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### Replies to supplementary questions raised by Finance Committee Members in examining the Estimates of Expenditure 2021-22

Director of Bureau : Secretary for Labour and Welfare

Session No. : 21

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**CONTROLLING OFFICER'S REPLY**

**S-LWB(L)01**

**(Question Serial No. SV016)**

Head: (90) Labour Department  
Subhead (No. & title): (000) Operational expenses  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Chris SUN)  
Director of Bureau: Secretary for Labour and Welfare

Question:

Further to Reply Serial No. LWB(L)011:

Regarding the Youth Employment and Training Programme (YETP), the Government has provided breakdowns of the number of trainees placed into on-the-job training (OJT) vacancies in the 2017/18, 2018/19 and 2019/20 programme years (by industry and occupational group). Please provide the percentage of ethnic minorities (EMs) in each category of trainees as classified above.

Asked by: Hon HO Kwan-yiu, Junius

Reply:

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 2017/18, 2018/19 and 2019/20 programme years by industry and occupational group, and the percentage of EMs in each category, are provided below:

## (i) By industry

Industry	No. of trainees placed into OJT vacancies [Percentage of EMs]		
	2017/18 Programme year	2018/19 Programme year	2019/20 Programme year
Construction	1 018 [0.20%]	955 [0.31%]	763 [0.13%]
Community, social and personal services	360 [ - ]	322 [0.31%]	237 [4.22%]
Government sector	202 [11.88%]	158 [12.03%]	117 [13.68%]
Transport, storage and communications	216 [0.93%]	180 [0.56%]	116 [1.72%]
Wholesale, retail and import/export trades, restaurants and hotels	167 [ - ]	150 [ - ]	77 [ - ]
Financing, insurance, real estate and business services	206 [0.49%]	163 [0.61%]	76 [ - ]
Manufacturing	33 [ - ]	41 [ - ]	19 [ - ]
Others	62 [ - ]	35 [ - ]	30 [ - ]
<b>Total</b>	<b>2 264</b> <b>[1.28%]</b>	<b>2 004</b> <b>[1.25%]</b>	<b>1 435</b> <b>[2.02%]</b>

## (ii) By occupation

Occupational group	No. of trainees placed into OJT vacancies [Percentage of EMs]		
	2017/18 Programme year	2018/19 Programme year	2019/20 Programme year
Craft and related workers	1 404 [0.28%]	1 293 [0.31%]	998 [0.10%]
Clerical support workers	299 [ - ]	213 [0.94%]	148 [0.68%]
Associate professionals	165 [ - ]	115 [ - ]	126 [6.35%]
Service workers	178 [13.48%]	201 [8.96%]	91 [18.68%]
Sales workers	171 [0.58%]	150 [0.67%]	64 [3.13%]
Plant and machine operators and assemblers	14 [ - ]	9 [ - ]	2 [ - ]
Elementary occupations	15 [ - ]	16 [ - ]	1 [ - ]
Others	18 [ - ]	7 [ - ]	5 [ - ]
<b>Total</b>	<b>2 264</b> <b>[1.28%]</b>	<b>2 004</b> <b>[1.25%]</b>	<b>1 435</b> <b>[2.02%]</b>

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**CONTROLLING OFFICER'S REPLY**

**S-LWB(L)02**

**(Question Serial No. SV017)**

Head: (90) Labour Department  
Subhead (No. & title): (000) Operational expenses  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Chris SUN)  
Director of Bureau: Secretary for Labour and Welfare

Question:

Further to Reply Serial No. LWB(L)030:

Since September 2014, the Labour Department (LD) has implemented the Employment Services Ambassador (ESA) Programme for Ethnic Minorities (EMs), under which trainees of the Youth Employment and Training Programme who can communicate in EM languages are employed as ESAs to help EM job seekers use various job search facilities and services.

Please provide information on the effectiveness of the ESA Programme for EMs, including the number of job seekers employed after using the services of the ESA Programme for EMs, as well as the employment situation of ESAs who have completed the on-the-job training of the ESA Programme for EMs.

Asked by: Hon HO Kwan-yiu, Junius

Reply:

Job seekers (including EMs) may apply for jobs 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 number of job seekers employed after using the services of the ESA Programme for EMs. On the other hand, since the implementation of the programme, the first 11 batches of 149 trainees have all secured employment, except for those who had no intention to seek employment due to leaving Hong Kong, pursuing further studies, health, family and other personal reasons.

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**CONTROLLING OFFICER'S REPLY**

<b>S-LWB(L)03</b>
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**(Question Serial No. S034)**

Head: (90) Labour Department  
Subhead (No. & title): ( )  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (Chris SUN)  
Director of Bureau: Secretary for Labour and Welfare

Question:

Further to Reply Serial No. LWB(L)053:

Regarding the job vacancies received by the Labour Department (LD) from the private sector in 2018, 2019 and 2020, please provide a further breakdown of the hourly-rated job vacancies for the hourly wage at \$37.6-below \$48 by the following categories:

- (a) \$37.6-below \$40;
- (b) \$40-below \$44;
- (c) \$44-below \$48.

Asked by: Hon LUK Chung-hung

Reply:

A further breakdown of the hourly-rated job vacancies for the hourly wage at \$37.6-below \$48 received by LD from the private sector in 2020 by full-time and part-time employment as well as wage level is provided below. LD has purged the “database image backups” for the job vacancies in 2018 and 2019 in accordance with the data retention policy for the relevant computer systems. Therefore, further breakdowns for those 2 years are not available.

Hourly wage	No. of job vacancies	
	Full-time	Part-time
\$37.6-below \$40	518	1 315
\$40-below \$44	4 535	10 576
\$44-below \$48	5 311	9 721
<b>Total</b>	<b>10 364</b>	<b>21 612</b>

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**CONTROLLING OFFICER'S REPLY**

**S-LWB(L)04**

**(Question Serial No. S035)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (1) Labour Relations (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Chris SUN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Further to Reply Serial No. LWB(L)060:

Regarding part (b) of the reply, please provide further details of the 2 complaints involving gig workers on digital platforms who suspected that they were deprived of labour rights and benefits by means of false self-employment.

Asked by: Hon LUK Chung-hung

Reply:

From 2018 to 2020, the Labour Department (LD) received a total of 2 complaints involving gig workers on digital platforms who suspected that they were deprived of labour rights and benefits by means of false self-employment. Both cases involved food delivery drivers. Labour inspectors conducted investigations into the complaints, inspected the workplaces concerned, and met with the persons involved to explain the factors commonly taken into account in differentiating between employees and self-employed persons as well as the employees' rights and benefits under labour laws. As indicated by a complainant and other persons involved, the drivers had absolute control/choice over their work. They were free to choose the time and place of work and whether to accept or reject an order. They could also work for other companies at the same time. Moreover, they had to use their own motorcycles and bear the related expenses (including fuel costs, maintenance costs, insurance, etc.). Based on the information provided by the food delivery drivers and upon investigation, LD could not find concrete evidence to confirm the existence of an actual employment relationship between both parties.

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**CONTROLLING OFFICER'S REPLY**

**S-LWB(L)05**

**(Question Serial No. SV015)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (Chris SUN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Further to Reply Serial No. LWB(L)079:

Please provide the following information:

Regarding the investigations into suspected breaches of labour laws and/or the requirements of the Standard Employment Contract (SEC) by employers of imported workers under the Supplementary Labour Scheme (SLS), what were the numbers of (a) warning letters issued to the employers concerned and (b) prosecutions taken out against them by the Labour Department (LD)?

Asked by: Hon POON Siu-ping

Reply:

The information sought is provided as follows:

- (a) In 2019 and 2020, LD issued 32 and 28 warning letters respectively to employers of imported workers who were suspected of, among others, breaching labour laws and/or the requirements of SEC prescribed under SLS.
- (b) LD took out prosecution against 1 employer of imported workers each in 2019 and 2020.

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**CONTROLLING OFFICER'S REPLY**

**S-LWB(L)06**

**(Question Serial No. S036)**

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 stated in the reply that the Human Resources Planning Commission has discussed the “impact of automation on Hong Kong’s human resources”. Please inform this Committee of the strategies formulated by the Labour and Welfare Bureau in addressing the impact of automation on the existing low-skilled workers in Hong Kong.

Asked by: Hon LUK Chung-hung

Reply:

The Government released the Report on Manpower Projection to 2027 (the Report) in December 2019, which assessed, at the macro level, the broad trends of Hong Kong’s future manpower supply and requirements up to 2027. The impact of automation and artificial intelligence on future manpower requirements was one of the factors considered. The Report shows that, for some time in the future, whilst the requirements for lower-skilled jobs will decrease due to automation, the decrease in the supply of lower-skilled workers will take place at a faster rate. Therefore, lower-skilled jobs will not be completely replaced and manpower shortages still exist, i.e. the market will still need lower-skilled workers. Nevertheless, the Government implements various measures to help lower-skilled/lower-educated persons and persons without work experience in employment or re-employment, and provide job matching services for employers with recruitment needs and job seekers. The Labour Department (LD) implements various employment programmes to encourage employers to hire the elderly and middle-aged, young people and persons with disabilities, and provide them with on-the-job training (OJT) through the provision of OJT allowance. LD also provides comprehensive and free employment services for all job seekers through its job centres, industry-based recruitment centres, telephone employment service centres, interactive employment service website, etc. LD implements dedicated employment services and employment programmes for job seekers with special needs. 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 to expedite the dissemination of employment information. The Employees Retraining Board (ERB) has been striving to provide placement-tied and skills upgrading training

courses for the unemployed and eligible serving employees to participate in cross-industry training and upgrade their employment-related skills, with a view to helping them join the employment market as early as possible. ERB's regular training programme currently provides around 700 training courses under 28 industry categories and various generic skills training. It also provides different social groups with training courses and support services which cater for their needs. Trainees who have completed placement-tied training courses would receive follow-up placement services for three to six month. ERB also provides various innovation and technology courses in part-time mode to provide training in the areas of information and communications technology applicable in different industries, with a view to equipping trainees with technological development and related knowledge.

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