

**Panel on Manpower**

**List of follow-up actions**

(position as at 14 October 2019)

<b>Subject</b>	<b>Date of meeting</b>	<b>Follow-up action required</b>	<b>Administration's response</b>
1. Progress of the implementation of the Mandatory Provident Fund ("MPF") System	18.1.2001	The Administration was requested to provide monthly progress reports on the implementation of the MPF System.	The progress reports for June to September 2019 were circulated vide LC Paper Nos. CB(2)1847/18-19, CB(2)1866/18-19, CB(2)1929/18-19 and CB(2)1973/18-19 on 31 July, 19 August, 20 September and 14 October 2019 respectively.
2. Admission Scheme for Mainland Talents and Professionals ("the Scheme")	4.4.2003 (Joint meeting with the Panel on Security)	The Administration agreed to provide members with progress reports on the Scheme on a regular basis.	Progress report on the Scheme for the period from 1 October 2018 to 31 March 2019 was circulated vide LC Paper No. CB(2)1295/18-19 on 26 April 2019.

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3. Employment services of the Labour Department ("LD")	19.2.2019	<p>The Administration was requested to provide the following:</p> <ul style="list-style-type: none"> <li>(a) the respective numbers of placements secured under the Employment Programme for the Middle-aged/Employment Programme for the Elderly and Middle-aged ("EPEM") in two age groups (i.e. 40 to 59 and 60 or above) and the Work Orientation and Placement Scheme in the past five years, together with breakdowns by their education attainment, industry and occupation as well as the retention rate upon expiry of the relevant allowance period;</li> <li>(b) breakdown of the 168 job seekers aged 60 or above who had secured employment under EPEM from September to December 2018 by their education attainment, industry and occupation; and</li> <li>(c) tender specifications for engaging non-governmental organizations to provide employment services for ethnic minority job seekers through a case management approach, when available.</li> </ul>	Response was circulated vide LC Paper No. CB(2)1917/18-19(01) on 17 September 2019.

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4. Raising penalties of occupational safety and health legislation	19.3.2019	The Administration was requested to provide information on the number of prosecutions taken out against employees for non-compliance with section 8 of the Occupational Safety and Health Ordinance (Cap. 509) ("OSHO") and section 6B of the Factories and Industrial Undertakings Ordinance (Cap. 59) in the past years.	Response was circulated vide LC Paper No. CB(2)1917/18-19(01) on 17 September 2019.
5. Creating a Chief Labour Officer post in LD to take forward various measures to enhance statutory maternity leave ("ML")	19.3.2019	<p>The Administration was requested to provide the following information:</p> <ul style="list-style-type: none"> <li>(a) any statistics on pregnancy discrimination against female employees who were engaged under fixed-term contracts; and</li> <li>(b) the gender and family implications of the statutory ML proposal.</li> </ul>	Response was circulated vide LC Paper No. CB(2)1917/18-19(01) on 17 September 2019.
6. Foreign domestic helpers ("FDHs")' access to healthcare services	16.4.2019	<p>The Administration was requested to provide the following information:</p> <ul style="list-style-type: none"> <li>(a) the respective numbers of approval and rejected cases in the past years in respect of applications of FDHs for medical fee waiver at public clinics or hospitals, together with a breakdown by their resident status i.e.</li> </ul>	Response was circulated vide LC Paper No. CB(2)1917/18-19(01) on 17 September 2019.

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		<p>eligible persons and non-eligible persons; and</p> <p>(b) the number of successful prosecutions taken out against FDH employers for unreasonable and unlawful dismissal of their FDHs in the past years.</p>	
<p>7. Promoting good human resource management culture and family-friendly employment practices ("FFEPs")</p>	<p>16.4.2019</p>	<p>The Administration was requested to provide the following information:</p> <p>(a) assessment criteria and requirements of participating organizations to be employer signatories of Good Employer Charter and to be awardees under the Family-Friendly Employers Award Scheme ("Award Scheme");</p> <p>(b) in respect of the fourth Award Scheme held in 2017-2018,</p> <p>(i) a breakdown of participating companies, which were not commended after assessment, by industries;</p>	<p>Response was circulated vide LC Paper No. CB(2)1917/18-19(01) on 17 September 2019.</p>

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		<p>(ii) the family-friendly workplace practices adopted by the 37 commended government bureaux/departments and the reasons for these practices not adopted by other government bureaux and departments; and</p> <p>(iii) the government bureaux/departments which received the "Outstanding Family-Friendly Employment Practices 2017-2018" award.</p>	
8. Preparatory work for the implementation of the revised statutory minimum wage ("SMW") rate	16.4.2019	<p>The Administration was requested to provide the following information:</p> <p>(a) the wage level of non-skilled employees engaged under government service contracts ("GSCs") following the implementation of the Government's improvement measures from April 2019; and</p> <p>(b) inflation rates of the few years before implementation of SMW in 2011.</p>	Response was circulated vide LC Paper No. CB(2)1917/18-19(01) on 17 September 2019.

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9. Working arrangements and labour benefits for government outsourced workers performing cleansing duties in public toilets	21.5.2019	<p>The Administration was requested to provide the following information/response:</p> <ul style="list-style-type: none"> <li>(a) the number of referrals to LD for follow-up actions in the past years regarding non-compliance with OSHO and the Standard Employment Contracts ("SEC") by street cleansing contractors of the Food and Environmental Hygiene Department ("FEHD") and the level of penalties so imposed;</li> <li>(b) additional annual cost for inclusion of paid meal break in SEC for all non-skilled employees engaged under FEHD's GSCs performing cleansing duties;</li> <li>(c) with respect to the full-scale refurbishment of public toilets ("PTs") managed by FEHD, the standards of provision for PTs and attendant rooms for use by toilet attendants; and</li> <li>(d) written response to issues raised in the respective letters dated 17 May 2019 from Dr Hon Fernando CHEUNG and Hon SHIU Ka-chun.</li> </ul>	<p>The Administration's response to paragraphs (a), (b) and (c) was circulated vide LC Paper Nos. CB(2)1720/18-19 and CB(2)1738/18-19 on 24 June 2019 (Chinese version) and 25 June 2019 (English version) respectively.</p> <p>In respect of paragraph (d), the Administration's response to the letter from Dr Hon Fernando CHEUNG was circulated vide LC Paper Nos. CB(2)1576/18-19 and CB(2)1605/18-19 on 3 June 2019 (English version) and 6 June 2019 (Chinese version) respectively. The Chinese version of the Administration's response to the letter from</p>

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			Hon SHIU Ka-chun was circulated vide LC Paper No. CB(2)1724/18-19 on 24 June 2019.
10. Major findings of the 2018 Annual Earnings and Hours Survey ("AEHS")	21.5.2019	The Administration was requested to provide information on the maximum and minimum numbers of weekly working hours for employees covered under the 2018 AEHS.	Response was circulated vide LC Paper No. CB(2)1917/18-19(01) on 17 September 2019.
11. Review of the jurisdictional limit of the Minor Employment Claims Adjudication Board ("MECAB")	25.6.2019	<p>The Administration was requested to provide the following information:</p> <ul style="list-style-type: none"> <li>(a) the number of claims filed with MECAB per year from 1997 to date;</li> <li>(b) the respective time taken for making a judgment on a claim in the Labour Tribunal ("LT") and MECAB, if available; and</li> <li>(c) flow charts illustrating the respective procedures for handling employment claims in LT and MECAB, together with the average time of each procedure.</li> </ul>	Response awaited.

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12. Proposed Member's Bill entitled "Arrangements for Suspension of Work During Natural Disasters and Emergency Situation Bill"	25.6.2019	The Administration was requested to provide response to members' concern regarding protection of employees who were required to work under adverse weather conditions, in particular the insurance coverage for injury or death caused by accidents when travelling to their workplaces.	Response awaited.

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