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Replies to initial written questions raised by Finance Committee Members in examining the Estimates of Expenditure 2020-21

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. 2427)

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 Protection of Wages on Insolvency Fund (PWIF) is administered by the Labour Department (LD). Please set out in table form the balance of PWIF and the amount of payment made in the past 3 years with breakdowns by industry and 4 ex gratia payment items. The economy is suffering a setback due to the impact of the epidemic. Has the Government assessed whether there will be an increasing demand on the Fund in future? What are the estimated expenditure and manpower involved? Will there be any pressure on the Fund?

Asked by: Hon CHAN Han-pan (LegCo internal reference no.: 26)

Reply:

The annual surplus of PWIF from 2017-18 to 2019-20 is set out at Annex 1. The amount of payment made under PWIF from 2017 to 2019, with breakdowns by industry and ex gratia payment item, are set out at Annex 2 and Annex 3 respectively.

The number of PWIF applications has always been closely related to economic changes. If necessary, LD will arrange internal deployment and increase manpower to handle the possible rise in the number of applications. At present, PWIF is in a healthy financial position with an accumulated surplus of \$5,798.2 million as at the end of January 2020. LD and the PWIF Board will closely monitor the financial position of PWIF to ensure that it has sufficient funds to cope with the possible increase in the number of applications.

Annual surplus of PWIF from 2017-18 to 2019-20

Year	Surplus (\$million)
2017-18	434.1
2018-19	413.2
2019-20	360.3*

* Figure as at January 2020

**Amount of payment made under PWIF from 2017 to 2019
with a breakdown by industry**

Year	Industry	Amount of payment (\$million)
2017	Sports and other entertainment activities	16.9
	Retail trade	14.2
	Import/export trade	10.8
	Others	37.7
	Total	79.6
2018	Food and beverage service activities	11.7
	Retail trade	7.6
	Construction	5.2
	Others	26.5
	Total	51.0
2019	Construction	35.8
	Retail trade	10.9
	Food and beverage service activities	9.0
	Others	27.4
	Total	83.1

**Amount of payment made under PWIF from 2017 to 2019
with a breakdown by ex gratia payment item**

Year	Ex gratia payment item	Amount of payment (\$million)
2017	Wages	41.33
	Wages in lieu of notice	20.48
	Severance payment	12.08
	Pay for untaken annual leave and/or untaken statutory holidays	5.70

Year	Ex gratia payment item	Amount of payment (\$million)
2018	Wages	28.25
	Wages in lieu of notice	12.19
	Severance payment	7.38
	Pay for untaken annual leave and/or untaken statutory holidays	3.15

Year	Ex gratia payment item	Amount of payment (\$million)
2019	Wages	49.52
	Wages in lieu of notice	18.70
	Severance payment	9.98
	Pay for untaken annual leave and/or untaken statutory holidays	4.94

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CONTROLLING OFFICER'S REPLY

LWB(L)002

(Question Serial No. 1044)

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:

It is stated in Programme (3) that the Labour Department (LD) is drawing up details and preparing for the launch of a pilot rehabilitation programme for construction industry employees injured at work. In this connection, would the Government advise this Committee of the progress and expected launch date of the programme? Moreover, the Rehabilitation Empowerment Programme was launched in 2011 by the Hong Kong Federation of Insurers in co-operation with the Chinese University of Hong Kong. Considerable experiences and research results have been obtained since then. Will the Government make reference to the results and experiences when drawing up details of the above pilot programme?

Asked by: Hon CHAN Kin-por (LegCo internal reference no.: 26)

Reply:

The Chief Executive announced in the 2019 Policy Address the Government's proposal to introduce a three-year pilot rehabilitation programme for employees injured at work (Pilot Programme) targeting construction industry employees injured at work. A case management approach will be adopted to provide private out-patient rehabilitation treatment services for the participating employees injured at work in a timely and well co-ordinated manner to facilitate their early recovery and return to work. The Government also proposed to commission the Occupational Safety and Health Council to administer the Pilot Programme through legislative amendments.

LD has consulted the Labour Advisory Board, the Legislative Council (LegCo) Panel on Manpower and other relevant stakeholders (including rehabilitation professional bodies, relevant employer and employee groups, etc.) on the design and proposed mechanics of the Pilot Programme. LD will take into account the views of stakeholders in drawing up details of the Pilot Programme. LD has also made reference to different modes of referral and rehabilitation for work injury cases, including the Multidisciplinary Orthopaedics Rehabilitation Empowerment Programme (MORE Programme) run by the Department of

Orthopaedics and Traumatology of the Chinese University of Hong Kong under the sponsorship of the Hong Kong Federation of Insurers since 2011. The MORE Programme promotes early recovery of the participating employees injured at work and increases their chance of returning to work through elements such as early referrals and rehabilitation interventions, multi-disciplinary rehabilitation treatment programmes led and co-ordinated by orthopaedics specialists and a case management approach. The Pilot Programme being prepared by LD also contains these elements.

Upon completion of the above consultation, LD has immediately embarked on drafting the legislative amendments, with the aim of introducing a bill to amend the Occupational Safety and Health Council Ordinance into LegCo in the 2020-2021 legislative session. Subject to the progress of the legislative amendment exercise and the time required for concrete preparatory work, LD envisages launching the Pilot Programme in 2022.

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CONTROLLING OFFICER'S REPLY

LWB(L)003

(Question Serial No. 1364)

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 Selective Placement Division (SPD) of the Labour Department (LD) provides employment services for job seekers with disabilities fit for open employment. Please provide in table form the situation in each of the past 3 years:

- (a) How many persons with disabilities secured employment under this scheme?
- (b) How many establishments participated in the Work Orientation and Placement Scheme (WOPS) to engage persons with disabilities? What is the average amount of allowance granted to these establishments?
- (c) What were the types of work and ranks in which persons with disabilities were engaged?
- (d) Apart from WOPS, will additional support schemes be considered for job seekers with disabilities? If yes, what are the details of the scheme?

Asked by: Hon CHENG Wing-shun, Vincent (LegCo internal reference no.: 1)

Reply:

The information sought is provided as follows:

- (a) SPD of LD provides employment services for job seekers with disabilities fit for open employment. It implements WOPS which encourages employers, through the provision of an allowance, to engage persons with disabilities and provide them with coaching and support so as to enhance their employability. In 2017, 2018 and 2019, there were respectively 802, 796 and 942 placements recorded under WOPS.
- (b) In 2017, 2018 and 2019, there were respectively 391, 379 and 395 establishments which participated in WOPS to engage persons with disabilities. LD does not keep

the average amount of allowance granted to the participating establishments each year. In the above 3 years, the average amounts of allowance granted by LD for each placement were \$16,347, \$13,593 and \$15,776 respectively.

- (c) A breakdown of the placements recorded under WOPS in 2017, 2018 and 2019 by occupation of persons with disabilities is at the Annex.
- (d) In addition to WOPS, LD also implements other measures to promote the employment of persons with disabilities. LD will launch a pilot scheme in the second half of 2020 to encourage persons with disabilities, through the provision of a retention allowance, to overcome challenges in their new jobs and gradually accumulate experience, master job skills and build up confidence, thereby stabilising employment. Persons with disabilities engaged through LD's referral will be offered a retention allowance of \$3,000 under the scheme if they stay in the job for 3 months. Thereafter, the employee will receive an additional allowance of \$1,000 for each ensuing month if he/she stays in the job. The maximum payment period is 9 months.

Moreover, LD has engaged a welfare organisation since September 2016 to offer professional psychological and emotional counselling to needy job seekers with disabilities registered with SPD. The counselling service is provided by registered social workers of the welfare organisation and serves to alleviate the emotional problems of job seekers with disabilities arising from the state of their disabilities or personal or family matters, so as to help them concentrate on job search and settle in their new jobs, thereby realising their potentials in employment.

LD will also continue to promote the employment of persons with disabilities through publicity as well as actively liaise with employers from different sectors to enhance their understanding of the working capabilities of persons with disabilities and encourage them to provide more suitable job vacancies for persons with disabilities.

**Breakdown of placements recorded under WOPS from 2017 to 2019
by occupation of persons with disabilities**

Occupation	No. of placements		
	2017	2018	2019
Managers and administrators	19	25	32
Professionals and associate professionals	41	41	53
Clerical support workers	199	225	340
Service workers	203	161	165
Shop sales workers	98	104	90
Craft and related workers	6	5	9
Plant and machine operators and assemblers	9	7	3
Elementary occupations	227	228	250
Total	802	796	942

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CONTROLLING OFFICER'S REPLY

LWB(L)004

(Question Serial No. 1365)

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 it will promote the employment of the elderly. Please advise of the following in the past 3 years:

- (a) What were the employment programmes targeting the elderly?
- (b) What were the numbers of participants and placements secured under these programmes?
- (c) What types of work and ranks were the elderly persons engaged under the above programmes? Please set out the information in a table.

Asked by: Hon CHENG Wing-shun, Vincent (LegCo internal reference no.: 2)

Reply:

The information sought is provided as follows:

- (a) to (c) The Labour Department (LD) implements the Employment Programme for the Elderly and Middle-aged (EPEM) (known as the Employment Programme for the Middle-aged before September 2018) to encourage employers, through the provision of a training allowance, to engage elderly and middle-aged job seekers aged 40 or above who are unemployed or have left the workforce, and provide them with on-the-job training. No prior registration under EPEM is required for employees as relevant registration can be made by their employers after they have secured employment from vacancies placed with LD. In 2017, 2018 and 2019, there were respectively 2 642, 2 574 and 3 061 placements eligible for joining EPEM. A breakdown by occupation is provided at the Annex. LD does not have a breakdown by rank.

**Breakdown of placements eligible for joining EPEM from 2017 to 2019
by occupation**

Occupation	No. of placements		
	2017	2018	2019
Managers and administrators, professionals and associate professionals	145	161	231
Clerical support workers	472	493	580
Service workers and sales workers	798	844	873
Agricultural and fishery workers and craft and related workers	98	91	151
Plant and machine operators and assemblers	67	89	106
Elementary occupations	1 062	896	1 120
Total	2 642	2 574	3 061

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)005

(Question Serial No. 1366)

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 regulation of job placement service in Hong Kong, please provide the following information:

- (a) In the past 3 years and since the Employment (Amendment) Ordinance 2018 came into effect, what were (i) the number of prosecutions taken out against breaches of the Ordinance, (ii) the number of employment agencies (EAs) involved and (iii) the details of the penalties? Please provide the information in table form.
- (b) The Labour Department (LD) stated that it would continue to step up enforcement and prosecution against unscrupulous EAs. Please provide information on the upcoming work, manpower and amount of expenditure involved.
- (c) What were the numbers of regular and surprise inspections to EAs providing placement service for foreign domestic helpers (FDHs) conducted in the past 3 years?

Asked by: Hon CHENG Wing-shun, Vincent (LegCo internal reference no.: 3)

Reply:

The information sought is provided as follows:

- (a) The Employment (Amendment) Ordinance 2018 came into effect on 9 February 2018. The relevant figures on successful prosecutions taken out against EAs by LD from 2017 to 2019 are set out at Annex.
- (b) The Employment Agencies Administration (EAA) of LD will continue to ensure that EAs comply with Part XII of the Employment Ordinance, the Employment Agency Regulations and the requirements and standards set out in the Code of Practice for Employment Agencies (the Code) through licensing, inspections and complaint investigation. LD will take out prosecution if there is sufficient evidence to prove

that an EA has breached the law. If an EA has not complied with the Code, LD may revoke or refuse to issue or renew its licence, or issue warnings for rectification of the irregularities detected.

In 2020-21, EAA has a staff establishment of 27 Labour Officer Grade and 9 Clerical Grade posts responsible for performing licensing duties, conducting inspections of EAs and investigating complaints, as well as other related publicity and educational work, etc. The estimated expenditure (excluding staff cost) is \$7.17 million.

- (c) From 2017 to 2019, EAA conducted 1 515, 1 533 and 1 390 inspections respectively, covering both regular and surprise ones, to EAs providing placement service for FDHs.

**Relevant figures on prosecutions taken out against EAs
by LD from 2017 to 2019**

	2017	2018	2019
No. of summonses involved in successful prosecutions	17	17	37
No. of EAs involved	11	10	10
Average fine for offences of overcharging of commission from job seekers and unlicensed operation	\$9,250	\$11,000	\$45,333
Average fine for other offences*	\$2,320	\$2,200	\$2,500

- * Including operating EA at a place other than the place of business specified in the licence, failure to maintain proper records, failure to notify LD of changes in the management and place of business within the statutory timeframe, failure to display the licence and the schedule specifying the maximum commission which may be received from job seekers, etc.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)006

(Question Serial No. 1367)

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 processing of applications under the Supplementary Labour Scheme (SLS), please provide the following information for the past 3 years:

- (a) What were the number of applications made by employers under SLS and the state of approvals for each year?
- (b) What industry sectors did the above approved cases come under?
- (c) How many of the above approved cases involved employment as care workers? What was their average approved work period in Hong Kong?

Asked by: Hon CHENG Wing-shun, Vincent (LegCo internal reference no.: 4)

Reply:

The information sought is provided as follows:

- (a)&(b) In 2017, 2018 and 2019, employers applied to import 4 390, 5 095 and 4 721 workers respectively under SLS. The numbers of imported workers approved respectively in these 3 years were 2 765, 3 225 and 3 378. The vetting 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. A breakdown of the number of imported workers approved by industry is at Annex.
- (c) In 2017, 2018 and 2019, the numbers of imported care workers approved under SLS were 1 573, 1 478 and 1 791 respectively. The employment contract of an imported worker under SLS is subject to a maximum span of 24 months. The Labour Department does not keep the average approved work period in Hong Kong for imported workers.

**Number of imported workers approved
under SLS in 2017, 2018 and 2019:
a breakdown by industry**

Industry	No. of imported workers approved		
	2017	2018	2019
1. Agriculture and Fishing	653	705	797
2. Manufacturing	147	158	176
3. Construction	77	589	172
4. Wholesale, Retail and Import/Export Trades, Restaurants and Hotels	210	197	270
5. Transport, Storage and Communications	18	24	9
6. Financing, Insurance, Real Estate and Business Services	11	19	28
7. Community, Social and Personal Services	1 649	1 533	1 926
Total	2 765	3 225	3 378

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)007

(Question Serial No. 1368)

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 policy of the Labour Department (LD) to support ethnic minority (EM) job seekers:

- (a) What were the numbers of EMs registered with LD for employment services in the past 3 years? Please provide a breakdown by programme title, ethnicity of registered job seekers, and the number of job seekers placed into employment.
- (b) At present, interpretation services are introduced to EM job seekers at job centres/industry-based recruitment centres. What were the number of occasions on which such services were provided and the number of beneficiaries in the past 3 years?
- (c) The Employment Services Ambassador (ESA) Programme for EMs is currently implemented by LD. How many ambassadors have been recruited under this Programme and what is their distribution by ethnicity?
- (d) Please set out in table form the expenditure for each year since the implementation of the above programmes.

Asked by: Hon CHENG Wing-shun, Vincent (LegCo internal reference no.: 5)

Reply:

The information sought is provided as follows:

- (a)&(c) In 2017, 2018 and 2019, there were respectively 1 036, 1 173 and 1 231 EM job seekers registered with LD for employment services, with a breakdown by ethnicity provided at Annex 1.

In 2017, 2018 and 2019, the numbers of placements secured for EM job seekers through LD's employment referral service were 94, 116 and 132 respectively.

Job seekers may be placed into employment either through LD's referral service 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 the total number of EMs placed into employment.

LD has implemented the 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. To strengthen the training for the trainees, LD has extended the on-the-job training (OJT) period from 6 months to 1 year for those ESAs engaged since September 2018. In 2017, 2018 and 2019, there were respectively 32, 17 and 22 trainees employed by LD. Since the implementation of the Programme, LD has employed 149 trainees, with a breakdown by ethnicity provided at Annex 2.

- (b) In 2017, 2018 and 2019, LD's job centres and industry-based recruitment centres introduced interpretation services to 2 844, 3 014 and 2 565 EM job seekers and, in light of their needs, arranged interpretation services on 20, 21 and 10 occasions respectively.
- (d) LD's expenditures for providing OJT under the ESA Programme for EMs (including payments for the salary and benefits of ESAs for EMs, training allowance for trainees, expenditure for training programmes, etc.) in 2015-16, 2016-17, 2017-18, 2018-19 and 2019-20 are provided at Annex 3. The expenditures on other services as mentioned above have been absorbed within the recurrent operational expenses of LD and cannot be separately identified.

EM job seekers registered with LD from 2017 to 2019

Ethnicity	2017	2018	2019
Pakistani	424	488	506
Indian	198	217	236
Nepalese	77	173	114
Filipino	105	88	84
Indonesian	26	28	18
Thai	23	25	33
Others	183	154	240
Total	1 036	1 173	1 231

Trainees of LD's ESA Programme for EMs

Ethnicity	No. of trainees
Pakistani	119
Nepalese	12
Indian	12
Filipino	3
Thai	2
Indonesian	1
Total	149

OJT expenditure for LD's ESA Programme for EMs

Year	OJT expenditure
2015-16	\$1.75 million
2016-17	\$1.55 million
2017-18	\$1.91 million
2018-19	\$1.05 million
2019-20	\$2.10 million (Revised estimate)

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)008

(Question Serial No. 1369)

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 registration of new trade unions:

- (a) please set out the respective numbers of existing trade unions and trade unions newly registered in the past 3 years;
- (b) please set out in table form the names of trade unions newly registered in the past year and their affiliated organisations.

Asked by: Hon CHENG Wing-shun, Vincent (LegCo internal reference no.: 6)

Reply:

The information sought is provided as follows:

- (a) The numbers of registered trade unions and trade unions newly registered from 2017 to 2019 are set out at Annex 1.
- (b) The names of trade unions newly registered in 2019 and their affiliated labour organisations are set out at Annex 2.

**Numbers of registered trade unions and trade unions newly registered
from 2017 to 2019**

Year	Number of registered trade unions [#] (as at year-end)	Number of trade unions newly registered in the year
2017	888	13
2018	897	13
2019	917	25

The number of registered trade unions includes the number of trade unions newly registered in the year.

**Names of trade unions newly registered in 2019
and their affiliated labour organisations**

Name of trade union*	Affiliated labour organisation^ (as at year-end)
Trust and Corporate Services Professionals General Union	Hong Kong Federation of Trade Unions
Overhead Contact System Industry Union	-
Hong Kong General Union of School Counselling Professionals	-
Hospital Authority Staff Rights General Union	-
Hong Kong Industrial Diving Union	-
Hong Kong Security Guards General Union	-
Hospital Clusters Staff Union	-
Hong Kong Financial Industry Employees General Union	Hong Kong Confederation of Trade Unions
Union for New Civil Servants	-
Hong Kong Information Technology Workers' Union	-
Hong Kong Insurance Union	-
Hong Kong Government Services Staff General Union	-
Hong Kong Fire Services Engineering Professional Employees Association	Hong Kong Federation of Trade Unions
Government Arboriculture Supervisors General Union	-
Housing Department Landscape Architects Association	-
Staff Union of ELCHK - Social Service	-
Hong Kong Alliance of Accounting Professionals	Hong Kong Confederation of Trade Unions
Railway Power	-
The General Union of Hong Kong Speech Therapists	-
Advance L. Union	-
Hospital Authority Employees Alliance	-
Hong Kong Testing and Certification Union	-
Hong Kong White Collar (Administration & Clerical) Connect Union	-

Name of trade union*	Affiliated labour organisation^ (as at year-end)
Hong Kong Construction and Engineering Employees General Union	Hong Kong Confederation of Trade Unions
Hong Kong Pharmaceutical and Medical Device Industries Employees General Union	-

* Listed in the order of date of registration of trade unions.

^ Information provided by the relevant labour organisations.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)009

(Question Serial No. 1370)

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 Youth Employment and Training Programme (YETP) of the Labour Department (LD) provides one-stop pre-employment and on-the-job training (OJT) for young school leavers aged 15 to 24 with educational attainment at sub-degree level or below.

- (a) Please set out in separate tables (i) the age of participants enrolled in YETP and (ii) a breakdown of programme participants by nature of occupation in the past year and to date.
- (b) Currently, for each young person placed into an OJT vacancy, the employer will be granted an allowance. Please set out in table form (i) the number of participating employers and (ii) the amounts involved in the past year and to date.
- (c) Does the Government have any plans to expand the service? If yes, please elaborate.

Asked by: Hon CHENG Wing-shun, Vincent (LegCo internal reference no.: 7)

Reply:

The information sought is provided as follows:

- (a) YETP operates on the basis of programme year, running from September each year to August of the following year. Breakdowns of the numbers of trainees enrolled in YETP by age and trainees placed into OJT vacancies by occupational group in the 2018/19 and 2019/20 programme years (up to February 2020) are at Annex 1.
- (b) The number of employers who have engaged trainees for OJT and the amount of OJT allowance granted in the 2018-19 and 2019-20 financial years (up to February 2020) are at Annex 2.

- (c) LD enhances the services under YETP from time to time to strengthen the employment support for young people. In the second half of 2020, LD will launch a pilot scheme to encourage eligible trainees engaged by employers under the programme to undergo and complete OJT through the provision of a retention allowance, thereby stabilising employment. The ceiling of OJT allowance payable to employers under the programme will also be raised to further encourage employers to hire young people.

**Breakdowns of the numbers of trainees enrolled by age and
trainees placed into OJT vacancies by occupational group
in the 2018/19 and 2019/20 programme years of YETP**

(i) By age

Age	2018/19 Programme year	2019/20 Programme year (up to February 2020)
15-below 18	673	162
18-below 21	1 765	504
21-below 25	2 134	666
Total	4 572	1 332

(ii) By occupational group

Occupational group	No. of trainees placed into OJT vacancies	
	2018/19 Programme year	2019/20 Programme year (up to February 2020)
Craft and related workers	1 293	816
Associate professionals	115	104
Clerical support workers	213	70
Sales workers	150	41
Service workers	201	31
Plant and machine operators and assemblers	9	2
Elementary occupations	16	-
Others	7	3
Total	2 004	1 067

Note: YETP operates on the basis of programme year, running from September each year to August of the following year.

**Number of employers who have engaged trainees for OJT and
amount of OJT allowance granted
in the 2018-19 and 2019-20 financial years**

Item	2018-19	2019-20 (up to February 2020)
No. of employers involved	573	460
OJT allowance	\$47.18 million	\$48.15 million

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)010

(Question Serial No. 1371)

Head: (90) Labour Department
Subhead (No. & title): ()
Programme: (4) Employees' Rights and Benefits
Controlling Officer: Commissioner for Labour (Carlson CHAN)
Director of Bureau: Secretary for Labour and Welfare

Question:

The Government plans to set up a dedicated Foreign Domestic Helpers (FDH) division to ensure effective co-ordination and implementation of measures to enhance protection of FDHs and to provide better support to FDHs and their employers. What is the progress of the plan? Is there any implementation timetable? What is the expected impact of setting up the dedicated FDH division on government expenditure?

Asked by: Hon CHENG Wing-shun, Vincent (LegCo internal reference no.: 8)

Reply:

The Labour Department (LD) will set up a dedicated FDH division to ensure effective coordination and implementation of measures to enhance protection of FDHs and to provide better support to FDHs and their employers. Its responsibilities will include enhancing promotion and education work (for example, staging information kiosks, producing publicity materials and videos, etc.); providing more support services for FDHs and their employers (including organising briefings and sharing sessions to answer their enquiries on the spot); supporting the implementation of FDH policy measures and exploring new source countries of FDHs. It is hoped that through these efforts, the protection for FDHs and support for their employers can be strengthened and both parties can have a deeper understanding of their respective rights and obligations, so as to promote more cordial employment relationships and maintain Hong Kong as an attractive place for FDHs to work.

LD will commence the preparatory work and the FDH division is expected to be officially set up in the third quarter of 2020. In 2020-21, the estimated expenditure (excluding staff cost) of the FDH division will be \$8.67 million.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)011

(Question Serial No. 1372)

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:

With respect to the productivity assessment mechanism for persons with disabilities under the Minimum Wage Ordinance (MWO), please provide the following information:

- (a) What was the number of persons with disabilities undergoing the productivity assessment in the past 3 years and to date? Please set out in table form by type of disabilities.
- (b) At present, how much manpower of the responsible department is dedicated to conducting the assessment? What are the time required and average cost for each assessment case?
- (c) In light of the current trend of participation in the assessment, will the Government consider reviewing the mechanism? If yes, what are the details of the plan?

Asked by: Hon CHENG Wing-shun, Vincent (LegCo internal reference no.: 9)

Reply:

The information sought is provided as follows:

- (a) A breakdown of the number of employees with disabilities who completed the productivity assessment under the Statutory Minimum Wage (SMW) regime from 2017 to February 2020 by type of disabilities is at Annex.
- (b) According to MWO, the productivity assessment for employees with disabilities must be conducted by the approved assessors appointed by the Commissioner for Labour. The approved assessors include registered occupational therapists, registered physiotherapists, registered social workers and vocational rehabilitation practitioners with the requisite work experience. An allowance of \$2,000 will be made by the Labour Department (LD) to an approved assessor upon the completion of a

productivity assessment and the related follow-up work on or before 30 April 2020. LD does not keep the time taken by approved assessors to process each assessment.

Apart from monitoring the implementation of the productivity assessment mechanism and providing support to approved assessors, staff of LD are also required to perform other duties, and the manpower and expenditure involved cannot be separately identified.

- (c) LD conducted a review on the productivity assessment mechanism for employees with disabilities and reported the results of the review to the Legislative Council Panel on Manpower in December 2014 after consulting the Rehabilitation Advisory Committee and the Labour Advisory Board. The Panel, the Committee and the Board generally accepted LD's review results to retain the productivity assessment mechanism for employees with disabilities and the proposed enhancement measures. LD has launched the enhancement measures, including enhancing the assistance to employees with disabilities on the procedure for opting to undergo assessment, improving the quality of approved assessors in conducting assessment and strengthening communication among employees with disabilities, employers and approved assessors.

LD will continue to widely publicise the rights of employees with disabilities to receive SMW and to choose to undergo productivity assessment, and closely monitor the implementation of the assessment mechanism. LD will launch 2 enhancement measures in respect of the assessment mechanism, including raising the allowance made to an approved assessor to \$2,800 upon the completion of a productivity assessment starting from 1 May 2020, and allowing approved assessors who are eligible for applying for re-appointment to opt to complete the training course online.

**Number of employees with disabilities who completed the productivity assessment
under SMW regime from 2017 to February 2020:
a breakdown by type of disabilities**

Type of disabilities	No. of employees [^]			
	2017	2018	2019	2020 (January to February)
Intellectual disability	31	24	21	2
Mental illness	7	7	11	-
Autism	4	3	5	-
Speech impairment	4	4	4	-
Physical disability	1	-	4	-
Hearing impairment	2	-	-	-
Visceral disability/ chronic illness	-	-	1	-
Attention deficit/ hyperactivity disorder	-	1	1	1
Specific learning difficulties	-	-	-	1
No. of employees with disabilities	41	31	35	3

[^] Some employees had more than 1 type of disabilities.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)012

(Question Serial No. 1375)

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 Speech that the Government will provide an additional annual funding of \$30 million to enhance the employment programmes of the Labour Department (LD), with a view to further encouraging employers to hire the elderly, young people and persons with disabilities. It includes raising the ceiling of the on-the-job training (OJT) allowance payable to employers under the Employment Programme for the Elderly and Middle-aged (EPEM), the Youth Employment and Training Programme (YETP) as well as the Work Orientation and Placement Scheme (WOPS). The enhancement measure is expected to be implemented in the second half of the year and benefit 4 000 persons each year. Please advise this Committee of the following:

- (a) What are the details of raising the ceiling of OJT allowance under the 3 employment programmes?
- (b) Please set out the numbers of beneficiaries, duration of employment, top 5 industries with the largest number of participants as well as the numbers of placements secured under EPEM, YETP and WOPS in the past 3 years.
- (c) Please set out the respective expenditures for the 3 employment programmes in the past 3 years, the estimated expenditures for the coming year and the overall estimate for the retention allowance to be granted.

Asked by: Hon CHENG Wing-shun, Vincent (LegCo internal reference no.: 12)

Reply:

The information sought is provided as follows:

- (a) In light of the deteriorating employment situation, LD will raise the ceiling of OJT allowance payable to employers under EPEM, YETP and WOPS in the second half of

2020, with a view to further encouraging employers to hire the elderly, young people and persons with disabilities.

The maximum amount of OJT allowance payable to employers engaging job seekers aged 60 or above who are unemployed or have left the workforce and providing them with OJT under EPEM will be increased from \$4,000 to \$5,000 per month per employee for a period of 6 to 12 months. For employers engaging unemployed job seekers aged 40 to 59, the maximum amount of OJT allowance remains at \$3,000 per month per employee for a period of 3 to 6 months. The maximum amount of OJT allowance payable to employers under YETP will be increased from \$4,000 to \$5,000 per month for a period of 6 to 12 months. The ceiling of OJT allowance payable to employers under WOPS will be raised from \$7,000 to \$8,000 per month during the three-month work adaptation period and from \$5,000 to \$6,000 per month for the following 6 months.

- (b) In 2017, 2018 and 2019, there were respectively 2 642, 2 574 and 3 061 placements eligible for joining EPEM (known as the Employment Programme for the Middle-aged before September 2018). LD conducts surveys regularly to find out the retention status of those placed into employment under EPEM. According to the surveys conducted up to December 2019, among the employees who have received OJT under EPEM, about 79% of the cases recorded a retention period of 4 months or above and 65% stayed in employment for 6 months or more. Breakdowns of the top 5 industries with the largest number of placements eligible for joining EPEM in 2017, 2018 and 2019 are provided at Annex 1.

YETP operates on the basis of programme year, running from September each year to August of the following year. In the past 3 programme years (i.e. the 2016/17, 2017/18 and 2018/19 programme years), the numbers of trainees placed into OJT vacancies under YETP were 2 633, 2 264 and 2 004 respectively. The complete statistics on the duration of employment for the 2018/19 programme year are not available as the OJT under YETP, which lasts for 6 to 12 months, has not ended yet for a considerable number of cases in that programme year. A breakdown of the number of trainees placed into OJT vacancies under YETP in the 2016/17 and 2017/18 programme years by duration of employment is at Annex 2. Breakdowns of the top 5 industries with the largest number of trainees placed into OJT vacancies under YETP in the 2016/17, 2017/18 and 2018/19 programme years are provided at Annex 3.

In 2017, 2018 and 2019, there were respectively 802, 796 and 942 placements recorded under WOPS. The complete statistics on the duration of employment for 2019 are not available as the OJT under WOPS, which lasts up to 9 months, has not ended yet for a considerable number of cases in that year. A breakdown of placements recorded under WOPS in 2017 and 2018 by duration of employment is at Annex 4. Breakdowns of the top 5 industries with the largest number of placements recorded under WOPS in 2017, 2018 and 2019 are provided at Annex 5.

- (c) The expenditures for the 3 employment programmes of LD in the past 3 financial years and the estimated expenditure for 2020-21 are provided at Annex 6.

LD will launch a pilot scheme to encourage the elderly, young people and persons with disabilities to undergo and complete OJT under its employment programmes through the provision of a retention allowance, thereby stabilising employment. The estimated annual expenditure involved for this three-year pilot measure is \$51.41 million.

Breakdowns of the top 5 industries with the largest number of placements eligible for joining EPEM from 2017 to 2019

(i) 2017

Industry	No. of placements
Wholesale and retail trades	552
Real estate and business services	489
Community, social and personal services	448
Restaurants and hotels	397
Manufacturing	229

(ii) 2018

Industry	No. of placements
Community, social and personal services	516
Real estate and business services	480
Wholesale and retail trades	467
Restaurants and hotels	406
Manufacturing	231

(iii) 2019

Industry	No. of placements
Community, social and personal services	639
Real estate and business services	627
Wholesale and retail trades	512
Restaurants and hotels	386
Manufacturing	341

**Breakdown of the number of trainees placed into OJT vacancies
under YETP in the 2016/17 and 2017/18 programme years
by duration of employment**

Duration of employment	No. of trainees placed into OJT vacancies	
	2016/17 Programme year	2017/18 Programme year
Less than 3 months	557	438
3 months to less than 6 months	346	285
6 months to less than 9 months	370	286
9 months or above	1 360	1 255
Total	2 633	2 264

Note: YETP operates on the basis of programme year, running from September each year to August of the following year.

Breakdowns of the top 5 industries with the largest number of trainees placed into OJT vacancies under YETP from the 2016/17 to 2018/19 programme years

(i) 2016/17 Programme year

Industry	No. of trainees placed into OJT vacancies
Construction	1 016
Community, social and personal services	546
Transport, storage and communications	308
Wholesale, retail and import/export trades, restaurants and hotels	240
Government sector	232

(ii) 2017/18 Programme year

Industry	No. of trainees placed into OJT vacancies
Construction	1 018
Community, social and personal services	360
Transport, storage and communications	216
Financing, insurance, real estate and business services	206
Government sector	202

(iii) 2018/19 Programme year

Industry	No. of trainees placed into OJT vacancies
Construction	955
Community, social and personal services	322
Transport, storage and communications	180
Financing, insurance, real estate and business services	163
Government sector	158

Note: YETP operates on the basis of programme year, running from September each year to August of the following year.

**Breakdown of placements recorded under WOPS in 2017 and 2018
by duration of employment**

Duration of employment	No. of placements	
	2017	2018
Less than 1 month	134	158
1 month to less than 2 months	80	84
2 months to less than 3 months	82	66
3 months to less than 4 months	51	60
4 months to less than 5 months	53	35
5 months to less than 6 months	34	29
6 months to less than 7 months	25	34
7 months to less than 8 months	36	23
8 months or above	307	307
Total	802	796

Breakdowns of the top 5 industries with the largest number of placements recorded under WOPS from 2017 to 2019

(i) 2017

Industry	No. of placements
Community, social and personal services	223
Restaurants and hotels	183
Financing, insurance, real estate and business services	133
Wholesale, retail and import/export trades	118
Manufacturing	79

(ii) 2018

Industry	No. of placements
Community, social and personal services	225
Financing, insurance, real estate and business services	165
Restaurants and hotels	139
Wholesale, retail and import/export trades	127
Transport, storage and communications	69

(iii) 2019

Industry	No. of placements
Community, social and personal services	204
Whole, retail and import/export trades	191
Financing, insurance, real estate and business services	164
Restaurants and hotels	148
Transport, storage and communications	130

**Annual expenditures for the employment programmes of LD
from 2017-18 to 2019-20 and the estimated expenditure for 2020-21**

(i) EPEM

Year	Amount (\$million)
2017-18	3.3
2018-19	4.0
2019-20 (up to February 2020)	6.2
2020-21 (estimated expenditure)	23.3

(ii) YETP

Year	Amount (\$million)
2017-18	83.3
2018-19	79.5
2019-20 (up to February 2020)	74.5
2020-21 (estimated expenditure)	204.2

(iii) WOPS

Year	Amount (\$million)
2017-18	12.0
2018-19	13.4
2019-20 (up to February 2020)	13.3
2020-21 (estimated expenditure)	29.6

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)013

(Question Serial No. 0209)

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 number of imported workers applied for under the Supplementary Labour Scheme (SLS) and the success rate, by industry and job title, in each of the past 3 years (i.e. 2017, 2018 and 2019). 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? Is there any review or enhancement of SLS to take effective labour importation measures to provide appropriate and timely replenishment for the shortage trades? If yes, what are the details? If not, what are the reasons?

Asked by: Hon CHEUNG Yu-yan, Tommy (LegCo internal reference no.: 3)

Reply:

In 2017, 2018 and 2019, employers applied to import 4 390, 5 095 and 4 721 workers respectively under SLS. The numbers of imported workers approved respectively in these 3 years were 2 765, 3 225 and 3 378. The vetting 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 special 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 SLS applications has taken about 5 months.

Employers facing genuine difficulties in local recruitment can apply for importation of workers at technician level or below 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 under SLS for their non-bought places. 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 allows importation of labour on an appropriate, limited and targeted basis to relieve the manpower shortage in individual sectors.

**Number of imported workers applied for and approved
under SLS in 2017, 2018 and 2019:
a breakdown by industry**

Industry	No. of imported workers applied for*			No. of imported workers approved*		
	2017	2018	2019	2017	2018	2019
1. Agriculture and Fishing	791	886	970	653	705	797
2. Manufacturing	201	390	485	147	158	176
3. Construction	751	351	561	77	589	172
4. Wholesale, Retail and Import/Export Trades, Restaurants and Hotels	503	483	448	210	197	270
5. Transport, Storage and Communications	58	68	131	18	24	9
6. Financing, Insurance, Real Estate and Business Services	80	168	73	11	19	28
7. Community, Social and Personal Services	2 006	2 749	2 053	1 649	1 533	1 926
Total	4 390	5 095	4 721	2 765	3 225	3 378

* The vetting 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.

**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 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.

**Number of imported workers applied for and approved
under SLS in 2018:
a breakdown by job title**

Job title	No. of imported workers applied for*	No. of imported workers approved*
1. Care Worker (Elderly Service)	2 108	1 409
2. Livestock/Poultry/Fish/Crop Farm Worker	553	448
3. Gardening Worker	315	247
4. Cook	302	155
5. Machine Operator	165	57
6. Care Worker (Disabled Service)	112	69
7. Bean Curd/Soya Bean/ Bean Sprout Processing Worker	87	79
8. Quality Controller/Inspector/Control Supervisor	79	38
9. Waste Handling Worker	72	19
10. Others	1 302	704
Total	5 095	3 225

* The vetting 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.

**Number of imported workers applied for and approved
under SLS in 2019:
a breakdown by job title**

Job title	No. of imported workers applied for*	No. of imported workers approved*
1. Care Worker (Elderly Service)	1 707	1 718
2. Gardening Worker	483	353
3. Livestock/Poultry/Fish/Crop Farm Worker	480	435
4. Cook	291	170
5. Machine Operator	240	83
6. Quality Controller/Inspector/Control Supervisor	105	86
7. Care Worker (Disabled Service)	102	73
8. Bean Curd/Soya Bean/ Bean Sprout Processing Worker	45	37
9. Waste Handling Worker	43	45
10. Others	1 225	378
Total	4 721	3 378

* The vetting 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.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)014

(Question Serial No. 0210)

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 an additional annual funding of \$30 million will be provided to enhance the employment programmes of the Labour Department (LD). Despite a soaring unemployment rate, many sectors are facing prolonged manpower shortage. In this regard, the Government should consider increasing imported labour in a timely manner and on an appropriate scale to address the specific needs of individual sectors. Please provide the following information:

- (a) What are the specific measures to increase imported labour in a timely manner and on an appropriate scale? Are there any data on which sectors and occupations will benefit or most need to import labour to address the manpower shortage problem?
- (b) Is there any specific implementation timetable? If yes, what are the details? If not, will a timetable be drawn up?
- (c) Is there any assessment of the number of imported workers required by individual sectors or occupations? If yes, what is the number? If not, will an assessment be made?

Asked by: Hon CHEUNG Yu-yan, Tommy (LegCo internal reference no.: 4)

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 LD for importation of workers at technician level or below under the Supplementary Labour Scheme.

Relevant government bureaux and departments will 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 allows importation of labour on an appropriate, limited and targeted basis to relieve the manpower shortage in individual sectors.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)015

(Question Serial No. 0218)

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. 2017-2019).

Asked by: Hon CHEUNG Yu-yan, Tommy (LegCo internal reference no.: 12)

Reply:

In the full years of 2017 and 2018 and the first 3 quarters of 2019, the numbers of industrial accidents in the food and beverage services sector were 4 990, 5 047 and 3 511 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 2017, 2018 and 2019 in the food and beverage services sector were \$112.1 million, \$131.3 million and \$136.3 million respectively.

**Industrial Accidents in the Food and Beverage Services Sector
in 2017, 2018 and the First 3 Quarters of 2019 by Type of Accidents**

Type of accidents	2017		2018		First 3 quarters of 2019		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	1 116	22.3%	1 182	23.4%	845	24.1%	3 143	23.2%
Slip, trip or fall on same level	1 049	21.0%	1 042	20.6%	735	20.9%	2 826	20.9%
Injured by hand tool	997	20.0%	923	18.3%	621	17.7%	2 541	18.8%
Injured whilst lifting or carrying	803	16.1%	828	16.4%	546	15.5%	2 177	16.0%
Striking against fixed or stationary object	452	9.1%	467	9.3%	333	9.5%	1 252	9.2%
Striking against or struck by moving object	253	5.1%	232	4.6%	175	5.0%	660	4.9%
Others	320	6.4%	373	7.4%	256	7.3%	949	7.0%
TOTAL	4 990	100.0%	5 047	100.0%	3 511	100.0%	13 548	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 2019. The industrial accident statistics for the full year of 2019 will be released in April 2020.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)016

(Question Serial No. 0244)

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 set out in table form the top 3 industries that accounted for the largest number of applications to the Protection of Wages on Insolvency Fund (PWIF) in each of the past 3 years (i.e. 2017, 2018 and 2019) by amount of payment and number of applications. What was PWIF's financial position in each of the past 3 years (i.e. 2017-18, 2018-19 and 2019-20) and what is its estimated financial position for 2020-21?

Asked by: Hon CHEUNG Yu-yan, Tommy (LegCo internal reference no.: 39)

Reply:

The 3 industries that accounted for the largest amount of payment made by PWIF in 2017, 2018 and 2019 are set out at Annex 1. The 3 industries that accounted for the largest number of applications to PWIF over the same period are set out at Annex 2. Moreover, PWIF's financial position from 2017-18 to 2019-20 and estimated financial position for 2020-21 are provided at Annex 3.

**The 3 industries that accounted for the largest amount of payment
made by PWIF from 2017 to 2019**

Year	Industry	Amount of payment (\$million)
2017	Sports and other entertainment activities	16.9
	Retail trade	14.2
	Import and export trade	10.8
2018	Food and beverage service activities	11.7
	Retail trade	7.6
	Construction	5.2
2019	Construction	35.8
	Retail trade	10.9
	Food and beverage service activities	9.0

**The 3 industries that accounted for the largest number of applications
to PWIF from 2017 to 2019**

Year	Industry	Number of applications
2017	Food and beverage service activities	446
	Construction	374
	Retail trade	361
2018	Construction	549
	Food and beverage service activities	483
	Retail trade	319
2019	Construction	1 154
	Food and beverage service activities	846
	Retail trade	239

**PWIF's financial position from 2017-18 to 2019-20
and estimated financial position for 2020-21**

Year	Income (\$million)	Expenditure (\$million)	Surplus (\$million)
2017-18	480.7	46.6	434.1
2018-19	509.9	96.7	413.2
2019-20	457.1*	96.8*	360.3*
2020-21 (Estimates)	528.1	185.7	342.4

* Figures as at January 2020

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)017****(Question Serial No. 2875)**

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 employed persons aged between 60 and 70 in the past 3 years? What are the existing plans of the Government to encourage retirees to re-enter into the job market so as to alleviate the problem of ageing population in Hong Kong?

Asked by: Hon CHOW Ho-ding, Holden (LegCo internal reference no.: 50)

Reply:

Based on the data obtained from the General Household Survey conducted by the Census and Statistics Department, the numbers of employed persons aged between 60 and 70 from 2017 to 2019 are provided below:

Age	2017	2018	2019
60 to 70	329 900	364 500	386 100

Note: Figures are rounded to the nearest hundred.

The Labour Department (LD) strives to promote the employment of the elderly. LD will enhance the Employment Programme for the Elderly and Middle-aged (EPEM) to improve the employability of the elderly and strengthen its support to help them stay longer in their jobs. LD will raise the ceiling of on-the-job training (OJT) allowance payable to employers under EPEM in the second half of 2020, with a view to further encouraging employers to hire the elderly. The maximum amount of OJT allowance payable to employers engaging job seekers aged 60 or above who are unemployed or have left the workforce and providing them with OJT under EPEM will be increased from \$4,000 to \$5,000 per month per employee for a period of 6 to 12 months. Besides, LD will launch a pilot scheme in the second half of 2020 to encourage eligible employees aged 60 or above to undergo and complete OJT under EPEM through the provision of a retention allowance, thereby stabilising employment. Eligible employees will be offered a retention allowance of \$3,000 if they stay in the OJT posts for 3 months. Thereafter, the employee will receive an additional allowance of \$1,000 for each ensuing month when he/she stays in the job until

completion of OJT which lasts for 6 to 12 months. Subject to the length of OJT period, the maximum amount of retention allowance that a full-time employee may receive is \$12,000.

Meanwhile, LD implements dedicated employment services to support the elderly to re-enter into the job market, such as staging large-scale thematic job fairs, setting up special counters at its job centres, organising employment briefings and district-based job fairs on part-time employment, 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.

Moreover, in 2020-21, 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 those aged 60 or above). ERB will continue to provide training courses geared towards the employment needs of mature persons aged 50 or above (such as “Tailor-made Course for Part-timers”) and placement follow-up services, organise workshops, district-based promotional activities, work experience and internship activities for employers and employees, and organise dedicated activities at the “ERB Service Spots” set up by the 8 community organisations providing elderly services, with a view to supporting mature persons with training and employment needs.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)018

(Question Serial No. 2877)

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:

How many job seekers have successfully secured placements through the Interactive Employment Service (iES) of the Labour Department (LD) in the past 3 years? What was the annual expenditure on this service? What was the average cost for placing each job seeker into employment?

Asked by: Hon CHOW Ho-ding, Holden (LegCo internal reference no.: 52)

Reply:

LD provides job vacancy and employment information to job seekers through various channels such as the iES website and its mobile application, as well as vacancy search terminals installed at various locations across the territory. Currently, the vast majority of vacancies advertised through LD provide employers' contact details. For the convenience of job seekers, they need not register with LD for access to job vacancy information through the above channels and making direct applications to employers. In addition, 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 the number of job seekers successfully placed into employment through the iES online platforms or the average cost of these placement cases. The expenditure on providing the iES website is absorbed within the recurrent operational expenses of LD and cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)019

(Question Serial No. 2879)

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:

It can be seen from Programme (3) of the Labour Department (LD) that the numbers of fatal and non-fatal accidents in industrial and non-industrial undertakings in 2019 have all substantially increased as compared with 2018. The situation is worrying. In this connection, would the Government advise this Committee of the following:

- (a) What was the total amount of resources allocated by LD for promoting occupational safety in the past 3 years?
- (b) Please provide the numbers of fatal and non-fatal work injury incidents in Hong Kong in the past 3 years with a breakdown by industry.
- (c) What are LD's estimated expenditure and staff establishment for promoting occupational safety in the coming financial year?

Asked by: Hon CHOW Ho-ding, Holden (LegCo internal reference no.: 54)

Reply:

- (a) According to the provisional statistics on accidents in industrial and non-industrial undertakings in 2019, the relevant accident rates per 1 000 workers were all lower than those in 2018. In 2019 and 2018, the industrial accident rates per 1 000 workers were 13.6 and 16.5 respectively, and the accident rates per 1 000 workers in non-industrial undertakings were 9.1 and 10.5 respectively. However, LD has noticed that the number of fatal industrial accidents is still considerably high. Therefore, LD will continue to adopt a multi-pronged strategy to enhance occupational safety and health (OSH) in various industries through inspection and enforcement, publicity and promotion as well as education and training. This is LD's ongoing work, and the resources allocated cannot be separately identified.

- (b) The number of occupational injuries in 2017, 2018 and the first 3 quarters of 2019 by major industry is provided in the table below:

Industry	2017 - First 3 quarters of 2019[#]	
	Non-fatal cases	Fatal cases
Public administration, and social and personal services	20 534	56
Accommodation and food services	18 480	45
Professional and business services	12 405	110
Transportation, storage, postal and courier services	11 020	97
Construction	10 130	132
Import/export, wholesale and retail trades	9 713	68
Real estate	6 341	55
Manufacturing	4 954	35
Others	2 880	32
Total	96 457	630

Note:

[#] Occupational injury statistics are released on a quarterly basis and the latest available statistics are up to the first 3 quarters of 2019. The occupational injury statistics for the full year of 2019 will be released in April 2020.

- (c) The promotion of OSH is LD's ongoing work, and the estimated expenditure and staff establishment cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)020

(Question Serial No. 0452)

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:

Last year's Matters Requiring Special Attention under this Programme of the Labour Department (LD) included pursuing a legislative 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 with a view to coming up with the enabling bill for introduction into the Legislative Council (LegCo). Please advise this Committee of the expenditure involved in the work in the past year and its effectiveness, including whether there was any further communication with employers and representatives from the business and industrial sectors. What is the specific work plan for 2020-21? Is there any timetable drawn up? What are the estimated manpower and expenditure involved?

Asked by: Hon CHUNG Kwok-pan (LegCo internal reference no.: 49)

Reply:

Since the Chief Executive announced in the 2018 Policy Address the enhanced arrangements for abolishing the arrangement of "offsetting" SP and LSP with the accrued benefits attributed to employers' mandatory contributions under the MPF System, the Government has met with major stakeholders, including employers' associations and business chambers, major trade unions, the LegCo Panel on Manpower and the Labour Advisory Board, etc., to discuss the specific details of the enhanced arrangements. In 2019-20, LD actively carried out preparatory work for abolishing the "offsetting" arrangement in collaboration with the relevant government bureaux and departments as well as other stakeholders such as the Mandatory Provident Fund Schemes Authority, including thrashing out the implementation details of the supporting measures such as assisting employers in setting up designated saving accounts under their own names, and commencing the drafting of the enabling legislation, etc. The Government will strive to introduce the enabling bill into LegCo at the end of 2020 with a view to securing its passage by 2022 or earlier, and implementing the abolition of the "offsetting" arrangement 2 years

after the passage of the enabling legislation and in tandem with the full implementation of the eMPF Platform under the MPF scheme.

In 2019-20, LD had a total staff establishment of 4 posts, including 1 Chief Labour Officer (CLO), 1 Senior Labour Officer (SLO) and 2 Labour Officers (LOs), for carrying out the work relating to the abolition of the “offsetting” arrangement. The salary cost involved was \$5.43 million. Other expenditures were absorbed within the operational expenses of LD and could not be separately identified.

In 2020-21, LD will have a total staff establishment of 21 posts, including 13 Labour Officer Grade posts (i.e. 1 CLO, 4 SLOs, 6 LOs and 2 Assistant Labour Officers I), 3 Analyst/Programmer Grade posts (i.e. 1 Systems Manager, 1 Analyst/Programmer I and 1 Analyst/Programmer II), 2 Treasury Accountant Grade posts (i.e. 1 Chief Treasury Accountant and 1 Senior Treasury Accountant), 2 Clerical Officer Grade posts (i.e. 1 Clerical Officer and 1 Assistant Clerical Officer) and 1 Personal Secretary Grade post, for carrying out the work relating to the abolition of the “offsetting” arrangement. The salary cost for the above 21 posts will be \$23.29 million. The expenditure (excluding the salary cost for staff) will be \$3.56 million.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)021

(Question Serial No. 0297)

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 voluntary conciliation service rendered by the Labour Department (LD), would the Government advise this Committee:

- (a) of the number of labour disputes and claims for which conciliation service was not rendered because the employers concerned were insolvent or could not be reached;
- (b) of the number of labour disputes and claims that were unresolved through conciliation;
- (c) whether, among the labour disputes and claims resolved through conciliation, there were any employees who could not receive the compensation as protected by law? If yes, what are the numbers of cases involved and employees affected?

Asked by: Hon HO Kai-ming (LegCo internal reference no.: 1)

Reply:

The information sought is provided as follows:

- (a) In 2019, the total number of labour disputes and claims for which conciliation service was not rendered by LD because the employers concerned were insolvent or could not be reached was 612.
- (b) In 2019, the total number of labour disputes and claims that were unresolved through conciliation by LD was 3 191.
- (c) The conciliation service rendered by LD aims to assist employers and employees in resolving their labour disputes and reaching a settlement. Conciliation officers have no adjudication power and are in no position to judge who is right or wrong. Whether a claimant can receive the amount claimed is subject to the actual circumstances of the case. LD does not keep the relevant figures.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)022

(Question Serial No. 0298)

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:

For abolishing the arrangement of “offsetting” severance payment (SP) and long service payment (LSP) with the accrued benefits attributed to employers’ mandatory contributions under the Mandatory Provident Fund (MPF) System (the “offsetting” arrangement), would the Government advise this Committee:

- (a) of the manpower deployed and amount of public money spent since the announcement of abolishing the “offsetting” arrangement;
- (b) of the reasons why the legislative proposal has not been put forward yet;
- (c) whether it has studied the need for adjusting the amount of subsidies for employers under the “offsetting” arrangement; if it has, what are the details and results of the study?

Asked by: Hon HO Kai-ming (LegCo internal reference no.: 6)

Reply:

The information sought is provided as follows:

- (a) The Chief Executive announced the enhanced arrangements for abolishing the arrangement of “offsetting” SP and LSP with the accrued benefits attributed to employers’ mandatory contributions under the MPF System in the 2018 Policy Address. In 2018-19 and 2019-20, the Labour Department (LD) had a total staff establishment of 4 posts, including 1 Chief Labour Officer, 1 Senior Labour Officer and 2 Labour Officers, for carrying out the work relating to the abolition of the “offsetting” arrangement. The salary cost for the above 4 posts in 2018-19 was \$2.05 million, and that in 2019-20 was \$5.43 million. Other expenditures were absorbed within the operational expenses of LD and could not be separately identified.

- (b) The relevant government bureaux and departments will continue to work in full steam on the preparatory work for abolishing the “offsetting” arrangement, including thrashing out the implementation details of the supporting measures such as assisting employers in setting up designated saving accounts under their own names, and commencing the drafting of the enabling legislation, etc. The abolition of the “offsetting” arrangement touches on various policy areas and involves complicated legislative amendments. The Government will strive to introduce the enabling bill into the Legislative Council at the end of 2020 with a view to securing its passage by 2022 or earlier, and implementing the abolition of the “offsetting” arrangement 2 years after the passage of the enabling legislation and in tandem with the full implementation of the eMPF Platform under the MPF scheme.
- (c) The enhanced arrangements for abolishing the “offsetting” arrangement include the provision of a two-tier subsidy to employers to share their expenses on SP and LSP after the abolition of the “offsetting” arrangement. The first-tier subsidy lasts for 12 years while the duration of the second-tier subsidy is 25 years. It is estimated that the Government’s total financial commitment in the 25-year subsidy period is \$29.3 billion, representing a significant increase of almost \$20 billion compared to the proposal of the last-term Government. It should go a long way in helping enterprises, particularly micro, small and medium-sized enterprises, adapt to the policy change.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)023

(Question Serial No. 0578)

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:

One of the major new plans for 2020-21 is to work on a proposal to increase progressively the number of statutory holidays under the Employment Ordinance. In this connection, would the Government advise this Committee:

- (a) of the current work progress;
- (b) of the timetable for introducing the legislative amendments;
- (c) whether the stakeholders will be consulted; if yes, the estimated period and targets of consultation; and
- (d) of the manpower arrangement and expenditure involved in pursuing the work?

Asked by: Hon HO Kai-ming (LegCo internal reference no.: 18)

Reply:

The information sought is provided as follows:

- (a) to (c) The Chief Executive announced on 14 January 2020 10 new initiatives on improving people's livelihood, one of which is to increase progressively the number of statutory holidays so that it will be on par with the number of general holidays. The Government will work out and invite the Labour Advisory Board (LAB) to discuss the relevant proposal, and will facilitate and support its work. The Labour Department (LD) will provide relevant information for LAB to discuss the proposal. There is no timetable for introducing the legislative amendments at this stage.

- (d) The above work is conducted by the existing staff of LD among their other duties, and the manpower and expenditure involved cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)024

(Question Serial No. 0579)

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 Speech that an additional annual funding of \$30 million will be provided to enhance the employment programmes of the Labour Department, with a view to further encouraging employers to hire the elderly, young people and persons with disabilities. In this connection, would the Government advise this Committee:

- (a) of the numbers of participants and placements secured under the Employment Programme for the Elderly and Middle-aged (EPEM), the Youth Employment and Training Programme (YETP) and the Work Orientation and Placement Scheme (WOPS) ("the 3 programmes") in each of the past 3 years;
- (b) of the ceiling of the on-the-job training (OJT) allowance payable to employers under each of the 3 programmes after the increase;
- (c) of the allocation of the \$30 million funding among the 3 programmes and the amount allocated to each programme; and
- (d) whether the "about 4 000 persons" expected to benefit from the enhanced measures each year refers to the approximate number of beneficiaries in the past or the number of new beneficiaries under the 3 programmes?

Asked by: Hon HO Kai-ming (LegCo internal reference no.: 21)

Reply:

The information sought is provided as follows:

- (a) No prior registration is required for employees to join EPEM (known as the Employment Programme for the Middle-aged before September 2018). In 2017, 2018 and 2019, there were respectively 2 642, 2 574 and 3 061 placements eligible for joining EPEM.

YETP operates on the basis of programme year, running from September each year to August of the following year. In the past 3 programme years (i.e. the 2016/17, 2017/18 and 2018/19 programme years), the numbers of trainees enrolled in YETP were 5 720, 4 694 and 4 572 respectively. Trainees may choose to attend pre-employment training courses, workplace attachment training, OJT, etc. according to their own interests and needs. In the past 3 programme years, the numbers of trainees placed into OJT vacancies were 2 633, 2 264 and 2 004 respectively.

No prior registration is required for employees to join WOPS. In 2017, 2018 and 2019, there were respectively 802, 796 and 942 placements recorded under WOPS.

- (b)&(c) The maximum amount of OJT allowance payable to employers engaging job seekers aged 60 or above who are unemployed or have left the workforce and providing them with OJT under EPEM will be increased from \$4,000 to \$5,000 per month per employee for a period of 6 to 12 months. For employers engaging unemployed job seekers aged 40 to 59, the maximum amount of OJT allowance remains at \$3,000 per month per employee for a period of 3 to 6 months. The estimated additional annual expenditure is \$5.9 million.

The maximum amount of OJT allowance payable to employers under YETP will be increased from \$4,000 to \$5,000 per month for a period of 6 to 12 months. The estimated additional annual expenditure is \$19.8 million.

The ceiling of the OJT allowance payable to employers under WOPS will be raised from \$7,000 to \$8,000 per month during the three-month work adaptation period and from \$5,000 to \$6,000 per month for the following 6 months. The estimated additional annual expenditure is \$4.6 million.

- (d) The 3 enhanced employment programmes are expected to benefit about 4 000 job seekers each year, including new beneficiaries.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)025

(Question Serial No. 2485)

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 employees' compensation, would the Government advise this Committee:

- (a) whether it has statistics on cases of heat stroke or even death as a result of working in very hot weather;
- (b) whether it has earmarked resources to review the Employees' Compensation Ordinance (ECO) in the coming year in order to incorporate "heat stroke" and the related diseases associated with it into the scope of "work injuries";
- (c) whether it intends to amend ECO and the Occupational Safety and Health Ordinance to clearly specify novel coronavirus infection as an occupational disease; if yes, when will the amendment be introduced into the Legislative Council; if not, what are the reasons?

Asked by: Hon HO Kai-ming (LegCo internal reference no.: 52)

Reply:

The information sought is provided as follows:

- (a) The Labour Department (LD) does not keep statistics on cases of employees who have suffered heat stroke or died because of working in very hot weather.
- (b) ECO stipulates that if an employee sustains an injury or dies as a result of an accident arising out of and in the course of his employment, including heat stroke at work, it will in general be considered as work injury and the employer is liable to pay compensation under the Ordinance.
- (c) In prescribing a new occupational disease, LD has to clearly specify in the legislation what industries and processes in which the employees are engaged have definite risks

posed by the disease as well as the prescribed period within which the employees must have been employed to work in those industries and processes. As the outbreak situation of coronavirus disease (COVID-19) is still developing in Hong Kong and around the globe, LD will take appropriate follow-up action as soon as possible after definite supportive medical and epidemiological information is available. Although COVID-19 is not a compensable occupational disease prescribed under ECO, section 36 of ECO stipulates that an employee contracting a disease not prescribed as an occupational disease may still claim compensation from his employer under ECO if it is an injury or death by accident arising out of and in the course of employment. The employer is in general liable to pay employees' compensation under ECO.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)026

(Question Serial No. 2502)

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 assistance and counselling services to persons unemployed and with disabilities. In this connection, would the Government advise this Committee of:

- (a) the details of the assistance and counselling services provided to persons unemployed and with disabilities; and
- (b) the number of persons unemployed and with disabilities benefited from the assistance and counselling services in the past 3 years?

Asked by: Hon HO Kai-ming (LegCo internal reference no.: 19)

Reply:

The information sought is provided as follows:

- (a) The Selective Placement Division (SPD) of LD provides personalised employment services for job seekers with disabilities fit for open employment, irrespective of whether they are unemployed or not. The employment consultants of SPD conduct in-depth interviews to learn about the qualifications, skills, experience, career preferences, etc. of individual job seekers with disabilities in order to provide them with employment counselling to help them understand their work capabilities and market demands. The employment consultants proactively conduct job matching and canvass suitable job vacancies for job seekers with disabilities and refer them to employers for job interviews. Upon placing job seekers with disabilities into employment, the employment consultants will provide follow-up service for at least 6 months. During the follow-up period, the employment consultants will maintain close contact with the employees with disabilities and keep in view their work progress to help them settle in their new jobs. The employment consultants will also

provide support for employers to help them understand the special needs of employees with disabilities and assist both parties in building up a good working relationship.

LD implements the Work Orientation and Placement Scheme (WOPS) which encourages employers to engage persons with disabilities through the provision of financial incentives. Eligible employers who hire persons with disabilities through LD under WOPS and provide appropriate coaching and support as well as appoint mentors for such employees will be granted an allowance. LD will enhance WOPS in the second half of 2020 by raising the ceiling of on-the-job training allowance payable to the participating employers from \$7,000 to \$8,000 per month during the work adaptation period in the first 3 months and from \$5,000 to \$6,000 per month for the following 6 months.

LD will launch a pilot scheme in the second half of 2020 to encourage persons with disabilities, through the provision of a retention allowance, to overcome challenges in their new jobs and gradually accumulate experience, master job skills and build up confidence, thereby stabilising employment. Persons with disabilities engaged through LD's referral will be offered a retention allowance of \$3,000 under the scheme if they stay in the job for 3 months. Thereafter, the employee will receive an additional allowance of \$1,000 for each ensuing month if he/she stays in the job. The maximum payment period is 9 months.

Moreover, LD has engaged a welfare organisation since September 2016 to offer professional psychological and emotional counselling to needy job seekers with disabilities registered with SPD. The counselling service is provided by registered social workers of the welfare organisation and serves to alleviate the emotional problems of job seekers with disabilities arising from the state of their disabilities or personal or family matters, so as to help them concentrate on job search and settle in their new jobs as soon as possible, thereby realising their potential in employment.

LD will also continue to promote the employment of persons with disabilities through publicity as well as actively liaise with employers from different sectors to enhance their understanding of the capabilities of persons with disabilities and encourage them to provide more suitable job vacancies for persons with disabilities.

- (b) In 2017, 2018 and 2019, there were respectively 2 833, 2 766 and 2 766 job seekers with disabilities registered with SPD of LD for employment services. Over the same period, SPD recorded respectively 2 203, 2 219 and 2 213 placements for job seekers with disabilities. Of these, 802, 796 and 942 placements respectively were secured under WOPS. Over the same period, LD recorded respectively 62, 55 and 48 cases where job seekers with disabilities received psychological and emotional counselling service.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)027

(Question Serial No. 2504)

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 processing of employees' compensation (EC) claims in the past 3 years, would the Government advise this Committee of:

- (a) the number of claims with a breakdown by industry;
- (b) the number of unsettled claims in each year with a breakdown by industry in which the employee lodging the claim was engaged;
- (c) the time taken to process a claim by listing the figures for within 1 year, 1 to 2 years, 2 to 3 years and 3 years or above?

Asked by: Hon HO Kai-ming (LegCo internal reference no.: 20)

Reply:

The information sought is provided as follows:

- (a) From 2017 to 2019, the number of EC claims reported under the Employees' Compensation Ordinance (ECO) and received by the Labour Department (LD) in each year is at Annex 1.

If the work injury sick leave of an employee does not exceed 3 days and no permanent incapacity is involved, the employer should make direct payment of compensation to the employee in accordance with ECO. LD does not keep a breakdown of this type of cases by industry. As for compensation claims involving incapacitation of employees for more than 3 days as a result of work injuries, a breakdown by industry is at Annex 2.

- (b) Of the compensation claims involving incapacitation of employees for more than 3 days as a result of work injuries in each year from 2017 to 2019, the number of

compensation claims which were not settled in the same respective year with a breakdown by industry is at Annex 3.

- (c) Of the compensation claims involving incapacitation of employees for more than 3 days as a result of work injuries in each year from 2017 to 2019, the number of compensation claims settled with a breakdown by time required for settlement is at Annex 4. The processing time for each claim is affected by various factors such as the duration of medical treatment and rehabilitation required for the employee's injury, whether the claim involves disputes that require mediation or adjudication by the court, etc.

**Number of EC claims
reported under ECO and received by LD from 2017 to 2019**

Duration of incapacitation of employees	2017	2018	2019
Not more than 3 days	14 645	14 789	14 641
More than 3 days*	36 463	36 788	33 780
Total	51 108	51 577	48 421

* Figures include fatal cases.

**Number of compensation claims
involving incapacitation of employees for more than 3 days
as a result of work injuries from 2017 to 2019
with a breakdown by industry**

Industry	2017	2018	2019
Public Administration, Social and Personal Services	7 376	7 708	7 474
Finance and Insurance, Real Estate, Professional and Business Services	7 205	7 367	6 781
Food and Beverage Services	5 621	5 660	5 040
Import/Export, Wholesale and Retail Trades, Accommodation Services	5 013	4 941	4 387
Transportation, Storage, Postal and Courier Services, Information and Communications	4 213	4 484	4 386
Construction	4 143	3 882	3 223
Manufacturing	1 950	1 834	1 599
Others	942	912	890
Total	36 463	36 788	33 780

**Number of compensation claims
involving incapacitation of employees for more than 3 days
as a result of work injuries from 2017 to 2019 which were not settled
in the same respective year with a breakdown by industry**

Industry	2017	2018	2019
Public Administration, Social and Personal Services	3 066	3 228	3 058
Finance and Insurance, Real Estate, Professional and Business Services	2 861	3 088	2 668
Food and Beverage Services	1 807	1 918	1 590
Import/Export, Wholesale and Retail Trades, Accommodation Services	1 810	1 705	1 452
Transportation, Storage, Postal and Courier Services, Information and Communications	1 798	1 943	1 740
Construction	2 818	2 619	2 103
Manufacturing	775	756	619
Others	462	420	461
Total	15 397	15 677	13 691

**Number of settled compensation claims
involving incapacitation of employees for more than 3 days
as a result of work injuries from 2017 to 2019
with a breakdown by time required for settlement**

Time required for settlement of compensation claims	No. of compensation claims settled [^]		
	2017	2018	2019
Below 365 days	29 831	30 497	29 579
365 to below 730 days	4 406	4 697	4 656
730 to below 1 095 days	1 441	1 353	1 425
1 095 days or above	678	620	713
Total	36 356	37 167	36 373

[^] The number of compensation claims settled includes compensation claims reported to LD under ECO in or before the respective settlement year.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)028

(Question Serial No. 2859)

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) also implements employment programmes with a view to promoting the employment of the elderly, young people and persons with disabilities. In this connection, would the Government advise this Committee of the details of Youth Employment Start (Y.E.S.) set up for young people by LD:

- (a) the manpower, rent and expenditure for Y.E.S. in the past 3 years;
- (b) the types of services provided and the respective numbers of participants in the past 3 years; and
- (c) whether the Government will review the effectiveness of the services in the coming year?

Asked by: Hon HO Kai-ming (LegCo internal reference no.: 51)

Reply:

The information sought is as follows:

- (a) LD operates 2 Youth Employment Resource Centres named Y.E.S. and engages a non-governmental organisation (NGO) for their daily operation under a service contract. In the past 3 years, LD had a total of 12 posts in its staff establishment for managing the 2 Y.E.S., while the NGO had 18 staff members to operate the service.

In 2017-18, 2018-19 and 2019-20, the total expenditures for operating the 2 Y.E.S. (excluding civil service staff cost) were \$19.36 million, \$19.18 million and \$20.95 million (revised estimate) respectively, including rental expenditure of \$6.47 million, \$6.54 million and \$7.46 million (revised estimate).

- (b) Y.E.S. provides young people with various support services on employment and self-employment, including employment support, value-added training, career counselling, school activities and self-employment support. In 2017, 2018 and 2019, the numbers of services provided to young people by the 2 Y.E.S. were 72 878, 72 899 and 70 305 respectively. A breakdown of the numbers of services used by the type of services is at the Annex.

- (c) In the coming year, LD will continue to conduct regular opinion surveys and focus group discussions to understand users' views on the services provided by Y.E.S. so as to assess the effectiveness of the services.

**Breakdown of the numbers of services used at the 2 Y.E.S.
by the type of services from 2017 to 2019**

Type of services	No. of services used		
	2017	2018	2019
Employment support	38 280	37 740	41 280
Value-added training	12 147	12 441	10 123
Career counselling	9 012	10 394	8 498
School activities	8 153	7 481	6 602
Self-employment support	5 286	4 843	3 802
Total	72 878	72 899	70 305

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)029

(Question Serial No. 1287)

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 employees' compensation (EC), would the Government advise this Committee:

- (a) whether resources will be allocated to review the Employees' Compensation Ordinance (ECO) in the coming year with a view to expanding the scope of its coverage. If yes, what are the details; if not, what are the reasons;
- (b) whether it knows which countries or regions have implemented a central EC scheme, and whether it will make reference to their practices in considering to establish a central EC scheme in Hong Kong?

Asked by: Hon KWOK Wai-keung (LegCo internal reference no.: 40)

Reply:

The information sought is provided as follows:

- (a) ECO provides for the payment of statutory compensation to employees injured at work, sufferers of prescribed occupational diseases and family members of deceased employees or persons who die of work injuries or prescribed occupational diseases. Compensation is paid by individual employers under a no-fault principle. The Government has all along reviewed the labour legislation in a timely manner, having regard to social changes and the pace of economic development of Hong Kong and the actual local circumstances to take into account employees' interests and employers' affordability concurrently. The Labour Department plans to review the levels of compensation under ECO and 2 other compensation-related ordinances in 2020-21.
- (b) The EC systems implemented by different countries or regions vary depending on their individual circumstances. Hong Kong's existing EC system is primarily premised on a no-fault principle and employers' liability to pay compensation on the basis of ECO. Employers are required to take out EC insurance in accordance with the provisions of

ECO to cover their liabilities to pay compensation under the law (including common law). This existing mode of operation works well in affording EC protection to employees injured at work or family members of deceased employees. The Government has no plan to consider establishing a central EC scheme.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)030

(Question Serial No. 2722)

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 manpower and expenditure for implementing YETP in the past 3 years;
- (b) 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;
- (c) the number of trainees who received pre-employment training and were placed into on-the-job training (OJT) vacancies in the past 3 years, with breakdowns by industry, occupational group and wage level;
- (d) the number of training courses run by training bodies and the amount of funding allocated in the past 3 years;
- (e) the number of trainees who were granted OJT 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 amount involved;
- (f) the number of employers who were granted OJT allowance in the past 3 years and the amount involved;
- (g) the survey findings on the employment position of trainees; and
- (h) whether any new measures have been formulated for the coming year 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 KWOK Wai-keung (LegCo internal reference no.: 41)

Reply:

The information sought is provided as follows:

- (a) In the 2016-17, 2017-18 and 2018-19 financial years, the Labour Department (LD) had respectively 65, 65 and 67 posts in its staff establishment for the administration, promotion and monitoring of the service provision of YETP. The expenditures for implementing YETP in these years were \$87.1 million, \$83.3 million and \$79.5 million respectively.
- (b) Breakdowns of the number of trainees enrolled by age, gender and educational attainment and of trainees enrolled in pre-employment training courses by type of training in the past 3 programme years of YETP (running from September each year to August of the following year) are at Annex 1. LD does not keep information on the percentage of trainees who completed pre-employment training courses.
- (c) Breakdowns of the number of trainees placed into OJT vacancies in the past 3 programme years by industry, occupational group and wage level are at Annex 2. A breakdown of the number of trainees enrolled in pre-employment training courses by type of training is at Annex 1.
- (d) The number of training courses run by training bodies and the amount of funding allocated in the past 3 programme years are at Annex 3.
- (e)&(f) The amount of OJT allowance granted to employers, the numbers of employers and placements involved in the past 3 financial years, as well as the amount 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 same period are at Annex 4.
- (g) LD conducts trainee development surveys every year on trainees who have enrolled under YETP and completed the 12-month support services. The survey findings for the 2018/19 programme year revealed that around 70% of the trainees were in employment at the time of survey.
- (h) LD will launch a pilot scheme in the second half of 2020 to provide a retention allowance to eligible trainees engaged by employers under YETP so as to encourage them to undergo and complete OJT, thereby stabilising employment. Eligible trainees will be offered a retention allowance of \$3,000 if they stay in the OJT posts for 3 months. Thereafter, the trainee will receive an additional allowance of \$1,000 for each ensuing month when he/she stays in the job until completion of OJT which lasts for 6 to 12 months. The estimated annual expenditure for this three-year pilot measure is \$33.5 million.

Moreover, LD will raise the ceiling of OJT allowance payable to employers under YETP from \$4,000 to \$5,000 per month for a period of 6 to 12 months, with a view to further encouraging employers to hire young people. The estimated additional annual expenditure is \$19.8 million.

**Breakdowns of the number of trainees enrolled
by age, gender and educational attainment and
of trainees enrolled in pre-employment training courses by type of training
in the 2016/17 to 2018/19 programme years of YETP**

(i) By age, gender and educational attainment

	2016/17 Programme year	2017/18 Programme year	2018/19 Programme year
1. No. of trainees enrolled	5 720	4 694	4 572
2. Age			
- 15-below 18	772	672	673
- 18-below 21	2 374	1 801	1 765
- 21-below 25	2 574	2 221	2 134
3. Gender			
- Male	3 514	2 995	2 968
- Female	2 206	1 699	1 604
4. Educational attainment			
- Below Secondary 3	250	171	195
- Secondary 3	570	537	538
- Secondary 4-5	923	655	595
- Secondary 6-7	2 571	2 089	2 285
- Associate degree	198	155	126
- Diploma	910	848	664
- Others (i.e. secondary school education or equivalent attained in other places)	298	239	169

(ii) Trainees enrolled in pre-employment training courses by type of training

Type of training	No. of trainees enrolled in pre-employment training courses		
	2016/17 Programme year	2017/18 Programme year	2018/19 Programme year
Technical and craftsmanship	1 393	1 174	1 092
Job-search, interpersonal skills, discipline and motivation	555	399	274
Catering	373	324	272
Information technology and design	243	136	186
Hairdressing, beauty culture and fitness	114	50	65
Customer service and salesmanship	98	72	48
Clerical	42	55	24
Tourism and hotel	34	12	12
Others	244	176	246
Total	3 096	2 398	2 219

Note: YETP operates on the basis of programme year, running from September each year to August of the following year.

**Breakdowns of the number of trainees placed into OJT vacancies
in the 2016/17 to 2018/19 programme years of YETP
by industry, occupational group and wage level**

(i) By industry

Industry	No. of trainees placed into OJT vacancies		
	2016/17 Programme year	2017/18 Programme year	2018/19 Programme year
Construction	1 016	1 018	955
Community, social and personal services	546	360	322
Transport, storage and communications	308	216	180
Financing, insurance, real estate and business services	214	206	163
Government sector	232	202	158
Wholesale, retail and import/export trades, restaurants and hotels	240	167	150
Manufacturing	46	33	41
Others	31	62	35
Total	2 633	2 264	2 004

(ii) By occupation

Occupational group	No. of trainees placed into OJT vacancies		
	2016/17 Programme year	2017/18 Programme year	2018/19 Programme year
Craft and related workers	1 460	1 404	1 293
Clerical support workers	329	299	213
Service workers	349	178	201
Sales workers	216	171	150
Associate professionals	236	165	115
Elementary occupations	3	15	16
Plant and machine operators and assemblers	24	14	9
Others	16	18	7
Total	2 633	2 264	2 004

(iii) By wage level

Wage level	No. of trainees placed into OJT vacancies		
	2016/17 Programme year	2017/18 Programme year	2018/19 Programme year
Below \$6,000	-	-	42*
\$6,000-below \$7,000	26	9	2
\$7,000-below \$8,000	119	43	23
\$8,000-below \$9,000	1 085	454	385
\$9,000-below \$10,000	591	738	414
\$10,000 or above	812	1 020	1 138
Total	2 633	2 264	2 004

Note: YETP operates on the basis of programme year, running from September each year to August of the following year.

- * Since the 2018/19 programme year, the scope of YETP has been expanded to cover part-time OJT posts. All OJT placements with a wage level below \$6,000 were part-time posts.

**Number of training courses run by training bodies
and amount of funding allocated
in the 2016/17 to 2018/19 programme years of YETP**

Item	2016/17 Programme year	2017/18 Programme year	2018/19 Programme year
No. of training courses	204	159	155
Amount of funding allocated	\$8.75 million	\$7.26 million	\$7.24 million

Note: YETP operates on the basis of programme year, running from September each year to August of the following year.

**Amount of OJT allowance granted to employers,
numbers of employers and placements involved and
amount of various allowances granted to trainees and number of trainees involved
under YETP in the 2016-17 to 2018-19 financial years**

(i) Amount of OJT allowance granted to employers and numbers of employers and placements involved

Item	2016-17	2017-18	2018-19
Amount of OJT allowance	\$54.23 million	\$50 million	\$47.18 million
No. of employers	644	618	573
No. of placements	2 488	2 254	1 973

(ii) Various allowances granted to trainees and number of trainees involved

Item	2016-17	2017-18	2018-19
Pre-employment training allowance	\$0.82 million	\$0.75 million	\$0.69 million
Workplace attachment training allowance	\$0.53 million	\$0.52 million	\$0.65 million
Off-the-job vocational training allowance and reimbursement of examination fees	\$0.29 million	\$0.21 million	\$0.12 million
No. of trainees	1 355	1 184	818

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)031

(Question Serial No. 1847)

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 the economic situation worsened, the labour market gradually slackened. The seasonally adjusted unemployment rate went up from 2.8% in the second quarter of 2019 to the latest 3.4%, the highest in more than 3 years. Employment situations in many sectors came under persistent pressure. In this connection, would the Government advise this Committee of the following:

- (a) What are the estimated expenditure and manpower arrangement of the Labour Department (LD) with regard to the provision of employment services in the coming year?
- (b) The unemployment rate is very likely to rise further. What preparation has the Government made to address the increasing number of unemployed persons?
- (c) LD will launch a pilot scheme in the coming year to encourage the elderly, young people and persons with disabilities to undergo and complete on-the-job training (OJT) under the employment programmes through the provision of a retention allowance, thereby stabilising employment. What are the estimated expenditure and manpower arrangement?

Asked by: Hon LAU Ip-keung, Kenneth (LegCo internal reference no.: 67)

Reply:

The information sought is provided as follows:

- (a) LD provides comprehensive and free employment services to job seekers and implements dedicated employment services and employment programmes for job seekers with special needs (including the elderly, young people, persons with disabilities and ethnic minorities, etc.). In 2020-21, the estimated expenditure of LD

for providing the above employment services is \$582 million, with a staff establishment of 208 Labour Officer Grade and 284 Clerical and other grade posts.

- (b) LD provides employment support for job seekers through its job centres, industry-based recruitment centres and online platforms, etc. At the same time, LD liaises with employers in various industries to canvass vacancies for job seekers with different educational backgrounds and working experience, and organises large-scale job fairs in different locations as well as industry-based and district-based job fairs at its recruitment centres and job centres respectively to expedite the dissemination of employment information, striving its best to help job seekers with different backgrounds secure employment.

In light of the deteriorating employment situation, the Government has announced a series of measures to support employees. LD will raise the ceiling of OJT allowance payable to employers under the Employment Programme for the Elderly and Middle-aged, the Youth Employment and Training Programme and the Work Orientation and Placement Scheme in the second half of 2020, with a view to further encouraging employers to hire the elderly aged 60 or above, young people and persons with disabilities and provide them with OJT. After the implementation of the enhancement measure, the maximum amount of allowance payable to employers engaging job seekers under these 3 employment programmes will be \$60,000 per employee. LD also plans to launch a pilot scheme in the second half of 2020 to encourage eligible elderly persons, young people and persons with disabilities to undergo and complete OJT under the above employment programmes through the provision of a retention allowance, thereby stabilising employment. Subject to the length of OJT period, the maximum amount of retention allowance that a full-time employee may receive is \$12,000.

The Employees Retraining Board (ERB) has launched the “Love Upgrading Special Scheme” in October 2019, providing comprehensive training which lasts for 2 to 3 months to employees affected by the economic downturn as well as special allowance to trainees during the training period. ERB will enhance the new tranche of the “Love Upgrading Special Scheme” to be launched in July this year and provide 10 000 additional places.

In addition, as mentioned in Paragraph 31 of the Budget Speech, the Construction Industry Council (CIC) will draw \$200 million from its levy income to tide the construction industry over the present difficulties. While details have yet to be finalised, the CIC’s basic plan is to offer training places under its established training programmes to in-service registered construction workers who are underemployed or unemployed temporarily to enable them to up-skill themselves to enhance their competitive strength.

The Government will provide a one-off special allowance to about 200 000 eligible low-income households under the Anti-epidemic Fund. It is estimated that about 58 000 Working Family Allowance (WFA) households and 145 000 Student Financial Assistance (SFA) households would benefit from the one-off special cash allowance. For a WFA household, the lump sum allowance it will get would be equivalent to an additional two-month allowance, based on the highest monthly amount it received in

its most recently submitted and approved WFA application during the period from 1 April 2019 to 21 February 2020 (the date on which the funding proposal for special allowance was approved by the Finance Committee of the Legislative Council). For an SFA household, it will receive 2 times the overall average monthly amount received by WFA households from 1 April to 30 September 2019 (i.e. a lump sum allowance of \$4,640 (\$2,320 x 2) per eligible SFA household).

- (c) LD will provide a retention allowance to eligible participants under its employment programmes in the second half of 2020, and the estimated annual expenditure is \$51.41 million. To take forward the above three-year pilot measure, LD will create 3 additional posts for 3 years starting from 2020-21.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)032

(Question Serial No. 2620)

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 list the number of work injuries and deaths reported by various bureaux, departments and offices each year from 2015 to 2019.

Asked by: Hon LEUNG Kenneth (LegCo internal reference no.: 112)

Reply:

The number of employees' compensation (EC) claims reported under the Employees' Compensation Ordinance (ECO) by government departments and received by the Labour Department (LD) in each year from 2015 to 2019 is at Annex.

**Number of EC claims reported under ECO
by government departments and received by LD from 2015 to 2019
(with a breakdown by department)**

Bureau/ Department/ Office	2015	2016	2017	2018	2019
Agriculture, Fisheries and Conservation Department	26 (-)	35 (-)	40 (-)	50 (-)	54 (-)
Architectural Services Department	4 (-)	5 (-)	-	2 (-)	6 (1)
Audit Commission	-	-	1 (-)	-	1 (-)
Auxiliary Medical Service	9 (-)	3 (-)	4 (-)	6 (-)	1 (-)
Buildings Department	6 (-)	5 (-)	3 (-)	10 (-)	11 (-)
Census and Statistics Department	7 (-)	8 (-)	2 (-)	4 (-)	6 (-)
Chief Executive's Office	-	1 (-)	1 (-)	-	-
Chief Secretary and Financial Secretary's Offices	1 (-)	3 (-)	2 (-)	-	-
Civil Aid Service	7 (-)	18 (-)	4 (-)	4 (-)	6 (-)
Civil Aviation Department	1 (-)	1 (-)	2 (-)	1 (-)	1 (-)
Civil Engineering and Development Department	6 (-)	6 (-)	5 (-)	7 (1)	8 (-)
Civil Service Bureau	1 (-)	1 (-)	-	1 (-)	-
Commerce and Economic Development Bureau	-	1 (-)	1 (-)	1 (-)	2 (-)
Constitutional and Mainland Affairs Bureau	1 (-)	-	1 (-)	-	1 (-)

Correctional Services Department	40 (1)	35 (-)	29 (-)	33 (-)	42 (-)
Create Hong Kong	-	-	-	1 (-)	-
Customs and Excise Department	16 (-)	26 (-)	21 (-)	20 (-)	31 (1)
Department of Health	66 (-)	68 (-)	68 (-)	64 (-)	76 (-)
Department of Justice	1 (-)	1 (-)	5 (-)	6 (-)	5 (-)
Development Bureau	1 (-)	-	-	-	1 (-)
Drainage Services Department	12 (-)	12 (-)	11 (-)	11 (-)	6 (-)
Education Bureau	59 (-)	61 (-)	43 (-)	56 (-)	53 (-)
Efficiency Office	2 (-)	1 (-)	1 (-)	-	2 (-)
Electrical and Mechanical Services Department	20 (1)	28 (-)	21 (-)	25 (-)	22 (-)
Environmental Protection Department	1 (-)	4 (-)	2 (-)	10 (1)	4 (-)
Financial Services and the Treasury Bureau	1 (-)	-	-	-	-
Fire Services Department	133 (-)	145 (2)	131 (2)	124 (-)	116 (-)
Food and Environmental Hygiene Department	244 (1)	249 (1)	238 (-)	279 (-)	259 (-)
Food and Health Bureau	-	-	1 (-)	-	-
Government Flying Service	3 (1)	4 (-)	-	1 (-)	7 (-)
Government Laboratory	4 (-)	1 (-)	1 (-)	2 (-)	2 (-)
Government Logistics Department	12 (-)	8 (-)	9 (-)	6 (-)	5 (-)
Government Property Agency	-	1 (-)	-	-	-
Highways Department	4 (-)	4 (-)	6 (-)	7 (-)	3 (-)

Home Affairs Bureau	1 (-)	-	1 (-)	-	-
Home Affairs Department	4 (-)	10 (-)	7 (-)	4 (-)	4 (-)
Hong Kong Monetary Authority	-	1 (-)	-	-	-
Hong Kong Observatory	3 (-)	-	2 (-)	3 (-)	3 (-)
Hong Kong Police Force	309 (2)	311 (1)	273 (-)	225 (2)	353 (-)
Hospital Authority	35 (-)	34 (-)	22 (-)	17 (-)	19 (-)
Housing Department	25 (-)	19 (-)	28 (-)	34 (-)	19 (-)
Immigration Department	28 (-)	29 (-)	38 (-)	37 (-)	36 (-)
Independent Commission Against Corruption	5 (-)	4 (-)	7 (-)	8 (1)	3 (-)
Information Services Department	-	-	1 (-)	1 (-)	-
Inland Revenue Department	9 (-)	5 (-)	8 (-)	9 (-)	7 (-)
Innovation and Technology Commission	1 (-)	1 (-)	-	-	-
Intellectual Property Department	-	-	1 (-)	-	1 (-)
Invest Hong Kong	-	-	-	1 (-)	-
Judiciary	12 (-)	10 (-)	10 (-)	4 (-)	3 (-)
Labour and Welfare Bureau	-	-	-	-	1 (-)
Labour Department	5 (-)	11 (-)	10 (-)	12 (-)	6 (-)
Land Registry	1 (-)	2 (-)	-	1 (-)	1 (-)
Lands Department	23 (-)	20 (-)	17 (-)	21 (-)	22 (-)
Legal Aid Department	1 (-)	2 (-)	1 (-)	2 (-)	-
Leisure and Cultural Services Department	192 (-)	181 (2)	201 (1)	232 (1)	185 (1)
Marine Department	9 (-)	12 (-)	13 (-)	9 (-)	6 (-)

Office of the Communications Authority	1 (-)	1 (-)	1 (-)	-	2 (-)
Office of the Government Chief Information Officer	2 (-)	3 (-)	1 (-)	1 (-)	-
Planning Department	-	3 (-)	2 (-)	2 (-)	4 (-)
Post Office	193 (-)	174 (2)	153 (1)	152 (-)	152 (-)
Radio Television Hong Kong	9 (-)	10 (-)	3 (-)	7 (-)	8 (-)
Rating and Valuation Department	-	1 (-)	3 (-)	1 (-)	3 (-)
Registration and Electoral Office	3 (-)	8 (-)	2 (-)	2 (-)	2 (-)
Security Bureau	-	-	-	2 (-)	-
Social Welfare Department	41 (1)	36 (-)	39 (-)	32 (-)	29 (1)
Trade and Industry Department	1 (-)	-	-	-	-
Transport Department	7 (-)	5 (-)	7 (-)	10 (-)	11 (-)
Treasury	1 (-)	2 (-)	1 (-)	-	3 (-)
Water Supplies Department	31 (1)	31 (-)	28 (-)	32 (-)	29 (-)
Working Family and Student Financial Assistance Agency	5 (-)	5 (-)	6 (-)	3 (-)	5 (-)
Total	1 645 (8)	1 666 (8)	1 539 (4)	1 595 (6)	1 648 (4)

Notes:

1. The above figures are compensation claims involving incapacitation of employees for more than 3 days (including fatal cases) as a result of work injuries.
2. Figures in brackets denote the number of fatal cases.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)033

(Question Serial No. 2660)

Head: (90) Labour Department
Subhead (No. & title): ()
Programme: (4) Employees' Rights and Benefits
Controlling Officer: Commissioner for Labour (Carlson CHAN)
Director of Bureau: Secretary for Labour and Welfare

Question:

The Government has stated that it will distribute information packs to foreign domestic helpers (FDHs) arriving at the Hong Kong airport and stage information kiosks at popular gathering places of FDHs on their rest days, with a view to protecting their employment rights and benefits and providing support for them. In addition, the Labour Department (LD) set up a dedicated 24-hour hotline starting from 19 December 2018 to provide support for FDHs. Moreover, a dedicated FDH Portal (www.fdh.labour.gov.hk) was set up and a dedicated email account (fdh@labour.gov.hk) and an online form were provided to facilitate FDHs to make enquiries about employment matters when working in Hong Kong or file complaints. In this connection, would the Government provide the following information:

- (a) the number of information packs distributed to FDHs arriving in Hong Kong and the estimated number of FDHs reached in each of the past 5 years;
- (b) the number of information kiosks staged at popular gathering places of FDHs on their rest days and the estimated number of FDHs reached in each of the past 5 years;
- (c) the number of FDHs who have used the above dedicated 24-hour hotline since it was set up, the nature of the calls received (such as making enquiry, seeking assistance, reporting case, etc.) and the Government's follow-up on the calls received;
- (d) the number of people browsing the above dedicated FDH Portal (www.fdh.labour.gov.hk) in each year since it was set up, with a breakdown by language version provided on the Portal;
- (e) the number of emails received in each year since the email account fdh@labour.gov.hk was set up, with a breakdown by nature of the contents of the emails received (such as making enquiry, seeking assistance, reporting case, etc.) and the Government's follow-up on the emails received;

- (f) the number of online forms received in each year since the form was provided on the dedicated FDH Portal, with a breakdown by nature of the contents of the forms received (such as making enquiry, seeking assistance, reporting case, etc.) and the Government's follow-up on the emails received?

Asked by: Hon LEUNG Kenneth (LegCo internal reference no.: 410)

Reply:

The information sought is provided as follows:

- (a) In order to enhance FDHs' understanding of their employment rights and benefits, LD distributes information packs to them through a variety of channels, such as widely distributing information packs to FDHs at the airport through a non-governmental organisation, the consulates-general of FDHs' home countries in Hong Kong, employment agencies (EAs) and the information kiosks staged at popular gathering places of FDHs on their rest days. The number of information packs distributed by LD to FDHs in each year from 2015-16 to 2019-20 is set out at Annex 1. LD does not keep statistics on the estimated number of FDHs reached.
- (b) LD stages information kiosks regularly at popular gathering places of FDHs such as Victoria Park, Chater Garden and Statue Square on their rest days to screen publicity videos and distribute information packs so as to promote the rights and benefits of FDHs under labour laws and the Standard Employment Contract (SEC). The number of information kiosks staged by LD for FDHs in each year from 2015-16 to 2019-20 is set out at Annex 2. LD does not keep statistics on the estimated number of FDHs reached.
- (c) The dedicated hotline set up by LD to provide support for FDHs commenced service on 19 December 2018. It is handled by "1823" and provides one-stop support services to FDHs. From 19 December 2018 to the end of February 2020, the hotline received a total of 4 829 calls. LD does not keep a breakdown by nature of the calls. LD will offer appropriate assistance depending on individual circumstances, including providing advice to FDHs on their employment rights and obligations under the SEC and relevant labour laws; referring enquiries, requests for services or assistance or complaints on labour-related matters such as employment claims or complaints against EAs to the relevant divisions of LD for follow-up and/or investigation; and advising or helping FDHs to contact appropriate law enforcement agencies to file their enquiries, requests for services or assistance or complaints concerning suspected exploitation or physical abuse.
- (d) LD set up a dedicated FDH Portal (www.fdh.labour.gov.hk) in April 2016. The one-stop online platform, with 12 language versions available, contains information, publications and publicity videos on the employment of FDHs and their employment rights and benefits, for browsing by FDHs, employers and the public. The page views of the Portal with a breakdown by language version in each year from 2016-17 to 2019-20 are set out at Annex 3.

- (e)&(f) LD enhanced the online resources in April 2018, including providing a dedicated email account and a new online form on the dedicated FDH Portal to facilitate FDHs to send in enquiries relating to their employment in Hong Kong or to file complaints. The numbers of emails and online forms received by LD from 2018-19 to 2019-20 through the above-mentioned channels are set out at Annex 4. LD does not keep a breakdown by nature of their contents. Upon receipt of the emails and online forms, LD will offer appropriate assistance depending on individual circumstances, including providing advice to FDHs on their employment rights and obligations under the SEC and relevant labour laws; referring enquiries, requests for services or assistance or complaints on labour-related matters such as employment claims or complaints against EAs to the relevant divisions of LD for follow-up and/or investigation; and advising or helping FDHs to contact appropriate law enforcement agencies to file their enquiries, requests for services or assistance or complaints concerning suspected exploitation or physical abuse.

**Number of information packs distributed by LD to FDHs
from 2015-16 to 2019-20**

	2015-16	2016-17	2017-18	2018-19	2019-20	Total
No. of information packs distributed	79 569	138 860	118 359	127 855	116 875	581 518

**Number of information kiosks staged by LD for FDHs
from 2015-16 to 2019-20**

	2015-16	2016-17	2017-18	2018-19	2019-20	Total
Information kiosks	6	8	9	14	12	49

**Page views of the dedicated FDH Portal from 2016-17 to 2019-20
with a breakdown by language version**

Language version	2016-17	2017-18	2018-19	2019-20 (up to February 2020)
Chinese	292 842	310 346	616 795	1 141 133
English	184 908	161 250	365 898	648 205
Tagalog	38 858	29 945	105 457	109 553
Indonesian	85 128	38 159	140 670	126 092
Thai	10 223 ¹	31 176	85 723	97 891
Khmer	–	17 726 ²	85 880	100 010
Hindi	–	–	20 722 ³	43 295
Sinhala	–	–	20 095 ³	37 028
Bengali	–	–	19 588 ³	38 358
Nepali	–	–	19 218 ³	36 159
Urdu	–	–	19 244 ³	37 184
Myanmar language	–	–	21 058 ³	37 404
Total page views	611 959	588 602	1 520 348	2 452 312

- Notes:
- ¹ The Thai version was added in July 2016, and the statistics were kept starting from July 2016.
 - ² The Khmer version was added in August 2017, and the statistics were kept starting from August 2017.
 - ³ The other 6 language versions were added in September 2018, and the statistics were kept starting from September 2018.

**Numbers of emails and online forms received by LD from 2018-19 to 2019-20
through the dedicated email account and online form**

	2018-19	2019-20 (up to February 2020)
No. of emails	400	408
No. of online forms	13	53
Total	413	461

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)034

(Question Serial No. 2176)

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:

Paragraphs 29 to 31 of the Budget Speech mentioned 3 relief measures to support employees. In this connection, would the Government advise the Committee of the following:

- (a) In the past 3 years,
- (i) what was the number of cases under the Employment Programme for the Elderly and Middle-aged (EPEM) involving persons aged 60 to 64?
 - (ii) what was the number of participants of the Youth Employment and Training Programme (YETP) (with breakdowns by participants' age and job nature)?
 - (iii) what was the number of cases under the Work Orientation and Placement Scheme (WOPS) (with a breakdown by occupation)?
- (b) Regarding the funding of \$30 million allocated to the Labour Department (LD), will any other measures be implemented apart from raising the ceiling of the on-the-job training (OJT) allowance payable to employers under EPEM, YETP and WOPS?
- (c) What were the respective numbers of trainees who enrolled in and completed the courses under the "Love Upgrading Special Scheme" ("the Scheme") launched by the Employees Retraining Board (ERB) since its implementation last October and the expenditure involved?
- (d) Does the Government have any measures to support unemployed persons to start their own businesses or become self-employed? If yes, what are the details, number of cases and expenditure involved?

Asked by: Hon LEUNG Mei-fun, Priscilla (LegCo internal reference no.: 75)

Reply:

The information sought is provided as follows:

- (a) (i) In 2017, 2018 and 2019, there were respectively 204, 265 and 417 placements eligible for joining EPEM (known as the Employment Programme for the Middle-aged before September 2018) which involved job seekers aged 60 to 64.
- (ii) YETP operates on the basis of programme year, running from September each year to August of the following year. Trainees may choose to attend pre-employment training courses, workplace attachment training, OJT, etc. according to their own interests and needs. Breakdowns of the numbers of trainees enrolled in YETP by age and of trainees placed into OJT vacancies by occupational group in the past 3 programme years are provided at Annex 1.
- (iii) In 2017, 2018 and 2019, there were respectively 802, 796 and 942 placements recorded under WOPS. A breakdown of the number of persons with disabilities placed into employment under WOPS by occupation is provided at Annex 2.
- (b) The additional funding of \$30 million allocated to LD will be used solely for raising the ceiling of OJT allowance payable to employers under the above employment programmes with a view to further encouraging employers to hire the elderly, young people and persons with disabilities. In addition, LD has secured separate funding to launch a pilot scheme in the second half of 2020 to encourage eligible employees to undergo and complete OJT under the above employment programmes through the provision of a retention allowance, thereby stabilising employment. Eligible employees will be offered a retention allowance of \$3,000 if they stay in the OJT posts for 3 months. Thereafter, the employee will receive an additional allowance of \$1,000 for each ensuing month when he/she stays in the job until completion of OJT which lasts for 6 to 12 months. Subject to the length of OJT period, the maximum amount of retention allowance that a full-time employee may receive is \$12,000. This measure will be implemented on a pilot basis for 3 years and the estimated annual expenditure is \$51.41 million.
- (c) According to the information provided by ERB, a total of 9 128 trainees applied for enrolment in “the Scheme” from October 2019 up to end February 2020. The number of graduate trainees^(Note) over the same period was 1 463. The required expenditure for implementing “the Scheme” has been included in the Government’s proposed injection of \$2.5 billion into the Employees Retraining Fund.
- (d) ERB currently provides 3 courses related to self-employment or business start-up, namely “Foundation Certificate in Entrepreneurship (Full-time)”, “Foundation Certificate in Small Business Start-up I (Fundamental Operation) (Part-time)” and “Foundation Certificate in Small Business Start-up II (Financial Management) (Part-time)”. In the past 3 years (2017-18 to 2019-20), over 100 trainees enrolled in the above 3 courses annually. ERB does not keep a separate breakdown of expenditure for the above courses.

Note: Each trainee may enrol up to 4 courses under the Scheme.

**Breakdowns of the numbers of trainees enrolled in YETP by age and
trainees placed into OJT vacancies by occupational group
in the 2016/17 to 2018/19 programme years**

(i) By age

Age	2016/17 Programme year	2017/18 Programme year	2018/19 Programme year
15-below 18	772	672	673
18-below 21	2 374	1 801	1 765
21-below 25	2 574	2 221	2 134
Total	5 720	4 694	4 572

(ii) By occupation

Occupational group	No. of trainees placed into OJT vacancies		
	2016/17 Programme year	2017/18 Programme year	2018/19 Programme year
Craft and related workers	1 460	1 404	1 293
Clerical support workers	329	299	213
Service workers	349	178	201
Sales workers	216	171	150
Associate professionals	236	165	115
Elementary occupations	3	15	16
Plant and machine operators and assemblers	24	14	9
Others	16	18	7
Total	2 633	2 264	2 004

Note: YETP operates on the basis of programme year, running from September each year to August of the following year.

**Breakdown of placements recorded under WOPS from 2017 to 2019
by occupation of persons with disabilities**

Occupation	No. of placements		
	2017	2018	2019
Managers and administrators	19	25	32
Professionals and associate professionals	41	41	53
Clerical support workers	199	225	340
Service workers	203	161	165
Shop sales workers	98	104	90
Craft and related workers	6	5	9
Plant and machine operators and assemblers	9	7	3
Elementary occupations	227	228	250
Total	802	796	942

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CONTROLLING OFFICER'S REPLY

LWB(L)035

(Question Serial No. 0296)

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 Programme (1) that provision for 2020-21 is \$33.9 million (15.7%) higher than the revised estimate for 2019-20, mainly due to increased operating expenses, an increase of 17 posts, filling of vacancies and salary increments for staff. In this connection, would the Government advise this Committee of the following:

- (a) the respective amounts being funded out of the \$33.9 million for the increased operating expenses, increase of 17 posts, filling of vacancies and salary increments for staff;
- (b) the details of the 17 increased posts and the duties and amount of annual salary for each post;
- (c) the number of vacancies needed to be filled, and the details and duties of the posts; and
- (d) among last year's 19 increased posts, the number of posts taken up and the reason for non-completion of appointment?

Asked by: Hon LUK Chung-hung (LegCo internal reference no.: 5)

Reply:

- (a) Provision for 2020-21 under Programme (1) Labour Relations is \$33.9 million higher than the revised estimate for 2019-20. The increased amounts for the relevant items are set out at Annex 1.
- (b) The 17 increased posts in 2020-21 under Programme (1) Labour Relations are for pursuing the abolition of the arrangement of "offsetting" severance payment and long service payment with the accrued benefits attributed to employers' mandatory contributions under the Mandatory Provident Fund System. The grades, ranks and annual salaries of the posts are set out at Annex 2.

- (c) The Labour Department (LD) expects that in 2020-21, 11 Clerical Grades vacancies arising from natural wastage are to be filled under Programme (1) Labour Relations. The 11 posts, including 1 Senior Clerical Officer, 6 Clerical Officers, 3 Assistant Clerical Officers and 1 Clerical Assistant, are mainly for providing clerical support under Programme (1) Labour Relations.
- (d) Out of the 19 increased posts in 2019-20 under Programme (1) Labour Relations of LD, 18 had been taken up. The 1 unfilled post of Chief Labour Officer was proposed to be created to take forward various new measures to enhance statutory maternity leave. The Establishment Subcommittee of the Finance Committee (FC) of the Legislative Council agreed on 28 May 2019 to recommend the creation of this post to FC for approval, which is currently pending FC's scrutiny.

**The increased amounts for the relevant items
under Programme (1) Labour Relations of LD**

Item	Increased amount (\$million)
Operating expenses	9.6
Increase of 17 posts	16.8
Filling of vacancies	5.9
Salary increments for staff	1.6
Total	33.9

**Grades, ranks and annual salaries of the 17 increased posts
under Programme (1) Labour Relations of LD**

Rank (Grade)	Annual salary in 2020-21 (\$)	Number of increased posts
Senior Labour Officer (Labour Officer Grade)	\$1,514,640	+3
Labour Officer (Labour Officer Grade)	\$1,124,520	+4
Assistant Labour Officer I (Labour Officer Grade)	\$807,540	+2
Chief Treasury Accountant (Treasury Accountant Grade) (Note)	\$1,923,600	+1
Senior Treasury Accountant (Treasury Accountant Grade) (Note)	\$1,514,640	+1
Systems Manager (Analyst/Programmer Grade)	\$1,124,520	+1
Analyst/Programmer I (Analyst/Programmer Grade)	\$807,540	+1
Analyst/Programmer II (Analyst/Programmer Grade)	\$534,660	+1
Clerical Officer (Clerical Officer Grade)	\$463,140	+1
Assistant Clerical Officer (Clerical Officer Grade)	\$288,840	+1
Personal Secretary II (Personal Secretary Grade)	\$288,840	+1
Total:		+17

(Note) The Chief Treasury Accountant and Senior Treasury Accountant posts are time-limited posts.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)036

(Question Serial No. 0612)

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:

For abolishing the arrangement of “offsetting” severance payment and long service payment with the accrued benefits attributed to employers’ mandatory contributions under the Mandatory Provident Fund (MPF) System (the “offsetting” arrangement), the Labour Department (LD) commenced the preparatory work of thrashing out the implementation details and drafting the enabling legislation in collaboration with relevant bureaux and departments as well as other stakeholders. In this connection, would the Government advise this Committee:

- (a) of the progress to date with regard to the legislative amendments;
- (b) of the stakeholders with whom consultations have been conducted;
- (c) whether it will introduce legislation to abolish the “offsetting” arrangement in the current legislative session; if not, what is the legislative timetable?

Asked by: Hon LUK Chung-hung (LegCo internal reference no.: 6)

Reply:

The information sought is provided as follows:

- (a)&(c) The relevant government bureaux and departments will continue to work in full steam on the preparatory work for abolishing the “offsetting” arrangement, including thrashing out the implementation details of the supporting measures such as assisting employers in setting up designated saving accounts under their own names, and commencing the drafting of the enabling legislation, etc. The Government will strive to introduce the enabling bill into the Legislative Council (LegCo) at the end of 2020 with a view to securing its passage by 2022 or earlier, and implementing the abolition of the “offsetting” arrangement 2 years after the

passage of the enabling legislation and in tandem with the full implementation of the eMPF Platform under the MPF scheme.

- (b) Since the Chief Executive announced in the 2018 Policy Address the enhanced arrangements for abolishing the “offsetting” arrangement, the Government has met with major stakeholders, including employers’ associations and business chambers, major trade unions, the LegCo Panel on Manpower, and the Labour Advisory Board, etc., to discuss the specific details of the enhanced arrangements. LD also maintains close communication with the Mandatory Provident Fund Schemes Authority to thrash out the implementation details of the abolition of the “offsetting” arrangement and to work out the proposed amendments to the related legislation.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)037

(Question Serial No. 0613)

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:

It is mentioned in Programme (1) that provision for 2020-21 is \$33.9 million (15.7%) higher than the revised estimate for 2019-20, mainly due to increased operating expenses, an increase of 17 posts, filling of vacancies and salary increments for staff. In this connection, would the Government advise this Committee of the following:

- (a) the respective amounts being funded out of the \$33.9 million for the increased operating expenses, increase of 17 posts, filling of vacancies and salary increments for staff;
- (b) the details of the 17 increased posts and the duties and amount of annual salary for each post;
- (c) the number of vacancies needed to be filled, and the details and duties of the posts; and
- (d) among last year's 19 increased posts, the number of posts taken up; besides, were there any unfilled posts after the recruitment; if yes, what are the details and duties of the unfilled posts?

Asked by: Hon LUK Chung-hung (LegCo internal reference no.: 28)

Reply:

- (a) Provision for 2020-21 under Programme (1) Labour Relations is \$33.9 million higher than the revised estimate for 2019-20. The increased amounts for the relevant items are set out at Annex 1.
- (b) The 17 increased posts in 2020-21 under Programme (1) Labour Relations are for pursuing the abolition of the arrangement of "offsetting" severance payment and long service payment with the accrued benefits attributed to employers' mandatory

contributions under the Mandatory Provident Fund System. The grades, ranks and annual salaries of the posts are set out at Annex 2.

- (c) The Labour Department (LD) expects that in 2020-21, 11 Clerical Grades vacancies arising from natural wastage are to be filled under Programme (1) Labour Relations. The 11 posts, including 1 Senior Clerical Officer, 6 Clerical Officers, 3 Assistant Clerical Officers and 1 Clerical Assistant, are mainly for providing clerical support under Programme (1) Labour Relations.
- (d) Out of the 19 increased posts in 2019-20 under Programme (1) Labour Relations of LD, 18 had been taken up. The 1 unfilled post of Chief Labour Officer was proposed to be created to take forward various new measures to enhance statutory maternity leave. The Establishment Subcommittee of the Finance Committee (FC) of the Legislative Council agreed on 28 May 2019 to recommend the creation of this post to FC for approval, which is currently pending FC's scrutiny.

**The increased amounts for the relevant items
under Programme (1) Labour Relations of LD**

Item	Increased amount (\$million)
Operating expenses	9.6
Increase of 17 posts	16.8
Filling of vacancies	5.9
Salary increments for staff	1.6
Total	33.9

**Grades, ranks and annual salaries of the 17 increased posts
under Programme (1) Labour Relations of LD**

Rank (Grade)	Annual salary in 2020-21 (\$)	Number of increased posts
Senior Labour Officer (Labour Officer Grade)	\$1,514,640	+3
Labour Officer (Labour Officer Grade)	\$1,124,520	+4
Assistant Labour Officer I (Labour Officer Grade)	\$807,540	+2
Chief Treasury Accountant (Treasury Accountant Grade) (Note)	\$1,923,600	+1
Senior Treasury Accountant (Treasury Accountant Grade) (Note)	\$1,514,640	+1
Systems Manager (Analyst/Programmer Grade)	\$1,124,520	+1
Analyst/Programmer I (Analyst/Programmer Grade)	\$807,540	+1
Analyst/Programmer II (Analyst/Programmer Grade)	\$534,660	+1
Clerical Officer (Clerical Officer Grade)	\$463,140	+1
Assistant Clerical Officer (Clerical Officer Grade)	\$288,840	+1
Personal Secretary II (Personal Secretary Grade)	\$288,840	+1
Total:		+17

(Note) The Chief Treasury Accountant and Senior Treasury Accountant posts are time-limited posts.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)038****(Question Serial No. 0614)**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 Labour Department (LD) provides free employment service to all job seekers. In this connection, would the Government provide the number of job vacancies received in each of the past 3 years, with a breakdown by occupation, and among them, the respective numbers of full-time and part-time job vacancies?

Asked by: Hon LUK Chung-hung (LegCo internal reference no.: 30)Reply:

The number of job vacancies received by LD from the private sector in 2017, 2018 and 2019, with a breakdown by occupation, is provided below:

Occupation	No. of job vacancies		
	2017	2018	2019
Managers and administrators	19 384	20 302	20 320
Professionals	114 499	80 705	60 982
Associate professionals	219 960	223 935	217 028
Clerical support workers	240 168	268 058	227 363
Service workers	278 449	297 748	256 370
Shop sales workers	146 054	159 477	128 675
Agricultural and fishery workers	3 361	4 446	3 669
Craft and related workers	76 665	75 490	65 334
Plant and machine operators and assemblers	49 110	51 481	43 593
Elementary occupations	270 791	286 062	265 153
Others	829	690	439
Total	1 419 270	1 468 394	1 288 926

Breakdowns of the full-time and part-time job vacancies received are provided below:

Occupation	No. of full-time job vacancies		
	2017	2018	2019
Managers and administrators	19 226	20 116	20 150
Professionals	110 217	77 289	58 246
Associate professionals	175 018	181 163	177 742
Clerical support workers	213 732	237 491	201 115
Service workers	216 799	228 402	195 629
Shop sales workers	105 057	113 751	92 526
Agricultural and fishery workers	2 906	3 730	3 242
Craft and related workers	74 352	72 996	63 536
Plant and machine operators and assemblers	46 897	49 391	41 653
Elementary occupations	214 459	223 467	207 489
Others	600	470	370
Total	1 179 263	1 208 266	1 061 698

Occupation	No. of part-time job vacancies		
	2017	2018	2019
Managers and administrators	158	186	170
Professionals	4 282	3 416	2 736
Associate professionals	44 942	42 772	39 286
Clerical support workers	26 436	30 567	26 248
Service workers	61 650	69 346	60 741
Shop sales workers	40 997	45 726	36 149
Agricultural and fishery workers	455	716	427
Craft and related workers	2 313	2 494	1 798
Plant and machine operators and assemblers	2 213	2 090	1 940
Elementary occupations	56 332	62 595	57 664
Others	229	220	69
Total	240 007	260 128	227 228

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)039

(Question Serial No. 1397)

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 service to all job seekers. In this connection, would the Government set out the numbers of job vacancies in the following categories with breakdowns by full-time and part-time employment:

- (a) starting monthly wage at below \$5,000, \$5,001-10,000, \$10,001-15,000, \$15,001-20,000, \$20,001-25,000, \$25,001 or above;
- (b) hourly wage at \$37.5, \$37.5-47, \$48-57, \$58-67, \$68-77, \$78-87, \$88-98, \$99 or above; and
- (c) weekly working hours at 18 hours or below, 19-44 hours, 45-48 hours, 49-60 hours, 61-72 hours?

Asked by: Hon LUK Chung-hung (LegCo internal reference no.: 31)

Reply:

The information sought is provided as follows:

- (a) to (c) LD received 1 288 926 job vacancies from the private sector in 2019. Breakdowns of these job vacancies by full-time and part-time employment, monthly-rated and hourly-rated wage payment mode as well as wage level are provided at the Annex.

Private sector organisations using LD's recruitment services are required to fill in the working hours of job vacancies. However, as some job vacancies may involve irregular working hours, and a considerable number of employers only provide the range of working hours (such as 4 to 6 days per week, 5 to 8 hours per day) when filling in the working hours for their job vacancies, LD is unable to obtain the actual weekly working hours for such jobs. Besides, the working

hours provided by some employers may include meal breaks or rest periods. Under such circumstances, LD is unable to provide relevant figures on weekly working hours.

Job vacancies received by LD from the private sector in 2019

(i) A breakdown of monthly-rated job vacancies by wage level

Monthly wage	No. of vacancies	
	Full-time	Part-time
Below \$5,000	93	5 005
\$5,000-below \$10,000	64 096	12 314
\$10,000-below \$15,000	554 349	1 777
\$15,000-below \$20,000	282 124	880
\$20,000-below \$25,000	66 407	308
\$25,000 or above	26 051	101
Total	993 120	20 385

(ii) A breakdown of hourly-rated job vacancies by wage level

Hourly wage	No. of vacancies	
	Full-time	Part-time
Below \$37.6	3 921	4 419
\$37.6-below \$48	13 531	55 125
\$48-below \$58	13 633	64 042
\$58-below \$68	4 198	27 997
\$68-below \$78	1 213	9 843
\$78-below \$88	300	6 049
\$88-below \$99	130	1 485
\$99 or above	323	16 321
Total	37 249	185 281

Note:

The Statutory Minimum Wage rate has been raised to \$37.5 since 1 May 2019.

There were 52 891 job vacancies with wage payment modes other than monthly-rated and hourly-rated (such as daily-rated, weekly-rated, piece-rated, etc.).

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)040

(Question Serial No. 1398)

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 number of labour disputes and claims handled by the Labour Department (LD) in the past 3 years, would the Government provide the following information:

- (a) the number of claims related to employers suspected to have committed criminal offence, with breakdowns by wage offence and other categories of criminal offence;
- (b) among the claims related to employers suspected to have committed criminal offence, the number of cases where LD proactively took out criminal prosecution in accordance with the law and the number of employees affected in each case, as well as the number of cases where LD did not proactively take out criminal prosecution and the reasons for that?

Asked by: Hon LUK Chung-hung (LegCo internal reference no.: 32)

Reply:

The information sought is provided as follows:

- (a) Regarding the cases of labour disputes and claims handled by LD, the numbers of cases of suspected breaches of the Employment Ordinance (EO) investigated by LD in 2017, 2018 and 2019 were 499, 540 and 625 respectively. LD does not keep a breakdown by suspected offences involved in these cases.
- (b) Regarding the cases of labour disputes and claims handled by LD, the numbers of cases of suspected breaches of EO where prosecution was taken out and concluded in 2017, 2018 and 2019 were 165, 189 and 186 respectively. LD does not keep the number of employees involved in the prosecution cases. Over the same period, the numbers of cases not prosecuted were 292, 333 and 383 respectively. The reasons included lack of sufficient evidence, unwillingness of the employees to act as prosecution witnesses, etc.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)041

(Question Serial No. 1926)

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 employees' compensation, would the Government advise this Committee of:

- (a) the fines imposed by the court on employers for every case of industrial fatalities in the past 3 years, with a breakdown by industry in which the deceased employees were engaged;
- (b) whether resources will be allocated in the coming year to study the need to strengthen the existing role of safety officers, including whether they will be directly accountable to the Labour Department (LD) and have the power to issue a Cease Work Order so that the management will attach greater importance to the safety system; if not, what are the reasons;
- (c) the progress of preparatory work for the pilot rehabilitation programme for employees injured at work;
- (d) the progress of amending the Occupational Safety and Health Council Ordinance (OSHCO) to expand the remit of the Occupational Safety and Health Council (OSHC) to include work injury rehabilitation; and when the amendments will be introduced into the Legislative Council (LegCo)?

Asked by: Hon LUK Chung-hung (LegCo internal reference no.: 47)

Reply:

The information sought is provided as follows:

- (a) The details of penalties on industrial fatality cases that occurred in the past 3 years (2017-2019) are provided at Annex.

- (b) Under the Factories and Industrial Undertakings (Safety Officers and Safety Supervisors) Regulations, the proprietor of an industrial undertaking in high-risk sectors (e.g. construction industry and container handling) shall employ a registered safety officer who shall advise the proprietor and make recommendations on improvement on the safety management system and other occupational safety and health (OSH) matters of the work site. The officer shall also assist the proprietor in promoting OSH of the work site.

As the enforcement department of OSH legislation, LD shall conduct enforcement visits concerning OSH of work sites, and if breaches of the law are detected, take corresponding enforcement action including taking out prosecutions and issuing suspension notices.

The role of LD's law enforcement officers in promoting OSH is entirely different from that of registered safety officers. If the latter are subordinate to LD, there will be confusion about LD's law enforcement role, thus severely undermining the effectiveness of law enforcement.

- (c) The Chief Executive announced in the 2019 Policy Address the Government's proposal to introduce a three-year pilot rehabilitation programme for employees injured at work (Pilot Programme) targeting construction industry employees injured at work. A case management approach will be adopted to provide private out-patient rehabilitation treatment services for the participating employees injured at work in a timely and well co-ordinated manner to facilitate their early recovery and return to work. The Government also proposed to commission OSHC to administer the Pilot Programme through legislative amendments. LD has consulted the Labour Advisory Board, the LegCo Panel on Manpower and other relevant stakeholders (including rehabilitation professional bodies, relevant employer and employee groups, etc.) on the design and proposed mechanics of the Pilot Programme. LD will take into account the views of stakeholders in drawing up details of the Pilot Programme.
- (d) Upon completion of the above consultation, LD has immediately embarked on drafting the legislative amendments, with the aim of introducing a bill to amend OSHCO into LegCo in the 2020-2021 legislative session. Subject to the progress of the legislative amendment exercise and the time required for concrete preparatory work, LD envisages launching the Pilot Programme in 2022.

Cases of industrial fatalities handled by the court in the past 3 years (2017-2019)

Industry	Amount of fines imposed on the duty holders concerned (including employers)	
Construction	1	A fine of \$3,000 to \$15,000 for each summons (6 in total), making a total fine of \$68,000
	2	Acquitted after trial
	3	1 summons with a fine of \$50,000
	4	2 summonses with a fine of \$100,000 and \$150,000 respectively, making a total fine of \$250,000
	5	A fine of \$5,000 to \$20,000 for each summons (19 in total), making a total fine of \$275,000
	6	A fine of \$7,000 to \$20,000 for each summons (11 in total), making a total fine of \$125,000
	7	5 defendants; a fine of \$14,000 to \$100,000 for each summons (29 in total), making a total fine of \$674,000; the judicial proceedings with respect to 4 other defendants are in progress
	8	Acquitted after trial
	9	A fine of \$16,000 to \$35,000 for each summons (11 in total), making a total fine of \$233,000
	10	A fine of \$20,000 to \$50,000 for each summons (5 in total), making a total fine of \$190,000
	11	Acquitted after trial
	12	Acquitted after trial
	13	A fine of \$12,000 to \$24,000 for each summons (4 in total), making a total fine of \$68,000
	14	Acquitted after trial
	15	A fine of \$6,000 to \$35,000 for each summons (3 in total), making a total fine of \$71,000
	16	A fine of \$20,000 to \$50,000 for each summons (3 in total), making a total fine of \$120,000
	17	1 summons with a fine of \$15,000
	18	A fine of \$6,000 to \$10,000 for each summons (3 in total), making a total fine of \$26,000
	19	Acquitted after trial
	20	A fine of \$4,500 to \$30,000 for each summons (5 in total), making a total fine of \$84,000
	21	A fine of \$10,000 to \$44,000 for each summons (4 in total), making a total fine of \$116,000
	22	A fine of \$30,000 to \$220,000 for each summons (3 in total), making a total fine of \$310,000
	23	Acquitted after trial

	24	A fine of \$4,000 to \$30,000 for each summons (15 in total), making a total fine of \$187,000
	25	For 1 defendant, 1 summons with a fine of \$16,000; the judicial proceedings with respect to the other defendant are in progress
	26	A fine of \$6,000 to \$35,000 for each summons (8 in total), making a total fine of \$197,000
	27	For 1 defendant, 2 summonses with a fine of \$50,000 and \$60,000 respectively, making a total fine of \$110,000; the judicial proceedings with respect to the other defendant are in progress
	28	A fine of \$28,000 to \$48,000 for each summons (3 in total), making a total fine of \$108,000
	29	For 1 defendant, a fine of \$3,000 to \$30,000 for each summons (6 in total), making a total fine of \$72,500; the judicial proceedings with respect to the other defendant are in progress
Transportation, storage, postal and courier services	1	A fine of \$10,000 to \$35,000 for each summons (3 in total), making a total fine of \$80,000
	2	Acquitted after trial
	3	A fine of \$16,000 to \$26,000 for each summons (3 in total), making a total fine of \$68,000
	4	2 summonses with a fine of \$35,000 each, making a total fine of \$70,000
	5	For 2 defendants, a fine of \$16,000 to \$60,000 for each summons (3 in total), making a total fine of \$116,000; the judicial proceedings with respect to the other defendant are in progress
	6	A fine of \$7,000 to \$28,000 for each summons (4 in total), making a total fine of \$72,000
Manufacturing	1	A fine of \$40,000 for each summons (3 in total), making a total fine of \$120,000
	2	2 summonses with a fine of \$3,825 and \$46,750 respectively, making a total fine of \$50,575
	3	2 summonses with a fine of \$35,000 each, making a total fine of \$70,000
Electricity, gas and waste management	1	1 summons with a fine of \$50,000
Public administration, and social and personal services	1	2 summonses with a fine of \$10,000 and \$35,000 respectively, making a total fine of \$45,000

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)042

(Question Serial No. 2251)

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 in 2017, please provide the latest figures on the following items:

- (a) What were the numbers of overseas and local bodies collaborated through the Platform in 2017-18, 2018-19 and 2019-20?
- (b) What were the numbers of vacancies provided, referral cases and successful placements secured through the Platform in 2017-18, 2018-19 and 2019-20?
- (c) How is the effectiveness of HEEIP evaluated?

Asked by: Hon MA Fung-kwok (LegCo internal reference no.: 53)

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) In 2017, 2018 and 2019, the e-Platform advertised 25 997, 26 305 and 24 224 job vacancies respectively. 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 2019, the e-Platform advertised a total of 24 224 job vacancies and recorded an average of over 5 400 page views per day.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)043

(Question Serial No. 2611)

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 major new plan for 2020-21 to launch a pilot programme in conjunction with non-governmental organisations (NGOs) to provide employment services for ethnic minority (EM) job seekers through a case management approach, would the Government provide details of the pilot programme, including:

- (a) the reasons for commissioning NGOs;
- (b) the time of implementation;
- (c) the duration;
- (d) the organisations to be commissioned to provide the services;
- (e) the fees for commissioning the services; and
- (f) the number of EM job seekers expected to be served each year?

Asked by: Hon MAK Mei-kuen, Alice (LegCo internal reference no.: 50)

Reply:

The information sought is provided as follows:

- (a) to (c) To further strengthen the employment support for EMs, the Labour Department (LD) will launch a three-year pilot programme in the second half of 2020 in conjunction with NGOs to provide employment services for EM job seekers through a case management approach so as to utilise NGOs' community network, expertise in case management and experience in serving EMs.

(d) to (f) As LD is now conducting an open tender exercise for the above pilot programme, the list of NGOs commissioned and related service fees are not yet available. LD expects that over 500 EM job seekers will participate in the pilot programme in the first 2 years after its launch.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)044

(Question Serial No. 0330)

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 Programme (1), the Government will pursue the legislative proposal for abolishing the “offsetting” of severance payment (SP) and long service payment (LSP) by the accrued benefits of employers’ mandatory contributions under the Mandatory Provident Fund (MPF) System (the “offsetting” arrangement) with a view to coming up with the enabling bill for introduction into the Legislative Council (LegCo) in the coming year. What are the manpower and expenditure involved in the work? What is the progress to date of the legislative exercise on the abolition of the “offsetting” arrangement? Given Hong Kong’s deteriorating business environment amid the economic downturn in recent years, implementing the abolition of the “offsetting” arrangement will only aggravate the burden of employers. Will the Government suspend the exercise and enhance the existing proposal first? If yes, what are the details? If not, what are the reasons?

Asked by: Hon NG Wing-ka, Jimmy (LegCo internal reference no.: 25)

Reply:

In 2020-21, the Labour Department (LD) will have a total staff establishment of 21 posts, including 13 Labour Officer Grade posts (i.e. 1 Chief Labour Officer, 4 Senior Labour Officers, 6 Labour Officers and 2 Assistant Labour Officers I), 3 Analyst/Programmer Grade posts (i.e. 1 Systems Manager, 1 Analyst/Programmer I and 1 Analyst/Programmer II), 2 Treasury Accountant Grade posts (i.e. 1 Chief Treasury Accountant and 1 Senior Treasury Accountant), 2 Clerical Officer Grade posts (i.e. 1 Clerical Officer and 1 Assistant Clerical Officer) and 1 Personal Secretary Grade post, for carrying out the work relating to the abolition of the “offsetting” arrangement. The salary cost for the above 21 posts will be \$23.29 million. The expenditure (excluding the salary cost for staff) will be \$3.56 million.

The relevant government bureaux and departments will continue to work in full steam on the preparatory work for abolishing the “offsetting” arrangement, including thrashing out the implementation details of the supporting measures such as assisting employers in setting

up designated saving accounts under their own names, and commencing the drafting of the enabling legislation, etc. The Government will strive to introduce the enabling bill into LegCo at the end of 2020 with a view to securing its passage by 2022 or earlier, and implementing the abolition of the “offsetting” arrangement 2 years after the passage of the enabling legislation and in tandem with the full implementation of the eMPF Platform under the MPF scheme.

The enhanced arrangements for abolishing the “offsetting” announced by the Chief Executive in the 2018 Policy Address include the provision of a two-tier subsidy to employers to share their expenses on SP and LSP after the abolition of the “offsetting” arrangement. The first-tier subsidy lasts for 12 years while the duration of the second-tier subsidy is 25 years. It is estimated that the Government’s total financial commitment in the 25-year subsidy period is \$29.3 billion, representing a significant increase of almost \$20 billion compared to the proposal of the last-term Government. It should go a long way in helping enterprises, particularly micro, small and medium-sized enterprises, adapt to the policy change.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)045

(Question Serial No. 0331)

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 Programme 1, the Government proposes to increase progressively the number of statutory holidays under the Employment Ordinance. What are the manpower and expenditure involved? The Chief Executive said earlier that no discussion was held with the business sector before introduction of the policy. However, this initiative has far-reaching implications in that not only the costs of enterprises will be increased but their manpower arrangement will also be affected. Would the Government shelve the proposal and start work when the economy is back on the right track, and fully consult the business and industrial sectors? If not, what are the reasons?

Asked by: Hon NG Wing-ka, Jimmy (LegCo internal reference no.: 26)

Reply:

The Chief Executive announced on 14 January 2020 10 new initiatives on improving people's livelihood, one of which is to increase progressively the number of statutory holidays so that it will be on par with the number of general holidays. The Government will work out and invite the Labour Advisory Board to discuss the relevant proposal, and will facilitate and support its work. Progressive implementation of the proposal will facilitate enterprises to shoulder the additional expenditure involved and make adjustments to their operation.

The above work is conducted by the existing staff of the Labour Department among their other duties, and the manpower and expenditure involved cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)046

(Question Serial No. 0403)

Head: (90) Labour Department
Subhead (No. & title): ()
Programme: (3) Safety and Health at Work
Controlling Officer: Commissioner for Labour (Carlson CHAN)
Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department (LD) launched an online occupational safety and health (OSH) complaint platform in 2019 for employees and the public to report OSH malpractices or improper environments at workplaces by using electronic devices such as mobile phones, computers, etc. How many employees and members of the public have lodged reports through the OSH complaint platform since its launch? What are the respective numbers of warnings issued, prosecutions taken out and statutory suspension notices/improvement notices issued by LD regarding reports lodged through the OSH complaint platform?

Asked by: Hon POON Siu-ping (LegCo internal reference no.: 29)

Reply:

To conduct inspections in a more targeted manner, LD launched an online OSH complaint platform in March 2019 to facilitate employees using mobile electronic devices to report unsafe working conditions so that LD could conduct prompt follow-up actions. Up to the end of February 2020, LD received a total of 2 478 complaint cases lodged through the online platform. As a result, 708 written warnings, 38 suspension notices and 175 improvement notices were issued and 150 prosecutions were/will be taken out upon discovery of breaches of OSH legislation.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)047

(Question Serial No. 0404)

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) It is estimated that the number of registration of new trade unions and changes of union names/rules will significantly increase from 121 in 2019 to 320 in 2020. What is the basis for the estimated increase?
- (b) Why does the planned number of visits to trade unions for 2020 remain at 360 per year even when the number of registration of new trade unions and changes of union names/rules is estimated to significantly increase to 320 in 2020?
- (c) Are there any additional resources in terms of establishment to process the significantly increased number of registration of new trade unions and changes of union names/rules? If yes, what are the details? If not, what are the reasons?

Asked by: Hon POON Siu-ping (LegCo internal reference no.: 30)

Reply:

The information sought is provided as follows:

- (a) The Registry of Trade Unions (RTU) has recorded a significant increase in the number of applications received for registration of new trade unions since the end of 2019. Taking into account the rising number of applications and the 121 applications for registration of new trade unions being processed by RTU as at the end of December 2019, RTU estimates that the number of registration of new trade unions and changes of union names/rules in 2020 will be 320, including registration of 220 new trade unions and 100 changes of union names/rules. The actual number will depend on the submission of applications for registration and relevant information by trade unions in 2020.
- (b) Generally speaking, RTU will conduct the first visit to a new trade union about 12 months after the completion of registration. It is therefore anticipated that the first

visits to trade unions registered within 2020 will be conducted in 2021. If complaints about suspected breaches of the Trade Unions Ordinance are received in the interim, RTU will promptly visit the trade unions concerned for follow-up. RTU estimates that the number of visits to trade unions in 2020 will be comparable to that in 2019, i.e. about 360.

- (c) The Labour Department (LD) has arranged additional manpower including 11 Labour Officer Grade staff and 1 Clerical Grade staff through internal deployment to assist in handling the applications for registration of new trade unions and the related work. LD will closely monitor the situation and bid for additional resources in accordance with the established procedures when necessary.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)048

(Question Serial No. 0405)

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 Government proposed to increase the maximum penalties for occupational safety and health (OSH) offences in March 2019. As stated in the Matters Requiring Special Attention in 2020-21, it will “pursue an increase of maximum penalties for OSH offences through legislative amendments”. What is the progress to date with regard to the legislative amendments? What are the specific follow-up actions for 2020-21? When is the legislative amendment exercise expected to be completed for introduction into the Legislative Council (LegCo)?

Asked by: Hon POON Siu-ping (LegCo internal reference no.: 32)

Reply:

The Labour Department has consulted key stakeholders on the preliminary legislative amendment proposal, including the LegCo Panel on Manpower, the Labour Advisory Board and its Committee on OSH, the Committee on Construction Safety of the Construction Industry Council as well as key employer and employee organisations, particularly those from the construction industry, etc.

Both employer and employee organisations generally support the proposal to raise the penalty level of OSH legislation and enhance the deterrent effect. Employer organisations however have serious reservations about pegging the maximum fine for extremely serious offences with the convicted company's turnover without setting a cap. The views received are being carefully analysed and considered for refining the amendment proposal. The work will continue in 2020-21. It is expected that the legislative amendment exercise will be completed and the amended legislation brought into full operation before mid-2022.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)049

(Question Serial No. 0413)

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 launch of a pilot scheme to provide a retention allowance to elderly persons and the provision of on-the-job training (OJT) allowance to employers under the employment programme of the Labour Department (LD), please advise this Committee of:

- (a) the numbers of elderly persons (aged 60 or above) joining LD's employment programme and of those placed into employment, as well as the number of and reasons for failed cases in the past 3 years before the launch of the pilot scheme;
- (b) the length of employment of the above elderly persons placed into employment, the numbers of those who were and were not offered further employment, and the length of their further employment;
- (c) the numbers of employers who hired elderly persons through LD, and among them, those who applied to LD for OJT allowance in the past 3 years before the launch of the pilot scheme;
- (d) the estimated number of elderly persons who joined LD's employment programme after the launch of the pilot scheme;
- (e) the estimated number of employers who applied to LD for OJT allowance and amount of annual expenditure involved after the launch of the pilot scheme; and
- (f) other employment support for elderly persons in addition to the above programme.

Asked by: Hon POON Siu-ping (LegCo internal reference no.: 9)

Reply:

The information sought is provided as follows:

(a)&(c) No prior registration under the Employment Programme for the Elderly and Middle-aged (EPEM) (known as the Employment Programme for the Middle-aged before September 2018) is required for employees as relevant registration can be made by their employers after they have secured employment from vacancies placed with LD. In 2017, 2018 and 2019, among the placements eligible for joining the Programme, there were respectively 250, 336 and 537 placements of job seekers aged 60 or above, involving 177, 234 and 345 employers.

LD actively invites the employer of each placement case eligible for joining EPEM to apply for OJT allowance. However, some employers did not apply for the allowance due to various reasons, such as they chose to absorb the training costs by their own resources. For those OJT allowance applications received in connection with the above placements in 2017, 2018 and 2019, LD issued respectively 47, 99 and 240 approvals-in-principle, involving 30, 62 and 178 employers.

(b) LD conducts surveys regularly to find out the retention status of those placed into employment under EPEM. According to the surveys conducted up to December 2019, among the employees aged 60 or above who have received OJT under the Programme, about 83% of the cases recorded a retention period of 4 months or above and 69% stayed in employment for 6 months or more.

(d)&(e) LD will launch a pilot scheme in the second half of 2020 to encourage eligible elderly employees joining EPEM to undergo and complete OJT through the provision of a retention allowance. The ceiling of the OJT allowance payable to employers under the Programme will also be raised to further encourage employers to hire elderly job seekers. LD estimates that about 500 persons aged 60 or above and their employers will benefit from the above 2 enhancement measures each year. The estimated additional annual expenditure is \$11.59 million.

(f) LD provides comprehensive and free employment services for job seekers (including elderly persons). In addition to EPEM mentioned above, LD offers various services to support the elderly in securing employment, such as staging large-scale thematic job fairs, setting up special counters, organising employment briefings and district-based job fairs on part-time employment at its job centres, 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 2020-21, 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 those aged 60 or above). ERB will continue to provide training courses geared towards the employment needs of mature persons aged 50 or above (such as “Tailor-made Course for Part-timers”) and placement follow-up services, organise workshops, district-based promotional activities, work experience and internship activities for employers and employees, and organise dedicated activities at the “ERB Service Spots” set

up by the 8 community organisations providing elderly services, with a view to supporting mature persons with training and employment needs.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)050

(Question Serial No. 0770)

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:

Under Programme 1 of the Labour Department (LD), the new plans for 2020-21 include 3 legislative amendment exercises to abolish the “offsetting” arrangement, enhance statutory maternity leave and increase the number of statutory holidays. Please advise of the following:

- (a) Has LD set a timetable for increasing the number of statutory holidays? If yes, what are the work details in 2020-21; if not, what are the reasons; and
- (b) What are the staff establishment and salary cost involved for each of the 3 legislative amendment exercises?

Asked by: Hon POON Siu-ping (LegCo internal reference no.: 11)

Reply:

The information sought is provided as follows:

- (a) The Chief Executive announced on 14 January 2020 10 new initiatives on improving people’s livelihood, one of which is to increase progressively the number of statutory holidays so that it will be on par with the number of general holidays. The Government will work out and invite the Labour Advisory Board (LAB) to discuss the relevant proposal and will facilitate and support its work. LD will provide relevant information for LAB to discuss the proposal. There is no timetable for introducing the legislative amendments at this stage.
- (b) Regarding LD’s 3 legislative amendment exercises to abolish the “offsetting” arrangement, enhance statutory maternity leave and increase progressively the number of statutory holidays in 2020-21, the respective staff establishment and salary cost involved are as follows:

- (i) For the work relating to abolishing the arrangement of “offsetting” severance payment and long service payment with the accrued benefits attributed to employers’ mandatory contributions under the Mandatory Provident Fund System, including mapping out the implementation details of the supporting measures and drafting the enabling legislation, the total staff establishment involved comprises 21 posts, including 13 Labour Officer (LO) Grade posts (i.e. 1 Chief Labour Officer (CLO), 4 Senior Labour Officers (SLOs), 6 Labour Officers (LOs) and 2 Assistant Labour Officers I (ALOs I)), 3 Analyst/Programmer Grade posts (i.e. 1 Systems Manager, 1 Analyst/Programmer I and 1 Analyst/Programmer II), 2 Treasury Accountant Grade posts (i.e. 1 Chief Treasury Accountant and 1 Senior Treasury Accountant), 2 Clerical Officer Grade posts (i.e. 1 Clerical Officer and 1 Assistant Clerical Officer) and 1 Personal Secretary Grade post. The salary cost involved for the above 21 posts in 2020-21 will be \$23.29 million.
- (ii) For the legislative amendment exercise to enhance statutory maternity leave, the staff establishment involved comprises 4 LO Grade posts (i.e. 1 CLO, 1 SLO, 1 LO and 1 ALO I), and the salary cost involved in 2020-21 will be \$5.37 million.
- (iii) For increasing progressively the number of statutory holidays, the legislative amendment exercise is yet to be commenced. The work at this stage is conducted by the existing staff of LD among their other duties, and the staff establishment and salary cost involved cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)051

(Question Serial No. 0771)

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), please set out in table form the numbers of workers involved in the applications received and approved by the Labour Department (LD) under SLS in each of the past 3 years, with breakdowns by industry, job title, monthly wage level and nationality.

Asked by: Hon POON Siu-ping (LegCo internal reference no.: 12)

Reply:

Breakdowns of the numbers of imported workers applied for by employers and approved under SLS by industry, job title and monthly wage in 2017, 2018 and 2019 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 2017, 2018 and 2019:
a breakdown by industry**

Industry	No. of imported workers applied for*			No. of imported workers approved*		
	2017	2018	2019	2017	2018	2019
1. Agriculture and Fishing	791	886	970	653	705	797
2. Manufacturing	201	390	485	147	158	176
3. Construction	751	351	561	77	589	172
4. Wholesale, Retail and Import/Export Trades, Restaurants and Hotels	503	483	448	210	197	270
5. Transport, Storage and Communications	58	68	131	18	24	9
6. Financing, Insurance, Real Estate and Business Services	80	168	73	11	19	28
7. Community, Social and Personal Services	2 006	2 749	2 053	1 649	1 533	1 926
Total	4 390	5 095	4 721	2 765	3 225	3 378

* The vetting 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.

**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 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.

**Number of imported workers applied for and approved
under SLS in 2018:
a breakdown by job title**

Job title	No. of imported workers applied for*	No. of imported workers approved*
1. Care Worker (Elderly Service)	2 108	1 409
2. Livestock/Poultry/Fish/Crop Farm Worker	553	448
3. Gardening Worker	315	247
4. Cook	302	155
5. Machine Operator	165	57
6. Care Worker (Disabled Service)	112	69
7. Bean Curd/Soya Bean/ Bean Sprout Processing Worker	87	79
8. Quality Controller/Inspector/Control Supervisor	79	38
9. Waste Handling Worker	72	19
10. Others	1 302	704
Total	5 095	3 225

* The vetting 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.

**Number of imported workers applied for and approved
under SLS in 2019:
a breakdown by job title**

Job title	No. of imported workers applied for*	No. of imported workers approved*
1. Care Worker (Elderly Service)	1 707	1 718
2. Gardening Worker	483	353
3. Livestock/Poultry/Fish/Crop Farm Worker	480	435
4. Cook	291	170
5. Machine Operator	240	83
6. Quality Controller/Inspector/Control Supervisor	105	86
7. Care Worker (Disabled Service)	102	73
8. Bean Curd/Soya Bean/ Bean Sprout Processing Worker	45	37
9. Waste Handling Worker	43	45
10. Others	1 225	378
Total	4 721	3 378

* The vetting 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.

**Number of imported workers applied for and approved
under SLS in 2017, 2018 and 2019:
a breakdown by monthly wage**

Monthly wage	No. of imported workers applied for*			No. of imported workers approved*		
	2017	2018	2019	2017	2018	2019
1. \$8,000 or below	11	4	3	-	-	-
2. Above \$8,000-\$10,000	668	778	197	337	453	194
3. Above \$10,000-\$12,000	2 317	397	544	2 023	607	374
4. Above \$12,000-\$14,000	105	2 603	2 378	23	1 278	2 211
5. Above \$14,000-\$16,000	211	280	225	97	41	68
6. Above \$16,000-\$18,000	224	337	468	112	125	190
7. Above \$18,000-\$20,000	146	205	179	74	87	60
8. Above \$20,000	708	491	727	99	634	281
Total	4 390	5 095	4 721	2 765	3 225	3 378

* The vetting 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.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)052****(Question Serial No. 0772)**

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

What was the number of consultations at the occupational health clinics of the Labour Department (LD) in 2019? Please provide breakdowns by industry to which the patients belonged as well as type of diseases and body parts affected (e.g. musculoskeletal diseases of the hand and the lower limb, skin diseases, respiratory diseases, etc.). How many of these cases were confirmed as occupational diseases? Please provide breakdowns by industry to which the patients belonged and type of occupational diseases (including occupational diseases, occupational deafness, silicosis, asbestosis, mesothelioma, etc. specified in the Second Schedule to the Employees' Compensation Ordinance).

Asked by: Hon POON Siu-ping (LegCo internal reference no.: 13)

Reply:

In 2019, the number of new patients who sought consultation at LD's occupational health clinics was 1 431. Breakdowns by industry to which the patients belonged and type of diseases are provided in the tables below:

By industry

Industry	2019	
Public administration, and social and personal services	659	46.1%
Wholesale, retail and import/export trades, and accommodation and food services	275	19.2%
Financing, insurance, real estate, and professional and business services	244	17.0%
Transportation, storage, postal, courier services, and information and communications	89	6.2%
Construction	65	4.5%

Industry	2019	
Manufacturing	57	4.0%
Others	42	3.0%
Total	1 431	100%

By type of diseases (including injuries)

Type of diseases	2019	
Musculoskeletal	1 176	82.2%
Injury	150	10.5%
Skin	28	1.9%
Neurological	17	1.2%
Auditory	16	1.1%
Respiratory	10	0.7%
Visual	3	0.2%
Others	31	2.2%
Total	1 431	100%

Among the patients who sought consultation at LD's occupational health clinics, there were 21 confirmed cases of occupational diseases in 2019. Breakdowns by industry to which the patients belonged and type of occupational diseases are provided in the tables below:

By industry

Industry	2019	
Public administration, and social and personal services	9	42.7%
Wholesale, retail and import/export trades, and accommodation and food services	5	23.8%
Financing, insurance, real estate, and professional and business services	3	14.3%
Transportation, storage, postal and courier services	2	9.6%
Manufacturing	1	4.8%
Information and communications	1	4.8%
Total	21	100%

By type of occupational diseases

Type of occupational diseases	2019	
Tenosynovitis of the hand or forearm	19	90.4%
Occupational dermatitis	1	4.8%
Beat knee	1	4.8%
Total	21	100%

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)053

(Question Serial No. 0773)

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 work of the Labour Department (LD) under Programme (3) Safety and Health at Work, please advise of the following:

- (a) Among the 166 036 inspections conducted by LD under the Factories and Industrial Undertakings Ordinance (FIUO) and the Occupational Safety and Health Ordinance (OSHO) in 2019, what were the respective numbers of routine inspections, special enforcement inspections and in-depth inspections? Please provide the numbers with a breakdown by industry;
- (b) Among the 166 036 inspections mentioned in sub-question (a), what were the respective numbers of warnings, suspension notices and improvement notices issued as well as prosecutions taken out by LD? Please provide the numbers with a breakdown by industry;
- (c) Regarding the increase of 18 posts under the Safety and Health at Work Programme of LD, what are the post titles, pay bands and scopes of duties?

Asked by: Hon POON Siu-ping (LegCo internal reference no.: 14)

Reply:

- (a) In 2019, LD conducted a total of 166 036 inspections under FIUO and OSHO and their subsidiary regulations, comprising 131 259 regular surprise inspections, 34 269 special enforcement operation (SEO) inspections and 508 in-depth inspections.

The number of SEO inspections with a breakdown by industry is provided at Annex 1. All in-depth inspections were conducted targeting the construction industry. LD does not keep a breakdown of regular surprise inspections by industry.

- (b) The numbers of suspension notices and improvement notices issued as well as the prosecutions taken out in respect of the 166 036 inspections conducted by LD in 2019, with a breakdown by industry, are provided at Annex 2. LD does not keep a breakdown of written warnings issued during inspections by industry.
- (c) The grades, ranks, pay bands and main scopes of duties of the 18 increased posts under the Safety and Health at Work Programme are provided at Annex 3.

Number of SEO inspections conducted by LD in 2019 (by industry)

SEO	Construction industry	Food and beverage services industry	Logistics, cargo and container handling industry	Waste management industry	Not targeting specific industries*	Total
No. of inspections	8 256	3 083	2 267	782	19 881	34 269

Note:

- * The SEOs concerned involved unsafe working conditions, high-risk processes, use of chemicals, etc.

**Numbers of suspension notices and improvement notices issued
and prosecutions taken out by LD
in respect of the inspections in 2019 (by industry)**

	Construction industry	Food and beverage services industry	Other industries	Total
No. of suspension notices	290	-	-	290
No. of improvement notices	2 798	564	343	3 705
No. of prosecutions	1 591	382	170	2 143

**Grades, ranks and pay bands of the increased posts
under the Safety and Health at Work Programme of LD**

Grade	Rank	Pay band (Master Pay Scale)	No. of posts
Occupational Safety Officer	Divisional Occupational Safety Officer	34-39	1
	Occupational Safety Officer I	29-33	1
	Occupational Safety Officer II	13-28	2
Occupational Hygienist	Occupational Hygienist/ Assistant Occupational Hygienist	27-44 16-21	4
Executive Officer	Senior Executive Officer	34-44	1
	Executive Officer II	15-27	2
Analyst/Programmer	Analyst/Programmer II	16-27	1
Clerical Officer	Clerical Officer	16-21	2
	Assistant Clerical Officer	3-15	2
Confidential Assistant	Confidential Assistant	9-17	1
Supplies Supervisor	Supplies Supervisor I	16-21	1
Total			18

The main scope of duties of the newly added posts are as follows:

- (i) The posts of 1 Divisional Occupational Safety Officer, 1 Occupational Safety Officer I, 2 Occupational Safety Officers II and 1 Assistant Clerical Officer are created to establish an additional dedicated office to monitor the occupational safety and health (OSH) of renovation, maintenance, alteration and addition (RMAA) works, so as to enhance the OSH level of the RMAA industry by stepping up inspection and enforcement efforts.
- (ii) The posts of 4 Occupational Hygienists/Assistant Occupational Hygienists are created to further safeguard the occupational health of employees. Amongst them, 2 are responsible for inspection and enforcement, and the other 2 are responsible for publicity and promotion as well as education and training.
- (iii) The posts of 1 Senior Executive Officer, 2 Executive Officers II, 1 Analyst/Programmer II, 2 Clerical Officers, 1 Assistant Clerical Officer, 1 Confidential Assistant and 1 Supplies Supervisor I are created to strengthen the departmental administration service of LD.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)054

(Question Serial No. 0774)

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 work of the Labour Department (LD) on safeguarding employees' rights and benefits, would the Government:

- (a) provide in the table below the number of employees' compensation (EC) claims reported under the Employees' Compensation Ordinance (ECO) and received by LD and the number of successful claims in each of the past 5 years, with a breakdown by the number of working days lost; as well as the number of employees who were able to resume their original positions after taking work injury sick leave in such cases:

Number of working days lost	2015		2016		2017		2018		2019	
	Cases received	Cases settled	Cases received	Cases settled	Cases received	Cases settled	Cases received	Cases settled	Cases received	Cases settled
Not more than 3 days										
More than 3 but less than 90 days										
90 to less than 180 days										
180 to less than 360 days										
360 to less than 720 days										
720 days or more										
Total										

- (b) provide the number of successful claims among the EC claims reported under ECO and the total amount of employees' compensation involved in the past 5 years, with a breakdown by industry;
- (c) provide information on the grades, ranks, pay bands and scope of work of the 33 posts to be increased under the Employees' Rights and Benefits Programme of LD?

Asked by: Hon POON Siu-ping (LegCo internal reference no.: 16)

Reply:

The information sought is provided as follows:

- (a) From 2015 to 2019, the number of EC claims reported under ECO and received by LD in each year is set out at Annex 1. The number of settled compensation claims involving incapacitation of employees for more than 3 days as a result of work injuries (including compensation claims reported to LD under ECO in or before the respective settlement year) with a breakdown by number of working days lost is set out at Annex 2.

If the work injury sick leave of an employee does not exceed 3 days and no permanent incapacity is involved, the employer should make direct payment of compensation to the employee in accordance with ECO. LD does not keep a breakdown by number of working days lost for this type of cases. Moreover, LD does not keep statistics on employees who were able to resume their original positions after taking work injury sick leave.

- (b) From 2015 to 2019, the number of compensation claims settled in each year involving incapacitation of employees for more than 3 days as a result of work injuries (including compensation claims reported to LD under ECO in or before the respective settlement year) and the amount of compensation involved, with a breakdown by industry, are set out at Annex 3 and Annex 4 respectively.
- (c) The grades, ranks and pay bands of the 33 increased posts under the Employees' Rights and Benefits Programme are set out at Annex 5. The main scope of work of the newly added posts for the respective grades is as follows:
 - (i) Labour Officer Grade: preparing for a new system for reimbursing the 4 weeks' maternity leave pay to employers in respect of the proposed additional 4 weeks' maternity leave under the Employment Ordinance (EO); coordinating the foreign domestic helper division to be established; stepping up prosecution; and supporting the Employees' Compensation Assessment Board (ECAB) in assessing the percentage of permanent loss of earning capacity of injured employees under ECO.
 - (ii) Executive Officer Grade, Treasury Accountant/Accounting Officer Grade, Analyst/Programmer Grade: preparing for a new system for reimbursing the 4 weeks' maternity leave pay to employers in respect of the proposed additional 4 weeks' maternity leave under EO.
 - (iii) Clerical Grades: providing clerical support services.

**Number of EC claims
reported under ECO and received by LD from 2015 to 2019**

Duration of incapacitation of employees	2015	2016	2017	2018	2019
Not more than 3 days	14 994	15 134	14 645	14 789	14 641
More than 3 days*	36 923	36 420	36 463	36 788	33 780
Total	51 917	51 554	51 108	51 577	48 421

* Figures include fatal cases.

Number of settled compensation claims involving incapacitation of employees for more than 3 days as a result of work injuries from 2015 to 2019 with a breakdown by number of working days lost

No. of working days lost*	No. of settled compensation claims (including compensation claims reported to LD under ECO in or before the respective settlement year)				
	2015	2016	2017	2018	2019
Below 90 days	27 824	26 686	25 251	25 909	24 745
90 to below 180 days	2 902	2 787	2 741	2 788	2 710
180 to below 360 days	2 334	2 366	2 296	2 548	2 585
360 to below 720 days	1 795	1 956	1 801	1 881	2 083
720 days or more	3	1	2	1	4
Cases to which the calculation of working days lost is not applicable [^]	4 272	4 105	4 265	4 040	4 246
Total	39 130	37 901	36 356	37 167	36 373

* 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 ECAB under ECO.

[^] Including fatal cases, cases of compensation claims withdrawn by employees and cases that cannot be further processed owing to non-contact of employees, etc.

Number of settled compensation claims involving incapacitation of employees for more than 3 days as a result of work injuries from 2015 to 2019 with a breakdown by industry

Industry	No. of settled compensation claims (including compensation claims reported to LD under ECO in or before the respective settlement year)				
	2015	2016	2017	2018	2019
Public Administration, Social and Personal Services	7 854	7 909	7 406	7 811	7 787
Finance and Insurance, Real Estate, Professional and Business Services	7 042	7 167	7 178	7 252	7 230
Food and Beverage Services	6 371	5 846	5 726	5 766	5 478
Import/Export, Wholesale and Retail Trades, Accommodation Services	5 700	5 462	5 028	5 196	4 747
Transportation, Storage, Postal and Courier Services, Information and Communications	4 820	4 356	4 240	4 414	4 692
Construction	3 917	4 093	3 977	4 011	3 867
Manufacturing	2 554	2 207	1 956	1 862	1 817
Others	872	861	845	855	755
Total	39 130	37 901	36 356	37 167	36 373

**Amount of compensation involved in the settled compensation claims
involving incapacitation of employees for more than 3 days
as a result of work injuries from 2015 to 2019
with a breakdown by industry**

Industry	Amount of compensation involved in the settled compensation claims (including compensation claims reported to LD under ECO in or before the respective settlement year)				
	2015 (\$million)	2016 (\$million)	2017 (\$million)	2018 (\$million)	2019 (\$million)
Public Administration, Social and Personal Services	265.4	286.7	298.2	296.7	334.5
Finance and Insurance, Real Estate, Professional and Business Services	185.8	191.7	212.8	233.4	230.1
Food and Beverage Services	113.1	114.4	112.1	131.3	136.3
Import/Export, Wholesale and Retail Trades, Accommodation Services	143.0	154.9	137.8	152.6	151.9
Transportation, Storage, Postal and Courier Services, Information and Communications	231.4	221.5	198.1	205.6	218.3
Construction	472.1	521.3	532.1	603.9	610.8
Manufacturing	80.1	79.1	67.8	74.5	72.1
Others	32.6	33.1	24.8	25.6	29.5
Total*	1,523.6	1,602.7	1,583.7	1,723.5	1,783.4

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

**Grades, ranks and pay bands of the increased posts under
the Employees' Rights and Benefits Programme of LD**

Grade	Rank	Pay band (Master Pay Scale)	No. of posts
Labour Officer	Senior Labour Officer	45-49	3
	Labour Officer	34-44	2
	Assistant Labour Officer I	28-33	3
	Assistant Labour Officer II	14-27	6
Executive Officer	Senior Executive Officer	34-44	1
	Executive Officer II	15-27	1
Treasury Accountant	Treasury Accountant	30-44	1
Accounting Officer	Accounting Officer II	14-27	1
Analyst/Programmer	Senior Systems Manager	45-49	1
	Systems Manager	34-44	1
	Analyst/Programmer I	28-33	1
	Analyst/Programmer II	16-27	1
Clerical Officer	Clerical Officer	16-21	3
	Assistant Clerical Officer	3-15	5
Clerical Assistant	Clerical Assistant	1-10	2
Personal Secretary	Personal Secretary II	4-15	1
Total			33

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)055

(Question Serial No. 1337)

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 work of the Labour Department (LD) on administering the Protection of Wages on Insolvency Fund (PWIF), please advise of the following:

- (a) Since the calculation method of ex gratia payment on severance payment (SP) under 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 LD in each year? How many of these claims for shortfall were successful?
- (b) Regarding the significant increase in the number of applications for payment under PWIF processed in 2019 (actual) and 2020 (estimate), has the Government allocated additional resources to handle the anticipated increase in the number of PWIF applications? If yes, what are the specific resources? If not, how can the Government ensure meeting the target of effecting payment to the applicants within 10 weeks?
- (c) How many of the cases applying for PWIF in the past 3 years involved the filing of a winding-up or bankruptcy petition against an employer by an employee? How many of them involved legal aid applications?
- (d) Please provide the following figures about PWIF since 2019 by calendar month:
 - (i) the number of cases received;
 - (ii) the number of employees involved in the cases received;
 - (iii) the number of cases received and number of employees involved with a breakdown by industry;
 - (iv) the number of cases in which ex gratia payment was granted and the number of employees involved;
- (e) What are the staff establishment and salary cost involved in the administration of PWIF by LD?

Asked by: Hon POON Siu-ping (LegCo internal reference no.: 15)

Reply:

The information sought is provided as follows:

- (a) 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 2020, the PWIF Board has received a total of 736 claims for shortfall in ex gratia payment on SP. All these claims have been processed with 546 of them granted the shortfall. The yearly breakdown is provided at Annex 1.
- (b) LD will verify each PWIF application upon receipt of it. LD's target is to effect ex gratia payment under PWIF to qualified applicants within 10 weeks upon receipt of all relevant information and documents required for processing the applications. If necessary, LD will increase manpower to handle the possible increase in the number of applications through internal deployment.
- (c) The number of applications involving the filing of winding-up or bankruptcy petitions against employers with ex gratia payment granted under PWIF from 2017 to 2019 is set out at Annex 2. There is no requirement under the Protection of Wages on Insolvency Ordinance for a winding-up or bankruptcy petition to be filed by an employee. LD does not keep the number of cases involving the filing of a winding-up or bankruptcy petition against an employer by an employee or the number of such cases involving legal aid applications.
- (d) The number of PWIF cases received by month from January 2019 to February 2020 and the number of employees involved are set out at Annex 3. The number of cases received and number of employees involved with a breakdown by industry are set out at Annexes 4 and 5 respectively. The number of applications with ex gratia payment granted under PWIF by month is set out at Annex 6. LD does not keep the number of cases with ex gratia payment granted.
- (e) The Wage Security Division of LD is responsible for handling the work relating to PWIF applications. Its staff establishment comprises 18 Labour Officer Grade, 1 Treasury Accountant Grade, 2 Accounting Officer Grade and 17 Clerical Grade posts, and the salary cost in 2019-20 was around \$33.2 million.

**Number of claims for shortfall in ex gratia payment on SP received under PWIF and
number of claims with shortfall in ex gratia payment on SP granted
from 2016 to February 2020**

Year	No. of claims received	No. of claims processed	No. of claims with shortfall in ex gratia payment on SP granted
2016	595	143	117
2017	130	582	421
2018	9	9	6
2019	2	2	2
2020 (up to February)	-	-	-

**Number of applications involving the filing of winding-up or
bankruptcy petitions against employers with ex gratia payment granted under PWIF
from 2017 to 2019**

Year	No. of applications involving the filing of winding-up or bankruptcy petitions against employers with ex gratia payment granted under PWIF
2017	1 792
2018	742
2019	1 608

**Number of PWIF cases received and number of employees involved
from 2019 to February 2020**

Month	No. of cases received	No. of employees involved
January 2019	36	303
February 2019	34	196
March 2019	48	539
April 2019	42	231
May 2019	36	171
June 2019	42	178
July 2019	34	151
August 2019	43	256
September 2019	38	146
October 2019	65	304
November 2019	48	375
December 2019	46	321
January 2020	57	324
February 2020	26	148

**Number of PWIF cases received
from 2019 to February 2020 by industry**

Industry	2019						
	January	February	March	April	May	June	July
Construction	11	11	16	10	10	10	11
Food and beverage service activities	3	4	10	4	5	5	3
Retail trade	2	2	4	1	2	2	0
Import and export trade	2	4	8	8	3	8	4
Other personal service activities	3	0	0	3	4	2	1
Others	15	13	10	16	12	15	15
Total	36	34	48	42	36	42	34

Industry	2019					2020	
	August	September	October	November	December	January	February
Construction	11	12	20	8	10	16	5
Food and beverage service activities	7	8	10	14	12	17	10
Retail trade	3	3	4	11	3	4	1
Import and export trade	5	5	8	4	3	4	2
Other personal service activities	1	1	2	1	4	1	0
Others	16	9	21	10	14	15	8
Total	43	38	65	48	46	57	26

**Number of employees involved in the PWIF cases received
from 2019 to February 2020 by industry**

	2019						
Industry	January	February	March	April	May	June	July
Construction	80	89	382	144	56	59	57
Food and beverage service activities	30	45	74	16	25	33	12
Retail trade	86	12	17	3	3	7	5
Import and export trade	13	5	35	14	46	21	11
Other personal service activities	4	1	0	3	5	23	4
Others	90	44	31	51	36	35	62
Total	303	196	539	231	171	178	151

	2019					2020	
Industry	August	September	October	November	December	January	February
Construction	38	63	98	38	50	101	8
Food and beverage service activities	108	15	94	217	177	122	115
Retail trade	16	6	14	50	20	13	13
Import and export trade	10	16	20	14	10	21	2
Other personal service activities	10	8	20	1	5	3	0
Others	74	38	58	55	59	64	10
Total	256	146	304	375	321	324	148

**Number of applications with ex gratia payment granted under PWIF
from 2019 to February 2020 by month**

Month	No. of applications with ex gratia payment granted under PWIF
January 2019	183
February 2019	73
March 2019	100
April 2019	326
May 2019	202
June 2019	131
July 2019	268
August 2019	298
September 2019	406
October 2019	293
November 2019	91
December 2019	153
January 2020	158
February 2020	108

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)056

(Question Serial No. 0034)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

In paragraph 32 of the Budget speech, the Financial Secretary has mentioned that “in view of the deteriorating economic and employment conditions as a result of the novel coronavirus epidemic, the Government will provide a one-off special allowance to about 200 000 eligible low-income households under the Anti-epidemic Fund.” Given that the current unemployment rate of construction industry stands at 5.7%, will the Administration consider providing special allowance for our construction workers whom are facing a situation where out of work means out of food?

Asked by: Hon SHEK Lai-him, Abraham (LegCo internal reference no.: 26)

Reply:

In consultation with the Development Bureau, the consolidated reply to the Member's question is as follows:

On assistance to persons with financial difficulties, the Government has put in place the Comprehensive Social Security Assistance (CSSA) Scheme to provide a safety net to meet the basic needs of households which cannot support themselves financially owing to old age, ill-health, disability, single parenthood, unemployment, low income, etc. The CSSA Scheme is a non-contributory and non-cash-limited programme. All eligible persons in need (including construction workers) would be provided with support. In addition, according to the Employment Ordinance, if an eligible employee has served the same employer for a certain period of time and is dismissed owing to redundancy or other reasons, his employer is required to make severance payment or long service payment. This helps alleviate an employee's short-term financial hardship caused by loss of employment.

In view of the deteriorating economic and employment conditions as a result of the Coronavirus Disease 2019 epidemic, the Government will provide a one-off special allowance to about 200 000 eligible low-income households under the Anti-epidemic Fund.

It is estimated that about 58 000 Working Family Allowance (WFA) households and 145 000 Student Financial Assistance (SFA) households would benefit from the one-off special cash allowance. For a WFA household, the lump sum allowance it will get would be equivalent to an additional two-month allowance, based on the highest monthly amount it received in its most recently submitted and approved WFA application during the period from 1 April 2019 to 21 February 2020 (the date on which the funding proposal for special allowance was approved by the Finance Committee of the Legislative Council). For an SFA household, it will receive 2 times the overall average monthly amount received by WFA households from 1 April to 30 September 2019 (i.e. a lump sum allowance of \$4,640 (\$2,320 x 2) per eligible SFA household).

Besides, since August 2019, the Government has introduced a series of relief measures through increasing and expediting minor works projects and implementing subsidy schemes that cover building safety rehabilitation and drinking water safety. Such relief measures add up to over \$10 billion, aiming to take care of public needs and to create job opportunities for the construction industry.

The Labour Department (LD) will continue to provide comprehensive and free employment services for job seekers and implement various employment programmes to encourage employers to hire job seekers with special employment difficulties. The Construction Industry Recruitment Centre of LD displays a large variety of construction vacancies to enable efficient dissemination of vacancy information to construction workers, and provides a free venue for employers in the industry to conduct on-the-spot interviews with job seekers, enhancing the efficiency of job search and recruitment.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)057

(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:

Audit Reports released in April 2019 and the Public Accounts Committee reports concerned have made recommendations with regard to the provision of employment services. Would the Government advise this Committee:

- (a) of detailed plans, financial provision, and manpower involved in enhancing general employment services (i) for all job seekers; employment services (ii) for young job seekers; (iii) elderly and middle-aged job seekers; (iv) ethnic minority job seekers; and (v) job seekers with disabilities;
- (b) of numbers of elderly, young people and persons with disabilities to be benefited from the pilot scheme to provide retention allowance, and the funding earmarked;
- (c) of numbers of employers to be benefited from increased on-the-job training allowance, and the expenditure involved.

Asked by: Hon SHEK Lai-him, Abraham (LegCo internal reference no.: 44)

Reply:

The information sought is provided as follows:

- (a) The Labour Department (LD) has actively followed up on the recommendations made by the Audit Commission and the Public Accounts Committee on its provision of employment services, and introduced various improvement measures with a view to providing more effective and convenient employment and recruitment services for job seekers and employers.

LD has introduced enhancement measures to encourage more job seekers to visit its job centres and recruitment centres, such as upgrading the facilities at job centres, actively liaising with employers to organise more thematic job fairs at job centres and

recruitment centres for posts which are more attractive to and suitable for different job seekers, as well as strengthening the collaboration with non-governmental organisations (NGOs) and training bodies to encourage them to refer job seekers in need to attend the recruitment activities of recruitment centres. LD also continues to enhance the functionality of the Interactive Employment Service website to provide more personalised dedicated services for registered job seekers.

At the same time, LD strives to enhance the employability of job seekers with special needs (including the elderly, young people and persons with disabilities) and strengthen its support to help them stay longer in their jobs. LD will launch a pilot scheme in the second half of 2020 to encourage eligible employees to undergo and complete on-the-job training (OJT) under the Employment Programme for the Elderly and Middle-aged (EPEM), the Youth Employment and Training Programme (YETP) and the Work Orientation and Placement Scheme (WOPS) through the provision of a retention allowance, thereby stabilising employment. Eligible employees will be offered a retention allowance of \$3,000 if they stay in the OJT posts for 3 months. Thereafter, the employee will receive an additional allowance of \$1,000 for each ensuing month when he/she stays in the job until completion of OJT which lasts for 6 to 12 months. Subject to the length of OJT period, the maximum amount of retention allowance that a full-time employee may receive is \$12,000. To take forward the above three-year pilot measure, LD will create 3 additional posts for 3 years starting from 2020-21.

Moreover, in light of the deteriorating employment situation, LD will raise the ceiling of OJT allowance payable to employers under the above employment programmes in the second half of 2020, with a view to further encouraging employers to hire the elderly, young people and persons with disabilities. The details are as follows:

- (i) The maximum amount of OJT allowance payable to employers engaging job seekers aged 60 or above who are unemployed or have left the workforce and providing them with OJT under EPEM will be increased from \$4,000 to \$5,000 per month per employee for a period of 6 to 12 months. For employers engaging unemployed job seekers aged 40 to 59, the maximum amount of OJT allowance remains at \$3,000 per month per employee for a period of 3 to 6 months.
- (ii) The maximum amount of OJT allowance payable to employers under YETP will be increased from \$4,000 to \$5,000 per month for a period of 6 to 12 months.
- (iii) The maximum amount of OJT allowance granted to employers under WOPS will also be raised. The ceiling of the allowance will be raised from \$7,000 to \$8,000 per month during the three-month work adaptation period and from \$5,000 to \$6,000 per month for the following 6 months.

With regard to the employment support for ethnic minorities (EMs), LD will launch a pilot programme in conjunction with NGOs to provide one-stop employment services for EM job seekers through a case management approach in the second half of 2020 so as to utilise NGOs' community network, expertise in case management and experiences in serving EMs. To launch this pilot programme, LD has created 3

additional posts for 4 years starting from 2019-20. The estimated annual expenditure for payment of service fees to the NGOs is around \$5 million.

Apart from individual items mentioned above and in (b) and (c) below, the estimated expenditures on other measures are absorbed within the recurrent operational expenses of LD. The measures are implemented by LD's staff among their other duties, and the expenditure and manpower involved cannot be separately identified.

- (b) LD estimates that about 280 elderly persons, 2 200 young people and 1 000 persons with disabilities will benefit each year from the above pilot measure on retention allowance. The estimated annual expenditure is \$51.41 million.
- (c) Regarding the increase in OJT allowance payable to employers under the above employment programmes, LD estimates that about 4 000 job seekers and their employers will benefit each year from this enhancement measure. The estimated additional annual expenditure is \$30.3 million.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)058

(Question Serial No. 0105)

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 mentioned major new plans about safety and health at work, please advise this Committee of the following:

- (a) The Department will launch a Construction Safety Ambassador Pilot Scheme to encourage construction workers to report unsafe working conditions to the Department for follow-up. Please provide the details, expenditure and staff establishment for implementing the Scheme.
- (b) The Department will refine the statutory notification mechanism of construction works to cover those with shorter durations or engaging less workers but involving relatively high risks to facilitate early inspection by the Department. What are the details? Is there a timetable?
- (c) The Department will launch safety promotion initiatives and large-scale promotional programmes to further enhance the awareness and performance of stakeholders in the construction and catering industries on OSH, including production of animation videos. Please provide the details, expenditure and staff establishment for these new promotions.

Asked by: Hon SHEK Lai-him, Abraham (LegCo internal reference no.: 47)

Reply:

- (a) In order to safeguard the occupational safety and health (OSH) of construction workers more effectively, the Labour Department (LD) has launched a "Construction Safety Ambassador Pilot Scheme" ("Pilot Scheme") in January 2020, inviting construction workers to become construction safety ambassadors. The ambassadors will be encouraged to pay attention to the safety condition of construction sites and to report unsafe working conditions to LD. Upon receipt of such reports, LD will conduct a targeted inspection as soon as possible according to their nature and details. The

Pilot Scheme is an integral part of LD's promotion, inspection and enforcement work, and the expenditure and manpower involved cannot be separately identified.

- (b) Under the existing Construction Sites (Safety) Regulations, contractors are required to notify LD of construction works that will last for 6 weeks or more and employ more than 10 workers. For construction works of a scale smaller than the above, notification to LD is not required. Since some of the construction works with shorter durations or engaging fewer workers may also involve high-risk operations, LD will refine the current statutory notification mechanism to notify LD of specified construction works by expanding its scope to cover these construction works. This will facilitate early inspection by LD according to the risk level of these works.

LD is drawing up the details for the amendments and hopes to introduce the amendments into the Legislative Council as soon as possible.

- (c) In 2020-21, 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 collaborate with the Occupational Safety and Health Council, major trade associations and workers' unions concerned to 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, and OSH messages publicised in newspapers and LD's webpages.

Besides, LD is highly concerned about the serious accidents involving high-risk processes. LD issues Work Safety Alerts to relevant industries as soon as possible after each serious accident to prevent recurrence of similar accidents. To enhance the effectiveness of the publicity and promotion efforts, LD also produces Work Safety Alerts in the form of animation videos to enable the industry to better comprehend how such accidents happened and the necessary preventive measures so as to enhance their OSH awareness. The Work Safety Alerts and animation videos are also uploaded to LD's website and broadcast through various channels.

The above work 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)059

(Question Serial No. 3078)

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 pilot programme to provide employment services for ethnic minority (EM) job seekers, what is the estimated annual expenditure for each of the coming 3 financial years? What are the staff establishment of the 3 dedicated teams, number of EM job seekers and number of employers of EMs to be supported?
- (b) When an open tender exercise for the pilot programme is conducted to select non-governmental organisations (NGOs), the technical score and the price score account for 60% and 40% of the total score respectively. Has the Labour Department (LD) considered the adverse impact brought by the "lowest bid wins" principle on the service quality? Will LD consider increasing the technical weighting to 70% or above when the programme is officially launched in future? (Precedent case for reference: In an open tender exercise conducted by the Information Technology Services Department for the Information Technology Professional Services Arrangement in 2002, the technical weighting was 70% while the price weighting was only 30%.)

Asked by: Hon SHIU Ka-chun (LegCo internal reference no.: 216)

Reply:

The information sought is provided as follows:

- (a) LD will launch a pilot programme in conjunction with NGOs to provide one-stop employment services for EM job seekers through a case management approach in the second half of 2020. The estimated annual expenditure for payment of service fees to the NGOs is around \$5 million. As LD is now conducting an open tender exercise for the pilot programme and has not yet commissioned any NGOs to provide the services, the actual staff establishment of the NGOs at the 3 service regions cannot be provided. LD expects that over 500 EM job seekers will participate in the pilot programme in the first 2 years after its launch. After the participants of the

programme have successfully secured placement, the NGOs commissioned will continue to provide post-placement follow-up and support services for these EMs and their employers. LD cannot provide the number of employers to be supported at this stage.

- (b) LD does not assess tenders of service contracts for the above pilot programme according to the “lowest bid wins” principle but adopts a marking scheme on the technical and price aspects in tender assessment, under which the technical score is accorded a heavier weighting (60%) and the tender is required to obtain a passing mark in the technical aspect. In general, LD will accept a tender which conforms with all the essential requirements stipulated in the Tender Document and has the highest combined technical and price score. After the launch of the pilot programme, LD will review the operation and service effectiveness of the programme in a timely manner and consider the long-term arrangements (including the Terms of Tender, etc.) in light of the review outcome.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)060

(Question Serial No. 3079)

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 EM 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 on which interpretation and translation services were used by LD in the past 3 years?
- (d) Regarding the Administrative Guidelines on Promotion of Racial Equality, what is the estimated annual expenditure for LD to implement related measures such as staff training, employment of EMs, interpretation services, etc.?

Asked by: Hon SHIU Ka-chun (LegCo internal reference no.: 217)

Reply:

The information sought is provided as follows:

- (a) In 2017, 2018 and 2019, there were respectively 1 036, 1 173 and 1 231 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 2017, 2018 and 2019, the numbers of placements secured for EM job seekers through LD's employment referral service were 94, 116 and 132 respectively. Job seekers may be placed into employment either through LD's referral service 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 2017, 2018 and 2019, LD's job centres and industry-based recruitment centres introduced interpretation services to 2 844, 3 014 and 2 565 EM job seekers and, in light of their needs, arranged interpretation services on 20, 21 and 10 occasions respectively.
- (d) 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, etc. 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 to help EM job seekers use various job search facilities and services. To strengthen the training for the trainees, LD has extended the on-the-job training (OJT) period from 6 months to 1 year for those ESAs engaged since September 2018. Since the implementation of the programme, LD has employed 149 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 to strengthen employment support for 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. 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. To further strengthen the employment support for EM job seekers, LD will launch a pilot programme in the second half of 2020 in conjunction with NGOs to provide employment services for EM job seekers through a case management approach.

In 2020-21, LD's estimated expenditure for providing OJT under the ESA Programme for EMs is \$2.44 million, while that for organising large-scale inclusive job fairs is \$1.12 million and that for engaging 2 employment assistants for EMs is \$0.39 million. With regard to the pilot programme to be launched in the second half of 2020, the estimated annual expenditure for payment of service fees to NGOs is about \$5 million. The estimated expenditures on other ongoing measures as mentioned above are absorbed within the recurrent operational expenses of LD and cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)061

(Question Serial No. 3081)

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 Programme for the Elderly and Middle-aged (EPEM) (formerly known as the Employment Programme for the Middle-aged (EPM)) of the Labour Department (LD) in the past 5 years:

- (a) What was the number of participants?
- (b) Please set out the number of participants with a breakdown by educational attainment and age:

	Aged 40-49	Aged 50-59	Aged 60-69	Aged 70-79	Aged 80 or above
Primary or below					
Secondary 1-3					
Secondary 4-7					
Foundation/Yi Jin Diploma					
Sub-degree					
Bachelor's Degree					
Master's Degree or above					

- (c) Please set out in table form the number of cases with breakdowns by occupation and industry.
- (d) What were the respective numbers of full-time and part-time placements?

	No. of participants	Percentage in total no. of participants
Full-time		
Part-time		

(e) What were the employment periods of the participants?

	No. of participants	Percentage
Not employed		
Employed for less than 6 months		
6 months to 1 year		
More than 1 year to 2 years		
Over 2 years		

(f) What was the average salary for the cases placed into employment?

Asked by: Hon SHIU Ka-chun (LegCo internal reference no.: 219)

Reply:

The information sought is provided as follows:

- (a) No prior registration under EPEM (known as EPM before September 2018) is required for employees as relevant registration can be made by their employers after they have secured employment from vacancies placed with LD. In 2015, 2016, 2017, 2018 and 2019, there were respectively 2 541, 2 978, 2 642, 2 574 and 3 061 placements eligible for joining EPEM.
- (b) to (d) The relevant statistics are provided at Annex 1 to Annex 3.
- (e) Employees are registered under EPEM by their employers and undergo on-the-job training (OJT) after securing employment. Thus, there will not be circumstances where job seekers were not offered employment after joining EPEM. Besides, since the OJT period has not ended yet for some placements in 2019, LD is unable to provide statistics on the retention period of placements for that year. A breakdown of placements with OJT received under EPEM from 2015 to 2018 by retention period is at Annex 4.
- (f) In 2015, 2016, 2017, 2018 and 2019, the average monthly salaries for placements eligible for joining EPEM were \$9,988, \$10,152, \$10,697, \$11,356 and \$11,820 respectively.

**Breakdowns of placements eligible for joining EPEM from 2015 to 2019
by educational attainment and age**

2015

Educational attainment	No. of placements				
	Aged 40 to 49	Aged 50 to 59	Aged 60 to 69	Aged 70 to 79	Aged 80 or above
Primary 6 or below	39	134	35	1	-
Secondary 1-3	371	349	63	1	-
Secondary 4-7	668	548	52	-	-
Post-secondary	156	109	14	1	-

2016

Educational attainment	No. of placements				
	Aged 40 to 49	Aged 50 to 59	Aged 60 to 69	Aged 70 to 79	Aged 80 or above
Primary 6 or below	46	144	45	1	-
Secondary 1-3	438	326	76	-	-
Secondary 4-7	765	712	89	3	-
Post-secondary	163	155	15	-	-

2017

Educational attainment	No. of placements				
	Aged 40 to 49	Aged 50 to 59	Aged 60 to 69	Aged 70 to 79	Aged 80 or above
Primary 6 or below	43	108	47	1	-
Secondary 1-3	330	292	75	-	-
Secondary 4-7	628	661	92	-	-
Post-secondary	178	152	34	1	-

2018

Educational attainment	No. of placements				
	Aged 40 to 49	Aged 50 to 59	Aged 60 to 69	Aged 70 to 79	Aged 80 or above
Primary 6 or below	44	75	60	3	-
Secondary 1-3	272	325	84	5	-
Secondary 4-7	573	632	139	2	-
Post-secondary	143	174	42	1	-

2019

Educational attainment	No. of placements				
	Aged 40 to 49	Aged 50 to 59	Aged 60 to 69	Aged 70 to 79	Aged 80 or above
Primary 6 or below	36	120	93	4	-
Secondary 1-3	290	347	122	3	-
Secondary 4-7	575	732	240	5	-
Post-secondary	202	222	67	3	-

**Breakdowns of placements eligible for joining EPEM from 2015 to 2019
by industry and occupation**

(i) By industry

Industry	No. of placements				
	2015	2016	2017	2018	2019
Real estate and business services	572	648	489	480	627
Community, social and personal services	337	488	448	516	639
Manufacturing	238	288	229	231	341
Wholesale and retail trades	559	605	552	467	512
Import and export trade	118	127	180	127	137
Restaurants and hotels	351	437	397	406	386
Construction	85	133	118	80	137
Transport, storage and communication	111	158	141	173	174
Others	170	94	88	94	108
Total	2 541	2 978	2 642	2 574	3 061

(ii) By occupation

Occupation	No. of placements				
	2015	2016	2017	2018	2019
Managers and administration, professionals and associate professionals	135	149	145	161	231
Clerical support workers	411	533	472	493	580
Service workers and sales workers	794	898	798	844	873
Agricultural and fishery workers and craft and related workers	77	105	98	91	151
Plant and machine operators and assemblers	116	95	67	89	106
Elementary occupations	1 008	1 198	1 062	896	1 120
Total	2 541	2 978	2 642	2 574	3 061

**Breakdown of placements eligible for joining EPEM from 2015 to 2019
by full-time or part-time employment**

Full-time or part-time employment	No. of placements (Percentage)				
	2015	2016	2017	2018	2019
Full-time	2 347 (92%)	2 410 (81%)	2 109 (80%)	2 092 (81%)	2 372 (77%)
Part-time	194 (8%)	568 (19%)	533 (20%)	482 (19%)	689 (23%)
Total	2 541	2 978	2 642	2 574	3 061

**Breakdown of placements with OJT received under EPEM
from 2015 to 2018 by retention period**

Retention period	No. of placements (Percentage)			
	2015	2016	2017	2018
Less than 6 months	70 (23%)	102 (28%)	102 (33%)	139 (34%)
6 months or more	235 ⁽¹⁾ (77%)	256 ⁽¹⁾ (72%)	211 ⁽¹⁾ (67%)	6 to 12 months 158 ⁽²⁾ (38%)
				Over 12 months 114 ⁽²⁾ (28%)

Note: ⁽¹⁾ The OJT period under EPM before 2018 ranged from 3 to 6 months, and LD generally did not follow up the placements under EPM for 12 months or more. LD therefore does not have further breakdowns of placements before 2018 by retention periods of “6 to 12 months” and “over 12 months”.

⁽²⁾ The figures are based on survey findings up to December 2019. LD will continue to follow up regularly and update the retention status of placements staying in employment.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)062

(Question Serial No. 3082)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Youth Employment and Training Programme (YETP) in the past 5 years:

- (a) What was the number of trainees placed into on-the-job training (OJT) vacancies?
- (b) Please set out the number of trainees placed into OJT vacancies with a breakdown by educational attainment and age:

	Aged 15-19	Aged 20-24
Primary or below		
Secondary 1-3		
Secondary 4-7		
Foundation/Yi Jin Diploma		
Sub-degree		

- (c) Please set out in table form the number of trainees placed into OJT vacancies with breakdowns by occupation and industry.
- (d) What were the respective numbers of trainees placed into full-time and part-time OJT vacancies?

	No. of trainees	Percentage in total no. of participants
Full-time		
Part-time		

(e) Please set out in the table below the duration of employment of the participants:

	No. of participants	Percentage
Employed for less than 6 months		
6 months to 1 year		
More than 1 year to 2 years		
Over 2 years		

(f) What was the average salary for the placement cases?

Asked by: Hon SHIU Ka-chun (LegCo internal reference no.: 220)

Reply:

The information sought is provided as follows:

- (a) YETP operates on the basis of programme year, running from September each year to August of the following year. The number of trainees placed into OJT vacancies in the past 5 programme years is set out at Annex 1.
- (b) Breakdowns of the number of trainees placed into OJT vacancies in the past 5 programme years by educational attainment and age are at Annex 2.
- (c) Breakdowns of the number of trainees placed into OJT vacancies in the past 5 programme years by occupational group and industry are at Annex 3.
- (d) The scope of YETP has been expanded to cover part-time OJT posts since the 2018/19 programme year. All OJT vacancies before that programme year were full-time posts. A breakdown of the number of trainees placed into OJT vacancies in the 2018/19 programme year by full-time and part-time employment is at Annex 4.
- (e) As the OJT period under YETP ranges from 6 to 12 months, statistics on placements with employment periods of over 1 year are not available. Besides, since the OJT period has not ended yet for a considerable number of cases in the 2018/19 programme year, the complete statistics on the duration of employment are not available. A breakdown of the number of trainees placed into OJT vacancies in the 2014/15 to 2017/18 programme years by duration of employment is at Annex 5.
- (f) The average monthly wages of trainees placed into OJT vacancies in the past 5 programme years are set out at Annex 6.

**Number of trainees placed into OJT vacancies
in the 2014/15 to 2018/19 programme years of YETP**

Programme year	No. of trainees
2014/15	3 207
2015/16	3 011
2016/17	2 633
2017/18	2 264
2018/19	2 004

Note: YETP operates on the basis of programme year, running from September each year to August of the following year.

**Breakdowns of the number of trainees placed into OJT vacancies
in the 2014/15 to 2018/19 programme years of YETP
by educational attainment and age**

(i) 2014/15 programme year

Educational attainment	Aged 15-19	Aged 20-24
Below Secondary 3	285	110
Secondary 4-7	533	1 343
Associate degree	8	130
Diploma	48	666
Others (i.e. secondary school education or equivalent attained in other places)	23	61
Total	897	2 310

(ii) 2015/16 programme year

Educational attainment	Aged 15-19	Aged 20-24
Below Secondary 3	311	95
Secondary 4-7	543	1 198
Associate degree	5	111
Diploma	81	585
Others (i.e. secondary school education or equivalent attained in other places)	25	57
Total	965	2 046

(iii) 2016/17 programme year

Educational attainment	Aged 15-19	Aged 20-24
Below Secondary 3	325	103
Secondary 4-7	445	950
Associate degree	2	83
Diploma	60	579
Others (i.e. secondary school education or equivalent attained in other places)	16	70
Total	848	1 785

(iv) 2017/18 programme year

Educational attainment	Aged 15-19	Aged 20-24
Below Secondary 3	308	58
Secondary 4-7	435	790
Associate degree	3	58
Diploma	45	483
Others (i.e. secondary school education or equivalent attained in other places)	29	55
Total	820	1 444

(v) 2018/19 programme year

Educational attainment	Aged 15-19	Aged 20-24
Below Secondary 3	326	71
Secondary 4-7	402	764
Associate degree	3	29
Diploma	37	306
Others (i.e. secondary school education or equivalent attained in other places)	22	44
Total	790	1 214

Note: YETP operates on the basis of programme year, running from September each year to August of the following year.

**Breakdowns of the number of trainees placed into OJT vacancies
in the 2014/15 to 2018/19 programme years of YETP
by occupational group and industry**

(i) By occupational group

Occupational group	No. of trainees placed into OJT vacancies				
	2014/15 Programme year	2015/16 Programme year	2016/17 Programme year	2017/18 Programme year	2018/19 Programme year
Craft and related workers	1 545	1 634	1 460	1 404	1 293
Clerical support workers	501	388	329	299	213
Service workers	461	381	349	178	201
Sales workers	282	302	216	171	150
Associate professionals	304	253	236	165	115
Elementary occupations	31	1	3	15	16
Plant and machine operators and assemblers	54	30	24	14	9
Others	29	22	16	18	7
Total	3 207	3 011	2 633	2 264	2 004

(ii) By industry

Industry	No. of trainees placed into OJT vacancies				
	2014/15 Programme year	2015/16 Programme year	2016/17 Programme year	2017/18 Programme year	2018/19 Programme year
Construction	1 089	1 080	1 016	1 018	955
Community, social and personal services	609	580	546	360	322
Transport, storage and communications	430	479	308	216	180
Financing, insurance, real estate and business services	346	303	214	206	163
Government sector	244	216	232	202	158
Wholesale, retail and import/export trades, restaurants and hotels	367	256	240	167	150
Manufacturing	76	54	46	33	41
Others	46	43	31	62	35
Total	3 207	3 011	2 633	2 264	2 004

Note: YETP operates on the basis of programme year, running from September each year to August of the following year.

**Breakdown of the number of trainees placed into OJT vacancies
in the 2018/19 programme year of YETP
by full-time and part-time employment**

OJT vacancies	No. of trainees	Percentage
Full-time	1 962	98%
Part-time	42	2%
Total	2 004	100%

Note: YETP operates on the basis of programme year, running from September each year to August of the following year.

**Breakdown of the number of trainees placed into OJT vacancies
in the 2014/15 to 2017/18 programme years of YETP
by duration of employment**

Duration of employment	No. of trainees placed into OJT vacancies (Percentage)			
	2014/15 Programme year	2015/16 Programme year	2016/17 Programme year	2017/18 Programme year
Less than 6 months	1 243 (39%)	950 (32%)	903 (34%)	723 (32%)
6 months to 1 year	1 964 (61%)	2 061 (68%)	1 730 (66%)	1 541 (68%)
Total	3 207 (100%)	3 011 (100%)	2 633 (100%)	2 264 (100%)

Note: YETP operates on the basis of programme year, running from September each year to August of the following year.

**Average monthly wages of trainees placed into OJT vacancies
in the 2014/15 to 2018/19 programme years of YETP**

Programme year	Average monthly wages (\$)
2014/15	8,746
2015/16	9,099
2016/17	9,353
2017/18	9,962
2018/19	10,511 (full-time) 3,578 (part-time)

Note: YETP operates on the basis of programme year, running from September each year to August of the following year. The scope of YETP has been expanded to cover part-time OJT posts since the 2018/19 programme year.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)063

(Question Serial No. 3083)

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 Orientation and Placement Scheme (WOPS) implemented by the Labour Department (LD) in the past 5 years:

- (a) What was the number of persons with disabilities participated in the scheme?
- (b) What was the number of participants in the scheme by type of disabilities?
- (c) Please set out in table form the number of cases by occupation and industry of persons with disabilities.
- (d) What were the respective numbers of full-time and part-time placements?

	No. of participants	Percentage in total no. of participants
Full-time		
Part-time		

- (e) Please set out in the table below the employment periods of participants in the scheme:

	No. of participants	Percentage
Not employed		
Employed for less than 6 months		
6 months to 1 year		
More than 1 year to 2 years		
Over 2 years		

- (f) What was the average salary for persons with disabilities placed into employment?

Asked by: Hon SHIU Ka-chun (LegCo internal reference no.: 221)

Reply:

The information sought is provided as follows:

- (a) In 2015, 2016, 2017, 2018 and 2019, there were respectively 811, 816, 802, 796 and 942 placements recorded under WOPS.
- (b)&(c) Breakdowns of the placements recorded under WOPS from 2015 to 2019 by type of disabilities, occupation and industry are provided at Annex 1.
- (d) Having regard to the physical conditions of persons with disabilities, some of them are more suitable for jobs with shorter working hours. Therefore, the working hours requirement of job vacancies offered by employers under WOPS is only 15 hours or more per week. As LD does not categorise the vacancies under the scheme into full-time and part-time, the number of full-time and part-time placements is not available.
- (e) No prior registration under WOPS is required for persons with disabilities. Thus, there will not be circumstances where job seekers with disabilities were not offered employment after joining the scheme. The maximum on-the-job training (OJT) period under WOPS is 9 months, and LD will follow up the employment status of employees with disabilities placed under the scheme up to the twelfth month of their employment. LD therefore does not keep breakdowns beyond the 12-month employment period. Besides, since the OJT period has not ended yet for a considerable number of placements in 2019, LD is unable to provide statistics on the employment period for the placements in that year. A breakdown of placements recorded under WOPS from 2015 to 2018 by employment period is at Annex 2.
- (f) As the method of salary calculation varies from case to case, LD does not keep the average salary of persons with disabilities placed into employment under WOPS.

**Breakdown of placements recorded under WOPS from 2015 to 2019
by type of disabilities, occupation and industry**

(i) By type of disabilities

Type of disabilities	No. of placements				
	2015	2016	2017	2018	2019
Intellectual disability	191	165	161	149	172
Ex-mentally ill persons	149	171	175	174	199
Hearing impairment	222	200	204	200	229
Chronic illness	96	98	84	91	132
Physical disability	75	90	91	97	86
Autism spectrum disorder	47	55	48	40	78
Visual impairment	21	23	28	35	30
Attention deficit/ hyperactivity disorder	5	5	6	6	9
Specific learning difficulties	5	9	5	4	7
Total	811	816	802	796	942

(ii) By occupation

Occupation	No. of placements				
	2015	2016	2017	2018	2019
Managers and administrators	8	9	19	25	32
Professionals and associated professionals	29	37	41	41	53
Clerical support workers	206	264	199	225	340
Service workers	162	186	203	161	165
Shop sales workers	142	134	98	104	90
Craft and related workers	16	7	6	5	9
Plant and machine operators and assemblers	4	9	9	7	3
Elementary occupations	244	170	227	228	250
Total	811	816	802	796	942

(iii) By industry

Industry	No. of placements				
	2015	2016	2017	2018	2019
Manufacturing	63	44	79	55	81
Construction	12	4	12	9	13
Wholesale, retail and import/export trades	143	139	118	127	191
Restaurants and hotels	182	186	183	139	148
Transport, storage and communications	23	37	52	69	130
Financing, insurance, real estate and business services	177	204	133	165	164
Community, social and personal services	202	193	223	225	204
Others (including non-governmental organisations and schools)	9	9	2	7	11
Total	811	816	802	796	942

**Breakdown of placements recorded under WOPS from 2015 to 2018
by employment period**

Employment period	No. of placements (Percentage)			
	2015	2016	2017	2018
Less than 6 months	436 (54%)	456 (56%)	434 (54%)	432 (54%)
6 months to less than 12 months	134 (17%)	130 (16%)	128 (16%)	124 (16%)
12 months or more	241 (30%)	230 (28%)	240 (30%)	240 (30%)
Total	811	816	802	796

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)064

(Question Serial No. 2399)

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 Labour Department has stated that the new plans for 2020-21 include pursuing the legislative proposal for abolishing the “offsetting” arrangement with a view to coming up with the enabling bill for introduction into the Legislative Council (LegCo). In this connection, would the Government provide the details and timetable of the work?

Asked by: Hon SHIU Ka-fai (LegCo internal reference no.: 44)

Reply:

The relevant government bureaux and departments will continue to work in full steam on the preparatory work for abolishing the arrangement of “offsetting” severance payment and long service payment with the accrued benefits attributed to employers’ mandatory contributions under the Mandatory Provident Fund (MPF) System, including thrashing out the implementation details of the supporting measures such as assisting employers in setting up designated saving accounts under their own names, and commencing the drafting of the enabling legislation, etc. The Government will strive to introduce the enabling bill into LegCo at the end of 2020 with a view to securing its passage by 2022 or earlier, and implementing the abolition of the “offsetting” arrangement 2 years after the passage of the enabling legislation and in tandem with the full implementation of the eMPF Platform under the MPF scheme.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)065

(Question Serial No. 2400)

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 Labour Department (LD) has stated that the new plans for 2020-21 include working on a proposal to increase progressively the number of statutory holidays under the Employment Ordinance. In this connection, would the Government provide the details and timetable of the work?

Asked by: Hon SHIU Ka-fai (LegCo internal reference no.: 45)

Reply:

The Chief Executive announced on 14 January 2020 10 new initiatives on improving people's livelihood, one of which is to increase progressively the number of statutory holidays so that it will be on par with the number of general holidays. The Government will work out and invite the Labour Advisory Board (LAB) to discuss the relevant proposal, and will facilitate and support its work. LD will provide relevant information for LAB to discuss the proposal.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)066

(Question Serial No. 2401)

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 stated that the new plans for 2020-21 include raising the on-the-job training (OJT) allowance payable to employers under LD's employment programmes with a view to promoting the employment of the elderly, young people and persons with disabilities. In this connection, would the Government advise of the relevant work details, indicators and estimated expenditure?

Asked by: Hon SHIU Ka-fai (LegCo internal reference no.: 46)

Reply:

In light of the deteriorating employment situation, LD will raise the ceiling of OJT allowance payable to employers under the Employment Programme for the Elderly and Middle-aged (EPEM), the Youth Employment and Training Programme (YETP) and the Work Orientation and Placement Scheme (WOPS) in the second half of 2020, with a view to further encouraging employers to hire the elderly, young people and persons with disabilities.

The maximum amount of OJT allowance payable to employers engaging job seekers aged 60 or above who are unemployed or have left the workforce and providing them with OJT under EPEM will be increased from \$4,000 to \$5,000 per month per employee for a period of 6 to 12 months. For employers engaging unemployed job seekers aged 40 to 59, the maximum amount of OJT allowance remains at \$3,000 per month per employee for a period of 3 to 6 months. The maximum amount of OJT allowance payable to employers under YETP will be increased from \$4,000 to \$5,000 per month for a period of 6 to 12 months. The ceiling of OJT allowance payable to employers under WOPS will be raised from \$7,000 to \$8,000 per month during the three-month work adaptation period and from \$5,000 to \$6,000 per month for the following 6 months.

LD estimates that about 4 000 job seekers will benefit each year from the enhancement measure. The estimated additional annual expenditure is \$30.3 million.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)067

(Question Serial No. 2402)

Head: (90) Labour Department
Subhead (No. & title): ()
Programme: (3) Safety and Health at Work
Controlling Officer: Commissioner for Labour (Carlson CHAN)
Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department (LD) has stated that the new plans for 2020-21 include pursuing an increase of maximum penalties for Occupational Safety and Health (OSH) offences through legislative amendments. In this connection, would the Government provide the details and timetable of the work?

Asked by: Hon SHIU Ka-fai (LegCo internal reference no.: 47)

Reply:

LD has consulted key stakeholders on the preliminary legislative amendment proposal, including the Legislative Council Panel on Manpower, the Labour Advisory Board and its Committee on OSH, the Committee on Construction Safety of the Construction Industry Council as well as key employer and employee organisations, particularly those from the construction industry, etc.

Both employer and employee organisations generally support the proposal to raise the penalty level of OSH legislation to enhance the deterrent effect. Employer organisations however have serious reservations about pegging the maximum fine for extremely serious offences with the convicted company's turnover without setting a cap. The views received are being carefully analysed and considered for refining the amendment proposal. The work will continue in 2020-21. It is expected that the legislative amendment exercise will be completed and the amended legislation brought into full operation before mid-2022.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)068

(Question Serial No. 2403)

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 aim of the Labour Department (LD) under this programme includes ensuring the safety of people at work through enforcement, education and publicity efforts. Would the Government advise of:

- (a) the measures taken in the past 5 years to help employers and employees pay attention to their occupational safety and the related expenditure; and
- (b) the measures planned to be rolled out in 2020-21 to help employers and employees pay attention to their occupational safety and the related estimated expenditure?

Asked by: Hon SHIU Ka-fai (LegCo internal reference no.: 48)

Reply:

- (a) LD has been adopting a multi-pronged strategy to enhance occupational safety and health (OSH) in various industries through inspection and enforcement, publicity and promotion as well as education and training. In respect of inspection and enforcement, apart from routine inspection and enforcement, LD has also conducted special enforcement operations and in-depth surprise inspections targeting workplaces involving high-risk processes or with poor safety performance. Besides, LD has stepped up participation in site safety management committee meetings of public works projects to keep close tabs on the projects' OSH conditions and risks, with a view to devising more focused inspection strategies accordingly.

In respect of publicity and promotion, LD has, 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, OSH messages promulgated on television and radio as well as in newspapers and LD's webpages, compilation and updating of

safety guidelines, production of text and animation versions of “Work Safety Alert”, etc.

Besides, LD launched an online OSH complaint platform in 2019 to make it more convenient for employees and the public to report unsafe working conditions to LD on electronic forms by using mobile electronic devices or computers with a view to encouraging them to pay attention to the safety conditions of construction sites and enabling LD to conduct inspections in a more targeted manner.

In respect of education and training, LD has proactively updated/drawn up new guidelines and reviewed the contents of safety training courses. Taking the Mandatory Basic Safety Training Course (Construction Work) (i.e. “Construction Green Card Course”) as an example, LD revamped the course in collaboration with the Construction Industry Council and OSHC in 2017. The revisions included enriching the contents of practical training and analysis of serious accidents, etc. to ensure that the workers can have a better grasp of OSH matters that they need to pay attention to at work. LD has also finished revising the contents of courses on confined space operation and gas welding and for persons working on suspended working platforms, so as to further enhance workers’ knowledge of the risks concerned and their ability to eradicate the risks.

The above work was an integral part of LD’s ongoing work, and the relevant expenditure could not be separately identified.

- (b) In 2020-21, LD will continue to enhance the OSH level of employees by stepping up inspection and enforcement, publicity and promotion as well as education and training. LD will continue to organise large-scale publicity/promotional campaigns with a view to further enhancing OSH awareness in various industries. It will also, in collaboration with workers’ unions and trade associations, continue to organise publicity campaigns with different themes and targeting different stakeholders.

Besides, to safeguard construction workers’ OSH more effectively, LD launched a “Construction Safety Ambassador Pilot Scheme” in January 2020 to invite construction workers to become construction safety ambassadors, and encouraged them to pay more attention to the safety conditions of construction sites and to report any unsafe working conditions to LD. Moreover, LD will collaborate with the property management sector to strengthen the current referral mechanism for renovation and maintenance works in individual units of estates, thus enabling LD to conduct more targeted safety inspections in a timely manner.

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

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)069

(Question Serial No. 2404)

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 stated that new plans for 2020-21 include supporting the Minimum Wage Commission (MWC) in conducting a new round of review of the Statutory Minimum Wage (SMW) rate. In this connection, would the Government provide the details, estimated expenditure and timetable of the work?

Asked by: Hon SHIU Ka-fai (LegCo internal reference no.: 49)

Reply:

In accordance with the Minimum Wage Ordinance, MWC is conducting a new round of review on the SMW rate and will submit a report on its recommendation to the Chief Executive in Council by the end of October 2020. MWC adopts an evidence-based approach in conducting the review on the SMW rate in a comprehensive, objective and balanced manner. Apart from making reference to the data of an "Array of Indicators"* (including a large number of indicators which are released more frequently and more up to date), MWC also studies in detail the findings of other surveys and fully considers the views of the community on the review of the SMW rate. In parallel, MWC considers other factors that are pertinent to the review of the SMW rate but cannot be fully quantified, and conducts stress tests under different economic scenarios to assess the potential impact of various SMW test levels under different economic environments.

MWC's work of conducting review on the SMW rate is supported by LD's staff among their other duties, and the manpower and expenditure involved cannot be separately identified.

* "Array of Indicators" covers 4 areas of consideration, namely general economic conditions, labour market conditions, competitiveness and social inclusion.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)070

(Question Serial No. 2405)

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 stated that provision under this Programme for 2020-21 is \$169.3 million (29.0%) higher than the revised estimate for 2019-20, mainly due to increased expenditure on employment programmes, a net increase of 2 posts, filling of vacancies and salary increments for staff. In this connection, would the Government provide the following information:

- (a) a breakdown of relevant estimated expenditures; and
- (b) whether it has considered enhancing the employment programmes relating to wholesale and retail industries; if yes, what are the details; if not, what are the reasons?

Asked by: Hon SHIU Ka-fai (LegCo internal reference no.: 50)

Reply:

The information sought is provided as follows:

- (a) Provision under the Employment Services Programme for 2020-21 is \$169.3 million higher than the revised estimate for 2019-20. The relevant breakdown is provided at the Annex.
- (b) LD provides comprehensive and free employment services through its job centres, industry-based recruitment centres (including the Recruitment Centre for the Retail Industry (RCRI)), online platforms, etc. with a view to providing appropriate support for job seekers. In light of the deteriorating employment situation, LD will raise the ceiling of the on-the-job training allowance payable to the employers (including wholesale and retail industries) under the Employment Programme for the Elderly and Middle-aged, the Youth Employment and Training Programme and the Work Orientation and Placement Scheme in the second half of 2020, with a view to further

encouraging employers to hire the elderly aged 60 or above, young people and persons with disabilities.

LD will continue to provide dedicated recruitment services for the retail industry through 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 has introduced enhancement measures including actively liaising with employers to offer more attractive vacancies, and strengthening the collaboration with non-governmental organisations and training bodies to encourage them to refer job seekers in need to attend the recruitment activities of RCRI.

**Breakdown of the increased estimated expenditure
under the Employment Services Programme in 2020-21**

Item	Increase/(Decrease) (\$million)
Operational expenses (including various employment programmes and other operational expenses)	172.0
Personal emoluments (including a net increase of 2 posts, filling of vacancies and salary increments for staff)	38.7
Deduction : Work Incentive Transport Subsidy (WITS) Scheme ^{Note}	(41.4)
Total	169.3

Note: Starting from 1 April 2020, LD will hand over the follow-up work on the residual household-based WITS Scheme to the Working Family and Student Financial Assistance Agency. Hence, there is no funding requirement for the Scheme in 2020-21. The revised estimate for the Scheme in 2019-20 was \$41.4 million.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)071

(Question Serial No. 3046)

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 2019 Policy Address, the HKSAR Government proposed to introduce a three-year pilot rehabilitation programme (hereafter called the Pilot Programme) co-ordinated by the Occupational Safety and Health Council targeting construction workers who have not returned to work after taking work injury sick leave for more than 6 weeks. It aims to speed up recovery of employees injured at work and facilitate their early return to work. Would the Government advise this Committee of the following:

- (a) What was the number of employees' compensation (EC) cases involving sick leave for 6 weeks or more in 2019 with a breakdown by industry?
- (b) What were the respective numbers of EC cases of construction industry employees involving sick leave for 6 weeks or more and for 6 months or more in 2019?
- (c) What is the estimated number of applicants eligible for the Programme each year?
- (d) What are the financial support and resources expected to be provided for the Programme? What is the estimated expenditure for each applicant eligible for the Programme?
- (e) What are the progress and timetable for the implementation of the pilot rehabilitation programme?

Asked by: Hon WAN Siu-kin, Andrew (LegCo internal reference no.: 44)

Reply:

The information sought is provided as follows:

- (a) The number of compensation claims settled in 2019 involving incapacitation of employees for more than 3 days as a result of work injuries (including compensation

claims reported to the Labour Department (LD) under the Employees' Compensation Ordinance (ECO) in or before the settlement year), with breakdowns by number of working days lost and industry, is set out at Annex 1.

- (b) The number of compensation claims settled in 2019 involving incapacitation of construction industry employees for more than 3 days as a result of work injuries (including compensation claims reported to LD under ECO in or before the settlement year), with a breakdown by number of working days lost, is set out at Annex 2.
- (c) The pilot rehabilitation programme for employees injured at work (Pilot Programme) is targeted at construction industry employees injured at work who have not returned to work 6 weeks after work injury. In 2019, the construction industry accounted for 2 334 of the 10 311 settled EC cases involving 42 working days (6 weeks) lost or more among various industries. Based on the above number of cases for the construction industry, LD preliminarily made a crude estimate that there will be around 2 300 construction industry employees injured at work eligible to join the Pilot Programme each year.
- (d) The Pilot Programme will be mainly funded by the Government, while employers are to shoulder part of the rehabilitation treatment expenses to fulfil their existing statutory responsibility under ECO. LD will make an estimate of the required financial provision and resources when drawing up details of the Pilot Programme.
- (e) LD has consulted the Labour Advisory Board, the Legislative Council (LegCo) Panel on Manpower and other relevant stakeholders (including rehabilitation professional bodies, relevant employer and employee groups, etc.) on the design and proposed mechanics of the Pilot Programme. LD will take into account the views of stakeholders in drawing up details of the Pilot Programme. Upon completion of the above consultation, LD has immediately embarked on drafting the legislative amendments, with the aim of introducing a bill to amend the Occupational Safety and Health Council Ordinance into LegCo in the 2020-2021 legislative session. Subject to the progress of the legislative amendment exercise and the time required for concrete preparatory work, LD envisages launching the Pilot Programme in 2022.

**Number of settled compensation claims in 2019
with a breakdown by number of working days lost and industry**

Industry	No. of settled compensation claims [^] involving 42 working days (6 weeks) lost or more*
Public Administration, Social and Personal Services	1 739
Finance and Insurance, Real Estate, Professional and Business Services	2 006
Food and Beverage Services	1 081
Import/Export, Wholesale and Retail Trades, Accommodation Services	1 059
Transportation, Storage, Postal and Courier Services, Information and Communications	1 359
Construction	2 334
Manufacturing	548
Others	185
Total	10 311

- * 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 (ECAB) under ECO.
- [^] The number of settled compensation claims includes compensation claims reported to LD under ECO in or before the settlement year.

**Number of settled compensation claims involving
construction industry employees in 2019
with a breakdown by number of working days lost**

Industry	No. of settled compensation claims [^] involving 42 working days (6 weeks) lost or more*	No. of settled compensation claims [^] involving 180 working days (6 months) lost or more*
Construction	2 334	1 477

* 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 ECAB under ECO.

[^] The number of settled compensation claims includes compensation claims reported to LD under ECO in or before the settlement year.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)072

(Question Serial No. 3047)

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 number of reported work injuries received by the Labour Department (LD) in each of the years from 2017 to 2019? What were the statistics on the nature of injury and parts of body injured for the reported cases of work injuries in each year?

Asked by: Hon WAN Siu-kin, Andrew (LegCo internal reference no.: 45)

Reply:

From 2017 to 2019, the number of employees' compensation (EC) claims reported under the Employees' Compensation Ordinance (ECO) and received by LD in each year is at Annex 1. Breakdowns of the number of occupational injuries in 2017, 2018 and the first 3 quarters of 2019 by nature of injury and part of body injured are at Annex 2 and Annex 3 respectively.

**Number of EC claims
reported under ECO and received by LD from 2017 to 2019**

Duration of incapacitation of employees	2017	2018	2019
Not more than 3 days	14 645	14 789	14 641
More than 3 days*	36 463	36 788	33 780
Total	51 108	51 577	48 421

* Figures include fatal cases.

Occupational injuries in 2017, 2018 and the first 3 quarters of 2019
– Analysis by nature of injury

Nature of injury	2017	2018	First 3 quarters of 2019
Sprain and strain	10 489	10 613	7 450
Contusion and bruise	8 333	8 418	5 788
Laceration and cut	4 626	4 467	3 246
Multiple injuries	3 045	3 000	2 248
Fracture	2 992	3 101	2 077
Burn (heat)	1 739	1 789	1 301
Crushing	1 180	1 215	773
Abrasion	931	1 080	688
Puncture wound	477	460	332
Irritation	200	185	118
Dislocation	165	164	113
Amputation	56	77	62
Concussion	36	47	40
Burn	32	30	37
Electric shock	19	16	24
Nausea	4	9	4
Freezing	4	5	3
Asphyxia	7	8	2
Poisoning	1	1	-
Others	1 295	1 279	1 186
Total	35 631	35 964	25 492

Notes:

- Occupational injury statistics are released on a quarterly basis and the latest available statistics are up to the first 3 quarters of 2019. The occupational injury statistics for the full year of 2019 will be released in April 2020.
- Occupational injuries refer to injury cases in workplaces reported under ECO, resulting in death or incapacity for work of over 3 days. The above figures are compiled by using the date of occurrence of an injury as the basis for computing occupational injury statistics so as to reflect more accurately the number of work injuries occurring in the statistical period.
- The above figures are recorded based on the information reported in Form 2 under ECO.

Occupational injuries in 2017, 2018 and the first 3 quarters of 2019
– Analysis by part of body injured

Part of body injured	2017	2018	First 3 quarters of 2019
Multiple locations	6 822	7 102	5 263
Finger	5 668	5 540	3 865
Hand/palm	2 984	3 036	2 169
Ankle	2 830	2 946	1 952
Foot	2 656	2 647	1 901
Back	2 526	2 528	1 840
Knee	1 655	1 691	1 197
Trunk	1 760	1 741	1 061
Skull/scalp	1 063	1 155	835
Forearm	1 025	970	738
Shoulder	850	867	642
Eye	755	766	532
Leg	914	851	519
Elbow	692	630	495
Chest	608	605	428
Neck	434	464	328
Thigh	305	310	218
Hip	240	266	178
Face	259	276	175
Pelvis/groin	233	268	168
Upper arm	221	241	164
Mouth/tooth	108	105	88
Nose	80	73	47
Abdomen	71	90	47
Ear	37	36	23
Others	835	760	619
Total	35 631	35 964	25 492

Notes:

- Occupational injury statistics are released on a quarterly basis and the latest available statistics are up to the first 3 quarters of 2019. The occupational injury statistics for the full year of 2019 will be released in April 2020.
- Occupational injuries refer to injury cases in workplaces reported under ECO, resulting in death or incapacity for work for over 3 days. The above figures are compiled by using the date of occurrence of an injury as the basis for computing occupational injury statistics so as to reflect more accurately the number of work injuries occurring in the statistical period.
- The above figures are recorded based on the information reported in Form 2 under ECO.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)073

(Question Serial No. 3048)

Head: (90) Labour Department
Subhead (No. & title): ()
Programme: (3) Safety and Health at Work
Controlling Officer: Commissioner for Labour (Carlson CHAN)
Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department (LD) issues “Work Safety Alert” after every serious accident to the relevant industry to prevent the occurrence of similar accidents. According to LC Paper No. CB(2)371/19-20(03), there were 16 fatal industrial accidents in 2018 and 11 in the first half of 2019. Please set out the case details of these fatal accidents, including the date, industry and district of the accident, the follow-up action taken by the Government and whether the employers were prosecuted.

Asked by: Hon WAN Siu-kin, Andrew (LegCo internal reference no.: 46)

Reply:

The date, industry and district of the fatal industrial accidents that happened in 2018 and the first half of 2019 are set out at the Annex.

Whenever a serious industrial accident happens, LD will deploy staff to the scene as soon as possible to initiate an investigation to identify the causes of the accident. If necessary, a “suspension notice” will be issued to curb the immediate occupational safety risks. If the investigation reveals any breaches of occupational safety and health (OSH) legislation, LD will take actions pursuant to the law. LD will also issue “Work Safety Alert” to the industry at the earliest possible time to prevent the occurrence of similar accidents. LD has been producing “Work Safety Alert” in the form of animation videos since 2018 to enable the industry to better comprehend how accidents would happen and the safety measures to be adopted. LD has uploaded the above-mentioned “Work Safety Alert” to its website and disseminated it through other channels. Moreover, targeting serious accidents, LD reminds the industry, through various publicity channels such as organising thematic seminars, to pay attention to relevant safety issues and requisite preventive measures.

LD has completed investigation into the above fatal industrial accidents and taken out prosecution against relevant duty holders (including employers) in breach of OSH legislation.

Cases of fatal industrial accidents in 2018 and the first half of 2019

	Date of accident	Industry	District
2018			
1	25 January 2018	Construction	Tai Po District
2	24 February 2018	Construction	Kwai Tsing District
3	7 March 2018	Transportation, storage, postal and courier services	Islands District
4	27 March 2018	Construction	Wan Chai District
5	26 April 2018	Construction	Yuen Long District
6	29 April 2018	Construction	Kwun Tong District
7	24 May 2018	Construction	Kowloon City District
8	19 July 2018	Construction	Yau Tsim Mong District
9	20 August 2018	Construction	Sham Shui Po District
10	6 September 2018	Construction	Kwun Tong District
11	28 September 2018	Construction	Kwun Tong District
12	11 October 2018	Construction	Yuen Long District
13	10 November 2018	Manufacturing	Kowloon City District
14	6 December 2018	Construction	North District
15	13 December 2018	Construction	Sham Shui Po District
16	27 December 2018	Construction	Kwun Tong District
The first half of 2019*			
1	9 January 2019	Construction	Wong Tai Sin District
2	12 January 2019	Construction	Sham Shui Po District

3	25 February 2019	Public administration, social and personal services	Yuen Long District
4	2 March 2019	Construction	Kwun Tong District
5	5 March 2019	Construction	Yuen Long District
6	3 April 2019	Transportation, storage, postal and courier services	Tuen Mun District
7	9 April 2019	Transportation, storage, postal and courier services	Yuen Long District
8	16 April 2019	Construction	Tai Po District
9	22 June 2019	Transportation, storage, postal and courier services	Kwai Tsing District
10	29 June 2019	Construction	Islands District

Note:

- * It is mentioned in LC Paper No. CB(2)371/19-20(03) that 11 fatal accidents happened in industrial undertakings in the first half of 2019. After further investigation, it was confirmed that 1 of them was not an industrial accident. Thus, the above table only sets out 10 fatal industrial accidents that happened in the first half of 2019.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)074

(Question Serial No. 3049)

Head: (90) Labour Department
Subhead (No. & title): ()
Programme: (3) Safety and Health at Work
Controlling Officer: Commissioner for Labour (Carlson CHAN)
Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department (LD) commissioned the Occupational Safety and Health Council (OSHC) in October 2017 to conduct a study on sudden death of employees suspected to be caused by overexertion at work. What was the number of cases in each year from 2017 to 2019, as recorded by LD, in which employees suddenly died not as a result of an accident arising out of and in the course of the employment? Please provide details of the cases, including date of accident, sex and age, industry and post as well as cause of accident. Besides, what is the progress of the study commissioned by LD and conducted by OSHC?

Asked by: Hon WAN Siu-kin, Andrew (LegCo internal reference no.: 47)

Reply:

Among the notices by employer of the death of an employee or of an accident to an employee resulting in death received by LD in the full year of 2017 and 2018 and in the first 3 quarters of 2019, the number of fatalities not caused by accident (i.e. fatalities due to various non-occupational diseases), with breakdowns by date of occurrence, sex, age, industry section and cause of death, is provided at Annex. LD does not keep a statistical breakdown by post.

In October 2017, LD commissioned OSHC to conduct a study focusing on death of employees at workplace caused by cardiovascular and cerebrovascular diseases, in an attempt to understand the relationship between employees' death and their working condition. OSHC started the case interviews in the first quarter of 2018 and expects to collect the necessary data and complete the study in about 3 years.

Number of fatalities not caused by accident
among the cases of death of an employee reported by the employer and received by LD
from 2017 to the first 3 quarters of 2019 – breakdown by date of occurrence

Month	2017	2018	First 3 quarters of 2019 *
January	10	9	15
February	10	10	8
March	14	8	12
April	13	13	12
May	12	10	12
June	8	12	11
July	12	13	2
August	10	15	3
September	8	7	0
October	13	12	-
November	15	11	
December	12	11	
Total	137	131	75

Number of fatalities not caused by accident
among the cases of death of an employee reported by the employer and received by LD
from 2017 to the first 3 quarters of 2019 – breakdown by sex

Sex	2017	2018	First 3 quarters of 2019*
Female	16	21	8
Male	121	110	67
Total	137	131	75

Number of fatalities not caused by accident
among the cases of death of an employee reported by the employer and received by LD
from 2017 to the first 3 quarters of 2019 – breakdown by age

Age group	2017	2018	First 3 quarters of 2019*
Below 40	9	7	4
40-49	30	27	17
50-59	54	47	30
60 or above	44	50	24
Total	137	131	75

Number of fatalities not caused by accident
among the cases of death of an employee reported by the employer and received by LD
from 2017 to the first 3 quarters of 2019 – breakdown by industry section

Industry section	2017	2018	First 3 quarters of 2019*
Agriculture, forestry and fishing	0	0	1
Manufacturing	5	7	4
Electricity, gas and waste management	1	0	0
Construction	24	24	14
Import/export, wholesale and retail trades	14	11	5
Transportation, storage, postal and courier services	14	10	8
Accommodation and food services	18	14	9
Information and communications	1	2	0
Financing and insurance	1	0	0
Real estate	18	16	4
Professional and business services	27	30	18
Public administration, and social and personal services	14	13	9
Other industries	0	4	3
Total	137	131	75

Number of fatalities not caused by accident
among the cases of death of an employee reported by the employer and received by LD
from 2017 to the first 3 quarters of 2019 – breakdown by cause of death

Cause of death	2017	2018	First 3 quarters of 2019*
Heart disease	76	71	45
Brain disease	27	27	10
Others#	34	33	20
Total	137	131	75

Notes: * The figures for the first 3 quarters of 2019 are provisional figures as some cases are still under investigation, and may vary upon confirmation of the cause of death.

Other cases are mainly related to multiple diseases, cancer, respiratory diseases, etc.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)075

(Question Serial No. 3057)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (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 Special Enforcement Team (Government Contractors) of the Labour Department (LD), please provide:

- (a) the specific work details, staffing, and rank distribution of the staff responsible for the work as well as the staffing and administrative costs 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 from 2017 to 2019;
- (c) a breakdown of the workplaces inspected by type of government non-skilled service contracts and the total number of workplaces inspected from 2017 to 2019;
- (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 from 2017 to 2019.

Asked by: Hon WAN Siu-kin, Andrew (LegCo internal reference no.: 36)

Reply:

The information sought is provided as follows:

- (a) The Special Enforcement Team (Government Contractors) under the Labour Inspection Division of LD monitors compliance by government service contractors (GSCs) 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 7 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 2017 to 2019 is at the Annex.
- (d) From 2017 to 2019, LD received a total of 54 complaints about suspected breaches of EO by GSCs. Together with suspected breaches identified in inspections, LD detected a total of 68 cases of suspected breaches of EO by GSCs and had informed relevant procuring departments of the non-compliance. Over the same period, 1 GSC was convicted and fined \$6,000 for non-compliance with the wage payment requirements under EO.

LD did not receive any notifications/complaints about suspected breaches of OSHO by GSCs from procuring government departments in 2018 and 2019. Over the same period, 336 and 246 surprise inspections targeting the occupational safety and health performance of GSCs were conducted respectively, resulting in the issue of 138 written warnings and 8 improvement notices, as well as 68 written warnings and 8 improvement notices to the contractors concerned. Besides, during the investigation of 2 work accidents, LD took out prosecutions against the GSCs for suspected breaches of OSHO detected. The offences were related to failure of the duty holders to establish a safe system of work for the work undertaken. The 2 employers involved were convicted and fined \$16,000 and \$45,000 respectively. LD does not keep the relevant figures for 2017.

**A breakdown of workplace inspections conducted by the
Special Enforcement Team (Government Contractors) from 2017 to 2019**

	2017	2018	2019
Cleansing services	415	395	502
Security services	268	267	304
Horticulture/pest control services and others	5	-	17
Total	688	662	823

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)076

(Question Serial No. 3058)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

What were the number of inspections conducted by the Labour Department (LD) on occupational safety performance targeting at outsourced contractors and the number of workplaces inspected from 2017 to 2019?

Asked by: Hon WAN Siu-kin, Andrew (LegCo internal reference no.: 37)

Reply:

In 2018 and 2019, LD conducted 336 and 246 inspections respectively on occupational safety and health performance targeting at 282 and 205 workplaces of government outsourced contractors, involving industries such as cleansing services, security guard services, pest control services, horticultural services, etc. LD does not keep the relevant figures for 2017.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)077

(Question Serial No. 3059)

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 enquiries and complaints concerning contractors of government outsourced cleansing and security services allegedly evading payment of severance payment (SP) did the Labour Department (LD) receive from 2017 to 2019? What were their respective numbers, if any? How many of them were found substantiated? What were the number of successful prosecutions and the penalties?

Asked by: Hon WAN Siu-kin, Andrew (LegCo internal reference no.: 38)

Reply:

From 2017 to 2019, LD did not receive any complaints about contractors of government outsourced cleansing and security services allegedly contravening the provisions on payment of SP, but handled 5 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 the provisions on payment of SP under the Employment Ordinance. LD does not keep the number of enquiries on the above items.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)078

(Question Serial No. 3060)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department (LD) launched an online occupational safety and health (OSH) complaint platform on 19 March this year for employees and the public to report unsafe working conditions by using mobile electronic devices or computers, and pledged to arrange a site inspection as soon as possible. After investigation, a suspension notice may be issued and a prosecution may even be taken out against an employer. Please provide:

- (a) the work details, number and rank distribution of staff as well as the manpower and administrative expenses required for the above item each year;
- (b) the average time required to conduct an inspection upon receipt of a complaint, and the average time required to complete the case upon receipt of a complaint; and
- (c) the number of occupational safety complaints received by LD through the OSH complaint platform as at December 2019, the category of complaints and follow-up action on the complaints concerned, with breakdowns by (i) warning letter issued, (ii) suspension notice issued and (iii) fines imposed.

Asked by: Hon WAN Siu-kin, Andrew (LegCo internal reference no.: 39)

Reply:

- (a) To conduct inspections in a more targeted manner, LD launched an online OSH complaint platform on 19 March 2019 to facilitate employees and the public using mobile electronic devices to report unsafe working conditions so that LD could conduct prompt follow-up actions. LD's follow-up work mainly includes conducting inspections and taking enforcement actions and initiating prosecutions accordingly. The above work is an integral part of LD's ongoing work, and the number and rank distribution of the staff involved as well as the manpower and administrative expenses required each year cannot be separately identified.

- (b) Upon receipt of a complaint, LD will, having regard to its nature and details, arrange an inspection to the workplace concerned as soon as possible for targeted investigation and follow-up action. LD does not keep information on the average time required to conduct an investigation upon receipt of a complaint and to conclude the case upon receipt of a complaint.
- (c) As at the end of December 2019, LD received a total of 1 913 OSH complaint cases through the online OSH complaint platform. LD does not keep a breakdown by category of complaint cases.

A total of 653 written warnings, 172 improvement notices and 38 suspension notices were issued and 150 prosecutions were/will be taken out by LD upon discovery of breaches of OSH legislation from the above complaints. LD does not keep information on the amount of fines for the convicted cases.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)079

(Question Serial No. 3061)

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 Employees' Compensation Ordinance (Cap. 282) (ECO), employees who have sustained an injury or died as a result of an accident which occurred in the course of their employment or those who have suffered from an occupational disease specified in ECO owing to the nature of their work may receive compensation under a no-fault principle. With respect to taking sick leave, receiving diagnoses and treatment, filing employees' compensation (EC) claims, etc. by employees injured at work, would the Government provide the following information:

- (a) (i) the number of summonses heard, (ii) number of summonses convicted, (iii) average penalty, (iv) maximum and minimum penalties imposed in respect of failure to take out EC insurance (commonly known as "labour insurance policies") in each year since 2017;
- (b) the respective numbers of summonses heard and convicted, and the respective average, maximum and minimum penalties imposed in respect of failure to pay (i) periodical payments (i.e. "work injury sick leave payments") and (ii) medical expenses on time to employees injured at work in each year since 2017;
- (c) the number of reports on work injuries as well as (i) number of summonses heard, (ii) number of summonses convicted, (iii) average penalty and (iv) maximum and minimum penalties imposed in respect of failure to report work injuries within the specified time in each year since 2017;
- (d) the number of EC claims received by the Labour Department (LD), with a breakdown by employees in those EC cases being incapacitated for (i) not more than 3 days and (ii) more than 3 days, in each year since 2017;
- (e) among the claims involving an incapacitation period exceeding 3 days, the respective numbers of claims which were (i) settled and (ii) not settled within 12 months after they had been lodged, and among these cases, (iii) a breakdown by industry, (iv) the

total amount of compensation and (vi) the total number of working days lost, and as to the unsettled claims, (vii) the reasons for not being settled and (viii) the number of medical assessments conducted as well as the average waiting time;

- (f) the respective numbers of employees who were granted sick leave due to work injury for a period of (i) 3 to 6 months, (ii) more than 6 months to 1 year, (iii) more than 1 year to 2 years and (iv) more than 2 years in each year since 2017, with breakdowns by industry and occupation?

Asked by: Hon WAN Siu-kin, Andrew (LegCo internal reference no.: 40)

Reply:

The information sought is provided as follows:

- (a) From 2017 to 2019, the numbers of summonses heard and convicted in respect of failure to take out EC insurance under ECO handled by LD, as well as the average fine, maximum and minimum penalties imposed by the court in each year are set out at Annex 1.
- (b) From 2017 to 2019, the numbers of summonses heard and convicted in respect of failure to pay periodical payments on time under ECO handled by LD, as well as the average, maximum and minimum fines imposed by the court in each year are set out at Annex 2. Since failure to pay medical expenses is not a prosecutable offence under ECO, LD does not have the related prosecution and conviction figures.
- (c) From 2017 to 2019, the numbers of summonses heard and convicted in respect of failure to report work injuries within the specified time under ECO handled by LD, as well as the average, maximum and minimum fines imposed by the court in each year are set out at Annex 3.
- (d) From 2017 to 2019, the number of EC claims reported under ECO and received by LD in each year is set out at Annex 4.
- (e) Of the compensation claims involving incapacitation of employees for more than 3 days as a result of work injuries in each year from 2017 to 2019, the number of compensation claims settled in the same respective year with a breakdown by industry is set out at Annex 5 while the total amount of compensation involved and the total number of working days lost are set out at Annex 6. The number of compensation claims which were not settled in the same respective year with a breakdown by industry is set out at Annex 7. These 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.

If employees sustain work injuries which result in incapacitation for more than 3 days and will likely result in permanent total or partial incapacity, LD will arrange the employees to attend an assessment conducted by 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. The total number of assessments conducted by ECAB and the average waiting time for employees who were arranged to attend assessments after they had recovered or their medical conditions had stabilised in each year from 2017 to 2019 are set out at Annex 8.

- (f) From 2017 to 2019, the numbers of compensation claims settled in each year involving incapacitation of employees for more than 3 days as a result of work injuries (including compensation claims reported to LD under ECO in or before the respective settlement year) with breakdowns by industry and number of working days lost are set out at Annexes 9 to 11 respectively. If the work injury sick leave of an employee does not exceed 3 days and no permanent incapacity is involved, the employer should make direct payment of compensation to the employee in accordance with ECO. LD does not keep statistics on the number of working days lost for this type of cases. Moreover, LD does not keep statistics on compensation claims with breakdown by occupation.

Numbers of prosecutions taken out and penalties imposed in respect of failure to take out EC insurance under ECO from 2017 to 2019

	2017	2018	2019
No. of summonses heard	717	992	1 005
No. of summonses convicted	697	960	980
Average fine imposed	\$2,415	\$2,401	\$2,319
Maximum penalty imposed	\$15,000	\$20,000	Imprisonment for 2 months (suspended for 18 months) (For cases where only a fine was imposed, the maximum fine was \$25,000)
Minimum penalty imposed	\$800	\$800	\$500

Numbers of prosecutions taken out and penalties imposed in respect of failure to pay periodical payments on time under ECO from 2017 to 2019

	2017	2018	2019
No. of summonses heard	41	126	172
No. of summonses convicted	32	64	116
Average fine imposed (per case)	\$32,733	\$21,325	\$28,731
Maximum fine imposed (per case)	\$70,000	\$60,000	\$78,000
Minimum fine imposed (per case)	\$2,400	\$3,000	\$2,000

Numbers of prosecutions taken out and penalties imposed in respect of failure to report work injuries within the specified time under ECO from 2017 to 2019

	2017	2018	2019
No. of summonses heard	2	7	4
No. of summonses convicted	2	6	2
Average fine imposed	\$3,500	\$3,500	\$3,000
Maximum fine imposed	\$5,000	\$4,000	\$3,000
Minimum fine imposed	\$2,000	\$2,500	\$3,000

**Number of EC claims
reported under ECO and received by LD from 2017 to 2019**

Duration of incapacitation of employees	2017	2018	2019
Not more than 3 days	14 645	14 789	14 641
More than 3 days*	36 463	36 788	33 780
Total	51 108	51 577	48 421

* Figures include fatal cases.

**Number of compensation claims
involving incapacitation of employees for more than 3 days
as a result of work injuries which were settled in the same respective year
from 2017 to 2019 with a breakdown by industry**

Industry	2017	2018	2019
Public Administration, Social and Personal Services	4 310	4 480	4 416
Finance and Insurance, Real Estate, Professional and Business Services	4 344	4 279	4 113
Food and Beverage Services	3 814	3 742	3 450
Import/Export, Wholesale and Retail Trades, Accommodation Services	3 203	3 236	2 935
Transportation, Storage, Postal and Courier Services, Information and Communications	2 415	2 541	2 646
Construction	1 325	1 263	1 120
Manufacturing	1 175	1 078	980
Others	480	492	429
Total	21 066	21 111	20 089

**Number of compensation claims
involving incapacitation of employees for more than 3 days
as a result of work injuries which were settled in the same respective year,
total amount of compensation involved and
total number of working days lost from 2017 to 2019**

	2017	2018	2019
No. of compensation claims settled in the same respective year	21 066	21 111	20 089
Total amount of compensation involved (\$million)	250.8	277.5	281.6
Total no. of working days lost*	375 027	387 270	383 826

* 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 ECAB under ECO.

**Number of compensation claims
involving incapacitation of employees for more than 3 days
as a result of work injuries which were not settled in the same respective year
from 2017 to 2019 with a breakdown by industry**

Industry	2017	2018	2019
Public Administration, Social and Personal Services	3 066	3 228	3 058
Finance and Insurance, Real Estate, Professional and Business Services	2 861	3 088	2 668
Food and Beverage Services	1 807	1 918	1 590
Import/Export, Wholesale and Retail Trades, Accommodation Services	1 810	1 705	1 452
Transportation, Storage, Postal and Courier Services, Information and Communications	1 798	1 943	1 740
Construction	2 818	2 619	2 103
Manufacturing	775	756	619
Others	462	420	461
Total	15 397	15 677	13 691

**Number of assessments conducted by ECAB and
average waiting time for employees who were arranged to attend assessments
after they had recovered or their medical conditions had stabilised
from 2017 to 2019**

Year	No. of assessments	Average waiting time (weeks)*
2017	21 529	10
2018	22 801	10
2019	22 994	9

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

**Number of settled compensation claims
involving incapacitation of employees for more than 3 days
as a result of work injuries with breakdowns by industry and
number of working days lost in 2017**

Industry	No. of settled compensation claims [^] (by number of working days lost*)					
	Below 90 days	90 to below 180 days	180 to below 360 days	360 to below 720 days	720 days or more	Total
Public Administration, Social and Personal Services	5 649	449	284	228	1	6 611
Finance and Insurance, Real Estate, Professional and Business Services	4 908	571	419	356	1	6 255
Food and Beverage Services	4 455	256	225	142	-	5 078
Import/Export, Wholesale and Retail Trades, Accommodation Services	3 815	323	229	150	-	4 517
Transportation, Storage, Postal and Courier Services, Information and Communications	2 949	364	276	208	-	3 797
Construction	1 620	543	723	615	-	3 501
Manufacturing	1 468	181	110	67	-	1 826
Others	387	54	30	35	-	506
Total	25 251	2 741	2 296	1 801	2	32 091

* 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 ECAB under ECO.

[^] The number of settled compensation claims includes compensation claims reported to LD under ECO in or before the respective settlement year.

**Number of settled compensation claims
involving incapacitation of employees for more than 3 days
as a result of work injuries with breakdowns by industry and
number of working days lost in 2018**

Industry	No. of settled compensation claims [^] (by number of working days lost*)					
	Below 90 days	90 to below 180 days	180 to below 360 days	360 to below 720 days	720 days or more	Total
Public Administration, Social and Personal Services	5 981	463	305	263	1	7 013
Finance and Insurance, Real Estate, Professional and Business Services	4 975	568	505	363	-	6 411
Food and Beverage Services	4 575	278	237	165	-	5 255
Import/Export, Wholesale and Retail Trades, Accommodation Services	3 954	333	280	163	-	4 730
Transportation, Storage, Postal and Courier Services, Information and Communications	3 040	378	320	185	-	3 923
Construction	1 645	548	725	652	-	3 570
Manufacturing	1 373	171	133	64	-	1 741
Others	366	49	43	26	-	484
Total	25 909	2 788	2 548	1 881	1	33 127

* 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 ECAB under ECO.

[^] The number of settled compensation claims includes compensation claims reported to LD under ECO in or before the respective settlement year.

**Number of settled compensation claims
involving incapacitation of employees for more than 3 days
as a result of work injuries with breakdowns by industry and
number of working days lost in 2019**

Industry	No. of settled compensation claims [^] (by number of working days lost*)					
	Below 90 days	90 to below 180 days	180 to below 360 days	360 to below 720 days	720 days or more	Total
Public Administration, Social and Personal Services	5 828	501	318	268	2	6 917
Finance and Insurance, Real Estate, Professional and Business Services	4 884	553	525	368	-	6 330
Food and Beverage Services	4 192	276	268	181	-	4 917
Import/Export, Wholesale and Retail Trades, Accommodation Services	3 533	297	246	165	1	4 242
Transportation, Storage, Postal and Courier Services, Information and Communications	3 173	360	306	245	-	4 084
Construction	1 510	514	741	736	-	3 501
Manufacturing	1 281	168	138	82	-	1 669
Others	344	41	43	38	1	467
Total	24 745	2 710	2 585	2 083	4	32 127

* 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 ECAB under ECO.

[^] The number of settled compensation claims includes compensation claims reported to LD under ECO in or before the respective settlement year.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)080

(Question Serial No. 3062)

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 since May 2016 enhanced the support services for non-fatal work injury cases in dispute in branch offices of the Employees' Compensation Division to facilitate timely resolution of differences between employers and employees through dedicated follow-up, early intervention, proactive contact and arrangement of meetings. In this connection, please advise of the following:

- (a) the number of cases in which follow-up action was initiated by LD in each year since 2016, with breakdowns by reason for dispute and industry;
- (b) the respective numbers of cases concluded and unconcluded by LD in each year; the reasons why the cases were unconcluded;
- (c) the number of concluded and resolved cases and the average time required respectively; the number of concluded but unresolved cases and, among them, the number of those that required legal aid and/or adjudication by court;
- (d) how LD will review the effectiveness of the measures, and whether it will consider deploying additional staff to follow up on the work injury cases in dispute.

Asked by: Hon WAN Siu-kin, Andrew (LegCo internal reference no.: 42)

Reply:

The information sought is provided as follows:

- (a) In 2016, 2017, 2018 and 2019, LD initiated follow-up actions under the "Claims Support Services" (CSS) for 500, 1 749, 1 920 and 2 273 work injury cases respectively. LD does not keep breakdowns of these cases by reason for dispute and industry.

- (b) In 2016, 2017, 2018 and 2019, the numbers of cases concluded by LD under CSS (including cases where follow-up actions were initiated in or before the respective year) were 274, 1 432, 1 783 and 2 024 respectively. As at the end of 2016, 2017, 2018 and 2019, the numbers of unconcluded cases (including cases where follow-up actions were initiated in or before the respective year) were 226, 543, 680 and 929 respectively. The main reason for having unconcluded cases is that LD is seeking further information on the issues under dispute.
- (c) Among the 5 513 cases concluded as at the end of 2019, 4 078 were resolved and 1 435 were unresolved. Employees in 537 unresolved cases sought legal aid and/or adjudication by court. The time required for handling disputes hinges on the circumstances of the case and the progress of obtaining the required information. LD does not keep statistics on the average time required.
- (d) LD will continue to closely monitor the actual operation of CSS, including the number of cases resolved, the number of cases in which employees sought legal aid and/or adjudication by court, and the views of employers and employees on the service. LD created 6 permanent Assistant Labour Officer I posts in 2019-20 in order to enhance CSS to help resolve disputes between employers and employees.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)081

(Question Serial No. 3063)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the 2 occupational health clinics (Kwun Tong Occupational Health Clinic and Fanling Occupational Health Clinic) of the Labour Department (LD), would the Government provide the following information for 2017 to 2019:

- (a) the total number of patients and number of new patients at the above 2 occupational health clinics in each year, with breakdowns by industry to which the patients belonged and type of occupational diseases; the industries to which the new patients who sought consultation belonged as well as the types of diseases and body parts affected; and, among them, the number of those that were confirmed as occupational diseases in each year; and
- (b) the respective waiting times for new cases and follow-up consultations at the 2 occupational health clinics in each year?

Asked by: Hon WAN Siu-kin, Andrew (LegCo internal reference no.: 43)

Reply:

- (a) From 2017 to 2019, there were respectively 11 124, 10 890 and 10 718 patient consultations at the occupational health clinics. Among these consultations, 1 553, 1 455 and 1 431 respectively were provided for new patients. LD does not keep statistics on the industries to which the follow-up patients belonged and their types of diseases. Breakdowns of the new patients by industry to which they belonged and type of diseases are provided in the tables below:

By industry

Industry	2017		2018		2019	
Public administration, and social and personal services	689	44.4%	704	48.4%	659	46.1%
Wholesale, retail and import/export trades, and accommodation and food services	311	20.0%	282	19.4%	275	19.2%
Financing, insurance, real estate, and professional and business services	242	15.6%	189	13.0%	244	17.0%
Transportation, storage, postal, courier services, and information and communications	95	6.1%	100	6.9%	89	6.2%
Construction	84	5.4%	71	4.9%	65	4.5%
Manufacturing	90	5.8%	72	4.9%	57	4.0%
Others	42	2.7%	37	2.5%	42	3.0%
Total	1 553	100%	1 455	100%	1 431	100%

By type of diseases (including injuries)

Type of diseases	2017		2018		2019	
Musculoskeletal (total)	1 345	86.5%	1 267	87.2%	1 176	82.2%
Injury	153	9.8%	120	8.3%	150	10.5%
Skin	7	0.5%	8	0.5%	28	1.9%
Neurological	8	0.5%	13	0.9%	17	1.2%
Auditory	14	0.9%	8	0.5%	16	1.1%
Respiratory	4	0.3%	8	0.5%	10	0.7%
Visual	1	0.1%	5	0.3%	3	0.2%
Others	21	1.4%	26	1.8%	31	2.2%
Total	1 553	100%	1 455	100%	1 431	100%

Among the patients who sought consultation at LD's occupational health clinics from 2017 to 2019, there were respectively 28, 23 and 21 confirmed cases of occupational diseases and, among them, 9, 7 and 7 cases were new patients who sought consultation in the corresponding year. A breakdown of the patients by type of occupational diseases is provided in the table below:

By type of occupational diseases

Type of occupational diseases	2017		2018		2019	
Tenosynovitis of the hand or forearm	26 (9)	92.8%	21 (7)	91.3%	19 (7)	90.4%
Occupational dermatitis	1 (0)	3.6%	2 (0)	8.7%	1 (0)	4.8%
Occupational asthma	1 (0)	3.6%	0 (0)	0%	0 (0)	0%
Beat knee	0 (0)	0%	0 (0)	0%	1 (0)	4.8%
Total	28 (9)	100%	23 (7)	100%	21 (7)	100%

Figures in brackets denote new patients who sought consultation in that particular year

- (b) The average waiting time for appointment of new cases at the 2 occupational health clinics in Kwun Tong and Fanling in each year from 2017 to 2019 is provided in the table below:

	2017	2018	2019
Kwun Tong Occupational Health Clinic	2 weeks	1 week	Less than 1 week
Fanling Occupational Health Clinic	1 week	1 week	Less than 1 week

Doctors of the occupational health clinics will arrange follow-up consultations subject to the individual patients' clinical needs. LD does not keep statistics on the time periods for patients' follow-up consultations at the occupational health clinics.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)082

(Question Serial No. 1228)

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 Programme for the Elderly and Middle-aged (EPEM), would the Government advise this Committee of the following in the past 3 years:

- (a) the numbers of participating employers and employees;
- (b) the respective numbers of participating employees in the age groups of 40-50, 51-55, 56-60, 61-65 and 66-70;
- (c) the total amount of allowance actually granted to employers each year; and
- (d) whether it has compiled statistics on the retention rate of employees upon completion of the programme; if yes, what are the details; if not, will a survey be conducted?

Asked by: Hon WONG Kwok-kin (LegCo internal reference no.: 26)

Reply:

The information sought is provided as follows:

- (a)&(b) No prior registration under EPEM (known as the Employment Programme for the Middle-aged before September 2018) is required for employees as relevant registration can be made by their employers after they have secured employment from vacancies placed with the Labour Department (LD). In 2017, 2018 and 2019, there were respectively 2 642, 2 574 and 3 061 placements eligible for joining EPEM, involving 991, 961 and 1 093 employers. A breakdown by age is provided at Annex 1.
- (c) LD actively invites employers of each placement case eligible for joining EPEM to apply for on-the-job training (OJT) allowance. However, some employers did not apply for the allowance due to various reasons, such as they chose to

absorb the training costs by their own resources. The amount of OJT allowance granted under EPEM from 2017-18 to 2019-20 is provided at Annex 2.

- (d) LD conducts surveys regularly to find out the retention status of those placed into employment under EPEM. According to the surveys conducted up to December 2019, among the employees who have received OJT under the Programme, about 79% of the cases recorded a retention period of 4 months or above and 65% stayed in employment for 6 months or more.

Breakdown of placements eligible for joining EPEM from 2017 to 2019 by age

Age	No. of placements		
	2017	2018	2019
40-50	1 330	1 160	1 255
51-55	717	691	801
56-60	405	475	597
61-65	167	201	338
66-70	22	39	63
Above 70	1	8	7
Total	2 642	2 574	3 061

**Amount of training allowance granted under EPEM
from 2017-18 to 2019-20**

Year	Amount (\$million)
2017-18	3.1
2018-19	3.1
2019-20 (up to February 2020)	5.6

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)083

(Question Serial No. 2006)

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:

- (a) of the numbers of applications received and approved by the Labour Department (LD) under SLS and of workers involved in the past 3 years, with breakdowns by year, industry, job title and wage level;
- (b) whether SLS applications were referred by LD to the Employees Retraining Board (ERB) for organising tailor-made training courses for local workers in the past year, and among them, the percentage of courses that were successfully organised and the reasons why the others were not, as well as the specific measures to enhance the prospect of successfully organising such courses; and
- (c) of the estimated staff establishment and expenditure involved in 2020-21?

Asked by: Hon WONG Kwok-kin (LegCo internal reference no.: 3)

Reply:

The information sought is provided as follows:

- (a) The numbers of applications received and approved by LD under SLS in 2017, 2018 and 2019 are at Annex 1. Breakdowns of the numbers of imported workers applied for and approved by industry, job title and monthly wage are at Annexes 2 to 6.
- (b) In 2019, LD referred 549 SLS applications to ERB for consideration of organising tailor-made training courses. No tailor-made training courses could be organised by ERB for the applied posts under SLS in that year. Whether courses can be organised is affected by factors such as the attractiveness of the applied posts under SLS to local workers.

- (c) SLS is primarily administered by the Supplementary Labour Division (SLD) of LD. In 2020-21, the estimated expenditure of SLD is \$410,000 (excluding staff cost) and its staff establishment comprises 36 Labour Officer Grade and 17 Clerical Grade posts.

**Number of applications received and approved
under SLS in 2017, 2018 and 2019**

	2017	2018	2019
No. of applications*	1 106	1 217	1 097
No. of imported workers applied for*	4 390	5 095	4 721
No. of applications approved*	946	907	1 036
No. of imported workers approved*	2 765	3 225	3 378

* The vetting of applications received towards year-end may be completed in the following year, and hence the numbers of applications approved and imported workers approved within the year do not correspond to the numbers of applications received and imported workers applied for in the same year.

**Number of imported workers applied for and approved
under SLS in 2017, 2018 and 2019:
a breakdown by industry**

Industry	No. of imported workers applied for*			No. of imported workers approved*		
	2017	2018	2019	2017	2018	2019
1. Agriculture and Fishing	791	886	970	653	705	797
2. Manufacturing	201	390	485	147	158	176
3. Construction	751	351	561	77	589	172
4. Wholesale, Retail and Import/Export Trades, Restaurants and Hotels	503	483	448	210	197	270
5. Transport, Storage and Communications	58	68	131	18	24	9
6. Financing, Insurance, Real Estate and Business Services	80	168	73	11	19	28
7. Community, Social and Personal Services	2 006	2 749	2 053	1 649	1 533	1 926
Total	4 390	5 095	4 721	2 765	3 225	3 378

* The vetting 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.

**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 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.

**Number of imported workers applied for and approved
under SLS in 2018:
a breakdown by job title**

Job title	No. of imported workers applied for*	No. of imported workers approved*
1. Care Worker (Elderly Service)	2 108	1 409
2. Livestock/Poultry/Fish/Crop Farm Worker	553	448
3. Gardening Worker	315	247
4. Cook	302	155
5. Machine Operator	165	57
6. Care Worker (Disabled Service)	112	69
7. Bean Curd/Soya Bean/ Bean Sprout Processing Worker	87	79
8. Quality Controller/Inspector/Control Supervisor	79	38
9. Waste Handling Worker	72	19
10. Others	1 302	704
Total	5 095	3 225

* The vetting 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.

**Number of imported workers applied for and approved
under SLS in 2019:
a breakdown by job title**

Job title	No. of imported workers applied for*	No. of imported workers approved*
1. Care Worker (Elderly Service)	1 707	1 718
2. Gardening Worker	483	353
3. Livestock/Poultry/Fish/Crop Farm Worker	480	435
4. Cook	291	170
5. Machine Operator	240	83
6. Quality Controller/Inspector/Control Supervisor	105	86
7. Care Worker (Disabled Service)	102	73
8. Bean Curd/Soya Bean/ Bean Sprout Processing Worker	45	37
9. Waste Handling Worker	43	45
10. Others	1 225	378
Total	4 721	3 378

* The vetting 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.

**Number of imported workers applied for and approved
under SLS in 2017, 2018 and 2019:
a breakdown by monthly wage**

Monthly wage	No. of imported workers applied for*			No. of imported workers approved*		
	2017	2018	2019	2017	2018	2019
1. \$8,000 or below	11	4	3	-	-	-
2. Above \$8,000-\$10,000	668	778	197	337	453	194
3. Above \$10,000-\$12,000	2 317	397	544	2 023	607	374
4. Above \$12,000-\$14,000	105	2 603	2 378	23	1 278	2 211
5. Above \$14,000-\$16,000	211	280	225	97	41	68
6. Above \$16,000-\$18,000	224	337	468	112	125	190
7. Above \$18,000-\$20,000	146	205	179	74	87	60
8. Above \$20,000	708	491	727	99	634	281
Total	4 390	5 095	4 721	2 765	3 225	3 378

* The vetting 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.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)084

(Question Serial No. 1014)

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) The Financial Secretary has stated that an additional annual funding of \$30 million will be provided to enhance the employment programmes of the Labour Department (LD). The initiatives include raising the ceiling of the on-the-job training (OJT) allowance payable to employers under the Employment Programme for the Elderly and Middle-aged (EPEM), the Youth Employment and Training Programme (YETP) as well as the Work Orientation and Placement Scheme (WOPS), which is expected to benefit 4 000 persons. What are the details of the allowance? How are these 4 000 persons distributed among the above 3 programmes?
- (b) How did the Government come up with the estimate of 4 000 beneficiaries? Numerically speaking, spending \$30 million a year on 4 000 persons will raise the subsidy per month per person by \$625 only. Is such an amount attractive enough for employers to engage these people? How many employers engaged employees under these programmes in 2019/20?
- (c) Is the provision of an additional annual funding of \$30 million a recurrent measure? Will the number of 4 000 beneficiaries per year remain unchanged? Are the employers participating in the programmes also required to engage the employees in the form of long-term contract so as to ensure that the employees benefited and under training have stable job opportunities?

Asked by: Hon YEUNG Alvin (LegCo internal reference no.: 44)

Reply:

The information sought is provided as follows:

- (a) In light of the deteriorating employment situation, LD will raise the ceiling of OJT allowance payable to employers under EPEM, YETP and WOPS in the second half of

2020, with a view to further encouraging employers to hire the elderly, young people and persons with disabilities.

The maximum amount of OJT allowance payable to employers engaging job seekers aged 60 or above who are unemployed or have left the workforce and providing them with OJT under EPEM will be increased from \$4,000 to \$5,000 per month per employee for a period of 6 to 12 months. For employers engaging unemployed job seekers aged 40 to 59, the maximum amount of OJT allowance remains at \$3,000 per month per employee for a period of 3 to 6 months. The maximum amount of OJT allowance payable to employers under YETP will be increased from \$4,000 to \$5,000 per month for a period of 6 to 12 months. The ceiling of OJT allowance payable to employers under WOPS will be raised from \$7,000 to \$8,000 per month during the three-month work adaptation period and from \$5,000 to \$6,000 per month for the following 6 months.

LD estimates that about 500 job seekers aged 60 or above, 2 400 young people and 1 100 persons with disabilities will benefit each year from this enhancement measure.

- (b) LD drew on the past operational experience of and figures recorded under the 3 employment programmes in estimating the number of beneficiaries of the above enhancement measure. The ceiling of OJT allowance under the 3 employment programmes will be adjusted to become \$5,000 to \$8,000 per month, representing an increase of 14.3% to 25%. The maximum amount of allowance payable to employers engaging job seekers under these 3 employment programmes will be \$60,000 per employee, which is believed to be quite attractive.

In 2019, there were 178 employers engaging job seekers aged 60 or above under EPEM and were granted approvals-in-principle for their allowance applications. In the same year, 395 employers engaged persons with disabilities under WOPS. YETP operates on the basis of programme year, running from September each year to August of the following year. In the 2018/19 programme year, 557 employers engaged trainees under YETP and provided them with OJT.

- (c) The additional annual funding of \$30 million allocated to the above 3 employment programmes is a recurrent expenditure. The number of 4 000 beneficiaries per year is an estimated figure and the actual number of beneficiaries may vary from year to year subject to factors such as the economic and employment market situations.

The purpose of implementing these 3 employment programmes is to encourage employers to provide job seekers with OJT, thereby stabilising their employment. Short-term or temporary job vacancies are not accepted under the 3 employment programmes.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)085

(Question Serial No. 0636)

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 the economic situation of Hong Kong worsened, the labour market gradually slackened. This had a great impact on grassroots frontline employees. In this connection, would the Government advise this Committee of the following:

- (a) Please provide a month-to-month comparison between Hong Kong's overall unemployment rate and the unemployment rate of the tourism-related industries in the past year and this year.
- (b) In view of the high unemployment rate of the tourism-related industries, how will the Government provide unemployment assistance to the practitioners and what are the expenditure involved and details of the measures?

Asked by: Hon YIU Si-wing (LegCo internal reference no.: 6)

Reply:

The information sought is provided as follows:

- (a) Based on the findings of the General Household Survey of the Census and Statistics Department (C&SD), the unemployment rate of some selected tourism-related industries and the overall unemployment rate in the past year are set out at the Annex.
- (b) The Labour Department (LD) provides comprehensive and free employment services through its job centres, industry-based recruitment centres (including the Recruitment Centres for the Retail Industry and the Catering Industry) and online platforms, etc. to offer employment support for job seekers (including practitioners in tourism-related industries). LD organises from time to time large-scale job fairs in different locations as well as industry-based and district-based job fairs at its recruitment centres and job centres respectively to expedite the dissemination of employment information and help different job seekers secure employment.

In light of the deteriorating employment situation, LD will raise the ceiling of the on-the-job training (OJT) allowance payable to the employers (including tourism-related industries) under the Employment Programme for the Elderly and Middle-aged, the Youth Employment and Training Programme as well as the Work Orientation and Placement Scheme in the second half of 2020, with a view to further encouraging employers to hire the elderly aged 60 or above, young people and persons with disabilities. Regarding the increase in OJT allowance payable to employers under the above employment programmes, the estimated additional annual expenditure is \$30.3 million. LD also plans to launch a pilot scheme in the second half of 2020 to encourage eligible persons to undergo and complete OJT under the above employment programmes through the provision of a retention allowance, thereby stabilising employment. The estimated annual expenditure on this pilot measure is \$51.41 million. The estimated expenditure on other measures are absorbed within the recurrent operational expenses of LD and cannot be separately identified.

Besides, the Employees Retraining Board (ERB) has launched the “Love Upgrading Special Scheme” (“the Scheme”) in October 2019, providing comprehensive training which lasts for 2 to 3 months to employees of various industries affected by the economic downturn as well as special allowance to trainees during the training period. ERB does not keep a separate breakdown of expenditure incurred by employees or courses of specific industries under “the Scheme”.

The Government will provide a one-off special allowance to about 200 000 eligible low-income households under the Anti-epidemic Fund. It is estimated that about 58 000 Working Family Allowance (WFA) households and 145 000 Student Financial Assistance (SFA) households would benefit from the one-off special cash allowance. For a WFA household, the lump sum allowance it will get would be equivalent to an additional two-month allowance, based on the highest monthly amount it received in its most recently submitted and approved WFA application during the period from 1 April 2019 to 21 February 2020 (the date on which the funding proposal for special allowance was approved by the Finance Committee of the Legislative Council). For an SFA household, it will receive 2 times the overall average monthly amount received by WFA households from 1 April to 30 September 2019 (i.e. a lump sum allowance of \$4,640 (\$2,320 x 2) per eligible SFA household).

Unemployment rate⁽²⁾ of selected tourism-related industries⁽¹⁾

Period	Unemployment rate ⁽²⁾ (%)		
	Retail, accommodation and food services	Overall	
		Not seasonally adjusted	Seasonally adjusted ⁽³⁾
November 2018 - January 2019	3.5	2.6	2.8
December 2018 - February 2019	3.4	2.6	2.8
January - March 2019 (Q1)	3.6	2.8	2.8
February - April 2019	3.6	2.8	2.8
March - May 2019	3.9	2.9	2.8
April - June 2019 (Q2)	3.9	2.9	2.8
May - July 2019	4.3	3.0	2.9
June - August 2019	4.6	3.0	2.9
July - September 2019 (Q3)	4.9	3.0	2.9
August - October 2019	5.0	3.2	3.1
September - November 2019	5.2	3.2	3.2
October - December 2019 (Q4)	5.2	3.1	3.3
November 2019 - January 2020	5.2	3.1	3.4
December 2019 - February 2020 [#]	6.1	3.4	3.7

- Notes: (1) The selected industries only include those which are more prominent but not all industries with services to visitors. Besides, the figures in the above table refer to the industry as a whole, including the part providing services to Hong Kong residents.
- (2) Unemployment rate refers to the proportion of unemployed persons in the labour force.
- (3) Seasonally adjusted unemployment rate refers to the unemployment rate which has been adjusted for seasonal variations. No corresponding rate by industry is available.
- # Provisional figures.

Source: General Household Survey, C&SD

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)086****(Question Serial No. 1373)**

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 Love Upgrading Special Scheme (the Scheme) which was launched last year, please provide the following information since its implementation:

1. the respective numbers of trainees of various courses, with a breakdown by course type;
2. the employment status of these trainees (by using the table below); and

	Has changed from employed/ self-employed to unemployed	Has been asked by the employer to take no-pay leave for no less than 4 days in any one month	Underemployed
Number of trainees			

3. the total amount of subsidies disbursed so far, with a breakdown by month.

Asked by: Hon CHENG Wing-shun, Vincent (LegCo internal reference no.: 10)

Reply:

The information sought is provided as follows:

1. As at end February 2020, a total of 9 128 trainees have applied for enrolment in the "Love Upgrading Special Scheme" (the Scheme). Each trainee may enrol up to 4 courses under the Scheme. The total number of applications for enrolment in various training courses during the same period is 10 701. The number of applications for enrolment in the training courses under the Scheme is at Annex.
2. The numbers of trainees under the Scheme by the employment status claimed by trainees are as follows:

	Unemployed	On No-pay Leave	Underemployed
No. of trainees Note	7 595	133	1 422

^{Note} Figures overlap as some of the applicants claimed to be on no-pay leave and underemployed at the same time.

3. As at end February 2020, the total amount of special allowance disbursed to trainees who have completed the courses under the Scheme was about \$6.05 million. Breakdown by month is as follows:

Month of Disbursement	Amount of Special Allowance
November 2019	\$153,492.40
December 2019	\$1,741,785.00
January 2020	\$3,202,116.00
February 2020	\$951,637.50
Total:	\$6,049,030.90

Number of Applications for Enrolment in Training Courses
under Love Upgrading Special Scheme
(as at 29 February 2020)

Course Category	Course Title	Number of Applications for Enrolment
Vocational Skills Courses (Full-time)	Foundation Certificate in Assistant for Chinese Medical Clinic Training	550
	Foundation Certificate in Healthcare Massage	295
	Foundation Certificate in Logistics Clerk Training	44
	Certificate in Logistics Management	20
	Foundation Certificate in Property Facility Management	116
	Foundation Certificate in Standard Security & Property Management	507
	Foundation Certificate in Social Services Programme Assistant Training	48
	Foundation Certificate in After School Care Tutor Training	83
	Certificate in Financial Market and Securities	320
	Certificate in Junior Technicians (Civil Engineering) Training	1
	Foundation Certificate in Decorative Waterproof Worker Training for Renovation	25
	Foundation Certificate in Junior Beautician Training	316
	Foundation Certificate in Nutrition Therapist Assistant Training	129
	Foundation Certificate in Hair Stylist Assistant Training	91
	Foundation Certificate in Post-natal Care Worker Training	650
	Foundation Certificate in Domestic Helper Training	142
	Foundation Certificate in Travel Consultant Training	17
	Certificate in Tourist Guide Training (Tourist Guide Accreditation Examination)	90
	Certificate in Event and Banquet Management	26
	Foundation Certificate in Hotel Front Office Service Agent Training	16
Foundation Certificate in Hotel Room Attendant Training	37	
Foundation Certificate in Care-related Support	1 373	

Course Category	Course Title	Number of Applications for Enrolment
	Worker Training	
	Certificate in Health Worker Training	358
	Foundation Certificate in Care Worker Training	185
	Foundation Certificate in Administrative Assistant Training	68
	Foundation Certificate in Office Assistant Training	39
	Foundation Certificate in Assistant Merchandiser Training	1
	Foundation Certificate in Shipping & Import/Export	14
	Foundation Certificate in Adventure Based Activities Assistant Training	54
	Foundation Certificate in Barista Training	1 118
	Foundation Certificate in Baker and Pastry Cook Training	1 181
	Foundation Certificate in Information Technology Assistant Technician Training	112
	Foundation Certificate in Pet Groomer and Shop Assistant Training	86
	Foundation Certificate in Retail Salesperson Training	2
	Foundation Certificate in Clown Performer Training	8
	Foundation Certificate in Property Maintenance	20
	Foundation Certificate in Electrical Engineering Assistant Training	1
	Foundation Certificate in Pest Control Worker Training	5
	Foundation Certificate in Florist and Floriculture Assistant Training	618
Vocational Skills Courses (Part-time)	Foundation Certificate in Quality Assurance System for the Recognition Scheme of Security Training (Part-time)	347
	Foundation Certificate in Quality Assurance System for the Recognition Scheme of Security Training (English Medium) (Part-time)	3
	Foundation Certificate in Hotel Security Services (Part-time)	1
	Foundation Certificate in Financial Planning (Retirement Planning) (Part-time)	1
	Foundation Certificate in Latte Art (Part-time)	104
	Foundation Certificate in French Dessert Making (Part-time)	127
Generic Skills Courses	Foundation Certificate in English (Elementary Level)	335

Course Category	Course Title	Number of Applications for Enrolment
	Foundation Certificate in English (Upper Level)	113
	Foundation Certificate in Putonghua (Elementary Level)	54
	Foundation Certificate in Putonghua (Upper Level)	18
	Foundation Certificate in IT Applications (Elementary Level)	284
	Foundation Certificate in IT Applications (Upper Level)	134
Innovation and Technology Courses	Certificate in Network Management (Part-time)	76
	Certificate in Blockchain Application Development (Part-time)	78
	Certificate in Knowledge and Applications of Artificial Intelligence (Part-time)	98
	Certificate in Knowledge and Applications of Blockchain (Part-time)	19
	Certificate in Business in the Greater Bay Area (E-commerce)	67
	Certificate in Business in the Greater Bay Area (5G IoT and Big Data) (Part-time)	76
Total:		10 701

Note: No application for enrolment has been received for other 1 full-time and 8 part-time vocational skill courses, most of which are courses newly introduced in January 2020.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)087

(Question Serial No. 1374)

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:

The Maritime Services Training Institute (MSTI) provides students with professional maritime knowledge, practical skills for shipboard operations and training on practices in maritime industries for the purpose of preparing them for development in the seafaring career and marine-related sectors. In this connection, please provide the following information for the past 3 years:

1. What were the annual student enrolments and numbers of graduates of the MSTI?
2. What were the numbers of graduates pursuing a seafaring career and their respective percentages in the total number of graduates?
3. Apart from the MSTI, are there other public organisations offering training to nurture talents in maritime industries? If so, please provide a list of such organisations.

Asked by: Hon CHENG Wing-shun, Vincent (LegCo internal reference no.: 11)

Reply:

The information sought is provided as follows –

1. & 2. The Maritime Services Training Institute (MSTI) has provided various seafaring and maritime-related courses in the past 3 academic years. The annual numbers of students enrolled and graduates of the courses, as well as the numbers of graduates engaged in a seafaring career upon completion of higher diploma/certificate courses and their respective percentages among the numbers of graduates are as follows –

Seafaring and Maritime-related Courses	2016/17 Academic Year	2017/18 Academic Year	2018/19 Academic Year
Higher Diploma/Certificate			
(a) Number of students enrolled	236	256	225
(b) Number of graduates	112	123	98
(c) Number of graduates engaged in a seafaring career	89	101	71
(d) percentage of c/b	79.5%	82.1%	72.4%
In-service Training Courses ^{Note}			
Number of students enrolled	4 698	4 170	4 164
Number of graduates	4 636	4 123	4 078

Note: The Vocational Training Council (VTC) does not have employment statistics on graduates of the in-service training courses.

3. According to the information provided by the Transport and Housing Bureau, there are various institutions in Hong Kong providing recognised maritime programmes to nurture professional seafarers for the deck or engineering department of sea-going ships. For deck department, apart from the 2-year Higher Diploma in Maritime Studies programme provided by the MSTI under the VTC, the Hong Kong Polytechnic University (PolyU) also provides the 4-year BBA(Hons) in International Shipping and Transport Logistics programme. Regarding the engineering field, there are the 2-year Higher Diploma in Mechanical Engineering (Marine Elective) programme provided by the Institute of Vocational Education (Tsing Yi) and the 4-year BEng(Hons) in Mechanical Engineering programmes provided by the University of Hong Kong, PolyU or the Hong Kong University of Science and Technology. Graduates of these programmes, upon completing the required pre-sea training courses provided by the MSTI, are eligible to be a deck cadet / engineering officer cadet respectively and develop seafaring careers on sea-going ships.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)088

(Question Serial No. 1791)

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 Speech that the Government will make an injection of \$2.5 billion, so that the Employees Retraining Board (ERB) can enhance the new tranche of the Love Upgrading Special Scheme to be launched in July this year and provide 10 000 additional places, in order to provide training and allowance for employees affected by the economic downturn. The ERB will also increase the maximum amount of monthly allowance of each eligible trainee from \$4,000 to \$5,800. Please inform this Committee of the following:

1. As regards the Love Upgrading Special Scheme which has been launched for a period of time, what are the top 10 courses taken by trainees in order? Please set out in table form the organising institutions, numbers of enrolment and completion rates of the courses.
2. As regards the Love Upgrading Special Scheme which has been launched for a period of time, what is the total number of participants? What is the completion rate and number of trainees completing the courses?
3. How many trainees have received the maximum allowance amount of \$4,000 per month?
4. What is the impact of the total allowance expenditure of the above scheme on the budget of the ERB?

Asked by: Hon CHENG Wing-shun, Vincent (LegCo internal reference no.: 13)

Reply:

The information sought is provided as follows:

1. As at end February 2020, the name of training bodies, number of applications for enrolment and number of graduate trainees of the top 10 courses under the "Love Upgrading Special Scheme" (the Scheme) in terms of the number of applications for enrolment are at Annex.

2. As at end February 2020, a total of 9 128 trainees have applied for enrolment in the Scheme. Each trainee may enrol up to 4 courses under the Scheme by end June 2020. The total number of applications for enrolment in various training courses during the same period is 10 701.
3. As at end February 2020, the total approved amount of special allowance disbursed to trainees who have completed the courses under the Scheme was about \$6.05 million. All trainees enrol in and attend classes in accordance with the arrangements by training bodies and their own needs. The amount of special allowance is calculated on the basis of actual number of class sessions attended, and is disbursed upon completion of each course. As some courses last for more than a month, the highest amount of special allowance disbursed to a single trainee for the respective course during the above-mentioned period was \$5,998.
4. The required expenditure for implementing the Scheme has been included in the Government's proposed injection of \$2.5 billion into the Employees Retraining Fund.

Top 10 Courses under the Love Upgrading Special Scheme
In Terms of the Number of Applications for Enrolment
(as at end February 2020)

	Course Title	Number of Applications for Enrolment	Number of Graduate Trainees	Training Body
1.	Foundation Certificate in Care-related Support Worker Training	1 373	51	Hong Kong Association of Gerontology
				Hong Kong Association for Democracy and People's Livelihood
				Baptist Oi Kwan Social Service
				Caritas - Hong Kong
				Hong Kong Employment Development Service Limited
				HKCT Group Limited
				The Hong Kong Confederation of Trade Unions
				Hong Kong Sheng Kung Hui Welfare Council Limited
				The Evangelical Lutheran Church of Hongkong
				The Federation of Hong Kong and Kowloon Labour Unions
				The Hong Kong Federation of Trade Unions
				S.K.H. Holy Carpenter Church Community Centre
				KCRA Community Education Enhancement Center Limited
				Neighbourhood & Worker's Service Centre
				Hong Kong Red Cross
				Hong Kong St. John Ambulance
				St. James' Settlement
Vocational Training Council				
Yan Oi Tong Limited				
Hong Kong Young Women's Christian Association				
2.	Foundation Certificate in Baker and Pastry Cook Training	1 181	151	Hong Kong Association for Democracy and People's Livelihood
				Baptist Oi Kwan Social Service
				HKCT Group Limited
				The Hong Kong Confederation of Trade Unions
				The Evangelical Lutheran Church of Hongkong

	Course Title	Number of Applications for Enrolment	Number of Graduate Trainees	Training Body
				The Federation of Hong Kong and Kowloon Labour Unions
				The Hong Kong Federation of Trade Unions
				Christian Action
				KCRA Community Education Enhancement Center Limited
				Methodist Centre
				Neighbourhood & Worker's Service Centre
				St. James' Settlement
				Vocational Training Council
				YMCA College of Careers
				Yan Oi Tong Limited
				Hong Kong Young Women's Christian Association
3.	Foundation Certificate in Barista Training	1 118	226	Hong Kong Association for Democracy and People's Livelihood
				Baptist Oi Kwan Social Service
				Hong Kong Employment Development Service Limited
				HKCT Group Limited
				The Hong Kong Confederation of Trade Unions
				The Evangelical Lutheran Church of Hongkong
				Hong Kong Federation of Women's Centres
				The Federation of Hong Kong and Kowloon Labour Unions
				The Scout Association of Hong Kong - The Friends of Scouting
				The Hong Kong Federation of Trade Unions
				S.K.H. Holy Carpenter Church Community Centre
				Christian Action
				Methodist Centre
				Hong Kong Manpower Development Centre Limited
				New Territories Association Retraining Centre Limited
				Neighbourhood & Worker's Service Centre
				St. James' Settlement

	Course Title	Number of Applications for Enrolment	Number of Graduate Trainees	Training Body
				Vocational Training Council
				YMCA College of Careers
				The Young Men's Christian Association of Hong Kong
				Yan Oi Tong Limited
				Hong Kong Young Women's Christian Association
4.	Foundation Certificate in Post-natal Care Worker Training	650	58	Hong Kong Association for Democracy and People's Livelihood
				Baptist Oi Kwan Social Service
				Caritas - Hong Kong
				Hong Kong Employment Development Service Limited
				HKCT Group Limited
				The Hong Kong Confederation of Trade Unions
				The Evangelical Lutheran Church of Hongkong
				Hong Kong Federation of Women's Centres
				The Federation of Hong Kong and Kowloon Labour Unions
				The Hong Kong Federation of Trade Unions
				Christian Action
				The Industrial Evangelistic Fellowship Limited
				KCRA Community Education Enhancement Center Limited
				Methodist Centre
				Hong Kong Manpower Development Centre Limited
				New Territories Association Retraining Centre Limited
				Vocational Training Council
				Yan Oi Tong Limited
				Hong Kong Young Women's Christian Association
5.	Foundation Certificate in Florist and Floriculture Assistant Training	618	192	Hong Kong Association for Democracy and People's Livelihood
				Baptist Oi Kwan Social Service
				Hong Kong Employment Development Service Limited
				HKCT Group Limited
				The Hong Kong Confederation of Trade

	Course Title	Number of Applications for Enrolment	Number of Graduate Trainees	Training Body
				Unions
				The Evangelical Lutheran Church of Hongkong
				Hong Kong Federation of Women's Centres
				The Federation of Hong Kong and Kowloon Labour Unions
				The Scout Association of Hong Kong - The Friends of Scouting
				The Hong Kong Federation of Trade Unions
				Christian Action
				Heung To College of Professional Studies
				KCRA Community Education Enhancement Center Limited
				Methodist Centre
				St. James' Settlement
				Hong Kong Sheng Kung Hui Lady MacLehose Centre
				Vocational Training Council
				YMCA College of Careers
				Hong Kong Young Women's Christian Association
6.	Foundation Certificate in Assistant for Chinese Medical Clinic Training	550	68	Hong Kong Association for Democracy and People's Livelihood
				Baptist Oi Kwan Social Service
				Caritas - Hong Kong
				Hong Kong Employment Development Service Limited
				HKCT Group Limited
				The Hong Kong Confederation of Trade Unions
				Hong Kong Federation of Women's Centres
				Christian Action
				Heung To College of Professional Studies
				Hong Kong Manpower Development Centre Limited
				New Territories Association Retraining Centre Limited
				Neighbourhood & Worker's Service Centre
				Vassar International Chinese Medical

	Course Title	Number of Applications for Enrolment	Number of Graduate Trainees	Training Body
				Society Limited
				Vocational Training Council
				Yan Oi Tong Limited
				Hong Kong Young Women's Christian Association
7.	Foundation Certificate in Standard Security & Property Management	507	191	Hong Kong Association for Democracy and People's Livelihood
				Baptist Oi Kwan Social Service
				Caritas - Hong Kong
				Hong Kong Employment Development Service Limited
				The Hong Kong Confederation of Trade Unions
				The Evangelical Lutheran Church of Hongkong
				The Federation of Hong Kong and Kowloon Labour Unions
				The Scout Association of Hong Kong - The Friends of Scouting
				The Hong Kong Federation of Trade Unions
				S.K.H. Holy Carpenter Church Community Centre
				Christian Action
				KCRA Community Education Enhancement Center Limited
				New Territories Association Retraining Centre Limited
				The Young Men's Christian Association of Hong Kong
				Yan Oi Tong Limited
				Hong Kong Young Women's Christian Association
8.	Certificate in Health Worker Training	358	61	Caritas - Hong Kong
				Hong Kong Employment Development Service Limited
				The Hong Kong Confederation of Trade Unions
				The Evangelical Lutheran Church of Hongkong
				The Federation of Hong Kong and Kowloon Labour Unions
				The Scout Association of Hong Kong - The Friends of Scouting
				Haven of Hope Christian Service

	Course Title	Number of Applications for Enrolment	Number of Graduate Trainees	Training Body
				KCRA Community Education Enhancement Center Limited
				Methodist Centre
				Neighbourhood & Worker's Service Centre
				Hong Kong Red Cross
				Yan Oi Tong Limited
				Hong Kong Young Women's Christian Association
9.	Foundation Certificate in Quality Assurance System for the Recognition Scheme of Security Training (Part-time)	347	71	Hong Kong Association for Democracy and People's Livelihood
				Baptist Oi Kwan Social Service
				HKCT Group Limited
				The Hong Kong Confederation of Trade Unions
				The Federation of Hong Kong and Kowloon Labour Unions
				The Hong Kong Federation of Trade Unions
				KCRA Community Education Enhancement Center Limited
				Methodist Centre
				New Territories Association Retraining Centre Limited
				Neighbourhood & Worker's Service Centre
				Hong Kong Young Women's Christian Association
10.	Foundation Certificate in English (Elementary Level)	335	30	Aberdeen Kai-fong Welfare Association Limited
				Hong Kong Association for Democracy and People's Livelihood
				Baptist Oi Kwan Social Service
				Hong Kong Employment Development Service Limited
				HKCT Group Limited
				The Hong Kong Confederation of Trade Unions
				Hong Kong Sheng Kung Hui Welfare Council Limited
				The Federation of Hong Kong and Kowloon Labour Unions
				The Scout Association of Hong Kong - The Friends of Scouting
				The Hong Kong Federation of Trade

	Course Title	Number of Applications for Enrolment	Number of Graduate Trainees	Training Body
				Unions
				S.K.H. Holy Carpenter Church Community Centre
				Christian Action
				KCRA Community Education Enhancement Center Limited
				Vocational Training Council
				YMCA College of Careers

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)089

(Question Serial No. 0211)

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 co-ordinating the effort among relevant bureaux/departments and parties in promoting the Talent List of Hong Kong to attract quality people from around the world in a more effective and focused manner, and helping stimulate the development of local talents and propel Hong Kong forward, please provide the details, including:

- . the number of applications rejected in the past 3 years, the types of trades involved and the reasons for rejection;
- . the current Talent List and the numbers of shortage of these types of talent in tabulated form;
- . how the Talent List was drawn up, what organisations were consulted and what types of trades were involved;
- . how the effectiveness of the relevant work is evaluated, and whether the objective of attracting talents can be met;
- . what expenditure and manpower will be involved in the work;
- . whether the Administration will review and relax the eligibility requirements of the Talent List in 2020-21 or in the future so as to bring in talents for more trades such as the catering industry. Despite the rising unemployment rate, some industries need to bring in talents to enhance their competitiveness, especially at times of economic downturn when high quality should be maintained. Will the Administration consider providing more resources to improve the current work in promoting the Talent List? If yes, what are the details?

Asked by: Hon CHEUNG Yu-yan, Tommy (LegCo internal reference no.: 5)

Reply:

The information sought is provided as follows:

The Government promulgated the first Talent List of Hong Kong in August 2018. Eligible persons covered by the Talent List will be given bonus points under the General Points Test of the Quality Migrant Admission Scheme (QMAS), and may apply to come to Hong Kong through the annual quota of 1 000 provided under the QMAS. The Talent List covering 11 specific professions that are currently needed most for the economic development of Hong Kong is listed at Annex. According to the information provided by the Immigration Department, as at end February 2020, no applications for the QMAS from eligible persons covered by the Talent List were rejected.

To draw up the Talent List, the Government formed an inter-bureau/departmental working group and engaged a consultant to conduct a study. The consultant studied overseas experience and collected views from various stakeholders in the territory (including 20 human resources firms and over 70 industry organisations covering some 240 local stakeholders) on the existing and envisaged talent shortages in their sectors, and the difficulties of recruiting suitable candidates locally. Having consulted relevant advisory and statutory bodies as well as the Legislative Council Panel on Manpower, the Government accepted the Talent List recommended by the consultant and promulgated it in August 2018. Taking into account the availability of manpower statistics at the time, and the fact that the professions concerned are usually niche and emerging industries, the consultant adopted a mainly qualitative approach in drawing up the draft Talent List. The consultation list is included in the Consultancy Report which has been uploaded onto the website of the Labour and Welfare Bureau (LWB) (https://www.lwb.gov.hk/eng/consult_paper/index.htm) for reference.

Promotion of the Talent List aims to attract quality people from around the world to come to Hong Kong for development. The relevant work is part of the on-going work of LWB and other relevant bureaux/departments. Breakdowns of the expenditure and manpower involved are not available. The Government will continue to keep in view the status of applications under the QMAS from eligible persons covered by the Talent List.

11 Professions under the Talent List of Hong Kong

- (1) Experienced waste treatment specialists/engineers;
- (2) Experienced management professionals in asset management including but not limited to trust fund management;
- (3) Experienced professionals in marine insurance;
- (4) Actuaries;
- (5) Experienced professionals in Fintech;
- (6) Experienced data scientists and experienced cyber security specialists;
- (7) Innovation and technology experts in, but not limited to, the following fields:
 - (i) pharmaceutical and life science or biotechnology;
 - (ii) data engineering (e.g. data mining/data analytics), artificial intelligence, robotics, distributed ledger technologies, biometric technologies and industrial/chemical engineering, etc; and
 - (iii) materials science/nanotechnology;
- (8) Naval architects;
- (9) Marine engineers and superintendents of ships;
- (10) Professionals in creative industries, including:
 - (i) music: recording engineers, mastering engineers, cutting/pressing engineers for Vinyl LP;
 - (ii) digital entertainment: game development experts (game designers, game programmers, game graphic designers), game producers; and
 - (iii) films: various roles in pre-production, production and post-production and winners of designated renowned international film festivals; and
- (11) Dispute resolution professionals specialising in resolving international financial and investor-state disputes; and transactional lawyers, in particular, those from developing Belt and Road countries, with specialised knowledge of and experience in cross-border transactions from investing or host states.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)090

(Question Serial No. 0245)

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:

What are the up-to-date number of participants under the Love Upgrading Special Scheme (the Scheme) and its percentage in the total unemployed population? Does the Government have any statistics on the number of trainees who have taken up employment again upon completion of the Scheme? Which 3 occupations have the largest numbers of such trainees?

In the face of rising unemployment rate, will the Government plan to provide more targeted courses separately? Will there be any special initiatives to encourage employers to hire trainees of the Scheme? If so, what are the details?

Asked by: Hon CHEUNG Yu-yan, Tommy (LegCo internal reference no.: 40)

Reply:

The information sought is provided as follows:

The Employees Retraining Board (ERB) launched the “Love Upgrading Special Scheme” (the Scheme) in October 2019. As at end February 2020, a total of 9 128 trainees have applied for enrolment in the Scheme. As the Scheme targets at persons unemployed, on no-pay leave or underemployed on or after 1 June 2019, a direct comparison with the overall unemployment population is not appropriate.

Under the Scheme, trainees who have completed full-time “Vocational Skills” courses would receive follow-up placement services. During the follow-up placement period upon completion of the classes of training courses under the Scheme, the training bodies of ERB will start to collect information on the percentage of trainees who engaged in jobs related to their training courses during the follow-up period over the number of trainees who engaged in employment. As the placement period of respective classes has yet been completed, no relevant information is available at this stage.

ERB will enhance the new tranche of the Scheme to be launched in July 2020 and provide additional 10 000 training places to enable employers to recruit suitable trainees through the Scheme. ERB will continue to provide employers with various free-of-charge services, including online recruitment, job matching, etc., to enhance the employment opportunities of the graduate trainees.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)091

(Question Serial No. 0431)

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 Love Upgrading Special Scheme (the Scheme), will the Government advise this Committee of:

- (1) the number of trainees, the areas covered by the training courses and the amount of funding approved since the implementation of the Scheme; and
- (2) whether the application procedures for the Scheme and the administrative procedures for disbursement of allowance will be simplified so as to alleviate the financial hardship faced by the trainees as soon as possible?

Asked by: Hon CHIANG Lai-wan (LegCo internal reference no.: 7)

Reply:

The information required is as follows:

- (1) The Employees Retraining Board (ERB) launched the “Love Upgrading Special Scheme” (the Scheme) in October 2019 to provide employees affected by economic downturn with comprehensive training for 2 to 3 months. Special allowance is provided to trainees during the training period. The Scheme imposes no restriction on the trade or educational attainment of persons taking part in the Scheme. Training courses covering “Vocational Skills” of 23 trades, “Innovation and Technology” and “Generic Skills” are conducted in full-time and part-time (half-day/evening) modes. Trainees who have completed full-time “Vocational Skills” courses would receive follow-up placement services. Details of the Scheme are available on ERB’s dedicated website (website: <https://www.erb.org/scheme/Home/>). According to the information provided by ERB, as at end February 2020, a total of 9 128 trainees have applied for enrollment in the Scheme and the total amount of special allowance disbursed to trainees who have completed the courses was about \$6.05 million.
- (2) To facilitate and encourage persons in need to take part in the Scheme, ERB has streamlined relevant procedures, including minimising the supporting documents

required for application for enrollment and expediting the disbursement of special allowance to eligible trainees upon completion of each course.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)092

(Question Serial No. 1077)

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:

The Government has been co-ordinating the effort among relevant bureaux/departments and parties in promoting the Talent List of Hong Kong. Regarding the types of work covered by the Talent List, did the Government deploy resources for organising training courses to nurture local talents to take up the work?

Asked by: Hon CHOW Ho-ding, Holden (LegCo internal reference no.: 35)

Reply:

As regards the 11 professions covered by the Talent List, the talents in need have to meet specific requirements on qualification, training and work experience. They are not readily available in the local employment market, nor can they be made readily available through the Immigration Department's established admission schemes. As pointed out by the consultant in its Consultancy Report, channels and arrangements for local training of these professions are generally in place already. However, as local training takes time, talent of such professions cannot be nurtured in good time. For the situations of local training of individual professions covered by the Talent List, please refer to the analysis in the Consultancy Report, which has been uploaded onto the Labour and Welfare Bureau's webpage (https://www.lwb.gov.hk/eng/consult_paper/index.htm).

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)093

(Question Serial No. 2503)

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) the number of Apprenticeship Officer and the average number of apprentices with whom each officer has to follow up.

Asked by: Hon HO Kai-ming (LegCo internal reference no.: 53)

Reply:

The information sought is provided as follows –

- (a) The respective numbers of employers participating in the Apprenticeship Scheme (the Scheme) and registered apprentices as at the end of the past 3 financial years (by designated trades and non-designated trades) are as follows –

Year	No. of Employers	No. of Apprentices		
		Designated Trades	Non-designated Trades	Total
2017-18	600	2 579	2 482	5 061
2018-19	544	2 608	2 328	4 936
2019-20 [@]	567	2 446	2 151	4 597

[@] Figures as at 29 February 2020

- (b) As at 29 February 2020, there were 2 446 registered apprentices in the designated trades. Breakdowns by trade and gender, and by age are provided in the following 2 tables –

By gender

	Designated Trades	Male	Female
1	Audio-Visual and Radio-Frequency Mechanic	1	-
2	Bricklayer/Plasterer/Tiler	24	-
3	Building Services Mechanic	148	-
4	Cable Jointer (Power)	18	-
5	Construction Plant Mechanic	44	-
6	Electrical Appliances Service Mechanic	11	-
7	Electrical Fitter	74	1
8	Electrician	463	7
9	Gas Utilisation Fitter	46	-
10	Carpenter/Joiner	20	1
11	Lift Electrician	631	7
12	Overhead Linesman	9	-
13	Painter/Decorator/Sign Writer	16	2
14	Plumber	28	1
15	Refrigeration/Air-conditioning Mechanic	406	-
16	Vehicle Body Repairer/Builder	81	-
17	Vehicle Electrician	49	1
18	Vehicle Mechanic	326	3
19	Vehicle Painter	27	1
	Sub-total	2 422	24
	Total	2 446	

By age*

Age	No. of Registered Apprentices in Designated Trades
14 to under 19	914
19 or above	1 532
Total	2 446

* At present, there are a total of 45 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 29 February 2020, there were 48 non-designated trades with a total of 2 151 registered apprentices[#]. Breakdowns by trade and gender, and by age are provided in the 2 tables below –

By gender

	Non-designated Trades	Male	Female
1	Aircraft Maintenance Mechanic I	22	4
2	Aircraft Maintenance Mechanic II	57	9
3	Aircraft Painting Mechanic	4	1
4	Analytical Testing Technician	4	4
5	Building Services Technician	174	15
6	Communication System Mechanic	9	-
7	Computer Engineering Technician	14	-
8	Construction Assistant	6	-
9	Construction Materials Testing Technician	5	5
10	Construction Technician	363	22
11	Craft Apprentice (Waterworks)	19	1
12	Craftsman (Air-conditioning)	121	2
13	Craftsman (Electrical)	176	4
14	Craftsman (Electronic)	23	9
15	Craftsman (Mechanical)	124	2
16	Craftsman (Vehicle)	46	3
17	Electrical Engineering Technician	134	1
18	Electronics Craftsman	37	-
19	Electronics Technician	39	3
20	Engineering Assistant (Building Services)	2	-
21	Engineering Assistant (Electrical)	2	-
22	Fire Services Mechanic	29	1
23	Fire Services Technician	5	-
24	Gas Network Fitter	21	-
25	Graphic Designer	-	1

	Non-designated Trades	Male	Female
26	Graphic Designer Assistant (Printing)	3	2
27	Lift Control Mechanic	3	-
28	Lift Technician	47	-
29	Mechanical Engineering Technician	41	1
30	Mechanical Fitter	117	-
31	Media Publication Assistant	9	4
32	Medical Operations Assistant	2	15
33	Metal Worker	16	-
34	Passenger Services Agent	13	7
35	Permanent Way Mechanic	35	-
36	Quantity Surveying Technician	51	26
37	Refrigeration/Air-conditioning Technician	13	1
38	Security and Communication Systems Mechanic	20	-
39	Steel Fabricator	7	-
40	Technician (Air-conditioning)	15	-
41	Technician (Building Services)	20	5
42	Technician (Electrical)	36	2
43	Technician (Electronic)	48	6
44	Technician (Mechanical)	14	2
45	Technician (Vehicle)	6	-
46	Terminal Services Operator	11	3
47	Vehicle Technician	17	-
48	Watch Technical Assistant	9	1
Sub-total		1 989	162
Total		2 151	

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	360
19 or above	1 791
Total	2 151

- (d) The numbers of people who have completed the Scheme as at the end of the past 3 financial years are as follows –

Year	No. of People who have Completed the Scheme
2017-18	931
2018-19	896
2019-20 [@]	865

[@] Figures as at 29 February 2020

Vocational Training Council (VTC) conducts an annual survey of 200 randomly-selected apprentices who have completed their apprenticeship training in the previous financial year. Data collected from the surveys conducted in the past 3 financial 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 –

Year of Survey	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 their Original Trades (Percentage of c/b)
2017-18	200	196 (98.0%)	195 (99.5%)
2018-19	198	195 (98.5%)	192 (98.5%)
2019-20	200	194 (97.0%)	191 (98.5%)

- (e) According to the figures as at 29 February 2020, the Office of the Director of Apprenticeship of VTC arranged a total of 33 Apprenticeship Officers/Assistant Apprenticeship Officers to handle the cases of and provide support to apprentices. On average, each officer is responsible for about 150 cases of apprentices.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)094****(Question Serial No. 1927)**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:

Please list in table form the training courses offered by the Employees Retraining Board specifically for ethnic minorities in the past 3 years, with a breakdown by course title, and number of trainees who have attended and completed the course, their nationality, age, gender and education level.

Asked by: Hon LUK Chung-hung (LegCo internal reference no.: 48)Reply:

In the past 3 years (i.e. 2017-18 to 2019-20), the number of trainees enrolled in dedicated courses for ethnic minorities offered by the Employees Retraining Board (ERB) by gender, age and educational attainment is provided as follows –

Gender	2017-18	2018-19	2019-20 (as at end February 2020)
	Number of Enrolled Trainees	Number of Enrolled Trainees	Number of Enrolled Trainees
Male	96	109	122
Female	216	116	134
Total	312	225	256

Age	2017-18	2018-19	2019-20 (as at end February 2020)
	Number of Enrolled Trainees	Number of Enrolled Trainees	Number of Enrolled Trainees
15 – 19	50	36	25
20 – 24	93	38	59
25 – 34	63	62	79
35 – 44	47	54	56
45 – 54	33	33	28
55 – 60	12	1	8
Over 60	14	1	1
Total	312	225	256

Educational attainment	2017-18	2018-19	2019-20 (as at end February 2020)
	Number of Enrolled Trainees	Number of Enrolled Trainees	Number of Enrolled Trainees
Primary or below	1	-	6
Secondary 1 – 3	19	21	18
Secondary 4 – 7	215	172	168
Sub-degree or above ^{Note}	77	32	64
Total	312	225	256

Dedicated courses for ethnic minorities offered by ERB in the past 3 years (i.e. 2017-18 to 2019-20) are tabulated below –

1.	Foundation Certificate in Vocational Cantonese I for Non-Chinese Speakers (Part-time)
2.	Foundation Certificate in Vocational Cantonese II (Workplace) for Non-Chinese Speakers (Part-time)
3.	Foundation Certificate in Preparation for Intermediate Trade Test for Plumber (English Medium) (Part-time)
4.	Foundation Certificate in Quality Assurance System for the Recognition Scheme of Security Training (English Medium) (Part-time)
5.	Foundation Certificate in Nail Technician Training (English Medium)
6.	Foundation Certificate in Junior Chef in Western Cuisine Training (English Medium)
7.	Foundation Certificate in Elementary Workplace Chinese I for Non-Chinese Speakers (Part-time)
8.	Foundation Certificate in Elementary Workplace Chinese II for Non-Chinese Speakers (Part-time)
9.	Foundation Certificate in Pastry Making (Cake) (English Medium) (Part-time)
10.	Foundation Certificate in Internet Application (English Medium) (Part-time)
11.	Foundation Certificate in Spreadsheet Processing I (English Medium) (Part-time)
12.	Foundation Certificate in Barista Training (English Medium)

13.	Foundation Certificate in Community Interpreter Training (English and Urdu)
14.	Foundation Certificate in Word Processing I (English Medium) (Part-time)
15.	Foundation Certificate in Computer Operations for Beginners (English Medium) (Part-time)
16.	Foundation Certificate in Community Interpreter Training (English and Hindi)
17.	Foundation Certificate in Junior Beautician Training (English Medium)
18.	Foundation Certificate in Preparation for Intermediate Trade Test for General Welder (English Medium) (Part-time)
19.	Foundation Certificate in Small Business Start-up I (Fundamental Operation) (English Medium) (Part-time)
20.	Foundation Certificate in Cruise Travel Knowledge (English Medium) (Part-time)
21.	Foundation Certificate in Employment Set Sail (English Medium) (Part-time)
22.	Foundation Certificate in Job Search Skills (English Medium) (Part-time)
23.	Foundation Certificate in Vocational Putonghua I for Non-Chinese Speakers (Part-time)
24.	Foundation Certificate in Vocational Putonghua II for Non-Chinese Speakers (Part-time)
25.	Foundation Certificate in Basic English Vocabulary II (Part-time)
26.	Foundation Certificate in Bookkeeping (LCCI Level 1 Bookkeeping Examination) (English Medium)
27.	Foundation Certificate in Kitchen Assistant in Indian Cuisine Training (English Medium)
28.	Foundation Certificate in Community Networking and Programme Planning (English Medium) (Part-time)
29.	Foundation Certificate in Vocational Cantonese II (Social Life) for Non-Chinese Speakers (Part-time)
30.	Foundation Certificate in Vocational Cantonese II (Discussion) for Non-Chinese Speakers (Part-time)
31.	Foundation Certificate in Personal Attributes (English Medium) (Part-time)
32.	Foundation Certificate in Hotel Room Attendant Training (English Medium)
33.	Certificate in Preparation for Trade Tests for Electricians I (Trade Knowledge) (English Medium) (Part-time)
34.	Certificate in Preparation for Trade Tests for Electricians II (Practical) (English Medium) (Part-time)
35.	Foundation Certificate in Standard Security & Property Management (English Medium)
36.	Foundation Certificate in Hair Stylist Assistant Training (English Medium)
37.	Foundation Certificate in Elementary Workplace Chinese III (Writing) for Non-Chinese Speakers (Part-time)
38.	Foundation Certificate in Elementary Workplace Chinese III (Reading) for Non-Chinese Speakers (Part-time)
39.	Foundation Certificate in Preparation for Intermediate Trade Test for Metal Scaffolder (English Medium) (Part-time)
40.	Foundation Certificate in Workplace Chinese (Writing) for Non-Chinese Speakers

	(Part-time)
41.	Foundation Certificate in Vocational Cantonese (Customer Services) for Non-Chinese Speakers (Part-time)
42.	Foundation Certificate in Community Interpreter Training (English and Nepali)
43.	Foundation Certificate in Junior Body Slimming Beautician Training (English Medium)
44.	Foundation Certificate in Vocational Cantonese (Business Communication) for Non-Chinese Speakers (Part-time)
45.	Foundation Certificate in Workplace Chinese (Reading) for Non-Chinese Speakers (Part-time)

ERB does not keep the breakdown on the nationality of ethnic minorities enrolled in the courses.

Note: ERB courses are targeted for persons aged 15 or above with educational attainment at sub-degree level or below. Since 2019-20, ERB has adopted a more flexible approach in respect of the educational attainment requirement for ethnic minorities enrolled in dedicated courses by exempting them from submitting proof of employment difficulties so as to expedite the processing of their applications for discretion.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)095

(Question Serial No. 0407)

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. During 2020-21, the Government will inject \$2.5 billion into the Employees Retraining Fund for the Employees Retraining Board (ERB) to implement training schemes and to increase the statutory cap of monthly retraining allowance per trainee. Of the \$2.5 billion injection, what are the amounts allocated for the implementation of the ERB's training schemes and the provision of the monthly retraining allowance respectively? Please give a breakdown.

Asked by: Hon POON Siu-ping (LegCo internal reference no.: 36)

Reply:

The information sought is provided as follows:

1. The Government has proposed an injection of \$2.5 billion into the Employees Retraining Fund for the Employees Retraining Board (ERB) to implement the "Love Upgrading Special Scheme", and to meet the anticipated commitment arising from the proposed increase in the statutory cap of monthly retraining allowance per trainee. Upon completion of the injection, the sum of money will be utilised by ERB in accordance with the existing mechanism and actual demand. Detailed estimates are currently not available.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)096

(Question Serial No. 3010)

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:

The Labour and Welfare Bureau has been overseeing the Love Upgrading Special Scheme implemented by the Employees Retraining Board (ERB) since 2019-20. Please provide the following information, if any, since the implementation of the Scheme:

- the number of courses, number of training places and duration of the courses offered each month, with a breakdown by course name;
- the numbers of enrolled trainees and graduates of the training courses as well as the related employment and retention rates, with a breakdown by course name;
- the average amount of monthly allowance received by a trainee;
- whether support measures have been implemented for trainees affected by the suspension of courses which was announced by the ERB in February 2020; if so, the details; if not, the reasons for that.

Asked by: Hon POON Siu-ping (LegCo internal reference no.: 10)

Reply:

The information sought is provided as follows:

The Employees Retraining Board (ERB) launched the “Love Upgrading Special Scheme” (the Scheme) in October 2019 to provide employees affected by the economic downturn with comprehensive training for 2 to 3 months. Special allowance is provided to trainees during the training period. The Scheme imposes no restriction on the trade or educational attainment of persons taking part in the Scheme. Training courses covering “Vocational Skills” of 23 trades, “Innovation and Technology” and “Generic Skills” are conducted in full-time and part-time (half-day/evening) modes. Trainees who have completed full-time “Vocational Skills” courses would receive follow-up placement services. Details of the Scheme are available on ERB’s dedicated webpage (website: <https://www.erb.org/scheme/Home/>).

It is planned that about 10 000 employees affected by the economic downturn could take part in the Scheme. Each trainee may enrol up to 4 courses under the Scheme by end June 2020. As at end February 2020, a total of 9 128 trainees have applied for enrolment in courses under the Scheme. The total number of applications for enrolment in various training courses during the same period is 10 701. The number of applications for enrolment in various training courses by month is tabulated below:

Month	Number of Applications for Enrolment
October 2019	2 431
November 2019	2 098
December 2019	2 539
January 2020	2 768
February 2020	865
Total:	10 701

The numbers of applications for enrolment and graduate trainees in various training courses under the Scheme are at Annex. As the placement period of respective classes has yet been completed, no relevant employment figures are available at this stage.

As at end February 2020, the cumulative number of graduate trainees is 1 463, and the total approved amount of special allowance disbursed to trainees who have completed the courses under the Scheme was about \$6.05 million. All trainees enrol in and attend classes in accordance with the arrangements by training bodies and their own needs. The amount of special allowance is calculated on the basis of actual number of class sessions attended, and is disbursed upon completion of each course. As some courses last for more than a month, the highest amount of special allowance disbursed to a single trainee for the respective course during the above-mentioned period was \$5,998.

During the course suspension period, ERB continues to provide basic and limited services, including video conferencing training consultancy service, online booking of the training consultancy service, online recruitment service for employers, job matching service, online vacancy registration service of “Smart Living” and “Smart Baby Care” and, if practicable, placement follow-up service for graduate trainees by training bodies.

Numbers of Applications for Enrolment and
Graduate Trainees of Training Courses ^{Note 1} under the Love Upgrading Special Scheme
(as at end-February 2020)

Course Category	Course Title	Number of Applications for Enrolment	Number of Graduate Trainees ^{Note 2}
Vocational Skills Courses (Full-time)	Foundation Certificate in Assistant for Chinese Medical Clinic Training	550	68
	Foundation Certificate in Healthcare Massage	295	-
	Foundation Certificate in Logistics Clerk Training	44	14
	Certificate in Logistics Management	20	-
	Foundation Certificate in Property Facility Management	116	42
	Foundation Certificate in Standard Security & Property Management	507	191
	Foundation Certificate in Social Services Programme Assistant Training	48	-
	Foundation Certificate in After School Care Tutor Training	83	17
	Certificate in Financial Market and Securities	320	55
	Certificate in Junior Technicians (Civil Engineering) Training	1	-
	Foundation Certificate in Decorative Waterproof Worker Training for Renovation	25	-
	Foundation Certificate in Junior Beautician Training	316	68
	Foundation Certificate in Nutrition Therapist Assistant Training	129	18
	Foundation Certificate in Hair Stylist Assistant Training	91	18
	Foundation Certificate in Post-natal Care Worker Training	650	58
	Foundation Certificate in Domestic Helper Training	142	23
	Foundation Certificate in Travel Consultant Training	17	-
	Certificate in Tourist Guide Training (Tourist Guide Accreditation Examination)	90	-

Course Category	Course Title	Number of Applications for Enrolment	Number of Graduate Trainees ^{Note 2}
	Certificate in Event and Banquet Management	26	-
	Foundation Certificate in Hotel Front Office Service Agent Training	16	-
	Foundation Certificate in Hotel Room Attendant Training	37	-
	Foundation Certificate in Care-related Support Worker Training	1 373	51
	Certificate in Health Worker Training	358	61
	Foundation Certificate in Care Worker Training	185	13
	Foundation Certificate in Administrative Assistant Training	68	21
	Foundation Certificate in Office Assistant Training	39	-
	Foundation Certificate in Assistant Merchandiser Training	1	-
	Foundation Certificate in Shipping & Import/Export	14	-
	Foundation Certificate in Adventure Based Activities Assistant Training	54	13
	Foundation Certificate in Barista Training	1 118	226
	Foundation Certificate in Baker and Pastry Cook Training	1 181	151
	Foundation Certificate in Information Technology Assistant Technician Training	112	24
	Foundation Certificate in Pet Groomer and Shop Assistant Training	86	16
	Foundation Certificate in Retail Salesperson Training	2	-
	Foundation Certificate in Clown Performer Training	8	-
	Foundation Certificate in Property Maintenance	20	-
	Foundation Certificate in Electrical Engineering Assistant Training	1	-
	Foundation Certificate in Pest Control Worker Training	5	-
	Foundation Certificate in Florist and	618	192

Course Category	Course Title	Number of Applications for Enrolment	Number of Graduate Trainees ^{Note 2}
	Floriculture Assistant Training		
Vocational Skills Courses (Part-time)	Foundation Certificate in Quality Assurance System for the Recognition Scheme of Security Training (Part-time)	347	71
	Foundation Certificate in Quality Assurance System for the Recognition Scheme of Security Training (English Medium) (Part-time)	3	-
	Foundation Certificate in Hotel Security Services (Part-time)	1	-
	Foundation Certificate in Financial Planning (Retirement Planning) (Part-time)	1	-
	Foundation Certificate in Latte Art (Part-time)	104	-
	Foundation Certificate in French Dessert Making (Part-time)	127	-
	Generic Skills Courses	Foundation Certificate in English (Elementary Level)	335
Foundation Certificate in English (Upper Level)		113	15
Foundation Certificate in Putonghua (Elementary Level)		54	-
Foundation Certificate in Putonghua (Upper Level)		18	-
Foundation Certificate in IT Applications (Elementary Level)		284	-
Foundation Certificate in IT Applications (Upper Level)		134	7
Innovation and Technology Courses	Certificate in Network Management (Part-time)	76	-
	Certificate in Blockchain Application Development (Part-time)	78	-
	Certificate in Knowledge and Applications of Artificial Intelligence (Part-time)	98	-
	Certificate in Knowledge and Applications of Blockchain (Part-time)	19	-

Course Category	Course Title	Number of Applications for Enrolment	Number of Graduate Trainees ^{Note 2}
	Certificate in Business in the Greater Bay Area (E-commerce)	67	-
	Certificate in Business in the Greater Bay Area (5G IoT and Big Data) (Part-time)	76	-
Total:		10 701	1 463

Note 1: No application for enrolment has been received for 1 full-time and 8 part-time vocational skills courses, most of which are courses newly introduced in January 2020.

Note 2: Figures of graduate trainees cover only classes already ended and compiled with statistics on trainees' enrolment as at the cut-off date.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)097****(Question Serial No. 3080)**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:

- (a) Please list out the number of trainees enrolled in courses offered by the Employees Retraining Board (ERB) in the past 5 years by age group and educational attainment.

Age	Primary or below	Secondary 1 to 3	Secondary 4 to 7	Diploma of Foundation Studies/ Diploma Yi Jin	Sub-degree	Bachelor's degree	Master's degree or above
15-19							
20-24							
25-29							
30-39							
40-49							
50-59							
60-69							
70-79							
80 or above							

- (b) Please list out the number of trainees of courses under the Love Upgrading Special Scheme by age group and education attainment.

Age	Primary or below	Secondary 1 to 3	Secondary 4 to 7	Diploma of Foundation Studies/ Diploma Yi Jin	Sub-degree	Bachelor's degree	Master's degree or above
15-19							
20-24							

25-29							
30-39							
40-49							
50-59							
60-69							
70-79							
80 or above							

- (c) Amongst the trainees who enrolled in ERB courses in the past year, what is the number of trainees receiving an allowance? What is the amount of allowance received by the concerned trainees from the subject courses? What is the number of trainees receiving the allowance? What is the average weekly/monthly amount of special allowance received by trainees?

Asked by: Hon SHIU Ka-chun (LegCo internal reference no.: 218)

Reply:

The information sought is provided as follows:

- (a) The numbers of trainees enrolled in courses offered by the Employees Retraining Board (ERB) in the past 5 years (2015-16 to 2019-20) by age group and educational attainment are as follows ^{Note 1} _

Age	Number of Enrolled Trainees				
	2015-16	2016-17	2017-18	2018-19	2019-20 (as at end February 2020)
15 – 19	2 234	1 957	1 731	1 631	1 288
20 – 24	5 047	4 580	4 597	4 081	3 246
25 – 29	5 625	5 443	5 199	4 983	3 801
30 – 39	20 094	19 744	19 300	19 437	14 650
40 – 49	27 488	27 888	27 120	27 574	23 224
50 – 59	37 148	39 023	37 236	38 968	33 841
60 or above	20 976	24 075	25 118	30 262	28 844
Total	118 612	122 710	120 301	126 936	108 894

Educational Attainment	Number of Enrolled Trainees				
	2015-16	2016-17	2017-18	2018-19	2019-20 (as at end February 2020)
Secondary 3 or below	49 476	49 838	45 996	46 955	39 549
Secondary 4 – 7	58 746	61 692	62 155	66 740	57 268
Sub-degree or above ^{Note 2}	10 390	11 180	12 150	13 241	12 077

Total	118 612	122 710	120 301	126 936	108 894
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Note 1: Due to the design of the data system, the tabulation and classification of educational attainment in the above tables are slightly different from those suggested in the question.

Note 2: ERB courses are targeted for persons aged 15 or above with educational attainment at sub-degree level or below. Under very exceptional circumstances, applicants who are with higher educational attainment but can prove that they have genuine difficulties in job seeking/switching may apply for discretionary approvals for admission to ERB courses. ERB has launched the “Post-50 Love Upgrading Scheme” and “Love Upgrading Special Scheme” respectively in 2019-20, in which eligible persons with higher educational attainment may also take part.

- (b) The numbers of trainees enrolled in courses under the “Love Upgrading Special Scheme” by age group and educational attainment as at end February 2020 are as follows –

Age	Number of Enrolled Trainees
15 – 19	90
20 – 24	376
25 – 29	404
30 – 39	1 397
40 – 49	2 302
50 – 59	2 808
60 or Above	1 751
Total	9 128

Educational Attainment	Number of Enrolled Trainees
Secondary 3 or below	2 589
Secondary 4 – 7	4 486
Sub-degree or above	2 053
Total	9 128

- (c) According to the Employees Retraining Ordinance, the maximum amount of retraining allowance (the allowance) payable monthly to each trainee is \$4,000. In 2019-20 (as at end February 2020), the number of trainees enrolled in ERB courses (including those under the “Love Upgrading Special Scheme”) and receiving the allowance was 35 158. The total amount involved was about \$57.4 million. All trainees enrol in and attend classes in accordance with the arrangements by training bodies and their own needs. The amount of allowance is calculated on the basis of actual number of class sessions attended, and is disbursed upon completion of each course. As some courses last for more than a month, the highest amount of allowance disbursed to a single trainee for the respective course during the above-mentioned period was \$5,998, while the lowest and the average amounts were \$35 and about \$1,633 respectively.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)098

(Question Serial No. 2374)

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 Speech that the Employees Retraining Board (ERB) will enhance the new tranche of the Love Upgrading Special Scheme (the Scheme) to be launched in July this year and provide about 10 000 additional places, in order to provide training and allowance for employees affected by the economic downturn. The ERB will also, through legislative amendment, increase the maximum amount of monthly allowance for each trainee from \$4,000 to \$5,800. In this connection, will the Government advise of the following:

- 1) given that the current special allowances for “full-time” and “part-time” courses are \$153.8 and \$76.9 per day respectively, whether the Government will increase the amounts of these allowances concurrently; and if so, the amounts concerned;
- 2) given the current requirements of the ERB (e.g. special allowances will only be disbursed to trainees who have completed a course with an attendance rate of 80% and each trainee can enrol in up to 4 courses), whether the Government will conduct a comprehensive review and relax these requirements; if so, the details; and if not, the reason(s); and
- 3) the number of beneficiaries since the implementation of the Scheme by the ERB in October 2019 (please list in table form with a breakdown by industry) and the expenditures incurred?

Asked by: Hon SHIU Ka-fai (LegCo internal reference no.: 1)

Reply:

The information required is as follows:

- 1) and 2) The Employees Retraining Board (ERB) is working on the amendment of subsidiary legislation for the proposed increase in the statutory cap of monthly retraining allowance per trainee, and will review the related administrative

measures including the adjustment of corresponding rates of allowances for different categories of courses and trainees, etc. ERB will announce the arrangements following the increase in the allowance cap as appropriate.

- 3) Each trainee may enrol up to four courses under the “Love Upgrading Special Scheme” (the Scheme) by end June 2020. As at end February 2020, the number of applications for enrolments under the Scheme by industry/area is provided as follows:

Industry/Area of Course	Number of Applications for Enrolment
Chinese Healthcare	845
Logistics	64
Property Management & Security	973
Social Services	131
Financial Services	320
Construction & Renovation	26
Beauty Therapy	445
Hairdressing	91
Domestic Services	792
Tourism	133
Hotel	54
Healthcare Services	1 916
Business	107
Import & Export	15
Education & Recreation	54
Catering	2 530
Information & Communications Technology	530
Retail	88
Entertainment & Performing Arts	8
Electrical & Mechanical Services	21
Environmental Services	623
Insurance	1
Innovation & Technology Applications	414
English Communications	448
Putonghua	72
Total:	10 701

The required expenditure for implementing the Scheme has been included in the Government’s proposed injection of \$2.5 billion into the Employees Retraining Fund.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)099

(Question Serial No. 2453)

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:

What is the Love Upgrading Special Scheme?

The Financial Secretary will inject an additional \$2.5 billion into the Employees Retraining Board (ERB). How will the ERB enhance the Love Upgrading Special Scheme?

Upon enhancement, what training programmes will be included in the scheme? For each programme, what is the number of training places and the amount of training allowance involved?

Asked by: Hon TSE Wai-chun, Paul (LegCo internal reference no.: 24)

Reply:

The information required is as follows:

The Employees Retraining Board (ERB) launched the "Love Upgrading Special Scheme" (the Scheme) in October 2019 to provide employees affected by economic downturn with comprehensive training for 2 to 3 months. Special allowance is provided to trainees during the training period. The Scheme imposes no restriction on the trade or educational attainment of persons taking part in the Scheme. Training courses covering "Vocational Skills" of 23 trades, "Innovation and Technology" and "Generic Skills" are conducted in full-time and part-time (half-day/evening) modes. Trainees who have completed full-time "Vocational Skills" courses would receive follow-up placement services. Details of the Scheme are available on ERB's dedicated website (website: <https://www.erb.org/scheme/Home/>).

ERB will enhance and extend the Scheme by launching a new tranche of the Scheme in July this year to provide additional 10 000 places and increasing the maximum amount of monthly allowance per eligible trainee from \$4,000 to \$5,800 through amendment of subsidiary legislation. ERB is implementing the current tranche of the Scheme and

preparing for the relevant work of the new tranche. Details of the new tranche will be announced in due course.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)100****(Question Serial No. 2008)**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:

Please list in table form the training courses offered by the Employees Retraining Board specifically for women in the past 3 years, with a breakdown by course title, and the number, nationality, age, gender and education level of trainees who have enrolled and completed the course.

Asked by: Hon WONG Kwok-kin (LegCo internal reference no.: 25)Reply:

The Employees Retraining Board (ERB) provides about 700 training courses for eligible employees aged 15 or above with educational attainment at sub-degree level or below. ERB did not offer any dedicated courses for women. Women meeting relevant admission requirements may enrol in suitable training courses according to their career aspirations and training needs.

In the past 3 years (2017-18 to 2019-20), the number of female trainees enrolled in ERB courses accounted for more than 80% of the total on average. Breakdowns by age and educational attainment are provided as follows –

Age	2017-18	2018-19	2019-20 (as at end February 2020)
	Number of Enrolled Trainees	Number of Enrolled Trainees	Number of Enrolled Trainees
15 - 19	1 080	918	737
20 - 24	2 892	2 524	2 081
25 - 34	10 621	10 330	7 562
35 - 44	20 795	21 381	16 953
45 - 54	27 538	28 365	23 924
55 - 60	19 765	22 006	18 773
60 or above	15 370	18 760	17 956
Total	98 061	104 284	87 986

Educational attainment	2017-18	2018-19	2019-20 (as at end February 2020)
	Number of Enrolled Trainees	Number of Enrolled Trainees	Number of Enrolled Trainees
Primary or below	7 074	7 530	5 896
Secondary 1 – 3	32 128	32 692	27 493
Secondary 4 – 7	49 730	53 972	45 694
Sub-degree or above ^{Note}	9 129	10 090	8 903
Total	98 061	104 284	87 986

ERB does not keep the breakdown on the nationality of female trainees.

Note: ERB courses are targeted for persons aged 15 or above with educational attainment at sub-degree level or below. Under very exceptional circumstances, applicants who are with higher educational 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)101

(Question Serial No. 2562)

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 retraining and placement services, will the Government inform this Committee of:

- (1) the resources and expenditure for assisting women to re-enter the workplace;
- (2) the proportion of women who have managed to re-enter the workplace after receiving retraining. Does the Government have specific plans to assist women who have become unemployed due to the Wuhan pneumonia in re-entering the workplace? If yes, what are the details of the plans and the resources involved?

Asked by: Hon WONG Pik-wan, Helena (LegCo internal reference no.: 911)

Reply:

The information sought is provided as follows:

- (1) Employees Retraining Board (ERB) provides about 700 training courses for eligible employees aged 15 or above with educational attainment at sub-degree level or below. Women meeting relevant admission requirements may enrol in suitable training courses according to their career aspirations and training needs. At present, the majority of trainees enrolled in ERB courses are women, with the number of female trainees accounting for more than 80% of the total on average. ERB does not keep a separate breakdown of the expenditure relating to the enrolment of women and services for them.
- (2) The placement rates ^{Note} of female trainees enrolled in ERB courses upon completion of the placement-tied courses in the past 3 years (i.e. 2017-18 to 2019-20) were about 85%.

ERB launched the "Love Upgrading Special Scheme" (the Scheme) in October 2019 to provide employees affected by economic downturn with comprehensive training

for 2 to 3 months. Special allowance is provided to trainees during the training period. ERB will enhance and extend the Scheme, and increase the maximum amount of monthly allowance per eligible trainee from \$4,000 to \$5,800 through amendment of subsidiary legislation. The required expenditure for implementing the Scheme has been included in the Government's proposed injection of \$2.5 billion into the Employees Retraining Fund.

Note: It refers to the percentage of trainees who engaged in employment during the placement follow-up period over the number of relevant trainees who completed the placement-tied courses.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)102

(Question Serial No. 3233)

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 5 financial years from 2016-17 to 2020-21 pertaining to the number of approved retraining courses and the amount of funding allocated to each training body?

Asked by: Hon WU Chi-wai (LegCo internal reference no.: 55)

Reply:

The number of training courses approved by the Employees Retraining Board from 2017-18 to 2020-21 is at Annex I. The amount of funding allocated to each training body for organising training courses from 2017-18 to 2019-20 is at Annex II. As details of the training courses to be organised by individual training bodies in 2020-21 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 2017-18:

	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
33	Hong Kong Electrical & Mechanical College (Evening School)	16

	Training Body	Number of Training Courses Approved
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
67	Institute of Active Ageing, The Hong Kong Polytechnic University	1
68	The Free Methodist Church of Hong Kong	1

	Training Body	Number of Training Courses Approved
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

(b) Number of training courses approved for organisation in 2018-19:

	Training Body	Number of Training Courses Approved
1	The Hong Kong Confederation of Trade Unions	199
2	HKCT Group Limited	165
3	The Hong Kong Federation of Trade Unions	136
4	Yan Oi Tong Limited	99
5	Vocational Training Council	91
6	Christian Action	90
7	KCRA Community Education Enhancement Center Limited	81
8	The Federation of Hong Kong and Kowloon Labour Unions	80
9	New Territories Association Retraining Centre Limited	76
10	Hong Kong Employment Development Service Limited	75
11	Baptist Oi Kwan Social Service	70
12	Caritas - Hong Kong	69
13	Neighbourhood & Worker's Service Centre	69
14	Hong Kong Association for Democracy and People's Livelihood	68
15	Methodist Centre	66
16	Hong Kong Federation of Women's Centres	62
17	Hong Kong Young Women's Christian Association	59
18	Hong Kong Sheng Kung Hui Lady MacLehose Centre	54
19	St. James' Settlement	52
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	School of Continuing and Professional Education, City University of Hong Kong	36
24	The Society of Rehabilitation and Crime Prevention, Hong Kong	36
25	The Scout Association of Hong Kong - The Friends of Scouting	36
26	The Industrial Evangelistic Fellowship Limited	32
27	S. K. H. Holy Carpenter Church Community Centre	32
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 School)	17
33	The Association of Electrical and Mechanical Engineering (Hong Kong) Limited	16

	Training Body	Number of Training Courses Approved
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	Clothing Industry Training Authority	9
40	Hong Kong Sheng Kung Hui Welfare Council Limited	8
41	New Life Psychiatric Rehabilitation Association	7
42	Advanced Printing Technology Centre Limited	6
43	Hong Kong Rehabilitation Power	6
44	Hong Kong Federation of Handicapped Youth	6
45	Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union	6
46	The Neighbourhood Advice-Action Council	6
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	Silence Limited	2
63	Occupational Safety and Health Council	2
64	Logistics Practitioners Union ^[Note 1]	1
65	Institute of Active Ageing, The Hong Kong Polytechnic University	1
66	The Free Methodist Church of Hong Kong	1
67	Xianggang Putonghua Yanxishe	1

	Training Body	Number of Training Courses Approved
68	Hong Kong Ballroom Dancing Council Limited	1
69	The Hong Kong School of Motoring Limited	1
70	College of Nursing, Hong Kong	1
71	Hospital & Clinic Nurses Association	1

Note 1: Logistics Cargo Supervisors Association was renamed as Logistics Practitioners Union in 2018-19.

(c) Number of training courses approved for organisation in 2019-20 ^[Note 2]:

	Training Body	Number of Training Courses Approved
1	The Hong Kong Confederation of Trade Unions	317
2	HKCT Group Limited	224
3	The Hong Kong Federation of Trade Unions	196
4	New Territories Association Retraining Centre Limited	144
5	Christian Action	132
6	Yan Oi Tong Limited	128
7	Hong Kong Young Women's Christian Association	126
8	KCRA Community Education Enhancement Center Limited	118
9	Baptist Oi Kwan Social Service	117
10	Neighbourhood & Worker's Service Centre	112
11	Methodist Centre	111
12	Vocational Training Council	110
13	The Federation of Hong Kong and Kowloon Labour Unions	108
14	Hong Kong Association for Democracy and People's Livelihood	107
15	Caritas - Hong Kong	106
16	Hong Kong Employment Development Service Limited	102
17	Hong Kong Sheng Kung Hui Lady MacLehose Centre	95
18	School of Continuing and Professional Education, City University of Hong Kong	84
19	The Evangelical Lutheran Church of Hongkong	78
20	YMCA College of Careers	68
21	Heung To College of Professional Studies	67
22	Hong Kong Federation of Women's Centres	67
23	St. James' Settlement	65
24	Hongkong School of Commerce	60
25	The Scout Association of Hong Kong - The Friends of Scouting	54
26	Aberdeen Kai-fong Welfare Association Limited	53
27	The Industrial Evangelistic Fellowship Limited	52
28	The Young Men's Christian Association of Hong Kong	50
29	S. K. H. Holy Carpenter Church Community Centre	45
30	The Society of Rehabilitation and Crime Prevention, Hong Kong	43
31	Vassar International Chinese Medical Society Limited	24
32	Hong Kong Manpower Development Centre Limited	19
33	Hong Kong Electrical & Mechanical College (Evening School)	18
34	The Hong Kong Society for Rehabilitation	15

	Training Body	Number of Training Courses Approved
35	The Association of Electrical and Mechanical Engineering (Hong Kong) Limited	14
36	Royal International College	13
37	Hong Kong Sheng Kung Hui Welfare Council Limited	13
38	OIWA Limited	13
39	Clothing Industry Training Authority	10
40	Yang Memorial Methodist Social Service	9
41	Hong Kong Federation of Handicapped Youth	8
42	Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union	7
43	Advanced Printing Technology Centre Limited	6
44	The Neighbourhood Advice-Action Council	6
45	Hong Kong Federation of Women Limited	5
46	Hong Kong Institute of Technology	5
47	Hong Kong Red Cross	5
48	New Life Psychiatric Rehabilitation Association	5
49	Star Chef Management School operated by Star Chef Management School Company Limited	4
50	Queen Elizabeth Hospital - Hospital Authority	3
51	Hong Kong Association of Gerontology	3
52	The Hong Kong Federation of Youth Groups	3
53	Hong Kong St. John Ambulance	3
54	Haven of Hope Christian Service	3
55	Li Fai Centre of Wushu	2
56	Logistics Practitioners Union	2
57	Hong Kong Workers' Health Centre Limited	2
58	Hong Kong Rehabilitation Power	2
59	Hong Kong Ballroom Dancing Council Limited	2
60	Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union	2
61	Kwai Chung Hospital - Hospital Authority	2
62	Princess Margaret Hospital	2
63	Monita Hair & Beauty Academy	2
64	Silence Limited	2
65	Association for Engineering and Medical Volunteer Services	1
66	The Mental Health Association of Hong Kong	1
67	Institute of Active Ageing, The Hong Kong Polytechnic University	1

	Training Body	Number of Training Courses Approved
68	Xianggang Putonghua Yanxishe	1
69	The Hong Kong School of Motoring Limited	1
70	College of Nursing, Hong Kong	1
71	New Home Association Limited	1
72	Asia-Pacific Institute of Ageing Studies, Lingnan University	1
73	Hospital & Clinic Nurses Association	1

Note 2: Figures as at February 2020.

(d) Number of training courses approved for organisation in 2020-21 ^[Note 3]:

	Training Body	Number of Training Courses Approved
1	The Hong Kong Confederation of Trade Unions	285
2	The Hong Kong Federation of Trade Unions	214
3	HKCT Group Limited	192
4	New Territories Association Retraining Centre Limited	136
5	KCRA Community Education Enhancement Center Limited	136
6	Yan Oi Tong Limited	132
7	Christian Action	128
8	Methodist Centre	126
9	Caritas - Hong Kong	124
10	Baptist Oi Kwan Social Service	123
11	Neighbourhood & Worker's Service Centre	119
12	Hong Kong Young Women's Christian Association	114
13	The Federation of Hong Kong and Kowloon Labour Unions	110
14	Hong Kong Association for Democracy and People's Livelihood	105
15	Vocational Training Council	104
16	Hong Kong Sheng Kung Hui Lady MacLehose Centre	98
17	Hong Kong Employment Development Service Limited	98
18	Hong Kong Federation of Women's Centres	97
19	The Evangelical Lutheran Church of Hongkong	84
20	School of Continuing and Professional Education, City University of Hong Kong	79
21	YMCA College of Careers	75
22	St. James' Settlement	69
23	Heung To College of Professional Studies	66
24	The Young Men's Christian Association of Hong Kong	56
25	Aberdeen Kai-fong Welfare Association Limited	50
26	The Scout Association of Hong Kong - The Friends of Scouting	48
27	S.K.H. Holy Carpenter Church Community Centre	47
28	The Industrial Evangelistic Fellowship Limited	44
29	Hongkong School of Commerce	44
30	The Society of Rehabilitation and Crime Prevention, Hong Kong	38
31	Vassar International Chinese Medical Society Limited	24
32	Hong Kong Institute of Technology	20

	Training Body	Number of Training Courses Approved
33	Hong Kong Electrical & Mechanical College (Evening School)	18
34	Hong Kong Manpower Development Centre Limited	17
35	Hong Kong Sheng Kung Hui Welfare Council Limited	16
36	Royal International College	15
37	The Hong Kong Society for Rehabilitation	15
38	OIWA Limited	15
39	Yang Memorial Methodist Social Service	10
40	New Home Association Limited	10
41	Clothing Industry Training Authority	9
42	The Association of Electrical and Mechanical Engineering (Hong Kong) Limited	8
43	Hong Kong Rehabilitation Power	7
44	Hong Kong Federation of Handicapped Youth	7
45	Advanced Printing Technology Centre Limited	6
46	Star Chef Management School operated by Star Chef Management School Company Limited	6
47	Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union	6
48	The Neighbourhood Advice-Action Council	6
49	Hong Kong Red Cross	5
50	The Mental Health Association of Hong Kong	4
51	Hong Kong Federation of Women Limited	4
52	Hong Kong Association of Gerontology	4
53	Youth Centre of The True Word Lutheran Church operated by The True Word Lutheran Church Limited	4
54	Queen Elizabeth Hospital - Hospital Authority	3
55	Xianggang Putonghua Yanxishe	3
56	Hong Kong St. John Ambulance	3
57	New Life Psychiatric Rehabilitation Association	3
58	Hospital & Clinic Nurses Association	3
59	Li Fai Centre of Wushu	2
60	Logistics Practitioners Union	2
61	Hong Kong Workers' Health Centre Limited	2
62	The Hong Kong Federation of Youth Groups	2
63	Hong Kong Ballroom Dancing Council Limited	2
64	College of Nursing, Hong Kong	2
65	Haven of Hope Christian Service	2

	Training Body	Number of Training Courses Approved
66	Kwai Chung Hospital - Hospital Authority	2
67	Princess Margaret Hospital	2
68	Association for Engineering and Medical Volunteer Services	1
69	Institute of Active Ageing, The Hong Kong Polytechnic University	1
70	The Hong Kong School of Motoring Limited	1
71	Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union	1

Note 3: Figures as at February 2020.

(a) Funding allocated to training bodies for the organisation of training courses in 2017-18:

	Training Body	Funding (\$'000)
1	HKCT Group Limited	71,807
2	Vocational Training Council	62,418
3	Christian Action	53,115
4	The Hong Kong Confederation of Trade Unions	51,688
5	The Federation of Hong Kong and Kowloon Labour Unions	34,337
6	The Evangelical Lutheran Church of Hongkong	27,533
7	New Territories Association Retraining Centre Limited	26,091
8	Yan Oi Tong Limited	25,554
9	Caritas - Hong Kong	23,808
10	Hong Kong Association for Democracy and People's Livelihood	23,778
11	Hong Kong Young Women's Christian Association	21,979
12	St. James' Settlement	18,013
13	Hong Kong Federation of Women's Centres	17,521
14	Baptist Oi Kwan Social Service	16,982
15	The Hong Kong Federation of Trade Unions	15,053
16	Hong Kong Employment Development Service Limited	14,221
17	Methodist Centre	13,106
18	Heung To College of Professional Studies	13,095
19	Hong Kong Sheng Kung Hui Lady MacLehose Centre	12,771
20	Neighbourhood & Worker's Service Centre	12,209
21	KCRA Community Education Enhancement Center Limited	11,146
22	The Association of Electrical and Mechanical Engineering (Hong Kong) Limited	7,645
23	Queen Elizabeth Hospital - Hospital Authority	7,582
24	The Society of Rehabilitation and Crime Prevention, Hong Kong	7,116
25	S. K. H. Holy Carpenter Church Community Centre	5,109
26	Hong Kong Red Cross	5,086
27	Hong Kong Manpower Development Centre Limited	5,055
28	School of Continuing and Professional Education, City University of Hong Kong	4,421
29	The Scout Association of Hong Kong - The Friends of Scouting	4,100
30	The Hong Kong Society for Rehabilitation	4,076
31	Vassar International Chinese Medical Society Limited	3,685
32	The Young Men's Christian Association of Hong Kong	3,657
33	Kwai Chung Hospital - Hospital Authority	3,024

	Training Body	Funding (\$'000)
34	Hongkong School of Commerce	2,840
35	Princess Margaret Hospital	2,795
36	Hong Kong St. John Ambulance	2,576
37	The Industrial Evangelistic Fellowship Limited	2,284
38	YMCA College of Careers	1,957
39	Hong Kong Sheng Kung Hui Welfare Council Limited	1,873
40	Aberdeen Kai-fong Welfare Association Limited	1,781
41	Yang Memorial Methodist Social Service	1,481
42	Hong Kong Electrical & Mechanical College (Evening School)	1,303
43	College of Nursing, Hong Kong	1,147
44	Royal International College	1,094
45	Hong Kong Workers' Health Centre Limited	641
46	Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union	604
47	Hong Kong Federation of Handicapped Youth	540
48	The Neighbourhood Advice-Action Council	500
49	Hong Kong Rehabilitation Power	396
50	Star Chef Management School operated by Star Chef Management School Company Limited	370
51	Institute of Active Ageing, The Hong Kong Polytechnic University	335
52	Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union	293
53	The Hong Kong School of Motoring Limited	292
54	The Mental Health Association of Hong Kong	264
55	Li Fai Centre of Wushu	252
56	Hong Kong Association of Gerontology	203
57	Clothing Industry Training Authority	198
58	New Life Psychiatric Rehabilitation Association	187
59	Hong Kong Federation of Women Limited	158
60	Hospital & Clinic Nurses Association	150
61	Xianggang Putonghua Yanxishe	128
62	OIWA Limited	98
63	Hong Kong Ballroom Dancing Council Limited	96
64	Advanced Printing Technology Centre Limited	91
65	Haven of Hope Christian Service	77
66	Occupational Safety and Health Council	11
67	Logistics Cargo Supervisors Association	10
68	Hong Kong Institute of Technology	6

(b) Funding allocated to training bodies for the organisation of training courses in 2018-19:

	Training Body	Funding (\$'000)
1	HKCT Group Limited	73,806
2	The Hong Kong Confederation of Trade Unions	67,100
3	Christian Action	61,731
4	Vocational Training Council	59,981
5	The Federation of Hong Kong and Kowloon Labour Unions	37,924
6	The Evangelical Lutheran Church of Hongkong	33,683
7	Yan Oi Tong Limited	31,558
8	Hong Kong Young Women's Christian Association	26,721
9	New Territories Association Retraining Centre Limited	24,458
10	Caritas - Hong Kong	24,348
11	Hong Kong Federation of Women's Centres	24,154
12	St. James' Settlement	22,863
13	Hong Kong Association for Democracy and People's Livelihood	22,674
14	Baptist Oi Kwan Social Service	18,581
15	The Hong Kong Federation of Trade Unions	14,272
16	Heung To College of Professional Studies	14,258
17	Neighbourhood & Worker's Service Centre	14,082
18	Methodist Centre	12,750
19	Hong Kong Employment Development Service Limited	12,517
20	Hong Kong Sheng Kung Hui Lady MacLehose Centre	12,016
21	KCRA Community Education Enhancement Center Limited	11,144
22	The Association of Electrical and Mechanical Engineering (Hong Kong) Limited	8,310
23	Queen Elizabeth Hospital - Hospital Authority	7,326
24	The Society of Rehabilitation and Crime Prevention, Hong Kong	7,013
25	Hong Kong Manpower Development Centre Limited	6,870
26	S. K. H. Holy Carpenter Church Community Centre	5,391
27	Hong Kong Red Cross	5,385
28	The Hong Kong Society for Rehabilitation	4,584
29	Vassar International Chinese Medical Society Limited	4,039
30	The Scout Association of Hong Kong - The Friends of Scouting	4,027
31	School of Continuing and Professional Education, City University of Hong Kong	3,982
32	The Young Men's Christian Association of Hong Kong	3,676
33	Hongkong School of Commerce	3,273
34	Kwai Chung Hospital - Hospital Authority	3,236
35	Princess Margaret Hospital	2,991

	Training Body	Funding (\$'000)
36	The Industrial Evangelistic Fellowship Limited	2,412
37	Hong Kong St. John Ambulance	2,070
38	Aberdeen Kai-fong Welfare Association Limited	2,029
39	Royal International College	1,761
40	YMCA College of Careers	1,694
41	Hong Kong Sheng Kung Hui Welfare Council Limited	1,603
42	Yang Memorial Methodist Social Service	1,267
43	Hong Kong Electrical & Mechanical College (Evening School)	1,131
44	Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union	587
45	Hong Kong Workers' Health Centre Limited	581
46	Hong Kong Federation of Handicapped Youth	541
47	Star Chef Management School operated by Star Chef Management School Company Limited	460
48	College of Nursing, Hong Kong	443
49	Institute of Active Ageing, The Hong Kong Polytechnic University	435
50	New Life Psychiatric Rehabilitation Association	431
51	Li Fai Centre of Wushu	416
52	The Hong Kong School of Motoring Limited	399
53	Hong Kong Association of Gerontology	349
54	The Neighbourhood Advice-Action Council	323
55	Hong Kong Rehabilitation Power	302
56	Clothing Industry Training Authority	295
57	Xianggang Putonghua Yanxishe	255
58	Haven of Hope Christian Service	251
59	Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union	198
60	The Mental Health Association of Hong Kong	143
61	Hong Kong Ballroom Dancing Council Limited	104
62	Advanced Printing Technology Centre Limited	91
63	OIWA Limited	39
64	Silence Limited	32
65	Hospital & Clinic Nurses Association	24
66	Hong Kong Federation of Women Limited	17

(c) Funding allocated to training bodies for the organisation of training courses in 2019-20 ^[Note 4].

	Training Body	Funding (\$'000)
1	The Hong Kong Confederation of Trade Unions	66,755
2	HKCT Group Limited	55,652
3	Vocational Training Council	42,627
4	Christian Action	40,750
5	The Federation of Hong Kong and Kowloon Labour Unions	39,825
6	The Evangelical Lutheran Church of Hongkong	30,773
7	Yan Oi Tong Limited	29,541
8	Hong Kong Young Women's Christian Association	22,911
9	Caritas - Hong Kong	22,555
10	St. James' Settlement	21,730
11	Hong Kong Association for Democracy and People's Livelihood	20,690
12	Hong Kong Federation of Women's Centres	19,093
13	New Territories Association Retraining Centre Limited	18,971
14	The Hong Kong Federation of Trade Unions	15,494
15	Neighbourhood & Worker's Service Centre	12,312
16	Baptist Oi Kwan Social Service	11,633
17	Heung To College of Professional Studies	10,837
18	Hong Kong Employment Development Service Limited	10,785
19	Hong Kong Sheng Kung Hui Lady MacLehose Centre	9,681
20	Methodist Centre	8,900
21	KCRA Community Education Enhancement Center Limited	8,357
22	The Association of Electrical and Mechanical Engineering (Hong Kong) Limited	6,687
23	Hong Kong Manpower Development Centre Limited	6,685
24	The Society of Rehabilitation and Crime Prevention, Hong Kong	5,515
25	The Young Men's Christian Association of Hong Kong	4,802
26	The Scout Association of Hong Kong - The Friends of Scouting	4,712
27	S.K.H. Holy Carpenter Church Community Centre	3,922
28	Queen Elizabeth Hospital - Hospital Authority	3,658
29	Vassar International Chinese Medical Society Limited	3,644
30	Hong Kong Red Cross	3,379
31	The Hong Kong Society for Rehabilitation	3,074
32	Hongkong School of Commerce	2,661
33	YMCA College of Careers	2,600
34	Royal International College	2,124
35	Hong Kong Electrical & Mechanical College (Evening School)	2,026
36	Hong Kong Sheng Kung Hui Welfare Council Limited	1,944

	Training Body	Funding (\$'000)
37	The Industrial Evangelistic Fellowship Limited	1,787
38	School of Continuing and Professional Education, City University of Hong Kong	1,768
39	Kwai Chung Hospital - Hospital Authority	1,747
40	Aberdeen Kai-fong Welfare Association Limited	1,688
41	Princess Margaret Hospital	1,497
42	Hong Kong St. John Ambulance	1,482
43	Yang Memorial Methodist Social Service	1,207
44	College of Nursing, Hong Kong	612
45	Hong Kong Association of Gerontology	485
46	Li Fai Centre of Wushu	440
47	Clothing Industry Training Authority	421
48	Hong Kong Federation of Handicapped Youth	401
49	Hong Kong Workers' Health Centre Limited	362
50	Star Chef Management School operated by Star Chef Management School Company Limited	362
51	Haven of Hope Christian Service	290
52	The Mental Health Association of Hong Kong	284
53	The Hong Kong School of Motoring Limited	257
54	Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union	199
55	New Life Psychiatric Rehabilitation Association	157
56	Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union	143
57	Xianggang Putonghua Yanxishe	126
58	Hong Kong Rehabilitation Power	126
59	Hong Kong Ballroom Dancing Council Limited	104
60	Institute of Active Ageing, The Hong Kong Polytechnic University	91
61	OIWA Limited	86
62	Advanced Printing Technology Centre Limited	61
63	Association for Engineering and Medical Volunteer Services	50
64	The Neighbourhood Advice-Action Council	25
65	Hospital & Clinic Nurses Association	24

Note 4: Estimated figures as at February 2020.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)103

(Question Serial No. 0924)

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 provision of subvention for the Vocational Training Council (VTC) to offer vocational training, please advise this Committee of:

1. the respective numbers of places of the training courses on motor vehicle maintenance and ship maintenance offered by the VTC, the respective numbers of graduates and the respective number of trainees who joined the relevant sectors upon graduation in the past 2 years (2018 and 2019);
2. the estimated expenditure, the number of places and the estimated number of trainees enrolled in the above training courses in 2020-21; and
3. the respective numbers of trainees enrolled in the courses on electric vehicles (namely "New Energy Vehicle Insight" and "Hybrid Vehicle Power Train") offered since 2017 in the past 3 years.

Asked by: Hon YICK Chi-ming, Frankie (LegCo internal reference no.: 45)

Reply:

The information sought is provided as follows –

- (1) The respective numbers of places and graduates of the full-time training courses on motor vehicle maintenance and ship maintenance offered by Vocational Training Council (VTC), as well as the respective numbers of graduates engaged in the relevant industries in the 2018/19 and 2019/20 academic years are as follows –

Full-time training courses		2018/19 academic year	2019/20 academic year <small>Note 1</small>
Courses on motor	No. of places	240	240

Full-time training courses		2018/19 academic year	2019/20 academic year Note 1
vehicle maintenance	No. of graduates	178	-
	No. of graduates engaged in motor vehicle maintenance-related work	174	-
Courses on mechanical engineering ^{Note 2}	No. of places	515	415
	No. of graduates	306	-
	No. of graduates engaged in ship maintenance-related work	24	-

Note 1 : As the 2019/20 academic year has not yet ended, the numbers of graduates and graduates engaged in the relevant industries are not available.

Note 2 : VTC offers courses on mechanical engineering, graduates of which may consider joining various industries relating to mechanical engineering, including but not limited to the ship maintenance industry, or articulating to relevant higher diploma programmes.

- (2) The respective numbers of places (i.e. estimated enrolment numbers) of the above full-time courses in the 2020/21 academic year are as follows –

Full-time training courses	No. of places in 2020/21 academic year
Courses on motor vehicle maintenance	260
Courses on mechanical engineering	380

VTC does not keep a breakdown of the estimated expenditures for the above courses.

- (3) The respective numbers of trainees enrolled in the short-term courses on electric vehicles (including courses on “New Energy Vehicle Insight” and “Hybrid Vehicle Power Train”) offered by VTC in the past 3 academic years are as follows –

2017/18 academic year	2018/19 academic year	2019/20 academic year ^{Note 3}
70	87	49

Note 3 : As the 2019/20 academic year has not yet ended, the figure refers to the estimated enrolment number.

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CONTROLLING OFFICER'S REPLY

LWB(L)104

(Question Serial No. 0639)

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:

Under the impact of social incidents and the epidemic, the business of the tourism industry (including travel agencies, hotels, as well as air, sea and land transport) has been greatly affected, with many front-line grassroots workers being forced to take no-pay leave or even becoming unemployed. While it is indicated in the Budget that additional allowance will be provided under the Love Upgrading Special Scheme, it will not help much as there are many restrictions and trainees are required to attend designated courses at designated locations. Will the Government consider relaxing these restrictions, including allowing industry stakeholders to arrange dedicated classes and make their own course arrangements in the future, so that the scheme can be implemented in a more targeted manner?

Asked by: Hon YIU Si-wing (LegCo internal reference no.: 10)

Reply:

The Employees Retraining Board (ERB) launched the "Love Upgrading Special Scheme" (the Scheme) in October 2019 to provide employees affected by the economic downturn with comprehensive training for 2 to 3 months. Special allowance is provided to trainees during the training period. No restriction on the trade or educational attainment is imposed on persons taking part in the Scheme. Currently, a total of 11 training courses under the Scheme fall under the industry categories of Tourism, Hotel, and Transportation and Support Services. Trainees who have completed full-time "Vocational Skills" courses would receive follow-up placement services. Details are available on ERB's dedicated website (website: <https://www.erb.org/scheme/Home/>).

As regards its regular training courses and services, ERB provides employers and trade associations with various free-of-charge services, including online recruitment, job matching, Tailor-made Course Programme, and the Enterprise-based Training Scheme which arranges dedicated on-the-job training classes for their employees or members, with a view to enhancing the employment opportunities of graduate trainees.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)105

(Question Serial No. 2114)

Head: (173) Working Family and Student Financial Assistance Agency

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

Programme: (2) Working Family Allowance and Individual-based Work Incentive Transport Subsidy

Controlling Officer: Head, Working Family and Student Financial Assistance Agency (Mr Donald NG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Individual-based Work Incentive Transport Subsidy, please provide the number of applications received, as well as the number of successful applications and the amount of subsidy granted in 2019 (with breakdowns by applicants' gender, age, industry, occupation, employment earnings, working hours and residential district).

Asked by: Hon KWONG Chun-yu (LegCo internal reference no.: 3)

Reply:

The Working Family Allowance Office (WFAO) under the Working Family and Student Financial Assistance Agency took over the management of the Individual-based Work Incentive Transport Subsidy (I-WITS) Scheme from the Labour Department (LD) on 1 April 2019. In 2019-20 (up to 29 February 2020), the WFAO received a total of 42 090 I-WITS applications (including those received by the LD on or before 31 March 2019 but were outstanding). Among them, 34 156 applications were approved while some applications are still being processed. Breakdowns of the number of I-WITS applications received, the number of applications approved and the amount of subsidy granted by gender, age, industry, occupation, average monthly employment earnings, average monthly working hours and residential district are set out in Tables 1 to 7 of the Annex.

Table 1

A breakdown of the number of applications received, the number of applications approved and the amount of subsidy granted by gender is as follows:

Gender	2019-20 (up to 29 February 2020)		
	No. of applications received	No. of applications approved	Amount of subsidy granted
Male	12 911	10 442	\$42,942,600
Female	29 159	23 714	\$97,140,000
Information not provided by applicant	20	-	-
Total	42 090	34 156	\$140,082,600

Table 2

A breakdown of the number of applications received, the number of applications approved and the amount of subsidy granted by age is as follows:

Age	2019-20 (up to 29 February 2020)		
	No. of applications received	No. of applications approved	Amount of subsidy granted
15 - below 20	295	221	\$854,400
20 - below 30	4 486	3 455	\$14,050,800
30 - below 40	4 079	3 223	\$12,951,300
40 - below 50	7 312	6 070	\$24,912,600
50 - below 60	13 251	11 121	\$46,170,000
60 or above	12 048	10 066	\$41,143,500
Information not provided by applicant	619	-	-
Total	42 090	34 156	\$140,082,600

Table 3

A breakdown of the number of applications received, the number of applications approved and the amount of subsidy granted by industry is as follows:

Industry	2019-20 (up to 29 February 2020)		
	No. of applications received	No. of applications approved	Amount of subsidy granted
Financing, insurance, real estate, professional and business services	14 833	13 048	\$53,104,500
Import/export, wholesale and retail trades	3 333	2 952	\$11,957,100
Accommodation and food services	2 581	2 292	\$9,134,700
Transportation, storage, postal and courier services, information and communications	2 051	1 831	\$7,966,200
Public administration, social and personal services	1 547	1 369	\$5,461,800
Manufacturing	1 015	900	\$3,639,600
Construction	756	656	\$2,780,700
Others	12 272	11 108	\$46,038,000
Information not provided by applicant	3 702	-	-
Total	42 090	34 156	\$140,082,600

Table 4

A breakdown of the number of applications received, the number of applications approved and the amount of subsidy granted by occupation is as follows:

Occupation	2019-20 (up to 29 February 2020)		
	No. of applications received	No. of applications approved	Amount of subsidy granted
Elementary occupations	13 969	12 254	\$50,564,100
Service and sales workers	5 604	4 969	\$19,940,400
Clerical support workers	3 783	3 408	\$13,743,900
Craft and related workers	1 317	1 157	\$4,737,600
Associate professionals	902	780	\$3,104,100
Professionals	293	254	\$1,022,700
Plant and machine operators and assemblers	99	94	\$400,800
Others	12 421	11 240	\$46,569,000
Information not provided by applicant	3 702	-	-

Occupation	2019-20 (up to 29 February 2020)		
	No. of applications received	No. of applications approved	Amount of subsidy granted
Total	42 090	34 156	\$140,082,600

Table 5

A breakdown of the number of applications received, the number of applications approved and the amount of subsidy granted by average monthly employment earnings is as follows:

Average monthly employment earnings	2019-20 (up to 29 February 2020)		
	No. of applications received	No. of applications approved	Amount of subsidy granted
\$6,000 or below	9 282	7 118	\$26,595,300
Above \$6,000 - \$7,000	4 231	3 490	\$14,752,500
Above \$7,000 - \$8,000	5 445	4 556	\$19,359,900
Above \$8,000 - \$9,000	8 990	7 788	\$33,714,600
Above \$9,000 - \$10,000	10 762	9 065	\$38,093,100
Above \$10,000 - \$11,000	2 819	2 139	\$7,567,200
Above \$11,000	409	-	-
Information not provided by applicant	152	-	-
Total	42 090	34 156	\$140,082,600

Table 6

A breakdown of the number of applications received, the number of applications approved and the amount of subsidy granted by average monthly working hours is as follows:

Average monthly working hours	2019-20 (up to 29 February 2020)		
	No. of applications received	No. of applications approved	Amount of subsidy granted
Less than 36 hours	291	-	-
36 hours - less than 72 hours	2 010	1 369	\$3,084,300
72 hours or more	39 521	32 787	\$136,998,300
Information not provided by applicant	268	-	-
Total	42 090	34 156	\$140,082,600

Table 7

A breakdown of the number of applications received, the number of applications approved and the amount of subsidy granted by residential district is as follows:

District	2019-20 (up to 29 February 2020)		
	No. of applications received	No. of applications approved	Amount of subsidy granted
Kwun Tong	6 058	4 993	\$20,502,300
Yuen Long	5 572	4 541	\$18,844,800
Tuen Mun	4 735	3 856	\$15,570,600
Kwai Tsing	4 497	3 666	\$14,931,900
Wong Tai Sin	3 299	2 702	\$11,137,500
Sha Tin	3 151	2 572	\$10,477,500
Sham Shui Po	3 006	2 449	\$9,899,700
North	2 055	1 660	\$6,897,900
Sai Kung	1 653	1 327	\$5,461,800
Kowloon City	1 465	1 185	\$4,995,300
Eastern	1 444	1 156	\$4,731,000
Tsuen Wan	1 109	900	\$3,613,200
Tai Po	1 077	859	\$3,495,000
Islands	912	716	\$2,957,100
Yau Tsim Mong	731	575	\$2,438,100
Southern	712	572	\$2,375,100
Central & Western	229	188	\$745,500
Wan Chai	125	104	\$432,300
Outside Hong Kong	135	135	\$576,000
Information not provided by applicant	125	-	-
Total	42 090	34 156	\$140,082,600

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CONTROLLING OFFICER'S REPLY

LWB(L)106

(Question Serial No. 1146)

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 Donald NG)

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 3 years, with a yearly breakdown by the qualification to be awarded upon completion of the reimbursable courses;
- (2) the respective numbers of subsidy recipients and cases since the establishment of the 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 the CEF since its establishment as well as the relevant administrative cost in the past 3 years.

Asked by: Hon LAM Kin-fung, Jeffrey (LegCo internal reference no.: 17)

Reply:

The information required is provided as follows:

- (1) and (2) The numbers of subsidy recipients under the CEF in the past 3 years (i.e. 2017-18 to 2019-20), with a breakdown by age group and academic qualification awarded per year, are set out at the **Annex**.
- (3) Since the establishment of the CEF in 2002, the total funding provision is \$16.2 billion. As at end January 2020, the total expenditure of the CEF was about \$4.7 billion, and the uncommitted balance was about \$11.5 billion. The total administrative expenditure of the Office of the CEF in the past 3 years (i.e. 2017-18 to 2019-20) was \$11.73 million, \$18.2 million and \$26.96 million respectively.

**Number of subsidy recipients under the CEF
by age group and academic qualification awarded**

2017-18

	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	51	26	8	2	87
Postgraduate Diploma	6	10	4	–	20
Bachelor Degree	46	18	2	1	67
Postgraduate Certificate/ Postgraduate Award	2	1	–	–	3
Associate Degree	3	–	–	–	3
Advanced Diploma/ Professional Diploma/ Post-diploma Certificate	186	153	62	24	425
Higher Diploma	–	–	–	–	–
Diploma/ Executive Diploma/ Graduate Diploma	1 133	298	196	107	1 734
Associate Diploma	8	3	6	1	18
Advanced/ Professional/ Higher Certificate	210	143	93	138	584
Certificate/ Executive Certificate/ Graduate Certificate	2 961	1 394	951	709	6 015
Others (e.g. certificate of completion/ attendance)	7 407	2 527	1 086	615	11 635
Total	12 013	4 573	2 408	1 597	20 591

	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	44	23	13	5	85
Postgraduate Diploma	5	2	1	1	9
Bachelor Degree	27	18	2	–	47
Postgraduate Certificate/ Postgraduate Award	1	1	1	–	3
Associate Degree	–	–	–	–	–
Advanced Diploma/ Professional Diploma/ Post-diploma Certificate	138	98	56	19	311
Higher Diploma	–	–	–	–	–
Diploma/ Executive Diploma/ Graduate Diploma	786	228	129	84	1 227
Associate Diploma	2	2	–	–	4
Advanced/ Professional/ Higher Certificate	213	120	75	154	562
Certificate/ Executive Certificate/ Graduate Certificate	3 014	1 541	1 047	896	6 498
Others (e.g. certificate of completion/ attendance)	6 731	2 321	876	658	10 586
Total	10 961	4 354	2 200	1 817	19 332

2019-20 (as at 31 January 2020)

	Age group #				Total
	18-29	30-39	40-49	50-70	
Academic qualification awarded	Number of recipients	Number of recipients	Number of recipients	Number of recipients	Number of recipients
Doctorate	–	–	–	–	–
Master Degree	47	20	6	3	76
Postgraduate Diploma	5	6	1	–	12
Bachelor Degree	19	23	–	–	42
Postgraduate Certificate/ Postgraduate Award	1	4	–	–	5
Associate Degree	1	–	–	–	1
Advanced Diploma/ Professional Diploma/ Post-diploma Certificate	134	137	64	31	366
Higher Diploma	–	–	–	–	–
Diploma/ Executive Diploma/ Graduate Diploma	765	261	191	116	1 333
Associate Diploma	–	1	1	–	2
Advanced/ Professional/ Higher Certificate	222	149	125	196	692
Certificate/ Executive Certificate/ Graduate Certificate	2 677	1 859	1 141	1 094	6 771
Others (e.g. certificate of completion/ attendance)	5 785	2 739	1 109	705	10 338
Total	9 656	5 199	2 638	2 145	19 638

Since 1 April 2019, the upper age limit for CEF applicants has been relaxed from 65 to 70, i.e. Hong Kong residents aged between 18 and 70 are eligible to apply for subsidy under the 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)107****(Question Serial No. 3269)**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 Donald NG)Director of Bureau: Secretary for Labour and WelfareQuestion:

Regarding the “tuition fee reimbursement under the Continuing Education Fund for eligible persons pursuing continuing education and training” under this Programme, what are the number of beneficiaries and total amount of tuition fee reimbursed in each of the past 3 years?

Asked by: Hon OR Chong-shing, Wilson (LegCo internal reference no.: 56)Reply:

The numbers of subsidy recipients and the total amount of tuition fee reimbursed under the Continuing Education Fund for the past 3 years (i.e. from 2017-18 to 2019-20) are set out in the table below:

	2017-18	2018-19	2019-20 (as at 31 January 2020)
No. of subsidy recipients	16 629	15 746	16 665
Total amount of tuition fee reimbursed (\$ million)	136.6	124.3	138.0

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)108

(Question Serial No. 3977)

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:

Would the Government advise this Committee of the following:

- (a) What was the amount of reimbursement claims made to the Government by the staff of the Labour Department (LD) for procuring masks from 29 February to 9 March 2020? What was the number of masks procured by the staff making such claims?
- (b) What were the quantity and amount involved in the direct purchase of masks by LD from 29 February to 9 March 2020?

Asked by: Hon CHAN Chi-chuen (LegCo internal reference no.: 257)

Reply:

The HKSAR Government is facing fierce competition in the procurement of personal protective equipment (PPE) due to an upsurge in global demand. The HKSAR Government considers it inappropriate to disclose publicly at this stage further specific details of the PPE of individual departments in the past few years and recently, including the stock, origin, information on the suppliers concerned, quantity and amount procured, delivery schedule, consumption, etc. so as not to undermine the bargaining power of the Government Logistics Department and other departments in the procurement of PPE.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)109

(Question Serial No. 4907)

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 work in relation to the Code on Access to Information (the Code), will the Government advise this Committee of the following:

- (a) Concerning the requests for information under the Code received by the Labour Department (LD) from October 2018 to the present for which only some of the required information has been provided, please state in table form: (i) the content of the requests for which only some of the required information has been provided; (ii) the reasons for providing some of the information only; (iii) whether the decision on withholding some of the information was made at the directorate (D1 or D2) level (according to paragraph 1.8.2 of the Guidelines on Interpretation and Application); (iv) whether the decision on withholding some of the information was made subject to a “harm or prejudice test”, i.e. whether the public interest in disclosure of such information outweighs any harm or prejudice that could result from disclosure (according to paragraph 2.1.1 of the Guidelines on Interpretation and Application)? If yes, please provide the details of how the requests were eventually handled.

From October to December of 2018

(i) Content of the requests for which only some of the required information was provided	(ii) Reasons for providing some of the information only	(iii) Whether the decision on withholding some of the information was made at the directorate (D1 or D2) level (according to paragraph 1.8.2 of the Guidelines on Interpretation and Application)	(iv) Whether the decision on withholding some of the information was made subject to a “harm or prejudice test”, i.e. whether the public interest in disclosure of such information outweighs any

			harm or prejudice that could result from disclosure (according to paragraph 2.1.1 of the Guidelines on Interpretation and Application). If yes, please provide the details.

2019

(i) Content of the requests for which only some of the required information was provided	(ii) Reasons for providing some of the information only	(iii) Whether the decision on withholding some of the information was made at the directorate (D1 or D2) level (according to paragraph 1.8.2 of the Guidelines on Interpretation and Application)	(iv) Whether the decision on withholding some of the information was made subject to a “harm or prejudice test”, i.e. whether the public interest in disclosure of such information outweighs any harm or prejudice that could result from disclosure (according to paragraph 2.1.1 of the Guidelines on Interpretation and Application). If yes, please provide the details.

- (b) Concerning the requests for information under the Code received by LD from October 2018 to the present for which the required information has not been provided, please state in table form: (i) the content of the requests refused; (ii) the reasons for refusal; (iii) whether the decision on withholding the information was made at the directorate (D1 or D2) level (according to paragraph 1.8.2 of the Guidelines on Interpretation and Application); (iv) whether the decision on withholding the information was made subject to a “harm or prejudice test”, i.e. whether the public interest in disclosure of such information outweighs any harm or prejudice that could result from disclosure (according to paragraph 2.1.1 of the Guidelines on Interpretation and Application)? If yes, please provide the details of how the requests were eventually handled.

From October to December of 2018

(i) Content of the requests refused	(ii) Reasons for refusal	(iii) Whether the decision on withholding the information was made at the directorate (D1 or D2) level (according to paragraph 1.8.2 of the Guidelines on Interpretation and Application)	(iv) Whether the decision on withholding the information was made subject to a “harm or prejudice test”, i.e. whether the public interest in disclosure of such information outweighs any harm or prejudice that could result from disclosure (according to paragraph 2.1.1 of the Guidelines on Interpretation and Application). If yes, please provide the details.

2019

(i) Content of the requests refused	(ii) Reasons for refusal	(iii) Whether the decision on withholding the information was made at the directorate (D1 or D2) level (according to paragraph 1.8.2 of the Guidelines on Interpretation and Application)	(iv) Whether the decision on withholding some of the information was made subject to a “harm or prejudice test”, i.e. whether the public interest in disclosure of such information outweighs any harm or prejudice that could result from disclosure (according to paragraph 2.1.1 of the Guidelines on Interpretation and Application). If yes, please provide the details.

- (c) Any person who believes that a department has failed to comply with any provision of the Code may ask the department to review the situation. Please advise this Committee (i) of the number of review cases received; (ii) of the number of cases, among the review cases received in the year, where further information was disclosed after review; (iii) whether the review decisions were made at the directorate (D1 or D2) level, for each of the past 5 years.

Year in which review cases were received	(i) No. of review cases received	(ii) No. of cases, among the review cases received in the year, where further information was disclosed after review	(iii) Whether the review decisions were made at the directorate (D1 or D2) level
2015			
2016			
2017			
2018			
2019			

- (d) With reference to the target response times set out in paragraphs 1.16.1 to 1.19.1 of the Guidelines on Interpretation and Application of the Code, please advise this Committee of the following information by year in table form (with text descriptions):

- (i) Within 10 days from date of receipt of a written request:

W i t h i n 1 0 t o 2 1 d a y s	No. of requests for which the information requested was provided	No. of requests involving third party information for which the information requested could not be provided	No. of requests for which the information requested could not be provided since the requests had to be transferred to another department which held the information under request	No. of requests for information which were refused under the exemption provisions in Part 2 of the Code	No. of applications with which the applicants indicated that they did not wish to proceed and withdrew since they did not accept the charge
2020					
2019					
2018					
2017					
2016					

from date of receipt of a written request:

W i t h i n 2 1 t o 5 1 d 2 0 2 0 a n n u a l s 2 0 1 7 t o 2 0 1 6	No. of requests for which the information requested was provided	No. of requests involving third party information for which the information requested could not be provided	No. of requests for which the information requested could not be provided since the requests had to be transferred to another department which held the information under request	No. of requests for information which were refused under the exemption provisions in Part 2 of the Code	No. of applications with which the applicants indicated that they did not wish to proceed and withdrew since they did not accept the charge

from date of receipt of a written request:

	No. of requests for which the information requested was provided	No. of requests involving third party information for which the information requested could not be provided	No. of requests for which the information requested could not be provided since the requests had to be transferred to another department which held the information under request	No. of requests for information which were refused under the exemption provisions in Part 2 of the Code	No. of applications with which the applicants indicated that they did not wish to proceed and withdrew since they did not accept the charge
2020					
2019					
2018					

2017					
2016					

- (ii) Cases where information could not be provided within 21 days from date of receipt of a request in the past 5 years:

Date	Subject of the information requested	Specific reasons

- (iii) Cases where information could not be provided within 51 days from date of receipt of a request in the past 5 years:

Date	Subject of the information requested	Specific reasons

- (e) Please state in table form, among the requests for information which were refused by the department under the exemption provisions in Part 2 of the Code in the past 5 years, the number of those that involved seeking the advice of the Privacy Commissioner for Personal Data (PCPD) in the handling process. Where advice had been sought, was it eventually accepted in its entirety by the department? If the advice of PCPD was not accepted or was only partially accepted by the department, what are the reasons?

Date	Subject	Particular exemption provision in Part 2 of the Code under which requests for information were refused by the department	Whether the advice of PCPD was accepted in its entirety by the department	Reasons for refusing to accept or only partially accepting the advice of PCPD

Asked by: Hon CHAN Tanya (LegCo internal reference no.: 477)

Reply:

- (a) From October 2018 to September 2019, there were 3 requests for information made under the Code for which LD provided some of the required information. The details are set out at Annex 1.
- (b) From October 2018 to September 2019, there were 2 requests for information made under the Code for which LD refused to provide the required information. The details are set out at Annex 2.

- (c) LD did not receive any application for review from 2015 to 2019.
- (d) A breakdown of the requests for information by target response time as stipulated in the Code and their details are provided at Annex 3.
- (e) In the past 5 years, there was 1 case in which LD sought advice from PCPD about the refusal to provide the required information under the exemption provisions in Part 2 of the Code. The case details are as follows:

Date	Subject	Particular exemption provision in Part 2 of the Code under which requests for information were refused	Whether the advice of PCPD was accepted in its entirety by the department	Reasons for refusing to accept or only partially accepting the advice of PCPD
22 July 2019	Enquiry about the personal information of individual staff	Paragraph 2.15 of the Code: The information involves privacy of the individual.	Yes	Not applicable

Requests for which only some of the required information was provided by LD

From October to December of 2018

(i) Content of the requests for which only some of the required information was provided	(ii) Reasons for providing some of the information only	(iii) Whether the decision to provide only some of the information was made at the directorate (D1 or D2) level (according to paragraph 1.8.2 of Guidelines on Interpretation and Application)	(iv) Whether the decision to provide only some of the information was made subject to a “harm or prejudice test”, i.e. whether the public interest in disclosure of such information outweighs any harm or prejudice that could result from disclosure (according to paragraph 2.1.1 of Guidelines on Interpretation and Application). If yes, please provide the details.
Information on employment agencies (EAs), including the number of written warnings issued and inspections conducted by LD	<p>Paragraph 2.6(a) of the Code: Information the disclosure of which would harm or prejudice the administration of justice, including the conduct of any trial and the enforcement or administration of the law.</p> <p>Paragraph 2.6(e) of the Code: Information the disclosure of which would harm or prejudice the prevention, investigation and detection of crime and offences, the</p>	Yes	<p>Yes</p> <p>The information involved the records of enforcement against individual EAs by the Employment Agencies Administration (EAA). Such information might be used as evidence or reference in the procedure of prosecution or revoking licence or refusing the renewal of licence in future, so the disclosure might enable the applicant to have a grasp of the enforcement mechanism of EAA easily, which would directly affect or might prejudice the related</p>

	apprehension or prosecution of offenders, or the security of any detention facility or prison.		enforcement work.
Information on EAs, including copies of written warnings issued to EAs by LD	<p>Paragraph 2.6(a) of the Code: Information the disclosure of which would harm or prejudice the administration of justice, including the conduct of any trial and the enforcement or administration of the law.</p> <p>Paragraph 2.6(c) of the Code: Information which relates to proceedings which have been completed, terminated or stayed, or which relates to investigations which resulted in or may have resulted in proceedings, whether any such proceedings are criminal or civil.</p>	Yes	<p>Yes</p> <p>The information involved details of the warnings issued to individual EAs. The information might be used as evidence or reference in the procedure of prosecution or revoking licence or refusing the renewal of licence in future, so the disclosure might enable the applicant to have a grasp of the enforcement mechanism of EAA easily, which would directly affect or might prejudice the related enforcement work.</p>

<p>(i) Content of the requests for which only some of the required information was provided</p>	<p>(ii) Reasons for providing some of the information only</p>	<p>(iii) Whether the decision to provide only some of the information was made at the directorate (D1 or D2) level (according to paragraph 1.8.2 of Guidelines on Interpretation and Application)</p>	<p>(iv) Whether the decision to provide only some of the information was made subject to a “harm or prejudice test”, i.e. whether the public interest in disclosure of such information outweighs any harm or prejudice that could result from disclosure (according to paragraph 2.1.1 of Guidelines on Interpretation and Application). If yes, please provide the details.</p>
<p>Statistics on EAs</p>	<p>Paragraph 2.9(d) of the Code: Information which could only be made available by unreasonable diversion of a department’s resources.</p>	<p>Yes</p>	<p>Yes</p> <p>EAA did not keep all the information requested by the applicant. It would require tremendous manpower to examine more than 3 000 written records of EAs one by one in order to compile the statistics if such information was to be provided.</p>

Note 1 : The statistics for the fourth quarter of 2019 are still being compiled.

Requests for information refused by LD

2019 (up to 30 September)^{Note 1}

(i) Content of the requests refused	(ii) Reasons for refusal	(iii) Whether the decision on withholding the information was made at the directorate (D1 or D2) level (according to paragraph 1.8.2 of Guidelines on Interpretation and Application)	(iv) Whether the decision on withholding the information was made subject to a “harm or prejudice test”, i.e. whether the public interest in disclosure of such information outweighs any harm or prejudice that could result from disclosure (according to paragraph 2.1.1 of Guidelines on Interpretation and Application). If yes, please provide the details.
Information on EAs, including copies of the Particulars of Associate of Employment Agency (the information form) submitted to LD by EAs	<p>Paragraph 2.6(a) of the Code: Information the disclosure of which would harm or prejudice the administration of justice, including the conduct of any trial and the enforcement or administration of the law.</p> <p>Paragraph 2.6(e) of the Code: Information the disclosure of which would harm or prejudice the prevention, investigation and detection of crime</p>	Yes	<p>Yes</p> <p>The information forms are used to facilitate the effective enforcement of the related laws by EAA. The information forms were submitted by the EAs concerned under an explicit understanding that such information would not be further disclosed except for the purposes set out in the Personal Information Collection Statement. If such information was disclosed to a third party, it would create an uncertainty as to whether the EAs</p>

	and offences, the apprehension or prosecution of offenders, or the security of any detention facility or prison.		concerned would submit true information in future and therefore hamper the effective enforcement conducted by EAA. It would also prejudice EAA's prevention, investigation and detection of offences as well as any related prosecutions as might be taken out.
Enquiry about the personal information on individual staff	Paragraph 2.15 of the Code: The information involves privacy of the individual.	Yes	Yes The disclosure of such information would contravene the Personal Data (Privacy) Ordinance, and the case did not involve significant public interest.

Note 1 : The statistics for the fourth quarter of 2019 are still being compiled.

Note 2 : From October to December 2018, there was not any case in which LD refused to provide information for requests made under the Code.

**Breakdown of the requests for information
by target response time stipulated in the Code**

(i)

Within 10 days from date of receipt of a written request ^{Note 1}

	No. of requests for which the information requested was provided	No. of requests involving third party information for which the information requested could not be provided	No. of requests for which the information requested could not be provided since the requests had to be transferred to another department which held the information under request	No. of requests for information which were refused under the exemption provisions in Part 2 of the Code	No. of applications with which the applicants indicated that they did not wish to proceed and withdrew since they did not accept the charge
2019 ^{Note 2}	35	0	2	1	LD did not keep the relevant figures.
2018	58	0	0	0	
2017	16	0	2	0	
2016	19	1	0	1	

Within 11 to 21 days from date of receipt of a written request ^{Note 1}

	No. of requests for which the information requested was provided by the department	No. of requests involving third party information for which the information requested could not be provided by the department	No. of requests for which the information requested could not be provided since the requests had to be transferred to another department which held	No. of requests for information which were refused under the exemption provisions in Part 2 of the Code	No. of applications with which the applicants indicated that they did not wish to proceed and withdrew since they did not accept the charge
--	---	--	--	--	--

			the information under request		
2019 ^{Note 2}	23	0	0	0	LD did not keep the relevant figures.
2018	73	0	0	1	
2017	20	0	0	0	
2016	8	0	0	0	

Within 22 to 51 days from date of receipt of a written request^{Note 1}

	No. of requests for which the information requested was provided by the department	No. of requests involving third party information for which the information requested could not be provided by the department	No. of requests for which the information requested could not be provided since the requests had to be transferred to another department which held the information under request	No. of requests for information which were refused under the exemption provisions in Part 2 of the Code	No. of applications with which the applicants indicated that they did not wish to proceed and withdrew since they did not accept the charge
2019 ^{Note 2}	1	0	0	1	LD did not keep the relevant figures.
2018	29	0	0	0	
2017	7	0	0	0	
2016	1	1	0	1	

(ii)

Cases where information could not be provided within 21 days from date of receipt of a request from 2016 to 2019^{Note 1,2}

Date	Subject of information requested	Specific reasons
8 April 2016	Information on sites where works were in progress. The required information was reported to LD by contractors.	It took time for LD to make reference to the relevant provisions of the Code.
5 September 2016	The applicant requested for information on the result of	LD had not yet concluded the recruitment exercise for that

(iii)

Cases where information could not be provided within 51 days from date of receipt of a request from 2016 to 2019^{Note 1,2}

Date	Subject of information requested	Specific reasons
22 December 2017	Request for investigation reports on local accidents in Hong Kong-Zhuhai-Macao Bridge Project the trials of which had been heard and concluded	LD had to make reference to the relevant provisions of the Code and seek advice from DoJ.
11 June 2018	The applicant requested for information on the result of his/her application for a government job or related information	The information requested by the applicant could be provided only when the recruitment procedures had been completed.
1 August 2018	Statistics on the conviction records related to construction sites and occupational safety and health	LD had to make reference to the relevant provisions of the Code and seek advice from DoJ.
26 September 2018	The applicant requested for the Chinese and English versions of all Personal Information Collection Statements of LD	It took time for LD to collect and consolidate the information from various divisions and units.

Note 1 : The statistics for the information requested in 2020 are still being compiled.

Note 2 : Statistics for 2019 are up to 30 September 2019. The statistics for the fourth quarter are still being compiled.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)110

(Question Serial No. 5252)

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 recommended in the Audit Commission's Report No. 72, the Labour Department (LD) should review the cost-effectiveness of and the need to rationalise its services. In this connection, what is LD's plan to improve the existing employment support services?

Asked by: Hon CHEUNG Chiu-hung, Fernando (LegCo internal reference no.: 1856)

Reply:

LD has actively followed up on the recommendations made by the Audit Commission and the Public Accounts Committee on its provision of employment services, and reviewed the general employment services provided for job seekers. In light of the review outcome, LD has introduced various enhancement measures with a view to encouraging more job seekers to visit its job centres and recruitment centres and attaining more placements. These measures include upgrading the facilities at job centres, actively liaising with employers to organise more thematic job fairs at job centres and recruitment centres for posts which are more attractive to and suitable for different job seekers (including the elderly, homemakers and ethnic minorities), as well as strengthening the collaboration with non-governmental organisations and training bodies to encourage them to refer job seekers in need to attend the recruitment activities of recruitment centres. LD has also enhanced the functionality of the Interactive Employment Service website to provide more personalised dedicated services for registered job seekers.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)111****(Question Serial No. 5380)**

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 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 (LegCo internal reference no.: 1224)

Reply:

The estimated expenditures of various items under the Employment Services Programme for 2020-21 and the units involved are provided below:

Item	Estimated expenditure (\$million)	Unit involved
Operational expenses (excluding personal emoluments)	398.5	Employment Services Division, Selective Placement Division, Youth Employment Division, Employment Information and Promotion Division, Employment Agencies Administration, Supplementary Labour Division and Policy Support Division
Personal emoluments	354.1	
Total	752.6	

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)112

(Question Serial No. 5381)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Would the Government provide:

Breakdowns of the number of able-bodied job seekers who secured placements through the employment services of the Labour Department (LD) in the past 5 years by gender, age, industry, occupation and earnings?

Asked by: Hon CHEUNG Chiu-hung, Fernando (LegCo internal reference no.:1225)

Reply:

In 2015, 2016, 2017, 2018 and 2019, LD recorded respectively 148 347, 149 794, 154 222, 136 079 and 111 568 placements for able-bodied job seekers. Of these, 134 307, 137 286, 144 377, 128 292 and 103 467 placements were made through job seekers' direct application to employers who advertised vacancies via LD, and the figures were 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 placements for able-bodied job seekers secured through LD's referral by gender, age, industry, occupation and monthly earnings are at the Annex.

**Breakdowns of placements for able-bodied job seekers
secured through LD's referral services from 2015 to 2019
by gender, age, industry, occupation and monthly earnings**

(i) By gender

Gender	2015	2016	2017	2018	2019
Male	5 655	4 961	4 059	3 378	3 576
Female	8 385	7 547	5 786	4 409	4 525
Total	14 040	12 508	9 845	7 787	8 101

(ii) By age

Age	2015	2016	2017	2018	2019
15-below 20	1 666	1 255	809	525	527
20-below 30	6 182	5 224	3 792	2 426	2 025
30-below 40	1 938	1 756	1 469	1 267	1 301
40-below 50	2 130	2 045	1 722	1 525	1 621
50-below 60	1 821	1 881	1 680	1 600	1 905
60 or above	303	347	373	444	722
Total	14 040	12 508	9 845	7 787	8 101

(iii) By industry

Industry	2015	2016	2017	2018	2019
Manufacturing	716	724	498	468	639
Construction	224	442	390	206	304
Wholesale, retail and import/export trades	6 388	5 420	4 199	2 909	2 680
Restaurants and hotels	1 941	1 495	1 348	1 249	1 267
Transport, storage and communications	677	588	492	469	388
Financing, insurance, real estate and business services	1 676	1 641	1 176	1 047	1 277
Community, social and personal services	2 401	2 190	1 729	1 428	1 507
Others (including government sector)	17	8	13	11	39
Total	14 040	12 508	9 845	7 787	8 101

(iv) By occupation

Occupation	2015	2016	2017	2018	2019
Managers and administrators	120	94	76	37	62
Professionals and associate professionals	711	643	474	392	442
Clerical support workers	2 365	2 187	1 727	1 499	1 569
Service workers	2 747	2 215	1 809	1 634	1 627
Shop sales workers	4 938	4 194	3 148	2 008	1 907
Skilled agricultural and fishery workers	21	24	13	17	37
Craft and related workers	257	319	365	252	290
Plant and machine operators and assemblers	302	235	186	197	221
Elementary occupations	2 488	2 524	2 002	1 699	1 946
Others	91	73	45	52	-
Total	14 040	12 508	9 845	7 787	8 101

(v) By monthly earnings

Monthly earnings	2015	2016	2017	2018	2019
Below \$4,000	422*	391*	348*	279*	221*
\$4,000-below \$5,000	283	516	304	201*	157*
\$5,000-below \$6,000	480	332	251	337	464
\$6,000-below \$7,000	1 211	771	510	233	232
\$7,000-below \$8,000	1 023	811	696	491	355
\$8,000-below \$9,000	1 638	997	575	461	611
\$9,000-below \$10,000	2 072	1 516	1 055	549	415
\$10,000-below \$11,000	2 042	1 979	1 307	879	682
\$11,000-below \$12,000	1 858	1 651	1 350	884	717
\$12,000-below \$13,000	1 078	1 130	1 129	928	987
\$13,000-below \$14,000	810	1 079	935	789	801
\$14,000 or above	1 123	1 335	1 385	1 756	2 459
Total	14 040	12 508	9 845	7 787	8 101

* All were part-time or temporary jobs.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)113

(Question Serial No. 5382)

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:

- (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 (LegCo internal reference no.: 1226)

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 2015-16 to 2019-20 are at Annex 1.
- (b) In 2020-21, the estimated expenditure of SLD is \$410,000 (excluding staff cost) and its staff establishment comprises 36 Labour Officer Grade and 17 Clerical Grade posts.
- (c) The numbers of imported workers applied for by employers and approved under SLS from 2015 to 2019 are at Annex 2. The vetting 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 3 to 8.

**Expenditure (excluding staff cost) and staff establishment of SLD
from 2015-16 to 2019-20**

Year	Expenditure (excluding staff cost)	Staff establishment
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	27 Labour Officer Grade and 14 Clerical Grade posts
2018-19	\$340,000	31 Labour Officer Grade and 16 Clerical Grade posts
2019-20	\$640,000 (revised estimate)	36 Labour Officer Grade and 17 Clerical Grade posts

**Number of imported workers applied for and approved
under SLS from 2015 to 2019**

	2015	2016	2017	2018	2019
No. of imported workers applied for*	4 689	5 556	4 390	5 095	4 721
No. of imported workers approved*	2 880	3 802	2 765	3 225	3 378

* The vetting 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.

**Number of imported workers applied for and approved
under SLS from 2015 to 2019:
a breakdown by industry**

Industry	No. of imported workers applied for*					No. of imported workers approved*				
	2015	2016	2017	2018	2019	2015	2016	2017	2018	2019
1. Agriculture and Fishing	658	744	791	886	970	547	570	653	705	797
2. Manufacturing	224	289	201	390	485	126	132	147	158	176
3. Construction	1 250	1 693	751	351	561	938	1 445	77	589	172
4. Wholesale, Retail and Import/Export Trades, Restaurants and Hotels	395	423	503	483	448	154	146	210	197	270
5. Transport, Storage and Communications	44	10	58	68	131	17	-	18	24	9
6. Financing, Insurance, Real Estate and Business Services	303	172	80	168	73	5	23	11	19	28
7. Community, Social and Personal Services	1 815	2 225	2 006	2 749	2 053	1 093	1 486	1 649	1 533	1 926
Total	4 689	5 556	4 390	5 095	4 721	2 880	3 802	2 765	3 225	3 378

* The vetting 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.

**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 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.

**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 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.

**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 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.

**Number of imported workers applied for and approved
under SLS in 2018:
a breakdown by job title**

Job title	No. of imported workers applied for*	No. of imported workers approved*
1. Care Worker (Elderly Service)	2 108	1 409
2. Livestock/Poultry/Fish/Crop Farm Worker	553	448
3. Gardening Worker	315	247
4. Cook	302	155
5. Machine Operator	165	57
6. Care Worker (Disabled Service)	112	69
7. Bean Curd/Soya Bean/ Bean Sprout Processing Worker	87	79
8. Quality Controller/Inspector/Control Supervisor	79	38
9. Waste Handling Worker	72	19
10. Others	1 302	704
Total	5 095	3 225

* The vetting 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.

**Number of imported workers applied for and approved
under SLS in 2019:
a breakdown by job title**

Job title	No. of imported workers applied for*	No. of imported workers approved*
1. Care Worker (Elderly Service)	1 707	1 718
2. Gardening Worker	483	353
3. Livestock/Poultry/Fish/Crop Farm Worker	480	435
4. Cook	291	170
5. Machine Operator	240	83
6. Quality Controller/Inspector/Control Supervisor	105	86
7. Care Worker (Disabled Service)	102	73
8. Bean Curd/Soya Bean/ Bean Sprout Processing Worker	45	37
9. Waste Handling Worker	43	45
10. Others	1 225	378
Total	4 721	3 378

* The vetting 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.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)114

(Question Serial No. 5383)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Youth Employment and Training Programme (YETP), 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 (OJT) 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 (LegCo internal reference no.: 1227)

Reply:

The information sought is provided as follows:

- (a) The expenditure for implementing YETP in the past 5 financial years is at Annex 1.

In the 2020-21 financial year, the Labour Department (LD) has earmarked \$204.2 million for implementing YETP to meet rising expenses (including expenses on pre-employment training courses as well as case management and employment support services, pre-employment training allowance and expenditure on

administrative expenses, etc.). The funding will also be used for implementing enhancement measures under YETP (including the increase in OJT allowance and provision of a retention allowance in the second half of 2020). Besides, YETP will make provision to cater for any additional expenses on OJT allowance arising from increase in OJT cases as the employment situation deteriorates.

- (b) The amount of OJT allowance granted to employers and the numbers of employers and placements involved in the past 5 financial years, as well as the amount 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 same period are at Annex 2.
- (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 at Annex 3.
- (d) Breakdowns of the number of trainees placed into OJT vacancies in the past 5 programme years by industry and occupational group are at Annex 4.
- (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 at Annex 5. LD does not keep breakdowns of the trainees by industry and occupation.

**Expenditure for implementing YETP
in the financial years from 2014-15 to 2018-19**

Financial year	Expenditure
2014-15	\$79.80 million
2015-16	\$83.20 million
2016-17	\$87.10 million
2017-18	\$83.30 million
2018-19	\$79.50 million

**OJT allowance granted to employers and
various allowances granted to trainees under YETP
in the financial years from 2014-15 to 2018-19**

(i) OJT allowance granted to employers

Item	2014-15	2015-16	2016-17	2017-18	2018-19
OJT allowance	\$47.20 million	\$47.47 million	\$54.23 million	\$50.00 million	\$47.18 million
No. of employers involved	750	725	644	618	573
No. of placements	2 594	2 328	2 488	2 254	1 973

(ii) Various allowances granted to trainees

Item	2014-15	2015-16	2016-17	2017-18	2018-19
Pre-employment training allowance, workplace attachment training allowance, off-the-job vocational training allowance and reimbursement of examination fees	\$2.2 million	\$1.8 million	\$1.6 million	\$1.5 million	\$1.5 million
No. of trainees	2 383	1 594	1 355	1 184	818

**Number of trainees who were arranged pre-employment training
in the 2014/15 to 2018/19 programme years of YETP**

Programme year	No. of trainees
2014/15	2 976
2015/16	2 883
2016/17	2 614
2017/18	2 100
2018/19	1 929

Note: YETP operates on the basis of programme year, running from September each year to August of the following year.

**Breakdowns of the number of trainees placed into OJT vacancies
in the 2014/15 to 2018/19 programme years of YETP
by industry and occupational group**

(i) By industry

Industry	No. of trainees placed into OJT vacancies				
	2014/15 Programme year	2015/16 Programme year	2016/17 Programme year	2017/18 Programme year	2018/19 Programme year
Construction	1 089	1 080	1 016	1 018	955
Community, social and personal services	609	580	546	360	322
Transport, storage and communications	430	479	308	216	180
Financing, insurance, real estate and business services	346	303	214	206	163
Government sector	244	216	232	202	158
Wholesale, retail and import/export trades, restaurants and hotels	367	256	240	167	150
Manufacturing	76	54	46	33	41
Others	46	43	31	62	35
Total	3 207	3 011	2 633	2 264	2 004

(ii) By occupation

Occupational group	No. of trainees placed into OJT vacancies				
	2014/15 Programme year	2015/16 Programme year	2016/17 Programme year	2017/18 Programme year	2018/19 Programme year
Craft and related workers	1 545	1 634	1 460	1 404	1 293
Clerical support workers	501	388	329	299	213
Service workers	461	381	349	178	201
Sales workers	282	302	216	171	150
Associate professionals	304	253	236	165	115
Elementary occupations	31	1	3	15	16
Plant and machine operators and assemblers	54	30	24	14	9
Others	29	22	16	18	7
Total	3 207	3 011	2 633	2 264	2 004

Note: YETP operates on the basis of programme year, running from September each year to August of the following year.

**Survey findings on employment position of trainees
in the 2014/15 to 2018/19 programme years of YETP**

Programme year	Percentage of trainees in employment at the time of survey
2014/15	83.5%
2015/16	76.0%
2016/17	82.2%
2017/18	83.1%
2018/19	69.8%

Note: YETP operates on the basis of programme year, running from September each year to August of the following year.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)115

(Question Serial No. 5384)

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

- (a) the staff establishment, expenditure involved and annual number of inspections of EAs by each post in the past 5 years; and
- (b) the staff establishment, expenditure involved and annual number of inspections of EAs by each post in the coming year?

Asked by: Hon CHEUNG Chiu-hung, Fernando (LegCo internal reference no.:1228)

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 (LD) from 2015-16 to 2019-20 are set out at Annex.

In 2015, 2016, 2017, 2018 and 2019, EAA conducted 1 803, 1 816, 1 846, 2 019 and 2 043 inspections of EAs respectively.

- (b) In 2020-21, EAA has a staff establishment of 27 Labour Officer Grade and 9 Clerical Grade posts. The estimated expenditure (excluding staff cost) is \$7.17 million. In 2020, EAA's target number of inspections of EAs is 2 000.

Staff establishment and expenditure of EAA of LD from 2015-16 to 2019-20

	2015-16	2016-17	2017-18	2018-19	2019-20
No. of Labour Officer Grade staff	11*	15*	15	21#	25
No. of Clerical Grade staff	4	6	6	8	8
Expenditure (\$'000) (excluding staff cost)	1,050	3,310	2,720	3,960	5,320 (Revised estimate)

* Including 1 post on loan temporarily from another division. The post was replaced by a permanent post in 2017-18.

Including 1 permanent Assistant Labour Officer I post created in April 2018, which was offset by the deletion of 2 permanent Assistant Labour Officer II posts.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)116****(Question Serial No. 5385)**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 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 (LegCo internal reference no.: 1229)

Reply:

The respective numbers of investigations, surveys, examinations, assessments and clinical consultations on occupational health conducted by the Labour Department (LD) from 2015 to 2019 are provided in the table below:

	2015	2016	2017	2018	2019
Investigations on occupational health conducted	3 433	2 983	2 339	2 488	2 625
Surveys on occupational health conducted	5 978	7 018	6 266	6 038	6 024
Examinations on occupational health conducted*	1 639	1 650	1 401	1 692	1 275
Assessments on occupational health conducted [#]	1 488	713	704	Not applicable	Not applicable
Clinical consultations on occupational health conducted	9 054	10 444	11 124	10 890	10 718
Total	21 592	22 808	21 834	21 108	20 642

* 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 assessment work was previously conducted by Occupational Health Officers (OHOs) of LD. The Civil Aviation Department (CAD) recruited an aviation medicine doctor in 2014 to undertake the work. As the doctor underwent a half-year overseas training in 2015, most of the assessments on occupational health in that year were conducted by OHOs of LD. From 2018 onwards, there has been an additional aviation medicine doctor in CAD's establishment to be fully responsible for the assessment work. The indicator was therefore removed by LD as from 2018.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)117****(Question Serial No. 5386)**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) 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 occupational health clinics of the Labour Department (LD) 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 (LegCo internal reference no.: 1230)Reply:

- (a) Of the new patients who sought consultation at LD's occupational health clinics from 2015 to 2019, 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
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%)
2018	1 371 (94.2%)	84 (5.8%)	1 455 (100%)
2019	1 349 (94.3%)	82 (5.7%)	1 431 (100%)

- (b) Yearly breakdowns of the above 2 groups of patients by sex, age, industry, occupation and type of diseases are provided at Annex.

Numbers of new patients seeking consultation at LD's occupational health clinics with diseases or injuries caused by, related to or aggravated by work and those with diseases or injuries unrelated to work from 2015 to 2019 with yearly breakdowns by sex, age, industry, occupation and type of diseases

2019By sex

Sex	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
Male	472 (35.0%)	34 (41.5%)
Female	877 (65.0%)	48 (58.5%)
Total	1 349 (100%)	82 (100%)

By age

Age group	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
20 or below	8 (0.6%)	1 (1.2%)
Above 20 to 40	276 (20.5%)	10 (12.2%)
Above 40 to 60	896 (66.4%)	58 (70.7%)
Above 60	169 (12.5%)	13 (15.9%)
Total	1 349 (100%)	82 (100%)

By industry

Industry	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
Public administration, and social and personal services	625 (46.3%)	34 (41.4%)
Wholesale, retail and import/export trades, and accommodation and food services	261 (19.4%)	14 (17.1%)
Financing, insurance, real estate, and professional and business services	222 (16.5%)	22 (26.8%)
Transportation, storage, postal, courier services, and information and communications	85 (6.3%)	4 (4.9%)
Construction	65 (4.8%)	0 (0%)
Manufacturing	53 (3.9%)	4 (4.9%)
Others	38 (2.8%)	4 (4.9%)
Total	1 349 (100%)	82 (100%)

By occupation

Occupation	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
Services and sales workers	387 (28.7%)	22 (26.8%)
Elementary occupations	270 (20.0%)	15 (18.3%)
Clerical support workers	264 (19.6%)	23 (28.1%)
Professionals, technicians and associate professionals	214 (15.8%)	10 (12.2%)
Craft and related trade workers, plant and machine operators and assemblers	166 (12.3%)	10 (12.2%)
Others	48 (3.6%)	2 (2.4%)
Total	1 349 (100%)	82 (100%)

By type of diseases (including injuries)

Type of diseases	Caused by, related to or aggravated by work	Unrelated to work
Musculoskeletal	1 116 (82.7%)	60 (73.1%)
Injury	145 (10.8%)	5 (6.1%)
Skin	24 (1.8%)	4 (4.9%)
Neurological	13 (1.0%)	4 (4.9%)
Auditory	12 (0.9%)	4 (4.9%)
Respiratory	10 (0.7%)	0 (0%)
Visual	3 (0.2%)	0 (0%)
Others	26 (1.9%)	5 (6.1%)
Total	1 349 (100%)	82 (100%)

2018By sex

Sex	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
Male	488 (35.6%)	36 (42.9%)
Female	883 (64.4%)	48 (57.1%)
Total	1 371 (100%)	84 (100%)

By age

Age group	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
20 or below	5 (0.4%)	- (-%)
Above 20 to 40	284 (20.7%)	11 (13.1%)
Above 40 to 60	983 (71.7%)	59 (70.2%)
Above 60	99 (7.2%)	14 (16.7%)
Total	1 371 (100%)	84 (100%)

By industry

Industry	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
Public administration, and social and personal services	668 (48.7%)	36 (42.8%)
Wholesale, retail and import/export trades, and accommodation and food services	270 (19.7%)	12 (14.3%)
Financing, insurance, real estate, and professional and business services	172 (12.5%)	17 (20.2%)
Transportation, storage, postal, courier services, and information and communications	92 (6.7%)	8 (9.5%)
Manufacturing	69 (5.1%)	3 (3.6%)
Construction	67 (4.9%)	4 (4.8%)
Others	33 (2.4%)	4 (4.8%)
Total	1 371 (100%)	84 (100%)

By occupation

Occupation	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
Services and sales workers	357 (26%)	18 (21.4%)
Elementary occupations	263 (19.2%)	13 (15.5%)
Clerical support workers	257 (18.7%)	18 (21.4%)
Professionals, technicians and associate professionals	227 (16.6%)	17 (20.3%)
Craft and related trade workers, plant and machine operators and assemblers	199 (14.5%)	13 (15.5%)
Others	68 (5%)	5 (5.9%)
Total	1 371 (100%)	84 (100%)

By type of diseases (including injuries)

Type of diseases	Caused by, related to or aggravated by work	Unrelated to work
Musculoskeletal	1 202 (87.7%)	65 (77.3%)
Injury	112 (8.2%)	8 (9.5%)
Neurological	11 (0.8%)	2 (2.4%)
Auditory	7 (0.5%)	1 (1.2%)
Skin	7 (0.5%)	1 (1.2%)
Respiratory	7 (0.5%)	1 (1.2%)
Visual	2 (0.1%)	3 (3.6%)
Others	23 (1.7%)	3 (3.6%)
Total	1 371 (100%)	84 (100%)

2017By 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%)	64 (100%)

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%)	64 (100%)

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%)	64 (100%)

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%)	64 (100%)

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%)	64 (100%)

2016By 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%)	126 (100%)

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%)	126 (100%)

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%)	126 (100%)

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%)	126 (100%)

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%)

2015By 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%)

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)118

(Question Serial No. 5387)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (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 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 as well as the staffing and administrative costs 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 (LegCo internal reference no.: 1231)

Reply:

The information sought is provided as follows:

- (a) The Special Enforcement Team (Government Contractors) under the Labour Inspection Division of LD monitors compliance by government service contractors (GSCs) 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 7 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 2015 to 2019 is at the Annex.
- (d) From 2015 to 2019, LD received a total of 92 complaints about suspected breaches of EO by GSCs. Together with suspected breaches identified in inspections, LD detected a total of 144 cases of suspected breaches of EO by GSCs and had informed relevant procuring departments of the non-compliance. Over the same period, 1 GSC was convicted and fined \$6,000 for non-compliance with the wage payment requirements under EO.

LD did not receive any notifications/complaints about suspected breaches of OSHO by GSCs from procuring government departments in 2018 and 2019. Over the same period, 336 and 246 surprise inspections targeting the occupational safety and health performance of GSCs were conducted respectively, resulting in the issue of 138 written warnings and 8 improvement notices, as well as 68 written warnings and 8 improvement notices to the contractors concerned. Besides, during the investigation of 2 work accidents, LD took out prosecutions against the GSCs for suspected breaches of OSHO detected. The offences were related to failure of the duty holders to establish a safe system of work for the work undertaken. The 2 employers involved were convicted and fined \$16,000 and \$45,000 respectively. LD does not keep the relevant figures from 2015 to 2017.

**A breakdown of workplace inspections conducted by the
Special Enforcement Team (Government Contractors) from 2015 to 2019**

	2015	2016	2017	2018	2019
Cleansing services	405	411	415	395	502
Security services	287	271	268	267	304
Horticulture/pest control services and others	2	5	5	-	17
Total	694	687	688	662	823

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)119

(Question Serial No. 5388)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

What were the 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 (LegCo internal reference no.: 1232)

Reply:

In 2018 and 2019, LD conducted 582 inspections on occupational safety and health performance targeting at 487 workplaces of government outsourced contractors, involving industries such as cleansing services, security guard services, pest control services, horticultural services, etc. LD does not keep the relevant figures for 2015 to 2017.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)120

(Question Serial No. 5389)

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 5 years, did the Labour Department (LD) notify the government departments concerned of cases involving breaches of the Occupational Safety and Health Ordinance (OSHO) by contractors of government outsourced cleansing services, or did LD receive any notifications in respect of suspected breaches of OSHO by contractors of government departments? If yes, would LD provide the number and breakdown of such notifications?

Asked by: Hon CHEUNG Chiu-hung, Fernando (LegCo internal reference no.: 1233)

Reply:

LD and procuring government departments have started to notify each other of cases involving breaches of OSHO by contractors of government outsourced cleansing services since 2018. If breaches of the OSHO requirements by service contractors of procuring departments are detected, LD will inform the procuring departments concerned of the non-compliance and convictions. If procuring departments suspect that their service contractors have breached the requirements of occupational safety and health legislation, they will also notify LD for follow-up investigation.

In 2018 and 2019, LD made 42 and 51 notifications of cases to the procuring departments concerned respectively. No such notification was received from procuring government departments during the period.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)121

(Question Serial No. 5390)

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:

Did the Labour Department (LD) receive any enquiries or complaints concerning contractors of government outsourced cleansing and security services allegedly evading payment of severance payment (SP) in the past 5 years? What were their respective numbers, if any? How many of them were found substantiated? What were the number of successful prosecutions and the penalties?

Asked by: Hon CHEUNG Chiu-hung, Fernando (LegCo internal reference no.: 1234)

Reply:

From 2015 to 2019, LD received 1 complaint about a contractor of government outsourced cleansing and security services allegedly contravening the provisions on payment of SP, and handled 9 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 the provisions on payment of SP under the Employment Ordinance. LD does not keep the number of enquiries on the above items.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)122

(Question Serial No. 5391)

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 advise this Committee of:

- (a) the number of applicants for the Protection of Wages on Insolvency Fund (PWIF) in the past 5 years;
- (b) the number of PWIF applications in the past 5 years;
- (c) the number of successful PWIF applications in the past 5 years;
- (d) the amount of ex gratia payment made under PWIF in the past 5 years;
- (e) the income and expenditure of PWIF in the past 5 years.

Asked by: Hon CHEUNG Chiu-hung, Fernando (LegCo internal reference no.: 1235)

Reply:

The information sought is provided as follows:

- (a)&(b) From 2015 to 2019, the number of PWIF applications received is at Annex 1. The Labour Department does not keep information on the number of applicants.
- (c) From 2015 to 2019, the number of applications approved for ex gratia payment under PWIF is at Annex 2.
- (d) From 2015 to 2019, the amount of ex gratia payment made under PWIF is at Annex 3.
- (e) From 2014-15 to 2018-19, the income and expenditure of PWIF are at Annex 4.

Number of PWIF applications received from 2015 to 2019

Year	No. of applications received
2015	3 486
2016	3 348
2017	2 333
2018	2 276
2019	3 171

**Number of applications approved for ex gratia payment under PWIF
from 2015 to 2019**

Year	No. of applications approved*
2015	2 894
2016	2 429
2017	2 640
2018	1 689
2019	2 524

* Including applications received in the same year or before.

**Amount of ex gratia payment made under PWIF
from 2015 to 2019**

Year	Amount of ex gratia payment made (\$million)
2015	61.6
2016	80.2
2017	79.6
2018	51.0
2019	83.1

Income and expenditure of PWIF from 2014-15 to 2018-19

Year	Income (\$million)	Expenditure (\$million)
2014-15	421.5	81.4
2015-16	416.2	191.3
2016-17	451.3	138.8
2017-18	480.7	46.6
2018-19	509.9	96.7

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)123

(Question Serial No. 5392)

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 advise this Committee of:

- (a) the number of applicants for the Pneumoconiosis Compensation Fund (PCF) in the past 5 years;
- (b) the number of successful applications for PCF in the past 5 years;
- (c) the amount of ex gratia payment made under PCF in the past 5 years;
- (d) the income and expenditure of PCF in the past 5 years.

Asked by: Hon CHEUNG Chiu-hung, Fernando (LegCo internal reference no.: 1236)

Reply:

The information sought is provided as follows:

- (a) From 2015 to 2019, the number of persons who were suspected to be suffering from pneumoconiosis or mesothelioma and filed claims for compensation is at Annex 1.
- (b) From 2015 to 2019, the number of cases which were determined as eligible for compensation from PCF is at Annex 2.
- (c) From 2015 to 2019, the amount of compensation made under PCF is at Annex 3.
- (d) From 2015 to 2019, the income and expenditure of PCF are at Annex 4.

Number of persons who were suspected to be suffering from pneumoconiosis or mesothelioma and filed claims for compensation from 2015 to 2019

Year	No. of persons who filed claims for compensation
2015	150
2016	147
2017	151
2018	129
2019	182

Number of cases which were determined as eligible for compensation from PCF from 2015 to 2019 (including claims filed in or before the respective year)

Year	No. of cases eligible for compensation
2015	69
2016	54
2017	72
2018	71
2019	69

Amount of compensation made under PCF from 2015 to 2019

Year	Amount of compensation (\$million)
2015	188.4
2016	192.2
2017	204.4
2018	213.5
2019	213.0*

* The figure is subject to final auditing.

Income and expenditure of PCF from 2015 to 2019

Year	Income (\$million)	Expenditure (\$million)
2015	413.5	248.1
2016	391.5	239.9
2017	421.7	272.0
2018	462.3	308.8
2019	425.2*	289.5*

* The figures are subject to final auditing.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)124

(Question Serial No. 5393)

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 advise this Committee of:

- (a) the number of applicants for the Occupational Deafness Compensation Fund (ODCF) in the past 5 years;
- (b) the number of successful applications for ODCF in the past 5 years;
- (c) the amount of ex gratia payment made under ODCF in the past 5 years;
- (d) the income and expenditure of ODCF in the past 5 years.

Asked by: Hon CHEUNG Chiu-hung, Fernando (LegCo internal reference no.: 1237)

Reply:

The information sought is provided as follows:

- (a) From 2015 to 2019, the numbers of applications for occupational deafness compensation and financial assistance for hearing assistive devices received by the Occupational Deafness Compensation Board (ODCB) and the numbers of persons involved are at Annex 1.
- (b) From 2015 to 2019, the numbers of applications approved for occupational deafness compensation and financial assistance for hearing assistive devices and the numbers of persons involved are at Annex 2.
- (c) From 2015 to 2019, the amounts of compensation and financial assistance for hearing assistive devices made under ODCF are at Annex 3.
- (d) From 2014-15 to 2018-19, the income and expenditure of ODCF are at Annex 4.

**Numbers of applications for occupational deafness compensation
and financial assistance for hearing assistive devices received by ODCB
and numbers of persons involved from 2015 to 2019**

Year	No. of applications for occupational deafness compensation*	No. of applications for financial assistance for hearing assistive devices^
2015	326	604
2016	440	583
2017	421	627
2018	635	753
2019	716	830
Total no. of applications	2 538	3 397
(No. of persons involved)	(2 358)	(1 142)

* Including applications for compensation for the first time and further compensation, etc.

^ Including applications for financial assistance relating to purchase, fitting, repair or maintenance of hearing assistive devices.

**Numbers of applications approved for occupational deafness compensation
and financial assistance for hearing assistive devices
and numbers of persons involved from 2015 to 2019
(including applications filed in or before the respective year of approval)**

Year	No. of applications approved for occupational deafness compensation*	No. of applications approved for financial assistance for hearing assistive devices^
2015	171	572
2016	218	577
2017	220	608
2018	325	708
2019	362	841
Total no. of applications approved (No. of persons involved)	1 296 (1 268)	3 306 (1 119)

* Including applications for compensation for the first time and further compensation, etc.

^ Including applications for financial assistance relating to purchase, fitting, repair or maintenance of hearing assistive devices.

Amounts of compensation and financial assistance for hearing assistive devices made under ODCF from 2015 to 2019

Year	Amount of compensation (\$million)	Amount of financial assistance for hearing assistive devices (\$million)
2015	16.3	2.3
2016	18.3	2.8
2017	22.1	3.3
2018	36.2	4.3
2019	33.9	5.6

Income and expenditure of ODCF from 2014-15 to 2018-19

Year	Income (\$million)	Expenditure (\$million)
2014-15	54.9	38.1
2015-16	52.5	44.2
2016-17	50.8	45.5
2017-18	49.4	56.4
2018-19	55.1	62.4

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)125

(Question Serial No. 5394)

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 advise this Committee of:

- (a) the number of workers imported under the Supplementary Labour Scheme (SLS) in each of the past 5 years;
- (b) the number of applications under SLS in each of the past 5 years;
- (c) the number of successful applications under SLS in each of the past 5 years;
- (d) the total number of working days for workers imported under SLS in each of the past 5 years; and
- (e) the average number of months covered by the employment contract of workers imported under SLS in each of the past 5 years.

Asked by: Hon CHEUNG Chiu-hung, Fernando (LegCo internal reference no.: 1238)

Reply:

The information sought is provided as follows:

- (a) to (c) The numbers of applications received and approved by the Labour Department (LD) under SLS in each year from 2015 to 2019 are at the Annex.
- (d)&(e) The employment contract of an imported worker under SLS is subject to a maximum span of 24 months. LD does not keep the total number of working days in Hong Kong for imported workers approved each year and the average number of months covered by their employment contracts.

**Number of applications received and approved
under SLS from 2015 to 2019**

	2015	2016	2017	2018	2019
No. of applications*	1 010	1 125	1 106	1 217	1 097
No. of applications approved*	802	884	946	907	1 036
No. of imported workers approved	2 880	3 802	2 765	3 225	3 378

* The vetting of applications received towards year-end may be completed in the following year, and hence the number of applications approved within the year does not correspond to the number of applications received in the same year.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)126

(Question Serial No. 5395)

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) implements the Employment Programme for the Elderly and Middle-aged (EPEM) to encourage employers, through the provision of a training allowance, to engage unemployed job seekers aged 40 or above and provide them with on-the-job training (OJT). Please advise of the following in the past 5 years broken down by persons aged 40 to 60 and above 60:

- (a) the numbers of eligible placements, eligible placements with preliminary applications for EPEM submitted, placements approved, placements with OJT allowance granted, as well as the number of and reasons for placements with no OJT allowance granted;
- (b) the numbers of placements given approvals-in-principle and placements given approvals-in-principle and with OJT completed; and
- (c) the number of placements with OJT allowance granted under EPEM from April 2015 to December 2019 and with retention periods of (i) less than 1 month; (ii) 1 to 2 months; (iii) more than 2 months to 3 months; (iv) more than 3 months to 4 months; (v) more than 4 months to 5 months; (vi) more than 5 months to 6 months; (vii) more than 6 months.

Asked by: Hon CHEUNG Chiu-hung, Fernando (LegCo internal reference no.: 1239)

Reply:

The information sought is provided as follows:

- (a) to (b) LD actively invites the employer of each placement case eligible for joining EPEM (known as the Employment Programme for the Middle-aged before September 2018) to apply for OJT allowance. However, some employers did not apply for the allowance due to various reasons, such as they chose to absorb the training costs by their own resources. The main reason for placements

given approvals-in-principle but not granted with OJT allowance was that the OJT periods undergone by the employees were less than 1 month. The statistics of placements eligible for joining EPEM from 2015 to 2019 broken down by the 2 age groups of 40 to 60 and above 60 are provided at Annex 1.

- (c) LD will reject all applications for OJT allowance if the OJT period undergone by the employee is less than 1 month. Thus, there will not be circumstances where placements with retention periods of less than 1 month were granted with OJT allowance. Besides, since the OJT period has not ended yet for some placements in 2019, LD is unable to provide statistics on the retention period of placements for that year. A breakdown of placements with OJT allowance granted from April 2015 to 2018 for the 2 age groups of 40 to 60 and above 60 by retention period is at Annex 2.

**Statistics of placements eligible for joining EPEM from 2015 to 2019
broken down by the 2 age groups of 40 to 60 and above 60**

	Age group	No. of placements				
		2015	2016	2017	2018	2019
Placements eligible for joining EPEM	40 to 60	2 419	2 821	2 452	2 326	2 653
	above 60	122	157	190	248	408
Placements eligible for joining EPEM with preliminary application for EPEM submitted	40 to 60	489	490	432	473	670
	above 60	38	52	44	92	202
Placements given approvals-in-principle	40 to 60	405	426	393	437	634
	above 60	32	46	38	81	184
Placements with OJT allowance granted	40 to 60	287	317	286	347 ⁽¹⁾	Not applicable ⁽²⁾
	above 60	18	41	27	64 ⁽¹⁾	
Placements with no OJT allowance granted	40 to 60	118	109	107	88 ⁽¹⁾	
	above 60	14	5	11	11 ⁽¹⁾	
Placements given approvals-in-principle and with OJT completed	40 to 60	311	307	277	313	
	above 60	22	39	30	62	

Notes: ⁽¹⁾ The OJT allowance under EPEM will be granted to employers in a lump sum upon completion of the whole OJT period. The OJT allowance applications for a small proportion of placements in 2018 with OJT periods of 12 months are still under vetting. LD will continue to follow up and update the relevant statistics.

⁽²⁾ As the OJT period has not ended yet for some placements in 2019 and quite a number of OJT allowance applications are still under vetting, LD is unable to provide the relevant statistics for that year.

**Breakdown of placements with OJT allowance granted under EPEM
from April 2015 to 2018 for the 2 age groups of 40 to 60 and above 60
by retention period**

Retention period	Age group	No. of placements			
		April to December 2015	2016	2017	2018
1 to 2 months	40 to 60	10	14	20	26
	above 60	1	1	3	4
More than 2 months to 3 months	40 to 60	9	24	24	22
	above 60	-	1	-	8
More than 3 months to 4 months	40 to 60	18	35	29	33
	above 60	1	2	2	7
More than 4 months to 5 months	40 to 60	13	24	21	35
	above 60	-	1	3	4
More than 5 months to 6 months	40 to 60	22	21	12	25
	above 60	1	1	3	3
More than 6 months	40 to 60	162	199	180	206 ^(Note)
	above 60	10	35	16	38 ^(Note)

Note: The figures are based on survey findings up to December 2019. LD will continue to follow up and update the relevant statistics.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)127

(Question Serial No. 5396)

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) Same as other job seekers, ethnic minority (EM) job seekers may register with the Labour Department (LD) for employment services. Please advise of the following for the past 5 years:
- (i) the number of EM job seekers registered with LD for employment services in each year and their ethnicities;
 - (ii) the respective numbers of placements for registered EMs secured through LD's referral service and by EM job seekers' direct application to employers who advertised vacancies via LD in each year;
 - (iii) the respective numbers of vacancies indicating and without indicating EMs were welcome for the posts in each year;
 - (iv) the number of occasions on which interpretation services were arranged for EMs by the staff of job centres in each year;
 - (v) the respective numbers of large-scale inclusive job fairs and district-based inclusive job fairs organised by LD, the numbers of participating employer establishments and EMs, as well as the numbers of placements secured through the large-scale inclusive job fairs and district-based inclusive job fairs.
- (b) To further strengthen the employment support for EM job seekers, 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.

What are the basic statistics on the services for EM job seekers at the Kowloon West Job Centre in Sham Shui Po and EOS in Tin Shui Wai for the past 3 years?

In respect of the Kowloon West Job Centre and EOS in Tin Shui Wai:

- (i) Number of visitors
 - (ii) Registered job seekers
 - (iii) Job referrals
 - (iv) Placements secured through referrals
 - (v) Job fairs
 - (vi) Number of job fairs
 - (vii) Participating employers
 - (viii) Participating job seekers
 - (ix) Number of vacancies
 - (x) Placements secured through job fairs
- (c) To further strengthen employment support for EM job seekers, the 2018 Policy Address pledged that LD will launch a pilot programme in conjunction with non-governmental organisations (NGOs) to provide employment services for EM job seekers through a case management approach so as to utilise NGOs' community network, expertise in case management and experiences in serving EMs. What are the details of the programme? When will the relevant measures be implemented?

Asked by: Hon CHEUNG Chiu-hung, Fernando (LegCo internal reference no.: 1240)

Reply:

The information sought is provided as follows:

- (a) (i) In 2015, 2016, 2017, 2018 and 2019, there were respectively 994, 1 043, 1 036, 1 173 and 1 231 EM job seekers registered with LD for employment services. A breakdown by ethnicity is at Annex 1.
- (ii) In 2015, 2016, 2017, 2018 and 2019, the numbers of placements secured for EM job seekers through LD's employment referral service were 75, 82, 94, 116 and 132 respectively. Job seekers may be placed into employment either through LD's referral service 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 the relevant figures.

- (iii) 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. In 2015, 2016, 2017, 2018 and 2019, there were respectively 97 079, 162 086, 192 925, 238 270 and 226 311 vacancies advertised via LD which indicated that “Ethnic minorities are welcome for the post”, and 1 245 981, 1 185 527, 1 226 345, 1 230 124 and 1 062 615 without such indication.
- (iv) In 2015, 2016, 2017, 2018 and 2019, LD’s job centres and industry-based recruitment centres introduced interpretation services to 1 467, 2 601, 2 844, 3 014 and 2 565 EM job seekers and, in light of their needs, arranged interpretation services on 15, 23, 20, 21 and 10 occasions respectively.
- (v) In 2015, 2016, 2017, 2018 and 2019, LD organised 2 large-scale inclusive job fairs each year, with the participation of 84, 80, 96, 96 and 92 employer establishments and the attendance of 160, 143, 123, 142 and 200 EM job seekers respectively. LD arranged 97, 118, 140, 63 and 89 on-the-spot job interviews for the attending EM job seekers, and 15, 23, 4, 21 and 19 of them were placed into employment respectively.

In 2015, 2016, 2017, 2018 and 2019, LD’s job centres organised 11, 12, 12, 12 and 12 district-based inclusive job fairs respectively, with the participation of 45, 43, 48, 49 and 52 employer establishments and the attendance of 336, 442, 265, 258 and 527 EM job seekers. LD arranged 466, 573, 389, 477 and 706 on-the-spot job interviews for the attending EM job seekers, and 19, 23, 23, 20 and 28 of them were placed into employment respectively.

- (b) Figures related to registered EM job seekers and job fairs at LD’s Kowloon West Job Centre and EOS in 2017, 2018 and 2019 are at Annex 2. LD does not keep information on the ethnicity of visitors to job centres and job seekers participating in general district-based job fairs.
- (c) The pilot programme will be launched in the second half of 2020 and last for 3 years. LD is conducting an open tender exercise to commission suitable NGOs to provide the services. The NGOs commissioned have to provide one-stop employment support services for EM job seekers through a case management approach so as to reduce their barriers to employment. These NGOs shall assign registered social workers to act as EM participants’ case managers and provide them with customised employment services and support in job search. After EM job seekers have successfully secured placement, the case managers will continue to provide follow-up and support services for these EMs and their employers, including assisting the employees to adapt to the new working environment, fostering both parties’ understanding of each other’s work expectations and practices, etc. In addition, the NGOs commissioned will actively liaise with employers in different industries to enhance their understanding of the employability of EMs and provide employers in need with information on EM cultures and communication skills so as to allay their

concerns over employing EMs, thereby identifying more job vacancies suitable for EMs.

EM job seekers registered with LD from 2015 to 2019

Ethnicity	2015	2016	2017	2018	2019
Pakistani	370	411	424	488	506
Indian	189	192	198	217	236
Nepalese	113	112	77	173	114
Filipino	109	102	105	88	84
Indonesian	35	32	26	28	18
Thai	34	30	23	25	33
Others	144	164	183	154	240
Total	994	1 043	1 036	1 173	1 231

**Figures on registered EM job seekers and job fairs
at LD's Kowloon West Job Centre and EOS**

	Kowloon West Job Centre			EOS		
	2017	2018	2019	2017	2018	2019
No. of registered EM job seekers [^]	218	338	352	106	128	152
No. of job referrals for registered EM job seekers*	769	1 442	1 518	241	244	368
No. of placements secured through referrals*	16	31	25	3	3	13
No. of district-based job fairs [#]	95	91	95	79	80	80
(i) No. of participating employers	267	277	302	314	381	401
(ii) No. of vacancies	19 477	19 202	21 748	21 724	22 517	23 922

[^] 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.

* Employers' job offers declined by job seekers are not counted as placements. Job seekers may be placed into employment either through LD's referral service 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)128

(Question Serial No. 5556)

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:

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

- (a) of the measures taken by the Government to encourage and promote the use of collective agreements (excluding negotiation between an employer and individual employees) and the expenditure involved in the past year;
- (b) of the measures the Government plans to take to encourage and promote the use of collective agreements (excluding negotiation between an employer and individual employees) and the expenditure involved in the coming year; and
- (c) whether the Government is 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 (LegCo internal reference no.: 1200)

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 2019-20, 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. At industry level, LD also arranged sharing sessions and organisation visits for representatives of trade associations, employers and employee unions of various industries to enhance communication and understanding among the parties concerned. 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 2020-21, 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 employee organisations at enterprise level. At industry level, LD will continue to strengthen cooperation and promote effective communication and dialogue amongst employers, employers' associations and employee 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)129

(Question Serial No. 5557)

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) 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 CHEUN G Chiu-hung, Fernando (LegCo internal reference no.: 1201)

Reply:

The information sought is provided as follows:

- (a) From 2015 to 2019, the number of labour disputes (i.e. cases involving over 20 employees) handled by the Labour Department (LD) with breakdowns by industry and cause is set out at Annex 1.
- (b) From 2015 to 2019, the number of claims (i.e. cases involving 20 or less employees) handled by LD with a breakdown by cause is set out at Annex 2. Among the above claims, the number of those related to SMW is set out at Annex 3.

Number of labour disputes handled by LD from 2015 to 2019

(i) By industry

Industry#	Number of labour disputes			
	2015	2016	2017	2018
Manufacturing	1	1	2	-
Construction	35	27	33	63
Wholesale, retail and import/export trades	2	5	6	5
Restaurants and hotels	5	5	5	6
Transport, storage and communications	5	7	6	6
Financing, insurance, real estate and business services	1	6	1	7
Community, social and personal services	3	4	4	3
Others	1	-	-	-
Total	53	55	57	90

Industry#	Number of labour disputes
	2019
Manufacturing	1
Construction	46
Import/export, wholesale and retail trades	6
Transportation, storage, postal and courier services	1
Accommodation and food service activities	17
Financial and insurance activities	1
Real estate activities	2
Professional, scientific and technical activities	1
Other service activities	1
Total	76

Hong Kong Standard Industrial Classification Version 1.1 (HSIC V1.1) of the Census and Statistics Department (C&SD) was adopted for industrial classification until 2018. HSIC V2.0 of C&SD has been adopted for industrial classification since 2019.

(ii) By cause

Cause	Number of labour disputes				
	2015	2016	2017	2018	2019
Dispute involving principal contractor and subcontractor	28	23	30	47	27
Cessation of business/ insolvency	14	15	16	14	24
Dispute on wages	3	4	4	12	18
Dismissal	2	5	-	1	1
Retrenchment/lay-off	1	2	-	6	-
Variation of terms of employment contract	2	-	-	-	1
Others	3	6	7	10	5
Total	53	55	57	90	76

Number of claims handled by LD from 2015 to 2019

Cause	Number of claims				
	2015	2016	2017	2018	2019
Termination of contract	6 563	6 670	7 075	6 220	6 447
Dispute on wages	4 579	4 615	4 388	4 391	4 346
Dispute on holiday pay/annual leave pay/rest day pay/sickness allowance	1 484	1 609	1 471	1 456	1 320
Cessation of business/insolvency	134	183	157	129	130
Variation of terms of employment contract	80	91	122	71	93
Retrenchment/lay-off	119	126	78	113	126
Others	1 429	1 378	1 375	1 311	1 293
Total	14 388	14 672	14 666	13 691	13 755

Number of claims related to SMW handled by LD from 2015 to 2019

Number of claims related to SMW				
2015	2016	2017	2018	2019
57	49	49	19	23

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)130

(Question Serial No. 5558)

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 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; and
- (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 (LegCo internal reference no.: 1202)

Reply:

The information sought is provided as follows:

- (a) SLS is primarily administered by the Supplementary Labour Division (SLD) of the Labour Department. In 2019-20, the revised estimated expenditure of SLD was \$640,000 (excluding staff cost) and its staff establishment comprised 36 Labour Officer Grade and 17 Clerical Grade posts.
- (b) In 2020-21, the estimated expenditure of SLD is \$410,000 (excluding staff cost) and its staff establishment comprises 36 Labour Officer Grade and 17 Clerical Grade posts.
- (c) In 2019, employers applied to import 4 721 workers under SLS. The number of imported workers approved in that year was 3 378. The vetting 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 and 2.

**Number of imported workers applied for and approved
under SLS in 2019:
a breakdown by industry**

Industry	No. of imported workers applied for*	No. of imported workers approved*
1. Agriculture and Fishing	970	797
2. Manufacturing	485	176
3. Construction	561	172
4. Wholesale, Retail and Import/Export Trades, Restaurants and Hotels	448	270
5. Transport, Storage and Communications	131	9
6. Financing, Insurance, Real Estate and Business Services	73	28
7. Community, Social and Personal Services	2 053	1 926
Total	4 721	3 378

* The vetting 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.

**Number of imported workers applied for and approved
under SLS in 2019:
a breakdown by job title**

Job title	No. of imported workers applied for*	No. of imported workers approved*
1. Care Worker (Elderly Service)	1 707	1 718
2. Gardening Worker	483	353
3. Livestock/Poultry/Fish/Crop Farm Worker	480	435
4. Cook	291	170
5. Machine Operator	240	83
6. Quality Controller/Inspector/Control Supervisor	105	86
7. Care Worker (Disabled Service)	102	73
8. Bean Curd/Soya Bean/ Bean Sprout Processing Worker	45	37
9. Waste Handling Worker	43	45
10. Others	1 225	378
Total	4 721	3 378

* The vetting 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.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)131

(Question Serial No. 5559)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) Please 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 (LegCo internal reference no.: 1203)

Reply:

The information sought is provided as follows:

- (a) In 2015, 2016, 2017, 2018 and 2019, LD recorded 148 347, 149 794, 154 222, 136 079 and 111 568 placements for able-bodied job seekers respectively. Of these, 134 307, 137 286, 144 377, 128 292 and 103 467 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 service is at Annex 1.

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 for able-bodied job seekers secured through LD's referral service in 2015, 2016, 2017, 2018 and 2019 by gender, age, industry and monthly earnings are at Annex 2.

Breakdowns of placements for job seekers with disabilities recorded by LD in 2015, 2016, 2017, 2018 and 2019 by gender, age, industry and monthly earnings are at Annex 3.

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 for able-bodied job seekers and job seekers with disabilities by employment district.

**Breakdown of persons with disabilities, young people, new arrivals and EMs
who secured placements through LD's referral service from 2015 to 2019**

	No. of placements secured through LD's referral service*				
	2015	2016	2017	2018	2019
Persons with disabilities [#]	2 401	2 250	2 203	2 219	2 213
Young people	6 094	4 759	3 302	1 999	1 728
New arrivals	803	671	561	403	474
EMs	75	82	94	116	132

* Placements may belong to more than 1 classification.

Placements for persons with disabilities include placements secured through LD's referral service and direct application after LD's assistance.

**Breakdowns of placements for able-bodied job seekers
secured through LD's referral service from 2015 to 2019
by gender, age, industry and monthly earnings**

(i) By gender

Gender	2015	2016	2017	2018	2019
Male	5 655	4 961	4 059	3 378	3 576
Female	8 385	7 547	5 786	4 409	4 525
Total	14 040	12 508	9 845	7 787	8 101

(ii) By age

Age	2015	2016	2017	2018	2019
15-below 20	1 666	1 255	809	525	527
20-below 30	6 182	5 224	3 792	2 426	2 025
30-below 40	1 938	1 756	1 469	1 267	1 301
40-below 50	2 130	2 045	1 722	1 525	1 621
50-below 60	1 821	1 881	1 680	1 600	1 905
60 or above	303	347	373	444	722
Total	14 040	12 508	9 845	7 787	8 101

(iii) By industry

Industry	2015	2016	2017	2018	2019
Manufacturing	716	724	498	468	639
Construction	224	442	390	206	304
Wholesale, retail and import/export trades	6 388	5 420	4 199	2 909	2 680
Restaurants and hotels	1 941	1 495	1 348	1 249	1 267
Transport, storage and communications	677	588	492	469	388
Financing, insurance, real estate and business services	1 676	1 641	1 176	1 047	1 277
Community, social and personal services	2 401	2 190	1 729	1 428	1 507
Others (including government sector)	17	8	13	11	39
Total	14 040	12 508	9 845	7 787	8 101

(iv) By monthly earnings

Monthly earnings	2015	2016	2017	2018	2019
Below \$4,000	422*	391*	348*	279*	221*
\$4,000-below \$5,000	283	516	304	201*	157*
\$5,000-below \$6,000	480	332	251	337	464
\$6,000-below \$7,000	1 211	771	510	233	232
\$7,000-below \$8,000	1 023	811	696	491	355
\$8,000-below \$9,000	1 638	997	575	461	611
\$9,000-below \$10,000	2 072	1 516	1 055	549	415
\$10,000-below \$11,000	2 042	1 979	1 307	879	682
\$11,000-below \$12,000	1 858	1 651	1 350	884	717
\$12,000-below \$13,000	1 078	1 130	1 129	928	987
\$13,000-below \$14,000	810	1 079	935	789	801
\$14,000 or above	1 123	1 335	1 385	1 756	2 459
Total	14 040	12 508	9 845	7 787	8 101

* All placements were part-time or temporary jobs.

**Breakdowns of placements for job seekers with disabilities
recorded by LD from 2015 to 2019
by gender, age, industry and monthly earnings**

(i) By gender

Gender	2015	2016	2017	2018	2019
Male	1 334	1 253	1 240	1 220	1 139
Female	1 067	997	963	999	1 074
Total	2 401	2 250	2 203	2 219	2 213

(ii) By age

Age	2015	2016	2017	2018	2019
15-below 20	80	71	46	29	53
20-below 30	941	854	847	811	744
30-below 40	612	628	584	516	506
40-below 50	447	402	425	507	474
50-below 60	278	248	245	289	349
60 or above	43	47	56	67	87
Total	2 401	2 250	2 203	2 219	2 213

(iii) By industry

Industry	2015	2016	2017	2018	2019
Manufacturing	155	105	140	102	134
Construction	30	26	28	21	29
Wholesale, retail and import/export trades	218	295	234	271	324
Restaurants and hotels	710	610	559	563	534
Transport, storage and communications	93	76	91	122	174
Financing, insurance, real estate and business services	385	409	425	488	415
Community, social and personal services	491	446	530	515	541
Others (including government sector)	319	283	196	137	62
Total	2 401	2 250	2 203	2 219	2 213

(iv) By monthly earnings

Monthly earnings	2015	2016	2017	2018	2019
Below \$3,000	542	365	304	276	193
\$3,000-below \$4,000	257	245	239	207	204
\$4,000-below \$5,000	242	219	206	173	183
\$5,000-below \$6,000	194	222	161	195	149
\$6,000-below \$7,000	221	190	144	127	138
\$7,000-below \$8,000	257	203	189	203	220
\$8,000-below \$9,000	228	256	253	234	206
\$9,000-below \$10,000	186	189	215	200	201
\$10,000 or above	274	361	492	604	719
Total	2 401	2 250	2 203	2 219	2 213

Note: Having regard to the physical conditions of persons with disabilities, some of them may engage in jobs with shorter working hours. Thus, the monthly earnings for some persons with disabilities may be lower.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)132

(Question Serial No. 5560)

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:

Would the Government provide the following information for the past 5 years:

- (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 (LegCo internal reference no.: 1204)

Reply:

The information sought is provided as follows, with information in (a) to (c) provided by the Judiciary:

- (a) From 2015 to 2019, the numbers of claims filed by employees with LT pursuant to Part VIA of EO and cases ruled in favour of employees are set out at Annex 1.
- (b) Of the cases ruled in favour of employees mentioned in (a), the number of cases where an order for reinstatement was granted by LT is set out at Annex 2. Over the same period, no order for re-engagement was made by LT.

- (c) From 2015 to 2019, the number of cases awarded terminal payments by LT is set out at Annex 3. 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.

Numbers of claims filed by employees with LT pursuant to Part VIA of EO and cases ruled in favour of employees from 2015 to 2019

	2015	2016	2017	2018	2019
No. of Part VIA claims filed	701	700	704	591	621
No. of Part VIA claims disposed of	607	629	648	530	582
No. of Part VIA cases ruled in favour of employees					
(i) awarded	73	67	50	62	89
(ii) settled	384	403	419	310	337

Number of cases where an order for reinstatement was granted by LT among those ruled in favour of employees mentioned in (a) from 2015 to 2019

	2015	2016	2017	2018	2019
No. of cases where an order for reinstatement was granted by LT	1	0	0	0	0

Number of cases awarded terminal payments by LT from 2015 to 2019

	2015	2016	2017	2018	2019
No. of cases awarded terminal payments by LT	9	18	10	14	17

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)133

(Question Serial No. 5561)

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 measures will the Government take in the coming year to intensify systemic preventive and enforcement efforts to tackle fall-from-height hazards and other work hazards for construction workers? What are the staff establishment and expenditure involved?
- (b) What initiatives and promotional programmes will the Government launch in the coming year to raise the occupational safety and health (OSH) level 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 (LegCo internal reference no.: 1205)

Reply:

- (a) In addition to carrying out routine inspections, educational and publicity work, the Labour Department (LD) will intensify the systemic prevention and enforcement efforts in 2020-21 to tackle fall-from-height hazards and other work hazards for construction workers, including:
 - (i) conducting more comprehensive and in-depth surprise inspections targeting work sites with high-risk processes or poor safety performance. Apart from identifying unsafe operations, the inspections will also focus on whether the duty holders of the work sites have established and implemented safe systems of work and whether there are any deficiencies in their safety management systems, with a view to urging the relevant contractors to take immediate remedial measures and render systemic protection of workers' safety at work;

- (ii) stepping up participation in site safety management committee meetings of public work projects so as to be more accurately apprised of the projects' OSH conditions and latest risk situations; and giving advice on work processes of higher risk with a view to adjusting the inspection strategies accordingly in a more focused manner;
- (iii) intensifying inspection and enforcement efforts, including launching special enforcement operations targeted at different high-risk processes, such as work-at-height, lifting operations and electrical work;
- (iv) establishing an additional dedicated office to monitor the OSH of renovation, maintenance, alteration and addition (RMAA) works through new resources to step up inspection and enforcement efforts and enhance the OSH level of the RMAA industry;
- (v) collaborating with the property management sector to strengthen the current referral mechanism for renovation and maintenance works in individual units of estates, thus enabling LD to conduct more targeted safety inspections in a timely manner;
- (vi) refining the current statutory notification mechanism to notify LD of specified construction works by expanding its scope to cover works of relatively short durations or engaging less workers but involving relatively high risks. This will facilitate early inspection by LD according to the risk level of these works.

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

- (b) In 2020-21, 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 collaborate with the Occupational Safety and Health Council, major trade associations and workers' unions concerned to 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, Announcements in the Public Interest (APIs) on television and radio, OSH messages publicised in newspapers and LD's webpages, and compilation and updating of safety guidelines. The above work is an integral part of LD's ongoing work, and the manpower and expenditure involved cannot be separately identified.
- (c) LD reminds employers from time to time, through television and radio APIs, advertisements on public transport, talks/seminars held, leaflets distributed and posters displayed through various channels, and publicity messages delivered through 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 where there is sufficient evidence.

Publicity and enforcement of reporting of work-related accidents or fatalities by employers 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)134

(Question Serial No. 5562)

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 advise this Committee of:

- (a) the number of fatal industrial accidents that occurred on construction sites in the past 5 years and, for each fatal accident, 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 5 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 (LegCo internal reference no.: 1206)

Reply:

The information sought is provided as follows:

- (a) Breakdowns of fatal industrial accidents in the construction industry from 2015 to 2019 by type of accidents and ethnicity are provided at Annexes 1 and 2 respectively. The number of fatal industrial accidents in the construction industry involving public works projects over the same period is provided at Annex 3.

Investigations have been completed for most of the above cases. However, the Labour Department (LD) does not keep information on the names and addresses of the construction sites involved in the convicted cases. LD is unable to provide the relevant information of the remaining cases, 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 fatal accident by trade of the worker involved and whether the worker was imported.

- (b) A breakdown of the number of non-fatal industrial accidents in the construction industry by type of accidents from 2015 to 2018 and in the first 3 quarters of 2019 is provided at Annex 4. LD does not keep breakdowns of each non-fatal accident by trade and ethnicity of the worker involved and whether the worker was imported.

The number of non-fatal industrial accidents in the construction industry involving public works projects from 2015 to 2018 and in the first 3 quarters of 2019 is provided at Annex 5.

**Fatal industrial accidents in the construction industry
from 2015 to 2019 by type of accidents**

Type of accidents	2015	2016	2017	2018	2019
Trapped in or between objects	1	-	3	1	1
Fall of person from height	9	7	9	11	7
Striking against or struck by moving object	1	1	3	-	2
Contact with electricity or electric discharge	3	2	-	1	-
Trapped by collapsing or overturning object	-	-	3	-	2
Struck by falling object	3	-	1	-	2
Struck by moving vehicle	1	-	-	1	1
Drowning	-	-	3	-	1
Asphyxiation	1	-	-	-	-
Total	19	10	22	14	16

**Fatal industrial accidents in the construction industry
from 2015 to 2019 by ethnicity of workers**

Ethnicity	2015	2016	2017	2018	2019
Chinese	18	8	19	13	14
Nepalese	1	1	1	1	-
Nigerian	-	-	1	-	-
Filipino	-	-	1	-	-
Thai	-	1	-	-	1
Vietnamese	-	-	-	-	1
Total	19	10	22	14	16

**Fatal industrial accidents in the construction industry
involving public works projects from 2015 to 2019**

	2015	2016	2017	2018	2019
Fatal industrial accidents	4	3	5	1	-

**Non-fatal industrial accidents in the construction industry
from 2015 to 2018 and in the first 3 quarters of 2019 by type of accidents**

Type of accidents	2015	2016	2017	2018	First 3 quarters of 2019 *
Trapped in or between objects	158	156	140	148	79
Injured whilst lifting or carrying	669	625	718	699	437
Slip, trip or fall on same level	927	1 040	1 058	928	615
Fall of person from height	367	342	363	334	209
Striking against fixed or stationary object	377	388	444	383	257
Striking against or struck by moving object	572	581	536	485	294
Stepping on object	11	9	21	27	13
Exposure to or contact with harmful substance	15	22	31	16	6
Contact with electricity or electric discharge	5	5	9	9	7
Trapped by collapsing or overturning object	2	2	4	9	10
Struck by falling object	107	111	111	91	70
Struck by moving vehicle	34	17	19	20	11
Contact with moving machinery or object being machined	230	232	190	242	178
Exposure to fire	6	4	13	4	7
Exposure to explosion	5	1	2	-	2
Injured by hand tool	140	122	179	110	71
Contact with hot surface or substance	20	23	19	13	8
Injured by animal	1	-	-	-	-
Others	58	30	23	9	8
Total	3 704	3 710	3 880	3 527	2 282

* Industrial accident statistics are released on a quarterly basis and the latest available statistics are up to the first 3 quarters of 2019. The industrial accident statistics for the full year of 2019 will be released in April 2020.

**Non-fatal industrial accidents in the construction industry
involving public works projects from 2015 to 2018 and in the first 3 quarters of 2019**

	2015	2016	2017	2018	First 3 quarters of 2019*
Non-fatal industrial accidents	235	248	362	324	111

* Industrial accident statistics are released on a quarterly basis and the latest available statistics are up to the first 3 quarters of 2019. The industrial accident statistics for the full year of 2019 will be released in April 2020.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)135****(Question Serial No. 5563)**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 provide:

- (a) breakdowns of the 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 (LegCo internal reference no.: 1207)Reply:

The information sought is provided as follows:

- (a) A breakdown of the prosecutions taken out by LD from 2015 to 2019 by industry is provided in the table below:

Industry	2015	2016	2017	2018	2019
Construction	2 000	1 868	2 370	2 524	2 305
Food and beverage services	288	337	269	320	403
Others	396	400	355	318	300
Total	2 684	2 605	2 994	3 162	3 008

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

Reason for taking out prosecutions	2015	2016	2017	2018	2019
Unsafe hoists, lifting appliances/gear, goods lifts and lifting operations	398	234	465	494	403
Unsafe machinery	155	104	76	79	118
Unsafe working at height	866	894	980	1 084	789
Unsafe excavation works	4	4	6	2	-

Non-provision of/not wearing personal protective equipment	378	352	407	465	606
Non-conformity with fire safety requirements	362	467	407	432	383
Electrical hazards	40	73	51	45	52
Hazards caused by chemicals/gas/dust	8	4	4	12	4
Non-compliance with general duties provisions	302	301	426	386	407
Ventilation/housekeeping/noise/lighting/manual handling	40	22	48	43	47
Others	131	150	124	120	199
Total	2 684	2 605	2 994	3 162	3 008

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

		2015	2016	2017	2018	2019
Construction	Number of summonses convicted	1 384	1 521	1 525	1 876	1 767
	Total amount of fines (\$)	14,458,600	17,426,160	14,700,300	19,795,300	15,508,600
Food and beverage services	Number of summonses convicted	265	294	336	265	336
	Total amount of fines (\$)	2,899,700	3,111,500	3,620,400	2,674,000	2,958,250
Others	Number of summonses convicted	381	329	378	290	276
	Total amount of fines (\$)	4,454,300	3,862,800	4,673,100	3,164,375	2,866,850

Note: The hearing proceedings 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)136

(Question Serial No. 5564)

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:

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 5 years? If yes, please provide details of the convictions and penalties.

Asked by: Hon CHEUNG Chiu-hung, Fernando (LegCo internal reference no.: 1208)

Reply:

Under section 6 of the Occupational Safety and Health Ordinance and section 6A of the Factories and Industrial Undertakings Ordinance, employers shall provide their employees with necessary information, instruction, training and supervision, as well as workplaces, working environments, plant and systems of work that are safe and without risks to health. In the past 5 years, the Labour Department secured 978 convicted summonses against employers for non-compliance with the above requirements, and the total amount of fines was \$16,707,650.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)137****(Question Serial No. 5565)**

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Would the Government provide 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 (LegCo internal reference no.: 1209)

Reply:

A breakdown of the number of PWIF applications approved from 2015 to 2019 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				
	2015	2016	2017	2018	2019
4 weeks or less	2 812	2 373	2 500	1 624	2 360
More than 4 weeks to 6 weeks	69	55	107	45	125
More than 6 weeks to 8 weeks	13	1	-	20	39
More than 8 weeks to 10 weeks	-	-	33	-	-
Total	2 894	2 429	2 640	1 689	2 524

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)138

(Question Serial No. 5566)

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) Would the Government provide a breakdown of the employees' compensation (EC) 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 EC cases received by various branch offices of the Employees' Compensation Division (ECD) last year?

Asked by: Hon CHEUNG Chiu-hung, Fernando (LegCo internal reference no.: 1210)

Reply:

The information sought is provided as follows:

- (a) From 2015 to 2019, the number of EC claims reported under the Employees' Compensation Ordinance (ECO) and received by the Labour Department (LD) in each year is at Annex 1.

If the work injury sick leave of an employee does not exceed 3 days and no permanent incapacity is involved, the employer should make direct payment of compensation to the employee in accordance with ECO. LD does not keep a breakdown of this type of cases by industry. As for compensation claims involving incapacitation of employees for more than 3 days as a result of work injuries, a breakdown by industry is at Annex 2.

Of the compensation claims involving incapacitation of employees for more than 3 days as a result of work injuries in each year from 2015 to 2019, the number of claims settled as at the end of 2019 and the total amount of compensation involved are at Annex 3.

- (b) A breakdown of EC claims received by various branch offices of ECD of LD in 2019 is at Annex 4.

**Number of EC claims
reported under ECO and received by LD from 2015 to 2019**

Duration of incapacitation of employees	2015	2016	2017	2018	2019
Not more than 3 days	14 994	15 134	14 645	14 789	14 641
More than 3 days*	36 923	36 420	36 463	36 788	33 780
Total	51 917	51 554	51 108	51 577	48 421

* Figures include fatal cases.

**Number of compensation claims
involving incapacitation of employees for more than 3 days
as a result of work injuries from 2015 to 2019
with a breakdown by industry**

Industry	2015	2016	2017	2018	2019
Public Administration, Social and Personal Services	7 394	7 641	7 376	7 708	7 474
Finance and Insurance, Real Estate, Professional and Business Services	6 892	7 100	7 205	7 367	6 781
Food and Beverage Services	5 944	5 540	5 621	5 660	5 040
Import/Export, Wholesale and Retail Trades, Accommodation Services	5 315	5 206	5 013	4 941	4 387
Transportation, Storage, Postal and Courier Services, Information and Communications	4 154	4 103	4 213	4 484	4 386
Construction	3 955	3 847	4 143	3 882	3 223
Manufacturing	2 313	2 034	1 950	1 834	1 599
Others	956	949	942	912	890
Total	36 923	36 420	36 463	36 788	33 780

**Number of compensation claims
involving incapacitation of employees for more than 3 days
as a result of work injuries which were settled as at the end of 2019 and
total amount of compensation involved from 2015 to 2019**

Year in which compensation claims were reported under ECO and received by LD	2015	2016	2017	2018	2019
No. of claims settled as at the end of 2019	36 711	35 977	35 066	32 846	20 089
Total amount of compensation involved (\$million)	1,500.8	1,515.5	1,391.8	1,005.2	281.6

**Number of EC claims received by
various branch offices of ECD of LD in 2019**

Branch Office*	No. of claims
ECD (Operations Section 1)	
Team A (the former Hong Kong East Office and Hong Kong West Office)	12 292
Team B (the former Kowloon East Office and Kowloon West Office)	9 427
Team C (the former Kwai Chung Office and Tsuen Wan Office)	8 092
Team D (the former Shatin Office and Government Servants and Seamen Office)	10 720
Team E (the former Kwun Tong Office)	5 442
Central Processing Team	2 225
ECD (Operations Section 2)	
Fatal Cases Office	223
Total	48 421

* ECD of LD underwent reorganisation in 2019 and set up the Central Processing Team in mid-October of the same year to centrally process compensation claims involving incapacitation of employees for not more than 3 days as a result of work injuries.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)139

(Question Serial No. 5567)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Would the Government provide:

- (a) breakdowns by industry and reason for the Labour Department (LD) to take out prosecutions under this Programme in the past 5 years and, among them, the number of cases of breaches of Statutory Minimum Wage (SMW) requirement;
- (b) details of the convictions and penalties?

Asked by: Hon CHEUNG Chiu-hung, Fernando (LegCo internal reference no.: 1211)

Reply:

The information sought is provided as follows:

- (a) From 2015 to 2019, LD processed 10 764 summonses heard and 9 283 summonses were convicted under Programme (4). The numbers of summonses heard and summonses convicted with breakdowns by industry and reason for taking out prosecution are at Annexes 1 and 2 respectively. Among the summonses heard and summonses convicted, there were respectively 19 and 18 summonses involving breaches of the SMW requirement.
- (b) From 2015 to 2019, the highest fine imposed by the court for a single case in breach of the Employment Ordinance was \$1.83 million. The case involved wage offences and default on awarded payment of the Labour Tribunal (LT). The highest fines imposed on cases involving wage offences, holiday offences and failure to take out employees' compensation (EC) insurance were \$1.07 million, \$40,000 and \$40,000 respectively. During the period, 3 employers and 12 company directors convicted of wage offences and/or default on awarded payment of LT/Minor Employment Claims Adjudication Board (MECAB) were sentenced to imprisonment (including 2 employers and 2 company directors who were given immediate custodial sentences ranging from 4

weeks to 4 months). In addition, 2 employers and 11 company directors/responsible officers were sentenced to community services of 40 to 240 hours. For cases involving failure to take out EC insurance, 2 employers were sentenced to suspended imprisonment of 14 days and 2 months respectively.

**Numbers of summonses heard and summonses convicted
processed by LD from 2015 to 2019 with a breakdown by industry**

Industry	No. of summonses heard	No. of summonses convicted
Financing, insurance, real estate and business services	2 170	1 886
Community, social and personal services	1 763	1 466
Wholesale/retail trade	1 689	1 433
Catering	1 684	1 503
Construction	1 100	916
Transport, storage and communications	1 011	927
Import/export trade	950	847
Manufacturing	290	244
Hotels	61	35
Others	46	26
Total	10 764	9 283

**Numbers of summonses heard and summonses convicted processed by LD
from 2015 to 2019 with a breakdown by reason for taking out prosecution**

Reason for taking out prosecution	No. of summonses heard	No. of summonses convicted
Failure to take out EC insurance	4 186	4 033
Wage offences	3 889	3 139
Holiday offences	932	844
Default on awarded payment of LT/MECAB	875	649
Failure to pay periodical payments under the Employees' Compensation Ordinance	458	299
Failure to keep record of employees	27	24
Others	397	295
Total	10 764	9 283

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)140

(Question Serial No. 5568)

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 minority (EM) job seekers registered with the Labour Department (LD) for employment services in the past 5 years? How many of them were of South Asian origins?
- (b) Further to 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 (LegCo internal reference no.: 1212)

Reply:

The information sought is provided as follows:

- (a) In 2015, 2016, 2017, 2018 and 2019, there were respectively 994, 1 043, 1 036, 1 173 and 1 231 EM job seekers registered with LD for employment services and, among them, 683, 728, 718, 898 and 880 were of South Asian origins.
- (b) In 2015, 2016, 2017, 2018 and 2019, LD's job centres and industry-based recruitment centres introduced interpretation services to 1 467, 2 601, 2 844, 3 014 and 2 565 EM job seekers and, in light of their needs, arranged interpretation services on 15, 23, 20, 21 and 10 occasions respectively.
- (c) In 2015, 2016, 2017, 2018 and 2019, LD organised 2 large-scale inclusive job fairs each year, with the participation of 84, 80, 96, 96 and 92 employer establishments and the attendance of 160, 143, 123, 142 and 200 EM job seekers respectively. LD

arranged 97, 118, 140, 63 and 89 on-the-spot job interviews respectively for the attending EM job seekers.

In 2015, 2016, 2017, 2018 and 2019, LD's job centres organised 11, 12, 12, 12 and 12 district-based inclusive job fairs respectively, with the participation of 45, 43, 48, 49 and 52 employer establishments and the attendance of 336, 442, 265, 258 and 527 EM job seekers. LD arranged 466, 573, 389, 477 and 706 on-the-spot job interviews respectively for the attending EM job seekers.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)141

(Question Serial No. 5569)

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 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 (LegCo internal reference no.: 1213)

Reply:

In 2015, 2016, 2017, 2018 and 2019, LD organised 2 large-scale inclusive job fairs each year, with the participation of 84, 80, 96, 96 and 92 employer establishments and the attendance of 160, 143, 123, 142 and 200 EM job seekers respectively. LD arranged 97, 118, 140, 63 and 89 on-the-spot job interviews respectively for the attending EM job seekers.

In 2015, 2016, 2017, 2018 and 2019, LD's job centres organised 11, 12, 12, 12 and 12 district-based inclusive job fairs respectively, with the participation of 45, 43, 48, 49 and 52 employer establishments and the attendance of 336, 442, 265, 258 and 527 EM job seekers. LD arranged 466, 573, 389, 477 and 706 on-the-spot job interviews respectively for the attending EM job seekers.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)142

(Question Serial No. 5571)

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:

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 5 years and, among them, the respective numbers of investigations conducted and prosecutions taken out?

Asked by: Hon CHEUNG Chiu-hung, Fernando (LegCo internal reference no.: 1215)

Reply:

From 2015 to 2019, the Labour Department (LD) respectively received 9, 6, 5, 3 and 2 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, 5, 3 and 3 respectively. Prosecution was taken out in 1 of the above 23 cases investigated. The employer concerned was acquitted after trial.

From 2015 to 2019, 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)143

(Question Serial No. 5572)

Head: (90) Labour Department
Subhead (No. & title): ()
Programme: (2) Employment Services
Controlling Officer: Commissioner for Labour (Carlson CHAN)
Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Youth Work Experience and Training Scheme (YWETS), please provide a breakdown 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 (LegCo internal reference no.: 1216)

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). The on-the-job training (OJT) 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 in the financial years from 2015-16 to 2019-20 are at the Annex.

At present, employers who provide OJT for trainees are entitled to an OJT allowance with a maximum amount of \$4,000 per month per trainee. The OJT allowance payable to the employers is subject to the duration of the OJT period which ranges from 6 to 12 months depending on the training contents of the posts offered. Trainees who undergo OJT 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.

**OJT 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
in the financial years from 2015-16 to 2019-20**

	2015-16	2016-17	2017-18	2018-19	2019-20 (up to February 2020)
OJT allowance granted to employers	\$47.5 million	\$54.2 million	\$50 million	\$47.2 million	\$48.1 million
Reimbursement of course and examination fees to trainees	\$150,000	\$130,000	\$80,000	\$70,000	\$50,000
Case management service and pre-employment training course fees paid to service providers	\$19.4 million	\$16 million	\$15.1 million	\$13.8 million	\$13.4 million

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)144

(Question Serial No. 5573)

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 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; and
- (b) the administrative cost required and whether the effectiveness of EPM has been reviewed.

Asked by: Hon CHEUNG Chiu-hung, Fernando (LegCo internal reference no.: 1217)

Reply:

The information sought is provided as follows:

- (a) The amount of training allowance granted under the Employment Programme for the Elderly and Middle-aged (EPEM) (known as EPM before September 2018) from 2015-16 to 2019-20 is provided at Annex 1. A breakdown of placements eligible for joining the Programme from 2015 to 2019 by industry is provided at Annex 2.
- (b) EPEM 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 EPEM. According to the surveys conducted up to December 2019, among the employees who have received on-the-job training under the Programme, about 79% of the cases recorded a retention period of 4 months or above and 65% stayed in employment for 6 months or more.

**Amount of training allowance granted under EPEM
from 2015-16 to 2019-20**

Year	Amount (\$million)
2015-16	2.6
2016-17	2.9
2017-18	3.1
2018-19	3.1
2019-20 (up to February 2020)	5.6

**Breakdown of placements eligible for joining EPEM
from 2015 to 2019 by industry**

Industry	No. of placements				
	2015	2016	2017	2018	2019
Real estate and business services	572	648	489	480	627
Community, social and personal services	337	488	448	516	639
Manufacturing	238	288	229	231	341
Wholesale and retail trades	559	605	552	467	512
Import and export trade	118	127	180	127	137
Restaurants and hotels	351	437	397	406	386
Construction	85	133	118	80	137
Transport, storage and communications	111	158	141	173	174
Others	170	94	88	94	108
Total	2 541	2 978	2 642	2 574	3 061

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)145

(Question Serial No. 5574)

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 with a breakdown by nationality/ethnicity (e.g. Chinese, Indonesians, Filipinos, Indians, Pakistanis, Nepalese, Japanese, Thais, Koreans, other Asians and 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 5 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 and Caucasians, etc.)?

Based on the number of placements secured as 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 the future and what are the reasons?

Asked by: Hon CHEUNG Chiu-hung, Fernando (LegCo internal reference no.: 1218)

Reply:

The information sought is provided as follows:

- (a) In 2015, 2016, 2017, 2018 and 2019, there were respectively 67 221, 63 814, 49 233, 38 567 and 43 742 able-bodied job seekers registered with LD for employment services. Job seekers may be placed into employment either through LD's referral service 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 on 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, 2017, 2018 and 2019, LD respectively recorded 148 347, 149 794, 154 222, 136 079 and 111 568 placements for able-bodied job seekers, including placements secured through LD's referral service 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 figures were 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 placements secured through LD's referral by ethnicity is at Annex 1.

- (b) In 2015, 2016, 2017, 2018 and 2019, there were respectively 2 720, 2 790, 2 833, 2 766 and 2 766 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 at Annex 2.

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 has introduced enhancement measures at its job centres and recruitment centres, such as upgrading the facilities at job centres, and actively liaising with employers to organise more thematic job fairs at job centres and recruitment centres for posts which are more attractive to and suitable for different job seekers. LD also continues to enhance the functionality of the iES website to provide more personalised dedicated services for job seekers.

Having regard to the needs of job seekers with disabilities in job search, LD proactively reaches out to employers in various trades and industries to canvass suitable vacancies so as to assist job seekers with disabilities in securing employment. LD has also engaged a welfare organisation since 2016 to offer psychological and emotional counselling to job seekers with disabilities (including EM job seekers with disabilities) through the welfare organisation's registered social workers, with a view to strengthening employment support to persons with disabilities.

LD strives to enhance the employability of job seekers with special needs and strengthen its support to help them stay longer in their jobs. LD will launch a pilot scheme in the second half of 2020 to encourage eligible employees to undergo and complete on-the-job training (OJT) under the Employment Programme for the Elderly and Middle-aged, the Youth Employment and Training Programme and the Work Orientation and Placement Scheme through the provision of a retention allowance, thereby stabilising employment. This pilot measure will be taken forward on a pilot basis for 3 years. Meanwhile, in light of the deteriorating employment situation, LD will raise the ceiling of OJT allowance payable to employers under the above employment programmes in the second half of 2020, with a view to further encouraging employers to hire the elderly, young people and persons with disabilities. Moreover, LD will launch a pilot programme in conjunction with non-governmental organisations to provide employment services for EM job seekers through a case management approach in the second half of 2020.

**Breakdown of placements for able-bodied job seekers secured through
LD's referral from 2015 to 2019 by ethnicity**

Ethnicity	No. of placements				
	2015	2016	2017	2018	2019
Chinese	13 965	12 426	9 751	7 671	7 969
Pakistani	28	26	27	38	58
Indian	4	18	21	15	22
Nepalese	6	4	5	12	7
Filipino	14	12	12	10	10
Thai	7	3	2	5	4
Indonesian	2	6	3	3	2
Bengali	-	-	5	2	-
Others	14	13	19	31	29
Total	14 040	12 508	9 845	7 787	8 101

**Breakdown of placements for job seekers with disabilities
recorded by LD from 2015 to 2019 by ethnicity**

Ethnicity	No. of placements				
	2015	2016	2017	2018	2019
Chinese	2 391	2 235	2 198	2 197	2 195
Thai	2	1	1	9	4
Indian	1	4	1	3	1
Filipino	-	-	1	3	2
Indonesian	2	2	-	2	1
Pakistani	4	3	-	1	7
Nepalese	1	1	-	-	-
Others	-	4	2	4	3
Total	2 401	2 250	2 203	2 219	2 213

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)146

(Question Serial No. 5575)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Would the Government provide 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 the past 5 years?

Asked by: Hon CHEUNG Chiu-hung, Fernando (LegCo internal reference no.: 1219)

Reply:

The annual expenditure and the number of staff of SPD of the Labour Department (LD) from 2014-15 to 2018-19 are at the Annex. In 2015, 2016, 2017, 2018 and 2019, SPD recorded respectively 2 401, 2 250, 2 203, 2 219 and 2 213 placements for job seekers with disabilities.

**Annual expenditure and number of staff of
SPD of LD from 2014-15 to 2018-19**

(i) Annual expenditure (including staff cost)

Financial year	Actual expenditure
2014-15	\$35.88 million
2015-16	\$36.44 million
2016-17	\$39.80 million
2017-18	\$40.58 million
2018-19	\$40.91 million

(ii) No. of staff

Grade	No. of staff*				
	2014-15	2015-16	2016-17	2017-18	2018-19
Labour Officer Grade staff	26	29	29	28	28
Clerical Grade staff	10	10	10	10	10
Non-civil service contract staff	2	2	2	2	2
Total	38	41	41	40	40

* As at the last month of the respective year.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)147

(Question Serial No. 5576)

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 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;
 - (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 (LegCo internal reference no.: 1220)

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)148

(Question Serial No. 5577)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Would the Government provide the number of persons having assessment in the past 5 years by type of disabilities since the implementation of the "productivity assessment mechanism for persons with disabilities"?

Asked by: Hon CHEUNG Chiu-hung, Fernando (LegCo internal reference no.: 1221)

Reply:

A breakdown of the number of employees with disabilities who completed the productivity assessment under the Statutory Minimum Wage (SMW) regime from 2015 to 2019 by type of disabilities is at Annex.

**Number of employees with disabilities who completed the productivity assessment
under SMW regime from 2015 to 2019:
a breakdown by type of disabilities**

Type of disabilities	No. of employees [^]				
	2015	2016	2017	2018	2019
Intellectual disability	63	38	31	24	21
Mental illness	11	6	7	7	11
Autism	8	6	4	3	5
Speech impairment	4	5	4	4	4
Physical disability	3	-	1	-	4
Hearing impairment	3	1	2	-	-
Visceral disability/ chronic illness	3	1	-	-	1
Attention deficit/ hyperactivity disorder	-	1	-	1	1
No. of employees with disabilities	79	45	41	31	35

[^] Some employees had more than 1 type of disabilities.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)149

(Question Serial No. 5578)

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) 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 (LegCo internal reference no.: 1222)

Reply:

The information sought is provided as follows:

- (a) From 2015 to 2019, the number of employees' compensation (EC) claims reported under the Employees' Compensation Ordinance (ECO) and received by the Labour Department (LD) in each year is at Annex 1.

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 this type of cases by industry, age and gender. As for compensation claims involving incapacitation of employees for more than 3 days as a result of work injuries, breakdowns by industry, age and gender are at Annex 2.

- (b) Of the compensation claims reported under ECO and received by LD in each year from 2015 to 2019, 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 at Annex 3.

- (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. From 2015 to 2019, 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 are at Annex 4.

**Number of EC claims
reported under ECO and received by LD from 2015 to 2019**

Duration of incapacitation of employees	2015	2016	2017	2018	2019
Not more than 3 days	14 994	15 134	14 645	14 789	14 641
More than 3 days*	36 923	36 420	36 463	36 788	33 780
Total	51 917	51 554	51 108	51 577	48 421

* Figures include fatal cases.

**Number of compensation claims
involving incapacitation of employees for more than 3 days
as a result of work injuries from 2015 to 2019
with breakdowns by industry, age and gender**

By industry

Industry	2015	2016	2017	2018	2019
Public Administration, Social and Personal Services	7 394	7 641	7 376	7 708	7 474
Finance and Insurance, Real Estate, Professional and Business Services	6 892	7 100	7 205	7 367	6 781
Food and Beverage Services	5 944	5 540	5 621	5 660	5 040
Import/Export, Wholesale and Retail Trades, Accommodation Services	5 315	5 206	5 013	4 941	4 387
Transportation, Storage, Postal and Courier Services, Information and Communications	4 154	4 103	4 213	4 484	4 386
Construction	3 955	3 847	4 143	3 882	3 223
Manufacturing	2 313	2 034	1 950	1 834	1 599
Others	956	949	942	912	890
Total	36 923	36 420	36 463	36 788	33 780

By age

Age	2015	2016	2017	2018	2019
Below 18	126	99	84	73	77
18-39	12 172	11 641	11 318	11 280	10 490
40-55	16 071	15 609	15 340	15 038	13 333
Above 55	8 554	9 071	9 721	10 397	9 880
Total	36 923	36 420	36 463	36 788	33 780

By gender

Gender	2015	2016	2017	2018	2019
Male	21 005	20 438	20 205	19 889	18 274
Female	15 918	15 982	16 258	16 899	15 506
Total	36 923	36 420	36 463	36 788	33 780

Numbers of EC claims reported under ECO and received by LD from 2015 to 2019 and 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” as at the end of the same respective year

Settlement of claims	2015	2016	2017	2018	2019
Direct payment of compensation by employer	14 994	15 134	14 645	14 789	14 641
Determination of compensation by agreement according to the Ordinance	8 754	8 472	7 958	8 240	7 418
Certificate of Compensation Assessment issued by the Commissioner for Labour	10 893	10 786	10 044	9 908	9 661

**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 from 2015 to 2019**

Contravention	2015	2016	2017	2018	2019
Failure to report work injuries within the specified time	1	-	2	6	2
Failure to pay periodical payments on time	26	61	32	64	116

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)150

(Question Serial No. 5579)

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 5 years?

Asked by: Hon CHEUNG Chiu-hung, Fernando (LegCo internal reference no.:1223)

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, etc. 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 to help EM job seekers use various job search facilities and services. To strengthen the training for the trainees, LD has extended the on-the-job training (OJT) period from 6 months to 1 year for those ESAs engaged since September 2018. Since the implementation of the programme, LD has employed 149 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 to strengthen employment support for 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. 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.

In 2015-16, 2016-17, 2017-18, 2018-19 and 2019-20, LD's expenditures for providing OJT under the ESA Programme for EMs were \$1.75 million, \$1.55 million, \$1.91 million, \$1.05 million and \$2.10 million (revised estimated expenditure) respectively, while the expenditures for organising large-scale inclusive job fairs were \$0.49 million, \$0.56 million, \$0.56 million and \$0.58 million respectively. The job fairs originally scheduled for 2019-20 have been postponed and the related expenditure will be carried forward to 2020-21. In 2017-18, 2018-19 and 2019-20, the expenditures for engaging 2 employment assistants for EMs were \$0.25 million, \$0.27 million and \$0.32 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)151

(Question Serial No. 5779)

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:

Please advise this Committee of the following:

- (a) whether CSI masks produced by the Correctional Services Department (CSD) have been received and used; if yes, of the details; if not, the reasons for that; and
- (b) if the CSI masks produced by CSD have been received and used, please provide the number of CSI masks received and used in each of the past 5 years.

Asked by: Hon CHEUNG Chiu-hung, Fernando (LegCo internal reference no.: 606)

Reply:

The Labour Department (LD) has received from the Government Logistics Department the masks produced by CSD, and has also self-procured masks on the market for distribution to colleagues for use. LD has not consolidated the information on distribution of masks obtained from different sources to individual staff.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)152

(Question Serial No. 6688)

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 advise this Committee of the items involved in the voluntary conciliation service provided by the Labour Relations Division in the past 5 years. (Please list in table form as shown below)

Year	Cases of wage default	Cases of payment in lieu of notice	Cases of holiday pay	Cases of annual leave pay	Cases of severance payment/long service payment	Cases of maternity leave pay
2015-2016						
2016-2017						
2017-2018						
2018-2019						
2019-2020						

- (b) Please provide the respective numbers of cases where the claims were lodged with the Minor Employment Claims Adjudication Board (MECAB) and Labour Tribunal (LT) in the past 5 years because settlement could not be reached through conciliation.

Asked by: Hon CHU Hoi-dick (LegCo internal reference no.: 6015)

Reply:

The information sought is provided as follows:

- (a) From 2015 to 2019, the number of labour disputes and claims handled by the Labour Department (LD), with breakdowns by cause, is set out at Annex 1. LD does not keep statistics on the cases by claim item.

- (b) From 2015 to 2019, the number of labour disputes and claims unresolved through conciliation by LD and subsequently referred to MECAB or LT is set out at Annex 2.

Number of labour disputes and claims handled by LD from 2015 to 2019
with breakdowns by cause

(i) Labour disputes

Cause	Number of labour disputes				
	2015	2016	2017	2018	2019
Dispute involving principal contractor and subcontractor	28	23	30	47	27
Cessation of business/ insolvency	14	15	16	14	24
Dispute on wages	3	4	4	12	18
Dismissal	2	5	-	1	1
Retrenchment/lay-off	1	2	-	6	-
Variation of terms of employment contract	2	-	-	-	1
Others	3	6	7	10	5
Total	53	55	57	90	76

(ii) Claims

Cause	Number of claims				
	2015	2016	2017	2018	2019
Termination of contract	6 563	6 670	7 075	6 220	6 447
Dispute on wages	4 579	4 615	4 388	4 391	4 346
Dispute on holiday pay/annual leave pay/rest day pay/sickness allowance	1 484	1 609	1 471	1 456	1 320
Cessation of business/ insolvency	134	183	157	129	130
Retrenchment/lay-off	119	126	78	113	126
Variation of terms of employment contract	80	91	122	71	93
Others	1 429	1 378	1 375	1 311	1 293
Total	14 388	14 672	14 666	13 691	13 755

Number of labour disputes and claims unresolved through conciliation by LD and subsequently referred to MECAB or LT from 2015 to 2019

	Number of labour disputes and claims	
	Referred to MECAB	Referred to LT
2015	792	2 910
2016	774	3 090
2017	787	3 246
2018	580	2 886
2019	456	2 735

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)153

(Question Serial No. 3633)

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 Labour and Welfare Bureau (LWB) introduce legislation on “employees’ rights to representation, consultation and collective bargaining”? If yes, when will the preparatory legislative work begin and when will the related papers be presented to the Legislative Council? If not, what are the specific reasons?
- (b) In the past 5 years (from 2015 to 2019), how many trade unions had “employees’ rights to representation, consultation and collective bargaining”? Please provide the names of the trade unions concerned.
- (c) Will LWB consider to implement “employees’ rights to representation, consultation and collective bargaining” in the aided school sector first? If yes, what is the specific plan? If not, what are the reasons?

Asked by: Hon IP Kin-yuen (LegCo internal reference no.: 245)

Reply:

The information sought is provided as follows:

- (a)&(c) The Government has all along been encouraging and promoting consultation or voluntary collective bargaining on issues related to employment terms and conditions between employers and employees or their respective staff organisations (including trade unions) to resolve differences. The Government believes that any consultation or negotiation should be premised upon a voluntary basis for it to be meaningful, hence be conducive to reaching consensus and resolving disputes. The Government has no plan to legislate on “employees’ rights to representation, consultation and collective bargaining” or to take forward the matter in the aided school sector.

The Labour Department (LD) continues 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 (including educational institutions), 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 promotes workplace consultation among different enterprises by organising seminars and producing publications, etc. At industry level, LD also arranges sharing sessions and organisation visits for representatives of trade associations, employers and employee unions of various industries to enhance communication and understanding among the parties concerned.

- (b) LD does not keep information on the trade unions that have “employees’ rights to representation, consultation and collective bargaining”.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)154

(Question Serial No. 4739)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (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:

Would the Labour Department (LD) provide, with regard to the Government's outsourced workers in the past 5 years, (a) the number of work injury cases; (b) the number of occupational disease cases; (c) the number of cases in which compensation was paid by the contractors; (d) the government departments by which those contractors were engaged?

Asked by: Hon KWOK Ka-ki (LegCo internal reference no.: 342)

Reply:

Reports of work injuries do not record whether the work injury or occupational disease cases involved service contracts of government departments. LD does not keep the numbers of work injury and occupational disease cases of employees engaged by government service contractors, the number of such cases in which compensation was received and the names of the government departments involved.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)155

(Question Serial No. 4951)

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 Labour Department (LD) provide, with regard to the Government's outsourced workers in the past 5 years,

- (a) the number of work injury cases;
- (b) the number of occupational disease cases;
- (c) the number of cases in which compensation was paid by the contractors;
- (d) the government departments by which those contractors were engaged?

Asked by: Hon KWOK Ka-ki (LegCo internal reference no.: 591)

Reply:

Reports of work injuries do not record whether the work injury or occupational disease cases involved service contracts of government departments. LD does not keep the numbers of work injury and occupational disease cases of employees engaged by government service contractors, the number of such cases in which compensation was received and the names of the government departments involved.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)156

(Question Serial No. 4952)

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) 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 (LegCo internal reference no.: 592)

Reply:

- (a) LD has been adopting a multi-pronged strategy to enhance occupational safety and health (OSH) in various industries through inspection and enforcement, publicity and promotion as well as education and training. In respect of publicity and promotion and education and training, LD has, 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, OSH messages promulgated on television and radio as well as in newspapers and LD's webpages, compilation and updating of safety guidelines, production of text and animation versions 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 168 707[#] work-related accident cases from 2015 to 2019. 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 2019 are up to the first 3 quarters of 2019. The work-related accident statistics for the full year of 2019 will be released in April 2020.

- (c) LD has been carrying out publicity and promotion, as well as education and training work on prevention of work injuries for non-Chinese speaking persons of diverse races. In the coming financial year, LD will continue to provide OSH-related information and publicity and promotional services suited to the needs of people of diverse races so as to enhance their OSH awareness, including the production of simple, picture-based and reader-friendly OSH promotional leaflets, and the printing of OSH publications and publicity materials in the mother languages of people of diverse races for uploading onto LD's webpages. Besides, LD will disseminate OSH messages through newspapers targeting people of diverse races.

LD will continue to collaborate with OSHC/workers' unions/workers' organisations/trade associations to organise regional roving exhibitions and talks, promulgate work safety messages in newspapers for people of diverse races, and conduct visits to construction sites where people of diverse races work so as to enhance their OSH awareness.

LD will continue to distribute, through various channels, posters and handy card holders with complaint hotline printed in Chinese, English and 6 languages of diverse races to enhance the promotion of OSH complaint channels to people of diverse races, encourage them to be on the alert about site safety, and enable LD to conduct inspections in a more targeted manner.

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

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)157

(Question Serial No. 4953)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

What were the number of industrial injuries handled by the Labour Department (LD), the recurrent operational expenses and average recurrent operational expenses per case in the past 5 financial years?

Asked by: Hon KWOK Ka-ki (LegCo internal reference no.: 593)

Reply:

The Occupational Safety and Health Branch of LD handled a total of 168 707[#] work-related accident cases from 2015 to 2019. 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 2019 are up to the first 3 quarters of 2019. The work-related accident statistics for the full year of 2019 will be released in April 2020.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)158

(Question Serial No. 4955)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) What were the recurrent operational expenses incurred by the Labour Department (LD) in providing free employment services and the number of job seekers benefited in each of the past 5 financial years?
- (b) What were the recurrent operational expenses incurred by LD in 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 (LegCo internal reference no.:595)

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 2015, 2016, 2017, 2018 and 2019, there were respectively 67 221, 63 814, 49 233, 38 567 and 43 742 able-bodied job seekers registered with LD for employment services. Currently, the vast majority of vacancies advertised through LD provide employers' contact details. Job seekers may obtain information of job vacancies 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 2015, 2016, 2017, 2018 and 2019, LD recorded 148 347, 149 794, 154 222, 136 079 and 111 568 placements for able-bodied job seekers respectively.

In 2015, 2016, 2017, 2018 and 2019, there were respectively 2 720, 2 790, 2 833, 2 766 and 2 766 persons with disabilities registered with the Selective Placement Division (SPD) of LD for employment services. Over the same period, SPD recorded 2 401, 2 250, 2 203, 2 219 and 2 213 placements for job seekers with disabilities respectively.

In 2015, 2016, 2017, 2018 and 2019, the numbers of various services provided at the 2 YERCs were 73 394, 72 661, 72 878, 72 899 and 70 305 respectively. YETP operates on the basis of programme year, running from September each year to August of the following year. In the 2014/15, 2015/16, 2016/17, 2017/18 and 2018/19 programme years, the numbers of young people enrolled were 6 741, 6 165, 5 720, 4 694 and 4 572 respectively.

The annual recurrent expenditure of LD for providing various employment services from 2015-16 to 2019-20 and, out of the aforesaid expenditure, the annual recurrent expenditure for providing career guidance, pre-employment and on-the-job training for young people are at the Annex.

- (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 2020-21 is \$390,000.

**Annual recurrent expenditure of LD's employment services
from 2015-16 to 2019-20**

(i) Annual recurrent expenditure of LD for providing various employment services

Financial year	Recurrent expenditure
2015-16	\$341.3 million
2016-17	\$360.9 million
2017-18	\$365.2 million
2018-19	\$359.0 million
2019-20 (Revised estimate)	\$406.6 million

(ii) Annual recurrent expenditure for providing career guidance, pre-employment and on-the-job training for young people

Financial year	Recurrent expenditure
2015-16	\$134.8 million
2016-17	\$140.2 million
2017-18	\$139.2 million
2018-19	\$135.2 million
2019-20 (Revised estimate)	\$142.2 million

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)159

(Question Serial No. 4956)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (Carlson CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) Please 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 2019-20.
- (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 2019-20.

Asked by: Hon KWOK Ka-ki (LegCo internal reference no.:596)

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 2019 is at Annex 1.
- (b) In 2019, LD recorded 111 568 placements for able-bodied job seekers. Of these, 103 467 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 at Annex 2.

Breakdowns of placements for job seekers with disabilities recorded by LD in 2019 by gender, age, industry and monthly earnings are at Annex 3.

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 for able-bodied job seekers and job seekers with disabilities by employment district.

Breakdown of persons with disabilities, young people, new arrivals and EMs registered with LD for employment services in 2019

	No. of job seekers registered for employment services*
Persons with disabilities	2 766
Young people	8 228
New arrivals	3 289
EMs	1 231

* Job seekers who registered for employment services may belong to more than 1 classification.

**Breakdowns of placements for able-bodied job seekers
secured through LD's referral services in 2019
by gender, age, industry and monthly earnings**

(i) By gender

Gender	No. of placements
Male	3 576
Female	4 525
Total	8 101

(ii) By age

Age	No. of placements
15-below 20	527
20-below 30	2 025
30-below 40	1 301
40-below 50	1 621
50-below 60	1 905
60 or above	722
Total	8 101

(iii) By industry

Industry	No. of placements
Manufacturing	639
Construction	304
Wholesale, retail and import/export trades	2 680
Restaurants and hotels	1 267
Transport, storage and communications	388
Financing, insurance, real estate and business services	1 277
Community, social and personal services	1 507
Others (including government sector)	39
Total	8 101

(iv) By monthly earnings

Monthly earnings	No. of placements
Below \$4,000*	221
\$4,000-below \$5,000*	157
\$5,000-below \$6,000	464
\$6,000-below \$7,000	232
\$7,000-below \$8,000	355
\$8,000-below \$9,000	611
\$9,000-below \$10,000	415
\$10,000-below \$11,000	682
\$11,000-below \$12,000	717
\$12,000-below \$13,000	987
\$13,000-below \$14,000	801
\$14,000 or above	2 459
Total	8 101

* All placements were part-time or temporary jobs.

**Breakdowns of placements for job seekers with disabilities recorded by LD in 2019
by gender, age, industry and monthly earnings**

(i) By gender

Gender	No. of placements
Male	1 139
Female	1 074
Total	2 213

(ii) By age

Age	No. of placements
15-below 20	53
20-below 30	744
30-below 40	506
40-below 50	474
50-below 60	349
60 or above	87
Total	2 213

(iii) By industry

Industry	No. of placements
Manufacturing	134
Construction	29
Wholesale, retail and import/export trades	324
Restaurants and hotels	534
Transport, storage and communications	174
Financing, insurance, real estate and business services	415
Community, social and personal services	541
Others (including government sector)	62
Total	2 213

(iv) By monthly earnings

Monthly earnings	No. of placements
Below \$3,000	193
\$3,000-below \$4,000	204
\$4,000-below \$5,000	183
\$5,000-below \$6,000	149
\$6,000-below \$7,000	138
\$7,000-below \$8,000	220
\$8,000-below \$9,000	206
\$9,000-below \$10,000	201
\$10,000 or above	719
Total	2 213

Note: Having regard to the physical conditions of persons with disabilities, some of them may engage in jobs with shorter working hours. Thus, the monthly earnings for some persons with disabilities may be lower.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)160

(Question Serial No. 4957)

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 according to 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 (LegCo internal reference no.: 597)

Reply:

The information sought is provided as follows:

- (a) In 2019, 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 76 and 13 755 respectively. A breakdown by industry according to HSIC V2.0 of C&SD is at Annex 1.
- (b) In 2019, the numbers of labour disputes and claims with conciliation service rendered by LD were 66 and 13 153 respectively. A breakdown by industry according to HSIC V2.0 of C&SD is at Annex 2.

- (c) In 2019, the numbers of labour disputes and claims resolved through conciliation by LD were 33 and 9 995 respectively. A breakdown by industry according to HSIC V2.0 of C&SD is at Annex 3.
- (d) In 2019, the percentages of labour disputes and claims resolved through conciliation by LD were 50.0% and 76.0% respectively.

**Number of labour disputes and claims handled by LD
in 2019 with breakdown by industry**

(i) Labour disputes

Industry#	No. of labour disputes
Manufacturing	1
Construction	46
Import/export, wholesale and retail trades	6
Transportation, storage, postal and courier services	1
Accommodation and food service activities	17
Financial and insurance activities	1
Real estate activities	2
Professional, scientific and technical activities	1
Other service activities	1
Total	76

(ii) Claims

Industry#	No. of claims
Construction	3 027
Import/export, wholesale and retail trades	1 281
Transportation, storage, postal and courier services	984
Accommodation and food service activities	2 562
Administrative and support service activities	1 038
Other service activities	1 313
Work activities within domestic households	1 122
Others*	2 428
Total	13 755

* Including individual industries that account for less than 5% of the total number of claims.

The above figures are listed in order of industries according to HSIC V2.0.

**Number of labour disputes and claims with conciliation service rendered by LD
in 2019 with breakdown by industry**

(i) Labour disputes

Industry#	No. of labour disputes
Manufacturing	1
Construction	43
Import/export, wholesale and retail trades	5
Transportation, storage, postal and courier services	1
Accommodation and food service activities	13
Financial and insurance activities	1
Real estate activities	1
Professional, scientific and technical activities	-
Other service activities	1
Total	66

(ii) Claims

Industry#	No. of claims
Construction	2 835
Import/export, wholesale and retail trades	1 219
Transportation, storage, postal and courier services	957
Accommodation and food service activities	2 464
Administrative and support service activities	1 005
Other service activities	1 227
Work activities within domestic households	1 106
Others*	2 340
Total	13 153

* Including individual industries that account for less than 5% of the total number of claims.

The above figures are listed in order of industries according to HSIC V2.0.

**Number of labour disputes and claims resolved through conciliation by LD
in 2019 with breakdown by industry**

(i) Labour disputes

Industry#	No. of labour disputes
Manufacturing	1
Construction	26
Import/export, wholesale and retail trades	2
Transportation, storage, postal and courier services	1
Accommodation and food service activities	1
Financial and insurance activities	-
Real estate activities	1
Professional, scientific and technical activities	-
Other service activities	1
Total	33

(ii) Claims

Industry#	No. of claims
Construction	2 065
Import/export, wholesale and retail trades	918
Transportation, storage, postal and courier services	718
Accommodation and food service activities	1 928
Administrative and support service activities	851
Other service activities	902
Work activities within domestic households	841
Others*	1 772
Total	9 995

* Including individual industries that account for less than 5% of the total number of claims.

The above figures are listed in order of industries according to HSIC V2.0.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)161

(Question Serial No. 5013)

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 (LegCo internal reference no.: 861)

Reply:

OSHC is devoted to enhancing the level of occupational safety and health (OSH), improving workplace safety and strengthening the level of safety management systems of enterprises in Hong Kong. The work of OSHC covers promotion and publicity, education and training, consultancy services, practical research, information dissemination and facilitating exchanges amongst the Government, employers, employees, professionals and academics, so as to safeguard the valuable workforce in Hong Kong. The various programmes launched and commenced by OSHC in the past 5 years in relation to the above objectives 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 OSH messages to every corners of society, from working persons in various industries to young people and 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, including “Construction Safety Promotional Campaign”, “Hong Kong Occupational Safety and Health Award”, “Occupational Health Award”, “World Day for Safety and Health at Work”, “Good Housekeeping Day”, “Best Property Safety Management Award” and promotion of OSH in the catering industry, to encourage the ongoing promotion of safety culture among employers and employees through competitions and giving recognition. The “OSH Star Enterprise Schemes” provide tailor-made OSH solutions for enterprises and enhance the level of safety management systems in industries through assessment systems with international standards. OSHC develops an online list for certified enterprises, enabling members of the public to differentiate and select enterprises with good safety records. To assist small and medium enterprises in improving the level of OSH, OSHC runs a number of sponsorship schemes to assist them in the procurement of suitable safety protective equipment, benefiting industries including environmental hygiene, construction, renovation and maintenance work, electrical and mechanical trade and property management. OSHC also provides consultancy services to public and private sectors to assist them in enhancing their safety performance on an ongoing basis.

Protection of occupational health and prevention of occupational diseases

OSHC has always been concerned about different aspects of occupational health, such as prevention of heat stroke, musculoskeletal disorders and mental health. In view of the increasing incidence of high temperature during summer in Hong Kong in recent years, OSHC collaborates with LD and industry organisations to continue to launch the promotional campaign “Prevention of Heat Stroke at Work in a Hot Environment” to remind people working outdoors to pay attention to the potential hazards of working in hot weather and take appropriate preventive measures to reduce the risk of heat stroke. In May 2019, OSHC collaborated with LD to launch a large-scale promotional campaign to raise employees’ awareness of prevention of heat stroke through distributing protective equipment, broadcasting a new publicity video and conducting extensive publicity. Besides, quite a number of employees of various industries are engaged in work that involves repetitive movements, frequent standing or maintaining the same posture, which can easily lead to musculoskeletal disorder. Therefore, OSHC strives to publicise and promote the prevention of musculoskeletal disorder and enhance employers’ and employees’ understanding of musculoskeletal diseases and proper working posture. For practitioners in some industries who always have to sit for long hours at work, their risk of developing diseases such as cardiovascular disease and diabetes is higher due to inadequate physical activity. OSHC launches promotional campaigns jointly with LD and the Department of Health (DH) to encourage working persons to “move more” and to integrate physical activity into daily work. Apart from physical illnesses, mental health is also a topic of concern to OSHC. OSHC continues to join hands with DH and LD to launch the “Joyful@Healthy Workplace” programme with mental well-being, healthy eating and physical activity as the themes, providing diversified activities such as mental health first aid trainings to encourage employers and employees to build a healthy workplace.

OSH education

OSHC organises suitable OSH training courses having regard to the social demand 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. To enhance the effectiveness of trainings, OSHC has established the OSH Immersive Experience Hall so that trainees can experience the serious consequences of unsafe behaviours under safe conditions by using virtual reality technology. The aim is to strengthen their safety awareness, thus paying more attention to safe working behaviour and strictly implementing safety measures. OSHC also makes use of extensive promotion channels and diversified information channels to disseminate relevant OSH information to members of the public through efficient and effective means.

OSHC is committed to cultivating the safety culture among young people. Through various activities such as “OSH Workshop@School” programme and visit to the OSH Academy, senior secondary school students learn about the common issues concerning OSH and enhance their safety awareness. OSHC also provides research scholarship to tertiary students to encourage them to conduct OSH-related researches. OSHC, in collaboration with District Councils and local organisations, organises a wide range of local safety and health activities under the “Hong Kong Safe Community Programme” to build a safety culture for all.

Work injury and occupational disease rehabilitation

OSHC has been committed to promoting the concept of occupational rehabilitation. OSHC co-operates with the insurance industry to launch the “Construction and Designated Industries Injured Employees Return-to-work Pilot Scheme”, providing timely and co-ordinated private rehabilitation treatment services for participating injured employees, so as to enhance their chances for recovery and facilitate their return to work under safe circumstances. OSHC aims to test out the effectiveness of providing rehabilitation services to injured employees under a case management approach and collect and analyse relevant data, which is conducive to developing a work injury rehabilitation protocol applicable to employees in Hong Kong. Through organising competitions to give recognition to organisations that launch good disability management schemes and disability management training courses, OSHC promotes the concept of occupational rehabilitation and enhances the disability management skills of professionals, so as to improve the level of occupational disability management in Hong Kong.

Moreover, OSHC commences practical research plans on a regular basis to facilitate the implementation of policies and to meet the needs of the industries, so as to understand working persons’ attitudes towards OSH and the OSH development trend in Hong Kong. It also formulates appropriate publicity and education strategies.

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)162

(Question Serial No. 5014)

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 (LegCo internal reference no.: 862)

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 2019, the number of cases of injured employees joining VRP was 28 400. 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 at Annex. Under VRP, insurers would 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 2018, insurers invited injured employees in a total of 2 369 cases to join VRP, of which the employees in 1 868 cases accepted the offers, representing 79% of the cases with invitations extended. Among the cases under VRP in 2018, employees in 735 cases completed rehabilitation in the same year, of which the employees returned to work in 596 cases, representing 81% of the cases with rehabilitation completed in the same year. Among the injured employees who joined VRP in 2018 and responded to LD's survey, 81% considered that VRP was in general helpful to them.

A list of the 17 insurers currently participating in VRP

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. CMB Wing Lung Insurance Company Limited
16. Zurich Insurance Company Limited
17. Berkshire Hathaway Specialty Insurance Company

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)163

(Question Serial No. 5015)

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 (LegCo internal reference no.: 868)

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 2015 to 2019, the numbers of summonses heard and convicted in respect of breaches of various labour laws processed by LD under Programme (4) were 10 746 and 9 283 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 staff concerned 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 2020-21, 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 (EM) languages, publicising on radio programmes for EMs, advertising on public transport and in EM newspapers, and conducting publicity and education for FDHs through various channels. 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)164

(Question Serial No. 5017)

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 (EC) 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 (LegCo internal reference no.: 870)

Reply:

From 2015 to 2019, LD processed 10 764 summonses heard and 9 283 summonses were convicted under Programme (4). Breakdowns of the numbers of summonses heard and summonses convicted by industry and reason for taking out prosecution are at Annexes 1 and 2 respectively.

**Number of summonses heard processed by LD from 2015 to 2019
with breakdowns by industry and reason for taking out prosecution**

Industry	Reasons for taking out prosecution	Failure to take out EC 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		759	1 008	229	63	8	2	101	2 170
Community, social and personal services		582	569	120	269	69	2	152	1 763
Wholesale/retail trade		1 049	385	67	141	10	9	28	1 689
Catering		868	387	77	280	31	11	30	1 684
Construction		84	412	189	68	308	-	39	1 100
Transport, storage and communications		157	684	75	55	20	-	20	1 011
Import/export trade		565	254	76	31	7	-	17	950
Manufacturing		93	126	33	22	5	2	9	290
Hotels		14	40	6	1	-	-	-	61
Others		15	24	3	2	-	1	1	46
Total		4 186	3 889	875	932	458	27	397	10 764

**Number of summonses convicted processed by LD from 2015 to 2019
with breakdowns by industry and reason for taking out prosecution**

Industry	Reasons for taking out prosecution	Failure to take out EC 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		743	817	177	60	8	-	81	1 886
Catering		813	315	60	272	8	10	25	1 503
Community, social and personal services		561	467	83	229	29	2	95	1 466
Wholesale/retail trade		1 020	214	39	118	10	9	23	1 433
Transport, storage and communications		146	649	56	49	12	-	15	927
Construction		76	354	159	67	229	-	31	916
Import/export trade		556	191	59	25	-	-	16	847
Manufacturing		90	105	15	21	3	2	8	244
Hotels		14	20	-	1	-	-	-	35
Others		14	7	1	2	-	1	1	26
Total		4 033	3 139	649	844	299	24	295	9 283

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CONTROLLING OFFICER'S REPLY

LWB(L)165

(Question Serial No. 5018)

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 workers imported under SLS and the success rate in 2019 (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 (LegCo internal reference no.: 871)

Reply:

In 2019, employers applied to import 4 721 workers under SLS. The number of imported workers approved in that year was 3 378. The vetting 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 number of imported workers 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 approved under SLS in 2019:
a breakdown by industry**

Industry	No. of imported workers approved
1. Agriculture and Fishing	797
2. Manufacturing	176
3. Construction	172
4. Wholesale, Retail and Import/Export Trades, Restaurants and Hotels	270
5. Transport, Storage and Communications	9
6. Financing, Insurance, Real Estate and Business Services	28
7. Community, Social and Personal Services	1 926
Total	3 378

**Number of imported workers approved under SLS in 2019:
a breakdown by job title**

Job title	No. of imported workers approved
1. Care Worker (Elderly Service)	1 718
2. Livestock/Poultry/Fish/Crop Farm Worker	435
3. Gardening Worker	353
4. Cook	170
5. Quality Controller/Inspector/Control Supervisor	86
6. Machine Operator	83
7. Care Worker (Disabled Service)	73
8. Floating Caisson Installation Operator	50
9. Waste Handling Worker	45
10. Others	365
Total	3 378

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CONTROLLING OFFICER'S REPLY

LWB(L)166

(Question Serial No. 3756)

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 Supplementary Labour Scheme (SLS), please advise this Committee of the estimated expenditure and staff establishment involved in 2020-21.
- (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 (LegCo internal reference no.: 54)

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 2020-21, the estimated expenditure of SLD is \$410,000 (excluding staff cost) and its staff establishment comprises 36 Labour Officer Grade and 17 Clerical Grade posts.
- (b) The numbers of applications received and approved by LD under SLS in 2017, 2018 and 2019 are at Annex 1. Breakdowns of the numbers of imported workers applied for and approved by industry, job title and monthly wage are at Annexes 2 to 6. 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 applications received and approved
under SLS in 2017, 2018 and 2019**

	2017	2018	2019
No. of applications*	1 106	1 217	1 097
No. of imported workers applied for*	4 390	5 095	4 721
No. of applications approved*	946	907	1 036
No. of imported workers approved*	2 765	3 225	3 378

* The vetting of applications received towards year-end may be completed in the following year, and hence the numbers of applications approved and imported workers approved within the year do not correspond to the numbers of applications received and imported workers applied for in the same year.

**Number of imported workers applied for and approved
under SLS in 2017, 2018 and 2019:
a breakdown by industry**

Industry	No. of imported workers applied for*			No. of imported workers approved*		
	2017	2018	2019	2017	2018	2019
1. Agriculture and Fishing	791	886	970	653	705	797
2. Manufacturing	201	390	485	147	158	176
3. Construction	751	351	561	77	589	172
4. Wholesale, Retail and Import/Export Trades, Restaurants and Hotels	503	483	448	210	197	270
5. Transport, Storage and Communications	58	68	131	18	24	9
6. Financing, Insurance, Real Estate and Business Services	80	168	73	11	19	28
7. Community, Social and Personal Services	2 006	2 749	2 053	1 649	1 533	1 926
Total	4 390	5 095	4 721	2 765	3 225	3 378

* The vetting 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.

**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 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.

**Number of imported workers applied for and approved
under SLS in 2018:
a breakdown by job title**

Job title	No. of imported workers applied for*	No. of imported workers approved*
1. Care Worker (Elderly Service)	2 108	1 409
2. Livestock/Poultry/Fish/Crop Farm Worker	553	448
3. Gardening Worker	315	247
4. Cook	302	155
5. Machine Operator	165	57
6. Care Worker (Disabled Service)	112	69
7. Bean Curd/Soya Bean/ Bean Sprout Processing Worker	87	79
8. Quality Controller/Inspector/Control Supervisor	79	38
9. Waste Handling Worker	72	19
10. Others	1 302	704
Total	5 095	3 225

* The vetting 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.

**Number of imported workers applied for and approved
under SLS in 2019:
a breakdown by job title**

Job title	No. of imported workers applied for*	No. of imported workers approved*
1. Care Worker (Elderly Service)	1 707	1 718
2. Gardening Worker	483	353
3. Livestock/Poultry/Fish/Crop Farm Worker	480	435
4. Cook	291	170
5. Machine Operator	240	83
6. Quality Controller/Inspector/Control Supervisor	105	86
7. Care Worker (Disabled Service)	102	73
8. Bean Curd/Soya Bean/ Bean Sprout Processing Worker	45	37
9. Waste Handling Worker	43	45
10. Others	1 225	378
Total	4 721	3 378

* The vetting 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.

**Number of imported workers applied for and approved
under SLS in 2017, 2018 and 2019:
a breakdown by monthly wage**

Monthly wage	No. of imported workers applied for*			No. of imported workers approved*		
	2017	2018	2019	2017	2018	2019
1. \$8,000 or below	11	4	3	-	-	-
2. Above \$8,000-\$10,000	668	778	197	337	453	194
3. Above \$10,000-\$12,000	2 317	397	544	2 023	607	374
4. Above \$12,000-\$14,000	105	2 603	2 378	23	1 278	2 211
5. Above \$14,000-\$16,000	211	280	225	97	41	68
6. Above \$16,000-\$18,000	224	337	468	112	125	190
7. Above \$18,000-\$20,000	146	205	179	74	87	60
8. Above \$20,000	708	491	727	99	634	281
Total	4 390	5 095	4 721	2 765	3 225	3 378

* The vetting 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.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)167

(Question Serial No. 6076)

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 set out in the following table the quantity, value and stock of surgical masks produced by the Correctional Services Department (CSI masks) that the Labour Department (LD) obtained from the Government Logistics Department (GLD) for each month in the past 3 years:

Month/Year	No. of CSI masks obtained	Value of CSI masks obtained	Stock of CSI masks

- (b) Please set out in the following table the quantity, value, stock and consumption of surgical masks that LD obtained from GLD or self-procured for each month in the past 3 years:

Month/Year	No. of surgical masks obtained from GLD (value)	No. of self-procured surgical masks (value)	Stock	Consumption

- (c) Please set out in the following table the quantity, value, stock and consumption of N95 masks that LD obtained from GLD or self-procured for each month in the past 3 years:

Month/Year	No. of N95 masks obtained from GLD (value)	No. of self-procured N95 masks (value)	Stock	Consumption

- (d) Please set out in the following table the quantity, value, stock and consumption of gowns that LD obtained from GLD or self-procured for each month in the past 3 years:

Month/Year	No. of gowns obtained from GLD (value)	No. of self-procured gowns (value)	Stock	Consumption

- (e) Please set out in the following table the quantity, value, stock and consumption of protective coverall suits that LD obtained from GLD or self-procured for each month in the past 3 years:

Month/Year	No. of protective coverall suits obtained from GLD (value)	No. of self-procured protective coverall suits (value)	Stock	Consumption

- (f) Please set out in the following table the quantity, value, stock and consumption of face shields that LD obtained from GLD or self-procured for each month in the past 3 years:

Month/Year	No. of face shields procured	Value of face shields procured	Stock of face shields	Consumption

- (g) Please set out in the following table the quantity, value, stock and consumption of goggles that LD obtained from GLD or self-procured for each month in the past 3 years:

Month/Year	No. of goggles procured	Value of goggles procured	Stock of goggles	Consumption

- (h) Did LD supply or sell any surgical masks, N95 masks, face shields, goggles, gowns and protective coverall suits to other organisations in the past 3 years? If yes, please provide the relevant information, including the quantity, consumption and stock, in the following table:

Month/Year	Name of organisation	Manner of provision (e.g. sold or supplied for free)	Surgical masks	N95 masks	Face shields	Goggles	Gowns	Protective coverall suits

- (i) If LD is to supply or sell surgical masks, N95 masks, face shields, goggles, gowns and protective coverall suits to other organisations, what are the departments and the ranks of the officers responsible for making such decisions? Please provide the ranks of the officers involved in each decision, the date of decision and other relevant information.

Asked by: Hon MO Claudia (LegCo internal reference no.: 165)

Reply:

LD has received from GLD the masks produced by CSD, and has also self-procured masks on the market for distribution to colleagues for use. LD has not consolidated the information on distribution of masks obtained from different sources to individual staff.

The HKSAR Government is facing fierce competition in the procurement of personal protective equipment (PPE) due to an upsurge in global demand. The HKSAR Government considers it inappropriate to disclose publicly at this stage further specific details of the PPE of individual departments in the past few years and recently, including the stock, origin, information on the suppliers concerned, quantity and amount procured, delivery schedule, consumption, etc. so as not to undermine the bargaining power of GLD and other departments in the procurement of PPE.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)168

(Question Serial No. 5137)

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 Employment Programme for the Middle-aged (EPM) and the Employment Programme for the Elderly and Middle-aged (EPEM), please advise this Committee of the following in the past year:

The number of job seekers participating in the programmes

The number of companies/organisations participating in the programmes

(Yearly breakdown in table form)

Educational attainment of job seekers	Post-secondary	Secondary	Primary	Technician	Others
2014					
2015					
2016					
2017					
2018					

(Yearly breakdown in table form)

	Full-time jobs available for application	Placements secured (full-time)	Average salary (full-time)	Part-time jobs available for application	Placements secured (part-time)	Average salary (part-time)	Employment terminated within 3 months	Employment terminated within half a year
Professionals								
General clerical work								
Catering industry								
Transportation industry								
Sales and service industry								
Construction industry								
Cleaners								
Outsourced government work								

(Yearly breakdown in table form)

Placement secured	Aged 40-45	Aged 46-50	Aged 51-55	Aged 56-60	Aged above 60
Professionals					
General clerical work					
Catering industry					
Transportation industry					
Sales and service industry					
Construction industry					
Cleaners					
Outsourced government work					

- (b) What were the operational expenses and salary cost for the related work in the past 5 years?
- (c) What was the expenditure for on-the-job training (OJT) allowance under EPM and EPEM in the past 5 years?
- (d) Whether the Labour Department (LD) has examined the reasons for those placements secured through the above programmes in the past 5 years where employment was terminated after a short period of service? If any participating companies/organisations frequently dismiss the recruited employees after a short period of service, whether they will be blacklisted by LD?
- (e) What were the number and form of promotional activities to publicise EPM and EPEM and the number of participants in the past 5 years?

Asked by: Hon TAM Man-ho, Jeremy (LegCo internal reference no.: 402)

Reply:

The information sought is provided as follows:

- (a) No prior registration under EPEM (known as EPM before September 2018) is required for employees as relevant registration can be made by their employers after they have secured employment from vacancies placed with LD. In 2019, there were 3 061 placements eligible for joining EPEM, involving 1 093 employers. The relevant statistics are provided at Annex 1 to Annex 3.
- (b) EPEM is implemented by the staff of LD's job centres among their other duties, and the manpower and salary costs involved cannot be separately identified. The expenditure for EPEM from 2015-16 to 2019-20 is provided at Annex 4.
- (c) LD actively invites employers of each placement case eligible for joining EPEM to apply for OJT allowance. However, some employers did not apply for the allowance due to various reasons, such as they chose to absorb the training costs by their own resources. The amount of OJT allowance granted under EPEM from 2015-16 to 2019-20 is provided at Annex 5.
- (d) LD conducts surveys regularly to find out the retention status of those placed into employment under EPEM. According to the surveys conducted up to December 2019, among the employees who have received OJT under the Programme, about 79% of the cases recorded a retention period of 4 months or above and 65% stayed in employment for 6 months or more. For those cases with short retention periods, a considerable number of them involved job seekers leaving employment early due to finding other jobs or for personal reasons such as health or family reasons. Under the requirements of EPEM, employers have to undertake not to displace existing staff of the same position with the newly placed employee. In case the employment ends before completion of the OJT period, no OJT allowance will be granted if the training period undergone by the employee is less than 1 month. LD will examine each OJT allowance application received, and regularly contact employers and employees to ensure that the employers comply with the requirements under EPEM and other relevant legislation. If the employers fail to comply with the requirements under EPEM and other relevant legislation, LD may reject their applications for training allowance.
- (e) LD has been encouraging more employers to provide suitable vacancies for the middle-aged and elderly through various publicity avenues, including radio, television channels, recruitment websites, public transport, mailing of promotional leaflets, employers' experience sharing sessions and job fairs, Human Resources Managers' Clubs established under LD, industry-based Tripartite Committee meetings, etc. In addition, LD liaises and co-operates with non-governmental organisations serving the middle-aged and elderly, and makes use of the dedicated webpage for the elderly under the Interactive Employment Service website, so as to promote EPEM and

encourage middle-aged and elderly persons with employment needs to participate in EPEM. LD does not have statistics on the above activities and their participants.

**Breakdown of placements eligible for joining EPEM from 2014 to 2018
by educational attainment**

Educational attainment	Post-secondary	Secondary 1-7	Primary 6 or below	Technician ⁽¹⁾	Others ⁽¹⁾
2014	238	2 045	281	N.A.	N.A.
2015	280	2 052	209	N.A.	N.A.
2016	333	2 409	236	N.A.	N.A.
2017	365	2 078	199	N.A.	N.A.
2018	360	2 032	182	N.A.	N.A.

Note: ⁽¹⁾ LD does not have breakdowns by “Technician” and “Others”.

**Breakdown for the specified occupations or industries in 2019
by number of placements eligible for joining EPEM, average salary and retention status**

Occupation/ Industry ⁽¹⁾	Full-time jobs available for application	No. of placements (full-time)	Average salary (full-time)	Part-time jobs available for application	No. of placements (part-time)	Average salary (part-time)	No. of placements with employment terminated within 3 months ⁽⁴⁾	No. of placements with employment terminated within half a year ⁽⁴⁾
Professionals	N.A. ⁽²⁾	24	\$16,617	N.A. ⁽²⁾	6	\$11,368	4	6
Clerical support workers	N.A. ⁽²⁾	431	\$12,520	N.A. ⁽²⁾	149	\$7,125	140	179
Restaurants	N.A. ⁽²⁾	210	\$13,696	N.A. ⁽²⁾	80	\$7,188	83	104
Transport	N.A. ⁽²⁾	137	\$12,817	N.A. ⁽²⁾	17	\$6,441	35	44
Wholesale and retail trades	N.A. ⁽²⁾	388	\$12,338	N.A. ⁽²⁾	124	\$7,128	111	143
Construction	N.A. ⁽²⁾	131	\$16,945	N.A. ⁽²⁾	6	\$14,448	32	42
Cleaners	N.A. ⁽²⁾	95	\$11,452	N.A. ⁽²⁾	52	\$4,086	42	47
Outsourced government work	N.A. ⁽²⁾⁽³⁾	N.A. ⁽³⁾	N.A. ⁽³⁾	N.A. ⁽²⁾⁽³⁾	N.A. ⁽³⁾	N.A. ⁽³⁾	5	8

Note: ⁽¹⁾ Since the classification only covers some of the occupations and industries and there is overlap between the breakdowns by occupations and by industries, the figures for occupations and industries do not add up to the total number of placements eligible for joining EPEM.

⁽²⁾ LD does not have the relevant number of vacancies because employers, when submitting their vacancies, are not required to indicate whether their vacancies are specifically for the middle-aged and elderly to apply.

⁽³⁾ LD does not have the relevant breakdown because employers are not required to indicate whether the placements are for outsourced government work before applying for training allowance under EPEM.

⁽⁴⁾ The figures are based on survey findings up to December 2019. LD will continue to follow up and update the relevant statistics.

**Breakdown of placements eligible for joining EPEM in 2019
for the specified occupations or industries by age**

No. of placements ⁽¹⁾	Aged 40-45	Aged 46-50	Aged 51-55	Aged 56-60	Aged above 60
Professionals	3	5	10	8	4
Clerical support workers	114	129	161	105	71
Restaurants	73	74	69	48	26
Transport	31	30	45	28	20
Wholesale and retail trades	140	129	145	70	28
Construction	14	29	34	31	29
Cleaners	18	11	43	38	37
Outsourced government work ⁽²⁾	N.A.	N.A.	N.A.	N.A.	N.A.

Note: ⁽¹⁾ Since the classification only covers some of the occupations and industries and there is overlap between the breakdowns by occupations and by industries, the figures for occupations and industries do not add up to the total number of placements eligible for joining EPEM.

⁽²⁾ LD does not have the relevant breakdown because employers are not required to indicate whether the placements are for outsourced government work before applying for training allowance under EPEM.

Expenditure for EPEM from 2015-16 to 2019-20

Year	Amount (\$million)
2015-16	3.1
2016-17	3.1
2017-18	3.3
2018-19	4.0
2019-20 (up to February 2020)	6.2

**Amount of OJT allowance granted under EPEM
from 2015-16 to 2019-20**

Year	Amount (\$million)
2015-16	2.6
2016-17	2.9
2017-18	3.1
2018-19	3.1
2019-20 (up to February 2020)	5.6

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CONTROLLING OFFICER'S REPLY

LWB(L)169

(Question Serial No. 5141)

Head: (90) Labour Department
Subhead (No. & title): ()
Programme: (4) Employees' Rights and Benefits
Controlling Officer: Commissioner for Labour (Carlson CHAN)
Director of Bureau: Secretary for Labour and Welfare

Question:

In light of a spate of cases in recent years about abuse of foreign domestic helpers (FDHs) by employers, the Labour Department (LD) has indicated that it will enhance the support for FDHs and employers through a range of comprehensive publicity and educational activities. Please advise this Committee of: (in table form)

- (a) the number and form of publicity activities related to protecting the rights and benefits of FDHs and the number of participants in these activities in the past 3 years, and their effectiveness according to LD;
- (b) the operational expenses and salary cost for the related work in the past 3 years;
- (c) how the newly-established dedicated FDH division will protect the rights and benefits of FDHs; and whether the Government has increased manpower to handle it. If yes, what are the details?

Asked by: Hon TAM Man-ho, Jeremy (LegCo internal reference no.: 406)

Reply:

The information sought is provided as follows:

- (a) LD enhances FDHs' understanding of their rights and benefits under the Employment Ordinance (EO) and the Standard Employment Contract through a series of publicity and educational work. LD produces practical guides, promotional leaflets and posters in a number of FDHs' mother languages, and widely distributes relevant publications to FDHs at the airport through a non-governmental organisation, the consulates-general of FDHs' home countries in Hong Kong 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, etc. Apart from employment rights and benefits, LD has added to its promotional messages such information as methods to deal with situations of threat to personal safety and channels for seeking assistance, and widely distributes information cards to FDHs with points to note while working in Hong Kong. LD's dedicated FDH Portal (www.fdh.labour.gov.hk), with 12 language versions available, facilitates FDHs' understanding of their entitlements before coming to work in Hong Kong.

In addition, LD works closely with the consulates-general of major FDHs' home countries in Hong Kong by frequently attending their orientation seminars for newly-arrived FDHs and major social/cultural events organised by these consulates-general for their nationals in Hong Kong, so as to reach out to FDHs, directly explain to them key information on their employment rights and benefits as well as channels for seeking assistance, answer queries about their employment rights and benefits, provide relevant information and distribute information packs, booklets and the above-mentioned information cards. Besides, the Government has established a regular liaison mechanism with the consulates-general concerned for information sharing and coordination of related publicity and educational activities.

As for employers, LD published a guide to FDH employers to explain their obligations and rights as employers, and a newsletter to introduce LD's services and support channels. LD also organised briefings for newly-arrived FDHs and first-time employers to raise the awareness of their respective rights and obligations.

Details of the publicity and educational work undertaken by LD concerning FDHs and their employers in each year from 2017-18 to 2019-20 are set out at Annex. LD does not keep the total number of participants of the above activities. LD reviews and evaluates the implementation and effectiveness of its publicity efforts from time to time on the basis of information such as feedback given by FDHs and employers to LD, the number of attendees at briefings, page views of the dedicated FDH Portal, etc. According to the above information and the opinions received, the publicity and educational work of LD is conducive to providing employment-related information to more FDHs and employers and enhances both parties' understanding of their respective rights and obligations.

- (b) In 2017-18, 2018-19 and 2019-20, the expenditures for publicity and educational work relating to FDHs and their employers were \$3.58 million, \$3.71 million and \$4.92 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) LD will set up a dedicated FDH division to ensure effective coordination and implementation of measures to enhance protection of FDHs and to provide better support to FDHs and their employers. Its responsibilities will include enhancing promotion and educational work (for example, staging information kiosks, producing publicity materials and videos, etc.); providing more support services for FDHs and their employers (including organising briefings and sharing sessions to answer their enquiries on the spot); supporting the implementation of FDH policy measures and exploring new source countries of FDHs. It is hoped that through these efforts, the

protection for FDHs and support for their employers can be strengthened and both parties can have a deeper understanding of their respective rights and obligations, so as to promote more cordial employment relationships and maintain Hong Kong as an attractive place for FDHs to work. In 2020-21, the establishment of FDH division will comprise 15 Labour Officer Grade and 2 Clerical Grade posts.

**Figures on publicity and educational work
concerning FDHs and their employers from 2017-18 to 2019-20**

	2017-18	2018-19	2019-20	Total
Briefings/seminars	49	57	50	156
Roving exhibitions	6	6	5	17
Newspaper advertisements	36	48	48	132
Information kiosks	9	14	12	35

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)170****(Question Serial No. 4859)**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:

Regarding the work in relation to the Code on Access to Information, will the Government advise this Committee on the following:

- 1) Concerning the requests for information under the Code on Access to Information received by the Employees Retraining Board from October 2018 to present for which only some of the required information has been provided, please state in table form: (i) the content of the requests for which only some of the required information has been provided; (ii) the reasons for providing some of the information only; (iii) whether the decision on withholding some of the information was made at the directorate (D1 or D2) level (according to paragraph 1.8.2 of the Guidelines on Interpretation and Application); (iv) whether the decision on withholding some of the information was made subject to a "harm or prejudice test", i.e. whether the public interest in disclosure of such information outweighs any harm or prejudice that could result from disclosure (according to paragraph 2.1.1 of the Guidelines on Interpretation and Application)? If yes, please provide the details of how the requests have been handled eventually.

From October to December 2018

(i) Content of the requests for which only some of the required information was provided	(ii) Reasons for providing some of the information only	(iii) Whether the decision on withholding some of the information was made at the directorate (D1 or D2) level (according to paragraph 1.8.2 of the Guidelines on Interpretation and Application)	(iv) Whether the decision on withholding some of the information was made subject to a "harm or prejudice test", i.e. whether the public interest in disclosure of such information outweighs any harm or prejudice that could result from disclosure (according to paragraph 2.1.1 of the

			Guidelines on Interpretation and Application). If yes, please provide the details.

2019

(i) Content of the requests for which only some of the required information was provided	(ii) Reasons for providing some of the information only	(iii) Whether the decision on withholding some of the information was made at the directorate (D1 or D2) level (according to paragraph 1.8.2 of the Guidelines on Interpretation and Application)	(iv) Whether the decision on withholding some of the information was made subject to a “harm or prejudice test”, i.e. whether the public interest in disclosure of such information outweighs any harm or prejudice that could result from disclosure (according to paragraph 2.1.1 of the Guidelines on Interpretation and Application). If yes, please provide the details.

- 2) Concerning the requests for information under the Code on Access to Information received by the Employees Retraining Board from October 2018 to present for which the required information has not been provided, please state in table form: (i) the content of the requests refused; (ii) the reasons for refusal; (iii) whether the decision on withholding the information was made at the directorate (D1 or D2) level (according to paragraph 1.8.2 of the Guidelines on Interpretation and Application); (iv) whether the decision on withholding the information was made subject to a “harm or prejudice test”, i.e. whether the public interest in disclosure of such information outweighs any harm or prejudice that could result from disclosure (according to paragraph 2.1.1 of the Guidelines on Interpretation and Application)? If yes, please provide the details of how the requests have been handled eventually.

From October to December 2018

(i) Content of the requests refused	(ii) Reasons for refusal	(iii) Whether the decision on withholding the information was made at the directorate (D1 or D2) level (according to paragraph 1.8.2 of	(iv) Whether the decision on withholding the information was made subject to a “harm or prejudice test”, i.e. whether the public interest in disclosure of such information outweighs any
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		the Guidelines on Interpretation and Application)	harm or prejudice that could result from disclosure (according to paragraph 2.1.1 of the Guidelines on Interpretation and Application). If yes, please provide the details.

2019

(i) Content of the requests refused	(ii) Reasons for refusal	(iii) Whether the decision on withholding the information was made at the directorate (D1 or D2) level (according to paragraph 1.8.2 of the Guidelines on Interpretation and Application)	(iv) Whether the decision on withholding the information was made subject to a “harm or prejudice test”, i.e. whether the public interest in disclosure of such information outweighs any harm or prejudice that could result from disclosure (according to paragraph 2.1.1 of the Guidelines on Interpretation and Application). If yes, please provide the details.

3) Any person who believes that a department has failed to comply with any provision of the Code on Access to Information may ask the department to review the situation. Please advise this Committee in each of the past 5 years, (i) the number of review cases received; (ii) the number of cases, among the review cases received in the year, in which further information was disclosed after review; (iii) whether the decisions on review were made at the directorate (D1 or D2) level.

Year in which review cases were received	(i) Number of review cases received	(ii) Number of cases, among the review cases received in the year, in which further information was disclosed after review	(iii) Whether the decisions on review were made at the directorate (D1 or D2) level
2015			
2016			
2017			
2018			

2019			
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4) With reference to the target response times set out in paragraphs 1.16.1 to 1.19.1 of Guidelines on Interpretation and Application of the Code on Access to Information, please advise this Committee on the following information by year in table form (with text descriptions).

(a) Within 10 days from date of receipt of a written request:

	Number of requests for which the information requested was provided	Number of requests involving third party information for which the information requested could not be provided	Number of requests for which the information requested could not be provided since the requests had to be transferred to another department which held the information under request	Number of requests for information which were refused under the exemption provisions in Part 2 of the Code on Access to Information	Number of applications which the applicants indicated that they did not wish to proceed with and withdrew since they did not accept the charge
2020					
2019					
2018					
2017					
2016					

Within 10 to 21 days from date of receipt of a written request:

	Number of requests for which the information requested was provided	Number of requests involving third party information for which the information requested could not be provided	Number of requests for which the information requested could not be provided since the requests had to be transferred to another department which held the information	Number of requests for information which were refused under the exemption provisions in Part 2 of the Code on Access to Information	Number of applications which the applicants indicated that they did not wish to proceed with and withdrew since they did not accept the charge

			under request		
2020					
2019					
2018					
2017					
2016					

Within 21 to 51 days from date of receipt of a written request:

	Number of requests for which the information requested was provided	Number of requests involving third party information for which the information requested could not be provided	Number of requests for which the information requested could not be provided since the requests had to be transferred to another department which held the information under request	Number of requests for information which were refused under the exemption provisions in Part 2 of the Code on Access to Information	Number of applications which the applicants indicated that they did not wish to proceed with and withdrew since they did not accept the charge
2020					
2019					
2018					
2017					
2016					

(b) cases in which information could not be provided within 21 days from date of receipt of a request in the past 5 years:

Date	Subject of information requested	Specific reason

(c) cases in which information could not be provided within 51 days from date of receipt of a request in the past 5 years:

Date	Subject of information requested	Specific reason

- 5) Please state in table form the number of those, among the cases in which requests for information were refused under the exemption provisions in Part 2 of the Code on Access to Information, on which the Privacy Commissioner for Personal Data was consulted when they were being handled in the past 5 years. For cases on which advice had been sought, was it fully accepted in the end? For cases where the advice of the Privacy Commissioner for Personal Data was not accepted or was only partially accepted, what are the reasons?

Date	Subject	Particular exemption provision in Part 2 of the Code on Access to Information under which requests for information were refused	Whether the advice of the Privacy Commissioner for Personal Data was fully accepted	Reasons for refusing to accept or only partially accepting the advice of the Privacy Commissioner for Personal Data

Asked by: Hon CHAN Tanya (LegCo internal reference no.: 426)

Reply:

According to the information provided by the Employee Retraining Board (ERB), the information required is as follows:

- (1) & (2) From October 2018 to September 2019, among the requests for information under the Code on Access to Information (the Code) received by ERB, 1 request was refused as it involved “privacy of the individual”, and there were 3 other requests for which ERB provided the requested information not involving internal discussion and views, third party information or personal information after deletion.
- (3) From 2015 to September 2019, ERB received 1 request for review and had disclosed further information after review in accordance with the provisions of the Code.
- (4) From 2016 to September 2019, the numbers of occasions on which ERB was able to provide the requested information and refused to provide the requested information under the exemption provisions in Part 2 of the Code within 10 days from the date of receipt of a written request were 7 and 2 respectively. The numbers of occasion on which ERB was able to provide the requested information, could not provide the requested information as the requests involved third party information, and refused to provide the requested information under the exemption provisions in Part 2 of the Code within 11-21 days from date of receipt were 1, 3 and 3 respectively.

As for the cases where the requested information was not provided within 21 days from the date of receipt of a request (1 occasion), not provided as the request involved third party information (1 occasion), and refused under the exemption provisions in Part 2 of the Code (1 occasion), the main reason was that the requested information had to be provided by third party and hence it took time to process. There was no case in which ERB could not provide the requested information within 51 days from the date of receipt of a request.

(5) & (6) From 2016 to September 2019, ERB did not consult the Privacy Commissioner for Personal Data for any cases of refusal to request for information.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)171

(Question Serial No. 5586)

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 attended full-time retraining courses offered 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 (LegCo internal reference no.: 613)

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) with a duration of 7 days or more may receive the retraining allowance (the allowance), on the condition that they have attained an attendance rate of 80%. According to the Employees Retraining Ordinance, a monthly allowance of up to \$4,000 is payable to each trainee. As required by ERB, trainees are eligible for the allowance for up to 2 courses a year and up to 4 courses in 3 years.

The intake number of trainees who enrolled in 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 (2015-16 to 2019-20) 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
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	Female	4,922	35	1,583	47.77	29 982
	Male	5,075	35	1,527	12.83	8 405
				Total ^{Note 2} :	60.31	38 388
2018-19	Female	4,845	70	1,546	47.50	30 732
	Male	5,075	35	1,497	13.10	8 756
				Total:	60.60	39 488
2019-20 ^{Note 4}	Female	5,998	105	1,644	44.63	27 149
	Male	5,998	35	1,595	12.77	8 006
				Total ^{Note 3} :	57.40	35 155

Note 1: The sum of individual amounts may be slightly different from the total amount because of rounding.

Note 2: 1 trainee in each of the respective years did not provide information on gender.

Note 3: 2 trainees in the year did not provide information on gender.

Note 4: Figures were collected from completed courses (including courses under the “Love Upgrading Special Scheme”) as at end February 2020.

By age

Year	Age of Trainees	Maximum Amount (\$)	Minimum Amount (\$)	Average Amount (\$)	Total Amount (\$ million) ^{Note 1}	Intake of Trainees who Received the Allowance
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	15 – 19	2,100	105	1,206	1.20	995
	20 – 29	3,999	35	1,182	4.80	4 058
	30 – 39	5,075	70	1,575	9.82	6 236
	40 – 49	4,768	35	1,626	14.83	9 120
	50 – 59	4,768	35	1,566	17.68	11 293
	60 or above	4,999	490	1,791	11.97	6 686
				Total:	60.31	38 388
2018-19	15 – 19	2,520	490	1,218	1.14	935
	20 – 29	2,485	35	1,175	4.52	3 848
	30 – 39	5,075	175	1,522	9.38	6 163
	40 – 49	4,845	245	1,595	14.14	8 866
	50 – 59	4,768	35	1,512	18.01	11 914
	60 or above	4,768	490	1,727	13.41	7 762
				Total:	60.60	39 488
2019-20 ^{Note 4}	15 – 19	5,998	595	1,239	0.85	683
	20 – 29	5,998	35	1,267	3.90	3 079
	30 – 39	5,998	70	1,632	8.52	5 223
	40 – 49	5,998	307.6	1,702	13.95	8 194
	50 – 59	5,998	307.6	1,600	16.65	10 404
	60 or above	5,998	245	1,786	13.53	7 574
				Total:	57.40	35 157

By district of residence

Year	District of Trainees' Residence	Maximum Amount (\$)	Minimum Amount (\$)	Average Amount (\$)	Total Amount (\$ million) ^{Note 1}	Intake of Trainees who Received the Allowance
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	Hong Kong	4,614	490	1,479	5.25	3 548
	Kowloon	5,075	35	1,575	19.17	12 174
	New Territories	4,768	35	1,587	35.00	22 055
	Islands and others	3,845	455	1,464	0.90	611
				Total:	60.31	38 388
2018-19	Hong Kong	4,383	420	1,433	5.18	3 613
	Kowloon	5,075	35	1,556	19.74	12 686
	New Territories	4,768	35	1,542	34.77	22 559
	Islands and others	4,306	420	1,448	0.91	630
				Total:	60.60	39 488
2019-20 ^{Note 4}	Hong Kong	5,844	385	1,493	4.69	3 144
	Kowloon	5,998	140	1,632	18.23	11 172
	New Territories	5,998	35	1,657	33.63	20 291
	Islands and others	5,383	385	1,549	0.85	550
				Total:	57.40	35 157

ERB does not maintain breakdown and statistics by “case nature” as mentioned in the question.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)172

(Question Serial No. 5607)

Head: (141) Government Secretariat: Labour and Welfare Bureau
Subhead (No. & title): (700) General non-recurrent
Programme: Not Specified
Controlling Officer: Permanent Secretary for Labour and Welfare (Ms CHANG King-yiu)
Director of Bureau: Secretary for Labour and Welfare

Question:

What are the estimated expenditures and work plans for the new items “016 Community Investment and Inclusion Fund” and “802 Injection into the Employees Retraining Fund”? What are the reasons for seeking funding from the Legislative Council (LegCo) in the context of the Appropriation Bill? Though it is not a new arrangement, what are the reasons for not seeking approval from the Finance Committee of the LegCo separately?

Asked by: Hon CHEUNG Chiu-hung, Fernando (LegCo internal reference no.: 843)

Reply:

The arrangement to include in the draft Estimates funding proposals for creating commitments or increasing expenditure ceilings for approved commitment items under the General Revenue Account for scrutiny and approval by the Legislative Council (LegCo) in the context of the Appropriation Bill is in line with the requirements under sections 5 and 6 of the Public Finance Ordinance. The Government explained the relevant arrangements to the Finance Committee in early 2015. Regarding the funding proposals for injections into the Community Investment and Inclusion Fund and the Employees Retraining Fund, before these 2 proposals were included in the draft Estimates, the Labour and Welfare Bureau briefed the LegCo Panel on Welfare Services and Panel on Manpower in November and December 2019 respectively. We have also included the necessary provision for these proposals under the respective heads and sub-heads of expenditure, as well as provided appropriate information in the Controlling Officer's Report to facilitate Members' consideration.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)173****(Question Serial No. 5972)**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:

1. 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 (ERB) in each of the past 5 years. What were the numbers of ethnic minority trainees having secured employment after training?
2. Did the ERB offer any dedicated training courses on language and vocational skills for ethnic minorities in each of the past 5 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?
3. 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 CHEUNG Chiu-hung, Fernando (LegCo internal reference no.: 180)Reply:

The information sought is provided as follows:

1. In the past 5 years (i.e. 2015-16 to 2019-20), the numbers of trainees enrolled in dedicated courses for ethnic minorities offered by the Employees Retraining Board (ERB) by course type were as follows –

Course Type	2015-16	2016-17	2017-18	2018-19	2019-20 ^{Note}
Placement-tied Courses	72	79	70	44	25
Non-placement-tied Courses	262	223	242	181	231
Total	334	302	312	225	256

Training bodies of ERB provide ethnic minorities trainees with 3 to 6 months' follow-up placement service upon completion of placement-tied courses. In the past 5 years (i.e. 2015-16 to 2019-20), the placement rates of placement-tied courses dedicated for ethnic minorities were 58% (2015-16), 71% (2016-17), 71% (2017-18) and 67% (2018-19) respectively. The figure for 2019-20 is not available as the placement follow-up period of the courses has not ended yet.

ERB does not keep the breakdown on the nationality/race of ethnic minorities enrolled in the courses.

- ERB has been offering 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) and English, etc. The numbers of courses concerned and the numbers of enrolled trainees in the past 5 years (2015-16 to 2019-20) were as follows –

Dedicated Courses for Ethnic Minorities	2015-16		2016-17		2017-18		2018-19		2019-20 ^{Note}	
	No. of Courses	No. of Enrolled Trainees	No. of Courses	No. of Enrolled Trainees	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	121	22	134	20	136	21	136	23	148
Language Training Courses	8	153	9	105	11	139	13	63	15	91

Furthermore, ERB offers dedicated training courses for ethnic minorities on generic skills including the application of information technology, interpersonal skills and job search skills.

- 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 trainees' opinion surveys. ERB also holds regular meetings with the Focus Group on Training for Ethnic Minorities to identify the training and employment needs of ethnic minorities, and to discuss the ways to enhance the effectiveness of promotion to ethnic minorities. The Group comprises representatives of ethnic minority groups, social services organisations, training bodies, employers and relevant government bodies. In 2019-20, ERB enhanced training support for ethnic minorities by expanding the range of dedicated language and industry-specific training courses and allowing more flexibility in the educational attainment criteria for enrolment in dedicated courses.

Note: Estimated figures as at end February 2020.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)174

(Question Serial No. 3617)

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 work on enhancing digital capabilities of our workforce and helping persons in employment maintain their competitiveness, please advise of the following:

- (1) What measures were taken by the Government in 2019-20 to increase the utilisation of Continuing Education Fund (CEF)? What is the progress of the work on streamlining application procedure, facilitating online account opening and processing fee reimbursement applications? What is the specific plan for using online application system to achieve administrative cost and manpower savings? Would the Government provide more incentives to encourage the public to apply for CEF, such as raising the level of subsidy on a regular basis?
- (2) Please provide a breakdown of applicants having successfully opened CEF accounts by number, age, educational attainment and employment sector as at 29 February 2020. What were the average numbers of days for processing account opening and fee reimbursement applications?
- (3) What were the top 10 CEF reimbursable courses that received the largest number of applications for fee reimbursement in 2019-20 and what were the numbers of these applications?
- (4) As regards the current 11 Specification of Competency Standards-based courses of "Information and Communications Technology" on the list of CEF reimbursable courses, what were the numbers of applications received for fee reimbursement as at 29 February 2020?
- (5) What were the numbers of people applied through CEF for the qualifications/programmes on the profession of Computer Science and Information Technology under the Qualifications Register or the eligible online courses provided by local course providers and those applied for fee reimbursement as at the end of February 2020?

- (6) In 2020-21, will the Government enhance the promotion of technology-related courses to encourage the public to pursue continuing studies in digital skills and nurture more technology talents?

Asked by: Hon MOK Charles Peter (LegCo internal reference no.: 135)

Reply:

The information sought is provided as follows:

- (1) The Office of the Continuing Education Fund (OCEF) promotes the Continuing Education Fund (CEF) and encourages members of the public to apply for the CEF through various channels such as television and radio Announcements in the Public Interest, advertisements in newspapers and on electronic platforms, as well as publicity leaflets and the CEF website, etc. In addition, CEF course providers have been playing an important role in promoting the CEF and encouraging learners to apply for CEF subsidies. 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 the CEF.

Furthermore, a series of CEF enhancement measures were implemented on 1 April 2019. Apart from doubling the subsidy ceiling for each learner and significantly expanding the scope of eligible courses, the application procedures have also been streamlined by introducing a combined form for simultaneous submission of application for account opening and first claim for reimbursement of CEF course fees, as well as lifting the limit on the number of CEF claim submissions, etc.

OCEF plans to accept online submission of applications from 1 April 2020, and will review the manpower and resources as appropriate having regard to the situations of applications and operation of the system. In 2020-21, it is estimated that 60 staff members will be involved in processing CEF applications (including online applications). The Government will continue to keep in view the implementation of the enhancement measures.

- (2) Since the establishment of CEF in 2002 until 31 January 2020, about 807 000 applicants have successfully opened CEF accounts. The number of applications for opening CEF accounts by age group and educational qualification of applicants for each of the past 5 years (i.e. 2015-16 to 2019-20) is set out at Annex 1. OCEF does not keep information on the employment background of applicants.

In general, the processing of a reimbursement claim application made by an existing holder of CEF account and an account holder of the first claim currently takes 6 weeks and 8 weeks respectively.

- (3) The title and number of recipients of subsidy of the top 10 CEF courses in terms of the number of recipients of approved CEF claims in 2019-20 (as at 31 January 2020) are set out at Annex 2.
- (4) Currently, a total of 11 Specifications of Competency Standards (SCS)-based courses of “Information and Communications Technology (ICT)” are on the list of CEF

reimbursable courses. In the past 5 years (as at 31 January 2020), OCEF has not received applications for reimbursement claims for these courses.

- (5) Since the opening of application from 1 April 2019 until 31 January 2020, a total of 142 courses related to the area of study and training of “A04 - Computer Science and Information Technology” in the Qualifications Register (QR) were registered as CEF courses. During the same period, OCEF has not received applications for reimbursement claims for such courses. The Government also notes that a number of other CEF courses contain content and elements of ICT, which can be found in the curriculum of courses under different subsectors or domains. We however do not have the relevant statistics. On the other hand, the scope of CEF courses will be expanded to eligible online courses provided by local course providers in future. The new measure is expected to be implemented within the first half of this year.
- (6) Over the years, the Government has been encouraging course providers to apply for and organise computer science and information technology programmes recognised under the Qualifications Framework (QF) having regard to the latest market situation and demand. According to the information provided by the Education Bureau, as at end-February 2020, the QR covered about 550 qualifications/programmes in the area of “Computer Science and Information Technology”. All qualifications/programmes listed in the QR have gone through quality assurance and are recognised under the QF.

Upon the implementation of the enhancement measures on 1 April 2019, the scope of CEF courses was expanded to all eligible courses registered in the QR, including SCS-based courses, Specifications of Generic (Foundation) Competencies-based courses and courses in each of the 14 areas of study and training such as “Computer Science and Information Technology”, “Engineering and Technology”, etc. At present, the work of promoting CEF covers CEF courses of all areas. There is no plan to specifically strengthen the promotion of technology-related CEF courses. In general, course providers will publicise and promote their courses in response to the market demand, and learners will also enrol in appropriate courses according to their own needs.

Annual Number of Applicants for Opening CEF Accounts

Distribution by age group –

Age Group	Year				
	2015-16	2016-17	2017-18	2018-19	2019-20 ^{Note 1}
18 – 29	20 206	20 236	17 178	17 495	1 383
30 – 39	5 522	5 576	5 305	5 950	805
40 – 49	3 160	3 246	3 168	3 164	587
50 – 65/70 ^{Note 2}	2 030	2 076	2 066	2 215	546
Others ^{Note 2}	33	31	24	50	0
Total	30 951	31 165	27 741	28 874	3 321

Distribution by educational qualification of applicants at the time of applying for opening CEF accounts -

Educational Qualification ^{Note 3}	2015-16	2016-17	2017-18	2018-19	2019-20 ^{Note 1}
Degree holders	12 997	13 327	12 543	13 901	1 908
Non-degree holders	15 976	15 921	13 460	13 161	1 131
Not specified	1 978	1 917	1 738	1 812	282
Total	30 951	31 165	27 741	28 874	3 321

Note 1: With effect from 1 April 2019, according to the streamlined application procedures, applicants who have not opened a CEF account are not required to submit account opening applications before the commencement of classes of CEF courses. They only need to submit the application for account opening cum first reimbursement claim of CEF course fees within 1 year upon successful completion of their first CEF course. Therefore, the number of applicants for opening CEF accounts in 2019-20 (figures as at 31 January 2020) was lower than that in previous years.

Note 2: Before 1 April 2019, Hong Kong residents aged between 18 and 65 were eligible to apply for CEF subsidies. With effect from 1 April 2019, the upper age limit has been raised to 70. Other age groups do not meet the eligibility requirement.

Note 3: Based on the information provided by applicants at the time of applying for opening CEF accounts.

**Top 10 CEF Courses Based on
Number of Approved Claims in 2019-20
(as at 31 January 2020)**

	CEF Course Title ^{Note 4}	Number of Recipients
1	CPA Qualification Programme	510
2	Certificate in Electrical Wireman	456
3	Project Management Professional (PMP(R)) Preparation Course	308
4	English Improvement Course	301
5	Japanese Language Proficiency Test (N5) Course (Modules 1-6)	256
6	Professional Course in Practical Technical Analysis	255
7	Certificate in Elementary English	253
8	Elementary and Intermediate Japanese Course	231
9	Diploma in Graphic Design with Adobe Illustrator & Adobe Photoshop	214
10	Certificate in Beginner English	210

Note 4: Some of the courses may have been provided with the Chinese or English titles only by the course providers at CEF course registration.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)175

(Question Serial No. 3533)

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) Please list out the courses on language and vocational skills dedicated for ethnic minorities offered by the Employees Retraining Board in the past 3 years, by course name, course content, number of courses held, number of enrollment, and number of graduates in a table format.
- (b) Please provide a breakdown, by course type and nationality/race (e.g. Indonesian, Filipino, Vietnamese, Indian, Pakistani, Nepalese, Japanese, Thai, Korean, other Asians, Others, 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 Chinese and ethnic minority trainees who completed courses offered by the Employees Retraining Board (ERB) in the past 3 years? Has the Government conducted more detailed surveys to know better 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? If not, why not?
- (d) What were the employment rates of Chinese and ethnic minority trainees who completed courses offered by the Employees Retraining Board 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? If not, why not?
- (e) Regarding the review of the existing courses and policy for ethnic minorities, please list out the ways of evaluation and the number of participants involved in each evaluation method, with a summary of the feedback received.

Asked by: Hon SHEK Lai-him, Abraham (LegCo internal reference no.: 54)

Reply:

The information sought is provided as follows:

- (a) The information on the language and vocational training courses dedicated for ethnic minorities offered by the Employees Retraining Board (ERB) in the past 3 years (2017-18 to 2019-20) is as follows:

Vocational Training Courses

Course Title	2017-18 to 2019-20 (as at end February 2020)	
	No. of Enrolled Trainees	No. of Graduate Trainees
Foundation Certificate in Quality Assurance System for the Recognition Scheme of Security Training (English Medium) (Part-time)	15	14
Foundation Certificate in Standard Security & Property Management (English Medium)	-	-
Foundation Certificate in Community Interpreter Training (English and Urdu)	7	7
Foundation Certificate in Community Interpreter Training (English and Nepali)	-	-
Foundation Certificate in Community Interpreter Training (English and Hindi)	9	5
Foundation Certificate in Community Networking and Programme Planning (English Medium) (Part-time)	12	12
Foundation Certificate in Preparation for Intermediate Trade Test for Plumber (English Medium) (Part-time)	130	73
Foundation Certificate in Preparation for Intermediate Trade Test for Metal Scaffolder (English Medium) (Part-time)	18	-
Foundation Certificate in Junior Beautician Training (English Medium)	8	7
Foundation Certificate in Junior Body Slimming Beautician Training (English Medium)	-	-
Foundation Certificate in Nail Technician Training (English Medium)	31	16
Foundation Certificate in Hair Stylist Assistant Training (English Medium)	-	-
Foundation Certificate in Cruise Travel Knowledge (English Medium) (Part-time)	12	9
Foundation Certificate in Hotel Room Attendant Training (English Medium)	-	-
Foundation Certificate in Small Business Start-up I (Fundamental Operation) (English Medium) (Part-time)	-	-
Foundation Certificate in Bookkeeping (LCCI Level 1 Bookkeeping Examination) (English Medium)	20	11
Foundation Certificate in Kitchen Assistant in Indian Cuisine Training (English Medium)	-	-
Foundation Certificate in Junior Chef in Western Cuisine Training (English Medium)	43	23

Course Title	2017-18 to 2019-20 (as at end February 2020)	
	No. of Enrolled Trainees	No. of Graduate Trainees
Foundation Certificate in Pastry Making (Cake) (English Medium) (Part-time)	47	20
Foundation Certificate in Barista Training (English Medium)	21	15
Foundation Certificate in Preparation for Intermediate Trade Test for General Welder (English Medium) (Part-time)	32	8
Certificate in Preparation for Trade Tests for Electricians I (Trade Knowledge) (English Medium) (Part-time)	15	-
Certificate in Preparation for Trade Tests for Electricians II (Practical) (English Medium) (Part-time)	-	-

Workplace Languages Training Courses

Course Title	2017-18 to 2019-20 (as at end February 2020)	
	No. of Enrolled Trainees	No. of Graduate Trainees
Foundation Certificate in Basic English Vocabulary II (Part-time)	-	-
Foundation Certificate in Elementary Workplace Chinese I for Non-Chinese Speakers (Part-time)	54	28
Foundation Certificate in Elementary Workplace Chinese II for Non-Chinese Speakers (Part-time)	42	24
Foundation Certificate in Elementary Workplace Chinese III (Writing) for Non-Chinese Speakers (Part-time)	-	-
Foundation Certificate in Elementary Workplace Chinese III (Reading) for Non-Chinese Speakers (Part-time)	-	-
Foundation Certificate in Workplace Chinese (Writing) for Non-Chinese Speakers (Part-time)	-	-
Foundation Certificate in Workplace Chinese (Reading) for Non-Chinese Speakers (Part-time)	-	-
Foundation Certificate in Vocational Putonghua II for Non-Chinese Speakers (Part-time)	-	-
Foundation Certificate in Vocational Putonghua I for Non-Chinese Speakers (Part-time)	11	8
Foundation Certificate in Vocational Cantonese (Business Communication) for Non-Chinese Speakers (Part-time)	-	-
Foundation Certificate in Vocational Cantonese (Customer Services) for Non-Chinese Speakers (Part-time)	20	5
Foundation Certificate in Vocational Cantonese I for Non-Chinese Speakers (Part-time)	84	59
Foundation Certificate in Vocational Cantonese II (Social Life) for Non-Chinese Speakers (Part-time)	-	-
Foundation Certificate in Vocational Cantonese II (Discussion) for Non-Chinese Speakers (Part-time)	-	-
Foundation Certificate in Vocational Cantonese II (Workplace) for Non-Chinese Speakers (Part-time)	82	49

Note: Both the numbers of enrolled trainees and graduate trainees were accumulative figures as at the last day of the year concerned. As the enrolment and graduation of a trainee may straddle 2 years, the number of graduate trainees may be higher than the number of enrolled trainees in certain years. The number of graduate trainees for 2019-20 covers only those from classes completed as at July 2019. Furthermore, ERB offers dedicated training courses for ethnic minorities on generic skills such as the application of information technology, interpersonal skills and job search skills.

- (b) In the past 3 years (2017-18 to 2019-20), the numbers of trainees enrolled in dedicated courses for ethnic minorities offered by ERB by course type were as follows:

Course Type	2017-18	2018-19	2019-20 (as at end February 2020)
Placement-tied Courses	70	44	25
Non-placement-tied Courses	242	181	231
Total	312	225	256

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 3 to 6 months' follow-up placement service upon their completion of placement-tied courses. In the past 3 years (2017-18 to 2019-20), the overall placement rate of ERB's placement-tied courses was 84% (2017-18 to 2018-19), while the placement rates of placement-tied courses dedicated for ethnic minorities were 71% (2017-18) and 67% (2018-19) respectively. The figures for 2019-20 are not available as the placement follow-up period of the courses has not ended yet.

Over the same period, the overall percentages of engagement in jobs related to training courses for ERB's placement-tied courses were 49% (2017-18) and 46% (2018-19) respectively, while the percentages of engagement in jobs related to training courses for the placement-tied courses dedicated for ethnic minorities were 61% (2017-18) and 30% (2018-19) respectively. The figures for 2019-20 are not available as the placement follow-up period of the courses has not ended yet. Whether graduate trainees will engage in the trade related to the training courses they have attended is subject to various factors such as the prevailing employment market situations and their personal considerations, etc. Some trainees may choose to engage in other jobs first for gaining experience and building confidence, with a view to enhancing the employment opportunities.

- (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 trainees' opinion surveys. In the past 3 years (2017-18 to 2019-20), a total of about 620 trainees participated in the opinion surveys of which 98% were satisfied with ERB's services.

ERB also holds regular meetings with the Focus Group on Training for Ethnic Minorities to discuss the training and employment needs of ethnic minorities and the ways to enhance the effectiveness of promotion to ethnic minorities. The Group comprises representatives of ethnic minority groups, social services organisations, training bodies, employers and relevant government bodies.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)176

(Question Serial No. 4059)

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. Provision for 2020-21 is \$2,498.1 million higher than the revised estimate for the previous year, which is mainly due to the one-off injection of \$2,500 million into the Employees Retraining Fund. How and when will the injected money be used? What are the additional courses to be offered? Which items will be subsidised and what will be the amounts of provision?
2. It is mentioned under Programme (4) that there will be an increase of 1 post in 2020-21. What is the post and what are the job duties? What is the amount of annual salary involved?

Asked by: Hon YEUNG Alvin (LegCo internal reference no.: 42)

Reply:

The information sought is provided as follows:

1. The Government has proposed an injection of \$2.5 billion into the Employees Retraining Fund for the Employees Retraining Board (ERB) to implement the "Love Upgrading Special Scheme", and to meet the anticipated commitment arising from the proposed increase in the statutory cap of monthly retraining allowance per trainee. Upon completion of the injection, the sum of money will be utilised by ERB in accordance with the existing mechanism and actual demand. Detailed estimates are currently not available.
2. The Labour and Welfare Bureau plans to create 1 Executive Officer I post in 2020-21 to replace a non-civil service contract position to cope with the supporting work for the Continuing Education Fund. The notional annual mid-point salary of the new post is about \$810,000.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)177

(Question Serial No. 5411)

Head: (173) Working Family and Student Financial Assistance Agency

Subhead (No. & title): ()

Programme: (2) Working Family Allowance and Individual-based Work Incentive Transport Subsidy

Controlling Officer: Head, Working Family and Student Financial Assistance Agency (Mr Donald NG)

Director of Bureau: Secretary for Labour and Welfare

Question:

1. What is the amount of subsidy disbursed under the Work Incentive Transport Subsidy (WITS) Scheme as well as the staff and administrative costs incurred since it started receiving applications in October 2011?
2. What were the respective numbers of individual-based WITS (I-WITS) applicants (with a breakdown by monthly income, gender, age, monthly working hours, occupation, industry and district); the number of successful applications granted a monthly subsidy at full-rate (\$600) and half-rate (\$300) in each of the year from 2018 to December 2019?
3. What was the number of rejected I-WITS applications up to December 2019? What were the reasons for rejection?
4. What was the monthly number of I-WITS applications in 2019? Please state the change as compared with that of the corresponding period in the preceding year.
5. Regarding the WITS Scheme, please provide the following information from March 2018 to March 2019:
 - a) the respective numbers of successful individual ethnic minority (EM) applications granted a monthly subsidy at full-rate (\$600) and half-rate (\$300), and the reasons for rejection of applications; and
 - b) A breakdown of the successful individual EM applicants by monthly household income, gender, age, monthly working hours, occupation, industry and district.

Asked by: Hon CHEUNG Chiu-hung, Fernando (LegCo internal reference no.: 1256)

Reply:

The information sought is provided as follows:

1. The Work Incentive Transport Subsidy (WITS) Scheme started receiving applications in October 2011 and was managed by the Labour Department (LD). A breakdown of the expenditure incurred by the LD from the management of the WITS Scheme up to 29 February 2020, based on information from the LD, is set out in Table 1 of the Annex. The relevant expenditure was met under Head 90. The Working Family Allowance Office (WFAO) under the Working Family and Student Financial Assistance Agency took over the management of the Individual-based Work Incentive Transport Subsidy (I-WITS) Scheme from the LD on 1 April 2019. From 1 April 2019 to 29 February 2020, the amount of I-WITS granted by the WFAO was \$140,082,600. As the WFAO is also responsible for handling applications for the Working Family Allowance, it does not keep any breakdown of the staff and administrative costs incurred from the management of the I-WITS Scheme.
2. From April 2018 to December 2019, a total of 75 604 I-WITS applications were received under the WITS Scheme. Breakdowns of the number of I-WITS applications received by average monthly employment earnings, gender, age, average monthly working hours, occupation, industry and residential district are set out in Tables 2 to 8 of the Annex. A breakdown of the number of applications granted I-WITS by amount of subsidy is set out in Table 9 of the Annex.
3. The WITS Scheme started receiving I-WITS applications in July 2013. Up to December 2019, there were 2 928 I-WITS applications not granted the subsidy. A breakdown by reason is set out in Table 10 of the Annex.
4. The monthly number of I-WITS applications received in 2019-20 (up to 29 February 2020) and the change as compared with that of the corresponding period in the preceding year are set out in Table 11 of the Annex.
5. The WFAO does not keep the relevant breakdowns.

Table 1

A breakdown of the amount of expenditure incurred by the LD from the management of the WITS Scheme from October 2011 to February 2020 by item is as follows:

Item	Amount (\$million)
Subsidy	1,979.33
Staff cost	485.1
Operating expenses	47.9
Accommodation and related expenditure	74.2
Expenses on publicity and promotion	11.9
Total	2,598.43

Table 2

A breakdown of the number of I-WITS applications by average monthly employment earnings is as follows:

Average monthly employment earnings	Number of applications received April 2018 to December 2019
\$6,000 or below	17 682
Above \$6,000 - \$7,000	7 911
Above \$7,000 - \$8,000	10 563
Above \$8,000 - \$9,000	18 442
Above \$9,000 - \$10,000	17 372
Above \$10,000 - \$11,000	2 833
Above \$11,000	582
Information not provided by applicant	219
Total	75 604

Table 3

A breakdown of the number of I-WITS applications by gender is as follows:

Gender	Number of applications received April 2018 to December 2019
Male	23 429
Female	52 154
Information not provided by applicant	21
Total	75 604

Table 4

A breakdown of the number of I-WITS applications by age is as follows:

Age	Number of applications received April 2018 to December 2019
15 - below 20	599
20 - below 30	8 385
30 - below 40	7 503
40 - below 50	13 756
50 - below 60	24 148
60 or above	21 119
Information not provided by applicant	94
Total	75 604

Table 5

A breakdown of the number of I-WITS applications by average monthly working hours is as follows:

Average monthly working hours	Number of applications received April 2018 to December 2019
Less than 36 hours	763
36 hours - less than 72 hours	3 809
72 hours or more	70 539
Information not provided by applicant	493
Total	75 604

Table 6

A breakdown of the number of I-WITS applications by occupation is as follows:

Occupation	Number of applications received April 2018 to December 2019
Elementary occupations	35 034
Service and sales workers	13 812
Clerical support workers	8 810
Craft and related workers	2 481
Associate professionals	1 625
Plant and machine operators and assemblers	770
Professionals	574
Others	10 553
Information not provided by applicant	1 945
Total	75 604

Table 7

A breakdown of the number of I-WITS applications by industry is as follows:

Industry	Number of applications received April 2018 to December 2019
Financing, insurance, real estate, professional and business services	33 874
Import/export, wholesale and retail trades	7 388
Accommodation and food services	7 240
Public administration, social and personal services	6 819
Transportation, storage, postal and courier services, information and communications	4 677
Manufacturing	2 468
Construction	1 256
Others	9 943
Information not provided by applicant	1 939
Total	75 604

Table 8

A breakdown of the number of I-WITS applications by residential district is as follows:

District	Number of applications received April 2018 to December 2019
Kwun Tong	10 647
Yuen Long	10 158
Tuen Mun	8 673
Kwai Tsing	8 012
Wong Tai Sin	5 946
Sha Tin	5 604
Sham Shui Po	5 471
North	3 688
Sai Kung	3 019
Kowloon City	2 759
Eastern	2 522
Tai Po	2 014
Tsuen Wan	1 959
Islands	1 506
Yau Tsim Mong	1 324
Southern	1 293
Central & Western	423
Wan Chai	237
Outside Hong Kong	133
Information not provided by applicant	216
Total	75 604

Table 9

A breakdown of the number of applications granted I-WITS by amount of subsidy is as follows:

Amount granted	Number of applications granted the I-WITS April 2018 to December 2019
Full-rate subsidy	60 549
Half-rate subsidy	1 316
Full-rate or half-rate subsidy granted in different months for the same application	7 772
Total	69 637

Table 10

A breakdown of the number of I-WITS applications not granted the subsidy from July 2013 to December 2019 by reason is as follows:

Reason	Number of applications*
Exceeding the asset limit	1 099
Insufficient supporting information	896
Exceeding the income limit	644
Application not further processed due to insufficient information	414
Applicant being a full-time student or trainee not in employment	233
Travelling expenses not incurred in commuting to and from work	184
Applicant working less than 36 hours per month	139
Applicant not being lawfully employed and self-employed	60
Working Family Allowance granted	5

* More than 1 reason for not granted the subsidy might be applicable to the same I-WITS application.

Table 11

The monthly number of I-WITS applications received in 2019-20 (up to 29 February 2020) and the change as compared with that of the corresponding period in the preceding year are as follows:

Month	Number of applications received (change in percentage as compared with that of the corresponding period in the preceding year)
April 2019 #	8 792 (+88.0%)
May 2019	3 340 (-26.6%)
June 2019	2 049 (-21.3%)
July 2019	5 039 (-4.2%)
August 2019	3 081 (-5.3%)
September 2019	3 289 (+41.8%)
October 2019	3 857 (+14.2%)
November 2019	4 246 (+61.1%)
December 2019	2 630 (+19.1%)
January 2020	5 010 (-22.2%)
February 2020	757 (-74.7%)

The WFAO took over the management of the I-WITS Scheme from the LD on 1 April 2019. The number of applications received in April 2019 includes those received by the LD on or before 31 March 2019 but were outstanding.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)178****(Question Serial No. 6340)**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 Donald NG)Director of Bureau: Secretary for Labour and WelfareQuestion:

Please set out the following information over the past 3 years:

1. the number of recipients of and successful applications for reimbursements from the Continuing Education Fund (CEF);
2. the average amount of CEF reimbursement for each recipient;
3. the number of recipients of CEF reimbursement by age group (18-29, 30-39, 40-49, 50-59, 60 or above).

Asked by: Hon SHIU Ka-chun (LegCo internal reference no.: 231)Reply:

The information requested is provided as follows:

- (1) and (2) The number of applications received by the CEF, the number of recipients of CEF reimbursement and the average amount of disbursement from 2017-18 to 2019-20 (as at 31 January 2020) are set out below:

Year	Number of applications	Number of recipients	Average amount of disbursement (\$)
2017-18	17 125	16 629	8 217
2018-19	16 594	15 746	7 892
2019-20	17 394	16 665	8280

- (3) The number of recipients of CEF reimbursement from 2017-18 to 2019-20 (as at 31 January 2020) by age group is set out below:

Year	Age group				Total
	18-29	30-39	40-49	50-70#	
2017-18	9 881	3 447	1 936	1 365	16 629
2018-19	8 788	3 523	1 841	1 594	15 746
2019-20	8 184	4 352	2 268	1 861	16 665

Since 1 April 2019, the upper age limit for CEF applicants has been relaxed from 65 to 70, i.e. Hong Kong residents aged between 18 and 70 are eligible to apply for subsidy under the CEF. Due to the design of the computer system, the age groups set out in the table are slightly different from those suggested in the question.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)179

(Question Serial No. 5140)

Head: (173) Working Family and Student Financial Assistance Agency

Subhead (No. & title): ()

Programme: (2) Working Family Allowance and Individual-based Work Incentive Transport Subsidy

Controlling Officer: Head, Working Family and Student Financial Assistance Agency (Mr Donald NG)

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. 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 (LegCo internal reference no.: 405)

Reply:

The information requested is as follows:

- (a) The Working Family Allowance Office under the Working Family and Student Financial Assistance Agency took over the management of the Individual-based Work Incentive Transport Subsidy Scheme from the Labour Department on 1 April 2019. From 1 April 2017 to 29 February 2020, a total of 145 680 applications were received under the Work Incentive Transport Subsidy (WITS) Scheme. Among them, 135 865 applications were approved while some applications are still being processed.
- (b) From 1 April 2017 to 29 February 2020, there were 2 022 applications not granted the subsidy. A breakdown by reason is set out in Table 1 of the Annex.

Table 1

A breakdown of the number of applications not granted the subsidy from 1 April 2017 to 29 February 2020 by reason is as follows:

Reason	Number of applications*
Insufficient supporting information	630
Exceeding the asset limit	572
Applications not further processed due to insufficient information	530
Exceeding the income limit	318
Applicant being a full-time student or trainee not in employment	96
Applicant working less than 36 hours per month	68
Travelling expenses not incurred in commuting to and from work	58
Applicant not being lawfully employed and self-employed	17
Working Family Allowance granted	10

* More than 1 reason for not granted the subsidy might be applicable to the same WITS application.

- End -