

立法會

Legislative Council

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Report of the Panel on Manpower for submission to the Legislative Council

Purpose

This report which is made in accordance with Rule 77(14) of the Rules of Procedure of the Legislative Council ("LegCo") gives an account of the work of the Panel on Manpower ("the Panel") during the 2018-2019 legislative session.

The Panel

2. The Panel was formed by a resolution passed by the Council on 8 July 1998 and as amended on 20 December 2000, 9 October 2002, 11 July 2007 and 2 July 2008 for the purpose of monitoring and examining Government policies and issues of public concern relating to labour and manpower planning matters. The terms of reference of the Panel are in **Appendix I**.

3. The Panel comprises 22 members in the 2018-2019 session. Dr Hon Fernando CHEUNG Chiu-hung and Hon HO Kai-ming were elected Chairman and Deputy Chairman of the Panel respectively. The membership list of the Panel is in **Appendix II**.

Major Work

Protection of employees' rights and benefits

Extension of statutory maternity leave

4. The Chief Executive ("CE") announced in the 2018 Policy Address that the Government had completed the review of the statutory maternity leave ("ML") and proposed to extend the statutory ML under the Employment Ordinance (Cap. 57) ("EO") from the current 10 weeks to 14 weeks. The Government would also fund the cost of the additional four-week ML pay by

way of reimbursement to employers. The Panel discussed with the Administration and invited views from deputations.

5. Members welcomed and supported in general the proposal to extend the statutory ML period. Members also expressed support for the Administration's staffing proposal to create one permanent post of Chief Labour Officer (D1) to take forward various new measures to enhance the statutory ML. Members urged the Administration to streamline and simplify the reimbursement procedures for making ML pay for the additional four weeks of ML to employers. Some members, however, expressed concern about the proposal to cap the Government funding support for the additional four-week ML pay at \$36,822, which was equivalent to four-fifths of the wages of an employee with a monthly wage of \$50,000 in four weeks. They considered that the proposed arrangement was unfair to higher-paid female employees and urged the Administration to critically consider lifting the cap. Some members called on the Administration to take this opportunity to review the rate of statutory ML pay given that the prevailing statutory ML pay rate had remained unchanged since its last revision in 1995.

6. The Administration advised that the ML proposal was a major and unprecedented change to the existing employment benefits regime as public money would be used to subsidize employers in providing employment benefits to their employees as required under EO on a perpetual basis. To uphold the principle of prudent use of public money, the reimbursable amount to employers of the extra ML pay should be set at a reasonable level. Members' attention was also drawn to the fact that employees with a monthly wage of \$50,000 or below accounted for about 95% of female employees in Hong Kong. The Administration therefore proposed that there would be a cap for the additional four weeks' ML pay which was considered reasonable.

7. Noting that Government female employees would be entitled to 14 weeks of ML immediately after the announcement of the CE's 2018 Policy Address in October 2018, members called on the Administration to expedite the introduction of relevant legislative proposals to benefit all female employees. The Administration assured members that it aimed at introducing a bill to amend EO into LegCo in late 2019 and would strive for completing the relevant legislative process as early as practicable.

The enhanced arrangements for abolishing the "offsetting"

8. The abolition of the "offsetting" arrangement under the Mandatory Provident Fund ("MPF") System has been an issue of major concern to the Panel. In the last session, members were briefed on the Administration's preliminary proposals to, among others, require employers each to set up a designated saving account and contribute 1% of their employees' monthly

income to the account until reaching 15% of the employees' annual income for payment of severance payment ("SP")/long service payment ("LSP"); and to provide a two-tier Government subsidy up to 12 years to help share employers' expenses on SP/LSP within the 12-year transitional period. It was subsequently announced in the CE's 2018 Policy Address that the Government would extend the period of the second-tier subsidy from 12 years to 25 years.

9. When the Panel was briefed on the latest proposals in November 2018, interested parties were also invited to give views on the subject. Some members and deputations were pleased to note that the Government had acceded to the business sector's strong requests and increase the financial commitment to the two-tier subsidy scheme. However, some of these members remained concerned that the time-limited Government subsidy would still be insufficient for employers, in particular the micro-sized enterprises to discharge their full SP/LSP liabilities. There was a view that LSP should be abolished after the implementation of the abolition of the "offsetting" arrangement, lest employers would have to pay twice for their employees' employment benefits and retirement protection.

10. Some other members, however, shared the views of deputations from the labour sector and considered that it would be unfair to those employees with long years of service if employers would be allowed to continue to use their MPF contributions made after the effective date of abolition ("Effective Date") to offset the pre-effective date SP/LSP. There was also a view that any SP/LSP payable for the employment period up to the Effective Date should be calculated on the basis of the last monthly wages at the time of dismissal if the dismissal took place after the Effective Date, as opposed to the monthly wages as at the Effective Date under the latest proposals. All in all, these members generally raised no objection to the enhanced arrangements for abolishing the "offsetting" and strongly called on the Administration to take forward the proposals and expedite the relevant legislative process.

11. Members were advised that the implementation of the abolition proposals would necessitate highly complicated and controversial amendments of various pieces of legislation, as well as formulation of meticulous implementation arrangements for taking forward the proposals. Taking into account the complexities of the legislative amendments involved, the Administration would strive to introduce the enabling bill into LegCo with a view to securing its passage by 2022. The target was to implement the abolition two years after the passage of the enabling legislation.

Enhancing protection for non-skilled employees of government service contractors

12. In the last session, the Panel passed four motions urging the Administration to, inter alia, review the tender assessment mechanism, review the content of standard employment contract ("SEC") to enhance the employment benefits of non-skilled employees engaged by government service contractors ("GSCs"), and increase the deterrence of the demerit points system for GSCs. The Administration subsequently advised that, as announced in the CE's 2018 Policy Address, it would implement improvement measures 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. Notably, it proposed to increase the technical weighting and weighting of wage level in the marking schemes of tender evaluation and provide contractual gratuity to non-skilled employees engaged by GSCs. The Panel discussed the improvement measures and related issues at three meetings and received views from deputations at two of these meetings.

13. While welcoming the implementation of the proposed improvement measures, most members were remained of concern that the proposed improvement measures would only be applicable to service contracts tendered from 1 April 2019 onwards. They strongly urged the Administration to critically consider extending the applicability of the improvement measures to all the existing contracts. These members also expressed concern about the actual wage increase of the employees concerned after implementation of the improvement measures. To encourage tenderers to offer higher wages for the outsourced workers, these members called on the Administration to further increase the overall weighting for wage level as an assessment criterion in the marking schemes. For instance, no technical mark should be accorded to those tenders offering the statutory minimum wage ("SMW") rate. There was a view that the Administration should increase the weighting of working hours in the tender assessment so as to improve the long working hours situation of non-skilled employees of GSCs. Some other members, however, expressed concern that increasing the weighting of wage level in the marking scheme for tender evaluation for government service contracts would unavoidably lead to wage upward adjustments in the service sector across the board. They cautioned that the additional wage cost would eventually be transferred to the service users.

14. Members were advised that in addition to wage level, other consideration factors such as innovation and job security would also be taken into account in the tender assessment. In the circumstances, the Administration did not see much room for further increasing the relative weighting of wage level as an assessment criterion in the technical assessment of government service contracts. Nonetheless, it was believed that the proposed increase in the technical

weighting and weighting of wage level and other improvement measures would bring about higher wages for workers engaged by GSCs and better protect their employment rights and benefits. The Administration further advised that it had conducted the relevant cost impact assessment for implementing the improvement measures. Notably, the proposal would incur a 6% increase in the wage bill or 4% to 5% increase in the overall cost of the service contracts.

15. The Panel passed four motions urging the Administration to, among others, further enhance the protection of non-skilled employees engaged by GSCs in relation to the wage level, leave arrangements and wage calculation in times of typhoons and inclusion of paid meal breaks in the working hours, as well as extend the improvement measures to existing contracts. Having considered members' views, the Administration subsequently announced on 18 January 2019 that to enable more non-skilled workers to benefit from the improvement measures, it would put in place transitional arrangements such that the improvement measures would be applicable to service contracts at tendering stage or already awarded during the period between the announcement of the new measures in the Policy Address on 10 October 2018 and 31 March 2019.

16. Most members reiterated their requests for extending the applicability of the improvement measures to all the existing contracts. They called on the Administration to further advance the commencement date of the transitional period so as to benefit most of the non-skilled workers. The Administration explained that it was imperative to set a clear commencement date for policy implementation. Having regard to the retrospectivity of the transitional arrangements, the procuring departments had to, in line with the spirit of the contract, seek the relevant GSCs' consent before amending the terms of awarded contracts. Procuring departments would, as far as circumstances permitted, postpone tendering, extend the tender closing date or shorten the contract period to allow a re-tendering exercise with a view to incorporating the new terms in contracts or negotiate with the relevant GSCs to vary the contracts already awarded under the old terms, so that the non-skilled workers concerned could benefit from the improvement measures. It was stressed that for non-skilled workers engaged under the contracts awarded prior to 10 October 2018 under the old terms, they would benefit from the improvement measures eventually when those contracts were to be retendered. Therefore, the new measures would benefit all non-skilled workers ultimately.

17. In the light of the allocation of additional resources of about \$600 million to commence refurbishment or facelifting works for about 240 public toilets managed by the Food and Environmental Hygiene Department ("FEHD") by phases from 2019 to 2024 as promulgated in the 2019-2020 Budget, members deliberated on the employment terms and conditions as well as working arrangements for government outsourced toilet attendants providing services in public toilets. Members called on the Administration to improve the

employment benefits of these workers, including requiring GSCs to provide paid meal breaks and improve facilities in attendant rooms of public toilets. Members also urged the Administration to enhance the monitoring of GSCs to ensure that the latter had provided their employees with suitable and adequate uniforms, tools and equipment as well as proper work environment and facilities. The Panel passed two motions urging the Administration to, among others, further enhance its outsourcing system in various aspects and require GSCs providing public toilet cleansing services to provide employees with paid meal breaks and proper working environment.

18. The Administration responded that the improvement measures for non-skilled workers engaged by GSCs as announced in the CE's 2018 Policy Address were applicable to those workers engaged under FEHD's service contracts. Under the cleansing services contracts of FEHD, contractors were required to provide their employees with suitable and adequate equipment as well as proper work environment and facilities. Depending on the duration of work shifts, a meal break or refreshment breaks would be stipulated in the employment contracts of toilet attendants as appropriate. FEHD was reviewing facilities in the attendant rooms of public toilets and would make improvement if circumstances permitted. Specifically, FEHD would make available attendant rooms and improve facilities for toilet attendants in new public toilets or when public toilets were refurbished.

Foreign domestic helpers' access to healthcare services

19. Given that there were some 390 000 foreign domestic helpers ("FDHs") in Hong Kong, there was a strong call that the Administration should safeguard the employment rights and benefits of FDHs. In this session, the Panel examined the access to healthcare services by FDHs working in Hong Kong. It was stipulated in SEC for FDHs that in the event that an FDH was ill or suffered personal injury during the period of employment (except for the period during which the FDH left Hong Kong of his/her own volition and for his/her own personal purposes), irrespective of whether it was attributable to his/her employment, the employer should provide free medical treatment to the FDH. The employer might decide whether to provide the FDH with public or private healthcare services, and there was no regulation in SEC in this respect. Given that SEC did not set a ceiling on the amount of medical expenses to be borne by the employer, members suggested that the Administration should consider requiring FDH employers to take out medical insurance policies for meeting their FDHs' necessary medical expenses during the employment period. Some members noted with concern that some FDHs, who were allowed to stay in Hong Kong for various reasons after termination of their employment contracts, would normally not be eligible for the rates of charges applicable to eligible persons ("EPs") when receiving public healthcare services. They urged the Administration to review such arrangements.

20. Members were advised that FDHs enjoyed the same employment protection as local employees. The Administration further advised that the provision of public healthcare services was primarily prioritized to meet the needs of EPs. Charges for non-eligible persons would apply for an FDH who had no valid Hong Kong resident status. If FDHs, who were EPs, could not afford medical expenses at public clinics or hospitals, they could apply to the Hospital Authority for medical fee waiver. The Administration assured members that non-eligible persons would under no circumstances be denied from emergency treatment in the public healthcare system.

Wage level and working hours issues

21. Prior to the new SMW rate of \$37.5 coming into effect from 1 May 2019, the Panel discussed with the Administration the preparatory work for the implementation of the new SMW rate. Members called on the Administration to step up its publicity work to facilitate employers and employees in understanding their respective obligations and entitlements under the SMW regime. They also appealed to the Administration to take appropriate enforcement actions to ensure employers' compliance with the Minimum Wage Ordinance (Cap. 608) ("MWO"). Members were advised that the Labour Department ("LD") adopted a multi-pronged strategy to ensure compliance with MWO. Specifically, LD conducted in 2018 some 44 000 workplace inspections of various establishments to check employers' compliance with labour laws, including MWO, as well as mounted targeted enforcement campaigns for low-paying sectors to ensure compliance with MWO. The Administration assured members that the overall state of employers' compliance with MWO had thus far been satisfactory.

22. According to the Administration, the findings of the Annual Earnings and Hours Survey ("AEHS"), which was conducted by the Census and Statistics Department ("C&SD") to collect wage, employment and demographic information of employees, provided useful information for studies on labour-related topics by the private sector, non-governmental organizations ("NGOs") and the Government. When the Panel was briefed on the major findings in the 2018 AEHS Report, some members expressed concern that working hours statistics in the AEHS Report covered working hours and overtime hours worked at the direction of employers only. They called on the Administration to improve the data collection methodology and collect working hours statistics from employees so as to have comprehensive information on the long working hours situation in various trades and industries.

23. The Administration advised that the working hours statistics published in the reports of AEHS followed the definition of hours worked under MWO and thus covered contractual/agreed working hours and overtime hours worked

at the direction of employers, regardless of whether there was compensation for the overtime hours worked in terms of overtime pay or time-off in lieu. Overtime hours not worked with the agreement or at the direction of employers, for which records or data were not available from the employers, were not included. The Administration further advised that working hours statistics were obtained from employees under the General Household Surveys conducted by C&SD.

Legislative proposal to revise employment-related compensation levels

24. According to the established mechanism, the levels of compensation under the Employees' Compensation Ordinance (Cap. 282), the Pneumoconiosis and Mesothelioma (Compensation) Ordinance (Cap. 360) ("PMCO") and the Occupational Deafness (Compensation) Ordinance (Cap. 469) ("the three Ordinances") were adjusted every two years where appropriate. When the Panel was consulted on the Administration's latest proposal to increase the amounts of a total of 18 compensation items under the three Ordinances in this session, members were pleased to note that the Administration had acceded to members' repeated requests to expand the list of medical appliances under PMCO to cover breathing apparatus and sputum suction device. Some members, however, were concerned that the biennial adjustment of the levels of compensation under the three Ordinances lagged behind the actual economic situation and hence caused financial hardship to the eligible claimants. They urged the Administration to review the levels of compensation on an annual basis so as to ensure that the payments of statutory compensation and other benefits to eligible claimants could catch up with the inflation. Some members also requested the Administration to review the scope of PMCO to include medical expenses on receiving mesothelioma treatment in the private healthcare system.

25. The Administration explained that in view of the time required for the collation of latest economic data, consultation with relevant stakeholders and undergoing the legislative process, the biennial adjustment cycle was considered appropriate. The Administration further advised that apart from making upward adjustments to the amounts of most compensation items with reference to the established economic indicators, special adjustments had also been proposed to the amounts of certain compensation items having regard to the actual needs of the eligible claimants and the latest figures available in the current proposals.

26. With the support of the Panel, the three proposed resolutions which sought to increase the amounts of a total of 18 compensation items under the three Ordinances and to expand the list of medical appliances under PMCO were approved by LegCo at the Council meeting of 3 April 2019 and took effect from 26 April 2019.

Employment support services

27. The Panel continued to follow up with the Administration on the latest employment support services for job seekers with employment difficulties, in particular ethnic minorities ("EMs"), the elderly and persons with disabilities. Expressing concern about the relatively high unemployment rate of EM job seekers, members had time and again called on the Administration to draw up specific measures to address the employment difficulties of EM job seekers, such as language barrier and cultural difference. The Administration advised that in addition to LD's general employment services and facilities, special counters and resource corners were set up in all the LD's job centres to provide personalized job referral service and employment information for EM job seekers. Moreover, employment assistants who were conversant with EM languages and cultures had partnered with experienced employment officers in providing personalized employment services for EM job seekers, such as identifying suitable vacancies in the job market for EM job seekers. Members were further advised that LD would launch a pilot programme in mid-2020 in conjunction with NGOs to strengthen the employment support for EM job seekers through a case management approach so as to utilize NGOs' community network, expertise in case management and experiences in serving EMs.

28. In the light of an ageing population and shrinking labour force, members generally considered that the Administration should take more proactive measures to encourage and support the employment of elderly and middle-aged job seekers. Members called on the Administration to review the effectiveness of the Elderly and Middle-aged ("EPEM"), which aimed to assist the middle-aged and elderly job seekers in securing employment by offering subsidy to employers, in the light of retention rate of participants after expiry of the allowance period. Moreover, having regard to the fact that the eligible age for elderly Comprehensive Social Security Assistance ("CSSA") had been raised from 60 to 65 from February 2019, members were concerned about the employment support for low-skilled elderly job seekers, in particular those aged 60 to 64, who might have been forced to re-enter the labour market after they became ineligible for CSSA. Members were advised that taking into account the elderly job seekers' preference to take up part-time jobs, LD had been organizing district-based job fairs on part-time employment to meet their needs. LD had also established a dedicated webpage for elderly job seekers to facilitate their access to updated employment information and search for suitable full-time or part-time job vacancies. The Administration further advised that LD would continue to implement various measures including EPEM to encourage employers to hire elderly job seekers.

29. To encourage employers to hire job seekers with disabilities and assist the latter in settling in new posts, LD implemented the Work Orientation and

Placement Scheme ("WOPS") under which employers would be granted an allowance during the initial two months of employment of persons with disabilities, i.e. the work adaptation period. Members generally supported the Administration's efforts in promoting the employment of persons with disabilities, but raised concern on whether WOPS could enable the participants to secure employment after the expiry of the work adaptation period. Members called on the Administration to review the effectiveness of providing financial incentives to employers under WOPS in the light of the retention rate of WOPS. The Administration advised that there were about 38% of WOPS placements secured in which persons with disabilities still remained in the same post after the eighth month of their employment. To further encourage employers to offer employment opportunities to job seekers with disabilities, the Administration had extended the work adaptation period during which employers were granted an allowance from two months to three months.

Promoting family-friendly culture in employment

30. The Panel received an update on LD's work progress in promoting good human resource management ("GHRM") culture and family-friendly employment practices ("FFEPs"). Acknowledging the Administration's efforts in promoting FFEPs, some members expressed reservations about the effectiveness of adoption of FFEPs by employers on their own accord. They considered that FFEPs could only be cultivated through legislative means and called on the Administration to play a more proactive role in introducing labour legislation on family-friendly initiatives, such as legislating for standard working hours.

31. Members welcomed the launch of the Good Employer Charter ("the Charter") by LD in December 2017 to encourage employers of various trades and scale to adopt employee-oriented and progressive GHRM. Members, however, noted with concern that only some 540 employer organizations had thus far joined the Charter as signatories. Members generally considered that the response was far from satisfactory and urged the Administration to step up its publicity work on enhancing public understanding on the merits of adopting GHRM and FFEPs at workplaces and encourage employers to enroll in the Charter.

32. The Administration advised that the coverage of GHRM was extensive. While the operating conditions were diverse among industries and enterprises, the family situations and preferences of individual employees also varied. It was therefore not appropriate to introduce labour legislation for specific FFEP initiatives. The Administration would continue to actively promote GHRM culture and practices through various means and encourage employers to adopt progressive and practicable GHRM policy and FFEPs that were suitable for enterprises, having regard to their individual circumstances such as business

characteristics and scale of enterprises as well as the needs of their employees.

Occupational safety performance

33. Of equal concern to members in the session was the occupational safety of employees at workplace. The Panel discussed with the Administration its strategies of inspection and enforcement, publicity and promotion, as well as education and training on reducing risks at work and preventing recurrence of work accidents. Noting that the construction industry recorded the highest number of fatalities and accident rate among all industries, members took a strong view that the Administration should conduct investigation into the causes of the fatal accidents as well as draw up preventive measures and take specific enforcement actions against unsafe work practice to ensure the occupational safety of construction workers. Members were also concerned about the preventive measures adopted by the Administration to reduce risks associated with working at height. The Administration advised that under the occupational safety and health ("OSH") legislation, employers were required to provide employees with safe working platform, sufficient personal protective equipment and guidance for working at height, especially when undertaking maintenance of the external walls of buildings. This apart, LD would enhance construction workers' awareness of occupational safety and launched the revamped training courses to enhance their knowledge of common risks, particularly the risk of fall from height, and their ability to eliminate these risks.

34. Members were pleased to note that in response to members' repeated requests, LD had promulgated the Guidance Notes on Standing at Work and Service Counter Design ("GN") in December 2018 to prevent health hazards of employees arising from prolonged standing at work. Given that GN was not legally binding, some members took the view that the Administration should consider introducing legislative proposal to address the situation if GN was proven ineffective. The Administration advised that under the general duty ("GD") provisions in the Occupational Safety and Health Ordinance (Cap. 509) ("OSHO"), an employer was required to provide a safe working environment to his employees. By making reference to GN, LD would take enforcement action and take out prosecution against prolonged standing at work under OSHO subject to sufficient evidence. Following the promulgation of GN, LD had been stepping up the relevant publicity, inspection and enforcement efforts.

35. Given that the construction industry topped all the industries in terms of the number of industrial fatalities and accident rate, members had time and again urged the Administration to impose heavier penalty on non-compliance with the OSH legislation in order to strengthen the deterrent effect of the penalties and improve the overall OSH performance. In the last session, the Panel gave views on the broad directions proposed by LD to raise the penalties of OSH legislation. Following up its work in this session, the Panel was

updated on the Administration's preliminary proposed amendments to, among others, increase the maximum fine of the GD provisions in the OSH legislation to \$6 million or 10% of the turnover of the convicted company, whichever was the greater. Noting that no employer who was convicted of violating the OSH legislation had so far been sentenced with immediate imprisonment term, most members urged the Administration to expedite the introduction of the relevant legislative proposals to increase the deterrent effect. Some other members, however, took a strong view that the proposed maximum fine levels of contravening the GD provisions in the OSH legislation were too drastic. They considered that the legislative proposals, if enacted, would seriously affect the operation of small and medium enterprises and the business environment.

36. The Administration advised that comparing to the penalties of the OSH legislation in other advanced countries/regions, the penalties of the OSH legislation in Hong Kong, which had not been revised for over 20 years, were on the low side. To strengthen the deterrent effect of the penalties, LD had been making efforts to assist the courts to determine appropriate sentences, in particular to impose higher penalties on duty holders for serious cases. Although the amount of fines imposed by the court had on the whole increased slightly in recent years, the actual penalties were still on the low side and did not have sufficient deterrent effect to propel the improvement of OSH performance. While respecting the independence of the Judiciary, the Administration believed that the Judiciary would accordingly impose heavier penalties on OSH offences following the enactment of the relevant legislative proposals. According to the Administration, the proposal of amending the penalty levels for breaching the GD provisions in the OSH legislation would only be applicable to extremely serious cases of extremely high culpability or serious negligence which led to serious consequences. It was consulting relevant stakeholders on the legislative proposals. Subject to the stakeholders' views and progress of law drafting, the Administration expected to finalize the legislative amendments within the term of the current Government.

Manpower projection

37. The Administration has been conducting, at the macro level, periodic manpower projection exercises with a view to assessing the broad trends of Hong Kong's future manpower supply and requirements for the medium term. The Administration reported to the Panel on the key findings of the Manpower Projection to 2027 in May 2019. Members noted with concern that the overall labour force participation was expected to fall from 59.1% in 2017 to 54.9% in 2027 and there would be an overall manpower shortfall of 169 700 by 2027. Some members were concerned about the recruitment difficulties in various trades and industries, in particular the catering and retail sectors and the construction industry. To tackle the projected manpower shortage problem, these members urged the Administration to seriously consider expanding the

Supplementary Labour Scheme to bring in more appropriate workforce from outside Hong Kong. Some other members, however, were concerned about the accuracy of the projected manpower requirements for various sectors and industries.

38. The Administration advised that in making the projected manpower requirements up to 2027 for specific economic sectors and industries, a two-pronged approach was adopted. It comprised quantitative projections of manpower requirements and supply for the projection period based on historical data, as well as qualitative and quantitative analyses of data gathered from surveys and consultations on the future growth in manpower requirements with the business, academics and trade associations. Scenario studies had been conducted to assess the effect of economic fluctuations and cycles on the projections. In line with Hong Kong's continued transformation to a knowledge-based and high value-added economy with focuses on innovation, professionalism and adoption of automation and technology in business processes, it was projected that the manpower requirements for employees with higher education qualifications would increase and those with lower qualifications would shrink during the projection period. That said, since it was not possible to identify in the manpower supply projection the sector in which people would take up a job after completing their relevant education, the projection could not analyze whether there would be any deficit or surplus in the manpower of specific industries. Nonetheless, the manpower requirement projection equipped bureaux and departments overseeing the respective industries with a useful planning tool to facilitate them in the consideration of the need for further studies in specific areas, as well as the formulation of appropriate measures to provide for sufficient human resources for various industries.

Meetings held

39. During the period between October 2018 and July 2019, the Panel held a total of 10 meetings.

Legislative Council

Panel on Manpower

Terms of Reference

1. To monitor and examine Government policies and issues of public concern relating to labour, manpower planning, vocational training and education, and qualifications framework.
2. To provide a forum for the exchange and dissemination of views on the above policy matters.
3. To receive briefings and to formulate views on any major legislative or financial proposals in respect of the above policy areas prior to their formal introduction to the Council or Finance Committee.
4. To monitor and examine, to the extent it considers necessary, the above policy matters referred to it by a member of the Panel or by the House Committee.
5. To make reports to the Council or to the House Committee as required by the Rules of Procedure.

Panel on Manpower

Membership list for the 2018-2019 session*

Chairman Dr Hon Fernando CHEUNG Chiu-hung

Deputy Chairman Hon HO Kai-ming

Members Hon LEUNG Yiu-chung
Hon Starry LEE Wai-king, SBS, JP
Hon WONG Kwok-kin, SBS, JP
Hon Frankie YICK Chi-ming, SBS, JP
Hon YIU Si-wing, BBS
Dr Hon KWOK Ka-ki
Hon KWOK Wai-keung, JP
Hon POON Siu-ping, BBS, MH
Dr Hon CHIANG Lai-wan, SBS, JP
Hon CHUNG Kwok-pan
Hon Andrew WAN Siu-kin
Hon CHU Hoi-dick
Hon Jimmy NG Wing-ka, BBS, JP
Hon SHIU Ka-fai, JP
Hon SHIU Ka-chun
Dr Hon Pierre CHAN
Hon LUK Chung-hung, JP
Hon Jeremy TAM Man-ho
Hon AU Nok-hin
Hon Vincent CHENG Wing-shun, MH, JP

(Total : 22 members)

Clerk Miss Betty MA

Legal adviser Mr Alvin CHUI

* Changes in membership are shown in Annex.

Panel on Manpower**Changes in membership**

Member	Relevant date
Hon Martin LIAO Cheung-kong , GBS, JP	Up to 14 October 2018
Hon Holden CHOW Ho-ding	Up to 14 October 2018
Hon Wilson OR Chong-shing, MH	Up to 14 October 2018
Hon CHAN Chun-ying, JP	Up to 14 October 2018
Hon CHAN Hak-kan, BBS, JP	Up to 15 October 2018
Hon CHAN Kin-por, GBS, JP	Up to 15 October 2018
Hon Mrs Regina IP LAU Suk-ye, GBS, JP	Up to 15 October 2018
Hon Steven HO Chun-yin, BBS	Up to 15 October 2018
Hon CHAN Han-pan, BBS, JP	Up to 15 October 2018
Hon LEUNG Che-cheung, SBS, MH, JP	Up to 15 October 2018
Hon Alice MAK Mei-kuen, BBS, JP	Up to 15 October 2018
Hon Christopher CHEUNG Wah-fung, SBS, JP	Up to 15 October 2018
Hon YUNG Hoi-yan, JP	Up to 15 October 2018
Hon Tony TSE Wai-chuen, BBS	Up to 15 October 2018
Dr Hon Elizabeth QUAT, BBS, JP	Up to 17 October 2018
Hon Kenneth LAU Ip-keung, BBS, MH, JP	Up to 6 December 2018