

# 立法會

## *Legislative Council*

LC Paper No. CB(2)140/16-17  
(These minutes have been cleared  
with the Chairman)

Ref : CB2/PL/MP

### **Panel on Manpower**

**Minutes of meeting**  
**held on Friday, 28 October 2016, at 10:30 am**  
**in Conference Room 3 of the Legislative Council Complex**

**Members present** :

- Hon LEUNG Yiu-chung (Chairman)
- Hon HO Kai-ming (Deputy Chairman)
- Hon James TO Kun-sun
- Hon Abraham SHEK Lai-him, GBS, JP
- Prof Hon Joseph LEE Kok-long, SBS, JP
- Hon Jeffrey LAM Kin-fung, GBS, JP
- Hon WONG Ting-kwong, SBS, JP
- Hon Starry LEE Wai-king, SBS, JP
- Hon CHAN Hak-kan, BBS, JP
- Hon CHAN Kin-por, BBS, JP
- Dr Hon Priscilla LEUNG Mei-fun, SBS, JP
- Hon Paul TSE Wai-chun, JP
- Hon Claudia MO
- Hon Michael TIEN Puk-sun, BBS, JP
- Hon Steven HO Chun-yin, BBS
- Hon WU Chi-wai, MH
- Hon YIU Si-wing, BBS
- Hon MA Fung-kwok, SBS, JP
- Hon Charles Peter MOK, JP
- Hon CHAN Chi-chuen
- Hon CHAN Han-pan, JP
- Hon LEUNG Che-cheung, BBS, MH, JP
- Hon Kenneth LEUNG
- Hon Alice MAK Mei-kuen, BBS, JP
- Hon Christopher CHEUNG Wah-fung, SBS, JP
- Dr Hon Fernando CHEUNG Chiu-hung
- Dr Hon Helena WONG Pik-wan
- Hon IP Kin-yuen

Dr Hon Elizabeth QUAT, JP  
Hon Martin LIAO Cheung-kong, SBS, JP  
Hon POON Siu-ping, BBS, MH  
Dr Hon CHIANG Lai-wan, JP  
Ir Dr Hon LO Wai-kwok, SBS, MH, JP  
Hon Alvin YEUNG  
Hon Andrew WAN Siu-kin  
Hon Jimmy NG Wing-ka, JP  
Hon LAM Cheuk-ting  
Hon Holden CHOW Ho-ding  
Hon SHIU Ka-fai  
Hon SHIU Ka-chun  
Hon Wilson OR Chong-shing, MH  
Dr Hon Pierre CHAN  
Hon CHAN Chun-ying  
Hon Tanya CHAN  
Hon CHEUNG Kwok-kwan, JP  
Hon LUK Chung-hung  
Hon LAU Kwok-fan, MH  
Hon Jeremy TAM Man-ho  
Hon Nathan LAW Kwun-chung  
Dr Hon YIU Chung-yim

**Members absent** : Hon Tommy CHEUNG Yu-yan, GBS, JP  
Hon WONG Kwok-kin, SBS, JP  
Hon Mrs Regina IP LAU Suk-yea, GBS, JP  
Hon LEUNG Kwok-hung  
Dr Hon KWOK Ka-ki  
Hon KWOK Wai-keung  
Hon Dennis KWOK Wing-hang  
Hon CHU Hoi-dick  
Dr Hon Junius HO Kwan-yiu, JP  
Hon YUNG Hoi-yan  
Hon HUI Chi-fung  
Hon Kenneth LAU Ip-keung, MH, JP  
Hon KWONG Chun-yu  
Dr Hon LAU Siu-lai

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

**Staff in attendance** : Miss Flora TAI  
Assistant Secretary General 2

Ms Rita LAI  
Senior Council Secretary (2) 1

Mr Raymond LAM  
Senior Council Secretary (2) 7

Ms Mina CHAN  
Council Secretary (2) 1

Ms Kiwi NG  
Legislative Assistant (2) 1

Miss Lulu YEUNG  
Clerical Assistant (2) 1

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**I. Election of Chairman and Deputy Chairman**

Election of Chairman

Mr James TO, member of the highest precedence in the Panel, presided over the election of Chairman of the Panel. Mr TO called for nominations for the chairmanship of the Panel. Mr LEUNG Yiu-chung was nominated by Mr Andrew WAN and the nomination was seconded by Mr Alvin YEUNG. Mr LEUNG Yiu-chung accepted the nomination. Mr TO called for other nominations.

2. As there was no other nomination, Mr James TO declared Mr LEUNG Yiu-chung elected as the Chairman of the Panel for the 2016-2017 session. Mr LEUNG then took the chair.

Election of Deputy Chairman

3. The Chairman called for nominations for the deputy chairmanship of the Panel. Mr HO Kai-ming was nominated by Mr LUK Chung-hung and the nomination was seconded by Miss Alice MAK. Mr HO Kai-ming accepted the nomination. The Chairman called for other nominations.

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4. As there was no other nomination, the Chairman declared Mr HO Kai-ming elected as Deputy Chairman of the Panel for the 2016-2017 session.

**II. Schedule of meetings for the 2016-2017 session**

5. Members agreed that future regular meetings of the Panel would be held on the third Tuesday of each month at 4:30 pm.

*(Post-meeting note: The meeting schedule was issued to members vide LC Paper No. CB(2)58/16-17 on 31 October 2016.)*

**III. Items for discussion at the next meeting**

6. Members noted the following papers which were tabled at the meeting:

- (a) list of issues suggested to be considered; and
- (b) list of follow-up actions.

*(Post-meeting note: The above papers were issued to members vide LC Paper Nos. CB(2)65/16-17(01) and (02) respectively on 31 October 2016.)*

Items for discussion at the next meeting

7. Members agreed that the following items proposed by the Administration be discussed at the next regular meeting at 4:30 pm on 15 November 2016:

- (a) Latest development in the employment services of the Labour Department; and
- (b) Hong Kong's occupational safety performance in the first half of 2016.

8. In respect of item (a) above, Ms Claudia MO expressed concern about the employment support services for ethnic minorities job seekers. In the light of Ms MO's concern, the Chairman advised that the

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Administration would be requested to update members on the specific measures to address the employment needs of ethnic minorities job seekers.

9. Mr Andrew WAN said that concern about recent traffic accidents involving works vehicles had been raised by members at the meeting of the Panel on Transport on the same day. Mr WAN was of the view that the Panel should discuss how the Administration could safeguard the occupational safety of workers engaged in road maintenance works. The Chairman advised that the Administration should be requested to provide information on the measures and actions taken/to be taken by the Administration to address members' concern under item (b) above.

Items proposed for discussion at future meetings

*Review of statutory paternity leave and maternity leave*

10. Pointing out that the Administration had undertaken to review the implementation of the statutory paternity leave ("PL") one year after its coming into operation from February 2015, Dr Helena WONG called on the Administration to expedite the relevant work and took the view that the Panel should discuss the subject as soon as practicable. Dr WONG further expressed the view that the Administration should also conduct a review on the subject of maternity leave, having regard to the fact that the provision of 10-week statutory maternity leave had not been reviewed for several decades. Dr Fernando CHEUNG agreed.

11. The Chairman informed members that the Deputy Chairman, Mr KWOK Wai-keung and Mr LUK Chung-hung had written in vide a joint letter dated 20 October 2016 suggesting the Panel to discuss the subject of implementation of statutory PL.

*(Post-meeting note: The above-mentioned joint letter was issued to members vide LC Paper No. CB(2)68/16-17(01) on 31 October 2016.)*

*Support measures for unleashing female labour force*

12. Mr Michael TIEN was of the view that unleashing female labour force was an important subject. Dr Helena WONG shared a similar view. To Mr TIEN's understanding, many female homemakers were prepared to attend the half-day retraining courses offered by the

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Employees Retraining Board for the purpose of equipping themselves prior to their taking up part-time jobs. However, concern was raised about the non-provision of retraining allowance for half-day course attendees. Mr TIEN was of the view that the subject should be discussed by the Panel. Dr Fernando CHEUNG agreed.

13. Dr Helena WONG expressed the view that the Panel should discuss the measures taken by the Administration to enhance female labour force, including provision of subsidized child care services, number of places offered by full-day kindergartens and whole-day kindergarten-cum-child care centres. Dr Fernando CHEUNG agreed.

*Youth employment*

14. Mr SHIU Ka-chun expressed concern about support measures for life planning of the younger generation. Noting that the subject might straddle the purview of other Panels, Mr SHIU suggested that the Panel should focus its discussion on the effectiveness of the Youth Employment and Training Programme.

*Employment of persons with disabilities*

15. Expressing concern about the Administration's policy and efforts in promoting the employment of persons with disabilities, Dr Fernando CHEUNG was of the view that the effectiveness of relevant measures should be discussed by the Panel.

*Review of the Work Incentive Transport Subsidy Scheme*

16. Mr Michael TIEN was concerned about the effectiveness of the Work Incentive Transport Subsidy Scheme and suggested that the Panel should discuss the review findings of the Scheme. Dr Fernando CHEUNG agreed.

*Outsourcing of government services*

17. Pointing out that the government policy relating to outsourcing of service contract was last discussed in April 2015, Dr Fernando CHEUNG considered that the Panel should revisit the subject, given that there was much room for improvement in this regard.

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*Manpower shortage for elderly care services*

18. Mr Michael TIEN suggested that the Panel should discuss the problem of manpower shortage for elderly care services, having regard to the huge demand arising from the rapid ageing population and unwillingness of the younger generation to join the sector because of its obnoxious nature of work. Dr Fernando CHEUNG agreed.

19. Sharing a similar concern, Mr SHIU Ka-chun proposed to discuss the effectiveness of the Youth Career Navigation Scheme in Elderly Services pilot scheme launched by the Social Welfare Department with a view to attracting the youngsters to join the care sector so to address the manpower problem in the residential care homes for the elderly.

20. Concluding the discussion, the Chairman said that he would raise members' concerns and suggestions during the forthcoming informal meeting of the Panel Chairman and Deputy Chairman with the Administration to discuss the work plan of the Panel for the 2016-2017 session.

21. There being no other business, the meeting ended at 10:45 am.

Council Business Division 2  
Legislative Council Secretariat  
9 November 2016