

# 立法會

## *Legislative Council*

LC Paper No. CB(2)1303/19-20

Ref: CB2/PL/MP

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

#### **Purpose**

This report gives an account of the work of the Panel on Manpower ("the Panel") during the 2019-2020 session of the Legislative Council ("LegCo"). It will be tabled at the Council meeting of 15 July 2020 in accordance with Rule 77(14) of the Rules of Procedure ("RoP") of the Council.

#### **The Panel**

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

3. The Panel comprises 21 members in the 2019-2020 session. Hon Vincent CHENG<sup>1</sup> and Hon CHU Hoi-dick were elected Chairman and Deputy Chairman of the Panel respectively. The membership list of the Panel is in **Appendix II**.

#### **Major Work**

##### Protection of employees' rights and benefits

##### *Extension of statutory maternity leave*

4. It was announced in the 2018 Policy Address that the Government had

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<sup>1</sup> Hon HO Kai-ming was the Chairman of the Panel from 29 October 2019 to 31 May 2020. Pursuant to section 15(1)(a) of the Legislative Council Ordinance (Cap. 542), Mr HO Kai-ming ceases to hold office as a Member of LegCo upon his resignation on 1 June 2020.

completed the review of the statutory maternity leave ("ML") and proposed to extend the statutory ML under the Employment Ordinance (Cap. 57) ("EO") from the current 10 weeks to 14 weeks. The Government would also fund the cost of the additional four-week ML pay ("additional MLP") by way of reimbursement to employers. The Secretary for Labour and Welfare ("SLW") introduced the Employment (Amendment) Bill 2019 ("the Bill")<sup>2</sup> into LegCo on 8 January 2020. SLW's motion moved under RoP 54(4) that the Second Reading debate on the Bill be adjourned and the Bill be referred to the Panel instead of the House Committee was passed at the Council meeting of 15 January 2020. The Panel held four special meetings between March and May 2020 to discuss with the Administration issues relating to the Bill.

5. Members were in general supportive of the proposal to extend the duration of statutory ML from the existing 10 weeks to 14 weeks and called for the early implementation of the Bill. Most members, however, expressed reservation about the need for introducing a cap on the Government funding for the additional MLP at \$36,822, which was equivalent to four-fifths of the wages of an employee with a monthly wage of \$50,000 in four weeks.<sup>3</sup> They considered that the proposed arrangement was unfair to the higher-paid employees and strongly urged the Administration to seriously consider removing or raising the cap on the additional MLP. Suggestion was also made that the Administration should review the level of the cap on the additional MLP annually. Some members also called on the Administration to review the rate of statutory MLP given that the prevailing statutory MLP had remained unchanged since its last revision in 1995. After discussion, members agreed that the Chairman of the Panel should on behalf of the Panel propose amendments to the Bill to the effect that the cap on the additional MLP should be raised to \$100,000, which was equivalent to four-fifths of the wages of an employee with a monthly wage of \$136,000 in four weeks; a statutory obligation would be imposed on the Commissioner for Labour to review the level of the cap on the additional MLP annually; and amendments to the cap on the additional MLP would be subject to the approval of LegCo. The Panel's report on its deliberations on issues relating to the Bill ("LC Paper No. CB(2)1219/19-20) was tabled at the Council meeting of 24 June 2020 in accordance with RoP 77(14), i.e. when the Bill resumed its Second Reading debate.

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<sup>2</sup> The Bill sought to extend the statutory ML by four weeks; introduce a cap on the additional MLP in respect of the extension of ML; shorten the period of pregnancy mentioned in the definition of "miscarriage"; allow a certificate of attendance to be accepted as proof in respect of entitlement to sickness allowance for a day on which a female employee attends a medical examination in relation to her pregnancy; and provide for transitional and related matters.

<sup>3</sup> The four weeks' MLP for an employee with a monthly wage of \$50,000 as calculated in accordance with EO will be:  $(\$50,000 \times 12 \text{ months} / 365 \text{ days}) \times 28 \text{ days} \times 4/5 = \$36,822$ .

6. The Panel also discussed the operation of the reimbursement arrangement for the additional MLP when it was briefed on the funding proposal to develop a new Disbursement Information System ("DIS") for implementing the proposed extension of statutory ML by end of 2021. Noting that the implementation of the Bill would tie in with the development of the reimbursement arrangement, members were concerned that the lead time for developing DIS was too long. They strongly urged the Administration to expedite the relevant preparatory work such that eligible employees could be entitled to the extended ML and the additional MLP as early as practicable. The Administration advised that it was committed to taking forward the proposal of extending the statutory ML. Subject to the funding approval from the Finance Committee, it was expected that the disbursement arrangement could be implemented by end of 2021.

*Enhancing protection for non-skilled employees of government service contractors*

7. It was announced in the 2018 Policy Address that the Administration would introduce improvement measures from April 2019 for enhancing the protection of the employment terms and conditions as well as labour benefits of non-skilled workers engaged under government service contracts (excluding construction service contracts) that relied heavily on the deployment of non-skilled employees ("improvement measures"). Notably, it would increase the weighting of wage level in the marking schemes of tender evaluation and provide contractual gratuity to non-skilled employees engaged by government service contractors ("GSCs"). The Government further announced in January 2019 that transitional arrangements would be in place for those service contracts at tendering stage or already awarded during the period between the announcement of the new measures in the 2018 Policy Address and 31 March 2019. In this session, the Panel followed up with the Administration the implementation of the improvement measures.

8. While welcoming the implementation of the improvement measures, most members were concerned that the overall wage level of non-skilled employees engaged by GSCs was still lower than the median wage level of relevant industries. These members considered that the wage level of these employees should be further increased to commensurate with the market level. The Administration advised that according to the improvement measures implemented since April 2019, the technical weighting, including the marks assigned to wage level, in tender evaluation of government service contracts had been increased to the range of 50% to 70%. As revealed from the initial statistics, the hourly wage rate of nearly half of the non-skilled employees engaged by GSCs was \$45.6 or above after the implementation of the improvement measures, while the figure was less than 2% before their implementation.

9. Some members also expressed concern that consequent upon frequent change of GSCs, it had been difficult for non-skilled employees of these GSCs to accumulate years of service with the same employer although they had remained in the same posts for years. Moreover, some unscrupulous GSCs might dismiss their employees prior to their completion of service so as to evade their statutory obligation of paying severance payment and other benefits under EO which were calculated by reference to the reckonable years of service. These members called on the Administration to mandate in the government service contracts that if there was a change of contractors at the end of the contract period, the incoming contractors should take over the workers of the outgoing contractors. The Administration advised that GSCs were now required to pay contractual gratuity to their non-skilled employees with no less than one year of continuous contract under the improvement measures.

10. Members were further advised that the Administration was conducting a review of the implementation of the improvement measures, which was expected to be completed by end of 2020. Specifically, the Administration was collating relevant information to analyze the changes in the remuneration packages of non-skilled employees engaged by GSCs after implementation of the improvement measures. The Administration would take heed of members' concerns and suggestions and would revert to the Panel on the review findings.

#### *Enforcement of labour legislation*

11. The Panel also discussed the enforcement actions taken by the Labour Department ("LD") to protect the statutory rights and benefits of employees under relevant labour legislation. Members called on LD to optimize the manpower resources for conducting more frequent workplace inspections to detect breaches of various labour legislation so as to safeguard the statutory rights and benefits of employees. In light of the worsening employment market, members were very concerned about the provision of timely conciliation service by LD to assist employers and employees to resolve labour disputes and claims arising from EO and the employment contracts. Some members also urged the Administration to ensure that applications for ex gratia payment from the Protection of Wages on Insolvency Fund should be processed expeditiously in order to provide timely relief to the affected employees.

12. Some members considered that the penalties imposed by the court for convicted cases of breaching EO were generally on the low side and lacked deterrent effect. They appealed to the Administration to reflect the situation to the court. The Administration advised that depending on the merits of individual cases as warranted, LD would, in consultation with the Department of Justice, request for application for review or appeal in respect of the penalties imposed by the court. In addition, LD had since January 2020 uploaded onto

its website conviction records under EO for public viewing. The new arrangement would help enhance the understanding of employers and the general public of the criminal liability of non-compliance with EO. LD also widely publicized its complaint hotline and encouraged prompt reporting of breaches of EO so that speedy follow-up actions could be taken.

### Wage level and working hours issues

#### *Implementation of Statutory Minimum Wage*

13. The Panel continued to follow up with the Administration the implementation of the Statutory Minimum Wage ("SMW") and its effectiveness in achieving the objective of providing a wage floor to forestall excessively low wages. Given that less than 1% of all employees were receiving the SMW rate, some members considered that the SMW rate should be further increased. In addition, the SMW rate should be reviewed annually such that the wage level of low-income workers could catch up with inflation and enable them to meet their living expenses. There was a suggestion that the living wage concept should be adopted for setting a minimum wage level for low-income employees. The Administration advised that the employment earnings of low-income employees improved solidly since the implementation of SMW. The Administration pointed out that the concepts of wage floor and living wage were fundamentally different. That said, it had put in place various poverty alleviation measures to help those in need.

14. Some members also expressed concern about the impact of SMW on the employment of persons with disabilities. Although employees with disabilities could opt to undergo productivity assessment at their choice to determine whether they should be remunerated at a rate commensurate with their productivity, some members considered that the arrangement was a discriminatory practice which defeated the policy objective of forestalling excessively low wages. They urged the Administration to consider abolishing the productivity assessment for employees with disabilities. The Administration advised that the Social Welfare Department implemented different employment programmes to encourage employers to hire job seekers with disabilities and provide them with on-the-job training through the provision of an allowance. The Administration would further study enhancing employment support for job seekers with disabilities.

#### *Collection of wage and working hours statistics*

15. According to the Administration, the findings of the Annual Earnings and Hours Survey ("AEHS"), which was conducted by the Census and Statistics Department ("C&SD") to collect wage, employment and demographic information of employees, provided useful information for studies on

labour-related topics by the private sector, non-governmental organizations and the Government. When the Panel was briefed on the major findings in the 2019 AEHS Report, members considered that the 2019 AEHS Report, which was compiled based on the reference period of May and June in 2019, failed to reflect the adverse impact of the Coronavirus disease 2019 ("COVID-19") epidemic on the local employment market. They considered that the Administration should collate the latest statistics on wages and working hours, with a view to drawing up specific employment support measures. Some members also expressed concern that the working hours statistics in the AEHS Report covered working hours and overtime hours worked at the direction of employers only. They called on the Administration to improve the data collection methodology and collect working hours statistics from employees so that more accurate information on the long working hours situation in various trades and industries would be made available.

16. The Administration advised that in addition to reports of AEHS, C&SD released quarterly reports on wage and payroll statistics related to full-time employees engaged in occupations at or below the supervisory level. The Administration further advised that the working hours statistics published in the reports of AEHS followed the definition of hours worked under the Minimum Wage Ordinance (Cap. 608) and thus covered contractual/agreed working hours and overtime hours worked at the direction of employers, regardless of whether there was compensation for the overtime hours worked in terms of overtime pay or time-off in lieu. Overtime hours worked without prior agreement or not at the direction of employers, for which records or data were not available from the employers, were not included. Nonetheless, working hours data had been obtained from employees in the monthly General Household Survey.

#### *Formulation of sector-specific working hours guidelines*

17. The last-term Government endorsed in June 2017 the report and recommendations of the Standard Working Hours Committee, which included a legislative proposal to regulate working hours of the lower-income employees, as a general framework for the future formation of the working hours policy. In 2018, the current-term Government decided not to pursue for the legislative proposal on regulating working hours, and to focus on formulating working hours guidelines for 11 designated sectors through their respective industry-based tripartite committees. In this session, the Panel was updated on the progress of formulation of sector-specific working hours guidelines.

18. Some members expressed concern about the slow progress of discussions among various sectors on whether and how the working hours guidelines should be formulated, given that no such guidelines had been formulated so far. Noting that the Administration would assess the effectiveness of the guidelines

and further explore feasible ways for improving the working hours policy three years after the release of all the 11 sector-specific working hours guidelines, these members called on the Administration to make its best efforts to narrow down the differences between the labour and the employer sides, with a view to issuing the guidelines as early as possible. Some other members, however, expressed concern that the recent COVID-19 epidemic had hard-hit the local economy and the business environment. The prevailing economic situation was not conducive to the negotiation of working hours arrangements and formulation of working hours guidelines. In the absence of a consensus on the content of the guidelines, they urged the Administration to put on hold the formulation and issuance of working hours guidelines.

19. The Administration advised that owing to the different operational characteristics, the variety of job types and complex working hours arrangements within and among individual sectors, the progress of discussions varied among the respective tripartite committees. Nonetheless, it aimed to issue progressively working hours guidelines for sectors that could reach consensus within 2020.

#### Employment support services

20. Employment support services play an essential role in strengthening the employability of job seekers with employment difficulties. In this session, the Panel was briefed by the Administration on its enhancement measures to strengthen the employability of job seekers with special employment difficulties, viz. the elderly and middle-aged, young people, and persons with disabilities. Members welcomed the initiatives to raise the ceiling of the on-the-job training allowance payable to employers under three employment programmes for the elderly and middle-aged, young people, and persons with disabilities respectively, so as to further encourage employers to hire these job seekers. Some members were, however, concerned about the low retention rate of employees under these three employment programmes after the completion of on-the-job training period and called on the Administration to review the effectiveness of these programmes by way of providing financial incentives to employers only. The Administration advised that to encourage employees to remain in the jobs under these three employment programmes, LD would launch a pilot scheme in 2020 to provide a retention allowance to those employees who had undergone and completed on-the-job training under these employment programmes.

21. Members were also concerned about the high unemployment rate of ethnic minorities ("EMs") and called on the Administration to draw up specific measures to address the employment difficulties faced by EM job seekers, such as language barrier and cultural difference. The Administration advised that LD would launch another pilot programme in 2020 in conjunction with some

non-governmental organizations which had rich experience of serving EMs to provide one-stop employment services for EM job seekers through a case management approach.

22. In face of the economic downturn due to the COVID-19 epidemic, members were concerned that job seekers would face aggravating difficulties in securing employment. They considered that the Administration should make reference to the introduction of a package of enhanced employment measures (including creation of some 30 000 short-term employment and training openings) after the outbreak of the Severe Acute Respiratory Syndrome in 2003 and implement similar support measures to assist employees to tide over the financial difficulties brought about by the economic downturn and shrinking labour market. Some members urged the Administration to suspend processing applications for importing labour under the Supplementary Labour Scheme to further protect local employment. The Administration advised that it had launched four rounds of relief measures in recent months to support enterprises, safeguard jobs and relieve people's financial burden, and counter the challenging external and local economic environment. The Administration assured members that it would keep a close watch over the impact of the latest economic conditions on the labour market and initiate corresponding enhancements of employment support services to serve the needs of both job seekers and employers.

23. The Panel also discussed the Administration's initiative to launch the one-off Love Upgrading Special Scheme ("Special Scheme") to assist those employees affected by the recent economic downturn to upgrade their skills for self-enhancement. A special allowance would be provided to trainees during the training period. Some members considered that the Administration should raise the maximum amount of the monthly allowance to help trainees meet the expenses of basic livelihood. The Panel passed a motion urging the Administration to, among others, increase the maximum amount of special allowance, and expand the scope of the Special Scheme by increasing the number of training places. The Administration subsequently advised that in light of members' views and the positive response to the Special Scheme, the Employees Retraining Board would enhance and extend the Special Scheme, including increasing the maximum amount of the monthly allowance per trainee from \$4,000 to \$5,800 through legislative amendment; expanding the choices of trades and courses, in particular the provision of part-time arrangement for the vocational skills and courses; and offering more training places based on demand. The relevant subsidiary legislation which sought to increase the maximum amount of the monthly allowance per trainee from \$4,000 to \$5,800 was tabled in LegCo at its meeting of 22 April 2020 and came into operation on 25 May 2020.



24. In this session, the Panel was also briefed by the Administration on its proposal, as a one-off special arrangement, to freeze the income limit of the Individual-based Work Incentive Transport Subsidy ("I-WITS") Scheme at \$11,000 in the annual adjustment in 2020. While members did not object the proposal, they continued to urge the Administration to seriously consider raising the income limit of the I-WITS Scheme as it was lower than the monthly wage level of non-skilled employees engaged by GSCs and the income limit for public rental housing application for one-person household. As the income limit of the I-WITS Scheme was updated on the basis of the median monthly domestic household income ("MMDHI"), some members expressed concern that the income limit of the I-WITS Scheme would inevitably be adjusted downwards when MMDHI recorded a decrease at times of economic downturn. They called on the Administration to review the adjustment mechanism for the income limit of the I-WITS Scheme. The Administration advised that it would take heed of members' suggestions and would closely monitor the situation, including the number of I-WITS applications, employment market, low-income earners' income, work-related travelling expenses and the economic situation.

#### Occupational safety performance

25. In the last session, the Panel discussed the Administration's preliminary proposed amendments to, among others, increase the maximum fine of the general duty ("GD") provisions in the occupational safety and health ("OSH") legislation to \$6 million or 10% of the turnover of the convicted company, whichever was the greater. During this session, the Panel continued to follow up the matter with the Administration. Members were advised that the Administration was studying and considering the views collected from key stakeholders for refining the legislative amendment proposals. It was expected that the legislative exercise involved numerous complicated issues. Subject to the stakeholders' views and progress of law drafting, the Administration aimed to introduce a relevant bill within the current-term of the Government.

26. Noting that no employer who was convicted of violating the OSH legislation had so far been sentenced with immediate imprisonment term, most members urged the Administration to expedite the introduction of the relevant legislative proposals to increase the deterrent effect. Some other members, however, took a strong view that the proposed maximum fine levels of contravening the GD provisions in the OSH legislation were too drastic. They considered that the legislative proposals, if enacted, would seriously affect the operation of small and medium enterprises and the business environment.

27. The Administration advised that comparing to the penalties of the OSH legislation in other advanced countries/regions, the penalties of the OSH legislation in Hong Kong, which had not been revised for over 20 years, were on the low side. To strengthen the deterrent effect of the penalties, LD had

been making efforts to assist the court to determine appropriate sentences, in particular to impose higher penalties on duty holders for serious cases. Although the amount of fines imposed by the court had on the whole increased slightly in recent years, the actual penalties were still on the low side and did not have sufficient deterrent effect to propel the improvement of OSH performance. While respecting the independence of the Judiciary, the Administration believed that the Judiciary would accordingly impose heavier penalties on OSH offences following the enactment of the relevant legislative proposals. According to the Administration, the proposal of amending the penalty levels for breaching the GD provisions in the OSH legislation would only be applicable to extremely serious cases of extremely high culpability or serious negligence which led to serious consequences.

28. The Panel also discussed with the Administration its strategies of inspection and enforcement, publicity and promotion, as well as education and training on reducing risks at work and preventing recurrence of work accidents. Expressing concern that the construction industry recorded the highest number of fatalities and accident rate among all industries, members took a strong view that the Administration should conduct investigation into the causes of the fatal accidents as well as draw up preventive measures and take specific enforcement actions against unsafe work practice to ensure the occupational safety of construction workers. Members were also concerned about the preventive measures adopted by the Administration to reduce risks associated with working at height. The Administration advised that under the OSH legislation, employers were required to provide employees with safe working platform, sufficient personal protective equipment and guidance for working at height, especially when undertaking maintenance of the external walls of buildings. This apart, LD launched a new online complaint platform for OSH in March 2019 to facilitate employees and the public using mobile electronic devices to report unsafe working conditions so that LD could take prompt follow-up actions.

#### Occupational disease and occupational health situation

29. Following up its work concerning the prevention of health hazards at workplace by the Administration, the Panel received regular updates on the latest occupational disease and occupational health situation. There were currently a total of 52 compensable occupational diseases prescribed under the relevant labour legislation. Members had time and again urged the Administration to review and expand the list of compensable occupational diseases to enhance the protection of employees' occupational health. In view of the COVID-19 epidemic, most members strongly called on the Administration to amend the Employees' Compensation Ordinance (Cap. 282) ("ECO") to prescribe COVID-19 as an occupational disease such that employees would be compensated for incapacity or death resulting from

COVID-19 infections. The Panel passed two motions urging the Administration to, among others, list COVID-19 in the Second Schedule to ECO as an occupational disease immediately, and ensure employers to provide their employees with sufficient personal protective equipment so as to enhance the protection of employees' occupational health.

30. The Administration advised that in considering whether a particular disease should be prescribed as a statutory occupational disease, it adopted an evidence-based approach to assess whether a definite causal relationship existed between the disease and certain types of work, and whether the risk of the disease occurring among the exposed workers was significantly higher than that of the general public. The Administration advised that as the outbreak situation of COVID-19 was still evolving in Hong Kong and globally, it was keeping a close watch on the relevant medical and epidemiological data, especially the number of cases originated from work and their industry distribution, as well as the extent of community infection, and would take appropriate actions once there was sufficient relevant information for determining whether to prescribe COVID-19 as a new occupational disease. According to the Administration, although COVID-19 was currently not a compensable occupational disease prescribed under ECO, section 36 of ECO stipulated that an employee having contracted a disease not prescribed as an occupational disease could still claim compensation from the employer under the Ordinance if it was an injury or death by accident arising out of and in the course of employment, and the employer was in general liable to pay compensation under ECO.

31. Members also discussed the Administration's promotion and enforcement work in enhancing occupational health. Members were pleased to note that in response to members' repeated call for further safeguarding employees against the health risks of standing at work, LD had issued a set of guidance notes on standing at work and service counter design. Given that Hong Kong is getting increasingly hot during summer, members were concerned about the hazard of heat stroke which employees might be exposed to while working under very hot weather. Members called on LD to step up workplace inspections to ensure that employers had taken appropriate preventive measures against heat stroke to safeguard their employees' occupational health. The Administration assured members that it would continue to promote the awareness of employers and employees on the prevention of occupational and work-related diseases through various means and channels. During workplace inspections, if employers were found to have failed to adopt appropriate preventive measures, the Administration would take appropriate enforcement actions, including taking out prosecution against suspected offenders where there was sufficient evidence.

32. As a related matter, some members expressed concern that non-skilled workers engaged by GSCs of the Food and Environmental Hygiene Department were required to perform cleansing duties at streets contaminated by residues of tear gas and chemicals after public order events since June 2019. They strongly urged the Administration to issue guidelines to GSCs on proper handling of tear gas residues and to ensure that the relevant employers had provided appropriate and adequate personal protective gear for these workers to safeguard their occupational health. The Administration advised that in the light of wide public concern, LD would draw up guidelines on the handling of tear gas residues for employers and employees, which would be uploaded to LD's website for general reference.

### Rehabilitation services for injured employees

33. It was announced in the 2019 Policy Address that the Administration would introduce a three-year pilot rehabilitation programme for employees injured at work ("Pilot Programme") targeting at injured employees from the construction industry. The Pilot Programme, which was expected to be launched in 2022, would provide eligible injured employees with private out-patient rehabilitation treatment services related to work injuries. The Panel discussed with the Administration the design and proposed mechanics of the Pilot Programme.

34. Considering that provision of rehabilitation services for employees who sustained injuries at work would facilitate their early recovery and return to work, members welcomed the launch of the Pilot Programme. Members, however, took the view that the Administration should shorten the three-year preparatory work for launching the Pilot Programme. The Administration was also requested to expand the scope of the Pilot Programme to cover employees of industries which also recorded high injury rates at work, such as food and beverage services industry, transport and residential care services. Members were also concerned about the impartiality of rehabilitation programmes operated by insurers, which might be perceived by some employees as primarily driven by insurers' and employers' interests, thereby affecting their willingness to participate.

35. The Administration advised that case managers to be appointed by the Occupational Safety and Health Council in administering the Pilot Programme would play an intermediary role in liaising with employers and the medical and rehabilitation professionals in making necessary return-to-work arrangements. This would help allay the concern about the impartiality of rehabilitation service providers. Given that such coordinated rehabilitation services were currently not available in the private healthcare sector and there was a general shortage of occupational therapists and physiotherapists in the short to medium term, the Administration considered it pragmatic to introduce a work injury rehabilitation

programme for injured construction employees on a pilot basis. The Administration further advised that it was conducting extensive consultation with various stakeholders on the Pilot Programme and would revert to the Panel on the consultation results.

### Meetings held

36. During the period between October 2019 and June 2020, the Panel held a total of 15 meetings, including six special meetings. The Panel has scheduled another meeting in July 2020 to discuss "Employment Support Scheme and unemployment support measures".

Council Business Division 2  
Legislative Council Secretariat  
3 July 2020

**Legislative Council**

**Panel on Manpower**

**Terms of Reference**

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

**Panel on Manpower**

**Membership list for the 2019-2020 session\***

**Chairman** Hon Vincent CHENG Wing-shun, MH, JP <sup>1</sup>

**Deputy Chairman** Hon CHU Hoi-dick

**Members**  
Hon LEUNG Yiu-chung  
Hon WONG Kwok-kin, SBS, JP  
Hon Claudia MO  
Hon YIU Si-wing, BBS  
Dr Hon KWOK Ka-ki  
Hon KWOK Wai-keung, JP  
Dr Hon Fernando CHEUNG Chiu-hung  
Dr Hon Helena WONG Pik-wan  
Hon Elizabeth QUAT, BBS, JP  
Hon POON Siu-ping, BBS, MH  
Dr Hon CHIANG Lai-wan, SBS, JP  
Hon CHUNG Kwok-pan  
Hon Andrew WAN Siu-kin  
Hon SHIU Ka-fai, JP  
Hon SHIU Ka-chun  
Hon YUNG Hoi-yan, JP  
Dr Hon Pierre CHAN  
Hon LUK Chung-hung, JP  
Hon Jeremy TAM Man-ho

(Total : 21 members)

**Clerk** Miss Betty MA

**Legal adviser** Mr Alvin CHUI

\* Changes in membership are shown in Annex.

**Panel on Manpower**

**Changes in membership**

<b>Member</b>	<b>Relevant date</b>
Hon Elizabeth QUAT, BBS, JP	Up to 30 October 2019 Since 12 March 2020
Hon CHAN Han-pan, BBS, JP	Up to 31 October 2019
Hon LAU Kwok-fan, MH	Up to 31 October 2019
Hon CHAN Chun-ying, JP	Up to 3 November 2019
Hon CHEUNG Kwok-kwan, JP	Up to 4 November 2019
Hon LEUNG Che-cheung, SBS, MH, JP	Up to 5 November 2019
Hon CHAN Hak-kan, BBS, JP	Up to 6 November 2019
Hon CHAN Kin-por, GBS, JP	Up to 14 November 2019
Hon Holden CHOW Ho-ding	Up to 17 November 2019
Hon WONG Ting-kwong, GBS, JP	Up to 19 November 2019
Hon Steven HO Chun-yin, BBS	Up to 19 November 2019
Hon Wilson OR Chong-shing, MH	Up to 19 November 2019
Hon Jimmy NG Wing-ka, BBS, JP	Up to 20 November 2019
Hon Kenneth LAU Ip-keung, BBS, MH, JP	Up to 20 November 2019
Hon Starry LEE Wai-king, SBS, JP	Up to 21 November 2019
Hon Frankie YICK Chi-ming, SBS, JP	Up to 24 November 2019
Hon CHAN Hoi-yan <sup>2</sup>	Up to 28 November 2019
Hon YUNG Hoi-yan, JP	Up to 19 December 2019 Since 12 March 2020
Hon Claudia MO	Since 21 January 2020
Dr Hon Helena WONG Pik-wan	Since 21 January 2020
Hon Jeremy TAM Man-ho	Since 12 March 2020
Hon Christopher CHEUNG Wah-fung, SBS, JP	Up to 12 May 2020
Hon HO Kai-ming <sup>3</sup>	Up to 31 May 2020

<sup>1</sup> Vincent CHENG Wing-shun was declared to be returned as a member of LegCo at the LegCo by-election held on 11 March 2018, and took the oath to assume office at the Council meeting of 21 March 2018.

<sup>2</sup> CHAN Hoi-yan was declared to be returned as a member of LegCo at the LegCo by-election held on 25 November 2018, and took the oath to assume office at the Council meeting of 28 November 2018.

<sup>3</sup> Pursuant to section 15(1)(a) of the Legislative Council Ordinance (Cap. 542), HO Kai-ming ceases to hold office as a member of LegCo upon his resignation on 1 June 2020.