

Panel on Manpower

List of follow-up actions
(position as at 12 April 2019)

Subject	Date of meeting	Follow-up action required	Administration's response
1. Progress of the implementation of the Mandatory Provident Fund ("MPF") System	18.1.2001	The Administration was requested to provide monthly progress reports on the implementation of the MPF System.	The progress reports for February and March 2019 were circulated vide LC Paper Nos. CB(2)994/18-19 and CB(2)1194/18-19 on 15 March 2019 and 11 April 2019 respectively.
2. Admission Scheme for Mainland Talents and Professionals ("the Scheme")	4.4.2003 (Joint meeting with the Panel on Security)	The Administration agreed to provide members with progress reports on the Scheme on a regular basis.	Progress report on the Scheme for the period from 1 April 2018 to 30 September 2018 was circulated vide LC Paper No. CB(2)256/18-19 on 14 November 2018.

Subject	Date of meeting	Follow-up action required	Administration's response
<p>3. Protection of non-skilled employees engaged by government service contractors ("GSCs")</p>	<p>15.1.2019</p>	<p>The Administration was requested to provide details of the revised Demerit Point System ("DPS"), taking into account the improvement measures to be implemented from April 2019 for enhancing the protection of the employment terms and conditions as well as labour benefits of non-skilled employees engaged by GSCs ("the improvement measures").</p>	<p>Response was circulated vide LC Paper No. CB(2)1110/18-19 on 28 March 2019.</p>
	<p>19.2.2019</p>	<p>The Administration was requested to provide responses to the views and concerns raised by members and deputations/individuals attending the meeting, including the following:</p> <ul style="list-style-type: none"> <li data-bbox="965 975 1738 1310">(a) extending the transitional arrangements for introducing the improvement measures to cover all existing government service contracts as well as provision of gratuity to non-skilled employees engaged by GSCs, especially those of the Leisure and Cultural Services Department, with less than one year's service on a pro-rata basis; <li data-bbox="965 1362 1738 1477">(b) shortening of proposed three-year service contracts to two years so as to tie in with the biennial adjustment cycle of statutory 	

Subject	Date of meeting	Follow-up action required	Administration's response
		<p>minimum wage;</p> <p>(c) whether the weighting of wage level in the marking scheme for tender assessment could be further adjusted;</p> <p>(d) stipulating clearly in the tender specifications and the Standard Employment Contract the contractual obligations in respect of wages, working hours and employment benefits of non-skilled employees engaged by GSCs, e.g. provision of paid meal break and calculation of reckonable years of service;</p> <p>(e) employees' occupational safety and health at work in relation to provision of suitable protective items/clothing/equipment and appropriate rest facilities and guidelines for work arrangement in times of hot and inclement weather; and</p> <p>(f) further expanding the scope of DPS to enhance the regulatory efforts on GSCs.</p>	

Subject	Date of meeting	Follow-up action required	Administration's response
<p>4. Employment services of the Labour Department</p>	<p>19.2.2019</p>	<p>The Administration was requested to provide the following:</p> <ul style="list-style-type: none"> (a) the respective numbers of placements secured under the Employment Programme for the Middle-aged/Employment Programme for the Elderly and Middle-aged ("EPEM") in two age groups (i.e. 40 to 59 and 60 or above) and the Work Orientation and Placement Scheme in the past five years, together with breakdowns by their education attainment, industry and occupation as well as the retention rate upon expiry of the relevant allowance period; (b) breakdown of the 168 job seekers aged 60 or above who had secured employment under EPEM from September to December 2018 by their education attainment, industry and occupation; and (c) tender specifications for engaging non-governmental organizations to provide employment services for ethnic minorities job seekers through a case management approach, when available. 	<p>Response awaited.</p>

Subject	Date of meeting	Follow-up action required	Administration's response
5. Raising penalties of occupational safety and health legislation	19.3.2019	The Administration was requested to provide information on the number of prosecutions taken out against employees for non-compliance with section 8 of the Occupational Safety and Health Ordinance (Cap. 509) and section 6B of the Factories and Industrial Undertakings Ordinance (Cap. 59) in the past years.	Response awaited.
6. Creating a Chief Labour Officer post in the Labour Department to take forward various measures to enhance statutory maternity leave ("ML")	19.3.2019	The Administration was requested to provide the following information: (a) any statistics on pregnancy discrimination against female employees who were engaged under fixed-term contracts; and (b) the gender and family implications of the statutory ML proposal.	Response awaited.