community service.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)101

(Question Serial No. 1576)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

What measures does the Government take to enhance foreign domestic helpers' (FDHs) understanding of their statutory and contractual rights and obligations? A previous survey showed that FDHs mainly approached consulates and trade unions to get access to the relevant information. What measures does the Government take to reinforce its role in enhancing FDHs' understanding of the Government's work? What is the expenditure involved?

Asked by: Hon WAN Siu-kin, Andrew (Member Question No. 14)

Reply:

The Labour Department (LD) organises publicity and educational activities from time to time targeting FDHs and their employers to facilitate their understanding of their respective rights and obligations under the Employment Ordinance (EO) and the Standard Employment Contract (SEC), as well as the consequences of non-compliance, etc. Apart from producing practical guides, leaflets and posters in a number of FDHs' mother languages, LD also widely distributes relevant publications at places including the airport through non-governmental organisations, the consulates concerned and offices of various government departments. Moreover, LD provides related information through staging roving exhibitions and placing advertisements in local Indonesian and Filipino newspapers usually read by FDHs, as well as broadcasting television and radio Announcements in the Public Interest (APIs). Besides employment rights, LD has added to its APIs such information as methods to deal with situations of intrusion of personal safety and channels for lodging complaints, and widely distributes information cards to FDHs with points to note while working in Hong Kong, so as to increase FDHs' awareness of safeguarding themselves.

In addition to the above activities, LD works closely with the consulates of major FDH home countries in Hong Kong by frequently participating in briefings for newly-arrived FDHs and major social/cultural events organised by these consulates for their nationals in Hong Kong, so as to reach FDHs directly, explain to them key information on their

employment rights and channels for seeking redress, answer queries about their labour rights, provide relevant information and distribute information packs, booklets and the above information cards. Besides, the Government has established a regular liaison mechanism with the consulates concerned for information sharing and coordination of related educational and publicity activities.

In 2016, LD published a simple and easy to understand leaflet on the “Do’s and Don’ts for FDHs, employers and employment agencies (EAs)” to facilitate FDHs’ and employers’ understanding of their rights and obligations under EO and SEC, the kind of services EAs should offer to FDHs and employers, and the practices which EAs should avoid. In addition, LD launched a dedicated website on the employment of FDHs. This one-stop online platform contains information and useful links related to the employment of FDHs. Publications and publicity videos related to FDHs’ employment rights are also uploaded for public perusal. In January 2017, LD also launched the Employment Agencies Portal to provide information relating to the regulation of EAs in Hong Kong for EA operators/staff, FDHs, employers and job seekers. To facilitate FDHs’ understanding of the relevant information, the layout of the portal provides Tagalog, Bahasa Indonesia and Thai versions, in addition to Chinese and English. FDHs may read the information therein at any time before or after their arrival in Hong Kong.

The revised estimated expenditure for FDH-related publicity and education in 2016-17 was \$2.78 million.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)102

(Question Serial No. 1741)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding intermediaries for foreign domestic helpers (FDHs), would the Government advise this Committee of the following:

- (a) the number of intermediaries for FDHs in the past 3 years;
- (b) the number of complaints against intermediaries for FDHs and, of which, the number of complaints lodged by FDHs in the past 3 years;
- (c) the number of inspections to intermediaries for FDHs and, of which, the number of proactive inspections conducted in the past 3 years;
- (d) details of the non-compliance cases detected in the above inspections in the past 3 years;
- (e) the number of prosecutions taken out against intermediaries for FDHs for breaches of regulations and details of the charges in the past 3 years; and
- (f) the manpower for conducting investigations and inspections to intermediaries for FDHs in the past 3 years; whether the Government has assessed the adequacy of the existing manpower in handling the cases; and whether it will consider employing additional manpower to address the problem?

Asked by: Hon WAN Siu-kin, Andrew (Member Question No. 15)

Reply:

The information sought is provided as follows:

(a) to (e)

	2014	2015	2016
(a) No. of employment agencies (EAs) providing placement service for FDHs	1 307	1 342	1 405
(b) No. of complaints against EAs providing placement service for FDHs#	170	176	612*
(c)&(d) No. of inspections to EAs providing placement service for FDHs# and breaches of regulations	1 352	1 348	1 417
	The breaches of regulations detected mainly included overcharging of commission from FDHs, unlicensed operation of EAs, failure to display the licence and the schedule specifying the maximum commission which may be received from job seekers, failure to maintain proper records, etc.		
(e) No. of successful prosecutions taken out against EAs providing placement service for FDHs and the breaches involved	3	11	8
	The breaches involved overcharging of commission from FDHs, unlicensed operation of EAs, failure to display the licence and the schedule specifying the maximum commission which may be received from job seekers, failure to notify the Labour Department (LD) of changes in management within specified time and failure to maintain proper records.		

* About 420 cases were against 2 EAs.

LD does not keep a breakdown by identity of complainants or number of proactive inspections conducted.

(f) In 2014-15, 2015-16 and 2016-17, there were respectively 8, 11[^] and 15[^] Labour Officer (LO) Grade staff in the Employment Agencies Administration (EAA) of LD who were responsible for the administration of Part XII of the Employment Ordinance and the Employment Agency Regulations, including conducting inspections to EAs, investigating complaints and undertaking other duties such as drafting and promulgating the Code of Practice for Employment Agencies. In 2017-18, there will be an increase of 1 permanent post of LO Grade staff in EAA to replace the post originally on loan temporarily from another division to deal with the regulation of EAs. LD will review the manpower arrangement in a timely manner.

[^] Including 1 officer on loan temporarily from another division, whose post will be replaced by a permanent post in 2017-18. The rest were staff on permanent posts.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)103

(Question Serial No. 1742)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

What were the numbers and details of activities organised by the Government in the past 3 years to promote the rights of foreign domestic helpers (FDHs)? What were the manpower and expenditure involved? Were visits made directly to employment agencies or parks to seek their views? Given the increasing number of FDHs coming to work in Hong Kong, has the Government assessed if there is adequate manpower to handle the promotional work? Will it consider employing additional manpower in this respect?

Asked by: Hon WAN Siu-kin, Andrew (Member Question No. 16)

Reply:

The Labour Department (LD) has been enhancing FDHs' understanding of their rights under the Employment Ordinance and the Standard Employment Contract through a series of publicity and educational activities. Apart from producing practical guides, leaflets and posters in a number of FDHs' mother languages, LD also widely distributes relevant publications at places including the airport through non-governmental organisations, the consulates concerned and offices of various government departments. Moreover, LD provides relevant information through staging roving exhibitions and placing advertisements in local Indonesian and Filipino newspapers usually read by FDHs, as well as broadcasting television and radio Announcements in the Public Interest (APIs). Besides employment rights, LD has added to its APIs such information as methods to deal with situations of intrusion of personal safety and channels for lodging complaints, and widely distributes information cards to FDHs with points to note while working in Hong Kong, so as to increase FDHs' awareness of safeguarding themselves.

In addition to the above activities, LD works closely with the consulates of major FDH home countries in Hong Kong by frequently participating in briefings for newly-arrived FDHs and major social/cultural events organised by these consulates for their nationals in Hong Kong, so as to reach FDHs directly, explain to them key information on their employment rights and channels for seeking redress, answer queries about their labour rights, provide relevant information and distribute information packs, booklets and the

above information cards. Besides, the Government has established a regular liaison mechanism with the consulates concerned for information sharing and coordination of related educational and publicity activities.

In 2014-15, 2015-16 and 2016-17, figures on the related activities are as follows:

	2014-15	2015-16	2016-17	Total
Briefings	8	45	49	102
Roving exhibitions	6	6	6	18
Newspaper advertisements	27	36	36	99
Information kiosks	7	6	8	21

In 2014-15, 2015-16 and 2016-17, the expenditure on the related promotional work was \$2.28 million, \$2.49 million and \$2.78 million (revised estimate) respectively. As the existing staff of LD were responsible for the promotional work, the manpower involved could not be separately identified. In 2015-16, there was an increase of 1 Labour Officer Grade staff in LD to promote a better understanding of the respective rights and obligations of FDHs and employers. In 2017-18, there will be an increase of 1 Labour Officer, 2 Assistant Labour Officers II and 1 Assistant Clerical Officer in LD to promote and strengthen cooperation with governments of FDH home countries and step up FDH-related publicity and educational efforts. LD will review the manpower arrangement and assess the effectiveness of the promotional work in a timely manner. Appropriate adjustments will be made when necessary.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)104****(Question Serial No. 1743)**

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

In the past 3 years, how many complaints against foreign domestic helpers (FDHs) and their intermediaries were received from employers? What was the percentage share in the total number of complaints? What were the manpower and expenditure involved in handling the related matters? Will the Government allocate additional resources to handle complaints lodged by employers against FDHs and their intermediaries? If yes, what are the details?

Asked by: Hon WAN Siu-kin, Andrew (Member Question No. 17)

Reply:

In 2014, 2015 and 2016, the Employment Agencies Administration (EAA) of the Labour Department (LD) respectively received 170, 176 and 612 (of which about 420 cases were against 2 employment agencies (EAs)) complaints against EAs that provided placement service for FDHs. Their corresponding shares in the total number of complaints were 93%, 87% and 98% respectively. LD does not keep a breakdown by identity of complainants or statistics on complaints lodged by employers against FDHs.

In 2014-15, 2015-16 and 2016-17, there were respectively 8, 11* and 15* Labour Officer (LO) Grade staff in EAA who were responsible for the administration of Part XII of the Employment Ordinance and the Employment Agency Regulations. Apart from investigating complaints, the above officers also undertook other duties, including conducting inspections to EAs, drafting and promulgating the Code of Practice for Employment Agencies, etc. Therefore, the manpower and expenditure involved in handling complaints cannot be separately identified. In 2017-18, there will be an increase of 1 permanent post of LO Grade staff in EAA to replace the post originally on loan temporarily from another division to deal with the regulation of EAs. LD will review the manpower arrangement in a timely manner.

*Including 1 officer on loan temporarily from another division, whose post will be replaced by a permanent post in 2017-18. The rest were staff on permanent posts.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)105

(Question Serial No. 1745)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The estimated financial provision for 2017-18 is 4.5% higher than that for 2016-17. What are the details involved?

Asked by: Hon WAN Siu-kin, Andrew (Member Question No. 19)

Reply:

The estimated financial provision for 2017-18 under this Programme is 4.5% higher than the revised estimate for 2016-17. The increase amounts to \$7.7 million, including salary increments for staff (amounting to \$3.8 million), filling of vacancies (amounting to \$1.7 million) and increase in other operating expenses (amounting to \$2.2 million).

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)106

(Question Serial No. 1748)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Government indicates that it will pursue a proposal to amend the reinstatement and re-engagement provisions under the Employment Ordinance (EO). Given that the Government introduced the bill into the Council of the last term and received many views at Committee stage, will the Government consider the views in pursuing the proposed amendments, or will it merely refer to the bill introduced into the Council of the last term for further deliberations? What is the expenditure involved?

Asked by: Hon WAN Siu-kin, Andrew (Member Question No. 20)

Reply:

The Government introduced into the Legislative Council (LegCo) of the last term a bill to amend the reinstatement and re-engagement provisions under EO, so as to enhance protection for employees in circumstances of unreasonable and unlawful dismissal. As the Bills Committee members expressed various views on the bill, the Government, in accordance with the standing practice, passed these views to the Labour Advisory Board (LAB) for consideration. After detailed discussions, LAB proposed that the ceiling for the further sum to be paid to the employee by the employer in the event of failing to comply with an order for reinstatement or re-engagement should be raised from the original proposal of \$50,000 to \$72,500. The Government consulted the LegCo Panel on Manpower on 20 December 2016 and plans to introduce the bill into LegCo in the first half of 2017.

The Labour Department has deployed existing staff to undertake the related work among their other duties, and the expenditure involved cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)107

(Question Serial No. 1749)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The numbers of fatal accidents and non-fatal accidents in industrial undertakings in 2016 have substantially increased as compared with 2015. What are the reasons?

Asked by: Hon WAN Siu-kin, Andrew (Member Question No. 21)

Reply:

In 2016, the provisional numbers of non-fatal accidents and fatal accidents in industrial undertakings were 9 973 and 18 respectively, down by 13% and 25% respectively as compared with 11 473 and 24 in 2015.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)108

(Question Serial No. 1754)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

What are the staff salary cost and other expenditures involved since the establishment of the Standard Working Hours (SWH) Committee? What is the Government's next stage of work following the SWH Committee's submission of its report?

Asked by: Hon WAN Siu-kin, Andrew (Member Question No. 22)

Reply:

The SWH Committee was set up in April 2013. The Labour Department created 16 time-limited posts to support the SWH Committee's work and follow up on its report. For the 3 financial years from 2013-14 to 2015-16, the total annual salaries (at mid-point) of these posts were \$26.82 million and other actual expenditure totalled \$18.92 million (excluding staff cost). In 2016-17, the annual salaries (at mid-point) of these posts were \$11.34 million and other revised estimated expenditure was \$6.71 million (excluding staff cost).

The SWH Committee submitted its report to the Government on 27 January 2017. The Government will take full account of the report of the SWH Committee and the views of various sectors of the community, and strive to map out within the term of the current Government the working hours policy direction that suits Hong Kong's socio-economic situation.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)109

(Question Serial No. 1783)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the implementation of the Employment Programme for the Middle-aged (EPM), would the Government advise this Committee:

- (a) of the number of job seekers registered under EPM in 2016; and the number of job seekers placed into employment under EPM, with the breakdowns by age, gender, educational attainment, industry, occupation, job nature and mode of employment;
- (b) of the number of ethnic minority (EM) job seekers registered under EPM in 2016, with the breakdown of ethnicity, age, gender, educational attainment;
- (c) of the number of EM job seekers placed into employment under EPM, with breakdowns by ethnicity, age, gender, educational attainment, industry, occupation, job nature and mode of employment;
- (d) whether the Government has any plan to step up the promotional and publicity efforts in 2017-18 to encourage more employers and EM mature persons to participate in EPM? If yes, what are the details and expenditure involved? If not, what are the reasons?

Asked by: Hon WAN Siu-kin, Andrew (Member Question No. 32)

Reply:

The information sought is provided as follows:

- (a) to (c) EPM offers employers an allowance for engaging unemployed job seekers aged 40 or above in full-time or part-time jobs and providing them with on-the-job training. No prior registration under EPM is required for job seekers as relevant registration can be made by their employers after they have secured employment from vacancies placed with the Labour Department (LD). LD therefore does not have statistics in respect of job seekers registered under EPM. In 2016,

there were 2 978 placements secured under EPM, of which 29 involved EM job seekers. Breakdowns by age and gender, educational attainment, industry, occupation and ethnicity of EM job seekers are provided below (figures in brackets denote placements involving EM job seekers):

(i) By age and gender

Age	No. of placements	
	Male	Female
40-below 50	411 (8)	1 001 (8)
50-below 60	453 (4)	884 (8)
60 or above	125 (1)	104 (0)
Total	2 978 (29)	

(ii) By educational attainment

Educational attainment	No. of placements
Primary 6 or below	236 (4)
Secondary 1-3	840 (4)
Secondary 4-5	1 355 (6)
Secondary 6-7	214 (4)
Post-secondary	333 (11)
Total	2 978 (29)

(iii) By industry

Industry	No. of placements
Real estate and business services	648 (10)
Community, social and personal services	488 (2)
Manufacturing	288 (3)
Wholesale and retail trades	605 (1)
Import and export trade	127 (1)
Restaurants and hotels	437 (9)
Construction	133 (1)
Transport, storage and communications	158 (1)
Others	94 (1)
Total	2 978 (29)

(iv) By occupation

Occupation	No. of placements
Managers and administrators, professionals and associate professionals	149 (2)
Clerical support workers	533 (1)
Service workers and sales workers	898 (6)
Agricultural and fishery workers and craft and related workers	105 (3)
Plant and machine operators and assemblers	95 (0)
Elementary occupations	1 198 (17)
Total	2 978 (29)

(v) By ethnicity of EM job seekers

Ethnicity	No. of placements
Indian	7
Pakistani	6
Filipino	6
Indonesian	3
Thai	2
Others	5
Total	29

LD does not have breakdowns by job nature and mode of employment.

- (d) In 2017-18, LD will continue to strengthen the liaison and cooperation with non-governmental organisations serving EMs, EM organisations, religious bodies and the Police Community Relations Office of the Hong Kong Police Force, etc. It will also promote EPM and encourage mature EMs with employment needs to participate in EPM via the dedicated webpage set up for EMs under the Interactive Employment Service website, as well as publicity materials translated in English and 6 EM languages (including Hindi, Bahasa Indonesia, Nepali, Tagalog, Thai and Urdu). Moreover, LD will continue to encourage more employers to provide suitable vacancies for EMs (including mature EMs) by organising inclusive job fairs and employers' experience sharing sessions, as well as through various publicity channels, including radios, recruitment websites and mailing of promotional leaflets, etc. As internal resources and existing staff will be deployed for carrying out the above promotional and publicity work, the expenditure involved cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)110

(Question Serial No. 1785)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the employment situation of ethnic minorities (EMs), would the Government advise this Committee:

- (a) of the total number of job seekers registered in the Labour Department (LD) and, of these, the number of successful placements through the referral services of the LD in 2016;
- (b) of the total number of EM job seekers registered in the LD in 2016, with breakdowns by ethnicity, gender, age, educational attainment, residential district, industry, occupation, mode of employment and salary level;
- (c) of the number of EM job seekers placed into employment through the referral services of the LD in 2016, with breakdowns by ethnicity, gender, age, educational attainment, residential district, industry, occupation, mode of employment and salary level?

Asked by: Hon WAN Siu-kin, Andrew (Member Question No. 33)

Reply:

The information sought is provided as follows:

- (a) In 2016, a total of 63 814 able-bodied job seekers registered with LD for employment services, and 12 508 placements were secured through LD's referral services. Job seekers may be placed into employment either through LD's referral services or by direct application to employers who advertise vacancies via LD. Currently, the vast majority of vacancies advertised through LD are open for direct application to employers by job seekers.

- (b) In 2016, a total of 1 043 EM job seekers registered with LD for employment services. Breakdowns by ethnicity, gender, age, educational attainment and residential district are provided below:

(i) By ethnicity

Ethnicity	No. of job seekers
Pakistani	411
Indian	192
Nepalese	112
Filipino	102
Indonesian	32
Thai	30
Others	164
Total	1 043

(ii) By gender

Gender	No. of job seekers
Male	629
Female	414
Total	1 043

(iii) By age

Age	No. of job seekers
15-below 20	141
20-below 30	288
30-below 40	240
40-below 50	248
50-below 60	90
60 or above	36
Total	1 043

(iv) By educational attainment

Educational attainment	No. of job seekers
Primary 6 or below	87
Secondary 1-3	90
Secondary 4-5	225
Secondary 6-7	250
Post-secondary	81
Total	1 043

(v) By residential district

Residential district	No. of job seekers
Hong Kong Island	115
Kowloon West	179
Kowloon East	232
New Territories East	75
New Territories West	442
Total	1 043

LD does not have breakdowns of the job seekers by industry, occupation, mode of employment and salary level.

- (c) In 2016, a total of 82 placements were secured for EM job seekers through LD's referral services. Breakdowns by ethnicity, gender, age, educational attainment, residential district, industry, occupation and monthly earnings are provided below:

(i) By ethnicity

Ethnicity	No. of placements
Pakistani	26
Indian	18
Filipino	12
Indonesian	6
Nepalese	4
Thai	3
Others	13
Total	82

(ii) By gender

Gender	No. of placements
Male	48
Female	34
Total	82

(iii) By age

Age	No. of placements
15-below 20	1
20-below 30	22
30-below 40	24
40-below 50	23
50-below 60	11
60 or above	1
Total	82

(iv) By educational attainment

Educational attainment	No. of placements
Primary 6 or below	11
Secondary 1-3	12
Secondary 4-5	22
Secondary 6-7	12
Post-secondary	25
Total	82

(v) By residential district

Residential district	No. of placements
Hong Kong Island	11
Kowloon West	8
Kowloon East	21
New Territories East	6
New Territories West	36
Total	82

(vi) By industry

Industry	No. of placements
Manufacturing	3
Construction	4
Wholesale, retail and import/export trades	16
Restaurants and hotels	20
Transport, storage and communications	12
Financing, insurance, real estate and business services	21
Community, social and personal services	6
Total	82

(vii) By occupation

Occupation	No. of placements
Professionals and associate professionals	4
Clerical support workers	11
Service workers	13
Shop sales workers	4
Skilled agricultural and fishery workers	1
Craft and related workers	7
Plant and machine operators and assemblers	2
Elementary occupations	40
Total	82

(viii) By monthly earnings

Monthly earnings	No. of placements
Below \$4,000*	3
\$4,000-below \$5,000	2
\$5,000-below \$6,000	2
\$6,000-below \$7,000	2
\$7,000-below \$8,000	3
\$8,000-below \$9,000	6
\$9,000-below \$10,000	8
\$10,000-below \$11,000	19
\$11,000-below \$12,000	8
\$12,000-below \$13,000	7
\$13,000-below \$14,000	7
\$14,000 or above	15
Total	82

* All placements were part-time or temporary jobs.

LD does not have a breakdown of the placements by mode of employment.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)111

(Question Serial No. 1787)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the implementation of integrated employment services at the Employment in One-stop (EOS) in Tin Shui Wai to enhance employment support to job seekers, please provide the following information:

- (a) the number of registered job seekers in the EOS and, of these, the number of successful placements through the referral services of the EOS in 2016;
- (b) the number of ethnic minority (EM) job seekers registered in the EOS in 2016, with the breakdown of ethnicity, age, gender, educational attainment, industry, occupation, job nature and mode of employment; and, among them, the number of job seekers who were provided with case management and employment support service;
- (c) the number of EM job seekers placed into employment through the referral services of the EOS in 2016, with the breakdown of ethnicity, age, gender, educational attainment, industry, occupation, job nature and mode of employment;
- (d) the details if an assessment is to be made since the review in 2014 and, whether the Government has any plan to set up integrated employment service in other districts.

Asked by: Hon WAN Siu-kin, Andrew (Member Question No. 34)

Reply:

The information sought is provided as follows:

- (a) In 2016, a total of 5 337 persons registered with EOS of the Labour Department (LD) for employment services, and 882 placements were secured through the referral services of EOS. Job seekers may be placed into employment either through LD's referral services or by direct application to employers who advertise their vacancies via LD. Currently, the vast majority of vacancies advertised through LD are open for direct application to employers by job seekers.

- (b) In 2016, a total of 140 EM job seekers registered with EOS for employment services. Of them, 15 EM job seekers participated in case management and employment support services available at EOS. Breakdowns by ethnicity, age, gender, educational attainment, industry and occupation are provided below:

(i) By ethnicity

Ethnicity	No. of job seekers	No. of job seekers participating in case management and employment support services
Pakistani	57	7
Nepalese	26	-
Indian	14	1
Filipino	13	1
Indonesian	7	4
Thai	3	1
Others	20	1
Total	140	15

(ii) By age

Age	No. of job seekers	No. of job seekers participating in case management and employment support services
15-below 20	20	4
20-below 30	47	4
30-below 40	28	-
40-below 50	31	5
50-below 60	13	2
60 or above	1	-
Total	140	15

(iii) By gender

Gender	No. of job seekers	No. of job seekers participating in case management and employment support services
Male	59	2
Female	81	13
Total	140	15

(iv) By educational attainment

Educational attainment	No. of job seekers	No. of job seekers participating in case management and employment support services
No schooling/pre-primary	3	-
Primary	9	3
Lower secondary	14	4
Upper secondary/sixth form	62	4
Post-secondary	52	4
Total	140	15

(v) By industry

Industry	No. of job seekers	No. of job seekers participating in case management and employment support services
Manufacturing	6	-
Construction	25	-
Wholesale, retail and import/export trades	16	2
Restaurants and hotels	21	4
Transport, storage and communications	10	-
Financing, insurance, real estate and business services	14	-
Community, social and personal services	5	2
Others (including government sector)	26	7
No record	17	-
Total	140	15

(vi) By occupation

Occupation	No. of job seekers	No. of job seekers participating in case management and employment support services
Managers and administrators	4	-
Professionals	6	-
Associate professionals	17	2
Clerical support workers	18	1

Occupation	No. of job seekers	No. of job seekers participating in case management and employment support services
Service workers	19	7
Craft and related workers	10	-
Plant and machine operators and assemblers	5	-
Elementary occupations	36	4
Shop sales/assistants	8	1
Others	5	-
No record	12	-
Total	140	15

LD does not have breakdowns of the job seekers by job nature and mode of employment.

- (c) In 2016, a total of 8 EM job seekers were placed into employment through the referral services of EOS. Breakdowns by ethnicity, age, gender, educational attainment, industry, occupation and mode of employment are provided below:

(i) By ethnicity

Ethnicity	No. of job seekers
Pakistani	2
Indian	2
Filipino	2
Others	2
Total	8

(ii) By age

Age	No. of job seekers
15-below 20	-
20-below 30	2
30-below 40	-
40-below 50	5
50-below 60	1
60 or above	-
Total	8

(iii) By gender

Gender	No. of job seekers
Male	1
Female	7
Total	8

(iv) By educational attainment

Educational attainment	No. of job seekers
Lower secondary	3
Upper secondary/sixth form	2
Post-secondary	3
Total	8

(v) By industry

Industry	No. of job seekers
Manufacturing	1
Wholesale, retail and import/export trades	1
Restaurants and hotels	3
Transport, storage and communications	2
Community, social and personal services	1
Total	8

(vi) By occupation

Occupation	No. of job seekers
Professionals	1
Craft and related workers	1
Elementary occupations	6
Total	8

(vii) By mode of employment

Mode of employment	No. of job seekers
Full-time permanent jobs	4
Part-time permanent jobs	1
Temporary jobs	3
Total	8

LD does not have a breakdown of the job seekers placed into employment by job nature.

- (d) Since the review findings of EOS were reported to the Legislative Council Panel on Manpower in 2014, LD has been evaluating its overall performance with reference to the figures on general employment services available at EOS, including the numbers of visitors, registered job seekers and placements, various figures relating to case management and employment support services, as well as feedback from service users. The review findings showed that EOS had facilitated job seekers in securing employment and employers in recruiting employees, and most of the service users were satisfied with the services and facilities of EOS.

LD will continue to monitor the operation of EOS. At present, the Government has no plan to provide in other districts integrated employment services similar to those available at EOS.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)112****(Question Serial No. 1793)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (2) Employment ServicesControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

Regarding the Interactive Employment Service (IES) provided by the Labour Department (LD), please provide the following information: the number of vacancies received in each of the past 3 years, with breakdowns by the proficiency (in terms of 'fluent', 'fair' and no requirement/no mention) of speaking Cantonese, reading and writing Chinese required by the posts.

Asked by: Hon WAN Siu-kin, Andrew (Member Question No. 35)Reply:

LD does not keep breakdowns by language proficiency requirement of the vacancies received in 2014 and 2015. In 2016, LD received 1 347 613 vacancies from the private sector. Breakdowns by language proficiency requirement are provided below:

By proficiency in speaking Cantonese

Proficiency in speaking Cantonese	No. of vacancies
Fluent	929 371
Fair	310 901
Not required	107 341
Total	1 347 613

By proficiency in reading and writing Chinese

Proficiency in reading and writing Chinese	No. of vacancies
Able to read and write	960 691
Able to read and write simple Chinese*	112 625
Able to read	179 411
Not required	94 886
Total	1 347 613

* This option has been made available to employers since 7 January 2016.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)113****(Question Serial No. 1794)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (2) Employment ServicesControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

It was provided in the “Examination of Estimates of Expenditure 2016-17” that the number of staff in 13 Labour Department (LD) job centres currently in operation in 2016-17 is as follows:

Post	Number of Staff
Senior Labour Officer	1
Labour Officer	12
Assistant Labour Officer I	8
Assistant Labour Officer II	26
Clerical Officer	37
Assistant Clerical Officer	86
Clerical Assistant	8
Workman II	2
Programme Officer	7
Contract Clerk	16
Total:	203

Regarding the recruitment of Employment Assistant for Ethnic Minorities, please provide the following information:

- the starting salary point of the post “Employment Assistant for Ethnic Minorities” compared with the posts listed above;
- job duties of the Employment Assistant for Ethnic Minorities;
- the number of ethnic minorities (EMs) who applied for and successfully taken posts as Employment Assistants for Ethnic Minorities;
- whether the Government will consider recruiting more Employment Assistant for Ethnic Minorities.

Asked by: Hon WAN Siu-kin, Andrew (Member Question No. 36)

Reply:

The information sought is provided as follows:

- (a) Employment Assistants for Ethnic Minorities will be appointed on non-civil service contract (NCSC) terms at a monthly salary of \$12,120, which is equivalent to that of NCSC Contract Clerks in LD. The two positions of Employment Assistants for Ethnic Minorities and Contract Clerks are comparable in terms of entry requirements (except for language requirements), job nature and duties, etc. In setting the employment conditions for Employment Assistants for Ethnic Minorities, LD has made reference to the salary and terms of appointment of Contract Clerks.
- (b) The main duties of Employment Assistants for Ethnic Minorities include: (i) to partner with experienced employment officers in providing employment advisory services to EM job seekers who have special employment needs; (ii) to assist in organising employment briefings and providing various employment services to job seekers, especially those related to EM job seekers; (iii) to assist in canvassing vacancies suitable for EM job seekers and organising job fairs; and (iv) to assist in producing publicity materials, reaching out to and maintaining liaison with members of the EM communities to promote LD's employment services.
- (c) LD will engage a total of 2 Employment Assistants proficient in EM languages at the Kowloon West Job Centre in Sham Shui Po and the Employment in One-stop in Tin Shui Wai on a pilot basis. LD commenced the recruitment process in February 2017. The recruitment exercise is in progress and the number of EMs who have applied for and successfully taken up the post of Employment Assistants for Ethnic Minorities is not available now.
- (d) After the introduction of this pilot service, LD will monitor the actual operation and consider stakeholders' views in evaluating its effectiveness and considering the long-term arrangements.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)114

(Question Serial No. 0570)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Does the Government plan to study the feasibility of providing training leave for local employees in 2017-18 in order to enhance the competitiveness of our human capital? If yes, what are the details and the expenditure involved? If not, what are the reasons?

Asked by: Hon WONG Kwok-kin (Member Question No. 22)

Reply:

The Government has all along been encouraging employers through publicity and promotion to adopt good people management practices and, having regard to their practical circumstances and affordability, offer their employees benefits more favourable than the requirements of the Employment Ordinance, such as granting leave or implementing flexible working hours to facilitate employees' continuing education. This allows employees to upgrade their skills and knowledge and helps enhance the companies' competitiveness, thereby achieving a win-win situation. Many employers have already provided training leave for employees on account of their business needs and employees' circumstances.

In making any proposals to improve employees' benefits through legislation, it is necessary to take into account the socio-economic situation of Hong Kong and secure the consensus of the community at large to ensure that a reasonable balance is struck between employees' interests and employers' affordability. At present, the Government has no plan to legislate for training leave.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)115****(Question Serial No. 0571)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (2) Employment ServicesControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

Please provide the number of vacancies received by the Labour Department (LD) in the past 3 years, with breakdowns by industry, occupation, mode of employment and salary level.

Asked by: Hon WONG Kwok-kin (Member Question No. 21)Reply:

In 2014, 2015 and 2016, LD received a total of 1 222 323, 1 345 272 and 1 350 993 vacancies respectively. Breakdowns by industry, occupation, mode of employment and monthly salary are provided below:

By industry

Industry	No. of vacancies		
	2014	2015	2016
Manufacturing	64 881	66 200	66 196
Construction	44 177	52 223	64 566
Wholesale, retail and import/export trades, restaurants and hotels	491 303	538 897	537 925
Transport, storage and communications	87 591	93 857	94 839
Financing, insurance, real estate and business services	366 250	395 993	380 005
Community, social and personal services	89 868	109 730	113 473
Government sector	1 918	2 237	3 380
Others	76 335	86 135	90 609
Total	1 222 323	1 345 272	1 350 993

By occupation

Occupation	No. of vacancies		
	2014	2015	2016
Managers and administrators	16 244	20 808	19 839
Professionals	155 715	138 925	118 065
Associate professionals	162 254	184 824	199 864
Clerical support workers	209 149	233 865	226 096
Service workers	244 810	278 804	275 500
Shop sales workers	125 190	140 759	138 697
Agricultural and fishery workers	2 156	2 482	2 577
Craft and related workers	52 872	62 159	71 033
Plant and machine operators and assemblers	40 416	41 456	44 236
Elementary occupations	212 254	240 204	254 413
Others	1 263	986	673
Total	1 222 323	1 345 272	1 350 993

By mode of employment

LD recorded 1 918, 2 237 and 3 380 vacancies from the government sector in 2014, 2015 and 2016 respectively. There is no breakdown of these vacancies by mode of employment. A breakdown of the vacancies received from the private sector in the same period by full-time and part-time employment is provided below:

Mode of employment	No. of vacancies		
	2014	2015	2016
Full-time	1 025 833	1 119 057	1 120 481
Part-time	194 572	223 978	227 132
Total	1 220 405	1 343 035	1 347 613

By monthly salary

Monthly salary	No. of vacancies		
	2014	2015	2016
Below \$6,000	130 138	125 474	115 911
\$6,000-below \$7,000	44 655	45 492	39 908
\$7,000-below \$8,000	68 877	58 180	55 325
\$8,000-below \$9,000	123 093	108 565	85 703
\$9,000-below \$10,000	187 178	166 248	134 827
\$10,000-below \$11,000	170 409	191 142	180 733
\$11,000-below \$12,000	126 277	158 719	163 080
\$12,000-below \$13,000	99 070	133 793	145 016
\$13,000 or above	272 626	357 659	430 490
Total	1 222 323	1 345 272	1 350 993

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)116

(Question Serial No. 0572)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the employment situation of mature persons, would the Government advise this Committee:

- (a) of the number of employed persons aged 50 or above in Hong Kong so far (with breakdowns by gender, age, educational attainment, industry, occupation, mode of employment and salary level) and the percentage share in the total number of persons of that age group;
- (b) of the total number of registered job seekers aged 50 or above and, of these, the number of placements secured through the employment referral services of the Labour Department (LD) in 2016 (with breakdowns by gender, age, educational attainment, industry, occupation, mode of employment and salary level); and
- (c) whether the Government has any plan to allocate additional funding in 2017-18 to look into and follow up on the employment situation and employment needs of mature persons as well as the challenges faced by them, and examine in depth the views of employers on employing mature persons and the social attitude towards the extension of retirement age, thereby laying the foundation for formulating an employment policy for mature persons? If yes, what are the details? If not, what are the reasons?

Asked by: Hon WONG Kwok-kin (Member Question No. 20)

Reply:

The information sought is provided as follows:

- (a) Based on the data obtained from the General Household Survey conducted by the Census and Statistics Department, the number of employed persons aged 50 or above (excluding foreign domestic helpers) with breakdowns by gender, age, educational attainment, industry, occupation, mode of employment and monthly employment earnings and their shares among the corresponding groups of persons aged 50 or

above/employed persons aged 50 or above for the fourth quarter of 2016 are provided below:

	No. of employed persons aged 50 or above [@]	Share among the corresponding group of persons aged 50 or above (%)
Gender		
Male	716 900	52.3
Female	463 400	31.2
Age		
50-54	464 200	74.8
55-59	383 600	62.5
60-64	217 000	43.3
65 and above	115 600	10.3
Educational attainment		
Primary and below	272 300	24.6
Lower secondary	254 500	46.7
Upper secondary	408 300	52.0
Post-secondary - diploma/certificate	26 100	50.6
Post-secondary - sub-degree	37 500	54.0
Post-secondary - degree and above	181 600	60.3
Overall	1 180 400	41.3
	No. of employed persons aged 50 or above [@]	Share among all employed persons aged 50 or above (%)
Industry		
Manufacturing	57 700	4.9
Construction	134 900	11.4
Import/export trade and wholesale	156 200	13.2
Retail, accommodation and food services	186 100	15.8
Transportation, storage, postal and courier services, information and communications	155 700	13.2
Financing, insurance, real estate, professional and business services	269 000	22.8
Public administration, social and personal services	210 100	17.8
Others	10 700	0.9
Occupation		
Managers and administrators	163 700	13.9
Professionals	56 500	4.8

Associate professionals	174 600	14.8
Clerical support workers	113 400	9.6
Service and sales workers	160 700	13.6
Craft and related workers	107 500	9.1
Plant and machine operators and assemblers	104 600	8.9
Elementary occupations	297 000	25.2
Others	2 400	0.2
Mode of employment		
Full-time	1 022 900	86.7
Part-time*	157 500	13.3
Employment earnings		
25 th percentile (\$10,000)	295 100	25.0
50 th percentile (\$15,000)	590 200	50.0
75 th percentile (\$25,000)	885 300	75.0

Notes:

Figures less than 3 000 persons are compiled based on a small number of observations and hence with relatively large sampling errors and should be interpreted with caution.

* Part-time employed persons are those working less than 35 hours during the 7 days before enumeration due to reasons other than vacation, including those who are underemployed.

@ Figures are rounded to the nearest hundred. There may be a slight discrepancy between the sum of individual items and the total as shown in the table owing to rounding.

- (b) In 2016, there were a total of 13 811 able-bodied job seekers aged 50 or above registered with LD for employment services, and 2 228 placements secured through LD's referral services. Job seekers may be placed into employment either through LD's referral services or by direct application to employers who advertise vacancies via LD. Currently, the vast majority of vacancies advertised through LD are open for direct application to employers by job seekers. Breakdowns of the 2 228 placements secured through LD's referral by gender and age, educational attainment, industry, occupation and monthly earnings are provided below (LD does not keep a breakdown by mode of employment):

(i) By gender and age

Age	Male	Female	No. of placements
50-below 60	627	1 254	1 881
60 or above	171	176	347
Total	798	1 430	2 228

(ii) By educational attainment

Educational attainment	No. of placements
Primary 6 or below	289
Secondary 1-3	564
Secondary 4-5	1 001
Secondary 6-7	135
Post-secondary	239
Total	2 228

(iii) By industry

Industry	No. of placements
Manufacturing	219
Construction	96
Wholesale, retail and import/export trades	455
Restaurants and hotels	284
Transport, storage and communications	107
Financing, insurance, real estate and business services	556
Community, social and personal services	506
Others (including government sector)	5
Total	2 228

(iv) By occupation

Occupation	No. of placements
Managers and administrators, professionals and associate professionals	107
Clerical support workers	396
Service workers and sales workers	495
Agricultural and fishery workers and craft and related workers	85
Plant and machine operators and assemblers	86
Elementary occupations	1 059
Total	2 228

(v) By monthly earnings

Monthly earnings	No. of placements
Below \$4,000*	139
\$4,000-below \$5,000	60
\$5,000-below \$6,000	91
\$6,000-below \$7,000	103
\$7,000-below \$8,000	161
\$8,000-below \$9,000	285
\$9,000-below \$10,000	304
\$10,000-below \$11,000	375
\$11,000-below \$12,000	189
\$12,000-below \$13,000	145
\$13,000-below \$14,000	105
\$14,000 or above	271
Total	2 228

* All placements were part-time or temporary jobs.

- (c) The Employees Retraining Board (ERB) commissioned a research institution to conduct a “Study on the Training Needs of Mature Persons” in 2015 to gauge the needs of mature persons for the training courses and services offered by ERB as well as the views and attitudes of employers towards the employment of mature persons. Based on the findings of the study, ERB has developed courses and services suitable for mature persons, such as the “Workplace Re-entry” course and activity series. The Government will continue to closely monitor the employment needs of mature persons and provide them with appropriate employment services. At the same time, the Government will continue to actively encourage employers to employ mature persons.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)117****(Question Serial No. 0573)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (4) Employees' Rights and BenefitsControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

Regarding the productivity assessment of persons with disabilities under the Minimum Wage Ordinance (MWO), would the Government advise this Committee:

- (a) of the number of persons with disabilities undergoing the productivity assessment under MWO each year, with breakdowns by industry, type of disabilities and assessment result;
- (b) whether the Government has received any requests for assistance or complaints from persons with disabilities who have doubt or dissatisfaction about the productivity assessment results since the implementation of Statutory Minimum Wage (SMW); if yes, of the details; and
- (c) of the total number of approved assessors currently in Hong Kong and the amount of funding earmarked for paying the assessment fees of approved assessors in 2017-18?

Asked by: Hon WONG Kwok-kin (Member Question No. 19)Reply:

The information sought is provided as follows:

- (a) The numbers of employees with disabilities who completed the productivity assessment under the SMW regime and assessments conducted from 2012 to 2016 are provided below:

	2012	2013	2014	2015	2016
No. of employees with disabilities*	107	68	70	79	45
No. of assessments	110	69	74	81	45

* Some employees were involved in more than 1 assessment.

A breakdown of the above number of assessments by industry is provided below:

Industry	No. of assessments				
	2012	2013	2014	2015	2016
Accommodation and food services	51	33	19	20	26
Public administration, social and personal services	22	13	29	16	8
Financing, insurance, real estate, professional and business services	14	6	7	26	3
Import/export, wholesale and retail trades	10	7	11	8	5
Manufacturing	9	6	6	9	3
Transportation, storage, postal and courier services	1	2	-	-	-
Others	3	2	2	2	-
Total	110	69	74	81	45

A breakdown of the above number of employees by type of disabilities is provided below:

Type of disabilities	No. of employees [^]				
	2012	2013	2014	2015	2016
Intellectual disability	69	52	41	63	38
Mental illness	28	12	21	11	6
Autism	6	12	5	8	6
Speech impairment	6	5	2	4	5
Physical disability	6	2	5	3	-
Hearing impairment	5	2	1	3	1
Visceral disability/ chronic illness	3	-	5	3	1
Attention deficit/ hyperactivity disorder	1	1	-	-	1
Specific learning difficulties	1	1	-	-	-
Visual impairment	1	-	1	-	-

[^] Some employees had more than 1 type of disabilities.

A breakdown of the above number of assessments by degree of productivity in the assessment results is provided below:

Degree of productivity	No. of assessments				
	2012	2013	2014	2015	2016
50% or below	5	2	1	-	1
Above 50% - 60%	24	7	11	6	4
Above 60% - 70%	29	27	14	23	10
Above 70% - 80%	25	21	24	28	11
Above 80% - 90%	21	11	16	19	16
Above 90% - 100%	6	1	8	5	3
Total	110	69	74	81	45

- (b) LD has not received any request for assistance or complaint from employees with disabilities who have doubt or dissatisfaction about the productivity assessment results since the implementation of SMW.
- (c) As at the end of February 2017, a total of 436 approved assessors could conduct productivity assessments for employees with disabilities under MWO. The estimated expenditure on assessment allowance for approved assessors for 2017-18 is \$200,000.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)118

(Question Serial No. 0574)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the implementation of the Work Incentive Transport Subsidy (WITS) Scheme, would the Government advise this Committee of the following:

- (a) the numbers of individual-based applications and household-based applications received in the past 3 years; the number of applicants granted the subsidy and its percentage share in the total number of applicants, with breakdowns by gender, age, household size, residential district, industry, job title, monthly wage and rate of subsidy granted; and
- (b) it is mentioned in Matters Requiring Special Attention in 2017-2018 that a one-off extra payment will be provided to eligible applicants of the WITS Scheme. What are the specific details of the plan and the amount of subsidy involved?

Asked by: Hon WONG Kwok-kin (Member Question No. 18)

Reply:

The information sought is provided as follows:

- (a) From 2014 to 2016, the WITS Scheme received 229 274 applications, including 144 826 individual-based applications and 84 448 household-based applications. Over the same period, the Labour Department (LD) completed processing of 227 833 applications with a gross applicant count of 235 519. Of these, 216 547 were granted the subsidy, representing 91.9% of the applicants with processing completed (gross applicant count). Breakdowns of the number of applicants granted the subsidy and its percentage share in the number of applicants with processing completed (gross applicant count) by gender, age, household size, residential district, industry, occupation, average monthly wage and rate of subsidy granted are set out at Annex.

- (b) Recipients of WITS with applications made in the Applicable Period (i.e. from the beginning of 6 calendar months immediately before the month in which the Appropriation Bill 2017 is passed to the date of passage of the Appropriation Bill 2017) would be eligible for the one-off extra payment. The extra payment is equal to the average monthly amount of WITS payable to the recipients in their most recently approved WITS applications. It is estimated that about 48 000 recipients of WITS will benefit and the estimated expenditure involved is \$29 million.

Work Incentive Transport Subsidy Scheme

Number of applicants granted the subsidy and its percentage share in the number of applicants with processing completed (gross applicant count) from 2014 to 2016
with breakdowns by gender, age, household size, residential district,
industry, occupation, average monthly wage and rate of subsidy granted

Breakdown by gender

Gender	No. of applicants granted the subsidy (gross applicant count)	Percentage share in the number of applicants with processing completed (gross applicant count) #
Male	88 829	37.7%
Female	127 718	54.2%
Total	216 547	91.9%

Breakdown by age

Age	No. of applicants granted the subsidy (gross applicant count)	Percentage share in the number of applicants with processing completed (gross applicant count) #
15 - below 20	1 854	0.8%
20 - below 30	23 289	9.9%
30 - below 40	33 536	14.2%
40 - below 50	61 184	26.0%
50 - below 60	63 353	26.9%
60 or above	33 331	14.2%
Total	216 547	91.9%

Breakdown by household size

Household size	No. of applicants granted the subsidy (gross applicant count)	Percentage share in the number of applicants with processing completed (gross applicant count) #
1 person or individual-based application*	131 243	55.7%
2 persons	28 464	12.1%
3 persons	26 700	11.3%
4 persons	22 726	9.6%
5 persons	5 489	2.3%
6 persons or above	1 925	0.8%
Total	216 547	91.9%

* Individual-based applicants did not provide information about their household size.

Breakdown by residential district

District Council district	No. of applicants granted the subsidy (gross applicant count)	Percentage share in the number of applicants with processing completed (gross applicant count) #
Central & Western	1 551	0.7%
Eastern	7 376	3.1%
Southern	3 794	1.6%
Wan Chai	743	0.3%
Kowloon City	9 982	4.2%
Kwun Tong	28 650	12.2%
Sham Shui Po	16 976	7.2%
Wong Tai Sin	15 824	6.7%
Yau Tsim Mong	4 764	2.0%
Islands	4 395	1.9%
Kwai Tsing	23 208	9.9%
North	11 301	4.8%
Sai Kung	8 236	3.5%
Sha Tin	15 047	6.4%
Tai Po	5 720	2.4%
Tsuen Wan	5 620	2.4%
Tuen Mun	24 710	10.5%
Yuen Long	27 655	11.7%
Outside Hong Kong	995	0.4%
Total	216 547	91.9%

Breakdown by industry

Industry	No. of applicants granted the subsidy (gross applicant count)	Percentage share in the number of applicants with processing completed (gross applicant count) #
Manufacturing	11 484	4.9%
Construction	6 119	2.6%
Import/export, wholesale and retail trades	27 341	11.6%
Accommodation and food services	33 330	14.2%
Transportation, storage, postal and courier services, information and communications	17 609	7.5%

Industry	No. of applicants granted the subsidy (gross applicant count)	Percentage share in the number of applicants with processing completed (gross applicant count) #
Financing, insurance, real estate, professional and business services	85 667	36.4%
Public administration, social and personal services	33 026	14.0%
Others	1 971	0.8%
Total	216 547	91.9%

Breakdown by occupation

Occupation	No. of applicants granted the subsidy (gross applicant count)	Percentage share in the number of applicants with processing completed (gross applicant count) #
Elementary occupations	109 912	46.7%
Service and sales workers	50 531	21.5%
Clerical support workers	28 800	12.2%
Craft and related workers	8 306	3.5%
Associate professionals	7 200	3.1%
Plant and machine operators and assemblers	3 257	1.4%
Professionals	2 261	1.0%
Others	6 280	2.7%
Total	216 547	91.9%

Breakdown by average monthly wage

Average monthly wage	No. of applicants granted the subsidy (gross applicant count)	Percentage share in the number of applicants with processing completed (gross applicant count) #
\$6,000 or below	52 534	22.3%
Above \$6,000 - \$7,000	31 410	13.3%
Above \$7,000 - \$8,000	55 650	23.6%
Above \$8,000 - \$9,000	14 232	6.0%
Above \$9,000 - \$10,000	13 523	5.7%
Above \$10,000	49 198	20.9%
Total	216 547	91.9%

Breakdown by rate of subsidy granted

Rate of subsidy granted	No. of applicants granted the subsidy (gross applicant count)	Percentage share in the number of applicants with processing completed (gross applicant count) #
Full-rate subsidy	195 021	82.8%
Half-rate subsidy	3 036	1.3%
Full-rate and half-rate subsidy in different months for the same application	18 490	7.9%
Total	216 547	91.9%

Individual figures may not add up to the total owing to rounding.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)119

(Question Serial No. 0575)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the handling of labour disputes and claims, would the Government provide the following information:

- (a) the respective numbers of labour disputes and claims handled by the Labour Department (LD) in the past 3 years, with breakdowns by cause;
- (b) the respective numbers of labour disputes and claims in the past 3 years for which conciliation service was not rendered by LD because the employers concerned were insolvent or could not be reached; and
- (c) the total number of claimants, total amount of claims and percentage share of successful claims in the labour disputes and claims in the past 3 years?

Asked by: Hon WONG Kwok-kin (Member Question No. 17)

Reply:

The information sought is provided as follows:

- (a) The numbers of labour disputes (i.e. cases involving over 20 employees) and claims (i.e. cases involving 20 or less employees) handled by LD from 2014 to 2016, with breakdowns by cause, are provided below:

Labour disputes

Cause	No. of labour disputes		
	2014	2015	2016
Dispute involving principal contractor and subcontractor	26	28	23
Cessation of business/ insolvency	20	14	15
Dismissal	3	2	5
Dispute on wages	4	3	4
Retrenchment	7	1	2
Variation of terms of employment contract	3	2	-
Others	5	3	6
Total	68	53	55

Claims

Cause	No. of claims		
	2014	2015	2016
Termination of contract	7 457	6 563	6 670
Dispute on wages	4 992	4 579	4 615
Dispute on holiday pay/ annual leave pay/rest day pay/ sickness allowance	1 674	1 484	1 609
Cessation of business/ insolvency	188	134	183
Retrenchment/lay-off	81	119	126
Variation of terms of employment contract	59	80	91
Others	1 313	1 429	1 378
Total	15 764	14 388	14 672

- (b) The numbers of labour disputes and claims from 2014 to 2016 for which conciliation service was not rendered by LD because the employers concerned were insolvent or could not be reached are provided below:

Year	No. of labour disputes	No. of claims
2014	6	585
2015	14	465
2016	6	487

- (c) The number of claimants involved, total claim amount and settlement rate of labour disputes and claims handled by LD from 2014 to 2016 are provided below:

Number of claimants involved

Year	No. of claimants involved in labour disputes	No. of claimants involved in claims
2014	17 211	20 047
2015	25 278	18 272
2016	16 557	18 692

Total claim amount

Year	Total claim amount involved in labour disputes (\$million)	Total claim amount involved in claims (\$million)
2014	123	847
2015	159	817
2016	248	954

Settlement rate

Year	Settlement rate of labour disputes and claims
2014	73.4%
2015	73.5%
2016	72.9%

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)120****(Question Serial No. 1370)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (4) Employees' Rights and BenefitsControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

Please provide the number of complaints and reported cases involving defaults on employees' wages received by the Labour Department (LD) in each of the past 5 years with breakdowns by industry and occupation. For these cases, were there any employers prosecuted and convicted of the offences? If yes, what were the penalties? Has the Government formulated any new measures to combat wage offences in 2017-18? If yes, what are the details and expenditure involved? If not, what are the reasons?

Asked by: Hon WONG Kwok-kin (Member Question No. 48)Reply:

The number of complaints and reported cases involving wage defaults received by LD in each year from 2012 to 2016 is as follows:

Year	No. of complaints and reported cases received
2012	549
2013	552
2014	548
2015	621
2016	627

LD does not keep breakdowns by industry and occupation.

The numbers of summonses heard and convicted in respect of wage offences in each year from 2012 to 2016 are as follows:

	2012	2013	2014	2015	2016
No. of summonses heard	713	592	420	696	713
No. of summonses convicted	525	443	304	521	503

During the above period, a record high fine of \$1.07 million was imposed by the court on a case involving prolonged wage default. There were 4 employers sentenced to immediate imprisonment for wage offences, with 4 months' imprisonment being the highest term. Another 2 employers and 3 company directors were given a suspended sentence, while 3 employers and 7 company directors were sentenced to perform community service.

LD is committed to combating wage offences to protect the statutory rights of employees. It also widely publicises its complaint hotline (2815 2200) to encourage reporting of offences so that prompt follow-up actions can be taken. In 2017-18, LD will continue to take multi-pronged measures to combat wage offences, and will flexibly deploy resources to strengthen the related work as and when necessary.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)121

(Question Serial No. 1371)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

What were the numbers of complaints and reported cases relating to the Occupational Safety and Health Ordinance (OSHO) received in each of the past 3 years? Were there any cases in which employers were prosecuted for breaching the law? Please provide breakdowns of the number of convictions and penalties imposed by industry and type of offences.

Asked by: Hon WONG Kwok-kin (Member Question No. 49)

Reply:

In 2014, 2015 and 2016, the Labour Department (LD) respectively received 1 408, 1 675 and 1 796 complaints and reported cases relating to occupational safety and health (OSH). Of these, 79, 105 and 94 cases respectively involved prosecutions taken out against employers suspected of breaching OSH legislation (including OSHO and the Factories and Industrial Undertakings Ordinance). LD does not keep breakdowns of the number of convictions and penalties imposed by industry and type of offences.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)122

(Question Serial No. 2928)

Head: (90) Labour Department

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

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Work Incentive Transport Subsidy (WITS) Scheme, please provide:

- (a) the number of applications received, as well as the number of successful applications and the amount of subsidy granted in the past year (with breakdowns by applicants' gender, age, household size, occupation, monthly employment earnings, monthly working hours and residential district); the estimated number of new applications and the expenditure involved in 2017-18;
- (b) the number of rejected applications and, among which, the respective numbers of applications rejected for household asset limit being exceeded, household income limit being exceeded, applicants working less than 72 hours per month, travelling expenses not incurred in commuting to and from work, applicants not being employed or self-employed, and other reasons.

Asked by: Hon YUNG Hoi-yan (Member Question No. 18)

Reply:

The information sought is provided as follows:

- (a) In 2016, the WITS Scheme received 66 018 applications involving a gross applicant count of 68 057. Over the same period, 59 798 applications with a gross applicant count of 61 432 were granted the subsidy totalling \$262.4 million. Breakdowns of the number of applicants received and number of applicants granted the subsidy (gross applicant count) by gender, age, household size, occupation, average monthly employment earnings, average monthly working hours and residential district are set out at Annex. The Labour Department cannot estimate the number of new applications to be received and the related expenditure in 2017-18.

(b) In 2016, 512 applications were rejected for the following reasons:

Reason	No. of applications*
Income limit being exceeded	182
Asset limit being exceeded	135
Applicant working less than 36 hours per month	52
Travelling expenses not incurred in commuting to and from work	28
Applicant not being lawfully employed and self-employed	7
Others	436

* More than 1 reason might be applicable to the same application.

Work Incentive Transport Subsidy Scheme

Number of applicants received and number of applicants granted the subsidy
(gross applicant count) in 2016
with breakdowns by gender, age, household size, occupation,
average monthly employment earnings, average monthly working hours and residential district

Breakdown by gender

Gender	No. of applicants received (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
Male	25 770	23 549
Female	42 270	37 883
Information not provided by applicant	17	-
Total	68 057	61 432

Breakdown by age

Age	No. of applicants received (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
15 - below 20	560	449
20 - below 30	7 820	6 562
30 - below 40	9 643	8 670
40 - below 50	17 346	16 056
50 - below 60	20 496	18 414
60 or above	12 152	11 281
Information not provided by applicant	40	-
Total	68 057	61 432

Breakdown by household size

Household size	No. of applicants received (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
1 person or individual-based application*	46 055	41 065
2 persons	8 937	7 833
3 persons	6 690	6 294
4 persons	4 756	4 661
5 persons	1 184	1 155
6 persons or above	435	424
Total	68 057	61 432

* Individual-based applicants did not provide information about their household size.

Breakdown by occupation

Occupation	No. of applicants received (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
Elementary occupations	34 177	31 190
Service and sales workers	15 831	14 294
Clerical support workers	9 303	8 355
Craft and related workers	2 419	2 266
Associate professionals	2 349	2 085
Plant and machine operators and assemblers	973	866
Professionals	701	607
Others	1 990	1 769
Information not provided by applicant	314	-
Total	68 057	61 432

Breakdown by average monthly employment earnings

Average monthly employment earnings	No. of applicants received (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
\$6,000 or below	15 187	14 026
Above \$6,000 - \$7,000	7 880	7 607
Above \$7,000 - \$8,000	16 225	15 584
Above \$8,000 - \$9,000	8 148	6 376
Above \$9,000 - \$10,000	5 205	4 259
Above \$10,000	15 027	13 580
Information not provided by applicant	385	-
Total	68 057	61 432

Breakdown by average monthly working hours

Average monthly working hours	No. of applicants received (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
Less than 36 hours	180	-
36 hours - less than 72 hours	2 204	1 877
72 hours or more	64 778	59 555
Information not provided by applicant	895	-
Total	68 057	61 432

Breakdown by residential district

District Council district	No. of applicants received (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
Central & Western	494	436
Eastern	2 313	2 029
Southern	1 182	1 048
Wan Chai	224	197
Kowloon City	3 240	3 041
Kwun Tong	9 042	8 109
Sham Shui Po	5 186	4 801
Wong Tai Sin	5 002	4 637
Yau Tsim Mong	1 432	1 146
Islands	1 262	1 135
Kwai Tsing	7 279	6 802
North	3 461	3 029
Sai Kung	2 632	2 366
Sha Tin	4 905	4 551
Tai Po	1 806	1 605
Tsuen Wan	1 689	1 365
Tuen Mun	7 692	6 953
Yuen Long	8 878	7 908
Outside Hong Kong	331	274
Information not provided by applicant	7	-
Total	68 057	61 432

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)123

(Question Serial No. 0028)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is proposed in the Budget that the Government will inject an additional \$1.5 billion into the Continuing Education Fund in 2017-18 and consider various measures to enhance its operation. Please provide the specific details of the enhancement measures, the relevant implementation timetable, required manpower and expenditure, etc.

Asked by: Hon CHEUNG Yu-yan, Tommy (Member Question No. 25)

Reply:

We propose to inject an additional \$1.5 billion into the Continuing Education Fund in 2017-18 and consider various measures to enhance the operation of the Fund. We have engaged a consultant to assist in conducting a review of the Fund, which will include studying overseas experience, holding focus group discussions and conducting user surveys. Based on the views collected, we will explore measures for enhancing the operation of the Fund. The review is expected to be completed within 2017.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)124

(Question Serial No. 0056)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Government proposes to inject an additional \$1.5 billion into the Continuing Education Fund in 2017-18 and will consider measures to enhance the operation of the Fund. Please provide the specific details of the enhancement measures, the relevant implementation timetable, required manpower and expenditure, etc.

Asked by: Hon CHEUNG Yu-yan, Tommy (Member Question No. 44)

Reply:

We propose to inject an additional \$1.5 billion into the Continuing Education Fund in 2017-18 and consider various measures to enhance the operation of the Fund. We have engaged a consultant to assist in conducting a review of the Fund, which will include studying overseas experience, holding focus group discussions and conducting user surveys. Based on the views collected, we will explore measures for enhancing the operation of the Fund. The review is expected to be completed within 2017.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)125

(Question Serial No. 0263)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)

Director of Bureau: Secretary for Labour and Welfare

Question:

As proposed in the Budget, an additional \$1.5 billion will be injected into the Continuing Education Fund (CEF) in 2017-18 and various measures to enhance the operation of CEF will be considered. In this connection, please provide the following information:

- (a) a brief account of the initial purposes of the additional \$1.5 billion to be injected and the enhancement measures proposed;
- (b) the number of reimbursable courses under CEF in 2017-18 by academic qualification to be awarded and course domain;
- (c) the number of applications received and approved and the amount of subsidies disbursed under CEF in 2016-17 by course domain and academic qualification to be awarded; and
- (d) whether the Bureau has studied the need to review CEF with regard to raising the maximum subsidy for each applicant and extending the period of 4 years within which applicants must submit all claims for reimbursement as required so as to encourage young people to pursue continuing education.

Asked by: Hon CHIANG Lai-wan (Member Question No. 20)

Reply:

The information sought is provided as follows:

- (a)&(d) Currently the uncommitted balance of the Continuing Education Fund (CEF) is \$1.3 billion. Having regard to the sustainability of CEF, we propose to inject an additional \$1.5 billion into CEF in 2017-18 and consider various measures to enhance the operation of CEF. We have engaged a consultant to assist in conducting a review of CEF, which will include studying overseas experiences, holding focus group discussions and conducting user surveys. Based on the views collected, we will explore measures for enhancing the operation of CEF. The review is expected to be completed within 2017.

- (b) As at 31 January 2017, there were 7 842 reimbursable courses under CEF (CEF courses). A breakdown of courses by course domain and by academic qualification to be awarded is set out in the tables below –

(i) By course domain

Course Domain	No. of CEF Courses
Business services	2 857
Creative industries	412
Design	742
Financial services	1 921
Interpersonal and intrapersonal skills for the workplace	14
Languages	586
Logistics	549
Tourism	550
Specifications of Competency Standards ^(Note 1)	211
Total	7 842

Note 1: The courses covered under “Specifications of Competency Standards” have adopted the specifications formulated by the Industry Training Advisory Committees of the Qualifications Framework (QF) as the basis for curriculum design. These courses may be registered under CEF since the implementation of QF in May 2008.

(ii) By academic qualification to be awarded

Academic qualification to be awarded	No. of CEF Courses
Doctorate	1
Master Degree	73
Postgraduate Diploma	28
Bachelor Degree	59
Postgraduate Certificate / Postgraduate Award	7
Associate Degree	16
Advanced Diploma / Professional Diploma / Post-diploma Certificate	230
Higher Diploma	32
Diploma / Executive Diploma / Graduate Diploma	343
Associate Diploma	1
Advanced / Professional / Higher Certificate	250
Certificate / Executive Certificate / Graduate Certificate	971
Others, e.g. certificate of completion / attendance	5 831
Total	7 842

- (c) The numbers of applications received and approved, as well as the amount of subsidies disbursed by CEF as at 31 January 2017, with a breakdown by course domain and by academic qualification to be awarded, are set out in the tables below –

(i) By course domain

Course Domain	Number of applications received in 2016-17	Number of applications approved in 2016-17	Amount of disbursement in 2016-17 (\$ million)
Business services	4 616	3 931	32.2
Creative industries	671	606	2.73
Design	2 003	1 838	10.5
Financial services	3 339	3 048	25.48
Interpersonal and intrapersonal skills for the workplace	83	79	0.73
Languages	11 330	10 582	33
Logistics	729	659	5.4
Tourism	768	634	5.3
Specifications of Competency Standards ^(Note 2)	2 243	2 129	13.36
Non-CEF Course	55	–	–
Total	25 837	23 506	128.7

Note 2: The courses covered under “Specifications of Competency Standards” have adopted the specifications formulated by the Industry Training Advisory Committees of QF as the basis for curriculum design. These courses may be registered under CEF since the implementation of QF in May 2008.

(ii) By academic qualification to be awarded

Academic qualification to be awarded	Number of applications received in 2016-17	Number of applications approved in 2016-17	Amount of disbursement in 2016-17^(Note 3) (\$ million)
Doctorate	–	–	–
Master Degree	135	124	0.94
Postgraduate Diploma	16	14	0.21
Bachelor Degree	121	99	0.4
Postgraduate Certificate / Postgraduate Award	4	4	0.09
Associate Degree	–	–	0.07
Advanced Diploma / Professional Diploma / Post-diploma Certificate	685	643	4.2
Higher Diploma	–	–	0.01
Diploma / Executive Diploma / Graduate Diploma	2 443	2 273	14.3
Associate Diploma	20	19	0.18
Advanced / Professional / Higher Certificate	571	499	4.3
Certificate / Executive Certificate / Graduate Certificate	6 489	5 967	38.5
Others, e.g. certificate of completion / attendance	15 298	13 864	65.5
Non-CEF Course	55	–	–
Total	25 837	23 506	128.7

Note 3: As applicants may submit reimbursement applications within 4 years from the approval date of his or her application for opening a CEF account, the amount of disbursement this year may cover applications approved in earlier years.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)126

(Question Serial No. 1874)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (7) Subvention: Vocational Training Council (Vocational Training)

Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)

Director of Bureau: Secretary for Labour and Welfare

Question:

As regards the implementation of the Apprenticeship Ordinance (the Ordinance), would the Government please provide the following information —

- (a) the respective number of employers participating in the Apprenticeship Scheme and registered apprentices in each of the past 3 years (with breakdowns by designated trade and non-designated trade);
- (b) the number of registered apprentices in all the designated trades under the Ordinance up to now (with breakdowns by gender, age and trade);
- (c) the number of non-designated trades participating in the Apprenticeship Scheme under the Ordinance up to now and the number of apprentices involved (with breakdowns by gender, age and trade);
- (d) the number of apprentices who have completed training under the Apprenticeship Scheme in each of the past 3 years; the number of apprentices who continued to work in their original trades and their percentage share in the total number of apprentices in employment; and
- (e) whether the Government will set aside funds for conducting a comprehensive review of the Ordinance and its applicability, taking into account that the Ordinance has been implemented for many years and is outdated in some aspects; if yes, the details and the review timetable; if not, the reasons for that?

Asked by: Hon HO Kai-ming (Member Question No. 16)

Reply:

The information sought is provided as follows:

- (a) The respective numbers of employers participating in the Apprenticeship Scheme and registered apprentices in each of the past 3 years[@] (by designated trade and non-designated trade) are as follows:

	No. of Employers	No. of Apprentices		
		Designated Trades	Non-designated Trades	Total
2014-15	621	2 229	2 358	4 587
2015-16	610	2 365	2 404	4 769
2016-17	624	2 596	2 647	5 243

[@] The figures in 2014-15 mentioned in this reply are figures as at 31 March 2015; the figures in 2015-2016 are figures as at 31 March 2016, and the figures in 2016-17 are figures as at 28 February 2017.

- (b) As at 28 February 2017, there were 2 596 registered apprentices in the designated trades. Breakdowns by gender and by age are provided in the following 2 tables:

By gender

	Designated Trades	Male	Female
1	Audio-Visual and Radio-Frequency Mechanic	12	1
2	Building Services Mechanic	187	3
3	Cable Jointer (Power)	22	
4	Construction Plant Mechanic	102	
5	Electrical Appliances Service Mechanic	9	
6	Electrical Fitter	71	2
7	Electrician	525	
8	Gas Utilisation Fitter	60	
9	Instrument Mechanic	1	
10	Goldsmith (K-gold)	1	
11	Lift Electrician	524	1
12	Mould and Die Maker and Repairer	4	
13	Overhead Linesman	15	
14	Painter/Decorator/Sign Writer	1	
15	Plumber	19	
16	Refrigeration/Air-conditioning Mechanic	431	
17	Vehicle Body Repairer/Builder	71	
18	Vehicle Electrician	81	1
19	Vehicle Mechanic	421	2
20	Vehicle Painter	29	
	Sub-total	2 586	10
	Total	2 596	

By age*

Age	No. of Registered Apprentices in Designated Trades
14 to under 19	914
19 or above	1 682
Total	2 596

* At present, there are 45 trades specified to be designated trades under the Apprenticeship Ordinance. A young person aged between 14 and under 19 who is employed in a designated trade and who has not completed an apprenticeship must enter with the employer an apprenticeship contract which must be registered with the Director of Apprenticeship. Voluntary registration is also open to apprentices aged 19 or above in designated trades.

- (c) As at 28 February 2017, there were 63 non-designated trades with 2 647 registered apprentices[#]. Their distribution by trade and gender, and by age is listed in the 2 tables below:

By gender

	Non-designated Trades	Male	Female
1	Assistant Jewellery Production Designer	2	
2	Aircraft Maintenance Mechanic	146	14
3	Aircraft Maintenance Mechanic I	10	
4	Aircraft Maintenance Mechanic II	32	4
5	Aircraft Painting Mechanic	1	
6	Assistant Watch Technical Officer	3	
7	Building Services Assistant	3	
8	Technician Apprentice (Building Services Coordination)		1
9	Building Services Technician	211	10
10	Craftsman (Air-conditioning)	83	
11	Craftsman (Electrical)	131	3
12	Craftsman (Electronic)	34	2
13	Craftsman (Mechanical)	170	5
14	Craftsman (Vehicle)	38	1
15	Construction Materials Testing Technician	19	10
16	Construction Assistant	17	
17	Construction Technician	561	27
18	Communication System Mechanic	21	1
19	Engineering Assistant (Air-Conditioning)	2	
20	Engineering Assistant (Building Services)	2	
21	Engineering Assistant (Building Services)	4	
22	Engineering Assistant (Electrical)	11	
23	Engineering Assistant (Electrical)	1	
24	Engineering Assistant (Plastic Production)	2	
25	Electrical Engineering Technician	191	

	Non-designated Trades	Male	Female
26	Fire Service Mechanic	36	
27	Fire Service Technician	2	
28	Graphic Designer Assistant (Printing)		2
29	Graphic Designer		6
30	Gas Network Fitter	26	
31	Industrial Vehicle Mechanic	4	
32	Lift Control Mechanic	16	
33	Lift Technician	32	
34	Leveller	2	
35	Mechanical Engineering Technician	74	
36	Mechanical Fitter	128	2
37	Medical Operations Assistant	1	10
38	Media Publication Assistant	8	
39	Media Publication Coordinator	3	3
40	Marine Pipeworker	1	
41	Pipe Fitter	1	
42	Production Planner Assistant (Printing)	1	
43	Production Planner (Printing)	1	2
44	Permanent Way Mechanic	62	
45	Quantity Surveying Assistant	2	1
46	Quantity Surveying Technician	85	29
47	Refrigeration/Air-conditioning Technician	28	1
48	Security and Communication Systems Mechanic	18	
49	Steel Fabricator	11	
50	Standby Generator Electrical Fitter	1	
51	Surveying Technician	1	
52	Technical Assistant (Electronics)	2	
53	Technical Assistant (Electrical)	7	
54	Technical Assistant (Security Systems)	4	
55	Technician (Mechanical)	34	1
56	Technician (Air-conditioning)	19	1
57	Technician (Building Services)	33	3
58	Technician (Electronic)	81	9
59	Technician (Vehicle)	6	
60	Vehicle Technician	44	1
61	Welder	3	
62	Watch Technical Assistant	8	2
63	Craft Apprentice (Waterworks)	15	1
Sub-total		2 495	152
Total		2 647	

Apprentices in trades not specified as designated trades (non-designated trades) are registered on a voluntary basis.

By age

Age	No. of Registered Apprentices in Non-designated Trades
14 to under 19	426
19 or above	2 221
Total	2 647

- (d) The numbers of people who have completed the Apprenticeship Scheme between 2014-15 and 2016-17 are as follows:

Year	No. of People Who Have Completed the Apprenticeship Scheme
2014-15	727
2015-16	785
2016-17	709

The Vocational Training Council (VTC) conducts an annual survey of 200 randomly-selected apprentices who have completed the apprenticeship training in the previous financial year. Data collected from the surveys conducted between 2014-15 and 2016-17, including the numbers of apprentices in employment and those who continued to work in their original trades as well as their percentage share in the total number of apprentices in employment, are given below:

Survey Year	a. No. of Apprentices Responding to the Annual Survey	b. No. of Apprentices in Employment (b/a Percentage)	c. No. of Apprentices Continuing to Work in Original Trades (c/b Percentage)
2014-15	197	195 (99%)	194 (99.5%)
2015-16	189	188 (99.5%)	185 (98.4%)
2016-17	174	169 (97.1%)	167 (98.8%)

- (e) The Government launched the Pilot Training and Support Scheme (the Scheme) through the VTC in the 2014/15 academic year under the framework of the Apprenticeship Ordinance to enhance the existing Apprenticeship Scheme. Through integration of workplace and school training, the Scheme enables students to acquire career-related skills and knowledge, and helps them better understand their career and study progression pathways. Given positive response from participating trainees and employers, the Government extended the Scheme in 2016 to benefit new entrants to the VTC in the 2016/17 and 2017/18 academic years, raising the total number of student beneficiaries to 4 000. VTC will review the effectiveness of the Scheme as appropriate. The Government has no plan to review the Ordinance at this stage.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)127

(Question Serial No. 1329)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the operation of the Continuing Education Fund (CEF), please inform this Committee of the following:

- (a) the number of reimbursable courses under CEF to date, with a breakdown by course domain and academic qualification to be awarded;
- (b) the number of recipients of CEF subsidies and the amount of subsidies disbursed in the past 3 years, with a breakdown by age group, course domain and academic qualification awarded;
- (c) whether the Government has any plan for implementing new measures to strengthen the monitoring of the operation of CEF in 2017-18; if yes, the details; if no, the reason(s); and
- (d) details of the enhancement measures to be explored and implemented by the Government in 2017-18, and whether these measures include increasing the amount of CEF subsidies.

Asked by: Hon KWOK Wai-keung (Member Question No. 51)

Reply:

The information sought is provided as follows:

- (a) As at 31 January 2017, there were 7 842 reimbursable courses under the Continuing Education Fund (CEF courses). A breakdown of these courses by course domain and by academic qualification to be awarded is set out in the tables below –

(i) By course domain

Course Domain	No. of CEF Courses
Business services	2 857
Creative industries	412
Design	742
Financial services	1 921
Interpersonal and intrapersonal skills for the workplace	14
Languages	586
Logistics	549
Tourism	550
“Specifications of Competency Standards” ^(Note)	211
Total	7 842

Note: The courses covered under “Specifications of Competency Standards” have adopted the specifications formulated by the Industry Training Advisory Committees of the Qualifications Framework (QF) as the basis for curriculum design. These courses may be registered under CEF since the implementation of QF in May 2008.

(ii) By academic qualification to be awarded

Academic qualification to be awarded	No. of CEF Courses
Doctorate	1
Master Degree	73
Postgraduate Diploma	28
Bachelor Degree	59
Postgraduate Certificate / Postgraduate Award	7
Associate Degree	16
Advanced Diploma / Professional Diploma / Post-diploma Certificate	230
Higher Diploma	32
Diploma / Executive Diploma / Graduate Diploma	343
Associate Diploma	1
Advanced / Professional / Higher Certificate	250
Certificate / Executive Certificate / Graduate Certificate	971
Others, e.g. certificate of completion / attendance	5 831
Total	7 842

- (b) The numbers of recipients of CEF subsidies and the amount of subsidies disbursed in the past 3 years (i.e. 2014-15 to 2016-17), with a breakdown by age group, course domain and academic qualification awarded are set out at the Annex.
- (c) & (d) We propose to inject an additional \$1.5 billion into CEF in 2017-18 and consider various measures to enhance the operation of CEF. We have engaged a consultant to assist in conducting a review of CEF, which will include studying overseas experiences, holding focus group discussions and conducting user surveys. Based

on the views collected, we will explore measures for enhancing the operation of CEF. The review is expected to be completed within 2017.

**Breakdown of the Numbers of Recipients of CEF Subsidies and the Amount of Subsidies
Disbursed by Age Group and Course Domain**

2014-15:

	Age Group [#]								Total	
	18-29		30-39		40-49		50-65			
Course Domain	No. of recipients	Amount of subsidies (\$ million)	No. of recipients	Amount of subsidies (\$ million)	No. of recipients	Amount of subsidies (\$ million)	No. of recipients	Amount of subsidies (\$ million)	No. of recipients	Amount of subsidies (\$ million)
Financial services	3 862	23.4	927	4.6	481	2.7	384	2.7	5 654	33.4
Languages	3 628	27.3	1 137	7.7	764	5.4	389	2.9	5 918	43.3
Logistics	608	3.8	483	2.8	189	1.1	120	0.7	1 400	8.4
Design	1 625	8.9	592	3.5	295	1.7	132	0.7	2 644	14.8
Tourism	1 122	5.6	149	0.7	97	0.5	106	0.6	1 474	7.4
Business services	5 024	24.7	2 339	13.2	961	6.3	381	2.8	8 705	47.0
Creative industries	452	2.6	162	1.0	61	0.4	64	0.3	739	4.3
Interpersonal and intrapersonal skills for the workplace	79	0.5	67	0.6	34	0.3	23	0.2	203	1.6
“Specifications of Competency Standards”^	958	7.6	679	4.2	464	2.1	372	1.2	2 473	15.1
Total	17 358	104.4	6 535	38.3	3 346	20.5	1 971	12.1	29 210	175.3

2015-16:

	Age group [#]								Total	
	18-29		30-39		40-49		50-65			
Course Domain	No. of recipients	Amount of subsidies (\$ million)	No. of recipients	Amount of subsidies (\$ million)	No. of recipients	Amount of subsidies (\$ million)	No. of recipients	Amount of subsidies (\$ million)	No. of recipients	Amount of subsidies (\$ million)
Financial services	3 293	19.3	900	4.7	563	3.4	563	3.75	5 319	31.15
Languages	3 585	26.7	1 111	7.4	619	4.45	388	2.7	5 703	41.25
Logistics	610	3.3	460	2.5	206	1.0	83	0.48	1 359	7.28
Design	1 401	7.5	492	2.7	233	1.26	144	0.82	2 270	12.28
Tourism	1 092	4.7	118	0.5	50	0.24	74	0.4	1 334	5.84
Business services	4 402	21.8	1 992	10.7	895	5.2	381	2.4	7 670	40.1
Creative industries	414	2.59	136	0.92	52	0.35	107	0.5	709	4.36
Interpersonal and intrapersonal skills for the workplace	27	0.21	11	0.1	11	0.1	10	0.1	59	0.51
“Specifications of Competency Standards”^	958	7.9	574	3.88	350	1.7	280	1.25	2 162	14.73
Total	15 782	94.0	5 794	33.4	2 979	17.7	2 030	12.4	26 585	157.5

2016-17(as at 31 January 2017):

	Age Group [#]								Total	
	18-29		30-39		40-49		50-65			
Course Domain	No. of recipients	Amount of subsidies (\$ million)	No. of recipients	Amount of subsidies (\$ million)	No. of recipients	Amount of subsidies (\$ million)	No. of recipients	Amount of subsidies (\$ million)	No. of recipients	Amount of subsidies (\$ million)
Financial services	2 488	16.4	749	4.3	391	2.88	266	1.9	3 894	25.48
Languages	3 037	22.4	831	5.5	417	3.2	258	1.9	4 543	33.0
Logistics	408	2.4	357	1.9	140	0.7	83	0.4	988	5.4
Design	1 100	6.1	415	2.4	244	1.3	134	0.7	1 893	10.5
Tourism	794	3.8	134	0.5	46	0.2	141	0.8	1 115	5.3
Business services	3 142	17.0	1 562	9.0	660	4.2	277	2.0	5 641	32.2
Creative industries	208	1.5	84	0.6	53	0.3	51	0.33	396	2.73
Interpersonal and intrapersonal skills for the workplace	41	0.4	29	0.29	2	0.02	1	0.01	73	0.72
“Specifications of Competency Standards”^	790	6.38	600	3.89	335	1.9	250	1.2	1 975	13.37
Total	12 008	76.38	4761	28.38	2 288	14.7	1 461	9.24	20 518	128.7

**Breakdown of the Numbers of Recipients of CEF Subsidies and the Amount of Subsidies
Disbursed by Age group and Academic Qualification to be Awarded**

2014-15:

	Age Group [#]								Total	
	18-29		30-39		40-49		50-65			
Academic qualification to be awarded	No. of recipients	Amount of subsidies (\$ million)	No. of recipients	Amount of subsidies (\$ million)	No. of recipients	Amount of subsidies (\$ million)	No. of recipients	Amount of subsidies (\$ million)	No. of recipients	Amount of subsidies (\$ million)
Doctorate	—	—	—	—	—	—	—	—	—	—
Master Degree	58	0.5	33	0.3	19	0.1	3	0.03	113	0.93
Postgraduate Diploma	19	0.1	12	0.1	4	0.04	3	0.03	38	0.27
Bachelor Degree	135	1.3	20	0.2	2	0.02	2	0.02	159	1.54
Postgraduate Certificate/ Postgraduate Award	5	0.05	4	0.04	1	0.01	—	—	10	0.1
Associate Degree	26	0.2	—	—	1	0.01	—	—	27	0.21
Advanced Diploma/ Professional Diploma/ Post-diploma Certificate	26	0.2	—	—	1	0.01	—	—	27	0.21
Higher Diploma	310	3.0	226	2.2	90	0.9	38	0.3	664	6.4
Diploma/ Executive Diploma/ Graduate Diploma	1 310	11.2	421	3.68	306	2.7	157	1.4	2 194	18.98
Associate Diploma	15	0.15	18	0.18	2	0.01	2	0.02	37	0.36
Advanced/ Professional/ Higher Certificate	331	2.5	193	1.4	136	0.9	127	0.8	787	5.6
Certificate/ Executive Certificate/ Graduate Certificate	3 653	25.0	1 779	11.3	1 199	6.9	811	4.2	7 442	47.4
Others, e.g. certificate of completion/ attendance	11 470	60.2	3 829	18.9	1 585	8.9	828	5.3	17 712	93.3
Total	17 358	104.4	6 535	38.3	3 346	20.5	1 971	12.1	29 210	175.3

2015-16:

	Age Group [#]								Total	
	18-29		30-39		40-49		50-65			
Academic qualification to be awarded	No. of recipients	Amount of subsidies (\$ million)	No. of recipients	Amount of subsidies (\$ million)	No. of recipients	Amount of subsidies (\$ million)	No. of recipients	Amount of subsidies (\$ million)	No. of recipients	Amount of subsidies (\$ million)
Doctorate	—	—	—	—	—	—	—	—	—	—
Master Degree	43	0.4	15	0.14	11	0.11	3	0.02	72	0.67
Postgraduate Diploma	21	0.21	15	0.14	2	0.02	2	0.02	40	0.39
Bachelor Degree	67	0.6	16	0.1	1	0.01	—	—	84	0.71
Postgraduate Certificate/ Postgraduate Award	2	0.02	1	0.01	2	0.02	—	—	5	0.05
Associate Degree	20	0.2	—	—	—	—	—	—	20	0.2
Advanced Diploma/ Professional Diploma/ Post-diploma Certificate	290	2.7	217	2.0	70	0.65	29	0.19	606	5.54
Higher Diploma	5	0.05	—	—	—	—	—	—	5	0.05
Diploma/ Executive Diploma/ Graduate Diploma	1 296	10.9	443	3.7	223	2.0	151	1.11	2 113	17.71
Associate Diploma	10	0.1	13	0.11	3	0.02	1	0.01	27	0.24
Advanced/ Professional/ Higher Certificate	238	1.8	150	1.2	103	0.7	80	0.5	571	4.2
Certificate/ Executive Certificate/ Graduate Certificate	3 423	23.5	1 562	10.0	1 020	6.07	753	4.4	6 758	43.97
Others, e.g. certificate of completion/ attendance	10 367	53.52	3 362	16.0	1 544	8.1	1 011	6.15	16 284	83.77
Total	15 782	94.0	5 794	33.4	2 979	17.7	2 030	12.4	26 585	157.5

2016-17(as at 31 January 2017):

	Age Group [#]								Total	
	18-29		30-39		40-49		50-65			
Academic qualification to be awarded	No. of recipients	Amount of subsidies (\$ million)	No. of recipients	Amount of subsidies (\$ million)	No. of recipients	Amount of subsidies (\$ million)	No. of recipients	Amount of subsidies (\$ million)	No. of recipients	Amount of subsidies (\$ million)
Doctorate	—	—	—	—	—	—	—	—	—	—
Master Degree	47	0.4	34	0.3	20	0.2	4	0.04	105	0.94
Postgraduate Diploma	10	0.1	14	0.1	1	0.01	—	—	25	0.21
Bachelor Degree	28	0.27	17	0.1	4	0.03	—	—	49	0.4
Postgraduate Certificate/ Postgraduate Award	7	0.07	2	0.02	—	—	—	—	9	0.09
Associate Degree	7	0.07	—	—	—	—	—	—	7	0.07
Advanced Diploma/ Professional Diploma/ Post-diploma Certificate	190	1.9	166	1.6	55	0.5	22	0.2	433	4.2
Higher Diploma	1	0.01	—	—	—	—	—	—	1	0.01
Diploma/ Executive Diploma/ Graduate Diploma	1 056	9.0	325	2.9	200	1.7	81	0.7	1 662	14.3
Associate Diploma	6	0.06	6	0.06	6	0.06	—	—	18	0.18
Advanced/ Professional/ Higher Certificate	204	1.5	146	1.1	125	0.9	125	0.8	600	4.3
Certificate/ Executive Certificate/ Graduate Certificate	2 812	20.7	1 366	9.0	815	5.3	583	3.5	5 576	38.5
Others, e.g. certificate of completion/ attendance	7 640	42.3	2 685	13.2	1 062	6.0	646	4.0	12 033	65.5
Total	12 008	76.38	4 761	28.38	2 288	14.7	1 461	9.24	20 518	128.7

[#] Hong Kong residents aged between 18 and 65 are eligible to apply for subsidies from CEF.

[^] The courses covered under “Specifications of Competency Standards” have adopted the specifications formulated by the Industry Training Advisory Committees of QF as the basis for curriculum design. These courses may be registered under CEF since the implementation of QF in May 2008.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)128

(Question Serial No. 0363)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the task to oversee the implementation of the Manpower Development Scheme of the Employees Retraining Board (ERB), will the government inform this Committee:

- (a) whether it knows the ERB offered any training courses on language and vocational skills dedicated for ethnic minorities in the past three years; if so, of the details (including the number of courses and participants); if not, the reasons for that;
- (b) whether it knows the number of ethnic minorities enrolled in the courses offered by the ERB; if so, with a breakdown by nationality or race;
- (c) whether it knows the employment rates of ethnic minority trainees who completed the courses offered by the ERB in each of the past 3 years; and
- (d) whether the government has conducted further survey on, inter alia, the number of graduate ethnic minority trainees employed in the same trade as the training courses they attended and the percentage of trainees whose jobs were unrelated to the courses they attended?

Asked by: Hon MAK Mei-kuen, Alice (Member Question No. 28)

Reply:

The information sought is provided as follows:

- (a) The Employees Retraining Board (ERB) has offered dedicated courses for ethnic minorities covering vocational training for 12 industry categories (namely property management & security, electrical & mechanical services, construction & renovation, beauty therapy, hairdressing, social services, business, catering, information & communication technology, logistics, hotel, and tourism), and language training including workplace Cantonese, workplace Putonghua, workplace Chinese (reading and writing), and English, etc. The number of courses concerned and the number of enrolled trainees in the past 3 years were as follows -

Dedicated Courses for Ethnic Minorities	2014-15		2015-16		2016-17¹	
	No. of Courses	No. of Enrolled Trainees	No. of Courses	No. of Enrolled Trainees	No. of Courses	No. of Enrolled Trainees
Vocational Training Courses	15	150	17	120	22	150
Language Training Courses	7	120	8	150	9	100

Furthermore, ERB offers dedicated training courses for ethnic minorities on generic skills including the application of information technology, interpersonal and job search skills, etc.

- (b) In the past 3 years, the numbers of trainees enrolled in dedicated courses for ethnic minorities offered by ERB were 380 (2014-15), 330 (2015-16) and 320 (2016-17¹) respectively. ERB does not keep the breakdown on the nationality / race of ethnic minorities enrolled in the courses.
- (c) Training bodies of ERB provide trainees with 6 months' placement follow-up service upon completion of dedicated placement-tied courses for ethnic minorities. In the past 3 years, the placement rates² of dedicated courses for ethnic minorities were 61% (2014-15), 58% (2015-16) and 67% (2016-17¹) respectively.
- (d) In 2016-17¹, the relevancy rate to training³ of dedicated courses for ethnic minorities was 83%. The other 17% of ethnic minority trainees were engaged in jobs not related to the training they attended.

¹ Estimated figures as at February 2017.

² Placement rate refers to the percentage of trainees who engaged in employment during the placement follow-up period over the number of trainees who completed the placement-tied courses.

³ Relevancy rate to training refers to the percentage of trainees who engaged in jobs related to their training during the placement follow-up period over the number of trainees who engaged in employment.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)129

(Question Serial No. 2088)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)

Director of Bureau: Secretary for Labour and Welfare

Question:

The estimated financial provision for manpower development in 2017-18 is 21.5% higher than that for the previous year. This is mainly due to increased requirement for preparatory work for the enhancement measures of the Continuing Education Fund (CEF) and other departmental expenses. In this connection, please inform this Committee of the following:

- (1) What are the specific details of the preparatory work? What are the estimated expenditure and staffing establishment involved?
- (2) Will the enhancement measures include a review of expanding the reimbursable course list and raising the subsidy amount? If yes, what are the details?
- (3) Regarding "increased requirement for ... other departmental expenses" mentioned in the Programme, which departments does it refer to? What are the respective scopes of work, staffing establishments and expenditures involved?

Asked by: Hon NG Wing-ka, Jimmy (Member Question No. 15)

Reply:

The information required is provided as follows:

- (1) and (2) We propose to inject an additional funding of \$1.5 billion into the Continuing Educational Fund (CEF) in 2017-18, and will consider various measures to enhance the operation of CEF. We have engaged a consultant to assist in conducting a review of CEF, which will include studying overseas experience, holding focus group discussions and conducting user surveys. Based on the views collected, we will explore measures for enhancing CEF. Taking into account the possible review result that amendment to the CEF course domains is required, we have earmarked a funding of \$2.8 million in the estimated expenditure of the Labour and Welfare Bureau (LWB) in 2017-18 for the consultancy fee to develop and update the "Guidelines on Competency Requirements" for various course domains under CEF. The cost concerned

will not be absorbed by the expenditure of CEF.

- (3) Besides the expenditure for the consultancy fee for the “Guidelines on Competency Requirements” for various course domains under CEF, the “increased requirement for ... other departmental expenses” mentioned in the Programme refers to the expenditure of other tasks on manpower development under LWB, including the expenditure earmarked for conducting a new round of Manpower Projection, and the increased estimated expenditure for Adult Education Subvention Scheme and personal emoluments. No increase in staffing establishment is involved.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)130

(Question Serial No. 0506)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (7) Subvention: Vocational Training Council (Vocational Training)

Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) What was the number of Form 6 school leavers who had enrolled in the vocational training courses provided by the Vocational Training Council (VTC) over the past 5 academic years? What is the number of Form 6 school leavers expected to enrol in the relevant courses in the coming 5 academic years? Please provide a breakdown by academic year.
- (b) The enrolment rate of the VTC's vocational training courses was 122% (i.e. over 100%) in the 2015/16 academic year. Which courses were over-enrolled? How will the Administration assist the departments concerned through resource allocation?

Asked by: Hon POON Siu-ping (Member Question No. 40)

Reply:

The information sought is provided as follows:

- (a) The vocational training courses provided by the Vocational Training Council (VTC) under this programme of the Labour and Welfare Bureau are mainly for in-service personnel to upgrade their skills and knowledge to meet the ever changing manpower needs of industries with a view to upgrading the quality of workforce in Hong Kong. As these courses are not specifically designed for Form 6 school leavers, the entry requirements (if any) generally refer to qualifications and experience in the relevant trades. Therefore, VTC does not have any enrolment information about Form 6 school leavers.
- (b) In the 2015/16 academic year, over-enrolled vocational training courses were mainly short-term courses on upgrading of skills and knowledge, and corporate staff training courses. These courses were mostly run on a self-financing basis. If the number of participants is larger than expected, additional manpower will be provided by VTC accordingly to cope with the demand of the courses.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)131

(Question Serial No. 0051)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)

Director of Bureau: Secretary for Labour and Welfare

Question:

According to paragraph 150 of the Budget Speech, the Government proposes to inject an additional \$1.5 billion into the Continuing Education Fund (CEF) in 2017-18. In this connection, will the Government advise:

- (a) Whether it knows the academic qualifications of CEF applicants before and after pursuing the courses registered under CEF in the past 5 years, as well as the number of applications approved and people benefited under the CEF so far;
- (b) Whether it has assessed the number of people who can be benefited by \$1.5 billion of additional injection; if yes, of the details; if no, of that reasons; and
- (c) Whether it will consider CEF as a standing initiative in the long run so as to support the development of diversified economy and help better equip our labour force for future challenges; if yes, of the details; if no, of that reasons?

Asked by: Hon SHEK Lai-him, Abraham (Member Question No. 42)

Reply:

The information sought is provided as follows:

- (a) The academic qualifications of Continuing Education Fund (CEF) applicants before pursuing courses registered under CEF, the number of applications approved and the number of people benefited from course fee reimbursement under CEF over the past 5 years are provided as follows:

	Year				
	2012-13	2013-14	2014-15	2015-16	2016-17 (as at 31 January 2017)
Applicants for opening a CEF account who are degree holders	15 476	14 903	13 890	12 997	10 819
Applicants for opening a CEF account who are non-degree holders	21 557	19 136	17 379	15 976	13 445
Applicants for opening a CEF account without specifying their academic qualifications	3 640	1 841	1 580	1 978	1 573
No. of reimbursement applications approved	29 651	25 762	22 584	20 790	16 275
No. of people benefited from course fee reimbursement	28 440	25 275	22 526	19 775	16 105

Under the current operation of CEF, people applying for opening a CEF account are only required to declare the academic qualifications they are holding at the time they submit their applications. There is no need for those beneficiaries who have completed the CEF courses and obtained the recognised qualifications of the courses concerned to notify the Office of CEF (OCEF) of their academic qualifications. As such, OCEF does not have any information on the academic qualifications of applicants after they have completed the CEF courses.

- (b) Subject to the Financial Committee's approval of the proposed injection of an additional funding of \$1.5 billion into CEF and with the available CEF balance of more than \$1.3 billion, based on the amount of subsidy capped at \$10,000, no less than 280 000 people will benefit from CEF in the future.
- (c) We have engaged a consultant to assist in conducting a review of CEF, which will include studying overseas experience, holding focus group discussions and conducting user surveys. Based on the views collected, we will explore measures for enhancing the operation of CEF.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)132

(Question Serial No. 2511)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)

Director of Bureau: Secretary for Labour and Welfare

Question:

What were the total administrative expenditure and the increase rate of such expenditure of the Office of the Continuing Education Fund in each of the past 3 financial years?

Regarding the Continuing Education Fund (CEF), please advise whether the Government has compiled statistics on the following over the past 5 years:

1. the number of recipients of CEF subsidies;
2. the average amount of approved subsidies for each recipient; and
3. the increase rate of the total amount of subsidies disbursed.
4. Has the Government assessed if the tuition fees of the self-financing courses have increased too much over the past 3 years?
5. Will the Government increase the amount of subsidy for continuing education in response to the rise in tuition fees so as to provide a greater incentive for the public to pursue further studies?

Asked by: Hon TSE Wai-chun, Paul (Member Question No. 30)

Reply:

The total administrative expenditure of the Office of the Continuing Education Fund for each of the 3 financial years from 2014-15 to 2016-17 (as at 31 January 2017) was \$10.78 million, \$10.75 million and \$8.68 million respectively, representing a year-on-year decrease of 7.5%, 0.3% and 4.8% respectively.

The required statistics relating to the Continuing Education Fund (CEF) are as follows:

1. The number of recipients of CEF subsidies with course fees reimbursed in each of the past 5 years is tabulated below:

	Year				
	2012-13	2013-14	2014-15	2015-16	2016-17 (as at 31 January 2017)
Number of recipients of CEF subsidies with course fees reimbursed	28 440	25 275	22 526	19 775	16 105

2. The average amount of approved subsidy for each recipient in each of the past 5 years is tabulated below:

	Year				
	2012-13	2013-14	2014-15	2015-16	2016-17 (as at 31 January 2017)
Average amount of approved subsidy for each recipient (\$)	7,665	7,765	7,784	7,965	7,990

3. The total amount of course fees disbursed in each of the 5 financial years from 2012-13 to 2016-17 (as at 31 January 2017) was \$218 million, \$196.3 million, \$175.3 million, \$157.5 million and \$128.7 million respectively, representing a year-on-year decrease of 12%, 10%, 11%, 10% and 4% respectively.
4. Currently, there are almost 8 000 courses on the CEF course list. About 70% of them charge a fee of less than \$10,000.
5. We have engaged a consultant to assist in conducting a review of CEF, which will include studying overseas experience, holding focus group discussions and conducting user surveys. Based on the views collected, we will explore measures for enhancing the operation of CEF. The review is expected to be completed within 2017.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)133

(Question Serial No. 1744)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)

Director of Bureau: Secretary for Labour and Welfare

Question:

The estimated financial provision for 2017-18 has increased by 21.5% as compared with that for 2016-17. What are the details?

Asked by: Hon WAN Siu-kin, Andrew (Member Question No. 18)

Reply:

The estimated financial provision for 2017-18 is 21.5% (about \$7.2 million) higher than the revised estimate for 2016-17. This is mainly due to an increase of about \$4.6 million in the estimated departmental expenses (including \$2.8 million earmarked for conducting preparatory work for the enhancement measures of the Continuing Education Fund, and about \$1.66 million for conducting a new round of Manpower Projection), an increase of about \$1.6 million in the estimated expenditure for personal emoluments, and an increase of about \$1 million in the estimated expenditure for the Adult Education Subvention Scheme.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)134

(Question Serial No. 2068)

Head: (173) Working Family and Student Financial Assistance Agency

Subhead (No. & title): (700) General non-recurrent
Item 508 Continuing Education Fund

Programme: (1) Student Assistance Scheme

Controlling Officer: Head, Working Family and Student Financial Assistance Agency
(Mr Esmond LEE)

Director of Bureau: Secretary for Labour and Welfare

Question:

Under the current Student Assistance Scheme, the Continuing Education Fund (CEF) subsidises adults with learning aspirations to pursue continuing education and training. In this connection, would the Government provide the following information:

1. The number of cases with tuition fee approved or reimbursed in each of the past 5 years (i.e. 2012-13, 2013-14, 2014-15, 2015-16 and 2016-17) with breakdowns by course domain and age of applicant;
2. The respective total amount of tuition fee reimbursed in each of the past 5 years (i.e. 2012-13, 2013-14, 2014-15, 2015-16 and 2016-17) and the respective average amount of tuition fee reimbursed per case in each of these 5 years;
3. It is mentioned in the Budget Speech that an additional \$1.5 billion will be injected into the CEF this year for exploring and implementing various enhancement measures. What are the details?
4. Does the Government have any plan to raise the level of subsidy for each eligible applicant so as to strengthen support for people with diverse educational needs? If yes, what are the details?

Asked by: Hon LAU Siu-lai (Member Question No. 3048)

Reply:

The information sought is provided as follows -

- (1) A detailed breakdown of the number of beneficiaries under CEF in the past five years (i.e. 2012-13 to 2016-17) by age group and course domain is provided at Annex.

- (2) The information on the total amount of subsidies disbursed and the average amount of subsidies disbursed for each successful application in the past five years (i.e. 2012-13 to 2016-17) is set out below:

	Year				
	2012-13	2013-14	2014-15	2015-16	2016-17 (as at 31 January 2017)
Total amount disbursed (\$m)	218.0	196.3	175.3	157.5	128.7
Average amount disbursed for each successful application (\$)	7,352	7,618	7,762	7,577	7,906

- (3) & (4) We propose to inject an additional \$1.5 billion into CEF in 2017-18 and will consider measures to enhance the operation of CEF. We have engaged a consultant to assist in conducting a review on CEF. The scope of the review will include examining overseas experience, holding focus group discussions and conducting a user survey. The review is expected to be completed within 2017.

**Breakdown of the Number of Beneficiaries of the Continuing Education Fund
by Age Group and Course Domain**

2012-13:

	Age group [#]				Total
	18-29	30-39	40-49	50-65	
Course Domain	Number of beneficiaries				
Financial Services	5 516	1 744	762	439	8 461
Languages	4 164	1 767	1 113	526	7 570
Logistics	793	586	225	91	1 695
Design	1 997	815	404	176	3 392
Tourism	1 559	451	205	124	2 339
Business Services	7 476	3 396	1 389	507	12 768
Creative Industries	631	214	93	52	990
Interpersonal and Intrapersonal Skills for the Workplace	90	61	20	5	176
Specification of Competency Standards^	814	436	305	228	1 783
Total	23 040	9 470	4 516	2 148	39 174

2013-14:

	Age group [#]				Total
	18-29	30-39	40-49	50-65	
Course Domain	Number of beneficiaries				
Financial Services	4 567	1 203	613	399	6 782
Languages	3 623	1 371	890	461	6 345
Logistics	677	627	221	117	1 642
Design	1 742	710	361	148	2 961
Tourism	1 328	308	158	116	1 910
Business Services	6 477	2 946	1 243	510	11 176
Creative Industries	683	222	83	62	1 050
Interpersonal and Intrapersonal Skills for the Workplace	83	73	33	15	204
Specification of Competency Standards^	796	541	386	263	1 986
Total	19 976	8 001	3 988	2 091	34 056

2014-15:

	Age group [#]				Total
	18-29	30-39	40-49	50-65	
Course Domain	Number of beneficiaries				
Financial Services	3 862	927	481	384	5 654
Languages	3 628	1 137	764	389	5 918
Logistics	608	483	189	120	1 400
Design	1 625	592	295	132	2 644
Tourism	1 122	149	97	106	1 474
Business Services	5 024	2 339	961	381	8 705
Creative Industries	452	162	61	64	739
Interpersonal and Intrapersonal Skills for the Workplace	79	67	34	23	203
Specification of Competency Standards^	958	679	464	372	2 473
Total	17 358	6 535	3 346	1 971	29 210

2015-16:

	Age group [#]				Total
	18-29	30-39	40-49	50-65	
Course Domain	Number of beneficiaries				
Financial Services	3 293	900	563	563	5 319
Languages	3 585	1 111	619	388	5 703
Logistics	610	460	206	83	1 359
Design	1 401	492	233	144	2 270
Tourism	1 092	118	50	74	1 334
Business Services	4 402	1 992	895	381	7 670
Creative Industries	414	136	52	107	709
Interpersonal and Intrapersonal Skills for the Workplace	27	11	11	10	59
Specification of Competency Standards^	958	574	350	280	2 162
Total	15 782	5 794	2 979	2 030	26 585

2016-17 (as at 31 January 2017):

	Age group [#]				Total
	18-29	30-39	40-49	50-65	
Course Domain	Number of beneficiaries				
Financial Services	2 488	749	391	266	3 894
Languages	3 037	831	417	258	4 543
Logistics	408	357	140	83	988
Design	1 100	415	244	134	1 893
Tourism	794	134	46	141	1 115
Business Services	3 142	1 562	660	277	5 641
Creative Industries	208	84	53	51	396
Interpersonal and Intrapersonal Skills for the Workplace	41	29	2	1	73
Specification of Competency Standards^	790	600	335	250	1 975
Total	12 008	4761	2 288	1 461	20 518

[#] Hong Kong residents aged between 18 and 65 are eligible to apply for subsidies under CEF.

[^] The courses covered under “Specification of Competency Standards” have adopted the specifications formulated by the Industry Training Advisory Committees of the Qualifications Framework (QF) as the basis for curriculum design. These courses may be registered under CEF since the implementation of QF in May 2008.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)135****(Question Serial No. 0651)**Head: (173) Working Family and Student Financial Assistance AgencySubhead (No. & title): (700) General non-recurrent
Item 508 Continuing Education FundProgramme: (1) Student Assistance SchemeControlling Officer: Head, Working Family and Student Financial Assistance Agency
(Mr Esmond LEE)Director of Bureau: Secretary for Labour and WelfareQuestion:

Please provide in the following table a breakdown of the number of closed Continuing Education Fund (CEF) accounts where the subsidy of \$10,000 was not used up:

Balance in closed CEF accounts	Number of cases		
	2014	2015	2016
Below \$1,000			
Below \$2,000			
Below \$3,000			
Below \$4,000			
\$4,000 or above			

Asked by: Hon POON Siu-ping (Member Question No. 48)Reply:

The information on the number of closed Continuing Education Fund (CEF) accounts without using up the maximum subsidy ceiling of \$10,000 and with a remaining balance in the accounts in the past three years (i.e. 2014-15 to 2016-17) is set out as below -

Balance in closed CEF accounts	Number of accounts		
	2014-15	2015-16	2016-17 (as at 31 January 2017)
\$1 to \$1,000	1 577	1 448	1 038
\$1,001 to \$2,000	1 263	1 086	851
\$2,001 to \$3,000	1 305	1 198	973
\$3,001 to \$4,000	1 505	1 222	1 124
\$4,001 or above	21 616	19 696	16 631

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)136

(Question Serial No. 2254)

Head: (173) Working Family and Student Financial Assistance Agency

Subhead (No. & title): (700) General non-recurrent
Item 508 Continuing Education Fund

Programme: (1) Student Assistance Scheme

Controlling Officer: Head, Working Family and Student Financial Assistance Agency
(Mr Esmond LEE)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the operation of the Continuing Education Fund (CEF), please provide the following information for the past 3 years:

- (a) the number of CEF beneficiaries and amount of subsidies with a breakdown by age group, academic qualification to be awarded and course domain;
- (b) the measures and financial expenditure pertaining to the publicity and promotion of the CEF; and
- (c) whether an increase of the CEF subsidy ceiling will be considered; if yes, the details; if no, the reason(s)?

Asked by: Hon TIEN Puk-sun, Michael (Member Question No. 50)

Reply:

The information sought is provided as follows -

- (a) A detailed breakdown of the number of beneficiaries under CEF and the amount of subsidies disbursed in the past three years (i.e. 2014-15 to 2016-17) by age group, academic qualification to be awarded and course domain is provided at Annex.
- (b) The Government encourages members of the public to apply for CEF through various publicity channels, such as leaflets and the website of the Office of CEF, providing information on CEF course providers, application procedures and other essential information. The expenditure pertaining to the publicity and related expenses in 2014-15, 2015-16 and 2016-17 (as at 31 January 2017) was \$120,000, \$210,000 and \$150,000 respectively.

- (c) We propose to inject an additional \$1.5 billion into CEF in 2017-18 and will consider measures to enhance the operation of CEF. We have engaged a consultant to assist in conducting a review on CEF. The scope of the review will include examining overseas experience, holding focus group discussions and conducting a user survey. The review is expected to be completed within 2017.

Breakdown of the Number of Beneficiaries of the Continuing Education Fund and Amount of Subsidies Disbursed by Age Group and Course Domain

2014-15:

	Age Group#								Total	
	18-29		30-39		40-49		50-65			
Course Domain	Number of beneficiaries	Amount of subsidies (\$m)	Number of beneficiaries	Amount of subsidies (\$m)	Number of beneficiaries	Amount of subsidies (\$m)	Number of beneficiaries	Amount of subsidies (\$m)	Number of beneficiaries	Amount of subsidies (\$m)
Financial Services	3 862	23.4	927	4.6	481	2.7	384	2.7	5 654	33.4
Languages	3 628	27.3	1 137	7.7	764	5.4	389	2.9	5 918	43.3
Logistics	608	3.8	483	2.8	189	1.1	120	0.7	1 400	8.4
Design	1 625	8.9	592	3.5	295	1.7	132	0.7	2 644	14.8
Tourism	1 122	5.6	149	0.7	97	0.5	106	0.6	1 474	7.4
Business Services	5 024	24.7	2 339	13.2	961	6.3	381	2.8	8 705	47.0
Creative Industries	452	2.6	162	1.0	61	0.4	64	0.3	739	4.3
Interpersonal and Intrapersonal Skills for the Workplace	79	0.5	67	0.6	34	0.3	23	0.2	203	1.6
Specification of Competency Standards^	958	7.6	679	4.2	464	2.1	372	1.2	2 473	15.1
Total	17 358	104.4	6 535	38.3	3 346	20.5	1 971	12.1	29 210	175.3

2015-16:

	Age Group#								Total	
	18-29		30-39		40-49		50-65			
Course Domain	Number of beneficiaries	Amount of subsidies (\$m)	Number of beneficiaries	Amount of subsidies (\$m)	Number of beneficiaries	Amount of subsidies (\$m)	Number of beneficiaries	Amount of subsidies (\$m)	Number of beneficiaries	Amount of subsidies (\$m)
Financial Services	3 293	19.3	900	4.7	563	3.4	563	3.75	5 319	31.15
Languages	3 585	26.7	1 111	7.4	619	4.45	388	2.7	5 703	41.25
Logistics	610	3.3	460	2.5	206	1.0	83	0.48	1 359	7.28
Design	1 401	7.5	492	2.7	233	1.26	144	0.82	2 270	12.28
Tourism	1 092	4.7	118	0.5	50	0.24	74	0.4	1 334	5.84
Business Services	4 402	21.8	1 992	10.7	895	5.2	381	2.4	7 670	40.1
Creative Industries	4 14	2.59	136	0.92	52	0.35	107	0.5	709	4.36
Interpersonal and Intrapersonal Skills for the Workplace	27	0.21	11	0.1	11	0.1	10	0.1	59	0.51
Specification of Competency Standards^	958	7.9	574	3.88	350	1.7	280	1.25	2 162	14.73
Total	15 782	94.0	5 794	33.4	2 979	17.7	2 030	12.4	26 585	157.5

2016-17 (as at 31 January 2017):

	Age Group#								Total	
	18-29		30-39		40-49		50-65			
Course Domain	Number of beneficiaries	Amount of subsidies (\$m)	Number of beneficiaries	Amount of subsidies (\$m)	Number of beneficiaries	Amount of subsidies (\$m)	Number of beneficiaries	Amount of subsidies (\$m)	Number of beneficiaries	Amount of subsidies (\$m)
Financial Services	2 488	16.4	749	4.3	391	2.88	266	1.9	3 894	25.48
Languages	3 037	22.4	831	5.5	417	3.2	258	1.9	4 543	33.0
Logistics	408	2.4	357	1.9	140	0.7	83	0.4	988	5.4
Design	1 100	6.1	415	2.4	244	1.3	134	0.7	1 893	10.5
Tourism	794	3.8	134	0.5	46	0.2	141	0.8	1 115	5.3
Business Services	3 142	17.0	1 562	9.0	660	4.2	277	2.0	5 641	32.2
Creative Industries	208	1.5	84	0.6	53	0.3	51	0.33	396	2.73
Interpersonal and Intrapersonal Skills for the Workplace	41	0.4	29	0.29	2	0.02	1	0.01	73	0.72
Specification of Competency Standards^	790	6.38	600	3.89	335	1.9	250	1.2	1 975	13.37
Total	12 008	76.38	4761	28.38	2 288	14.7	1 461	9.24	20 518	128.7

Breakdown of the Number of Beneficiaries of the Continuing Education Fund and Amount of Subsidies Disbursed by Age Group and Academic Qualification to be Awarded

2014-15:

	Age Group#								Total	
	18-29		30-39		40-49		50-65			
Academic qualification to be awarded	Number of beneficiaries	Amount of subsidies (\$m)	Number of beneficiaries	Amount of subsidies (\$m)	Number of beneficiaries	Amount of subsidies (\$m)	Number of beneficiaries	Amount of subsidies (\$m)	Number of beneficiaries	Amount of subsidies (\$m)
Doctorate	–	–	–	–	–	–	–	–	–	–
Master Degree	58	0.5	33	0.3	19	0.1	3	0.03	113	0.93
Postgraduate Diploma	19	0.1	12	0.1	4	0.04	3	0.03	38	0.27
Bachelor Degree	135	1.3	20	0.2	2	0.02	2	0.02	159	1.54
Postgraduate Certificate / Postgraduate Award	5	0.05	4	0.04	1	0.01	–	–	10	0.1
Associate Degree	26	0.2	–	–	1	0.01	–	–	27	0.21
Advanced Diploma / Professional Diploma / Post-diploma Certificate	26	0.2	–	–	1	0.01	–	–	27	0.21
Higher Diploma	310	3.0	226	2.2	90	0.9	38	0.3	664	6.4
Diploma / Executive Diploma / Graduate Diploma	1 310	11.2	421	3.68	306	2.7	157	1.4	2 194	18.98
Associate Diploma	15	0.15	18	0.18	2	0.01	2	0.02	37	0.36
Advanced / Professional / Higher Certificate	331	2.5	193	1.4	136	0.9	127	0.8	787	5.6
Certificate / Executive Certificate / Graduate Certificate	3 653	25.0	1 779	11.3	1 199	6.9	811	4.2	7 442	47.4
Others, e.g. certificate of completion / attendance	11 470	60.2	3 829	18.9	1 585	8.9	828	5.3	17 712	93.3
Total	17 358	104.4	6 535	38.3	3 346	20.5	1 971	12.1	29 210	175.3

2015-16:

	Age Group#								Total	
	18-29		30-39		40-49		50-65			
Academic qualification to be awarded	Number of beneficiaries	Amount of subsidies (\$m)	Number of beneficiaries	Amount of subsidies (\$m)	Number of beneficiaries	Amount of subsidies (\$m)	Number of beneficiaries	Amount of subsidies (\$m)	Number of beneficiaries	Amount of subsidies (\$m)
Doctorate	–	–	–	–	–	–	–	–	–	–
Master Degree	43	0.4	15	0.14	11	0.11	3	0.02	72	0.67
Postgraduate Diploma	21	0.21	15	0.14	2	0.02	2	0.02	40	0.39
Bachelor Degree	67	0.6	16	0.1	1	0.01	–	–	84	0.71
Postgraduate Certificate / Postgraduate Award	2	0.02	1	0.01	2	0.02	–	–	5	0.05
Associate Degree	20	0.2	–	–	–	–	–	–	20	0.2
Advanced Diploma / Professional Diploma / Post-diploma Certificate	290	2.7	217	2.0	70	0.65	29	0.19	606	5.54
Higher Diploma	5	0.05	–	–	–	–	–	–	5	0.05
Diploma / Executive Diploma / Graduate Diploma	1 296	10.9	443	3.7	223	2.0	151	1.11	2 113	17.71
Associate Diploma	10	0.1	13	0.11	3	0.02	1	0.01	27	0.24
Advanced / Professional / Higher Certificate	238	1.8	150	1.2	103	0.7	80	0.5	571	4.2
Certificate / Executive Certificate / Graduate Certificate	3 423	23.5	1 562	10.0	1 020	6.07	753	4.4	6 758	43.97
Others, e.g. certificate of completion / attendance	10 367	53.52	3 362	16.0	1 544	8.1	1 011	6.15	16 284	83.77
Total	15 782	94.0	5 794	33.4	2 979	17.7	2 030	12.4	26 585	157.5

2016-17 (as at 31 January 2017):

	Age Group#								Total	
	18-29		30-39		40-49		50-65			
Academic qualification to be awarded	Number of beneficiaries	Amount of subsidies (\$m)	Number of beneficiaries	Amount of subsidies (\$m)	Number of beneficiaries	Amount of subsidies (\$m)	Number of beneficiaries	Amount of subsidies (\$m)	Number of beneficiaries	Amount of subsidies (\$m)
Doctorate	–	–	–	–	–	–	–	–	–	–
Master Degree	47	0.4	34	0.3	20	0.2	4	0.04	105	0.94
Postgraduate Diploma	10	0.1	14	0.1	1	0.01	–	–	25	0.21
Bachelor Degree	28	0.27	17	0.1	4	0.03	–	–	49	0.4
Postgraduate Certificate / Postgraduate Award	7	0.07	2	0.02	–	–	–	–	9	0.09
Associate Degree	7	0.07	–	–	–	–	–	–	7	0.07
Advanced Diploma / Professional Diploma / Post-diploma Certificate	190	1.9	166	1.6	55	0.5	22	0.2	433	4.2
Higher Diploma	1	0.01	–	–	–	–	–	–	1	0.01
Diploma / Executive Diploma / Graduate Diploma	1 056	9.0	325	2.9	200	1.7	81	0.7	1 662	14.3
Associate Diploma	6	0.06	6	0.06	6	0.06	–	–	18	0.18
Advanced / Professional / Higher Certificate	204	1.5	146	1.1	125	0.9	125	0.8	600	4.3
Certificate / Executive Certificate / Graduate Certificate	2 812	20.7	1 366	9.0	815	5.3	583	3.5	5 576	38.5
Others, e.g. certificate of completion / attendance	7 640	42.3	2 685	13.2	1 062	6.0	646	4.0	12 033	65.5
Total	12 008	76.38	4 761	28.38	2 288	14.7	1 461	9.24	20 518	128.7

Hong Kong residents aged between 18 and 65 are eligible to apply for subsidies under CEF.

^ The courses covered under “Specification of Competency Standards” have adopted the specifications formulated by the Industry Training Advisory Committees of the Qualifications Framework (QF) as the basis for curriculum design. These courses may be registered under CEF since the implementation of QF in May 2008.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)137****(Question Serial No. 4119)**Head: (90) Labour DepartmentSubhead (No. & title): (000) Operational expensesProgramme: (4) Employees' Rights and BenefitsControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

Regarding Programme (4) Employees' Rights and Benefits, would the Government provide:

- (a) breakdowns by industry and reason for the Labour Department (LD) to take out prosecution under this Programme in 2016 and, among which, the number of cases of breaches of Statutory Minimum Wage (SMW) requirements;
- (b) details of the convictions and penalties.

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 5063)Reply:

The information sought is provided as follows:

- (a) In 2016, the numbers of summonses heard and convicted processed by LD under Programme (4), with breakdowns by industry and reason for taking out prosecution, are provided below:

Industry	No. of summonses heard	No. of summonses convicted
Catering	252	202
Manufacturing	46	44
Construction	132	118
Import/export trade	151	115
Wholesale/retail trade	363	232
Hotels	6	6
Transport, storage and communications	239	229
Financing, insurance, real estate and business services	228	188
Community, social and personal services	273	203
Others	7	7
Total	1 697	1 344

Reason for taking out prosecution	No. of summonses heard	No. of summonses convicted
Failure to take out employees' compensation insurance	604	567
Wage offences	713	503
Default on awarded payment of the Labour Tribunal/Minor Employment Claims Adjudication Board	114	73
Holiday offences	115	97
Failure to pay periodical payments under the Employees' Compensation Ordinance	93	61
Failure to keep record of employees	10	9
Others	48	34
Total	1 697	1 344

Among the summonses heard, there was 1 convicted summons against an employer for breach of SMW requirement.

- (b) In 2016, the court imposed the highest fine of \$764,000 on an employer for default of wage payment. The highest fines imposed on cases involving holiday offences and failure to take out employees' compensation insurance were \$18,000 and \$12,000 respectively. Besides, 1 company director convicted of wage offences was sentenced to 150 hours of community service, while 1 employer and 1 company director were sentenced to immediate imprisonment for 3 months and 180 hours of community service respectively for defaults of wage payment and awarded payment of the Labour Tribunal.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)138

(Question Serial No. 5533)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Administrative Guidelines on Promotion of Racial Equality, what were the expenditures incurred by the Labour Department (LD) for implementing related measures such as training, service provision, employment of ethnic minorities (EMs) and interpretation services, etc. in the past 3 years?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 5042)

Reply:

LD has put in place a series of measures in accordance with the Government's Administrative Guidelines on Promotion of Racial Equality to enhance the accessibility of its employment support services to EM job seekers and ensure they have equal access to the services.

LD provides comprehensive and free employment services in Chinese and English to all job seekers, including EM job seekers, through a network of 13 job centres across the territory, 3 industry-based recruitment centres, a Telephone Employment Service Centre and the Interactive Employment Service (iES) website. In addition to general employment services, all job centres provide a wide range of dedicated employment services such as special counters, resource corners and employment briefings, etc. to cater for the employment needs of EM job seekers. LD has implemented the Employment Services Ambassador (ESA) Programme for EMs since September 2014, under which trainees of the Youth Employment and Training Programme who can communicate in EM languages are employed as ESAs at job centres or industry-based recruitment centres for 6 months to help EM job seekers use various job search facilities and services. Since the implementation of ESA Programme for EMs, LD has employed 94 trainees. In 2017, LD will engage a total of 2 employment assistants proficient in EM languages to partner with experienced employment officers at the Kowloon West Job Centre in Sham Shui Po and the Employment in One-stop in Tin Shui Wai on a pilot basis to strengthen employment support for EM job seekers (especially those of South Asian origins). LD has also made arrangements with non-governmental organisations (NGOs) to provide interpretation

services for EM job seekers who speak neither Chinese nor English. To facilitate the use of employment services by EM job seekers, relevant publicity materials have been translated into English and 6 EM languages.

At the same time, key information on all job vacancies advertised through LD is translated and displayed in Chinese and English on the iES website, its mobile application and vacancy search terminals to facilitate browsing by EM job seekers. LD also organises large-scale and district-based inclusive job fairs to enhance the employment opportunities of EM job seekers. LD maintains liaison with NGOs serving EMs to better understand the employment needs of EM job seekers and promote its employment services to them.

To raise the multi-cultural sensitivity of the frontline staff of job centres and industry-based recruitment centres, LD from time to time invites NGOs serving EMs to deliver talks on different cultural and religious customs as well as skills in communicating with EMs. LD has also strengthened collaboration with the Equal Opportunities Commission for the latter to provide training on equal opportunities and multi-culture for staff of job centres and industry-based recruitment centres. The training covers the situation of EM communities in Hong Kong as well as legislation and guidelines related to anti-racial discrimination, and arranges case discussion to raise participants' sensitivity to EM cultures and quality of service.

In 2014-15, 2015-16 and 2016-17, LD's expenditures for providing on-the-job training under ESA Programme for EMs were about \$0.77 million, \$1.75 million and \$1.55 million respectively, while the expenditures for organising large-scale inclusive job fairs were about \$0.47 million, \$0.49 million and \$0.52 million respectively. The expenditures on other measures taken as mentioned above were absorbed within the recurrent operational expenses of LD and cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)139

(Question Serial No. 5534)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Will the Labour Department (LD) establish an Ethnic Minority Employment Division, at which fluent English speaking ethnic minority (EM) staff are employed to provide employment support services for non-Chinese speaking people in the coming year? If yes, what are the details; if not, what are the reasons?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 5044)

Reply:

LD has all along been providing dedicated employment services such as special counters, resource corners and employment briefings, etc. to cater for the employment needs of EM job seekers. LD operates 13 job centres across the territory to facilitate the use of employment services by job seekers (including EM job seekers) living in various districts.

LD has implemented the Employment Services Ambassador (ESA) Programme for EMs since September 2014, under which trainees of the Youth Employment and Training Programme who can communicate in EM languages are employed as ESAs at job centres, industry-based recruitment centres and job fairs to help EM job seekers make use of various job search facilities and services. EM job seekers may also meet employment officers at job centres to obtain personalised employment advisory service. Experienced employment officers who are familiar with the local employment market and proficient in English will provide EM job seekers with job search advice and employment information in accordance with their individual needs and preferences, and match them to suitable jobs. At the same time, LD has been making ongoing efforts to canvass and disseminate vacancies suitable for EM job seekers, and organise inclusive job fairs to enhance their employment opportunities. LD has also made arrangements with non-governmental organisations to provide interpretation services for EM job seekers who speak neither Chinese nor English.

LD will continue to provide employment services suited to the needs of EM job seekers in different districts through its existing job centres, wide-ranging services, employer network and support of ESAs for EMs. In 2017, LD will engage a total of 2 staff members

proficient in EM languages to partner with experienced employment officers at the Kowloon West Job Centre in Sham Shui Po and the Employment in One-stop in Tin Shui Wai on a pilot basis to strengthen the services provided for EM job seekers. At present, the Government has no plan to establish an EM Employment Division in LD.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)140****(Question Serial No. 5585)**Head: (90) Labour DepartmentSubhead (No. & title): (000) Operational expensesProgramme: (2) Employment ServicesControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

- (a) Please provide breakdowns of unemployed persons, persons with disabilities, young people, new arrivals and ethnic minorities (EMs) who sought employment through the employment services of the Labour Department (LD) in the past 5 years.
- (b) Please provide breakdowns by gender, age, industry, employment district and earnings of able-bodied job seekers and job seekers with disabilities who secured placements through the employment services in the past 5 years.

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 5004)Reply:

The information sought is provided as follows:

- (a) Job seekers who register with LD for employment services are not required to report their employment status to LD. LD therefore does not have statistics on registered job seekers who are unemployed. A breakdown of persons with disabilities, young people (i.e. aged 15 to 24), new arrivals and EMs who registered with LD for employment services from 2012 to 2016 is provided below:

	No. of job seekers who registered for employment services*				
	2012	2013	2014	2015	2016
Persons with disabilities	2 686	2 605	2 650	2 720	2 790
Young people	44 388	35 963	29 910	25 235	20 072
New arrivals	8 354	6 724	5 333	4 132	4 110
EMs	981	787	901	994	1 043

* Job seekers who registered for employment services may belong to more than 1 classification.

- (b) In 2012, 2013, 2014, 2015 and 2016, LD respectively recorded 145 017, 156 727, 151 536, 148 347 and 149 794 placements for able-bodied job seekers. Of these, 127 941, 140 009, 136 334, 134 307 and 137 286 placements were made through job seekers' direct application to employers who advertised vacancies via LD. The figures were obtained through LD's periodic sample surveys with employers. The sample surveys do not involve detailed personal particulars of job seekers who secured placements through direct application. Thus, LD does not have breakdowns of these placements. Breakdowns of placements secured through LD's referral services by gender, age, industry and monthly earnings are provided below:

(i) By gender

Gender	2012	2013	2014	2015	2016
Male	7 011	6 794	6 172	5 655	4 961
Female	10 065	9 924	9 030	8 385	7 547
Total	17 076	16 718	15 202	14 040	12 508

(ii) By age

Age	2012	2013	2014	2015	2016
15-below 20	2 373	2 375	2 004	1 666	1 255
20-below 30	7 811	7 440	6 718	6 182	5 224
30-below 40	2 106	2 211	2 063	1 938	1 756
40-below 50	2 633	2 555	2 282	2 130	2 045
50-below 60	1 860	1 835	1 854	1 821	1 881
60 or above	293	302	281	303	347
Total	17 076	16 718	15 202	14 040	12 508

(iii) By industry

Industry	2012	2013	2014	2015	2016
Manufacturing	990	907	856	716	724
Construction	258	196	204	224	442
Wholesale, retail and import/export trades	6 251	6 502	6 246	6 388	5 420
Restaurants and hotels	2 510	2 615	2 364	1 941	1 495
Transport, storage and communications	781	1 044	707	677	588
Financing, insurance, real estate and business services	1 682	1 690	1 834	1 676	1 641
Community, social and personal services	3 423	3 315	2 991	2 401	2 190
Others (including government sector)	1 181	449	-	17	8
Total	17 076	16 718	15 202	14 040	12 508

(iv) By monthly earnings

Monthly earnings	2012	2013	2014	2015	2016
Below \$4,000 *	1 276	894	567	422	391
\$4,000-below \$5,000	844	535	423	283	516
\$5,000-below \$6,000	733	829	804	480	332
\$6,000-below \$7,000	1 726	1 274	1 187	1 211	771
\$7,000-below \$8,000	2 851	1 825	1 236	1 023	811
\$8,000-below \$9,000	3 766	3 114	2 005	1 638	997
\$9,000-below \$10,000	2 494	2 705	2 734	2 072	1 516
\$10,000-below \$11,000	1 507	2 787	2 411	2 042	1 979
\$11,000-below \$12,000	624	959	1 659	1 858	1 651
\$12,000-below \$13,000	550	847	885	1 078	1 130
\$13,000-below \$14,000	290	446	381	810	1 079
\$14,000 or above	415	503	910	1 123	1 335
Total	17 076	16 718	15 202	14 040	12 508

* All placements were part-time or temporary jobs except 7 placements in 2012 and 2 placements in 2013.

Breakdowns of placements recorded by LD for job seekers with disabilities from 2012 to 2016 by gender, age, industry and monthly earnings are provided below:

(i) By gender

Gender	2012	2013	2014	2015	2016
Male	1 379	1 322	1 329	1 334	1 253
Female	1 133	1 139	1 135	1 067	997
Total	2 512	2 461	2 464	2 401	2 250

(ii) By age

Age	2012	2013	2014	2015	2016
15-below 20	106	65	61	80	71
20-below 30	914	863	870	941	854
30-below 40	703	709	682	612	628
40-below 50	494	531	531	447	402
50-below 60	256	240	261	278	248
60 or above	39	53	59	43	47
Total	2 512	2 461	2 464	2 401	2 250

(iii) By industry

Industry	2012	2013	2014	2015	2016
Manufacturing	202	180	204	155	105
Construction	18	25	33	30	26
Wholesale, retail and import/export trades	301	423	427	218	295
Restaurants and hotels	640	507	575	710	610
Transport, storage and communications	109	96	72	93	76
Financing, insurance, real estate and business services	491	446	383	385	409
Community, social and personal services	485	457	477	491	446
Others (including government sector)	266	327	293	319	283
Total	2 512	2 461	2 464	2 401	2 250

(iv) By monthly earnings

Monthly earnings	2012	2013	2014	2015	2016
Below \$3,000 *	726	750	548	542	365
\$3,000-below \$4,000	274	309	333	257	245
\$4,000-below \$5,000	266	197	263	242	219
\$5,000-below \$6,000	289	166	210	194	222
\$6,000-below \$7,000	290	268	267	221	190
\$7,000-below \$8,000	325	326	305	257	203
\$8,000-below \$9,000	224	207	215	228	256
\$9,000-below \$10,000	64	146	151	186	189
\$10,000 or above	54	92	172	274	361
Total	2 512	2 461	2 464	2 401	2 250

* All placements were part-time jobs.

The place of work for a considerable number of employees is not the registered address of employers, or employees work at different places depending on the business needs of employers. LD does not keep breakdowns of placements of able-bodied job seekers and job seekers with disabilities by employment district.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)141****(Question Serial No. 5650)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (4) Employees' Rights and BenefitsControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

Would the Government provide the number of persons having productivity assessment in each year by type of disabilities since the implementation of the "productivity assessment mechanism for persons with disabilities"?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 3051)Reply:

A breakdown of the number of employees with disabilities who completed the productivity assessment under the Statutory Minimum Wage regime in each year from 2012 to 2016 by type of disabilities is provided below:

Type of disabilities	No. of employees [^]				
	2012	2013	2014	2015	2016
Intellectual disability	69	52	41	63	38
Mental illness	28	12	21	11	6
Autism	6	12	5	8	6
Speech impairment	6	5	2	4	5
Physical disability	6	2	5	3	-
Hearing impairment	5	2	1	3	1
Visceral disability/ chronic illness	3	-	5	3	1
Attention deficit/ hyperactivity disorder	1	1	-	-	1
Specific learning difficulties	1	1	-	-	-
Visual impairment	1	-	1	-	-
No. of employees with disabilities	107	68	70	79	45

[^] Some employees had more than 1 type of disabilities.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)142

(Question Serial No. 5651)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Would the Government provide the numbers of work-related injuries and deaths reported in the past 5 years by industry, age group and gender?

Would the Government provide the numbers of successful claims for compensation in the past 5 years by "direct payment by employer", "determination of compensation by agreement according to the Ordinance" and "Certificate of Compensation Assessment issued by the Commissioner for Labour"?

Would the Government provide the numbers of complaints about failure to report work injuries and to pay periodical payments and medical expenses on time in the past 5 years? Of these, what were the numbers of warnings issued, prosecutions taken out and successful prosecutions?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 3052)

Reply:

If an employees' compensation claim reported under the Employees' Compensation Ordinance (ECO) involves work injury which incapacitates an employee for not more than 3 days with no permanent incapacity, the employer shall make direct payment of compensation to the employee. Therefore, the Labour Department (LD) does not keep breakdowns of these claims by industry, age and gender. As for employees' compensation claims involving incapacitation of employees for more than 3 days (including fatal cases), breakdowns of the claims received from 2012 to 2016 by industry, age and gender are provided below:

By industry

Industry	2012	2013	2014	2015	2016
Public Administration, Social and Personal Services	8 314	8 057	7 927	7 394	7 641
Finance and Insurance, Real Estate, Professional and Business Services	7 251	6 887	6 886	6 892	7 100
Food and Beverage Services	6 924	6 431	6 192	5 944	5 540
Import/Export, Wholesale and Retail Trades, Accommodation Services	5 849	5 831	5 642	5 315	5 206
Transportation, Storage, Postal and Courier Services, Information and Communications	5 133	5 013	4 779	4 154	4 103
Construction	3 295	3 343	3 597	3 955	3 847
Manufacturing	2 746	2 495	2 448	2 313	2 034
Others	985	1 015	915	956	949
Total	40 497	39 072	38 386	36 923	36 420

By age

Age	2012	2013	2014	2015	2016
Below 18	210	164	144	126	99
18-39	15 210	14 199	13 317	12 172	11 641
40-55	18 306	17 475	17 007	16 071	15 609
Above 55	6 771	7 234	7 918	8 554	9 071
Total	40 497	39 072	38 386	36 923	36 420

By gender

Gender	2012	2013	2014	2015	2016
Male	23 610	22 483	21 702	21 005	20 438
Female	16 887	16 589	16 684	15 918	15 982
Total	40 497	39 072	38 386	36 923	36 420

From 2012 to 2016, the numbers of employees' compensation claims (including fatal cases) reported to LD under ECO in each year and settled by "direct payment by employer", "determination of compensation by agreement according to the Ordinance" and "Certificate of Compensation Assessment issued by the Commissioner for Labour" as at the end of the same respective year are provided below:

Settlement of claim	2012	2013	2014	2015	2016
Direct payment by employer	16 266	16 096	15 531	14 994	15 134
Determination of compensation by agreement according to the Ordinance	10 584	9 900	9 282	8 754	8 472
Certificate of Compensation Assessment issued by the Commissioner for Labour	11 801	11 182	10 887	10 893	10 786

The complaints related to ECO in general involve different items. LD does not keep breakdowns of the numbers of complaints against employers on failure to report work injuries within the specified time and to pay periodical payments and medical expenses on time under ECO or the numbers of warnings issued and prosecutions taken out thereof. The numbers of summonses convicted in respect of failure to report work injuries within the specified time and to pay periodical payments on time under ECO processed by LD in each year from 2012 to 2016 are provided below:

No. of summonses convicted	2012	2013	2014	2015	2016
Failure to report work injuries within the specified time	2	2	-	1	-
Failure to pay periodical payments on time	24	25	14	26	61

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)143

(Question Serial No. 5652)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Would the Government explain the employees' compensation policy for Non-civil Service Contract (NCSC) staff engaged by the Government?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 3053)

Reply:

According to the information provided by the Civil Service Bureau, NCSC staff as government employees are entitled to statutory compensation under the Employees' Compensation Ordinance for duty-related injuries or death or occupational diseases, including provisions in relation to paid sick leave for injury on duty and compensation for death caused by accident arising out of and in the course of employment.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)144

(Question Serial No. 5730)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: Not Specified

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the employees who worked for less than 4 weeks continuously for their employers and/or did not work 18 hours or more per week, and those engaged under short-term contracts of less than 3 months (collectively known as casual workers),

- (a) please provide breakdowns of the following data by employment contracts of short duration, short working hours and less than 3 months:
- (i) ethnic minorities;
 - (ii) new arrivals with less than 7 years' residence;
 - (iii) family carers;
 - (iv) single parents;
 - (v) persons with disabilities and/or those receiving disability allowances;
 - (vi) those working across districts and the percentage share of their travelling expenses to their income;
 - (vii) number of children in their family;
 - (viii) percentage share of their income to the family income;
 - (ix) percentage of those living in public housing estates, rental housing and self-owned properties;
 - (x) those with their family receiving Comprehensive Social Security Assistance;
 - (xi) those not making Mandatory Provident Fund contributions; and
 - (xii) the amount of loans approved to casual workers with post-secondary degrees and their average amount of debts; and
- (b) if the information mentioned in (a) is not available, will the Government consider studying the above casual workers' characteristics for more comprehensive analysis?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 2512)

Reply:

The Labour Department and the Census and Statistics Department do not have the data mentioned in (a). The Government will continue to assess from time to time the need to collect various data.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)145****(Question Serial No. 6014)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (2) Employment ServicesControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

Regarding the Youth Work Experience and Training Scheme (YWETS), please provide breakdowns of the expenditure and unit cost of the following items in the past 5 years: training allowance granted to employers, reimbursement of course and examination fees to trainees, and case management and training fees paid to training bodies.

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 1136)Reply:

In September 2009, the Labour Department (LD) enhanced and integrated YWETS with the Youth Pre-employment Training Programme to become the Youth Employment and Training Programme (YETP). From 2012-13 to 2016-17, the on-the-job training allowance granted to employers, reimbursement of course and examination fees to trainees, and case management service and pre-employment training course fees paid to service providers under YETP are provided below:

	2012-13	2013-14	2014-15	2015-16	2016-17 (up to February 2017)
On-the-job training allowance granted to employers	\$30.4 million	\$31.4 million	\$47.2 million	\$47.5 million	\$47.7 million
Reimbursement of course and examination fees to trainees	\$300,000	\$200,000	\$160,000	\$150,000	\$90,000
Case management service and pre-employment training course fees paid to service providers	\$21 million	\$19.6 million	\$16 million	\$19.4 million	\$15 million

Employers who provide on-the-job training for trainees are entitled to the on-the-job training allowance with a maximum amount of \$3,000 per month per trainee. The on-the-job training allowance payable to the employers depends on the duration of the on-the-job training period which ranges from 6 to 12 months depending on the training contents of the posts offered. Trainees who undergo on-the-job training are each entitled to reimbursement of course and examination fees up to \$4,000 for enrolling in relevant off-the-job vocational training courses. They may flexibly choose to attend the training courses, receive various employment support services and participate in different activities under YETP according to their interests and employment needs, and the duration of their participation varies. LD does not keep information on the unit cost of case management service and pre-employment training course fees.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)146****(Question Serial No. 6018)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (2) Employment ServicesControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

Regarding the Employment Programme for the Middle-aged (EPM), please provide the following figures for each year since its inception:

- (a) the amount of allowance granted to employers and the number of cases with a breakdown by industry;
- (b) the administrative cost required and whether the effectiveness of EPM has been reviewed.

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 1139)Reply:

The information sought is provided as follows:

- (a) The amount of training allowance granted from 2012-13 to 2016-17 and a breakdown of placements secured under EPM from 2012 to 2016 by industry are provided below:
 - (i) Amount of training allowance granted

Year	Amount (\$million)
2012-13	2.5
2013-14	3.3
2014-15	4.1
2015-16	2.6
2016-17 (up to February 2017)	2.4

(ii) Breakdown of placements by industry

Industry	No. of placements				
	2012	2013	2014	2015	2016
Real estate and business services	540	579	684	572	648
Community, social and personal services	497	468	385	337	488
Manufacturing	318	275	288	238	288
Wholesale and retail trades	296	400	460	559	605
Import/export trade	184	142	105	118	127
Restaurants and hotels	155	317	320	351	437
Construction	135	72	76	85	133
Transport, storage and communications	91	102	84	111	158
Others	284	207	162	170	94
Total	2 500	2 562	2 564	2 541	2 978

- (b) EPM is implemented by the staff of job centres of the Labour Department (LD) among their other duties, and the manpower and administrative cost involved cannot be separately identified. LD conducts surveys regularly to find out the retention status of those placed into employment under EPM. According to the surveys conducted up to October 2016, about 78% of the cases recorded a retention period of 4 months or above and 64% stayed in employment for 6 months or more.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)147

(Question Serial No. 6259)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

What was the number of able-bodied job seekers registered with the Labour Department (LD) for employment services in each of the past 3 years and, among them, the number of placements secured?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 1549)

Reply:

In 2014, 2015 and 2016, there were respectively 75 314, 67 221 and 63 814 able-bodied job seekers registered with LD for employment services. Job seekers may be placed into employment either through LD's referral services or by direct application to employers who advertise vacancies via LD. Currently, the vast majority of vacancies advertised through LD are open for direct application to employers by job seekers. In 2014, 2015 and 2016, LD respectively recorded 151 536, 148 347 and 149 794 placements for able-bodied job seekers.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)148****(Question Serial No. 6261)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (2) Employment ServicesControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

What was the number of able-bodied ethnic minority (EM) persons who registered with the Labour Department (LD) for employment services in each of the past 3 years and, among them, the number of successful placements with a breakdown by nationality/ethnicity (e.g. Indonesians, Filipinos, Indians, Pakistanis, Nepalese, Japanese, Thais, Koreans, other Asians and Caucasians, etc.)?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 1550)Reply:

In 2014, 2015 and 2016, there were respectively 901, 994 and 1 043 able-bodied EM job seekers registered with LD for employment services. Job seekers may be placed into employment either through LD's referral services or by direct application to employers who advertise vacancies via LD. Currently, the vast majority of vacancies advertised through LD are open for direct application to employers by job seekers. Job seekers who are placed into employment through direct application are not required to report their employment status to LD. LD therefore does not have figures on these placements secured. A breakdown of placements secured for EM job seekers through LD's referral services in 2014, 2015 and 2016 by ethnicity is provided below:

Ethnicity	No. of placements		
	2014	2015	2016
Pakistani	23	28	26
Indian	8	4	18
Filipino	9	14	12
Indonesian	3	2	6
Nepalese	1	6	4
Thai	8	7	3
Others	13	14	13
Total	65	75	82

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)149****(Question Serial No. 6262)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (2) Employment ServicesControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

What was the number of ethnic minority (EM) persons with disabilities who registered with the Selective Placement Division (SPD) of the Labour Department (LD) for employment services in each of the past 3 years and, among them, the number of successful placements with a breakdown by nationality/ethnicity (e.g. Indonesians, Filipinos, Indians, Pakistanis, Nepalese, Japanese, Thais, Koreans, other Asians and Caucasians, etc.)?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 1551)Reply:

In 2014, 2015 and 2016, there were respectively 19, 28 and 29 EM persons with disabilities registered with SPD of LD for employment services. A breakdown of placements recorded by LD for EM job seekers with disabilities by ethnicity is provided below:

Ethnicity	No. of placements		
	2014	2015	2016
Indian	3	1	4
Pakistani	-	4	3
Indonesian	-	2	2
Thai	1	2	1
Nepalese	1	1	1
Others	1	-	4
Total	6	10	15

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)150

(Question Serial No. 6263)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) What was the number of able-bodied job seekers registered with the Labour Department (LD) for employment services in each of the past 3 years and, among them, the number of successful placements?
- (b) What was the number of ethnic minority (EM) persons with disabilities who registered with the Selective Placement Division (SPD) of LD for employment services in each of the past 3 years and, among them, the number of successful placements with a breakdown by nationality/ethnicity (e.g. Indonesians, Filipinos, Indians, Pakistanis, Nepalese, Japanese, Thais, Koreans, other Asians and Caucasians, etc.)?

Based on the number of successful placements mentioned in (a) and (b) above, has LD conducted a review or study on whether its services could assist job seekers in securing employment? If yes, what were the results? If not, what were the reasons? Will LD consider conducting a review or study in future and what are the reasons?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 1552)

Reply:

The information sought is provided as follows:

- (a) In 2014, 2015 and 2016, there were respectively 75 314, 67 221 and 63 814 able-bodied job seekers registered with LD for employment services. Job seekers may be placed into employment either through LD's referral services or by direct application to employers who advertise vacancies via LD. Currently, the vast majority of vacancies advertised through LD are open for direct application to employers by job seekers. In 2014, 2015 and 2016, LD respectively recorded 151 536, 148 347 and 149 794 placements for able-bodied job seekers.

- (b) In 2014, 2015 and 2016, there were respectively 19, 28 and 29 EM persons with disabilities registered with SPD of LD for employment services. A breakdown of placements recorded by LD for EM job seekers with disabilities by ethnicity is provided below:

Ethnicity	No. of placements		
	2014	2015	2016
Indian	3	1	4
Pakistani	-	4	3
Indonesian	-	2	2
Thai	1	2	1
Nepalese	1	1	1
Others	1	-	4
Total	6	10	15

For (a) and (b) above, LD constantly assesses and enhances the effectiveness of the employment services provided for able-bodied job seekers and EM job seekers with disabilities to suit their needs. For able-bodied job seekers, LD enhances the information and functions available on the Interactive Employment Service website and its mobile application from time to time on account of the needs of job seekers. Moreover, vacancy search terminals are installed at various locations across the territory to assist job seekers in searching employment and vacancy information and using simple job matching function, so as to facilitate the dissemination of employment information and enhance the employment opportunities of job seekers. For job seekers with employment difficulties, they can meet employment officers at job centres to obtain personalised employment advisory service or participate in LD's employment programmes to enhance their employability. In 2017, LD will engage a total of 2 employment assistants proficient in EM languages to partner with experienced employment officers at the Kowloon West Job Centre in Sham Shui Po and the Employment in One-stop in Tin Shui Wai on a pilot basis to strengthen employment support for EM job seekers (especially those of South Asian origins).

Having regard to the needs of EM job seekers with disabilities in job search, LD reaches out to employers of various industries to actively canvass suitable vacancies and assist EM job seekers with disabilities in securing employment. LD will also continue to implement the Work Orientation and Placement Scheme which encourages employers to employ persons with disabilities (including EMs with disabilities) to enhance their employability. In September 2016, LD launched a two-year pilot scheme to engage a non-governmental welfare organisation to provide professional psychological and emotional counselling service to job seekers with disabilities (including EM job seekers with disabilities) in need of this service. This serves to alleviate the emotional problems of job seekers with disabilities arising from the state of their disabilities, personal or family matters, so as to help them concentrate on job search and settle down in their new jobs, thereby realising their potential in employment.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)151

(Question Serial No. 6264)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) Does the Labour Department (LD) have any plan to conduct a review on the Employment Services Ambassador (ESA) Programme for Ethnic Minorities (EMs)? If a review has been conducted, what are the findings? If a review is being planned, what are the timing and indicators of the review? If there is no such plan, what are the reasons?
- (b) According to some of the organisations serving EMs, a number of EM job seekers had indicated that ESAs for EMs, who were the trainees of the Youth Employment and Training Programme (YETP), failed to assist service users in their job search due to a lack of experience, and that LD's existing employment officers failed to understand the needs of EM job seekers due to cultural barriers. Will LD employ experienced EM employment officers or establish a dedicated employment services division for EMs so as to assist them in securing employment more effectively? If yes, what are the details? If not, what are the reasons?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 1553)

Reply:

The information sought is provided as follows:

- (a) Since September 2014, LD has implemented ESA Programme for EMs under which trainees of YETP who can communicate in EM languages are employed as ESAs for 6 months. Since the implementation of the Programme, LD has employed 94 trainees. LD has reviewed the effectiveness of the Programme on the basis of practical operating experience and data as well as information such as the employment situation of and feedback from ESAs after completing on-the-job training. The response to the Programme has been positive. LD will continue to implement the Programme.

- (b) At present, LD's job centres provide employment services for EM job seekers with various employment needs through experienced employment officers and ESAs for EMs together with the provision of interpretation services by non-governmental organisations (NGOs) when necessary. ESAs for EMs work at LD's job centres or industry-based recruitment centres to assist in handling enquiries about the employment services of LD from job seekers (in particular EM job seekers) and help them use various facilities in job centres, render on-site support in job fairs organised by LD, and assist in establishing and maintaining contact with members of the EM communities to promote the employment services of LD. At the same time, experienced employment officers who are familiar with the local employment market and proficient in English provide EM job seekers in need with personalised employment advisory service, including job matching service.

To raise the multi-cultural sensitivity of frontline staff (including employment officers and ESAs for EMs), LD from time to time invites NGOs serving EMs to deliver talks on different cultural and religious customs as well as skills in communicating with EMs. LD has also strengthened collaboration with the Equal Opportunities Commission for the latter to provide training on equal opportunities and multi-culture for staff of job centres and industry-based recruitment centres. The training covers the situation of EM communities in Hong Kong as well as legislation and guidelines related to anti-racial discrimination, and arranges case discussion to raise participants' sensitivity to EM cultures and quality of service.

LD will continue to provide employment services suited to the needs of EM job seekers in different districts through its 13 existing job centres, wide-ranging dedicated employment services, employer network and support of ESAs for EMs. In 2017, LD will engage a total of 2 staff members proficient in EM languages to partner with experienced employment officers at the Kowloon West Job Centre in Sham Shui Po and the Employment in One-stop in Tin Shui Wai on a pilot basis to strengthen the services provided for EM job seekers. At present, LD has no plan to establish a dedicated employment services division to serve EMs.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)152

(Question Serial No. 6274)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

How does the Government monitor the compliance with relevant requirements under the Occupational Safety and Health Ordinance (OSHO) by cleansing services contractors of government departments?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 1512)

Reply:

Under OSHO (Cap. 509), an employer (including contractors of the Government's outsourced cleansing services) must, so far as reasonably practicable, ensure the occupational safety and health (OSH) at work of all of his/her employees.

Staff of the Labour Department from time to time conduct surprise inspections of different workplaces (including those of the contractors of the Government's outsourced cleansing services) on their OSH performance and launch special enforcement campaigns targeting high-risk processes (such as use of hazardous chemicals). Breaches of OSH requirements detected will be dealt with according to the laws.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)153****(Question Serial No. 6547)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (2) Employment ServicesControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

Would the Government provide the annual expenditure and staff establishment of the Selective Placement Division (SPD), and the number of placements secured for job seekers with disabilities by SPD in each of the past 5 years?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 1967)Reply:

The annual expenditure and the number of staff of SPD of the Labour Department from 2011-12 to 2015-16, and the number of placements for job seekers with disabilities recorded by SPD from 2012 to 2016 are provided as follows:

Annual expenditure (including staff cost)

Year	Actual expenditure
2011-12	\$27.84 million
2012-13	\$29.29 million
2013-14	\$32.51 million
2014-15	\$35.88 million
2015-16	\$36.44 million

No. of staff

Grade	No. of staff*				
	2011-12	2012-13	2013-14	2014-15	2015-16
Labour Officer Grade staff	25	25	26	26	29
Clerical Grade staff	10	10	10	10	10
Non-civil service contract staff	3	2	4	2	2
Total	38	37	40	38	41

* As at the last month of the respective year.

No. of placements for job seekers with disabilities

Year	2012	2013	2014	2015	2016
No. of placements	2 512	2 461	2 464	2 401	2 250

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)154****(Question Serial No. 7075)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (2) Employment ServicesControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

What are the Labour Department's various expenditures on the above work for the coming year? What are the units involved?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 5043)Reply:

The estimated expenditures of various items under the Employment Services Programme for 2017-18 and the units involved are provided below:

Item	Estimated expenditure (\$million)	Unit involved
Recurrent expenditure		
Operational expenses (excluding personal emoluments)	249.6	Employment Services Division, Selective Placement Division, Youth Employment Division, Employment Information and Promotion Division, Employment Agencies Administration, Supplementary Labour Division, Policy Support Division and Work Incentive Transport Subsidy Division
Personal emoluments	321.3	
Non-recurrent expenditure		
Work Incentive Transport Subsidy Scheme (including providing a one-off extra payment to eligible applicants of the Scheme)	309.7	Work Incentive Transport Subsidy Division

Item	Estimated expenditure (\$million)	Unit involved
Special Employment Project for Vulnerable Youths	2.4	Youth Employment Division
Total	883.0	

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)155

(Question Serial No. 7150)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

How many cases of suspected breaches of the Occupational Safety and Health Ordinance (OSHO) and relevant regulations by cleansing services contractors were received by the Government in each of the past 5 years? Please provide breakdowns by department, nature of suspected breaches and number of successful prosecutions and reason, as well as details of convictions and penalties of the prosecutions taken out. If figures are not available, what are the reasons? Will such figures be available in future?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 1515)

Reply:

The Labour Department (LD) does not keep the number of cases of suspected breaches of OSHO and relevant regulations by cleansing services contractors of government departments, or the relevant information requested in the above question. LD devises enforcement, publicity and promotion strategies according to the overall occupational safety and health performance of different industries, such as pest control and cleansing services. Currently, there is no plan to collect breakdown figures on government service contractors.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)156

(Question Serial No. 5225)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: Not Specified

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

What was the expenditure on the family-friendly policy in 2016-17? What were the details of work? This year's estimated expenditure has made no mention of the family-friendly policy. Does it mean that the Government will reduce expenditure on this policy? If not, what measures will the Government take in respect of the family-friendly policy?

Asked by: Hon HUI Chi-fung (Member Question No. 50)

Reply:

The Labour Department (LD) acts as a facilitator in promoting family-friendly employment practices (FFEPs) and disseminates relevant messages to the community and employers through educational and promotional activities. In 2016-17, LD published news supplements to share the different modes of good people management (GPM) practices implemented by a number of enterprises, their valuable experiences and successful examples in FFEPs adopted, and the benefits such practices had brought to employers and employees. These news supplements were converted into a casebook for wide distribution to related establishments and human resources executives to encourage more employers to consider and implement various GPM practices according to the circumstances of their enterprises and employees' needs. LD also launched a series of radio information segments and broadcast a new set of television and radio Announcements in the Public Interest to promote FFEPs. The total expenditure on publicity (revised estimate) was about \$1.2 million. Apart from LD, the Home Affairs Bureau also promotes FFEPs in the community through the Family Council.

In 2017-18, LD will continue to promote FFEPs extensively among the public and encourage employers to facilitate employees fulfilling both their work and family responsibilities through various channels and a wide range of publicity activities. LD will also continue to promote relevant messages through industry-based Tripartite Committees. The estimated expenditure on publicity is about \$1.2 million.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)157

(Question Serial No. 5226)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Has the Government conducted any survey on the number of employees who are granted 17 days of statutory holidays and the percentage share in the total number of employees? Will the Government conduct any study to review the number of statutory holidays or introduce relevant legislation in 2017-18? If yes, what are the expenditure involved and specific details? If not, what are the reasons? Will the Government undertake to proceed with legislation within a certain period of time?

Asked by: Hon HUI Chi-fung (Member Question No. 51)

Reply:

In the second quarter of 2011, the Census and Statistics Department conducted a survey on statutory holidays and general holidays taken by employees in Hong Kong. The findings showed that, out of 2.757 million employees in Hong Kong, 2.3435 million (85.0%) were employed under a continuous contract for more than 3 months and were entitled to 12 days of paid statutory holidays every year. Among the 2.3435 million employees, 1.3654 million employees were taking general holidays, representing 49.5% of the total number of employees.

In 2015, the Labour Department (LD) reported the above survey findings to the Labour Advisory Board (LAB) and the Legislative Council Panel on Manpower. LD brought up the issue of increasing the number of statutory holidays for discussion at several LAB meetings and listened to the views of members. The issue will continue to be discussed at LAB. The Government will carefully consider the way forward after a consensus has been reached by LAB.

The study on statutory holidays is conducted by the existing staff of LD among their other duties, and the expenditure involved cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)158

(Question Serial No. 5227)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the paternity leave (PL) for male employees, would the Government advise this Committee:

- (a) of the number of persons in government departments who have been given PL for male employees in the past year and the expenditure involved;
- (b) whether statistics are compiled on the number of persons in the non-government sector who have been given PL for male employees;
- (c) of the details of the comments received by the Government since the implementation of the three-day PL for male employees 1 year ago;
- (d) of the Government's expected time and details for reviewing this initiative which has come into operation for 2 years?

Asked by: Hon HUI Chi-fung (Member Question No. 52)

Reply:

The information sought is provided as follows:

- (a) In the year from 1 October 2015 to 30 September 2016, about 3 200 PL applications from male government employees were approved. The staffing implications arising from PL were absorbed by individual bureaux/departments, and no additional resources were required.
- (b) Employers and employees outside the government sector are not required to report their PL arrangements to the Government. The Labour Department (LD) therefore does not keep the number of employees who have taken PL. Nevertheless, it is roughly estimated that tens of thousands of male employees should have enjoyed this employees' benefit every year.

- (c) Statutory PL has been operating smoothly since its implementation.
- (d) LD is conducting the review on the implementation of statutory PL which covers the duration of PL, rate of PL pay, notification requirements, documentary requirements and other related issues.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)159

(Question Serial No. 4034)

Head: (90) Labour Department

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

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding Item 841 Work Incentive Transport Subsidy (WITS) Scheme under Subhead 700, would the Government provide the number of applications received, as well as the number of successful applications and the amount of subsidy granted in 2016 (with breakdowns by applicants' gender, age, household size, industry, occupation, employment earnings, working hours and residential district)?

Asked by: Hon LAU Siu-lai (Member Question No. 3009)

Reply:

In 2016, the WITS Scheme received 66 018 applications involving a gross applicant count of 68 057. Over the same period, 59 798 applications with a gross applicant count of 61 432 were granted the subsidy totalling \$262.4 million. Breakdowns of the number of applicants received and number of applicants granted the subsidy (gross applicant count) by gender, age, household size, industry, occupation, average monthly employment earnings, average monthly working hours and residential district are set out at Annex.

Work Incentive Transport Subsidy Scheme

Number of applicants received and number of applicants granted the subsidy
(gross applicant count) in 2016
with breakdowns by gender, age, household size, industry, occupation,
average monthly employment earnings, average monthly working hours
and residential district

Breakdown by gender

Gender	No. of applicants received (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
Male	25 770	23 549
Female	42 270	37 883
Information not provided by applicant	17	-
Total	68 057	61 432

Breakdown by age

Age	No. of applicants received (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
15 - below 20	560	449
20 - below 30	7 820	6 562
30 - below 40	9 643	8 670
40 - below 50	17 346	16 056
50 - below 60	20 496	18 414
60 or above	12 152	11 281
Information not provided by applicant	40	-
Total	68 057	61 432

Breakdown by household size

Household size	No. of applicants received (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
1 person or individual-based application*	46 055	41 065
2 persons	8 937	7 833
3 persons	6 690	6 294
4 persons	4 756	4 661
5 persons	1 184	1 155
6 persons or above	435	424
Total	68 057	61 432

* Individual-based applicants did not provide information about their household size.

Breakdown by industry

Industry	No. of applicants received (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
Manufacturing	3 178	3 012
Construction	1 766	1 555
Import/export, wholesale and retail trades	8 702	7 905
Accommodation and food services	10 038	9 273
Transportation, storage, postal and courier services, information and communications	5 431	4 977
Financing, insurance, real estate, professional and business services	27 277	24 514
Public administration, social and personal services	10 741	9 676
Others	621	520
Information not provided by applicant	303	-
Total	68 057	61 432

Breakdown by occupation

Occupation	No. of applicants received (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
Elementary occupations	34 177	31 190
Service and sales workers	15 831	14 294
Clerical support workers	9 303	8 355
Craft and related workers	2 419	2 266
Associate professionals	2 349	2 085
Plant and machine operators and assemblers	973	866
Professionals	701	607
Others	1 990	1 769
Information not provided by applicant	314	-
Total	68 057	61 432

Breakdown by average monthly employment earnings

Average monthly employment earnings	No. of applicants received (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
\$6,000 or below	15 187	14 026
Above \$6,000 - \$7,000	7 880	7 607
Above \$7,000 - \$8,000	16 225	15 584
Above \$8,000 - \$9,000	8 148	6 376
Above \$9,000 - \$10,000	5 205	4 259
Above \$10,000	15 027	13 580
Information not provided by applicant	385	-
Total	68 057	61 432

Breakdown by average monthly working hours

Average monthly working hours	No. of applicants received (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
Less than 36 hours	180	-
36 hours - less than 72 hours	2 204	1 877
72 hours or more	64 778	59 555
Information not provided by applicant	895	-
Total	68 057	61 432

Breakdown by residential district

District Council district	No. of applicants received (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
Central & Western	494	436
Eastern	2 313	2 029
Southern	1 182	1 048
Wan Chai	224	197
Kowloon City	3 240	3 041
Kwun Tong	9 042	8 109
Sham Shui Po	5 186	4 801
Wong Tai Sin	5 002	4 637
Yau Tsim Mong	1 432	1 146
Islands	1 262	1 135
Kwai Tsing	7 279	6 802
North	3 461	3 029
Sai Kung	2 632	2 366
Sha Tin	4 905	4 551
Tai Po	1 806	1 605
Tsuen Wan	1 689	1 365
Tuen Mun	7 692	6 953
Yuen Long	8 878	7 908
Outside Hong Kong	331	274
Information not provided by applicant	7	-
Total	68 057	61 432

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)160

(Question Serial No. 4035)

Head: (90) Labour Department
Subhead (No. & title): (000) Operational expenses
Programme: (4) Employees' Rights and Benefits
Controlling Officer: Commissioner for Labour (Carlson CHAN)
Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) The Government has mentioned the work progress of the Standard Working Hours (SWH) Committee in paragraph 28 of Head 90, but has made no mention of SWH in Matters Requiring Special Attention in 2017-18. Does it mean that the current-term Government will not undertake any work on SWH? If yes, what are the reasons? If not, what are the specific work, manpower and earmarked expenditure?
- (b) Please provide a breakdown of the annual expenditure for the period from establishment of the SWH Committee to expiry of its term by salary, entertainment, public education and promotion, survey, consultation and other subjects (please specify the work included in other subjects).

Asked by: Hon LAU Siu-lai (Member Question No. 3010)

Reply:

The information sought is provided as follows:

- (a) The SWH Committee submitted its report to the Government on 27 January 2017. The Government will take full account of the report of the SWH Committee and the views of various sectors of the community, and strive to map out within the term of the current Government the working hours policy direction that suits Hong Kong's socio-economic situation. In 2017-18, there will be 16 time-limited posts in the Labour Department (LD) to undertake the related work and the estimated expenditure is \$5.05 million (excluding staff cost).
- (b) The SWH Committee was set up in April 2013. From 2013-14 to 2016-17, the annual salaries (at mid-point) of the above 16¹ time-limited posts were \$5.77 million, \$10.24 million, \$10.80 million and \$11.34 million respectively. A breakdown of the annual expenditure (excluding staff cost) is provided below:

¹ LD created 8 time-limited posts in 2013-14 and the other 8 time-limited posts in 2014-15.

Item	2013-14	2014-15	2015-16	2016-17 (revised estimate)
Campaigns, exhibitions and publicity	\$1 million	\$2.76 million	\$0.57 million	\$4.01 million
Hire of services and professional fees (including the First- and Second-stage Consultation of the Committee)	\$0.54 million	\$5.35 million	\$3.64 million	\$0.68 million
Other expenses (including office rents and rates, administration, procurement of stores and equipment, maintenance of equipment and postage, etc.)	\$0.79 million ²	\$2.61 million	\$1.66 million	\$2.02 million
Total ³	\$2.33 million	\$10.73 million	\$5.87 million	\$6.71 million

² The tenancy of the office of LD's Working Hours Policy Division commenced on 18 November 2013.

³ Individual figures may not add up to the total owing to rounding.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)161

(Question Serial No. 4077)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) What were the items involved in the publicity and educational work of the Labour Department (LD) on prevention of work injuries and the recurrent operational expenses and number of beneficiaries for each item in each of the past 5 financial years?
- (b) What were the number of industrial injuries handled by LD, the recurrent operational expenses and average recurrent operational expenses per case in the past 5 financial years?
- (c) Will LD carry out publicity and educational work on prevention of work injuries for non-Chinese speaking persons in the coming financial year? If yes, what are the details and estimated expenditure involved?

Asked by: Hon LAU Siu-lai (Member Question No. 3093)

Reply:

The information sought is provided as follows:

- (a) LD adopted a multi-pronged strategy to enhance occupational safety and health (OSH) through inspection and enforcement, education and training as well as publicity and promotion. LD also launched special enforcement operations targeting associated risks and high-risk processes. In respect of publicity, education and promotion, LD, in collaboration with the Occupational Safety and Health Council (OSHC), trade associations and the workers' unions concerned, organised promotional campaigns to enhance OSH awareness of employers and employees in various industries through training courses, seminars, roving exhibitions, out-reaching promotional visits, television and radio Announcements in the Public Interest, OSH messages disseminated through newspapers and LD's webpages, and compilation and updating of safety guidelines. The above work was an integral part of LD's ongoing work, and the expenditure and number of beneficiaries could not be separately identified.

- (b) The Occupational Safety and Health Branch of LD handled a total of 178 168[#] work-related accident cases from 2012 to 2016. The above work was an integral part of LD's ongoing work, and the expenditure involved could not be separately identified.

[#] The latest available statistics on work-related accidents for 2016 are up to the first 3 quarters of 2016. The work-related accident statistics of the full year of 2016 will be released in April 2017.

- (c) LD has been carrying out publicity and educational work on prevention of work injuries for non-Chinese speaking ethnic minorities (EMs). In the coming financial year, LD will continue to provide OSH-related information and publicity and promotional services suited to the needs of EMs so as to enhance their OSH awareness, including the production of simple and reader-friendly promotional leaflets with more pictorial illustrations, and the printing of OSH publications and publicity materials in EMs' mother languages and uploading them onto LD's webpages.

LD will, in collaboration with OSHC/workers' unions/workers' organisations/trade associations, continue to organise regional roving exhibitions and talks, promulgate work safety messages in EM weeklies, and conduct visits to construction sites where EMs work, so as to enhance their OSH awareness.

The above work is an integral part of LD's ongoing work, and the expenditure involved cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)162

(Question Serial No. 4078)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) What were the items involved in the publicity and educational work of the Labour Department (LD) on employees' rights and benefits and the recurrent operational expenses and number of beneficiaries for each item in each of the past 5 financial years?
- (b) What were the number of cases of breaches of various employment-related ordinances handled by LD, the recurrent operational expenses and average recurrent operational expenses per case in the past 5 financial years?
- (c) Will LD carry out publicity and educational work on employees' rights and benefits for non-Chinese speaking persons in the coming financial year? If yes, what are the details and estimated expenditure involved?

Asked by: Hon LAU Siu-lai (Member Question No. 3094)

Reply:

The information sought is provided as follows:

- (a) LD launches extensive publicity and educational work on employees' rights and benefits through various channels, such as broadcasting television and radio Announcements in the Public Interest, advertising on public transport and in newspapers, distributing booklets and leaflets, displaying promotional posters, organising talks/seminars and roving exhibitions, displaying banners for outdoor publicity and publicising in journals of trade unions. It also carries out a wide range of publicity and educational work to assist foreign domestic helpers (FDHs) and their employers in understanding their respective rights and obligations under the Employment Ordinance and the Standard Employment Contract. The above work is undertaken by LD staff among their other duties, and the recurrent operational expenses involved for each item cannot be separately identified. The extensive

publicity and educational work covers employers and employees, and the number of persons involved for each item cannot be separately identified.

- (b) From 2012 to 2016, the numbers of summonses heard and convicted in respect of breaches of various labour laws processed by LD under Programme (4) were 10 234 and 8 594 respectively. If suspected breaches are detected or relevant complaints are received, the enforcement divisions of LD will initiate procedures such as investigation, evidence collection, analysis and prosecution. As the concerned staff also undertake other duties, the recurrent operational expenses for handling the above work and the average recurrent operational expenses for each case of breach cannot be separately identified.
- (c) In 2017-18, LD's publicity and educational work on employees' rights and benefits will continue to cover employers and employees (including non-Chinese speaking persons), such as producing publications in major ethnic minority (EM) languages, publicising on radio programmes for EMs, advertising on public transport and in newspapers for EMs, and conducting publicity and education for FDHs through various channels, etc. The above activities are an integral part of LD's promotional work, and the estimated expenditure involved cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)163

(Question Serial No. 4079)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) What were the recurrent operational expenses involved in providing free employment services of the Labour Department (LD) and the number of job seekers benefitted in each of the past 5 financial years?
- (b) What were LD's recurrent operational expenses for providing career guidance, pre-employment and on-the-job training for young people and the number of beneficiaries in each of the past 5 financial years?
- (c) What are the details and estimated expenditure for engaging staff proficient in ethnic minority (EM) languages at selected job centres of LD on a pilot basis to serve EM job seekers?

Asked by: Hon LAU Siu-lai (Member Question No. 3095)

Reply:

The information sought is provided as follows:

- (a) and (b) LD provides a range of comprehensive and free employment services for able-bodied job seekers and job seekers with disabilities (including job seekers with various employment needs), and provides career guidance, pre-employment and on-the-job training to young people through Youth Employment Resource Centres (YERCs) and the Youth Employment and Training Programme (YETP).

In 2012, 2013, 2014, 2015 and 2016, there were respectively 99 812, 82 748, 75 314, 67 221 and 63 814 able-bodied job seekers registered with LD for employment services. Currently, the vast majority of vacancies advertised through LD provide employers' contact details. Job seekers may obtain information of job vacancies without registration with LD, and be placed into employment by direct application to employers through channels such as the Interactive Employment Service website and its mobile application, vacancy

search terminals installed at various locations across the territory and large-scale job fairs. In 2012, 2013, 2014, 2015 and 2016, LD respectively recorded 145 017, 156 727, 151 536, 148 347 and 149 794 placements for able-bodied job seekers.

In 2012, 2013, 2014, 2015 and 2016, there were respectively 2 686, 2 605, 2 650, 2 720 and 2 790 persons with disabilities registered with the Selective Placement Division (SPD) of LD for employment services, and SPD recorded 2 512, 2 461, 2 464, 2 401 and 2 250 placements for job seekers with disabilities respectively.

In 2012, 2013, 2014, 2015 and 2016, the numbers of young people who used the services provided by YERCs were 73 758, 74 850, 74 288, 73 394 and 72 661 respectively. YETP operates on the basis of programme year, running from September each year to August of the following year. In the 2011/12, 2012/13, 2013/14, 2014/15 and 2015/16 programme years, the numbers of young people enrolled were 9 434, 8 095, 7 753, 6 741 and 6 165 respectively.

The annual recurrent expenditure of LD for providing various employment services from 2012-13 to 2016-17 is provided below:

Financial year	Recurrent expenditure
2012-13	\$272.3 million
2013-14	\$292.1 million
2014-15	\$314.7 million
2015-16	\$341.3 million
2016-17 (Revised estimate)	\$361.3 million

Out of the above expenditure, the annual recurrent expenditure for providing career guidance, pre-employment and on-the-job training for young people is provided below:

Financial year	Recurrent expenditure
2012-13	\$103.5 million
2013-14	\$113.1 million
2014-15	\$130.3 million
2015-16	\$134.8 million
2016-17 (Revised estimate)	\$139.2 million

- (c) In 2017, LD will engage a total of 2 employment assistants proficient in EM languages to partner with experienced employment officers at the Kowloon West Job Centre in Sham Shui Po and the Employment in One-stop in Tin Shui Wai on a pilot basis to strengthen employment support for EM job seekers (especially those of South Asian origins). By engaging staff conversant with EM languages and cultures, this pilot service aims to enhance LD's employment services for EM job seekers and facilitate effective mutual communication. It also aims to help LD proactively reach out to EMs with employment needs and encourage them to make use of LD's employment services. The estimated expenditure for the above initiative in 2017-18 is about \$350,000.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)164****(Question Serial No. 4501)**Head: (90) Labour DepartmentSubhead (No. & title): (000) Operational expensesProgramme: (2) Employment ServicesControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

- (a) Please provide breakdowns of unemployed persons, persons with disabilities, young people, new arrivals and ethnic minorities (EMs) who sought employment through the employment services of the Labour Department (LD) in 2016-2017.
- (b) Please provide breakdowns by gender, age, industry, employment district and earnings of able-bodied job seekers and job seekers with disabilities who secured placements through the employment services in 2016-2017.

Asked by: Hon LAU Siu-lai (Member Question No. 3134)Reply:

The information sought is provided as follows:

- (a) Job seekers who register with LD for employment services are not required to report their employment status to LD. LD therefore does not have statistics on registered job seekers who are unemployed. A breakdown of persons with disabilities, young people (i.e. aged 15 to 24), new arrivals and EMs who registered with LD for employment services in 2016 is provided below:

	No. of job seekers who registered for employment services*
Persons with disabilities	2 790
Young people	20 072
New arrivals	4 110
EMs	1 043

* Job seekers who registered for employment services may belong to more than 1 classification.

- (b) In 2016, LD recorded 149 794 placements for able-bodied job seekers. Of these, 137 286 placements were made through job seekers' direct application to employers who advertised vacancies via LD. The figure was obtained through LD's periodic sample surveys with employers. The sample surveys do not involve detailed personal particulars of job seekers who secured placements through direct application. Thus, LD does not have breakdowns of these placements. Breakdowns of placements secured through LD's referral services by gender, age, industry and monthly earnings are provided below:

(i) By gender

Gender	No. of placements
Male	4 961
Female	7 547
Total	12 508

(ii) By age

Age	No. of placements
15-below 20	1 255
20-below 30	5 224
30-below 40	1 756
40-below 50	2 045
50-below 60	1 881
60 or above	347
Total	12 508

(iii) By industry

Industry	No. of placements
Manufacturing	724
Construction	442
Wholesale, retail and import/export trades	5 420
Restaurants and hotels	1 495
Transport, storage and communications	588
Financing, insurance, real estate and business services	1 641
Community, social and personal services	2 190
Others (including government sector)	8
Total	12 508

(iv) By monthly earnings

Monthly earnings	No. of placements
Below \$4,000*	391
\$4,000-below \$5,000	516
\$5,000-below \$6,000	332
\$6,000-below \$7,000	771
\$7,000-below \$8,000	811
\$8,000-below \$9,000	997
\$9,000-below \$10,000	1 516
\$10,000-below \$11,000	1 979
\$11,000-below \$12,000	1 651
\$12,000-below \$13,000	1 130
\$13,000-below \$14,000	1 079
\$14,000 or above	1 335
Total	12 508

* All placements were part-time or temporary jobs.

Breakdowns of placements recorded by LD for job seekers with disabilities in 2016 by gender, age, industry and monthly earnings are provided below:

(i) By gender

Gender	No. of placements
Male	1 253
Female	997
Total	2 250

(ii) By age

Age	No. of placements
15-below 20	71
20-below 30	854
30-below 40	628
40-below 50	402
50-below 60	248
60 or above	47
Total	2 250

(iii) By industry

Industry	No. of placements
Manufacturing	105
Construction	26
Wholesale, retail and import/export trades	295
Restaurants and hotels	610
Transport, storage and communications	76
Financing, insurance, real estate and business services	409
Community, social and personal services	446
Others (including government sector)	283
Total	2 250

(iv) By monthly earnings

Monthly earnings	No. of placements
Below \$3,000*	365
\$3,000-below \$4,000	245
\$4,000-below \$5,000	219
\$5,000-below \$6,000	222
\$6,000-below \$7,000	190
\$7,000-below \$8,000	203
\$8,000-below \$9,000	256
\$9,000-below \$10,000	189
\$10,000 or above	361
Total	2 250

* All placements were part-time jobs.

The place of work for a considerable number of employees is not the registered address of employers, or employees work at different places depending on the business needs of employers. LD does not keep breakdowns of placements of able-bodied job seekers and job seekers with disabilities by employment district.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)165

(Question Serial No. 4989)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in the report of the Labour Department (LD) that a series of extensive publicity activities on the Employment Ordinance (Cap. 57) (EO) and good people management (GPM) practices were carried out in 2016. Please provide the following details of all the publicity activities:

- (a) dates of broadcast/publication;
- (b) venues for broadcast/publication;
- (c) names of and fees charged by the production companies; and
- (d) reach rates/viewership.

Asked by: Hon LEUNG Kwok-hung (Member Question No. 201)

Reply:

The information sought is provided as follows:

- (a) and (b) LD has been committed to promoting EO and GPM practices and publicising the relevant messages among employers, employees and members of the public through various channels and a wide range of publicity activities. The dates and venues/channels for launching the major publicity activities in 2016-17 are provided below:

Major publicity activity	Date for launching	Venue/channel for launching
Leaflets and publicity materials	Year-round	Distributed in various places according to individual themes, including offices of LD and relevant government departments, etc.
Posters	Year-round	Posted at offices of LD, Information Services Department's poster panels and hospital network, etc.
News supplements, feature articles and case highlights	Year-round	Published in newspapers
Webpage information	Year-round	Provided on webpages of LD, relevant government departments and statutory bodies
Advertisements in public transport network	Year-round	Displayed on bus bodies or in MTR train compartments and stations
Advertisements in publications	Year-round	Placed in newspapers, periodicals of employers' associations and trade union federations, etc.
Television and radio Announcements in the Public Interest	Year-round	Broadcast on television and radio
Meetings and exchanges with industry-based Tripartite Committees, business executives and human resources practitioners	Year-round	Organised in various districts and disseminated information via newsletters
Large-scale seminars	April, May, September, November and December 2016	Held in Sai Wan Ho, Tsuen Wan, Kowloon Tong and Yau Ma Tei
Roving exhibitions	April, July, September and November 2016, and January and March 2017	Staged in Tai Po, Ho Man Tin, Fanling, Wan Chai, Tin Shui Wai and Tsing Yi
Radio information segments	November 2016 to January 2017	Broadcast on radio

(c) and (d) The above publicity activities, which involved a number of themes and areas, were produced by various government departments and/or service providers. The contents, materials and scopes covered were extensive and the target groups might overlap. Therefore, LD cannot provide breakdowns for parts (c) and (d). The relevant division's total expenditure on publicity (revised estimate) in 2016-17 was about \$5.9 million.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)166

(Question Serial No. 4990)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Given that the Labour Department (LD) only provided the total number of labour disputes handled as one of the performance measures in respect of labour relations, it is difficult to assess LD's service level for each industry. Please provide in table form breakdowns of the following statistics by industry based on the Hong Kong Standard Industrial Classification Version 2.0 (HSIC V2.0) of the Census and Statistics Department (C&SD):

- (a) the numbers of labour disputes and claims handled;
- (b) the numbers of labour disputes and claims with conciliation service rendered;
- (c) the numbers of labour disputes and claims resolved through conciliation; and
- (d) the percentages of labour disputes and claims resolved through conciliation.

Asked by: Hon LEUNG Kwok-hung (Member Question No. 202)

Reply:

LD does not keep breakdowns of labour disputes by industry according to HSIC V2.0 of C&SD. Breakdowns of labour disputes by industrial classification currently adopted by LD are provided as follows:

- (a) In 2016, the numbers of labour disputes (i.e. cases involving over 20 employees) and claims (i.e. cases involving 20 or less employees) handled by LD were 55 and 14 672 respectively. A breakdown of the 55 labour disputes by industry is provided below:

Industry	No. of labour disputes
Construction	27
Transport, storage and communications	7
Financing, insurance, real estate and business services	6
Restaurants and hotels	5
Wholesale, retail and import/export trades	5
Community, social and personal services	4
Manufacturing	1
Total	55

LD does not keep a breakdown of claims handled by industry.

- (b) In 2016, the numbers of labour disputes and claims with conciliation service rendered by LD were 49 and 14 185 respectively. A breakdown of the 49 labour disputes by industry is provided below:

Industry	No. of labour disputes
Construction	27
Transport, storage and communications	6
Financing, insurance, real estate and business services	6
Restaurants and hotels	3
Wholesale, retail and import/export trades	4
Community, social and personal services	2
Manufacturing	1
Total	49

LD does not keep a breakdown of claims with conciliation service rendered by industry.

- (c) In 2016, the numbers of labour disputes and claims resolved through conciliation by LD were 30 and 10 340 respectively. A breakdown of the 30 labour disputes by industry is provided below:

Industry	No. of labour disputes
Construction	20
Transport, storage and communications	2
Financing, insurance, real estate and business services	4
Restaurants and hotels	2
Wholesale, retail and import/export trades	-
Community, social and personal services	2
Manufacturing	-
Total	30

LD does not keep a breakdown of claims resolved through conciliation by industry.

- (d) In 2016, the percentages of labour disputes and claims resolved through conciliation by LD were 61.2 % and 72.9% respectively.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)167

(Question Serial No. 4991)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in the report of the Labour Department (LD) that a proposal to amend the reinstatement and re-engagement provisions under the Employment Ordinance (EO) will be pursued in 2017-18. In this connection, please advise this Committee of:

- (a) the manpower, staff establishment, salary and staff benefits involved in carrying out the work;
- (b) the details of work activities and expenditure involved; and
- (c) the number of successful cases of reinstatement and re-engagement under EO in the past 5 years.

Asked by: Hon LEUNG Kwok-hung (Member Question No. 203)

Reply:

The information sought is provided as follows:

- (a) and (b) The Government introduced into the Legislative Council (LegCo) of the last term a bill to amend the reinstatement and re-engagement provisions under EO, so as to enhance protection for employees in circumstances of unreasonable and unlawful dismissal. As the Bills Committee members expressed various views on the bill, the Government, in accordance with the standing practice, passed these views to the Labour Advisory Board (LAB) for consideration. After detailed discussions, LAB proposed that the ceiling for the further sum to be paid to the employee by the employer in the event of failing to comply with an order for reinstatement or re-engagement should be raised from the original proposal of \$50,000 to \$72,500. The Government consulted the LegCo Panel on Manpower on 20 December 2016 and plans to introduce the bill into LegCo in the first half of 2017. LD has deployed existing staff to undertake the related work among

their other duties, and the manpower and expenditure involved cannot be separately identified.

- (c) From 2012 to 2016, among the claims filed by employees pursuant to Part VIA of EO, there was 1 case in which the employee was reinstated after LD's conciliation, while an order for reinstatement was made by the court/the Labour Tribunal in another case.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)168

(Question Serial No. 4992)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is stated in Programme (1) Labour Relations that in 2017-18, the implementation of statutory paternity leave (PL) will be reviewed, and there will be follow-up on the outcome of the review. In this connection, please advise this Committee:

- (a) of the manpower, staff establishment, salary and staff benefits involved in conducting the review;
- (b) of the work details and expenditure involved; and
- (c) whether the direction of increasing statutory PL to 7 days will be studied.

Asked by: Hon LEUNG Kwok-hung (Member Question No. 204)

Reply:

The information sought is provided as follows:

- (a) The Labour Department (LD) is conducting the review on the implementation of statutory PL. The work is undertaken by existing staff among their other duties, and the staff establishment as well as related salary and staff benefits involved cannot be separately identified.
- (b) and (c) The review on the implementation of statutory PL covers the duration of PL, rate of PL pay, notification requirements, documentary requirements and other related issues. The review is undertaken by the existing staff of LD and the expenditure involved cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)169****(Question Serial No. 4993)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (2) Employment ServicesControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

Last year's revised expenditure on employment services was \$804.7 million, representing a decrease of 11.9% from the original estimate of \$913.9 million. Please give reasons for the decrease in the revision. Why is this year's estimate 9.7% higher than last year's revised expenditure?

Asked by: Hon LEUNG Kwok-hung (Member Question No. 205)Reply:

The revised estimate of the Employment Services Programme for 2016-17 was \$109.2 million (11.9%) lower than the original estimate because the expenditure was less than estimated on the following items:

Item	Decrease in amount (\$million)
Work Incentive Transport Subsidy Scheme	77.4
Employment programmes for young people, the middle-aged, persons with disabilities, etc.	31.8
Total	109.2

The provision for the Employment Services Programme for 2017-18 is \$78.3 million (9.7%) higher than the revised estimate for 2016-17. The items involved and the increases in provision are provided below:

Item	Increase in provision (\$million)
Employment programmes for young people, the middle-aged, persons with disabilities, etc.	36.3
Net increase in the expenses on the Work Incentive Transport Subsidy Scheme (including providing a one-off extra payment to eligible applicants of the Scheme)	28.2
Net increase of 6 posts	5.6
Salary increments for staff	4.4
Increase in operating expenses	2.3
Filling of vacancies	1.5
Total	78.3

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)170

(Question Serial No. 4994)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Programme (2): Employment Services has mentioned that the Government will continue to seek opportunities of setting up new Working Holiday Schemes (WHS) with overseas economies and to encourage youth participation in WHS through staging talks at tertiary institutions in the coming year. In recent years, however, there have been a number of news reports about youths encountering employment traps abroad, such as wrongful deduction of wages, illegal fee-charging by intermediaries, false self-employment, etc. What measures will the Labour Department (LD) take in this regard?

Asked by: Hon LEUNG Kwok-hung (Member Question No. 210)

Reply:

When promoting WHS, LD has reminded participants to raise their safety awareness abroad, for instance, by taking out medical insurance and abiding by local laws and so on. Participants have also been encouraged to make good preparation before their departure and acquire a better understanding of their destinations (including the employment and living conditions) by visiting webpages of destination governments and their consulates in Hong Kong and dedicated WHS webpages set up by LD, as well as by consulting friends who have participated in WHS previously.

If WHS participants encounter, amongst others, employment or personal/property safety issues overseas, they should contact the local government authorities for assistance as soon as practicable. In case of accidents or serious incidents, WHS participants can, in addition to approaching the local government authorities for assistance, contact the relevant Chinese Embassies/Consulates for assistance, or call the 24-hour hotline of the Assistance to Hong Kong Residents Unit (AHU) of the Immigration Department at (852)1868. The Chinese Embassies/Consulates concerned and AHU will provide suitable assistance according to the circumstances of the case (such as re-issuing travel documents, contacting families, referring the case to local lawyers, doctors or interpreters, liaising with the local authorities, etc.). AHU will endeavour to coordinate and follow up the case, including contacting the

relevant governments and their consulates in Hong Kong where necessary.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)171

(Question Serial No. 3421)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: Not Specified

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the outsourcing of your department's services, please inform this Committee of the following in respect of the past three years:

- (a) the total number of outsourced service staff employed by your department and the percentage of outsourced service staff against the total number of staff with the same job titles in your department;
- (b) the total expenditure on staff of your department; the total amount paid to outsourced service providers; and the percentage of amount paid to outsourced service providers against the total expenditure on staff of your department; and
- (c) the nature of your department's outsourced services and the duration of the relevant contracts.

In addition, according to the Government's guidelines for tendering of outsourced services revised last year, if the procured service relies heavily on the deployment of non-skilled workers, and a marking scheme for assessing the tenders is adopted, the procuring department, when assessing the tenders, should include in the assessment criteria the evaluation of tenderers' proposed wage rates and working hours for non-skilled workers. In this regard, please inform this Committee of the following:

- (a) the current number of outsourced service contracts involving a large number of non-skilled workers awarded by your department since implementation of the guidelines;
- (b) the departments which have adjusted their assessment criteria in respect of wage rates and working hours for the outsourced service contracts involving a large number of non-skilled workers in the light of the new guidelines since their implementation; how your department has made adjustment; and if no relevant information is available, the reasons for it;

- (c) whether there have been any rises in the average wage rates for workers in the contracts of outsourced services that rely heavily on deployment of non-skilled workers since the implementation of the guidelines; if yes, the number of contracts with rises in wage rates; if no relevant information is available, the reasons for it;
- (d) your department's measures to evaluate the effectiveness of the new tendering guidelines;
- (e) whether your department is required to adopt the existing mechanism of two-envelope assessment of the technical and price aspects when evaluating tenders for contracts of outsourced service; if not, the number of contracts awarded without adopting the existing mechanism of two-envelope assessment of the technical and price aspects in the past three years;
- (f) the annual numbers of cases of government service contractors breaching the service contracts, the Employment Ordinance (EO) or the Occupational Safety and Health Ordinance (OSHO) as revealed by the inspections conducted by your department, and the annual numbers of complaints lodged by the outsourced service staff;
- (g) the details of follow-up actions on the aforementioned non-compliance and complaint cases;
- (h) the number and details of cases involving contractors being punished for non-compliance or substantiated complaints.

Asked by: Hon LEUNG Yiu-chung (Member Question No. 114)

Reply:

Information on the outsourcing of services of the Labour Department (LD) from 2014-15 to 2016-17 (up to February 2017) is provided as follows:

	Item	2014-15	2015-16	2016-17 (up to February 2017)
(a)(i)	Total number of outsourced service staff	30	30	30
(a)(ii)	Percentage of outsourced service staff against the total number of staff with the same job titles in the department	Not applicable (LD did not have staff with the same job titles)		
(b)(i)	Total expenditure on staff of the department (\$million)	1,114	1,206	1,275
(b)(ii)	Total amount paid to outsourced service providers (\$million)	8	8	8

	Item	2014-15	2015-16	2016-17 (up to February 2017)
(b)(iii)	Percentage of total amount paid to outsourced service providers against the total expenditure on staff of the department [(b)(ii) / (b)(i) x 100%]	0.7%	0.7%	0.6%
(c)(i)	Nature of outsourced services	Management service of 2 Youth Employment Resource Centres and case management and employment support services of Employment in One-stop	Management service of 2 Youth Employment Resource Centres and case management and employment support services of Employment in One-stop	Management service of 2 Youth Employment Resource Centres and case management and employment support services of Employment in One-stop
(c)(ii)	Duration of outsourced service contracts	12 to 36 months	24 to 36 months	24 to 36 months

Regarding the Government's revised guidelines on the use of marking schemes in assessing tenders in 2016, the information sought is provided as follows:

(a) to (e)

LD does not have outsourced service contracts that rely heavily on the deployment of non-skilled workers.

(f) to (h)

From 2014-15 to 2016-17 (up to February 2017), LD had neither found any breach of service contracts, EO and OSHO by its service contractors mentioned in Item (c)(i) above nor received any complaints from the outsourced service staff.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)172

(Question Serial No. 3440)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: Not Specified

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Does your department provide sign language interpretation service? If yes, what are the manpower and staffing expenditure involved? If not, what are the reasons?

Asked by: Hon LEUNG Yiu-chung (Member Question No. 171)

Reply:

The Selective Placement Division (SPD) of the Labour Department (LD) provides personalised employment services for job seekers with disabilities (including hearing-impaired persons) fit for open employment. SPD's employment consultants will arrange sign language interpretation in providing employment services if the hearing-impaired job seeker being served communicates in sign language. Sign language interpretation service will also be arranged if there are hearing-impaired job seekers participating in its employment-related activities such as job fairs, workshops and seminars. Other divisions in LD will also provide sign language interpretation service on a need basis. The above sign language interpretation service is provided by non-governmental welfare organisations. In 2016-17, LD's revised estimate of expenditure for procuring sign language interpretation service was about \$11,000.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)173

(Question Serial No. 4860)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Higher Education Employment Information e-Platform launched last year, please provide the latest figures on the following items:

- (a) the number of collaborating overseas and local bodies;
- (b) the number of vacancies provided;
- (c) the numbers of referral cases and successful placements secured through the above platform so far.

Asked by: Hon MA Fung-kwok (Member Question No. 16)

Reply:

The information sought is provided as follows:

- (a) To enhance the publicity of the Higher Education Employment Information e-Platform among local university graduates and persons with higher education residing outside Hong Kong, LD has collaborated with relevant bodies, including career service centres and student associations of local and overseas universities as well as Hong Kong Economic and Trade Offices overseas and in the Mainland. At the same time, LD has actively publicised the e-Platform among employers and trade associations with a view to canvassing suitable vacancies. In addition to making direct contact with some of the organisations, LD has also promoted the e-Platform to and collaborated with other bodies through various channels such as Economic and Trade Offices and trade associations.
- (b) The e-Platform, which was launched on 20 December 2016, advertised 1 664 and 1 876 vacancies in January and February 2017 respectively.

- (c) As the application methods for the vacancies and contact details of employers are available on the e-Platform, job seekers may make application to employers direct without LD's referral and they are not required to inform LD of the application results. LD does not have the figures on job seekers who were referred or placed into employment through the e-Platform.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)174

(Question Serial No. 3456)

Head: (90) Labour Department

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

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the employment support for ethnic minorities (EM), whether the EM job seekers can obtain telephone enquiry service operated by Labour Department (LD) in EM languages; if yes, of the details and whether the calls are answered by a real person; if no, of that reasons; how many people had used the service in EM languages in last 3 years; whether the Government received any feedbacks on this service; if yes, of the details; if no, of that reasons?

Asked by: Hon SHEK Lai-him, Abraham (Member Question No. 68)

Reply:

LD's job centres, industry-based recruitment centres and Telephone Employment Service Centre (with calls answered by the staff of LD) have made arrangements with the Centre for Harmony and Enhancement of Ethnic Minority Residents for the latter's staff to provide interpretation services for EM job seekers who speak neither Chinese nor English. In light of the needs of EM job seekers, the above centres arranged interpretation services on 16, 15 and 23 occasions in 2014, 2015 and 2016 respectively. A non-governmental organisation (NGO) has given its views on the publicity and waiting time for the interpretation services. LD has approached the NGO for details but no further information could be obtained for follow-up.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)175

(Question Serial No. 3457)

Head: (90) Labour Department

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

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the employment support for ethnic minorities (EM), will the Government advise the following information:

- (a) whether the Government has set up special counters in all job centres purely for EM job seekers; if yes, please provide the manpower and resources involved in last 3 years;
- (b) the services provided by the service counters; number of EM job seekers used the services in last 3 years and the number of EM job seekers was found the jobs through the services in last 3 years;
- (c) whether it had conducted review on the services provided by the special counters; if yes, of the details; if no, of that reasons?

Asked by: Hon SHEK Lai-him, Abraham (Member Question No. 69)

Reply:

The information sought is provided as follows:

- (a) Special counters have been set up at all job centres of the Labour Department (LD) to provide employment services for EM job seekers. The services of special counters are provided by the staff of job centres among their other duties, and the manpower and expenditure involved cannot be separately identified.
- (b) Apart from providing general employment referral services, the staff at special counters of job centres will also arrange personalised employment advisory service for EM job seekers and guide them on the use of facilities at the job centres, etc. having regard to their needs. LD does not keep statistics in respect of services provided for EM job seekers through special counters. In 2014, 2015 and 2016, the numbers of

placements secured for EM job seekers through LD's referral services were 65, 75 and 82 respectively.

- (c) LD constantly reviews the employment services provided for EM job seekers, including those provided through special counters. In 2017, LD will engage a total of 2 employment assistants proficient in EM languages to partner with experienced employment officers at the Kowloon West Job Centre in Sham Shui Po and the Employment in One-stop in Tin Shui Wai on a pilot basis to strengthen employment support for EM job seekers (especially those of South Asian origins).

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)176

(Question Serial No. 3458)

Head: (90) Labour Department

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

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the employment support for ethnic minorities (EM), will the Government advise the following information:

- (a) Whether the Government provides job matching service specifically for EM job seekers; if yes, of the details as well as manpower and resources involved;
- (b) Whether the Government had built up an “EM-friendly employer network”, which the employers had indicated their willingness to employ EM workers; if yes, of the details and the number of employers in the network; if no, of that reasons; how many EM job seekers were referred to these employers and how many of them were employed in last 3 years?

Asked by: Hon SHEK Lai-him, Abraham (Member Question No. 70)

Reply:

The information sought is provided as follows:

- (a) Special counters have been set up at all job centres of the Labour Department (LD) to provide employment services for EM job seekers. Apart from providing general employment referral services, the staff at special counters will also arrange personalised employment advisory service for EM job seekers, including job matching service, having regard to their needs. Experienced employment officers who are familiar with the local employment market and proficient in English will provide job search advice as well as information on the employment market and training/retraining courses, etc. in accordance with individual needs and preferences of EM job seekers. Employment officers will also support EM job seekers in conducting career aptitude assessment and match them to suitable jobs. The job matching service for EM job seekers is provided by the staff of job centres among their other duties, and the manpower and expenditure involved cannot be separately identified.

- (b) To encourage employers to hire EM job seekers, LD has been proactively promoting the working abilities of EMs among employers through various channels, reminding them to consider the genuine needs of the posts when specifying the language requirement for job seekers. LD has been making ongoing efforts to canvass vacancies suitable for EM job seekers through its employer network. Since March 2015, LD has added an option of “Ethnic minorities are welcome for the post” in its Vacancy Order Form for employers to choose from so as to facilitate employment officers to match EM job seekers to suitable jobs and encourage them to apply for the posts. From March 2015 to February 2017, a total of 10 294 employers who advertised vacancies via LD indicated that EM job seekers were welcome to apply for the posts. Regarding the vacancies provided by these employers, LD arranged 1 332 employment referrals for EM job seekers in the above period. Among them, 118 job offers were made by employers to EM job seekers and subsequently 61 EM job seekers accepted the offers. Job seekers (including EM job seekers) may be placed into employment either through LD’s referral services or by direct application to employers who advertise vacancies via LD. The vast majority of the above vacancies are open for direct application to employers by job seekers. Job seekers who are placed into employment through direct application are not required to report their employment status to LD. LD therefore does not have figures on these placements secured.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)177

(Question Serial No. 3459)

Head: (90) Labour Department

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

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the employment support for ethnic minorities (EM), will the Government advise the following information:

What is the number of ethnic language-speaking staff currently working at each job centre and special counters respectively? How many of them are EM staffs, broken down by full-time and part-time mode? Whether the current manpower is able to cater the employment needs of EM; if yes, of the details; if no, of that reasons?

Asked by: Hon SHEK Lai-him, Abraham (Member Question No. 71)

Reply:

The Labour Department (LD) has implemented the Employment Services Ambassador (ESA) Programme for EMs since September 2014, under which trainees of the Youth Employment and Training Programme who can communicate in EM languages are employed as ESAs at job centres or industry-based recruitment centres for 6 months to help EM job seekers make use of various job search facilities and services. As at the end of February 2017, there were 13 ESAs for EMs working full-time at the job centres or industry-based recruitment centres, all of whom are EMs. There is no pre-set quota on the number of ESAs for EMs, and LD will recruit an appropriate number of ESAs for EMs having regard to service demand.

Moreover, in 2017, LD will engage a total of 2 employment assistants proficient in EM languages to partner with experienced employment officers at the Kowloon West Job Centre in Sham Shui Po and the Employment in One-stop in Tin Shui Wai on a pilot basis to strengthen employment support for EM job seekers (especially those of South Asian origins).

LD has also made arrangements with non-governmental organisations to provide telephone interpretation services as necessary for EM job seekers who speak neither Chinese nor English.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)178

(Question Serial No. 3460)

Head: (90) Labour Department

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

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the employment support for ethnic minorities (EM), will the Government advise the following information:

- (a) Whether the Government provides trainings for frontline staffs in job centres to raise their sensitivity to EM culture; if yes, of the details and resource involved; if no, of that reasons?
- (b) Whether it will consider setting up Ethnic Minority Employment Services Division to coordinate an employment strategy tailor-made for ethnic minorities; if yes, of the details as well as the schedule; if no, of that reasons?

Asked by: Hon SHEK Lai-him, Abraham (Member Question No. 72)

Reply:

The information sought is provided as follows:

- (a) To raise the multi-cultural sensitivity of the frontline staff of job centres and industry-based recruitment centres, the Labour Department (LD) from time to time invites non-governmental organisations (NGOs) serving EMs to deliver talks on different cultural and religious customs as well as skills in communicating with EMs. LD has also strengthened collaboration with the Equal Opportunities Commission for the latter to provide training on equal opportunities and multi-culture for staff of job centres and industry-based recruitment centres. The training covers the situation of EM communities in Hong Kong as well as legislation and guidelines related to anti-racial discrimination, and arranges case discussion to raise participants' sensitivity to EM cultures and quality of service. The expenditure on the above measures is absorbed within the recurrent operational expenses of LD and cannot be separately identified.

- (b) LD has all along been providing dedicated employment services, such as special counters, resource corners and employment briefings, etc. to cater for the employment needs of EM job seekers. LD operates 13 job centres across the territory to facilitate the use of employment services by job seekers (including EM job seekers) living in various districts.

LD has implemented the Employment Services Ambassador (ESA) Programme for EMs since September 2014, under which trainees of the Youth Employment and Training Programme who can communicate in EM languages are employed as ESAs at job centres, industry-based recruitment centres and job fairs to help EM job seekers use various job search facilities and services. EM job seekers may also meet employment officers at job centres to obtain personalised employment advisory service. Experienced employment officers who are familiar with the local employment market situation and proficient in English will provide EM job seekers with job search advice and employment information in accordance with their individual needs and preferences, and match them to suitable jobs. At the same time, LD has been making ongoing efforts to canvass and disseminate vacancies suitable for EM job seekers, and to organise inclusive job fairs to enhance their employment opportunities. LD has also made arrangements with NGOs to provide interpretation services for EM job seekers who speak neither Chinese nor English.

LD will continue to provide employment services suited to the needs of EM job seekers in different districts through its existing job centres, wide-ranging services, vast employer network and support of ESAs for EMs, and to coordinate the strategies for providing employment services for EM job seekers on an ongoing basis. In 2017, LD will engage a total of 2 employment assistants proficient in EM languages to partner with experienced employment officers at the Kowloon West Job Centre in Sham Shui Po and the Employment in One-stop in Tin Shui Wai on a pilot basis to strengthen employment support for EM job seekers (especially those of South Asian origins). At present, the Government has no plan to establish an EM Employment Services Division in LD.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)179****(Question Serial No. 3461)**Head: (90) Labour DepartmentSubhead (No. & title): (000) Operational expensesProgramme: (2) Employment ServicesControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

Regarding the interpretation services provided in the job centres of the Labour Department (LD), will the Government advise the following:

- (a) How many ethnic minorities (EM) job seekers used interpretation services in last 3 years, broken down by the EM languages used by the job seekers;
- (b) Whether there are actual guidelines which allow staff to follow, or have them under stipulation, to provide interpretation service for EM job seekers in need; if yes, of the details; if no, what is the established practice in handling EM job seekers who are unable to speak Chinese and English?

Asked by: Hon SHEK Lai-him, Abraham (Member Question No. 73)Reply:

The information sought is provided as follows:

- (a) In 2014, 2015 and 2016, LD's job centres and industry-based recruitment centres introduced interpretation services to 313, 1 467 and 2 601 EM job seekers and, in light of their needs, arranged interpretation services on 16, 15 and 23 occasions respectively. A breakdown by EM language is provided below:

EM language	No. of occasions with interpretation services arranged		
	2014	2015	2016
Urdu	9	6	12
Nepali	2	8	5
Tagalog	1	-	3
Punjabi	-	-	2
Hindi	4	1	1
Total	16	15	23

- (b) Job centres and industry-based recruitment centres have made arrangements with the Centre for Harmony and Enhancement of Ethnic Minority Residents (CHEER) to provide interpretation services for EM job seekers who speak neither Chinese nor English. On publicising the interpretation services provided by CHEER among EM job seekers and the procedures of arranging interpretation services, LD has provided guidelines to staff of job centres and industry-based recruitment centres. Posters produced in major EM languages are displayed in conspicuous locations of job centres and industry-based recruitment centres to publicise the interpretation services provided by CHEER. At the same time, staff of job centres and industry-based recruitment centres proactively approach EM job seekers visiting the centres and introduce the interpretation services. LD has produced forms in EM languages for distribution to every EM job seeker visiting the above centres to ascertain their needs for interpretation services. The centres will promptly make arrangements for EM job seekers who require interpretation services.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)180

(Question Serial No. 3462)

Head: (90) Labour Department

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

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the interpretation services provided in the job centres of Labour Department (LD), will the Government advise the following:

The average waiting time for interpretation service in last 3 years; the number of staffs providing interpretation service in last 3 years; whether it had reviewed the service and planned to shorten the waiting time; if yes, of the details; if no, of that reasons?

Asked by: Hon SHEK Lai-him, Abraham (Member Question No. 74)

Reply:

LD's job centres and industry-based recruitment centres have made arrangements with the Centre for Harmony and Enhancement of Ethnic Minority Residents (CHEER) to provide interpretation services for EM job seekers who speak neither Chinese nor English. There is no interpreter in the staff establishment of LD. LD constantly reviews the employment services provided for EM job seekers and has kept information on their waiting time for interpretation services since 2017. From January to February 2017, job centres and industry-based recruitment centres introduced interpretation services to 343 EM job seekers and, in light of their needs, arranged interpretation services on 6 occasions with an average waiting time for interpretation services being less than 5 minutes. LD will continue to provide convenient and efficient interpretation services to EM job seekers in need through CHEER so as to assist them in using services at job centres and industry-based recruitment centres.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)181

(Question Serial No. 4238)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the work of the Working Family and Student Financial Assistance Agency on exploring and implementing the enhancement measures of the Continuing Education Fund in 2017-18, what are the details, estimated expenditure and manpower arrangement?

Asked by: Hon CHAN Tanya (Member Question No. 175)

Reply:

We propose to inject an additional \$1.5 billion into the Continuing Education Fund in 2017-18 and consider various measures to enhance the operation of the Fund. The Office of the Continuing Education Fund under the Working Family and Student Financial Assistance Agency has engaged a consultant to assist in conducting a review of the Fund, which will include studying overseas experience, holding focus group discussions and conducting user surveys. Based on the views collected, the Government will explore measures to enhance the operation of the Fund. The review is expected to be completed within 2017.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)182****(Question Serial No. 6360)**Head: (141) Government Secretariat: Labour and Welfare BureauSubhead (No. & title): ()Programme: Not SpecifiedControlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)Director of Bureau: Secretary for Labour and WelfareQuestion:

Please provide a breakdown, by course type and nationality/race (e.g. Indonesian, Filipino, Indian, Pakistani, Nepalese, Japanese, Thai, Korean, other Asian and White), of the number of ethnic minorities enrolled in courses offered by the Employees Retraining Board in each of the past 3 years.

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 1557)Reply:

For the past 3 years, the numbers of trainees enrolled in dedicated courses for ethnic minorities offered by the Employees Retraining Board (ERB) by course type are as follows –

Course Type	Number of Ethnic Minority Trainees		
	2014-15	2015-16	2016-17 (Estimated figures as at February 2017)
Placement-tied Courses	100	70	90
Non-placement-tied Courses	280	260	230
Total	380	330	320

ERB does not keep the breakdown on the nationality/race of ethnic minorities enrolled in the courses.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)183****(Question Serial No. 6366)**Head: (141) Government Secretariat: Labour and Welfare BureauSubhead (No. & title): ()Programme: Not SpecifiedControlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)Director of Bureau: Secretary for Labour and WelfareQuestion:

Did the Employees Retraining Board offer any training courses on language and vocational skills dedicated for ethnic minorities in the past 3 years? If yes, what were the details (including the content and number of courses, and the number of participants)? If no, what were the reasons?

Is there any review conducted on the existing courses and policies for ethnic minorities? If yes, what are the details? If no, what are the reasons?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 1558)Reply:

The Employees Retraining Board (ERB) offers dedicated courses for ethnic minorities covering vocational training for 12 industry categories (namely property management & security, electrical & mechanical services, construction & renovation, beauty therapy, hairdressing, social services, business, catering, information & communications technology, logistics, hotel, and tourism), and language training including workplace Cantonese, workplace Putonghua, workplace Chinese (reading and writing) and English, etc. The number of courses concerned and the number of enrolled trainees in the past three years are as follows:

Dedicated Courses for Ethnic Minorities	2014-15		2015-16		2016-17 (Estimated figures as at February 2017)	
	No. of Courses	No. of Enrolled Trainees	No. of Courses	No. of Enrolled Trainees	No. of Courses	No. of Enrolled Trainees
Vocational Training Courses	15	150	17	120	22	150
Language Training Courses	7	120	8	150	9	100

Furthermore, ERB offers dedicated training courses for ethnic minorities on generic skills

including the application of information technology, interpersonal and job search skills, etc.

ERB reviews from time to time the training courses and services for ethnic minorities, and in the process solicits the views of various stakeholders, including taking into consideration the findings of trainee opinion surveys. ERB also holds regular meetings with the Focus Group on Training for Ethnic Minorities to identify training and employment needs of ethnic minorities, and to discuss ways to enhance the effectiveness of promotion to ethnic minorities. The focus group comprises representatives of ethnic minority groups, social services organisations, training bodies, employers and relevant government bodies.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)184

(Question Serial No. 6865)

Head: (141) Government Secretariat: Labour and Welfare Bureau

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

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the measures to enhance the operation of the Continuing Education Fund, please advise on the details of the preparatory work, staffing and estimated expenditure involved?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 5071)

Reply:

We propose to inject an additional \$1.5 billion into the Continuing Education Fund in 2017-18 and explore various measures to enhance the operation of the Fund. We have engaged a consultant to assist in conducting a review of the Fund, which will include studying overseas experience, holding focus group discussions and conducting user surveys. Based on the views collected, we will explore measures for enhancing the operation of the Fund. The review is expected to be completed within 2017.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)185

(Question Serial No. 5122)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the estimated expenditure of the Continuing Education Fund (CEF), please advise on the following:

- (a) the expenditure of CEF in each of the past three years and the estimated expenditure for 2017-18;
- (b) the number of applicants for CEF and among which the number of applicants taking reimbursable courses related to information and communications technology (ICT) in each of the past 3 years;
- (c) the number of the existing reimbursable courses and among which the number of ICT-related courses (with the names of the courses and institutions);
- (d) the average tuition fees of the existing reimbursable ICT-related courses;
- (e) whether the ceiling of the CEF subsidy has been reviewed; if yes, the figures; if no, the reasons; and
- (f) whether there is any plan to include more ICT-related courses; if yes, the details; if no, the reasons.

Asked by: Hon MOK Charles Peter (Member Question No. 63)

Reply:

- (a) For the 3 financial years from 2014-15 to 2016-17 (as at 31 January 2017), the annual expenditure of the Continuing Education Fund (CEF) was \$190 million, \$170 million and \$140 million respectively. The estimated expenditure for 2017-18 is \$170 million.

- (b), (c) and (d)

The respective number of applications for opening a CEF account in the 3 financial years from 2014-15 to 2016-17 (as at 31 January 2017) was 32 849, 30 951 and 25 837. As at 31 January 2017, there are a total of 7 842 CEF reimbursable courses (CEF courses). CEF courses cover those which are within the 8 specified domains (i.e. Business Services, Financial Services, Logistics, Tourism, Creative Industries, Design, Languages, and Interpersonal and Intrapersonal Skills for the Workplace) and those designed in accordance with the Specification of Competency Standards (SCSs) under the Qualifications Framework.

Among the courses designed in accordance with SCSs, 8 of them were related to information and communications technology (ICT). A number of other CEF courses under the 8 specified domains are also ICT-related. However, the Government has not collated a breakdown of statistics by ICT-related courses, and thus cannot provide the number, titles, institutions, number of CEF applicants and the average tuition fees in respect of those courses.

(e) and (f)

We have engaged a consultant to assist in conducting a review of CEF, which will include studying overseas experience, holding focus group discussions and conducting user surveys. Based on the views collected, we will explore measures for enhancing the operation of CEF. The review is expected to be completed in 2017.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)186

(Question Serial No. 3899)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the approval of the Employees Retraining Board for training bodies to run training courses, would the Government provide this Committee with the figures for the 4 financial years from 2014-15 to 2017-18 pertaining to the number of approved training courses and the amount of funding allocated to each training body?

Asked by: Hon WU Chi-wai (Member Question No. 48)

Reply:

The number of training courses approved by the Employees Retraining Board from 2014-15 to 2017-18 is at Annex I. The amount of funding allocated to each training body in the past 3 years (2014-15 to 2016-17) is at Annex II. The funding allocated to each training body depends on the successful organisation of training courses and the number of training places taken up. As details of the training courses to be organised by individual training body in 2017-18 are still being finalised, the amount of funding for each training body is not available at this stage.

(a) Number of training courses approved for organisation in 2014-15:

	Training body	Number of training courses approved
1	The Hong Kong Confederation of Trade Unions	232
2	HKCT Group Limited	200
3	The Hong Kong Federation of Trade Unions	186
4	Vocational Training Council	119
5	Hong Kong Employment Development Service Limited	108
6	St. James' Settlement	99
7	Christian Action	95
8	The Federation of Hong Kong and Kowloon Labour Unions	84
9	New Territories Association Retraining Centre Limited	84
10	Yan Oi Tong Limited	80
11	KCRA Community Education Enhancement Center Limited	67
12	Caritas - Hong Kong	63
13	Hong Kong Sheng Kung Hui Lady MacLehose Centre	60
14	Hong Kong Young Women's Christian Association	57
15	The Evangelical Lutheran Church of Hongkong	57
16	Neighbourhood & Worker's Service Centre	55
17	Heung To College of Professional Studies	53
18	The Scout Association of Hong Kong – The Friends of Scouting	48
19	The Young Men's Christian Association of Hong Kong	44
20	Hong Kong Association for Democracy and People's Livelihood	40
21	S. K. H. Holy Carpenter Church Community Centre	40
22	Methodist Centre	36
23	School of Continuing and Professional Education, City University of Hong Kong	34
24	Baptist Oi Kwan Social Service	34
25	The Society of Rehabilitation and Crime Prevention, Hong Kong	31
26	Hong Kong Travel & Tourism Training Centre Limited	30
27	Vassar International Chinese Medical Society Limited	30
28	The Industrial Evangelistic Fellowship Limited	25
29	Leo Hair & Beauty Training Centre	20
30	OIWA Limited	19
31	YMCA College of Careers	18
32	Aberdeen Kai-fong Welfare Association Limited	18
33	The Hong Kong Association of Hair Design	17
34	The Federation of Hong Kong Electrical & Mechanical Industries Trade Unions	17
35	The Association of Electrical and Mechanical Engineering (Hong Kong) Limited	17
36	Hongkong School of Commerce	16
37	Hong Kong Electrical & Mechanical College (Evening School)	14

	Training body	Number of training courses approved
38	Hong Kong Association of Gerontology	13
39	Eating Establishment Employees General Union	13
40	Hong Kong Federation of Women's Centres	12
41	Advanced Printing Technology Centre Limited	11
42	Hong Kong Manpower Development Centre Limited	11
43	Hong Kong Rehabilitation Power	11
44	The Hong Kong Society for Rehabilitation	11
45	Yang Memorial Methodist Social Service	11
46	Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union	11
47	Occupational Safety and Health Council	11
48	Royal International College	10
49	The Hong Kong Federation of Youth Groups	10
50	Hong Kong Federation of Handicapped Youth	8
51	Hong Kong Sheng Kung Hui Welfare Council Limited	8
52	Lingnan Institute of Further Education	7
53	Hong Kong Federation of Women Limited	6
54	Clothing Industry Training Authority	6
55	Hong Kong Red Cross	5
56	Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union	5
57	Queen Elizabeth Hospital - Hospital Authority	4
58	Hong Kong Association of Registered Tour Co-ordinators Limited	4
59	New Life Psychiatric Rehabilitation Association	4
60	The Mental Health Association of Hong Kong	3
61	Hong Kong Institute of Technology	3
62	College of Nursing, Hong Kong	3
63	New Home Association Limited	3
64	Electronic Communication Technical Staff Union	3
65	The Neighbourhood Advice-Action Council	3
66	Fu Hong Society Training Department	2
67	Li Fai Centre of Wushu	2
68	Hong Kong Productivity Council	2
69	Hong Kong Storehouses, Transportation & Logistics Staff Association	2
70	The Hong Kong Marble & Granite Merchants Association, Limited	2
71	Hong Kong St. John Ambulance	2
72	The Hong Kong School of Motoring Limited	2
73	Union of Hong Kong Electrical and Mechanical Engineering Assistants	2
74	Kwan Sang Catering Professional Employees Association	2
75	Kwai Chung Hospital - Hospital Authority	2
76	Princess Margaret Hospital	2
77	Asia-Pacific Institute of Ageing Studies, Lingnan University	2

	Training body	Number of training courses approved
78	Hospital & Clinic Nurses Association	2
79	Association for Engineering and Medical Volunteer Services	1
80	Youth Outreach	1
81	Hong Kong Workers' Health Centre Limited	1
82	School of Continuing and Professional Studies, The Chinese University of Hong Kong	1
83	Li Ka Shing Institute of Professional and Continuing Education, The Open University of Hong Kong	1
84	Hong Kong Air-conditioning and Refrigerating Trades Workers General Union	1
85	HKMA College of Further Education	1
86	Hong Kong Tour Guides General Union	1
87	Monita Hair & Beauty Academy	1
88	Silence Limited	1

(b) Number of training courses approved for organisation in 2015-16:

	Training body	Number of training courses approved
1	HKCT Group Limited	193
2	The Hong Kong Confederation of Trade Unions	181
3	The Hong Kong Federation of Trade Unions	175
4	Hong Kong Employment Development Service Limited	99
5	Vocational Training Council	96
6	Yan Oi Tong Limited	85
7	Christian Action	83
8	New Territories Association Retraining Centre Limited	74
9	The Federation of Hong Kong and Kowloon Labour Unions	71
10	KCRA Community Education Enhancement Center Limited	70
11	St. James' Settlement	69
12	Neighbourhood & Worker's Service Centre	61
13	Hong Kong Young Women's Christian Association	59
14	The Evangelical Lutheran Church of Hongkong	58
15	Hong Kong Association for Democracy and People's Livelihood	56
16	Caritas - Hong Kong	53
17	Heung To College of Professional Studies	52
18	Hong Kong Sheng Kung Hui Lady MacLehose Centre	52
19	Methodist Centre	50
20	School of Continuing and Professional Education, City University of Hong Kong	47
21	The Young Men's Christian Association of Hong Kong	43
22	Baptist Oi Kwan Social Service	41
23	The Scout Association of Hong Kong - The Friends of Scouting	40
24	S. K. H. Holy Carpenter Church Community Centre	40
25	The Society of Rehabilitation and Crime Prevention, Hong Kong	32
26	Hong Kong Federation of Women's Centres	29
27	The Industrial Evangelistic Fellowship Limited	28
28	Vassar International Chinese Medical Society Limited	25
29	YMCA College of Careers	24
30	Hong Kong Manpower Development Centre Limited	24
31	Hongkong School of Commerce	19
32	The Association of Electrical and Mechanical Engineering (Hong Kong) Limited	19
33	Aberdeen Kai-fong Welfare Association Limited	18
34	Leo Hair & Beauty Training Centre	18
35	OIWA Limited	17

	Training body	Number of training courses approved
36	Royal International College	13
37	The Hong Kong Society for Rehabilitation	13
38	Hong Kong Electrical & Mechanical College (Evening School)	12
39	Hong Kong Sheng Kung Hui Welfare Council Limited	9
40	Yang Memorial Methodist Social Service	9
41	Hong Kong Federation of Handicapped Youth	8
42	New Home Association Limited	7
43	Occupational Safety and Health Council	7
44	Advanced Printing Technology Centre Limited	6
45	Hong Kong Travel & Tourism Training Centre Limited	6
46	Hong Kong Rehabilitation Power	6
47	Asia-Pacific Institute of Ageing Studies, Lingnan University	6
48	Hong Kong Federation of Women Limited	5
49	Hong Kong Association of Gerontology	5
50	The Hong Kong Federation of Youth Groups	5
51	Hong Kong Red Cross	5
52	New Life Psychiatric Rehabilitation Association	5
53	Clothing Industry Training Authority	5
54	Hong Kong St. John Ambulance	4
55	Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union	4
56	The Neighbourhood Advice-Action Council	4
57	Queen Elizabeth Hospital - Hospital Authority	3
58	The Mental Health Association of Hong Kong	3
59	Li Fai Centre of Wushu	2
60	Li Ka Shing Institute of Professional and Continuing Education, The Open University of Hong Kong	2
61	The Hong Kong Marble & Granite Merchants Association, Limited	2
62	College of Nursing, Hong Kong	2
63	Pui Ching Academy	2
64	Haven of Hope Christian Service	2
65	Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union	2
66	Kwan Sang Catering Professional Employees Association	2
67	Kwai Chung Hospital - Hospital Authority	2
68	Princess Margaret Hospital	2
69	Lingnan Institute of Further Education	2
70	Hospital & Clinic Nurses Association	2
71	Association for Engineering and Medical Volunteer Services	1
72	Star Chef Management School operated by Star Chef Management	1

	Training body	Number of training courses approved
	School Company Limited	
73	Farida Hair & Beauty Education Centre	1
74	Travel Industry Council of Hong Kong	1
75	Xianggang Putonghua Yanxishe	1
76	Hong Kong Association of Registered Tour Co-ordinators Limited	1
77	The Hong Kong School of Motoring Limited	1
78	Hong Kong Tour Guides General Union	1
79	Monita Hair & Beauty Academy	1
80	Silence Limited	1

(c) Number of training courses approved for organisation in 2016-17 ^[Note 1] :

	Training body	Number of training courses approved
1	The Hong Kong Confederation of Trade Unions	196
2	HKCT Group Limited	184
3	The Hong Kong Federation of Trade Unions	170
4	Christian Action	111
5	Hong Kong Employment Development Service Limited	106
6	Vocational Training Council	94
7	Yan Oi Tong Limited	87
8	KCRA Community Education Enhancement Center Limited	83
9	The Federation of Hong Kong and Kowloon Labour Unions	81
10	New Territories Association Retraining Centre Limited	77
11	St. James' Settlement	63
12	Caritas - Hong Kong	60
13	Hong Kong Association for Democracy and People's Livelihood	58
14	Hong Kong Young Women's Christian Association	58
15	Hong Kong Sheng Kung Hui Lady MacLehose Centre	57
16	The Evangelical Lutheran Church of Hongkong	55
17	Methodist Centre	53
18	Heung To College of Professional Studies	51
19	Neighbourhood & Worker's Service Centre	50
20	Baptist Oi Kwan Social Service	49
21	School of Continuing and Professional Education, City University of Hong Kong	47
22	The Scout Association of Hong Kong - The Friends of Scouting	47
23	Hongkong School of Commerce	46
24	S. K. H. Holy Carpenter Church Community Centre	44
25	The Young Men's Christian Association of Hong Kong	41
26	Hong Kong Federation of Women's Centres	39
27	The Society of Rehabilitation and Crime Prevention, Hong Kong	34
28	The Industrial Evangelistic Fellowship Limited	26
29	Aberdeen Kai-fong Welfare Association Limited	22
30	Vassar International Chinese Medical Society Limited	20
31	YMCA College of Careers	18
32	Hong Kong Electrical & Mechanical College (Evening School)	18
33	Hong Kong Manpower Development Centre Limited	17
34	The Association of Electrical and Mechanical Engineering (Hong Kong) Limited	17
35	Leo Hair & Beauty Training Centre	17

	Training body	Number of training courses approved
36	Hong Kong Travel & Tourism Training Centre Limited	15
37	OIWA Limited	14
38	Royal International College	13
39	The Hong Kong Society for Rehabilitation	13
40	Hong Kong Sheng Kung Hui Welfare Council Limited	10
41	Yang Memorial Methodist Social Service	8
42	New Home Association Limited	8
43	Clothing Industry Training Authority	8
44	Hong Kong Rehabilitation Power	7
45	Hong Kong Federation of Handicapped Youth	7
46	Occupational Safety and Health Council	7
47	Star Chef Management School operated by Star Chef Management School Company Limited	6
48	Hong Kong Federation of Women Limited	6
49	Advanced Printing Technology Centre Limited	5
50	Hong Kong Red Cross	5
51	Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union	5
52	New Life Psychiatric Rehabilitation Association	5
53	The Neighbourhood Advice-Action Council	5
54	Asia-Pacific Institute of Ageing Studies, Lingnan University	5
55	Queen Elizabeth Hospital - Hospital Authority	4
56	The Mental Health Association of Hong Kong	4
57	College of Nursing, Hong Kong	4
58	Hong Kong Association of Gerontology	3
59	Hong Kong Institute of Technology	3
60	Li Fai Centre of Wushu	2
61	Farida Hair & Beauty Education Centre	2
62	Xianggang Putonghua Yanxishe	2
63	Hong Kong St. John Ambulance	2
64	Haven of Hope Christian Service	2
65	Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union	2
66	Kwai Chung Hospital - Hospital Authority	2
67	Princess Margaret Hospital	2
68	Hospital & Clinic Nurses Association	2
69	Association for Engineering and Medical Volunteer Services	1
70	Hong Kong Workers' Health Centre Limited	1
71	Hong Kong Storehouses, Transportation & Logistics Staff Association	1

	Training body	Number of training courses approved
72	Travel Industry Council of Hong Kong	1
73	Institute of Active Ageing, The Hong Kong Polytechnic University	1
74	The Hong Kong School of Motoring Limited	1
75	Hong Kong Tour Guides General Union	1
76	Kwan Sang Catering Professional Employees Association	1
77	Monita Hair & Beauty Academy	1
78	Silence Limited	1

Note 1: Figures as at February 2017.

(d) Number of training courses approved for organisation in 2017-18 ^[Note 2] :

	Training body	Number of training courses approved
1	The Hong Kong Confederation of Trade Unions	190
2	HKCT Group Limited	180
3	The Hong Kong Federation of Trade Unions	152
4	Yan Oi Tong Limited	90
5	Hong Kong Employment Development Service Limited	88
6	Christian Action	87
7	Vocational Training Council	86
8	The Federation of Hong Kong and Kowloon Labour Unions	73
9	New Territories Association Retraining Centre Limited	73
10	KCRA Community Education Enhancement Center Limited	72
11	Hong Kong Association for Democracy and People's Livelihood	61
12	Methodist Centre	59
13	Hong Kong Young Women's Christian Association	56
14	Baptist Oi Kwan Social Service	53
15	Hong Kong Sheng Kung Hui Lady MacLehose Centre	52
16	The Evangelical Lutheran Church of Hongkong	52
17	Neighbourhood & Worker's Service Centre	52
18	Caritas - Hong Kong	51
19	St. James' Settlement	45
20	Heung To College of Professional Studies	42
21	Hong Kong Federation of Women's Centres	42
22	School of Continuing and Professional Education, City University of Hong Kong	38
23	The Scout Association of Hong Kong - The Friends of Scouting	38
24	The Young Men's Christian Association of Hong Kong	35
25	The Industrial Evangelistic Fellowship Limited	33
26	YMCA College of Careers	30
27	The Society of Rehabilitation and Crime Prevention, Hong Kong	30
28	S. K. H. Holy Carpenter Church Community Centre	27
29	Hongkong School of Commerce	25
30	Aberdeen Kai-fong Welfare Association Limited	20
31	The Association of Electrical and Mechanical Engineering (Hong Kong) Limited	18
32	Hong Kong Manpower Development Centre Limited	17
33	Vassar International Chinese Medical Society Limited	16
34	OIWA Limited	15
35	Hong Kong Electrical & Mechanical College (Evening School)	13
36	The Hong Kong Society for Rehabilitation	10
37	Yang Memorial Methodist Social Service	9

	Training body	Number of training courses approved
38	Hong Kong Rehabilitation Power	8
39	Hong Kong Sheng Kung Hui Welfare Council Limited	8
40	New Home Association Limited	8
41	Clothing Industry Training Authority	8
42	Royal International College	7
43	Hong Kong Federation of Women Limited	5
44	Hong Kong Red Cross	5
45	Hong Kong Tour Guides General Union	5
46	Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union	5
47	The Neighbourhood Advice-Action Council	5
48	Queen Elizabeth Hospital - Hospital Authority	4
49	Advanced Printing Technology Centre Limited	4
50	Star Chef Management School operated by Star Chef Management School Company Limited	4
51	New Life Psychiatric Rehabilitation Association	4
52	The Mental Health Association of Hong Kong	3
53	Hong Kong Association of Gerontology	3
54	Hong Kong Federation of Handicapped Youth	3
55	Hong Kong St. John Ambulance	3
56	College of Nursing, Hong Kong	3
57	Occupational Safety and Health Council	3
58	Li Fai Centre of Wushu	2
59	Hong Kong Workers' Health Centre Limited	2
60	Haven of Hope Christian Service	2
61	Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union	2
62	Kwai Chung Hospital - Hospital Authority	2
63	Princess Margaret Hospital	2
64	Hospital & Clinic Nurses Association	2
65	Association for Engineering and Medical Volunteer Services	1
66	Logistics Cargo Supervisors Association	1
67	Institute of Active Ageing, The Hong Kong Polytechnic University	1
68	Xianggang Putonghua Yanxishe	1
69	Hong Kong Ballroom Dancing Council Limited	1
70	The Hong Kong School of Motoring Limited	1
71	Kwan Sang Catering Professional Employees Association	1

Note 2: Figures as at February 2017.

(a) Funding allocated to training bodies for the organisation of training courses in 2014-15

	Training body	Funding (\$'000)
1	HKCT Group Limited	76,896
2	Vocational Training Council	56,913
3	Christian Action	46,342
4	The Hong Kong Confederation of Trade Unions	40,555
5	The Federation of Hong Kong and Kowloon Labour Unions	33,955
6	New Territories Association Retraining Centre Limited	27,684
7	Caritas - Hong Kong	25,880
8	The Evangelical Lutheran Church of Hongkong	19,266
9	Hong Kong Young Women's Christian Association	18,591
10	Hong Kong Association for Democracy and People's Livelihood	18,393
11	Yan Oi Tong Limited	18,042
12	The Hong Kong Federation of Trade Unions	15,181
13	Hong Kong Employment Development Service Limited	14,617
14	St. James' Settlement	14,069
15	Hong Kong Sheng Kung Hui Lady MacLehose Centre	12,094
16	Heung To College of Professional Studies	11,787
17	KCRA Community Education Enhancement Center Limited	11,083
18	Neighbourhood & Worker's Service Centre	10,934
19	Baptist Oi Kwan Social Service	9,647
20	Methodist Centre	8,216
21	The Society of Rehabilitation and Crime Prevention, Hong Kong	7,253
22	Queen Elizabeth Hospital - Hospital Authority	6,216
23	S. K. H. Holy Carpenter Church Community Centre	5,946
24	Hong Kong Federation of Women's Centres	4,845
25	Hong Kong Red Cross	4,034
26	The Hong Kong Society for Rehabilitation	3,633
27	School of Continuing and Professional Education, City University of Hong Kong	3,513
28	Vassar International Chinese Medical Society Limited	3,154
29	Hong Kong Workers' Health Centre Limited	3,130
30	The Young Men's Christian Association of Hong Kong	2,976
31	Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union	2,917
32	The Association of Electrical and Mechanical Engineering (Hong Kong) Limited	2,778
33	The Scout Association of Hong Kong - The Friends of Scouting	2,443
34	Princess Margaret Hospital	2,293

	Training body	Funding (\$'000)
35	Kwai Chung Hospital - Hospital Authority	2,126
36	Hong Kong St. John Ambulance	1,896
37	The Industrial Evangelistic Fellowship Limited	1,742
38	Hong Kong Manpower Development Centre Limited	1,713
39	Leo Hair & Beauty Training Centre	1,676
40	Hong Kong Sheng Kung Hui Welfare Council Limited	1,549
41	Yang Memorial Methodist Social Service	1,473
42	Hongkong School of Commerce	1,393
43	Aberdeen Kai-fong Welfare Association Limited	1,183
44	Royal International College	1,178
45	YMCA College of Careers	869
46	Hong Kong Federation of Handicapped Youth	651
47	Hong Kong Association of Gerontology	631
48	College of Nursing, Hong Kong	611
49	Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union	527
50	The Mental Health Association of Hong Kong	513
51	Hong Kong Travel & Tourism Training Centre Limited	509
52	Hong Kong Rehabilitation Power	501
53	Clothing Industry Training Authority	429
54	The Federation of Hong Kong Electrical & Mechanical Industries Trade Unions	367
55	OIWA Limited	358
56	Hong Kong Electrical & Mechanical College (Evening School)	271
57	The Neighbourhood Advice-Action Council	243
58	Monita Hair & Beauty Academy	220
59	Hospital & Clinic Nurses Association	213
60	The Hong Kong Federation of Youth Groups	212
61	Li Ka Shing Institute of Professional and Continuing Education, The Open University of Hong Kong	209
62	New Life Psychiatric Rehabilitation Association	209
63	Hong Kong Federation of Women Limited	125
64	Silence Limited	100
65	Hong Kong Association of Registered Tour Co-ordinators Limited	74
66	The Hong Kong School of Motoring Limited	73
67	School of Continuing and Professional Studies, The Chinese University of Hong Kong	61
68	Advanced Printing Technology Centre Limited	53
69	Union of Hong Kong Electrical and Mechanical Engineering	53

	Training body	Funding (\$'000)
	Assistants	
70	Electronic Communication Technical Staff Union	52
71	The Hong Kong Association of Hair Design	44
72	The Hong Kong Marble & Granite Merchants Association, Limited	41
73	Li Fai Centre of Wushu	38
74	Hong Kong Air-conditioning and Refrigerating Trades Workers General Union	38
75	New Home Association Limited	38
76	Asia-Pacific Institute of Ageing Studies, Lingnan University	20
77	Occupational Safety and Health Council	10
78	Eating Establishment Employees General Union	7
79	Hong Kong Tour Guides General Union	5

(b) Funding allocated to training bodies for the organisation of training courses in 2015-16:

	Training Body	Funding (\$'000)
1	HKCT Group Limited	73,404
2	Vocational Training Council	64,862
3	Christian Action	48,806
4	The Hong Kong Confederation of Trade Unions	43,782
5	The Federation of Hong Kong and Kowloon Labour Unions	36,972
6	New Territories Association Retraining Centre Limited	27,408
7	Caritas - Hong Kong	26,070
8	The Evangelical Lutheran Church of Hongkong	22,045
9	Hong Kong Young Women's Christian Association	21,906
10	Yan Oi Tong Limited	20,448
11	Hong Kong Association for Democracy and People's Livelihood	20,329
12	The Hong Kong Federation of Trade Unions	15,468
13	Hong Kong Employment Development Service Limited	13,965
14	St. James' Settlement	13,776
15	Heung To College of Professional Studies	12,255
16	Baptist Oi Kwan Social Service	12,175
17	Neighbourhood & Worker's Service Centre	12,000
18	KCRA Community Education Enhancement Center Limited	11,698
19	Hong Kong Sheng Kung Hui Lady MacLehose Centre	11,689
20	Methodist Centre	10,637
21	The Society of Rehabilitation and Crime Prevention, Hong Kong	7,754
22	Hong Kong Federation of Women's Centres	6,665
23	Queen Elizabeth Hospital - Hospital Authority	6,421
24	S. K. H. Holy Carpenter Church Community Centre	5,283
25	The Association of Electrical and Mechanical Engineering (Hong Kong) Limited	4,761
26	Hong Kong Red Cross	4,633
27	Hong Kong Manpower Development Centre Limited	3,899
28	The Hong Kong Society for Rehabilitation	3,693
29	The Young Men's Christian Association of Hong Kong	3,683
30	School of Continuing and Professional Education, City University of Hong Kong	3,667
31	Vassar International Chinese Medical Society Limited	2,835
32	Kwai Chung Hospital - Hospital Authority	2,653
33	The Scout Association of Hong Kong - The Friends of Scouting	2,625
34	Princess Margaret Hospital	2,543
35	Hong Kong St. John Ambulance	2,388

	Training Body	<u>Funding</u> (\$'000)
36	Leo Hair & Beauty Training Centre	2,250
37	Hongkong School of Commerce	1,676
38	Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union	1,601
39	Yang Memorial Methodist Social Service	1,552
40	Hong Kong Sheng Kung Hui Welfare Council Limited	1,535
41	Aberdeen Kai-fong Welfare Association Limited	1,483
42	The Industrial Evangelistic Fellowship Limited	1,265
43	Royal International College	1,006
44	Hong Kong Federation of Handicapped Youth	741
45	Hong Kong Rehabilitation Power	678
46	Hong Kong Electrical & Mechanical College (Evening School)	670
47	YMCA College of Careers	540
48	College of Nursing, Hong Kong	486
49	Hong Kong Travel & Tourism Training Centre Limited	448
50	Li Ka Shing Institute of Professional and Continuing Education, The Open University of Hong Kong	364
51	The Neighbourhood Advice-Action Council	309
52	OIWA Limited	263
53	Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union	250
54	Hong Kong Federation of Women Limited	223
55	Star Chef Management School operated by Star Chef Management School Company Limited	168
56	Hong Kong Association of Gerontology	160
57	The Hong Kong Federation of Youth Groups	158
58	New Life Psychiatric Rehabilitation Association	147
59	Advanced Printing Technology Centre Limited	143
60	Clothing Industry Training Authority	135
61	The Hong Kong School of Motoring Limited	118
62	Asia-Pacific Institute of Ageing Studies, Lingnan University	108
63	Haven of Hope Christian Service	107
64	The Mental Health Association of Hong Kong	99
65	Li Fai Centre of Wushu	88
66	Hospital & Clinic Nurses Association	82
67	New Home Association Limited	79
68	The Hong Kong Marble & Granite Merchants Association, Limited	28
69	The Federation of Hong Kong Electrical & Mechanical Industries Trade Unions	23
70	Hong Kong Tour Guides General Union	11

	Training Body	<u>Funding</u> (\$'000)
71	Occupational Safety and Health Council	5
72	Farida Hair & Beauty Education Centre	1

(c) Funding allocated to training bodies for the organisation of training courses in 2016-17^[Note 3].

	Training Body	<u>Funding</u> (\$'000)
1	HKCT Group Limited	78,020
2	Vocational Training Council	71,083
3	Christian Action	58,051
4	The Hong Kong Confederation of Trade Unions	57,341
5	The Federation of Hong Kong and Kowloon Labour Unions	41,463
6	New Territories Association Retraining Centre Limited	35,265
7	Caritas - Hong Kong	29,134
8	The Evangelical Lutheran Church of Hongkong	26,255
9	Hong Kong Young Women's Christian Association	26,105
10	Yan Oi Tong Limited	22,136
11	Hong Kong Association for Democracy and People's Livelihood	22,026
12	The Hong Kong Federation of Trade Unions	20,251
13	Hong Kong Employment Development Service Limited	17,872
14	St. James' Settlement	17,688
15	Baptist Oi Kwan Social Service	16,315
16	KCRA Community Education Enhancement Center Limited	13,735
17	Hong Kong Sheng Kung Hui Lady MacLehose Centre	13,510
18	Heung To College of Professional Studies	13,292
19	Methodist Centre	13,122
20	Hong Kong Federation of Women's Centres	11,847
21	Neighbourhood & Worker's Service Centre	11,783
22	The Society of Rehabilitation and Crime Prevention, Hong Kong	7,464
23	The Association of Electrical and Mechanical Engineering (Hong Kong) Limited	6,961
24	S. K. H. Holy Carpenter Church Community Centre	6,580
25	Hong Kong Red Cross	5,369
26	The Young Men's Christian Association of Hong Kong	4,884
27	Hong Kong Manpower Development Centre Limited	4,551
28	Queen Elizabeth Hospital - Hospital Authority	4,395
29	The Hong Kong Society for Rehabilitation	3,915
30	The Scout Association of Hong Kong - The Friends of Scouting	3,912
31	Vassar International Chinese Medical Society Limited	3,840
32	School of Continuing and Professional Education, City University of Hong Kong	2,340
33	Leo Hair & Beauty Training Centre	2,329
34	The Industrial Evangelistic Fellowship Limited	2,320

	Training Body	<u>Funding</u> (\$'000)
35	Hong Kong St. John Ambulance	2,201
36	Kwai Chung Hospital - Hospital Authority	1,936
37	Princess Margaret Hospital	1,829
38	Hongkong School of Commerce	1,820
39	Hong Kong Sheng Kung Hui Welfare Council Limited	1,745
40	Aberdeen Kai-fong Welfare Association Limited	1,523
41	Royal International College	1,462
42	Yang Memorial Methodist Social Service	1,404
43	Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union	1,195
44	YMCA College of Careers	923
45	College of Nursing, Hong Kong	765
46	Hong Kong Electrical & Mechanical College (Evening School)	661
47	Hong Kong Federation of Handicapped Youth	533
48	Star Chef Management School operated by Star Chef Management School Company Limited	438
49	The Neighbourhood Advice-Action Council	427
50	Hong Kong Rehabilitation Power	417
51	Hong Kong Workers' Health Centre Limited	390
52	Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union	365
53	The Mental Health Association of Hong Kong	349
54	Hong Kong Federation of Women Limited	269
55	Institute of Active Ageing, The Hong Kong Polytechnic University	253
56	Hong Kong Travel & Tourism Training Centre Limited	247
57	Hong Kong Association of Gerontology	236
58	The Hong Kong School of Motoring Limited	226
59	New Life Psychiatric Rehabilitation Association	203
60	Xianggang Putonghua Yanxishe	188
61	OIWA Limited	184
62	Silence Limited	181
63	New Home Association Limited	161
64	Li Fai Centre of Wushu	155
65	Asia-Pacific Institute of Ageing Studies, Lingnan University	152
66	Clothing Industry Training Authority	134
67	Haven of Hope Christian Service	111
68	Hospital & Clinic Nurses Association	96
69	Farida Hair & Beauty Education Centre	71

	Training Body	<u>Funding</u> (\$'000)
70	Kwan Sang Catering Professional Employees Association	52
71	Association for Engineering and Medical Volunteer Services	43
72	Advanced Printing Technology Centre Limited	29
73	Hong Kong Institute of Technology	24
74	Occupational Safety and Health Council	12
75	Hong Kong Storehouses, Transportation & Logistics Staff Association	10
76	Hong Kong Tour Guides General Union	6

Note 3: Estimated figures as at February 2017.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)187

(Question Serial No. 3962)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Miss Annie TAM)

Director of Bureau: Secretary for Labour and Welfare

Question:

The estimated financial provision in 2017-18 has increased by \$7.2 million, which is for the enhancement measures of the Continuing Education Fund (CEF). However, it is mentioned in the Budget (paragraph 150, p.58) that an additional \$1.5 billion will be injected into CEF for such measures.

1. What are the reasons for the discrepancy between the two figures?
2. What is the estimated expenditure for implementing the enhancement measures in 2017-18? Please advise on courses involved, funding allocation and number of beneficiaries?

Asked by: Hon YEUNG Alvin (Member Question No. 81)

Reply:

The estimated financial provision under Programme (4) of Head 141 for 2017-18 is \$7.2 million higher than the revised estimate for 2016-17. This is mainly due to an increase of about \$4.6 million in estimated departmental expenses (including about \$2.8 million earmarked for conducting preparatory work for the enhancement measures of the Continuing Education Fund (CEF) and about \$1.66 million for conducting a new round of Manpower Projection), an increase of about \$1.6 million in the estimated expenditure for personal emoluments, and an increase of about \$1 million in the estimated expenditure for the Adult Education Subvention Scheme.

We propose to inject an additional \$1.5 billion into CEF in 2017-18 and explore various measures to enhance the operation of CEF. We have engaged a consultant to assist in conducting a review of CEF, which will include studying overseas experience, holding focus group discussions and conducting user surveys. Based on the views collected, we will explore measures for enhancing the operation of CEF. The review is expected to be completed within 2017.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)188

(Question Serial No. 6129)

Head: (173) Working Family and Student Financial Assistance Agency

Subhead (No. & title): (700) General non-recurrent
Item 508 Continuing Education Fund

Programme: (1) Student Assistance Scheme

Controlling Officer: Head, Working Family and Student Financial Assistance Agency
(Mr Esmond LEE)

Director of Bureau: Secretary for Labour and Welfare

Question:

Please provide this Committee with the following information:

The respective number of applications for the Continuing Education Fund (CEF), the total amount of subsidies disbursed, the average amount of subsidies disbursed for each application, the number of Hong Kong residents who have applied for the CEF and their age distribution; and the respective percentages of successful applications for the CEF in the past five years.

Asked by: Hon LEUNG Kenneth (Member Question No. 1.14)

Reply:

The information sought is provided as follows –

The number of applications, total amount of subsidies disbursed, average amount of subsidies disbursed for each successful application and the percentage of successful applications under CEF in the past five years (i.e. 2012-13 to 2016-17) are set out below -

	Year				
	2012-13	2013-14	2014-15	2015-16	2016-17 (as at 31 January 2017)
Number of applications	40 673	35 880	32 849	30 951	25 837
Total amount disbursed (\$m)	218.0	196.3	175.3	157.5	128.7
Average amount disbursed for each successful application (\$)	7,352	7,618	7,762	7,577	7,906
Percentage of successful applications (%)	90.0	90.9	91.3	91.5	90.9

As at 31 January 2017, the Office of CEF received 166 190 applications for opening a CEF account in the past five years. The distribution of applicants by age group is set out below:

	Age group ^{Note}			
	18 - 29	30 - 39	40 - 49	50 - 65
Number of applicants (% against the total)	108 289 (65.2%)	30 982 (18.6%)	17 060 (10.3%)	9 631 (5.8%)

Note: Hong Kong residents aged between 18 and 65 are eligible to apply for the CEF subsidies. Of the 166 190 applications, 228 (0.1% against the total) are unable to meet the eligibility requirement.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)189

(Question Serial No. 5103)

Head: (173) Working Family and Student Financial Assistance Agency

Subhead (No. & title): (700) General non-recurrent
Item 508 Continuing Education Fund

Programme: (1) Student Assistance Scheme

Controlling Officer: Head, Working Family and Student Financial Assistance Agency
(Mr Esmond LEE)

Director of Bureau: Secretary for Labour and Welfare

Question:

Will the Government inform this Committee of the following:

- (a) In the past 5 years, how many people have applied for subsidies under the Continuing Education Fund (CEF)? What was the amount of subsidies involved?
- (b) How many people in Hong Kong have opened a CEF account?
- (c) How many people in Hong Kong have exhausted the subsidy ceiling of HK\$10,000 or submitted 4 claims for reimbursement?
- (d) Will the Government consider raising the subsidy ceiling or the number of claims and what are the reasons?

Asked by: Hon LEUNG Kwok-hung (Member Question No. 2039)

Reply:

The information sought is provided as follows -

- (a) In the past 5 years (i.e. from 1 April 2012 to 31 January 2017), the number of applications for disbursement of subsidies received by the Office of CEF was 114 957. The amount of subsidies disbursed was around \$876 million.
- (b) & (c) Since the operation of CEF from mid-2002 to 31 January 2017, approval was given for 747 563 applicants to open a CEF account. Among these applicants, 275 250 have exhausted the CEF subsidy ceiling of \$10,000 or submitted four claims for reimbursement.

- (d) We propose to inject an additional \$1.5 billion into CEF in 2017-18 and will consider measures to enhance the operation of CEF. We have engaged a consultant to assist in conducting a review on CEF. The scope of the review will include examining overseas experience, holding focus group discussions and conducting a user survey. The review is expected to be completed within 2017.

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