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Replies to initial written questions raised by Finance Committee Members in examining the Estimates of Expenditure 2018-19

Director of Bureau : Secretary for Labour and Welfare

Session No. : 21

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CONTROLLING OFFICER'S REPLY

LWB(L)001

(Question Serial No. 1062)

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) has been helping job seekers find suitable jobs through various channels. In recent years, the related estimated expenditure has been on a rising trend but the number of young people participating in the Youth Employment and Training Programme (YETP) has shown a downward trend. In this connection, would the Government advise this Committee of the following:

- (a) Has LD carefully examined the reasons for the drop in the number of YETP participants?
- (b) There are views that the jobs offered under YETP are not appealing to young people. What were the total number of participating employers of YETP and the distribution of jobs offered in the past 5 years?
- (c) What is LD's expenditure on publicity for YETP? Has it considered increasing the expenditure on publicity on the social media so that more young people will know about the contents of YETP?

Asked by: Hon CHAN Kin-por (Member Question No. 11)

Reply:

The information sought is provided as follows:

- (a) The number of trainees enrolled under YETP is demand-led and is affected by a number of factors including the economic and labour market conditions. In recent years, with the overall unemployment rate staying at a low level, a buoyant labour market, increased employment opportunities and an ageing labour force, it has become easier for young people to secure employment on their own. Moreover, factors such as increased education and training channels for secondary school graduates as well as continued decrease in the relevant age cohort have reduced the demand for YETP among young people, thereby affecting the number of trainees enrolled under YETP.

- (b) LD has been actively exploring opportunities to collaborate with participating employers and canvassing on-the-job training vacancies covering various positions for young people of different backgrounds and career aptitudes to choose. The number of participating employers and the number of on-the-job training vacancies provided (with a breakdown by occupation) in the past 5 programme years (running from September each year to August of the following year) are provided below:

	2012/13 Programme year	2013/14 Programme year	2014/15 Programme year	2015/16 Programme year	2016/17 Programme year
No. of participating employers	1 779	1 732	1 550	1 349	1 292

By occupation

Occupation	No. of on-the-job training vacancies provided by employers				
	2012/13 Programme year	2013/14 Programme year	2014/15 Programme year	2015/16 Programme year	2016/17 Programme year
Sales workers	2 308	2 023	2 738	3 115	3 679
Service workers	3 032	2 350	2 603	2 368	3 333
Craft and related workers	1 703	2 185	2 058	2 431	2 539
Clerical support workers	1 791	1 840	1 806	1 510	2 162
Associate professionals	980	1 120	1 008	969	965
Plant and machine operators and assemblers	115	149	202	171	194
Elementary occupations	73	51	27	51	102
Others	34	127	31	427	300
Total	10 036	9 845	10 473	11 042	13 274

- (c) The estimated expenditure of LD for publicising and promoting YETP in 2018-19 is \$4 million. LD has been conducting a variety of promotion and publicity work through different social media to enhance recognition for YETP, including setting up a Facebook fan page and a YouTube channel for YETP, and placing advertisements on online discussion forums, Facebook and Instagram from time to time. LD will keep in view the effectiveness of the publicity work from time to time and flexibly deploy resources to step up the publicity and promotion of YETP as and when necessary.

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CONTROLLING OFFICER'S REPLY

LWB(L)002

(Question Serial No. 1071)

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 has been promoting family-friendly employment practices (FFEPs) in recent years. However, among the Programmes of the Labour Department (LD), only Programme (1) has mentioned reviewing statutory maternity leave and amending the legislation to improve statutory paternity leave. Would the Government advise this Committee of the measures to promote FFEPs more proactively in 2018-19? Will consideration be given to setting up a special committee to fully coordinate and step up promotion of the policy?

Asked by: Hon CHAN Kin-por (Member Question No. 21)

Reply:

Through various channels and a wide range of publicity activities, LD has been actively encouraging employers to adopt “employee-oriented” good human resource management measures, including the implementation of FFEPs. Employers are encouraged to implement suitable work arrangements and support to help employees balance their work and family life and fulfil their responsibilities and needs at their different stages of life. In 2018-19, LD will continue to promote a culture on good human resource management and encourage employers to adopt FFEPs at workplaces through extensive promotion such as publications, large-scale seminars, roving exhibitions, newspaper feature articles, periodicals of major employers’ associations and trade union federations, public transport network as well as regular meetings and exchanges with business executives and human resources managers. In addition, the Home Affairs Bureau (HAB) and the Family Council are committed to fostering a pro-family culture and environment in partnership with various sectors in the community. Since 2011, HAB and the Family Council have launched the biennial “Family-Friendly Employers Award Scheme” (Award Scheme) to give recognition to and encourage more employers to implement diversified FFEPs. According to HAB, the fourth Award Scheme has been launched with newly added award items to promote and encourage more diversified and flexible FFEPs.

At the same time, the Government has no plan to establish the concerned special committee. In fact, different industries and enterprises have their unique business requirements and modes of operation, and family needs and preferences of the employees may also vary. Therefore, LD encourages direct consultation between employers and employees to jointly contemplate and adopt FFEPS that are most appropriate and can serve the best interests of both the enterprise and their employees.

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CONTROLLING OFFICER'S REPLY

LWB(L)003

(Question Serial No. 1077)

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 figures under Programme (3) of the Labour Department (LD) indicate that the total number of fatal industrial accidents has substantially increased from 18 cases in 2016 to 29 cases in 2017 (provisional figure). In addition, 2 994 prosecutions were taken out in 2017, which was significantly higher than the 2 605 prosecutions in 2016. Would the Government advise this Committee of the measures to be taken by LD in 2018-2019 to prevent accidents? Also, would the Government provide a breakdown of the prosecutions taken out and the penalties imposed in 2017? The Programme further states that the penalties of the occupational safety and health (OSH) legislation will be reviewed to achieve greater deterrent effect. When will LD complete the review?

Asked by: Hon CHAN Kin-por (Member Question No. 27)

Reply:

LD is highly concerned about the spate of fatal industrial accidents in 2017, with 22 of them occurred in the construction industry. In 2018-19, we will continue to adopt a three-pronged strategy to enhance OSH in various industries (in particular the construction industry) through inspection and enforcement, education and training as well as publicity and promotion. With regard to inspection and enforcement, apart from stepping up routine inspection and enforcement, LD will also launch special enforcement operations targeting high-risk processes such as work-at-height, lifting operations and electrical work. In respect of education, publicity and promotion, LD will, in collaboration with the Occupational Safety and Health Council, trade associations and the workers' unions concerned, organise 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 publicised in newspapers and LD's webpages, compilation and updating of safety guidelines, and publication of "Work Safety Alert", etc.

In addition to the above work, LD will launch a series of targeted initiatives on OSH in the construction industry in 2018-19 so as to prevent accidents, including:

- (a) intensifying inspection and enforcement efforts, which include conducting in-depth surprise inspections, stepping up the monitoring of the work of safety professionals, etc.;
- (b) stepping up the monitoring of public works projects through greater participation in meetings of site safety management committees; and
- (c) enhancing the promotion of the complaint channel for workers, promoting the requirement for workers to wear safety helmets with chin strap, and producing new animation videos on “Work Safety Alert”, etc.

Besides, LD is reviewing the penalties of the OSH legislation with a view to strengthening the deterrent effect for the purpose of enhancing OSH. LD is pressing ahead with the review and aims to come up with the direction for amending relevant legislation within the current legislative session.

A breakdown of the prosecutions taken out by LD in 2017 by industry is provided in the table below:

Industry	Number of summonses issued
Construction	2 370
Food and beverage services	269
Others	355
Total	2 994

A breakdown of the summonses convicted and amount of fines by industry is provided below:

		2017
Construction	Number of summonses convicted	1 542
	Total amount of fines (\$)	\$15,490,300
Food and beverage services	Number of summonses convicted	336
	Total amount of fines (\$)	\$3,620,400
Others	Number of summonses convicted	378
	Total amount of fines (\$)	\$4,673,100

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.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)004

(Question Serial No. 1078)

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 figures under Programme (3) indicate that the provision for 2018-19 is increased by \$79.5 million (15.5%). This is mainly due to increased operating expenses, an increase of 98 posts, filling of vacancies and salary increments for staff. Would the Government advise this Committee of the main duties of the 98 new posts, the allocation of the increased operating expenses, and whether the increased provision will help intensify inspection and enforcement efforts?

Asked by: Hon CHAN Kin-por (Member Question No. 28)

Reply:

The creation of 98 posts (including 11 time-limited posts) by LD under Programme (3) is mainly for strengthening the work on protection of occupational safety and health (OSH), including:

- (a) intensifying inspection and enforcement efforts, which include conducting in-depth surprise inspections, stepping up the monitoring of the work of safety professionals, etc.;
- (b) stepping up the monitoring of public works projects through greater participation in meetings of site safety management committees;
- (c) stepping up OSH publicity efforts, which include enhancing promotion of the complaint channel for workers, promoting the requirement for workers to wear safety helmets with chin strap, and producing new animation videos on "Work Safety Alert", etc.;
- (d) reviewing the penalties of the OSH legislation with a view to strengthening the deterrent effect; and
- (e) collating and updating publications on occupational safety.

The increase in operating expenses is mainly due to increased general departmental expenses and publicity expenses.

Upon the increase of the provision, it will help intensify LD's inspection and enforcement efforts, including the enforcement work as mentioned in (a) above.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)005

(Question Serial No. 1081)

Head: (90) Labour Department

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

Programme: Not Specified

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The original estimate for operational expenses of the Labour Department (LD) in 2017-18 is \$1,631,986,000, but the revised estimate has decreased to \$1,597,780,000. Would the Government advise this Committee why there is a significant decrease in operational expenses? Have the services or the daily operation of LD been affected?

Asked by: Hon CHAN Kin-por (Member Question No. 29)

Reply:

The operational expenses of LD in 2017-18 have been revised from the original estimate of \$1.632 billion to \$1.598 billion (a decrease of 2.1%). This is mainly due to lower-than-expected expenses on individual employment programmes, such as a decrease in the number of trainees enrolled under the Youth Employment and Training Programme for reasons including Hong Kong's persistently low overall unemployment rate. The services and daily operation of LD have not been affected by the above revised estimate for operational expenses.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)006

(Question Serial No. 1859)

Head: (90) Labour Department

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

Programme: Not Specified

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

What are the estimated expenditure and work plan for the new item “Additional provision for Work Incentive Transport Subsidy (WITS) Scheme recipients 2018” in the coming financial year? Why is the funding sought in the context of the Appropriation Bill 2018 (the Bill) instead of from the Finance Committee of the Legislative Council (FC) separately?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 1121)

Reply:

The estimated expenditure for the item “Additional provision for Work Incentive Transport Subsidy (WITS) Scheme recipients 2018” is \$53 million. The initiative proposes to provide an extra payment to WITS applicants with applications submitted (and finally approved) from the first day of the month of the passage of the Bill to the date of the passage of the Bill, as well as within 6 calendar months immediately before that month. The extra payment is equal to twice the average monthly amount of WITS payable to the applicants in their most recently approved applications. It is estimated that about 44 000 applicants of the WITS Scheme will benefit. In the light of past experience, the extra payment is expected to be made to eligible beneficiaries starting from 4 weeks after the passage of the Bill by the Legislative Council (LegCo) at the earliest.

It is not a new arrangement to include funding proposals for commitments under the General Revenue Account, including the proposal for creating commitment for this item, into the draft Estimates for consideration by LegCo in the context of the Bill. The Government explained the arrangement to FC in early 2015. We provided relevant information on this item to the LegCo Panel on Welfare Services in April 2018. Besides, we have set out the funding requirements of the proposal under the relevant subhead of expenditure and suitably provided relevant details in the Controlling Officer's Report for Members' consideration.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)007

(Question Serial No. 2900)

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:

Would the Government provide the number of complaints against employers for breaching section 21B or 21C of the Employment Ordinance (EO) received in each of the past 3 years and, among which, the respective numbers of investigations conducted and prosecutions taken out?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 7007)

Reply:

In 2015, 2016 and 2017, the Labour Department (LD) respectively received 9, 6 and 5 claims and complaints/reported allegations involving employers suspected of breaching section 21B of EO. During the same period, the numbers of cases investigated were 7, 5 and 5 respectively. Prosecution was taken out in 1 of the above 17 cases investigated. The employer concerned was acquitted after trial.

In 2015, 2016 and 2017, LD did not receive any claim and complaint/reported allegation involving employers suspected of breaching section 21C of EO.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)008****(Question Serial No. 0102)**

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 set out in table form the numbers 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. 2015, 2016 and 2017). What was the average time taken from receipt of applications to completion of the vetting procedure for the applications in each year of 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. 34)

Reply:

In 2015, 2016 and 2017, employers applied to import 4 689, 5 556 and 4 390 workers respectively under SLS. The numbers of imported workers approved respectively in the above years were 2 880, 3 802 and 2 765. The vetting process of applications received towards year-end may be completed in the following year, and hence the number of imported workers approved within the year does not correspond to 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 to 4.

The actual time required to process each SLS application is affected by various factors (for instance, whether the applicant employer has provided sufficient information or requested to change the application details during processing, whether special trade tests need to be administered for local job seekers during the open recruitment period, etc.). If the job vacancies involve novel job titles or specific skills, the Labour Department will need more time to seek the expert advice of relevant bureaux or departments, training bodies, accreditation authorities, etc. in setting the reasonable wages, entry requirements, scope of duties, etc. in respect of the job titles concerned. In recent years, the processing of most of the SLS applications can be completed within 5 months.

**Number of imported workers applied for and approved
under SLS in 2015, 2016 and 2017:
a breakdown by industry**

Industry	No. of imported workers applied for*			No. of imported workers approved*		
	2015	2016	2017	2015	2016	2017
1. Agriculture and Fishing	658	744	791	547	570	653
2. Manufacturing	224	289	201	126	132	147
3. Construction	1 250	1 693	751	938	1 445	77
4. Wholesale, Retail and Import/Export Trades, Restaurants and Hotels	395	423	503	154	146	210
5. Transport, Storage and Communications	44	10	58	17	-	18
6. Financing, Insurance, Real Estate and Business Services	303	172	80	5	23	11
7. Community, Social and Personal Services	1 815	2 225	2 006	1 093	1 486	1 649
Total	4 689	5 556	4 390	2 880	3 802	2 765

* The vetting process of applications received towards year-end may be completed 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

* The vetting process of applications received towards year-end may be completed 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

* The vetting process of applications received towards year-end may be completed 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 2017:
a breakdown by job title**

Job title	No. of imported workers applied for*	No. of imported workers approved*
1. Care Worker (Elderly Service)	1 694	1 510
2. Livestock/Poultry/Fish/Crop Farm Worker	488	422
3. Cook	315	126
4. Gardening Worker	307	216
5. Machine Operator	114	54
6. Quality Controller/Inspector/Control Supervisor	79	68
7. Care Worker (Disabled Service)	78	63
8. Waste Handling Worker	51	22
9. Bean Curd/Soya Bean/ Bean Sprout Processing Worker	38	59
10. Others	1 226	225
Total	4 390	2 765

* The vetting process of applications received towards year-end may be completed 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)009

(Question Serial No. 0103)

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 its percentage share in the total number of accidents in the food and beverage services sector; and the numbers of injuries/deaths and amounts of compensation claimed for work injuries in the past 3 years (i.e. 2015-2017).

Asked by: Hon CHEUNG Yu-yan, Tommy (Member Question No. 35)

Reply:

In the full years of 2015 and 2016 and the first 3 quarters of 2017, the numbers of industrial accidents in the food and beverage services sector were 5 386, 4 975 and 3 787 respectively. No industrial fatalities occurred during these periods. A breakdown by type of accidents and its percentage share in the total number of industrial accidents in the food and beverage services sector is provided at Annex.

The amounts of employees' compensation for work injuries payable in 2015, 2016 and 2017 in the food and beverage services sector were \$113.1 million, \$114.4 million and \$112.1 million respectively.

**Industrial Accidents in the Food and Beverage Services Sector
in 2015, 2016 and the First 3 Quarters of 2017 by Type of Accidents**

Type of accidents	2015		2016		First 3 quarters of 2017		Total number of accidents	Percentage share in total number of accidents
	Number of accidents	Percentage share in total number of accidents	Number of accidents	Percentage share in total number of accidents	Number of accidents	Percentage share in total number of accidents		
Contact with hot surface or substance	1 196	22.2%	1 145	23.0%	862	22.8%	3 203	22.6%
Injured by hand tool	1 034	19.2%	1 025	20.6%	770	20.3%	2 829	20.0%
Slip, trip or fall on same level	1 003	18.6%	1 042	20.9%	764	20.2%	2 809	19.9%
Injured whilst lifting or carrying	952	17.7%	708	14.2%	625	16.5%	2 285	16.2%
Striking against fixed or stationary object	503	9.3%	463	9.3%	331	8.7%	1 297	9.2%
Striking against or struck by moving object	314	5.8%	263	5.3%	191	5.0%	768	5.4%
Others	384	7.2%	329	6.7%	244	6.5%	957	6.7%
TOTAL	5 386	100.0%	4 975	100.0%	3 787	100.0%	14 148	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 2017. The industrial accident statistics for the full year of 2017 will be released in April 2018.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)010

(Question Serial No. 0110)

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 Budget states that with a rapidly ageing population, our workforce will fall from its peak in the coming few years. It also states that on the premise that local workers' priority for employment will be safeguarded, we should consider increasing imported labour in a timely manner and on an appropriate scale to address the specific needs of individual sectors. In this connection, please provide the following information:

- (a) What are the specific measures to increase imported labour in a timely manner and on an appropriate scale? Which sectors and job titles will benefit?
- (b) Is there a timetable? If yes, what are the details? If not, will a timetable be drawn up?
- (c) Has the number of imported workers required by individual sectors or job titles been assessed? If yes, what is the number? If not, will an assessment be conducted?

Asked by: Hon CHEUNG Yu-yan, Tommy (Member Question No. 42)

Reply:

The Government operates different schemes for employers to apply for importation of labour on account of their actual operational circumstances so as to supplement skills not readily available in the local labour market and sustain the competitiveness and development needs of Hong Kong. Depending on the skill levels and/or educational requirements of the job vacancies concerned, employers may apply to the Immigration Department for admission of professionals or to the Labour Department for importation of workers at technician level or below under the Supplementary Labour Scheme.

Relevant government bureaux and departments will continue to closely monitor the manpower demand and supply of different sectors, as well as enhance training and attract new recruits. On the premise of safeguarding the employment priority of local workers, the Government will explore with stakeholders the possibility of increasing imported labour

on an appropriate and limited scale. For example, as proposed in “The Chief Executive’s 2017 Policy Address”, consideration may be given to allowing subsidised elderly service and rehabilitation service units more flexibility in importing carers.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)011

(Question Serial No. 1487)

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 has undertaken in the Policy Address to extend the maternity leave of Hong Kong women to 14 weeks within its term of office, and is willing to provide funding to alleviate the burden on employers. However, this year's Budget has made no mention of it. In this regard, please advise:

- (a) the progress to date of the study on the extension of the duration of maternity leave conducted by the Labour and Welfare Bureau (LWB), and whether there is a preliminary framework;
- (b) whether LWB has made a preliminary calculation on the approximate government expenditure for providing subsidies to employers if the duration of women's maternity leave is extended.

Asked by: Hon CHIANG Lai-wan (Member Question No. 4)

Reply:

The information sought is provided as follows:

- (a) Regarding the review on statutory maternity leave, the Government will look into the possible way to improve the maternity leave of female employees, taking into account the needs of working women and the affordability of enterprises, as well as making reference to the relevant international standards and the statutory maternity leave arrangements in other places. At this stage, the Government aims to work out a preliminary proposal by the second half of 2018 for submission to the Labour Advisory Board for discussion.
- (b) As for whether the Government has to subsidise employers' expenditure for the enhancement of statutory maternity leave or the amount to be involved, it will depend on the outcome of the review.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)012

(Question Serial No. 1494)

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 paragraph 182 of this year's Budget that the Government will review and improve the outsourcing system. At present, the "lowest bid wins" policy has prompted many enterprises to exploit workers' benefits in exchange for higher profits. Regarding this problem, would the Government advise:

- (a) whether it has considered earmarking a portion of its expenditure for subsidising outsourced service workers' benefits so as to ease the burden on outsourced service enterprises while safeguarding workers' rights?
- (b) whether it will consider reducing unnecessary outsourcing and resuming the civil service terms of appointment for posts with long-term needs?

Asked by: Hon CHIANG Lai-wan (Member Question No. 3)

Reply:

The information sought is provided as follows:

- (a) The Government is very concerned about the employment rights and benefits of non-skilled employees engaged by government service contractors. The inter-bureaux/departmental working group (Working Group) set up by the Secretary for Labour and Welfare is exploring options to improve the government outsourcing system with a view to enhancing the protection of the reasonable employment terms and conditions as well as labour benefits of these non-skilled employees. The scope of the review of the Working Group includes the assessment criteria in tendering so as to provide more reasonable employment terms and conditions to non-skilled employees under government outsourced service contracts while at the same time improving the requirements of service quality. The Working Group will also study the content of the Standard Employment Contract and duration of government service contracts in order to strengthen the protection of the labour rights and benefits (such as severance payment) of the eligible employees. Apart from the Labour and Welfare

Bureau and the Labour Department, the Working Group comprises the Financial Services and the Treasury Bureau, the Food and Environmental Hygiene Department, the Leisure and Cultural Services Department, the Housing Department and the Government Property Agency. The Working Group is proceeding with the review in full gear and targets to complete the review before the third quarter of 2018. The Government will provide the necessary financial support having regard to the outcome of the review.

- (b) There is no policy requiring government departments to outsource public services, or mandating outsourcing as the primary mode for delivering public services. Departments will continue to decide whether their public services are to be delivered through the employment of civil servants, non-civil service contract staff or such other means as outsourcing, having regard to their operational needs, service nature, efficiency, etc.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)013****(Question Serial No. 1498)**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:

Occupational safety has always been an issue of concern in the labour sector. Would the Government advise this Committee of the following:

- (a) the number of work injury incidents in Hong Kong in the past 5 years and the industries in which these incidents had mainly occurred;
- (b) the number of compensation claims for work injuries made by workers and the number of successful claims in the past 5 years; and
- (c) the amount of resources allocated by the Government to promote occupational safety and health (OSH), the programmes implemented and the expenditure on each of these programmes in the past 5 years?

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

The information sought is provided as follows:

- (a) The numbers of occupational injuries, with a breakdown by major industry, for the full years from 2013 to 2016 and the first 3 quarters of 2017 are provided below:

Industry	From 2013 to the first 3 quarters of 2017 [#]
Public administration, and social and personal services	36 199
Accommodation and food services	34 365
Professional and business services	20 875
Transportation, storage, postal and courier services	19 395
Import/export, wholesale and retail trades	18 999

Industry	From 2013 to the first 3 quarters of 2017 [#]
Construction	17 736
Manufacturing	10 639
Real estate	10 808
Others	5 164
Total	174 180

Note:

(#) Occupational injury statistics are released on a quarterly basis and the latest available statistics are up to the first 3 quarters of 2017. The occupational injury statistics for the full year of 2017 will be released in April 2018.

- (b) From 2013 to 2017, the number of employees' compensation claims reported under the Employees' Compensation Ordinance (ECO) and received by the Labour Department (LD) is provided below:

Duration of incapacitation of employees	2013-2017
Not more than 3 days	76 400
More than 3 days*	187 264
Total	263 664

* The figure includes fatal cases.

If the employees sustain work injuries which result in incapacitation for not more than 3 days and no permanent incapacity is involved, the employers should make direct payment of compensation to the employees in accordance with ECO. As for compensation claims involving incapacitation of employees for more than 3 days, the number of claims settled from 2013 to 2017 is provided below:

	2013-2017
Number of claims involving incapacitation of employees for more than 3 days which were settled*	193 142

* The figure includes the claims reported during or before that period of time.

- (c) The expenditures under the Safety and Health at Work Programme for the financial years from 2013/14 to 2017/18 are provided below:

Item	Total expenditure for the financial years 2013/14 - 2016/17	Revised estimated expenditure for the financial year 2017-18
Personal emoluments	\$1.567 billion	\$441 million
Other actual expenditure	\$247 million	\$69.79 million

The major work of the Occupational Safety and Health Branch of LD is to enhance OSH in various industries through inspection and enforcement, education and training as well as publicity and promotion. LD does not keep breakdowns of the expenditure on the above work.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)014

(Question Serial No. 1499)

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 has mentioned in the Budget that \$15 billion will be set aside for abolishing the Mandatory Provident Fund (MPF) offsetting mechanism. Would the Government provide the following information:

- (a) What is the progress to date of the tripartite negotiations among the Government, employers and employees on the abolition of the MPF offsetting mechanism?
- (b) How was the HK\$15 billion provision calculated?
- (c) Does the Government have an initial plan for the utilisation of the \$15 billion provision?

Asked by: Hon CHIANG Lai-wan (Member Question No.16)

Reply:

The information sought is provided as follows:

- (a) Having regard to the views of the business and labour sectors, the Government has put forth a preliminary idea on abolishing the arrangement of “offsetting” severance payment and long service payment with employers’ mandatory contributions under the MPF System. Based on this preliminary idea, the Government is exchanging views with major stakeholders including the business and labour sectors.
- (b)&(c) The Government has set aside \$15 billion in the 2018-19 Budget for implementing the relevant measures to effect the abolition of the “offsetting” arrangement. This is a rough estimate made when preparing the Budget. Subject to the details of the finalised proposal, the Government will provide the necessary financial support.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)015

(Question Serial No. 1500)

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 mentioned in the Budget that the Government will enhance the special employment programmes of the Labour Department (LD). Would the Government provide the following information:

- (a) How many employers participated in these programmes in the past 5 years?
- (b) How many employees have benefited from these programmes?
- (c) What was the annual expenditure on these special employment programmes in each of the past 5 years? What is the approximate increase in expenditure after the implementation of the enhancement initiatives this year? What are the Government's funding criteria?

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

Reply:

The special employment programmes to be enhanced by LD include the Employment Programme for the Middle-aged, Youth Employment and Training Programme (YETP) and Work Orientation and Placement Scheme. The information sought is provided as follows:

- (a) The overall numbers of employers participating in the above special employment programmes were 2 406, 2 341, 2 147, 1 937 and 1 904 respectively in the past 5 years (i.e. from 2013 to 2017, and, in respect of YETP, from 2012/13 programme year to 2016/17 programme year).
- (b) It is estimated that about 4 500 job seekers with employment difficulties can benefit each year from the enhancements to the above special employment programmes.
- (c) The expenditures on the above special employment programmes in the past 5 financial years are provided below:

Financial year	Expenditure (\$million)
2013-14	79.0
2014-15	97.6
2015-16	99.1
2016-17	104.0
2017-18 (As at the end of February 2018)	89.9

Based on past experience and expenditures in implementing the above special employment programmes, LD estimates that the annual expenditure will increase by \$48 million after implementing the enhancement measures.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)016

(Question Serial No. 1501)

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, 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, setting out the standards which the Commissioner expects of EA operators. Would the Government provide the following information:

- (a) What are the estimated expenditure and staff establishment of EAA in 2018-19?
- (b) How many complaints against intermediaries for FDHs were received by EAA in the past 5 years? How did EAA handle these complaints?
- (c) How many inspections to intermediaries for FDHs were carried out by EAA in the past 5 years? What were the types of inspections (including regular and surprise inspections)?
- (d) What measures are taken to monitor the implementation of the Code of Practice and how will the effectiveness of the Code be evaluated?

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

Reply:

The information sought is provided as follows:

- (a) In 2018-19, the estimated expenditure (excluding staff cost) of EAA of LD is \$4.4 million. It has a staff establishment of 22 Labour Officer Grade and 8 Clerical Grade posts.
- (b) In each year from 2013 to 2017, EAA respectively received 194, 170, 176, 612 (of

which about 420 cases were against 2 EAs) and 199 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 5 years were 4, 3, 11, 8 and 8 respectively. For EAs convicted of overcharging commission, LD would consider revoking or refusing to renew their licences.

- (c) From 2013 to 2017, EAA respectively conducted 1 013, 1 352, 1 348, 1 417 and 1 515 inspections, covering both regular and surprise ones, to EAs providing placement service for FDHs.
- (d) The Employment (Amendment) Ordinance 2018 (the Ordinance) which came into effect on 9 February 2018 has provided a legal basis for the Code of Practice for EAs (the Code). The Ordinance prescribes that non-compliance with the Code by an EA licensee or a person intending to be the licensee, or an associate of such persons (including the management of and persons employed by the EAs) is a ground which the Commissioner for Labour may consider to refuse to issue or renew, or revoke the licence of the EA concerned. LD will continue to closely monitor the compliance of the industry with the Code through inspections, complaint investigations, etc., and may issue warnings to EAs for rectification of irregularities detected. LD will also keep in view the effectiveness of the Code in a timely manner.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)017

(Question Serial No. 1502)

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 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 2018-19.
- (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 5 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. 19)

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 about false self-employment, irrespective of whether employees accepted false self-employment voluntarily or not, handled by LD from 2013 to 2017 are provided below:

Year	No. of complaints
2013	21
2014	13
2015	15
2016	33 ^{Note}
2017	22

Employers in 4 of the above complaints were convicted for breaches of requirements under the Employment Ordinance and the Employees' Compensation Ordinance.

- (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 at low-paying sectors to deter breaches of labour laws including false self-employment practices. 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 about 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)018

(Question Serial No. 1503)

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 has been considering the extension of women's maternity leave. Will it consider increasing women's maternity leave pay to full pay?

Asked by: Hon CHIANG Lai-wan (Member Question No. 20)

Reply:

Regarding the review on statutory maternity leave, apart from exploring the possible way to extend statutory maternity leave, the Government will also look at other issues relating to statutory maternity leave.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)019

(Question Serial No. 1670)

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) has 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 at 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. 1)

Reply:

LD has implemented ESA Programme for EMs since September 2014, under which trainees of YETP who can communicate in EM languages are employed as ESAs for 6 months, so as to strengthen the employment services for EMs. Since the implementation of ESA Programme for EMs, LD has employed 117 trainees who were assigned to work at 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 at job centres, render on-site support at 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 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 ESAs for EMs, training allowance for trainees and expenditure for training programmes, etc.) were about \$0.77 million, \$1.75 million, \$1.55 million and \$1.91 million in 2014-15, 2015-16, 2016-17 and 2017-18 respectively. LD has earmarked \$1.56 million to cover the expenditure for providing

related on-the-job training in 2018-19. 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)020

(Question Serial No. 2735)

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 Interactive Employment Service (iES) website of the Labour Department (LD), would the Government advise this Committee:

- (a) of the number of website users in each of the past 3 years;
- (b) whether it will set up a complaint mechanism in respect of information in the recruitment advertisements, and conduct tracking interviews with job seekers who have used LD's employment services; if yes, what are the details; if not, what are the reasons; and
- (c) whether interactive functions will be added to LD's iES website, enabling, for example, employees and job seekers to leave anonymous messages to give reviews of companies and post messages about interview questions and wages and allowances; if yes, what are the details; if not, what are the reasons?

Asked by: Hon CHIANG Lai-wan (Member Question No. 32)

Reply:

The information sought is provided as follows:

- (a) In order to encourage more job seekers to use the iES website, members of the public can browse the vacancies and other employment information on the website without any login procedure. LD therefore does not keep the number of iES website users. The iES website recorded over 200 million page views yearly in 2015, 2016 and 2017.
- (b) LD has set up a complaint mechanism in respect of recruitment advertisements published on the iES website. Members of the public or job seekers may lodge with LD complaints about the recruitment advertisements published on the website. LD will follow up and initiate investigation immediately upon receipt of complaints. If the complaint is substantiated, LD will consider suspending the provision of

recruitment services to the employer. Complaints involving criminal elements will be referred to the relevant law enforcement departments such as the Hong Kong Police Force for follow-up action.

Job seekers may register with LD for employment services through the iES website or at LD's job centres. For registered job seekers with special employment needs, such as ethnic minority job seekers using the employment advisory service, employees receiving on-the-job training under the Employment Programme for the Middle-aged and participants of the Work Trial Scheme, LD will follow up on their employment situation in order to provide appropriate employment support.

- (c) The iES website posts vacancy information provided by employers in various industries to assist job seekers in understanding the employment terms, entry requirements and work contents of different positions as well as making applications to employers. An email box is put in place on the website for job seekers, employers and other website users to contact LD via email should they have any comments or enquiries about the functionalities of and the information on the website. LD considers it inappropriate to post on the iES website anonymous messages from job seekers lest other users are misled by unverified or unsubstantiated messages.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)021

(Question Serial No. 2587)

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 mentioned in Programme (2) of the Labour Department (LD) that LD provides free employment service to all job seekers, including providing labour market information to new arrivals and ethnic minorities (EM). In this connection, would the Government advise this Committee:

- (a) whether at present EM job seekers can obtain LD's enquiry service in EM languages; if yes, what are the details; if not, what are the reasons;
- (b) whether special counters have been set up at all job centres in Hong Kong to serve EM job seekers; if yes, what were the numbers of EM job seekers who had used the service and those who had successfully secured placement through the service in 2017-18?

Asked by: Hon CHOW Ho-ding, Holden (Member Question No. 13)

Reply:

The information sought is provided as follows:

- (a) 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 job centres or industry-based recruitment centres for 6 months. ESAs assist in handling general enquiries from EM job seekers on LD's employment services, and to brief them and help them use facilities such as resource corners so as to facilitate them in obtaining labour market information. Moreover, to strengthen the employment services for EM job seekers, since May 2017, LD has engaged 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 provide EM job seekers with personalised employment advisory service.

LD has also made arrangements with a non-governmental organisation to provide telephone interpretation service, as necessary, for EM job seekers who do not speak Chinese and English.

- (b) Special counters have been set up at all job centres of LD to provide employment services for EM job seekers. 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 2017-18 (up to February 2018), the total number of placements secured for EM job seekers through LD's employment referral services was 100.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)022

(Question Serial No. 2588)

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 Programme (4) of the Labour Department (LD) that LD takes rigorous enforcement action against wage offences, including breaches of the Statutory Minimum Wage (SMW) provisions. In this connection, would the Government advise this Committee of the following:

- (a) What was the total number of enquiries on SMW or complaints against employers for non-compliance with the Minimum Wage Ordinance (MWO) received by LD in 2017-18? 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 2017-18? If there were inspections, what were the inspection results?
- (c) What is the amount of resources to be allocated for publicity activities and educational talks by LD to assist employers and employees in understanding their respective obligations and entitlements under the SMW regime in 2018-19?

Asked by: Hon CHOW Ho-ding, Holden (Member Question No. 15)

Reply:

The information sought is provided as follows:

- (a) In 2017, LD held 153 SMW-related consultation meetings with enquirers. LD also received 40 complaints against employers for non-compliance with MWO. As at the end of February 2018, LD had completed investigation into 37 complaints and confirmed that the employees had received SMW or had recovered the shortfall in wages. The remaining 3 complaints are under investigation.
- (b) In 2017, LD conducted 50 366 workplace inspections of various establishments to check employers' compliance with labour laws such as MWO. Together with the

reported cases, 9 cases involving suspected violation of MWO were detected. Except for 2 cases where the employees had subsequently withdrawn their complaints, LD followed up on all these cases and confirmed that the employees had received SMW or had recovered the shortfall in wages. LD issued 2 warnings to employers suspected to have contravened MWO and secured 1 convicted summons against an employer for breach of the SMW requirement.

- (c) The estimated expenditure for publicity and promotion of SMW in 2018-19 is \$4.35 million. LD will continue to enhance employers' and employees' understanding of their obligations and entitlements under the SMW regime through various channels and organising a variety of activities including talks, etc.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)023

(Question Serial No. 0625)

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 situation of the elderly care service industry, would the Government provide the following information:

- (a) the number of vacancies in the elderly care service industry in the past 3 years (with breakdowns by job title/type of post and service unit);
- (b) the number of employed persons in the elderly care service industry in the past 3 years (with breakdowns by gender, age group, mode of employment, service unit and job title/type of post);
- (c) the number of underemployed persons and the underemployment rate in the elderly care service industry in the past 3 years (with breakdowns by gender, age group, service unit and job title/type of post);
- (d) the number of unemployed persons and the unemployment rate in the elderly care service industry in the past 3 years (with breakdowns by gender, age group and job title/type of post);
- (e) the wage index, median wage and its year-on-year rate of change in the elderly care service industry in the past 3 years (with breakdowns by job title/type of post and service unit);
- (f) the numbers of imported workers applied for and approved in the elderly care service industry in the past 3 years (with breakdowns by job title/type of post and median wage); and
- (g) whether the Government has formulated any targeted measures for 2018-2019 to encourage and motivate more local workers to join the elderly care service 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. 2)

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 breakdowns by job title/type of post and service unit. Owing to sample size constraint, figures on underemployed persons and underemployment rates as well as gender and age breakdowns of unemployed persons and unemployment rates are not released due to large sampling errors.
- (f) In 2015, 2016 and 2017, employers of the elderly care service industry applied to import 1 361, 2 039 and 1 694 care workers respectively under the Supplementary Labour Scheme (SLS). The numbers of imported care workers approved in these 3 years were 1 035, 1 383 and 1 510 respectively. The vetting process of applications received towards year-end may be completed in the following year, and hence the number of imported workers approved in the year does not correspond to the number of imported workers applied for in the same year. 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. The median monthly wages of the job title of care workers by year-end of the above 3 years were \$11,100, \$12,000 and \$12,000 respectively.
- (g) The Government is very concerned about the manpower situation of the elderly care service industry, and will implement a number of measures to enhance the supply of frontline care staff and improve their working conditions and prospects.

The Government has earmarked \$147 million to roll out the Navigation Scheme for Young Persons in Care Services (Navigation Scheme) in July 2015, providing a total of 1 000 training places in phases from 2015-16 to encourage young persons to join the elderly and rehabilitation care services. Apart from receiving on-the-job training in elderly or rehabilitation service units, young persons participating in the Navigation Scheme are also provided with subsidies from the Government to pursue a two-year part-time diploma course. As at end-December 2017, there were a total of 465 trainees and 99 graduates under the Navigation Scheme. The estimated expenditure on the Navigation Scheme in 2018-19 is \$19.3 million.

Moreover, as set out in the 2017 Policy Agenda, the Social Welfare Department will provide additional resources for subsidised elderly service units to increase the salaries of personal care workers and home helpers (i.e. the salaries of personal care workers and home helpers will be increased by two pay points in the current calculation of the subsidy for salaries), thereby enabling these service units to recruit and retain staff more effectively. The initiative will also cover similar posts in service units of subsidised rehabilitation services as well as family and child welfare services. The initiative involves an additional recurrent expenditure of about \$352 million. It is estimated that about 14 500 posts will benefit.

The 2017 Policy Agenda also announced the launch of a five-year scheme to provide full subsidies for home managers, health workers and care workers of all residential care homes for the elderly (RCHEs) and residential care homes for persons with disabilities (RCHDs) across the territory to enrol in Qualifications Framework-based training courses. The initiative involves non-recurrent expenditure with a total commitment of about \$69 million. It is estimated that about 30 000 practitioners working in over 1 000 RCHEs and RCHDs will benefit.

To address the needs of the elderly care service industry, the Employees Retraining Board (ERB) will continue in 2018-19 to offer courses on healthcare services, engage more employers to participate in the “First-Hire-Then-Train” Pilot Programme, establish career ladder for care workers by developing recognised healthcare services courses, and enhance the promotion of relevant courses. Moreover, ERB will gradually develop English training materials for courses on healthcare services intended for general public to facilitate ethnic minorities who can speak and comprehend Cantonese to take these courses and land on relevant jobs. ERB does not keep a separate breakdown of expenditure for the specific projects of elderly care service industry.

The Childcare, Elderly and Community Services Discipline of the Hong Kong Institute of Vocational Education under the Vocational Training Council (VTC) provides 2 two-year pre-employment training programmes related to the elderly care service industry, namely the Higher Diploma in Social Services and Community Education and the Diploma of Foundation Studies (Elderly and Rehabilitation Services). Trainees can join the elderly care service or relevant industries upon graduation. VTC does not keep a separate breakdown of expenditure on training for the elderly care service industry.

The Government has also assisted the elderly care service industry in setting up an Industry Training Advisory Committee (ITAC) under the Qualifications Framework. In addition to drawing up Specification of Competency Standards for the industry, ITAC also implements the Recognition of Prior Learning mechanism for the industry and maps out clear progression pathways to encourage practitioners to enhance their competitiveness through continuing education. At the same time, ITAC strives to attract new blood and nurture the next generation of practitioners by providing senior secondary students, teachers, etc. with the latest information about the industry through various channels.

**Number of job vacancies in nursing homes and residential care services
for the elderly in 2015, 2016 and 2017**

Year	Average no. of vacancies[@]
2015 [#]	2 057
2016 [#]	2 201
2017 [*]	2 226

Notes: (@) 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.

(#) The figures refer to the average of the 4 quarters of the year.

(*) The figure refers to the average of the first 3 quarters of the year.

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

**Number of employed persons by gender, age group and full-timer/part-timer
in the elderly care service industry in 2015, 2016 and Q1-Q4 2017**

2015

	Employed persons		
	Total	Full-timer[#]	Part-timer[@]
Gender			
Male	3 900	3 700	300
Female	21 600	19 600	2 000
Age group			
15-below 25	800	700	*
25-below 30	1 900	1 800	*
30-below 40	3 700	3 300	400
40-below 50	6 800	6 400	400
50-below 60	10 100	9 200	900
60 or above	2 300	1 900	400
Overall	25 600	23 300	2 300

2016

	Employed persons		
	Total	Full-timer[#]	Part-timer[@]
Gender			
Male	4 400	4 100	*
Female	21 400	19 500	1 900
Age group			
15-below 25	900	900	*
25-below 30	1 900	1 900	*
30-below 40	3 200	3 000	*
40-below 50	6 500	6 000	500
50-below 60	10 200	9 300	900
60 or above	3 000	2 600	500
Overall	25 800	23 700	2 100

2017 Q1

	Employed persons		
	Total	Full-timer[#]	Part-timer[@]
Gender			
Male	4 200	3 900	*
Female	22 200	19 500	2 800
Age group			
15-below 25	1 600	1 000	500
25-below 30	1 800	1 800	*
30-below 40	3 400	3 300	*
40-below 50	5 800	5 200	600
50-below 60	10 400	9 500	900
60 or above	3 500	2 600	900
Overall	26 400	23 300	3 100

2017 Q2

	Employed persons		
	Total	Full-timer[#]	Part-timer[@]
Gender			
Male	5 300	4 800	*
Female	19 800	17 600	2 200
Age group			
15-below 25	1 800	1 600	*
25-below 30	1 300	1 200	*
30-below 40	2 700	2 300	*
40-below 50	6 600	6 000	600
50-below 60	9 500	9 000	*
60 or above	3 200	2 400	800
Overall	25 000	22 400	2 700

2017 Q3

	Employed persons		
	Total	Full-timer[#]	Part-timer[@]
Gender			
Male	4 100	4 000	*
Female	23 100	20 000	3 100
Age group			
15-below 25	*	*	*
25-below 30	1 300	1 200	*
30-below 40	3 400	3 300	*
40-below 50	6 900	6 400	*
50-below 60	10 700	9 500	1 200
60 or above	4 600	3 300	1 300
Overall	27 300	24 000	3 300

2017 Q4

	Employed persons		
	Total	Full-timer[#]	Part-timer[@]
Gender			
Male	2 900	2 900	*
Female	22 400	19 900	2 400
Age group			
15-below 25	900	800	*
25-below 30	1 700	1 700	*
30-below 40	3 200	3 000	*
40-below 50	5 800	5 100	600
50-below 60	10 400	9 600	700
60 or above	3 400	2 500	800
Overall	25 300	22 900	2 400

Notes: Figures include nursing homes and residential care services not targeted for elderly, which however cannot be segregated in the General Household Survey.

Figures for 2017 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 are not released due to large sampling errors.

Source: General Household Survey, Census and Statistics Department

**Number of unemployed persons and the unemployment rate
in the elderly care service industry in 2015, 2016 and Q1-Q4 2017**

Year	No. of unemployed persons[^]	Unemployment rate[#] (%)
2015	600	2.3
2016	400	1.4
2017 Q1	800	3.1
2017 Q2	900	3.5
2017 Q3	1 000	3.5
2017 Q4	*	*

Notes: Figures include nursing homes and residential care services not targeted for elderly, which however cannot be segregated in the General Household Survey.

Figures for 2017 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.

(*) Figures are not released due to large sampling errors.

Source: General Household Survey, Census and Statistics Department

**Wage index, median wage and its year-on-year rate of change
in residential care services for the elderly in 2015, 2016 and 2017**

Year	Median monthly wage* (year-on-year rate of change@)	Nominal wage index
2015	\$12,000 (+5.3%)	Not available
2016	\$12,600 (+4.7%)	Not available
2017	\$13,100 (+4.0%)	Not available

Notes: (*) Figures refer to May-June of the reference year. 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

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)024

(Question Serial No. 0626)

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 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 2017 by industry, job title and monthly wage level;
- (b) the number of SLS applications referred by LD to the Employees Retraining Board (ERB) for organising tailor-made training courses for local workers, and the percentages of courses that were and were not successfully offered in 2017; and
- (c) the estimated staff establishment and expenditure involved in 2018-19?

Asked by: Hon HO Kai-ming (Member Question No. 3)

Reply:

The information sought is provided as follows:

- (a) In 2017, SLS received 1 106 applications applying for importation of 4 390 workers. In the same year, 946 applications involving 2 765 imported workers were approved. Breakdowns of the numbers of imported workers applied for and approved by industry, job title and monthly wage are at Annexes 1 to 3.
- (b) In 2017, LD referred 548 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 that year.
- (c) SLS is primarily administered by the Supplementary Labour Division (SLD) of LD. In 2018-19, the estimated expenditure of SLD is \$620,000 (excluding staff cost) and its staff establishment comprises 31 Labour Officer Grade and 16 Clerical Grade posts.

**Number of imported workers applied for and approved
under SLS in 2017:
a breakdown by industry**

Industry	No. of imported workers applied for*	No. of imported workers approved*
1. Agriculture and Fishing	791	653
2. Manufacturing	201	147
3. Construction	751	77
4. Wholesale, Retail and Import/Export Trades, Restaurants and Hotels	503	210
5. Transport, Storage and Communications	58	18
6. Financing, Insurance, Real Estate and Business Services	80	11
7. Community, Social and Personal Services	2 006	1 649
Total	4 390	2 765

* The vetting process of applications received towards year-end may be completed 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 2017:
a breakdown by job title**

Job title	No. of imported workers applied for*	No. of imported workers approved*
1. Care Worker (Elderly Service)	1 694	1 510
2. Livestock/Poultry/Fish/Crop Farm Worker	488	422
3. Cook	315	126
4. Gardening Worker	307	216
5. Machine Operator	114	54
6. Quality Controller/Inspector/Control Supervisor	79	68
7. Care Worker (Disabled Service)	78	63
8. Waste Handling Worker	51	22
9. Bean Curd/Soya Bean/ Bean Sprout Processing Worker	38	59
10. Others	1 226	225
Total	4 390	2 765

* The vetting process of applications received towards year-end may be completed 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 2017:
a breakdown by monthly wage**

Monthly wage	No. of imported workers applied for*	No. of imported workers approved*
1. \$8,000 or below	11	-
2. Above \$8,000 - \$10,000	668	337
3. Above \$10,000 - \$12,000	2 317	2 023
4. Above \$12,000 - \$14,000	105	23
5. Above \$14,000 - \$16,000	211	97
6. Above \$16,000 - \$18,000	224	112
7. Above \$18,000 - \$20,000	146	74
8. Above \$20,000	708	99
Total	4 390	2 765

* The vetting process of applications received towards year-end may be completed 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)025

(Question Serial No. 0628)

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 situation 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 (with a breakdown by job title);
- (b) the number of employed persons in the construction industry in the past 3 years (with breakdowns by gender, age group, job title 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, job title and mode of employment);
- (d) the number of unemployed persons and the unemployment rate in the construction industry in the past 3 years (with breakdowns by gender, age group and job title);
- (e) the wage index, median monthly wage and its year-on-year rate of change in the construction industry in the past 3 years (with a breakdown by job title);
- (f) the numbers of imported workers applied for and approved in the construction industry in the past 3 years (with breakdowns by job title and median monthly wage); and
- (g) whether the Government has formulated any targeted measures for 2018-2019 to encourage and motivate more local young people to join the construction industry. If yes, what are the details and expenditure involved? If no, what are the reasons?

Asked by: Hon HO Kai-ming (Member Question No. 36)

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 a breakdown by job title.
- (f) In 2015, 2016 and 2017, the numbers of imported workers applied for and approved under the Supplementary Labour Scheme (SLS) in the construction industry are provided below:

	2015	2016	2017
No. of imported workers applied for	1 250	1 693	751
No. of imported workers approved	938	1 445	77

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 2015, 2016 and 2017 by job title and median monthly wage are provided at Annex 5 and Annex 6.

- (g) The Government is working closely with CIC and industry stakeholders to attract new recruits, especially young people, to join the construction industry, primarily through the following measures:
- (i) Establishment of the Hong Kong Institute of Construction (HKIC)
CIC established HKIC in 2018 to train more high-calibre construction practitioners to meet industry demand. By offering programmes recognised under the Qualification Framework (QF), such as diploma courses (QF Level 3), with a clear progression path, HKIC will help encourage young people to join the construction industry.
- (ii) Enhancing Training for Workers
CIC is strengthening its effort to enhance collaborative training schemes. To encourage contractors and their subcontractors to enhance in-service skills training, the Government has introduced a technical score on worker training in the tender evaluation mechanism for public works since August 2017. As a result of this initiative, there was a 28% growth of yearly recruits in collaborative training schemes in 2017 compared with 2016.
- (iii) Establishment of the STEM Alliance
To arouse students' interest in the construction industry, CIC has formed the STEM Alliance to strengthen the network between secondary schools and the industry.

Note: STEM is an acronym that refers to the academic disciplines of Science, Technology, Engineering and Mathematics collectively.

(iv) Services and Support to Ethnic Minorities (EMs)

CIC has set up the Ethnic Minority Service Team to enhance its services and support to EMs. In order to attract EM students to join the construction industry, CIC organised a three-day taster programme in December 2017 to enhance their understanding of the construction industry.

(v) Promoting a Positive Image for the Construction Industry

The Government has been working with CIC to promote the industry image and attract newcomers through Announcements in the Public Interest on television and radio, advertisements on hoardings around construction sites, sports and volunteering activities, etc. CIC has also established the Construction Innovation and Technology Application Centre to nurture an innovative culture among the practitioners to enhance the professionalism and project a positive image of the construction industry.

As regards the expenditure for the above measures, CIC deploys the Construction Industry Levy under the Construction Industry Council Ordinance for settlement, which does not involve any government expenditure.

Number of vacancies in the construction industry in 2015, 2016 and 2017

Year	No. of vacancies^{(1), (2)}
2015 ⁽³⁾	795
2016 ⁽³⁾	737
2017 ⁽³⁾	1 070

- 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 the average of the 4 quarters of the year.

Source: Quarterly Survey of Employment and Vacancies, 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 2015, 2016 and Q1-Q4 2017

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

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	294 900	259 000	35 900	20 700	6.7
Female	33 400	30 700	2 700	700	2.1
Age group					
15-below 25	18 600	16 500	2 000	1 000	5.1
25-below 30	28 600	26 500	2 100	1 500	5.2
30-below 40	67 500	62 400	5 000	3 300	4.8
40-below 50	78 800	71 300	7 500	4 600	5.6
50-below 60	98 100	84 000	14 100	8 500	8.2
60 or above	36 800	29 000	7 800	2 500	6.3
Overall	328 400	289 700	38 700	21 400	6.2

2017 Q1

	Employed persons			Underemployed persons^	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	302 500	274 100	28 300	17 600	5.6
Female	34 700	32 600	2 100	*	*
Age group					
15-below 25	18 400	16 600	1 800	1 100	5.4
25-below 30	28 100	27 000	1 100	*	*
30-below 40	72 500	68 100	4 400	3 300	4.4
40-below 50	82 600	74 800	7 800	5 600	6.6
50-below 60	95 000	85 600	9 300	5 500	5.5
60 or above	40 600	34 500	6 100	2 200	5.0
Overall	337 200	306 700	30 500	18 100	5.1

2017 Q2

	Employed persons			Underemployed persons^	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	312 200	277 200	35 000	18 300	5.6
Female	31 500	29 000	2 500	600	1.9
Age group					
15-below 25	18 500	16 700	1 700	900	4.6
25-below 30	33 600	31 600	2 000	1 100	3.1
30-below 40	67 900	63 100	4 800	2 900	4.2
40-below 50	80 100	73 900	6 200	4 000	4.7
50-below 60	100 900	87 600	13 200	7 300	6.9
60 or above	42 700	33 200	9 500	2 600	5.8
Overall	343 700	306 200	37 400	18 900	5.2

2017 Q3

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	316 500	273 600	42 900	18 900	5.7
Female	30 100	26 600	3 500	*	*
Age group					
15-below 25	21 700	18 600	3 100	1 100	4.9
25-below 30	35 100	32 100	3 000	1 800	4.6
30-below 40	68 500	63 300	5 200	2 900	4.1
40-below 50	79 800	71 100	8 700	4 200	5.1
50-below 60	97 100	81 500	15 500	5 900	5.8
60 or above	44 400	33 500	10 900	3 300	7.1
Overall	346 600	300 200	46 400	19 200	5.3

2017 Q4

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	317 400	283 400	34 000	17 400	5.3
Female	32 400	29 500	2 900	*	*
Age group					
15-below 25	21 800	19 500	2 300	1 000	4.3
25-below 30	33 700	31 900	1 800	1 300	3.7
30-below 40	70 500	66 500	4 000	2 700	3.7
40-below 50	85 200	78 000	7 200	3 000	3.4
50-below 60	96 600	83 100	13 500	7 600	7.5
60 or above	41 900	33 800	8 100	2 200	5.0
Overall	349 800	312 900	36 900	17 700	4.9

Notes: Figures for 2017 as a whole are not yet available.

Employed persons include underemployed persons.

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, including those who are underemployed.

(^) 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.

(*) Figures are not released due to large sampling errors.

Source: General Household Survey, Census and Statistics Department

**Number of unemployed persons and the unemployment rate by gender and age group
in the construction industry in 2015, 2016 and Q1-Q4 2017**

2015

	No. of unemployed persons[^]	Unemployment rate[#] (%)
Gender		
Male	12 200	4.1
Female	900	2.6
Age group		
15-below 25	1 200	6.4
25-below 30	700	2.8
30-below 40	1 700	2.6
40-below 50	2 700	3.3
50-below 60	4 900	4.8
60 or above	1 900	5.2
Overall	13 100	4.0

2016

	No. of unemployed persons[^]	Unemployment rate[#] (%)
Gender		
Male	12 900	4.2
Female	1 000	2.9
Age group		
15-below 25	1 000	5.2
25-below 30	1 300	4.3
30-below 40	2 300	3.3
40-below 50	2 700	3.3
50-below 60	4 500	4.4
60 or above	2 200	5.6
Overall	13 900	4.1

2017 Q1

	No. of unemployed persons [^]	Unemployment rate [#] (%)
Gender		
Male	14 600	4.6
Female	700	2.1
Age group		
15-below 25	1 200	5.9
25-below 30	1 500	5.2
30-below 40	2 100	2.8
40-below 50	3 200	3.8
50-below 60	4 900	4.9
60 or above	2 500	5.8
Overall	15 300	4.4

2017 Q2

	No. of unemployed persons [^]	Unemployment rate [#] (%)
Gender		
Male	16 100	4.9
Female	1 200	3.7
Age group		
15-below 25	1 400	7.3
25-below 30	1 800	5.1
30-below 40	2 500	3.6
40-below 50	3 400	4.1
50-below 60	5 600	5.3
60 or above	2 500	5.5
Overall	17 300	4.8

2017 Q3

	No. of unemployed persons [^]	Unemployment rate [#] (%)
Gender		
Male	15 600	4.7
Female	1 400	4.4
Age group		
15-below 25	1 600	7.0
25-below 30	2 600	6.9
30-below 40	2 200	3.2
40-below 50	3 700	4.4
50-below 60	4 600	4.5
60 or above	2 300	4.9
Overall	17 000	4.7

2017 Q4

	No. of unemployed persons [^]	Unemployment rate [#] (%)
Gender		
Male	13 900	4.2
Female	1 100	3.2
Age group		
15-below 25	800	3.4
25-below 30	1 700	4.8
30-below 40	2 500	3.4
40-below 50	3 100	3.5
50-below 60	5 000	4.9
60 or above	1 900	4.4
Overall	14 900	4.1

Notes: Figures for 2017 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.

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 2015, 2016 and 2017**

Year	Median monthly wage* (year-on-year rate of change@)	Nominal wage index
2015	\$20,000 (+9.2%)	Not available
2016	\$21,200 (+5.8%)	Not available
2017	\$22,100 (+4.4%)	Not available

Notes: (*) Figures refer to May-June of the reference year. 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 2015, 2016 and 2017:
breakdowns by job title and median monthly wage**

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[#]

* The vetting process of applications received towards year-end 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[#]

* The vetting process of applications received towards year-end 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.

2017

Job title	No. of imported workers applied for*	Median monthly wage by year-end (\$)
1. Underwater Geotextile Special Barge Operator	137	24,000
2. Underwater Band Drain Special Barge Operator	114	24,000
3. Sand Pumping Barge Operation Supervisor	100	34,000
4. Deep Cement Mixing Plant Operator	76	22,500
5. Anchor Boat Operator	65	24,000
6. Tungsten Inert Gas Welder	50	47,500
7. Fire Service Mechanical Fitter^	18	23,900^
8. Rock Placing Pelican Barge Operator	15	24,000
9. Dredge Pipe Supervisor - Trailing Suction Hopper Dredger	14	34,000
10. Others	162	Not applicable [#]
Total	751	Not applicable[#]

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

^ A manpower shortage trade of the construction industry and its 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.

**Number of imported workers approved under SLS in the construction industry
in 2015, 2016 and 2017:
breakdowns by job title and median monthly wage**

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[#]

* The vetting process of applications received towards year-end 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[#]

* The vetting process of applications received towards year-end 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.

2017

Job title	No. of imported workers approved*	Median monthly wage by year-end (\$)
1. Precast Segment Erection Operator	35	23,320
2. Post-tensioning Equipment Operator	20	28,330
3. Lift Mechanic^	12	22,900^
4. Launching Gantry Operator	6	32,130
5. Asphalt Lab Assistant	2	20,500
6. Painter & Decorator	1	25,630
7. Glass Fibre Reinforced Polymer Professional and Skilful Technician	1	21,500
Total	77	Not applicable[#]

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

^ A manpower shortage trade of the construction industry and its 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.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)026

(Question Serial No. 0629)

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 situation of the catering industry, would the Government provide the following information:

- (a) the number of vacancies in the catering industry in the past 3 years (with a breakdown by job title);
- (b) the number of employed persons in the catering industry in the past 3 years (with breakdowns by gender, age group, job title and mode of employment);
- (c) the number of underemployed persons and the underemployment rate in the catering industry in the past 3 years (with breakdowns by gender, age group, job title and mode of employment);
- (d) the number of unemployed persons and the unemployment rate in the catering industry in the past 3 years (with breakdowns by gender, age group and job title);
- (e) the wage index, median monthly wage and its year-on-year rate of change in the catering industry in the past 3 years (with a breakdown by job title);
- (f) the numbers of imported catering workers applied for and approved in the past 3 years (with breakdowns by job title and median monthly wage); and
- (g) whether the Government has formulated any targeted measures in 2018-2019 to improve the working environment and remuneration packages of the catering industry, so as to encourage and motivate more local workers to join the catering 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. 37)

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 breakdown by job title.
- (f) In 2015, 2016 and 2017, employers of the catering industry applied to import 224, 275 and 315 cooks respectively under the Supplementary Labour Scheme (SLS). The numbers of imported cooks approved in these 3 years were 85, 94 and 126 respectively. The vetting process of applications received towards year-end may be completed in the following year, and hence the number of imported workers approved in the year does not correspond to the number of imported workers applied for in the same year. 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. Depending on the duties and skill levels, the median monthly wages of the job title of cooks by year-end of the above 3 years ranged from \$13,350 to \$17,170, \$13,540 to \$17,880 and \$14,230 to \$18,950 respectively. LD does not keep statistics of imported workers of other job titles in the catering industry.
- (g) The Government has assisted the catering industry in setting up an Industry Training Advisory Committee (ITAC) under the Qualifications Framework. In addition to drawing up Specification of Competency Standards for the industry, ITAC also implements the Recognition of Prior Learning mechanism for the industry and maps out clear progression pathways to encourage practitioners to enhance their competitiveness through continuing education. At the same time, ITAC strives to attract new blood and nurture the next generation of practitioners by providing senior secondary students, teachers, etc. with the latest information about the industry through various channels.

The Chinese Culinary Institute (CCI) established under the Vocational Training Council (VTC) provides Chinese cuisine training to nurture Chinese chefs. Building on the success of CCI, VTC has established the International Culinary Institute (ICI) to provide culinary programmes of other regions, offering training for students and in-service practitioners in Hong Kong who aspire to become professional chefs proficient in international cuisines. ICI took in the first batch of students in the 2014/15 academic year.

In 2018-19, the Labour Department (LD) will continue its efforts, through the Tripartite Committee on Catering Industry and the relevant Human Resources Managers' Club, in actively encouraging the employers of the catering industry to adopt good human resource management practices and review the working conditions of their staff; as well as encouraging cooperation among the parties concerned so as to seek improvement where appropriate. The promotion of good human resource management practices in various industries is an integral part of LD's efforts in fostering harmonious labour relations, and the expenditure involved cannot be separately identified.

LD will continue to provide dedicated recruitment services for the catering industry through the Recruitment Centre for the Catering Industry (RCCI).

RCCI displays a large variety of vacancies to enable efficient dissemination of vacancy information to job seekers interested in seeking catering jobs. It helps speed up the recruitment process by providing a free venue where employers can readily stage recruitment activities and job seekers can attend on-the-spot job interviews. RCCI is co-located with the Recruitment Centre for the Retail Industry and the 2 Centres share the same pool of financial and manpower resources. In 2018-19, the estimated expenditure for operating the 2 Centres (excluding staff cost) is \$580,000.

**Number of job vacancies in the food and beverage services industry
in 2015, 2016 and 2017**

Year	Average no. of vacancies[@]
2015 [#]	12 918
2016 [#]	11 483
2017 [*]	11 241

Notes: (@) 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.

(#) The figures refer to the average of the 4 quarters of the year.

(*) The figure refers to the average of the first 3 quarters of the year.

Source: Quarterly Survey of Employment and Vacancies, 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 food and beverage services industry in 2015, 2016 and Q1-Q4 2017

2015

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	114 800	103 700	11 100	2 400	2.0
Female	124 000	94 300	29 700	2 200	1.7
Age group					
15-below 25	32 300	22 300	10 000	1 000	2.8
25-below 30	21 300	19 700	1 600	500	2.3
30-below 40	43 700	37 600	6 100	700	1.4
40-below 50	57 900	49 000	8 900	1 000	1.6
50-below 60	61 900	52 700	9 200	1 100	1.7
60 or above	21 700	16 600	5 100	300	1.5
Overall	238 800	198 000	40 800	4 600	1.8

2016

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	119 000	105 300	13 700	2 900	2.3
Female	121 500	94 400	27 100	1 500	1.2
Age group					
15-below 25	34 000	21 200	12 900	1 200	3.2
25-below 30	21 900	20 100	1 800	400	1.6
30-below 40	42 800	37 800	5 000	800	1.8
40-below 50	54 600	46 800	7 800	700	1.3
50-below 60	62 300	54 600	7 600	900	1.3
60 or above	24 900	19 200	5 600	400	1.7
Overall	240 500	199 700	40 800	4 400	1.7

2017 Q1

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	118 000	105 200	12 800	2 200	1.8
Female	126 100	95 900	30 200	700	0.5
Age group					
15-below 25	30 800	19 800	11 000	*	*
25-below 30	20 300	18 100	2 200	*	*
30-below 40	47 000	41 500	5 500	*	*
40-below 50	59 800	49 500	10 300	900	1.4
50-below 60	60 700	52 300	8 400	600	1.0
60 or above	25 600	19 900	5 700	*	*
Overall	244 100	201 100	43 100	2 900	1.1

2017 Q2

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	116 400	104 100	12 300	800	0.7
Female	129 100	101 600	27 600	1 200	0.9
Age group					
15-below 25	31 600	19 000	12 600	700	2.1
25-below 30	20 200	19 000	1 200	*	*
30-below 40	41 300	37 700	3 600	*	*
40-below 50	64 200	55 400	8 800	*	*
50-below 60	60 600	51 700	8 900	*	*
60 or above	27 600	22 900	4 700	*	*
Overall	245 500	205 700	39 800	2 000	0.8

2017 Q3

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	116 900	104 400	12 400	1 300	1.1
Female	131 300	101 900	29 400	900	0.7
Age group					
15-below 25	32 000	19 500	12 500	800	2.3
25-below 30	19 400	17 600	1 800	*	*
30-below 40	42 200	38 600	3 700	*	*
40-below 50	62 600	54 600	7 900	*	*
50-below 60	62 100	52 800	9 300	*	*
60 or above	29 900	23 200	6 600	*	*
Overall	248 200	206 300	41 800	2 200	0.9

2017 Q4

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	114 200	101 000	13 100	2 500	2.1
Female	134 000	102 800	31 200	900	0.7
Age group					
15-below 25	29 900	18 400	11 500	900	2.6
25-below 30	20 900	18 400	2 500	600	2.8
30-below 40	41 800	35 700	6 000	600	1.4
40-below 50	64 400	55 800	8 600	700	1.1
50-below 60	63 700	54 500	9 200	*	*
60 or above	27 500	21 000	6 500	*	*
Overall	248 200	203 900	44 300	3 500	1.3

Notes: Figures for 2017 as a whole are not yet available.

Employed persons include underemployed persons.

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, including those who are underemployed.
- (^) 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.
- (*) Figures are not released due to large sampling errors.

Source: General Household Survey, Census and Statistics Department

**Number of unemployed persons and the unemployment rate
by gender and age group in the food and beverage services industry
in 2015, 2016 and Q1-Q4 2017**

2015

	No. of unemployed persons[^]	Unemployment rate[#] (%)
Gender		
Male	6 200	5.1
Female	6 300	4.9
Age group		
15-below 25	3 300	9.3
25-below 30	1 300	5.9
30-below 40	1 900	4.2
40-below 50	2 400	4.0
50-below 60	2 600	4.1
60 or above	900	3.9
Overall	12 500	5.0

2016

	No. of unemployed persons[^]	Unemployment rate[#] (%)
Gender		
Male	6 700	5.3
Female	5 900	4.6
Age group		
15-below 25	2 900	7.7
25-below 30	1 800	7.6
30-below 40	1 700	3.9
40-below 50	2 800	4.9
50-below 60	2 600	4.0
60 or above	700	2.8
Overall	12 500	5.0

2017 Q1

	No. of unemployed persons [^]	Unemployment rate [#] (%)
Gender		
Male	5 900	4.8
Female	5 200	4.0
Age group		
15-below 25	2 000	6.0
25-below 30	1 600	7.3
30-below 40	1 600	3.4
40-below 50	2 500	4.1
50-below 60	2 800	4.4
60 or above	600	2.1
Overall	11 100	4.3

2017 Q2

	No. of unemployed persons [^]	Unemployment rate [#] (%)
Gender		
Male	6 500	5.3
Female	5 000	3.8
Age group		
15-below 25	2 500	7.4
25-below 30	1 700	7.8
30-below 40	1 400	3.3
40-below 50	2 400	3.6
50-below 60	2 600	4.2
60 or above	900	3.2
Overall	11 600	4.5

2017 Q3

	No. of unemployed persons[^]	Unemployment rate[#] (%)
Gender		
Male	6 800	5.5
Female	5 500	4.0
Age group		
15-below 25	2 700	7.7
25-below 30	1 100	5.4
30-below 40	2 400	5.4
40-below 50	2 500	3.8
50-below 60	2 700	4.2
60 or above	900	3.0
Overall	12 300	4.7

2017 Q4

	No. of unemployed persons[^]	Unemployment rate[#] (%)
Gender		
Male	6 000	5.0
Female	6 200	4.4
Age group		
15-below 25	3 700	11.0
25-below 30	1 800	8.1
30-below 40	1 900	4.5
40-below 50	1 400	2.2
50-below 60	2 500	3.8
60 or above	800	2.9
Overall	12 200	4.7

Notes: Figures for 2017 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.

Source: General Household Survey, Census and Statistics Department

**Wage index, median wage and its year-on-year rate of change
in the food and beverage services industry in 2015, 2016 and 2017**

Year	Median monthly wage[*] (year-on-year rate of change[@])	Nominal wage index[^] (year-on-year rate of change[@])
2015	\$11,100 (+5.7%)	184.0 (+5.4%)
2016	\$11,800 (+6.0%)	192.9 (+4.9%)
2017	\$12,400 (+5.7%)	202.1 (+4.7%)

Notes: (*) Figures refer to May-June of the reference year. 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.

(^) Wage includes basic wage and other regular and guaranteed allowances and bonuses. Figures refer to the nominal wage indices in the accommodation and food service activities.

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

Sources: Annual Earnings and Hours Survey and Labour Earnings Survey, Census and Statistics Department

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)027

(Question Serial No. 1036)

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 review to improve statutory maternity leave, would the Government advise this Committee:

- (a) of the progress of the review so far and the expected time of completion of the review;
- (b) of the manpower arrangement and expenditure involved in conducting the review; and
- (c) whether the extension of the duration of statutory maternity leave to 14 weeks will form the basis of the review so as to tie in with the recommendation made by the International Labour Organization; if yes, what are the details; if not, what are the reasons?

Asked by: Hon HO Kai-ming (Member Question No. 56)

Reply:

The information sought is provided as follows:

- (a)&(c) Regarding the review on statutory maternity leave, the Government will look into the possible way to improve the maternity leave of female employees, taking into account the needs of working women and the affordability of enterprises, as well as making reference to the relevant international standards and the statutory maternity leave arrangements in other places. At this stage, the Government aims to work out a preliminary proposal by the second half of 2018 for submission to the Labour Advisory Board for discussion.
- (b) The review on statutory maternity leave is conducted by existing staff of the Labour Department. The manpower and expenditure involved cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)028****(Question Serial No. 3187)**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:

Would the Government advise this Committee:

- (a) of the numbers of occupational accidents and injuries/deaths involving heat stroke at work in the past 5 years, with breakdowns by cause and industry;
- (b) whether the Government has formulated any new measures for 2018-19 to prevent employees from suffering from heat stroke at work; if yes, what are the details and estimated expenditure; if not, how will the Government ensure the occupational safety and health (OSH) of employees working in very hot weather; and
- (c) whether the Government will consider incorporating heat stroke 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. 55)Reply:

- (a) A breakdown by industry of the number of heat stroke related work injury cases for the full years from 2013 to 2016 and the first 3 quarters of 2017 is provided below:

Major type of industry	2013	2014	2015	2016	First 3 quarters of 2017*
Electricity, gas and waste management	-	1	-	-	-
Construction	-	2	5	5	2
Import/export, wholesale and retail trades	1	1	-	1	-

Major type of industry	2013	2014	2015	2016	First 3 quarters of 2017*
Transportation, storage, postal and courier services	2	1	1	2	2
Accommodation and food services	-	-	-	-	1
Information and communications	1	-	-	-	-
Real estate	2	1	1	-	1
Professional and business services	4	2	3	5	6
Public administration, and social and personal services	7	6	4	11	17
Total	17	14	14	24	29

Note: (*) Occupational injury statistics are released on a quarterly basis and the latest available statistics are up to the first 3 quarters of 2017. The occupational injury statistics for the full year of 2017 will be released in April 2018.

The Labour Department (LD) does not keep a breakdown by cause of the above cases.

- (b) In 2018-19, LD will continue to enhance the awareness of employers/duty holders and employees on prevention of heat stroke at work through various channels, including distributing relevant guidelines and risk assessment checklists, organising health talks, issuing press releases in light of weather conditions, publishing feature articles or broadcasting publicity videos and Announcements in the Public Interest (APIs) through various media, producing and widely distributing related publicity items, etc. LD will also step up inspections to relevant workplaces in hot season, targeting work processes with a higher risk of heat stroke, including outdoor cleansing work, construction works and transportation work such as airport baggage handling and container handling. Besides, LD will, in collaboration with the Occupational Safety and Health Council as well as relevant workers' unions and contractors, continue to launch a promotional campaign on heat stroke prevention. The campaign will include broadcasting television APIs, organising outreach promotional visits, broadcasting educational video shows on mobile advertising media, radio broadcast and organizing health talks, and conducting promotional visits to outdoor workplaces.

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

- (c) 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 injury or death resulting from an accident caused by heat stroke at work, the employer shall be liable to pay compensation.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)029

(Question Serial No. 2829)

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:

Earlier on, the outsourced cleansing workers of Hoi Lai Estate went on strike for 10 days for the recovery of severance payment and a pay rise which manifests that something has gone wrong with the Government's outsourcing procedures. The outsourcing system is implemented in the name of enhancing efficiency and downsizing the public sector, but the real purpose is to save public money. Subsequent to the incident, the Chief Secretary for Administration announced that a working group would be set up to review the outsourcing system when in fact a motion on "urging the Government to conduct a comprehensive review of the service outsourcing system" was passed by the Legislative Council in February last year. In this connection, would the Government advise this Committee of the following:

- (a) What is the latest position of the review on outsourcing after the motion was put to vote and passed and the working group was set up?
- (b) Will it consider making reference to the outsourcing systems adopted by the governments of other countries, such as "the accreditation of contractors under which only those who are accredited will be awarded contracts so as to improve the service level, and the Government can also encourage the private market to follow suit"? Will the above proposal be considered?
- (c) The Government already has in place a sanction system for contractors under which tender offers will be excluded from consideration for a period of 5 years for the most serious cases. However, a number of workers' unions revealed that in the past 10 years or so contractors were seldom awarded demerit points, and that they could evade sanctions by various means. Will the Government review afresh the sanction mechanism for contractors? If yes, what are the details? If not, what are the reasons?

Asked by: Hon HO Kwan-yiu, Junius (Member Question No. 31)

Reply:

The information sought is provided as follows:

- (a) The Government is very concerned about the employment rights and benefits of non-skilled employees engaged by government service contractors. The inter-bureaux/departmental working group (Working Group) set up by the Secretary for Labour and Welfare is exploring options to improve the government outsourcing system with a view to enhancing the protection of the reasonable employment terms and conditions as well as labour benefits of these non-skilled employees. The scope of the review of the Working Group includes the assessment criteria in tendering so as to provide more reasonable employment terms and conditions to non-skilled employees under government outsourced service contracts while at the same time improving the requirements of service quality. The Working Group will also study the content of the Standard Employment Contract (SEC) and duration of government service contracts in order to strengthen the protection of the labour rights and benefits (such as severance payment) of the eligible employees. Apart from the Labour and Welfare Bureau and the Labour Department (LD), the Working Group comprises the Financial Services and the Treasury Bureau, the Food and Environmental Hygiene Department, the Leisure and Cultural Services Department, the Housing Department and the Government Property Agency. The Working Group is proceeding with the review in full gear and targets to complete the review before the third quarter of 2018.
- (b)&(c) The accreditation arrangement/verification of qualification and sanction mechanism for individual government service contractors are decided by individual procuring departments. Nevertheless, LD monitors contractors' compliance with the provisions of labour legislation and SEC through surprise inspections, and will inform the procuring departments concerned of the non-compliance and convictions. Procuring departments also monitor contractors' compliance with labour legislation and contract terms according to their established mechanisms, and decide whether to reject a contractor's future tender offer and award demerit points in accordance with the guidelines issued by the relevant bureau.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)030

(Question Serial No. 2838)

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:

At present, working holiday marks a crucial turning point in the life of many youths, and is one way to help them grow up and be independent. Those aged between 18 and 30 may now apply for working holiday visas with the relevant host economies. In this regard, would the Government advise this Committee of the following:

- (a) Will the Government consider asking countries that have signed the Working Holiday Scheme (WHS) with Hong Kong to relax the applicants' age limit, so that, for example, those aged below 35 may also apply for a working holiday?
- (b) Will the Government take measures to protect the personal safety of youths who sustain serious work injuries or suffer from serious diseases while working overseas?
- (c) Will the Government sign cooperation arrangements with more economies so as to provide more choices for youths?

Asked by: Hon HO Kwan-yiu, Junius (Member Question No. 40)

Reply:

The information sought is provided as follows:

- (a) The Labour Department (LD) has been maintaining contact with WHS partner economies and will explore the feasibility of expanding arrangements of the existing bilateral agreements (including the expansion of current quota and eligibility limit) in a timely manner.
- (b) LD has been promoting WHS in different government organisations, public places and tertiary institutions through various channels, including staging 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 for the whole journey,

abiding by local laws, etc. Participants have also been encouraged to make good preparation for their working holidays 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 other things, 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 them 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 or their consulates in Hong Kong where necessary.

- (c) LD will continue to pursue new WHS arrangements with potential economies so as to offer more choices and opportunities for Hong Kong youths to participate in WHS.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)031

(Question Serial No. 2839)

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:

The Financial Secretary mentioned in the Budget that the support for ethnic minorities (EMs) would be enhanced by increasing the grants for kindergartens admitting non-Chinese speaking students, implementing the “employment programme for EMs”, etc. to encourage employers to hire EMs with employment difficulties. However, the existing support provided for kindergartens is inadequate and children of EMs lack exposure to the Chinese language. If the Government can provide better job matching services, the social problems associated with EMs may possibly be alleviated. In this connection, would the Government advise this Committee of the following:

- (a) As the overall language proficiency of EMs is not as good as that of the general public, it is rather difficult for them to seek employment in Hong Kong. In implementing the “employment programme for EMs”, will the Government make reference to the Youth Employment and Training Programme (YETP) and consider providing on-the-job training allowance for EMs to relieve them of the pressure of life in Hong Kong?
- (b) Will the Labour Department (LD) encourage prospective employers to relax the language requirement for EM job seekers as far as possible and encourage EM job seekers to learn the local language after work so as to strengthen their competitiveness in the job market?
- (c) Will LD consider encouraging employers to hire EM job seekers? If yes, how effective is the work? If not, what are the reasons?

Asked by: Hon HO Kwan-yiu, Junius (Member Question No. 41)

Reply:

The information sought is provided as follows:

- (a) LD has implemented the Employment Services Ambassador (ESA) Programme for EMs since September 2014, under which trainees of YETP who can communicate in

EM languages are employed as ESAs and undergo 6 months' on-the-job training with salaries paid by LD. In addition, LD has implemented various special employment programmes and, through the provision of an allowance, encouraged employers to engage job seekers, including EMs, with different employment difficulties and arrange on-the-job training for them. EM job seekers can participate in these employment programmes according to their needs and circumstances.

- (b) LD frequently reminds employers who advertise vacancies via LD to consider the genuine needs of the posts when specifying the language requirement, and encourages them to relax the language requirement so as to facilitate more job seekers to apply for the vacancies.

Besides, when providing personalised employment advisory service, employment officers who are familiar with the local employment market will provide EM job seekers with information on the job market and training courses (including Chinese language courses), etc. in accordance with their individual needs and preferences, and encourage those in need to enrol on suitable courses. In addition, training bodies are enlisted to provide information on training courses (including Chinese language courses) for EMs at LD's large-scale inclusive job fairs so as to enhance their employability.

- (c) LD has been proactively promoting the working abilities of EMs among employers through various channels and making ongoing efforts to canvass vacancies suitable for EM job seekers through its employer network to enhance their employment opportunities. From 2015 to 2017, LD organised 6 large-scale inclusive job fairs and 35 district-based inclusive job fairs at which job seekers, including EMs, could submit job applications and attend interviews with employers on the spot. LD also organised experience sharing sessions for employers during which non-governmental organisations serving EMs were invited to brief employers on the cultures of EMs and the skills to communicate with them to enhance their understanding in this regard. In addition, 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 2018, a total of 14 645 employers who advertised vacancies via LD indicated that EM job seekers were welcome to apply for the posts.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)032

(Question Serial No. 0526)

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:

- (a) of the numbers of Hong Kong youths who applied for and were granted working holiday visas in the past 5 years, with a breakdown by name of host economy; and the percentage share of those who made application and were approved more than once;
- (b) of the numbers of youths coming to Hong Kong through WHS in the past 5 years, with a breakdown by name of economy;
- (c) whether the Government has any plans to explore the signing and expansion of WHS arrangements with more overseas economies; if yes, what are the details; if not, what are the reasons; and
- (d) of the amount of funding the Government will earmark for stepping up the publicity and promotion of WHS in 2018-19?

Asked by: Hon KWOK Wai-keung (Member Question No. 42)

Reply:

The information sought is provided as follows:

- (a) Based on the information provided by the governments of WHS partner economies, a breakdown of the number of Hong Kong youths who were granted working holiday visas from 2013 to 2017 by economy is set out at Annex 1. The governments of partner economies did not provide the number of youths who were granted a working holiday visa more than once.

- (b) Based on the information provided by the Immigration Department, a breakdown of the number of youths from partner economies who were granted working holiday visas from 2013 to 2017 by economy is set out at Annex 2.
- (c) Since 2001, the HKSAR Government has established bilateral WHS arrangements with the governments of 13 economies, namely New Zealand, Australia, Ireland, Germany, Japan, Canada, Korea, France, the United Kingdom, Austria, Hungary, Sweden and the Netherlands. The Labour Department (LD) will continue to pursue new WHS arrangements with potential economies and seek to expand the quota of existing WHS arrangements.
- (d) LD has earmarked \$870,000 as expenditure for WHS publicity activities in 2018-19.

Number of working holiday visas granted to
Hong Kong youths from 2013 to 2017

Partner economy	No. of visas granted to Hong Kong youths				
	2013	2014	2015	2016	2017
New Zealand	401 ¹	403 ¹	401 ¹	400 ¹	400 ²
Australia	12 625	10 511	8 503	5 269	3 215
Ireland	100	100	54	75	65
Germany	150 ³	260 ³	164 ³	307 ³	83 ⁴
Japan	259	256	253	618	736
Canada	200	300	163	297	215
Korea	169	274	282	260	234
France	67 ⁴	65	54	59	42
United Kingdom	— ⁵	1 054	1 236	1 153	1 212
Austria	— ⁵	— ⁵	24 ⁶	11	5
Hungary	— ⁵	— ⁵	— ⁵	— ⁵	— ⁵
Sweden	— ⁵	— ⁵	— ⁵	— ⁵	— ⁵
Netherlands	— ⁵	— ⁵	— ⁵	— ⁵	— ⁵

- Notes :
- 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 Scheme not yet in operation
 - ⁶ Statistics from March to December of the year

Number of working holiday visas for Hong Kong granted to
youths from partner economies from 2013 to 2017

Partner economy	No. of visas granted to youths from partner economies				
	2013	2014	2015	2016	2017
New Zealand	58	57	59	50	43
Australia	124	172	119	139	114
Ireland	29	21	16	23	23
Germany	39	48	83	69	67
Japan	67	91	82	80	112
Canada	55	65	98	77	80
Korea	200	510	500	758	559
France	99 ¹	214	400	500	459
United Kingdom	— ²	270	284	330	344
Austria	— ²	— ²	15 ³	7	11
Hungary	— ²	— ²	— ²	— ²	— ²
Sweden	— ²	— ²	— ²	— ²	— ²
Netherlands	— ²	— ²	— ²	— ²	— ²

Notes : ¹ Statistics from July to December of the year
² Scheme not yet in operation
³ Statistics from March to December of the year

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)033

(Question Serial No. 0814)

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) the numbers of occupational accidents and work injuries involving musculoskeletal disorders in the past 5 years by industry and occupation;
- (b) whether the Government has formulated any specific measures for 2018-19 to prevent employees from suffering from musculoskeletal disorders caused by work; if yes, what are the details and expenditure involved; if not, what are the reasons; and
- (c) whether the Government has any plans to incorporate musculoskeletal disorders into the scope of work injuries under the Employees' Compensation Ordinance (ECO) to enhance the protection of employees' rights; if yes, what are the details and timetable; if not, what are the reasons?

Asked by: Hon KWOK Wai-keung (Member Question No. 45)

Reply:

The information sought is provided as follows:

- (a) The Labour Department (LD) does not keep the number of cases concerned.
- (b) LD has always been greatly concerned about employees suffering from musculoskeletal disorders caused by work, and often organises a series of promotional programmes to enhance employees' understanding of occupational health. The programmes include promoting the prevention of musculoskeletal diseases among office workers and persons employed in the retail and catering industries. In 2018-19, LD will continue to distribute two sets of DVD and pamphlets about stretching exercises and aerobic exercises to encourage employees to exercise more during rest breaks and leisure time to prevent musculoskeletal diseases.

LD also collaborates with the Occupational Safety and Health Council and the workers' unions concerned in delivering the message of prevention of work-related disorders to working persons through various activities, which include broadcasting promotional videos on mobile advertising media, distributing educational pamphlets and promotional souvenirs, and introducing measures to prevent work-related disorders and suitable stretching exercises in occupational health talks. LD has also been concerned about the risks of musculoskeletal disorders caused by prolonged standing at work, and enhances the relevant occupational safety and health (OSH) awareness among employers and employees through various means (including promotional visits, routine inspections, etc.).

Moreover, to further safeguard employees against the health risks of standing at work, LD will produce a set of new guidelines in 2018-19. In addition to setting out the possible health hazards which may be caused by the standing work of employees and the preventive measures, the guidelines will also emphasise that employers must, so far as reasonably practicable, provide suitable work chairs or chairs for occasional resting at the working locations to the employees who stand at work.

Since the above work is an integral part of LD's promotional work on OSH, the expenditure involved cannot be separately identified.

- (c) Currently, ECO has prescribed 6 musculoskeletal diseases¹ as occupational diseases because epidemiological evidence indicates that these diseases are strongly associated with certain occupations. General musculoskeletal disorders which can be caused by various factors and are not limited to employees of specific sectors do not fall under the definition of occupational diseases. However, if employees suffer from diseases or injuries caused by accidents arising out of and in the course of employment, and such diseases or injuries have caused temporary and/or permanent loss of earning capacity, the employees may claim compensation in accordance with ECO.

LD will continue to monitor local and international studies relating to occupational diseases, international standards relating to occupational diseases and the actual situation in Hong Kong, and consider amending the relevant compensation legislation when there is sufficient medical evidence indicating a causal relationship between some diseases and certain occupations.

Note:

¹ The 6 musculoskeletal diseases prescribed as occupational diseases under ECO include: cramp of the hand or forearm, subcutaneous cellulitis of the hand (beat hand), bursitis or subcutaneous cellulitis arising at or about the elbow (beat elbow), traumatic inflammation of the tendons of the hand or forearm (including elbow), carpal tunnel syndrome, and bursitis or subcutaneous cellulitis arising at or about the knee (beat knee).

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)034

(Question Serial No. 2628)

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 numbers of complaints and reported cases relating to age discrimination in employment received by the Labour Department (LD) in the past 5 years? How many of them were found substantiated? Does the Government have any plan to allocate additional funding in 2018-19 to conduct a full review on the prevailing policy on age discrimination in employment? If yes, what are the details and estimated expenditure? If not, what are the reasons?

Asked by: Hon KWOK Wai-keung (Member Question No. 47)

Reply:

From 2013 to 2017, LD received a total of 69 complaints concerning age discrimination in employment. No evidence of age discrimination was found in 30 of the cases. As for the remaining cases, employers who admitted to having asked about the age of the job seekers were reminded by LD that during the selection process, they should only consider the job seekers' capability to meet the job requirements.

In 2018-19, LD has earmarked \$550,000 as expenditure for education and publicity so as to continue to promote various sectors' awareness of the elimination of age discrimination in employment.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)035

(Question Serial No. 1711)

Head: (90) Labour Department

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

Programme: Not Specified

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 number of applications received, as well as the number of successful applications and the amount of subsidy granted in 2017 (with breakdowns by applicants' gender, age, household size, industry, occupation, employment earnings, working hours and residential district).

Asked by: Hon KWONG Chun-yu (Member Question No. 66)

Reply:

In 2017, the WITS Scheme received 62 180 applications involving a gross applicant count of 63 462. In the same year, 59 158 applications with a gross applicant count of 60 067 were granted the subsidy totalling \$269.9 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 2017
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	22 135	20 914
Female	41 316	39 153
Information not provided by applicant	11	-
Total	63 462	60 067

Breakdown by age

Age	No. of applicants received (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
15 - below 20	475	432
20 - below 30	8 499	7 835
30 - below 40	7 531	7 034
40 - below 50	13 773	13 060
50 - below 60	19 371	18 594
60 or above	13 788	13 112
Information not provided by applicant	25	-
Total	63 462	60 067

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*	50 969	48 147
2 persons	6 691	6 352
3 persons	3 512	3 374
4 persons	1 712	1 638
5 persons	410	389
6 persons or above	168	167
Total	63 462	60 067

* 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	2 668	2 545
Construction	1 256	1 156
Import/export, wholesale and retail trades	7 413	7 043
Accommodation and food services	8 249	7 774
Transportation, storage, postal and courier services, information and communications	4 619	4 426
Financing, insurance, real estate, professional and business services	28 898	27 351
Public administration, social and personal services	9 490	9 176
Others	582	596
Information not provided by applicant	287	-
Total	63 462	60 067

Breakdown by occupation

Occupation	No. of applicants received (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
Elementary occupations	32 655	31 187
Service and sales workers	13 864	13 040
Clerical support workers	9 162	8 716
Associate professionals	2 105	1 994
Craft and related workers	1 966	1 923
Plant and machine operators and assemblers	992	960
Professionals	727	649
Others	1 696	1 598
Information not provided by applicant	295	-
Total	63 462	60 067

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	12 367	11 683
Above \$6,000 - \$7,000	5 992	5 909
Above \$7,000 - \$8,000	10 524	10 551
Above \$8,000 - \$9,000	14 781	14 381
Above \$9,000 - \$10,000	9 058	8 460
Above \$10,000	10 220	9 083
Information not provided by applicant	520	-
Total	63 462	60 067

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	98	-
36 hours - less than 72 hours	1 853	2 421
72 hours or more	60 768	57 646
Information not provided by applicant	743	-
Total	63 462	60 067

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	459	415
Eastern	2 095	1 980
Southern	1 052	985
Wan Chai	200	184
Kowloon City	2 757	2 608
Kwun Tong	8 853	8 448
Sham Shui Po	4 651	4 475
Wong Tai Sin	4 683	4 416
Yau Tsim Mong	1 284	1 190
Islands	1 122	1 038
Kwai Tsing	6 598	6 316
North	3 044	2 826
Sai Kung	2 452	2 297
Sha Tin	4 756	4 514
Tai Po	1 749	1 644
Tsuen Wan	1 618	1 552
Tuen Mun	7 316	6 926
Yuen Long	8 475	7 994
Outside Hong Kong	291	259
Information not provided by applicant	7	-
Total	63 462	60 067

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)036

(Question Serial No. 0885)

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 which 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 on the premise that the employment of local workers will not be affected? If yes, what are the details and financial commitment involved? If not, what are the reasons?
- (c) As reflected by the industries, some sectors, such as healthcare and construction, are facing serious labour shortage. Has the Government considered addressing the needs of these sectors by 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. 28)

Reply:

The information sought is provided as follows:

- (a) In 2017, employers applied to import 4 390 workers under SLS. The number of imported workers approved was 2 765. A breakdown of the numbers of imported workers applied for and approved by industry is at Annex.
- (b) and (c) Employers facing genuine difficulties in local recruitment can apply for importation of skilled workers 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 importation of care workers for their non-bought places. As for the construction industry, the Government has been collaborating with the Construction Industry Council and stakeholders in the construction industry to implement multi-pronged measures to enhance training for skilled workers and attract more new recruits, in order to cope with its manpower demand. If there are works projects with genuine shortage of skilled workers, employers may apply for importation of skilled workers on a temporary, time-limited and targeted basis.

Relevant government bureaux and departments will closely monitor the manpower demand and supply of different sectors. On the premise of safeguarding the employment priority of local workers, the Government will explore with stakeholders the possibility of increasing imported labour on an appropriate and limited scale. For example, as proposed in “The Chief Executive’s 2017 Policy Address”, consideration may be given to allowing subsidised elderly service and rehabilitation service units more flexibility in importing carers.

**Number of imported workers applied for and approved
under SLS in 2017:
a breakdown by industry**

Industry	No. of imported workers applied for*	No. of imported workers approved*
1. Agriculture and Fishing	791	653
2. Manufacturing	201	147
3. Construction	751	77
4. Wholesale, Retail and Import/Export Trades, Restaurants and Hotels	503	210
5. Transport, Storage and Communications	58	18
6. Financing, Insurance, Real Estate and Business Services	80	11
7. Community, Social and Personal Services	2 006	1 649
Total	4 390	2 765

* The vetting process of applications received towards year-end may be completed 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)037

(Question Serial No. 3218)

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 has stated that the bilateral Working Holiday Scheme (WHS) will be extended to cover more Belt and Road (B&R) countries. What is the progress so far? What is the number of youths going to B&R countries under WHS?

Asked by: Hon LAU Ip-keung, Kenneth (Member Question No. 11)

Reply:

Since 2001, the HKSAR Government has established bilateral WHS arrangements with the governments of 13 economies, namely New Zealand, Australia, Ireland, Germany, Japan, Canada, Korea, France, the United Kingdom, Austria, Hungary, Sweden and the Netherlands. Among them, the WHS with Hungary, a B&R country, is expected to commence operation within 2018.

The Labour Department will continue to pursue new WHS arrangements with potential economies and seek to expand the quota of existing WHS arrangements.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)038****(Question Serial No. 1479)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (2) Employment ServicesControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

The Work Incentive Transport Subsidy (WITS) Scheme seeks to help relieve the burden of work-related travelling expenses on low-income earners. Please provide the numbers of applications received and approved and the amount of subsidy granted under the WITS Scheme in the past 2 years, with a breakdown by applicants' residential district.

Asked by: Hon LEUNG Che-cheung (Member Question No. 49)Reply:

In 2016 and 2017, the WITS Scheme received 128 198 applications. Over the same period, 118 956 applications were granted the subsidy totalling \$532.3 million. A breakdown of the number of applications received and number of applications granted the subsidy by applicants' residential district is provided below:

District Council district	No. of applications received	No. of applications granted the subsidy
Central & Western	937	842
Eastern	4 310	3 952
Southern	2 176	1 996
Wan Chai	414	368
Kowloon City	5 851	5 454
Kwun Tong	17 144	16 280
Sham Shui Po	9 598	8 956
Wong Tai Sin	9 496	8 822
Yau Tsim Mong	2 680	2 300
Islands	2 329	2 151
Kwai Tsing	13 567	12 722
North	6 402	5 754
Sai Kung	4 976	4 558
Sha Tin	9 488	8 804

District Council district	No. of applications received	No. of applications granted the subsidy
Tai Po	3 487	3 211
Tsuen Wan	3 272	2 878
Tuen Mun	14 754	13 701
Yuen Long	16 691	15 678
Outside Hong Kong	614	529
Information not provided by applicant	12	-
Total	128 198	118 956

The Labour Department does not keep a breakdown of the amount of subsidy granted by applicants' residential district.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)039****(Question Serial No. 1987)**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 work injury compensation system, will the Government advise this Committee of the following:

- (a) What were the yearly numbers of employees' compensation claims reported under the Employees' Compensation Ordinance (ECO) and received by the Labour Department (LD) from 2015 to 2017, with a breakdown by industry? What were the number of cases which were settled and the amount of compensation involved as at the end of 2017?
- (b) In connection with the above, what was the number of cases which were not settled in the same respective year as at the end of 2017? Among such cases, what were the numbers of injury cases with disputable issues raised by (i) the employer, (ii) the employee and/or (iii) other relevant stakeholders, which required further follow-up by LD?

Asked by: Hon LEUNG Yiu-chung (Member Question No: 3)Reply:

The information sought is provided as follows:

- (a) From 2015 to 2017, the number of employees' compensation claims reported under ECO and received by LD in each year is provided below:

Duration of incapacitation of employees	2015	2016	2017
Not more than 3 days	14 994	15 134	14 645
More than 3 days*	36 923	36 420	36 463
Total	51 917	51 554	51 108

* Figures include fatal cases.

If the employees sustain work injuries which result in incapacitation for not more than 3 days and no permanent incapacity is involved, the employers should make direct payment of compensation to the employees in accordance with ECO. LD does not keep a breakdown by industry of the above compensation claims involving incapacitation of employees for not more than 3 days. As for compensation claims involving incapacitation of employees for more than 3 days, a breakdown by industry is provided below:

Industry	2015	2016	2017
Public Administration, Social and Personal Services	7 394	7 641	7 376
Finance and Insurance, Real Estate, Professional and Business Services	6 892	7 100	7 205
Food and Beverage Services	5 944	5 540	5 621
Import/Export, Wholesale and Retail Trades, Accommodation Services	5 315	5 206	5 013
Transportation, Storage, Postal and Courier Services, Information and Communications	4 154	4 103	4 213
Construction	3 955	3 847	4 143
Manufacturing	2 313	2 034	1 950
Others	956	949	942
Total	36 923	36 420	36 463

Of the above compensation claims involving incapacitation of employees for more than 3 days as a result of work injuries reported under ECO and received by LD from 2015 to 2017, the number of claims settled as at the end of 2017 and the total amount of compensation involved are provided below:

Year in which compensation claims were reported under ECO and received by LD	2015	2016	2017
No. of claims settled as at the end of 2017	35 717	32 987	21 066
Total amount of compensation involved (\$million)	1,219.9	909.7	250.8

- (b) Of the compensation claims involving incapacitation of employees for more than 3 days as a result of work injuries reported under ECO and received by LD in each year from 2015 to 2017, the number of claims which were not settled in the same respective year is provided below:

	2015	2016	2017
No. of claims not settled in the same respective year	14 385	14 264	15 397

The above claims were not settled in the same respective year owing to various reasons, such as awaiting expiry of employees' sick leave, employees awaiting assessment of permanent incapacity or adjudication by the court, etc. LD does not keep a breakdown of these claims by reason for not being settled in the same respective year.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)040

(Question Serial No. 1988)

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:

According to the Legislative Council Paper No. CB(2)1015/16-17(03), the Labour Department (LD) has implemented on a pilot basis enhanced support services for non-fatal work injury cases in dispute in some of the branch offices of the Employees' Compensation Division (ECD) since May 2016. Through dedicated follow-up, early intervention, proactive contact and arrangement of face-to-face meetings, the enhanced support services facilitate timely resolution of differences between employers and employees. In this connection, would the Government advise this Committee of the following:

- (a) the branch offices of ECD of LD which have implemented the enhanced support services; the number of staff required for providing the services, their ranks and specific details of work;
- (b) the number of cases which LD has initiated follow-up as at the end of 2017 (please provide a breakdown by industry);
- (c) regarding the above question, the respective numbers of resolved and unresolved cases after follow-up by LD; the number of unresolved cases which required legal aid and/or adjudication by court;
- (d) whether LD will conduct a review of the effectiveness of the pilot scheme? If yes, what are the details? Will the Government consider converting it to a regular measure to follow up cases? If not, what are the reasons?

Asked by: Hon LEUNG Yiu-chung (Member Question No. 4)

Reply:

The information sought is provided as follows:

- (a) LD implemented on a pilot basis enhanced support services for non-fatal work injury cases in dispute in some of the branch offices of ECD since May 2016. The measure

was fully extended to all 9 branch offices in March 2017. A breakdown of the existing staff engaged in implementing the measure by rank is provided below:

Rank	Staff establishment
Labour Officer	1
Assistant Labour Officer I	2
Assistant Labour Officer II	2
Assistant Clerical Officer	1
Total	6

The above staff are mainly responsible for supporting and handling work injury cases in dispute. Through dedicated follow-up, early intervention, proactive contact and arrangement of face-to-face meetings, the enhanced support services help facilitate communication between employers and employees, clarification of issues under dispute and timely resolution of differences so as to protect the rights and benefits of employees.

- (b) As at the end of 2017, LD initiated follow-up actions for a total of 2 249 work injury cases in dispute under the enhanced support services. LD does not keep a breakdown of these cases by industry.
- (c) Among the 1 706 cases concluded as at the end of 2017, 1 322 were resolved and 384 were unresolved. Employees in 155 unresolved cases applied for legal aid and/or sought adjudication by court.
- (d) LD has fully extended the enhanced support services for cases in dispute to all branch offices of ECD as an ongoing measure. LD will closely monitor the actual operation and keep in view the effectiveness of the measure from time to time.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)041****(Question Serial No. 2043)**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 and the total number of working days lost in each year;
- (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 reason.

Asked by: Hon LEUNG Yiu-chung (Member Question No. 9)Reply:

The information sought is provided as follows:

- (a) From 2015 to 2017, the number of employees' compensation claims reported under the Employees' Compensation Ordinance (ECO) and received by LD in each year is provided below:

Duration of incapacitation of employees	2015	2016	2017
Not more than 3 days	14 994	15 134	14 645
More than 3 days*	36 923	36 420	36 463
Total	51 917	51 554	51 108

* Figures include fatal cases.

- (b) Of the compensation claims involving incapacitation of employees for more than 3 days as a result of work injuries reported under ECO and received by LD in each year from 2015 to 2017, the number of claims settled in the same respective year, the total amount of compensation involved and the total number of working days lost are provided below:

	2015	2016	2017
No. of claims settled in the same respective year	22 538	22 156	21 066
Total amount of compensation involved (\$million)	270.5	272.5	250.8
Total No. of working days lost*	408 292	407 679	375 027

* The number of working days lost includes both the number of sick leave days granted and taken and the period of absence from duty certified to be necessary by the Employees' Compensation Assessment Board under ECO.

- (c) Of the compensation claims involving incapacitation of employees for more than 3 days as a result of work injuries reported under ECO and received by LD in each year from 2015 to 2017, the number of claims which were not settled in the same respective year is provided below:

	2015	2016	2017
No. of claims not settled in the same respective year	14 385	14 264	15 397

The above claims were not settled in the same respective year owing to various reasons, such as awaiting expiry of employees' sick leave, employees awaiting assessment of permanent incapacity or adjudication by the court, etc. LD does not keep a breakdown of these claims by reason for not being settled in the same respective year.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)042****(Question Serial No. 2044)**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:

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. 10)Reply:

The establishment and ranks of staff and the expenditure of ECD of LD from 2013-14 to 2017-18 are provided below:

Staff establishment and ranks	2013-14*	2014-15*	2015-16*	2016-17*	2017-18*
Labour Officer Grade staff	41	45	45	47	48
Clerical Grade staff	91	92	92	91	93
Total	132	137	137	138	141

* As at the last month of the respective year

Year	Expenditure (\$million)
2013-14	54.1
2014-15	58.1
2015-16	60.5
2016-17	64.7
2017-18 (Revised Estimate)	70.3

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)043****(Question Serial No. 2045)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (1) Labour Relations (3) Safety and Health at Work
(4) Employees' Rights and BenefitsControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

In the past 5 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 in each year?

Asked by: Hon LEUNG Yiu-chung (Member Question No. 11)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 relevant 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 2013 to 2017 is as follows:

	2013	2014	2015	2016	2017	Total
No. of notifications made to procuring government departments by LD	12	6	17	20	21	76
No. of notifications made to LD by procuring government departments	4	2	11	2	2	21

From 2013 to 2017, no notification of cases involving breaches of OSHO by contractors of government outsourced cleansing services was made to the relevant government

departments by LD. During the same period, LD did not receive such notifications from government departments either.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)044

(Question Serial No. 2346)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations (3) Safety and Health at Work
(4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

What were the respective numbers of cases involving 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 5 years? What were the follow-up measures taken and the number of relevant cases? What were the number of successful prosecutions and the penalties involved?

Asked by: Hon LEUNG Yiu-chung (Member Question No. 29)

Reply:

From 2013 to 2017, LD received a total of 34 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 76 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)045

(Question Serial No. 2347)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations (3) Safety and Health at Work
(4) Employees' Rights and Benefits

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; and
- (c) the follow-up actions taken by LD in case employers disregard its advice.

Asked by: Hon LEUNG Yiu-chung (Member Question No. 31)

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 and the statistics on employers who subsequently pay the periodical payments and medical expenses.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)046

(Question Serial No. 2348)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations (3) Safety and Health at Work
(4) Employees' Rights and Benefits

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 5 years? What were the follow-up measures taken by the Government and the number of relevant cases? What were the number of successful prosecutions and the penalties involved?

Asked by: Hon LEUNG Yiu-chung (Member Question No. 30)

Reply:

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

From 2013 to 2017, LD conducted 717, 700, 694, 687 and 688 surprise inspections respectively to monitor the compliance with the requirements under EO and the Standard Employment Contract (SEC) by contractors of government outsourced services. LD does not keep a breakdown by contractors of outsourced services of procuring departments. If breaches of the requirements under EO or SEC by service contractors are detected, LD will inform the procuring departments concerned of the relevant information. During the same period, 1 contractor of government outsourced services was convicted of breaching EO and fined \$7,000.

LD does not keep the numbers of inspections and related prosecutions taken out against contractors of government outsourced services in respect of occupational safety performance, and the number of successful prosecutions and the penalties imposed.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)047****(Question Serial No. 2349)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (1) Labour Relations (3) Safety and Health at Work
(4) Employees' Rights and BenefitsControlling 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 of the past 5 years?

Asked by: Hon LEUNG Yiu-chung (Member Question No. 32)Reply:

From 2013 to 2017, 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
2013	28	25	1 024	999
2014	19	14	936	895
2015	26	26	868	829
2016	93	61	604	567
2017	41	32	717	697

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)048

(Question Serial No. 2359)

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 the staff and administrative costs since it started receiving applications in October 2011;
- (b) the numbers 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 and half-rate subsidy;
- (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 for the WITS Scheme in 2017-2018;
- (f) the numbers of successful individual and domestic household applicants granted the full-rate and half-rate subsidy under the WITS Scheme in 2017-2018, with breakdowns by applicants' monthly income, gender, age, monthly working hours, occupation, industry and district;
- (g) the number of ethnic minority (EM) applicants under the WITS Scheme in 2017-2018 with breakdowns by individual and domestic household size, the number of successful applications for the subsidy and the reasons for rejection of applications; and

- (h) the 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. 44)

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 2018 is provided below:

Item	Amount (\$million)
Subsidy payment	1,761.2
Staff cost	420.8
Operating expenses	42.7
Accommodation and related expenditure	61.8
Publicity and promotion	11.8
Total	2,298.3

- (b) From July 2013 to February 2018, the WITS Scheme received 345 295 applications involving a gross individual applicant count of 228 999 and a gross household applicant count of 127 339, with the total gross applicant count of 356 338. Breakdowns of the numbers 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 2018 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*	205 763
2 persons	43 533
3 persons	38 035
4 persons	30 561
5 persons	7 416
6 persons or above	2 610
Total	327 918

* 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	179 889	115 634
Half-rate subsidy	3 435	1 128
Full-rate and half-rate subsidy granted in different months for the same application	22 439	5 393
Total	205 763	122 155

- (d) From July 2013 to February 2018, 2 609 applications, including 1 755 individual-based applications and 854 household-based applications, were rejected for the following reasons:

Reason	No. of applications*	
	Individual applications	Household applications
Asset limit being exceeded	807	363
Insufficient supporting information	583	486
Income limit being exceeded	471	324
Applicant being a full-time student or trainee not in employment	168	56
Travelling expenses not incurred in commuting to and from work	153	76
Applicant working less than 36 hours per month	104	87
Applicant not being lawfully employed and self-employed	49	6
Low-income Working Family Allowance granted	-	2
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 2017-18, 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 2017-18 revised estimate for the WITS Scheme is provided below:

Item	Amount (\$million)
Subsidy payment	261.2
Staff cost	65.3
Operating expenses	7.3
Accommodation and related expenditure	11.1
Publicity and promotion	1.0
Total	345.9

- (f) Breakdowns of the numbers of individual and household applicants granted the full-rate and half-rate subsidy (gross applicant count) in 2017-18 (up to February 2018) 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)&(h) 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. As the application forms do not require applicants to provide information about their ethnicity, LD does not have breakdowns of EM applicants under the WITS Scheme.

Work Incentive Transport Subsidy Scheme

Numbers of individual and household applicants received (gross applicant count)
from July 2013 to February 2018 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*	228 999
2 persons	45 578
3 persons	39 636
4 persons	31 675
5 persons	7 705
6 persons or above	2 745
Total	356 338

* 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	69 671	3 802
Above \$6,000 - \$7,000	43 953	2 229
Above \$7,000 - \$8,000	72 767	5 122
Above \$8,000 - \$9,000	25 860	9 584
Above \$9,000 - \$10,000	13 322	12 955
Above \$10,000	2 440	93 139
Information not provided by applicant	986	508
Total	228 999	127 339

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	71 495	70 474
Female	157 443	56 857
Information not provided by applicant	61	8
Total	228 999	127 339

Breakdown by age

Age	No. of individual applicants received (gross applicant count)	No. of household applicants received (gross applicant count)
15 - below 20	2 937	457
20 - below 30	30 927	11 240
30 - below 40	26 102	27 166
40 - below 50	48 943	46 259
50 - below 60	73 783	30 480
60 or above	46 203	11 714
Information not provided by applicant	104	23
Total	228 999	127 339

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	521	226
36 hours - less than 72 hours	8 550	1 952
72 hours or more	218 172	124 061
Information not provided by applicant	1 756	1 100
Total	228 999	127 339

Breakdown by occupation

Occupation	No. of individual applicants received (gross applicant count)	No. of household applicants received (gross applicant count)
Elementary occupations	123 040	57 172
Service and sales workers	49 320	32 783
Clerical support workers	32 372	15 812
Craft and related workers	7 044	5 863
Associate professionals	5 050	6 854
Plant and machine operators and assemblers	2 727	2 732
Professionals	2 240	1 674
Others	6 574	3 994
Information not provided by applicant	632	455
Total	228 999	127 339

Breakdown by industry

Industry	No. of individual applicants received (gross applicant count)	No. of household applicants received (gross applicant count)
Manufacturing	11 376	6 484
Construction	3 654	6 289
Import/export, wholesale and retail trades	27 032	17 161
Accommodation and food services	30 051	22 826
Transportation, storage, postal and courier services, information and communications	15 289	12 735
Financing, insurance, real estate, professional and business services	103 707	41 443
Public administration, social and personal services	35 023	18 583
Others	2 252	1 376
Information not provided by applicant	615	442
Total	228 999	127 339

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	1 539	1 006
Eastern	7 507	4 648
Southern	3 761	2 398
Wan Chai	751	461
Kowloon City	8 737	6 853
Kwun Tong	29 206	18 715
Sham Shui Po	16 303	11 056
Wong Tai Sin	17 138	8 744
Yau Tsim Mong	4 594	3 253
Islands	4 389	2 789
Kwai Tsing	23 954	13 670
North	11 985	6 361
Sai Kung	9 220	4 385
Sha Tin	15 955	9 128
Tai Po	6 486	3 164
Tsuen Wan	5 869	3 451
Tuen Mun	28 930	11 987
Yuen Long	31 752	14 520
Outside Hong Kong	871	738
Information not provided by applicant	52	12
Total	228 999	127 339

Work Incentive Transport Subsidy Scheme

Numbers of individual and household applicants granted the full-rate and half-rate subsidy (gross applicant count) in 2017-18 (up to February 2018) 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*	37 408	644	4 526
2 persons	5 327	31	191
3 persons	2 751	25	132
4 persons	1 247	12	83
5 persons	315	5	12
6 persons or above	126	2	5
Total	47 174	719	4 949

* 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	5 767	635	3 232	384	74	212
Above \$6,000 - \$7,000	4 307	3	633	153	-	27
Above \$7,000 - \$8,000	7 965	4	452	227	1	31
Above \$8,000 - \$9,000	12 279	2	188	452	-	26
Above \$9,000 - \$10,000	7 090	-	21	791	-	28
Above \$10,000	-	-	-	7 759	-	99
Total	37 408	644	4 526	9 766	75	423

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	12 275	135	976	4 852	17	119
Female	25 133	509	3 550	4 914	58	304
Total	37 408	644	4 526	9 766	75	423

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	285	2	60	13	1	1
20 - below 30	5 044	60	842	834	6	53
30 - below 40	3 426	78	835	1 732	9	94
40 - below 50	6 881	168	1 053	3 113	19	136
50 - below 60	12 102	211	1 111	2 657	24	88
60 or above	9 670	125	625	1 417	16	51
Total	37 408	644	4 526	9 766	75	423

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	-	644	683	-	75	60
72 hours or more	37 408	-	3 843	9 766	-	363
Total	37 408	644	4 526	9 766	75	423

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	20 931	348	1 709	4 231	42	150
Service and sales workers	7 060	157	1 719	2 440	15	148
Clerical support workers	5 567	59	615	1 412	7	57
Craft and related workers	1 187	5	143	343	2	21
Associate professionals	859	26	135	667	6	22
Plant and machine operators and assemblers	587	2	35	200	-	2
Professionals	358	7	41	165	2	11
Others	859	40	129	308	1	12
Total	37 408	644	4 526	9 766	75	423

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	1 656	9	167	402	-	16
Construction	537	8	46	361	3	23
Import/export, wholesale and retail trades	4 180	46	675	1 193	5	58
Accommodation and food services	4 066	108	1 059	1 566	11	104
Transportation, storage, postal and courier services, information and communications	2 718	37	254	915	6	18
Financing, insurance, real estate, professional and business services	18 947	216	1 384	3 619	25	142
Public administration, social and personal services	4 989	212	914	1 613	24	62
Others	315	8	27	97	1	-
Total	37 408	644	4 526	9 766	75	423

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	246	6	29	88	-	4
Eastern	1 178	25	183	355	2	8
Southern	600	12	88	188	3	6
Wan Chai	110	-	16	25	2	1
Kowloon City	1 492	25	187	558	5	32
Kwun Tong	5 015	109	642	1 529	7	76
Sham Shui Po	2 664	59	312	859	6	34
Wong Tai Sin	2 876	67	324	647	5	30
Yau Tsim Mong	711	14	75	231	3	11
Islands	660	12	79	176	1	12
Kwai Tsing	3 973	67	442	978	5	36
North	1 868	18	211	431	5	20
Sai Kung	1 497	19	195	323	4	17
Sha Tin	2 727	60	361	835	11	29
Tai Po	1 025	15	125	243	5	9
Tsuen Wan	988	10	113	209	2	12
Tuen Mun	4 507	51	535	961	5	47
Yuen Long	5 139	75	596	1 050	4	38
Outside Hong Kong	132	-	13	80	-	1
Total	37 408	644	4 526	9 766	75	423

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

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)049****(Question Serial No. 2893)**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 cases of work injuries which resulted in incapacitation for more than 3 days and required assessments after sick leave clearance in each of the past 5 years, what was the average waiting time for assessments by the Administration and Assessment Section after sick leave clearance (please provide a breakdown by specialty)?

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

If employees sustain work injuries which result in incapacitation for more than 3 days and will likely result in permanent total or partial incapacity, the Labour Department will arrange them to attend an assessment conducted by the Employees' Compensation Assessment Board (ECAB) after they have recovered or their medical conditions have stabilised. The assessments are conducted by the relevant specialty departments (mainly the Orthopaedics and Accident and Emergency Departments) in 16 hospitals under the Hospital Authority, and the frequency of ECAB meetings convened by the specialty departments of different hospitals varies. From 2013 to 2017, the average waiting time for employees who were arranged to attend assessments after they had recovered or their medical conditions had stabilised is as follows:

Year	Average waiting time (in terms of weeks)*
2013	12
2014	11
2015	11
2016	10
2017	10

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

LD does not keep statistics on the average waiting time for assessments by other specialty departments.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)050****(Question Serial No. 0431)**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 numbers of imported workers applied for and approved under the Supplementary Labour Scheme (SLS) in the construction industry in the past 5 years, with breakdowns by job title and median monthly wage.

Asked by: Hon LUK Chung-hung (Member Question No. 5)Reply:

The numbers of imported workers applied for and approved under SLS in the construction industry from 2013 to 2017 are provided below:

	2013	2014	2015	2016	2017
No. of imported workers applied for	320	2 716	1 250	1 693	751
No. of imported workers approved	566	342	938	1 445	77

Under SLS, imported workers must be remunerated at not less than the median monthly wage of the relevant job title as published by the Census and Statistics Department or the monthly wage of the 26 manpower shortage trades in the construction industry as promulgated by the Construction Industry Council, whichever is higher. Breakdowns of the numbers of imported workers applied for and approved in the construction industry from 2013 to 2017 by job title and median monthly wage are provided at Annex 1 and Annex 2.

**Number of imported workers applied for under SLS in the construction industry
from 2013 to 2017:
breakdowns by job title and median monthly wage**

2013

Job title	No. of imported workers applied for*	Median monthly wage by year-end (\$)
1. Pipelaying Fitter	70	17,000
2. Buddha Statue Craftsman	12	21,190
3. Computerised Jumbo Drill Operator	6	55,000
4. Mechanic - Drill & Blast Equipment	6	35,000
5. Joiner	6	24,740
6. Tunnel Shotcrete Technician	5	30,000
7. Tunnel Boring Machine Operator	4	55,000
8. Plasterer	4	26,160
9. Painter & Decorator	4	20,910
10. Others	203	Not applicable [#]
Total	320	Not applicable[#]

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

Not applicable as many job titles were involved.

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[#]

* The vetting process of applications received towards year-end 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[#]

* The vetting process of applications received towards year-end 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[#]

* The vetting process of applications received towards year-end 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.

2017

Job title	No. of imported workers applied for*	Median monthly wage by year-end (\$)
1. Underwater Geotextile Special Barge Operator	137	24,000
2. Underwater Band Drain Special Barge Operator	114	24,000
3. Sand Pumping Barge Operation Supervisor	100	34,000
4. Deep Cement Mixing Plant Operator	76	22,500
5. Anchor Boat Operator	65	24,000
6. Tungsten Inert Gas Welder	50	47,500
7. Fire Service Mechanical Fitter^	18	23,900^
8. Rock Placing Pelican Barge Operator	15	24,000
9. Dredge Pipe Supervisor - Trailing Suction Hopper Dredger	14	34,000
10. Others	162	Not applicable [#]
Total	751	Not applicable[#]

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

^ A manpower shortage trade of the construction industry and its 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.

**Number of imported workers approved under SLS in the construction industry
from 2013 to 2017:
breakdowns by job title and median monthly wage**

2013

Job title	No. of imported workers approved*	Median monthly wage by year-end (\$)
1. Tunnel Miner	60	27,000
2. Indoor Wooden Cycling Track Specialist Builder	30	24,470
3. Tunnelling Worker	30	18,000
4. Concretor	26	27,310
5. Steel Bender	25	28,000
6. Segment Installer	24	20,630
7. Grouting Man	23	20,500
8. Tunnel Trackman	22	27,000
9. Intervention Worker	20	20,630
10. Others	306	Not applicable [#]
Total	566	Not applicable[#]

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

Not applicable as many job titles were involved.

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#

* The vetting process of applications received towards year-end 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#

* The vetting process of applications received towards year-end 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[#]

* The vetting process of applications received towards year-end 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.

2017

Job title	No. of imported workers approved*	Median monthly wage by year-end (\$)
1. Precast Segment Erection Operator	35	23,320
2. Post-tensioning Equipment Operator	20	28,330
3. Lift Mechanic^	12	22,900^
4. Launching Gantry Operator	6	32,130
5. Asphalt Lab Assistant	2	20,500
6. Painter & Decorator	1	25,630
7. Glass Fibre Reinforced Polymer Professional and Skilful Technician	1	21,500
Total	77	Not applicable[#]

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

^ A manpower shortage trade of the construction industry and its 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.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)051

(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:

Regarding the implementation of the Youth Employment and Training Programme (YETP), would the Government provide the following information:

- (a) the number of trainees enrolled under YETP and the percentage of those who completed the courses in the past 3 years, with breakdowns by age, gender, educational attainment and type of training;
- (b) the number of trainees who received pre-employment training and were placed into on-the-job training vacancies in the past 3 years, with breakdowns by industry, occupational group and wage level;
- (c) the number of training courses run by training bodies and the amount of funding allocated in the past 3 years;
- (d) the number of trainees who were granted on-the-job training allowance, pre-employment training allowance, workplace attachment training allowance, off-the-job vocational training allowance and reimbursement of examination fees in the past 3 years and the amounts involved; and
- (e) whether the Government has formulated any new measures for 2018-19 to enhance recognition for YETP and encourage the participation of more employers and young people; if yes, what are the details and estimated expenditure; if not, what are the reasons?

Asked by: Hon LUK Chung-hung (Member Question No. 44)

Reply:

The information sought is provided as follows:

- (a) Breakdowns of the number of trainees enrolled under YETP in the past 3 programme years (running from September each year to August of the following year) by age, gender and educational attainment are provided below:

	2014/15 Programme year	2015/16 Programme year	2016/17 Programme year
1. No. of trainees enrolled	6 741	6 165	5 720
2. Age			
- 15-below 18	857	872	772
- 18-below 21	2 910	2 655	2 374
- 21-below 25	2 974	2 638	2 574
3. Gender			
- Male	4 091	3 644	3 514
- Female	2 650	2 521	2 206
4. Educational attainment			
- Below Secondary 3	307	247	250
- Secondary 3	620	628	570
- Secondary 4-5	1 682	1 218	923
- Secondary 6-7	2 627	2 716	2 571
- Associate degree	270	216	198
- Diploma	985	881	910
- Others (i.e. secondary school education or equivalent attained in other places)	250	259	298

A breakdown of the number of trainees enrolled in pre-employment training courses in the past 3 programme years by type of training is provided below:

Type of training	No. of trainees enrolled in pre-employment training courses		
	2014/15 Programme year	2015/16 Programme year	2016/17 Programme year
Technical and craftsmanship	1 416	1 384	1 393
Job-search, interpersonal skills, discipline and motivation	821	716	555
Catering	587	416	373
Information technology and design	247	308	243
Hairdressing, beauty culture and fitness	181	245	114
Customer service and salesmanship	125	149	98

Type of training	No. of trainees enrolled in pre-employment training courses		
	2014/15 Programme year	2015/16 Programme year	2016/17 Programme year
Clerical	85	73	42
Tourism and hotel	39	8	34
Others	97	202	244
Total	3 598	3 501	3 096

The Labour Department (LD) does not keep information on the percentage of trainees who completed pre-employment training courses.

- (b) Breakdowns of the number of trainees placed into on-the-job training vacancies in the past 3 programme years by industry, occupational group and wage level are provided below:

By industry

Industry	No. of trainees placed into on-the-job training vacancies		
	2014/15 Programme year	2015/16 Programme year	2016/17 Programme year
Construction	1 089	1 080	1 016
Community, social and personal services	609	580	546
Transport, storage and communications	430	479	308
Wholesale, retail and import/export trades, restaurants and hotels	367	256	240
Government sector	244	216	232
Financing, insurance, real estate and business services	346	303	214
Manufacturing	76	54	46
Others	46	43	31
Total	3 207	3 011	2 633

By occupation

Occupational group	No. of trainees placed into on-the-job training vacancies		
	2014/15 Programme year	2015/16 Programme year	2016/17 Programme year
Craft and related workers	1 545	1 634	1 460
Service workers	461	381	349
Clerical support workers	501	388	329
Associate professionals	304	253	236
Sales workers	282	302	216
Plant and machine operators and assemblers	54	30	24
Elementary occupations	31	1	3

Occupational group	No. of trainees placed into on-the-job training vacancies		
	2014/15 Programme year	2015/16 Programme year	2016/17 Programme year
Others	29	22	16
Total	3 207	3 011	2 633

By wage level

Wage level	No. of trainees placed into on-the-job training vacancies		
	2014/15 Programme year	2015/16 Programme year	2016/17 Programme year
Below \$6,000	11	3	-
\$6,000-below \$7,000	175	81	26
\$7,000-below \$8,000	459	398	119
\$8,000-below \$9,000	1 205	1 087	1 085
\$9,000-below \$10,000	774	708	591
\$10,000 or above	583	734	812
Total	3 207	3 011	2 633

Please refer to (a) above for the number of trainees enrolled in pre-employment training courses and the breakdown by type of training.

- (c) The number of training courses run by training bodies and the amount of funding allocated in the past 3 programme years are provided below:

Item	2014/15 Programme year	2015/16 Programme year	2016/17 Programme year
No. of training courses	204	232	204
Amount of funding allocated	\$10.97 million	\$9.99 million	\$8.75 million

- (d) The amount of on-the-job training allowance granted to employers and the number of placements involved for trainees in the past 3 years are provided below:

Item	2014-15	2015-16	2016-17
On-the-job training allowance	\$47.2 million	\$47.47 million	\$54.23 million
No. of placements	2 594	2 328	2 488

The amounts of pre-employment training allowance, workplace attachment training allowance, off-the-job vocational training allowance and reimbursement of examination fees granted to trainees and the number of trainees involved in the past 3 years are provided below:

Item	2014-15	2015-16	2016-17
Pre-employment training allowance	\$1.5 million	\$1.02 million	\$0.82 million
Workplace attachment training allowance	\$0.36 million	\$0.49 million	\$0.53 million
Off-the-job vocational training allowance and reimbursement of examination fees	\$0.38 million	\$0.3 million	\$0.29 million
No. of trainees	2 383	1 594	1 355

- (e) From September 2017, the allowance for trainees who complete the one-month workplace attachment training has been increased from \$3,000 to \$4,500, while the training allowance for trainees who complete the pre-employment training courses has been increased from \$50 to \$70 per day, so as to encourage young people to participate in workplace attachment training and receive pre-employment training under YETP. Moreover, LD plans to increase the on-the-job training allowance under YETP from September 2018 to encourage employers to hire and offer on-the-job training to young people. For each young person placed into an on-the-job training vacancy, the training allowance granted to an employer will be increased from the current maximum amount of \$3,000 per month to \$4,000 per month.

LD will also step up promotional and publicity efforts in various aspects to enhance recognition for YETP, such as launching a Facebook fan page named “人人有本事” and a YETP YouTube platform, using the social media to communicate with young people, broadcasting television and radio Announcements in the Public Interest, and organising large-scale job fairs for young people, etc. to encourage young people to join YETP.

The estimated expenditure on YETP in 2018-19 is \$132.1 million.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)052

(Question Serial No. 1040)

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 situation of the retail industry, would the Government provide the following information:

- (a) the number of vacancies in the retail industry in the past 3 years (with a breakdown by type of post);
- (b) the number of employed persons in the retail industry in the past 3 years (with breakdowns by gender, age group, type of post and mode of employment);
- (c) the number of underemployed persons and the underemployment rate in the retail industry in the past 3 years (with breakdowns by gender, age group, type of post and mode of employment);
- (d) the number of unemployed persons and the unemployment rate in the retail industry in the past 3 years (with breakdowns by gender, age group and type of post);
- (e) the wage index, median monthly wage and its year-on-year rate of change in the retail industry in the past 3 years (with a breakdown by type of post);
- (f) whether the Government has formulated any targeted measures for 2018-2019 to encourage and motivate more local workers to join the retail industry; if yes, what are the details and expenditure involved; if not, what are the reasons?

Asked by: Hon LUK Chung-hung (Member Question No. 50)

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 breakdown by type of post.
- (f) In 2018-19, the Government will continue to support the implementation of the Earn & Learn Pilot Scheme for the Retail Industry by the Vocational Training Council in collaboration with the Hong Kong Retail Management Association and will continue to take forward the promotion campaign for the retail industry in partnership with the trade.

The Government has also assisted the retail industry in setting up an Industry Training Advisory Committee (ITAC) under the Qualifications Framework. In addition to drawing up Specification of Competency Standards for the industry, ITAC also implements the Recognition of Prior Learning mechanism for the industry and maps out clear progression pathways to encourage practitioners to enhance their competitiveness through continuing education. At the same time, ITAC strives to attract new blood and nurture the next generation of practitioners by providing senior secondary students, teachers, etc. with the latest information about the industry through various channels.

The Labour Department will continue to provide dedicated recruitment services for the retail industry through the Recruitment Centre for the Retail Industry (RCRI). RCRI displays a large variety of vacancies to enable efficient dissemination of vacancy information to job seekers interested in seeking retail jobs. It helps speed up the recruitment process by providing a free venue where employers can readily stage recruitment activities and job seekers can attend on-the-spot job interviews. RCRI is co-located with the Recruitment Centre for the Catering Industry and the 2 Centres share the same pool of financial and manpower resources. In 2018-19, the estimated expenditure for operating the 2 Centres (excluding staff cost) is \$580,000.

Number of vacancies in the retail industry[^] in 2015, 2016 and 2017

Year	Average no. of vacancies[@]
2015 [#]	8 323
2016 [#]	7 601
2017 [*]	7 583

Notes: (^) Vacancy figures of the retail industry do not include those in respect of hawkers and retail pitches (other than market stalls).

(@) 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.

(#) The figures refer to the average of the 4 quarters of the year.

(*) The figure refers to the average of the first 3 quarters of the year.

Source: Quarterly Survey of Employment and Vacancies, 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 retail industry in 2015, 2016 and Q1-Q4 2017

2015

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	131 500	121 100	10 400	1 500	1.1
Female	208 800	175 300	33 500	2 400	1.1
Age group					
15-below 25	45 700	32 700	13 000	1 700	3.4
25-below 30	46 200	43 900	2 400	300	0.5
30-below 40	83 900	78 300	5 700	300	0.4
40-below 50	73 600	65 300	8 400	700	0.9
50-below 60	68 100	58 400	9 700	800	1.1
60 or above	22 600	17 800	4 700	*	*
Overall	340 200	296 400	43 800	3 900	1.1

2016

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	128 600	117 000	11 600	1 400	1.0
Female	204 600	170 600	34 000	2 700	1.2
Age group					
15-below 25	43 500	28 800	14 800	1 400	2.8
25-below 30	41 600	38 600	3 100	900	1.9
30-below 40	82 900	76 800	6 100	300	0.4
40-below 50	74 700	66 700	8 000	600	0.8
50-below 60	66 300	57 700	8 700	800	1.2
60 or above	24 100	19 100	5 000	*	*
Overall	333 200	287 600	45 600	4 000	1.1

2017 Q1

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	136 000	124 600	11 400	2 000	1.4
Female	206 900	173 200	33 700	2 000	0.9
Age group					
15-below 25	38 200	25 300	12 900	1 000	2.5
25-below 30	48 600	44 400	4 100	800	1.5
30-below 40	84 500	78 900	5 600	500	0.6
40-below 50	73 500	64 500	9 000	900	1.1
50-below 60	68 000	60 300	7 700	700	0.9
60 or above	30 100	24 300	5 800	*	*
Overall	342 900	297 700	45 200	4 000	1.1

2017 Q2

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	128 200	118 600	9 600	1 500	1.1
Female	211 900	178 700	33 200	1 600	0.7
Age group					
15-below 25	40 600	26 200	14 400	1 600	3.5
25-below 30	44 700	42 700	2 000	500	1.1
30-below 40	79 600	75 100	4 500	*	*
40-below 50	76 400	68 900	7 500	*	*
50-below 60	71 300	63 100	8 200	*	*
60 or above	27 400	21 300	6 100	*	*
Overall	340 100	297 300	42 800	3 200	0.9

2017 Q3

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	131 300	118 600	12 700	1 300	1.0
Female	207 700	173 600	34 200	1 600	0.7
Age group					
15-below 25	46 400	29 500	16 800	1 800	3.6
25-below 30	41 800	40 500	1 300	*	*
30-below 40	82 900	77 200	5 600	*	*
40-below 50	70 700	63 000	7 700	*	*
50-below 60	69 200	60 900	8 200	*	*
60 or above	28 100	21 000	7 100	*	*
Overall	339 000	292 200	46 900	2 900	0.8

2017 Q4

	Employed persons			Underemployed persons [^]	Underemployment rate (%)
	Total	Full-timer [#]	Part-timer [@]		
Gender					
Male	131 500	120 400	11 200	1 900	1.4
Female	206 600	172 700	33 900	1 200	0.6
Age group					
15-below 25	36 600	23 200	13 400	1 300	3.1
25-below 30	43 400	40 900	2 400	*	*
30-below 40	88 200	83 100	5 100	*	*
40-below 50	73 700	64 800	8 900	*	*
50-below 60	68 000	59 000	8 900	800	1.2
60 or above	28 400	22 000	6 400	*	*
Overall	338 100	293 100	45 000	3 200	0.9

Notes: Figures for 2017 as a whole are not yet available.

Employed persons include underemployed persons.

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, including those who are underemployed.
- (^) 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.
- (*) Figures are not released due to large sampling errors.

Source: General Household Survey, Census and Statistics Department

**Number of unemployed persons and the unemployment rate
by gender and age group in the retail industry
in 2015, 2016 and Q1-Q4 2017**

2015

	No. of unemployed persons [^]	Unemployment rate [#] (%)
Gender		
Male	5 400	4.0
Female	11 100	5.1
Age group		
15-below 25	4 800	9.5
25-below 30	2 200	4.6
30-below 40	2 900	3.3
40-below 50	3 800	4.9
50-below 60	2 500	3.6
60 or above	400	1.5
Overall	16 600	4.6

2016

	No. of unemployed persons [^]	Unemployment rate [#] (%)
Gender		
Male	7 900	5.8
Female	11 400	5.3
Age group		
15-below 25	5 100	10.5
25-below 30	3 000	6.8
30-below 40	4 100	4.7
40-below 50	3 600	4.6
50-below 60	2 900	4.2
60 or above	500	2.0
Overall	19 200	5.5

2017 Q1

	No. of unemployed persons [^]	Unemployment rate [#] (%)
Gender		
Male	6 600	4.6
Female	11 500	5.3
Age group		
15-below 25	3 600	8.7
25-below 30	3 200	6.2
30-below 40	4 200	4.7
40-below 50	3 400	4.4
50-below 60	3 300	4.6
60 or above	*	*
Overall	18 100	5.0

2017 Q2

	No. of unemployed persons [^]	Unemployment rate [#] (%)
Gender		
Male	5 600	4.2
Female	11 700	5.2
Age group		
15-below 25	4 100	9.1
25-below 30	2 600	5.5
30-below 40	4 000	4.8
40-below 50	3 000	3.8
50-below 60	2 700	3.7
60 or above	800	2.9
Overall	17 200	4.8

2017 Q3

	No. of unemployed persons[^]	Unemployment rate[#] (%)
Gender		
Male	5 700	4.2
Female	9 200	4.3
Age group		
15-below 25	2 700	5.5
25-below 30	3 500	7.7
30-below 40	3 500	4.0
40-below 50	2 800	3.8
50-below 60	1 800	2.5
60 or above	800	2.7
Overall	15 000	4.2

2017 Q4

	No. of unemployed persons[^]	Unemployment rate[#] (%)
Gender		
Male	5 700	4.2
Female	8 500	3.9
Age group		
15-below 25	3 600	9.0
25-below 30	2 500	5.4
30-below 40	3 300	3.6
40-below 50	2 400	3.2
50-below 60	2 000	2.8
60 or above	*	*
Overall	14 200	4.0

Notes: Figures for 2017 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.

(*) Figures are not released due to large sampling errors.

Source: General Household Survey, Census and Statistics Department

**Index of payroll per person engaged, median monthly wage and
its year-on-year rate of change
in the retail industry in 2015, 2016 and 2017**

Year	Median monthly wage* (year-on-year rate of change@)	Nominal index~ of payroll per person engaged (year-on-year rate of change@)
2015	\$12,000 (+4.3%)	151.2 (+3.5%)
2016	\$12,400 (+3.3%)	154.8 (+2.4%)
2017	\$13,000 (+4.8%)	159.8 (+3.3%)

- Notes: (*) Figures refer to May-June of the reference year. 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.
- (~) Payroll includes basic wage, commission and tips not of gratuitous nature, guaranteed bonuses and allowances, as well as other non-guaranteed payments to workers such as discretionary bonuses, overtime allowances and backpay.
- (@) Year-on-year rate of change is computed using unrounded figures.

Sources: Annual Earnings and Hours Survey and Labour Earnings Survey, Census and Statistics Department

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)053

(Question Serial No. 1041)

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:

In Matters Requiring Special Attention in 2018-19, the Government mentions that it will pursue a proposal to abolish the “offsetting” of severance payment (SP) and long service payment (LSP) with employers’ mandatory contributions under the Mandatory Provident Fund (MPF) System. In this connection, would the Government provide the following information:

- (a) When will the Government announce a specific proposal to abolish the MPF “offsetting” arrangement for introduction into the Legislative Council?
- (b) Does the Government plan to consult workers’ unions on the proposal? If yes, what are the details and estimated timetable? If not, what are the reasons?
- (c) The Government states that \$15 billion will be set aside for the measures. What criteria were used in determining the amount?

Asked by: Hon LUK Chung-hung (Member Question No. 59)

Reply:

The information sought is provided as follows:

- (a)&(b) Having regard to the views of the business and labour sectors, the Government has put forth a preliminary idea on abolishing the arrangement of “offsetting” SP and LSP with employers’ mandatory contributions under the MPF System. Based on this preliminary idea, the Government is exchanging views with major stakeholders including the business and labour sectors.
- (c) The Government has set aside \$15 billion in the 2018-19 Budget for implementing the relevant measures to effect the abolition of the “offsetting” arrangement. This is a rough estimate made when preparing the Budget.

Subject to the details of the finalised proposal, the Government will provide the necessary financial support.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)054****(Question Serial No. 3180)**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:

- (a) of the number of proactive inspections to workplaces conducted to enforce the Minimum Wage Ordinance (MWO) in 2017, with a breakdown by industry;
- (b) of the number of warnings issued or prosecutions taken out against employers for contravening MWO in 2017, with breakdowns by industry and offence; and
- (c) whether the Government has formulated any new measures for 2018-2019 to assist employers and employees in understanding their respective obligations and entitlements under the SMW regime and to 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. 60)Reply:

The information sought is provided as follows:

- (a) In 2017, the Labour Department (LD) conducted 50 366 workplace inspections of various establishments 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
Retail	13 781
Catering	5 484
Security services	2 398
Nursing and elderly care services	1 068

Industry	No. of inspections
Beauty care	711
Cleansing services	630
Hairdressing	321
Courier services	258
Others	25 715
Total	50 366

- (b) In 2017, LD issued 2 warnings to employers suspected to have contravened MWO, and 2 summonses were heard in respect of employers who had breached the SMW requirement. 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
Import and export trade	1	-
Information and communications	1	-
Real estate	-	2
Total	2	2

- (c) In 2018-19, LD will continue to enhance employers' and employees' understanding of their obligations and entitlements under the SMW regime through various channels and organising a variety of activities, including broadcasting television and radio Announcements in the Public Interest, distributing and displaying promotional leaflets and posters, organising talks and roving exhibitions, and advertising on public transport, etc. The estimated expenditure for publicity and promotion of SMW in 2018-19 is \$4.35 million.

Moreover, LD will continue to take rigorous 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)055

(Question Serial No. 0951)

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 local ethnic minorities (EMs), would the Government provide the following information:

- (a) the number of EMs in employment and the employment rate so far (with breakdowns by gender, age group, nationality, educational attainment, residential district, industry, occupation and monthly wage level);
- (b) the number of underemployed EMs and the underemployment rate so far (with breakdowns by gender, age group, nationality, educational attainment, residential district, industry, occupation and monthly wage level);
- (c) the number of unemployed EMs and the unemployment rate so far (with breakdowns by gender, age group, nationality, educational attainment, residential district, industry and occupation); and
- (d) the specific work conducted by the Government to unleash the working potential of EMs in 2017-18 and the expenditure involved?

Asked by: Hon MAK Mei-kuen, Alice (Member Question No. 4)

Reply:

The information sought is provided as follows:

- (a) & (c) According to the 2016 Population By-census conducted by the Census and Statistics Department (C&SD), the statistics of working population, unemployed population and unemployment rate of EMs (which refer to persons of non-Chinese ethnicity) are set out at Annex 1. Such figures

exclude foreign domestic helpers. Given the lower degree of accuracy in the unemployment estimates derived from the 2016 Population By-census¹, the unemployment-related statistics of EMs are for general reference only and should be interpreted with caution. C&SD does not have the relevant statistics of the employment rate and statistics of the unemployed population and the unemployment rate by industry and occupation.

- (b) C&SD does not have the relevant statistics.
- (d) Job centres of the Labour Department (LD) provide a wide range of dedicated employment services for EM job seekers through special counters, resource corners, 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 2017-18 (up to February 2018), employment officers provided employment advisory service for 241 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 2017-18 (up to February 2018), staff of job centres and industry-based recruitment centres introduced interpretation services to 2 684 EM job seekers, and in light of their needs, arranged interpretation services on 10 occasions. In 2017-18 (up to February 2018), job centres also held 10 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.

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 organises experience sharing sessions for employers. NGOs serving EMs are invited to participate in these sessions. In 2017-18 (up to February 2018), 11 such experience sharing sessions for employers were held by job centres.

LD has been making ongoing efforts to canvass vacancies suitable for EMs and organise inclusive job fairs to enhance their employment opportunities. In 2017-18 (up to February 2018), 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 2017-18, LD employed a total of 23 trainees, and the

¹ Enumerators need to acquire a full understanding of the labour force framework for collecting information related to unemployment. However, a large number of temporary field workers were employed to undertake the enumeration work in the 2016 Population By-census, and they could not be expected to have a full grasp of the relevant knowledge and the required skills in asking screening questions. Thus, the accuracy of the unemployment information gathered would be lower.

expenditure for providing on-the-job training was \$1.91 million (revised estimated expenditure). Moreover, since May 2017, LD has engaged 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 to strengthen employment support for EM job seekers (especially those of South Asian origins). The expenditure involved was \$360,000 (revised estimated expenditure).

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

The Vocational Training Council (VTC) offers dedicated Vocational and Professional Education and Training (VPET) programmes to non-Chinese speaking (NCS) youth and adults to meet their multifarious training needs. These programmes include diploma courses in business, design, and hotel and tourism for secondary school leavers, Applied Learning courses for senior secondary students, courses on basic vocational Chinese and short courses for specific trades. In the 2017/18 academic year, VTC offers about 20 dedicated full-time and part-time programmes for NCS students to cater for their different learning needs, with about 700 planned places. Separate breakdown of resources for dedicated VPET programmes to NCS students is not available.

In 2017-18, the Employees Retraining Board (ERB) reserved 800 training places to offer 38 dedicated courses for EMs, including 12 full-time placement-tied courses and 26 half-day or evening non-placement-tied “Skills Upgrading Scheme Plus” and generic skills training courses. Moreover, ERB has implemented various measures to encourage EMs’ participation in training and employment, including:

- (i) collaborating with the Home Affairs Department to offer training courses at its “Support Service Centres for Ethnic Minorities”;
- (ii) providing EMs who have completed the dedicated placement-tied courses with a longer period of 6-month placement follow-up service to help them enter the job market;
- (iii) subsidising training bodies to develop supplementary training materials and provide learning support so that EMs who can speak and comprehend Cantonese can opt to attend ERB’s training courses for general public;
- (iv) introducing the Outreach Training Consultancy Service, with training consultants visiting district organisations and social service organisations to provide training and employment consultancy service to EMs; and
- (v) subsidising training bodies to organise dedicated promotional activities for EMs and “Career Talks for Schools” for upper secondary EM students to provide them with training and employment information.

The expenditure on the services provided by ERB to EMs was absorbed within the overall operating expenditure of ERB and no separate breakdown was kept.

**Working population, unemployed population and unemployment rate of ethnic minorities
(Figures exclude foreign domestic helpers)**

Table 1: Working population, unemployed population and unemployment rate of ethnic minorities⁽¹⁾
by sex, 2016

Sex	Working population	Unemployed population⁽²⁾	Unemployment rate^{(2)(3)(%)}
Male	79 318	3 591	4.3
Female	50 232	2 690	5.1
Overall	129 550	6 281	4.6

Notes : (1) Refer to persons of non-Chinese ethnicity.

(2) Given the lower degree of accuracy in the unemployment estimates derived from the 2016 Population By-census, the unemployment-related statistics of ethnic minorities are for general reference only and should be interpreted with caution.

(3) The proportion of unemployed population in the labour force.

Table 2: Working population, unemployed population and unemployment rate of ethnic minorities⁽¹⁾
by age group, 2016

Age group	Working population	Unemployed population⁽²⁾	Unemployment rate^{(2)(3)(%)}
15-24	9 185	1 272	12.2
25-34	31 616	1 411	4.3
35-44	39 594	1 790	4.3
45-54	29 877	1 087	3.5
55-64	14 825	474	3.1
65+	4 453	247	5.3
Overall	129 550	6 281	4.6

Notes : (1) Refer to persons of non-Chinese ethnicity.

(2) Given the lower degree of accuracy in the unemployment estimates derived from the 2016 Population By-census, the unemployment-related statistics of ethnic minorities are for general reference only and should be interpreted with caution.

(3) The proportion of unemployed population in the labour force.

Table 3: Working population, unemployed population and unemployment rate of ethnic minorities⁽¹⁾ by ethnicity, 2016

Ethnicity	Working population	Unemployed population⁽²⁾	Unemployment rate⁽²⁾⁽³⁾ (%)
Filipino	11 543	338	2.8
Indonesian	3 030	***	***
Thai	4 295	206	4.6
Japanese	5 483	165	2.9
Korean	3 698	116	3.0
South Asian ⁽⁴⁾	38 935	2 165	5.3
Indian	16 211	885	5.2
Nepalese	14 832	650	4.2
Pakistani	5 628	567	9.2
Other South Asian ⁽⁵⁾	2 264	***	***
Other Asian	3 913	173	4.2
White	35 860	1 170	3.2
Mixed	20 970	1 751	7.7
With Chinese parent	19 230	1 587	7.6
Other Mixed	1 740	164	8.6
Others ⁽⁶⁾	1 823	128	6.6
Overall	129 550	6 281	4.6

Notes : *** Figures are not released owing to large sampling error.

- (1) Refer to persons of non-Chinese ethnicity.
- (2) Given the lower degree of accuracy in the unemployment estimates derived from the 2016 Population By-census, the unemployment-related statistics of ethnic minorities are for general reference only and should be interpreted with caution.
- (3) The proportion of unemployed population in the labour force.
- (4) According to the classification of territories prepared by the Statistics Division of the United Nations Secretariat, South Asian economies include India, Pakistan, Nepal, Bangladesh, Sri Lanka, Afghanistan, Bhutan, Iran and Maldives. Owing to limitations of data, figures related to "South Asians" in this table only include the first five ethnic groups.
- (5) "Other South Asian" include "Bangladeshi" and "Sri-Lankan".
- (6) "Others" include "Black", "Latin American", etc.

Table 4: Working population, unemployed population and unemployment rate of ethnic minorities⁽¹⁾ by educational attainment (highest level attended), 2016

Educational attainment (highest level attended)	Working population	Unemployed population⁽²⁾	Unemployment rate⁽²⁾⁽³⁾(%)
Primary and below	7 098	480	6.3
Lower secondary	12 548	825	6.2
Upper secondary	31 833	1 651	4.9
Post-secondary	78 071	3 325	4.1
Overall	129 550	6 281	4.6

Notes : (1) Refer to persons of non-Chinese ethnicity.

(2) Given the lower degree of accuracy in the unemployment estimates derived from the 2016 Population By-census, the unemployment-related statistics of ethnic minorities are for general reference only and should be interpreted with caution.

(3) The proportion of unemployed population in the labour force.

Table 5: Working population, unemployed population and unemployment rate of ethnic minorities⁽¹⁾ by area of residence (District Council district), 2016

District Council district	Working population	Unemployed population ⁽²⁾	Unemployment rate ⁽²⁾⁽³⁾ (%)
Central and Western	16 271	581	3.4
Wan Chai	12 131	375	3.0
Eastern	8 786	353	3.9
Southern	6 200	316	4.8
Yau Tsim Mong	21 129	944	4.3
Sham Shui Po	4 681	252	5.1
Kowloon City	8 048	262	3.2
Wong Tai Sin	2 059	159	7.2
Kwun Tong	3 872	281	6.8
Kwai Tsing	4 030	418	9.4
Tsuen Wan	3 659	150	3.9
Tuen Mun	3 218	190	5.6
Yuen Long	7 556	553	6.8
North	1 512	***	***
Tai Po	2 571	***	***
Sha Tin	3 892	235	5.7
Sai Kung	6 753	318	4.5
Islands and marine	13 182	719	5.2
Overall	129 550	6 281	4.6

Notes : *** Figures are not released owing to large sampling error.

(1) Refer to persons of non-Chinese ethnicity.

(2) Given the lower degree of accuracy in the unemployment estimates derived from the 2016 Population By-census, the unemployment-related statistics of ethnic minorities are for general reference only and should be interpreted with caution.

(3) The proportion of unemployed population in the labour force.

Table 6: Working ethnic minorities by industry, 2016

Industry	Working ethnic minorities⁽¹⁾
Manufacturing	3 116
Construction	10 959
Import/export, wholesale and retail trades	24 760
Transportation, storage, postal and courier services	10 122
Accommodation and food services	19 376
Information and communications	5 219
Financing and insurance	14 724
Real estate, professional and business services	19 776
Public administration, education, human health and social work activities	16 262
Miscellaneous social and personal services	4 751
Others ⁽²⁾	485
Total	129 550

Notes : (1) Refer to persons of non-Chinese ethnicity.

(2) “Others” include such industries as “Agriculture, forestry and fishing”, “Mining and quarrying”, “Electricity and gas supply”, “Water supply; sewerage, waste management and remediation activities” and industrial activities unidentifiable or inadequately described.

Table 7: Working ethnic minorities by occupation, 2016

Occupation	Working ethnic minorities⁽¹⁾
Managers and administrators	28 560
Professionals	14 886
Associate professionals	29 397
Clerical support workers	9 418
Service and sales workers	23 791
Craft and related workers	4 786
Plant and machine operators and assemblers	2 394
Elementary occupations	16 229
Skilled agricultural and fishery workers; and occupations not classifiable	89
Total	129 550

Note : (1) Refer to persons of non-Chinese ethnicity.

Table 8: Working ethnic minorities by monthly income from main employment, 2016

Monthly income from main employment (\$)	Working ethnic minorities ⁽¹⁾
< 4,000	4 481
4,000-9,999	18 665
10,000-14,999	25 640
15,000-19,999	14 603
20,000-24,999	10 671
25,000-29,999	6 150
≥ 30,000	49 340
Total	129 550

Note : (1) Refer to persons of non-Chinese ethnicity.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)056

(Question Serial No. 0952)

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 advise this Committee:

- (a) of the number of ethnic minority (EM) job seekers registered with the Labour Department (LD) in the past 5 years, with breakdowns by gender, age group, nationality and educational attainment;
- (b) of the number of EM job seekers placed through LD's employment referral services in each of the past 5 years, with breakdowns by gender, age group, nationality, educational attainment, industry, occupation and monthly wage level; and
- (c) whether LD has formulated any new measures for 2018-2019 to improve the existing employment support services for EM job seekers, including the establishment of an Ethnic Minority Employment Division; if yes, what are the details and the estimated expenditure involved; if not, what are the reasons?

Asked by: Hon MAK Mei-kuen, Alice (Member Question No. 5)

Reply:

- (a) In 2013, 2014, 2015, 2016 and 2017, there were respectively 787, 901, 994, 1 043 and 1 036 EM job seekers registered with LD for employment services, with breakdowns by gender, age, ethnicity and educational attainment provided at Annex 1.
- (b) In 2013, 2014, 2015, 2016 and 2017, there were respectively 57, 65, 75, 82 and 94 EM job seekers placed through LD's employment referral services, with breakdowns by gender, age, ethnicity, educational attainment, industry, occupation and monthly earnings provided at Annex 2.
- (c) 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.

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 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. Moreover, since May 2017, LD has engaged 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 to strengthen employment support for EM job seekers (especially those of South Asian origins).

LD will continue to provide employment services suited to the needs of EM job seekers through its existing job centres, wide-ranging services, employer network and support of ESAs and employment assistants proficient in EM languages. At present, the Government has no plan to establish an EM Employment Division in LD.

Ethnic minority job seekers registered with
the Labour Department from 2013 to 2017

(i) By gender

Gender	2013	2014	2015	2016	2017
Male	439	531	604	629	672
Female	348	370	390	414	364
Total	787	901	994	1 043	1 036

(ii) By age

Age	2013	2014	2015	2016	2017
15-below 20	74	112	101	141	100
20-below 30	179	246	294	288	313
30-below 40	269	239	277	240	250
40-below 50	165	191	198	248	234
50-below 60	79	90	96	90	107
60 or above	21	23	28	36	32
Total	787	901	994	1 043	1 036

(iii) By ethnicity

Ethnicity	2013	2014	2015	2016	2017
Pakistani	230	313	370	411	424
Indian	149	197	189	192	198
Filipino	113	101	109	102	105
Nepalese	74	74	113	112	77
Indonesian	41	40	35	32	26
Thai	45	33	34	30	23
Others	135	143	144	164	183
Total	787	901	994	1 043	1 036

(iv) By educational attainment

Educational attainment	2013	2014	2015	2016	2017
Primary 6 or below	89	92	100	87	115
Secondary 1-3	94	96	96	90	120
Secondary 4-5	198	212	228	225	179
Secondary 6-7	122	162	202	250	221
Post-secondary	284	339	368	391	401
Total	787	901	994	1 043	1 036

Ethnic minority job seekers placed through
the Labour Department's employment referral services from 2013 to 2017

(i) By gender

Gender	2013	2014	2015	2016	2017
Male	20	33	43	48	59
Female	37	32	32	34	35
Total	57	65	75	82	94

(ii) By age

Age	2013	2014	2015	2016	2017
15-below 20	5	11	4	1	12
20-below 30	8	8	21	22	27
30-below 40	18	20	29	24	14
40-below 50	17	18	12	23	23
50-below 60	7	8	8	11	14
60 or above	2	0	1	1	4
Total	57	65	75	82	94

(iii) By ethnicity

Ethnicity	2013	2014	2015	2016	2017
Pakistani	11	23	28	26	27
Indian	12	8	4	18	21
Filipino	12	9	14	12	12
Nepalese	2	1	6	4	5
Bengali	0	0	0	0	5
Indonesian	5	3	2	6	3
Thai	7	8	7	3	2
Others	8	13	14	13	19
Total	57	65	75	82	94

iv) By educational attainment

Educational attainment	2013	2014	2015	2016	2017
Primary 6 or below	7	4	13	11	12
Secondary 1-3	14	13	11	12	11
Secondary 4-5	13	22	22	22	12
Secondary 6-7	8	15	9	12	22
Post-secondary	15	11	20	25	37
Total	57	65	75	82	94

(v) By industry

Industry	2013	2014	2015	2016	2017
Manufacturing	6	5	2	3	9
Construction	5	3	6	4	6
Wholesale, retail and import/export trades	10	17	19	16	9
Restaurants and hotels	12	13	20	20	31
Transport, storage and communications	5	7	13	12	17
Financing, insurance, real estate and business services	10	12	5	21	7
Community, social and personal services	7	8	9	6	8
Others	2	0	1	0	7
Total	57	65	75	82	94

(vi) By occupation

Occupation	2013	2014	2015	2016	2017
Professionals and associate professionals	2	3	1	4	3
Clerical support workers	2	7	15	11	23
Service workers	11	18	15	13	23
Shop sales workers	9	6	5	4	5
Skilled agricultural and fishery workers	0	0	0	1	0
Craft and related workers	3	0	1	7	3
Plant and machine operators and assemblers	3	2	1	2	2
Elementary occupations	27	29	37	40	35
Total	57	65	75	82	94

(vii) By monthly earnings

Monthly earnings	2013	2014	2015	2016	2017
Below \$4,000*	3	4	2	3	1
\$4,000-below \$5,000*	0	1	0	2	1
\$5,000-below \$6,000*	1	1	4	2	0
\$6,000-below \$7,000	4	3	2	2	2
\$7,000-below \$8,000	10	2	4	3	0
\$8,000-below \$9,000	4	5	3	6	5
\$9,000-below \$10,000	14	13	14	8	2
\$10,000-below \$11,000	6	12	17	19	11
\$11,000-below \$12,000	9	8	8	8	9
\$12,000-below \$13,000	4	8	9	7	12
\$13,000-below \$14,000	1	2	1	7	16
\$14,000 or above	1	6	11	15	35
Total	57	65	75	82	94

* All placements were part-time jobs.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)057

(Question Serial No. 0700)

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:

According to paragraph 26 of the Budget Speech, the Government will increase imported labour in a timely manner and on an appropriate scale and attract talents from outside Hong Kong to address the specific needs of individual sectors. Which sectors will be allowed by the Government to increase imported labour? Has the Government estimated the respective numbers of imported workers in these sectors in each of the coming 5 years? Can the vacancies in these sectors be filled? Will the Government correspondingly increase the manpower for the Supplementary Labour Scheme (SLS) in the coming year? If yes, what are the manpower and expenditure involved? If not, what are the reasons?

Asked by: Hon NG Wing-ka, Jimmy (Member Question No. 8)

Reply:

The Government operates different schemes for employers to apply for importation of labour on account of their actual operational circumstances so as to supplement skills not readily available in the local labour market and sustain the competitiveness and development needs of Hong Kong. Depending on the skill levels and/or educational requirements of the job vacancies concerned, employers may apply to the Immigration Department for admission of professionals or to the Labour Department (LD) for importation of workers at technician level or below under SLS.

Relevant government bureaux and departments will continue to closely monitor the manpower demand and supply of different sectors, as well as enhance training and attract new recruits. On the premise of safeguarding the employment priority of local workers, the Government will explore with stakeholders the possibility of increasing imported labour on an appropriate and limited scale. For example, as proposed in "The Chief Executive's 2017 Policy Address", consideration may be given to allowing subsidised elderly service and rehabilitation service units more flexibility in importing carers.

To enhance the processing of SLS applications and to offer job matching services to eligible local job seekers for the job titles concerned, LD will create 5 time-limited Labour Officer Grade posts (for 6 years) and 2 time-limited Clerical Grade posts (for 6 years) in 2018-19. The total annual cost for the above 7 posts is about \$3.33 million.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)058

(Question Serial No. 0843)

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:

According to paragraph 183 of the Budget Speech, the Government will set aside \$15 billion for abolishing the arrangement of offsetting severance payment (SP) or long service payment (LSP) with Mandatory Provident Fund (MPF) contributions. Is there any room for increase in the amount earmarked? If yes, what is the increase in amount? If not, what are the reasons? The business and industrial sectors are of the view that the Government needs to extend the commitment period and stick to the calculation of SP and LSP by multiplying monthly salary by 1/2. How will the proposal address such views? What are the manpower and expenditure involved for the Government to consult major stakeholders on the abolition of the MPF “offsetting” arrangement?

Asked by: Hon NG Wing-ka, Jimmy (Member Question No. 6)

Reply:

The Government has set aside \$15 billion in the 2018-19 Budget for implementing the relevant measures to effect the abolition of the arrangement of “offsetting” SP and LSP with employers’ mandatory contributions under the MPF System. This is a rough estimate made when preparing the Budget.

Having regard to the views of the business and labour sectors, the Government has put forth a preliminary idea on abolishing the “offsetting” arrangement. Based on this preliminary idea, the Government is exchanging views with major stakeholders including the business and labour sectors. Subject to the details of the finalised proposal, the Government will provide the necessary financial support.

To take forward the preparation and implementation of the abolition of the “offsetting” arrangement, the Labour Department has budgeted the creation of 4 permanent posts in 2018-19, including 1 Chief Labour Officer, 1 Senior Labour Officer and 2 Labour Officers. The total annual expenditure for the above 4 permanent posts is about \$5.13 million.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)059****(Question Serial No. 0507)**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 staff establishments for the fieldwork conducted under the Occupational Safety and Health Ordinance (OSHO) and Factories and Industrial Undertakings Ordinance (FIUO) by the Labour Department (LD) in 2017, would the Government:

- (a) provide information on the staff establishments and actual staffing of the 22 [Note: the actual number should be 23] Building and Engineering Construction (BEC) Offices and 20 Non-BEC Offices of the 4 Operational Regions, and the 11 offices/teams of the Integrated Services Group (ISG) of the Operations Division (OD) under the Occupational Safety and Health Branch (OSHB) of LD, with breakdowns by rank, in the 2 tables below:

(i)

Occupational Safety Officer Rank	Operational Region							
	Hong Kong and Islands		Kowloon		New Territories East		New Territories West	
	BEC Stream	Non-BEC Stream	BEC Stream	Non-BEC Stream	BEC Stream	Non-BEC Stream	BEC Stream	Non-BEC Stream
Deputy Chief Occupational Safety Officer	Staff establishment (actual staffing)							
Senior Divisional Occupational Safety Officer								
Divisional Occupational Safety Officer								
Occupational Safety Officer I								
Occupational Safety Officer II								

(ii)

Occupational Safety Officer Rank	ISG											
	Mega Infrastructure Project Office (3 Offices)			Airport and Railways Office (3 Offices)			Integrated Services Team (4 Offices)			Temporary Surveillance Team		
Deputy Chief Occupational Safety Officer	Staff establishment (actual staffing)											
Senior Divisional Occupational Safety Officer												
Divisional Occupational Safety Officer												
Occupational Safety Officer I												
Occupational Safety Officer II												

- (b) provide information on the staff establishments and actual staffing of field inspectors engaging in inspections under OSHO and FIUO, with breakdowns by rank and office;
- (c) advise this Committee of the number of temporary redeployment of staff among the offices and teams of OD under OSHB; and
- (d) advise this Committee whether the staff establishments of individual offices and teams will be readjusted in light of the temporary redeployment mentioned above?

Asked by: Hon POON Siu-ping (Member Question No. 37)

Reply:

- (a) The staff establishments and actual headcount of various branch offices of OD under OSHB of LD in 2017 (as at 31 December) are provided in the tables below:

(i) Staff establishment [(actual headcount)]

Occupational Safety Officer Rank	Operational Region							
	Hong Kong and Islands		Kowloon		New Territories East		New Territories West	
	BEC Stream	Non-BEC Stream	BEC Stream	Non-BEC Stream	BEC Stream	Non-BEC Stream	BEC Stream	Non-BEC Stream
Deputy Chief Occupational Safety Officer	1(1)		1(1)		1(1)		1(1)	
Senior Divisional Occupational Safety Officer	1(1)	1(1)	1(1)	1(1)	1(1)	1(1)	1(1)	1(1)
Divisional Occupational Safety Officer	6(6)	4(4)	6(6)	5(5)	5(5)	5(5)	6(6)	6(6)

Occupational Safety Officer Rank	Operational Region							
	Hong Kong and Islands		Kowloon		New Territories East		New Territories West	
	BEC Stream	Non-BEC Stream	BEC Stream	Non-BEC Stream	BEC Stream	Non-BEC Stream	BEC Stream	Non-BEC Stream
Occupational Safety Officer I	12(12)	8(8)	12(12)	10(10)	10(9)	10(10)	13(13)	12(12)
Occupational Safety Officer II	12(11)	12(12)	14(10)	13(13)	10(8)	15(13)	12(12)	18(14)

(ii) Staff establishment [(actual headcount)]

Occupational Safety Officer Rank	ISG										
	Mega Infrastructure Project Office (3 offices)			Airport and Railways Office (3 offices)			Integrated Services Team (4 offices)			Temporary Surveillance Team	
Deputy Chief Occupational Safety Officer	1 (1)										
Senior Divisional Occupational Safety Officer	2 (2)										
Divisional Occupational Safety Officer	1(1)	1(1)	1(1)	1(1)	1(1)	1(1)	1(1)	-(-)*	-(-)*	-(-)*	1(1)
Occupational Safety Officer I	2(2)	2(2)	2(2)	3(3)	3(3)	3(2)	3(2)	1(1)*	1(1)*	1(1)*	2(2)
Occupational Safety Officer II	3(3)	3(2)	3(2)	2(2)	2(2)	3(3)	3(3)	-(-)*	-(-)*	-(-)*	-(-)

Note:

* 3 of the offices of the Integrated Services Team are mainly responsible for workplaces that carry higher occupational health risks such as hospitals. Therefore, in addition to Occupational Safety Officers I who give advice and support on occupational safety, their staff establishments also include Occupational Hygienists and Registered Nurses responsible for work on occupational health. These offices are headed by Occupational Health Officers or Occupational Hygienists who are not subordinate to Senior Divisional Occupational Safety Officers.

- (b) All Occupational Safety Officers listed in the above tables, with the exception of Deputy Chief Occupational Safety Officers and Senior Divisional Occupational Safety Officers, conduct inspections under the OSHO, FIUO and their subsidiary regulations.
- (c) In the wake of the spate of fatal industrial accidents involving the construction industry in 2017, the manpower of the BEC Stream has been strengthened twice through temporary internal redeployment of Occupational Safety Officers from the Non-BEC Stream to assist in investigation of accidents and enhance inspection and enforcement work targeting construction sites.

- (d) When drawing up the regular staff establishments for the BEC Stream and Non-BEC Stream of OD, LD will consider factors such as the risks of the industries concerned, workload involved, complexity of the work, etc. to ensure that these offices have adequate manpower to handle the ongoing work. In 2018-19, LD will use the additional resources allocated through the Resource Allocation Exercise to readjust the staff establishments of various branch offices and teams where necessary. In the event of unexpected incidents or need for special operations, LD will still address short-term manpower needs through internal redeployment according to the actual circumstances, in order to conduct enforcement work more effectively.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)060****(Question Serial No. 0508)**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:

Would the Government advise this Committee of the grades, ranks and scope of duties of the 98 posts to be increased by the Labour Department (LD) under Programme (3)?

Asked by: Hon POON Siu-ping (Member Question No. 38)Reply:

The grades and ranks of the 98 posts (including 11 time-limited posts) to be increased by LD under Programme (3) are tabulated below:

Grade	Rank	Number
Administrative Grade	Senior Administrative Officer	1 (1)
Occupational Safety Officer Grade	Deputy Chief Occupational Safety Officer	2
	Senior Divisional Occupational Safety Officer	4
	Divisional Occupational Safety Officer	12 (1)
	Occupational Safety Officer I	27 (3)
	Occupational Safety Officer II	40 (4)
Clerical Grade	Assistant Clerical Officer	11 (2)
	Clerical Assistant	1
	Total	98 (11)

Note: Figures in the brackets denote the number of time-limited posts.

The creation of the above posts is mainly for strengthening LD's work on protection of occupational safety and health (OSH), including:

- (a) intensifying inspection and enforcement efforts, which include conducting in-depth surprise inspections, stepping up the monitoring of the work of safety professionals, etc.;
- (b) stepping up the monitoring of public works projects through greater participation in meetings of site safety management committees;
- (c) reviewing the penalties of the OSH legislation with a view to strengthening the deterrent effect;
- (d) stepping up OSH publicity efforts, which include enhancing the promotion of the complaint channel for workers, promoting the requirement for workers to wear safety helmets with chin strap, and producing animation videos on “Work Safety Alert”, etc.; and
- (e) collating and updating publications on occupational safety.

As regards the creation of the new Clerical Grade posts, it is mainly for providing clerical support services for the Occupational Safety and Health Branch.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)061****(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:

Please provide the numbers of special enforcement operations (SEOs) launched by the Labour Department (LD) under the Occupational Safety and Health Ordinance (OSHO), Factories and Industrial Undertakings Ordinance (FIUO) and Boilers and Pressure Vessels Ordinance (BPVO), with breakdowns by industry and type of works, and the numbers of Occupational Safety Officer (OSO) Grade staff involved in the past 3 years.

Asked by: Hon POON Siu-ping (Member Question No. 39)Reply:

Apart from conducting routine inspections and enforcement work in different workplaces, LD also launches SEOs from time to time targeting individual higher-risk industries or processes, having regard to changes in the risk situation. By enhancing the occupational safety and health (OSH) awareness of duty holders engaged in these industries and processes, the OSH of the employees involved is safeguarded. The numbers of SEOs launched by LD under OSHO and FIUO and the subsidiary regulations in 2015, 2016 and 2017, with a breakdown by industry, are provided below:

Industry	2015	2016	2017
Construction	8	7	11
Food and beverage services	4	5	5
Others	2	4	4
Total	14	16	20

Of these, the numbers of SEOs targeting the construction industry, with a breakdown by type of works, are provided below:

Type of works	2015	2016	2017
New works/Renovation, maintenance, alteration and addition works	7	6	7
Sea-based construction works	1	1	2
Hand-dug tunnelling works	-	-	1
Lift works	-	-	1
Total	8	7	11

All field OSOs in the Operations Division (OD) of LD took part in the above SEOs. In 2015, 2016 and 2017 (as at 31 December), the actual staffing of field OSOs in OD were 260, 255 and 268 respectively.

LD did not launch any SEOs under BPVO over the same period.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)062****(Question Serial No. 0510)**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 occupational injuries involving traffic accidents in each of the past 5 years?

Asked by: Hon POON Siu-ping (Member Question No. 40)Reply:

The number of occupational fatalities involving local traffic accidents in each of the full years from 2013 to 2017 is provided in the table below:

	2013	2014	2015	2016	2017[*]	Total
Number of occupational fatalities involving local traffic accidents	22	12	21	17	17	89

Note: (*) The figures for 2017 are provisional figures.

The Labour Department does not keep the number of non-fatal occupational injuries involving local traffic accidents.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)063

(Question Serial No. 0511)

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 safety in the recycling industry, would the Government advise this Committee of:

- (a) the category under which occupational injuries in the recycling industry are classified in the Hong Kong Standard Industrial Classification (HSIC); and
- (b) the numbers of occupational injuries under the above-mentioned category listed in HSIC that were related to the recycling industry in each of the past 5 years?

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

Reply:

The information sought is provided as follows:

- (a) Breakdowns of occupational accidents presented in the occupational safety and health statistics of the Labour Department are classified based on the definition of “economic sector” in HSIC Version 2.0 released by the Census and Statistics Department. Occupational injuries related to the “recycling industry” are currently classified under the Industry Division “Waste collection, treatment and disposal activities; materials recovery”, which includes the collection, treatment and disposal of waste materials, hazardous and non-hazardous, as well as local hauling of waste materials and the operation of materials recovery facilities (i.e. those that sort recoverable materials).
- (b) The numbers of occupational injuries in the Industry Division “Waste collection, treatment and disposal activities; materials recovery” for the full years from 2013 to 2016 and the first 3 quarters of 2017 are provided below:

Industry Division	2013	2014	2015	2016	First 3 quarters of 2017
Waste collection, treatment and disposal activities; materials recovery	137 (3)	136 (6)	101(1)	83 (1)	81 (2)

Notes:

- Occupational injury statistics are released on a quarterly basis and the latest available statistics are up to the first 3 quarters of 2017. The occupational injury statistics for the full year of 2017 will be released in April 2018.
- Figures in brackets denote the number of occupational fatalities which has also been included in the number of accidents.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)064****(Question Serial No. 0512)**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:

- (a) What was the number of consultations at the Labour Department's (LD) occupational health clinics last year? 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.).
- (b) 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. 42)Reply:

- (a) In 2017, the number of new patients who sought consultation at LD's occupational health clinics was 1 553. Breakdowns by industry to which the patients belonged and type of diseases are provided in the tables below:

By industry

Industry	2017	
Public administration, and social and personal services	689	44.4%
Wholesale, retail and import/export trades, and accommodation and food services	311	20.0%
Financing, insurance, real estate, and professional and business services	242	15.6%
Transportation, storage, postal, courier services, and information and communications	95	6.1%

Industry	2017	
Manufacturing	90	5.8%
Construction	84	5.4%
Others	42	2.7%
Total	1 553	100.0%

By type of diseases (including injuries)

Type of diseases	2017	
Musculoskeletal (total)	1 345	86.5%
Injury	153	9.8%
Auditory	14	0.9%
Neurological	8	0.5%
Skin	7	0.5%
Respiratory	4	0.3%
Visual	1	0.1%
Others	21	1.4%
Total	1 553	100.0%

- (b) Among the patients who sought consultation at LD's occupational health clinics, there were 28 confirmed cases of occupational diseases in 2017. Breakdowns by industry to which the patients belonged and type of occupational diseases are provided in the tables below:

By industry

Industry	2017
Public administration, and social and personal services	14 (50%)
Wholesale, retail and import/export trades, and accommodation and food services	7 (25%)
Financing, insurance, real estate, and professional and business services	4 (14.3%)
Manufacturing	3 (10.7%)
Total	28 (100%)

By type of occupational diseases

Type of occupational diseases	2017
Tenosynovitis of the hand or forearm	26 (92.8%)
Occupational dermatitis	1 (3.6%)
Occupational asthma	1 (3.6%)
Total	28 (100%)

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)065

(Question Serial No. 0513)

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:

Since the calculation method of ex gratia payment on severance payment (SP) under the Protection of Wages on Insolvency Fund (PWIF) was ruled erroneous by the Court of Final Appeal (CFA) in May 2016, how many claims for the shortfall arising from the above judgment have been received by the Labour Department? How many of these claims for shortfall were successful?

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

Reply:

Since the handing down of CFA's judgment on the calculation method of ex gratia payment on SP on 17 May 2016 and up to the end of February 2018, the PWIF Board has received a total of 731 claims for shortfall in ex gratia payment on SP. Of these, 730 have been processed and 542 claimants granted the shortfall.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)066

(Question Serial No. 0623)

Head: (90) Labour Department

Subhead (No. & title): (280) Contribution to the Occupational Safety and Health Council

Programme: Not Specified

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding "Contribution to the Occupational Safety and Health Council", please advise this Committee of the following information about the voluntary registration scheme on occupational safety and health (OSH) in each of the past 5 years:

- (a) the respective numbers of persons under each category on the list of accreditation, with breakdowns by application, successful registration, renewal application and successful renewal;
- (b) the renewal deadline and requirements for each category;
- (c) the development of and new category to be introduced to the voluntary registration scheme in 2018.

Asked by: Hon POON Siu-ping (Member Question No. 52)

Reply:

Regarding the question raised by Hon POON Siu-ping, the Occupational Safety and Health Council's (OSHC) reply is as follows:

OSHC's services cover promotion and publicity, education and training, consultancy services, research and strategies development, etc., among which the Hong Kong Safety and Health Certification Scheme aims to provide accreditation services for OSH practitioners and competent persons to ensure that they are capable of handling and performing related duties, thereby ensuring and enhancing their safety performance and recognition by the industry.

- (a) Regarding the above Safety and Health Certification Scheme, breakdowns by numbers of application, successful registration, renewal application and successful renewal are provided in the tables below:

	Accredited Qualification	No. of applications/Figures in brackets denote no. of successful registrations*				
		Before 2014**	2014	2015	2016	2017***
1.	Accredited Safety Auditor	101 (101)	6 (1)	- (-)	- (-)	- (-)
2.	Accredited Safety Consultant	38 (38)	- (-)	2 (2)	2 (2)	- (-)
3.	Competent Person for the Selection, Installation, Application, Inspection and Testing of Anchor Devices for Attachment of Personal Fall Protection Equipment for Truss-out Bamboo Scaffolds#	Not applicable	156 (90)	16 (7)	9 (7)	32 (13)
4.	Accredited Safety Supervisor (Construction)	Not applicable	Not applicable	Not applicable	Not applicable	56 (23)
5.	Accredited Occupational Rehabilitation Specialist	Not applicable	Not applicable	Not applicable	Not applicable	25 (25)
6.	Competent Person for the Testing and Inspection of Cast-in Anchors for Attachment of Personal Fall Protection Equipment for Air-Conditioner Platforms at External Walls##	Not applicable	Not applicable	Not applicable	Not applicable	12 (12)

* From 1 April each year to 31 March of the following year

** Since the inception of the Scheme up to 31 March 2014 (yearly breakdowns before this date are not available)

*** From 1 April 2017 to 7 March 2018

Starting from the first quarter of 2018, relevant elements of cast-in anchors had been incorporated into the Scheme, which was renamed Safety and Health Certification Scheme for “Competent Person for the Selection, Installation, Application, Inspection and Testing of Anchor Devices and Cast-in Anchors for Attachment of Personal Fall Protection Equipment for Truss-out Bamboo Scaffolds”.

New category added in the first quarter of 2018

	Accredited qualification	No. of renewal applications/Figures in brackets denote no. of successful renewals*				
		Before 2014	2014	2015	2016	2017**
1.	Accredited Safety Auditor	Figures not available	71 (71)	72 (72)	73 (73)	71 (71)
2.	Accredited Safety Consultant	Figures not available	25 (25)	23 (23)	25 (25)	25 (25)
3.	Competent Person for the Selection, Installation, Application, Inspection and Testing of Anchor Devices for Attachment of Personal Fall Protection Equipment for Truss-out Bamboo Scaffolds #	Figures not available	Not applicable	61 (61)	37 (36)	28 (25)
4.	Accredited Safety Supervisor (Construction)	Figures not available	Not applicable	Not applicable	Not applicable	Not applicable
5.	Accredited Occupational Rehabilitation Specialist	Figures not available	Not applicable	Not applicable	Not applicable	Not applicable
6.	Competent Person for the Testing and Inspection of Cast-in Anchors for Attachment of Personal Fall Protection Equipment for Air-Conditioner Platforms at External Walls ##	Figures not available	Not applicable	Not applicable	Not applicable	Not applicable

* From 1 April each year to 31 March of the following year

** From 1 April 2017 to 7 March 2018

Starting from the first quarter of 2018, relevant elements of cast-in anchors had been incorporated into the Scheme, which was renamed Safety and Health Certification Scheme for “Competent Person for the Selection, Installation, Application, Inspection and Testing of Anchor Devices and Cast-in Anchors for Attachment of Personal Fall Protection Equipment for Truss-out Bamboo Scaffolds”.

New category added in the first quarter of 2018

(b) Except for the Accredited Safety Supervisor (Construction) accreditation which is valid for 4 years, the rest of the accreditation under the above Safety and Health Certification Scheme is valid for 1 year. Applicants for renewal of accreditation have to meet the relevant qualification requirements, including maintenance of relevant

professional qualifications and completion of specified continuing professional development at the time of submission of applications to OSHC.

- (c) OSHC will continue to implement the above Safety and Health Certification Scheme in 2018. There is no new category for the time being.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)067

(Question Serial No. 2890)

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 numbers of ethnic minorities (EMs) served by the Labour Department (LD) in the past 3 years?
- (b) Further to the above question, what were the numbers of successful placements and the placement rates? What were their placement rates in comparison with those of other job seekers?
- (c) What were the numbers of occasions with interpretation and translation services used by LD in the past 3 years?
- (d) It is mentioned in the Budget that \$500 million will be earmarked to strengthen support for EMs. What are the new policies for assisting EMs in securing employment in the coming 3 financial years? What are the details? What is the public expenditure on the various aspects?

Asked by: Hon SHIU Ka-chun (Member Question No. 65)

Reply:

The information sought is provided as follows:

- (a) In 2015, 2016 and 2017, there were respectively 994, 1 043 and 1 036 EM job seekers registered with LD for employment services. As job seekers need not register for the 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.
- (b) In 2015, 2016 and 2017, the numbers of placements secured for EM job seekers through LD's employment referral services were 75, 82 and 94 respectively. 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 (including EMs) 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.

- (c) In 2015, 2016 and 2017, LD's job centres and industry-based recruitment centres introduced interpretation services to 1 467, 2 601 and 2 844 EM job seekers and, in light of their needs, arranged interpretation services on 15, 23 and 20 occasions respectively.
- (d) The Government attaches great importance to efforts to support EMs, and will set up an inter-bureaux/departmental steering committee, to be chaired by the Chief Secretary for Administration, to coordinate, review and monitor work in this area and to enhance internal collaboration. The Government has also earmarked \$500 million to strengthen support for EMs.

The Government's initial plan is for the Constitutional and Mainland Affairs Bureau to provide secretariat support to the steering committee. The Government will consider deploying additional staff based on actual needs. The steering committee will give due consideration to the specific usage and modus operandi of the earmarked sum of \$500 million, including exploring new model of support, as well as making the best use of community wisdom and network to strengthen support for EMs. The Government will also listen to the views of different sectors and groups on the matter.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)068

(Question Serial No. 3013)

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) 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), interpretation services, etc. in the past 3 years?
- (b) The Budget states that \$500 million will be earmarked to strengthen support for EMs. Will LD adopt any new policies in the coming 3 financial years to facilitate the employment of EMs? If yes, what are the details? If not, what are the reasons?
- (c) Has LD set up any communication platform to regularly consult and listen to the views of EM job seekers, EM service providers and employers of EMs? If yes, what are the details? If not, what are the reasons?

Asked by: Hon SHIU Ka-chun (Member Question No. 66)

Reply:

The information sought is provided as follows:

- (a) 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 117 trainees. Since May 2017, LD has engaged 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 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.

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 2015-16, 2016-17 and 2017-18, LD's expenditures for providing on-the-job training under ESA Programme for EMs were \$1.75 million, \$1.55 million and \$1.91 million (revised estimated expenditure) respectively, while the expenditures for organising large-scale inclusive job fairs were \$0.49 million, \$0.56 million and \$0.56 million (revised estimated expenditure) respectively. In 2017-18, the expenditure for engaging 2 employment assistants for EMs was \$0.36 million (revised estimated expenditure). The expenditures on other measures taken as mentioned above were absorbed within the recurrent operational expenses of LD and cannot be separately identified.

- (b) The Government attaches great importance to efforts to support EMs, and will set up an inter-bureaux/departmental steering committee, to be chaired by the Chief Secretary for Administration, to coordinate, review and monitor work in this area and to enhance internal collaboration. The Government has also earmarked \$500 million to strengthen support for EMs.

The Government's initial plan is for the Constitutional and Mainland Affairs Bureau to provide secretariat support to the steering committee. The Government will consider

deploying additional staff based on actual needs. The steering committee will give due consideration to the specific usage and modus operandi of the earmarked sum of \$500 million, including exploring new model of support, as well as making the best use of community wisdom and network to strengthen support for EMs. The Government will also listen to the views of different sectors and groups on the matter.

- (c) LD is highly concerned about the employment needs of EMs, and keeps tabs on their employment difficulties and views on LD's employment services through various channels. Through the network of The Hong Kong Council of Social Service, LD meets with various NGOs serving EMs and has established channels for ongoing dialogue and exchanges with these organisations. At the district level, job centres have also liaised with EM bodies, NGOs serving EMs, religious bodies, schools, etc. in their locality. LD also gauges the needs and views of EM job seekers and employers through day-to-day contact with them (such as employment briefings, provision of personalised employment advisory service, experience sharing sessions for employers, inclusive job fairs, etc.) as well as the serving employment assistants and ESAs for EMs.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)069

(Question Serial No. 1090)

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 the Brief Description under Programme (4): Employees' Rights and Benefits of the Labour Department (LD) that "The Department has continued its educational and promotional efforts in enhancing the understanding of employers and foreign domestic helpers (FDHs) on their statutory and contractual rights and obligations", please advise this Committee of the following:

- (a) Does LD know, by enquiry with the Immigration Department (ImmD), how many FDHs have commenced new contracts without returning to their places of origin after termination or expiry of contracts?
- (b) What will be the expenditure and staff establishment involved if, in discussion with ImmD, the measure that FDHs must return to their places of origin after completion or termination of contracts is to be implemented?
- (c) Has LD explored with intermediaries for FDHs the preparation of a register of intermediaries to disclose the FDH cases handled by each intermediary?

Asked by: Hon TIEN Puk-sun, Michael (Member Question No. 9)

Reply:

The information sought is provided as follows:

- (a)&(b) ImmD does not maintain statistics on FDHs who have commenced new contracts without returning to their places of origin after termination or expiry of contracts.

Under Clause 7 of the Standard Employment Contract (SEC) for employing FDHs, employers shall provide FDHs with free return passage from Hong Kong to their places of origin on termination or expiry of SECs. Under the prevailing policy, change of employer applications from FDHs in Hong Kong within their two-year contract will not be approved normally except under exceptional

circumstances (including that the original employer is unable to continue with the contract due to external transfer, migration, death or financial reasons, or if there is evidence suggesting that the FDH has been abused or exploited). An FDH who wishes to enter into an employment contract with a new employer must first return to his/her place of origin and then submit a new employment visa application to ImmD. However, in the light of the huge demand for FDHs from Hong Kong families, ImmD often receives requests from employers in urgent need of FDHs to expedite the processing of their applications. Furthermore, FDHs whose previous contracts have been terminated owing to various reasons also wish to return to Hong Kong and enter into employment with new employers as soon as possible to make ends meet. As a facilitating measure, ImmD adopts a flexible approach in implementing the relevant requirements. In assessing employment visa applications from FDHs to work for another employer after premature termination of the contract, ImmD would ensure that the FDH concerned has departed Hong Kong before issuing a new employment visa.

LD has stepped up publicity and educational efforts to encourage employers to purchase air tickets instead of providing FDHs with cash, so as to reduce the chance that FDHs or intermediaries for FDHs would not return/arrange FDHs to return to their places of origin after receiving from employers free return passage to their places of origin. Publicity and educational work is an integral part of LD's ongoing work, and the expenditure and manpower involved cannot be separately identified.

- (c) Pursuant to section 16 of the Employment Agency Regulations, LD publishes every year a list of licensed employment agencies (EAs) in the Gazette, as well as each case of revocation of or refusal to issue and renew a licence in the Gazette and press releases. For the convenience of employers and job-seekers (including FDHs), LD has launched the one-stop Employment Agencies Portal (www.eaa.labour.gov.hk), which contains a search function for easy checking of EAs' particulars, including whether they hold a valid licence, year of first issue of licence, contact details and types of placement service offered.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)070****(Question Serial No. 1795)**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 following 4 figures, please set out the numbers of cases involving ethnic minorities (EMs) in the past 5 years, with breakdowns by sex, age and nationality.

- (a) Number of fatal accidents in industrial undertakings
- (b) Number of non-fatal accidents in industrial undertakings
- (c) Number of fatal accidents in non-industrial undertakings
- (d) Number of non-fatal accidents in non-industrial undertakings

Asked by: Hon WAN Siu-kin, Andrew (Member Question No. 302)Reply:

The information sought is provided as follows:

- (a)&(c) In the full years from 2013 to 2017, the numbers of fatal industrial accidents involving EMs with breakdowns by sex, age and ethnicity are provided in the tables below:

- (i) By sex

Sex	2013	2014	2015	2016	2017*	Total
Male	2	2	1	3	3	11
Female	-	1	-	-	-	1
Total	2	3	1	3	3	12

(ii) By age

Age group	2013	2014	2015	2016	2017*	Total
15-below 20	-	-	-	-	-	-
20-below 30	-	1	-	-	2	3
30-below 40	2	1	1	1	-	5
40-below 50	-	-	-	-	1	1
50-below 60	-	1	-	2	-	3
60 or above	-	-	-	-	-	-
Total	2	3	1	3	3	12

(iii) By ethnicity

Ethnicity	2013	2014	2015	2016	2017*	Total
Pakistani	1	1	-	-	-	2
Nepalese	1	-	1	1	1	4
Thai	-	-	-	1	-	1
Vietnamese	-	2	-	-	-	2
Filipino	-	-	-	1	1	2
Nigerian	-	-	-	-	1	1
Total	2	3	1	3	3	12

Note: (*) The figures for 2017 are provisional figures.

From 2013 to 2017, there was no fatal non-industrial accident[@] involving EMs.

Note: (@) Non-industrial accidents refer to injury and fatal accidents occurring in Hong Kong which are within the jurisdiction of the Occupational Safety and Health Ordinance.

- (b)&(d) The Labour Department does not keep breakdowns of the number of non-fatal accidents involving EMs by sex, age and nationality.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)071

(Question Serial No. 2781)

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 2018-19?

Asked by: Hon WAN Siu-kin, Andrew (Member Question No. 208)

Reply:

The information sought is provided as follows:

- (a) Since 2001, the HKSAR Government has established bilateral WHS arrangements with the governments of 13 economies, namely New Zealand, Australia, Ireland, Germany, Japan, Canada, Korea, France, the United Kingdom, Austria, Hungary, Sweden and the Netherlands. According to the information provided by the governments of partner economies, 6 207 Hong Kong youths were granted working holiday visas in 2017. A breakdown by economy is set out at Annex.
- (b) In 2018-19, the Labour Department (LD) will continue to step up the promotion of WHS, which include staging talks, providing information on dedicated webpages and distributing publicity materials (such as posters, pamphlets, postcards, etc.). LD will also continue to pursue new WHS arrangements with potential economies and seek to expand the quota of existing WHS so as to offer more choices and opportunities for Hong Kong youths to participate in WHS. LD has earmarked \$870,000 as expenditure for the above publicity activities.

Number of working holiday visas granted to Hong Kong youths in 2017

Partner economy	No. of visas granted
New Zealand	400 ¹
Australia	3 215
Ireland	65
Germany	83 ²
Japan	736
Canada	215
Korea	234
France	42
United Kingdom	1 212
Austria	5
Hungary	— ³
Sweden	— ³
Netherlands	— ³

Notes : ¹ Statistics from April to December of the year
 ² Statistics from July to December of the year
 ³ Scheme not yet in operation

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)072

(Question Serial No. 2782)

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 year? 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. 209)

Reply:

In 2017, there were a total of 1 036 EM job seekers registered with LD for employment services. The number of placements secured through LD's employment referral services was 94. 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 2018, 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 \$1.56 million as expenditure for providing related on-the-job training in 2018-19, which includes payments for the salary and benefits of ESAs for EMs, training allowance for trainees and expenditure for training programmes, etc.

Moreover, since May 2017, LD has engaged 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 2018-19 is about \$360,000.

LD has also made arrangements with non-governmental organisation 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)073

(Question Serial No. 2783)

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 2017-18;
- (b) of the estimated expenditure and details of the Programme in 2018-19;
- (c) whether the Government will consider recruiting more EMs into the Programme?

Asked by: Hon WAN Siu-kin, Andrew (Member Question No. 210)

Reply:

The information sought is provided as follows:

- (a) The total expenditure for ESA Programme for EMs implemented by the Labour Department (LD) in 2017-18 was about \$1.91 million.
- (b) LD will continue to implement ESA Programme for EMs and has earmarked \$1.56 million as expenditure for providing related on-the-job training in 2018-19, 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.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)074

(Question Serial No. 2784)

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 provide the following information for the past year:

- (a) the numbers 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. 211)

Reply:

The information sought is provided as follows:

- (a) In 2017, employers applied to import 4 390 workers under SLS. The number of imported workers approved was 2 765. The vetting process of applications received towards year-end may be completed in the following year, and hence the number of imported workers approved in the year does not correspond to the number of imported workers applied for in the same year.
- (b) According to information provided by the Immigration Department (ImmD), a breakdown of the number of imported workers in Hong Kong under SLS in 2017 by nationality is at Annex 1.

- (c) A breakdown of the number of imported workers approved in 2017 by job title is at Annex 2.
- (d) The Labour Department (LD) does not keep a breakdown of the average wage of imported workers approved by industry.
- (e) Relevant government bureaux and departments have all along closely monitored the manpower demand and supply of different sectors, as well as enhanced training and attracted new recruits. On the premise of safeguarding the employment priority of local workers, the Government allows importation of labour on an appropriate and targeted basis to relieve the manpower shortage in individual sectors. Employers facing genuine difficulties in local recruitment can apply for importation of skilled workers under SLS, thereby addressing the manpower needs of individual sectors with labour shortage. According to information provided by ImmD, as at the end of 2017, there were a total of 4 930 imported workers working in Hong Kong under SLS, representing 0.1% of the labour force of about 3.96 million in Hong Kong from October to December 2017.

SLS is primarily administered by the Supplementary Labour Division (SLD) of LD. The revised estimated expenditure of SLD in 2017-18 was \$190,000 (excluding staff cost).

**Number of imported workers in Hong Kong
under SLS in 2017:
a breakdown by nationality**

Nationality	As at 31 December 2017
Chinese	4 722
Thai	121
Filipino	42
Indian	29
Indonesian	10
Others	6
Total	4 930

**Number of imported workers approved
under SLS in 2017:
a breakdown by job title**

Job title	No. of imported workers approved
1. Care Worker (Elderly Service)	1 510
2. Livestock/Poultry/Fish/Crop Farm Worker	422
3. Gardening Worker	216
4. Cook	126
5. Quality Controller/Inspector/Control Supervisor	68
6. Care Worker (Disabled Service)	63
7. Bean Curd/Soya Bean/ Bean Sprout Processing Worker	59
8. Machine Operator	54
9. Precast Segment Erection Operator	35
10. Others	212
Total	2 765

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)075

(Question Serial No. 2785)

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. 212)

Reply:

The information sought is provided as follows:

- (a) Up to February 2018, the WITS Scheme received 446 177 applications involving a gross applicant count of 467 200 and incurred a total expenditure (including subsidy granted and administrative cost) of \$2.2983 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 February 2018 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	3 321	2 873	86.5%
Eastern	16 091	14 277	88.7%
Southern	8 133	7 238	89.0%
Wan Chai	1 675	1 435	85.7%
Kowloon City	19 069	17 222	90.3%
Kwun Tong	63 197	57 312	90.7%
Sham Shui Po	35 367	31 879	90.1%
Wong Tai Sin	33 243	30 056	90.4%
Yau Tsim Mong	10 398	9 117	87.7%
Islands	9 879	8 853	89.6%
Kwai Tsing	48 366	43 800	90.6%
North	23 640	21 156	89.5%
Sai Kung	17 615	15 517	88.1%
Sha Tin	32 170	28 807	89.5%
Tai Po	12 439	10 976	88.2%
Tsuen Wan	12 354	10 948	88.6%
Tuen Mun	51 659	46 927	90.8%
Yuen Long	59 173	53 389	90.2%
Outside Hong Kong	2 107	1 885	89.5%
Information not provided by applicant	76	-	-
Total	459 972	413 667	89.9%

Up to February 2018, 5 234 applicants (gross applicant count) were not granted the subsidy for the following reasons:

Reason	No. of applicants (gross applicant count)*
Asset limit being exceeded	2 143
Income limit being exceeded	1 808
Insufficient supporting information	1 573
Travelling expenses not incurred in commuting to and from work	403
Applicant working less than 36 hours per month	327
Applicant being a full-time student or trainee not in employment	309
Applicant not being lawfully employed and self-employed	154
On-the-job transport allowance granted under the Transport Support Scheme	12
Low-income Working Family Allowance granted	4

* More than 1 reason might be applicable to the same gross applicant count.

- (c) In accordance with the General Household Survey conducted by the Census and Statistics Department in the fourth quarter of 2016, the average monthly expense of WITS target recipients on public transport for travelling to and from work was \$427, and that for those working across districts was \$477. The present full-rate WITS at \$600 per month remains appropriate.
- (d) The Government will consider the way forward for individual-based WITS having regard to the changes in the number of applications following the implementation of the Working Family Allowance Scheme, as well as the non-means-tested Public Transport Fare Subsidy Scheme.
- (e) The initiative proposes to provide an extra payment to applicants with applications submitted (and finally approved) from the first day of the month of the passage of the Appropriation Bill 2018 to the date of the passage of the Bill, as well as within 6 calendar months immediately before that month. The extra payment is equal to twice the average monthly amount of WITS payable to the applicants in their most recently approved applications. It is estimated that about 44 000 applicants of the WITS Scheme will benefit and the estimated expenditure involved is \$53 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	March 2017
Central & Western	45	37	25	51	30	36
Eastern	165	160	123	258	175	185
Southern	93	86	64	119	71	93
Wan Chai	11	16	15	24	18	18
Kowloon City	239	194	169	324	220	270
Kwun Tong	723	632	495	1 012	829	693
Sham Shui Po	389	354	292	588	331	415
Wong Tai Sin	420	328	254	609	394	376
Yau Tsim Mong	86	99	80	172	90	123
Islands	92	102	66	136	87	95
Kwai Tsing	575	499	369	950	512	568
North	265	231	195	385	237	270
Sai Kung	203	185	151	333	161	222
Sha Tin	389	347	271	571	395	410
Tai Po	119	139	84	238	139	180
Tsuen Wan	127	104	84	212	130	132
Tuen Mun	626	492	378	1 052	600	630
Yuen Long	649	624	482	972	865	784
Outside Hong Kong	30	24	22	28	32	30
Information not provided by applicant	-	2	1	-	-	2
Total	5 246	4 655	3 620	8 034	5 316	5 532

DC district	No. of applicants received (gross applicant count)					
	April 2017	May 2017	June 2017	July 2017	August 2017	September 2017
Central & Western	56	38	27	50	39	29
Eastern	217	213	128	227	179	114
Southern	119	92	94	112	82	53
Wan Chai	11	16	14	19	17	24
Kowloon City	282	278	171	284	191	195
Kwun Tong	865	812	620	1 003	723	542
Sham Shui Po	491	419	328	506	344	305
Wong Tai Sin	462	401	313	531	399	282
Yau Tsim Mong	114	131	95	144	116	80
Islands	122	103	82	132	83	74
Kwai Tsing	634	548	438	723	571	414
North	305	286	181	330	252	190
Sai Kung	245	216	174	283	188	149
Sha Tin	422	423	340	552	357	355
Tai Po	169	153	123	183	134	109
Tsuen Wan	169	147	95	178	118	106
Tuen Mun	665	614	445	887	636	443
Yuen Long	714	702	575	984	683	569
Outside Hong Kong	24	33	22	17	17	14
Information not provided by applicant	-	1	-	1	-	-
Total	6 086	5 626	4 265	7 146	5 129	4 047

DC district	No. of applicants received (gross applicant count)					
	October 2017	November 2017	December 2017	January 2018	February 2018	Total
Central & Western	36	41	26	42	23	3 364
Eastern	153	154	92	275	111	16 312
Southern	89	74	54	129	59	8 258
Wan Chai	12	17	10	21	8	1 693
Kowloon City	217	194	131	342	140	19 385
Kwun Tong	719	599	436	1 167	477	64 169
Sham Shui Po	380	314	230	609	246	35 926
Wong Tai Sin	394	291	231	665	276	33 806
Yau Tsim Mong	80	87	52	157	88	10 565
Islands	85	76	47	144	62	10 014
Kwai Tsing	498	418	324	922	372	49 165
North	243	199	166	388	151	23 962
Sai Kung	206	158	117	307	131	17 873
Sha Tin	376	336	219	599	237	32 678
Tai Po	145	96	80	211	112	12 651
Tsuen Wan	146	117	68	210	101	12 549
Tuen Mun	553	453	338	1 093	420	52 491
Yuen Long	627	576	424	1 133	459	60 073
Outside Hong Kong	31	19	24	30	13	2 134
Information not provided by applicant	2	-	1	4	2	132
Total	4 992	4 219	3 070	8 448	3 488	467 200

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)076

(Question Serial No. 2786)

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 year;
- (b) the number of non-compliance cases detected by the Government in the past year; and
- (c) the numbers of warnings issued, prosecutions taken out and convictions secured by the Government in the past year. 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. 213)

Reply:

The information sought is provided as follows:

- (a) In 2017, the Labour Department (LD) conducted 50 366 workplace inspections of various establishments to check employers' compliance with labour laws such as the Minimum Wage Ordinance (MWO).
- (b) In 2017, together with the reported cases, 9 cases involving suspected violation of MWO were detected. Except for 2 cases where the employees had subsequently withdrawn their complaints, LD followed up on all these cases and confirmed that the employees had received SMW or had recovered the shortfall in wages.
- (c) In 2017, LD issued 2 warnings to employers suspected to have contravened MWO and secured 1 convicted summons against an employer for breach of the SMW requirement. 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)077****(Question Serial No. 2787)**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 year:

- (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 taken out; and
- (d) the details of and expenditure on prevention of industrial accidents in various aspects (including education, promotion, etc.)?

Asked by: Hon WAN Siu-kin, Andrew (Member Question No. 214)Reply:

- (a) The number of industrial accidents and the numbers of fall-from-height and heat stroke cases in the first 3 quarters of 2017 are set out below:

	First 3 quarters of 2017[@]
Number of industrial accidents	8 428
Number of fall-from-height cases	361
Number of heat stroke cases*	29

[Note: ([@]) Compilation of the full-year accident statistics for 2017 will be completed in April 2018.

(*) Among the 29 heat stroke cases, there were 1 industrial accident and 28 occupational injuries.]

- (b) In 2017, the Labour Department (LD) conducted 140 868 inspections.
- (c) In 2017, LD issued 31 558 written warnings and took out 2 994 prosecutions.
- (d) In the past year, LD adopted a three-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. With regard to inspection and enforcement, in addition to regular surprise inspections, LD launched a number of special enforcement operations targeting higher-risk industries and work processes including new works construction (with emphasis on work-at-height, lifting operations, tunnelling works and electrical works); renovation, maintenance, alteration and addition works; lift works; catering industry; logistics, cargo and container handling works; waste management works; working in a hot environment, etc. In respect of education, publicity and promotion, LD, in collaboration with the Occupational Safety and Health Council (OSHC), major 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 promulgated in newspapers and LD's webpages, compilation and updating of safety guidelines, and enhancing the promotion of the complaint channel.

Apart from the above work, LD has, in response to the spate of fatal construction accidents last year, implemented targeted measures, including the Occupational Safety Enhancement Campaign "Construction Industry: Safety First" launched in April 2017. The Campaign received strong support and active participation from major stakeholders in the construction industry. During the Campaign, more than 40 activities were rolled out, covering the promotion of safe working procedures, use of safety equipment, safety training and promotional activities with different themes. In April and September of the same year, LD also launched two new sponsorship schemes with OSHC, namely the "Safety Helmets with Y-type Chin Straps Sponsorship Scheme for Small and Medium Enterprises (SMEs)" and the "Enhanced Light-duty Working Platform Sponsorship Scheme for SMEs", in order to further enhance the industry's protection against risks of work-above-ground. In addition, LD devised a new set of guidelines on hand-dug tunnelling works in December 2017, which highlighted that hand-dug tunnelling method should only be adopted under exceptional circumstances.

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)078****(Question Serial No. 2788)**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 Employees' Compensation Ordinance (ECO), would the Government advise this Committee of:

- (a) the number of claims for compensation under ECO received in the past year (with a breakdown by industry);
- (b) the number of successful claims among the above claims in the past year (with a breakdown by industry), as well as the reasons for the unsuccessful claims; and
- (c) the amount of compensation received 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. 215)Reply:

The information sought is provided as follows:

- (a) The number of employees' compensation claims reported under ECO and received by the Labour Department (LD) in 2017 is provided below:

Duration of incapacitation of employees	2017
Not more than 3 days	14 645
More than 3 days*	36 463
Total	51 108

* The figure includes fatal cases.

If the employees sustain work injuries which result in incapacitation for not more than 3 days and no permanent incapacity is involved, the employers should make direct payment of compensation to the employees in accordance with ECO. LD does not keep a breakdown by industry of the above compensation claims involving incapacitation of employees for not more than 3 days. As for compensation claims involving incapacitation of employees for more than 3 days, a breakdown by industry is provided below:

Industry	2017
Public Administration, Social and Personal Services	7 376
Finance and Insurance, Real Estate, Professional and Business Services	7 205
Food and Beverage Services	5 621
Import/Export, Wholesale and Retail Trades, Accommodation Services	5 013
Transportation, Storage, Postal and Courier Services, Information and Communications	4 213
Construction	4 143
Manufacturing	1 950
Others	942
Total	36 463

- (b) A breakdown by industry of the above compensation claims involving incapacitation of employees for more than 3 days which were settled in the same respective year is provided below:

Industry	2017
Public Administration, Social and Personal Services	4 310
Finance and Insurance, Real Estate, Professional and Business Services	4 344
Food and Beverage Services	3 814
Import/Export, Wholesale and Retail Trades, Accommodation Services	3 203
Transportation, Storage, Postal and Courier Services, Information and Communications	2 415
Construction	1 325
Manufacturing	1 175
Others	480
Total	21 066

The remaining compensation claims were not settled in the same respective year owing to various reasons, such as awaiting expiry of employees' sick leave, employees awaiting assessment of permanent incapacity or adjudication by the court, etc.

- (c) From 2015 to 2017, of the compensation claims involving incapacitation of employees for more than 3 days as a result of work injuries reported under ECO and received by LD in each year which were settled in the same respective year, the amount of employees' compensation involved with a breakdown by industry is provided below:

Industry	2015 (\$million)	2016 (\$million)	2017 (\$million)
Public Administration, Social and Personal Services	44.2	48.0	43.5
Finance and Insurance, Real Estate, Professional and Business Services	38.4	39.9	40.3
Food and Beverage Services	31.3	28.4	30.6
Import/Export, Wholesale and Retail Trades, Accommodation Services	34.5	33.9	30.2
Transportation, Storage, Postal and Courier Services, Information and Communications	40.1	37.9	35.7
Construction	61.1	64.8	53.5
Manufacturing	17.5	16.1	14.1
Others	3.4	3.6	3.0
Total*	270.5	272.5	250.8

* Figures may not add up to the totals owing to rounding.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)079****(Question Serial No. 2789)**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:

- (a) of the number of persons with disabilities undergoing the productivity assessment since the implementation of Statutory Minimum Wage (SMW) (calculated on a yearly basis);
- (b) of 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 it has considered offering subsidy to persons with disabilities so that they can receive the minimum wage? Has it 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. 216)Reply:

The information sought is provided as follows:

- (a) Since the implementation of SMW in May 2011 and up to 2017, a total of 591 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
2013	69

Year	No. of assessments
2014	74
2015	81
2016	45
2017	42
Total	591

- (b) Of the above 591 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%	69%	69%	75%
Import/export, wholesale and retail trades	60%	70%	71%	85%
Accommodation and food services	65%	73%	73%	82%
Transportation, storage, postal and courier services	60%	78%	74%	88%
Financing, insurance, real estate, professional and business services	70%	80%	78%	88%
Public administration, social and personal services	65%	75%	74%	82%
Others	65%	75%	76%	85%
Overall	65%	73%	74%	83%

- (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 by 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)080****(Question Serial No. 2790)**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 year (with breakdowns by age and sex), and the diseases or injuries suffered by the patients in the past year (with breakdowns by age and sex)?

Asked by: Hon WAN Siu-kin, Andrew (Member Question No. 217)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 year, with breakdowns by age and sex, is set out in the following tables:

By age

Age Group	2017
20 or below	2 (0.1%)
Above 20 to 40	279 (18.7%)
Above 40 to 60	1 094 (73.5%)
Above 60	114 (7.7%)
Total	1 489 (100.0%)

By sex

Sex	2017
Male	495 (33.2%)
Female	994 (66.8%)
Total	1 489 (100.0%)

In the past year, around 86.6% of the 1 553 new patients who sought consultation at LD's occupational health clinics (including those with diseases or injuries caused by, related to or aggravated by work and those with diseases or injuries unrelated to work) 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 Diseases

By age

Age Group	2017
20 or below	2 (0.1%)
Above 20 to 40	243 (18.1%)
Above 40 to 60	997 (74.1%)
Above 60	103 (7.7%)
Total	1 345 (100.0%)

By sex

Sex	2017
Male	438 (32.6%)
Female	907 (67.4%)
Total	1 345 (100.0%)

(ii) Injuries and Other Diseases

By age

Age Group	2017
20 or below	- (-%)
Above 20 to 40	47 (22.6%)
Above 40 to 60	144 (69.2%)
Above 60	17 (8.2%)
Total	208 (100.0%)

By sex

Sex	2017
Male	86 (41.3%)
Female	122 (58.7%)
Total	208 (100.0%)

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)081

(Question Serial No. 2791)

Head: (90) Labour Department

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

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 numbers of false self-employment and involuntary false self-employment cases detected in the past year;
- (b) the numbers of inspections and enforcement actions against false self-employment and the expenditure involved in the past year; and
- (c) the resources allocated and expenditure for the educational and promotional work on deterring false self-employment in the past year?

Asked by: Hon WAN Siu-kin, Andrew (Member Question No. 218)

Reply:

The information sought is provided as follows:

- (a) The Labour Department (LD) deters breaches of labour laws, including false self-employment practices, through conducting workplace inspections. 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 total number of complaints about false self-employment, irrespective of whether employees accepted false self-employment voluntarily or not, handled by LD in 2017 was 22.
- (b) In 2017, LD conducted 154 237 workplace inspections to check whether there were cases involving breaches of labour laws, including false self-employment practices. As labour inspectors are responsible for the enforcement of various labour laws, the expenditure involved in the inspections and enforcement actions against false self-employment cannot be separately identified.

- (c) In 2017, 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 revised estimate in 2017-18 was about \$494,000.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)082

(Question Serial No. 2792)

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:

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 so as 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 for the targeted operations mounted and publicity activities launched in 2017-18?
- (b) What are the specific work details and estimated expenditure involved for the targeted operations to be mounted and publicity activities to be launched in 2018-19?
- (c) Will the effectiveness of the operations be assessed? If yes, what are the details? If not, what are the reasons?

Asked by: Hon WAN Siu-kin, Andrew (Member Question No. 219)

Reply:

The information sought is provided as follows:

- (a) In 2017, 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 expenditure for publicity in 2017-18 was about \$228,000.

- (b) In 2018-19, LD will continue to mount intelligence-based joint operations with the Police and ImmD to raid establishments suspected to be 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 about \$240,000 as expenditure for publicity in 2018-19.

- (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 keep in view the effectiveness of its enforcement actions from time to time.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)083

(Question Serial No. 2793)

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 year? 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. 220)

Reply:

In 2017, the Labour Department (LD) handled a total of 4 852 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. In 2017, the total number of summonses convicted in respect of wage offences was 766. During the year,

the highest fine imposed by the court on a single wage offence case was \$238,000. There was 1 company director sentenced to 2 months' immediate imprisonment for the wage offence. Another 1 employer and 2 company directors were given a suspended sentence, while 1 company director was sentenced to perform community service.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)084

(Question Serial No. 2794)

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 such 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. 221)

Reply:

The Labour Department (LD) enhances FDHs' understanding of their rights and obligations under the Employment Ordinance and the Standard Employment Contract through a series of publicity and educational work. 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, placing advertisements in local Indonesian and Filipino newspapers usually read by FDHs, broadcasting television and radio Announcements in the Public Interest (APIs), etc. 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. LD's one-stop FDH Information Portal (www.fdh.labour.gov.hk) is available in Indonesian, Filipino, Thai and Khmer so as to facilitate FDHs' understanding of their entitlements before coming to work in Hong Kong.

In addition, 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 out to 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 publicity and educational activities.

The revised estimated expenditure for publicity and educational work concerning FDHs and their employers in 2017-18 was \$4.34 million.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)085

(Question Serial No. 2795)

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:

- (a) the number of intermediaries for FDHs in the past year;
- (b) the number of complaints against intermediaries for FDHs and, among which, the number of complaints lodged by FDHs in the past year;
- (c) the number of inspections to intermediaries for FDHs and, among which, the number of proactive inspections conducted in the past year;
- (d) the details of the non-compliance cases detected in the above inspections in the past year;
- (e) the number of prosecutions taken out against intermediaries for FDHs for breaches of regulations and details of the charges in the past year; and
- (f) the manpower for conducting investigations and inspections to intermediaries for FDHs in the past year? Has the Government assessed the adequacy of the existing manpower in handling the cases? Will it consider employing additional manpower to address the problem?

Asked by: Hon WAN Siu-kin, Andrew (Member Question No. 222)

Reply:

The information sought is provided as follows:

- (a) As at the end of 2017, there were 1 439 employment agencies (EAs) providing placement service for FDHs.

- (b) In 2017, the Employment Agencies Administration (EAA) of the Labour Department (LD) received 199 complaints against EAs that provided placement service for FDHs. LD does not keep a breakdown by identity of complainants.
- (c)&(d) In 2017, EAA conducted 1 515 regular and surprise inspections to EAs that provided placement service for FDHs. LD does not keep a breakdown by number of proactive inspections conducted. In the above inspections, the breaches of regulations detected mainly included overcharging of commission from FDHs, failure to comply with the requirements and standards as listed in the Code of Practice for Employment Agencies, 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) In 2017, LD successfully prosecuted 8 EAs that provided placement service for FDHs. The breaches involved overcharging of commission from FDHs, unlicensed operation of EAs and failure to maintain proper records.
- (f) In 2017-18, EAA had a staff establishment of 15 Labour Officer Grade and 6 Clerical Grade staff who were responsible for performing licensing duties, conducting inspections to EAs and investigating complaints, as well as other related publicity and educational work, etc. The conduct of investigations and inspections is an integral part of EAA's work in the regulation of EAs, and the manpower involved cannot be separately identified. In 2018-19, there will be an increase of 7 Labour Officer Grade and 2 Clerical Grade posts in EAA to handle the work relating to the regulation of EAs. LD will keep in view the manpower arrangement in a timely manner.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)086

(Question Serial No. 2796)

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 year to publicise 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 publicity work? Will it consider employing additional manpower in this respect?

Asked by: Hon WAN Siu-kin, Andrew (Member Question No. 223)

Reply:

The Labour Department (LD) enhances FDHs' understanding of their rights under the Employment Ordinance and the Standard Employment Contract through a series of publicity and educational work. 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, placing advertisements in local Indonesian and Filipino newspapers usually read by FDHs, broadcasting television and radio Announcements in the Public Interest (APIs), etc. 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. LD's one-stop FDH Information Portal (www.fdh.labour.gov.hk) is available in Indonesian, Filipino, Thai and Khmer so as to facilitate FDHs' understanding of their entitlements before coming to work in Hong Kong.

In addition, 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 out to 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 publicity and educational activities.

In 2017-18, LD staged 9 information kiosks at popular gathering locations of FDHs such as Victoria Park, Chater Garden and Statue Square during their rest days, held 49 briefings and 6 roving exhibitions and placed 36 advertisements in local Indonesian and Filipino newspapers. The revised estimated expenditure for publicity and educational work concerning FDHs and their employers was \$4.34 million.

Publicity and educational work is an integral part of LD's ongoing work, and the manpower involved cannot be separately identified. In 2018-19, there will be an increase of 5 Labour Officer Grade posts in LD to assist in carrying out the publicity and educational work concerning FDHs and their employers.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)087

(Question Serial No. 3066)

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:

How many complaints against foreign domestic helpers (FDHs) and their intermediaries were received from employers in the past year? 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. 224)

Reply:

In 2017, the Employment Agencies Administration (EAA) of the Labour Department (LD) received 199 complaints against employment agencies (EAs) that provided placement service for FDHs, representing 92% of the total number of complaints. LD does not keep a breakdown by identity of complainants or statistics on complaints lodged by employers against FDHs.

In 2017-18, EAA had a staff establishment of 15 Labour Officer Grade and 6 Clerical Grade staff who were responsible for performing licensing duties, conducting inspections to EAs and investigating complaints, as well as other related publicity and educational work, etc. The handling of complaints is an integral part of EAA's work in the regulation of EAs, and the manpower and expenditure involved cannot be separately identified. In 2018-19, there will be an increase of 7 Labour Officer Grade and 2 Clerical Grade posts in EAA to handle the work relating to the regulation of EAs.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)088

(Question Serial No. 3072)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations (3) Safety and Health at Work
(4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The number of warnings issued by occupational safety officers in 2017 was 31 558, showing a slight increase when compared with that in 2016. What were the major types of warnings issued and, among them, was there any record of issuing multiple warnings to the same employer and what was the distribution of the warnings?

Asked by: Hon WAN Siu-kin, Andrew (Member Question No. 303)

Reply:

Occupational safety officers conduct inspections to different workplaces under the Factories and Industrial Undertakings Ordinance, the Occupational Safety and Health Ordinance and their subsidiary regulations. If, upon completion of inspections, they find that the occupational safety and health (OSH) measures in the workplaces need to be improved, or it is necessary to remind the duty holders such as employers, proprietors or contractors about certain OSH matters, inspection reports will be issued to give written warnings to the duty holders concerned. The written warnings cover different aspects of OSH, including work-at-height, lifting operations, guarding of machinery, fire escape, electrical safety, personal protective equipment, etc.

The Labour Department (LD) does not keep a breakdown of the written warnings by identity of duty holders and therefore the information is not available. However, according to LD's law enforcement experience, every year there are cases where warnings are issued to the same employer more than once.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)089

(Question Serial No. 3073)

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 2017; and the number of job seekers placed into employment under EPM, with breakdowns by age, gender, educational attainment, industry, occupation, job nature and mode of employment (i.e. full-time jobs, contract jobs and part-time permanent jobs);
- (b) of the number of ethnic minority (EM) job seekers registered under EPM in 2017, with breakdowns by ethnicity, age, gender and 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 2018-19 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. 304)

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 2017, there were 2 642 placements secured under EPM, of which 30 involved EM job seekers. Breakdowns by age and gender, educational attainment, industry, occupation, mode of employment (i.e. full-time or part-time) 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	368 (12)	811 (2)
50-below 60	442 (5)	771 (7)
60 or above	131 (3)	119 (1)
Total	2 642 (30)	

(ii) By educational attainment

Educational attainment	No. of placements
Primary 6 or below	199 (8)
Secondary 1-3	697 (4)
Secondary 4-5	1 201 (6)
Secondary 6-7	180 (3)
Post-secondary	365 (9)
Total	2 642 (30)

(iii) By industry

Industry	No. of placements
Real estate and business services	489 (3)
Community, social and personal services	448 (3)
Manufacturing	229 (4)
Wholesale and retail trades	552 (2)
Import and export trade	180 (0)
Restaurants and hotels	397 (9)
Construction	118 (4)
Transport, storage and communications	141 (5)
Others	88 (0)
Total	2 642 (30)

(iv) By occupation

Occupation	No. of placements	
Managers and administrators, professionals and associate professionals	145	(0)
Clerical support workers	472	(4)
Service workers and sales workers	798	(7)
Agricultural and fishery workers and craft and related workers	98	(2)
Plant and machine operators and assemblers	67	(0)
Elementary occupations	1 062	(17)
Total	2 642	(30)

(v) By mode of employment (i.e. full-time or part-time)

Mode of employment (i.e. full-time or part-time)	No. of placements	
Full-time	2 109	(28)
Part-time	533	(2)
Total	2 642	(30)

(vi) By ethnicity of EM job seekers

Ethnicity	No. of placements	
Indian	9	
Pakistani	5	
Filipino	4	
Nepalese	2	
Bengali	2	
Vietnamese	2	
Indonesian	1	
Thai	1	
Others	4	
Total	30	

LD does not have a breakdown by job nature.

- (d) In 2018-19, LD will continue to strengthen the liaison and cooperation with non-governmental organisations serving EMs, EM organisations, religious bodies, 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, 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)090

(Question Serial No. 3075)

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 number of job seekers registered with the Labour Department (LD) and, of these, the number of successful placements through LD's referral services in 2017;
- (b) of the number of EM job seekers registered with LD in 2017, with breakdowns by ethnicity, gender, age, educational attainment, residential district, industry, occupation, mode of employment (i.e. full-time jobs, contract jobs and part-time permanent jobs) and salary level;
- (c) of the number of EM job seekers placed into employment through LD's referral services in 2017, 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. 305)

Reply:

The information sought is provided as follows:

- (a) In 2017, a total of 49 233 able-bodied job seekers registered with LD for employment services, and 9 845 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 2017, a total of 1 036 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	424
Indian	198
Filipino	105
Nepalese	77
Indonesian	26
Thai	23
Others	183
Total	1 036

(ii) By gender

Gender	No. of job seekers
Male	672
Female	364
Total	1 036

(iii) By age

Age	No. of job seekers
15-below 20	100
20-below 30	313
30-below 40	250
40-below 50	234
50-below 60	107
60 or above	32
Total	1 036

(iv) By educational attainment

Educational attainment	No. of job seekers
Primary 6 or below	115
Secondary 1-3	120
Secondary 4-5	179
Secondary 6-7	221
Post-secondary	401
Total	1 036

(v) By residential district

Residential district	No. of job seekers
Hong Kong Island	125
Kowloon East	232
Kowloon West	215
New Territories East	72
New Territories West	392
Total	1 036

LD does not have breakdowns of the job seekers by industry, occupation, mode of employment and salary level.

- (c) In 2017, a total of 94 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	27
Indian	21
Filipino	12
Nepalese	5
Bengali	5
Indonesian	3
Thai	2
Others	19
Total	94

(ii) By gender

Gender	No. of placements
Male	59
Female	35
Total	94

(iii) By age

Age	No. of placements
15-below 20	12
20-below 30	27
30-below 40	14
40-below 50	23
50-below 60	14
60 or above	4
Total	94

(iv) By educational attainment

Educational attainment	No. of placements
Primary 6 or below	12
Secondary 1-3	11
Secondary 4-5	12
Secondary 6-7	22
Post-secondary	37
Total	94

(v) By residential district

Residential district	No. of placements
Hong Kong Island	20
Kowloon East	17
Kowloon West	14
New Territories East	8
New Territories West	35
Total	94

(vi) By industry

Industry	No. of placements
Manufacturing	9
Construction	6
Wholesale, retail and import/export trades	9
Restaurants and hotels	31
Transport, storage and communications	17
Financing, insurance, real estate and business services	7
Community, social and personal services	8
Others	7
Total	94

(vii) By occupation

Occupation	No. of placements
Professionals and associate professionals	3
Clerical support workers	23
Service workers	23
Shop sales workers	5
Skilled agricultural and fishery workers	0
Craft and related workers	3
Plant and machine operators and assemblers	2
Elementary occupations	35
Total	94

(viii) By monthly earnings

Monthly earnings	No. of placements
Below \$4,000*	1
\$4,000-below \$5,000*	1
\$5,000-below \$6,000	0
\$6,000-below \$7,000*	2
\$7,000-below \$8,000	0
\$8,000-below \$9,000	5
\$9,000-below \$10,000	2
\$10,000-below \$11,000	11
\$11,000-below \$12,000	9
\$12,000-below \$13,000	12
\$13,000-below \$14,000	16
\$14,000 or above	35
Total	94

* All placements were part-time jobs.

LD does not have a breakdown of the placements by mode of employment.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)091

(Question Serial No. 3076)

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:

There are 12 district-based job centres, 1 Employment in One-stop (EOS) and 3 industry-based job centres in Hong Kong to implement integrated employment services to enhance employment support to job seekers. Would the Government provide the following information:

- (a) the number of registered job seekers in the centres and, among them, the number of successful placements through the referral services in 2017;
- (b) the number of ethnic minority (EM) job seekers registered in the job centres in 2017 (with breakdowns by 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 services;
- (c) the number of EM job seekers placed into employment through the referral services of the centres in 2017 (with breakdowns by ethnicity, age, gender, educational attainment, industry, occupation, job nature and mode of employment)?

Asked by: Hon WAN Siu-kin, Andrew (Member Question No. 306)

Reply:

The information sought is provided as follows:

- (a) In 2017, a total of 49 233 able-bodied job seekers registered with the Labour Department (LD) for employment services, and 9 845 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 2017, a total of 1 036 EM job seekers registered with LD for employment services. Breakdowns by ethnicity, age, gender and educational attainment are provided below (figures in brackets denote the number of EM job seekers provided with case management and employment support services by EOS):

(i) By ethnicity

Ethnicity	No. of job seekers
Pakistani	424 (9)
Indian	198 (0)
Filipino	105 (0)
Nepalese	77 (1)
Indonesian	26 (3)
Thai	23 (0)
Others	183 (6)
Total	1 036 (19)

(ii) By age

Age	No. of job seekers
15-below 20	100 (1)
20-below 30	313 (2)
30-below 40	250 (5)
40-below 50	234 (8)
50-below 60	107 (3)
60 or above	32 (0)
Total	1 036 (19)

(iii) By gender

Gender	No. of job seekers
Male	672 (13)
Female	364 (6)
Total	1 036 (19)

(iv) By educational attainment

Educational attainment	No. of job seekers
Primary 6 or below	115 (5)
Secondary 1-3	120 (5)
Secondary 4-5	179 (3)
Secondary 6-7	221 (3)
Post-secondary	401 (3)
Total	1 036 (19)

LD does not have breakdowns of the job seekers by industry, occupation, job nature and mode of employment.

- (c) In 2017, a total of 94 placements were secured for EM job seekers through LD's referral services. Breakdowns by ethnicity, age, gender, educational attainment, industry and occupation are provided below:

(i) By ethnicity

Ethnicity	No. of placements
Pakistani	27
Indian	21
Filipino	12
Nepalese	5
Bengali	5
Indonesian	3
Thai	2
Others	19
Total	94

(ii) By age

Age	No. of placements
15-below 20	12
20-below 30	27
30-below 40	14
40-below 50	23
50-below 60	14
60 or above	4
Total	94

(iii) By gender

Gender	No. of placements
Male	59
Female	35
Total	94

(iv) By educational attainment

Educational attainment	No. of placements
Primary 6 or below	12
Secondary 1-3	11
Secondary 4-5	12
Secondary 6-7	22
Post-secondary	37
Total	94

(v) By industry

Industry	No. of placements
Manufacturing	9
Construction	6
Wholesale, retail and import/export trades	9
Restaurants and hotels	31
Transport, storage and communications	17
Financing, insurance, real estate and business services	7
Community, social and personal services	8
Others	7
Total	94

(vi) By occupation

Occupation	No. of placements
Professionals and associate professionals	3
Clerical support workers	23
Service workers	23
Shop sales workers	5
Skilled agricultural and fishery workers	0
Craft and related workers	3
Plant and machine operators and assemblers	2
Elementary occupations	35
Total	94

LD does not have breakdowns of the placements by job nature and mode of employment.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)092

(Question Serial No. 3179)

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:

In 2016-17, 2017-18 and 2018-19, there is a year-on-year increase in the amount required for the salaries and expenses of the Labour Department (LD) from \$1,851,634,000 in 2016-17 to the estimate of \$2,148,376,000 for 2018-19, representing an increase of 16%. What are the reasons?

Asked by: Hon WAN Siu-kin, Andrew (Member Question No. 225)

Reply:

The estimate of the amount required in 2018-19 for the salaries and expenses of LD is \$2.148 billion, representing an increase of 16.0% over the actual expenditure (\$1.852 billion) in 2016-17. This is mainly because the establishment of LD in 2016-17 was 2 383 posts while that in 2018-19 is expected to be 2 547 posts. Accordingly, the Department's expenses on salaries, allowances and personnel related expenses have also increased.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)093****(Question Serial No. 3230)**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 provided by the Labour Department (LD), please provide the following information:

The number of vacancies received in the past year, with breakdowns by proficiency (in terms of 'fluent', 'fair' and no requirement/no mention) in speaking Cantonese and reading and writing Chinese required by the posts.

Asked by: Hon WAN Siu-kin, Andrew (Member Question No. 307)Reply:

In 2017, LD received 1 419 270 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	975 547
Fair	351 548
Not required	92 175
Total	1 419 270

By proficiency in reading and writing Chinese

Proficiency in reading and writing Chinese	No. of vacancies
Able to read and write	959 874
Able to read and write simple Chinese	187 251
Able to read	181 639
Not required	90 506
Total	1 419 270

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)094

(Question Serial No. 0386)

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, would the Government provide the following information:

- (a) the numbers of individual-based applications and household-based applications received since the implementation of the Scheme; 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, occupation, monthly wage and rate of subsidy granted;
- (b) the number of rejected applications since the implementation of the Scheme (with a breakdown by reason for rejection) and, among which, the respective numbers of individual-based applications and household-based applications; and
- (c) it is mentioned in Matters Requiring Special Attention in 2018-2019 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. 22)

Reply:

The information sought is provided as follows:

- (a) Up to February 2018, the WITS Scheme received 446 177 applications, including 229 587 individual-based applications and 216 590 household-based applications. Over the same period, the Labour Department completed processing of 439 430 applications with a gross applicant count of 459 972. Of these, 413 667 were granted the subsidy, representing 89.9% 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) Up to February 2018, 4 464 applications, including 1 758 individual-based applications and 2 706 household-based applications, were rejected for the following reasons:

Reason	No. of applications*
Asset limit being exceeded	2 066
Income limit being exceeded	1 680
Insufficient supporting information	1 530
Travelling expenses not incurred in commuting to and from work	397
Applicant working less than 36 hours per month	326
Applicant being a full-time student or trainee not in employment	309
Applicant not being lawfully employed and self-employed	148
On-the-job transport allowance granted under the Transport Support Scheme	12
Low-income Working Family Allowance granted	2

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

- (c) The initiative proposes to provide an extra payment to applicants with applications submitted (and finally approved) from the first day of the month of the passage of the Appropriation Bill 2018 to the date of the passage of the Bill, as well as within 6 calendar months immediately before that month. The extra payment is equal to twice the average monthly amount of WITS payable to the applicants in their most recently approved applications. It is estimated that about 44 000 applicants of the WITS Scheme will benefit and the estimated expenditure involved is \$53 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) up to February 2018
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	176 103	38.3%
Female	237 564	51.6%
Total	413 667	89.9%

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	3 340	0.7%
20 - below 30	44 047	9.6%
30 - below 40	66 686	14.5%
40 - below 50	120 520	26.2%
50 - below 60	117 811	25.6%
60 or above	61 263	13.3%
Total	413 667	89.9%

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*	214 604	46.7%
2 persons	67 801	14.7%
3 persons	62 971	13.7%
4 persons	51 500	11.2%
5 persons	12 486	2.7%
6 persons or above	4 305	0.9%
Total	413 667	89.9%

* 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	2 873	0.6%
Eastern	14 277	3.1%
Southern	7 238	1.6%
Wan Chai	1 435	0.3%
Kowloon City	17 222	3.7%
Kwun Tong	57 312	12.5%
Sham Shui Po	31 879	6.9%
Wong Tai Sin	30 056	6.5%
Yau Tsim Mong	9 117	2.0%
Islands	8 853	1.9%
Kwai Tsing	43 800	9.5%
North	21 156	4.6%
Sai Kung	15 517	3.4%
Sha Tin	28 807	6.3%
Tai Po	10 976	2.4%
Tsuen Wan	10 948	2.4%
Tuen Mun	46 927	10.2%
Yuen Long	53 389	11.6%
Outside Hong Kong	1 885	0.4%
Total	413 667	89.9%

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	22 187	4.8%
Construction	12 755	2.8%
Import/export, wholesale and retail trades	52 414	11.4%
Accommodation and food services	64 051	13.9%
Transportation, storage, postal and courier services, information and communications	34 275	7.5%
Financing, insurance, real estate, professional and business services	160 854	35.0%
Public administration, social and personal services	62 783	13.6%
Others	4 348	0.9%
Total	413 667	89.9%

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	209 814	45.6%
Service and sales workers	96 327	20.9%
Clerical support workers	54 982	12.0%
Craft and related workers	15 811	3.4%
Associate professionals	13 873	3.0%
Plant and machine operators and assemblers	6 656	1.4%
Professionals	4 476	1.0%
Others	11 728	2.5%
Total	413 667	89.9%

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	98 922	21.5%
Above \$6,000 - \$7,000	59 039	12.8%
Above \$7,000 - \$8,000	86 690	18.8%
Above \$8,000 - \$9,000	45 280	9.8%
Above \$9,000 - \$10,000	36 290	7.9%
Above \$10,000	87 446	19.0%
Total	413 667	89.9%

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	374 654	81.5%
Half-rate subsidy	6 112	1.3%
Full-rate and half-rate subsidy in different months for the same application	32 901	7.2%
Total	413 667	89.9%

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

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)095****(Question Serial No. 0387)**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 situation in the past 5 years (i.e. 2013-2017), would the Government provide:

- (a) the numbers of trade unions and trade union federations registered under the Trade Unions Ordinance (TUO) and the number of trade unions newly registered each year;
- (b) the staff establishment and expenditure for conducting inspections and visits to trade unions and handling TUO-related matters each year; and
- (c) the numbers of complaints and reported allegations involving discrimination against trade unions received each year. Were there any employers or relevant parties found to have breached the legislation and thus prosecuted after investigation? If yes, what were the types of industries, complaints and reported cases involved?

Asked by: Hon WONG Kwok-kin (Member Question No. 3)Reply:

The information sought is provided as follows:

- (a) The year-end numbers of trade unions and trade union federations registered under TUO in the past 5 years are as follows:

Year	No. of trade unions	No. of trade union federations
2013	858 (14)	8
2014	869 (15)	9 (1)
2015	874 (14)	11 (2)
2016	879 (8)	11
2017	888 (13)	11

Note: Figures in brackets denote the number of trade unions/trade union federations newly registered in the year.

- (b) The staff establishment and expenditure for conducting inspections and visits to trade unions and handling TUO-related matters by the Labour Department (LD) in the past 5 financial years are as follows:

Financial year	Staff establishment	Expenditure involved (\$ million)
2012-13	15	5.53
2013-14	16	6.10
2014-15	16	7.60
2015-16	17	7.53
2016-17	17	8.34

- (c) The yearly numbers of claims and complaints/reported allegations involving suspected discrimination against trade unions received by LD in the past 5 years (i.e. 2013-2017) were 13, 3, 9, 6 and 5 respectively. After investigation, LD took out prosecution against 1 employer in the information and communications industry who was suspected to have dismissed 1 employee for participating in trade union activities. The employer was acquitted after trial.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)096****(Question Serial No. 2335)**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 set out the numbers of complaints involving imported workers received by the Labour Department (LD) in the past 3 years, with breakdowns by industry and job title and, among which, the number of cases convicted by court after investigation and the details of the irregularities.

Asked by: Hon WONG Kwok-kin (Member Question No. 37)Reply:

From 2015 to 2017, LD respectively received 26, 44 and 28 complaints involving imported workers under the Supplementary Labour Scheme. Most of the complaint items were about wages and working hours arrangement. Breakdowns of the complaints received by industry and job title are provided below:

(i) By industry

Industry	No. of complaints		
	2015	2016	2017
1. Agriculture and Fishing	3	2	5
2. Manufacturing	-	3	-
3. Construction	3	5	2
4. Wholesale, Retail and Import/Export Trades, Restaurants and Hotels	-	-	1
5. Community, Social and Personal Services	20	34	20
Total	26	44	28

(ii) By job title

Job title	No. of complaints		
	2015	2016	2017
1. Care Worker (Elderly Service)	20	33	19
2. Livestock/Poultry/Fish/Crop Farm Worker	3	1	2
3. Bean Curd/Soya Bean/Bean Sprout Processing Worker	-	1	-
4. Others	3	9	7
Total	26	44	28

LD has followed up on all the complaints to safeguard the employment rights of imported workers. During the period, prosecution was taken out against 1 employer under the Employment Ordinance. The case is being heard in the court.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)097

(Question Serial No. 2336)

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 2017 (with breakdowns by cause);
- (b) the respective numbers of labour disputes and claims in 2017 for which conciliation service was not rendered by LD because the employers concerned were insolvent or could not be reached;
- (c) the total number of claimants, total amount of claims and percentage share of successful claims in the labour disputes and claims in 2017; and
- (d) the amount of provision earmarked in 2018-19 for handling cases involving labour disputes and claims; and whether specific measures have been formulated to promote harmonious labour relations? If yes, what are the details and amount involved? If not, what are the reasons?

Asked by: Hon WONG Kwok-kin (Member Question No. 38)

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 in 2017 with breakdowns by cause are provided below:

Labour disputes

Cause	No. of labour disputes
Dispute involving principal contractor and subcontractor	30
Cessation of business/insolvency	16
Dispute on wages	4
Others	7
Total	57

Claims

Cause	No. of claims
Termination of contract	7 075
Dispute on wages	4 388
Dispute on holiday pay/ annual leave pay/rest day pay/ sickness allowance	1 471
Cessation of business/insolvency	157
Retrenchment/lay-off	78
Variation of terms of employment contract	122
Others	1 375
Total	14 666

- (b) The numbers of labour disputes and claims in 2017 for which conciliation service was not rendered by LD because the employers concerned were insolvent or could not be reached were 7 and 454 respectively.
- (c) The number of claimants and total amount of claims in the labour disputes and claims handled by LD in 2017 are provided below:

	Total no. of claimants	Total amount of claims (\$million)
Labour disputes	15 895	111
Claims	19 652	907

The settlement rate of the labour disputes and claims handled by LD in 2017 was 71.7%.

- (d) The handling of labour disputes and claims is an integral part of LD's ongoing work, and the financial provision involved cannot be separately identified. Besides, to foster harmonious labour relations, LD enhances public understanding of the Employment Ordinance and promotes good human resource management culture through various channels and a wide range of publicity activities such as publications, large-scale seminars, roving exhibitions, newspaper feature articles, periodicals of major employers' associations and trade union federations, public transport network as well as regular meetings and exchanges with business executives and human resources managers, so as to widely disseminate messages on good human resource management and statutory employees' rights and protection to employers and employees. The estimated expenditure is about \$6.3 million.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)098

(Question Serial No. 2445)

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 elderly persons, would the Government advise this Committee:

- (a) of the number of employed persons aged 50 or above so far (with breakdowns by gender, age, educational attainment, industry, occupation, mode of employment and salary level) and the percentage share in the number of persons aged 50 or above;
- (b) of the number of underemployed persons aged 50 or above so far (with breakdowns by gender, age, educational attainment, industry, occupation, mode of employment and salary level) and the percentage share in the number of persons aged 50 or above;
- (c) of the number of unemployed persons aged 50 or above so far (with breakdowns by gender, age, educational attainment, industry and occupation) and the percentage share in the number of persons aged 50 or above;
- (d) of the total number of registered job seekers aged 50 or above and, among them, the number of placements secured through the employment referral services of the Labour Department (LD) in 2017 (with breakdowns by gender, age, educational attainment, industry, occupation, mode of employment and salary level); and
- (e) whether the Government has formulated any specific measures and allocated any additional funding for 2018-2019 to assist and support elderly persons in securing employment; if yes, what are the details; if not, what are the reasons?

Asked by: Hon WONG Kwok-kin (Member Question No. 31)

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 (C&SD), the number of employed persons aged 50 or above (excluding foreign domestic helpers (FDHs)) by gender, age, educational attainment, industry, occupation, mode of employment (full-time/part-time) and monthly employment earnings and their percentage shares among the corresponding groups of persons/employed persons aged 50 or above for the fourth quarter of 2017 are provided below:

	No. of employed persons aged 50 or above	Share among the corresponding group of persons aged 50 or above (%)
Gender		
Male	733 300	52.5
Female	481 600	31.6
Age		
50-54	448 700	75.4
55-59	409 700	65.7
60-64	234 100	44.5
65 and above	122 500	10.4
Educational attainment		
Primary and below	261 500	24.3
Lower secondary	257 500	46.4
Upper secondary	440 800	51.7
Post-secondary - diploma/certificate	25 200	50.3
Post-secondary - sub-degree	40 400	54.8
Post-secondary - degree and above	189 700	60.6
Overall	1 215 000	41.6
	No. of employed persons aged 50 or above	Share among all employed persons aged 50 or above (%)
Industry		
Manufacturing	48 700	4.0
Construction	138 500	11.4
Import/export trade and wholesale	162 200	13.3
Retail, accommodation and food services	200 400	16.5
Transportation, storage, postal and courier services, information and communications	166 100	13.7
Financing, insurance, real estate, professional and business services	272 600	22.4
Public administration, social and personal services	217 800	17.9

Other industries	8 600	0.7
Occupation		
Managers and administrators	160 800	13.2
Professionals	61 100	5.0
Associate professionals	186 900	15.4
Clerical support workers	120 800	9.9
Service and sales workers	175 500	14.4
Craft and related workers	110 000	9.1
Plant and machine operators and assemblers	109 800	9.0
Elementary occupations	288 000	23.7
Other occupations	2 100	0.2
Mode of employment (full-time/part-time)		
Full-time	1 052 200	86.6
Part-time [^]	162 800	13.4
Monthly employment earnings		
25 th percentile (\$10,400)	303 700	25.0
50 th percentile (\$15,200)	607 500	50.0
75 th percentile (\$26,800)	911 200	75.0

Notes:

- ([^]) Figures refer to those employed persons who worked less than 35 hours owing to reasons other than vacation during the 7 days before enumeration, including those who are underemployed.

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.

The number of employed persons is rounded to the nearest hundred persons.

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

- (b) Based on the data obtained from the General Household Survey conducted by C&SD, the number of underemployed persons aged 50 or above (excluding FDHs) by gender, age, educational attainment, industry, occupation and monthly employment earnings and their percentage shares among the corresponding groups of persons/underemployed persons aged 50 or above for the fourth quarter of 2017 are provided below:

	No. of underemployed persons [^] aged 50 or above	Share among the corresponding group of persons aged 50 or above (%)
Gender		
Male	15 100	1.1
Female	2 800	0.2
Age		
50-54	5 700	1.0
55-59	8 000	1.3
60-64	3 000	0.6
65 and above	1 100	0.1

	No. of underemployed persons ^ aged 50 or above	Share among the corresponding group of persons aged 50 or above (%)
Educational attainment		
Primary and below	5 400	0.5
Lower secondary	5 900	1.1
Upper secondary	5 300	0.6
Post-secondary - diploma/certificate	*	*
Post-secondary - sub-degree	*	*
Post-secondary - degree and above	900	0.3
Overall	17 800	0.6

	No. of underemployed persons aged 50 or above	Share among all underemployed persons aged 50 or above (%)
Industry		
Manufacturing	*	*
Construction	9 800	54.7
Import/export trade and wholesale	*	*
Retail, accommodation and food services	1 900	10.6
Transportation, storage, postal and courier services, information and communications	2 200	12.3
Financing, insurance, real estate, professional and business services	800	4.8
Public administration, social and personal services	2 300	12.8
Other industries	*	*
Occupation		
Managers and administrators	*	*
Professionals	*	*
Associate professionals	900	5.0
Clerical support workers	*	*
Service and sales workers	2 000	11.5
Craft and related workers	6 600	36.8
Plant and machine operators and assemblers	*	*
Elementary occupations	7 100	39.9
Other occupations	*	*
Monthly employment earnings		
25 th percentile (\$5,400)	4 500	25.0
50 th percentile (\$9,000)	8 900	50.0
75 th percentile (\$13,000)	13 400	75.0

Notes:

(^) 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.

(*) Figures are not released due to large sampling errors.

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.

The number of underemployed persons is rounded to the nearest hundred persons.

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

For the mode of employment, underemployed persons are classified as part-timers.

- (c) Based on the data obtained from the General Household Survey conducted by C&SD, the number of unemployed persons aged 50 or above (excluding FDHs) by gender, age, educational attainment, industry and occupation and their percentage shares among the corresponding groups of persons/unemployed persons aged 50 or above for the fourth quarter of 2017 are provided below:

	No. of unemployed persons aged 50 or above	Share among the corresponding group of persons aged 50 or above (%)
Gender		
Male	19 800	1.4
Female	10 600	0.7
Age		
50-54	12 300	2.1
55-59	11 000	1.8
60-64	5 000	1.0
65 and above	2 100	0.2
Educational attainment		
Primary and below	7 300	0.7
Lower secondary	6 500	1.2
Upper secondary	10 900	1.3
Post-secondary - diploma/certificate	600	1.3
Post-secondary - sub-degree	1 200	1.6
Post-secondary - degree and above	3 900	1.2
Overall	30 400	1.0

	No. of unemployed persons aged 50 or above	Percentage share among all unemployed persons aged 50 or above (%)
Industry		
Manufacturing	1 400	4.5
Construction	6 900	22.7
Import/export trade and wholesale	3 200	10.4
Retail, accommodation and food services	6 200	20.3
Transportation, storage, postal and courier services, information and communications	3 200	10.6
Financing, insurance, real estate, professional and business services	4 700	15.5
Public administration, social and personal services	4 000	13.2
Other industries	*	*
Unemployed without previous job/Re-entrants	800	2.7
Occupation		
Managers and administrators	2 000	6.5
Professionals	1 000	3.3
Associate professionals	4 200	13.9
Clerical support workers	1 800	6.0
Service and sales workers	4 900	16.0
Craft and related workers	5 000	16.6
Plant and machine operators and assemblers	1 600	5.2
Elementary occupations	9 000	29.8
Other occupations	*	*
Unemployed without previous job or re-entrants	800	2.7

Notes:

(*) Figures are not released due to large sampling errors.

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.

The number of unemployed persons is rounded to the nearest hundred persons.

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

- (d) In 2017, a total of 12 446 job seekers aged 50 or above registered with LD for employment services, and 2 053 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. Breakdowns of the placements secured through LD's referral by gender and age, educational attainment, industry, occupation, full-time/part-time and monthly earnings are at Annex.

- (e) LD provides comprehensive and free employment services for job seekers (including elderly persons). To assist elderly persons in securing employment, LD implements various measures such as staging large-scale thematic job fairs and district-based job fairs on part-time employment for elderly persons, setting up special counters at its job centres, organising employment briefings, establishing a dedicated webpage under the Interactive Employment Service website, etc. to facilitate their access to the latest employment information and search for suitable vacancies.

In 2018-19, to further encourage employers to hire elderly persons and provide them with on-the-job training, LD will enhance the Employment Programme for the Middle-aged. An on-the-job training allowance of up to \$4,000 per month for a period of 6 to 12 months will be provided to employers engaging elderly job seekers aged 60 or above who have left the workforce or are unemployed. This initiative is scheduled to be launched in 2018. The expenditure involved in the on-the-job training allowance is about \$2.5 million annually.

In 2018-19, the Employees Retraining Board (ERB) will offer some 700 training courses straddling 28 industry categories and generic skills training for eligible persons aged 15 or above (including mature persons aged 50 or above), and will continue to provide training courses geared towards the employment needs of mature persons aged 50 or above, provide placement follow-up services, organise the "Workplace Re-entry" activity series, "Workshop on Enhancing the Awareness towards Mature Persons" and "Work Experience Day", sponsor training bodies to organise district-based promotional activities for mature persons, and set up "ERB Service Spots" in 4 community organisations that provide elderly services to further support mature persons with training and employment needs. ERB does not keep a breakdown of the expenditure on mature persons-related projects.

Number of placements secured for job seekers aged 50 or above through
the employment referral services of the Labour Department in 2017

(i) By gender and age

Age	Male	Female	No. of placements
50-below 60	599	1 081	1 680
60 or above	192	181	373
Total	791	1 262	2 053

(ii) By educational attainment

Educational attainment	No. of placements
Primary 6 or below	220
Secondary 1-3	526
Secondary 4-5	936
Secondary 6-7	106
Post-secondary	265
Total	2 053

(iii) By industry

Industry	No. of placements
Manufacturing	175
Construction	105
Wholesale, retail and import/export trades	465
Restaurants and hotels	314
Transport, storage and communications	111
Financing, insurance, real estate and business services	445
Community, social and personal services	436
Others (including government sector)	2
Total	2 053

(iv) By occupation

Occupation	No. of placements
Managers and administrators, professionals and associate professionals	103
Clerical support workers	349
Service workers and sales workers	434
Agricultural and fishery workers and craft and related workers	105
Plant and machine operators and assemblers	77
Elementary occupations	985
Total	2 053

(v) By full-time/part-time

Full-time/part-time	No. of placements
Full-time	1 605
Part-time *	448
Total	2 053

* With less than 5 working days per week or less than 6 working hours per day

(vi) By monthly earnings

Monthly earnings	No. of placements
Below \$4,000*	127
\$4,000-below \$5,000	48
\$5,000-below \$6,000	51
\$6,000-below \$7,000	91
\$7,000-below \$8,000	120
\$8,000-below \$9,000	198
\$9,000-below \$10,000	232
\$10,000-below \$11,000	299
\$11,000-below \$12,000	197
\$12,000-below \$13,000	192
\$13,000-below \$14,000	168
\$14,000 or above	330
Total	2 053

* All placements were part-time jobs.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)099****(Question Serial No. 2446)**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 5 years by industry, occupation and cause of application. What were the number of applications approved, amount of payment effected and percentage share in the total number of applications processed?

Asked by: Hon WONG Kwok-kin (Member Question No. 33)Reply:

A breakdown of PWIF applications processed by industry from 2013 to 2017 is provided below:

Year	Industry	No. of applications processed
2013	Construction	409
	Food and beverage service activities	359
	Import and export trade	330
	Travel agency, reservation service and related activities	195
	Manufacture of textiles	115
	Land transport	87
	Retail trade	73
	Others	582
	Total	2 150
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

Year	Industry	No. of applications processed
2015	Others	740
	Total	2 544
	Construction	593
	Retail trade	547
	Food and beverage service activities	536
	Libraries, archives, museums and other cultural activities	414
	Import and export trade	320
	Information technology service activities	100
	Creative and performing arts activities	92
	Others	625
2016	Total	3 227
	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
2017	Total	2 905
	Sports and other entertainment activities	553
	Retail trade	459
	Construction	329
	Food and beverage service activities	294
	Import and export trade	278
	Activities of amusement parks and theme parks	230
	Services to buildings and landscape care activities	79
	Others	658
	Total	2 880

A breakdown of applications approved by cause of application from 2013 to 2017 is provided below:

Year	Cause of application [#] (Item owed)	No. of applications approved*
2013	Wages	1 643
	Wages in lieu of notice	1 257
	Severance payment	363
	Pay for untaken annual leave and/or untaken statutory holidays	677
	Total	1 855
2014	Wages	1 955
	Wages in lieu of notice	1 460

Year	Cause of application [#] (Item owed)	No. of applications approved*
	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
2017	Wages	2 460
	Wages in lieu of notice	1 826
	Severance payment	675
	Pay for untaken annual leave and/or untaken statutory holidays	1 315
	Total	2 640

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.

* The breakdown figures do not add up to the total as an application may involve more than 1 item owed.

The Labour Department does not keep a breakdown of applications processed by occupation.

The number of applications approved, percentage share in the total number of applications processed and amount of payment effected from 2013 to 2017 are provided below:

Year	No. of applications approved	Percentage share in the total number of applications processed	Amount of payment effected (\$million)
2013	1 855	86.3%	48.5
2014	2 186	85.9%	58.8
2015	2 894	89.7%	61.6
2016	2 429	83.6%	80.2
2017	2 640	91.7%	79.6

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)100

(Question Serial No. 2447)

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:

In 2018-19, what specific work will the Government undertake to step up promotion on the importance of family-friendly employment practices (FFEPs)? What is the estimated expenditure involved? Is there any plan to amend the existing legislation to align the statutory holidays with the general holidays at 17 days? If yes, what are the details and the timetable? If not, what are the reasons?

Asked by: Hon WONG Kwok-kin (Member Question No. 39)

Reply:

The Labour Department (LD) has all along been actively encouraging employers to adopt employee-oriented good human resource management practices and to implement FFEPs. In 2018-19, LD will continue to disseminate relevant information to the community and encourage employers to adopt FFEPs at workplaces through various channels and a wide range of publicity activities such as publications, large-scale seminars, roving exhibitions, newspaper feature articles, periodicals of major employers' associations and trade union federations, public transport network as well as regular meetings and exchanges with business executives and human resources managers. The estimated expenditure is about \$1.2 million.

The Government is aware of the labour sector's wish to align the number of statutory holidays with that of general holidays, and notes that the business sector is much concerned about the possible impact of the increase in the number of statutory holidays on employers, especially small and medium-sized enterprises which represent 98% of the enterprises in Hong Kong, and families employing around 370 000 foreign domestic helpers. In 2015, LD reported the findings of the survey conducted by the Census and Statistics Department on employees taking statutory holidays and general holidays in Hong Kong to the Labour Advisory Board (LAB) and the Legislative Council Panel on Manpower, and discussed the issue and listened to the views of members at several LAB meetings. However, LAB could not reach a consensus on the issue.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)101

(Question Serial No. 3258)

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:

In his Budget Speech for 2018-19, the Financial Secretary mentioned that he would set aside \$15 billion to effect the abolition of the Mandatory Provident Fund (MPF) “offsetting” arrangement. In this connection, would the Government inform this Committee when it will put forth the proposal to abolish the “offsetting” arrangement? What are the specific details of the arrangement? Is \$15 billion the Government’s final commitment for the abolition? If this amount is insufficient to effect the abolition, will the Government make further injections to increase its commitment?

Asked by: Hon WONG Ting-kwong (Member Question No. 57)

Reply:

Having regard to the views of the business and labour sectors, the Government has put forth a preliminary idea on abolishing the arrangement of “offsetting” severance payment and long service payment with employers’ mandatory contributions under the MPF System. Based on this preliminary idea, the Government is exchanging views with major stakeholders including the business and labour sectors.

The Government has set aside \$15 billion in the 2018-19 Budget for implementing the relevant measures to effect the abolition of the “offsetting” arrangement. This is a rough estimate made when preparing the Budget. Subject to the details of the finalised proposal, the Government will provide the necessary financial support.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)102****(Question Serial No. 1777)**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 advise this Committee of the following:

- (a) Regarding the ageing problem of public transport and container truck drivers, please provide the following statistics:

Public transport	Franchised bus	Non-franchised bus	Public light bus	Taxi	Container truck
Aged 25-29 (Number of drivers)					
2013					
2014					
2015					
2016					
2017					
Aged 30-39 (Number of drivers)					
2013					
2014					
2015					
2016					
2017					
Aged 40-49 (Number of drivers)					
2013					
2014					
2015					
2016					
2017					
Aged 50-59 (Number of drivers)					
2013					
2014					
2015					
2016					
2017					

Aged 60-69 (Number of drivers)					
2013					
2014					
2015					
2016					
2017					
Aged 70-79 (Number of drivers)					
2013					
2014					
2015					
2016					
2017					
Aged 80 or above (Number of drivers)					
2013					
2014					
2015					
2016					
2017					

(b) Regarding the vacancies in (a), please provide the following statistics:

Public transport	Number of vacancies				
	2013	2014	2015	2016	2017
Franchised bus					
Non-franchised bus					
Public light bus					
Taxi					
Container truck					

(c) There is a prolonged shortage of public transport and container truck drivers. Will drivers be included in the Supplementary Labour Scheme? If yes, what are the details of the plan; if not, what are the ways to facilitate effective recruitment of drivers in the industry; and what are the manpower arrangement and estimated expenditure involved?

Asked by: Hon YICK Chi-ming, Frankie (Member Question No. 37)

Reply:

The information sought is provided as follows:

(a) The age distribution of franchised bus captains from 2013 to 2017 is provided below:

	No. of franchised bus captains				
	2013	2014	2015	2016	2017
Aged 25-29	341	387	402	413	449
Aged 30-39	1 613	1 587	1 705	1 722	1 866
Aged 40-49	3 786	3 759	3 758	3 622	3 521

Aged 50-59	5 970	6 048	6 106	6 024	5 886
Aged 60-69	1 167	1 396	1 631	1 823	2 022

The Transport Department (TD) and the Census and Statistics Department (C&SD) do not have the other statistics mentioned in (a).

- (b) The numbers of vacancies for franchised bus captains from 2013 to 2017 are provided below:

	No. of vacancies				
	2013	2014	2015	2016	2017
Franchised bus captains	192	98	121	180	366

TD and C&SD do not have the other statistics mentioned in (b).

- (c) According to TD, as at the end of 2017, there were over 370 000 holders of valid commercial vehicle (Note) driving licences, while there were only 90 000-plus licensed commercial vehicles. The crux of the issue is thus how to attract qualified persons to join the industry. In view of this, the proposal to import commercial vehicle drivers cannot be considered lightly. The livelihood of local drivers must be taken into account.

Note: Commercial vehicles refer to private light buses, public light buses, taxis, private buses, public buses, franchised buses, medium goods vehicles, heavy goods vehicles, articulated vehicles and special purpose vehicles.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)103****(Question Serial No. 1497)**Head: (141) Government Secretariat: Labour and Welfare BureauSubhead (No. & title): ()Programme: (4) Manpower DevelopmentControlling Officer: Permanent Secretary for Labour and Welfare
(Ms CHANG King-yiu)Director of Bureau: Secretary for Labour and WelfareQuestion:

It is mentioned in the Budget that the Continuing Education Fund (CEF) will be enhanced. Would the Government inform this Committee of the following:

- (1) Number of persons applying for the CEF in each of the past 5 years and the applicants' background in terms of their age, occupation, gender, etc;
- (2) Has the Government conducted tracking surveys to follow the applicants' situation after their completion of the reimbursable courses so as to assess the effectiveness? If yes, what are the actual impacts of the courses on the applicants? If not, will the Government introduce a tracking mechanism to assess the effectiveness of the CEF?

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

The information sought is provided as follows –

- (1) As at 31 January 2018, Office of the Continuing Education Fund (OCEF) received a total of 153 879 applications for opening Continuing Education Fund (CEF) accounts in the past five years. The number of applicants by age groups is set out below –

	Age group ^{Note}			
	18 - 29	30 - 39	40 - 49	50 - 65
No. of applicants	99 438	28 483	16 095	9 681
(% against the total)	(64.6%)	(18.5%)	(10.5%)	(6.3%)

Note: At present, Hong Kong residents aged between 18 and 65 are eligible to apply for CEF subsidies. Among the 153 879 applications, 182 (0.1% against the total) failed to meet this eligibility requirement.

OCEF does not keep information on applicants' background of gender and occupation.

- (2) The Government has earlier engaged a consultant to conduct a review and a user survey on the operation of CEF. The consultancy study was completed in September 2017. The results show that the initial objectives of setting up CEF have been largely achieved. Among the respondents who had claimed CEF subsidies, more than 80% considered that CEF courses could help enhance their knowledge and skills. In addition, a majority of the respondents were of the view that CEF courses could prepare them for employment, and agreed that the courses could help better equip themselves (72%), enhance their competences to cope with the current and future job requirements (74%) and enrich their work-related knowledge (72%). The above opinions of the respondents are in line with those obtained from several similar reviews and user surveys conducted by the Government since the establishment of CEF. We will continue to review the operation of CEF and conduct similar surveys on a need basis in the future. Given the large number of CEF courses and their short-term nature, the Government has no plan to conduct any tracking evaluation at the moment.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)104

(Question Serial No. 0627)

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
(Ms CHANG King-yiu)

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 numbers 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, and 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. (LegCo use): 34)

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 –

Year	No. of Employers	No. of Apprentices		
		Designated Trades	Non-designated Trades	Total
2015-16	610	2 365	2 404	4 769
2016-17	618	2 595	2 567	5 162
2017-18 [@]	603	2 618	2 554	5 172

[@] Figures as at 28 February 2018

- (b) As at 28 February 2018, there were 2 618 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	8	1
2	Building Services Mechanic	176	2
3	Cable Jointer (Power)	22	-
4	Construction Plant Mechanic	76	-
5	Electrical Appliances Service Mechanic	7	-
6	Electrical Fitter	73	2
7	Electrician	514	-
8	Gas Utilisation Fitter	67	-
9	Lift Electrician	566	4
10	Overhead Linesman	21	-
11	Plumber	19	-
12	Refrigeration/Air-conditioning Mechanic	445	3
13	Vehicle Body Repairer	85	-
14	Vehicle Electrician	72	1
15	Vehicle Mechanic	425	4
16	Vehicle Painter	24	1
	Sub-total	2 600	18
	Total	2 618	

By age*

Age	No. of Registered Apprentices in Designated Trades
14 to under 19	993
19 or above	1 625
Total	2 618

* 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 2018, there were 57 non-designated trades with 2 554 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	Aircraft Maintenance Mechanic	68	8
2	Aircraft Maintenance Mechanic I	8	-
3	Aircraft Maintenance Mechanic II	48	5
4	Aircraft Painting Mechanic	3	-
5	Analytical Testing Technician	5	1
6	Assistant Watch Technical Officer	2	-
7	Building Services Assistant	2	-
8	Building Services Technician	227	12
9	Craftsman (Air-conditioning)	116	-
10	Craftsman (Electrical)	171	5
11	Craftsman (Mechanical)	161	4
12	Craftsman (Electronic)	29	6
13	Craftsman (Vehicle)	63	2
14	CNC Milling Machine Operator (Watch Parts Manufacturing)	1	-
15	Construction Materials Testing Technician	17	10
16	Construction Assistant	14	2
17	Construction Technician	487	25
18	Communication System Mechanic	17	1
19	Engineering Assistant (Air-Conditioning)	2	-
20	Engineering Assistant (Building Services)	4	-
21	Engineering Assistant (Building Services) (Construction)	3	-
22	Engineering Assistant (Electrical)	6	-
23	Engineering Assistant (Others)	2	-

	Non-designated Trades	Male	Female
24	Electronics Craftsman	13	-
25	Electrical Engineering Technician	160	1
26	Electronics Technician	44	6
27	Fire Service Mechanic	29	-
28	Fire Service Technician	7	-
29	Graphic Designer	1	6
30	Gas Network Fitter	22	-
31	Industrial Vehicle Mechanic	2	-
32	Lift Control Mechanic	18	-
33	Lift Technician	40	-
34	Mechanical Engineering Technician	64	1
35	Mechanical Fitter	134	-
36	Medical Operations Assistant	1	13
37	Media Publication Assistant	8	1
38	Media Publication Coordinator	1	2
39	Metal Worker	3	-
40	Production Planner (Printing)	1	3
41	Permanent Way Mechanic	61	-
42	Quantity Surveying Technician	69	21
43	Refrigeration/Air-conditioning Technician	24	1
44	Security and Communication Systems Mechanic	32	-
45	Steel Fabricator	8	-
46	Technical Assistant (Electrical)	3	-
47	Technical Assistant (Security Systems)	2	-
48	Technician (Electrical)	27	-
49	Technician (Mechanical)	27	1
50	Technician (Air-conditioning)	17	1
51	Technician (Building Services)	28	7
52	Technician (Electronic)	31	4
53	Technician (Vehicle)	6	-
54	Vehicle Technician	36	-
55	Welder	2	-
56	Watch Technical Assistant	10	2
57	Craft Apprentice (Waterworks)	15	1
Sub-total		2 402	152
Total		2 554	

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	469
19 or above	2 085
Total	2 554

- (d) The numbers of people who have completed the Apprenticeship Scheme in the past 3 years are as follows –

Year	No. of People Who Have Completed the Apprenticeship Scheme
2015-16	785
2016-17	709
2017-18 [@]	931

[@] Figures as at 28 February 2018

The Vocational Training Council (VTC) conducts an annual survey of about 200 randomly-selected apprentices who have completed the apprenticeship training in the previous financial year. Data collected from the surveys conducted in the past 3 years, 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 (Percentage of b/a)	c. No. of Apprentices Continuing to Work in Original Trades (Percentage of c/b)
2015-16	189	188 (99.5%)	185 (98.4%)
2016-17	174	169 (97.1%)	167 (98.8%)
2017-18	200	196 (98.0%)	195 (99.5%)

- (e) The Government launched the Pilot Training and Support Scheme (Pilot Scheme) in the 2014/15 academic year with reference to VTC's framework and model under the Apprenticeship Ordinance (the Ordinance) to help trainees better understand their career and study progression pathways. Some targeted industries under the Apprenticeship Scheme (e.g. electrical and mechanical, and automobile industries) have been included under the Pilot Scheme, which has enhanced the apprenticeship system. The Government will extend the Pilot Scheme to benefit eligible students admitted to VTC, including apprentices in the aforesaid targeted industries, in the 2018/19 academic year. Separately, it is also announced in the 2018-19 Budget that the on-the-job training allowance under the Youth Employment and Training Programme will be raised. Under the new initiative, employers of eligible apprentices can apply for a monthly on-the-job training allowance of up to \$4,000 per trainee for a period of 6 to 12 months. While the Government has no plan to review the Ordinance at present, we will continue to closely monitor the implementation of the Apprenticeship Scheme and listen to views from various sectors in the society.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)105****(Question Serial No. 0315)**Head: (141) Government Secretariat: Labour and Welfare BureauSubhead (No. & title): ()Programme: (4) Manpower DevelopmentControlling Officer: Permanent Secretary for Labour and Welfare
(Ms CHANG King-yiu)Director of Bureau: Secretary for Labour and WelfareQuestion:

As indicated in the Financial Secretary's Budget Speech, the Government will raise the subsidy ceiling of the Continuing Education Fund (CEF) from \$10,000 to \$20,000 per applicant, and those who once opened a CEF account may also benefit from this initiative. The restrictions on the validity period and the number of claims will also be lifted, and the scope of the CEF expanded to include all courses in the Qualifications Register. It is expected that a total of 610 000 recipients will benefit from the enhancements. In this regard, will the Government inform this Committee of the following:

- (a) For each of the past 5 years, what were the numbers of new CEF accounts opened; and in cases where CEF accounts have previously been opened, what were the numbers of accounts whose holders have claimed the maximum subsidy, the numbers of accounts whose holders have not yet claimed the maximum subsidy, and the numbers of accounts whose holders have not yet claimed the maximum subsidy but claims can no longer be made because the validity period of such accounts was expired?
- (b) What are the numbers of persons who have once opened a CEF account to this day by amount of subsidy granted as set out in the table below?

Amount of subsidy granted	No. of persons
\$0	
\$1-2,000	
\$2,001-4,000	
\$4,001-6,000	
\$6,001-8,000	
\$8,001-10,000	

- (c) Since the CEF was launched, what is the number of accounts whose holders have not used any subsidy or have not yet claimed the maximum subsidy of \$10,000 but claims can no longer be made because of the restriction of the validity period? Will the Government consider allowing such account holders to make new claims under the new initiatives so that those account holders who have not used any subsidy are able to

make claims up to \$20,000, and those who have not yet claimed the maximum subsidy are able to make claims of the unused balance under the original subsidy ceiling in the past plus the additional amount of \$10,000? If so, what are the details and the estimated additional expenditure involved? If not, why?

- (d) While expanding the scope of the CEF courses, will the Government consider extending the scope of subsidy to cover examination fees for professional qualifications of various occupations, such as the National Occupational Qualification Certificate, licences for plumbers, electricians and artisans, as well as various licences for professional driving? If so, what are the details? If not, why?
- (e) What are the timetable for implementation, as well as the manpower and expenditures required for the new initiatives?

Asked by: Hon KWOK Wai-keung (Member Question No. (LegCo use): 1)

Reply:

The information sought is provided as follows –

- (a) The numbers of various categories of Continuing Education Fund (CEF) accounts as stated in the question in the past 5 years (i.e. 2013-14 to 2017-18) are set out below–

Category of CEF accounts	Year				
	2013-14	2014-15	2015-16	2016-17	2017-18 (As at 31 January 2018)
(i) Newly opened accounts	32 679	30 544	28 335	28 390	20 892
(ii) CEF accounts closed with the subsidy ceiling of \$10,000 reached during the period	13 801	12 014	12 081	11 126	8 318
(iii) CEF accounts closed without reaching the subsidy ceiling of \$10,000 during the period ^{Note 1}	34 231	28 994	24 354	24 891	19 534
(iv) Valid CEF accounts yet to reach the subsidy ceiling of \$10,000 as at year end	123 334	112 870	104 770	97 143	90 183

- (b) The number of CEF account holders categorised by the amount of subsidy received since the establishment of CEF (as at 31 January 2018) are set out below –

Amount of subsidy received	Number of CEF account holders
\$0	268 886
\$1-\$2,000	5 299
\$2,001-\$4,000	46 103
\$4,001-\$6,000	59 932
\$6,001-\$8,000	57 057
\$8,001-\$10,000	336 062
Total	773 339

- (c) As announced in the 2018-19 Budget, members of the public who have opened a CEF account will benefit from the proposal of raising the subsidy ceiling. We propose, as a one-off discretionary arrangement, to allow re-activation of all closed accounts. These account holders can re-activate their accounts with the additional second subsidy of \$10,000 on top of the unused balance under the original subsidy of \$10,000 (if any). To support the increase in the subsidy ceiling which also applies to the closed accounts, the Government proposes further injection of an additional \$8.5 billion into CEF.
- (d) Under the prevailing requirements, a CEF applicant who has successfully completed a CEF course may make reimbursement claim for 80% of the course fees paid. After the implementation of the enhancement measures, the scope of CEF courses will be expanded to cover all eligible courses^{Note 2} under the Qualifications Register. We believe that most of the preparation courses for professional qualification examinations may apply for registration as CEF courses. If a course provider is a recognised assessment and qualification-awarding body of certain trades or professional qualifications, and the relevant professional qualification examinations are adopted as internal assessment for the relevant courses that comply with the requirements of the Qualifications Framework, such courses may also register as CEF courses.
- (e) Subject to the approval of Finance Committee of the Legislative Council on the proposed injection into CEF, the enhancement measures can be implemented in early 2019. The Office of CEF (OCEF) under the Working Family and Student Financial Assistance Agency is responsible for the implementation of CEF. The OCEF will deploy manpower and resources as appropriate to support the implementation of various enhancement measures and the expected surge in applications.

Note 1: Reasons for closure of accounts include the existing four-year validity period, maximum number of 4 claims or age limit of 65 being exceeded.

Note 2: They exclude programmes funded by the University Grants Committee and programmes provided by the Employees Retraining Board.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)106

(Question Serial No. 0316)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare
(Ms CHANG King-yiu)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in Matters Requiring Special Attention in 2018-19 that the Bureau will oversee the training services of the Employees Retraining Board (ERB), especially the targeted groups including women and more mature persons. In this connection, would the Government please provide information on the following:

- (a) the number and intake of the ERB's dedicated courses for women and more mature persons in each of the past 3 years, with a breakdown by type of course;
- (b) the numbers of trainees enrolled in the ERB's dedicated courses for women and more mature persons in the past 3 years;
- (c) the placement rates of trainees who completed the ERB's dedicated courses for women and more mature persons in the past 3 years;
- (d) the relevancy to training of trainees who completed the ERB's dedicated courses for women and more mature persons in the past 3 years; and
- (e) the number of dedicated courses for women and more mature persons to be offered by the ERB in 2018-19 and the estimated provision involved.

Asked by: Hon KWOK Wai-keung (Member Question No. (LegCo use): 29)

Reply:

The Employees Retraining Board (ERB) provides more than 700 training courses to eligible employees aged 15 or above with educational attainment at sub-degree level or below. Women and more mature persons meeting the admission requirements may enrol in suitable training courses according to their career aspirations and training needs. The information sought is provided as follows:

ERB did not offer any dedicated courses for women. At present, the majority of trainees enrolled in ERB courses are women, and in each of the past 3 years (i.e. 2015-16 to 2017-18), the number of female trainees accounted for an average of more than 80% of the

total number of trainees. The number of female trainees enrolled in ERB courses, placement rate of trainees who had completed the placement-tied courses, and the percentage of engagement in jobs related to training courses in the past 3 years are as follows:

Year	No. of Enrolled Female Trainees	Placement Rate ²	Percentage of Engagement in Jobs Related to Training Courses ³
2015-16	96 210	83%	54%
2016-17	100 660	84%	51%
2017-18 ¹	98 820	85%	48%

The numbers of dedicated placement-tied courses organised by ERB for more mature persons, enrolled trainees, the placement rate and the percentage of engagement in jobs related to training courses in the past 3 years (i.e. 2015-16 to 2017-18) are as follows:

Year	No. of Dedicated Courses ⁴	No. of Enrolled Trainees	Placement Rate ²	Percentage of Engagement in Jobs Related to Training Courses ³
2015-16	1	30	67%	N.A. ⁶
2016-17	3	40	92%	94%
2017-18 ¹	3	40	Data not yet available ⁵	Data not yet available

ERB plans to continue organising the 3 abovementioned dedicated courses for more mature persons in 2018-19, with an estimated provision of about \$700,000.

¹ Estimated figures as at February 2018.

² It 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 It refers to the percentage of trainees who engaged in jobs related to their training courses during the placement follow-up period over the number of trainees who engaged in employment. While the relevant percentage was previously named as “relevancy rate to training”, the updated name could express more clearly the actual meaning of the figures concerned.

⁴ The relevant courses include the “Foundation Certificate in Workplace Re-entry”, “Foundation Certificate in Workplace Re-entry (Career Preparation)” and “Foundation Certificate in Survey Interviewer Training”, which are full-time placement-tied courses.

⁵ The data is not available because the placement follow-up period of the relevant courses has not ended yet.

⁶ The percentage of engagement in jobs related to training courses is not applicable because the courses are generic skills courses.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)107

(Question Serial No. 1884)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare
(Ms CHANG King-yiu)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in paragraph 128 of the Budget Speech that the Government will raise the subsidy ceiling of the Continuing Education Fund (CEF) from \$10,000 to \$20,000 per applicant, and expand the scope of the CEF to include all courses in the Qualifications Register. Would the Government advise this Committee of the following:

- (1) Has it assessed the proportion of Hong Kong people pursuing continuing education? If yes, what are the details? If not, what are the reasons?
- (2) Has it reviewed the effectiveness of encouraging Hong Kong people to pursue continuing education? If yes, what are the details? If not, what are the reasons?

Asked by: Hon LEE Wai-king, Starry (Member Question No. (LegCo use): 19)

Reply:

The information sought is provided as follows –

- (1) The Government established Continuing Education Fund (CEF) in 2002 to encourage the local workforce to pursue continuing education by providing them with subsidies for continuing education and training. As at the end of 2017, a cumulative total of about 770 000 eligible Hong Kong residents have opened CEF accounts, equivalent to over 15% of the current eligible population aged 18 to 65. Given the broad definition of continuing education, members of the public may pursue continuing education through various channels apart from taking CEF courses. The Labour and Welfare Bureau does not have other statistics related to the proportion of people pursuing continuing education.
- (2) The Government has earlier engaged a consultant to conduct a review and a user survey on the operation of CEF. The consultancy study was completed in September 2017. The results show that the initial objectives of setting up CEF have been largely achieved. Among the respondents who had claimed CEF subsidies, more than 80% considered that CEF courses could help enhance their knowledge and skills. In

addition, a majority of the respondents were of the view that CEF courses could prepare them for employment, and agreed that the courses could help better equip themselves (72%), enhance their competences to cope with the current and future job requirements (74%) and enrich their work-related knowledge (72%). The above opinions of the respondents are in line with those obtained from several similar reviews and user surveys conducted by the Government since the establishment of CEF. We will continue to review the operation of CEF and conduct similar surveys on a need basis in the future.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)108

(Question Serial No. 3283)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare
(Ms CHANG King-yiu)

Director of Bureau: Secretary for Labour and Welfare

Question:

As indicated in paragraph 128 of the Budget Speech, the Government will raise the subsidy ceiling of the Continuing Education Fund (CEF) from \$10,000 to \$20,000 per applicant and lift the restrictions on the validity period and the number of claims from the CEF so as to encourage members of the public to pursue self-enhancement. In this connection, will the Government inform this Committee of the following:

- (1) It is reported that in cases where the second \$10,000 subsidy is involved, the payment ratio of the course fee for the applicant will be increased to 40% while that for the first \$10,000 subsidy is at 20%. Has the Government assessed the respective amounts of subsidy involved when a descending and a flat ratio is adopted? If so, what are the details?
- (2) Apart from expanding the scope of the CEF to include all courses in the Qualifications Register, will the Government introduce other enhancement measures to expand the scope of the courses accepted for reimbursement to respond to social aspirations?
- (3) Has the Government acquired the statistics regarding the number of adults pursuing continuing education in Hong Kong so as to assess the effectiveness of the encouragement measures to promote self-enhancement? If so, what were the figures for the past 3 years? If not, why?

Asked by: Hon LIAO Cheung-kong, Martin (Member Question No. (LegCo use): 40)

Reply:

The information sought is provided as follows –

- (1) Under the prevailing arrangements, a learner who has successfully completed a course under Continuing Education Fund (CEF) may claim 80% of the course fees, subject to the subsidy ceiling of \$10,000. In other words, a learner has to co-pay 20% of the course fees. In implementing the new subsidy ceiling of \$20,000, we propose to raise the co-payment ratio by learners for the second \$10,000 subsidy to 40%, while maintaining the prevailing co-payment ratio for the first \$10,000 subsidy (i.e. 20%).

The amount of subsidies disbursed is subject to applicants' reimbursement claims and it has no direct correlation with the co-payment ratio. Regardless of the co-payment ratio, each eligible applicant may apply for subsidy up to \$20,000.

- (2) We have earlier announced a series of enhancement measures, including expanding the scope of CEF courses to all eligible courses^{Note} registered in the Qualifications Register (QR). There will be no more specified course domains under CEF. Courses on a wide spectrum of aspects or skills can be registered as CEF courses as long as they are registered under the QR. This will increase the number of eligible courses from about 7 800 at present to at least about 11 800, which cover basically all course areas as suggested by the findings of the consultancy study on the review of CEF conducted earlier. This will greatly increase the choices for learners.
- (3) The Government established CEF in 2002 to encourage the local workforce to pursue continuing education by providing them with subsidies for continuing education and training. As at the end of 2017, a cumulative total of about 770 000 eligible Hong Kong residents have opened CEF accounts, equivalent to over 15% of the current eligible population aged 18 to 65. Given the broad definition of continuing education, members of the public may pursue continuing education through various channels apart from taking CEF courses. The Labour and Welfare Bureau does not have other statistics related to the proportion of people pursuing continuing education.

The Government has earlier engaged a consultant to conduct a review and a user survey on the operation of CEF. The consultancy study was completed in September 2017. The results show that the initial objectives of setting up CEF have been largely achieved. Among the respondents who had claimed CEF subsidies, more than 80% considered that CEF courses could help enhance their knowledge and skills. In addition, a majority of the respondents were of the view that CEF courses could prepare them for employment, and agreed that the courses could help better equip themselves (72%), enhance their competences to cope with the current and future job requirements (74%) and enrich their work-related knowledge (72%). The above opinions of the respondents are in line with those obtained from several similar reviews and user surveys conducted by the Government since the establishment of CEF. We will continue to review the operation of CEF and conduct similar surveys on a need basis in the future.

Note: They exclude programmes funded by the University Grants Committee and programmes provided by the Employees Retraining Board.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)109****(Question Serial No. 0630)**Head: (141) Government Secretariat: Labour and Welfare BureauSubhead (No. & title): ()Programme: (7) Subvention: Vocational Training Council (Vocational Training)Controlling Officer: Permanent Secretary for Labour and Welfare
(Ms CHANG King-yiu)Director of Bureau: Secretary for Labour and WelfareQuestion:

Please set out in table form the youth employment training programmes offered by the Vocational Training Council for the past 3 academic years, with a breakdown by programme title and number of participants.

Asked by: Hon LUK Chung-hung (Member Question No. (LegCo use): 49)Reply:

The numbers of participants in the training programmes related to youth employment offered by the Vocational Training Council in the past 3 academic years are set out below –

Youth employment training programme	Number of participants		
	2015/16 academic year	2016/17 academic year	2017/18 academic year (Estimated number)
Apprenticeship Scheme [@]	4 769	5 162	5 172
Earn and Learn Scheme [#]	1 008	1 146	1 035
Teen's Programme	560	510	504
Traineeship Scheme for Services Industries	129	72	100

[@] The numbers of participants in the Apprenticeship Scheme are compiled on the basis of financial year. The figure for 2017-18 is the actual number as at end-February 2018.

[#] Participants may join the Earn and Learn Scheme and the Apprenticeship Scheme in parallel. Hence, the numbers of participants in these two schemes may partly overlap.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)110

(Question Serial No. 0953)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare
(Ms CHANG King-yiu)

Director of Bureau: Secretary for Labour and Welfare

Question:

As regards the work of the Employees Retraining Board (ERB), will the Government provide the following information:

- (a) a breakdown by course type of the numbers of courses offered, the numbers of places provided and the numbers of trainees in respect of dedicated courses for ethnic minorities in each of the past 3 years;
- (b) the employment rates of the trainees of dedicated courses for ethnic minorities in each of the past 3 years;
- (c) the relevancy rates to training of dedicated courses for ethnic minorities in each of the past 3 years; and
- (d) the numbers of dedicated courses for ethnic minorities by course type to be offered by ERB in 2018-19. Does the Government have any plans to enhance the publicity and promotion of these courses so that more ethnic minorities will be encouraged to enrol on them? If so, what are the details and expenditure involved? If not, why?

Asked by: Hon MAK Mei-kuen, Alice (Member Question No. (LegCo use): 36)

Reply:

The information sought is provided as follows –

- (a) In the past 3 years (i.e. 2015-16 to 2017-18), the Employees Retraining Board (ERB) reserved 800 training places annually to offer dedicated courses for ethnic minorities. The numbers of courses and enrolled trainees by the two major categories of placement-tied and non-placement-tied course are as follows –

Course Type	2015-16		2016-17		2017-18 ¹	
	Number of Courses	Number of Enrolled Trainees	Number of Courses	Number of Enrolled Trainees	Number of Courses	Number of Enrolled Trainees
Placement-tied Courses	11	70	12	80	12	60
Non-placement-tied Courses	21	260	26	220	26	260
Total	32	330	38	300	38	320

- (b) Training bodies of ERB provide ethnic minorities trainees with 6 months' placement follow-up service upon completion of dedicated placement-tied courses. In the past 3 years (i.e. 2015-16 to 2017-18), the placement rates² of ERB's dedicated courses for ethnic minorities were 58% (2015-16) and 71% (2016-17) respectively, while the figure for 2017-18 is not available as the placement follow-up period of the courses has not ended yet.
- (c) In the past 3 years (i.e. 2015-16 to 2017-18), the percentage of engagement in jobs related to training courses³ of ERB's dedicated courses for ethnic minorities were 65% (2015-16) and 74% (2016-17) respectively, while the figure for 2017-18 is not available as the placement follow-up period of the courses has not ended yet.
- (d) ERB currently plans to provide at least 8 placement-tied and 24 non-placement-tied dedicated courses for ethnic minorities in 2018-19. As regards publicity and promotional work, ERB will continue to widely distribute course promotional leaflets and prospectus in English and/or ethnic minority languages via different channels, and place advertisements in newspapers published in relevant languages to promote dedicated courses for ethnic minorities. ERB will also sponsor training bodies to organise district-based promotional activities dedicated for ethnic minorities, organise "Career Talks for Schools" for upper secondary ethnic minority students and extend "working experience activities" to ethnic minorities to encourage more ethnic minorities to enrol in the dedicated courses. The estimated expenditure for the above promotion is about \$210,000.

¹ Estimated figures as at the end of February 2018.

² It 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 It refers to the percentage of trainees who engaged in jobs related to their training courses during the placement follow-up period over the number of trainees who engaged in employment. While the relevant percentage was previously named as "relevancy rate to training", the updated name could express more clearly the actual meaning of the figures concerned.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)111****(Question Serial No. 2320)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare
(Ms CHANG King-yiu)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in the Budget that the Government will raise the subsidy ceiling of the Continuing Education Fund (CEF) from \$10,000 to \$20,000 per applicant, extend the upper age limit for CEF applicants to 70, expand the scope of the CEF to include all courses in the Qualifications Register, and further inject an additional \$8.5 billion into the CEF. Will the Government advise this Committee on the following:

- (1) Please provide the numbers of recipients of subsidies for taking professional courses in Information Technology (IT) or programmes covering relevant training courses related to the professional skills in IT (e.g. information security, system audit and project management) in business/economic sectors and other skills as well as the amounts of subsidies disbursed in the past 5 years, with a breakdown by age groups and academic qualification awarded;
- (2) Since the establishment of CEF in mid-2002, what are the numbers of applicants approved to open a CEF account each year? Please provide a breakdown of the numbers of applicants who have used up the CEF subsidy ceiling of \$10,000 or submitted four claims for reimbursement, the numbers of cases where the reimbursement in the account could not be used anymore due to time limit and the amounts of unused balance by year;
- (3) Since the operation of CEF in mid-2002, what are the numbers of applications the Office of CEF received each year for the application of reimbursement and the numbers of applicants approved for reimbursement each year? Please provide a breakdown of the numbers of applicants not approved for reimbursement by year and reason and the total amount of reimbursement approved;
- (4) Please set out in table form the professional courses in IT within the Qualifications Framework (QF) and the institutions that provide such courses;
- (5) What is the number of learners that the \$8.5-billion fund is expected to benefit and when will the fund be fully disbursed?
- (6) What are the respective timetables and manpower, resources and expenditure requirements of the new initiatives under the enhancement plan?

Reply:

The information sought is provided as follows—

- (1) Currently CEF courses are categorised under 8 specified domains (i.e. Business Services, Financial Services, Logistics, Tourism, Creative Industries, Design, Languages, and Interpersonal and Intrapersonal Skills for the Workplace) as well as the Specification of Competency Standards (SCS)-based courses under the Qualifications Framework (QF). At present, 11 SCS-based courses of “Information and Communications Technology (ICT)” are on the list of CEF courses. No applications for reimbursement claims for these courses are yet received since their inclusion under CEF in 2012.

Although there is no standalone classification for ICT under the existing 8 specified domains, we note that a number of CEF courses contained content and elements of ICT. These courses are distributed amongst the 8 specified domains in accordance with the course content offered and the nature of the industries involved. We however do not have relevant statistics.

- (2) Since the establishment of CEF in mid-2002 until 31 January 2018, about 770 000 applicants have successfully opened CEF accounts, and among them, the accounts of about 680 000 were closed with 395 000 of these closed accounts not yet used up the subsidy of \$10,000. The unused balance concerned amounted to \$2.76 billion.

The annual figures of newly opened CEF accounts and CEF accounts categorised in accordance with the subsidy ceiling of \$10,000 in the past 5 years (i.e. 2013-14 to 2017-18) are set out below –

Category of CEF accounts	Year				
	2013-14	2014-15	2015-16	2016-17	2017-18 (as at 31 January 2018)
Newly opened accounts	32 679	30 544	28 335	28 390	20 892
CEF accounts closed with the subsidy ceiling of \$10,000 reached during the period	13 801	12 014	12 081	11 126	8 318
CEF accounts closed without reaching the subsidy ceiling of \$10,000 during the period ^{Note 1}	34 231	28 994	24 354	24 891	19 534

- (3) The annual figures of CEF reimbursement applications received by the Office of CEF (OCEF), recipients of approved CEF reimbursement and the total amount disbursed in the past five years (i.e. from 2013-14 to 2017-18) are set out below –

	Year				
	2013-14	2014-15	2015-16	2016-17	2017-18 (as at 31 January 2018)
Number of CEF reimbursement applications	26 007	22 570	20 539	19 912	14 577
Number of recipients of approved CEF reimbursement	25 275	22 526	19 775	19 106	14 582
Total amount disbursed (\$ million)	196.3	175.3	157.5	152.9	116.1

The annual figures of reimbursement applications not approved and the reasons in the past five years (i.e. from 2013-14 to 2017-18) are set out below –

	Year				
	2013-14	2014-15	2015-16	2016-17	2017-18 (as at 31 January 2018)
Learners did not successfully complete the courses ^{Note 2}	79	26	33	39	14
Claimants failed to attain the benchmark language test qualification ^{Note 3}	53	28	26	15	13
Others ^{Note 4}	195	121	93	89	71
Total	327	175	152	143	98

- (4) According to the information provided by the Education Bureau, as at end February 2018, the Qualifications Register (QR) covers about 700 qualifications/programmes on the profession of Computer Science and Information Technology offered by 67 operators/agencies. The list of the relevant operators/agencies is set out at the **Annex**. All qualifications/programmes listed in the QR have gone through quality assurance and are recognised under the QF. The detailed information on the qualifications/programmes has been uploaded onto the QR's website at <http://www.hkqr.gov.hk> for free access by the public.

- (5) The 2018-19 Budget has announced that the Government would further inject an additional \$8.5 billion into CEF, on top of the \$1.5 billion injection announced in the 2017-18 Budget. It is estimated that upon the total injection of \$10 billion, CEF may continue to operate until mid-2026, and around 610 000 learners in total will be benefited.
- (6) Subject to the progress of seeking the Finance Committee's approval for further injection, we anticipate that the various enhancement measures will be implemented in early 2019. To facilitate the implementation of enhancement measures and the processing of a large number of applications, the OCEF estimates that the number of staff required in 2019-20 and onwards is more than 100 and the average administrative and related expenditure is about \$37 million per year.

Note 1: Reasons for closure of CEF accounts include the existing four-year validity period, maximum number of 4 claims or age limit of 65 being exceeded.

Note 2: "Successful completion" of the course means that the learner must have attended no less than 70% of the contactable hours of the course or such higher attendance requirement as prescribed for the course (whichever is higher), and attained the overall mark of either 50% or such higher percentage of assessment(s) as prescribed for the course (whichever is higher) as assessed by whichever method approved by the Secretary for Labour and Welfare (including any examination and assignment requirements with approved weighting).

Note 3: Learners studying language courses (except written Chinese and Sign Language) are required to pass a specified benchmark test at the specified (or higher) level after the course commences and before the expiry of the four-year validity period.

Note 4: Other reasons of not approving reimbursement applications include claimants failed to submit reimbursement claim application within the validity period of the account, claimants started pursuing the course before submission of application for opening a CEF account, claimants failed to provide all necessary documents, and claimants obtained other public funds for the same course, etc.

**Operators/Agencies under Qualifications Register Offering
Qualifications/Programmes on Computer Science and Information Technology
(As at end February 2018)**

	Operator / Agency
1.	Aberdeen Kai-fong Welfare Association Limited (ERB)
2.	Baptist Oi Kwan Social Service (ERB)
3.	Caritas – Hong Kong (ERB)
4.	Caritas Institute of Higher Education
5.	Christian Action (ERB)
6.	Chu Hai College of Higher Education
7.	City University of Hong Kong – Academic Regulations and Records Office
8.	City University of Hong Kong – Chow Yei Ching School of Graduate Studies
9.	Community College of City University
10.	Graduate School, The Chinese University of Hong Kong
11.	Hang Seng Management College
12.	Heung To College of Professional Studies (ERB)
13.	HKCT Group Limited (ERB)
14.	HKPC Academy of Hong Kong Productivity Council
15.	HKU School of Professional and Continuing Education
16.	Hong Kong Association for Democracy and People's Livelihood (ERB)
17.	Hong Kong Baptist University
18.	Hong Kong Baptist University, School of Continuing Education
19.	Hong Kong College of Technology
20.	Hong Kong Community College, The Hong Kong Polytechnic University
21.	Hong Kong Employment Development Service Limited (ERB)
22.	Hong Kong Federation of Women Limited (ERB)
23.	Hong Kong Federation of Women's Centres (ERB)
24.	Hong Kong Institute of Technology
25.	Hong Kong Institute of Technology (ERB)
26.	Hong Kong Institute of Vocational Education, Vocational Training Council
27.	Hong Kong Rehabilitation Power (ERB)
28.	Hong Kong Sheng Kung Hui Lady MacLehose Centre (ERB)
29.	Hong Kong Young Women's Christian Association (ERB)
30.	Hong Kong School of Commerce (ERB)
31.	Institute of Professional Education And Knowledge, Vocational Training Council
32.	KCRA Community Education Enhancement Center Limited (ERB)
33.	Lingnan Institute of Further Education
34.	Methodist Centre (ERB)
35.	Neighbourhood & Worker's Service Centre (ERB)
36.	New Territories Association Retraining Centre Limited (ERB)
37.	OIWA Limited (ERB)
38.	S.K.H. Holy Carpenter Church Community Centre (ERB)
39.	School for Higher and Professional Education, Vocational Training Council
40.	School of Continuing and Professional Education, City University of Hong Kong

	Operator / Agency
41.	School of Continuing and Professional Education, City University of Hong Kong (ERB)
42.	School of Continuing and Professional Studies, The Chinese University of Hong Kong
43.	School of Professional Education and Executive Development, The Hong Kong Polytechnic University
44.	St. James' Settlement (ERB)
45.	Technological and Higher Education Institute of Hong Kong, Vocational Training Council
46.	The Chinese University of Hong Kong (Undergraduate Programme)
47.	The Education University of Hong Kong
48.	The Evangelical Lutheran Church of Hong Kong (ERB)
49.	The Federation of Hong Kong and Kowloon Labour Unions (ERB)
50.	The Hong Kong Confederation of Trade Unions (ERB)
51.	The Hong Kong Federation of Trade Unions (ERB)
52.	The Hong Kong Federation of Youth Groups (ERB)
53.	The Hong Kong Polytechnic University
54.	The Hong Kong Society for Rehabilitation (ERB)
55.	The Hong Kong University of Science and Technology
56.	The Industrial Evangelistic Fellowship Limited (ERB)
57.	The Open University of Hong Kong
58.	The Scout Association of Hong Kong - The Friends of Scouting (ERB)
59.	The Society of Rehabilitation and Crime Prevention, Hong Kong (ERB)
60.	The University of Hong Kong
61.	The Young Men's Christian Association of Hong Kong (ERB)
62.	UOW College Hong Kong
63.	Vocational Training Council (ERB)
64.	Yan Oi Tong Limited (ERB)
65.	Yang Memorial Methodist Social Service (ERB)
66.	YMCA College of Careers (ERB)
67.	Youth College, Vocational Training Council

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)112

(Question Serial No. 0514)

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
(Ms CHANG King-yiu)

Director of Bureau: Secretary for Labour and Welfare

Question:

As regards vocational training courses offered by the Vocational Training Council which are funded by government subvention, the estimate for trainee places provided for 2017-18 was 176 800, representing a decrease of over 10% as compared with the actual trainee places provided in 2016-17. What were the reasons? Which institutes and courses were involved?

Asked by: Hon POON Siu-ping (Member Question No. (LegCo use): 44)

Reply:

The Vocational Training Council (VTC) has been devoted to providing a wide variety of vocational training courses to meet the demand for manpower development and enhance the skill levels of respective industries in Hong Kong. The estimated number of training places for the 2016/17 academic year was 171 800. The numbers of persons applying for and enrolled in these short courses and trade-specific upgrading courses will vary every year due to unforeseeable changing needs. In order to meet the special needs of trainees in some industries (e.g. plumbing services) in the 2016/17 academic year, the VTC increased the number of relevant training places to 205 000 with its existing resources. The revised estimate of training places for the 2017/18 academic year was 176 800, which was higher than the estimate for the 2016/17 academic year. The VTC will continue to closely monitor the situation and adjust the number of training places in accordance with the demand.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)113

(Question Serial No. 0624)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare
(Ms CHANG King-yiu)

Director of Bureau: Secretary for Labour and Welfare

Question:

As mentioned in paragraph 128 of the Budget Speech, “the Government will raise the subsidy ceiling of the Continuing Education Fund (CEF) from \$10,000 to \$20,000 per applicant” and “further inject an additional \$8.5 billion into the CEF. It is expected that a total of 610 000 recipients will benefit from the enhancements”. Please inform this Committee of:

- (1) the figures for each of the past 5 years concerning:
 - (a) the numbers of applicants and subsidy recipients, with a breakdown by the age groups of 18-25, 26-35, 36-45, 46-55 and 56-65;
 - (b) the numbers of recipients with a breakdown by the academic qualifications awarded upon completion of the CEF courses;
- (2) how the additional \$8.5 billion to be further injected through this Budget will be managed, given that the CEF has not accorded any special management to its funds before; and whether the CEF will maintain continuous growth of its funds and operation by means of investment; if yes, the details; if not, the reasons for that.

Asked by: Hon POON Siu-ping (Member Question No. (LegCo use): 53)

Reply:

The information sought is provided as follows –

- (1)(a)&(b) The number of subsidy recipients of Continuing Education Fund (CEF) in the past five years (i.e. from 2013-14 to 2017-18) by age groups and academic qualifications awarded is detailed at the **Annex**.
- (2) CEF is a commitment item under Head 173 Working Family and Student Financial Assistance Agency Subhead 700 General non-recurrent. The approved commitment of the expenditure item represents its total expenditure. To ensure that CEF provides a steady source for payment of its subsidies and

administrative expenses, the additional injection will continue to be made as a non-recurrent expenditure item. Subject to the approval of the Finance Committee on the proposed injection, the total commitment of CEF will be increased accordingly. As with expenditure items under subheads with commitments of other expenditure heads, CEF is controlled by both its approved commitment and the current year provision for its relevant subhead. In short, the actual provision for CEF in a year is determined by the amount of expenditure to be incurred by the payment of subsidies and administrative costs in that year, and such provision will not be used for any investment purpose.

**Number of Recipients of CEF Subsidies
by Age Groups and Academic Qualifications Awarded**

2013-14

	Age group#				Total
	18-29	30-39	40-49	50-65	
Academic qualification awarded	No. of recipients	No. of recipients	No. of recipients	No. of recipients	No. of recipients
Doctorate	–	–	–	–	–
Master Degree	60	42	17	5	124
Postgraduate Diploma	37	23	5	2	67
Bachelor Degree	177	27	3	–	207
Postgraduate Certificate/ Postgraduate Award	12	8	–	–	20
Associate Degree	24	–	–	–	24
Advanced Diploma/ Professional Diploma/ Post-diploma Certificate	377	273	147	34	832
Higher Diploma	60	3	1	1	65
Diploma/ Executive Diploma/ Graduate Diploma	1 282	451	253	160	2 147
Associate Diploma	28	16	5	–	49
Advanced/ Professional/ Higher Certificate	516	299	240	192	1 246
Certificate/ Executive Certificate/ Graduate Certificate	3 552	1 736	1 144	706	7 139
Others (e.g. certificate of completion/attendance)	13 849	5 123	2 173	990	22 136
Total	19 976	8 001	3 988	2 091	34 056

	Age group#				Total
	18-29	30-39	40-49	50-65	
Academic qualification awarded	No. of recipients	No. of recipients	No. of recipients	No. of recipients	No. of recipients
Doctorate	–	–	–	–	–
Master Degree	58	33	19	3	113
Postgraduate Diploma	19	12	4	3	38
Bachelor Degree	135	20	2	2	159
Postgraduate Certificate/ Postgraduate Award	5	4	1	–	10
Associate Degree	26	–	1	–	27
Advanced Diploma/ Professional Diploma/ Post-diploma Certificate	26	–	1	–	27
Higher Diploma	310	226	90	38	664
Diploma/ Executive Diploma/ Graduate Diploma	1 310	421	306	157	2 194
Associate Diploma	15	18	2	2	37
Advanced/ Professional/ Higher Certificate	331	193	136	127	787
Certificate/ Executive Certificate/ Graduate Certificate	3 653	1 779	1 199	811	7 442
Others (e.g. certificate of completion/attendance)	11 470	3 829	1 585	828	17 712
Total	17 358	6 535	3 346	1 971	29 210

	Age group#				Total
	18-29	30-39	40-49	50-65	
Academic qualification awarded	No. of recipients	No. of recipients	No. of recipients	No. of recipients	No. of recipients
Doctorate	–	–	–	–	–
Master Degree	43	15	11	3	72
Postgraduate Diploma	21	15	2	2	40
Bachelor Degree	67	16	1	–	84
Postgraduate Certificate/ Postgraduate Award	2	1	2	–	5
Associate Degree	20	–	–	–	20
Advanced Diploma/ Professional Diploma/ Post-diploma Certificate	290	217	70	29	606
Higher Diploma	5	–	–	–	5
Diploma/ Executive Diploma/ Graduate Diploma	1 296	443	223	151	2 113
Associate Diploma	10	13	3	1	27
Advanced/ Professional/ Higher Certificate	238	150	103	80	571
Certificate/ Executive Certificate/ Graduate Certificate	3 423	1 562	1 020	753	6 758
Others (e.g. certificate of completion/attendance)	10 367	3 362	1 544	1 011	16 284
Total	15 782	5 794	2 979	2 030	26 585

	Age group#				Total
	18-29	30-39	40-49	50-65	
Academic qualification awarded	No. of recipients	No. of recipients	No. of recipients	No. of recipients	No. of recipients
Doctorate	–	–	–	–	–
Master Degree	60	37	25	4	126
Postgraduate Diploma	16	16	2	–	34
Bachelor Degree	37	17	4	–	58
Postgraduate Certificate/ Postgraduate Award	7	2	–	–	9
Associate Degree	7	–	–	–	7
Advanced Diploma/ Professional Diploma/ Post-diploma Certificate	242	199	70	26	537
Higher Diploma	2	–	–	1	3
Diploma/ Executive Diploma/ Graduate Diploma	1 319	399	233	100	2 051
Associate Diploma	8	7	6	–	21
Advanced/ Professional/ Higher Certificate	252	175	146	140	713
Certificate/ Executive Certificate/ Graduate Certificate	3 336	1 614	1 002	727	6 679
Others (e.g. certificate of completion/attendance)	9 084	3 131	1 249	756	14 220
Total	14 370	5 597	2 737	1 754	24 458

2017-18 (as at 31 January 2018)

	Age group#				Total
	18-29	30-39	40-49	50-65	
Academic qualification awarded	No. of recipients	No. of recipients	No. of recipients	No. of recipients	No. of recipients
Doctorate	—	—	—	—	—
Master Degree	39	17	8	2	66
Postgraduate Diploma	5	10	4	—	19
Bachelor Degree	39	16	2	1	58
Postgraduate Certificate/ Postgraduate Award	1	1	—	—	2
Associate Degree	3	—	—	—	3
Advanced Diploma/ Professional Diploma/ Post-diploma Certificate	164	131	59	19	373
Higher Diploma	—	—	—	—	—
Diploma/ Executive Diploma/ Graduate Diploma	949	242	159	88	1 438
Associate Diploma	7	3	5	1	16
Advanced/ Professional/ Higher Certificate	171	126	69	119	485
Certificate/ Executive Certificate/ Graduate Certificate	2 510	1 162	794	600	5 066
Others (e.g. certificate of completion/attendance)	6 696	2 108	932	525	10 261
Total	10 584	3 816	2 032	1 355	17 787

#At present, Hong Kong residents aged between 18 and 65 are eligible to apply for CEF subsidies. Due to the design of the computer system, the age groups in the Annex are slightly different from those proposed in the question.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)114

(Question Serial No. 3415)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare
(Ms CHANG King-yiu)

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) Did the Employees Retraining Board (ERB) 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?
- (b) 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.
- (c) What were the placement rates of ethnic minority trainees who completed courses offered by the ERB in the past 3 years? Has the Government conducted more detailed surveys to get an idea about the number of graduate trainees employed in the same industry as the training courses they attended and the percentage of trainees whose jobs are unrelated to the courses taken?
- (d) What were the employment rates of ethnic minority trainees who completed courses offered by the ERB in each of the past 3 years? Has the Government conducted further surveys on, inter alia, the number of graduate trainees employed in the same trade as the training courses they attended, and the percentage of trainees whose jobs are unrelated to the courses taken?
- (e) Is there any review of the existing courses and policy for ethnic minorities? If yes, what are the details? If no, what are the reasons?

Asked by: Hon SHEK Lai-him, Abraham (Member Question No. (LegCo use): 85)

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 10 industry categories (namely property management & security, electrical & mechanical services, construction & renovation, beauty therapy, hairdressing, social services, business, catering, hotel, and tourism), and language training including workplace Cantonese, workplace Putonghua, workplace Chinese (reading and writing), English, etc. The numbers of courses concerned and the number of enrolled trainees in the past 3 years (i.e. 2015-16 to 2017-18) were as follows:

Dedicated Courses for Ethnic Minorities	2015-16		2016-17		2017-18 ¹	
	No. of Courses	No. of Enrolled Trainees	No. of Courses	No. of Enrolled Trainees	No. of Courses	No. of Enrolled Trainees
Vocational Training Courses	17	120	22	130	20	140
Language Training Courses	8	150	9	110	11	140

Furthermore, ERB offers dedicated training courses for ethnic minorities on generic skills including the application of information technology, interpersonal skills, job search skills, etc.

- (b) In the past 3 years (i.e. 2015-16 to 2017-18), the numbers of trainees enrolled in dedicated courses for ethnic minorities offered by ERB by course type are as follows -

Course Type	2015-16		2016-17		2017-18 ¹	
	No. of Courses	No. of Enrolled Trainees	No. of Courses	No. of Enrolled Trainees	No. of Courses	No. of Enrolled Trainees
Placement-tied Courses	11	70	12	80	12	60
Non-placement-tied Courses	21	260	26	220	26	260
Total	32	330	38	300	38	320

ERB does not keep the breakdown on the nationality/race of ethnic minorities enrolled in the courses.

- (c)&(d) 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 (i.e. 2015-16 to 2017-18), the placement rates² of ERB's dedicated courses for ethnic minorities were 58% (2015-16) and 71% (2016-17) respectively, while the figure for 2017-18 is not available as the placement follow-up period of the courses has not ended yet.

Over the same period, the percentage of engagement in jobs related to training courses³ of ERB's dedicated courses for ethnic minorities were 65% (2015-16) and 74% (2016-17) respectively, while the figure for 2017-18 is not available as the placement follow-up period of the courses has not ended yet.

- (e) 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.

¹ Estimated figures as at the end of February 2018.

² It 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 It refers to the percentage of trainees who engaged in jobs related to their training courses during the placement follow-up period over the number of trainees who engaged in employment. While the relevant percentage was previously named as "relevancy rate to training", the updated name could express more clearly the actual meaning of the figures concerned.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)115****(Question Serial No. 3315)**Head: (141) Government Secretariat: Labour and Welfare BureauSubhead (No. & title): ()Programme: (4) Manpower DevelopmentControlling Officer: Permanent Secretary for Labour and Welfare
(Ms CHANG King-ying)Director of Bureau: Secretary for Labour and WelfareQuestion:

Please provide the relevant information concerning the service users of the Employees Retraining Board in the past 5 financial years, with a breakdown by age group (15 to 19, 20 to 24, 25 to 34, 35 to 44, 45 to 54, 55 to 60, and 60 or above) and education level (primary or below, junior secondary, senior secondary, diploma, higher diploma, and associate degree or above).

Asked by: Hon SHIU Ka-chun (Member Question No. (LegCo use): 44)Reply:

The number of trainees enrolled in courses offered by the Employees Retraining Board (ERB) in the past 5 years (i.e. 2013-14 to 2017-18) by age group and education attainment are as follows –

Age	Number of Intake				
	2013-14	2014-15	2015-16	2016-17	2017-18 ¹
15-19	2 740	2 510	2 230	1 960	1 760
20-24	5 800	5 220	5 050	4 580	4 640
25-34	15 750	14 650	14 780	13 990	13 260
35-44	23 990	23 070	24 390	24 550	23 910
45-54	31 890	30 810	32 790	33 630	32 300
55-60	19 120	19 840	22 500	24 690	24 350
60 or above	12 740	14 080	16 870	19 310	20 590
Total	112 030	110 180	118 610	122 710	120 810

Education Attainment	Number of Intake				
	2013-14	2014-15	2015-16	2016-17	2017-18 ¹
Primary or below	10 880	9 920	10 100	9 690	8 450
Secondary 1-3	39 240	37 240	39 370	40 150	37 990
Secondary 4-7	53 420	53 440	58 750	61 690	62 210
Sub-degree or above ²	8 490	9 580	10 390	11 180	12 160
Total	112 030	110 180	118 610	122 710	120 810

¹ Estimated figures as at February 2018.

² ERB courses are targeted for persons aged 15 or above with education attainment at sub-degree level or below. Under very exceptional circumstances, applicants who are with higher education attainment but can prove that they have genuine difficulties in job seeking/switching may apply for discretionary approval for admission to ERB courses.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)116****(Question Serial No. 2243)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare
(Ms CHANG King-yiu)

Director of Bureau: Secretary for Labour and Welfare

Question:

To raise the subsidy ceiling of the Continuing Education Fund (CEF) to \$20,000 in order to encourage more members of the public to pursue studies is better than nothing. However, quite a number of institutions take the opportunity to make profit from this by increasing course fees and dividing a discipline into multiple programmes (e.g. dividing English learning into various courses such as Essential Workplace English I and II, Workplace English I and II, English for the Service Industry, English for Effective Business Communications, etc.). Some members of the public reflect that such practices are tantamount to alleged profiteering.

On the other hand, quality and effectiveness of these courses have also been questioned. To avoid misallocation of resources by the CEF, has the relevant department deployed additional manpower to monitor the practices of institutions offering reimbursable courses under the CEF and the quality of such courses? If yes, what are the expenditure and manpower resources involved?

Asked by: Hon TSE Wai-chun, Paul (Member Question No. (LegCo use): 24)

Reply:

Since 2008, all new courses seeking registration under Continuing Education Fund (CEF) are required to be recognised under the Qualifications Framework (QF) and registered in the Qualifications Register (QR). A robust accreditation mechanism has been established under the QF to ensure the quality of recognised qualifications. Under the QF, all courses must fulfill the professional accreditation in respect of course content, instructors' qualifications, teaching methodology, assessment methods, quality assurance mechanism and procedures, etc. by Hong Kong Council of Accreditation of Academic and Vocational Qualifications (HKCAAVQ) or a self-accrediting operator to ensure their quality. Besides, all CEF course providers must comply with the terms and conditions of approval for CEF registration (CEF Terms), which include specific requirements on the sales promotion of courses. Office of the CEF (OCEF) and HKCAAVQ will conduct surprise compliance visits. If a course provider is found to have violated the CEF Terms or non-compliance is

reported, OCEF and HKCAAVQ will immediately follow up and take appropriate actions in accordance with the seriousness of the case.

To further enhance the quality of CEF courses, our enhancement measures announced earlier on require around 1 800 CEF courses that were registered before the launch of the QF in 2008 by local non-self-accrediting institutions to go through accreditation for registration under the QR, before they can continue to be registered as CEF courses within a transitional period of four years. We have also proposed to impose a validity period of registration for every CEF course of not more than four years. A more robust documentation checking system will also be put in place over course providers' renewal applications. To more effectively deter non-compliance of CEF Terms, on top of the existing regulatory tools of issuing warning letters and cancellation of registration, we have proposed to introduce a "probation list", which records individual course providers which have repeated or serious contraventions of CEF Terms, for publication on CEF's website. In addition, course providers will be required to establish regular channels for learners to express their views on the courses concerned. We are working on the implementation details.

The Labour and Welfare Bureau, OCEF and HKCAAVQ will review the resources required for the regulation of course providers in the future with regards to the progress of the implementation of the enhancement measures.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)117

(Question Serial No. 0385)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare
(Ms CHANG King-yiu)

Director of Bureau: Secretary for Labour and Welfare

Question:

In this year's Budget Speech, the Financial Secretary has mentioned that "The Labour and Welfare Bureau is finalising the talent list, which is scheduled for completion in mid-2018". In this connection, will the Government inform this Committee of the following:

- (a) the work performed by the Government in drawing up the talent list, and the expenditure and manpower involved;
- (b) whether the Government has consulted trade unions on the preparation of the talent list; if so, the trades consulted; if not, the reason for that; and
- (c) the criteria for selecting the work types to be covered by the talent list; and whether the Government has plans to invest more resources in strengthening local training to provide more suitable talents for the work types concerned; if so, the details and the estimated expenditure involved; if not, the reason for that.

Asked by: Hon WONG Kwok-kin (Member Question No. (LegCo use): 23)

Reply:

The information sought is provided as follows:

- (a) The study on the drawing up of a talent list aims to attract high-quality talent in a more effective and focused manner to support Hong Kong's development into a high value-added and diversified economy. An inter-departmental working group was formed, comprises the Labour and Welfare Bureau and relevant bureaux and departments, which engaged a consultant to conduct study on drawing up a talent list. The work completed by the consultant includes a literature review on overseas experiences of similar policies, in-depth interviews with local stakeholders from various sectors, collation of the views collected, and preparation of the first draft of Talent List. Currently, the

consultant is working with bureaux and departments concerned to collect views from relevant advisory bodies and industry stakeholders on the draft Talent List. The consultancy fee for the study is about \$3 million, and internal resources have been deployed by bureaux and departments concerned in carrying out the work on Talent List.

- (b) and (c) After preliminary examination on the industry segments and occupations with potentials to support Hong Kong's development into a high value-added and diversified economy by the above-mentioned inter-departmental working group, the consultant was tasked to interview local stakeholders with close connections to and knowledge of respective sectors. The targets include human resources companies and employment agencies, trade and industrial organisations of relevant sectors, professional bodies comprise the practitioners, tertiary institutions and training bodies representatives. Their views were sought on issues such as the existing and future training and shortage of talents in their sectors, and the qualifications and experience requirements of the relevant talents, so as to assist the Government to consider whether the segments concerned are to be included in the first draft of Talent List. The work of drawing up the Talent List has entered into the final stage. The bureaux and departments concerned are working with the consultant to collect views from relevant advisory bodies and stakeholders. The consultancy report is scheduled for completion in the middle of this year. The Administration plans to brief relevant advisory bodies, including the Labour Advisory Board and Legislative Council Panel on Manpower, on the issue of Talent List. Respective bureaux and departments, tertiary institutions and industrial organisations could take reference from the finalised Talent List in considering the manpower training needs of the relevant sectors. We will also accord priority to nurturing local youths, and building up a rich pool of talents through continuing education and training.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)118

(Question Serial No. 3567)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare
(Ms CHANG King-yiu)

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 2015-16 to 2018-19 pertaining to the number of approved retraining courses and the amount of funding allocated to each training body?

Asked by: Hon WU Chi-wai (Member Question No. (LegCo use): 39)

Reply:

The number of training courses approved by the Employees Retraining Board from 2015-16 to 2018-19 is at **Annex I**. The amount of funding allocated to each training body from 2015-16 to 2017-18 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 2018-19 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 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

	Training Body	Number of training courses approved
34	Leo Hair & Beauty Training Centre	18
35	OIWA Limited	17
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

	Training Body	Number of training courses approved
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 School Company Limited	1
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

(b) Number of training courses approved for organisation in 2016-17:

	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

	Training body	Number of training courses approved
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
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

	Training body	Number of training courses approved
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
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

(c) Number of training courses approved for organisation in 2017-18^[Note 1]:

	Training body	Number of training courses approved
1	The Hong Kong Confederation of Trade Unions	198
2	HKCT Group Limited	194
3	The Hong Kong Federation of Trade Unions	167
4	Yan Oi Tong Limited	92
5	Christian Action	92
6	Vocational Training Council	90
7	Hong Kong Employment Development Service Limited	89
8	The Federation of Hong Kong and Kowloon Labour Unions	78
9	New Territories Association Retraining Centre Limited	78
10	KCRA Community Education Enhancement Center Limited	73
11	Hong Kong Association for Democracy and People's Livelihood	61
12	Hong Kong Young Women's Christian Association	61
13	Methodist Centre	59
14	Baptist Oi Kwan Social Service	57
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	School of Continuing and Professional Education, City University of Hong Kong	46
20	Heung To College of Professional Studies	45
21	St. James' Settlement	45
22	Hong Kong Federation of Women's Centres	42
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	The Society of Rehabilitation and Crime Prevention, Hong Kong	33
27	YMCA College of Careers	30
28	S.K.H. Holy Carpenter Church Community Centre	27
29	Hongkong School of Commerce	26
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

	Training body	Number of training courses approved
33	Hong Kong Electrical & Mechanical College (Evening School)	16
34	Vassar International Chinese Medical Society Limited	16
35	OIWA Limited	15
36	The Hong Kong Society for Rehabilitation	14
37	Yang Memorial Methodist Social Service	9
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	Advanced Printing Technology Centre Limited	5
44	Hong Kong Federation of Women Limited	5
45	Hong Kong Red Cross	5
46	Hong Kong Federation of Handicapped Youth	5
47	Hong Kong Tour Guides General Union	5
48	Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union	5
49	New Life Psychiatric Rehabilitation Association	5
50	The Neighbourhood Advice-Action Council	5
51	Queen Elizabeth Hospital - Hospital Authority	4
52	Star Chef Management School operated by Star Chef Management School Company Limited	4
53	The Mental Health Association of Hong Kong	3
54	Hong Kong Association of Gerontology	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

	Training body	Number of training courses approved
67	Institute of Active Ageing, The Hong Kong Polytechnic University	1
68	The Free Methodist Church of Hong Kong	1
69	Xianggang Putonghua Yanxishe	1
70	Hong Kong Ballroom Dancing Council Limited	1
71	The Hong Kong School of Motoring Limited	1
72	Kwan Sang Catering Professional Employees Association	1

Note 1: Figures as at February 2018.

(d) Number of training courses approved for organisation in 2018-19^[Note 2]:

	Training body	Number of training courses approved
1	The Hong Kong Confederation of Trade Unions	188
2	HKCT Group Limited	146
3	The Hong Kong Federation of Trade Unions	120
4	Yan Oi Tong Limited	97
5	Vocational Training Council	91
6	Christian Action	79
7	Hong Kong Employment Development Service Limited	74
8	The Federation of Hong Kong and Kowloon Labour Unions	72
9	New Territories Association Retraining Centre Limited	71
10	KCRA Community Education Enhancement Center Limited	71
11	Neighbourhood & Worker's Service Centre	67
12	Hong Kong Association for Democracy and People's Livelihood	66
13	Baptist Oi Kwan Social Service	66
14	Methodist Centre	64
15	Caritas - Hong Kong	63
16	Hong Kong Young Women's Christian Association	54
17	Hong Kong Federation of Women's Centres	54
18	Hong Kong Sheng Kung Hui Lady MacLehose Centre	53
19	St. James' Settlement	51
20	The Evangelical Lutheran Church of Hongkong	48
21	Heung To College of Professional Studies	46
22	The Young Men's Christian Association of Hong Kong	38
23	The Scout Association of Hong Kong - The Friends of Scouting	35
24	The Industrial Evangelistic Fellowship Limited	32
25	The Society of Rehabilitation and Crime Prevention, Hong Kong	32
26	S.K.H. Holy Carpenter Church Community Centre	32
27	School of Continuing and Professional Education, City University of Hong Kong	30
28	YMCA College of Careers	28
29	Aberdeen Kai-fong Welfare Association Limited	27
30	Hongkong School of Commerce	27
31	Vassar International Chinese Medical Society Limited	21
32	Hong Kong Electrical & Mechanical College (Evening	17

	Training body	Number of training courses approved
	School)	
33	The Association of Electrical and Mechanical Engineering (Hong Kong) Limited	15
34	Hong Kong Manpower Development Centre Limited	14
35	The Hong Kong Society for Rehabilitation	14
36	Royal International College	11
37	OIWA Limited	11
38	Yang Memorial Methodist Social Service	9
39	Hong Kong Sheng Kung Hui Welfare Council Limited	8
40	Clothing Industry Training Authority	8
41	New Life Psychiatric Rehabilitation Association	7
42	Hong Kong Rehabilitation Power	6
43	Hong Kong Federation of Handicapped Youth	6
44	Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union	6
45	The Neighbourhood Advice-Action Council	6
46	Advanced Printing Technology Centre Limited	5
47	Hong Kong Red Cross	5
48	Star Chef Management School operated by Star Chef Management School Company Limited	4
49	Hong Kong Federation of Women Limited	4
50	Hong Kong Institute of Technology	4
51	New Home Association Limited	4
52	The Mental Health Association of Hong Kong	3
53	Hong Kong Association of Gerontology	3
54	Hong Kong St. John Ambulance	3
55	Haven of Hope Christian Service	3
56	Queen Elizabeth Hospital - Hospital Authority	2
57	Li Fai Centre of Wushu	2
58	Hong Kong Workers' Health Centre Limited	2
59	Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union	2
60	Kwai Chung Hospital - Hospital Authority	2
61	Princess Margaret Hospital	2
62	Occupational Safety and Health Council	2
63	Logistics Cargo Supervisors Association	1
64	Institute of Active Ageing, The Hong Kong Polytechnic University	1

	Training body	Number of training courses approved
65	The Free Methodist Church of Hong Kong	1
66	Xianggang Putonghua Yanxishe	1
67	Hong Kong Ballroom Dancing Council Limited	1
68	The Hong Kong School of Motoring Limited	1
69	College of Nursing, Hong Kong	1
70	Silence Limited	1
71	Hospital & Clinic Nurses Association	1

Note 2: Figures as at February 2018.

(a) 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

	Training body	<u>Funding</u> (\$'000)
34	Princess Margaret Hospital	2,543
35	Hong Kong St. John Ambulance	2,388
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,	28

	Training body	<u>Funding</u> (\$'000)
	Limited	
69	The Federation of Hong Kong Electrical & Mechanical Industries Trade Unions	23
70	Hong Kong Tour Guides General Union	11
71	Occupational Safety and Health Council	5
72	Farida Hair & Beauty Education Centre	1

(b) Funding allocated to training bodies for the organisation of training courses in 2016-17:

	Training body	Funding (\$'000)
1	HKCT Group Limited	74,352
2	Vocational Training Council	64,108
3	Christian Action	52,219
4	The Hong Kong Confederation of Trade Unions	46,080
5	The Federation of Hong Kong and Kowloon Labour Unions	36,813
6	New Territories Association Retraining Centre Limited	29,710
7	Caritas - Hong Kong	25,789
8	Hong Kong Young Women's Christian Association	24,554
9	The Evangelical Lutheran Church of Hongkong	24,528
10	Yan Oi Tong Limited	22,219
11	Hong Kong Association for Democracy and People's Livelihood	20,947
12	The Hong Kong Federation of Trade Unions	17,997
13	St. James' Settlement	17,156
14	Hong Kong Employment Development Service Limited	16,413
15	Baptist Oi Kwan Social Service	15,267
16	Methodist Centre	12,863
17	KCRA Community Education Enhancement Center Limited	12,612
18	Heung To College of Professional Studies	12,280
19	Hong Kong Sheng Kung Hui Lady MacLehose Centre	12,148
20	Neighbourhood & Worker's Service Centre	11,482
21	Hong Kong Federation of Women's Centres	10,896
22	The Society of Rehabilitation and Crime Prevention, Hong Kong	7,270
23	Queen Elizabeth Hospital - Hospital Authority	6,708
24	S.K.H. Holy Carpenter Church Community Centre	6,394
25	The Association of Electrical and Mechanical Engineering (Hong Kong) Limited	5,991
26	Hong Kong Red Cross	5,150
27	The Young Men's Christian Association of Hong Kong	4,614
28	Hong Kong Manpower Development Centre Limited	4,289
29	The Hong Kong Society for Rehabilitation	4,029
30	Vassar International Chinese Medical Society Limited	3,719
31	The Scout Association of Hong Kong - The Friends of Scouting	3,326
32	Kwai Chung Hospital - Hospital Authority	2,852
33	Princess Margaret Hospital	2,694
34	School of Continuing and Professional Education, City University of Hong Kong	2,630
35	Hong Kong St. John Ambulance	2,534

	Training body	<u>Funding</u> (\$'000)
36	The Industrial Evangelistic Fellowship Limited	2,372
37	Leo Hair & Beauty Training Centre	2,018
38	Hongkong School of Commerce	1,834
39	Hong Kong Sheng Kung Hui Welfare Council Limited	1,778
40	Royal International College	1,448
41	Aberdeen Kai-fong Welfare Association Limited	1,440
42	Yang Memorial Methodist Social Service	1,409
43	Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union	1,117
44	YMCA College of Careers	982
45	College of Nursing, Hong Kong	869
46	Hong Kong Federation of Handicapped Youth	558
47	Hong Kong Electrical & Mechanical College (Evening School)	558
48	The Mental Health Association of Hong Kong	509
49	Hong Kong Rehabilitation Power	504
50	The Neighbourhood Advice-Action Council	413
51	Hong Kong Workers' Health Centre Limited	404
52	Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union	399
53	Hong Kong Association of Gerontology	382
54	Institute of Active Ageing, The Hong Kong Polytechnic University	372
55	Star Chef Management School operated by Star Chef Management School Company Limited	323
56	Hong Kong Federation of Women Limited	250
57	New Life Psychiatric Rehabilitation Association	247
58	Hong Kong Travel & Tourism Training Centre Limited	247
59	The Hong Kong School of Motoring Limited	226
60	Silence Limited	172
61	OIWA Limited	159
62	Li Fai Centre of Wushu	158
63	Asia-Pacific Institute of Ageing Studies, Lingnan University	152
64	Clothing Industry Training Authority	135
65	New Home Association Limited	119
66	Xianggang Putonghua Yanxishe	102
67	Hospital & Clinic Nurses Association	95
68	Haven of Hope Christian Service	89
69	Farida Hair & Beauty Education Centre	71
70	Advanced Printing Technology Centre Limited	22
71	Occupational Safety and Health Council	9
72	Hong Kong Institute of Technology	1

(c) Funding allocated to training bodies for the organisation of training courses in 2017-18^[Note 3].

	Training body	Funding (\$'000)
1	HKCT Group Limited	60,476
2	Vocational Training Council	50,277
3	The Hong Kong Confederation of Trade Unions	43,855
4	Christian Action	42,863
5	The Federation of Hong Kong and Kowloon Labour Unions	30,305
6	The Evangelical Lutheran Church of Hongkong	22,865
7	New Territories Association Retraining Centre Limited	22,513
8	Yan Oi Tong Limited	21,057
9	Caritas - Hong Kong	20,289
10	Hong Kong Association for Democracy and People's Livelihood	19,334
11	Hong Kong Young Women's Christian Association	18,403
12	St. James' Settlement	15,036
13	Hong Kong Federation of Women's Centres	14,314
14	Baptist Oi Kwan Social Service	13,690
15	The Hong Kong Federation of Trade Unions	12,974
16	Hong Kong Employment Development Service Limited	11,946
17	Methodist Centre	10,986
18	Neighbourhood & Worker's Service Centre	10,876
19	Hong Kong Sheng Kung Hui Lady MacLehose Centre	10,821
20	Heung To College of Professional Studies	10,713
21	KCRA Community Education Enhancement Center Limited	9,024
22	The Association of Electrical and Mechanical Engineering (Hong Kong) Limited	5,972
23	The Society of Rehabilitation and Crime Prevention, Hong Kong	5,516
24	S.K.H. Holy Carpenter Church Community Centre	4,292
25	Hong Kong Manpower Development Centre Limited	3,958
26	Queen Elizabeth Hospital - Hospital Authority	3,887
27	Hong Kong Red Cross	3,715
28	The Scout Association of Hong Kong - The Friends of Scouting	3,576
29	The Hong Kong Society for Rehabilitation	3,029
30	Vassar International Chinese Medical Society Limited	3,021
31	The Young Men's Christian Association of Hong Kong	2,978
32	School of Continuing and Professional Education, City University of Hong Kong	2,557
33	Hongkong School of Commerce	2,327
34	Hong Kong St. John Ambulance	2,316
35	The Industrial Evangelistic Fellowship Limited	1,875

	Training body	<u>Funding</u> (\$'000)
36	Kwai Chung Hospital - Hospital Authority	1,512
37	YMCA College of Careers	1,479
38	Aberdeen Kai-fong Welfare Association Limited	1,439
39	Hong Kong Sheng Kung Hui Welfare Council Limited	1,360
40	Hong Kong Electrical & Mechanical College (Evening School)	1,269
41	Princess Margaret Hospital	1,223
42	Yang Memorial Methodist Social Service	1,155
43	College of Nursing, Hong Kong	1,079
44	Royal International College	977
45	Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union	604
46	Hong Kong Workers' Health Centre Limited	587
47	The Neighbourhood Advice-Action Council	389
48	Hong Kong Rehabilitation Power	330
49	Star Chef Management School operated by Star Chef Management School Company Limited	313
50	The Hong Kong School of Motoring Limited	292
51	Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union	263
52	Hong Kong Federation of Handicapped Youth	245
53	The Mental Health Association of Hong Kong	243
54	Hong Kong Association of Gerontology	194
55	Institute of Active Ageing, The Hong Kong Polytechnic University	191
56	Li Fai Centre of Wushu	161
57	Clothing Industry Training Authority	155
58	New Life Psychiatric Rehabilitation Association	151
59	Hospital & Clinic Nurses Association	149
60	Hong Kong Ballroom Dancing Council Limited	96
61	Haven of Hope Christian Service	73
62	Hong Kong Federation of Women Limited	68
63	Advanced Printing Technology Centre Limited	59
64	OIWA Limited	42
65	Xianggang Putonghua Yanxishe	22
66	Occupational Safety and Health Council	11
67	Logistics Cargo Supervisors Association	10
68	Hong Kong Institute of Technology	6

Note 3: Estimated figures as at February 2018.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)119

(Question Serial No. 1778)

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
(Ms CHANG King-yiu)

Director of Bureau: Secretary for Labour and Welfare

Question:

There is currently a lack of specialised skills for electric vehicle maintenance in Hong Kong. In this connection, would the Government advise this Committee of:

- (a) whether specialised courses on electric vehicle maintenance will be offered? If yes, what are the curriculum planning, staffing arrangement and estimated expenditure?
- (b) whether post-secondary institutes and electric vehicle traders will be engaged to cooperate in customising a series of specialised courses on the maintenance of different models of electric vehicles? If yes, what are the estimated staff establishment and expenditure required?
- (c) whether post-secondary institutes will be motivated to offer courses on design, scientific research, maintenance, etc. which are related to electric vehicles so as to nurture talents and develop the electric vehicle industry and the industry of electric vehicle parts and accessories? If yes, what are the curriculum planning and also the required manpower and expenditure?

Asked by: Hon YICK Chi-ming, Frankie (Member Question No. (LegCo use): 38)

Reply:

Since 2017, the Vocational Training Council (VTC) has offered two courses on electric vehicles, namely “New Energy Vehicle Insight” and “Hybrid Vehicle Power Train”. In addition, over the years, relevant professional knowledge of electric vehicles such as design, operation, safety standards and maintenance skills has been included in the Higher Diploma in Automotive Engineering Programme and automotive-related pre-employment programmes at various levels. The VTC will timely update the content of relevant courses.

Moreover, the VTC will continue to collaborate with local vehicle traders to render support for various pre-employment and in-service training programmes through industrial

attachment and staff training, and will maintain close liaison with manufacturers and distributors to explore co-operation opportunities on information and specifications of maintenance, diagnostic software and special repairing tools authorised by manufacturers, and training courses required.

The VTC will also continue to support the research and development of electric vehicles. Since 2010, the Engineering Discipline of the VTC has engaged in the research and development of the solar-powered car SOPHIE, enabling participating students to acquire the professional knowledge of electric vehicles, including automotive design, production and assembling, battery and electrical installations, and apply such knowledge to daily lives.

The VTC does not keep a breakdown of resources involved in courses on electric vehicle maintenance.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)120

(Question Serial No. 0892)

Head: (173) Working Family and Student Financial Assistance Agency

Subhead (No. & title): (700) General non-recurrent
508 Continuing Education Fund

Programme: (1) Student Assistance Scheme

Controlling Officer: Head, Working Family and Student Financial Assistance Agency
(Esmond LEE)

Director of Bureau: Secretary for Labour and Welfare

Question:

Please provide:

- (1) the numbers of subsidy recipients under the Continuing Education Fund (CEF) in the past 5 years, with a yearly breakdown by the academic qualifications to be awarded upon completion of the reimbursable courses;
- (2) the respective numbers of subsidy recipients and cases since the establishment of CEF, with a breakdown by age group (such as 18-30, 31-50 and 51-65) and year;
- (3) a breakdown of the expenditure and balance of CEF since its establishment.

Asked by: Hon. LAM Kin-fung, Jeffrey (Member Question No. (for LegCo use): 36)

Reply:

The information required is provided as follows:

- (1) and (2) The numbers of recipients under CEF in the past 5 years (i.e. 2013-14 to 2017-18), with a breakdown by age group and academic qualification awarded, are set out at the **Annex**.
- (3) The total funding provision for CEF is \$6.2 billion since its establishment in 2002. As at end December 2017, CEF has a total commitment of about \$5.2 billion, including about \$4.4 billion of subsidy disbursed to learners and administrative costs, and about \$0.8 billion commitment earmarked for learners who have opened accounts but have yet to make reimbursement claims within the 4-year validity period. Currently, there is an uncommitted balance of about \$1 billion.

**Number of subsidy recipients under CEF
by age group and academic qualification awarded**

2013-14

	Age group [#]				Total
	18-29	30-39	40-49	50-65	
Academic qualification awarded	Number of recipients	Number of recipients	Number of recipients	Number of recipients	Number of recipients
Doctorate	–	–	–	–	–
Master Degree	60	42	17	5	124
Postgraduate Diploma	37	23	5	2	67
Bachelor Degree	177	27	3	–	207
Postgraduate Certificate/ Postgraduate Award	12	8	–	–	20
Associate Degree	24	–	–	–	24
Advanced Diploma/ Professional Diploma/ Post-diploma Certificate	377	273	147	34	832
Higher Diploma	60	3	1	1	65
Diploma/ Executive Diploma/ Graduate Diploma	1 282	451	253	160	2 147
Associate Diploma	28	16	5	–	49
Advanced/ Professional/ Higher Certificate	516	299	240	192	1 246
Certificate/ Executive Certificate/ Graduate Certificate	3 552	1 736	1 144	706	7 139
Others (e.g. certificate of completion/ attendance)	13 849	5 123	2 173	990	22 136
Total	19 976	8 001	3 988	2 091	34 056

	Age group [#]				Total
	18-29	30-39	40-49	50-65	
Academic qualification awarded	Number of recipients	Number of recipients	Number of recipients	Number of recipients	Number of recipients
Doctorate	–	–	–	–	–
Master Degree	58	33	19	3	113
Postgraduate Diploma	19	12	4	3	38
Bachelor Degree	135	20	2	2	159
Postgraduate Certificate/ Postgraduate Award	5	4	1	–	10
Associate Degree	26	–	1	–	27
Advanced Diploma/ Professional Diploma/ Post-diploma Certificate	26	–	1	–	27
Higher Diploma	310	226	90	38	664
Diploma/ Executive Diploma/ Graduate Diploma	1 310	421	306	157	2 194
Associate Diploma	15	18	2	2	37
Advanced/ Professional/ Higher Certificate	331	193	136	127	787
Certificate/ Executive Certificate/ Graduate Certificate	3 653	1 779	1 199	811	7 442
Others (e.g. certificate of completion/attendance)	11 470	3 829	1 585	828	17 712
Total	17 358	6 535	3 346	1 971	29 210

	Age group [#]				Total
	18-29	30-39	40-49	50-65	
Academic qualification awarded	Number of recipients	Number of recipients	Number of recipients	Number of recipients	Number of recipients
Doctorate	–	–	–	–	–
Master Degree	43	15	11	3	72
Postgraduate Diploma	21	15	2	2	40
Bachelor Degree	67	16	1	–	84
Postgraduate Certificate/ Postgraduate Award	2	1	2	–	5
Associate Degree	20	–	–	–	20
Advanced Diploma/ Professional Diploma/ Post-diploma Certificate	290	217	70	29	606
Higher Diploma	5	–	–	–	5
Diploma/ Executive Diploma/ Graduate Diploma	1 296	443	223	151	2 113
Associate Diploma	10	13	3	1	27
Advanced/ Professional/ Higher Certificate	238	150	103	80	571
Certificate/ Executive Certificate/ Graduate Certificate	3 423	1 562	1 020	753	6 758
Others (e.g. certificate of completion/attendance)	10 367	3 362	1 544	1 011	16 284
Total	15 782	5 794	2 979	2 030	26 585

	Age group [#]				Total
	18-29	30-39	40-49	50-65	
Academic qualification awarded	Number of recipients	Number of recipients	Number of recipients	Number of recipients	Number of recipients
Doctorate	–	–	–	–	–
Master Degree	60	37	25	4	126
Postgraduate Diploma	16	16	2	–	34
Bachelor Degree	37	17	4	–	58
Postgraduate Certificate/ Postgraduate Award	7	2	–	–	9
Associate Degree	7	–	–	–	7
Advanced Diploma/ Professional Diploma/ Post-diploma Certificate	242	199	70	26	537
Higher Diploma	2	–	–	1	3
Diploma/ Executive Diploma/ Graduate Diploma	1 319	399	233	100	2 051
Associate Diploma	8	7	6	–	21
Advanced/ Professional/ Higher Certificate	252	175	146	140	713
Certificate/ Executive Certificate/ Graduate Certificate	3 336	1 614	1 002	727	6 679
Others (e.g. certificate of completion/attendance)	9 084	3 131	1 249	756	14 220
Total	14 370	5 597	2 737	1 754	24 458

2017-18 (as at 31 January 2018)

	Age group [#]				Total
	18-29	30-39	40-49	50-65	
Academic qualification awarded	Number of recipients	Number of recipients	Number of recipients	Number of recipients	Number of recipients
Doctorate	–	–	–	–	–
Master Degree	39	17	8	2	66
Postgraduate Diploma	5	10	4	–	19
Bachelor Degree	39	16	2	1	58
Postgraduate Certificate/ Postgraduate Award	1	1	–	–	2
Associate Degree	3	–	–	–	3
Advanced Diploma/ Professional Diploma/ Post-diploma Certificate	164	131	59	19	373
Higher Diploma	–	–	–	–	–
Diploma/ Executive Diploma/ Graduate Diploma	949	242	159	88	1 438
Associate Diploma	7	3	5	1	16
Advanced/ Professional/ Higher Certificate	171	126	69	119	485
Certificate/ Executive Certificate/ Graduate Certificate	2 510	1 162	794	600	5 066
Others (e.g. certificate of completion/attendance)	6 696	2 108	932	525	10 261
Total	10 584	3 816	2 032	1 355	17 787

Currently, Hong Kong residents aged between 18 and 65 are eligible to apply for subsidy under CEF. Owing to the design of the computer system, the age groups in this Annex are slightly different from those suggested in the question.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)121****(Question Serial No. 2385)**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 this Committee with the following information:

The respective numbers of applications for the Continuing Education Fund (CEF), the total amounts of subsidies disbursed, the average amounts of subsidies disbursed for each application, the numbers 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 each of the past 5 years.

Asked by: Hon LEUNG Kenneth (Member Question No. (For LegCo use): 2.07)Reply:

The information sought is provided as follows:

The numbers of CEF applicants, the total amounts of subsidies disbursed, the average amounts of subsidies disbursed for each application and the percentages of successful applications for CEF in the past 5 years (i.e. from 2013-14 to 2017-18) are set out below:

	Year				
	2013-14	2014-15	2015-16	2016-17	2017-18 (as at 31 January 2018)
Number of applicants	35 880	32 849	30 951	31 165	23 034
Total amount disbursed (\$m)	196.3	175.3	157.5	152.9	116.1

Average amount disbursed for each successful application (\$)	7,618	7,762	7,577	7,838	7,923
Percentage of successful applications (%)	90.9	91.3	91.5	91.4	90.5

As at 31 January 2018, the Office of CEF received 153 879 applications for opening CEF accounts in the past five years. The distribution of applications by age group is set out below:

	Age Group ^{Note}			
	18 - 29	30 - 39	40 - 49	50 - 65
Number of applicants (Percentage of the total number)	99 436 (64.6%)	28 483 (18.5%)	16 095 (10.5%)	9 681 (6.3%)

Note: At present, Hong Kong residents aged between 18 and 65 are eligible to apply for CEF subsidies. Of the 153 879 applications, 184 (representing 0.1% against the total) are unable to meet this eligibility requirement.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)122

(Question Serial No. 3314)

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:

- (1) Please provide the relevant information concerning the applicants for the Continuing Education Fund (CEF) for each of the past 5 financial years, with a breakdown by age group (15 to 19, 20 to 24, 25 to 29, 30 to 34, 35 to 39, 40 to 44, 45 to 49, and 50 or above) and educational qualification (primary or below, junior secondary, senior secondary, diploma, higher diploma, associate degree, and bachelor's degree or above);
- (2) Please provide the respective numbers of CEF courses and recipients granted CEF subsidies for each of the past 5 years, with a breakdown by the 8 designated course domains of the CEF; and
- (3) Please provide the respective numbers of Specifications of Competency Standards (SCS)-based courses and recipients granted CEF subsidies for each of the past 5 years, with a breakdown by the 19 areas of study under the Qualifications Framework and covered by the CEF.

Asked by: Hon SHIU Ka-chun (Member Question No. (For LegCo use): 43)

Reply:

The information sought is provided as follows -

- (1) The numbers of applicants who applied for opening an account under the Continuing Education Fund (CEF) by age group and educational qualification respectively for each of the past 5 years (i.e. 2013-14 to 2017-18) are set out below -

(a) Distribution by age group:

Age group [#]	Year				
	2013-14	2014-15	2015-16	2016-17	2017-18 (as at 31 Jan 2018)
18 - 29	23 128	21 636	20 206	20 236	14 232
30 - 39	6 910	6 037	5 522	5 576	4 438
40 - 49	3 776	3 241	3 160	3 246	2 672
50 - 65	2 020	1 886	2 030	2 076	1 669
Others*	46	49	33	31	23
Total	35 880	32 849	30 951	31 165	23 034

Due to the design of the computer system, the age groups set out above are slightly different from those suggested in the question.

* At present, Hong Kong residents aged between 18 and 65 are eligible to apply for subsidies from CEF. Other age groups do not meet the eligibility requirement.

(b) Distribution by educational qualification of applicants before they enrolled on CEF courses:

Educational qualification ^π	Year				
	2013-14	2014-15	2015-16	2016-17	2017-18 (as at 31 Jan 2018)
CEF account applicants who were degree holders	14 903	13 890	12 997	13 327	10 156
CEF account applicants who were non-degree holders	19 136	17 379	15 976	15 921	11 486
CEF account applicants who had not specified their educational qualifications	1 841	1 580	1 978	1 917	1 392
Total	35 880	32 849	30 951	31 165	23 034

π The Office of the CEF does not maintain a breakdown of information by category of educational qualification suggested in the question.

(2) The numbers of recipients of CEF subsidies and the numbers of CEF courses by the 8 designated course domains of CEF for each of the past 5 years (i.e. 2013-14 to 2017-18) are set out in the table below -

	Year									
	2013-14		2014-15		2015-16		2016-17		2017-18 (as at 31 Jan 2018)	
Course Domain	No. of recipients granted CEF subsidies	No. of courses	No. of recipients granted CEF subsidies	No. of courses	No. of recipients granted CEF subsidies	No. of courses	No. of recipients granted CEF subsidies	No. of courses	No. of recipients granted CEF subsidies	No. of courses
Financial Services	6 782	1 957	5 654	1 964	5 319	1 954	4 701	1 921	3 335	1 893
Languages	6 345	609	5 918	601	5 703	589	5 434	590	4 335	589
Logistics	1 642	575	1 400	576	1 359	563	1 161	549	606	534
Design	2 961	732	2 644	764	2 270	751	2 210	742	1 584	754
Tourism	1 910	524	1 474	551	1 334	569	1 280	550	735	565
Business Services	11 176	2 950	8 705	2 981	7 670	2 918	6 711	2 860	4 782	2 858
Creative Industries	1 050	425	739	434	709	415	490	412	431	398
Interpersonal and Intrapersonal Skills for the Workplace	204	14	203	14	59	14	78	14	74	14
Total	32 070	7 786	26 737	7 885	24 423	7 773	22 065	7 638	15 882	7 605

- (3) The numbers of recipients provided with CEF subsidies and the numbers of SCS-based courses by the 19 areas of study under the Qualifications Framework and covered by CEF for each of the past 5 years (i.e. 2013-14 to 2017-18) are set out in the table below-

	Year									
	2013-14		2014-15		2015-16		2016-17		2017-18 (as at 31 Jan 2018)	
Area of study	No. of recipients provided with CEF subsidies	No. of courses	No. of recipients provided with CEF subsidies	No. of courses	No. of recipients provided with CEF subsidies	No. of courses	No. of recipients provided with CEF subsidies	No. of courses	No. of recipients provided with CEF subsidies	No. of courses
Elderly Care Service	-	-	-	-	-	-	29	3	6	9
Automotive	50	1	7	1	-	1	-	1	-	1
Property Management	12	8	8	13	11	13	40	14	63	13
Beauty and Hairdressing	1 687	101	1 869	116	1 489	119	1 457	136	981	135
Jewellery	-	3	5	3	-	3	-	4	20	4
Information and Communications Technology	-	3	-	3	-	4	-	11	-	11
Retail	-	-	-	-	-	5	-	5	-	5
Electrical and Mechanical Services	204	13	488	18	558	18	748	18	729	22
Catering	33	11	96	13	104	13	112	13	105	17
Testing, Inspection and Certification	-	-	-	-	-	-	-	9	-	9
Watch and Clock	-	-	-	3	-	3	7	3	-	3
Manufacturing Technology (Tooling, Metals and Plastics)	-	-	-	-	-	1	-	1	1	1
Printing and Publishing	-	2	-	-	-	-	-	-	-	-
Logistics	-	-	-	-	-	-	-	-	-	-
Banking	-	-	-	-	-	-	-	-	-	-
Human Resource Management Sector	-	-	-	-	-	-	-	-	-	-
Import and Export	-	-	-	-	-	-	-	-	-	-
Insurance Industry	-	-	-	-	-	-	-	-	-	-
Security Services	-	-	-	-	-	-	-	-	-	-
Total	1 986	142	2 473	170	2 162	180	2 393	218	1 905	230

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)123

(Question Serial No. 2774)

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:

The Government will substantially inject \$8.5 billion into the Continuing Education Fund (CEF). However, according to the CEF's information, 64 965 CEF applications and 5 067 CEF reimbursement claims were not approved as at 31 January 2018. Will the Government give the reason(s)?

Asked by: Hon WAN Siu-kin, Andrew (Member Question No. (For LegCo use): 205)

Reply:

Since the establishment of the Continuing Education Fund (CEF) in June 2002 and up to 31 January 2018, a total of 64 965 applications for opening CEF accounts were not approved for reasons including repeated submission of applications, incomplete information submitted with applications^{Note 1}, the courses for opening a CEF account not being approved reimbursable courses, failure to submit applications within the validity period^{Note 2}, failure to meet the age requirement when applications were submitted, failure to obtain proof of course enrolment from institutions concerned when applications were submitted, and possession of a university degree when applications were submitted^{Note 3}.

A total of 5 067 CEF reimbursement claims were not approved in the same period. The main reasons were unsuccessful completion of the courses^{Note 4} and failure to attain the language benchmark test / examination qualification by the claimants^{Note 5}. Other reasons included failure to submit reimbursement claim applications within the validity period of the CEF account, taking the courses before the submission of applications for opening a CEF account, failure to produce all the necessary documents, and having other publicly funded subsidies obtained for the same courses, etc.

- Note 1: For example, failure to produce valid proof of identity.
- Note 2: At present, applicants are required to submit their applications before the commencement of the reimbursable courses they have enrolled.
- Note 3: This restriction was applicable only to applications submitted before 1 September 2003. It has been lifted since then, and university degree holders are allowed to apply under the CEF.
- Note 4: “Successful completion” of a course means that the learner must have attended no less than 70% of the contactable hours of the course or such higher attendance requirement as prescribed for the course (whichever is higher), and attained the overall mark of either 50% or such higher percentage of assessment(s) as prescribed for the course (whichever is higher) as assessed by whichever method approved by the Secretary for Labour and Welfare (including any examination and assignment requirements with approved weighting).
- Note 5: Learners studying language courses (except for Chinese and Sign Language courses) are additionally required to pass a specified benchmark test / examination at the specified or higher level, after the courses have commenced and before the expiry of the four-year validity period.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)124

(Question Serial No. 3713)

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:

As stated in the Policy Address, the Government will continue to enhance the promotion of the Working Holiday Scheme (WHS) between Hong Kong and other economies, and explore the signing of WHS arrangements with more economies so that more of our young people can enrich their global exposure. In this connection, would the Government set out the WHS arrangements between Hong Kong and other economies that are under promotion, and provide the number of Hong Kong people who successfully went overseas for working holiday under the schemes in the past 3 years with a breakdown by country and region; the countries or places with which the Government is currently exploring WHS arrangements and those which would be covered by future WHS arrangements?

Asked by: Hon CHAN Chi-chuen (Member Question No. 210)

Reply:

Since 2001, the HKSAR Government has established bilateral WHS arrangements with the governments of 13 economies, namely New Zealand, Australia, Ireland, Germany, Japan, Canada, Korea, France, the United Kingdom, Austria, Hungary, Sweden and the Netherlands. Based on the information provided by the governments of partner economies, a breakdown of the number of Hong Kong youths who were granted working holiday visas from 2015 to 2017 by economy is set out at Annex.

The Labour Department will continue to pursue new WHS arrangements with potential economies so as to offer more choices and opportunities for Hong Kong youths to participate in WHS.

Number of working holiday visas granted to
Hong Kong youths from 2015 to 2017

Partner economy	No. of visas granted to Hong Kong youths		
	2015	2016	2017
New Zealand	401 ¹	400 ¹	400 ²
Australia	8 503	5 269	3 215
Ireland	54	75	65
Germany	164 ³	307 ³	83 ⁴
Japan	253	618	736
Canada	163	297	215
Korea	282	260	234
France	54	59	42
United Kingdom	1 236	1 153	1 212
Austria	24 ⁵	11	5
Hungary	— ⁶	— ⁶	— ⁶
Sweden	— ⁶	— ⁶	— ⁶
Netherlands	— ⁶	— ⁶	— ⁶

- Notes :
- 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 March to December of the year
 - ⁶ Scheme not yet in operation

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)125

(Question Serial No. 5533)

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:

Paragraph 26 of the Budget Speech mentions that the Government should consider increasing imported labour in a timely manner and on an appropriate scale to address the specific needs of individual sectors. Would the Government provide the details of the above plan, including the categories of sectors planning to import labour, the posts to be filled by imported labour in various sectors and their numbers, the criteria used to determine the wage levels and working hours, and whether a comprehensive consultation will be conducted among all stakeholders of various sectors. What is the Government's estimation as regards the specific expenditure, timetable and number of staff for implementing the above plan?

Asked by: Hon CHAN Tanya (Member Question No. 56)

Reply:

The Government operates different schemes for employers to apply for importation of labour on account of their actual operational circumstances so as to supplement skills not readily available in the local labour market and sustain the competitiveness and development needs of Hong Kong. Depending on the skill levels and/or educational requirements of the job vacancies concerned, employers may apply to the Immigration Department for admission of professionals or to the Labour Department for importation of workers at technician level or below under the Supplementary Labour Scheme.

Relevant government bureaux and departments will continue to closely monitor the manpower demand and supply of different sectors, as well as enhance training and attract new recruits. On the premise of safeguarding the employment priority of local workers, the Government will explore with stakeholders the possibility of increasing imported labour on an appropriate and limited scale. For example, as proposed in "The Chief Executive's 2017 Policy Address", consideration may be given to allowing subsidised elderly service and rehabilitation service units more flexibility in importing carers.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)126

(Question Serial No. 5617)

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 paragraph 182 of the Budget Speech that the inter-bureaux/departmental working group (Working Group) set up by the Secretary for Labour and Welfare (SLW) is exploring options to improve the government outsourcing system with a view to enhancing the protection of the reasonable employment terms and conditions as well as labour benefits for non-skilled employees. It is expected that the Working Group will complete the review within this year. Please set out all the names of the departments that employ outsourced staff, the number and positions of outsourced staff employed by each department, the average wages and average working hours of the outsourced staff employed, as well as the average wages and average working hours of the civil servants who perform comparable duties; why they were employed by these departments through the outsourcing system instead of on civil service terms of appointment; whether the Working Group set up by SLW will explore the possibility of abolishing the government outsourcing system.

Asked by: Hon CHAN Tanya (Member Question No. 148)

Reply:

The Working Group set up by SLW is exploring options to improve the government outsourcing system with a view to enhancing the protection of the reasonable employment terms and conditions as well as labour benefits for non-skilled employees engaged by government service contractors. The scope of the review of the Working Group includes the assessment criteria in tendering so as to provide more reasonable employment terms and conditions to non-skilled employees under government outsourced service contracts while at the same time improving the requirements of service quality. The Working Group will also study the content of the Standard Employment Contract and duration of government service contracts in order to strengthen the protection of the labour rights and benefits (such as severance payment) of the eligible employees. Apart from the Labour and Welfare Bureau and the Labour Department, the Working Group comprises the Financial Services and the Treasury Bureau and 4 major procuring departments, namely the Food and

Environmental Hygiene Department (FEHD), the Leisure and Cultural Services Department (LCSD), the Housing Department (HD) and the Government Property Agency (GPA). The Working Group is proceeding with the review in full gear and targets to complete the review before the third quarter of 2018.

The Working Group does not keep information on employment of non-skilled employees by outsourced service contractors of all government departments. Regarding government service contracts relying heavily on the employment of non-skilled workers, the information (including the number of workers, type of work, wages and working hours) on employment of non-skilled workers by contractors of the above 4 major procuring departments is at Annex.

On government service contracts relying heavily on the employment of non-skilled workers, according to the information provided by FEHD, LCSD and GPA, the scope of duties of non-skilled workers currently employed by their service contractors are not comparable with those of civil service grades. Take Workman II in FEHD who are involved in cleansing duties as an example. It is specified in their open recruitment advertisement that apart from public cleansing work, they are also required to undertake pest control work, remove/dispose of dead bodies, perform cemeteries/crematoria-related duties (such as transportation of coffins, handling cremated human remains and assisting in exhumation in cemeteries or related work), and hence cannot be compared directly with positions of other outsourced staff who purely undertake cleansing services. Besides, HD does not employ civil servants as security guards or cleansing workers at public housing estates, and therefore the benefits of outsourced staff in terms of wages and working hours can in no way be compared with those civil servants who perform comparable duties.

There is no policy requiring government departments to outsource public services, or mandating outsourcing as the primary mode for delivering public services. Departments will continue to decide whether their public services are to be delivered through the employment of civil servants, non-civil service contract staff or outsourcing, etc., having regard to their operational needs, service nature and efficiency. Exploration of the possibility of abolishing the outsourcing system does not fall within the scope of the review of the Working Group.

**Information on employment of non-skilled workers by outsourced service contractors of 4 major procuring departments
(as at 1 January 2018 #)**

Hourly wage to be offered to non-skilled workers by service contractors as committed in the tender	Cleansing services					Security services					Others^			Total
	FEHD	LCSD	HD	GPA	Sub-total	FEHD	LCSD	HD	GPA	Sub-total	FEHD	LCSD	Sub-total	
\$34.5 (i.e. Statutory Minimum Wage)	3 422	3 603	362	466	7 853	102	2072	94	548	2 816	0	97	97	10 766
>\$34.5 to ≤\$36.5	5 266	2 447	3 064	87	10 864	350	949	4 241	424	5 964	16	525	541	17 369
>\$36.5 to ≤\$38.5	719	106	1 978	0	2 803	75	95	3 759	241	4 170	384	631	1015	7 988
>\$38.5 to ≤\$40.5	0	0	76	0	76	0	0	418	0	418	447	75	522	1 016
>\$40.5 to ≤\$43	13	0	11	0	24	0	0	39	0	39	0	0	0	63
>\$43 to ≤\$46	0	0	0	0	0	0	0	0	0	0	70	0	70	70
>\$46 to ≤\$49	0	0	0	0	0	0	0	2	0	2	6	0	6	8
>\$49	7	0	0	0	7	0	0	2	0	2	0	10	10	19
Total	9 427	6 156	5 491	553	21 627	527	3 116	8 555	1 213	13 411	923	1 338	2 261	37 299

Notes:

Figures of LCSD are up to 1 December 2017.

^ Other types of work performed by non-skilled workers include market cleansing and management, pest control, waste collection, horticultural maintenance and venue management.

Maximum daily working hours required of non-skilled workers by service contractors as committed in the tender	Cleansing services					Security services					Others^			Total
	FEHD	LCSD	HD	GPA	Sub-total	FEHD	LCSD	HD	GPA	Sub-total	FEHD	LCSD	Sub-total	
less than 8 hours	0	0	810	182	992	0	0	7	687	694	0	0	0	1 686
8 hours to less than 8.5 hours	7	0	4 154	371	4 532	62	233	8 514	526	9 335	0	974	974	14 841
8.5 hours to less than 9 hours	5	106	289	0	400	0	0	0	0	0	0	0	0	400
9 hours to less than 9.5 hours	0	28	120	0	148	0	82	0	0	82	4	82	86	316
9.5 hours to less than 10 hours	0	0	114	0	114	0	0	0	0	0	0	20	20	134
10 hours to less than 11 hours	9 415	5 897	4	0	15 316	465	2 248	32	0	2 745	919	220	1 139	19 200
11 hours to less than 12 hours	0	125	0	0	125	0	553	0	0	553	0	42	42	720
12 hours	0	0	0	0	0	0	0	2	0	2	0	0	0	2
Total	9 427	6 156	5 491	553	21 627	527	3 116	8 555	1 213	13 411	923	1 338	2 261	37 299

Notes:

Figures of LCSD are up to 1 December 2017.

^ Other types of work performed by non-skilled workers include market cleansing and management, pest control, waste collection, horticultural maintenance and venue management.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)127

(Question Serial No. 5618)

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 paragraph 183 of the Budget Speech that to effect the abolition of the Mandatory Provident Fund (MPF) “offsetting” arrangement, the Government is striving to put forth as soon as possible a proposal which is more acceptable to both employers and employees and will consult major stakeholders. The Government has clearly indicated its willingness to increase its financial commitment, and \$15 billion will be set aside for these measures. Will the Government conduct a comprehensive public consultation on this issue in 2018-19? What are the specific timetable and expenditure and manpower involved? What are the specific uses of the \$15 billion?

Asked by: Hon CHAN Tanya (Member Question No. 149)

Reply:

Having regard to the views of the business and labour sectors, the Government has put forth a preliminary idea on abolishing the arrangement of “offsetting” severance payment and long service payment with employers’ mandatory contributions under the MPF System. Based on this preliminary idea, the Government is exchanging views with major stakeholders including the business and labour sectors.

To take forward the preparation and implementation of the abolition of the “offsetting” arrangement, the Labour Department has budgeted the creation of 4 permanent posts in 2018-19, including 1 Chief Labour Officer, 1 Senior Labour Officer and 2 Labour Officers. The total annual expenditure for the above 4 permanent posts is about \$5.13 million.

The Government has set aside \$15 billion in the 2018-19 Budget for implementing the relevant measures to effect the abolition of the “offsetting” arrangement. This is a rough estimate made when preparing the Budget. Subject to the details of the finalised proposal, the Government will provide the necessary financial support.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)128

(Question Serial No. 5891)

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:

- (a) Will the Government conduct public consultation on re-establishing the right to collective bargaining in 2018-2019? If yes, what are the details and the estimated expenditure? If not, how will the Labour and Welfare Bureau (LWB) handle industrial actions in the future?
- (b) What are the legal and policy bases for the Government to maintain neutrality in labour disputes? Why is LWB not renamed Employers and Welfare Bureau?

Asked by: Hon CHAN Tanya (Member Question No. 272)

Reply:

The information sought is provided as follows:

- (a) At present, the Government has no plan to conduct public consultation in 2018-19 on establishing the right to collective bargaining. The Government will continue to strive to encourage and promote voluntary collective bargaining, and the Labour Department (LD) will continue to provide conciliation service to help employers and employees resolve labour disputes.
- (b) Labour disputes mostly are not merely caused by whether the law has been complied with, and may possibly involve contentions over interests. In providing conciliation service, LD has to uphold impartiality and maintain neutrality to help employers and employees resolve their disputes through frank dialogues. LD is not a court or tribunal. All along, it does not possess any adjudication power when handling labour disputes.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)129

(Question Serial No. 6156)

Head: (90) Labour Department

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

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 the past year (with breakdowns by applicants' gender, age, household size, industry, occupation, employment earnings, working hours and residential district);
- (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 the past year;
- (c) the expenditure involved in the past year (with a breakdown by subsidy payment, staff cost, operating expenses, publicity and promotion);
- (d) the staff establishment and the actual number of staff employed in the past year (including whether there were any non-civil service contract (NCSC) staff);
- (e) the estimated expenditure for the coming year (with a breakdown by subsidy payment, staff cost, operating expenses, publicity and promotion);
- (f) the staff establishment and the estimated number of staff to be employed in the coming year (including whether there are any NCSC staff)?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 1104)

Reply:

The information sought is provided as follows:

- (a) In 2017, the WITS Scheme received 62 180 applications involving a gross applicant count of 63 462. In the same year, 59 158 applications with a gross applicant count of 60 067 were granted the subsidy totalling \$269.9 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 2017, 265 applications were rejected for the following reasons:

Reason	No. of applications*
Asset limit being exceeded	121
Income limit being exceeded	68
Applicant working less than 36 hours per month	27
Travelling expenses not incurred in commuting to and from work	23
Applicant not being lawfully employed and self-employed	11
Others	125

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

- (c) A breakdown of the 2017-18 revised estimate for the WITS Scheme is provided below:

Item	Amount (\$million)
Subsidy payment*	261.2
Staff cost	65.3
Operating expenses	7.3
Accommodation and related expenditure	11.1
Publicity and promotion	1.0
Total	345.9

* The subsidy payment did not include the amount of \$19.4 million under “Additional provision for Work Incentive Transport Subsidy (WITS) Scheme recipients” in 2017-18.

- (d) In 2017-18, the WITS Division of the Labour Department (LD) had an establishment of 136 civil service posts and 100 NCSC positions. As at end-February 2018, its strength included 123 civil service staff and 56 NCSC staff.
- (e) A breakdown of the estimated expenditure for the WITS Scheme in 2018-19 is provided below:

Item	Amount (\$million)
Subsidy payment*	235.6
Staff cost	66.7

Item	Amount (\$million)
Operating expenses	7.4
Accommodation and related expenditure	10.5
Publicity and promotion	1.0
Total	321.2

* The subsidy payment does not include the amount of \$53 million under Item 802 of Subhead 700 on “Additional provision for Work Incentive Transport Subsidy (WITS) Scheme recipients 2018”.

- (f) In 2018-19, the WITS Division of LD has an establishment of 136 civil service posts and 50 NCSC positions. LD will closely monitor the number of WITS applications and adjust the staff number timely to meet operational needs.

Work Incentive Transport Subsidy Scheme

Number of applicants received and number of applicants granted the subsidy
(gross applicant count) in 2017
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	22 135	20 914
Female	41 316	39 153
Information not provided by applicant	11	-
Total	63 462	60 067

Breakdown by age

Age	No. of applicants received (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
15 - below 20	475	432
20 - below 30	8 499	7 835
30 - below 40	7 531	7 034
40 - below 50	13 773	13 060
50 - below 60	19 371	18 594
60 or above	13 788	13 112
Information not provided by applicant	25	-
Total	63 462	60 067

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*	50 969	48 147
2 persons	6 691	6 352
3 persons	3 512	3 374
4 persons	1 712	1 638
5 persons	410	389
6 persons or above	168	167
Total	63 462	60 067

* 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	2 668	2 545
Construction	1 256	1 156
Import/export, wholesale and retail trades	7 413	7 043
Accommodation and food services	8 249	7 774
Transportation, storage, postal and courier services, information and communications	4 619	4 426
Financing, insurance, real estate, professional and business services	28 898	27 351
Public administration, social and personal services	9 490	9 176
Others	582	596
Information not provided by applicant	287	-
Total	63 462	60 067

Breakdown by occupation

Occupation	No. of applicants received (gross applicant count)	No. of applicants granted the subsidy (gross applicant count)
Elementary occupations	32 655	31 187
Service and sales workers	13 864	13 040
Clerical support workers	9 162	8 716
Associate professionals	2 105	1 994
Craft and related workers	1 966	1 923
Plant and machine operators and assemblers	992	960
Professionals	727	649
Others	1 696	1 598
Information not provided by applicant	295	-
Total	63 462	60 067

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	12 367	11 683
Above \$6,000 - \$7,000	5 992	5 909
Above \$7,000 - \$8,000	10 524	10 551
Above \$8,000 - \$9,000	14 781	14 381
Above \$9,000 - \$10,000	9 058	8 460
Above \$10,000	10 220	9 083
Information not provided by applicant	520	-
Total	63 462	60 067

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	98	-
36 hours - less than 72 hours	1 853	2 421
72 hours or more	60 768	57 646
Information not provided by applicant	743	-
Total	63 462	60 067

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	459	415
Eastern	2 095	1 980
Southern	1 052	985
Wan Chai	200	184
Kowloon City	2 757	2 608
Kwun Tong	8 853	8 448
Sham Shui Po	4 651	4 475
Wong Tai Sin	4 683	4 416
Yau Tsim Mong	1 284	1 190
Islands	1 122	1 038
Kwai Tsing	6 598	6 316
North	3 044	2 826
Sai Kung	2 452	2 297
Sha Tin	4 756	4 514
Tai Po	1 749	1 644
Tsuen Wan	1 618	1 552
Tuen Mun	7 316	6 926
Yuen Long	8 475	7 994
Outside Hong Kong	291	259
Information not provided by applicant	7	-
Total	63 462	60 067

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)130

(Question Serial No. 6174)

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 provide the following information:

- (a) What measures did the Government take to encourage and promote the use of collective agreements (excluding negotiation between an employer and individual employees) in the past year? What was the expenditure involved?
- (b) What measures does the Government plan to take to encourage and promote the use of collective agreements (excluding negotiation between an employer and individual employees) in the coming year? 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. 1097)

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 2017-18,

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 by organising seminars and producing publications, etc. LD also arranged sharing sessions 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 2018-19, LD will continue to organise various promotional activities to encourage employers and human resources practitioners to adopt good human resource 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.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)131

(Question Serial No. 6175)

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:

- (a) Please provide breakdowns of the number of labour disputes handled in the past 5 years by industry and cause.
- (b) Please provide a breakdown of the number of claims handled in the past 5 years by cause. How many of these claims were related to Statutory Minimum Wage (SMW)?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 1098)

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) from 2013 to 2017 by industry and cause are provided below:

By industry

Industry	No. of labour disputes				
	2013	2014	2015	2016	2017
Construction	42	32	35	27	33
Transport, storage and communications	12	12	5	7	6
Wholesale, retail and import/export trades	1	1	2	5	6
Restaurants and hotels	6	12	5	5	5
Community, social and personal services	5	5	3	4	4
Manufacturing	1	3	1	1	2
Financing, insurance, real estate and business services	3	3	1	6	1
Others	-	-	1	-	-
Total	70	68	53	55	57

By cause

Cause	No. of labour disputes				
	2013	2014	2015	2016	2017
Dispute involving principal contractor and subcontractor	38	26	28	23	30
Cessation of business/insolvency	14	20	14	15	16
Dispute on wages	1	4	3	4	4
Dismissal	2	3	2	5	-
Retrenchment	1	7	1	2	-
Variation of terms of employment contract	6	3	2	-	-
Others	8	5	3	6	7
Total	70	68	53	55	57

- (b) A breakdown of the number of claims (i.e. cases involving 20 or less employees) handled by LD from 2013 to 2017 by cause is provided below:

Cause	No. of claims				
	2013	2014	2015	2016	2017
Termination of contract	8 744	7 457	6 563	6 670	7 075
Dispute on wages	5 126	4 992	4 579	4 615	4 388
Dispute on holiday pay/annual leave pay/rest day pay/sickness allowance	1 830	1 674	1 484	1 609	1 471
Cessation of business/insolvency	161	188	134	183	157
Variation of terms of employment contract	55	59	80	91	122
Retrenchment/lay-off	71	81	119	126	78
Others	1 528	1 313	1 429	1 378	1 375
Total	17 515	15 764	14 388	14 672	14 666

Among the above claims, the number of those related to SMW is provided below:

No. of claims related to SMW				
2013	2014	2015	2016	2017
107	85	57	49	49

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)132

(Question Serial No. 6176)

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 the past year;
- (b) the estimated expenditure and staff establishment for the coming year;
- (c) the number of imported workers applied for under SLS and the success rate in the past year (with breakdowns by industry and occupation)?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 1106)

Reply:

The information sought is provided as follows:

- (a) SLS is primarily administered by the Supplementary Labour Division (SLD) of the Labour Department. In 2017-18, the revised estimated expenditure of SLD was \$190,000 (excluding staff cost) and its staff establishment comprised 27 Labour Officer Grade and 14 Clerical Grade posts.
- (b) In 2018-19, the estimated expenditure of SLD is \$620,000 (excluding staff cost) and its staff establishment comprises 31 Labour Officer Grade and 16 Clerical Grade posts.
- (c) In 2017, employers applied to import 4 390 workers under SLS. The number of imported workers approved was 2 765. The vetting process of applications received towards year-end may be completed in the following year, and hence the number of imported workers approved in the year does not correspond to 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 2017:
a breakdown by industry**

Industry	No. of imported workers applied for*	No. of imported workers approved*
1. Agriculture and Fishing	791	653
2. Manufacturing	201	147
3. Construction	751	77
4. Wholesale, Retail and Import/Export Trades, Restaurants and Hotels	503	210
5. Transport, Storage and Communications	58	18
6. Financing, Insurance, Real Estate and Business Services	80	11
7. Community, Social and Personal Services	2 006	1 649
Total	4 390	2 765

* The vetting process of applications received towards year-end may be completed 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 2017:
a breakdown by job title**

Job title	No. of imported workers applied for*	No. of imported workers approved*
1. Care Worker (Elderly Service)	1 694	1 510
2. Livestock/Poultry/Fish/Crop Farm Worker	488	422
3. Cook	315	126
4. Gardening Worker	307	216
5. Machine Operator	114	54
6. Quality Controller/Inspector/Control Supervisor	79	68
7. Care Worker (Disabled Service)	78	63
8. Waste Handling Worker	51	22
9. Bean Curd/Soya Bean/ Bean Sprout Processing Worker	38	59
10. Others	1 226	225
Total	4 390	2 765

* The vetting process of applications received towards year-end may be completed 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)133

(Question Serial No. 6177)

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:

- (a) Please provide breakdowns of unemployed persons, persons with disabilities, young people, new arrivals and ethnic minorities (EMs) who secured placements 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. 1110)

Reply:

The information sought is provided as follows:

- (a) In 2013, 2014, 2015, 2016 and 2017, LD respectively recorded 156 727, 151 536, 148 347, 149 794 and 154 222 placements for able-bodied job seekers. Of these, 140 009, 136 334, 134 307, 137 286 and 144 377 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.

A breakdown of persons with disabilities, young people (i.e. aged 15 to 24), new arrivals and EMs who secured placements through LD's referral services in 2013, 2014, 2015, 2016 and 2017 is provided below:

	No. of placements secured through LD's referral services*				
	2013	2014	2015	2016	2017
Persons with disabilities	2 461	2 464	2 401	2 250	2 203
Young people	7 781	6 883	6 094	4 759	3 302
New arrivals	1 060	995	803	671	561
EMs	57	65	75	82	94

* Placements may belong to more than 1 classification.

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.

- (b) Breakdowns of placements of able-bodied job seekers secured through LD's referral services in 2013, 2014, 2015, 2016 and 2017 by gender, age, industry and monthly earnings are provided below:

(i) By gender

Gender	2013	2014	2015	2016	2017
Male	6 794	6 172	5 655	4 961	4 059
Female	9 924	9 030	8 385	7 547	5 786
Total	16 718	15 202	14 040	12 508	9 845

(ii) By age

Age	2013	2014	2015	2016	2017
15-below 20	2 375	2 004	1 666	1 255	809
20-below 30	7 440	6 718	6 182	5 224	3 792
30-below 40	2 211	2 063	1 938	1 756	1 469
40-below 50	2 555	2 282	2 130	2 045	1 722
50-below 60	1 835	1 854	1 821	1 881	1 680
60 or above	302	281	303	347	373
Total	16 718	15 202	14 040	12 508	9 845

(iii) By industry

Industry	2013	2014	2015	2016	2017
Manufacturing	907	856	716	724	498
Construction	196	204	224	442	390
Wholesale, retail and import/export trades	6 502	6 246	6 388	5 420	4 199
Restaurants and hotels	2 615	2 364	1 941	1 495	1 348
Transport, storage and communications	1 044	707	677	588	492
Financing, insurance, real estate and business services	1 690	1 834	1 676	1 641	1 176
Community, social and personal services	3 315	2 991	2 401	2 190	1 729
Others (including government sector)	449	0	17	8	13
Total	16 718	15 202	14 040	12 508	9 845

(iv) By monthly earnings

Monthly earnings	2013	2014	2015	2016	2017
Below \$4,000*	894	567	422	391	348
\$4,000-below \$5,000	535	423	283	516	304
\$5,000-below \$6,000	829	804	480	332	251
\$6,000-below \$7,000	1 274	1 187	1 211	771	510
\$7,000-below \$8,000	1 825	1 236	1 023	811	696
\$8,000-below \$9,000	3 114	2 005	1 638	997	575
\$9,000-below \$10,000	2 705	2 734	2 072	1 516	1 055
\$10,000-below \$11,000	2 787	2 411	2 042	1 979	1 307
\$11,000-below \$12,000	959	1 659	1 858	1 651	1 350
\$12,000-below \$13,000	847	885	1 078	1 130	1 129
\$13,000-below \$14,000	446	381	810	1 079	935
\$14,000 or above	503	910	1 123	1 335	1 385
Total	16 718	15 202	14 040	12 508	9 845

* All placements were part-time or temporary jobs except for 2 placements in 2013.

Breakdowns of placements recorded by LD for job seekers with disabilities in 2013, 2014, 2015, 2016 and 2017 by gender, age, industry and monthly earnings are provided below:

(i) By gender

Gender	2013	2014	2015	2016	2017
Male	1 322	1 329	1 334	1 253	1 240
Female	1 139	1 135	1 067	997	963
Total	2 461	2 464	2 401	2 250	2 203

(ii) By age

Age	2013	2014	2015	2016	2017
15-below 20	65	61	80	71	46
20-below 30	863	870	941	854	847
30-below 40	709	682	612	628	584
40-below 50	531	531	447	402	425
50-below 60	240	261	278	248	245
60 or above	53	59	43	47	56
Total	2 461	2 464	2 401	2 250	2 203

(iii) By industry

Industry	2013	2014	2015	2016	2017
Manufacturing	180	204	155	105	140
Construction	25	33	30	26	28
Wholesale, retail and import/export trades	423	427	218	295	234
Restaurants and hotels	507	575	710	610	559
Transport, storage and communications	96	72	93	76	91
Financing, insurance, real estate and business services	446	383	385	409	425
Community, social and personal services	457	477	491	446	530
Others (including government sector)	327	293	319	283	196
Total	2 461	2 464	2 401	2 250	2 203

(iv) By monthly earnings

Monthly earnings	2013	2014	2015	2016	2017
Below \$3,000*	750	548	542	365	304
\$3,000-below \$4,000	309	333	257	245	239
\$4,000-below \$5,000	197	263	242	219	206
\$5,000-below \$6,000	166	210	194	222	161
\$6,000-below \$7,000	268	267	221	190	144
\$7,000-below \$8,000	326	305	257	203	189
\$8,000-below \$9,000	207	215	228	256	253
\$9,000-below \$10,000	146	151	186	189	215
\$10,000 or above	92	172	274	361	492
Total	2 461	2 464	2 401	2 250	2 203

* 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)134

(Question Serial No. 6178)

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 the past year:

- (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. 1111)

Reply:

The information sought is provided as follows:

- (a) The number of claims filed by employees with LT pursuant to Part VIA of EO and the number of cases ruled in favour of employees in 2017 are provided below:

	2017
No. of Part VIA claims filed	704
No. of Part VIA claims disposed of	648
No. of Part VIA cases ruled in favour of employees	
(i) awarded	50
(ii) settled	419

- (b) Of the cases ruled in favour of employees mentioned in (a), no order for reinstatement or re-engagement was made by LT.
- (c) In 2017, a total of 10 cases were awarded terminal payments by LT. LT does not keep information on the breakdown of the number of cases by amount of terminal payments awarded to employees.
- (d) After the conclusion of the cases, employers may, where applicable, apply on their own to the MPF trustees for using the accrued benefits attributed to employers' contributions in the employees' MPF accounts to offset the relevant portion of the terminal payments. Since employers are not required to report such to the Labour Department (LD), LD does not have information in this regard.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)135

(Question Serial No. 6194)

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:

- (a) Given the relatively high unemployment rate (4.6%) of ethnic minorities (EMs), with some ethnic groups as high as 9.2%, and the earmarked sum of \$500 million in the Budget to strengthen support for EMs, what new policies will the Labour Department (LD) introduce in the coming 3 financial years to facilitate the employment of EMs? If yes, what are the details? If not, what are the reasons?
- (b) Will LD establish an EM Employment Division to explore, coordinate and supervise projects relating to employment support for EMs?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 2786)

Reply:

The information sought is provided as follows:

- (a) The Government attaches great importance to efforts to support EMs, and will set up an inter-bureaux/departamental steering committee, to be chaired by the Chief Secretary for Administration, to coordinate, review and monitor work in this area and to enhance internal collaboration. The Government has also earmarked \$500 million to strengthen support for EMs.

The Government's initial plan is for the Constitutional and Mainland Affairs Bureau to provide secretariat support to the steering committee. The Government will consider deploying additional staff based on actual needs. The steering committee will give due consideration to the specific usage and modus operandi of the earmarked sum of \$500 million, including exploring new model of support, as well as making the best use of community wisdom and network to strengthen support for EMs. The Government will also listen to the views of different sectors and groups on the matter.

- (b) LD has all along been providing dedicated employment services such as special counters, resource corners, 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.

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.

Since September 2014, LD has implemented the Employment Services Ambassador (ESA) Programme for EMs, 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. Moreover, since May 2017, LD has engaged 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 to strengthen employment support for EM job seekers (especially those of South Asian origins).

LD will continue to provide employment services suited to the needs of EM job seekers through its existing job centres, wide-ranging services, employer network and support of ESAs and employment assistants proficient in EM languages. At present, the Government has no plan to establish an EM Employment Division in LD.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)136

(Question Serial No. 6212)

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 that will be taken in the coming year to intensify systemic 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 that will be launched in the coming year 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 the coming year 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. 2531)

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 2018-19 to tackle fall-from-height hazards and other work hazards in the construction industry:
 - (i) intensifying inspection and enforcement efforts, which include conducting in-depth surprise inspections, stepping up the monitoring of the work of safety professionals, etc.;

- (ii) stepping up the monitoring of public works projects through greater participation in meetings of site safety management committees;
- (iii) stepping up OSH publicity efforts, which include enhancing the promotion of the complaint channel for workers, promoting the requirement for workers to wear safety helmets with chin strap, and producing new animated “Work Safety Alert”, etc.;
- (iv) stepping up efforts targeting the repair, maintenance, alteration and addition (RMAA) works to publicise and promote safety in the RMAA industry among upstream stakeholders such as owners and tenants of domestic and commercial properties; and
- (v) reviewing the penalties of the OSH legislation to achieve greater deterrent effect.

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

- (b) In 2018-19, 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.
- (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 journals of workers’ unions and trade associations, 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 legislative requirements 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)137

(Question Serial No. 6213)

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 ethnicity 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 ethnicity 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. 2532)

Reply:

The information sought is provided as follows:

- (a) In the full years from 2015 to 2017, there were 19, 10 and 22 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 1 Nepalese worker in 2015, 1 Thai worker and 1 Nepalese worker in 2016, and 1 Filipino worker, 1 Nepalese worker and 1 Nigerian worker in 2017. 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 2015 to 2017, there were respectively 4, 3 and 5 industrial fatalities involving public works projects.

- (b) In the full years of 2015 and 2016 and the first 3 quarters of 2017, there were respectively 3 704, 3 710 and 2 939 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 trade and ethnicity of the worker involved and whether the worker was imported.

In the full years of 2015 and 2016 and the first 3 quarters of 2017, there were respectively 235, 248 and 264 non-fatal industrial accidents involving public works projects.

**Industrial Fatalities in the Construction Industry
in the Full Years from 2015 to 2017 by Type of Accidents**

Type of Accidents	2015	2016	2017
Trapped in or between objects	1	-	3
Fall of person from height	9	7	9
Striking against or struck by moving object	1	1	3
Contact with electricity or electric discharge	3	2	-
Trapped by collapsing or overturning object	-	-	3
Struck by falling object	3	-	1
Struck by moving vehicle	1	-	-
Drowning	-	-	3
Asphyxiation	1	-	-
Total	19	10	22

**Non-fatal Industrial Accidents in the Construction Industry in the Full Years
of 2015 and 2016 and the First 3 Quarters of 2017 by Type of Accidents**

Type of accidents	2015	2016	First 3 quarters of 2017*
Trapped in or between objects	158	156	101
Injured whilst lifting or carrying	669	625	570
Slip, trip or fall on same level	927	1 040	802
Fall of person from height	367	342	277
Striking against fixed or stationary object	377	388	326
Striking against or struck by moving object	572	581	401
Stepping on object	11	9	14
Exposure to or contact with harmful substance	15	22	24
Contact with electricity or electric discharge	5	5	7
Trapped by collapsing or overturning object	2	2	6
Struck by falling object	107	111	87
Struck by moving vehicle	34	17	15
Contact with moving machinery or object being machined	230	232	146
Exposure to fire	6	4	9
Exposure to explosion	5	1	2
Injured by hand tool	140	122	120
Contact with hot surface or substance	20	23	12
Injured by animal	1	-	-
Others	58	30	20
Total	3 704	3 710	2 939

* Industrial accident statistics are released on a quarterly basis and the latest available statistics are up to the first 3 quarters of 2017. The industrial accident statistics for the full year of 2017 will be released in April 2018.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)138****(Question Serial No. 6214)**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 the past 5 years 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. 2534)Reply:

The information sought is provided as follows:

- (a) A breakdown of the prosecutions taken out by LD from 2013 to 2017 by industry is provided in the table below:

Industry	2013	2014	2015	2016	2017
Construction	1 988	2 177	2 000	1 868	2 370
Food and beverage services	201	206	288	337	269
Others	415	326	396	400	355
Total	2 604	2 709	2 684	2 605	2 994

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

Reason for taking out prosecutions	2013	2014	2015	2016	2017
Unsafe hoists, lifting appliances/gear, goods lifts and lifting operations	295	387	398	234	465
Unsafe machinery	121	134	155	104	76
Unsafe working at height	873	912	866	894	980
Unsafe excavation works	9	4	4	4	6
Non-provision of/not wearing personal protective equipment	353	414	378	352	407
Non-compliance with fire precaution requirements	307	266	362	467	407
Electrical hazards	134	54	40	73	51
Hazards caused by chemicals/gas/dust	13	13	8	4	4
Non-compliance with general duties provisions	310	372	302	301	426
Ventilation/housekeeping/noise/lighting/manual handling	23	15	40	22	48
Others	166	138	131	150	124
Total	2 604	2 709	2 684	2 605	2 994

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

		2013	2014	2015	2016	2017
Construction	Number of summonses convicted	1 507	1 480	1 384	1 521	1 542
	Total amount of fines (\$)	12,170,739	14,007,870	14,458,600	17,426,160	15,490,300
Food and beverage services	Number of summonses convicted	201	193	265	294	336
	Total amount of fines (\$)	1,402,800	2,902,800	2,899,700	3,111,500	3,620,400
Others	Number of summonses convicted	379	283	381	329	378
	Total amount of fines (\$)	3,132,950	3,212,500	4,454,300	3,862,800	4,673,100

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)139

(Question Serial No. 6215)

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. 2535)

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 \$22,055,800.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)140****(Question Serial No. 6216)**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 the past 5 years by the time required to effect payment?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 2536)Reply:

A breakdown of the number of PWIF applications approved from 2013 to 2017 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				
	2013	2014	2015	2016	2017
4 weeks or less	1 773	2 108	2 812	2 373	2 500
More than 4 weeks to 6 weeks	79	77	69	55	107
More than 6 weeks to 8 weeks	3	1	13	1	-
More than 8 weeks to 10 weeks	-	-	-	-	33
Total	1 855	2 186	2 894	2 429	2 640

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)141****(Question Serial No. 6217)**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 the past 5 years by industry? As at the end of last year, 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) last year?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 2537)Reply:

The information sought is provided as follows:

- (a) From 2013 to 2017, the number of employees' compensation claims reported under the Employees' Compensation Ordinance (ECO) and received by the Labour Department (LD) in each year is provided below:

Duration of incapacitation of employees	2013	2014	2015	2016	2017
Not more than 3 days	16 096	15 531	14 994	15 134	14 645
More than 3 days*	39 072	38 386	36 923	36 420	36 463
Total	55 168	53 917	51 917	51 554	51 108

* Figures include fatal cases.

If the employees sustain work injuries which result in incapacitation for not more than 3 days and no permanent incapacity is involved, the employers should make direct payment of compensation to the employees in accordance with ECO. LD does not

keep a breakdown by industry of the above compensation claims involving incapacitation of employees for not more than 3 days. As for compensation claims involving incapacitation of employees for more than 3 days, a breakdown by industry is provided below:

Industry	2013	2014	2015	2016	2017
Public Administration, Social and Personal Services	8 057	7 927	7 394	7 641	7 376
Finance and Insurance, Real Estate, Professional and Business Services	6 887	6 886	6 892	7 100	7 205
Food and Beverage Services	6 431	6 192	5 944	5 540	5 621
Import/Export, Wholesale and Retail Trades, Accommodation Services	5 831	5 642	5 315	5 206	5 013
Transportation, Storage, Postal and Courier Services, Information and Communications	5 013	4 779	4 154	4 103	4 213
Construction	3 343	3 597	3 955	3 847	4 143
Manufacturing	2 495	2 448	2 313	2 034	1 950
Others	1 015	915	956	949	942
Total	39 072	38 386	36 923	36 420	36 463

Of the above compensation claims involving incapacitation of employees for more than 3 days as a result of work injuries reported under ECO and received by LD from 2013 to 2017, the number of claims settled as at the end of 2017 and the total amount of compensation involved are provided below:

Year in which compensation claims were reported under ECO and received by LD	2013	2014	2015	2016	2017
No. of claims settled as at the end of 2017	38 901	37 914	35 717	32 987	21 066
Total amount of compensation involved (\$million)	1,409.9	1,381.6	1,219.9	909.7	250.8

- (b) A breakdown of employees' compensation claims received by various branch offices of ECD of LD in 2017 is provided below:

Branch Office	No. of claims
Hong Kong East Office	5 008
Hong Kong West Office	8 098
Kowloon East Office	6 327
Kowloon West Office	4 676
Kwun Tong Office	6 067
Kwai Chung Office	4 120

Branch Office	No. of claims
Tsuen Wan Office	4 943
Shatin Office	6 265
Government Servants and Seamen Office	5 388
Fatal Cases Office	216
Total	51 108

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)142****(Question Serial No. 6218)**Head: (90) Labour Department.Subhead (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 the past 5 years 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. 2538)Reply:

The information sought is provided as follows:

- (a) From 2013 to 2017, 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
Financing, insurance, real estate and business services	1 810	1 563
Wholesale/retail trade	1 684	1 432
Community, social and personal services	1 464	1 228
Catering	1 423	1 265
Import/export trade	1 056	914
Transport, storage and communications	892	817
Construction	607	517
Manufacturing	418	331
Hotels	70	41

Industry	No. of summonses heard	No. of summonses convicted
Others	36	35
Total	9 460	8 143

Reason for taking out prosecution	No. of summonses heard	No. of summonses convicted
Failure to take out employees' compensation insurance	4 149	3 987
Wage offences	3 263	2 537
Holiday offences	787	669
Default on awarded payment of the Labour Tribunal (LT)/Minor Employment Claims Adjudication Board (MECAB)	718	518
Failure to pay periodical payments under the Employees' Compensation Ordinance	207	158
Failure to keep record of employees	49	43
Others	287	231
Total	9 460	8 143

Among the summonses heard and convicted, there were respectively 15 and 11 summonses involving breaches of SMW requirements.

- (b) From 2013 to 2017, the court imposed the highest fine of \$1.07 million on a case for default of wage payment. The highest fines imposed on cases involving holiday offences and failure to take out employees' compensation insurance were both \$40,000. There were 7 employers and 8 company directors convicted of wage offences and/or default on awarded payment of LT/MECAB and sentenced to imprisonment (including 4 employers and 1 company director who were given immediate custodial sentences ranging from 2 months to 4 months), while 1 employer and 8 company directors were sentenced to community service of 100 hours to 240 hours. For cases involving failure to take out employees' compensation insurance, 2 employers were given 6 months' immediate custodial sentence and 14 days' imprisonment sentence (suspended for 24 months) respectively.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)143

(Question Serial No. 6219)

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:

The Secretary for Labour and Welfare (SLW), LAW Chi-kwong, stated that an inter-bureaux and inter-departmental working group was set up in August 2017 to explore options to improve the government outsourcing system and safeguard the benefits and rights of outsourced service staff. Please provide the following information about the working group:

- (a) The bureaux and departments involved.
- (b) The number and ranks of staff, and the staff and administrative costs involved.
- (c) The main job duties and scope of work, and the direction for exploration to improve the outsourcing system.
- (d) The work progress and timetable.
- (e) Will public consultation and relevant surveys and studies on outsourcing be conducted? If not, what are the reasons?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 2552)

Reply:

The information sought is provided as follows:

- (a)&(b) The inter-bureaux/departmental working group (Working Group) set up by SLW is exploring options to improve the government outsourcing system with a view to enhancing the protection of the reasonable employment terms and conditions as well as labour benefits for non-skilled employees engaged by government service contractors. Apart from the Labour and Welfare Bureau and the Labour Department, the Working Group comprises the Financial Services and the

Treasury Bureau, the Food and Environmental Hygiene Department, the Leisure and Cultural Services Department, the Housing Department and the Government Property Agency. The related work is undertaken by staff among their other duties, and the manpower and expenditure involved cannot be separately identified.

- (c)&(e) The scope of the review of the Working Group includes the assessment criteria in tendering so as to provide more reasonable employment terms and conditions to non-skilled employees under government outsourced service contracts while at the same time improving the requirements of service quality. The Working Group will also study the content of the Standard Employment Contract and duration of government service contracts in order to strengthen the protection of the labour rights and benefits (such as severance payment) of the eligible employees. In the past few months, the Working Group met with various organisations and stakeholders, listened to the views of the labour sector and made reference to the surveys and studies conducted by various organisations. It also explored options to improve the system with contractors' organisations to help government service contractors become good employers.
- (d) The Working Group is proceeding with the review in full gear and targets to complete the review before the third quarter of 2018.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)144

(Question Serial No. 6226)

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 Special Enforcement Team (Government Contractors) of the Labour Department (LD), please provide:

- (a) the specific work details, staffing, rank distribution of the staff responsible for the work and the manpower and administrative expenditure required each year;
- (b) the yearly number of inspections conducted by the Team in respect of government non-skilled service contracts and the total number of inspections conducted by the Team in the past 5 years;
- (c) a breakdown of the workplaces inspected by type of government non-skilled service contracts and the total number of workplaces inspected in the past 5 years;
- (d) the numbers of cases of suspected breaches of the Employment Ordinance (EO) and the Occupational Safety and Health Ordinance (OSHO) by outsourced contractors received and detected in inspections and the number of successful prosecutions, the related offences and penalties in the past 5 years.

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 2561)

Reply:

The information sought is provided as follows:

- (a) The Special Enforcement Team (Government Contractors) under the Labour Inspection Division of LD monitors government service contractors' compliance with the requirements under EO and the Standard Employment Contract through surprise inspections of workplaces, interviews with non-skilled workers engaged by contractors individually and checking of employment records. Inspection work is handled by 1 Senior Labour Inspector and 5 Labour Inspectors, while

supervision and coordination work is handled by 1 Labour Officer, 1 Chief Labour Inspector and clerical staff among their other duties, and the manpower and expenditure involved cannot be separately identified.

- (b)&(c) A breakdown of the workplace inspections conducted by the Special Enforcement Team (Government Contractors) from 2013 to 2017 is provided below:

	2013	2014	2015	2016	2017
Cleansing services	376	457	405	411	415
Security services	334	231	287	271	268
Horticultural/pest control services and others	7	12	2	5	5
Total	717	700	694	687	688

- (d) From 2013 to 2017, LD received a total of 103 complaints about suspected breaches of EO by government service contractors. Together with suspected breaches identified in inspections, LD detected a total of 165 cases of suspected breaches of EO by government service contractors and had informed relevant procuring departments of the non-compliance. During the same period, 1 government service contractor was convicted of breaching EO and fined \$7,000.

LD does not keep breakdowns of the inspections conducted and prosecutions taken out in enforcing OSHO by type of government non-skilled service contracts and the related offences and penalties.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)145

(Question Serial No. 6227)

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 number of inspections conducted by the Labour Department (LD) on occupational safety performance targeting at outsourced contractors and the number of workplaces inspected in the past 5 years?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 2562)

Reply:

LD conducts surprise inspections of workplaces to check employers' (including outsourced contractors') compliance with the Occupational Safety and Health Ordinance and the Factories and Industrial Undertakings Ordinance and their subsidiary regulations.

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

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)146****(Question Serial No. 6228)**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 5 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, or did LD receive any notifications in respect of suspected breaches of OSHO and EO by contractors of government departments? If yes, would LD set out the number and breakdown of notifications received?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 2563)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 relevant 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 2013 to 2017 is as follows:

	2013	2014	2015	2016	2017	Total
No. of notifications made to procuring government departments by LD	12	6	17	20	21	76
No. of notifications made to LD by procuring government departments	4	2	11	2	2	21

From 2013 to 2017, no notification of cases involving breaches of OSHO by contractors of government outsourced cleansing services was made to the relevant government

departments by LD. During the same period, LD did not receive such notifications from government departments either.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)147

(Question Serial No. 6229)

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:

Did the Labour Department (LD) receive any enquiries or complaints in the past 5 years concerning contractors of outsourced cleansing and security services allegedly evading payment of severance payment (SP)? How many of them were found substantiated? What were the number of successful prosecutions and the penalties?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 2564)

Reply:

From 2013 to 2017, LD handled 1 complaint involving a contractor of government outsourced cleansing and security services allegedly evading SP, and 11 labour disputes (i.e. cases involving over 20 employees) over SP between contractors of government outsourced cleansing and security services and their employees. Over the same period, no contractor of government outsourced cleansing and security services was prosecuted for contravening provisions on SP in the Employment Ordinance. LD does not keep the number of enquiries on the above items or the number of complaints and labour disputes concerning contractors of outsourced cleansing and security services outside the Government.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)148****(Question Serial No. 6234)**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 of employers prosecuted for failing to take out employees' compensation insurance for their employees according to the law, and the maximum and minimum penalties imposed on the convicted employers in each of the past 5 years?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 2569)Reply:

From 2013 to 2017, the numbers of summonses heard and convicted in respect of failure to take out employees' compensation insurance under the Employees' Compensation Ordinance handled by the Labour Department (LD) each year, and the maximum and minimum penalties imposed by the court are as follows:

Year	No. of summonses heard	No. of summonses convicted	Maximum penalty imposed	Minimum penalty imposed
2013	1 024	999	\$20,000	\$100
2014	936	895	Immediate imprisonment for 6 months (For cases in which only a fine was imposed, the maximum fine was \$15,000)	\$500
2015	868	829	Imprisonment for 14 days (suspended for 24 months) and a fine of \$5,000 (For cases in which only a fine was imposed, the maximum fine was \$40,000)	\$600
2016	604	567	\$12,000	\$750
2017	717	697	\$15,000	\$800

LD does not keep the number of employers prosecuted for failing to take out employees' compensation insurance according to the law.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)149

(Question Serial No. 6235)

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:

The Labour Department (LD) has collaborated with the insurance industry in launching the Voluntary Rehabilitation Programme (VRP) which aims to provide employees injured at work with timely and free rehabilitation services to facilitate their speedy recovery and early return to work under safe circumstances. Please provide the following information about VRP:

- (a) specific details of VRP;
- (b) the staffing, duties and rank distribution of the staff responsible for VRP and the manpower and administrative expenditure required each year;
- (c) the number of employees joining VRP in each of the past 5 years;
- (d) the number of employees who were given a “work trial” under VRP in each of the past 5 years;
- (e) the latest number of participating insurers.

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 2570)

Reply:

The information sought is provided as follows:

- (a) The insurance industry has launched VRP to provide injured employees with an additional channel to receive free rehabilitation services in the private sector through the insurers' arrangements to facilitate their speedy recovery and early return to work under safe circumstances. The participating insurers identify appropriate cases, initiate contacts with the injured employees, invite them to join VRP on a voluntary basis and arrange rehabilitation services for those who are willing to join VRP.

- (b) LD does not keep information on the related manpower arrangement and administrative expenditure of the participating insurers. The monitoring of VRP is undertaken by LD's staff among their other duties, and the manpower and expenditure involved cannot be separately identified.
- (c) According to the full-year figures (up to 2015) provided by the participating insurers, from 2011 to 2015, the number of cases of injured employees joining VRP is provided below:

	2011	2012	2013	2014	2015
No. of cases of injured employees joining VRP	824	2 913	3 481	3 583	3 516

- (d) One of the features of VRP is the arrangement of "work trial" for injured employees in appropriate situations, which refers to the arrangement of transitional work for injured employees in the course of rehabilitation to help them recover and regain confidence at work and adapt better to the post upon their recovery. A "work trial" will only be appropriately arranged where the injured employee has been certified by the attending doctor as being fit for undertaking the relevant work. According to the full-year figures (up to 2015) provided by the participating insurers, from 2011 to 2015, the number of cases of injured employees joining VRP who were arranged "work trial" is provided below:

	2011	2012	2013	2014	2015
No. of cases of injured employees joining VRP who were arranged "work trial"	73	291	432	266	754

- (e) There are at present 17 insurers participating in VRP.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)150

(Question Serial No. 6236)

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:

Has the Labour Department (LD) set up any mechanism to monitor and review the effectiveness of the Voluntary Rehabilitation Programme (VRP)? If not, what are the reasons?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 2571)

Reply:

The insurance industry has launched VRP to provide injured employees with an additional channel to receive free rehabilitation services in the private sector through the insurers' arrangements to facilitate their speedy recovery and early return to work under safe circumstances. The participating insurers identify appropriate cases, initiate contacts with the injured employees, invite them to join VRP on a voluntary basis and arrange rehabilitation services for those who are willing to join VRP. LD regularly conducts surveys of the participating injured employees and insurers to keep in view the implementation of VRP.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)151

(Question Serial No. 6237)

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:

Will the Government consider following the practice of overseas countries to collect levy on the premium of employees' compensation insurance policies for setting up a work injury compensation and occupational medicine service clinic to provide compensation claims processing, medical treatment, medical rehabilitation, vocational rehabilitation and rehabilitation case management services for injured employees, so as to help them receive proper treatment and return to work as soon as practicable?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 2572)

Reply:

Employees who sustain work injuries or suffer from occupational diseases prescribed by the Employees' Compensation Ordinance may receive integrated treatment and rehabilitation services including, inter alia, specialist treatment, physiotherapy and occupational therapy, in hospitals and clinics under the Hospital Authority. Moreover, the insurance industry has launched the Voluntary Rehabilitation Programme to provide injured employees with an additional channel to receive free rehabilitation services in the private sector through the insurers' arrangements to facilitate their speedy recovery and early return to work under safe circumstances. At present, the Government has no plan to collect levy on the premium of employees' compensation insurance policies for setting up a work injury compensation and occupational medicine service clinic.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)152****(Question Serial No. 6238)**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 amount of subsidy disbursed under the Work Incentive Transport Subsidy (WITS) Scheme, and the staff and administrative costs since it started receiving applications in October 2011?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 2573)Reply:

The WITS Scheme started receiving applications in October 2011. A breakdown of the expenditure up to February 2018 is provided below:

Item	Amount (\$million)
Subsidy payment	1,761.2
Staff cost	420.8
Operating expenses	42.7
Accommodation and related expenditure	61.8
Publicity and promotion	11.8
Total	2,298.3

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)153****(Question Serial No. 6239)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: Not SpecifiedControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

Please provide the numbers of individual and domestic household applicants under the Work Incentive Transport Subsidy (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.

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 2574)Reply:

From July 2013 to February 2018, the WITS Scheme received 345 295 applications involving a gross individual applicant count of 228 999 and a gross household applicant count of 127 339, with the total gross applicant count of 356 338. Breakdowns of the numbers 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 provided below:

Breakdown by household size

Household size	No. of applicants received (gross applicant count)
1 person or individual-based application*	228 999
2 persons	45 578
3 persons	39 636
4 persons	31 675
5 persons	7 705
6 persons or above	2 745
Total	356 338

* 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	69 671	3 802
Above \$6,000 - \$7,000	43 953	2 229
Above \$7,000 - \$8,000	72 767	5 122
Above \$8,000 - \$9,000	25 860	9 584
Above \$9,000 - \$10,000	13 322	12 955
Above \$10,000	2 440	93 139
Information not provided by applicant	986	508
Total	228 999	127 339

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	71 495	70 474
Female	157 443	56 857
Information not provided by applicant	61	8
Total	228 999	127 339

Breakdown by age

Age	No. of individual applicants received (gross applicant count)	No. of household applicants received (gross applicant count)
15 - below 20	2 937	457
20 - below 30	30 927	11 240
30 - below 40	26 102	27 166
40 - below 50	48 943	46 259
50 - below 60	73 783	30 480
60 or above	46 203	11 714
Information not provided by applicant	104	23
Total	228 999	127 339

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	521	226
36 hours - less than 72 hours	8 550	1 952
72 hours or more	218 172	124 061
Information not provided by applicant	1 756	1 100
Total	228 999	127 339

Breakdown by occupation

Occupation	No. of individual applicants received (gross applicant count)	No. of household applicants received (gross applicant count)
Elementary occupations	123 040	57 172
Service and sales workers	49 320	32 783
Clerical support workers	32 372	15 812
Craft and related workers	7 044	5 863
Associate professionals	5 050	6 854
Plant and machine operators and assemblers	2 727	2 732
Professionals	2 240	1 674
Others	6 574	3 994
Information not provided by applicant	632	455
Total	228 999	127 339

Breakdown by industry

Industry	No. of individual applicants received (gross applicant count)	No. of household applicants received (gross applicant count)
Manufacturing	11 376	6 484
Construction	3 654	6 289
Import/export, wholesale and retail trades	27 032	17 161
Accommodation and food services	30 051	22 826
Transportation, storage, postal and courier services, information and communications	15 289	12 735
Financing, insurance, real estate, professional and business services	103 707	41 443
Public administration, social and personal services	35 023	18 583
Others	2 252	1 376
Information not provided by applicant	615	442
Total	228 999	127 339

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	1 539	1 006
Eastern	7 507	4 648
Southern	3 761	2 398
Wan Chai	751	461
Kowloon City	8 737	6 853
Kwun Tong	29 206	18 715
Sham Shui Po	16 303	11 056
Wong Tai Sin	17 138	8 744
Yau Tsim Mong	4 594	3 253
Islands	4 389	2 789
Kwai Tsing	23 954	13 670
North	11 985	6 361
Sai Kung	9 220	4 385
Sha Tin	15 955	9 128
Tai Po	6 486	3 164
Tsuen Wan	5 869	3 451
Tuen Mun	28 930	11 987
Yuen Long	31 752	14 520
Outside Hong Kong	871	738
Information not provided by applicant	52	12
Total	228 999	127 339

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)154****(Question Serial No. 6240)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: Not SpecifiedControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

Please provide the number of successful applicants under the Work Incentive Transport Subsidy (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.

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 2575)Reply:

Breakdowns of the number of applicants granted WITS (gross applicant count) from July 2013 to February 2018 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*	205 763
2 persons	43 533
3 persons	38 035
4 persons	30 561
5 persons	7 416
6 persons or above	2 610
Total	327 918

* 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	179 889	115 634
Half-rate subsidy	3 435	1 128
Full-rate and half-rate subsidy granted in different months for the same application	22 439	5 393
Total	205 763	122 155

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)155****(Question Serial No. 6241)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: Not SpecifiedControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

Please provide the number of rejected applications under the Work Incentive Transport Subsidy (WITS) Scheme from July 2013 to the latest position with breakdowns by individual and domestic household size, and the reasons for rejection.

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 2576)Reply:

From July 2013 to February 2018, 2 609 WITS applications, including 1 755 individual-based applications and 854 household-based applications, were rejected for the following reasons:

Reason	No. of applications*	
	Individual applications	Household applications
Asset limit being exceeded	807	363
Insufficient supporting information	583	486
Income limit being exceeded	471	324
Applicant being a full-time student or trainee not in employment	168	56
Travelling expenses not incurred in commuting to and from work	153	76
Applicant working less than 36 hours per month	104	87
Applicant not being lawfully employed and self-employed	49	6
Low-income Working Family Allowance granted	-	2
On-the-job transport allowance granted under the Transport Support Scheme	-	1

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

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)156****(Question Serial No. 6242)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: Not SpecifiedControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

Please provide the staff establishment, administrative cost and amount of payment involved for the Work Incentive Transport Subsidy (WITS) Scheme in 2017-2018.

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 2577)Reply:

In 2017-18, the WITS Division of the Labour Department had an establishment of 136 civil service posts and 100 non-civil service contract positions. A breakdown of the 2017-18 revised estimate for the WITS Scheme is provided below:

Item	Amount (\$million)
Subsidy payment	261.2
Staff cost	65.3
Operating expenses	7.3
Accommodation and related expenditure	11.1
Publicity and promotion	1.0
Total	345.9

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)157****(Question Serial No. 6243)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: Not SpecifiedControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

Please provide the numbers 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 Work Incentive Transport Subsidy (WITS) Scheme in 2017-2018, with breakdowns by household size, applicants' monthly income, gender, age, monthly working hours, occupation, industry and district.

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 2578)Reply:

Breakdowns of the numbers of individual and household applicants granted the full-rate and half-rate WITS (gross applicant count) in 2017-18 (up to February 2018) by household size, applicants' average monthly employment earnings, gender, age, average monthly working hours, occupation, industry and residential district are provided below:

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*	37 408	644	4 526
2 persons	5 327	31	191
3 persons	2 751	25	132
4 persons	1 247	12	83
5 persons	315	5	12
6 persons or above	126	2	5
Total	47 174	719	4 949

* 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	5 767	635	3 232	384	74	212
Above \$6,000 - \$7,000	4 307	3	633	153	-	27
Above \$7,000 - \$8,000	7 965	4	452	227	1	31
Above \$8,000 - \$9,000	12 279	2	188	452	-	26
Above \$9,000 - \$10,000	7 090	-	21	791	-	28
Above \$10,000	-	-	-	7 759	-	99
Total	37 408	644	4 526	9 766	75	423

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	12 275	135	976	4 852	17	119
Female	25 133	509	3 550	4 914	58	304
Total	37 408	644	4 526	9 766	75	423

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	285	2	60	13	1	1
20 - below 30	5 044	60	842	834	6	53
30 - below 40	3 426	78	835	1 732	9	94
40 - below 50	6 881	168	1 053	3 113	19	136
50 - below 60	12 102	211	1 111	2 657	24	88
60 or above	9 670	125	625	1 417	16	51
Total	37 408	644	4 526	9 766	75	423

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	-	644	683	-	75	60
72 hours or more	37 408	-	3 843	9 766	-	363
Total	37 408	644	4 526	9 766	75	423

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	20 931	348	1 709	4 231	42	150
Service and sales workers	7 060	157	1 719	2 440	15	148
Clerical support workers	5 567	59	615	1 412	7	57
Craft and related workers	1 187	5	143	343	2	21
Associate professionals	859	26	135	667	6	22
Plant and machine operators and assemblers	587	2	35	200	-	2
Professionals	358	7	41	165	2	11
Others	859	40	129	308	1	12
Total	37 408	644	4 526	9 766	75	423

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	1 656	9	167	402	-	16
Construction	537	8	46	361	3	23
Import/export, wholesale and retail trades	4 180	46	675	1 193	5	58
Accommodation and food services	4 066	108	1 059	1 566	11	104

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#
Transportation, storage, postal and courier services, information and communications	2 718	37	254	915	6	18
Financing, insurance, real estate, professional and business services	18 947	216	1 384	3 619	25	142
Public administration, social and personal services	4 989	212	914	1 613	24	62
Others	315	8	27	97	1	-
Total	37 408	644	4 526	9 766	75	423

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	246	6	29	88	-	4
Eastern	1 178	25	183	355	2	8
Southern	600	12	88	188	3	6
Wan Chai	110	-	16	25	2	1
Kowloon City	1 492	25	187	558	5	32
Kwun Tong	5 015	109	642	1 529	7	76
Sham Shui Po	2 664	59	312	859	6	34
Wong Tai Sin	2 876	67	324	647	5	30
Yau Tsim Mong	711	14	75	231	3	11
Islands	660	12	79	176	1	12
Kwai Tsing	3 973	67	442	978	5	36
North	1 868	18	211	431	5	20
Sai Kung	1 497	19	195	323	4	17
Sha Tin	2 727	60	361	835	11	29
Tai Po	1 025	15	125	243	5	9
Tsuen Wan	988	10	113	209	2	12
Tuen Mun	4 507	51	535	961	5	47

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#
Yuen Long	5 139	75	596	1 050	4	38
Outside Hong Kong	132	-	13	80	-	1
Total	37 408	644	4 526	9 766	75	423

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

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)158****(Question Serial No. 6244)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: Not SpecifiedControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

Please set out the monthly number of applicants (gross applicant count) under the Work Incentive Transport Subsidy (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.

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 2579)Reply:

A breakdown of the monthly number of applicants received (gross applicant count) under the WITS Scheme from April 2016 to February 2018 by individual and household size, and the change as compared with that of the corresponding period in the preceding year are set out below:

Month	No. of applicants received (gross applicant count) (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%)

Month	No. of applicants received (gross applicant count) (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
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%)
March 2017	4 508 (+51.9%)	573 (-19.0%)	278 (-55.6%)	134 (-71.7%)	23 (-80.3%)	16 (-60.0%)	5 532 (+12.2%)
April 2017	4 461 (+26.1%)	835 (-29.5%)	472 (-49.8%)	241 (-68.0%)	53 (-74.6%)	24 (-67.6%)	6 086 (-9.2%)
May 2017	4 134 (+21.0%)	720 (-21.7%)	441 (-45.8%)	255 (-63.9%)	52 (-67.3%)	24 (-60.7%)	5 626 (-7.4%)
June 2017	3 310 (+29.1%)	480 (-33.1%)	273 (-52.9%)	155 (-52.2%)	34 (-52.8%)	13 (-59.4%)	4 265 (-0.5%)
July 2017	6 053 (+3.6%)	612 (-13.1%)	294 (-30.2%)	142 (-43.4%)	34 (-41.4%)	11 (-50.0%)	7 146 (-2.1%)
August 2017	4 381 (-8.8%)	371 (-41.8%)	244 (-37.0%)	95 (-50.8%)	28 (-53.3%)	10 (-61.5%)	5 129 (-16.0%)
September 2017	3 296 (-9.6%)	401 (-28.1%)	212 (-43.9%)	111 (-51.1%)	18 (-61.7%)	9 (-35.7%)	4 047 (-16.9%)

Month	No. of applicants received (gross applicant count) (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
October 2017	3 844 (+4.9%)	652 (-21.4%)	291 (-33.9%)	150 (-33.3%)	39 (-32.8%)	16 (-42.9%)	4 992 (-4.8%)
November 2017	3 276 (+0.6%)	519 (-21.4%)	273 (-36.7%)	112 (-54.8%)	29 (-34.1%)	10 (-41.2%)	4 219 (-9.4%)
December 2017	2 500 (-9.8%)	327 (-11.6%)	162 (-41.7%)	51 (-63.3%)	25 (-35.9%)	5 (-76.2%)	3 070 (-15.2%)
January 2018	7 346 (+9.3%)	649 (-13.8%)	293 (-10.9%)	114 (-33.3%)	34 (-17.1%)	12 (-25.0%)	8 448 (+5.2%)
February 2018	3 010 (-32.8%)	281 (-37.3%)	118 (-51.4%)	57 (-40.0%)	10 (-70.6%)	12 (-14.3%)	3 488 (-34.4%)

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

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)159

(Question Serial No. 6245)

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:

- (a) Please provide the number of ethnic minority (EM) applicants under the Work Incentive Transport Subsidy (WITS) Scheme in 2017-2018, with breakdowns by individual and domestic household size, the number of successful applications for the subsidy and the reasons for rejection of applications.
- (b) In connection with the above, please provide the 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 CHEUNG Chiu-hung, Fernando (Member Question No. 2580)

Reply:

The information sought is provided as follows:

- (a)&(b) 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. As the application forms do not require applicants to provide information about their ethnicity, the Labour Department does not have breakdowns of EM applicants under the WITS Scheme.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)160

(Question Serial No. 6246)

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:

- (a) In the past 5 years, what were the numbers of ethnic minority (EM) job seekers having registered with the Labour Department (LD) for employment services and how many of them were of South Asian origins?
- (b) In connection with the above, what were the numbers of occasions on which interpretation services were arranged for EMs by the staff of job centres?
- (c) What were the numbers of large-scale inclusive job fairs and district-based inclusive job fairs organised by LD in the past 5 years? What were the numbers of participating employer establishments and EMs?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 2584)

Reply:

The information sought is provided as follows:

- (a) In 2013, 2014, 2015, 2016 and 2017, 787, 901, 994, 1 043 and 1 036 EM job seekers registered with LD for employment services respectively and, among them, 466, 600, 683, 728 and 718 were of South Asian origins.
- (b) In 2014, 2015, 2016 and 2017, LD's job centres and industry-based recruitment centres introduced interpretation services to 313, 1 467, 2 601 and 2 844 EM job seekers and, in light of their needs, arranged interpretation services on 16, 15, 23 and 20 occasions respectively. LD does not keep the relevant figures for 2013.
- (c) LD has organised large-scale inclusive job fairs since March 2014. In 2014, 2015, 2016 and 2017, LD organised 2 large-scale inclusive job fairs annually, with the participation of 86, 84, 80 and 96 employer establishments and the attendance of 179,

160, 143 and 123 EM job seekers respectively. LD arranged 181, 97, 118 and 140 on-the-spot job interviews respectively for the attending EM job seekers.

LD has organised district-based inclusive job fairs since October 2013. In 2013, 2014, 2015, 2016 and 2017, LD's job centres organised 4, 11, 11, 12 and 12 district-based inclusive job fairs respectively, with the participation of 20, 35, 45, 43 and 48 employer establishments and the attendance of 65, 188, 336, 442 and 265 EM job seekers. LD arranged 81, 231, 466, 573 and 389 on-the-spot job interviews respectively for the attending EM job seekers.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)161

(Question Serial No. 6247)

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 large-scale inclusive job fairs and district-based inclusive job fairs organised by the Labour Department (LD) in the past 5 years? What were the numbers of participating employer establishments and ethnic minorities (EMs)?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 2585)

Reply:

LD has organised large-scale inclusive job fairs since March 2014. In 2014, 2015, 2016 and 2017, LD organised 2 large-scale inclusive job fairs annually, with the participation of 86, 84, 80 and 96 employer establishments and the attendance of 179, 160, 143 and 123 EM job seekers respectively. LD arranged 181, 97, 118 and 140 on-the-spot job interviews respectively for the attending EM job seekers.

LD has organised district-based inclusive job fairs since October 2013. In 2013, 2014, 2015, 2016 and 2017, LD's job centres organised 4, 11, 11, 12 and 12 district-based inclusive job fairs respectively, with the participation of 20, 35, 45, 43 and 48 employer establishments and the attendance of 65, 188, 336, 442 and 265 EM job seekers. LD arranged 81, 231, 466, 573 and 389 on-the-spot job interviews respectively for the attending EM job seekers.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)162

(Question Serial No. 6248)

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:

To further strengthen employment support for ethnic minority (EM) job seekers, the Labour Department (LD) has, starting from May 2017, engaged 2 employment assistants proficient in EM languages at the Kowloon West Job Centre in Sham Shui Po and the Employment in One-stop (EOS) in Tin Shui Wai on a pilot basis to provide employment services to EM job seekers.

- (a) What are the job duties of the EM language employment assistants?
- (b) What are the staff and administrative costs for engaging the 2 employment assistants proficient in EM languages under the pilot scheme?
- (c) How long will the pilot scheme last? When will the Government review its effectiveness? Will the services provided by the employment assistants proficient in EM languages be regularised and extended to job centres of LD across the territory?
- (d) What are the basic statistics on services for EM job seekers at the Kowloon West Job Centre in Sham Shui Po and EOS in Tin Shui Wai in 2016 and since the implementation of the pilot scheme in May 2017?

	Kowloon West Job Centre		EOS in Tin Shui Wai	
	2016	Since May 2017	2016	Since May 2017
i) No. of visitors				
ii) Registered job seekers				
iii) Job referrals				
iv) Placements secured through referrals				
v) Job fairs:				
No. of job fairs				
Participating employers				
Participating job seekers				
No. of vacancies				
Placements secured through job fairs				

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 2586)

Reply:

The information sought is provided as follows:

- (a) The main duties of employment assistants for EMs 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 job 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.
- (b) In 2017-18, the expenditure for engaging 2 employment assistants for EMs was \$360,000 (revised estimated expenditure). The staff of LD who are responsible for recruiting, training and supervising the employment assistants also undertake other duties, and the manpower and administrative costs involved cannot be separately identified.
- (c) This pilot initiative has been implemented since May 2017 and will last for 3 years. LD will evaluate the effectiveness of this pilot initiative and consider the way forward in the third year of its implementation after accumulating more experience of engaging the 2 employment assistants.
- (d) LD does not keep information on the ethnicity of visitors to job centres and job seekers participating in general district-based job fairs. In 2016 and from May 2017 to February 2018, figures related to registered EM job seekers and job fairs at Kowloon West Job Centre and EOS are provided below:

	Kowloon West Job Centre		EOS in Tin Shui Wai	
	2016	From May 2017 to February 2018	2016	From May 2017 to February 2018
No. of registered EM job seekers [^]	191	223	140	88
No. of job referrals for registered EM job seekers*	216	874	213	234
No. of placements secured through referrals*	11	22	8	5
No. of job fairs [#]	90	76	87	64
(i) No. of participating employers	239	218	382	251
(ii) No. of vacancies	20 578	15 757	23 890	17 461

[^] Currently, the vast majority of vacancies advertised through LD provide employers' contact details. Job seekers may obtain information of job vacancies through channels such as the Interactive Employment Service website and its mobile application, vacancy search terminals installed at various locations across the territory, large-scale job fairs, etc. without registration with LD, and make direct application to employers.

* Job seekers may be placed into employment either through LD's referral services or by direct application to employers who advertise vacancies via LD. Job seekers who are placed into employment through direct application are not required to report their employment status to LD. The placement figures include those secured through district-based job fairs.

District-based job fairs are open to all job seekers (including EM job seekers).

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)163****(Question Serial No. 6279)**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. 7010)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 2013-14 to 2017-18, 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:

	2013-14	2014-15	2015-16	2016-17	2017-18 (up to February 2018)
On-the-job training allowance granted to employers	\$31.4 million	\$47.2 million	\$47.5 million	\$54.2 million	\$42.1 million
Reimbursement of course and examination fees to trainees	\$200,000	\$160,000	\$150,000	\$130,000	\$80,000
Case management service and pre-employment training course fees paid to service providers	\$19.6 million	\$16 million	\$19.4 million	\$16 million	\$14.4 million

At present, 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 is subject to 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)164****(Question Serial No. 6280)**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. 7013)Reply:

The information sought is provided as follows:

- (a) The amount of training allowance granted under EPM from 2013-14 to 2017-18 and a breakdown of placements secured from 2013 to 2017 by industry are provided below:
 - (i) Amount of training allowance granted

Year	Amount (\$million)
2013-14	3.3
2014-15	4.1
2015-16	2.6
2016-17	2.9
2017-18 (up to February 2018)	2.9

(ii) Breakdown of placements by industry

Industry	No. of placements				
	2013	2014	2015	2016	2017
Real estate and business services	579	684	572	648	489
Community, social and personal services	468	385	337	488	448
Manufacturing	275	288	238	288	229
Wholesale and retail trades	400	460	559	605	552
Import and export trade	142	105	118	127	180
Restaurants and hotels	317	320	351	437	397
Construction	72	76	85	133	118
Transport, storage and communications	102	84	111	158	141
Others	207	162	170	94	88
Total	2 562	2 564	2 541	2 978	2 642

- (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 2017, about 79% of the cases recorded a retention period of 4 months or above and 65% stayed in employment for 6 months or more.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)165

(Question Serial No. 6281)

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 placements secured with a breakdown by nationality/ethnicity (e.g. Chinese, Indonesians, Filipinos, Indians, Pakistanis, Nepalese, Japanese, Thais, Koreans, other Asians, Caucasians, etc.)?
- (b) What was the number of persons with disabilities 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 placements secured with a breakdown by nationality/ethnicity (e.g. Chinese, Indonesians, Filipinos, Indians, Pakistanis, Nepalese, Japanese, Thais, Koreans, other Asians, Caucasians, etc.)?

Based on the number of placements secured mentioned in (a) and (b) above, has LD conducted any 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. 7015)

Reply:

The information sought is provided as follows:

- (a) In 2015, 2016 and 2017, 67 221, 63 814 and 49 233 able-bodied job seekers registered with LD for employment services respectively. 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 provide employers' contact details. Job seekers may obtain information of job vacancies through channels such as the Interactive Employment Service (iES)

website and its mobile application, vacancy search terminals installed at various locations across the territory and large-scale job fairs without registration with LD, and make direct application to employers.

In 2015, 2016 and 2017, LD respectively recorded 148 347, 149 794 and 154 222 placements for able-bodied job seekers, including placements secured through LD's referral services and placements made through job seekers' direct application to employers who advertised vacancies via LD. For placements made through job seekers' direct application to employers, the figure was obtained through LD's periodic sample surveys with employers. As the sample surveys do not involve detailed personal particulars (such as ethnicity) of job seekers who secured placements through direct application, LD does not have breakdowns of these placements involving ethnic minority (EM) job seekers. A breakdown of the placements secured through LD's referral by ethnicity is provided below:

Ethnicity	No. of placements		
	2015	2016	2017
Chinese	13 965	12 426	9 751
Pakistani	28	26	27
Indian	4	18	21
Filipino	14	12	12
Nepalese	6	4	5
Bengali	0	0	5
Indonesian	2	6	3
Thai	7	3	2
Others	14	13	19
Total	14 040	12 508	9 845

- (b) In 2015, 2016 and 2017, there were respectively 2 720, 2 790 and 2 833 persons with disabilities registered with SPD of LD for employment services. A breakdown of placements for job seekers with disabilities recorded by SPD by ethnicity is provided below:

Ethnicity	No. of placements		
	2015	2016	2017
Chinese	2 391	2 235	2 198
Indian	1	4	1
Thai	2	1	1
Filipino	0	0	1
Pakistani	4	3	0
Indonesian	2	2	0
Nepalese	1	1	0
Others	0	4	2
Total	2 401	2 250	2 203

For (a) and (b) above, LD constantly assesses and enhances the effectiveness of its employment services so as to suit the needs of job seekers. For able-bodied job seekers, LD enhances the information and functions available on iES website and its mobile application from time to time to cater for 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 conducting simple job matching so as to facilitate the dissemination of employment information and enhance the employment opportunities of job seekers. Job seekers with employment difficulties can meet employment officers at job centres to obtain personalised employment advisory service or participate in LD's employment programmes to enhance their employability. Since May 2017, LD has engaged 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 to strengthen employment support for EM job seekers (especially those of South Asian origins).

Having regard to the needs of job seekers with disabilities in job search, LD reaches out to employers of various industries to actively canvass suitable vacancies and assist job seekers with disabilities in securing employment. 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 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 review the pilot scheme and map out the way forward in light of the review findings.

In 2018, LD plans to enhance its special employment programmes with a view to promoting the employment of the elderly, young people and persons with disabilities.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)166

(Question Serial No. 6282)

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 of ethnic minorities (EMs), please answer the following questions:

- (a) Does the Labour Department (LD) have any plan to conduct a review on the Employment Services Ambassador (ESA) Programme for 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 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?
- (c) Regarding the manpower of the construction industry, some EM concern groups indicated that a number of EMs wanted to join the construction industry but were unable to do so. Does the Construction Industry Council (CIC) have any specific measures in place to help EMs join the construction industry and fill the vacancies? If yes, what are the details? If not, what are the reasons? Will the above measures be implemented in the future?
- (d) In the past 3 years, did CIC offer any dedicated professional construction skill courses in English for EMs? If yes, what were the details (including the content and number of courses, number of participants, etc.) and the percentage share of the above courses conducted in English in the total number of courses offered by CIC? If not, what were the reasons? Will professional construction skill courses in English be offered or increased in the future?

- (e) Regarding the professional skill courses offered by CIC, some information is only available in Chinese, such as the “Application Form for Basic Craft Courses”, “Application Form for Construction Supervisor/Technician Programmes”, “A Guide to Basic Craft Courses”, etc. Will CIC translate the information of the existing Chinese versions into English or other EM languages? If yes, what are the details? If not, what are the reasons?
- (f) Will LD establish an EM Employment Division engaging fluent English speaking EM staff 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. 7017)

Reply:

The information sought is provided as follows:

- (a) LD has implemented ESA Programme for EMs since September 2014, 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 117 trainees. LD has reviewed the effectiveness of the Programme based on operating experience and data as well as information such as the employment situation of ESAs after their completion of the on-the-job training and feedback from ESAs. The response to the Programme has been positive. LD will continue to implement the Programme.
- (b) & (f) LD has all along been providing dedicated employment services such as special counters, resource corners, employment briefings, etc. to cater for the employment needs of EM job seekers. LD’s job centres provide employment services for EM job seekers with various employment needs through experienced employment officers, ESAs and employment assistants for EMs proficient in EM languages and cultures, 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 support in job fairs organised by LD, and assist in promoting the employment services of LD. Since May 2017, LD has engaged 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 provide EM job seekers with employment services, including 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.

To raise the multi-cultural sensitivity of frontline staff, 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 addition, 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 will continue to provide employment services suited to the needs of EM job seekers through its job centres, wide-ranging services, employer network and support of ESAs and employment assistants proficient in EM languages. At present, the Government has no plan to establish an EM Employment Division in LD.

- (c) CIC has been implementing various initiatives to attract EMs to join the construction industry and enhance their skills. The initiatives include enhancing promotion of the industry through social groups of EMs, labour unions and related NGOs; placing advertisements in newspapers with an EM readership; organising family days for EMs; staging job fairs in various districts to provide job opportunities for EMs; and conducting site visits to encourage EM workers to attend training courses organised by CIC, etc.

CIC provides various types of subsidised training courses which are open to construction workers who meet the admission requirements or persons who are interested in joining the construction industry, irrespective of their gender, race or ethnic origin. CIC also provides placement services to the graduates of full-time courses. Further, some of CIC's existing training courses, such as skill training in metal scaffolding, are conducted in English, mainly to satisfy EMs' needs. Apart from the skill courses, CIC is preparing a 60-hour Vocational Cantonese course for construction workplace to facilitate EMs' integration into the working environment and enhance safety awareness.

To strengthen support to EMs, CIC has set up the Ethnic Minority Service Team and employed 3 EM staff members. Besides, CIC has employed 1 full-time translator well-versed in English, Cantonese and EM dialects to assist in teaching, and is recruiting 1 EM instructor.

To familiarise EM students with the construction industry and related craft skills, CIC organised a 3-day taster programme during the Christmas holidays in 2017. In 2018, CIC will continue to organise the taster programme.

- (d) From 2015 to 2017, CIC provided a total of 22 training courses (including skill enhancement courses, adult short courses and safety training) in English,

accounting for about 10% of the total number of CIC training courses during the same period. The total number of graduates for the above courses conducted in English is more than 6 500.

To upgrade the skills of in-service EM general workers to the semi-skilled level, CIC has organised “Ethnic Minorities Skills Enhancement Courses” for EMs since 2015. The scheme includes metal scaffolding, general welding, plumbing and pipe-fitting, concreting and plastering courses, and has successfully trained 190 workers.

To attract more EMs to join the construction industry, CIC has conducted adult short courses in English for the trades of metal scaffolding, welding and plumbing. Besides, CIC is providing 14 safety training courses in English to enhance the safety knowledge of EM practitioners.

Details of the English courses provided by CIC are tabulated below.

CIC Training Courses Conducted in English from 2015 to 2017

No.	Course title	No. of classes	No. of trainees
1.	Metal Scaffolding (civil engineering and building construction) Course	10	78
2.	Welding Course	3	28
3.	Plumbing and Pipe-fitting Course	1	12
4.	Skill Enhancement Course on Metal Scaffolding for EMs (including the Pilot Scheme)	9	67
5.	Skill Enhancement Course on General Welding for EMs (including the Pilot Scheme)	8	61
6.	Skill Enhancement Course on Plumbing for EMs (including the Pilot Scheme)	3	29
7.	Skill Enhancement Course on Concreting for EMs	2	13
8.	Skill Enhancement Course on Plastering for EMs	2	20
9.	Safety Training Course for Construction Workers of Specified Trade	225	3 427
10.	Safety Training Revalidation Course for Construction Workers of Specified Trade	115	959
11.	Mandatory Basic Safety Training Course (Construction Work) (Construction Industry Safety Training Certificate Course)	41	871
12.	Mandatory Basic Safety Training Revalidation Course (Construction Work) (Construction Industry Safety Training Certificate Revalidation Course)	21	327
13.	Safety Training Course for Certified Workers of Confined Spaces Operation	11	170
14.	Safety Training Revalidation Course for Certified Workers of Confined Spaces Operation	3	19
15.	Safety Training Course for Competent Persons of Confined Spaces Operation	1	3

No.	Course title	No. of classes	No. of trainees
16.	Safety Training Revalidation Course for Competent Persons of Confined Spaces Operation	2	48
17.	Confined Space Safety Training Course for Certified Workers Engaged in Drainage Services Department's Works	6	66
18.	Safety Training Course for Site Management Staff	5	120
19.	Safety Training Techniques Course	1	13
20.	Effective Site Safety Training and Instructing Techniques Course	1	19
21.	Safety Course for Graduate Engineers (Civil, Structural & Building)	6	153
22.	Safe Working Cycle Course	1	19
	Total	477	6 522

- (e) Bilingual course content information booklets and application forms for the basic craft course and construction supervisor/technician programmes are currently available on CIC's website for public access. Furthermore, CIC provides English test papers for its trade tests and plant and machinery certification tests. CIC is also translating the trade test papers of some subjects (e.g. metal scaffolding and carpentry) into EM languages including Nepali, Hindi and Urdu, which is targeted for completion in 2018. CIC also provides interpretation and translation services to EM candidates of trade tests and trainees.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)167****(Question Serial No. 6283)**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. 7019)Reply:

The annual expenditure and the number of staff of SPD of the Labour Department from 2012-13 to 2016-17, and the number of placements for job seekers with disabilities recorded by SPD from 2013 to 2017 are provided as follows:

Annual expenditure (including staff cost)

Year	Actual expenditure
2012-13	\$29.29 million
2013-14	\$32.51 million
2014-15	\$35.88 million
2015-16	\$36.44 million
2016-17	\$39.80 million

No. of staff

Grade	No. of staff*				
	2012-13	2013-14	2014-15	2015-16	2016-17
Labour Officer Grade staff	25	26	26	29	29
Clerical Grade staff	10	10	10	10	10
Non-civil service contract staff	2	4	2	2	2
Total	37	40	38	41	41

* As at the last month of the respective year.

No. of placements for job seekers with disabilities

Year	2013	2014	2015	2016	2017
No. of placements	2 461	2 464	2 401	2 250	2 203

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)168

(Question Serial No. 6284)

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 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. 7020)

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)169****(Question Serial No. 6285)**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 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. 7021)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 2013 to 2017 by type of disabilities is provided below:

Type of disabilities	No. of employees^				
	2013	2014	2015	2016	2017
Intellectual disability	52	41	63	38	31
Mental illness	12	21	11	6	7
Autism	12	5	8	6	4
Speech impairment	5	2	4	5	4
Physical disability	2	5	3	-	1
Hearing impairment	2	1	3	1	2
Visceral disability/chronic illness	-	5	3	1	-
Attention deficit/hyperactivity disorder	1	-	-	1	-
Specific learning difficulties	1	-	-	-	-
Visual impairment	-	1	-	-	-
No. of employees with disabilities	68	70	79	45	41

^ Some employees had more than 1 type of disabilities.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)170****(Question Serial No. 6286)**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:

- (a) Would the Government provide the numbers of work-related injuries and deaths reported in the past 5 years by industry, age group and gender?
- (b) Would the Government provide the numbers of successful claims for compensation in the past 5 years by "direct payment of compensation by employer", "determination of compensation by agreement according to the Ordinance" and "Certificate of Compensation Assessment issued by the Commissioner for Labour"?
- (c) 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. 7022)Reply:

The information sought is provided as follows:

- (a) From 2013 to 2017, the number of employees' compensation claims reported under the Employees' Compensation Ordinance (ECO) and received by the Labour Department (LD) in each year is provided below:

Duration of incapacitation of employees	2013	2014	2015	2016	2017
Not more than 3 days	16 096	15 531	14 994	15 134	14 645
More than 3 days*	39 072	38 386	36 923	36 420	36 463
Total	55 168	53 917	51 917	51 554	51 108

* Figures include fatal cases.

If the employees sustain work injuries which result in incapacitation for not more than 3 days and no permanent incapacity is involved, the employers should make direct payment of compensation to the employees in accordance with ECO. LD does not keep breakdowns of the above compensation claims involving incapacitation of employees for not more than 3 days by industry, age and gender. As for compensation claims involving incapacitation of employees for more than 3 days, breakdowns by industry, age and gender are provided below:

By industry

Industry	2013	2014	2015	2016	2017
Public Administration, Social and Personal Services	8 057	7 927	7 394	7 641	7 376
Finance and Insurance, Real Estate, Professional and Business Services	6 887	6 886	6 892	7 100	7 205
Food and Beverage Services	6 431	6 192	5 944	5 540	5 621
Import/Export, Wholesale and Retail Trades, Accommodation Services	5 831	5 642	5 315	5 206	5 013
Transportation, Storage, Postal and Courier Services, Information and Communications	5 013	4 779	4 154	4 103	4 213
Construction	3 343	3 597	3 955	3 847	4 143
Manufacturing	2 495	2 448	2 313	2 034	1 950
Others	1 015	915	956	949	942
Total	39 072	38 386	36 923	36 420	36 463

By age

Age	2013	2014	2015	2016	2017
Below 18	164	144	126	99	84
18-39	14 199	13 317	12 172	11 641	11 318
40-55	17 475	17 007	16 071	15 609	15 340
Above 55	7 234	7 918	8 554	9 071	9 721
Total	39 072	38 386	36 923	36 420	36 463

By gender

Gender	2013	2014	2015	2016	2017
Male	22 483	21 702	21 005	20 438	20 205
Female	16 589	16 684	15 918	15 982	16 258
Total	39 072	38 386	36 923	36 420	36 463

- (b) Of the compensation claims reported under ECO and received by LD in each year from 2013 to 2017, the numbers of claims settled by “direct payment of compensation by employer”, “determination of compensation by agreement according to the Ordinance” and “Certificate of Compensation Assessment issued by the Commissioner for Labour” (including fatal cases) as at the end of the same respective year are provided below:

Settlement of claims	2013	2014	2015	2016	2017
Direct payment of compensation by employer	16 096	15 531	14 994	15 134	14 645
Determination of compensation by agreement according to the Ordinance	9 900	9 282	8 754	8 472	7 958
Certificate of Compensation Assessment issued by the Commissioner for Labour	11 182	10 887	10 893	10 786	10 044

- (c) The complaints related to ECO in general involve different items. LD does not keep 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 2013 to 2017 are provided below:

No. of summonses convicted	2013	2014	2015	2016	2017
Failure to report work injuries within the specified time	2	-	1	-	2
Failure to pay periodical payments on time	25	14	26	61	32

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)171

(Question Serial No. 6287)

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. 7023)

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)172

(Question Serial No. 6288)

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), interpretation services, etc. in the past 3 years?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 7024)

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 relevant services.

LD provides comprehensive and free employment services in Chinese and English to all job seekers, including EM job seekers, through 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. Since September 2014, LD has implemented the Employment Services Ambassador (ESA) Programme for EMs, 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 117 trainees. Since May 2017, LD has engaged 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 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.

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 2015-16, 2016-17 and 2017-18, LD's expenditures for providing on-the-job training under ESA Programme for EMs were \$1.75 million, \$1.55 million and \$1.91 million (revised estimated expenditure) respectively, while the expenditures for organising large-scale inclusive job fairs were \$0.49 million, \$0.56 million and \$0.56 million (revised estimated expenditure) respectively. In 2017-18, the expenditure for engaging 2 employment assistants for EMs was \$0.36 million (revised estimated expenditure). 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)173

(Question Serial No. 6289)

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;
- (b) Among the breakdown figures in (a) above, what were 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. 7026)

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)174****(Question Serial No. 6290)**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 Supplementary Labour Scheme (SLS), would the Government provide:

- (a) the expenditure and staff establishment involved in the past 5 years;
- (b) the estimated expenditure and staff establishment for the coming year;
- (c) the number of imported workers applied for under SLS and the success rate in the past 5 years (with breakdowns by industry and occupation)?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 7027)Reply:

The information sought is provided as follows:

- (a) SLS is primarily administered by the Supplementary Labour Division (SLD) of the Labour Department. The expenditure (excluding staff cost) and staff establishment of SLD from 2013-14 to 2017-18 are provided below:

Year	Expenditure (excluding staff cost)	Staff establishment
2013-14	\$160,000	20 Labour Officer Grade and 14 Clerical Grade posts
2014-15	\$340,000	23 Labour Officer Grade and 14 Clerical Grade posts
2015-16	\$220,000	26 Labour Officer Grade and 14 Clerical Grade posts
2016-17	\$430,000	27 Labour Officer Grade and 14 Clerical Grade posts
2017-18	\$190,000 (Revised estimate)	27 Labour Officer Grade and 14 Clerical Grade posts

- (b) In 2018-19, the estimated expenditure of SLD is \$620,000 (excluding staff cost) and its staff establishment comprises 31 Labour Officer Grade and 16 Clerical Grade posts.
- (c) From 2013 to 2017, the numbers of imported workers applied for by employers and approved under SLS are provided below:

	2013	2014	2015	2016	2017
No. of imported workers applied for*	4 110	6 613	4 689	5 556	4 390
No. of imported workers approved*	1 847	2 722	2 880	3 802	2 765

* The vetting process of applications received towards year-end may be completed 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.

Breakdowns of the numbers of imported workers applied for and approved by industry and job title are at Annexes 1 to 6.

**Number of imported workers applied for and approved
under SLS from 2013 to 2017:
a breakdown by industry**

Industry	No. of imported workers applied for*					No. of imported workers approved*				
	2013	2014	2015	2016	2017	2013	2014	2015	2016	2017
1. Agriculture and Fishing	688	656	658	744	791	414	563	547	570	653
2. Manufacturing	296	411	224	289	201	76	187	126	132	147
3. Construction	320	2 716	1 250	1 693	751	566	342	938	1 445	77
4. Wholesale, Retail and Import/Export Trades, Restaurants and Hotels	666	283	395	423	503	76	158	154	146	210
5. Transport, Storage and Communications	178	32	44	10	58	2	4	17	-	18
6. Financing, Insurance, Real Estate and Business Services	663	400	303	172	80	8	23	5	23	11
7. Community, Social and Personal Services	1 299	2 115	1 815	2 225	2 006	705	1 445	1 093	1486	1 649
Total	4 110	6 613	4 689	5 556	4 390	1 847	2 722	2 880	3 802	2 765

* The vetting process of applications received towards year-end may be completed 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 2013:
a breakdown by job title**

Job title	No. of imported workers applied for*	No. of imported workers approved*
1. Care Worker (Elderly Service)	1 069	651
2. Livestock/Poultry/Fish/Crop Farm Worker	495	336
3. Cook	301	32
4. Gardening Worker	134	68
5. Machine Operator	113	13
6. Care Worker (Disabled Service)	82	33
7. Bean Curd/Soya Bean/ Bean Sprout Processing Worker	81	15
8. Fitter/Mechanical Fitter	58	20
9. Quality Controller/Inspector/Control Supervisor	52	28
10. Others	1 725	651
Total	4 110	1 847

* The vetting process of applications received towards year-end may be completed 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

* The vetting process of applications received towards year-end may be completed 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

* The vetting process of applications received towards year-end may be completed 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

* The vetting process of applications received towards year-end may be completed 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 2017:
a breakdown by job title**

Job title	No. of imported workers applied for*	No. of imported workers approved*
1. Care Worker (Elderly Service)	1 694	1 510
2. Livestock/Poultry/Fish/Crop Farm Worker	488	422
3. Cook	315	126
4. Gardening Worker	307	216
5. Machine Operator	114	54
6. Quality Controller/Inspector/Control Supervisor	79	68
7. Care Worker (Disabled Service)	78	63
8. Waste Handling Worker	51	22
9. Bean Curd/Soya Bean/ Bean Sprout Processing Worker	38	59
10. Others	1 226	225
Total	4 390	2 765

* The vetting process of applications received towards year-end may be completed 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)175

(Question Serial No. 6291)

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 provide the following information:

- (a) the expenditure involved in the past 5 years and the estimated expenditure for the coming year;
- (b) the respective numbers of employers and trainees who were granted training allowances and the amounts involved in the past 5 years;
- (c) the respective numbers of trainees who received pre-employment training in the past 5 years;
- (d) the respective numbers of trainees who were placed into on-the-job training vacancies in the past 5 years (with breakdowns by industry and occupation); and
- (e) the employment rate of trainees in the past 5 years (with breakdowns by industry and occupation)?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 7028)

Reply:

The information sought is provided as follows:

- (a) The expenditure for implementing YETP in the past 5 years is provided below:

Financial year	Expenditure
2012-13	\$67.80 million
2013-14	\$66.40 million
2014-15	\$79.80 million
2015-16	\$83.20 million
2016-17	\$87.10 million

In 2018-19, the Labour Department (LD) has earmarked \$132.1 million for implementing YETP to meet rising expenses (including expenses on pre-employment training courses as well as case management and employment support services, on-the-job training allowance, pre-employment training allowance and workplace attachment training allowance, etc.) and the expenditure arising from an increase in the on-the-job training allowance in 2018.

- (b) The on-the-job training allowance granted to employers and the numbers of employers involved and placements in the past 5 years are provided below:

Item	2012-13	2013-14	2014-15	2015-16	2016-17
On-the-job training allowance	\$30.40 million	\$31.40 million	\$47.20 million	\$47.47 million	\$54.23 million
No. of employers involved	877	736	750	725	644
No. of placements	2 509	2 354	2 594	2 328	2 488

The pre-employment training allowance, workplace attachment training allowance, off-the-job vocational training allowance and reimbursement of examination fees granted to trainees and the number of trainees involved in the past 5 years are provided below:

Item	2012-13	2013-14	2014-15	2015-16	2016-17
Pre-employment training allowance, workplace attachment training allowance, off-the-job vocational training allowance and reimbursement of examination fees	\$1.9 million	\$1.5 million	\$2.2 million	\$1.8 million	\$1.6 million
No. of trainees	2 955	2 132	2 383	1 594	1 355

- (c) The number of trainees who were arranged pre-employment training in the past 5 programme years (running from September each year to August of the following year) is provided below:

Item	2012/13 Programme year	2013/14 Programme year	2014/15 Programme year	2015/16 Programme year	2016/17 Programme year
No. of trainees	3 824	3 310	2 976	2 883	2 614

- (d) Breakdowns of the number of trainees placed into on-the-job training vacancies by industry and occupation in the past 5 programme years are provided below:

By industry

Industry	No. of trainees placed into on-the-job training vacancies				
	2012/13 Programme year	2013/14 Programme year	2014/15 Programme year	2015/16 Programme year	2016/17 Programme year
Construction	879	944	1 089	1 080	1 016
Community, social and personal services	670	777	609	580	546
Transport, storage and communications	288	377	430	479	308
Wholesale, retail and import/export trades, restaurants and hotels	453	442	367	256	240
Government sector	174	190	244	216	232
Financing, insurance, real estate and business services	166	261	346	303	214
Manufacturing	94	67	76	54	46
Others	34	54	46	43	31
Total	2 758	3 112	3 207	3 011	2 633

By occupation

Occupation	No. of trainees placed into on-the-job training vacancies				
	2012/13 Programme year	2013/14 Programme year	2014/15 Programme year	2015/16 Programme year	2016/17 Programme year
Craft and related workers	1 154	1 284	1 545	1 634	1 460
Service workers	469	481	461	381	349
Clerical support workers	440	513	501	388	329
Associate professionals	242	328	304	253	236
Sales workers	395	405	282	302	216
Plant and machine operators and assemblers	41	32	54	30	24
Elementary occupations	4	51	31	1	3
Others	13	18	29	22	16
Total	2 758	3 112	3 207	3 011	2 633

- (e) LD conducts trainee development surveys 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
2012/13	74.8%
2013/14	73.3%
2014/15	83.5%
2015/16	76.0%
2016/17	82.2%

LD does not keep breakdowns of the trainees by industry and occupation.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)176****(Question Serial No. 6292)**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 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 the past 5 years; and
- (b) the estimated staff establishment, expenditure involved and annual number of inspections to EAs by each post in the coming year?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 7029)Reply:

The information sought is provided as follows:

- (a) The staff establishment and expenditure (excluding staff cost) of the Employment Agencies Administration (EAA) of the Labour Department from 2013-14 to 2017-18 are provided below:

	2013-14	2014-15	2015-16	2016-17	2017-18
No. of Labour Officer Grade staff	5	8	11*	15*	15
No. of Clerical Grade staff	4	4	4	6	6
Expenditure (\$'000) (excluding staff cost)	190	450	1,050	3,310	2,260 (Revised estimate)

* Including 1 staff on loan temporarily from another division, whose post has been replaced by a permanent post in 2017-18.

In 2013, 2014, 2015, 2016 and 2017, EAA respectively conducted 1 341, 1 806, 1 803, 1 816 and 1 846 inspections to EAs.

- (b) In 2018-19, EAA has a staff establishment of 22 Labour Officer Grade and 8 Clerical Grade posts. The estimated expenditure (excluding staff cost) is \$4.4 million. In 2018, EAA's target number of inspections to EAs is 2 000.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)177****(Question Serial No. 6293)**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 the past 5 years.

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 7030)Reply:

The respective numbers of investigations, surveys, examinations, assessments and clinical consultations on occupational health conducted by the Labour Department (LD) from 2013 to 2017 are provided in the table below:

	2013	2014	2015	2016	2017
Investigations on occupational health conducted	2 884	3 093	3 433	2 983	2 339
Surveys on occupational health conducted	6 577	6 258	5 978	7 018	6 266
Examinations on occupational health conducted*	1 692	1 929	1 639	1 650	1 401
Assessments on occupational health conducted#	2 278	488	1 488	713	704
Clinical consultations on occupational health conducted	11 855	10 396	9 054	10 444	11 124
Total	25 286	22 164	21 592	22 629	21 834

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

Assessments on occupational health refer to those assessments of medical fitness for pilots and air traffic control officers. The number of assessments conducted by LD has decreased since 2014 because a medical officer in aviation medicine was recruited by the Civil Aviation Department to specifically undertake duties relating to the occupational health assessments of pilots and air traffic control officers. Besides, 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)178****(Question Serial No. 6294)**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 numbers 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 the past 5 years. What were the numbers 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. 7031)Reply:

The information sought is provided as follows:

- (a) Of the new patients who sought consultation at LD's occupational health clinics from 2013 to 2017, the numbers of those suffering from diseases or injuries caused by, related to or aggravated by work and those suffering from diseases or injuries unrelated to work are provided in the table below:

Year	Caused by, related to or aggravated by work	Unrelated to work	Total
2013	1 764 (83.8%)	341 (16.2%)	2 105 (100%)
2014	1 557 (86.3%)	247 (13.7%)	1 804 (100%)
2015	1 485 (88.1%)	200 (11.9%)	1 685 (100%)
2016	1 594 (92.7%)	126 (7.3%)	1 720 (100%)
2017	1 489 (95.9%)	64 (4.1%)	1 553 (100%)

- (b) Yearly breakdowns of the above 2 groups of patients by sex, age, industry, occupation and type of diseases are provided in the tables below:

2017

By sex

Sex	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
Male	495 (33.2%)	29 (45.3%)
Female	994 (66.8%)	35 (54.7%)
Total	1 489 (100.0%)	64 (100.0%)

By age

Age group	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
20 or below	2 (0.1%)	- (-%)
Above 20 to 40	279 (18.7%)	11 (17.2%)
Above 40 to 60	1 094 (73.5%)	47 (73.4%)
Above 60	114 (7.7%)	6 (9.4%)
Total	1 489 (100.0%)	64 (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	663 (44.5%)	26 (40.6%)
Wholesale, retail and import/export trades, and accommodation and food services	299 (20.1%)	12 (18.8%)
Financing, insurance, real estate, and professional and business services	228 (15.3%)	14 (21.9%)
Transportation, storage, postal, courier services, and information and communications	88 (5.9%)	7 (10.9%)
Construction	82 (5.5%)	2 (3.1%)
Manufacturing	89 (6.0%)	1 (1.6%)
Others	40 (2.7%)	2 (3.1%)
Total	1 489 (100.0%)	64 (100.0%)

By occupation

Occupation	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
Services and sales workers	450 (30.2%)	24 (37.5%)
Elementary occupations	333 (22.4%)	7 (10.9%)
Clerical support workers	250 (16.8%)	8 (12.5%)
Professionals, technicians and associate professionals	231 (15.5%)	16 (25.0%)
Craft and related trade workers, plant and machine operators and assemblers	170 (11.4%)	8 (12.5%)
Others	55 (3.7%)	1 (1.6%)
Total	1 489 (100.0%)	64 (100.0%)

By type of diseases (including injuries)

Type of diseases	Caused by, related to or aggravated by work	Unrelated to work
Musculoskeletal	1 298 (87.3%)	47 (73.4%)
Injury	147 (9.9%)	6 (9.4%)
Auditory	11 (0.7%)	3 (4.7%)
Respiratory	2 (0.1%)	2 (3.1%)
Neurological	8 (0.5%)	- (-%)
Skin	5 (0.3%)	2 (3.1%)
Visual	- (-%)	1 (1.6%)
Others	18 (1.2%)	3 (4.7%)
Total	1 489 (100.0%)	64 (100.0%)

2016

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%)	- (-%)
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%)	126 (100%)

2015

By sex

Sex	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
Male	532 (35.8%)	103 (51.5%)
Female	953 (64.2%)	97 (48.5%)
Total	1 485 (100%)	200 (100%)

By age

Age group	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
20 or below	3 (0.2%)	1 (0.5%)
Above 20 to 40	309 (20.8%)	28 (14.0%)
Above 40 to 60	1 087 (73.2%)	154 (77.0%)
Above 60	86 (5.8%)	17 (8.5%)
Total	1 485 (100%)	200 (100%)

By industry

Industry	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
Public administration, and social and personal services	637 (42.9%)	95 (47.5%)
Wholesale, retail and import/export trades, and accommodation and food services	319 (21.5%)	31 (15.5%)
Financing, insurance, real estate, and professional and business services	226 (15.2%)	34 (17.0%)
Transportation, storage, postal, courier services, and information and communications	116 (7.8%)	22 (11.0%)
Construction	87 (5.9%)	9 (4.5%)
Manufacturing	73 (4.9%)	6 (3.0%)
Others	27 (1.8%)	3 (1.5%)
Total	1 485 (100%)	200 (100%)

By occupation

Occupation	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
Services and sales workers	435 (29.3%)	55 (27.5%)
Elementary occupations	343 (23.1%)	30 (15.0%)
Clerical support workers	262 (17.6%)	42 (21.0%)
Professionals, technicians and associate professionals	239 (16.1%)	42 (21.0%)
Craft and related trade workers, plant and machine operators and assemblers	180 (12.1%)	24 (12.0%)
Others	26 (1.8%)	7 (3.5%)
Total	1 485 (100%)	200 (100%)

By type of diseases (including injuries)

Type of diseases	Caused by, related to or aggravated by work	Unrelated to work
Musculoskeletal	1 258 (84.7%)	138 (69.0%)
Injury	157 (10.6%)	8 (4.0%)
Auditory	21 (1.4%)	4 (2.0%)
Skin	11 (0.7%)	5 (2.5%)
Neurological	7 (0.5%)	6 (3.0%)
Visual	4 (0.3%)	1 (0.5%)
Respiratory	2 (0.1%)	3 (1.5%)
Others	25 (1.7%)	35 (17.5%)
Total	1 485 (100%)	200 (100%)

2014

By sex

Sex	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
Male	507 (32.5%)	92 (37.2%)
Female	1 050 (67.5%)	155 (62.8%)
Total	1 557 (100%)	247 (100%)

By age

Age group	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
20 or below	1 (0.1%)	1 (0.4%)
Above 20 to 40	360 (23.1%)	51 (20.6%)
Above 40 to 60	1 118 (71.8%)	176 (71.3%)
Above 60	78 (5.0%)	19 (7.7%)
Total	1 557 (100%)	247 (100%)

By industry

Industry	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
Public administration, and social and personal services	674 (43.3%)	113 (45.7%)
Wholesale, retail and import/export trades, and accommodation and food services	317 (20.3%)	45 (18.2%)
Financing, insurance, real estate, and professional and business services	242 (15.6%)	40 (16.2%)
Transportation, storage, postal, courier services, and information and communications	109 (7.0%)	16 (6.5%)
Manufacturing	100 (6.4%)	13 (5.3%)
Construction	77 (4.9%)	14 (5.7%)
Others	38 (2.5%)	6 (2.4%)
Total	1 557 (100%)	247 (100%)

By occupation

Occupation	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
Services and sales workers	419 (26.9%)	63 (25.6%)
Professionals, associate professionals, technicians, plant and machine operators, assemblers, and craft and related trade workers	414 (26.6%)	61 (24.6%)
Elementary occupations	381 (24.4%)	58 (23.5%)
Clerical support workers	308 (19.8%)	52 (21.1%)
Others	35 (2.3%)	13 (5.2%)
Total	1 557 (100%)	247 (100%)

By nature of diseases

Nature of diseases	Caused by, related to or aggravated by work	Unrelated to work
Musculoskeletal	1 314 (84.4%)	141 (57.1%)
Auditory	17 (1.1%)	5 (2.0%)
Neurological	15 (1.0%)	9 (3.7%)
Skin	12 (0.8%)	2 (0.8%)
Respiratory	2 (0.1%)	5 (2.0%)
Visual	- (-%)	2 (0.8%)
Others	197 (12.6%)	83 (33.6%)
Total	1 557 (100%)	247 (100%)

2013

By sex

Sex	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
Male	608 (34.5%)	129 (37.8%)
Female	1 156 (65.5%)	212 (62.2%)
Total	1 764 (100%)	341 (100%)

By age

Age group	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
20 or below	3 (0.2%)	1 (0.3 %)
Above 20 to 40	439 (24.9%)	65 (19.1%)
Above 40 to 60	1 235 (70.0%)	246 (72.1%)
Above 60	87 (4.9%)	29 (8.5%)
Total	1 764 (100%)	341 (100%)

By industry

Industry	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
Public administration, and social and personal services	783 (44.4%)	169 (49.6%)
Wholesale, retail and import/export trades, and accommodation and food services	370 (21.0%)	63 (18.5%)
Financing, insurance, real estate, and professional and business services	209 (11.8%)	52 (15.3%)
Transportation, storage, postal, courier services, and information and communications	121 (6.8%)	16 (4.7%)
Manufacturing	148 (8.4%)	16 (4.7%)
Construction	93 (5.3%)	20 (5.7%)
Others	40 (2.3%)	5 (1.5%)
Total	1 764 (100%)	341 (100%)

By occupation

Occupation	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
Services and sales workers	527 (29.9%)	115 (33.7%)
Professionals, associate professionals, technicians, plant and machine operators, assemblers, and craft and related trade workers	480 (27.2%)	71 (20.8%)
Elementary occupations	404 (22.9%)	84 (24.7%)
Clerical support workers	326 (18.5%)	59 (17.3%)
Others	27 (1.5%)	12 (3.5%)
Total	1 764 (100%)	341 (100%)

By nature of diseases

Nature of diseases	Caused by, related to or aggravated by work	Unrelated to work
Musculoskeletal	1 485 (84.2%)	218 (63.9%)
Auditory	25 (1.4%)	3 (0.9%)
Neurological	15 (0.9%)	19 (5.6%)
Skin	14 (0.8%)	5 (1.5%)
Respiratory	6 (0.3%)	7 (2.1%)
Visual	4 (0.2%)	5 (1.5%)
Others	215 (12.2%)	84 (24.5%)
Total	1 764 (100%)	341 (100%)

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)179****(Question Serial No. 6330)**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 expenditures of various items under the Employment Services Programme for the coming year? What are the units involved?

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. 7025)Reply:

The estimated expenditures of various items under the Employment Services Programme for 2018-19 and the units involved are provided below:

Item	Estimated expenditure (\$million)	Unit involved
Recurrent expenditure		
Operational expenses (excluding personal emoluments)	270.1	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	351.8	
Non-recurrent expenditure		
Work Incentive Transport Subsidy Scheme (including providing a one-off extra payment to eligible recipients of the Scheme)	321.6	Work Incentive Transport Subsidy Division
Total	943.5	

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)180****(Question Serial No. 5085)**

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) provides free employment services for all job seekers. It provides assistance and counselling services for the unemployed and persons with disabilities; and career guidance, pre-employment and on-the-job-training for young people. Will the Government provide temporary employment opportunities for persons with disabilities so that they can maintain contact with society?

Asked by: Hon CHU Hoi-dick (Member Question No. 77)

Reply:

The Selective Placement Division (SPD) of LD provides personalised employment services for job seekers with disabilities fit for open employment to assist them in finding suitable jobs. In order to enhance employment opportunities for job seekers with disabilities, SPD reaches out to employers of various industries to canvass a wide range of vacancies suitable for persons with disabilities in the employment market. LD also implements the Work Orientation and Placement Scheme (WOPS) which encourages employers to engage persons with disabilities and provide them with appropriate coaching and support through the provision of an allowance so as to enhance their employability. LD plans to enhance WOPS in 2018 by extending the work adaptation period from 2 months to 3 months and increasing the maximum amount of allowance payable to employers engaging persons with disabilities by \$16,000 to \$51,000.

To enhance the Government's work on the employment of persons with disabilities, the Civil Service Bureau has launched an internship scheme targeting students with disabilities since 2016 to allow young persons with disabilities to gain hands-on work experience through placements, thereby strengthening their competitiveness before they enter the job market and enabling colleagues in bureaux/departments to appreciate their talents and potential. In 2018, the Government will substantially increase the number of internship places for students with disabilities from an average of 50 a year in the past 2 years to 100 to

further expand the internship scheme within the Government for young persons with disabilities.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)181

(Question Serial No. 5092)

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 Work Incentive Transport Subsidy (WITS) Scheme seeks to help relieve the burden of work-related travelling expenses on low-income earners so as to promote sustained employment. As at the end of 2017, there were 434 352 applications and the amount of subsidy disbursed totalled \$1,721.2 million. Please provide the following information:

- (a) whether the Government will increase the subsidy under the WITS Scheme according to inflation;
- (b) the amount of subsidy disbursed under the WITS Scheme in the past 3 years (with a breakdown by household size of 1 person, 2 persons, 3 persons, 4 persons, 5 persons, 6 persons and 7 persons or above).

Asked by: Hon CHU Hoi-dick (Member Question No. 78)

Reply:

The information sought is provided as follows:

- (a) In accordance with the General Household Survey conducted by the Census and Statistics Department in the fourth quarter of 2016, the average monthly expense of WITS target recipients on public transport for travelling to and from work was \$427, and that for those working across districts was \$477. The present full-rate WITS at \$600 per month remains appropriate. The Government will consider the way forward for individual-based WITS having regard to the changes in the number of applications following the implementation of the Working Family Allowance Scheme, as well as the non-means-tested Public Transport Fare Subsidy Scheme.
- (b) From 2015 to 2017, the applicants of the WITS Scheme were granted the subsidy totalling \$860.2 million. The Labour Department does not keep a breakdown of the amount of subsidy granted by household size.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)182

(Question Serial No. 4061)

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 number of imported workers applied for under SLS and the success rate in 2017 (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 KWOK Ka-ki (Member Question No. 114)

Reply:

In 2017, employers applied to import 4 390 workers under SLS. The number of imported workers approved was 2 765. The vetting process of applications received towards year-end may be completed in the following year, and hence the number of imported workers approved in the year does not correspond to 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, the Labour Department 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 2017:
a breakdown by industry**

Industry	No. of imported workers applied for*	No. of imported workers approved*
1. Agriculture and Fishing	791	653
2. Manufacturing	201	147
3. Construction	751	77
4. Wholesale, Retail and Import/Export Trades, Restaurants and Hotels	503	210
5. Transport, Storage and Communications	58	18
6. Financing, Insurance, Real Estate and Business Services	80	11
7. Community, Social and Personal Services	2 006	1 649
Total	4 390	2 765

* The vetting process of applications received towards year-end may be completed 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 2017:
a breakdown by job title**

Job title	No. of imported workers applied for*	No. of imported workers approved*
1. Care Worker (Elderly Service)	1 694	1 510
2. Livestock/Poultry/Fish/Crop Farm Worker	488	422
3. Cook	315	126
4. Gardening Worker	307	216
5. Machine Operator	114	54
6. Quality Controller/Inspector/Control Supervisor	79	68
7. Care Worker (Disabled Service)	78	63
8. Waste Handling Worker	51	22
9. Bean Curd/Soya Bean/ Bean Sprout Processing Worker	38	59
10. Others	1 226	225
Total	4 390	2 765

* The vetting process of applications received towards year-end may be completed 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)183

(Question Serial No. 4062)

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 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 KWOK Ka-ki (Member Question No. 115)

Reply:

From 2013 to 2017, LD processed a total of 9 460 summonses heard and 8 143 summonses were convicted under Programme (4). Breakdowns by industry and reason for taking out prosecution are provided below:

Summonses heard

Industry \ Reason for taking out prosecution	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
Financing, insurance, real estate and business services	738	712	190	58	8	4	100	1 810
Wholesale/retail trade	1 029	372	63	153	14	17	36	1 684
Community, social and personal services	543	527	109	222	10	5	48	1 464
Catering	878	251	43	188	29	14	20	1 423
Import/export trade	579	331	96	22	7	1	20	1 056
Transport, storage and communications	146	582	64	60	20	3	17	892
Construction	70	238	111	49	115	-	24	607
Manufacturing	132	193	33	32	4	3	21	418
Hotels	23	39	6	1	-	1	-	70
Others	11	18	3	2	-	1	1	36
Total	4 149	3 263	718	787	207	49	287	9 460

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
Financing, insurance, real estate and business services	721	559	140	55	8	1	79	1 563
Wholesale/retail trade	991	222	33	122	14	17	33	1 432
Catering	831	204	35	158	8	13	16	1 265
Community, social and personal services	526	391	76	181	10	4	40	1 228
Import/export trade	566	246	72	13	-	1	16	914
Transport, storage and communications	135	542	51	59	15	3	12	817
Construction	58	199	93	49	101	-	17	517
Manufacturing	128	137	15	29	2	3	17	331
Hotels	21	19	-	1	-	-	-	41
Others	10	18	3	2	-	1	1	35
Total	3 987	2 537	518	669	158	43	231	8 143

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)184

(Question Serial No. 4063)

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?

Asked by: Hon KWOK Ka-ki (Member Question No. 116)

Reply:

- (a) LD has been adopting 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. With regard to inspection and enforcement, apart from routine inspection and enforcement, LD also launched special enforcement operations targeting high-risk processes such as work-at-height, lifting operations and electrical work. In respect of education, publicity and promotion, LD, in collaboration with the Occupational Safety and Health Council (OSHC), major 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 promulgated in newspapers and LD's webpages, compilation and updating of safety guidelines, publication of "Work Safety Alert", etc.

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 174 180[#] work-related accident cases from 2013 to 2017. 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 2017 are up to the first 3 quarters of 2017. The work-related accident statistics for the full year of 2017 will be released in April 2018.

- (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.

Through strengthening the promotion of the existing complaint channels to EMs, LD seeks to encourage them to be on the alert about site safety. This will also enable LD to conduct inspections in a more targeted manner. As a first step, LD has just launched an OSH poster with LD's complaint hotline and printed in Chinese, English and 6 EM languages (namely Indonesian, Hindi, Nepali, Tagalog, Thai and Urdu).

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)185

(Question Serial No. 4064)

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 KWOK Ka-ki (Member Question No. 117)

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/trade associations. The above work is undertaken by 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 2013 to 2017, the numbers of summonses heard and convicted in respect of breaches of various labour laws processed by LD under Programme (4) were 9 460 and 8 143 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 2018-19, LD's publicity and educational work on employees' rights and benefits will continue to cover employers and employees (including non-Chinese speaking persons and foreign domestic helpers (FDHs)), such as producing publications in major ethnic minority languages, advertising on public transport, 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)186

(Question Serial No. 4065)

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 Labour Department's (LD) recurrent operational expenses involved in providing free employment services 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 KWOK Ka-ki (Member Question No. 118)

Reply:

The information sought is provided as follows:

- (a)&(b) LD provides a range of comprehensive and free employment services for able-bodied job seekers and job seekers with disabilities, and provides career guidance, pre-employment and on-the-job training to young people through the Youth Employment Resource Centres (YERCs) and the Youth Employment and Training Programme (YETP).

In 2013, 2014, 2015, 2016 and 2017, 82 748, 75 314, 67 221, 63 814 and 49 233 able-bodied job seekers registered with LD for employment services respectively. Currently, the vast majority of vacancies advertised through LD provide employers' contact details. Job seekers may obtain information of job vacancies 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 without registration with LD, and be placed into employment by direct application to employers. In 2013, 2014, 2015, 2016 and 2017, LD respectively recorded 156 727, 151 536, 148 347, 149 794 and 154 222 placements for able-bodied job seekers.

In 2013, 2014, 2015, 2016 and 2017, there were respectively 2 605, 2 650, 2 720, 2 790 and 2 833 persons with disabilities registered with the Selective Placement Division (SPD) of LD for employment services, and SPD recorded 2 461, 2 464, 2 401, 2 250 and 2 203 placements for job seekers with disabilities respectively.

In 2013, 2014, 2015, 2016 and 2017, the numbers of young people who used the services provided by YERCs were 74 850, 74 288, 73 394, 72 661 and 72 878 respectively. YETP operates on the basis of programme year, running from September each year to August of the following year. In the 2012/13, 2013/14, 2014/15, 2015/16 and 2016/17 programme years, the numbers of young people enrolled were 8 095, 7 753, 6 741, 6 165 and 5 720 respectively.

The annual recurrent expenditure of LD for providing various employment services from 2013-14 to 2017-18 is provided below:

Financial year	Recurrent expenditure
2013-14	\$292.1 million
2014-15	\$314.7 million
2015-16	\$341.3 million
2016-17	\$360.9 million
2017-18 (Revised estimate)	\$369.6 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
2013-14	\$113.1 million
2014-15	\$130.3 million
2015-16	\$134.8 million
2016-17	\$140.2 million
2017-18 (Revised estimate)	\$142.5 million

- (c) Since May 2017, LD has engaged 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 2018-19 is about \$360,000.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)187****(Question Serial No. 4066)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (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 2017-2018.
- (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 2017-2018.

Asked by: Hon KWOK Ka-ki (Member Question No. 119)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 2017 is provided below:

	No. of job seekers who registered for employment services*
Persons with disabilities	2 833
Young people	13 092
New arrivals	3 415
EMs	1 036

* Job seekers who registered for employment services may belong to more than 1 classification.

- (b) In 2017, LD recorded 154 222 placements for able-bodied job seekers. Of these, 144 377 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	4 059
Female	5 786
Total	9 845

(ii) By age

Age	No. of placements
15-below 20	809
20-below 30	3 792
30-below 40	1 469
40-below 50	1 722
50-below 60	1 680
60 or above	373
Total	9 845

(iii) By industry

Industry	No. of placements
Manufacturing	498
Construction	390
Wholesale, retail and import/export trades	4 199
Restaurants and hotels	1 348
Transport, storage and communications	492
Financing, insurance, real estate and business services	1 176
Community, social and personal services	1 729
Others (including government sector)	13
Total	9 845

(iv) By monthly earnings

Monthly earnings	No. of placements
Below \$4,000*	348
\$4,000-below \$5,000	304
\$5,000-below \$6,000	251
\$6,000-below \$7,000	510
\$7,000-below \$8,000	696
\$8,000-below \$9,000	575
\$9,000-below \$10,000	1 055
\$10,000-below \$11,000	1 307
\$11,000-below \$12,000	1 350
\$12,000-below \$13,000	1 129
\$13,000-below \$14,000	935
\$14,000 or above	1 385
Total	9 845

* All placements were part-time jobs.

Breakdowns of placements recorded by LD for job seekers with disabilities in 2017 by gender, age, industry and monthly earnings are provided below:

(i) By gender

Gender	No. of placements
Male	1 240
Female	963
Total	2 203

(ii) By age

Age	No. of placements
15-below 20	46
20-below 30	847
30-below 40	584
40-below 50	425
50-below 60	245
60 or above	56
Total	2 203

(iii) By industry

Industry	No. of placements
Manufacturing	140
Construction	28
Wholesale, retail and import/export trades	234
Restaurants and hotels	559
Transport, storage and communications	91
Financing, insurance, real estate and business services	425
Community, social and personal services	530
Others (including government sector)	196
Total	2 203

(iv) By monthly earnings

Monthly earnings	No. of placements
Below \$3,000*	304
\$3,000-below \$4,000	239
\$4,000-below \$5,000	206
\$5,000-below \$6,000	161
\$6,000-below \$7,000	144
\$7,000-below \$8,000	189
\$8,000-below \$9,000	253
\$9,000-below \$10,000	215
\$10,000 or above	492
Total	2 203

* 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)188

(Question Serial No. 4067)

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 provides the overall 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 KWOK Ka-ki (Member Question No. 120)

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 2017, 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 57 and 14 666 respectively. A breakdown of the 57 labour disputes by industry is provided below:

Industry	No. of labour disputes
Construction	33
Transport, storage and communications	6
Wholesale, retail and import/export trades	6
Restaurants and hotels	5
Community, social and personal services	4
Manufacturing	2
Financing, insurance, real estate and business services	1
Total	57

LD does not keep a breakdown of claims handled by industry.

- (b) In 2017, the numbers of labour disputes and claims with conciliation service rendered by LD were 50 and 14 212 respectively. A breakdown of the 50 labour disputes by industry is provided below:

Industry	No. of labour disputes
Construction	31
Transport, storage and communications	5
Wholesale, retail and import/export trades	4
Community, social and personal services	4
Restaurants and hotels	3
Manufacturing	2
Financing, insurance, real estate and business services	1
Total	50

LD does not keep a breakdown of claims with conciliation service rendered by industry.

- (c) In 2017, the numbers of labour disputes and claims resolved through conciliation by LD were 26 and 10 203 respectively. A breakdown of the 26 labour disputes by industry is provided below:

Industry	No. of labour disputes
Construction	19
Community, social and personal services	3
Transport, storage and communications	1
Financing, insurance, real estate and business services	1
Restaurants and hotels	1
Wholesale, retail and import/export trades	1
Manufacturing	-
Total	26

LD does not keep a breakdown of claims resolved through conciliation by industry.

- (d) In 2017, the percentages of labour disputes and claims resolved through conciliation by LD were 52.0% and 71.8% respectively.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)189

(Question Serial No. 4075)

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:

Please provide the expenditure, staff establishment and plans of the Occupational Safety and Health Council (OSHC) in respect of the following areas in the past 5 years:

- (a) work injury and occupational disease rehabilitation
- (b) education on occupational safety
- (c) prevention of occupational diseases
- (d) prevention of industrial accidents
- (e) others

Asked by: Hon KWOK Ka-ki (Member Question No. 269)

Reply:

OSHC promotes the prevention of industrial accidents, protection of occupational health and prevention of occupational diseases, education on occupational safety and health (OSH) and occupational rehabilitation through a wide range of work covering promotion and publicity, education and training, consultancy services, research and strategies development, information dissemination, etc. The various programs launched by OSHC in the past 5 years in relation to the work are summarised below:

Prevention of industrial accidents

OSHC strives to broaden and deepen its promotional efforts through a wide range of publicity work. It is committed to disseminating the message to every corner of society, from working persons in various industries to young people and even children, with a view to catering for the needs of different people in society and creating a safe and healthy

working and living environment. OSHC organises OSH activities with different themes (such as “Construction Safety Day”, “Hong Kong Occupational Safety and Health Award”, “World Day for Safety and Health at Work”, “Good Housekeeping Day”, “Best Property Safety Management Award”, promotion of OSH in the catering industry, etc.) in an ongoing effort to deepen and spread the OSH culture. It also designs various safety and health competitions to encourage the active participation of members of the industries and give recognition to organisations and employees with outstanding performance. To assist small and medium enterprises in implementing safety management systems, OSHC runs a number of sponsorship schemes to help them improve their working environments. Targeting the renovation, maintenance, alteration and addition (RMAA) sector with high risks, OSHC has also launched the “OSH Star Enterprise – RMAA Safety Accreditation Scheme” to encourage the industry to take practicable safety measures and enhance its OSH performance.

Protection of occupational health and prevention of occupational diseases

OSHC has been concerned about different aspects of occupational health, such as prevention of heat stroke, musculoskeletal disorders and mental health, and teaches employees various effective exercises and proper working posture for early prevention of occupational diseases through thematic seminars and talks. OSHC is also committed to raising the mental health awareness of working persons and the general public and helping them develop a healthy lifestyle. OSHC joins hands with the Department of Health to launch the “Joyful@Healthy Workplace” program, focusing on 3 action areas, namely healthy eating, physical activity and mental well-being. Through a wide range of publicity and promotional events, employers and employees are encouraged to work together for a happy and healthy working environment. In addition, OSHC organises thematic seminars and competitions to enhance the understanding of persons from various sectors on chemical safety so as to prevent accidents.

OSH education

OSHC organises suitable OSH training courses having regard to the social demand and economic trend to help various industries improve their safety performance and reduce losses caused by work-related accidents to individuals, organisations and the community as a whole. OSHC also endeavours to cultivate a safety culture among the younger generation by reinforcing their safety and health awareness at an early age.

Work injury and occupational disease rehabilitation

OSHC is committed to promoting the concept of occupational rehabilitation. The work includes offering relevant training courses, organising workshops and seminars and co-organising promotional activities such as award schemes with employers, employees and the insurance industry to give recognition to organisations which provide timely occupational rehabilitation services for employees sustaining work injuries.

Moreover, OSHC provides certification services under the “Hong Kong Safety and Health Certification Scheme” for industries, communities and enterprises or relevant persons, including accreditation services for OSH practitioners and competent persons to ensure that they are capable of handling and performing related duties, thereby ensuring and enhancing

their safety performance and recognition by the industry. OSHC also collaborates with District Councils and local organisations to promote OSH messages at the community level under the Hong Kong Safe Community Program, and provides safety audits and consultancy services for various enterprises and organisations, including government public works projects.

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

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)190

(Question Serial No. 4076)

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 Labour Department's (LD) Voluntary Rehabilitation Programme (VRP) for employees injured at work, please advise this Committee of:

- (a) the number of employees joining VRP, and the operational expenses and manpower arrangement for each item;
- (b) the participating companies, insurers or their appointed loss adjusters through medical/rehabilitation organisations in the private sector;
- (c) the review report on VRP.

Asked by: Hon KWOK Ka-ki (Member Question No. 293)

Reply:

The information sought is provided as follows:

- (a) The insurance industry has launched VRP since March 2003 to provide injured employees with an additional channel to receive free rehabilitation services in the private sector through the insurers' arrangements to facilitate their speedy recovery and early return to work under safe circumstances. The participating insurers identify appropriate cases, initiate contacts with the injured employees and invite them to join VRP on a voluntary basis. According to the information provided by the participating insurers, from March 2003 to June 2016, the number of cases of injured employees joining VRP was 20 570. LD does not keep information on the related operational expenses and manpower arrangement of the participating insurers. The monitoring of VRP is undertaken by LD's staff among their other duties, and the expenditure and manpower involved cannot be separately identified.

(b) A list of the 17 insurers currently participating in VRP is provided below:

1. AIG Insurance Hong Kong Limited
2. Bank of China Group Insurance Company Limited
3. Chevalier Insurance Company Limited
4. China Taiping Insurance (HK) Company Limited
5. Falcon Insurance Company (Hong Kong) Limited
6. GAN Assurances
7. AXA General Insurance Hong Kong Limited
8. Liberty International Insurance Limited
9. MSIG Insurance (Hong Kong) Limited
10. Prudential General Insurance Hong Kong Limited
11. QBE General Insurance (Hong Kong) Limited
12. Sun Hung Kai Properties Insurance Limited
13. Tugu Insurance Company Limited
14. United Builders Insurance Company Limited
15. Wing Lung Insurance Company Limited
16. Zurich Insurance Company Limited
17. Berkshire Hathaway Specialty Insurance Company

Under VRP, insurers contact the injured employees directly and arrange rehabilitation services for those who are willing to join VRP. LD does not keep information on the participating companies, loss adjusters appointed by insurers and the related medical or rehabilitation organisations in the private sector.

(c) According to the latest feedback given by the participating insurers and the injured employees who responded to LD's survey, in 2015, insurers invited injured employees in a total of 3 728 cases to join VRP, of which the injured employees in 3 516 cases accepted the offers, representing 94% of the cases with invitations extended. Among the cases under VRP in 2015, employees in 2 240 cases completed rehabilitation in the same year, of which the employees returned to work in 1 713 cases, representing 76% of the cases with rehabilitation completed in the same year. Among the injured employees who joined VRP in 2015 and responded to LD's survey, 70% considered that VRP was in general helpful to them.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)191****(Question Serial No. 5377)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (2) Employment ServicesControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

- (a) Regarding the Supplementary Labour Scheme (SLS), would the Government advise this Committee of the expenditure and staff establishment involved?
- (b) Regarding the implementation of SLS, please provide breakdowns of the numbers of applications received and approved and workers involved as well as the wages in the past 3 years by year, nationality, industry, job title and wage.

Asked by: Hon MA Fung-kwok (Member Question No. 115)Reply:

The information sought is provided as follows:

- (a) SLS is primarily administered by the Supplementary Labour Division (SLD) of the Labour Department (LD). In 2018-19, the estimated expenditure of SLD is \$620,000 (excluding staff cost) and its staff establishment comprises 31 Labour Officer Grade and 16 Clerical Grade posts.
- (b) The numbers of applications received and approved by LD under SLS in 2015, 2016 and 2017 are provided below:

	2015	2016	2017
No. of applications*	1 010	1 125	1 106
No. of imported workers applied for*	4 689	5 556	4 390
No. of applications approved*	802	884	946
No. of imported workers approved*	2 880	3 802	2 765

* The vetting process of applications received towards year-end may be completed 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.

Breakdowns of the numbers of imported workers applied for and approved by industry, job title and monthly wage in 2015, 2016 and 2017 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.

**Number of imported workers applied for and approved
under SLS in 2015, 2016 and 2017:
a breakdown by industry**

Industry	No. of imported workers applied for*			No. of imported workers approved*		
	2015	2016	2017	2015	2016	2017
1. Agriculture and Fishing	658	744	791	547	570	653
2. Manufacturing	224	289	201	126	132	147
3. Construction	1 250	1 693	751	938	1 445	77
4. Wholesale, Retail and Import/Export Trades, Restaurants and Hotels	395	423	503	154	146	210
5. Transport, Storage and Communications	44	10	58	17	-	18
6. Financing, Insurance, Real Estate and Business Services	303	172	80	5	23	11
7. Community, Social and Personal Services	1 815	2 225	2 006	1 093	1 486	1 649
Total	4 689	5 556	4 390	2 880	3 802	2 765

* The vetting process of applications received towards year-end may be completed 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

* The vetting process of applications received towards year-end may be completed 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

* The vetting process of applications received towards year-end may be completed 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 2017:
a breakdown by job title**

Job title	No. of imported workers applied for*	No. of imported workers approved*
1. Care Worker (Elderly Service)	1 694	1 510
2. Livestock/Poultry/Fish/Crop Farm Worker	488	422
3. Cook	315	126
4. Gardening Worker	307	216
5. Machine Operator	114	54
6. Quality Controller/Inspector/Control Supervisor	79	68
7. Care Worker (Disabled Service)	78	63
8. Waste Handling Worker	51	22
9. Bean Curd/Soya Bean/ Bean Sprout Processing Worker	38	59
10. Others	1 226	225
Total	4 390	2 765

* The vetting process of applications received towards year-end may be completed 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, 2016 and 2017:
a breakdown by monthly wage**

Monthly wage	No. of imported workers applied for*			No. of imported workers approved*		
	2015	2016	2017	2015	2016	2017
1. \$8,000 or below	162	14	11	71	31	-
2. Above \$8,000-\$10,000	741	356	668	369	162	337
3. Above \$10,000-\$12,000	1 793	2 923	2 317	1 255	1 937	2 023
4. Above \$12,000-\$14,000	241	138	105	38	39	23
5. Above \$14,000-\$16,000	335	261	211	115	83	97
6. Above \$16,000-\$18,000	134	111	224	53	63	112
7. Above \$18,000-\$20,000	30	85	146	140	26	74
8. Above \$20,000	1 253	1 668	708	839	1 461	99
Total	4 689	5 556	4 390	2 880	3 802	2 765

* The vetting process of applications received towards year-end may be completed 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)192

(Question Serial No. 5431)

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 (HEEIP) launched last year, please provide the latest figures on the following items:

- (a) The number of collaborating overseas and local bodies.
- (b) The numbers of vacancies provided, referral cases and successful placements secured.
- (c) How will the effectiveness of HEEIP be evaluated?

Asked by: Hon MA Fung-kwok (Member Question No. 91)

Reply:

The information sought is provided as follows:

- (a) The Labour Department (LD) has, in collaboration with relevant bodies including career service centres and student associations of local and overseas universities, and Hong Kong Economic and Trade Offices overseas and on the Mainland, promoted HEEIP to graduates of local universities and persons with higher education residing outside Hong Kong. LD has also publicised this e-Platform among employers and trade associations on a continuous basis to canvass suitable job 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 advertised a total of 25 997 job vacancies in 2017. 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.

- (c) LD evaluates the effectiveness of the e-Platform by monitoring its usage and data, including the numbers of vacancies advertised and page views. In 2017, the e-Platform advertised a total of 25 997 job vacancies and recorded an average of over 9 200 page views per day.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)193****(Question Serial No. 4918)**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 set out the types of service schemes in the “comprehensive range of free employment assistance and recruitment services” provided by the Labour Department (LD), and the information about the users of the schemes in the past 5 financial years, with breakdowns by age (15-19, 20-24, 25-34, 35-44, 44-55, 55-60, above 60) and educational attainment (primary or below, lower secondary, upper secondary, diploma, higher diploma, associate degree, degree or above).

Asked by: Hon SHIU Ka-chun (Member Question No. 39)Reply:

LD provides a range of comprehensive and free employment services for able-bodied job seekers and job seekers with disabilities, and provides career guidance, pre-employment and on-the-job training to young people through the Youth Employment Resource Centres (YERCs) and the Youth Employment and Training Programme (YETP).

Breakdowns of the number of able-bodied job seekers registered with LD for employment services from 2013 to 2017 by age and educational attainment are provided below:

(i) By age

Age	2013	2014	2015	2016	2017
15-below 20	14 948	11 185	9 226	6 527	3 732
20-below 30	30 294	27 316	23 781	21 067	15 065
30-below 40	12 428	11 734	10 352	10 372	8 213
40-below 50	13 110	12 518	11 564	12 037	9 777
50-below 60	10 056	10 508	10 141	11 110	9 745
60 or above	1 912	2 053	2 157	2 701	2 701
Total	82 748	75 314	67 221	63 814	49 233

(ii) By educational attainment

Educational attainment	2013	2014	2015	2016	2017
Primary 6 or below	3 757	3 470	2 825	2 788	2 347
Secondary 1-3	11 947	10 885	9 188	9 213	7 411
Secondary 4-5	26 601	23 364	20 374	19 663	15 397
Secondary 6-7	18 925	15 692	13 802	11 768	8 067
Post-secondary	21 518	21 903	21 032	20 382	16 011
Total	82 748	75 314	67 221	63 814	49 233

Breakdowns of the number of persons with disabilities registered with the Selective Placement Division of LD for employment services from 2013 to 2017 by age and educational attainment are provided below:

(i) By age

Age	2013	2014	2015	2016	2017
15-below 20	62	70	83	77	69
20-below 30	838	899	936	950	918
30-below 40	722	721	701	723	695
40-below 50	586	568	548	570	625
50-below 60	334	322	372	389	416
60 or above	63	70	80	81	110
Total	2 605	2 650	2 720	2 790	2 833

(ii) By educational attainment

Educational attainment	2013	2014	2015	2016	2017
Primary 6 or below	224	209	206	194	187
Secondary 1-3	692	641	631	662	675
Secondary 4-7	1 279	1 351	1 428	1 444	1 432
Post-secondary/ University	410	449	455	490	539
Total	2 605	2 650	2 720	2 790	2 833

Breakdowns of the number of young people who used the various services provided by the 2 YERCs from 2015 to 2017 by age and educational attainment are provided below:

(i) By age

Age	2015	2016	2017
15-below 20	42 396	40 595	36 553
20-below 25	15 723	16 401	16 369
25-below 30	15 275	15 665	19 956
Total	73 394	72 661	72 878

(ii) By educational attainment

Educational attainment	2015	2016	2017
Lower secondary or below	2 192	2 250	2 306
Upper secondary	49 391	46 570	41 587
Diploma or higher diploma	6 055	6 502	8 225
Associate degree	1 780	2 216	2 605
Degree or above	13 976	15 123	18 155
Total	73 394	72 661	72 878

Note: In 2013 and 2014, the numbers of young people who used the various services provided by the 2 YERCs were 74 850 and 74 288 respectively. LD does not keep breakdowns for these 2 years by age and educational attainment.

Breakdowns of the number of trainees enrolled under YETP from the 2012/13 programme year to the 2016/17 programme year (running from September each year to August of the following year) by age and educational attainment are provided below:

(i) By age

Age	2012/13 Programme Year	2013/14 Programme Year	2014/15 Programme Year	2015/16 Programme Year	2016/17 Programme Year
15-below 20	3 894	3 371	2 719	2 623	2 337
20-below 25	4 201	4 382	4 022	3 542	3 383
Total	8 095	7 753	6 741	6 165	5 720

(ii) By educational attainment

Educational attainment	2012/13 Programme Year	2013/14 Programme Year	2014/15 Programme Year	2015/16 Programme Year	2016/17 Programme Year
Below Secondary 3	573	390	307	247	250
Secondary 3	900	783	620	628	570
Secondary 4-5	3 174	2 352	1 682	1 218	923
Secondary 6-7	2 076	2 757	2 627	2 716	2 571
Associate degree	227	270	270	216	198
Diploma	899	914	985	881	910
Others (i.e. secondary school education or equivalent attained in other places)	246	287	250	259	298
Total	8 095	7 753	6 741	6 165	5 720

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)194****(Question Serial No. 4919)**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 set out the information on service users enrolled under the Youth Employment and Training Programme (YETP) in the past 5 financial years, with breakdowns by age (15-19, 20-24) and educational attainment (primary or below, lower secondary, upper secondary, diploma or above).

Asked by: Hon SHIU Ka-chun (Member Question No. 40)Reply:

Breakdowns on the number of trainees enrolled under YETP in the past 5 programme years (running from September each year to August of the following year) by age and educational attainment are provided below:

By age

Age	2012/13 Programme year	2013/14 Programme year	2014/15 Programme year	2015/16 Programme year	2016/17 Programme year
15-below 20	3 894	3 371	2 719	2 623	2 337
20-below 25	4 201	4 382	4 022	3 542	3 383
Total	8 095	7 753	6 741	6 165	5 720

By educational attainment

Educational attainment	2012/13 Programme year	2013/14 Programme year	2014/15 Programme year	2015/16 Programme year	2016/17 Programme year
Below Secondary 3	573	390	307	247	250
Secondary 3	900	783	620	628	570

Educational attainment	2012/13 Programme year	2013/14 Programme year	2014/15 Programme year	2015/16 Programme year	2016/17 Programme year
Secondary 4-5	3 174	2 352	1 682	1 218	923
Secondary 6-7	2 076	2 757	2 627	2 716	2 571
Associate degree	227	270	270	216	198
Diploma	899	914	985	881	910
Others (i.e. secondary school education or equivalent attained in other places)	246	287	250	259	298
Total	8 095	7 753	6 741	6 165	5 720

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)195****(Question Serial No. 4920)**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 set out the information on young people who used the career counselling and self-employment support services at the Youth Employment Resource Centres (YERCs) in the past 5 financial years, with breakdowns by age (15-19, 20-24) and educational attainment (primary or below, lower secondary, upper secondary, diploma, higher diploma, associate degree, degree or above).

Asked by: Hon SHIU Ka-chun (Member Question No. 41)Reply:

YERCs provide personalised support services on career counselling and self-employment as well as value-added training, etc. to young people aged 15 to 29. Breakdowns of the number of young people who used the career counselling and self-employment support services at YERCs in the past 5 years by age and educational attainment are provided below:

(i) Career counselling service

	2013	2014	2015	2016	2017
1. Total number of persons who used the career counselling service	6 933	6 337	7 076	7 950	9 012
2. Age					
- 15-below 20	5 217	4 890	6 024	6 198	5 517
- 20-below 25	1 192	1 010	754	1 198	1 841
- 25-below 30	524	437	298	554	1 654

	2013	2014	2015	2016	2017
3. Educational attainment					
- Lower secondary or below	585	321	228	271	366
- Upper secondary	5 294	5 054	6 140	6 334	5 757
- Diploma or higher diploma	458	387	282	533	1 042
- Associate degree	106	115	61	177	250
- Degree or above	490	460	365	635	1 597

(ii) Self-employment support service

	2013	2014	2015	2016	2017
1. Total number of persons who used the self-employment support service	6 699^	6 639	5 425	5 222	5 286
2. Age					
- 15-below 20	948	1 611	1 263	1 535	1 395
- 20-below 25	1 758	1 282	1 203	1 172	1 186
- 25-below 30	3 655	3 746	2 959	2 515	2 705
3. Educational attainment					
- Lower secondary or below	160	250	87	121	115
- Upper secondary	2 257	2 370	1 943	2 096	1 957
- Diploma or higher diploma	967	650	565	540	659
- Associate degree	171	155	139	207	201
- Degree or above	2 806	3 214	2 691	2 258	2 354

^ 338 of them used the service in organised groups on a pre-registered basis. The Labour Department did not collect information on their age and educational attainment.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)196

(Question Serial No. 4975)

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 5 years and, among them, the number of placements secured?
- (b) What was the number of able-bodied ethnic minority (EM) job seekers registered with LD for employment services in each of the past 5 years and, among them, the number of placements secured?

Asked by: Hon SHIU Ka-chun (Member Question No. 171)

Reply:

The information sought is provided as follows:

- (a) and (b) In 2013, 2014, 2015, 2016 and 2017, there were respectively 82 748, 75 314, 67 221, 63 814 and 49 233 able-bodied job seekers registered with LD for employment services, including 787, 901, 994, 1 043 and 1 036 able-bodied EM job seekers. Currently, the vast majority of vacancies advertised through LD provide employers' contact details. Job seekers may obtain information of job vacancies 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 without registration with LD, and make direct application to employers.

In 2013, 2014, 2015, 2016 and 2017, LD respectively recorded 156 727, 151 536, 148 347, 149 794 and 154 222 placements for able-bodied job seekers, including placements secured through LD's referral services and placements made through job seekers' direct application to employers who advertised vacancies via LD. For placements made through job seekers' direct application to employers, the figure was obtained through LD's periodic sample surveys with employers. As

the sample surveys do not involve detailed personal particulars (such as ethnicity) of job seekers who secured placements through direct application, LD does not have breakdowns of these placements involving EM job seekers. In 2013, 2014, 2015, 2016 and 2017, there were respectively 57, 65, 75, 82 and 94 placements secured for EM job seekers through LD's referral.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)197

(Question Serial No. 5007)

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 services of government departments, please inform this Committee:

- (a) of the number and details of substantiated complaint cases about non-compliance by contractors of government departments with subsequent sanctions imposed in the past 5 years;
- (b) of the number and details of unsubstantiated complaint cases about non-compliance by contractors of government departments in the past 5 years;
- (c) whether your department has withdrawn any default notice issued to contractors following the substantiation of complaints about non-compliance by contractors of government departments in the past 5 years. If yes, what are the reasons?

Asked by: Hon SHIU Ka-chun (Member Question No. 245)

Reply:

The Labour Department (LD) monitors government service contractors' compliance with the provisions of labour legislation and the Standard Employment Contract through surprise inspections, and will inform the procuring departments concerned of the non-compliance and convictions. Procuring departments also monitor contractors' compliance with labour legislation and contract terms according to their established mechanisms, and decide whether to reject a contractor's future tender offer and award demerit points in accordance with the guidelines issued by the relevant bureau. LD does not have information about the sanctions imposed by individual procuring departments on their contractors.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)198

(Question Serial No. 5014)

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 mentioned in Paragraph 181 of the Budget that “to encourage employers to hire job seekers with special employment needs, I will make an additional annual funding of \$48 million to enhance the special employment programmes of the Labour Department.” Please advise this Committee of:

- (a) the specific details of the estimated expenditure for the 3 special employment programmes;
- (b) the estimated numbers of elderly, young people and persons with disabilities securing employment through the 3 programmes.

Asked by: Hon SHIU Ka-chun (Member Question No. 260)

Reply:

The information sought is provided as follows:

- (a) The special employment programmes to be enhanced by the Labour Department include the Employment Programme for the Middle-aged, the Youth Employment and Training Programme and the Work Orientation and Placement Scheme. The estimated expenditure for these special employment programmes in 2018-19 is provided below:

Item	Estimated expenditure (\$ million)
Different kinds of allowances (including on-the-job training allowance, training allowance for trainees, workplace attachment training allowance, off-the-job vocational training allowance and reimbursement of examination fees, and allowance for employers and financial incentive for mentors)	107.3
Pre-employment training course and case management service fees	31.8
Administrative, publicity and promotional fees	16.7
Total	155.8

- (b) It is estimated that after enhancement of the special employment programmes, about 2 700 middle-aged and elderly persons, 3 300 young people and 1 100 persons with disabilities can secure employment annually through these programmes.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)199

(Question Serial No. 5016)

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 of:

- (a) the number of job seekers placed into employment under EPM in the past 5 years (with breakdowns by age, gender, educational attainment, industry, occupation, job nature and mode of employment);
- (b) the number of ethnic minorities (EMs) placed into employment under EPM in the past 5 years (with breakdowns by ethnicity, age, gender and educational attainment);
- (c) the amount of training allowance granted, the average and median amounts payable in each case in the past 5 years;
- (d) the number of cases of those who secured placements under EPM and stayed in employment for more than 6 months in the past 5 years?

Asked by: Hon SHIU Ka-chun (Member Question No. 262)

Reply:

The information sought is provided as follows:

- (a)&(b) In 2013, 2014, 2015, 2016 and 2017, there were 2 562, 2 564, 2 541, 2 978 and 2 642 placements secured under EPM respectively, of which 16, 14, 11, 29 and 30 involved EM job seekers. Breakdowns by age, gender, educational attainment, industry, occupation and ethnicity of EM job seekers are provided below (figures in brackets denote the number of placements involving EM job seekers):

(i) By age

Age	No. of placements				
	2013	2014	2015	2016	2017
40-below 50	1 048 (11)	1 316 (8)	1 234 (7)	1 412 (16)	1 179 (14)
50-below 60	1 273 (4)	1 085 (6)	1 140 (4)	1 337 (12)	1 213 (12)
60 or above	241 (1)	163 (0)	167 (0)	229 (1)	250 (4)
Total	2 562 (16)	2 564 (14)	2 541 (11)	2 978 (29)	2 642 (30)

(ii) By gender

Gender	No. of placements				
	2013	2014	2015	2016	2017
Male	894 (6)	944 (8)	847 (2)	989 (13)	941 (20)
Female	1 668 (10)	1 620 (6)	1 694 (9)	1 989 (16)	1 701 (10)
Total	2 562 (16)	2 564 (14)	2 541 (11)	2 978 (29)	2 642 (30)

(iii) By educational attainment

Educational attainment	No. of placements				
	2013	2014	2015	2016	2017
Primary 6 or below	269 (0)	281 (3)	209 (4)	236 (4)	199 (8)
Secondary 1-3	878 (7)	832 (4)	784 (1)	840 (4)	697 (4)
Secondary 4-5	983 (4)	1 025 (4)	1 066 (2)	1 355 (6)	1 201 (6)
Secondary 6-7	187 (2)	188 (1)	202 (0)	214 (4)	180 (3)
Post-secondary	245 (3)	238 (2)	280 (4)	333 (11)	365 (9)
Total	2 562 (16)	2 564 (14)	2 541 (11)	2 978 (29)	2 642 (30)

(iv) By industry

Industry	No. of placements				
	2013	2014	2015	2016	2017
Real estate and business services	579	684	572	648	489
Community, social and personal services	468	385	337	488	448
Manufacturing	275	288	238	288	229
Wholesale and retail trades	400	460	559	605	552
Import and export trade	142	105	118	127	180
Restaurants and hotels	317	320	351	437	397
Construction	72	76	85	133	118
Transport, storage and communications	102	84	111	158	141
Others	207	162	170	94	88
Total	2 562	2 564	2 541	2 978	2 642

(v) By occupation

Occupation	No. of placements				
	2013	2014	2015	2016	2017
Managers and administrators, professionals and associate professionals	152	162	135	149	145
Clerical support workers	381	388	411	533	472
Service workers and sales workers	719	693	794	898	798
Agricultural and fishery workers and craft and related workers	88	94	77	105	98
Plant and machine operators and assemblers	99	94	116	95	67
Elementary occupations	1 123	1 133	1 008	1 198	1 062
Total	2 562	2 564	2 541	2 978	2 642

(vi) By ethnicity of EM job seekers

Ethnicity	No. of placements				
	2013	2014	2015	2016	2017
Indian	3	1	0	7	9
Pakistani	2	3	0	6	5
Filipino	4	3	5	6	4
Nepalese	1	1	1	0	2
Bengali	0	0	0	0	2
Vietnamese	0	0	0	0	2
Indonesian	1	1	3	3	1
Thai	1	1	0	2	1
Others	4	4	2	5	4
Total	16	14	11	29	30

LD does not have breakdowns by job nature and mode of employment.

(c) The amount of training allowance granted under EPM from 2013-14 to 2017-18 is provided below:

Year	Amount (\$million)
2013-14	3.3
2014-15	4.1
2015-16	2.6
2016-17	2.9
2017-18 (up to February 2018)	2.9

Among the placements secured under EPM, some of the employers who fulfilled the requirements of application for on-the-job training allowance under EPM did not apply for the allowance for various reasons, such as they chose to absorb the training cost by their own resources.

From 2013-14 to 2017-18, among the cases with on-the-job training allowance being granted, the average amount of training allowance granted in each case were \$7,361, \$9,083, \$8,830, \$8,348 and \$9,732 respectively. The median amount of on-the-job training allowance from 2013-14 to 2017-18 remained at \$9,000.

- (d) 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 2017, about 65% of the cases stayed in employment for 6 months or more.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)200

(Question Serial No. 5368)

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 Budget Speech mentions that imported labour should be increased in a timely manner and on an appropriate scale to address the specific needs of individual sectors. In this regard, what are the Government's plan, the list of industries requiring imported labour and the implementation timetable? Will resources and manpower be deployed to handle the related work?

Asked by: Hon SHIU Ka-fai (Member Question No. 56)

Reply:

The Government operates different schemes for employers to apply for importation of labour on account of their actual operational circumstances so as to supplement skills not readily available in the local labour market and sustain the competitiveness and development needs of Hong Kong. Depending on the skill levels and/or educational requirements of the job vacancies concerned, employers may apply to the Immigration Department for admission of professionals or to the Labour Department for importation of workers at technician level or below under the Supplementary Labour Scheme.

Relevant government bureaux and departments will continue to closely monitor the manpower demand and supply of different sectors, as well as enhance training and attract new recruits. On the premise of safeguarding the employment priority of local workers, the Government will explore with stakeholders the possibility of increasing imported labour on an appropriate and limited scale. For example, as proposed in "The Chief Executive's 2017 Policy Address", consideration may be given to allowing subsidised elderly service and rehabilitation service units more flexibility in importing carers.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)201****(Question Serial No. 5510)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: (2) Employment ServicesControlling Officer: Commissioner for Labour (Carlson CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

The Work Incentive Transport Subsidy (WITS) Scheme seeks to help relieve the burden of work-related travelling expenses on low-income earners so as to promote sustained employment. As at the end of 2017, there were 434 352 applications and the funds disbursed totalled \$1,721.2 million. Please advise this Committee of:

- (a) the numbers of applications and successful applications for the WITS Scheme in the past 3 years; and
- (b) the main reasons for unsuccessful applications?

Asked by: Hon TAM Man-ho, Jeremy (Member Question No. 177)Reply:

The information sought is provided as follows:

- (a) From 2015 to 2017, the WITS Scheme received 206 476 applications. Over the same period, 190 795 applications were granted the subsidy.
- (b) Over the same period, 1 377 applicants (gross applicant count) were not granted the subsidy for the following reasons:

Reason	No. of applicants (gross applicant count)*
Insufficient supporting information	717
Asset limit being exceeded	500
Income limit being exceeded	395
Applicant working less than 36 hours per month	112
Applicant being a full-time student or trainee not in	104

Reason	No. of applicants (gross applicant count)*
employment	
Travelling expenses not incurred in commuting to and from work	95
Applicant not being lawfully employed and self-employed	22
Low-income Working Family Allowance granted	4

* More than 1 reason might be applicable to the same gross applicant count.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)202

(Question Serial No. 5897)

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 Labour Department (LD) enhances the support for foreign domestic helpers (FDHs) and their employers through a range of comprehensive publicity and educational activities. In light of the recent successive cases of abuse of FDHs by employers, please advise this Committee of the following: (in table form)

- (a) What were the number and form of publicity activities related to protecting the rights of FDHs and the number of participants in the activities in the past 3 years?
- (b) What were the operational expenses and salary cost for the related work in the past 3 years?
- (c) What are the expected number and form of activities and the number of participants in the activities in 2018-2019?

Asked by: Hon TAM Man-ho, Jeremy (Member Question No. 166)

Reply:

The information sought is provided as follows:

- (a) LD enhances FDHs' understanding of their rights under the Employment Ordinance (EO) and the Standard Employment Contract (SEC) through a series of publicity and educational work. 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, placing advertisements in local Indonesian and Filipino newspapers usually read by FDHs, broadcasting television and radio Announcements in the Public Interest (APIs), etc. 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. LD's one-stop FDH Information Portal (www.fdh.labour.gov.hk) is available in Indonesian, Filipino, Thai and Khmer so as to facilitate FDHs' understanding of their entitlements before coming to work in Hong Kong.

In addition, 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 out to 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 publicity and educational activities.

From 2015-16 to 2017-18, the number and form of activities regarding the publicity and educational work for FDHs and their employers are provided below:

	2015-16	2016-17	2017-18	Total
Briefings	45	49	49	143
Roving exhibitions	6	6	6	18
Newspaper advertisements	36	36	36	108
Information kiosks	6	8	9	23

LD does not keep the number of participants of the above activities.

- (b) In 2015-16, 2016-17 and 2017-18, the expenditures of publicity and educational work concerning FDHs and their employers were \$2.49 million, \$2.32 million and \$4.34 million (revised estimate) respectively. Publicity and educational work is an integral part of LD's ongoing work, and the manpower involved cannot be separately identified.
- (c) In 2018-19, LD will continue to assist FDHs in understanding their rights under EO and SEC through various channels and a wide range of publicity and educational activities. LD plans to participate regularly every month in briefings for newly-arrived FDHs organised by the consulates of major FDH-sending countries in Hong Kong, and place advertisements in local Indonesian and Filipino newspapers usually read by FDHs. LD will also stage information kiosks regularly every quarter at popular gathering locations of FDHs such as Victoria Park, Chater Garden and Statue Square during their rest days to screen publicity videos and distribute information packs, and hold roving exhibitions regularly to promote FDHs' rights under labour laws and SEC.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)203****(Question Serial No. 5898)**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 Protection of Wages on Insolvency Fund (PWIF) applications, please advise this Committee of:

- (a) the number of applications and those approved in the past 3 years;
- (b) the total amount involved in the applications and the total amount approved for the applications approved in the past 3 years.

Asked by: Hon TAM Man-ho, Jeremy (Member Question No. 167)Reply:

The information sought is provided as follows:

- (a) The numbers of PWIF applications received and approved from 2015 to 2017 are provided below:

Year	No. of applications received	No. of applications approved*
2015	3 486	2 894
2016	3 348	2 429
2017	2 333	2 640

* The applications approved include those received in the same year or before.

- (b) The total amount applied for in the applications received and the total amount of payment effected for the applications approved from 2015 to 2017 are provided below:

Year	Total amount applied for in the applications received (\$million)	Total amount of payment effected for the applications approved* (\$million)
2015	206.5	61.6
2016	316.5	80.2
2017	157.1	79.6

* The applications approved include those received in the same year or before.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)204

(Question Serial No. 5899)

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 target time for effecting payment in respect of applications to the Protection of Wages on Insolvency Fund (PWIF) is within 10 weeks. Please advise this Committee of the following:

- (a) Have the vetting procedures been expedited to shorten the target time?
- (b) If yes, what is the shortened target time?
- (c) If not, what are the reasons?

Asked by: Hon TAM Man-ho, Jeremy (Member Question No. 168)

Reply:

The processing of applications to PWIF involves the verification of information and documents received from various related persons for the calculation of the amount of payment to be issued to applicants. The procedures take a certain amount of time, and the time required is subject to the complexity of the applications and the adequacy of the information and documents received. It is therefore not appropriate to shorten the 10-week target time. The Labour Department (LD) will complete vetting and issue payment to qualified applicants as soon as practicable. In 2017, 99% of the qualified applicants were able to receive payment within 8 weeks after LD had received all the information and documents required for processing the applications.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)205

(Question Serial No. 5900)

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:

To promote equal employment opportunities, the Labour Department (LD) keeps up its publicity efforts in enhancing public awareness of the importance of eliminating age discrimination in employment. Please advise this Committee of:

- (a) the staff establishment and ranks of officers responsible for the related work in the past 3 years;
- (b) the operational expenses and salary cost involved in the related work in the past 3 years;
- (c) the number of public activities involved in the related work, forms of activities and number of participants in the past 3 years.

Asked by: Hon TAM Man-ho, Jeremy (Member Question No. 169)

Reply:

The information sought is provided as follows:

- (a) The publicity and educational work on eliminating age discrimination in employment is an integral part of LD's ongoing work, and the manpower involved cannot be separately identified.
- (b) In 2015-16, 2016-17 and 2017-18, the expenditures on the relevant publicity and educational activities were \$620,000, \$540,000 and \$550,000 (revised estimate) respectively. As these activities form an integral part of LD's ongoing work, the salary cost involved cannot be separately identified.
- (c) From 2015-16 to 2017-18, LD promoted the importance of eliminating age discrimination in employment through various channels. They included broadcasting

Announcements in the Public Interest entitled “Count On Talent Not Age In Employment” and messages on television, radio, buses, MTR platforms and trains and at commercial buildings, publishing articles in newspaper columns, advertising on bus bodies and disseminating messages on online platforms. LD does not keep statistics on the numbers of activities and participants.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)206

(Question Serial No. 5901)

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:

Following the relaxation of the visa requirement for Cambodian nationals in March 2017, the Labour Department (LD) has concluded the arrangements for the first batch of domestic helpers from Cambodia to come to Hong Kong by the end of 2017. Please advise this Committee of:

- (a) the date of arrival in Hong Kong for the first batch of Cambodian domestic helpers; the reasons if it has yet to be confirmed;
- (b) the number of Cambodian domestic helpers in the first batch;
- (c) the number of employment agencies (EAs) providing employment services for Cambodian domestic helpers.

Asked by: Hon TAM Man-ho, Jeremy (Member Question No. 170)

Reply:

The information sought is provided as follows:

- (a)&(b) The first batch of 20 Cambodian domestic helpers arrived in Hong Kong and reported duty to the local families at the end of 2017.
- (c) The current scheme for Cambodian domestic helpers to work in Hong Kong is a pilot scheme run by the Cambodian government. The Ministry of Labour and Vocational Training of Cambodia commissioned the Cambodian Human Resource Development Association of Hong Kong to take forward the pilot scheme. According to LD's understanding, there are currently 10 EAs in Hong Kong providing services to match employers with Cambodian domestic helpers to work in Hong Kong and handle the related procedures. LD will continue to liaise with the Cambodian government to review the situation of Cambodian

domestic helpers coming to Hong Kong and explore the possibility of further expanding the scale of Cambodian domestic helpers coming to Hong Kong and allowing more EAs in Hong Kong to participate in the scheme.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)207

(Question Serial No. 5902)

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 Labour Department (LD) has continued its educational and publicity work in enhancing the understanding of employers and foreign domestic helpers (FDHs) on their statutory and contractual rights and obligations. On-going efforts include, amongst other things, collaborating with respective Consulates-General in Hong Kong and attending their briefings for newly-arrived FDHs, staging information kiosks, broadcasting television and radio Announcements in the Public Interest, distributing information packs and souvenirs to FDHs, and placing advertisements in local Filipino and Indonesian newspapers. Please advise this Committee of: (in table form)

- (a) the staff establishment and ranks of the officers responsible for the work in the past 3 years;
- (b) the operating expenses and salary cost involved in the past 3 years;
- (c) the number of public activities, form of activities and number of participants in the past 3 years;
- (d) the name of newspapers, date and content summary of the advertisements placed in Filipino and Indonesian newspapers in the past 3 years. What was the expenditure involved?

Asked by: Hon TAM Man-ho, Jeremy (Member Question No. 171)

Reply:

The information sought is provided as follows:

- (a)&(b) Publicity and educational work is an integral part of LD's ongoing work, and the manpower involved cannot be separately identified. In 2015-16, 2016-17 and 2017-18, the expenditures of publicity and educational work concerning FDHs

and their employers were \$2.49 million, \$2.32 million and \$4.34 million (revised estimate) respectively.

- (c) The number and form of activities regarding the publicity and educational work for FDHs and their employers from 2015-16 to 2017-18 are provided below:

	2015-16	2016-17	2017-18	Total
Briefings	45	49	49	143
Roving exhibitions	6	6	6	18
Newspaper advertisements	36	36	36	108
Information kiosks	6	8	9	23

LD does not keep the number of participants of the above activities.

- (d) The name of newspapers, date, content summary of the advertisements placed in local Filipino and Indonesian newspapers and the expenditure involved from 2015-16 to 2017-18 are provided below:

	2015-16	2016-17	2017-18
Name of newspapers			
1. Filipino	Hong Kong News	1. Hong Kong News 2. The Sun	Hong Kong News
2. Indonesian	1. SUARA 2. Tabloid Berita 3. Apakabar Plus	1. SUARA 2. Tabloid Berita 3. Apakabar Plus	1. SUARA 2. Tabloid Berita 3. Apakabar Plus
Total number of publications	36	36	36
Date of publication*	In the middle of each month		
Content summary	FDHs' rights, protection and obligations under the Employment Ordinance and the Standard Employment Contract		
Total expenditure involved	\$250,000	\$260,000	\$240,000

* The newspapers are published in the middle and at the end of each month.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)208

(Question Serial No. 5903)

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 Labour Department (LD) mounts targeted operations with the Police and the Immigration Department (ImmD) to combat illegal employment. Please advise this Committee of:

- (a) the numbers of complaints received and prosecutions taken out in respect of illegal employment in the past 3 years (in table form);
- (b) the number and percentage of persons finally convicted among those being prosecuted in the past 3 years;
- (c) the staff establishment and ranks of the officers responsible for the work.

Asked by: Hon TAM Man-ho, Jeremy (Member Question No. 172)

Reply:

The information sought is provided as follows:

- (a)&(b) Labour inspectors of LD deter employers from employing illegal workers through regular workplace inspections to check employees' proof of identity and records of employees kept by employers. LD also mounts intelligence-based joint operations with the Police and ImmD to raid establishments suspected to be involved in illegal employment. Cases of suspected illegal employment detected by LD during regular inspections and joint operations are referred to ImmD or the Police for follow-up. LD does not have the number of related prosecutions taken out by ImmD and the Police. The number of intelligence involving suspected illegal employment received by LD from 2015 to 2017 is provided below:

Year	No. of intelligence
2015	252
2016	195
2017	236

- (c) Labour inspectors are responsible for the enforcement of various labour laws and combating illegal employment is part of their duties. The manpower involved cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)209

(Question Serial No. 5904)

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 Labour Department (LD) has organised territory-wide publicity activities to enhance public awareness of the revised Statutory Minimum Wage (SMW) rate which came into effect from May 2017. Please advise this Committee of: (in table form)

- (a) the number of activities organised;
- (b) the form of activities;
- (c) the number of participants in the activities;
- (d) the expenditure for the activities;
- (e) the staff establishment and ranks of the officers responsible for the work.

Asked by: Hon TAM Man-ho, Jeremy (Member Question No. 173)

Reply:

The information sought is provided as follows:

- (a) to (c) In 2017-18, LD enhanced public awareness of the revised SMW rate which came into effect from May 2017 and the provisions of the Minimum Wage Ordinance (MWO) through various channels and organising a variety of activities. The form and number of activities organised and the number of participants are provided below:

Form of publicity activities	No. of activities organised	No. of participants
Talks	8	1 279
Roving exhibitions	6	17 604
Television and radio Announcements in the Public Interest	Conducted continuously at different times of the year	Not applicable
Promotional leaflets and posters		
Advertisements on various media (including newspapers, publications of employers' associations and labour organisations, public transport and websites)		
Promotional messages in electricity bills		
Banners for outdoor publicity		

- (d) In 2017-18, the revised estimate for publicising and promoting SMW was \$3.75 million.
- (e) The staff responsible for publicising and promoting the revised SMW rate and MWO also need to handle other SMW-related work. The manpower involved cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)210****(Question Serial No. 5905)**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:

The Labour Department (LD) takes rigorous enforcement action against wage offences, including wilful defaults on awarded payment of the Labour Tribunal (LT) or Minor Employment Claims Adjudication Board (MECAB). Please advise this Committee of: (in table form)

- (a) the number of cases of wilful defaults on awarded payment of LT in the past 3 years;
- (b) the number of cases of wilful defaults on awarded payment of MECAB in the past 3 years;
- (c) the staff establishment and ranks of the officers responsible for the work in the past 3 years.

Asked by: Hon TAM Man-ho, Jeremy (Member Question No. 174)Reply:

The information sought is provided as follows:

- (a)&(b) The number of cases of suspected defaults on awarded payment of LT and MECAB investigated by LD from 2015 to 2017 is provided below:

	2015	2016	2017
Cases of defaults on awarded payment of LT	169	176	209
Cases of defaults on awarded payment of MECAB	24	14	11

- (c) Investigation into cases of defaults on awarded payment of LT and MECAB is part of LD's work in enforcing the Employment Ordinance, and the manpower involved cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)211

(Question Serial No. 5906)

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 Labour Department (LD) takes rigorous enforcement action against wage offences, including breaches of the Statutory Minimum Wage (SMW) requirement. Please advise this Committee of: (in table form)

- (a) the respective numbers of complaints about breaches of the SMW requirement received and prosecutions taken out each year since the implementation of the minimum wage;
- (b) the number of persons prosecuted each year since the implementation of the minimum wage;
- (c) the top 5 industries against which prosecutions were taken out each year since the implementation of the minimum wage; and
- (d) the staff establishment and ranks of the officers responsible for the work.

Asked by: Hon TAM Man-ho, Jeremy (Member Question No. 175)

Reply:

The information sought is provided as follows:

- (a) From 2013 to 2017, the number of complaints about suspected breaches of the SMW requirement received by LD and the number of summonses heard in each year are provided below:

Year	No. of complaints received	No. of summonses heard
2013	62	4
2014	47	2
2015	63	6
2016	31	1
2017	40	2
Total	243	15

As at the end of February 2018, LD had completed investigation into 240 complaints and confirmed that the employees had received SMW or had recovered the shortfall in wages. The remaining 3 complaints are under investigation.

- (b) During the same period, the yearly number of employers suspected to have breached the SMW requirement and thus prosecuted is provided below:

Year	No. of employers prosecuted
2013	2
2014	1
2015	1
2016	1
2017	1
Total	6

- (c) During the same period, the industries in which prosecutions were taken out against suspected breaches of the SMW requirement each year are provided below:

Year	Industry against which prosecutions were taken out
2013	Wholesale and import/export trades
2014	Retail trade
2015	Communications
2016	Real estate
2017	Real estate

- (d) The staff involved in the enforcement and prosecution work in relation to the SMW requirement are also responsible for the enforcement of other labour laws and related prosecutions. The manpower involved cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)212

(Question Serial No. 5907)

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:

In 2017, the Labour Department (LD) conducted special enforcement operations (SEOs) in several areas, including new works construction (with emphasis on work-at-height, lifting operations, tunnelling works and electrical works); renovation, maintenance, alteration and addition works; lift works; catering industry; logistics, cargo and container handling works; and waste management works, etc. Statutory suspension notices or improvement notices were issued and prosecution against offenders was taken out. Please advise this Committee of:

- (a) the respective numbers of suspension notices and improvement notices issued and prosecutions taken out, and the types of workplaces involved in table form;
- (b) the average time for workplaces receiving suspension notices to resume the work processes after suspension;
- (c) the percentage of workplaces rectifying the irregularities as required after receiving improvement notices;
- (d) the percentage of persons finally convicted among those prosecuted?

Asked by: Hon TAM Man-ho, Jeremy (Member Question No. 176)

Reply:

The information sought is provided as follows:

- (a) LD conducted a number of SEOs in different areas in 2017, during which a total of 351 suspension notices and 1 161 improvement notices were issued, and 1 086 prosecutions were taken out. A breakdown by targeted workplace of SEOs is provided in the table below:

Targeted workplace of SEOs	Construction	Food and beverage services	Logistics, cargo and container handling works	Waste management works	Total
Improvement notices	1 048	97	13	3	1 161
Suspension notices	351	-	-	-	351
No. of prosecutions	972	97	12	5	1 086

The above does not include the 3 SEOs not targeting individual industries (e.g. fire precautions and use of chemicals) conducted last year. During the above SEOs, LD issued 313 improvement notices and 20 suspension notices, and took out 281 prosecutions.

- (b) After issuing suspension notices to suspend the associated work processes, LD will follow up in a timely manner and in accordance with the established procedures. The employers cannot resume the work processes until LD is satisfied that appropriate measures have been taken to eliminate the related hazards. As LD does not keep a breakdown of the time taken for workplaces to resume the work processes after receiving suspension notices, statistics on the average time taken to resume the work processes after suspension cannot be provided.
- (c) After issuing improvement notices, LD will follow up in a timely manner and in accordance with the established procedures to ensure the prompt rectification of irregularities. In most of the cases, duty holders will take appropriate measures to rectify or remove the irregularities. For individual cases of non-compliance with the requirements of the improvement notices, LD will take out prosecution. LD does not keep a breakdown of the percentage of workplaces rectifying the irregularities as required after receiving improvement notices.
- (d) LD's statistics on prosecutions and convictions are compiled on a yearly basis. 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 a breakdown of the number of convicted persons and its percentage share in the SEOs in 2017.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)213

(Question Serial No. 6356)

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 Financial Secretary (FS) has mentioned in paragraph 187 of the 2018-19 Budget Speech that “Having regard to our substantial fiscal surplus this year, I will introduce the following measures to share the fruits of our economic success with the community”. Regarding concessionary measure (d) proposed by FS, please provide the following figures:

- (a) the number of Hong Kong permanent residents aged 18 or above in 2017-18 and the number of those in the labour force and, among them, the number of Work Incentive Transport Subsidy (WITS) recipients;
- (b) the number of WITS recipients in 2017-18.

Asked by: Hon TO Kun-sun, James (Member Question No. 34)

Reply:

The information sought is provided as follows:

- (a) The Census and Statistics Department does not keep figures on the number of Hong Kong permanent residents aged 18 or above. The application forms for the WITS Scheme do not collect information about whether an applicant is a Hong Kong permanent resident either.
- (b) In 2017, 59 158 WITS applications with a gross applicant count of 60 067 were granted the subsidy.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)214

(Question Serial No. 5856)

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 numbers of job seekers with disabilities registered with the job centres in the past 5 years and, among them, the number of placements secured through the referral services of the job centres with breakdowns by ethnicity, age, gender, educational attainment, industry, occupation, job nature and mode of employment?

Asked by: Hon WAN Siu-kin, Andrew (Member Question No. 308)

Reply:

The job centres of the Labour Department (LD) mainly provide employment services for able-bodied job seekers and do not collect information on whether the job seekers have disabilities or not.

The Selective Placement Division (SPD) set up under LD specialises in providing employment services for persons with disabilities fit for open employment. From 2013 to 2017, there were respectively 2 605, 2 650, 2 720, 2 790 and 2 833 job seekers with disabilities registered with SPD for employment services. Over the same period, SPD recorded respectively 2 461, 2 464, 2 401, 2 250 and 2 203 placements for job seekers with disabilities. Breakdowns of the placements by ethnicity, age, gender, educational attainment, industry and occupation are provided below:

(i) By ethnicity

Ethnicity	No. of placements				
	2013	2014	2015	2016	2017
Chinese	2 457	2 458	2 391	2 235	2 198
Indian	0	3	1	4	1
Thai	0	1	2	1	1
Filipino	0	0	0	0	1
Pakistani	0	0	4	3	0
Indonesian	3	0	2	2	0
Nepalese	1	1	1	1	0
Others	0	1	0	4	2
Total	2 461	2 464	2 401	2 250	2 203

(ii) By age

Age group	No. of placements				
	2013	2014	2015	2016	2017
15-below 20	65	61	80	71	46
20-below 30	863	870	941	854	847
30-below 40	709	682	612	628	584
40-below 50	531	531	447	402	425
50-below 60	240	261	278	248	245
60 or above	53	59	43	47	56
Total	2 461	2 464	2 401	2 250	2 203

(iii) By gender

Gender	No. of placements				
	2013	2014	2015	2016	2017
Male	1 322	1 329	1 334	1 253	1 240
Female	1 139	1 135	1 067	997	963
Total	2 461	2 464	2 401	2 250	2 203

(iv) By educational attainment

Educational attainment	No. of placements				
	2013	2014	2015	2016	2017
Primary 6 or below	237	251	176	163	137
Secondary 1-3	743	690	670	574	579
Secondary 4-5	1 026	958	866	815	708
Secondary 6-7	174	252	344	347	390
Post-secondary	281	313	345	351	389
Total	2 461	2 464	2 401	2 250	2 203

(v) By industry

Industry	No. of placements				
	2013	2014	2015	2016	2017
Manufacturing	180	204	155	105	140
Construction	25	33	30	26	28
Wholesale, retail and import/export trades	423	427	218	295	234
Restaurants and hotels	507	575	710	610	559
Transport, storage and communications	96	72	93	76	91
Financing, insurance, real estate and business services	446	383	385	409	425
Community, social and personal services	457	477	491	446	530
Others (including government sector)	327	293	319	283	196
Total	2 461	2 464	2 401	2 250	2 203

(vi) By occupation

Occupation	No. of placements				
	2013	2014	2015	2016	2017
Managers and administrators	13	25	19	23	33
Professionals and associate professionals	99	74	95	85	89
Clerical support workers	403	476	476	554	518
Service workers	568	653	619	635	712
Shop sales workers	740	575	528	426	294
Agricultural and fishery workers	5	6	13	1	3
Craft and related workers	15	19	22	19	21
Plant and machine operators and assemblers	23	23	19	21	13
Elementary occupations	585	613	609	486	520
Others	10	0	1	0	0
Total	2 461	2 464	2 401	2 250	2 203

SPD does not have breakdowns of the placements by job nature and mode of employment.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)215****(Question Serial No. 5269)**

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:

In the past 2 years, the Labour Department (LD) conducted 131 339 and 140 868 inspections under the Factories and Industrial Undertakings Ordinance (FIUO) and the Occupational Safety and Health Ordinance (OSHO) respectively, which were 14.5% and 23% higher than the target number of 114 700. What were the additional manpower and expenditure required?

Employers will be held criminally liable for offences under FIUO (Cap. 59) and OSHO (Cap. 509) in the event of accidents. Many employers, however, assume that the guidance notes on work safety published by LD are merely advisory. Would the Government consider stepping up publicity of the relevant Ordinances among employers or making amendments to the guidance notes through legislative amendments to facilitate the industry's understanding of the amendments and their importance. If yes, what are the details; if not, what are the reasons?

Asked by: Hon YICK Chi-ming, Frankie (Member Question No. 57)

Reply:

The target number of inspections conducted by LD under FIUO and OSHO is a planned figure. LD will suitably adjust the number of inspections having regard to the actual occupational safety and health (OSH) performance of different trades and industries in the year. The actual number in respect of the above work varies from year to year. The field occupational safety officers (OSOs) in the Operations Division (OD) under the Occupational Safety and Health Branch of LD are responsible for conducting workplace inspections. In 2016 and 2017 (as at 31 December of each year), the actual staffing of field OSOs in OD were 255 and 268 respectively. The above inspections are an integral part of OSOs' work, and the expenditure involved cannot be separately identified.

FIUO and OSHO and their subsidiary legislation as enforced by LD generally comprise both prescriptive legislation and goal-setting legislation. Specifically, under the

prescriptive approach, specific safety and health standards and means of compliance are precisely laid down to deal with certain processes or use of machinery/equipment, while under the goal-setting approach (such as an employer's general duties in respect of OSH), safety goals are set to allow alternative ways of compliance, providing for flexibility and responsiveness to evolving technologies and changing best practices.

To assist duty holders in complying with the above OSH legislation, particularly the goal-setting regulations, LD publishes information such as OSH guidance notes for the reference of duty holders and members of the industries. LD also makes reference to the relevant OSH guidance notes in enforcing the law. The standard of the measures required to be taken by duty holders in compliance with relevant OSH legislation shall not be lower than that set out in LD's OSH guidance notes. Yet compliance with LD's OSH guidance notes is not the only means of conforming with the requirements of relevant OSH legislation. It is therefore not appropriate to incorporate the content of the guidance notes into the law.

Apart from promoting OSH messages through the media, LD's webpages and different forms of publicity and promotional activities, LD also makes use of various channels such as talks, seminars, roving exhibitions, out-reach promotional visits, etc. to explain directly to duty holders and employees the OSH guidance notes and the fact that LD will make reference to these guidance notes in enforcing the law.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)216

(Question Serial No. 4748)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare
(Ms CHANG King-yiu)

Director of Bureau: Secretary for Labour and Welfare

Question:

- (1) Please provide the numbers of people who took full-time retraining programmes provided by the Employees Retraining Board and received the retraining allowance, and the average, maximum, minimum and total amount of retraining allowance approved with a breakdown by age, district of residence, gender and case nature in each of the past 5 years.

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. (LegCo use): 2616)

Reply:

The information sought is provided as follows –

- (1) At present, trainees attending full-time placement-tied courses offered by the Employees Retraining Board (ERB) may receive retraining allowance (the allowance). According to the Employees Retraining Ordinance, a monthly allowance of up to \$4,000 is payable to each trainee. As required by the ERB, trainees are eligible for the allowance for up to 2 courses in a year and up to 4 courses within 3 years. The intake number of trainees who enrolled in the ERB courses and received the allowance, as well as the amounts of the allowance received by trainees from the respective courses in the past 5 years (i.e. 2013-14 to 2017-18), are tabulated as follows –

By gender

Year	Gender of Trainees	Maximum Amount (\$)	Minimum Amount (\$)	Average Amount (\$)	Total Amount (\$ million) ^{Note 1}	Intake of Trainees who Received the Allowance
2013-14	Female	4,922	35	1,603	53.29	33 243
	Male	4,922	35	1,487	14.00	9 414
				Total:	67.29	42 657
2014-15	Female	5,075	35	1,603	48.68	30 364
	Male	4,768	35	1,497	12.96	8 661
				Total:	61.64	39 025
2015-16	Female	5,000	35	1,605	46.10	28 713
	Male	5,075	35	1,510	12.70	8 410
				Total:	58.80	37 123
2016-17	Female	5,000	35	1,575	49.88	31 663
	Male	5,075	35	1,491	13.15	8 817
				Total ^{Note 2} :	63.03	40 481
2017-18 ^{Note 3}	Female	4,922	35	1,586	44.78	28 241
	Male	5,075	35	1,518	11.88	7 828
				Total ^{Note 2} :	56.66	36 070

Note 1: The sum of individual items may be slightly different from the total amount because of rounding.

Note 2: 1 trainee did not provide information on gender in the respective years.

Note 3: Figures were collected from completed courses as at end February 2018.

By age

Year	Age of Trainees	Maximum Amount (\$)	Minimum Amount (\$)	Average Amount (\$)	Total Amount (\$ million) ^{Note 1}	Intake of Trainees who Received the Allowance
2013-14	15 - 19	2,240	70	1,204	2.04	1 693
	20 - 29	3,384	35	1,177	6.31	5 359
	30 - 39	4,922	140	1,606	14.02	8 727
	40 - 49	4,922	77	1,610	17.58	10 920
	50 - 59	4,922	35	1,685	20.14	11 952
	60 or above	4,768	70	1,800	7.21	4 006
				Total:	67.29	42 657
2014-15	15 - 19	2,450	70	1,226	1.93	1 570
	20 - 29	4,153	35	1,192	5.67	4 752
	30 - 39	5,075	35	1,605	11.41	7 112

Year	Age of Trainees	Maximum Amount (\$)	Minimum Amount (\$)	Average Amount (\$)	Total Amount (\$ million) Note 1	Intake of Trainees who Received the Allowance
	40 - 49	4,922	35	1,611	15.45	9 593
	50 - 59	4,768	70	1,645	18.94	11 508
	60 or above	4,614	70	1,837	8.25	4 490
				Total:	61.64	39 025
2015-16	15 - 19	2,310	35	1,224	1.55	1 268
	20 - 29	4,153	70	1,190	5.07	4 260
	30 - 39	5,075	35	1,601	10.47	6 535
	40 - 49	4,306	35	1,613	14.20	8 805
	50 - 59	4,922	35	1,638	18.40	11 238
	60 or above	4,768	70	1,814	9.10	5 017
				Total:	58.80	37 123
2016-17	15 - 19	2,170	35	1,192	1.40	1 170
	20 - 29	2,450	35	1,158	4.93	4 257
	30 - 39	4,768	70	1,567	10.56	6 740
	40 - 49	4,768	35	1,608	15.60	9 699
	50 - 59	5,075	35	1,588	19.55	12 311
	60 or above	4,691	70	1,745	11.00	6 304
				Total:	63.03	40 481
2017-18 ^{Note 3}	15 - 19	2,100	175	1,204	1.15	952
	20 - 29	4,000	35	1,173	4.47	3 809
	30 - 39	5,075	105	1,577	9.29	5 889
	40 - 49	4,768	35	1,629	13.98	8 580
	50 - 59	4,768	35	1,567	16.57	10 577
	60 or above	5,000	490	1,789	11.21	6 263
				Total:	56.66	36 070

By district of residence

Year	District of Trainees' Residence	Maximum Amount (\$)	Minimum Amount (\$)	Average Amount (\$)	Total Amount (\$ million) Note 1	Intake of Trainees Received the Allowance
2013-14	Hong Kong	4,922	35	1,484	5.97	4 023
	Kowloon	4,922	70	1,563	22.33	14 287
	New Territories	4,922	35	1,603	38.11	23 768
	Islands and others	4,306	70	1,519	0.88	579
				Total:	67.29	42 657

Year	District of Trainees' Residence	Maximum Amount (\$)	Minimum Amount (\$)	Average Amount (\$)	Total Amount (\$ million) Note 1	Intake of Trainees Received the Allowance
2014-15	Hong Kong	4,306	210	1,484	5.42	3 649
	Kowloon	5,075	35	1,564	19.95	12 750
	New Territories	4,768	35	1,607	35.48	22 079
	Islands and others	4,153	35	1,458	0.80	547
				Total:	61.64	39 025
2015-16	Hong Kong	4,460	35	1,508	5.16	3 422
	Kowloon	5,075	35	1,570	18.97	12 084
	New Territories	4,691	35	1,607	33.79	21 037
	Islands and others	4,153	35	1,512	0.88	580
				Total:	58.80	37 123
2016-17	Hong Kong	4,153	35	1,478	5.68	3 840
	Kowloon	5,075	35	1,548	20.67	13 357
	New Territories	4,768	35	1,579	35.76	22 642
	Islands and others	4,153	35	1,443	0.93	642
				Total:	63.03	40 481
2017-18 ^{Note 3}	Hong Kong	4,614	490	1,477	4.87	3 295
	Kowloon	5,075	35	1,572	17.97	11 427
	New Territories	4,768	35	1,588	33.02	20 789
	Islands and others	3,845	455	1,455	0.81	559
				Total:	56.66	36 070

ERB does not maintain breakdown and statistics by “case nature” as mentioned in the question.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)217****(Question Serial No. 4829)**Head: (141) Government Secretariat: Labour and Welfare BureauSubhead (No. & title): ()Programme: (4) Manpower DevelopmentControlling Officer: Permanent Secretary for Labour and Welfare
(Ms CHANG King-yiu)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. (LegCo use): 5007)Reply:

The Employees Retraining Board (ERB) has offered dedicated courses for ethnic minorities covering vocational training for 10 industry categories (namely property management & security, electrical & mechanical services, construction & renovation, beauty therapy, hairdressing, social services, business, catering, hotel, and tourism), and language training including workplace Cantonese, workplace Putonghua, workplace Chinese (reading and writing), English, etc. The numbers of courses concerned and the number of enrolled trainees in the past 3 years (i.e. 2015-16 to 2017-18) were as follows –

Dedicated Courses for Ethnic Minorities	2015-16		2016-17		2017-18 ^{Note}	
	No. of Courses	No. of Enrolled Trainees	No. of Courses	No. of Enrolled Trainees	No. of Courses	No. of Enrolled Trainees
Vocational Training courses	17	120	22	130	20	140
Language Training Courses	8	150	9	110	11	140

Furthermore, ERB offers dedicated training courses for ethnic minorities on generic skills including the application of information technology, interpersonal skills 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.

Note: Estimated figures as at end February 2018.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)218****(Question Serial No. 4886)**Head: (141) Government Secretariat: Labour and Welfare BureauSubhead (No. & title): ()Programme: (4) Manpower DevelopmentControlling Officer: Permanent Secretary for Labour and Welfare
(Ms CHANG King-jiu)Director of Bureau: Secretary for Labour and WelfareQuestion:

Please provide a breakdown, by course type and nationality/race (e.g. Indonesians, Filipinos, Indians, Pakistanis, Nepalese, Japanese, Thais, Koreans, other Asians and Caucasians), of the number of ethnic minorities enrolled in courses organised by the Employees Retraining Board in each of the past 3 years.

Asked by: Hon CHEUNG Chiu-hung, Fernando (Member Question No. (LegCo use): 7012)Reply:

In the past 3 years (i.e. 2015-16 to 2017-18), 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	2015-16		2016-17		2017-18 ^{Note}	
	No. of Courses	No. of Enrolled Trainees	No. of Courses	No. of Enrolled Trainees	No. of Courses	No. of Enrolled Trainees
Placement-tied Courses	11	70	12	80	12	60
Non-placement-tied Courses	21	260	26	220	26	260
Total	32	330	38	300	38	320

ERB does not keep the breakdown on the nationality/race of ethnic minorities enrolled in the courses.

Note: Estimated figures as at end February 2018.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)219

(Question Serial No. 4331)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare
(Ms CHANG King-yiu)

Director of Bureau: Secretary for Labour and Welfare

Question:

- (1) Regarding the additional \$1.5 billion allocated by the Bureau earlier to the Continuing Education Fund (CEF), please provide a breakdown of the budget items and the respective expenditure required.
- (2) Regarding the additional \$8.5 billion newly allocated to the CEF as mentioned in the Budget, please provide a breakdown of the budget items and the respective expenditure required.
- (3) Please tabulate the number of CEF subsidy recipients, expenditure and administrative cost involved in the past 5 years.

Asked by: Hon KWOK Ka-ki (Member Question No. (LegCo use): 325)

Reply:

The information sought is provided as follows –

- (1) and (2) The 2018-19 Budget has announced that the Government would further inject an additional \$8.5 billion into Continuing Education Fund (CEF), on top of the \$1.5 billion injection announced in the 2017-18 Budget. It is estimated that upon the total injection of \$10 billion, CEF may continue to operate until mid-2026, and around 610 000 learners in total will benefit.

Subject to the progress of seeking the Finance Committee's approval for injection, we anticipate that the various enhancement measures will be implemented in early 2019. The injection will be used to meet the payment of subsidies and costs for administering CEF. To facilitate the implementation of enhancement measures and the processing of a large number of applications, the Office of CEF estimates that the number of staff required in 2019-20 and onwards is over 100 and the average administrative and related expenditure is about \$37 million per year.

- (3) The annual figures of recipients of approved CEF reimbursement and the relevant figures in the past 5 years (i.e. 2013-14 to 2017-18) are set out below –

	Year				
	2013-14	2014-15	2015-16	2016-17	2017-18 (as at 31 January 2018)
Number of recipients of approved CEF reimbursement	25 275	22 526	19 775	19 106	14 582
Total amount disbursed (\$ million)	196.3	175.3	157.5	152.9	116.1
Administrative cost (\$ million)	11.65	10.78	10.75	10.60	10.88

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)220****(Question Serial No. 4349)**Head: (141) Government Secretariat: Labour and Welfare BureauSubhead (No. & title):Programme: Not SpecifiedControlling Officer: Permanent Secretary for Labour and Welfare
(Ms CHANG King-yiu)Director of Bureau: Secretary for Labour and WelfareQuestion:

Would the Government inform this Committee of the post titles, annual salaries and scopes of work of the 10 highest paid individuals in the Employees Retraining Board in the past 3 years?

Asked by: Hon KWOK Ka-ki (Member Question No. (LegCo use): 350)Reply:

In the past 3 years (i.e. 2015-16 to 2017-18), the 10 highest paid executives in Employees Retraining Board (ERB) were at 3 ranks. There was no adjustment in their salary structures and scopes of work during the period. The information sought is tabulated as follows –

In Descending Order by Salary	Post Title/ Rank	Annual Salary ^{Note} (\$m)	Scope of Work
1	Executive Director	2.00 to 2.80	To lead the Executive Office of ERB in co-ordinating and overseeing the execution of powers and functions conferred to ERB under the Employees Retraining Ordinance, and to formulate policies and promote new courses and services according to ERB's decisions.

In Descending Order by Salary	Post Title/ Rank	Annual Salary ^{Note} (\$m)	Scope of Work
2-5	Deputy Executive Director	1.50 to 2.30	To lead their respective divisions under the areas of training services, business development and communications, quality assurance and corporate services in planning, implementing and monitoring the courses and services of ERB.
6-10	Senior Manager	About 0.86 to 1.13	To assist the Deputy Executive Directors of their respective divisions in executing ERB's policies as well as implementing and monitoring various courses and services.

Note : Salary structures approved by the relevant committee of ERB, include basic salary and cash allowance as well as items such as end-of-contract gratuity, performance-based variable pay and the 13th-month basic salary, etc. (if applicable).

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)221

(Question Serial No. 5807)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare
(Ms CHANG King-yiu)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in paragraph 128 of the Budget Speech that the Government will raise the subsidy of the Continuing Education Fund (CEF) to \$20,000.

I have received enquiries from members of the public. They had previously applied for the subsidy, and there was a balance of several thousand dollars in their respective accounts. However, they could no longer use the unspent balance as their validity periods expired. Please advise this Committee whether the public can apply and utilise the previously unspent balance after the Government's further injection into the CEF?

Asked by: Hon TSE Wai-chun, Paul (Member Question No. (LegCo use): 68)

Reply:

As announced in the 2018-19 Budget, members of the public who have opened a CEF account will benefit from the proposal of raising the subsidy ceiling. We propose, as a one-off discretionary arrangement, to allow re-activation of all closed accounts. These account holders can re-activate their accounts with the additional second subsidy of \$10,000 on top of the unused balance under the original subsidy of \$10,000 (if any).

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)222

(Question Serial No. 5808)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare
(Ms CHANG King-yiu)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in paragraph 128 of the Budget Speech that the scope of the Continuing Education Fund (CEF) will be expanded to include all courses in the Qualifications Register (QR). Some members of the public have relayed that a mere inclusion of the QR courses in the scope of the CEF is inadequate. Will the Government examine the feasibility of including interest courses at professional levels in the Reimbursable Course List of the CEF?

Asked by: Hon TSE Wai-chun, Paul (Member Question No. (LegCo use): 69)

Reply:

To ensure course quality, since 2008, all new courses seeking registration under Continuing Education Fund (CEF) are required to be recognised under the Qualifications Framework and registered in Qualifications Register (QR). This ensures that the courses have fulfilled the professional accreditation by the Hong Kong Council of Accreditation of Academic and Vocational Qualifications or a self-accrediting operator.

We have earlier proposed a series of enhancement measures, including expanding the scope of CEF courses to all eligible courses registered in QR^{Note}. There will be no more specified course domains under CEF, and courses on a wide spectrum of aspects or skills can be registered as CEF courses as long as they are registered under QR. The number of eligible courses will be increased from about 7 800 at present to at least about 11 800, which cover basically all the course areas as recommended by the findings of the consultancy study under the review of CEF conducted earlier. This will significantly increase the choices for learners.

Note: Excluding programmes funded by the University Grants Committee and provided by the Employees Retraining Board.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)223

(Question Serial No. 5122)

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:

It is mentioned in the Budget Speech that the Government will raise the subsidy ceiling of the Continuing Education Fund (CEF) to \$20,000 per applicant, extend the upper age limit for CEF applicants to 70, and lift the restrictions on the validity period and the number of claims. Please inform this Committee of the following:

- (i) a list of all the reimbursable courses under CEF in 2018-19 and the relevant institutions;
- (ii) the number of applicants who applied for the subsidy ceiling of \$10,000 under CEF in the past 3 years and their age distribution; and
- (iii) how will the Government publicize and promote application for CEF among the elderly people and which is the responsible department?

Asked by: Hon LAU Kwok-fan (Member Question No. (For LegCo use): 47)

Reply:

The information sought is set out as follows:

- (i) Currently, there are a total of about 7 800 courses on the Reimbursable Course List under the Continuing Education Fund (CEF) offered by about 300 course providers. The Office of the Continuing Education Fund (OCEF) will update the course list on a regular basis and upload it onto CEF website for public inspection free of charge-

<https://www.wfsfaa.gov.hk/cef/en/preparation/courses.htm>

- (ii) The numbers of closed CEF accounts reaching the subsidy ceiling of \$10,000 by age group in the past 3 years (i.e. from 2015-16 to 2017-18) are set out in table form as follows-

Age Group ^{Note 1}	Year		
	2015-16	2016-17	2017-18 (as at 31 January 2018)
18-29	7 447	6 698	5 105
30-39	2 516	2 470	1 738
40-49	1 314	1 249	926
50-65	804	709	549
Total	12 081	11 126	8 318

Note 1: At present, Hong Kong residents aged between 18 and 65 are eligible to apply for subsidies from CEF.

- (iii) OCEF promotes CEF through various channels such as publicity leaflets and the CEF website by specifying CEF course providers, application procedures and guidance notes, etc. so as to encourage members of the public to apply for CEF. In addition, CEF course providers have been playing an important role in promoting CEF and encouraging learners to apply for the CEF subsidy. Through these course providers and their publicity materials (e.g. newspapers, posters, publicity leaflets and websites, etc.), members of the public are kept informed of the operation of CEF. A series of enhancement measures were announced earlier, one of which is the relaxation of the upper age limit for CEF applicants from 65 to 70. Upon the approval of the funding injection, OCEF will step up its publicity programme to publicize and promote among the public (including elderly persons) the details of the enhancement measures and the application method for CEF.

- End -