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Replies to initial questions raised by Legislative Council Members in examining the Estimates of Expenditure 2023-24

Director of Bureau : Secretary for Labour and Welfare

Session No. : 19

Consolidated e-file name : LWB(L)-2-e1.docx

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CONTROLLING OFFICER'S REPLY

LWB(L)001

(Question Serial No. 2599)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the employment agencies (EAs) for foreign domestic helpers (FDHs), please advise this Committee of the following information in the past 5 years:

- (a) the number of EAs providing placement services for FDHs (FDH-EAs);
- (b) the number of complaint cases against FDH-EAs handled each year; the respective numbers of cases lodged by FDHs and employers; the reasons for complaints;
- (c) the number of staff responsible for conducting inspections to FDH-EAs each year; the number of inspections and the expenditure; their proportion to the total departmental expenses; and specifically how the inspection and regulation of FDH-EAs will be stepped up and the estimated expenditure in the 2023-24 financial year;
- (d) the numbers of non-compliance cases identified in inspections each year; the details of the non-compliances and penalties; and
- (e) the numbers of prosecutions taken out against non-compliance cases each year; the details of the prosecutions and penalties.

Asked by: Hon CHAN Kapui, Judy (LegCo internal reference no.: 16)

Reply:

- (a) There were respectively 1 445, 1 493, 1 530, 1 527 and 1 619 FDH-EAs from 2018 to 2022 (as at the end of each year).
- (b) From 2018 to 2022, the Employment Agencies Administration (EAA) of the Labour Department (LD) received 357, 475, 290, 396 and 281 complaints against FDH-EAs respectively each year. The complaints mainly included overcharging of commission from FDHs, unlicensed operation of EAs, non-compliance with the Code of Practice for

Employment Agencies (the CoP), poor service quality of EAs, issues concerning the refund of service fees and EAs suspected of inducing FDHs to job-hop, etc. LD does not keep a breakdown by identity of complainants.

- (c) EAA's staff establishment and expenditure from 2018-19 to 2022-23 are set out at Annex. The staff of EAA are responsible for performing licensing duties, conducting inspections of EAs and investigating complaints, as well as other related publicity and educational work, etc. The conduct of investigations and inspections is an integral part of EAA's work in the regulation of EAs, and the manpower involved cannot be separately identified.

EAA's staff establishment for 2023-24 comprises 26 Labour Officer Grade and 9 Clerical Grade posts. The staff cost is \$23.84 million and the operating expenses are \$7.53 million. EAA 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 CoP through licensing, inspection and complaint investigation.

- (d) From 2018 to 2022, the number of inspections to FDH-EAs conducted by LD each year were 1 533, 1 390, 1 091, 1 586 and 1 379 respectively, of which irregularities were respectively detected in 790, 656, 548, 939 and 633 inspections. The irregularities detected mainly included failure to comply with the requirements and standards set out in the CoP, failure to display the licence and the schedule specifying the maximum commission which may be received from job seekers, and failure to maintain proper records, etc. LD has issued verbal or/and written warnings to all EAs with irregularities for rectification. LD will take out prosecution, or revoke or refuse to issue or renew licence of an EA if there is sufficient evidence to prove that an EA has breached the law or has not complied with the CoP.
- (e) From 2018 to 2022, LD successfully prosecuted 6, 8, 10, 4 and 2 FDH-EAs respectively each year. The irregularities involved mainly included overcharging of commission from FDHs, unlicensed operation of EAs, furnishing to the Commissioner for Labour any information which was known or reasonably ought to be known to be false or misleading in any material particular when submitting an application for renewal of licence, operating EA at a place other than the place of business specified in the licence, failure to display the licence or the schedule under the Employment Agency Regulations specifying the maximum commission which may be received from job seekers, failure to notify LD of changes in the management within the statutory timeframe and failure to maintain proper records, etc. Save for a case involving a person convicted of operating an EA without a licence being sentenced to community service order, fines were imposed by the court for the rest of the convicted cases.

Staff establishment and expenditure of EAA of LD from 2018-19 to 2022-23

| | 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 |
|--|----------------|----------------|----------------|----------------|----------------------------|
| No. of Labour Officer Grade staff | 21# | 25 | 26@ | 26@ | 26@ |
| No. of Clerical Grade staff | 8 | 8 | 9 | 9 | 9 |
| Staff cost (\$million) | 16.80 | 21.09 | 23.26 | 23.26 | 23.26 |
| Operating expenses (\$million) | 3.96 | 5.04 | 5.62 | 6.49 | 6.75 (Revised estimate) |

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.

@ Including 1 permanent Assistant Labour Officer I post created in April 2020, which was offset by the deletion of 2 permanent Assistant Labour Officer II posts.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)002

(Question Serial No. 2376)

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

Question:

According to research by the Legislative Council Secretariat, the work participation rate of women at prime working age of 25-54 was only 72.7% in 2021, which was significantly lower than that of 93.4% for men. Due to the epidemic situation in the past 3 years, the employment situation in many industries has been deteriorating. Would the Government advise this Committee of any current efforts to help underemployed or unemployed women switch to other trades or occupations, so that the working potential of women can be unleashed? If yes, what are the specific work plan, implementation timetable, staff establishment and estimated expenditure involved for the coming year? If not, what are the reasons?

Asked by: Hon CHAN Man-ki, Maggie (LegCo internal reference no.: 17)

Reply:

The Labour Department (LD) provides comprehensive and free employment services to all job seekers (including women) to assist them in seeking employment or changing jobs. Job seekers in need may meet employment officers to obtain personalised employment advisory service. Employment officers will also help job seekers participate in LD's employment programmes, such as the Employment Programme for the Elderly and Middle-aged and the Work Trial Scheme, with a view to enhancing their employment opportunities. Meanwhile, LD liaises with employers in various industries to canvass vacancies suitable for job seekers with different educational backgrounds and working experience, and organises different types of job fairs to expedite the dissemination of employment information. To cater to the preference of some job seekers (especially women) for taking up part-time jobs to release time to take care of their family or other commitments, LD has set up a dedicated webpage on part-time vacancies under the Interactive Employment Service website and organises part-time job fairs from time to time. The manpower and estimated expenditure for the above employment services and employment programmes are absorbed within the recurrent expenses of LD and cannot be separately identified.

The Government strives to encourage employers to implement family-friendly employment practices, including flexible work arrangements, additional leave benefit, offering living support, etc., so as to assist employees to balance their work and daily needs. The statutory maternity leave under the Employment Ordinance has been increased from 10 weeks to 14 weeks since 11 December 2020, enabling female employees to have more time to spend with and take care of their newborn babies.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)003

(Question Serial No. 2382)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: Not specified

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

In the Matters Requiring Special Attention in 2023-24 under this Head, it is mentioned that the Labour Department (LD) will provide full support to the Legislative Council in the scrutiny of the bill to increase the maximum penalties for occupational safety and health (OSH) offences in order to enhance their deterrent effect. In this connection, would the Government advise this Committee of the following:

- (a) Has the Government allocated additional resources to step up its efforts in implementing OSH training programmes, increased OSH-related tax concessions for enterprises, encouraged enterprises to deploy resources, attached greater importance to occupational safety training and made use of technology to reduce high-risk manual work? If yes, what are the details? If not, what are the reasons?
- (b) The staff establishment and resources arranged by the Government to promote OSH in the past 3 years and in the coming year.

Asked by: Hon CHAN Man-ki, Maggie (LegCo internal reference no.: 23)

Reply:

- (a) LD encourages enterprises to promote occupational safety and health (OSH) training in a multi-pronged approach, such as organising free OSH training courses including those specifically designed for trainers to assist employers in organising training in their own organisations, and also collaborates with the Occupational Safety and Health Council (OSHC), trade associations, safety practitioners, workers' unions and contractors, etc. to co-organise OSH talks with different themes so as to intensify OSH training of enterprises.

It is the duty of employers to comply with OSH legislation for protection of employees' safety at work. The cost for maintaining a safe working environment should be borne by employers and the resources deployed on OSH should be regarded as part of the

operational expenses. Therefore, the Government has no plan to offer tax concessions for enterprises for covering the operational expenses on OSH.

The Government introduced the Pay for Safety Scheme many years ago to encourage works project proponents to require contractors to implement items in respect of site safety under works contracts, and to provide financial incentives to principal contractors to support their efforts in protecting and enhancing the safety of workers. Principal contractors can only receive the payment after fulfilling the obligations in respect of the items, failing which they may not be able to receive the payment or a portion of the payment has to be deducted.

In addition, the Government has in recent years deployed considerable resources for enhancing safety in the construction industry through the adoption of technology. For example, the Government encourages the construction industry to adopt Building Information Modelling (BIM) for early planning of necessary work procedures and completion of risk assessments in order to create a safe environment for work sites. The Government has also adopted the Modular Integrated Construction (MiC) approach, which serves to relocate the work procedures originally requiring working at height to indoor workplace, thereby minimising the risks to which workers are exposed.

The Government has also established the Construction Innovation and Technology Fund (Fund) to encourage wider adoption of innovative construction methods and new technologies in the construction industry to uplift site safety, promote productivity, improve construction quality and enhance environmental performance. As at 31 January 2023, the Fund has approved a total of 2 948 relevant projects, granting a total amount of about HK\$800 million.

LD, along with OSHC, will continue to keep in view the development of new technologies and disseminate relevant information to the stakeholders, with a view to encouraging them to adopt suitable technologies to protect employees and prevent accidents.

- (b) The major staff establishment and resources of the Occupational Safety and Health Branch of LD in the past 3 years and in the coming year are as follows:

| Year | 2020-21 | 2021-22 | 2022-23 | 2023-24 |
|--|---------|---------|-----------------------------|---------------------|
| Staff establishment of major grades | | | | |
| Occupational Safety Officer | 514 | 520 | 517 | 522 |
| Occupational Hygienist | 31 | 31 | 31 | 31 |
| Medical and Health Officer | 11 | 11 | 11 | 11 |
| Registered Nurse | 27 | 27 | 27 | 27 |
| Resources | | | | |
| Financial provision (\$million) | 662.8 | 713.5 | 753.8 (revised estimate) | 878.7 (estimate) |

Note:

1. The figures of staff establishment of 2020-21, 2021-22 and 2022-23 are figures as at 31 December in the respective years.
2. As 3 time-limited posts were deleted in 2022-23, the staff establishment of Occupational Safety Officer Grade for that year is slightly less than that in the previous year.

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CONTROLLING OFFICER'S REPLY

LWB(L)004

(Question Serial No. 0384)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Under the Programme, the Labour Department (LD) stated that the provision for 2023-24 is \$124.9 million (16.6%) higher than the revised estimate for 2022-23. This is mainly due to increased operating expenses, cash flow requirement for a non-recurrent item relating to the Pilot Rehabilitation Programme for Employees Injured at Work (the Pilot Programme), filling of vacancies and salary increments for staff. In this connection, would the Government advise this Committee of the following:

- (a) What was the number of cases in which employees were temporarily incapacitated by work injuries for 6 weeks or longer in each of the past 5 years?
- (b) At present, the subsidy target of the Pilot Programme is injured construction employees. Will the Government consider relaxing or enhancing the Pilot Programme to cover those industries which also recorded high work injury rate (e.g. food and beverage services industry, transport industry, etc.)? If yes, what are the details? If not, what are the reasons?
- (c) Has the effectiveness of the Pilot Programme been reviewed? Does the Government have plans to make follow-up arrangements for those participating injured employees who have not yet fully recovered and still need to receive rehabilitation treatment services upon the expiry of the three-year Pilot Programme?

Asked by: Hon CHAN Pui-leung (LegCo internal reference no.: 24)

Reply:

- (a) The number of compensation claims settled in each year from 2018 to 2022 involving 42 working days (6 weeks) lost or more as a result of work injuries (including compensation claims reported to LD under the Employees' Compensation Ordinance in or before the settlement year) is set out at Annex.

- (b) The Pilot Programme targets construction industry employees injured at work because they account for the highest percentage of work injury cases involving prolonged sick leave. Considering that the Pilot Programme is in its initial stage and that the manpower of rehabilitation professionals in the private market might not be able to cope with additional service demand, the Pilot Programme seeks to focus on the construction industry for the time being.

LD will closely monitor the participation and efficacy of the Pilot Programme and explore in due course its way forward, including the possibility of extending the Pilot Programme to cover injured employees in other industries. Relevant stakeholders will be consulted.

- (c) LD will collect information and data on various aspects of the Pilot Programme during its implementation, such as the time required for the injured employees to recover, their extent of recovery, the percentage of return-to-work cases and the time required, as well as the injured employees' opinions about and degree of satisfaction with the Pilot Programme, with a view to analysing and evaluating the efficacy of the Programme.

The Pilot Programme lasts for 3 years, after which the service contractor will continue operation for not less than 1 year to provide the necessary rehabilitation treatment services to those employees who have joined the Pilot Programme but have yet to recover.

**Number of settled compensation claims from 2018 to 2022
involving 42 working days (6 weeks) lost or more**

| | 2018 | 2019 | 2020 | 2021 | 2022 |
|----------------------------|--------|--------|-------|--------|-------|
| No. of compensation claims | 10 318 | 10 311 | 7 260 | 10 531 | 9 221 |

Note:

- (i) 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 under the Employees' Compensation Ordinance.
- (ii) The number of settled compensation claims includes compensation claims reported to LD under the Employees' Compensation Ordinance in or before the settlement year.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)005

(Question Serial No. 1884)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

“Launching the regularised Greater Bay Area Youth Employment Scheme” is mentioned under Matters Requiring Special Attention in 2023-24. Would the Government advise this Committee of the following:

- (a) The estimated expenditure and staff establishment involved in the Greater Bay Area Youth Employment Scheme in the past 2 years, the effectiveness of the scheme and whether the set objectives have been achieved;
- (b) The estimated expenditure and staff establishment of the regularised Greater Bay Area Youth Employment Scheme and the estimated number of persons employed under the scheme in the coming year. Besides, given that a considerable proportion of the participating employees have Mainland background, will the Government consider setting a separate indicator on the number of persons employed under the scheme who are “Hong Kong permanent residents graduated in Hong Kong” in future?

Asked by: Hon CHAN Pui-leung (LegCo internal reference no.: 30)

Reply:

- (a) The Government launched the pilot Greater Bay Area Youth Employment Scheme (the pilot scheme) in 2021 and encouraged enterprises to employ university graduates from Hong Kong and station them to work in the Mainland cities of the Greater Bay Area (GBA). According to the number of young people employed, the Government disbursed allowances to enterprises for up to 18 months. As at 28 February 2023, a total of \$96.23 million was disbursed as allowances to enterprises under the pilot scheme while \$4.69 million was publicity and other administrative expenses, amounting to a total expenditure of about \$100.92 million. As the staff of the Labour Department (LD) launching the pilot scheme also undertake other duties, the manpower and expenditure involved cannot be separately identified.

The Labour and Welfare Bureau completed the evaluation study on the pilot scheme in June 2022, and received favourable feedback from both the participating enterprises and graduates. Nearly 80 per cent of the respondents (including enterprises and employed graduates) were satisfied or very satisfied with the scheme, and nearly 90 per cent of the respondents considered the scheme worth continuing.

- (b) LD launched the regularised GBA Youth Employment Scheme (the regularised scheme) on 1 March 2023. The young people participating in the regularised scheme should be Hong Kong residents lawfully employable in Hong Kong and awarded bachelor's degrees or above from 2021 to 2023. LD will step up publicity and promotion to encourage more Hong Kong young people to participate in the regularised scheme.

The estimated staff establishment for the regularised scheme comprises 12 Labour Officer Grade and 2 Clerical Grade posts. It is estimated that the expenditure of the regularised scheme for 2023-24 will be about \$118 million, and 1 000 university graduates will benefit from the scheme.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)006

(Question Serial No. 1885)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in the Programme that the Labour Department (LD) will continue to provide support and assistance to foreign domestic helpers (FDHs) and employers through the dedicated FDH Portal and hotline, collaboration with consulates-general in Hong Kong and various publicity activities. Would the Government advise this Committee:

- (a) of the respective estimated expenditure and staff establishment for the dedicated portal, hotline and publicity activities at present;
- (b) of the number of complaints from FDHs and employers, number of cases handled, average handling time, type of complaints (such as default of wage payment, work injury, employer not providing FDH with free return passage to the FDH's place of origin, etc.) among the complaints involving FDH employment received in the past 3 years; and
- (c) whether the Government has considered introducing measures for improving employment relationships and employment rights and benefits in respect of the areas with a relatively larger number of complaints?

Asked by: Hon CHAN Pui-leung (LegCo internal reference no.: 31)

Reply:

- (a) In 2023-24, the estimated expenditure of LD on the dedicated FDH Portal (www.fdh.labour.gov.hk), hotline and publicity activities is \$4.08 million. Publicity and educational work is an integral part of LD's ongoing work, and the manpower involved cannot be separately identified.
- (b) LD has set up a dedicated hotline handled by "1823" with interpretation service to provide one-stop support services to FDHs. LD also provides a dedicated email account and an online form on the dedicated FDH Portal, with 12 language versions

available, for FDHs and employers to send in enquiries or file complaints relating to employment matters. The total numbers of enquiries or complaints received by LD through the above-mentioned hotline, dedicated email account and online form in 2020, 2021 and 2022 were 11 944, 17 208 and 15 680 respectively. These enquiries or complaints generally concerned the employment rights and obligations of FDHs and employers under the Standard Employment Contract and labour laws, employment claims, operation of employment agencies, anti-epidemic measures or information, etc. Appropriate assistance was offered by LD depending on individual circumstances. LD does not maintain breakdowns of the enquiries or complaints by type and processing time.

- (c) LD enhances understanding of FDHs and employers about their statutory and contractual rights and obligations through a range of publicity and educational work, including producing practical guides and handbooks in Chinese, English and a number of FDHs' native languages to explain the obligations and rights of FDHs and employers as well as to introduce LD's services and support channels; organising briefings for newly-arrived FDHs and first-time employers to answer their enquiries on the spot; working with the consulates-general of FDHs' home countries in Hong Kong to organise seminars for newly-arrived FDHs; staging information kiosks; distributing information packs to FDHs; placing relevant advertisements in local Filipino and Indonesian newspapers; broadcasting television Announcements in the Public Interest on "Building a harmonious relationship between employers and FDHs", etc.

LD has introduced an "Employers' Corner" in the dedicated FDH Portal for employers to understand their obligations and rights as well as the eligibility and procedures for employing FDHs. They can also download sample forms, receipts and records, etc. relating to the employment of FDHs. LD will continue to refine its publicity efforts to enhance the understanding of FDHs and employers on FDH employment matters in a more convenient manner.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)007

(Question Serial No. 2948)

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

Question:

The major plans of the Labour Department for 2023-24 include the launch of the regularised Greater Bay Area Youth Employment Scheme. In this connection, would the Government advise this Committee of:

- (a) the total number of enterprises participated in the Greater Bay Area Youth Employment Scheme since its launch, with a breakdown by industry;
- (b) the total expenditure on disbursement of allowances to the above enterprises by the Government;
- (c) the numbers of young people participated in the scheme and secured employment since the launch of the scheme, as well as the employment rate; and
- (d) the working locations, posts and median salary of the employed Hong Kong young people?

Asked by: Hon CHAN Wing-kwong (LegCo internal reference no.: 25)

Reply:

- (a)&(b) The Government launched the pilot Greater Bay Area Youth Employment Scheme (the pilot scheme) in 2021 and encouraged enterprises to employ university graduates from Hong Kong and station them to work in the Mainland cities of the Greater Bay Area. According to the number of young people employed, the Government disbursed allowances to enterprises for up to 18 months. As at 28 February 2023, the Government disbursed about \$96.23 million as allowances to a total of 191 enterprises participating in the pilot scheme. A breakdown of the number of enterprises by industry is provided at Annex 1.

- (c) The recruitment period of the pilot scheme was completed by August 2021, with over 20 000 job applications received from young people and a total of 1 091 job offers recorded. As participating young people can apply for multiple jobs at the same time, the statistics on the employment rate under the pilot scheme cannot be compiled.
- (d) Breakdowns of the number of employed young people under the pilot scheme by working city, occupational group and salary level are provided at Annex 2.

**Breakdown of the number of participating enterprises
under the pilot Greater Bay Area Youth Employment Scheme launched in 2021
by industry**

| Industry | Number of enterprises | Percentage |
|---------------------------------|------------------------------|-------------------|
| Business services | 60 | 31.41% |
| Finance | 19 | 9.95% |
| Manufacture of electronic parts | 18 | 9.42% |
| Other manufacturing industry | 17 | 8.90% |
| Import and export trades | 11 | 5.76% |
| Education services | 10 | 5.24% |
| Real estates | 7 | 3.66% |
| Construction | 6 | 3.14% |
| Transport | 6 | 3.14% |
| Manufacture of plastic products | 6 | 3.14% |
| Others | 31 | 16.23% |
| Total | 191 | 100% |

**Breakdowns of the number of employed young people
under the pilot Greater Bay Area Youth Employment Scheme launched in 2021
by working city, occupational group and salary level**

(a) By working city

| Working city | Number of employed young people | Percentage |
|--|---------------------------------|-------------|
| Shenzhen | 687 | 63.0% |
| Guangzhou | 251 | 23.0% |
| Foshan | 11 | 1.0% |
| Dongguan | 61 | 5.6% |
| Zhuhai | 40 | 3.6% |
| Zhongshan | 12 | 1.1% |
| Huizhou | 18 | 1.6% |
| Jiangmen | 4 | 0.4% |
| Zhaoqing | 4 | 0.4% |
| Not provided by enterprise/ employed young person | 3 | 0.3% |
| Total | 1 091 | 100% |

(b) By occupational group

| Occupational group | Number of employed young people | Percentage |
|---|---------------------------------|-------------|
| Professionals | 484 | 44.4% |
| Managers and administrators | 288 | 26.4% |
| Associate professionals | 250 | 22.9% |
| Clerical support workers | 50 | 4.6% |
| Skilled agricultural and fishery workers | 5 | 0.4% |
| Craft and related workers | 2 | 0.2% |
| Others | 12 | 1.1% |
| Total | 1 091 | 100% |

(c) By salary level

| Salary level | Number of employed young people | Percentage |
|---------------------|--|-------------------|
| \$18,000 - \$21,000 | 969 | 88.8% |
| \$21,001 - \$24,000 | 79 | 7.2% |
| \$24,001 - \$27,000 | 8 | 0.7% |
| \$27,001 - \$30,000 | 6 | 0.6% |
| \$30,001 or above | 29 | 2.7% |
| Total | 1 091 | 100% |

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)008

(Question Serial No. 2950)

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

Question:

Provision for Safety and Health at Work for 2023-24 is \$124.9 million (16.6%) higher than the revised estimate for 2022-23. The Government explained that this is mainly due to increased operating expenses, cash flow requirement for a non-recurrent item relating to the Pilot Rehabilitation Programme for Employees Injured at Work, filling of vacancies and salary increments for staff. In this connection, would the Government advise this Committee of the following:

- (a) The major measures and the expenditure of the Labour Department (LD) in publicising and promoting occupational safety and health (OSH) in the past 3 years; and
- (b) What are the major measures and the estimated expenditure of LD in publicising and promoting OSH and assisting small and medium enterprises (SMEs) in enhancing training on OSH in 2023-24?

Asked by: Hon CHAN Wing-kwong (LegCo internal reference no.: 27)

Reply:

- (a) Regarding publicity and promotion, LD co-organised a variety of occupational safety and health (OSH) promotional activities such as seminars, sponsorship schemes, roving exhibitions, out-reaching promotional visits in collaboration with the Occupational Safety and Health Council (OSHC), trade associations and workers' unions in the past 3 years to enhance the OSH awareness of employers and employees. LD also disseminated OSH messages on its webpages, published and updated safety guidelines, produced text and animated versions of "Work Safety Alert", and disseminated OSH messages to stakeholders from different industries through extensive promotional channels, including television, radio, newspapers, publicity platforms of large-scale public transport, websites and mobile applications frequently used by workers, and conspicuous locations such as external walls of shopping malls and buildings, roadsides and bridges.

In 2023-24, LD's estimated expenditure on Safety and Health at Work is \$878.7 million, representing an increase of 16.6% over the revised estimate of \$753.8 million for the previous year. This includes the expenditure on the Occupational Safety and Health Branch's efforts in inspection and enforcement, publicity and promotion, and education and training. As publicity and promotion is an integral part of LD's ongoing efforts, the relevant financial expenditure in the past 3 years cannot be separately identified.

- (b) LD will adopt the strategies of publicity and promotion, education and training, etc. to enhance the OSH performance of various industries, including small and medium enterprises (SMEs).

In 2023-24, apart from continuing the work in part (a), LD will also collaborate with OSHC to launch various sponsorship schemes, including studying the sponsorship scheme for retractable light-duty working platforms, deepening the "Promoting the Use of Light-duty Working Platforms Scheme Phase II", etc., with a view to promoting the use of relevant safety equipment among SMEs.

In respect of education and training, LD will continue its ongoing efforts in improving mandatory safety training, including reviewing the mandatory basic safety training courses for the construction industry and safety training courses for confined spaces operation, so as to ensure that employees engaged in high-risk operations (including employees in SMEs) have adequate knowledge of the common risks and the ability to eliminate such risks. At the same time, LD will organise open and free OSH training courses on a regular basis with a view to assisting the employees in enhancing their OSH performance.

The above publicity and promotion as well as education and training work is an integral part of LD's ongoing efforts, and the estimated expenditure on assisting SMEs in enhancing these efforts in OSH cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)009

(Question Serial No. 2319)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

In 2020, the Government launched the Greater Bay Area Youth Employment Scheme with 2 000 places, encouraging graduates of universities/tertiary institutions from Hong Kong to work in the cities of the Greater Bay Area (GBA). Would the Government advise this Committee of the following:

- (a) What is the total actual expenditure of the scheme, including the administrative cost and the total actual expenditure for allowance payments?
- (b) How many people actually benefited from the scheme and the average amount of subsidy for each person?
- (c) What will be the total expenditure if the Government resumes the scheme this year in case the number of places and amount of allowance remain the same? What will be the total expenditure if the number of places is to be increased to 3 000 and 4 000 respectively?

Asked by: Hon CHAN Wing-yan, JoePHY (LegCo internal reference no.: 2)

Reply:

- (a) The Government launched the pilot GBA Youth Employment Scheme (the pilot scheme) in 2021 and encouraged enterprises to employ university graduates from Hong Kong and station them to work in the Mainland cities of GBA. According to the number of young people employed, the Government disbursed a monthly allowance of HK\$10,000 to enterprises for each person for up to 18 months. As at 28 February 2023, a total of \$96.23 million was disbursed as allowances to enterprises under the pilot scheme while \$4.69 million was publicity and other administrative expenses, amounting to a total expenditure of about \$100.92 million.

- (b) The recruitment period of the pilot scheme was completed by August 2021 and a total of 1 091 job offers were received. As some employed young people are still engaged in work under the pilot scheme, the Labour Department (LD) is unable to calculate the average amount of subsidy for each employed young person for the time being.
- (c) The Chief Executive announced in last year's Policy Address the regularisation of the GBA Youth Employment Scheme (the regularised scheme) and encouraged more enterprises to offer jobs and support Hong Kong young people to work in the Mainland cities of GBA, thereby fostering their career development and the talent exchange within GBA. LD launched the regularised scheme on 1 March 2023. It is estimated that the expenditure for 2023-24 will be about \$118 million, and 1 000 university graduates will benefit from the scheme.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)010

(Question Serial No. 2192)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Accidents in the construction and catering industries are the most serious of work injury accidents and the occupational safety and health (OSH) performance of both industries has aroused much concern. In this connection, would the Government advise this Committee of:

- (a) the numbers of (i) inspections conducted, (ii) suspension notices issued, (iii) improvement notices issued and (vi) prosecutions taken out by the Labour Department (LD) during its monthly inspections to catering establishments in the past 3 years;
- (b) the number of work injury accidents involving catering industry employees in the past 3 years, with a breakdown by type of accidents;
- (c) whether the Government will consider extending the Pilot Rehabilitation Programme for Employees Injured at Work (the Pilot Programme) to cover employees in other industries, including those in the catering industry; if yes, of the details; if not, the reasons for that; and
- (d) whether there are new initiatives or promotional campaigns to raise the OSH level and awareness of members of the construction and catering industries in the past 3 years; if yes, of the staff establishment and expenditure involved; if not, the reasons for that?

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 6)

Reply:

- (a) Breakdowns of the numbers of (i) inspections conducted, (ii) suspension notices issued, (iii) improvement notices issued and (iv) prosecutions taken out by LD during its monthly inspections to catering workplaces in 2020, 2021 and 2022 are at Annex 1.

- (b) In 2020, 2021 and the first 3 quarters of 2022, the numbers of industrial accidents in the food and beverage services sector were 3 124, 3 999 and 2 374 respectively. No industrial fatalities occurred during these periods. A breakdown by type of accidents is at Annex 2.
- (c) The Pilot Programme targets construction industry employees injured at work because they account for the highest percentage of work injury cases involving prolonged sick leave. Considering that the Pilot Programme is in its initial stage and that the manpower of rehabilitation professionals in the private market might not be able to cope with additional service demand, the Pilot Programme seeks to focus on the construction industry for the time being.

LD will closely monitor the participation and efficacy of the Pilot Programme and explore in due course its way forward, including the possibility of extending it to cover injured employees in other industries. Relevant stakeholders will be consulted.

- (d) Pursuant to the risk-based principle, LD has been keeping close tabs on the OSH risk levels of various industries and their changes to formulate and adjust the strategies of inspection and enforcement, publicity and promotion as well as education and training in a timely manner, so as to actively promote the OSH culture and prevent accidents from happening.

Inspection and Enforcement

The number of fatal industrial accidents and the accident rate per 1 000 workers in the construction industry have remained the highest among all industries. In this connection, LD is committed to raising the OSH level of the construction industry through implementation of various measures. Duty holders are urged to manage the risks at all times and to take appropriate safety measures to enhance the OSH performance of the industry and to prevent accident from happening. LD has stepped up area patrols in recent years. Apart from the routine weekend patrols, we added 8 weeks of patrol to combat high-risk work processes of small-scale renovation and maintenance works, including unsafe work-above-ground activities and improper erection, dismantling or use of truss-out scaffolds.

Given the comparatively higher number of industrial accidents in the food and beverage services sector, in addition to routine surprise inspections, LD also formulated targeted strategies for continued special enforcement operations (SEOs). During the SEOs, we paid particular attention to fire prevention measures, mechanical and electrical safety, etc.

Publicity and promotion

In the past 3 years, LD also strengthened its publicity and promotion efforts in enhancing the OSH performance of the construction industry. These include the production and broadcast of new Announcements in the Public Interest (APIs) on television and radio, production of a total of 15 promotional videos on work-above-ground and truss-out scaffolding safety in collaboration with the Occupational Safety and Health Council and various TV stations, broadcast of “Work Safety Alert” on websites and mobile

applications frequently visited by workers, display of TV API at betting centres, inclusion of the “Construction Industry Safety Short Film Competition” in the “Construction Industry Safety Promotional Campaign”, etc. To enhance lifting safety, LD also published different OSH publications including the “Accident Casebook on Lifting Operation” and added a new module and e-Quiz on safe lifting operation in the Occupational Safety and Health e-Quiz platform on its website.

Focusing on OSH in the catering industry, LD organised the “Catering Industry Safety Inspiration Programme”, which included safety slogan competition and production of 5 animations under the themes of machinery safety, manual handling operations, burn prevention, slip prevention and cut prevention. The animations were widely disseminated through different channels, including the website, mobile media, TV panels of catering establishments, outdoor LED display, etc. In addition, LD also organised the “Catering Industry Safety Promotional Campaign”, which comprised safety quiz and safety video competition.

Education and training

In the past 3 years, LD launched new training courses targeting the construction and catering industries, including courses on Confined Spaces Regulation and other Safety Regulations related to Risk Assessment, Industrial Accident Cases Analysis and Related Safety Regulations, A Brief Introduction to Safety Regulations and Codes of Practice related to Safety of Working on Construction Sites (including Renovation, Maintenance, Alteration and Addition Works), as well as Loadshifting Machinery Regulation cum Safe Use of Power-operated Elevating Work Platform and Common Heavy Machinery.

At the same time, LD has actively reviewed and updated the content of mandatory safety training courses, such as the recently revised safety training courses for persons engaging in gas welding and working on suspended working platforms, cranes and loadshifting machinery operators so as to further enhance trainees’ understanding on the risks and emergency handling procedures concerned.

In 2023-24, LD’s estimated expenditure on Safety and Health at Work is \$878.7 million, representing an increase of 16.6% over the revised estimate of \$753.8 million for the previous year. This includes the expenditure on the Occupational Safety and Health Branch’s efforts in inspection and enforcement, publicity and promotion, and education and training. As implementing new initiatives and promotional programmes to raise the OSH level and awareness of members of the construction and catering industries is the ongoing work of LD, the staff establishment and expenditure involved in the past 3 years cannot be separately identified.

**Breakdown of the number of inspections to
catering workplaces by month in 2020, 2021 and 2022**

| Month | (i) No. of Inspections | (ii) Suspension notices | (iii) Improvement notices | (iv) No. of prosecutions |
|--------------|-------------------------------|--------------------------------|----------------------------------|---------------------------------|
| 2020 | | | | |
| January | 1 004 | - | 27 | 77 |
| February | 75 | - | 4 | 33 |
| March | 377 | - | 19 | 21 |
| April | 205 | - | 17 | 22 |
| May | 951 | - | 26 | 52 |
| June | 1 186 | - | 45 | 18 |
| July | 558 | - | 36 | 14 |
| August | 103 | - | 3 | 21 |
| September | 829 | - | 20 | 20 |
| October | 850 | - | 29 | 38 |
| November | 996 | - | 37 | 32 |
| December | 89 | - | 1 | 24 |
| Total | 7 223 | - | 264 | 372 |
| 2021 | | | | |
| January | 93 | - | 3 | 11 |
| February | 553 | - | 7 | 27 |
| March | 1 215 | - | 75 | 34 |
| April | 829 | - | 37 | 11 |
| May | 941 | - | 39 | 10 |
| June | 986 | - | 43 | 29 |
| July | 1 274 | - | 82 | 36 |
| August | 1 064 | - | 32 | 35 |
| September | 961 | - | 22 | 55 |
| October | 740 | 1 | 24 | 31 |
| November | 827 | - | 20 | 35 |
| December | 1 009 | - | 59 | 20 |
| Total | 10 492 | 1 | 443 | 334 |
| 2022 | | | | |
| January | 798 | - | 29 | 42 |
| February | 36 | - | 0 | 18 |
| March | 32 | - | 0 | 36 |
| April | 709 | - | 25 | 27 |
| May | 1 224 | - | 48 | 38 |
| June | 1 170 | - | 75 | 20 |
| July | 1 766 | - | 107 | 19 |
| August | 918 | - | 31 | 31 |
| September | 1 027 | - | 37 | 39 |

| | | | | |
|--------------|---------------|----------|------------|------------|
| October | 1 085 | - | 41 | 38 |
| November | 1 245 | - | 31 | 52 |
| December | 1 033 | - | 58 | 22 |
| Total | 11 043 | - | 482 | 382 |

All inspections of the OSH aspects at workplaces conducted by LD were surprise inspections.

**Industrial Accidents in the Food and Beverage Services Sector
in 2020, 2021 and the First 3 Quarters of 2022 by type of accidents**

| Type of accidents | 2020 | 2021 | First 3 quarters of 2022 | Total number of accidents |
|---|--------------|--------------|---|--------------------------------------|
| Contact with hot surface or substance | 771 | 900 | 539 | 2 210 |
| Slip, trip or fall on same level | 696 | 946 | 574 | 2 216 |
| Injured by hand tool | 550 | 738 | 449 | 1 737 |
| Injured whilst lifting or carrying | 489 | 588 | 309 | 1 386 |
| Striking against fixed or stationary object | 281 | 323 | 190 | 794 |
| Striking against or struck by moving object | 138 | 155 | 85 | 378 |
| Others | 199 | 349 | 228 | 776 |
| Total | 3 124 | 3 999 | 2 374 | 9 497 |

Note: Industrial accident statistics are released on a quarterly basis and the latest available statistics are up to the first 3 quarters of 2022. The industrial accident statistics for the full year of 2022 will be released in April 2023.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)011

(Question Serial No. 2193)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding industrial accidents in the construction industry, would the Government advise this Committee of the following:

- (a) The numbers of fatal and non-fatal industrial accidents in the construction industry, the type of work the deceased or injured engaged in and the types of industrial accident in the past 5 years;
- (b) The following information on each fatal industrial accident happened at construction site in the past 5 years:
 - (i) number of fatalities;
 - (ii) date of accident;
 - (iii) location of accident;
 - (iv) type of accident; and
 - (v) name of works contractor involved.
- (c) Details of the court conviction records for each fatal work injury case involving breaches of the occupational safety and health (OSH) legislation in the past 5 years by setting out for each case (i) the penalty imposed by court, (ii) the names of convicted works contractors, (iii) the time taken by the Labour Department (LD) to investigate the cases concerned;
- (d) What was the average time taken by LD to investigate each work injury accident in the past 5 years?
- (e) The numbers of industrial accidents that happened on the sites of various public works of the Government and the types of work injury involved in each of the past 5 years; and
- (f) At present, what are the estimated expenditure and staff establishment of LD for promoting occupational safety, and the measures to enhance OSH in the industry?

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 7)

Reply:

- (a) A breakdown of industrial accidents in the construction industry from 2018 to the first 3 quarters of 2022 by type of accidents is at Annex 1. LD does not keep information on the type of work the deceased or injured engaged in.
- (b)&(c) The number of fatalities, date, place and type of fatal industrial accidents in the construction industry from 2018 to 2022 are at Annex 2. Information on convictions relating to fatal industrial accidents in the construction industry in the past 5 years, including the name of the convicted works contractors involved, is at Annex 3.

The time required for investigation of work injury accident is affected by a number of factors, such as the complexity of the case, the numbers of duty holders and workers involved in accident. LD does not keep information on the time taken for the investigation of each case.

- (d) LD does not keep information on the average time taken for the investigation of each work injury accident in the past 5 years.
- (e) A breakdown of industrial accidents in the construction industry involving public works projects from 2018 to the first 3 quarters of 2022 by type of accidents is at Annex 4.
- (f) To promote OSH, LD disseminated OSH messages to stakeholders from different industries through extensive channels, including television, radio, newspapers, publicity platforms of large-scale public transport, websites and mobile applications frequently used by workers, external walls of buildings, roadsides, tunnel entrances, conspicuous locations on bridges, etc. LD also produced and distributed publicity banners for OSH, published and updated safety guidelines, produced text and animated versions of “Work Safety Alert” to enhance the OSH awareness of employers and employees.

LD also co-organised activities such as seminars, sponsorship schemes, roving exhibitions and out-reaching promotional visits, talks at construction sites in collaboration with the Occupational Safety and Health Council, trade associations, workers’ unions and related organisations to cultivate a positive safety culture in workplace.

In 2023-24, LD has earmarked \$878.7 million for Safety and Health at Work, representing an increase of 16.6% over the revised estimate of \$753.8 million for the previous year. The above estimate includes the expenditure on Occupational Safety and Health Branch’s efforts in inspection and enforcement, publicity and promotion, and education and training. As publicity and promotion is an integral part of LD’s ongoing efforts, the estimated expenditure and staff establishment cannot be separately identified.

Industrial accidents in the construction industry from 2018 to the first 3 quarters of 2022
 – analysed by type of accidents

| Type of accident | 2018 | | 2019 | | 2020 | | 2021 | | First 3 quarters of 2022 | |
|--|------------------------|--------------------|------------------------|--------------------|------------------------|--------------------|------------------------|--------------------|--------------------------|--------------------|
| | No. of non-fatal cases | No. of fatal cases | No. of non-fatal cases | No. of fatal cases | No. of non-fatal cases | No. of fatal cases | No. of non-fatal cases | No. of fatal cases | No. of non-fatal cases | No. of fatal cases |
| Trapped in or between objects | 148 | 1 | 106 | 1 | 103 | 2 | 166 | 2 | 123 | 1 |
| Injured whilst lifting or carrying | 699 | - | 539 | - | 463 | - | 616 | - | 397 | - |
| Slip, trip or fall on same level | 928 | - | 791 | - | 698 | - | 818 | - | 713 | - |
| Fall of person from height | 334 | 11 | 258 | 7 | 209 | 7 | 255 | 8 | 155 | 9 |
| Striking against fixed or stationary object | 383 | - | 337 | - | 255 | - | 282 | 1 | 246 | - |
| Striking against or struck by moving object | 485 | - | 382 | 2 | 355 | 2 | 281 | 3 | 216 | - |
| Stepping on object | 27 | - | 15 | - | 13 | - | 21 | - | 18 | - |
| Exposure to or contact with harmful substance | 16 | - | 9 | - | 8 | - | 25 | - | 4 | - |
| Contact with electricity or electric discharge | 9 | 1 | 11 | - | 11 | 1 | 6 | - | 5 | - |
| Trapped by collapsing or overturning object | 9 | - | 9 | 2 | 22 | 4 | 10 | 3 | 11 | 4 |
| Struck by falling object | 91 | - | 93 | 2 | 80 | 1 | 159 | 2 | 144 | - |
| Struck by moving vehicle | 20 | 1 | 13 | 1 | 12 | - | 15 | - | 10 | - |
| Contact with moving machinery or object being machined | 242 | - | 227 | - | 153 | - | 196 | - | 113 | - |
| Drowning | - | - | - | 1 | 1 | 1 | - | - | - | - |
| Exposure to fire | 4 | - | 7 | - | 7 | - | 2 | - | 3 | - |
| Exposure to explosion | - | - | 3 | - | 1 | - | - | - | 1 | - |
| Injured by hand tool | 110 | - | 104 | - | 100 | - | 147 | - | 74 | - |
| Asphyxiation | - | - | - | - | - | - | 1 | 4 | - | - |
| Contact with hot surface or substance | 13 | - | 10 | - | 17 | - | 19 | - | 10 | - |
| Injured by animal | - | - | - | - | 1 | - | 3 | - | 1 | - |
| Others | 9 | - | 17 | - | 5 | - | 64 | - | 41 | - |
| Total | 3 527 | 14 | 2 931 | 16 | 2 514 | 18 | 3 086 | 23 | 2 285 | 14 |

Notes:

1. Industrial accidents refer to non-fatal or fatal cases arising from industrial activities in industrial undertakings as defined under the Factories and Industrial Undertakings Ordinance (FIUO).
2. Industrial accident statistics are released on a quarterly basis and the latest available statistics are up to the first 3 quarters of 2022. The industrial accident statistics for the full year of 2022 will be released in April 2023.

Fatal industrial accidents in the construction industry from 2018 to 2022

| | No. of fatalities | Date of accident | Location of accident | Type of accident |
|------|-------------------|-------------------|----------------------|--|
| 2018 | | | | |
| 1 | 1 | 25 January 2018 | Tai Po | Fall of person from height |
| 2 | 1 | 24 February 2018 | Kwai Chung | Trapped in or between objects |
| 3 | 1 | 27 March 2018 | Happy Valley | Fall of person from height |
| 4 | 1 | 26 April 2018 | Yuen Long | Fall of person from height |
| 5 | 1 | 29 April 2018 | Kwun Tong | Fall of person from height |
| 6 | 1 | 24 May 2018 | Ho Man Tin | Fall of person from height |
| 7 | 1 | 19 July 2018 | Tsim Sha Tsui | Fall of person from height |
| 8 | 1 | 20 August 2018 | Lai Chi Kok | Fall of person from height |
| 9 | 1 | 6 September 2018 | Kwun Tong | Fall of person from height |
| 10 | 1 | 28 September 2018 | Kowloon Bay | Contact with electricity or electric discharge |
| 11 | 1 | 11 October 2018 | Tin Shui Wai | Fall of person from height |
| 12 | 1 | 6 December 2018 | Sha Tau Kok | Struck by moving vehicle |
| 13 | 1 | 13 December 2018 | Sham Shui Po | Fall of person from height |
| 14 | 1 | 27 December 2018 | Yau Tong | Fall of person from height |
| 2019 | | | | |
| 1 | 1 | 9 January 2019 | Diamond Hill | Fall of person from height |
| 2 | 1 | 12 January 2019 | Stonecutters Island | Fall of person from height |
| 3 | 1 | 2 March 2019 | Kwun Tong | Struck by falling object |
| 4 | 1 | 5 March 2019 | Yuen Long | Fall of person from height |
| 5 | 1 | 16 April 2019 | Pak Shek Kok | Trapped by collapsing or overturning object |
| 6 | 1 | 29 June 2019 | Tung Chung | Trapped by collapsing or overturning object |
| 7 | 1 | 17 July 2019 | Tuen Mun | Struck by falling object |
| 8 | 1 | 22 July 2019 | Wan Chai | Fall of person from height |
| 9 | 1 | 10 August 2019 | Causeway Bay | Fall of person from height |
| 10 | 1 | 12 August 2019 | Tung Chung | Drowning |
| 11 | 1 | 3 October 2019 | Yuen Long | Fall of person from height |
| 12 | 1 | 8 October 2019 | Tuen Mun | Trapped in or between objects |
| 13 | 1 | 21 November 2019 | Tung Chung | Struck by moving vehicle |
| 14 | 1 | 3 December 2019 | Tin Shui Wai | Striking against or struck by moving object |
| 15 | 1 | 11 December 2019 | Tseung Kwan O | Fall of person from height |
| 16 | 1 | 19 December 2019 | Kowloon City | Striking against or struck by moving object |
| 2020 | | | | |
| 1 | 1 | 13 January 2020 | Quarry Bay | Trapped in or between objects |
| 2 | 1 | 23 March 2020 | Kowloon Tong | Fall of person from height |

| | No. of fatalities | Date of accident | Location of accident | Type of accident |
|------|-------------------|-------------------|----------------------|--|
| 3 | 1 | 31 March 2020 | Tseung Kwan O | Striking against or struck by moving object |
| 4 | 1 | 27 April 2020 | Happy Valley | Struck by falling object |
| 5 | 1 | 13 May 2020 | Central | Fall of person from height |
| 6 | 1 | 27 June 2020 | Kai Tak | Fall of person from height |
| 7 | 1 | 30 June 2020 | Tung Chung | Striking against or struck by moving object |
| 8 | 1 | 14 July 2020 | Kai Tak | Trapped by collapsing or overturning object |
| 9 | 1 | 20 July 2020 | Kowloon Bay | Contact with electricity or electric discharge |
| 10 | 1 | 21 July 2020 | Kowloon City | Trapped by collapsing or overturning object |
| 11 | 1 | 23 July 2020 | Kai Tak | Trapped in or between objects |
| 12 | 1 | 7 October 2020 | Wong Chuk Hang | Trapped by collapsing or overturning object |
| 13 | 1 | 27 October 2020 | Sau Mau Ping | Fall of person from height |
| 14 | 1 | 23 November 2020 | Kwai Chung | Drowning |
| 15 | 1 | 8 December 2020 | Tai Po | Fall of person from height |
| 16 | 1 | 9 December 2020 | Stanley | Trapped by collapsing or overturning object |
| 17 | 1 | 10 December 2020 | Aberdeen | Fall of person from height |
| 18 | 1 | 15 December 2020 | Wan Chai | Fall of person from height |
| 2021 | | | | |
| 1 | 1 | 15 January 2021 | Tuen Mun | Fall of person from height |
| 2 | 1 | 23 February 2021 | Fanling | Fall of person from height |
| 3 | 1 | 15 March 2021 | Wong Tai Sin | Fall of person from height |
| 4 | 1 | 20 March 2021 | Tai Po | Struck by falling object |
| 5 | 1 | 3 April 2021 | Kwun Tong | Trapped in or between objects |
| 6 | 1 | 14 April 2021 | Kai Tak | Striking against or struck by moving object |
| 7 | 1 | 21 April 2021 | Ngau Tau Kok | Striking against or struck by moving object |
| 8 | 1 | 8 May 2021 | Lantau Island | Striking against fixed or stationary object |
| 9 | 1 | 4 June 2021 | Fo Tan | Fall of person from height |
| 10 | 1 | 8 June 2021 | Tseung Kwan O | Trapped in or between objects |
| 11 | 1 | 6 July 2021 | Fanling | Trapped by collapsing or overturning object |
| 12 | 1 | 18 August 2021 | North Point | Fall of person from height |
| 13 | 1 | 17 September 2021 | Tuen Mun | Fall of person from height |
| 14 | 1 | 7 October 2021 | Wong Tai Sin | Trapped by collapsing or overturning object |
| 15 | 1 | 8 October 2021 | Wan Chai | Trapped by collapsing or overturning object |

| | No. of fatalities | Date of accident | Location of accident | Type of accident |
|------|-------------------|------------------|--------------------------------|---|
| 16 | 1 | 19 October 2021 | Ma On Shan | Striking against or struck by moving object |
| 17 | 1 | 24 October 2021 | Tseung Kwan O | Fall of person from height |
| 18 | 1 | 18 November 2021 | Siu Ho Wan | Asphyxiation |
| 19 | 1 | 22 November 2021 | Yau Tong | Asphyxiation |
| 20 | 1 | 2 December 2021 | Hung Hom | Fall of person from height |
| 21 | 1 | 6 December 2021 | North Point | Struck by falling object |
| 22 | 2 | 22 December 2021 | Chek Lap Kok | Asphyxiation |
| 2022 | | | | |
| 1 | 1 | 16 January 2022 | Tsing Yi | Fall of person from height |
| 2 | 1 | 24 January 2022 | West Kowloon Cultural District | Trapped in or between objects |
| 3 | 1 | 28 February 2022 | Mid-Levels, Hong Kong | Fall of person from height |
| 4 | 1 | 18 April 2022 | Kai Tak | Fall of person from height |
| 5 | 1 | 27 April 2022 | Tai Po | Fall of person from height |
| 6 | 1 | 7 May 2022 | Yau Ma Tei | Fall of person from height |
| 7 | 1 | 26 May 2022 | Tseung Kwan O | Trapped by collapsing or overturning object |
| 8 | 2 | 13 June 2022 | Mid-Levels, Hong Kong | Fall of person from height |
| 9 | 1 | 4 July 2022 | Tai Hang | Fall of person from height |
| 10 | 1 | 7 July 2022 | Mid-Levels, Hong Kong | Fall of person from height |
| 11 | 3 | 7 September 2022 | Sau Mau Ping | Trapped by collapsing or overturning object |
| 12 | 1 | 8 November 2022 | Tsim Sha Tsui | Trapped by collapsing or overturning object |
| 13 | 1 | 13 December 2022 | Ho Man Tin | Fall of person from height |
| 14 | 1 | 14 December 2022 | Yau Tong | Trapped by collapsing or overturning object |

Notes:

1. Fatal Industrial accidents refer to fatal cases arising from industrial activities in industrial undertakings as defined under FIUO.
2. Fatal industrial accidents in the construction industry for 2022 are provisional figures as some cases are still under investigation.

**Conviction records of cases of fatal industrial accident in the construction industry
after completion of court procedures from 2018 to 2022**

| Serial no. | Date of accident | Convicted duty holders (including contractor) | Fine |
|------------|-------------------|--|-----------|
| 1. | 25 January 2018 | FOOK LEE CONSTRUCTION COMPANY LIMITED | \$10,000 |
| | | INDIVIDUAL | \$16,000 |
| 2. | 29 April 2018 | HOP LEE BUILDERS COMPANY LIMITED | \$79,500 |
| | | KIN YIP INTERNATIONAL CONSTRUCTION LIMITED | \$4,500 |
| 3. | 24 May 2018 | YKK AP HONG KONG LIMITED | \$145,000 |
| 4. | 19 July 2018 | HONG KONG CONSTRUCTION (GENERAL BUILDERS) LIMITED | \$116,000 |
| 5. | 20 August 2018 | MORETON ENGINEERING & EQUIPMENT COMPANY LIMITED | \$60,000 |
| | | WS ENGINEERING HK COMPANY LIMITED | \$30,000 |
| 6. | 28 September 2018 | KEI CHEONG BUILDING MATERIALS LIMITED | \$89,000 |
| | | KAI WAN CONSTRUCTION ENGINEERING LIMITED | \$89,000 |
| | | INDIVIDUAL | \$9,000 |
| 7. | 6 December 2018 | DRAGAGES HONG KONG LIMITED | \$90,000 |
| | | INDIVIDUAL | \$16,000 |
| 8. | 13 December 2018 | AZTOGETHER DECORATION ENGINEERING CO., LIMITED | \$91,000 |
| | | LEUNG SUM KEE ET AL FRAMEWORK, PIPEWORK AND DEMOLISH ENGINEERING LIMITED | \$106,000 |
| 9. | 27 December 2018 | WANG HONG CONSTRUCTION ENGINEERING COMPANY LIMITED | \$95,000 |
| | | YING WU SCAFFOLDING ENGINEERING LIMITED | \$95,000 |
| 10. | 9 January 2019 | INDIVIDUAL | \$35,000 |
| 11. | 12 January 2019 | TREASURE CONSTRUCTION ENGINEERING LIMITED | \$110,000 |
| | | WY CONSTRUCTION LIMITED | \$66,000 |
| 12. | 5 March 2019 | GAMMON CONSTRUCTION LIMITED | \$108,000 |
| 13. | 16 April 2019 | TEMMEX BROTHERS ENGINEERING LIMITED | \$72,500 |
| 14. | 29 June 2019 | CR CONSTRUCTION COMPANY LIMITED | \$10,000 |

| | | | |
|-----|------------------|--|-----------|
| | | JANGHO HONG KONG HOLDINGS LIMITED | \$10,000 |
| | | SURE MILLIONS ENGINEERING LIMITED | \$12,000 |
| 15. | 17 July 2019 | SUN FOOK KONG CONSTRUCTION LIMITED | \$60,000 |
| | | HUNG FAT SCAFFOLDING WORKS LIMITED | \$45,000 |
| 16. | 10 August 2019 | MARTIN CONSTRUCTION COMPANY LIMITED | \$245,000 |
| | | WKS CIVIL CONTRACTOR COMPANY LIMITED | \$210,000 |
| 17. | 12 August 2019 | ZHEN HUA ENGINEERING COMPANY LIMITED | \$65,000 |
| | | CHINA COMMUNICATIONS CONSTRUCTION COMPANY LIMITED | \$65,000 |
| | | CCCC DREDGING (GROUP) CO., LTD. | \$65,000 |
| | | CITY MECHANICAL ENGINEERING COMPANY LIMITED | \$45,000 |
| 18. | 8 October 2019 | CHINA OVERSEAS BUILDING CONSTRUCTION LIMITED | \$66,000 |
| | | OTIS ELEVATOR COMPANY (H.K.) LIMITED | \$72,000 |
| | | YAT KEUNG ENGINEERING COMPANY LIMITED | \$76,000 |
| 19. | 3 December 2019 | KUEN CHEONG CONSTRUCTION & ENGINEERING COMPANY LIMITED | \$64,000 |
| | | INDIVIDUAL | \$64,000 |
| 20. | 11 December 2019 | CHINA OVERSEAS BUILDING CONSTRUCTION LIMITED | \$105,000 |
| | | INDIVIDUAL | \$100,000 |
| | | INDIVIDUAL | \$15,000 |
| 21. | 19 December 2019 | DRILTECH GEOTECHNICAL ENGINEERING LIMITED | \$100,000 |
| | | BO YIP ENGINEERING LIMITED | \$150,000 |
| 22. | 13 January 2020 | HIP HING CONSTRUCTION COMPANY LIMITED | \$62,000 |
| | | TYSAN FOUNDATION LIMITED | \$46,000 |
| | | KIT KEE ENGINEERING LIMITED | \$46,000 |
| 23. | 23 March 2020 | GEOTECH ENGINEERING LIMITED | \$42,000 |
| | | SAM'S ENGINEERING LIMITED | \$132,000 |
| 24. | 31 March 2020 | YONGNAM ENGINEERING (HK) LIMITED | \$30,000 |
| | | SIU WAH STEEL WORK COMPANY LIMITED | \$30,000 |
| 25. | 13 May 2020 | MTR CORPORATION LIMITED | \$30,000 |

| | | | |
|-----|------------------|--|-----------|
| | | HOP YUEN CONSTRUCTION LIMITED | \$20,000 |
| | | INDIVIDUAL | \$30,000 |
| 26. | 27 June 2020 | HIP HING CONSTRUCTION COMPANY LIMITED | \$165,000 |
| | | GAMMON CONSTRUCTION LIMITED | \$25,000 |
| | | HOST GLORY ENGINEERING LIMITED | \$113,000 |
| | | INDIVIDUAL | \$10,000 |
| 27. | 30 June 2020 | ZHEN HUA ENGINEERING COMPANY LIMITED | \$53,000 |
| | | CHINA COMMUNICATIONS CONSTRUCTION COMPANY LIMITED | \$53,000 |
| | | PENSTONE HONG KONG LIMITED | \$33,000 |
| | | DONG-AH GEOLOGICAL ENGINEERING COMPANY LTD. | \$32,000 |
| | | KONE ENGINEERING & CONSTRUCTION COMPANY LIMITED | \$18,000 |
| | | BM HUMAN RESOURCES & CONSTRUCTIONS LIMITED | \$14,000 |
| 28. | 20 July 2020 | AGGRESSIVE CONSTRUCTION COMPANY LIMITED | \$13,000 |
| | | AGGRESSIVE CIVIL & FOUNDATION ENGINEERING LIMITED | \$69,000 |
| | | LEUNG KAI CONSTRUCTION COMPANY LIMITED | \$59,000 |
| | | WING WAI CONSTRUCTION COMPANY LIMITED | \$30,000 |
| 29. | 21 July 2020 | GAMMON CONSTRUCTION LIMITED | \$181,000 |
| | | LEUNG KAI ENGINEERING COMPANY LIMITED | \$80,000 |
| | | WELL TECH ENGINEERING & CONSTRUCTION COMPANY LIMITED | \$85,000 |
| 30. | 8 December 2020 | INDIVIDUAL | \$72,000 |
| | | INDIVIDUAL | \$45,000 |
| 31. | 10 December 2020 | LUEN YICK BUILDERS LIMITED | \$104,000 |
| | | WAI YIU PROFESSIONAL ENGINEERING LIMITED | \$94,000 |
| | | INDIVIDUAL | \$94,000 |
| | | INDIVIDUAL | \$100,000 |
| 32. | 15 December 2020 | WIDE HOPE ENGINEERING LIMITED | \$123,000 |
| | | CHUNG TIN BUILDING MATERIALS AND ENGINEERING LIMITED | \$123,000 |
| 33. | 23 February 2021 | HIP HING ENGINEERING COMPANY LIMITED | \$60,000 |

| | | | |
|-----|-------------------|--|-----------|
| | | TAI WAH ALUMINIUM ENGINEERING LIMITED | \$140,000 |
| 34. | 15 March 2021 | KA WAH DECORATION LIMITED | \$81,000 |
| | | HUNG TO AIR CONDITION WORKS LIMITED | \$71,000 |
| 35. | 20 March 2021 | POINT LIVING DESIGN LIMITED | \$122,000 |
| 36. | 3 April 2021 | MEI WAH ENGINEERING CO., LIMITED | \$97,000 |
| 37. | 14 April 2021 | KWONG LUEN ENGINEERING LIMITED | \$120,000 |
| | | YOUNG GENERATION ENGINEERING LIMITED | \$128,000 |
| 38. | 4 June 2021 | INDIVIDUAL | \$56,000 |
| 39. | 8 June 2021 | KINTONE ENGINEERING LIMITED | \$6,500 |
| 40. | 6 July 2021 | PAUL Y. GENERAL CONTRACTORS LIMITED | \$120,000 |
| | | SHUI WING CONSTRUCTION COMPANY LIMITED | \$130,000 |
| | | SUN LUEN METAL ENGINEERING LIMITED | \$80,000 |
| | | INDIVIDUAL | \$130,000 |
| 41. | 18 August 2021 | KAN CHEUNG DECORATION COMPANY LIMITED | \$117,000 |
| 42. | 17 September 2021 | INDIVIDUAL | \$50,000 |
| | | LI CHUEN SCAFFOLDING LIMITED | \$50,000 |
| 43. | 2 December 2021 | SHUN LEE ENGINEERING LIMITED | \$115,000 |
| 44. | 4 July 2022 | INDIVIDUAL | \$33,000 |

**Industrial accidents in the construction industry involving public works projects
from 2018 to the first 3 quarters of 2022 – analysed by type of accidents**

| Type of accident | 2018 | | 2019 | | 2020 | | 2021 | | First 3 quarters of 2022 | |
|--|---------------------------|-----------------------|---------------------------|-----------------------|---------------------------|-----------------------|---------------------------|-----------------------|---------------------------|-----------------------|
| | Number of non-fatal cases | Number of fatal cases | Number of non-fatal cases | Number of fatal cases | Number of non-fatal cases | Number of fatal cases | Number of non-fatal cases | Number of fatal cases | Number of non-fatal cases | Number of fatal cases |
| Trapped in or between objects | 18 | - | 15 | - | 6 | - | 13 | - | 6 | - |
| Injured whilst lifting or carrying | 67 | - | 28 | - | 13 | - | 32 | - | 11 | - |
| Slip, trip or fall on same level | 101 | - | 31 | - | 18 | - | 30 | - | 18 | - |
| Fall of person from height | 19 | - | 12 | - | 3 | 1 | 7 | - | 3 | - |
| Striking against fixed or stationary object | 22 | - | 5 | - | 4 | - | 10 | 1 | 5 | - |
| Striking against or struck by moving object | 51 | - | 12 | - | 13 | 1 | 9 | 1 | 11 | - |
| Stepping on object | 2 | - | - | - | - | - | - | - | - | - |
| Exposure to or contact with harmful substance | 2 | - | - | - | - | - | 3 | - | - | - |
| Contact with electricity or electric discharge | - | - | - | - | - | 1 | - | - | - | - |
| Trapped by collapsing or overturning object | 1 | - | - | - | 5 | 1 | 1 | - | 1 | 1 |
| Struck by falling object | 7 | - | 5 | - | 1 | - | 5 | - | 1 | - |
| Struck by moving vehicle | 2 | 1 | 1 | - | 1 | - | - | - | 1 | - |
| Contact with moving machinery or object being machined | 19 | - | 10 | - | 3 | - | 6 | - | 4 | - |
| Exposure to fire | - | - | 1 | - | 1 | - | - | - | - | - |
| Injured by hand tool | 11 | - | 11 | - | 1 | - | 4 | - | 2 | - |
| Asphyxiation | - | - | - | - | - | - | - | 1 | - | - |
| Contact with hot surface or substance | 2 | - | - | - | - | - | 1 | - | 1 | - |
| Others | - | - | - | - | - | - | 1 | - | 1 | - |
| Total | 324 | 1 | 131 | - | 69 | 4 | 122 | 3 | 65 | 1 |

Notes:

1. Industrial accidents refer to non-fatal or fatal cases arising from industrial activities in industrial undertakings as defined under FIUO.
2. Industrial accident statistics are released on a quarterly basis and the latest available statistics are up to the first 3 quarters of 2022. The industrial accident statistics for the full year of 2022 will be released in April 2023.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)012

(Question Serial No. 2217)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Census and Statistics Department's information shows that the labour force participation rate of unmarried females in 2021 reached 90.6% while that of married females with children aged under 15 was only 55.5%. There are views in the community that the family responsibilities and pressure of looking after children are the major impediment to women's participation in the workforce. In this connection, would the Government advise this Committee of the following:

- (a) Whether the Government has introduced new schemes or policies to support women employment, with a view to further unleashing the potential of local labour force in the last 5 years? If yes, please tabulate each scheme or policy with breakdowns by the (i) name; (ii) expenditure or subsidy amount; (iii) number of participants; (iv) number of successful placements and the industry and occupation involved. If not, what are the reasons?
- (b) Whether the Government has considered drawing up key performance indicators (KPIs) for enhancing labour force participation rate of women? If yes, what are the details? If not, what are the reasons?

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 32)

Reply:

- (a) The Labour Department (LD) provides comprehensive and free employment services to all job seekers (including women) to assist them in seeking employment or changing jobs. Job seekers may meet employment officers to obtain personalised employment advisory service as necessary. Employment officers will also help job seekers participate in LD's employment programmes, such as the Employment Programme for the Elderly and Middle-aged (EPEM) and the Work Trial Scheme (WTS), with a view to enhancing their employment opportunities. Meanwhile, LD liaises with employers in various industries to canvass vacancies suitable for job seekers with different

educational backgrounds and working experience, and organises different types of job fairs to expedite the dissemination of employment information. To cater to the preference of some job seekers (especially women) for taking up part-time jobs to release time to take care of their family or other commitments, LD has set up a dedicated webpage on part-time vacancies under the Interactive Employment Service website and organises part-time job fairs from time to time.

There were 38 567, 43 742, 41 180, 42 985 and 26 998 able-bodied job seekers registered with LD for employment services respectively in each year from 2018 to 2022. The numbers of placements secured through LD's referral were 7 787, 8 101, 4 873, 5 981 and 4 198 in each year over the same period. Breakdowns of the registered job seekers and placements secured through LD's referral by gender, as well as breakdowns of the placements concerned by industry and occupation are at Annex 1.

Breakdowns of the numbers of EPEM placements and trial placements under WTS in each year from 2018 to 2022 by industry, occupation and gender as well as the expenditure concerned are at Annex 2.

The manpower and estimated expenditure involved in other employment services have been absorbed within the recurrent operational expenses of LD and cannot be separately identified.

The Government strives to encourage employers to implement family-friendly employment practices, including flexible work arrangements, additional leave benefit, offering living support, etc., so as to assist employees to balance their work and daily needs. The statutory maternity leave under the Employment Ordinance has been increased from 10 weeks to 14 weeks since 11 December 2020, enabling female employees to have more time to spend with and take care of their newborn babies.

- (b) The Government will closely monitor the implementation of the above employment services and programmes and review their effectiveness. As the number of placements may be affected by various factors such as economy, labour market situation and the personal circumstances of job seekers, it is inappropriate to set KPIs for employment services.

**Breakdowns of able-bodied job seekers registered with LD for employment services
and placements secured through LD's referral from 2018 to 2022**

(i) Number of registered job seekers by gender

| Gender | Job seekers | | | | |
|--------------|---------------|---------------|---------------|---------------|---------------|
| | 2018 | 2019 | 2020 | 2021 | 2022 |
| Male | 18 837 | 21 191 | 19 994 | 20 632 | 12 941 |
| Female | 19 730 | 22 551 | 21 186 | 22 353 | 14 057 |
| Total | 38 567 | 43 742 | 41 180 | 42 985 | 26 998 |

(ii) Number of placements by industry

| Industry | No. of placements | | | | |
|---|-------------------|--------------|--------------|--------------|--------------|
| | 2018 | 2019 | 2020 | 2021 | 2022 |
| Manufacturing | 468 | 639 | 334 | 507 | 278 |
| Construction | 206 | 304 | 226 | 207 | 209 |
| Wholesale, retail and import/export trades | 2 909 | 2 680 | 1 446 | 1 700 | 975 |
| Restaurants and hotels | 1 249 | 1 267 | 561 | 691 | 520 |
| Transport, storage and communications | 469 | 388 | 280 | 343 | 291 |
| Financing, insurance, real estate and business services | 1 047 | 1 277 | 982 | 1 351 | 1 045 |
| Community, social and personal services | 1 428 | 1 507 | 1 005 | 1 133 | 858 |
| Others (including government sector) | 11 | 39 | 39 | 49 | 22 |
| Total | 7 787 | 8 101 | 4 873 | 5 981 | 4 198 |

(iii) Number of placements by occupation

| Occupation | No. of placements | | | | |
|--|-------------------|-------|-------|-------|-------|
| | 2018 | 2019 | 2020 | 2021 | 2022 |
| Managers and administrators | 37 | 62 | 50 | 75 | 59 |
| Professionals and associate professionals | 392 | 442 | 373 | 570 | 410 |
| Clerical support workers | 1 499 | 1 569 | 958 | 1 209 | 997 |
| Service workers | 1 634 | 1 627 | 946 | 1 043 | 653 |
| Shop sales workers | 2 008 | 1 907 | 790 | 887 | 472 |
| Skilled agricultural and fishery workers | 17 | 37 | 83 | 110 | 69 |
| Craft and related workers | 252 | 290 | 176 | 197 | 150 |
| Plant and machine operators and assemblers | 197 | 221 | 140 | 217 | 185 |
| Elementary occupations | 1 699 | 1 946 | 1 356 | 1 672 | 1 200 |
| Others | 52 | - | 1 | 1 | 3 |
| Total | 7 787 | 8 101 | 4 873 | 5 981 | 4 198 |

**Breakdowns of placements under EPEM and WTS from 2018 to 2022
by industry, occupation and gender, and relevant expenditure**

Placements eligible for joining EPEM

(i) By industry

| Industry | No. of placements | | | | |
|---|-------------------|--------------|--------------|--------------|--------------|
| | 2018 | 2019 | 2020 | 2021 | 2022 |
| Real estate and business services | 480 | 627 | 533 | 842 | 688 |
| Community, social and personal services | 516 | 639 | 454 | 588 | 465 |
| Manufacturing | 231 | 341 | 166 | 294 | 198 |
| Wholesale and retail trades | 467 | 512 | 412 | 576 | 387 |
| Import and export trades | 127 | 137 | 97 | 150 | 134 |
| Restaurants and hotels | 406 | 386 | 217 | 360 | 326 |
| Construction | 80 | 137 | 113 | 127 | 145 |
| Transport, storage and communications | 173 | 174 | 140 | 221 | 200 |
| Others | 94 | 108 | 128 | 182 | 164 |
| Total | 2 574 | 3 061 | 2 260 | 3 340 | 2 707 |

(ii) By occupation

| Occupation | No. of placements | | | | |
|--|-------------------|--------------|--------------|--------------|--------------|
| | 2018 | 2019 | 2020 | 2021 | 2022 |
| Managers and administrators, professionals and associate professionals | 161 | 231 | 210 | 400 | 332 |
| Clerical support workers | 493 | 580 | 404 | 618 | 635 |
| Service workers and sales workers | 844 | 873 | 570 | 794 | 578 |
| Agricultural and fishery workers and craft and related workers | 91 | 151 | 149 | 215 | 150 |
| Plant and machine operators and assemblers | 89 | 106 | 65 | 146 | 132 |
| Elementary occupations | 896 | 1 120 | 862 | 1 167 | 880 |
| Total | 2 574 | 3 061 | 2 260 | 3 340 | 2 707 |

(iii) By gender

| Gender | No. of placements | | | | |
|--------|-------------------|-------|-------|-------|-------|
| | 2018 | 2019 | 2020 | 2021 | 2022 |
| Male | 934 | 1 210 | 910 | 1 399 | 1 143 |
| Female | 1 640 | 1 851 | 1 350 | 1 941 | 1 564 |
| Total | 2 574 | 3 061 | 2 260 | 3 340 | 2 707 |

(iv) Expenditure

| Year | Amount (\$million) |
|----------------------------------|--------------------|
| 2018-19 | 4 |
| 2019-20 | 7 |
| 2020-21 | 11.2 |
| 2021-22 | 22.3 |
| 2022-23 (as at February 2023) | 24.2 |

Trial placements eligible for joining WTS

(i) By industry

| Industry | No. of trial placements | | | | |
|---|-------------------------|------------|------------|------------|------------|
| | 2018 | 2019 | 2020 | 2021 | 2022 |
| Real estate and business services | 42 | 96 | 137 | 141 | 87 |
| Community, social and personal services | 36 | 54 | 70 | 73 | 44 |
| Manufacturing | 11 | 21 | 26 | 26 | 9 |
| Wholesale and retail trades | 23 | 20 | 26 | 42 | 27 |
| Import and export trades | 17 | 14 | 15 | 21 | 5 |
| Restaurants and hotels | 4 | 5 | 15 | 7 | 8 |
| Construction | 6 | 9 | 17 | 15 | 11 |
| Transport, storage and communications | 13 | 8 | 10 | 7 | 10 |
| Others | 0 | 0 | 4 | 4 | 0 |
| Total | 152 | 227 | 320 | 336 | 201 |

(ii) By occupation

| Occupation | No. of trial placements | | | | |
|--|-------------------------|------------|------------|------------|------------|
| | 2018 | 2019 | 2020 | 2021 | 2022 |
| Managers and administrators, professionals and associate professionals | 29 | 43 | 74 | 93 | 35 |
| Clerical support workers | 65 | 120 | 148 | 151 | 102 |
| Service workers and sales workers | 19 | 28 | 40 | 32 | 18 |
| Agricultural and fishery workers and craft and related workers | 6 | 4 | 8 | 11 | 10 |
| Plant and machine operators and assemblers | 0 | 0 | 1 | 1 | 2 |
| Elementary occupations | 33 | 32 | 49 | 48 | 34 |
| Total | 152 | 227 | 320 | 336 | 201 |

(iii) By gender

| Gender | No. of trial placements | | | | |
|--------------|-------------------------|------------|------------|------------|------------|
| | 2018 | 2019 | 2020 | 2021 | 2022 |
| Male | 65 | 87 | 135 | 142 | 81 |
| Female | 87 | 140 | 185 | 194 | 120 |
| Total | 152 | 227 | 320 | 336 | 201 |

(iv) Expenditure

| Year | Amount (\$ million) |
|----------------------------------|---------------------|
| 2018-19 | 0.96 |
| 2019-20 | 1.91 |
| 2020-21 | 2.37 |
| 2021-22 | 2.45 |
| 2022-23 (as at February 2023) | 1.58 |

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)013

(Question Serial No. 3067)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (May 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 and newly registered trade unions 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.: 43)

Reply:

- (a) The numbers of registered trade unions and trade unions newly registered under the Trade Unions Ordinance from 2020 to 2022 are set out at Annex 1.
- (b) The names of trade unions newly registered in 2022 and their affiliated labour organisations are set out at Annex 2.

**Numbers of registered trade unions and trade unions newly registered
from 2020 to 2022**

| Year | Number of trade unions newly registered in the year | Total number of registered trade unions [#] (as at year-end) |
|------|---|---|
| 2020 | 495 | 1 410 |
| 2021 | 180 | 1 527 |
| 2022 | 40 | 1 454 |

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

**Names of trade unions newly registered in 2022
and their affiliated labour organisations**

| | Name of trade union* | Affiliated labour organisation^ (as at the end of 2022) |
|-----|--|--|
| 1. | Hong Kong Wholesale and Retail Industry Practitioners General Union | - |
| 2. | Shatin Community Service Staff Union | - |
| 3. | Kowloon Motor Bus Drivers Union | - |
| 4. | Union of Putonghua Education Staff | The Federation of Hong Kong & Kowloon Labour Unions |
| 5. | Hong Kong Cultural Workers Alliance | - |
| 6. | Hong Kong Construction Industry Registered Workers' Rights Union | - |
| 7. | Social Services Industry Staff Union | - |
| 8. | Employees Association of Hong Kong Aviation Industry Unions | - |
| 9. | Drivers Association | - |
| 10. | School Bus Services Employees Association | - |
| 11. | Partition (Metal Frame) and False Ceiling Workers Union | - |
| 12. | Hong Kong Construction Industry Drilling and Cutting Staff Union | - |
| 13. | Hong Kong Clerical Employees Rights Union | - |
| 14. | Hong Kong TV and Film Production Workers Association | - |
| 15. | Union for Repairing and Maintenance Staff of Transport Industry | - |
| 16. | Union of Hong Kong Transportation and Logistics Industry Personnel | - |
| 17. | The Association of Water Heater Installation and Maintenance Technicians | - |
| 18. | Hong Kong Construction Industry Clerical and Managerial Staff Union | - |
| 19. | Vocational Training and Spare Time Study Courses Staff Union | - |
| 20. | Association of Hong Kong Identification and Certification Practitioners | - |
| 21. | Hong Kong Painting and Decorating Workers Union | - |
| 22. | Hong Kong Employees Retraining Course Tutors General Union | - |
| 23. | Hong Kong Construction Industry Aluminium Window and Glazing Workers Union | - |

| | Name of trade union* | Affiliated labour organisation^ (as at the end of 2022) |
|-----|--|--|
| 24. | Union of Labour Activities Coordinators | - |
| 25. | Hong Kong Construction Industry Piling Workers Union | - |
| 26. | Hong Kong and Kowloon Goods Purchasing Industry Workers Union | - |
| 27. | Hong Kong Film Make-up Artists and Hair Stylists Association | - |
| 28. | Association of Hong Kong Education and Education Review Practitioners | - |
| 29. | Hong Kong Environmental Protection Industry Staff Union | - |
| 30. | Yacht Industry Staff Union | - |
| 31. | Programme Workers Union | - |
| 32. | Hong Kong Toys Import and Export Industry Staff Union | - |
| 33. | Heung Yee Kuk Secretariat Staff Union | - |
| 34. | Wah Shing Toys Employees Union | - |
| 35. | Plumbing Technology Professionals Association | - |
| 36. | Government General Grades Staff United Union | - |
| 37. | North District Grassroots Service Staff Association | - |
| 38. | Hong Kong Metal Employees Association | - |
| 39. | Hong Kong Sports Coach Association | - |
| 40. | Association for Middle Level Managerial and Supervisory Staff of Labour Services Organisations | - |

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

^ Information provided by the relevant labour organisations.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)014

(Question Serial No. 3099)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

What are the current support programmes for persons with disabilities in the Labour Department (LD)? Please set out for each programme:

- (a) What was the number of persons with disabilities participating in each programme in the past 3 years?
- (b) What were the types of work in which persons with disabilities were engaged under each programme in the past 3 years? What was their average wage; and
- (c) What were the expenditure and staff establishment for the support programmes?

Asked by: Hon CHENG Wing-shun, Vincent (LegCo internal reference no.: 44)

Reply:

- (a) The Selective Placement Division (SPD) of LD provides personalised employment services, including employment counselling, job matching and referral, and post-placement follow-up services, for job seekers with disabilities who are fit for open employment. SPD implements the Work Orientation and Placement Scheme (WOPS) to disburse allowances to employers, encouraging them to hire persons with disabilities, and offer coaching and support, so as to enhance the employability of persons with disabilities. The numbers of registered job seekers and placements of SPD from 2020 to 2022 are at Annex 1.
- (b) Breakdowns of placements of job seekers with disabilities recorded by LD and placements recorded under WOPS from 2020 to 2022 by occupation are at Annex 2. As the method of wage calculation varies from case to case, LD does not keep the average wage of persons with disabilities placed into employment.

- (c) The existing staff of SPD are responsible for the provision of employment services and implementation of WOPS. As they also undertake other duties, the staff establishment involved cannot be separately identified. The expenditure on WOPS from 2019-20 to 2021-22 is at Annex 3.

**Numbers of job seekers and placements under SPD of LD
from 2020 to 2022**

| | 2020 | 2021 | 2022 |
|--|-------|-------|-------|
| Total number of registered job seekers | 2 478 | 2 882 | 2 570 |
| Total number of placements | 1 741 | 2 375 | 2 412 |
| Placements under WOPS | 809 | 1 137 | 1 228 |

**Breakdown of placements of job seekers with disabilities recorded by LD
from 2020 to 2022 by occupation**

| Occupation | No. of placements | | |
|--|-------------------|--------------|--------------|
| | 2020 | 2021 | 2022 |
| Managers and administrators | 59 | 61 | 70 |
| Professionals and associate professionals | 73 | 116 | 124 |
| Clerical support workers | 442 | 635 | 721 |
| Service workers | 529 | 723 | 729 |
| Shop sales workers | 201 | 294 | 246 |
| Craft and related workers | 35 | 37 | 41 |
| Plant and machine operators and assemblers | 16 | 16 | 7 |
| Elementary occupations | 386 | 493 | 474 |
| Total | 1 741 | 2 375 | 2 412 |

**Breakdown of placements recorded under WOPS from 2020 to 2022
by occupation**

| Occupation | No. of placements | | |
|--|-------------------|--------------|--------------|
| | 2020 | 2021 | 2022 |
| Managers and administrators | 31 | 31 | 33 |
| Professionals and associate professionals | 30 | 60 | 55 |
| Clerical support workers | 224 | 349 | 436 |
| Service workers | 158 | 256 | 285 |
| Shop sales workers | 115 | 161 | 117 |
| Craft and related workers | 27 | 22 | 30 |
| Plant and machine operators and assemblers | 10 | 10 | 7 |
| Elementary occupations | 214 | 248 | 265 |
| Total | 809 | 1 137 | 1 228 |

Expenditure on WOPS

| Year | Amount (\$million) |
|---------|--------------------|
| 2019-20 | 16.48 |
| 2020-21 | 22.49 |
| 2021-22 | 24.64 |

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)015

(Question Serial No. 3100)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May 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 ethnicity.
- (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.: 45)

Reply:

- (a) From 2020 to 2022, there were respectively 1 504, 1 372 and 870 EM job seekers registered with LD for employment services in each year. A breakdown by ethnicity is at Annex 1.
- (b) From 2020 to 2022, LD's job centres and industry-based recruitment centres introduced interpretation services to 1 912, 1 469 and 747 EM job seekers in each year, and in light of their needs, arranged interpretation services on 9, 3 and 2 occasions respectively.

- (c) LD has implemented the ESA Programme for EMs since September 2014, under which trainees of the Youth Employment and Training Programme (YETP) 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, and to undergo on-the-job training (OJT). YETP provides “one-stop” pre-employment training and OJT for young school leavers aged 15 to 24 with educational attainment at sub-degree level or below. Since the implementation of the ESA Programme for EMs, LD has employed 195 trainees, with a breakdown by ethnicity provided at Annex 2.

From 2020-21 to 2022-23, the expenditures for the ESA Programme for EMs were \$1.92 million, \$2.2 million and \$1.15 million respectively in each year. 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 for employment services from 2020 to 2022

| Ethnicity | Number of job seekers registered for employment services | | |
|------------------|---|-------|------|
| | 2020 | 2021 | 2022 |
| Pakistani | 477 | 419 | 268 |
| Indian | 298 | 280 | 233 |
| Nepalese | 237 | 209 | 84 |
| Filipino | 159 | 158 | 83 |
| Indonesian | 33 | 25 | 15 |
| Thai | 32 | 27 | 18 |
| Others | 268 | 254 | 169 |
| Total | 1 504 | 1 372 | 870 |

**EM Trainees employed under ESA Programme for EMs
from September 2014 to 2022**

| Ethnicity | Number of trainees employed |
|------------------|------------------------------------|
| Pakistani | 152 |
| Indian | 19 |
| Nepalese | 15 |
| Filipino | 4 |
| Thai | 3 |
| Indonesian | 1 |
| Others | 1 |
| Total | 195 |

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)016

(Question Serial No. 3101)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Greater Bay Area Youth Employment Scheme, please advise this Committee of the following:

- (a) The state of the applications and approvals since the launch of the scheme;
- (b) The industry sectors of the approved cases and their respective average wages; and
- (c) The cumulative expenditure and staff establishment for the scheme.

Asked by: Hon CHENG Wing-shun, Vincent (LegCo internal reference no.: 46)

Reply:

- (a) The Government launched the pilot Greater Bay Area Youth Employment Scheme (the pilot scheme) in 2021 and encouraged enterprises to employ university graduates from Hong Kong and station them to work in the Mainland cities of the Greater Bay Area. According to the number of young people employed, the Government disbursed allowances to enterprises for up to 18 months. The recruitment period of the pilot scheme was completed by August 2021 and a total of 1 091 job offers from enterprises employing young people were received.
- (b) Breakdowns of the number of employed young people by industry and salary level are provided at Annex. The Labour Department (LD) does not keep a breakdown by average wage of the employed young people.
- (c) As at 28 February 2023, a total of \$96.23 million was disbursed as allowances to enterprises under the pilot scheme while \$4.69 million was publicity and other administrative expenses, amounting to a total expenditure of about \$100.92 million. As the LD staff launching the pilot scheme also undertake other duties, the manpower and expenditure involved cannot be separately identified.

**Breakdowns of the number of employed young people
under the pilot Greater Bay Area Youth Employment Scheme launched in 2021
by industry and salary level**

(a) By industry

| Industry | Number of employed young people | Percentage |
|------------------------------------|------------------------------------|-------------|
| Business services | 377 | 34.6% |
| Finance | 286 | 26.2% |
| Manufacture of electronic parts | 52 | 4.8% |
| Other manufacturing industry | 51 | 4.7% |
| Import and export trades | 39 | 3.6% |
| Real estates | 36 | 3.3% |
| Education services | 30 | 2.7% |
| Communication | 23 | 2.1% |
| Others | 197 | 18.0% |
| Total | 1 091 | 100% |

(b) By salary level

| Salary level | Number of employed young people | Percentage |
|---------------------|------------------------------------|-------------|
| \$18,000 - \$21,000 | 969 | 88.8% |
| \$21,001 - \$24,000 | 79 | 7.2% |
| \$24,001 - \$27,000 | 8 | 0.7% |
| \$27,001 - \$30,000 | 6 | 0.6% |
| \$30,001 or above | 29 | 2.7% |
| Total | 1 091 | 100% |

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)017

(Question Serial No. 0823)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May 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. 2020, 2021 and 2022). What was the average time taken from receipt of applications to completion of 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.: 18)

Reply:

The numbers of applications received and approved by the Labour Department (LD) under SLS from 2020 to 2022 are at Annex 1. Breakdowns of the numbers of imported workers applied for and approved by industry and job title are at Annexes 2 to 5.

The time required by LD for processing each SLS application is affected by various factors. They include 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 four-week open recruitment period, etc. If the job vacancies involve novel job titles or special skills, LD will need more time to seek advice from relevant bureaux and/or departments, training bodies, professional bodies, etc. for setting the reasonable wages, entry requirements, scope of duties, etc. In recent years, the processing of most SLS applications has taken about 5 months.

The Chief Executive indicated in the 2022 Policy Address that many sectors in Hong Kong are facing manpower shortages. Relevant bureaux will listen to the views of the sectors and put forward solutions having regard to the situation of individual sectors. LD also closely

monitors the implementation of SLS and adopts feasible measures with a view to enhancing the workflow of processing applications.

**Numbers of applications received and approved
under SLS from 2020 to 2022**

| | 2020 | 2021 | 2022[#] |
|--------------------------------------|-------------|-------------|-------------------------|
| No. of applications* | 1 112 | 1 142 | 1 527 |
| No. of imported workers applied for* | 4 204 | 5 082 | 9 118 |
| No. of applications approved* | 904 | 969 | 1 286 |
| No. of imported workers approved* | 3 123 | 3 043 | 5 829 |

* 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.

Time-limited relaxation measures were implemented for the care sector under SLS from March to May 2022, resulting in the increase in the total numbers of imported workers applied for and approved in that year.

**Numbers of imported workers applied for and approved
under SLS from 2020 to 2022:
a breakdown by industry**

| Industry | No. of imported workers applied for* | | | No. of imported workers approved* | | |
|---|--------------------------------------|-------|--------------------|-----------------------------------|-------|--------------------|
| | 2020 | 2021 | 2022 | 2020 | 2021 | 2022 |
| 1. Agriculture and Fisheries | 1 072 | 857 | 1 311 | 780 | 734 | 912 |
| 2. Manufacturing | 274 | 378 | 471 | 192 | 183 | 173 |
| 3. Construction | 46 | 846 | 2 132 | 218 | 6 | 480 |
| 4. Wholesale, Retail and Import/Export Trades, Restaurants and Hotels | 290 | 508 | 863 | 228 | 248 | 302 |
| 5. Transport, Storage and Communications | 38 | 71 | 58 | 16 | 9 | 19 |
| 6. Financing, Insurance, Real Estate and Business Services | 8 | 18 | 36 | 18 | 20 | 68 |
| 7. Community, Social and Personal Services | 2 476 | 2 404 | 4 247 | 1 671 | 1 843 | 3 875 |
| Total | 4 204 | 5 082 | 9 118 [#] | 3 123 | 3 043 | 5 829 [#] |

* 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.

Time-limited relaxation measures were implemented for the care sector under SLS from March to May 2022, resulting in the increase in the total numbers of imported workers applied for and approved in that year.

**Numbers of imported workers applied for and approved
under SLS in 2020:
a breakdown by job title**

| Job title | No. of imported workers applied for* | No. of imported workers approved* |
|--|---|--|
| 1. Care Worker (Elderly Service) | 2 199 | 1 511 |
| 2. Livestock/Poultry/Fish/Crop Farm Worker | 625 | 474 |
| 3. Gardening Worker | 437 | 305 |
| 4. Cook | 207 | 158 |
| 5. Care Worker (Disabled Service) | 117 | 90 |
| 6. Machine Operator | 107 | 75 |
| 7. Bean Curd/Soya Bean/ Bean Sprout Processing Worker | 81 | 73 |
| 8. Quality Controller/Inspector/Control Supervisor | 69 | 50 |
| 9. Waste Handling Worker | 66 | 23 |
| 10. Others | 296 | 364 |
| Total | 4 204 | 3 123 |

* 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.

**Numbers of imported workers applied for and approved
under SLS in 2021:
a breakdown by job title**

| Job title | No. of imported workers applied for* | No. of imported workers approved* |
|--|---|--|
| 1. Care Worker (Elderly Service) | 1 783 | 1 631 |
| 2. Livestock/Poultry/Fish/Crop Farm Worker | 474 | 427 |
| 3. Gardening Worker | 404 | 307 |
| 4. Cook | 379 | 185 |
| 5. Machine Operator | 155 | 70 |
| 6. Waste Handling Worker | 119 | 56 |
| 7. Care Worker (Disabled Service) | 93 | 68 |
| 8. Quality Controller/Inspector/Control Supervisor | 80 | 53 |
| 9. Bean Curd/Soya Bean/ Bean Sprout Processing Worker | 51 | 49 |
| 10. Others | 1 544 | 197 |
| Total | 5 082 | 3 043 |

* 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.

**Numbers of imported workers applied for and approved
under SLS in 2022:
a breakdown by job title**

| Job title | No. of imported workers applied for* | No. of imported workers approved* |
|--|---|--|
| 1. Care Worker (Elderly Service) | 3 509 | 3 441 |
| 2. Livestock/Poultry/Fish/Crop Farm Worker | 734 | 499 |
| 3. Cook | 660 | 232 |
| 4. Gardening Worker | 567 | 424 |
| 5. Care Worker (Disabled Service) | 263 | 280 |
| 6. Machine Operator | 196 | 99 |
| 7. Waste Handling Worker | 97 | 63 |
| 8. Quality Controller/Inspector/Control Supervisor | 97 | 50 |
| 9. Bean Curd/Soya Bean/ Bean Sprout Processing Worker | 89 | 68 |
| 10. Others | 2 906 | 673 |
| Total | 9 118 [#] | 5 829 [#] |

* 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.

Time-limited relaxation measures were implemented for the care sector under SLS from March to May 2022, resulting in the increase in the total numbers of imported workers applied for and approved in that year.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)018

(Question Serial No. 0824)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (May 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. 2020, 2021 and 2022) by amount of payment and number of applications. What was PWIF's financial position in each of the past 3 years and what is its estimated financial position for 2023-24?

Asked by: Hon CHEUNG Yu-yan, Tommy (LegCo internal reference no.: 19)

Reply:

The 3 industries that accounted for the largest amount of payment made by PWIF in each year from 2020 to 2022 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 2020-21 to 2022-23 and estimated financial position for 2023-24 are provided at Annex 3.

**The 3 industries that accounted for the largest amount of payment
made by PWIF from 2020 to 2022**

| Year | Industry | Amount of payment (\$million) |
|------|--------------------------------------|----------------------------------|
| 2020 | Food and beverage service activities | 24.3 |
| | Construction | 12.8 |
| | Import and export trade | 6.1 |
| 2021 | Food and beverage service activities | 26.9 |
| | Retail trade | 17.8 |
| | Import and export trade | 11.8 |
| 2022 | Construction | 15.1 |
| | Food and beverage service activities | 14.8 |
| | Printing | 6.7 |

**The 3 industries that accounted for the largest number of applications
to PWIF from 2020 to 2022**

| Year | Industry | Number of applications |
|------|--|------------------------|
| 2020 | Food and beverage service activities | 1 053 |
| | Construction | 497 |
| | Retail trade | 363 |
| 2021 | Construction | 583 |
| | Food and beverage service activities | 565 |
| | Sports and other entertainment activities | 287 |
| 2022 | Food and beverage service activities | 702 |
| | Publishing activities | 589 |
| | Construction | 579 |

**PWIF's financial position from 2020-21 to 2022-23
and estimated financial position for 2023-24**

| Year | Income (\$million) | Expenditure (\$million) | Surplus (\$million) |
|---------------------|-----------------------|----------------------------|------------------------|
| 2020-21 | 506.0 | 60.5 | 445.5 |
| 2021-22 | 462.4 | 89.9 | 372.5 |
| 2022-23 | 370.5* | 104.6* | 265.9* |
| 2023-24 (Estimates) | 449.6 | 213.7 | 235.9 |

* Figures as at January 2023

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CONTROLLING OFFICER'S REPLY

LWB(L)019

(Question Serial No. 0825)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May 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. 2020, 2021 and 2022).

Asked by: Hon CHEUNG Yu-yan, Tommy (LegCo internal reference no.: 20)

Reply:

In 2020, 2021 and the first 3 quarters of 2022, the numbers of industrial accidents in the food and beverage services sector were 3 124, 3 999 and 2 374 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 the Annex.

The amounts of employees' compensation for work injuries payable in 2020, 2021 and 2022 in the food and beverage services sector were \$95.2 million, \$136.5 million and \$110.9 million respectively.

**Industrial Accidents in the Food and Beverage Services Sector
in 2020, 2021 and the First 3 Quarters of 2022 by Type of Accidents**

| Type of accidents | 2020 | | 2021 | | First 3 quarters of 2022 | | 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 | 771 | 24.7% | 900 | 22.5% | 539 | 22.7% | 2 210 | 23.3% |
| Slip, trip or fall on same level | 696 | 22.3% | 946 | 23.7% | 574 | 24.2% | 2 216 | 23.3% |
| Injured by hand tool | 550 | 17.6% | 738 | 18.5% | 449 | 18.9% | 1 737 | 18.3% |
| Injured whilst lifting or carrying | 489 | 15.7% | 588 | 14.7% | 309 | 13.0% | 1 386 | 14.6% |
| Striking against fixed or stationary object | 281 | 9.0% | 323 | 8.1% | 190 | 8.0% | 794 | 8.4% |
| Striking against or struck by moving object | 138 | 4.4% | 155 | 3.9% | 85 | 3.6% | 378 | 4.0% |
| Others | 199 | 6.3% | 349 | 8.6% | 228 | 9.6% | 776 | 8.1% |
| TOTAL | 3 124 | 100% | 3 999 | 100% | 2 374 | 100% | 9 497 | 100% |

Note: Industrial accident statistics are released on a quarterly basis and the latest available statistics are up to the first 3 quarters of 2022. The industrial accident statistics for the full year of 2022 will be released in April 2023.

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CONTROLLING OFFICER'S REPLY

LWB(L)020

(Question Serial No. 2027)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) Please set out the numbers of imported workers applied for and approved under the Supplementary Labour Scheme (SLS) by industry in the past 3 years.
- (b) Further to the above question, what are the staff establishment and estimated expenditure for the above scheme for the coming financial year?

Asked by: Hon CHOW Ho-ding, Holden (LegCo internal reference no.: 20)

Reply:

- (a) A breakdown of the numbers of imported workers applied for and approved by the Labour Department (LD) under SLS by industry from 2020 to 2022 is at Annex.
- (b) SLS is primarily administered by the Supplementary Labour Division (SLD) of LD. In 2023-24, the estimated expenditure of SLD is \$34.39 million (including staff cost) and its staff establishment comprises 33 Labour Officer Grade, 14 Clerical Grade and 1 Workman II posts.

**Numbers of imported workers applied for and approved
under SLS from 2020 to 2022:
a breakdown by industry**

| Industry | No. of imported workers applied for* | | | No. of imported workers approved* | | |
|---|--------------------------------------|-------|--------------------|-----------------------------------|-------|--------------------|
| | 2020 | 2021 | 2022 | 2020 | 2021 | 2022 |
| 1. Agriculture and Fisheries | 1 072 | 857 | 1 311 | 780 | 734 | 912 |
| 2. Manufacturing | 274 | 378 | 471 | 192 | 183 | 173 |
| 3. Construction | 46 | 846 | 2 132 | 218 | 6 | 480 |
| 4. Wholesale, Retail and Import/Export Trades, Restaurants and Hotels | 290 | 508 | 863 | 228 | 248 | 302 |
| 5. Transport, Storage and Communications | 38 | 71 | 58 | 16 | 9 | 19 |
| 6. Financing, Insurance, Real Estate and Business Services | 8 | 18 | 36 | 18 | 20 | 68 |
| 7. Community, Social and Personal Services | 2 476 | 2 404 | 4 247 | 1 671 | 1 843 | 3 875 |
| Total | 4 204 | 5 082 | 9 118 [#] | 3 123 | 3 043 | 5 829 [#] |

* 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.

Time-limited relaxation measures were implemented for the care sector under SLS from March to May 2022, resulting in the increase in the total numbers of imported workers applied for and approved in that year.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)021

(Question Serial No. 2028)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Please provide, by nationality, the number of ethnic minority (EM) persons registered with the Labour Department (LD) for employment services and successfully placed into employment through LD's employment referral service in the past 3 years.

Asked by: Hon CHOW Ho-ding, Holden (LegCo internal reference no.: 21)

Reply:

From 2020 to 2022, there were 1 504, 1 372 and 870 EM job seekers registered with LD for employment services in each year. Over the same period, the numbers of placements secured through LD's referral were 91, 113 and 59 in each year. The numbers of registered EM job seekers and placements secured, with a breakdown by ethnicity, are provided at Annex. LD does not keep a breakdown by nationality of EM job seekers.

EM job seekers registered with LD from 2020 to 2022

| Ethnicity | No. of registered job seekers | | |
|------------------|--------------------------------------|--------------|------------|
| | 2020 | 2021 | 2022 |
| Pakistani | 477 | 419 | 268 |
| Indian | 298 | 280 | 233 |
| Nepalese | 237 | 209 | 84 |
| Filipino | 159 | 158 | 83 |
| Indonesian | 33 | 25 | 15 |
| Thai | 32 | 27 | 18 |
| Others | 268 | 254 | 169 |
| Total | 1 504 | 1 372 | 870 |

EM job seekers placed through LD's referral from 2020 to 2022

| Ethnicity | No. of placements secured | | |
|------------------|----------------------------------|------------|-----------|
| | 2020 | 2021 | 2022 |
| Pakistani | 34 | 27 | 12 |
| Indian | 10 | 17 | 5 |
| Nepalese | 6 | 8 | 4 |
| Filipino | 9 | 16 | 13 |
| Indonesian | 1 | 4 | 1 |
| Thai | 4 | 7 | 3 |
| Others | 27 | 34 | 21 |
| Total | 91 | 113 | 59 |

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)022

(Question Serial No. 2029)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) Please provide, by city and industry, the number of young people applied for and successfully placed into employment through the Greater Bay Area Youth Employment Scheme since its pilot launch in January 2021.
- (b) Further to the above question, what are the staff establishment and estimated expenditure for the above scheme for the coming financial year?

Asked by: Hon CHOW Ho-ding, Holden (LegCo internal reference no.: 22)

Reply:

- (a) The Government launched the pilot Greater Bay Area Youth Employment Scheme (the pilot scheme) in 2021 and encouraged enterprises to employ university graduates from Hong Kong and station them to work in the Mainland cities of the Greater Bay Area. According to the number of young people employed, the Government disbursed allowances to enterprises for up to 18 months. The recruitment period of the pilot scheme was completed by August 2021 and a total of 1 091 job offers were received. Breakdowns of the number of employed young people by working city and industry of employment are provided at Annex.
- (b) The estimated staff establishment for the regularised Greater Bay Area Youth Employment Scheme (the regularised scheme) comprises 12 Labour Officer Grade and 2 Clerical Grade posts. The estimated expenditure of the regularised scheme in 2023-24 will be about \$118 million.

**Breakdowns of the number of employed young people
under the pilot Greater Bay Area Youth Employment Scheme launched in 2021
by working city and industry of employment**

By working city

| Working city | Number of employed young people | Percentage |
|--|--|-------------------|
| Shenzhen | 687 | 63.0% |
| Guangzhou | 251 | 23.0% |
| Dongguan | 61 | 5.6% |
| Zhuhai | 40 | 3.6% |
| Huizhou | 18 | 1.6% |
| Zhongshan | 12 | 1.1% |
| Foshan | 11 | 1.0% |
| Jiangmen | 4 | 0.4% |
| Zhaoqing | 4 | 0.4% |
| Not provided by enterprise/ employed young person | 3 | 0.3% |
| Total | 1 091 | 100% |

By industry of employment

| Industry | Number of employed young people | Percentage |
|------------------------------------|--|-------------------|
| Business services | 377 | 34.6% |
| Finance | 286 | 26.2% |
| Manufacture of electronic parts | 52 | 4.8% |
| Other manufacturing industry | 51 | 4.7% |
| Import and export trades | 39 | 3.6% |
| Real estates | 36 | 3.3% |
| Education services | 30 | 2.7% |
| Communication | 23 | 2.1% |
| Others | 197 | 18.0% |
| Total | 1 091 | 100% |

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)023

(Question Serial No. 2065)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Employment (Amendment) Bill 2022 has come into effect since 17 June 2022. Please provide the following information:

- (a) How many enquiries has the Labour Department (LD) received from employees in respect of the failure to meet “legitimate vaccination request”? How many of these cases required LD’s assistance in resolving labour disputes between employers and employees? How many of these cases were ruled as unreasonable or unlawful dismissals?
- (b) What is the progress of the review and repeal of section 32KB of the Employment Ordinance (EO)? Will there be a specific timetable?

Asked by: Hon KONG Yuk-foon, Doreen (LegCo internal reference no.: 19)

Reply:

- (a) As at February 2023, LD had not received any claims in respect of labour disputes arising from “legitimate vaccination request” under EO. While LD does not keep statistics on the breakdown of enquiry items, the staff concerned reflected that the number of enquiries they received about “legitimate vaccination request” was insignificant.
- (b) Section 32KB of EO and other relevant provisions under “legitimate vaccination request” (relevant provisions) will be repealed when the COVID-19 pandemic is under control and vaccination is no longer a matter of public health concern. LD will continue to maintain liaison with the Health Bureau and the Department of Health and, subject to the overall pandemic situation, repeal the relevant provisions in due course.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)024

(Question Serial No. 2104)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

On 23 September 2022, the Labour Department (LD) launched the 3-year "Pilot Rehabilitation Programme for Employees Injured at Work" (the pilot programme), targeting injured employees of the construction industry. Please advise of the following:

- (a) Please provide the detailed breakdown of the estimate of the pilot programme.
- (b) The number of cases in which suitable construction industry employees were preliminarily identified by LD for the pilot programme based on the reported work injury cases, and the number of cases in which the construction industry employees were eventually willing to join the programme since its launch;
- (c) The current staff establishment of the Work Injury Rehabilitation Office (WIRO) and the average number of cases each case manager has to process.
- (d) The amount of additional medical expenses involved; and the current progress of claim reimbursement of the expenses concerned from employers under the Employees' Compensation Ordinance (ECO).
- (e) How many enquiries and complaints has LD received since the launch of the measure? If such information is available, what these enquiries and complaints are about in general?

Asked by: Hon KONG Yuk-foon, Doreen (LegCo internal reference no.: 9)

Reply:

- (a) The total estimated non-recurrent expenditure of the Pilot Programme is \$434 million, including:

- (i) an estimated expenditure of around \$200 million on rehabilitation treatment services;
- (ii) an estimated expenditure of around \$67.3 million on case management services, including the employment of case management personnel and related expenditure;
- (iii) an estimated expenditure of around \$18.4 million on early setup, including the development of an information management system for the Pilot Programme and provision of office accommodation and relevant equipment; and
- (iv) other estimated operational expenditures of about \$82.7 million, including operating costs, information technology system network and related expenditure, expenses for publicity and promotion, training and development and contingencies, etc.

Actual expenditure of the Pilot Programme will be subject to factors including the number of participating injured employees and their individual rehabilitation treatment needs, etc.

- (b) As at end-February 2023, LD had, after conducting preliminary screening of the reported work injury cases in the construction industry and obtaining the consent of the injured employees concerned, referred 357 cases to WIRO for follow-up. Among them, 224 injured employees had completed the enrolment procedures of the Pilot Programme and had been arranged to meet case doctors or had commenced rehabilitation treatment after assessment by case doctors.
- (c) As at end-February 2023, the staff establishment of WIRO comprises 6 administrative and professional staff, 6 case managers and 3 clerical staff. They are responsible for arranging and co-ordinating the rehabilitation treatment services provided for participants under the Pilot Programme, providing case management and return-to-work facilitation services to participants as well as monitoring and administering the day-to-day operation of the Pilot Programme.

Each Pilot Programme participant is assigned with a case manager to follow up on the case. As at end-February 2023, the 6 case managers of WIRO had followed up on 357 cases referred by LD, which means each case manager had handled about 60 cases on average.

- (d) The Pilot Programme is mainly funded by the Government. Participating injured construction employees only need to pay the same fees as those charged by public hospitals/public clinics in receiving rehabilitation treatments, and they can claim reimbursement of the medical expenses incurred directly from their employers under ECO. LD does not have information on medical expenses directly reimbursed to injured employees by their employers.
- (e) As at end-February 2023, LD had not received any complaint about the Pilot Programme, while WIRO had received 30 enquiries which mainly concerned the details of and eligibility for joining the Pilot Programme.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)025

(Question Serial No. 1804)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

To encourage and support recent university graduates to work and develop their careers in the Guangdong-Hong Kong-Macao Greater Bay Area (GBA), the Labour Department (LD) launched the pilot GBA Youth Employment Scheme in January 2021, and will launch the regularised GBA Youth Employment Scheme in 2023-24. In this connection, would LD advise this Committee:

- (a) of the estimated manpower arrangement and breakdown of expenditure involved in regularising the GBA Youth Employment Scheme for 2023-24;
- (b) further to the above, of the estimated number of participants in the scheme;
- (c) whether the Government has plans to follow up on and support the young people participating in the scheme? If yes, please set out in detail the programme titles and relevant manpower and breakdown of estimated expenditure. If not, what are the reasons?

Asked by: Hon KWOK Ling-lai, Lillian (LegCo internal reference no.: 34)

Reply:

- (a)&(b) LD has regularised the GBA Youth Employment Scheme (the regularised scheme), involving a staff establishment of 12 Labour Officer Grade and 2 Clerical Grade posts. It is estimated that the expenditure (including disbursement of on-the-job training allowances to enterprises, publicity and other administrative expenses, etc.) of the regularised scheme for 2023-24 will be \$118 million and that 1 000 university graduates will benefit from the scheme.
- (c) LD launched the regularised scheme on 1 March 2023 and in tandem adopted enhancement measures, including establishing the GBA Youth Employment Division in LD dedicated to taking forward the scheme and strengthening liaison

with enterprises, tertiary institutions, employers' associations and other stakeholders; early provision of information on employment in GBA to young people interested in joining the scheme; commissioning service providers to strengthen support for the employed young people; following up on the employment situation of the employed young people during and after completion of the scheme; and stepping up publicity and promotion, sharing successful experiences and promoting understanding among young people of the benefits of the scheme to their career development. As the various measures are on-going, LD is unable to provide details such as the programme titles and breakdown of the estimated expenditure for the time being.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)026

(Question Serial No. 1805)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Programme sets out the number of patronage of the career counselling and self-employment support services provided by the Youth Employment Resource Centres (YERCs). In this connection, would the Government advise this Committee of the following:

- (a) the number of patronage in respect of the career counselling and self-employment support services of YERCs in the past 3 years;
- (b) the number of young people successfully placed into employment through YERCs and the placement rates in the past 3 years;
- (c) the manpower arrangement and breakdown of expenditure involved in the provision of career counselling and self-employment services by YERCs in the past 3 years.

Asked by: Hon KWOK Ling-lai, Lillian (LegCo internal reference no.: 35)

Reply:

- (a)&(b) The Labour Department (LD) operates 2 YERCs to provide advisory and support services on employment and self-employment for young people aged 15 to 29. These services include career counselling, value-added training and self-employment support, etc. The patronage of career counselling and self-employment support services provided by YERCs from 2020 to 2022 is at Annex. As YERCs mainly help young people explore their employment potential and acquire employment information, LD does not keep figures on successful placement through the services of YERCs.
- (c) LD has engaged a non-governmental organisation (NGO) to assist in operating YERCs. In the past 3 years, LD had a total of 12 posts in its staff establishment for managing the 2 YERCs, while the NGO had 18 staff members for manning the

operation. From 2020-21 to 2022-23, the total expenditures of each year for the 2 YERCs (including civil service staff cost) were \$26.61 million, \$28.94 million and \$31.50 million (revised estimate) respectively. As YERCs also provide value-added training and other employment support services in addition to career counselling and self-employment support services, the manpower and breakdown of expenditure involved in the provision of the career counselling and self-employment support services cannot be separately identified.

**Patronage of career counselling and self-employment services of YERCs
from 2020 to 2022**

| Type of services | No. of services used | | |
|-------------------------|----------------------|-------|-------|
| | 2020 | 2021 | 2022 |
| Career counselling | 2 269 | 4 166 | 3 582 |
| Self-employment support | 1 290 | 3 259 | 2 695 |

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)027

(Question Serial No. 1806)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in the Programme that the Labour Department will strengthen employment support for ethnic minority (EM) job seekers in 2023-24. In this connection, please advise this Committee of the following:

- (a) Please provide details of the manpower and expenditure involved in the employment support for EM job seekers in the past 3 years;
- (b) Please set out the numbers of EM job seekers provided with employment support in the past 3 years;
- (c) The estimated provision, manpower and expenditure involved in the employment support for EM job seekers for 2023-24.

Asked by: Hon KWOK Ling-lai, Lillian (LegCo internal reference no.: 36)

Reply:

- (a)&(c) LD provides comprehensive and free general employment services to all job seekers, including EM job seekers. In addition, LD has set up special counters and resource corners at job centres, organised employment briefings for EMs as well as large-scale and district-based inclusive job fairs to help EM job seekers secure employment.

Currently, LD engages 2 employment assistants proficient in EM languages at 2 selected job centres to strengthen employment support for EM job seekers. From 2020-21 to 2022-23 (as at February 2023), the annual expenditures for engaging 2 EM employment assistants were \$0.36 million, \$0.42 million and \$0.41 million respectively. LD will recruit more EMs, including 15 employment assistants and 8 general assistants, starting from the first half of 2023. The estimated expenditure for 2023-24 is \$4.92 million.

In 2021-22 and 2022-23 (as at February 2023), LD's expenditures for staging large-scale inclusive job fairs were \$0.48 million and \$0.7 million respectively. The job fairs originally scheduled for 2020-21 were cancelled due to the COVID-19 pandemic. In 2023-24, the estimated expenditure for staging large-scale inclusive job fairs is \$0.72 million.

Moreover, LD has commissioned 2 non-governmental organisations (NGOs) to implement the Racial Diversity Employment Programme (RDEP). From 2020-21 to 2022-23 (as at February 2023), LD's annual expenditures for payment of service fees to NGOs were \$0.15 million, \$3.26 million and \$1.74 million respectively; the staff establishment included 3 Labour Officer Grade posts; and the annual staff costs concerned were \$2.74 million, \$2.74 million and \$2.81 million respectively. In 2023-24, LD's estimated expenditure for payment of service fees to NGOs is around \$5 million; the staff establishment includes 3 Labour Officer Grade posts; and the estimated staff cost concerned is \$2.81 million.

LD also implements the Employment Services Ambassador (ESA) Programme for EMs, under which trainees of the Youth Employment and Training Programme (YETP) who can communicate in EM languages are employed as ESAs at job centres, industry-based recruitment centres and job fairs, and undergo on-the-job training (OJT). YETP provides one-stop pre-employment training and OJT for young school leavers aged 15 to 24 with educational attainment at sub-degree level or below. From 2020-21 to 2022-23 (as at February 2023), LD's annual expenditures on OJT under the ESA Programme for EMs were \$1.92 million, \$2.2 million and \$1.15 million respectively. LD has earmarked \$2.96 million to pay for the expenditure incurred from OJT under the ESA Programme for EMs in 2023-24.

The manpower and estimated expenditure involved in the employment services provided to EMs other than the programmes and services mentioned above have been absorbed within the recurrent operational expenses of LD and cannot be separately identified.

- (b) Figures of the yearly numbers of EMs who registered with LD for general employment services, RDEP, the ESA Programme for EMs as well as participated in large-scale and district-based inclusive job fairs from 2020 to 2022 are set out at Annex.

EM job seekers registered with LD for employment services from 2020 to 2022

| Year | No. of registered job seekers |
|-------------|--------------------------------------|
| 2020 | 1 504 |
| 2021 | 1 372 |
| 2022 | 870 |

EM job seekers served under RDEP from 2020 to 2022

| Year | No. of job seekers served |
|-------------|----------------------------------|
| 2020 | 138 |
| 2021 | 536 |
| 2022 | 344 |

EM trainees employed under the ESA Programme for EMs from 2020 to 2022

| Year | No. of trainees employed |
|-------------|---------------------------------|
| 2020 | 20 |
| 2021 | 17 |
| 2022 | 9 |

EM job seekers participated in large-scale and district-based inclusive job fairs from 2020 to 2022

| Year | No. of people participated in job fairs |
|-------------|--|
| 2020 | 210 |
| 2021 | 275 |
| 2022 | 384 |

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)028

(Question Serial No. 0992)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May 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:

- (a) the number of cases under EPEM in the past 3 years by age group (40-49, 50-59, 60-69 and 70 or above);
- (b) the industries, job titles and ranks in which job seekers were engaged;
- (c) the total amount of allowance actually granted to employers each year;
- (d) the retention rate of employees upon completion of the programme?

Asked by: Hon KWOK Wai-keung (LegCo internal reference no.: 28)

Reply:

- (a)&(b) In 2020, 2021 and 2022, there were respectively 2 260, 3 340 and 2 707 placements eligible for joining EPEM. Breakdowns by age, industry and occupation are provided at Annex 1. The Labour Department (LD) does not keep a breakdown by rank of employees.
- (c) LD actively invites the employer 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 on their own. The amount of OJT allowance granted under EPEM from 2020-21 to 2022-23 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 2022, among the employees who have received OJT under the programme, about

80% of the cases recorded a retention period of 4 months or above and 67% stayed in employment for 6 months or more.

**Breakdowns of placements eligible for joining EPEM from 2020 to 2022
by age, industry and occupation**

(i) By age

| Age | No. of placements | | |
|--------------|-------------------|--------------|--------------|
| | 2020 | 2021 | 2022 |
| 40-49 | 741 | 1 039 | 739 |
| 50-59 | 1 027 | 1 406 | 1 073 |
| 60-69 | 473 | 840 | 816 |
| 70 or above | 19 | 55 | 79 |
| Total | 2 260 | 3 340 | 2 707 |

(ii) By industry

| Industry | No. of placements | | |
|---|-------------------|--------------|--------------|
| | 2020 | 2021 | 2022 |
| Real estate and business services | 533 | 842 | 688 |
| Community, social and personal services | 454 | 588 | 465 |
| Manufacturing | 166 | 294 | 198 |
| Wholesale and retail trades | 412 | 576 | 387 |
| Import and export trade | 97 | 150 | 134 |
| Restaurants and hotels | 217 | 360 | 326 |
| Construction | 113 | 127 | 145 |
| Transport, storage and communications | 140 | 221 | 200 |
| Others | 128 | 182 | 164 |
| Total | 2 260 | 3 340 | 2 707 |

(iii) By occupation

| Occupation | No. of placements | | |
|--|-------------------|--------------|--------------|
| | 2020 | 2021 | 2022 |
| Managers and administration, professionals and associate professionals | 210 | 400 | 332 |
| Clerical support workers | 404 | 618 | 635 |
| Service workers and sales workers | 570 | 794 | 578 |
| Agricultural and fishery workers and craft and related workers | 149 | 215 | 150 |
| Plant and machine operators and assemblers | 65 | 146 | 132 |
| Elementary occupations | 862 | 1 167 | 880 |
| Total | 2 260 | 3 340 | 2 707 |

**Amount of training allowance granted under EPEM
from 2020-21 to 2022-23**

| Year | Amount (\$million) |
|----------------------------------|--------------------|
| 2020-21 | 9.5 |
| 2021-22 | 19.3 |
| 2022-23 (up to February 2023) | 20.9 |

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)029

(Question Serial No. 0993)

Head: (90) Labour Department

Subhead (No. & title): ()

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

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

With the growing popularity of the “gig economy” in recent years, many people have switched to working as freelancers and taken up jobs through Internet platforms or applications. In this connection, would the Government advise this Committee of the following:

- (a) What were the number of complaints received by the Labour Department (LD) which were made by freelancers because their labour rights and benefits had been undermined and the respective numbers of related prosecutions and convictions in the past 3 years?
- (b) Given that the governments of a number of places, such as the United Kingdom, the United States and Singapore, etc. have implemented systems for protecting freelancers, will the Government make reference to the practices of other countries in introducing legislative amendments so as to protect labour rights and benefits?

Asked by: Hon KWOK Wai-keung (LegCo internal reference no.: 29)

Reply:

- (a) Certain freelancers have been taking up jobs through Internet platforms or applications (“digital platform workers”) (DPWs) in recent years. From 2020 to 2022, LD received 1 complaint involving a DPW who suspected that he/she was deprived of labour rights and benefits by way of false self-employment. LD is reviewing the case upon completion of investigation to see if there is sufficient evidence for criminal prosecution.
- (b) The Government is concerned about the protection for DPWs, who often work with a number of platform companies concurrently. Their relationship and terms of cooperation have been ever-evolving with different arrangements. We notice that certain countries or regions are formulating policies or proposals for the protection of DPWs, which however vary in terms of determination of the coverage, regulatory approach, details of the protection, etc. Their paces of development also vary from

each other. Although individual countries and regions have defined the status of DPWs involved in accordance with court rulings, most of such rulings only applied to individual litigants but not all platform work in the relevant jurisdictions.

Enacting legislation to safeguard the rights of DPWs would have far-reaching implications for the labour market. Therefore, the Government has to first study prudently and make clear the working conditions of DPWs. LD is commissioning the Census and Statistics Department to arrange for a Thematic Household Survey to be conducted, with a view to collecting data on the situation of local DPWs so as to facilitate the mapping out of the way forward.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)030

(Question Serial No. 0994)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Supplementary Labour Scheme (SLS), would the Government provide the following information:

- (a) 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 in table form by industry, job title, average monthly wage level and nationality;
- (b) the expenditure and staff establishment involved in the past 3 years.

Asked by: Hon KWOK Wai-keung (LegCo internal reference no.: 30)

Reply:

- (a) Breakdowns of the numbers of imported workers applied for and approved by LD under SLS by industry, job title and monthly wage from 2020 to 2022 are at Annexes 1 to 5.

Employers need not provide the nationality of prospective imported workers when they submit SLS applications. In approving individual applications, LD does not stipulate the nationality of imported workers and thus has no such information.

- (b) SLS is primarily administered by the Supplementary Labour Division (SLD) of LD. From 2020-21 to 2022-23, the staff establishment of SLD comprises 36 Labour Officer Grade, 16 Clerical Grade and 1 Workman II posts. The related expenditure is at Annex 6.

**Numbers of imported workers applied for and approved
under SLS from 2020 to 2022:
a breakdown by industry**

| Industry | No. of imported workers applied for* | | | No. of imported workers approved* | | |
|---|--------------------------------------|-------|--------------------|-----------------------------------|-------|--------------------|
| | 2020 | 2021 | 2022 | 2020 | 2021 | 2022 |
| 1. Agriculture and Fisheries | 1 072 | 857 | 1 311 | 780 | 734 | 912 |
| 2. Manufacturing | 274 | 378 | 471 | 192 | 183 | 173 |
| 3. Construction | 46 | 846 | 2 132 | 218 | 6 | 480 |
| 4. Wholesale, Retail and Import/Export Trades, Restaurants and Hotels | 290 | 508 | 863 | 228 | 248 | 302 |
| 5. Transport, Storage and Communications | 38 | 71 | 58 | 16 | 9 | 19 |
| 6. Financing, Insurance, Real Estate and Business Services | 8 | 18 | 36 | 18 | 20 | 68 |
| 7. Community, Social and Personal Services | 2 476 | 2 404 | 4 247 | 1 671 | 1 843 | 3 875 |
| Total | 4 204 | 5 082 | 9 118 [#] | 3 123 | 3 043 | 5 829 [#] |

* 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.

Time-limited relaxation measures were implemented for the care sector under SLS from March to May 2022, resulting in the increase in the total numbers of imported workers applied for and approved in that year.

**Numbers of imported workers applied for and approved
under SLS in 2020:
a breakdown by job title**

| Job title | No. of imported workers applied for* | No. of imported workers approved* |
|--|---|--|
| 1. Care Worker (Elderly Service) | 2 199 | 1 511 |
| 2. Livestock/Poultry/Fish/Crop Farm Worker | 625 | 474 |
| 3. Gardening Worker | 437 | 305 |
| 4. Cook | 207 | 158 |
| 5. Care Worker (Disabled Service) | 117 | 90 |
| 6. Machine Operator | 107 | 75 |
| 7. Bean Curd/Soya Bean/ Bean Sprout Processing Worker | 81 | 73 |
| 8. Quality Controller/Inspector/Control Supervisor | 69 | 50 |
| 9. Waste Handling Worker | 66 | 23 |
| 10. Others | 296 | 364 |
| Total | 4 204 | 3 123 |

* 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.

**Numbers of imported workers applied for and approved
under SLS in 2021:
a breakdown by job title**

| Job title | No. of imported workers applied for* | No. of imported workers approved* |
|--|---|--|
| 1. Care Worker (Elderly Service) | 1 783 | 1 631 |
| 2. Livestock/Poultry/Fish/Crop Farm Worker | 474 | 427 |
| 3. Gardening Worker | 404 | 307 |
| 4. Cook | 379 | 185 |
| 5. Machine Operator | 155 | 70 |
| 6. Waste Handling Worker | 119 | 56 |
| 7. Care Worker (Disabled Service) | 93 | 68 |
| 8. Quality Controller/Inspector/Control Supervisor | 80 | 53 |
| 9. Bean Curd/Soya Bean/ Bean Sprout Processing Worker | 51 | 49 |
| 10. Others | 1 544 | 197 |
| Total | 5 082 | 3 043 |

* 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.

**Numbers of imported workers applied for and approved
under SLS in 2022:
a breakdown by job title**

| Job title | No. of imported workers applied for* | No. of imported workers approved* |
|--|---|--|
| 1. Care Worker (Elderly Service) | 3 509 | 3 441 |
| 2. Livestock/Poultry/Fish/Crop Farm Worker | 734 | 499 |
| 3. Cook | 660 | 232 |
| 4. Gardening Worker | 567 | 424 |
| 5. Care Worker (Disabled Service) | 263 | 280 |
| 6. Machine Operator | 196 | 99 |
| 7. Waste Handling Worker | 97 | 63 |
| 8. Quality Controller/Inspector/Control Supervisor | 97 | 50 |
| 9. Bean Curd/Soya Bean/ Bean Sprout Processing Worker | 89 | 68 |
| 10. Others | 2 906 | 673 |
| Total | 9 118 [#] | 5 829 [#] |

* 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.

Time-limited relaxation measures were implemented for the care sector under SLS from March to May 2022, resulting in the increase in the total numbers of imported workers applied for and approved in that year.

**Numbers of imported workers applied for and approved
under SLS from 2020 to 2022:
a breakdown by monthly wage**

| Monthly wage | No. of imported workers applied for* | | | No. of imported workers approved* | | |
|----------------------------|--------------------------------------|-------|--------------------|-----------------------------------|-------|--------------------|
| | 2020 | 2021 | 2022 | 2020 | 2021 | 2022 |
| 1. \$8,000 or below | - | - | 2 | - | - | - |
| 2. Above \$8,000-\$10,000 | 13 | 15 | 28 | 34 | 6 | 7 |
| 3. Above \$10,000-\$12,000 | 735 | 767 | 906 | 513 | 521 | 616 |
| 4. Above \$12,000-\$14,000 | 2 868 | 681 | 878 | 1 981 | 1 004 | 500 |
| 5. Above \$14,000-\$16,000 | 127 | 1 905 | 3 946 | 69 | 1 125 | 3 758 |
| 6. Above \$16,000-\$18,000 | 231 | 470 | 745 | 153 | 231 | 239 |
| 7. Above \$18,000-\$20,000 | 70 | 189 | 328 | 63 | 39 | 104 |
| 8. Above \$20,000 | 160 | 1 055 | 2 281 | 310 | 117 | 605 |
| 9. Others | - | - | 4 [^] | - | - | - |
| Total | 4 204 | 5 082 | 9 118 [#] | 3 123 | 3 043 | 5 829 [#] |

* 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.

Time-limited relaxation measures were implemented for the care sector under SLS from March to May 2022, resulting in the increase in the total numbers of imported workers applied for and approved in that year.

[^] The monthly wages of the applied posts are subject to verification.

**Expenditure and staff establishment of SLD
from 2020-21 to 2022-23**

| Year | Expenditure (including staff cost) | Staff establishment |
|-------------|---|--|
| 2020-21 | \$34.41 million | 36 Labour Officer Grade, 16 Clerical Grade and 1 Workman II posts |
| 2021-22 | \$34.76 million | |
| 2022-23 | \$35.61 million (revised estimate) | |

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)031

(Question Serial No. 2584)

Head: (90) Labour Department
Subhead (No. & title): (000) Operational expenses
Programme: (4) Employees' Rights and Benefits
Controlling Officer: Commissioner for Labour (May CHAN)
Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Protection of Wages on Insolvency Fund (PWIF), please advise this Committee of:

- (a) the number of PWIF applications approved, and the number of persons involved as well as the amount of ex gratia payment made in each application, with a breakdown by the time required to effect payment; and
- (b) the total amount of ex gratia payment made under PWIF and the income and expenditure of PWIF in the past 5 years.

Asked by: Hon KWOK Wai-keung (LegCo internal reference no.: 31)

Reply:

- (a)&(b) A breakdown of the number of PWIF applications approved from 2018 to 2022 by the time required to effect payment is provided at Annex 1. The amount of ex gratia payment involved in PWIF applications approved over the same period is at Annex 2. The income and expenditure of PWIF from 2017-18 to 2021-22 are at Annex 3.

**Breakdown of the number of PWIF applications approved from 2018 to 2022
by the time required to effect payment**

| Time required to effect payment upon receipt of all information and documents required for processing the applications by the Labour Department (LD) | No. of applications approved [^] | | | | |
|--|---|--------------|--------------|--------------|--------------|
| | 2018 | 2019 | 2020 | 2021 | 2022 |
| 4 weeks or less | 1 624 | 2 360 | 2 353 | 3 356 | 2 163 |
| More than 4 weeks to 6 weeks | 45 | 125 | 72 | 30 | 3 |
| More than 6 weeks to 8 weeks | 20 | 39 | 3 | 2 | 1 |
| More than 8 weeks to 10 weeks | - | - | - | - | - * |
| Total | 1 689 | 2 524 | 2 428 | 3 388 | 2 167 |

[^] Including applications received in the same year or before.

* Since 2022, LD's target for the time required to effect ex gratia payment to eligible applicants has been reduced from within 10 weeks upon receipt of all information and documents required for processing the applications in the past to within 8 weeks.

Note: Applications are reckoned on a per-employee basis. Hence, the number of applications is the same as the number of persons involved.

**Amount of ex gratia payment involved in PWIF applications approved
from 2018 to 2022**

| Year | Amount of ex gratia payment involved in applications approved (\$million) |
|------|---|
| 2018 | 51.0 |
| 2019 | 83.1 |
| 2020 | 78.5 |
| 2021 | 113.1 |
| 2022 | 74.7 |

Income and expenditure of PWIF from 2017-18 to 2021-22

| Year | Income (\$million) | Expenditure (\$million) |
|---------|-----------------------|----------------------------|
| 2017-18 | 480.7 | 46.6 |
| 2018-19 | 509.9 | 96.7 |
| 2019-20 | 546.5 | 131.9 |
| 2020-21 | 506.0 | 60.5 |
| 2021-22 | 462.4 | 89.9 |

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)032

(Question Serial No. 2585)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

In the Matters Requiring Special Attention under Programme (3) of Head of Expenditure Estimates, it is mentioned that the adoption of Construction Design and Management by different stakeholders of the construction industry in planning and designing construction projects will be promoted. In this connection, would the Government advise this Committee of the following:

- (a) What is the specific plan or timetable?
- (b) Will the Government consider, by drawing reference from the Construction (Design and Management) Regulations of the United Kingdom and the construction system of “concurrent implementation of design, build and commission” in the Mainland, including the element of safety protection at the design stage, ascertaining the liability of various parties in the process and preventing accidents at source?

Asked by: Hon KWOK Wai-keung (LegCo internal reference no.: 33)

Reply:

- (a)&(b) To further promote the adoption of the concept of construction design for safety among the industry, the Construction Industry Council (CIC) has set up a Task Force on Construction Design for Safety (Task Force) to explore how to effectively apply the concept in Hong Kong. In the course of the research, the Task Force has drawn reference from the laws and systems of different countries, such as the Construction (Design and Management) Regulations of the United Kingdom, and disseminated the “Construction Design and Management Reference Materials” to the construction industry so as to provide guidelines on how to include safety elements at the design stage and the safety obligations of various parties during the construction cycle. The research work (including the preparation of relevant training courses and teaching materials for different stakeholders in the industry) is still underway and is expected to be completed in mid-2023.

As one of the members of the Task Force, the Labour Department will, on the basis of the research findings, work with CIC and other stakeholders to formulate promotion strategies, including taking forward pilot projects so that the industry can accumulate experiences through actual implementation. The planned promotion work will be carried out by phases. In the first phase, stakeholders with a larger scale including developers of projects in the public sector, developers of large-scale private real estate projects as well as professional bodies of the construction industry, etc. will be identified and encouraged to adopt the construction design for safety in the construction works progressively.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)033

(Question Serial No. 2655)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) How much fines were imposed by the court on employers for every case of industrial fatalities in the past 3 years? Please provide a breakdown by industry in which the deceased employees were engaged.
- (b) What was the total amount of resources allocated by the Labour Department (LD) for promoting occupational safety in the past 3 years?
- (c) 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 persons in the construction and catering industries? What are the staff establishment and expenditure involved?

Asked by: Hon KWOK Wai-keung (LegCo internal reference no.: 32)

Reply:

- (a) Details of the penalties on industrial fatality cases that occurred in the past 3 years (2020-2022) are provided at the Annex.
- (b)&(c) The Labour Department (LD) has been adopting a multi-pronged strategy to carry out publicity and promotional work so as to enhance occupational safety and health (OSH) in different industries. LD co-organised activities such as seminars, sponsorship schemes, roving exhibitions, out-reaching promotional visits in collaboration with the Occupational Safety and Health Council (OSHC), trade associations and workers' unions in the past 3 years to enhance the OSH awareness of employers and employees. LD also disseminated OSH messages on its webpages, published and updated safety guidelines, produced text and animated versions of "Work Safety Alert", and disseminated OSH messages to stakeholders from different industries through extensive promotional channels, including television, radio, newspapers, publicity platforms of large-scale public transport,

websites and mobile applications frequently used by workers, and conspicuous locations such as external walls of shopping malls and buildings, roadsides, bridges.

In the coming year, LD will continue to launch large-scale promotional campaigns targeting the construction industry and the catering industry, so as to enhance the OSH awareness of employers and employees in both industries. LD will also improve the OSH level of employers and employees in these industries by broadcasting Announcements in the Public Interest (APIs) on television and radio, disseminating OSH messages in newspapers and LD's webpages, as well as publishing and updating safety guidelines. In addition, LD will co-organise various types of promotional activities such as seminars, roving exhibitions, out-reaching promotional visits in collaboration with OSHC, major trade associations and workers' unions concerned.

Moreover, LD will introduce legislative amendments to expand the notification mechanism of construction works to cover those of shorter duration or engaging fewer workers but involving relatively high-risk procedures to facilitate early inspection by LD. LD will also promote the adoption of Construction Design and Management to various stakeholders of the construction industry in planning and designing construction projects, so as to eradicate or mitigate the OSH risks that may arise during construction and maintenance of these projects at source.

In 2023-24, LD's estimated expenditure on Safety and Health at Work is \$878.7 million, representing an increase of 16.6% over the revised estimate of \$753.8 million for the previous year. This includes the expenditure on the Occupational Safety and Health Branch's efforts in inspection and enforcement, publicity and promotion, and education and training. As launching various initiatives and promotional campaigns to raise the OSH level and awareness of persons in the construction industry and the catering industry is an integral part of LD's ongoing efforts, the relevant staff establishment and expenditure involved cannot be separately identified.

Cases of industrial fatalities handled by the court in the past 3 years (2020-2022)

| Industry | Case | Date of accident | Amount of fines imposed on the duty holders concerned (including employers) |
|-----------------|-------------|-------------------------|--|
| Construction | 1. | 13/01/2020 | A fine of \$3,000 to \$40,000 for each summons (9 in total), making a total fine of \$154,000 |
| | 2. | 23/03/2020 | A fine of \$8,000 to \$20,000 for each summons (15 in total), making a total fine of \$174,000 |
| | 3. | 31/03/2020 | A fine of \$10,000 for each summons (6 in total), making a total fine of \$60,000 |
| | 4. | 27/04/2020 | Acquitted after trial |
| | 5. | 13/05/2020 | A fine of \$10,000 to \$30,000 for each summons (5 in total), making a total fine of \$80,000 |
| | 6. | 27/06/2020 | A fine of \$10,000 and \$50,000 for each summons (12 in total), making a total fine of \$313,000 |
| | 7. | 30/06/2020 | A fine of \$8,000 to \$45,000 for each summons (10 in total), making a total fine of \$203,000 |
| | 8. | 14/07/2020 | Acquitted after trial |
| | 9. | 20/07/2020 | A fine of \$3,000 to \$30,000 for each summons (14 in total), making a total fine of \$171,000 |
| | 10. | 21/07/2020 | A fine of \$5,000 to \$50,000 for each summons (15 in total), making a total fine of \$346,000 |
| | 11. | 23/07/2020 | A fine of \$30,000 to \$50,000 for each summons (6 in total), making a total fine of \$240,000 |
| | 12. | 07/10/2020 | Acquitted after trial |
| | 13. | 23/11/2020 | Acquitted after trial |
| | 14. | 08/12/2020 | A fine of \$4,000 to \$50,000 for each summons (8 in total), making a total fine of \$117,000 |
| | 15. | 10/12/2020 | A fine of \$20,000 to \$45,000 for each summons (12 in total), making a total fine of \$392,000 |
| | 16. | 15/12/2020 | A fine of \$10,000 to \$35,000 for each summons (10 in total), making a total fine of \$246,000 |
| | 17. | 15/01/2021 | Acquitted after trial |
| | 18. | 23/02/2021 | A fine of \$5,000 to \$40,000 for each summons (9 in total), making a total fine of \$200,000 |
| | 19. | 15/03/2021 | A fine of \$3,000 to \$35,000 for each summons (12 in total), making a total fine of \$152,000 |
| | 20. | 20/03/2021 | A fine of \$12,000 to \$40,000 for each summons (5 in total), making a total fine of \$122,000 |
| | 21. | 03/04/2021 | A fine of \$9,000 to \$50,000 for each summons (3 in total), making a total fine of \$97,000 |
| | 22. | 14/04/2021 | A fine of \$20,000 to \$44,000 for each summons (9 in total), making a total fine of \$248,000 |

| | | | |
|--|-----|------------|--|
| | 23. | 08/05/2021 | For 1 defendant, a fine of \$5,000 to \$9,000 for each summons (5 in total), making a total fine of \$37,000; the judicial proceedings with respect to 2 other defendants in the same case are in progress |
| | 24. | 04/06/2021 | A fine of \$6,000 to \$30,000 for each summons (3 in total), making a total fine of \$56,000 |
| | 25. | 08/06/2021 | 2 summonses with a fine of \$3,000 and \$3,500 respectively, making a total fine of \$6,500 |
| | 26. | 06/07/2021 | A fine of \$30,000 to \$100,000 for each summons (9 in total), making a total fine of \$460,000 |
| | 27. | 18/08/2021 | A fine of \$2,000 to \$20,000 for each summons (9 in total), making a total fine of \$117,000 |
| | 28. | 17/09/2021 | A fine of \$5,000 to \$15,000 for each summons (10 in total), making a total fine of \$100,000 |
| | 29. | 19/10/2021 | For 1 defendant, 2 summonses with a fine of \$15,000 and \$22,000 respectively, making a total fine of \$37,000; the judicial proceedings with respect to the other defendant in the same case are in progress |
| | 30. | 02/12/2021 | A fine of \$6,000 to \$45,000 for each summons (5 in total), making a total fine of \$115,000 |
| | 31. | 06/12/2021 | For 2 defendants, a fine of \$12,000 to \$22,000 for each summons (6 in total), making a total fine of \$105,000; the judicial proceedings with respect to 2 other defendants in the same case are in progress |
| | 32. | 24/01/2022 | For 1 defendant, 1 summons with a fine of \$20,000; the judicial proceedings with respect to 3 other defendants in the same case are in progress |
| | 33. | 27/04/2022 | For 1 defendant, a fine of \$5,000 to \$20,000 for each summons (7 in total), making a total fine of \$99,000; the judicial proceedings with respect to the other defendant in the same case are in progress |
| | 34. | 04/07/2022 | A fine of \$3,000 to \$6,000 for each summons (7 in total), making a total fine of \$33,000 |
| Transportation, storage, postal and courier services | 1. | 01/06/2020 | 2 summonses with a fine of \$20,000 and \$40,000 respectively, making a total fine of \$60,000 |
| | 2. | 25/05/2021 | 2 summonses with a fine of \$20,000 and \$25,000 respectively, making a total fine of \$45,000 |
| | 3. | 22/07/2021 | A fine of \$30,000 for each summons (4 in total), making a total fine of \$120,000 |
| Manufacturing | 1. | 12/10/2020 | 2 summonses with a fine of \$40,000 and \$50,000 respectively, making a total fine of \$90,000 |
| | 2. | 12/05/2022 | A fine of \$3,500 to \$50,000 for each summons (3 in total), making a total fine of \$78,500 |
| Electricity, gas and waste management | 1. | 11/01/2020 | A fine of \$5,000 to \$40,000 for each summons (8 in total), making a total fine of \$125,000 |

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)034

(Question Serial No. 2149)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the diagnoses of occupational diseases and operation of occupational health clinics of the Labour Department (LD), would the Government advise this Committee of the following:

- (a) The number of patients who sought consultations at occupational health clinics in each of the past 5 years. Please also set out (i) the industries in which the patients engaged; (ii) types of diseases involved (e.g. musculoskeletal diseases of hand and lower limb, skin diseases, respiratory diseases, etc.).
- (b) The number of cases diagnosed by the occupational health clinics as occupational diseases in the past 5 years.
- (c) The numbers of cases diagnosed with (i) occupational diseases specified in the Second Schedule to the Employees' Compensation Ordinance (ECO); (ii) occupational deafness; (iii) silicosis; (iv) asbestosis; (v) mesothelioma in each of the past 5 years and the occupations of these patients; and
- (d) Whether the Government will consider adding "heat stroke" and "heat-related illness" caused by thermal working condition to the list of compensable occupational diseases under ECO? If yes, what are the details? If not, what are the reasons?

Asked by: Hon LAM Chun-sing (LegCo internal reference no.: 3)

Reply:

- (a) From 2018 to 2022, the number of patient consultations at LD's occupational health clinics is tabulated below:

| | 2018 | 2019 | 2020 | 2021 | 2022 |
|--------------------------------------|-------------------|-------------------|----------------|-------------------|------------------|
| Kwun Tong Occupational Health Clinic | 6 832 (956) | 6 748 (970) | 3 742 (455) | 5 947 (1 075) | 5 728 (1 168) |
| Fanling Occupational Health Clinic | 4 058 (499) | 3 970 (461) | 2 585 (275) | 4 093 (710) | 3 449 (546) |
| Total | 10 890 (1 455) | 10 718 (1 431) | 6 327 (730) | 10 040 (1 785) | 9 177 (1 714) |

Figures in brackets denote the number of consultations provided for new patients.

LD does not keep statistics on the industries of the follow-up patients and their types of diseases. Breakdowns of the new patients by industry and type of diseases are provided in the tables below:

(i) By industry

| Industry | 2018 | 2019 | 2020 | 2021 | 2022 |
|---|-------|-------|------|-------|-------|
| Public administration, and social and personal services | 704 | 659 | 311 | 699 | 611 |
| Wholesale, retail and import/export trades, and accommodation and food services | 282 | 275 | 147 | 367 | 356 |
| Financing, insurance, real estate, and professional and business services | 189 | 244 | 116 | 84 | 301 |
| Construction | 71 | 65 | 46 | 128 | 153 |
| Transportation, storage, postal, courier services, and information and communications | 100 | 89 | 61 | 317 | 128 |
| Manufacturing | 72 | 57 | 31 | 144 | 69 |
| Others | 37 | 42 | 18 | 46 | 96 |
| Total | 1 455 | 1 431 | 730 | 1 785 | 1 714 |

(ii) By type of diseases (including injuries)

| Type of diseases | 2018 | 2019 | 2020 | 2021 | 2022 |
|------------------|-------|-------|------|-------|-------|
| Musculoskeletal | 1 267 | 1 176 | 627 | 1 558 | 1 492 |
| Injury | 120 | 150 | 64 | 153 | 156 |
| Neurological | 13 | 17 | 9 | 21 | 18 |

| | | | | | |
|-------------|-------|-------|-----|-------|------|
| Skin | 8 | 28 | 4 | 8 | 8 |
| Auditory | 8 | 16 | 10 | 6 | 8 |
| Respiratory | 8 | 10 | 4 | 8 | 4 |
| Visual | 5 | 3 | 4 | 6 | 3 |
| Others | 26 | 31 | 8 | 25 | 25 |
| Total | 1 455 | 1 431 | 730 | 1 785 | 1714 |

- (b) Among the patients who sought consultations at LD's occupational health clinics from 2018 to 2022, there were respectively 23, 21, 9, 9 and 21 confirmed cases of occupational diseases.
- (c) The numbers of cases diagnosed with (i) the occupational diseases specified in the Second Schedule to ECO, (ii) occupational deafness, (iii) silicosis, (iv) asbestosis and (v) mesothelioma from 2018 to 2022 are tabulated below:

| Occupational diseases | | 2018 | 2019 | 2020 | 2021 | 2022 |
|---|--------------------------------------|------|------|------|------|------|
| (i) Occupational diseases specified in the Second Schedule to ECO | Tenosynovitis of the hand or forearm | 39 | 35 | 17 | 28 | 21 |
| | Tuberculosis | 4 | 5 | 3 | 11 | 2 |
| | Occupational dermatitis | 3 | 5 | 2 | 1 | 1 |
| | Compressed air illness | 1 | 1 | 0 | 1 | 1 |
| | Streptococcus suis infection | 2 | 0 | 0 | 0 | 0 |
| | Carpal tunnel syndrome | 1 | 0 | 0 | 0 | 0 |
| | Legionnaires' disease | 0 | 1 | 0 | 0 | 0 |
| | Beat knee | 0 | 1 | 0 | 0 | 0 |
| | Occupational asthma | 0 | 0 | 1 | 0 | 0 |
| (ii) Occupational deafness | | 275 | 308 | 78 | 394 | 330 |
| (iii) Silicosis | | 59 | 52 | 88 | 67 | 79 |
| (iv) Asbestosis | | 2 | 7 | 12 | 7 | 3 |
| (v) Mesothelioma | | 10 | 10 | 12 | 20 | 21 |
| Total | | 396 | 425 | 213 | 529 | 458 |

Types of job/occupation of patients with the above-mentioned occupational diseases are mainly as follows:

| Occupational disease | Types of job/occupation of patients |
|---|---|
| Tenosynovitis of the hand or forearm | Work/occupations involving manual labour, or frequent or repeated movements of the hand, such as storekeepers, labourers, packers, cooks, waiters, health care assistants and clerical workers, etc. |
| Tuberculosis | Occupations involving higher chances of contacts with sources of tuberculosis infection, including doctors, nurses, other allied health professionals and support workers |
| Occupational dermatitis | Work/occupations involving frequent contacts with skin irritants or sensitising agents, such as construction workers, cooks, beauticians, cleaners, etc. |
| Compressed air illness | Persons who need to work in compressed air, including nurses and tunnel workers |
| Streptococcus suis infection | Butchers |
| Legionnaires' disease | Water tower technician |
| Carpal tunnel syndrome | Metal processing worker |
| Beat knee | Photography assistant |
| Occupational asthma | Pilot |
| Occupational deafness | Mainly involves persons engaged in rock grinding, chiselling, cutting or percussion; persons working near internal combustion engines, turbines, pressurised fuel burners or jet engines; persons engaged in metal grinding and pile driving work, etc. |
| Silicosis, asbestosis, and mesothelioma | Mainly persons engaged in the construction industry |

- (d) Unlike the occupational diseases caused by prolonged contact with or exposure to work hazards, heat-related illnesses (including heat cramp, heat syncope, heat exhaustion and heat stroke) are health impairments and symptoms of different severity that arise when the body temperature control mechanism is overwhelmed under hot weather or in a hot environment. Therefore, if an employee suffers from a heat-related illness by accident due to working under hot weather or in a hot environment, it will be considered as work injury. 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, the employer is liable to pay compensation under the Ordinance. The compensation items, calculation of payment and claims procedures for employees injured in work accidents and employees suffering from prescribed occupational diseases are basically the same under the Ordinance.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)035

(Question Serial No. 2150)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department (LD) has launched the Employment Programme for the Elderly and Middle-aged (EPEM) since 2018 with the aim of encouraging employers to hire employees aged 40 or above through the provision of allowance. In this connection, would the Government advise this Committee of the following in the past year:

- (a) The following information on EPEM:
 - (i) the number of applications;
 - (ii) the numbers of applications approved and employees involved, broken down by (1) full-timers aged 40 to 59, (2) full-timers aged 60 or above, (3) part-timers aged 40 to 59 and (4) part-timers aged 60 or above;
 - (iii) the average amount of subsidy for each applicant; and
 - (iv) the industry and occupation with the highest number of applications approved.
- (b) The numbers of employed persons in the age groups of (i) 40 to 59 and (ii) 60 or above; and
- (c) How many persons aged 40 to 59 and persons aged 60 or above enrolled in the on-the-job training (OJT) or retraining courses and what are the types of these courses?

Asked by: Hon LAM Chun-sing (LegCo internal reference no.: 4)

Reply:

- (a) In 2022, LD recorded 2 707 placements eligible for joining EPEM, involving 1 812 and 895 placements of job seekers aged 40 to 59 and 60 or above respectively.

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 on their own. For the OJT allowance applications received in 2022, LD issued 1 528 approvals-in-

principle, involving 562 and 107 allowance applications for full-timers and part-timers aged 60 or above respectively, and 777 and 82 allowance applications for full-timers and part-timers aged 40 to 59 respectively. The industry and occupation with the highest number of approvals-in-principle granted are real estate and business services, and elementary workers. In 2022-23 (as at February 2023), the average amount of OJT allowance granted to employers for each placement was \$18,317.

- (b) According to the data from the General Household Survey conducted by the Census and Statistics Department, the number of employed persons (excluding foreign domestic helpers (FDHs)) in the age groups of “40 to 59” and “60 or above” in Q1 to Q4 2022 is at Annex 1.
- (c) According to the data from the Employees Retraining Board (ERB), the numbers of persons in the age groups of “40 to 59” and “60 or above” enrolled in ERB courses by major course type in 2022-23 (as at end-February 2023) are at Annex 2.

**Number of employed persons (excluding FDHs)
by selected age group in Q1 to Q4 2022**

| Age group | No. of employed persons | | | |
|--------------|-------------------------|-----------|-----------|-----------|
| | 2022 Q1 | 2022 Q2 | 2022 Q3 | 2022 Q4 |
| 40 - 59 | 1 573 800 | 1 563 500 | 1 555 800 | 1 574 400 |
| 60 and above | 450 800 | 460 300 | 481 100 | 489 900 |

Notes: Figures are rounded to the nearest hundred.

Employed persons refer to those persons aged 15 and above who have been engaged in performing work for pay or profit during the 7 days before enumeration or who have had formal job attachment.

**Numbers of persons in selected age groups enrolled in ERB courses
by major course type in 2022-23 (as at the end of February 2023)**

| Major course type | Age group | |
|-------------------------------------|---------------|---------------|
| | 40 to 59 | 60 or above |
| Courses for the general public | | |
| Placement-tied courses | 27 519 | 14 781 |
| Skills upgrading courses | 31 469 | 23 433 |
| Generic skills courses | 6 970 | 4 993 |
| Courses for special service targets | 953 | 441 |
| Total | 66 911 | 43 648 |

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)036

(Question Serial No. 2151)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

To encourage and support recent university graduates to work and develop their careers in the mainland cities of the Greater Bay Area (GBA), the Labour Department launched the GBA Youth Employment Scheme in 2021 and plans to regularise the scheme in the first half of this year. Would the Government advise this Committee of:

- (a) (i) the total expenditure on disbursement of allowances to enterprises and (ii) the number of enterprises involved since the employment scheme was launched;
- (b) the number of participants so far, with a breakdown by industry in which they are engaged;
- (c) the monthly salary level of participants in the employment scheme, with a breakdown by different salary level (i.e. (i) below \$18,000, (ii) \$18,000 to \$21,000, (iii) \$21,001 to \$24,000, (iv) \$24,001 to \$27,000, (v) \$27,001 to \$30,000 and (vi) \$30,001 or above)?

Asked by: Hon LAM Chun-sing (LegCo internal reference no.: 5)

Reply:

- (a) The Government launched the pilot GBA Youth Employment Scheme (the pilot scheme) in 2021 and encouraged enterprises to employ university graduates from Hong Kong and station them to work in the Mainland cities of GBA. According to the number of young people employed, the Government disbursed a monthly allowance of HK\$10,000 to enterprises for each person for up to 18 months. As at 28 February 2023, the Government disbursed about \$96.23 million as allowance to a total of 191 enterprises.
- (b) The recruitment period of the pilot scheme was completed by August 2021 and a total of 1 091 job offers were received. A breakdown of the number of employed young people by industry in which they are engaged is provided at Annex 1.

- (c) A breakdown of the number of employed young people by salary level is provided at Annex 2.

**Breakdown of the number of employed young people
under the pilot Greater Bay Area Youth Employment Scheme launched in 2021
by industry in which they are engaged**

| Industry | Number of employed young people | Percentage |
|------------------------------------|--|-------------------|
| Business services | 377 | 34.6% |
| Finance | 286 | 26.2% |
| Manufacture of electronic parts | 52 | 4.8% |
| Other manufacturing industry | 51 | 4.7% |
| Import and export trades | 39 | 3.6% |
| Real estates | 36 | 3.3% |
| Education services | 30 | 2.7% |
| Communication | 23 | 2.1% |
| Others | 197 | 18.0% |
| Total | 1 091 | 100% |

**Breakdown of the number of employed young people
under the pilot Greater Bay Area Youth Employment Scheme launched in 2021
by salary level**

| Salary level | Number of employed young people | Percentage |
|---------------------|---------------------------------|-------------|
| Below \$18,000 | 0 | 0% |
| \$18,000 - \$21,000 | 969 | 88.8% |
| \$21,001 - \$24,000 | 79 | 7.2% |
| \$24,001 - \$27,000 | 8 | 0.7% |
| \$27,001 - \$30,000 | 6 | 0.6% |
| \$30,001 or above | 29 | 2.7% |
| Total | 1 091 | 100% |

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)037

(Question Serial No. 2152)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Last year, the Government amended the Protection of Wages on Insolvency Ordinance (PWIO) to adjust various ex gratia payment items payable under the Protection of Wages on Insolvency Fund (PWIF). In this connection, would the Government advise this Committee of the following:

- (a) (i) The number of applications, (ii) the number of applications approved, (iii) the number of applications refused, (iv) main reasons for refusal and (v) average processing time in respect of PWIF in the past 3 years;
- (b) Please set out in a table a comparison of (i) the average processing time for each case and (ii) the average waiting time from submission of application by applicant to granting of payment for different types of cases (i.e. arrears of wages, wages in lieu of notice, severance payment, and pay for untaken annual leave and pay for untaken statutory holidays) the year before and after the amended PWIO came into effect.
- (c) The change in the average monthly amount of payment made by PWIF after the amendment was introduced, and the percentage change in the expenditure concerned; and
- (d) Whether the financial health of PWIF has been evaluated, whether there is a need to make injections, generate revenue, manage costs or increase the funding source. If so, what are the details? If not, what are the reasons?

Asked by: Hon LAM Chun-sing (LegCo internal reference no.: 6)

Reply:

- (a) The numbers of PWIF applications received and applications with ex gratia payment approved from 2020 to 2022 are at Annex 1. The number of applications for ex gratia payment refused over the same period is at Annex 2. Applications were refused mainly

because the applicants failed to submit sufficient information, the applicants were or had been registered directors of the companies concerned, and the applicants were not eligible for the statutory entitlement. The average time taken to make ex gratia payment in respect of the approved applications is at Annex 3.

- (b) The ceilings of ex gratia payment items payable under PWIF (including arrears of wages, wages in lieu of notice, severance payment, and pay for untaken annual leave and/or pay for untaken statutory holidays) were raised on 17 June 2022. The average processing time for each application before and after the raised payment ceilings came into effect is at Annex 4. As applicants can apply to PWIF for 1 or more ex gratia payment items at the same time, LD calculates the processing time required on a per-application basis and does not maintain a breakdown by ex gratia payment item applied for.
- (c) The average monthly amount of ex gratia payment made by PWIF before and after the raised payment ceilings came into effect and the percentage increase are at Annex 5.
- (d) As at January 2023, the accumulated surplus of PWIF is \$6.9364 billion and its overall financial position is healthy. LD and the PWIF Board will continue to closely monitor the financial position of PWIF.

**Number of PWIF applications received and
applications with ex gratia payment approved from 2020 to 2022**

| Year | No. of applications received | No. of applications approved* |
|------|------------------------------|-------------------------------|
| 2020 | 3 020 | 2 428 |
| 2021 | 2 889 | 3 388 |
| 2022 | 3 286 | 2 167 |

* Including applications received in the same year or before.

Note: Applications are reckoned on a per-employee basis. Hence, the number of applications is the same as the number of persons involved.

**Number of applications for ex gratia payment refused by PWIF
from 2020 to 2022**

| Year | No. of applications refused #* |
|------|--------------------------------|
| 2020 | 106 |
| 2021 | 57 |
| 2022 | 20 |

Applications refused refer to applications under which all of the ex gratia payment items applied for were refused.

* Including applications received in the same year or before.

Note: Applications are reckoned on a per-employee basis. Hence, the number of applications is the same as the number of persons involved.

**Average time taken to make ex gratia payment
in respect of approved PWIF applications from 2020 to 2022**

| Year | Average time taken to make ex gratia payment* (weeks) |
|------|--|
| 2020 | 2.1 |
| 2021 | 2.0 |
| 2022 | 2.0 |

- * The time taken to make payment is calculated from the time after the PWIF Application Office has received all the information and documents required for processing an application.

**Average processing time for each application
before and after the raised ceilings of ex gratia payment items
payable under PWIF came into effect**

| Period | Average processing time for each application* (months) |
|--|--|
| The year before the revised payment ceilings came into effect (July 2021 to June 2022) | 6.76 |
| After the revised payment ceilings came into effect (July 2022 to January 2023) | 6.09 |

- * Calculated from the time of receipt of an application by the PWIF Application Office to the time of making ex gratia payment to eligible applicants.

**Average monthly amount of ex gratia payment made
before and after the raised ceilings of ex gratia payment items
payable under PWIF came into effect**

| Period | Average monthly amount of ex gratia payment made (\$million) |
|--|--|
| Before the revised payment ceilings came into effect (January to June 2022) | 5.9 |
| After the revised payment ceilings came into effect (July 2022 to January 2023) | 8.6 (+46%*) |

- * The average monthly amount of ex gratia payment made after the revised payment ceilings came into effect is about 46% higher than that before the revised payment ceilings came into effect.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)038

(Question Serial No. 2153)

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

Question:

To boost fertility rate and attract talents, the governments of many countries and regions have introduced various incentives, including maternity protection policies. At present, eligible female employees in Hong Kong are entitled to 14 weeks of statutory maternity leave, while male employees are entitled to 5 days of paternity leave. In this connection, would the Government advise this Committee of the following:

- (a) The following information since the implementation of the "Reimbursement of Pay Scheme after the Extension of Maternity Leave":
- (i) the actual expenditure each year;
 - (ii) the number of applications received;
 - (iii) the average time to effect payment for each case;
 - (iv) the number of female employees benefitted;
 - (v) the number of rejected applications and the reasons for rejection; and
 - (vi) whether the Labour Department (LD) has received relevant complaints from employees; if so, please set out the case details and follow-up actions.
- (b) It is known that the number of paternity leave days in Hong Kong is far fewer than that in similar regions. For example, the paternity leave for males in Guangdong Province in the Mainland is 15 days, while that in Singapore is 14 days at present and will be increased to 28 days next year. Will the Government consider further increasing paternity leave days in order to reduce barriers to parenthood and raise the local fertility rate? If so, what are the details? If not, what are the reasons?
- (c) Will the Government consider introducing full-pay maternity leave to enhance the protection for pregnant women? If so, what are the details? If not, what are the reasons?

Asked by: Hon LAM Chun-sing (LegCo internal reference no.: 7)

Reply:

- (a) LD has implemented the Reimbursement of Maternity Leave Pay (RMLP) Scheme since 1 April 2021. The relevant information is as follows:
- (i) the actual expenditures for the RMLP Scheme in 2021-22 and 2022-23 (as at 28 February 2023) were \$193 million and \$198 million respectively;
 - (ii) as at February 2023, a total of 15 432 applications were received under the RMLP Scheme;
 - (iii) in general, employers receive the reimbursement within 15 working days upon submission of an application together with all the required information and documents;
 - (iv) as at February 2023, a total of 13 932 applications submitted by employers were approved under the RMLP Scheme. LD does not keep statistics on the number of female employees benefitted;
 - (v) as at February 2023, 6 applications were rejected because the employees/persons involved were not eligible for the entitlement of maternity leave pay under the Employment Ordinance (EO); and
 - (vi) no complaint from employees was received under the RMLP Scheme.
- (b)&(c) EO stipulates the rights and benefits that all employers must provide to their employees. By increasing the statutory paternity leave to 5 days in 2019, a balance has been struck between the interests of employees and the affordability of employers. As for statutory maternity leave pay, the current rate at four-fifths of the average daily wages of an employee is higher than that specified in the International Labour Conventions, i.e. no less than two-thirds of the employee's previous earnings. The Government will review the labour legislation from time to time in the light of social changes and economic development to progressively improve employees' rights and benefits. It will also continue to encourage employers to provide to their employees employment benefits that are better than statutory requirements.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)039

(Question Serial No. 2154)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Government launched the Racial Diversity Employment Programme (RDEP) in 2020 to strengthen employment support for ethnic minority (EM) job seekers. In this connection, would the Government advise this Committee of the following:

- (a) the expenditure involved in RDEP;
- (b) the number of EM job seekers participated in RDEP and, among them, the number of EM job seekers with successful match-ups since its launch, with breakdowns by age, ethnicity and industry; and
- (c) whether a review will be conducted on the implementation of RDEP; if yes, of the details; if not, of the reasons?

Asked by: Hon LAM Chun-sing (LegCo internal reference no.: 8)

Reply:

- (a) The Labour Department (LD) has commissioned 2 non-governmental organisations (NGOs) to assist in implementing RDEP since November 2020. The annual expenditures on RDEP from 2020-21 to 2022-23 (as at February 2023) were \$0.15 million, \$3.26 million and \$1.74 million respectively.
- (b) From 2020 to 2023 (as at February 2023), RDEP each year served 138, 536, 344 and 144 EM job seekers.

As at February 2023, 415 placements had been recorded for RDEP, including 97 placements secured through the referral services of the NGOs commissioned. Breakdowns of placements by age, ethnicity and occupation are provided at Annex. LD does not keep a breakdown by industry.

- (c) After reviewing its implementation and effectiveness, LD will regularise RDEP from 2023 onwards.

**Breakdowns of placements under the Racial Diversity Employment Programme
by age, ethnicity and occupation**

(i) By age

| Age | Number of placements |
|--------------|----------------------|
| 15-below 20 | 26 |
| 20-below 30 | 142 |
| 30-below 40 | 103 |
| 40-below 50 | 90 |
| 50-below 60 | 44 |
| 60-below 70 | 9 |
| 70 or above | 1 |
| Total | 415 |

(ii) By ethnicity

| Ethnicity | Number of placements |
|--------------|----------------------|
| Pakistani | 116 |
| Indian | 102 |
| Nepalese | 98 |
| Filipino | 54 |
| Indonesian | 4 |
| Thai | 3 |
| Others | 38 |
| Total | 415 |

(iii) By occupation

| Occupation | Number of placements |
|---|----------------------|
| Managers and administrators | 4 |
| Professionals and associate professionals | 68 |
| Clerical support workers | 54 |
| Service workers | 142 |
| Shop sales workers | 31 |
| Craft and related workers | 6 |
| Plant and machine operators and assemblers | 6 |
| Elementary occupations | 103 |
| Others | 1 |
| Total | 415 |

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)040

(Question Serial No. 0526)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

To encourage and support Hong Kong people to live and develop their careers in the Mainland cities of the Guangdong-Hong Kong-Macao Greater Bay Area (GBA), the Government launched the Greater Bay Area Youth Employment Scheme in 2022. In this connection, please provide information on the number of Hong Kong people who worked in GBA under the scheme to date, as well as their age groups, distributions in the Mainland cities of GBA and the types of work they engaged in.

Asked by: Hon LAU Kwok-fan (LegCo internal reference no.: 22)

Reply:

The Government launched the pilot Greater Bay Area Youth Employment Scheme (the pilot scheme) in 2021 and encouraged enterprises to employ university graduates from Hong Kong and station them to work in the Mainland cities of GBA. According to the number of young people employed, the Government disbursed allowances to enterprises for up to 18 months. The recruitment period of the pilot scheme was completed by August 2021 and a total of 1 091 job offers were received. Breakdowns of the number of employed young people by age group, working city and occupational group are provided at Annex.

**Breakdowns of the number of employed young people
under the pilot Greater Bay Area Youth Employment Scheme launched in 2021
by age group, working city and occupational group**

(a) By age group

| Age group | Number of employed young people | Percentage |
|--|------------------------------------|-------------|
| 20-24 | 722 | 66.2% |
| 25-29 | 330 | 30.2% |
| 30-34 | 18 | 1.6% |
| 35-39 | 4 | 0.4% |
| Not provided by enterprise/ employed young person | 17 | 1.6% |
| Total | 1 091 | 100% |

(b) By working city

| Working city | Number of employed young people | Percentage |
|--|------------------------------------|-------------|
| Shenzhen | 687 | 63.0% |
| Guangzhou | 251 | 23.0% |
| Dongguan | 61 | 5.6% |
| Zhuhai | 40 | 3.6% |
| Huizhou | 18 | 1.6% |
| Zhongshan | 12 | 1.1% |
| Foshan | 11 | 1.0% |
| Jiangmen | 4 | 0.4% |
| Zhaoqing | 4 | 0.4% |
| Not provided by enterprise/ employed young person | 3 | 0.3% |
| Total | 1 091 | 100% |

(c) By occupational group

| Occupational group | Number of employed young people | Percentage |
|--|--|-------------------|
| Professionals | 484 | 44.4% |
| Managers and administrators | 288 | 26.4% |
| Associate professionals | 250 | 22.9% |
| Clerical support workers | 50 | 4.6% |
| Skilled agricultural and fishery workers | 5 | 0.4% |
| Craft and related workers | 2 | 0.2% |
| Others | 12 | 1.1% |
| Total | 1 091 | 100% |

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)041

(Question Serial No. 2230)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in Programme (2) that the major plans for 2023-24 include launching the regularised Greater Bay Area Youth Employment Scheme. In this connection, would the Government advise this Committee:

- (a) of the expenditure and manpower involved in the scheme;
- (b) of the working locations, posts and median salary of the Hong Kong young people participating in the scheme;
- (c) of the enterprises participating in the scheme and their industry sectors;
- (d) whether there is a plan to expand or extend the scheme; if yes, of the details; if not, of the reasons;
- (e) whether there is a plan to encourage young people to return to work in Hong Kong after participating in the scheme, particularly in industries with labour shortage, such as the construction industry, catering industry and transport and logistics industry; if yes, of the details; if not, of the reasons;
- (f) whether performance indicators have been set to review whether the scheme has achieved its set targets; if yes, of the details; if not, of the reasons?

Asked by: Hon LEE Chun-keung (LegCo internal reference no.: 10)

Reply:

- (a) The Government launched the pilot Greater Bay Area Youth Employment Scheme (the pilot scheme) in 2021 and encouraged enterprises to employ university graduates from Hong Kong and station them to work in the Mainland cities of the Greater Bay Area (GBA). According to the number of young people employed,

the Government disbursed allowances to enterprises for up to 18 months. As at 28 February 2023, the total expenditure of the pilot scheme was about \$100.92 million, of which \$96.23 million was disbursed as allowances to enterprises while \$4.69 million was publicity and other administrative expenses. As the LD staff launching the pilot scheme also undertake other duties, the manpower and expenditure involved cannot be separately identified.

- (b) The recruitment period of the pilot scheme was completed by August 2021 and a total of 1 091 job offers were received. Breakdowns of the number of employed young people by working city, occupational group and salary level are provided at Annex 1.
- (c) A total of 191 enterprises participated in the pilot scheme. A breakdown by industry of the enterprises is provided at Annex 2.
- (d)&(f) The Chief Executive announced in the 2022 Policy Address the regularisation of the GBA Youth Employment Scheme (the regularised scheme) and encouraged more enterprises to offer jobs and support Hong Kong young people to work in the Mainland cities of GBA. In accordance with a task indicator stated in the Policy Address, LD launched the regularised scheme on 1 March 2023.
- (e) Enterprises with businesses in both Hong Kong and the Mainland cities of GBA are eligible to join the regularised scheme. Under the regularised scheme, participating young people can gain work experience, improve work-related knowledge/skills, establish interpersonal networks in the Mainland, and broaden their understanding of the market/business environment in the Mainland. We believe that the enterprises will be pleased to continue to employ the young people participating in the regularised scheme, thereby facilitating their business development in Hong Kong and the Mainland cities of GBA.

**Breakdowns of the number of employed young people
under the pilot Greater Bay Area Youth Employment Scheme launched in 2021
by working city, occupational group and salary level**

(a) By working city

| Working city | Number of employed young people | Percentage |
|---|--|-------------------|
| Shenzhen | 687 | 63.0% |
| Guangzhou | 251 | 23.0% |
| Dongguan | 61 | 5.6% |
| Zhuhai | 40 | 3.6% |
| Huizhou | 18 | 1.6% |
| Zhongshan | 12 | 1.1% |
| Foshan | 11 | 1.0% |
| Jiangmen | 4 | 0.4% |
| Zhaoqing | 4 | 0.4% |
| Not provided by enterprise/ young person reported for duty | 3 | 0.3% |
| Total | 1 091 | 100% |

(b) By occupational group

| Occupational group | Number of employed young people | Percentage |
|---|--|-------------------|
| Professionals | 484 | 44.4% |
| Managers and administrators | 288 | 26.4% |
| Associate professionals | 250 | 22.9% |
| Clerical support workers | 50 | 4.6% |
| Skilled agricultural and fishery workers | 5 | 0.4% |
| Craft and related workers | 2 | 0.2% |
| Others | 12 | 1.1% |
| Total | 1 091 | 100% |

(c) By salary level

| Salary level | Number of employed young people | Percentage |
|---------------------|--|-------------------|
| \$18,000 - \$21,000 | 969 | 88.8% |
| \$21,001 - \$24,000 | 79 | 7.2% |
| \$24,001 - \$27,000 | 8 | 0.7% |
| \$27,001 - \$30,000 | 6 | 0.6% |
| \$30,001 or above | 29 | 2.7% |
| Total | 1 091 | 100% |

**Breakdown of the number of participating enterprises
under the pilot Greater Bay Area Youth Employment Scheme launched in 2021
by industry**

| Industry | Number of enterprises | Percentage |
|---------------------------------|------------------------------|-------------------|
| Business services | 60 | 31.41% |
| Finance | 19 | 9.95% |
| Manufacture of electronic parts | 18 | 9.42% |
| Other manufacturing industry | 17 | 8.90% |
| Import and export trades | 11 | 5.76% |
| Education services | 10 | 5.24% |
| Real estates | 7 | 3.66% |
| Construction | 6 | 3.14% |
| Transport | 6 | 3.14% |
| Manufacture of plastic products | 6 | 3.14% |
| Others | 31 | 16.23% |
| Total | 191 | 100% |

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)042

(Question Serial No. 2231)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the regulation of job placement service in Hong Kong, particularly the employment agencies (EAs) providing placement service for foreign domestic helpers (FDHs), would the Government advise this Committee of the following:

- (a) Since the Employment (Amendment) Ordinance 2018 came into effect, what were the number of EAs providing placement service for FDHs (FDH-EAs) with prosecutions taken out for breaches of the Ordinance, the issues involved and the details of the penalties? Please provide the information by year in table form;
- (b) How many complaints against FDH-EAs did the Labour Department (LD) receive in the past 5 years? In addition, what were the numbers of regular and surprise inspections to FDH-EAs conducted each year?
- (c) Regarding LD's indication that it would continue to step up enforcement and prosecution against EAs breaching the law, please provide information on the upcoming work, manpower involved and amount of expenditure involved.
- (d) Please tabulate the number of cases of monetary disputes between FDHs and employers received by the Labour Tribunal (LT) in the past 5 years. Of which, what were the numbers of convictions and settlements between parties?

Asked by: Hon LEE Chun-keung (LegCo internal reference no.: 11)

Reply:

- (a) The Employment (Amendment) Ordinance 2018 came into effect on 9 February 2018. The relevant figures on successful prosecutions taken out against FDH-EAs by LD from 2018 (from 9 February onwards) to 2022 are set out at Annex.

- (b) From 2018 to 2022, the Employment Agencies Administration (EAA) of LD respectively received 357, 475, 290, 396 and 281 complaints against FDH-EAs each year. Over the same period, the numbers of inspections to FDH-EAs conducted by EAA each year were 1 533, 1 390, 1 091, 1 586 and 1 379 respectively, covering both regular and surprise ones.
- (c) EAA 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 through licensing, inspection 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 of Practice for Employment Agencies, LD may revoke or refuse to issue or renew its licence, or issue warnings for rectification.

EAA's staff establishment for 2023-24 comprises 26 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 staff cost is \$23.84 million and the operating expenses are \$7.53 million.

- (d) From 2018 to 2022, LT each year received 190, 170, 103, 143 and 104 claims filed by FDHs. LT does not maintain statistics on the determination and settlement of these claims.

Relevant figures on prosecutions taken out against FDH-EAs by LD

| | 2018# | 2019 | 2020 | 2021 | 2022 |
|---|--------------|-------------|-------------|-------------|-------------|
| No. of summonses involved in successful prosecutions taken out against FDH-EAs | 5 | 35 | 10 | 4 | 2 |
| No. of FDH-EAs involved | 4 | 8 | 10 | 4 | 2 |
| Average fine for offences of overcharging of commission from job seekers or unlicensed operation | \$8,000 | \$45,333 | \$17,933 | \$9,625@ | -^ |
| Average fine for other offences* | \$2,633 | \$2,250 | \$2,300 | \$1,000 | \$1,000 |

From 9 February 2018 onwards.

@ Excluding 1 case with non-fine penalty. In 2021, 1 person was convicted of operating an EA without a licence and sentenced to a 104-hour community service order.

^ The successfully prosecuted cases in 2022 did not involve offences of overcharging of commission from job seekers or unlicensed operation.

* 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 within the statutory timeframe, furnishing to the Commissioner for Labour any information which was known or reasonably ought to be known to be false or misleading in any material particular when submitting an application for renewal of licence, failure to display the licence or the schedule under the Employment Agency Regulations specifying the maximum commission which may be received from job seekers, etc.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)043

(Question Serial No. 2835)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The numbers of industrial fatalities and injuries remain at a high level in recent years. Under the Employees' Compensation Ordinance (ECO), employers are required to report work injuries to the Labour Department (LD) within 14 days after industrial accidents have happened. It is illegal to delay reporting work injuries without reasonable grounds. In this connection, would the Government advise this Committee of the following:

- (a) What are the respective numbers of industrial fatalities and injuries in each of the past 3 years?
- (b) What are the respective numbers of complaints and reports on delayed reporting or non-reporting of work injuries received by LD in each of the past 3 years?
- (c) What are the respective numbers of investigations and prosecutions conducted by LD against delayed reporting or non-reporting of work injuries in each of the past 3 years?
- (d) Have any employers been punished for delayed reporting or non-reporting of work injuries in the past 3 years? If yes, how much were the total fines in the successful prosecution cases against work injuries and non-reporting of work injuries in each of the past 3 years?
- (e) What is the existing staff establishment in LD dedicated to investigating and prosecuting against cases of work injuries and non-reporting of work injuries?

Asked by: Hon LEUNG Hei, Edward (LegCo internal reference no.: 58)

Reply:

- (a) The numbers of industrial accidents for all sectors in 2020, 2021 and the first 3 quarters of 2022 are set out at Annex 1.

- (b) The complaints related to ECO in general involve different items. LD does not keep the number of complaints against employers on failure to report work injuries within the specified time under ECO. During processing of a work injury case, LD will take the initiative to conduct investigation if any employer is suspected of having failed to report a work injury under ECO. If there is sufficient evidence suggesting that an employer has breached the law, prosecution will be taken out.
- (c)&(d) From 2020 to 2022, the numbers of investigations conducted by LD, the numbers of summonses heard and convicted, and the total fines imposed by court in respect of suspected cases of failure to report work injuries within the specified time under ECO are set out at Annex 2.
- (e) As the LD staff responsible for investigation and prosecution of suspected breaches of ECO also handle cases involving contravention of other labour laws, the manpower involved in investigation and prosecution of work injury cases cannot be separately identified.

**Numbers of industrial accidents for all sectors
in 2020, 2021 and the first 3 quarters of 2022**

| Industrial accidents | 2020 | 2021 | First 3 quarters of 2022 |
|----------------------|-------|-------|-----------------------------|
| Fatal cases (no.) | 21 | 25 | 16 |
| Injury cases (no.) | 7 181 | 8 840 | 5 722 |
| Total | 7 202 | 8 865 | 5 738 |

Notes:

1. Industrial accidents refer to fatalities or injuries arising from industrial activities in industrial undertakings as defined under the Factories and Industrial Undertakings Ordinance.
2. Industrial accident statistics are released on a quarterly basis and the latest available statistics are up to the first 3 quarters of 2022. The industrial accident statistics for the full year of 2022 will be released in April 2023.

Numbers of investigations conducted and prosecutions taken out by LD and penalties imposed in respect of suspected failure to report work injuries within the specified time under ECO from 2020 to 2022

| | 2020 | 2021 | 2022 |
|---------------------------------|----------|----------|----------|
| No. of investigations conducted | 14 | 17 | 17 |
| No. of summonses heard | 4 | 4 | 8 |
| No. of summonses convicted | 4 | 4 | 5 |
| Total fines imposed | \$10,000 | \$10,700 | \$10,000 |

Note: Investigations and prosecutions in progress at year-end may be completed in the following year, and hence the number of summonses heard and convicted does not correspond to the number of investigations in the same year.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)044

(Question Serial No. 1218)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Safe working environment and the efforts to reduce health risks are crucial to ensure the safety of labour at work. Regarding the protection of labour safety, would the Government advise this Committee of the following:

- (a) The effectiveness, expenditure and benefits of the education and publicity efforts on the safety of labour at work in the past 2 years;
- (b) How many inspections were conducted by the Labour Department (LD); how many poor working environments were found during the inspections; and
- (c) Whether the Government has explored innovative technology to enhance the safety of labour at work. If yes, what are the details?

Asked by: Hon LEUNG Man-kwong (LegCo internal reference no.: 30)

Reply:

- (a) Regarding education, LD continually improved mandatory safety training in the past 2 years to strengthen the awareness of employees engaged in high-risk operations (such as those in the construction industry) about common risks and their ability to eliminate them; LD also organised training courses on occupational safety and health (OSH) legislation and co-organised OSH seminars with different themes in collaboration with individual organisations (including the Occupational Safety and Health Council (OSHC), trade associations and workers' unions), so as to explain to people from different industries the safety knowledge, and the requirements of the statutory provisions and codes of practice, etc., thereby assisting them in enhancing their OSH performance.

As far as publicity is concerned, LD organised activities such as sponsorship schemes, roving exhibitions and out-reaching promotional visits in collaboration with OSHC,

trade associations and workers' unions in the past 2 years to enhance the OSH awareness of employers and employees. LD also disseminated OSH messages on its webpages, published and updated safety guidelines, produced text and animated versions of "Work Safety Alert", and disseminated OSH messages to stakeholders from different industries through extensive promotional channels, including television, radio, newspapers, publicity platforms of large-scale public transport, websites and mobile applications frequently used by workers, and conspicuous locations such as external walls of shopping malls and buildings, roadsides and bridges.

In 2023-24, LD's estimated expenditure on Safety and Health at Work is \$878.7 million, representing an increase of 16.6% over the revised estimate of \$753.8 million for the previous year. The above estimate includes the expenditure on the Occupational Safety and Health Branch's efforts in inspection, education and publicity. As education and publicity are an integral part of LD's ongoing efforts, the expenditure involved cannot be separately identified. It is also difficult to quantify the overall effectiveness and benefits of the work.

- (b) In 2021 and 2022, LD conducted a total of 252 124 inspections under the Factories and Industrial Undertakings Ordinance, the Occupational Safety and Health Ordinance and their subsidiary regulations, issued a total of 1 675 suspension notices and 8 203 improvement notices, and took out 5 181 prosecutions.
- (c) In recent years, various bureaux and departments of the Government have deployed resources to facilitate technology adoption, with a view to uplifting safety in the construction industry. Taking the creation of a safe environment for work sites as an example, the Government has encouraged the construction industry to adopt Building Information Modelling for early planning of necessary work procedures and completion of risk assessments; the Government has also adopted the Modular Integrated Construction approach, which serves to relocate the work procedures originally requiring working at height to indoor workplace, thereby minimising the possible risks to which workers are exposed.

In addition, the Government has established the Construction Innovation and Technology Fund (the Fund) to encourage wider adoption of innovative construction methods and new technologies in the construction industry to uplift site safety, promote productivity, improve construction quality and enhance environmental performance. As at 31 January 2023, the Fund has approved a total of 2 948 relevant projects, granting a total amount of about HK\$800 million. LD, along with OSHC, will continue to keep in view the development of new technologies and disseminate relevant information to the stakeholders, with a view to encouraging them to adopt suitable technologies to protect employees and prevent accidents.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)045

(Question Serial No. 1202)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services, (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

As mentioned in the Budget Speech, a "First-hire-then-train" subsidy scheme will be launched to provide on-the-job training allowance to trainees who have enrolled in Construction Safety Officer courses. How many people are expected to be attracted to enrol in the courses? Besides, will the Government consider strengthening 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?

Asked by: Hon LEUNG Tsz-wing, Dennis (LegCo internal reference no.: 18)

Reply:

To encourage new talents (including young people) to join the construction industry to work as safety officers, the Development Bureau proposed to launch a two-year pilot scheme to provide on-the-job training subsidy for trainees enrolled in Construction Safety Officer courses provided by the Hong Kong Institute of Construction under the Construction Industry Council. The pilot scheme is expected to benefit about 300 trainees.

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 provide advice and make improvement recommendations on matters relating to 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 inspections concerning OSH of work sites and, if breaches of the laws are detected, take corresponding enforcement action including taking out prosecutions and issuing suspension notices.

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

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)046

(Question Serial No. 1203)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the regulation (including inspections, complaint investigations and prosecutions) of employment agencies (EAs) in Hong Kong, please advise this Committee of:

- (a) the staff establishment for inspections of EAs;
- (b) the number of EAs with non-compliances detected in inspections and prosecutions taken out and the details of the non-compliances in the past 3 years;
- (c) the number of non-compliance cases, numbers of prosecutions and successful prosecutions and the details of the penalties against EAs involving intermediaries for foreign domestic helpers (FDHs) in the past 3 years.

Asked by: Hon LEUNG Tsz-wing, Dennis (LegCo internal reference no.: 20)

Reply:

- (a) The Employment Agencies Administration (EAA) of the Labour Department (LD) is responsible for performing licensing duties, conducting inspections of EAs and investigating complaints, as well as other related publicity and educational work, etc. EAA's staff establishment for 2023-24 comprises 26 Labour Officer Grade and 9 Clerical Grade posts.
- (b) From 2020 to 2022, LD successfully prosecuted 11, 5 and 3 EAs respectively each year. The breaches of regulations involved mainly included overcharging of commission from job seekers, unlicensed operation of EAs, failure to notify LD of changes in the management and place of business within the statutory timeframe, furnishing to the Commissioner for Labour any information which was known or reasonably ought to be known to be false or misleading in any material particular when submitting an application for renewal of licence, and failure to display the licence or the schedule specifying the maximum commission which may be received from job seekers, etc.

- (c) The relevant figures on successful prosecutions taken out against EAs providing placement service for FDHs (FDH-EAs) by LD from 2020 to 2022 are set out at Annex.

Relevant figures on prosecutions taken out against FDH-EAs by LD

| | 2020 | 2021 | 2022 |
|---|-------------|-------------|-------------|
| No. of summonses involved in successful prosecutions against FDH-EAs | 10 | 4 | 2 |
| No. of FDH-EAs involved | 10 | 4 | 2 |
| Average fine for offences of overcharging of commission from job seekers or unlicensed operation | \$17,933 | \$9,625@ | -^ |
| Average fine for other offences* | \$2,300 | \$1,000 | \$1,000 |

@ Excluding 1 case with non-fine penalty. In 2021, 1 person was convicted of operating an EA without a licence and sentenced to a 104-hour community service order.

^ The successfully prosecuted cases in 2022 did not involve offences of overcharging of commission from job seekers or unlicensed operation.

* Including failure to notify LD of changes in the management and place of business within the statutory timeframe, furnishing to the Commissioner for Labour any information which was known or reasonably ought to be known to be false or misleading in any material particular when submitting an application for renewal of licence, failure to display the licence or the schedule specifying the maximum commission which may be received from job seekers, etc.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)047

(Question Serial No. 1204)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Budget mentions the need to strengthen support for women's development and the related tasks, which include helping women take up different roles in the job market. In this connection, would the Government advise this Committee of the following:

- (a) the resources and expenditure for assisting women to re-enter the workforce and the specific measures to help women take up different roles in the job market;
- (b) the proportion of women who have managed to re-enter the workforce after receiving retraining in the past 3 years. Does the Government have any specific plans to assist women who have become unemployed because of the pandemic in re-entering the workforce?

Asked by: Hon LEUNG Tsz-wing, Dennis (LegCo internal reference no.: 21)

Reply:

- (a) The Labour Department (LD) provides comprehensive and free employment services to all job seekers (including women) to assist them in seeking employment or changing jobs. Job seekers may meet employment officers to obtain personalised employment advisory service as necessary. Employment officers will also help job seekers participate in LD's employment programmes, such as the Employment Programme for the Elderly and Middle-aged and the Work Trial Scheme, with a view to enhancing their employment opportunities. Meanwhile, LD liaises with employers in various industries to canvass vacancies suitable for job seekers with different educational backgrounds and working experience, and organises different types of job fairs to expedite the dissemination of employment information. To cater to the preference of some job seekers (especially women) for taking up part-time jobs to release time to take care of their family or other commitments, LD has set up a dedicated webpage on part-time vacancies under the Interactive Employment Service website and organises part-time job fairs from time to time. The manpower and estimated expenditure for the

above employment services and programmes are absorbed within the recurrent expenses of LD and cannot be separately identified.

The Government strives to encourage employers to implement family-friendly employment practices, including flexible work arrangements, additional leave benefit, offering living support, etc., so as to assist employees to balance their work and daily needs. The statutory maternity leave under the Employment Ordinance has been increased from 10 weeks to 14 weeks since 11 December 2020, enabling female employees to have more time to spend with and take care of their newborn babies.

- (b) The Employees Retraining Board (ERB) provides eligible trainees (including females) with training courses that are market-driven and employment-oriented, assisting them to join or re-join the labour market. ERB currently offers more than 700 training courses straddling 28 industries and generic skills. Females can enrol in these courses having regard to their aspirations, interests and training needs. In the past 3 years (2020-21 to 2022-23 (as at end-February 2023)), the placement rate of female trainees who have completed ERB's placement-tied courses was about 85%. In considering the specific needs of women trainees with family commitments, ERB provides flexible arrangements and services, such as the Modular Certificates Accumulation Scheme and the "Hire and Train" Scheme, for trainees to arrange their study and work flexibly. ERB's "Smart Living" and "Smart Baby Care" Schemes provide free job matching and referral services in the areas of domestic cleaning, care provision, healthcare massage and post-natal care provision, etc. for graduates (including females) of related courses to enhance their employment opportunities.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)048

(Question Serial No. 1205)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the employment services of the Labour Department (LD), please advise this Committee of the number of able-bodied job seekers who secured placements through the employment services of LD in the past 5 years, with breakdowns by gender, age, industry, occupation and earnings.

Asked by: Hon LEUNG Tsz-wing, Dennis (LegCo internal reference no.: 22)

Reply:

From 2018 to 2022, LD recorded 136 079, 111 568, 126 785, 197 793 and 164 713 placements for able-bodied job seekers respectively in each year. Of these, 128 292, 103 467, 121 912, 191 812 and 160 515 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 ask for detailed personal particulars of job seekers, LD does not have breakdowns of these placements. Besides, owing to changes in parameters of the sample survey in 2020, the placement figures before and after the changes are not directly comparable. 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 from 2018 to 2022
by gender, age, industry, occupation and monthly earnings**

(i) By gender

| Gender | 2018 | 2019 | 2020 | 2021 | 2022 |
|--------|-------|-------|-------|-------|-------|
| Male | 3 378 | 3 576 | 2 138 | 2 669 | 1 887 |
| Female | 4 409 | 4 525 | 2 735 | 3 312 | 2 311 |
| Total | 7 787 | 8 101 | 4 873 | 5 981 | 4 198 |

(ii) By age

| Age | 2018 | 2019 | 2020 | 2021 | 2022 |
|-------------|-------|-------|-------|-------|-------|
| 15-below 20 | 525 | 527 | 123 | 112 | 48 |
| 20-below 30 | 2 426 | 2 025 | 963 | 813 | 403 |
| 30-below 40 | 1 267 | 1 301 | 677 | 715 | 426 |
| 40-below 50 | 1 525 | 1 621 | 1 067 | 1 410 | 922 |
| 50-below 60 | 1 600 | 1 905 | 1 409 | 1 861 | 1 372 |
| 60 or above | 444 | 722 | 634 | 1 070 | 1 027 |
| Total | 7 787 | 8 101 | 4 873 | 5 981 | 4 198 |

(iii) By industry

| Industry | 2018 | 2019 | 2020 | 2021 | 2022 |
|---|-------|-------|-------|-------|-------|
| Manufacturing | 468 | 639 | 334 | 507 | 278 |
| Construction | 206 | 304 | 226 | 207 | 209 |
| Wholesale, retail and import/export trades | 2 909 | 2 680 | 1 446 | 1 700 | 975 |
| Restaurants and hotels | 1 249 | 1 267 | 561 | 691 | 520 |
| Transport, storage and communications | 469 | 388 | 280 | 343 | 291 |
| Financing, insurance, real estate and business services | 1 047 | 1 277 | 982 | 1 351 | 1 045 |
| Community, social and personal services | 1 428 | 1 507 | 1 005 | 1 133 | 858 |
| Others (including government sector) | 11 | 39 | 39 | 49 | 22 |
| Total | 7 787 | 8 101 | 4 873 | 5 981 | 4 198 |

(iv) By occupation

| Occupation | 2018 | 2019 | 2020 | 2021 | 2022 |
|--|-------|-------|-------|-------|-------|
| Managers and administrators | 37 | 62 | 50 | 75 | 59 |
| Professionals and associate professionals | 392 | 442 | 373 | 570 | 410 |
| Clerical support workers | 1 499 | 1 569 | 958 | 1 209 | 997 |
| Service workers | 1 634 | 1 627 | 946 | 1 043 | 653 |
| Shop sales workers | 2 008 | 1 907 | 790 | 887 | 472 |
| Skilled agricultural and fishery workers | 17 | 37 | 83 | 110 | 69 |
| Craft and related workers | 252 | 290 | 176 | 197 | 150 |
| Plant and machine operators and assemblers | 197 | 221 | 140 | 217 | 185 |
| Elementary occupations | 1 699 | 1 946 | 1 356 | 1 672 | 1 200 |
| Others | 52 | - | 1 | 1 | 3 |
| Total | 7 787 | 8 101 | 4 873 | 5 981 | 4 198 |

(v) By monthly earnings

| Monthly earnings | 2018 | 2019 | 2020 | 2021 | 2022 |
|-------------------------|-------|-------|-------|-------|-------|
| Below \$6,000 | 817 | 842 | 394 | 322 | 312 |
| \$6,000-below \$8,000 | 724 | 587 | 259 | 286 | 203 |
| \$8,000-below \$10,000 | 1 010 | 1 026 | 747 | 814 | 422 |
| \$10,000-below \$12,000 | 1 763 | 1 399 | 751 | 1 222 | 614 |
| \$12,000-below \$14,000 | 1 717 | 1 788 | 1 269 | 1 390 | 853 |
| \$14,000-below \$16,000 | 994 | 1 226 | 635 | 854 | 810 |
| \$16,000-below \$18,000 | 441 | 742 | 430 | 643 | 486 |
| \$18,000 or above | 321 | 491 | 388 | 450 | 497 |
| Total | 7 787 | 8 101 | 4 873 | 5 981 | 4 198 |

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)049

(Question Serial No. 1794)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The pilot Greater Bay Area Youth Employment Scheme launched by the Labour Department (LD) in January 2021 will be regularised in 2023-24. In this connection, would the Government advise of the following:

- (a) How many enterprises will participate in the scheme in 2023-24 and how many posts will be offered, with a breakdown by industry sector?
- (b) What is the total amount of allowance disbursed to enterprises by the Government since the launch of the scheme?
- (c) The number of participating young people from Hong Kong and their salary level with a breakdown by industry sector since the launch of the scheme;
- (d) Does the Government expect to expand the scope of target participants of the scheme?
- (e) The financial provision for the Programme in 2023-24 has increased by 34.0% when compared with the revised estimate for the previous year. How much of the increase in provision and estimate will be used for launching the regularised scheme? What will be the planned staff establishment for the scheme under regularisation? Is there a need for additional manpower?

Asked by: Hon LEUNG Yuk-wai, Kenneth (LegCo internal reference no.: 33)

Reply:

- (a) The Government launched the pilot Greater Bay Area Youth Employment Scheme (the pilot scheme) in 2021 and encouraged enterprises to employ university graduates from Hong Kong and station them to work in the Mainland cities of the Greater Bay Area. Favourable feedback was received from both the participating enterprises and young people. LD launched the regularised Greater Bay Area Youth Employment Scheme

(the regularised scheme) on 1 March 2023, and has uploaded job vacancies to the scheme website starting from 20 March for application by graduates. LD will subsequently update the list of enterprises participating in the regularised scheme and the number of job vacancies in a timely manner.

- (b) As at 28 February 2023, the Government disbursed about HK\$96.23 million as allowance to a total of 191 enterprises participating in the pilot scheme.
- (c) The recruitment period of the pilot scheme was completed by August 2021 and 1 091 job offers were received. Breakdowns of the number of employed young people by industry of their employment and salary level are provided at Annex.
- (d) The Labour and Welfare Bureau completed the evaluation study on the pilot scheme in June 2022. Taking into account the results of the study, the eligibility requirements of participating enterprises and young people will be maintained under the regularised scheme. LD will continue to listen to the views of stakeholders.
- (e) The financial provision for Programme (2) of Head 90 for 2023-24 has increased by 34.0% when compared with the revised estimate for the previous year, and the estimated general expenses of the regularised scheme accounted for \$113 million. The staff establishment for implementing the regularised scheme comprises 12 Labour Officer Grade and 2 Clerical Grade posts. LD will closely monitor the implementation of the regularised scheme and review the manpower arrangement in a timely manner.

**Breakdowns of the number of employed young people
under the pilot Greater Bay Area Youth Employment Scheme launched in 2021
by industry and salary level**

(a) By industry

| Industry | Number of employed young people | Percentage |
|---------------------------------|---------------------------------|-------------|
| Business services | 377 | 34.6% |
| Finance | 286 | 26.2% |
| Manufacture of electronic parts | 52 | 4.8% |
| Other manufacturing industry | 51 | 4.7% |
| Import and export trades | 39 | 3.6% |
| Real estates | 36 | 3.3% |
| Education services | 30 | 2.7% |
| Communication | 23 | 2.1% |
| Others | 197 | 18.0% |
| Total | 1 091 | 100% |

(b) By salary level

| Salary level | Number of employed young people | Percentage |
|---------------------|---------------------------------|-------------|
| \$18,000 - \$21,000 | 969 | 88.8% |
| \$21,001 - \$24,000 | 79 | 7.2% |
| \$24,001 - \$27,000 | 8 | 0.7% |
| \$27,001 - \$30,000 | 6 | 0.6% |
| \$30,001 or above | 29 | 2.7% |
| Total | 1 091 | 100% |

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)050

(Question Serial No. 1795)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The number of patronage of the career counselling and self-employment support services provided by the Youth Employment Resource Centres (YERCs) has resumed in recent years. Would the Government advise this Committee of:

- (a) the number of patronage of YERCs' services in the past 3 years, with breakdowns by age (15-below 20, 20-below 25, 25-below 30), educational attainment (lower secondary or below, upper secondary, diploma or higher diploma, associate degree, degree or above) and service type;
- (b) the number of courses, activities, recruitment days and workshops organised by YERCs in the past 3 years and their effectiveness;
- (c) the number of online and offline career talks organised by YERCs in the past 3 years, with a breakdown by industry sector;
- (d) the number of patronage of the 4 self-employment support services provided by YERCs, namely Design Corner, Workstation, Business Room and Professional Legal and Accounting Consultation Services in the past 3 years;
- (e) whether the Government will consider reviewing and optimising the functions of YERCs to strengthen support for the "eight centres" positioning of Hong Kong in future, so that young people can receive one-stop career guidance and value-added training and develop their potential in respect of the relevant industries?

Asked by: Hon LEUNG Yuk-wai, Kenneth (LegCo internal reference no.: 11)

Reply:

- (a) YERCs provide "one-stop" support services on employment and self-employment for young people aged 15 to 29. The number of patronage of YERCs from 2020 to 2022

with breakdowns by age, educational attainment and service type is at Annex 1.

- (b) YERCs organise a wide variety of activities to help young people understand their career interests, develop employment potential and obtain employment information. A breakdown of the number of activities organised by YERCs from 2020 to 2022 is at Annex 2.

YERCs conduct opinion surveys and focus group discussions to understand users' views on the effectiveness of YERCs' services and activities. Participating young people generally agree that services and activities provided by YERCs can help them better map out their career paths or pursue opportunities for self-employment.

- (c) A breakdown of the career talks organised by YERCs from 2020 to 2022 is at Annex 3. LD does not maintain a breakdown by industry sector.
- (d) The number of patronage of the 4 types of self-employment support services provided at YERCs (including Design Corner, Workstation, Business Room and Professional Legal and Accounting Consultation Services) from 2020 to 2022 is at Annex 4.
- (e) YERCs will, taking into account the career interests of young people and in support of the economic development of Hong Kong, continue to organise career talks and workplace experience events to help young people grasp the work situation of relevant industries and obtain the latest employment information. LD will also keep a close watch on the needs of the labour market with a view to reviewing and optimising the services and facilities of YERCs in a timely manner.

**Breakdowns of the patronage of YERCs' services from 2020 to 2022
by age, educational attainment and service type**

(i) By age

| Age | No. of services used | | |
|-------------|----------------------|--------|--------|
| | 2020 | 2021 | 2022 |
| 15-below 20 | 7 854 | 16 670 | 24 057 |
| 20-below 25 | 5 720 | 10 798 | 8 719 |
| 25-below 30 | 8 131 | 19 134 | 21 276 |
| Total | 21 705 | 46 602 | 54 052 |

(ii) By educational attainment

| Educational attainment | No. of services used | | |
|---------------------------|----------------------|--------|--------|
| | 2020 | 2021 | 2022 |
| Lower secondary or below | 289 | 1 506 | 1 539 |
| Upper secondary | 10 480 | 16 364 | 27 403 |
| Diploma or higher diploma | 3 343 | 11 112 | 6 015 |
| Associate degree | 1 040 | 2 152 | 1 152 |
| Degree or above | 6 553 | 15 468 | 17 943 |
| Total | 21 705 | 46 602 | 54 052 |

(iii) By service type

| Service type | No. of services used | | |
|-------------------------|----------------------|--------|--------|
| | 2020 | 2021 | 2022 |
| Employment support | 14 218 | 27 014 | 35 425 |
| Value-added training | 2 864 | 8 660 | 8 757 |
| Career counselling | 2 269 | 4 166 | 3 582 |
| School activities | 1 064 | 3 503 | 3 593 |
| Self-employment support | 1 290 | 3 259 | 2 695 |
| Total | 21 705 | 46 602 | 54 052 |

Number of activities organised by YERCs from 2020 to 2022

| Type of activity | No. of sessions organised | | |
|-------------------------|----------------------------------|------|------|
| | 2020 | 2021 | 2022 |
| Training course | 192 | 518 | 489 |
| Special event | 58 | 141 | 200 |
| Recruitment day | 29 | 86 | 77 |
| School workshop | 5 | 5 | 13 |

Number of career talks organised by YERCs from 2020 to 2022

| Career talk | No. of sessions organised | | |
|--------------|---------------------------|------|------|
| | 2020 | 2021 | 2022 |
| Online talk | 0 | 0 | 9 |
| On-site talk | 10 | 17 | 14 |

**Patronage of various types of self-employment support services
at YERCs from 2020 to 2022**

| Type of self-employment support service | No. of services used | | |
|---|----------------------|------|------|
| | 2020 | 2021 | 2022 |
| Design Corner | 355 | 610 | 392 |
| Workstation | 292 | 505 | 367 |
| Business Room | 129 | 96 | 53 |
| Professional Legal and Accounting Consultation Services | 16 | 7 | 15 |

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)051

(Question Serial No. 1926)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Youth Employment and Training Programme (YETP) under this Programme, would the Government advise of the following:

- (a) the number of trainees enrolled in YETP and the percentage of those who completed the courses in the past 3 years, with breakdowns by age, educational attainment and type of training;
- (b) the number of participating employers and the amount of monthly on-the-job training (OJT) allowance which the employers could apply for in the past 3 years;
- (c) the number of trainees enrolling in relevant off-the-job vocational training courses and the amount of subsidies involved in the past 3 years;
- (d) As mentioned in the Youth Development Blueprint, the Government and the Employees Retraining Board (ERB) are expected to enhance collaboration on the pre-employment and OJT under YETP from 1 April 2023. What are the details of the enhanced collaboration? What are the details of the industries and posts involved and the expenditure involved in this regard?

Asked by: Hon LEUNG Yuk-wai, Kenneth (LegCo internal reference no.: 12)

Reply:

- (a) The numbers of trainees enrolled in YETP by age, educational attainment and type of pre-employment training enrolled from the 2019/20 to 2021/22 programme years (from September each year to August of the following year) are at Annex 1. The Labour Department (LD) does not keep information on the percentage of trainees who completed pre-employment training courses.

- (b)&(c) The amount of OJT allowance granted to employers and the number of employers involved, as well as the amount of off-the-job vocational training allowance granted to trainees and the number of trainees involved from 2019-20 to 2021-22 are at Annex 2.
- (d) From 1 April 2023 onwards, LD will enhance collaboration with ERB. Case managers of YETP will assist trainees to enrol in about 700 courses offered by ERB, including dedicated courses for young people under the Youth Training Courses and vocational skills courses covering various industries such as information & communications technology, hotel, tourism, beauty therapy and education & recreation, so as to enhance trainees' competitiveness in the job market. LD will continue to provide other employment support services for trainees under YETP, including case management, workplace attachment training and OJT, etc. ERB's estimated annual expenditure on training for YETP is about \$12 million.

**Breakdowns of the number of trainees enrolled in YETP
by age, educational attainment and
type of pre-employment training enrolled
from the 2019/20 to 2021/22 programme years**

(i) By age and educational attainment

| | No. of trainees enrolled in YETP | | |
|---|----------------------------------|---------------------------|---------------------------|
| | 2019/20 Programme year | 2020/21 Programme year | 2021/22 Programme year |
| 1. No. of trainees enrolled | 3 418 | 4 191 | 3 222 |
| 2. Age | | | |
| - 15-below 18 | 413 | 615 | 523 |
| - 18-below 21 | 1 361 | 1 616 | 1 166 |
| - 21-below 25 | 1 644 | 1 960 | 1 533 |
| 3. Educational attainment | | | |
| - Below Secondary 3 | 166 | 176 | 131 |
| - Secondary 3 | 365 | 571 | 437 |
| - Secondary 4-5 | 422 | 534 | 383 |
| - Secondary 6-7 | 1 463 | 1 630 | 1 410 |
| - Associate degree | 144 | 170 | 118 |
| - Diploma | 742 | 917 | 649 |
| - Others (i.e. secondary school education or equivalent attained in other places) | 116 | 193 | 94 |

(ii) By type of pre-employment training enrolled

| Type of training | No. of trainees enrolled in pre-employment training courses | | |
|---|---|---------------------------|---------------------------|
| | 2019/20 Programme year | 2020/21 Programme year | 2021/22 Programme year |
| Technical and craftsmanship | 616 | 971 | 767 |
| Job-search, interpersonal skills, discipline and motivation | 327 | 309 | 293 |
| Catering | 213 | 265 | 274 |
| Hairdressing, beauty culture and fitness | 108 | 146 | 113 |
| Information technology and design | 89 | 155 | 88 |
| Customer service and salesmanship | 67 | 115 | 86 |
| Clerical | 40 | 43 | 38 |
| Tourism and hotel | - | - | - |
| Others | 227 | 374 | 361 |
| Total | 1 687 | 2 378 | 2 020 |

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 and
the number of employers involved, as well as
the amount of off-the-job vocational training allowance granted to trainees and
the number of trainees involved under YETP from 2019-20 to 2021-22**

(i) Amount of OJT allowance granted to employers and the number of employers involved

| Item | 2019-20 | 2020-21 | 2021-22 |
|-------------------------|-----------------|-----------------|-----------------|
| Amount of OJT allowance | \$54.85 million | \$49.46 million | \$51.87 million |
| No. of employers | 499 | 498 | 500 |

(ii) Amount of off-the-job vocational training allowance granted to trainees and the number of trainees involved

| Item | 2019-20 | 2020-21 | 2021-22 |
|---|----------|----------|----------|
| Amount of off-the-job vocational training allowance | \$50,000 | \$20,000 | \$60,000 |
| No. of trainees | 18 | 7 | 23 |

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)052

(Question Serial No. 0140)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

According to Programme (3), the Labour and Welfare Bureau is responsible for formulating and co-ordinating manpower policies and programmes. Please provide a breakdown by industry of the number of applications, the number of imported workers applied for, the number of applications approved and the number of imported workers approved under the Supplementary Labour Scheme (SLS) in the past 5 years. Will the Government increase the manpower and streamline the vetting procedures so as to expedite the processing of applications? If yes, what are the details and the manpower and expenditure involved? If not, what are the reasons?

Asked by: Hon NG Wing-ka, Jimmy (LegCo internal reference no.: 34)

Reply:

The numbers of applications received and approved by the Labour Department (LD) under SLS from 2018 to 2022 are at Annex 1. Breakdowns of the numbers of imported workers applied for and approved by industry are at Annexes 2 to 6.

SLS is primarily administered by the Supplementary Labour Division of LD. LD closely monitors the implementation of SLS and adopts feasible measures with a view to enhancing the workflow of processing applications. If necessary, LD will apply for additional resources in accordance with the established mechanism.

**Numbers of applications received and approved
under SLS from 2018 to 2022**

| | 2018 | 2019 | 2020 | 2021 | 2022[#] |
|--------------------------------------|-------------|-------------|-------------|-------------|-------------------------|
| No. of applications* | 1 217 | 1 097 | 1 112 | 1 142 | 1 527 |
| No. of imported workers applied for* | 5 095 | 4 721 | 4 204 | 5 082 | 9 118 |
| No. of applications approved* | 907 | 1 036 | 904 | 969 | 1 286 |
| No. of imported workers approved* | 3 225 | 3 378 | 3 123 | 3 043 | 5 829 |

* 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.

Time-limited relaxation measures were implemented for the care sector under SLS from March to May 2022, resulting in the increase in the total numbers of imported workers applied for and approved in that year.

**Numbers of imported workers applied for and approved
under SLS in 2018:
a breakdown by industry**

| Industry | No. of imported workers applied for* | No. of imported workers approved* |
|---|---|--|
| 1. Agriculture and Fisheries | 886 | 705 |
| 2. Manufacturing | 390 | 158 |
| 3. Construction | 351 | 589 |
| 4. Wholesale, Retail and Import/Export Trades, Restaurants and Hotels | 483 | 197 |
| 5. Transport, Storage and Communications | 68 | 24 |
| 6. Financing, Insurance, Real Estate and Business Services | 168 | 19 |
| 7. Community, Social and Personal Services | 2 749 | 1 533 |
| 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.

**Numbers 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 Fisheries | 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.

**Numbers of imported workers applied for and approved
under SLS in 2020:
a breakdown by industry**

| Industry | No. of imported workers applied for* | No. of imported workers approved* |
|---|---|--|
| 1. Agriculture and Fisheries | 1 072 | 780 |
| 2. Manufacturing | 274 | 192 |
| 3. Construction | 46 | 218 |
| 4. Wholesale, Retail and Import/Export Trades, Restaurants and Hotels | 290 | 228 |
| 5. Transport, Storage and Communications | 38 | 16 |
| 6. Financing, Insurance, Real Estate and Business Services | 8 | 18 |
| 7. Community, Social and Personal Services | 2 476 | 1 671 |
| Total | 4 204 | 3 123 |

* 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.

**Numbers of imported workers applied for and approved
under SLS in 2021:
a breakdown by industry**

| Industry | No. of imported workers applied for* | No. of imported workers approved* |
|---|---|--|
| 1. Agriculture and Fisheries | 857 | 734 |
| 2. Manufacturing | 378 | 183 |
| 3. Construction | 846 | 6 |
| 4. Wholesale, Retail and Import/Export Trades, Restaurants and Hotels | 508 | 248 |
| 5. Transport, Storage and Communications | 71 | 9 |
| 6. Financing, Insurance, Real Estate and Business Services | 18 | 20 |
| 7. Community, Social and Personal Services | 2 404 | 1 843 |
| Total | 5 082 | 3 043 |

* 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.

**Numbers of imported workers applied for and approved
under SLS in 2022:
a breakdown by industry**

| Industry | No. of imported workers applied for* | No. of imported workers approved* |
|---|---|--|
| 1. Agriculture and Fisheries | 1 311 | 912 |
| 2. Manufacturing | 471 | 173 |
| 3. Construction | 2 132 | 480 |
| 4. Wholesale, Retail and Import/Export Trades, Restaurants and Hotels | 863 | 302 |
| 5. Transport, Storage and Communications | 58 | 19 |
| 6. Financing, Insurance, Real Estate and Business Services | 36 | 68 |
| 7. Community, Social and Personal Services | 4 247 | 3 875 |
| Total | 9 118[#] | 5 829[#] |

* 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.

Time-limited relaxation measures were implemented for the care sector under SLS from March to May 2022, resulting in the increase in the total numbers of imported workers applied for and approved in that year.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0141)

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

Question:

Under Programme 3, the Labour and Welfare Bureau is responsible for formulating and co-ordinating manpower policies and programmes. Faced with the shortage of care workers for residential care homes (RCHs), the Government has launched the Special Scheme to Import Care Workers for Residential Care Homes which provides greater flexibility in and more streamlined procedures for importing care workers, so as to address the manpower shortage problem in the industry. What are the details of the streamlined vetting procedures for applications? What are the manpower and the expenditure respectively involved in the vetting and approval of applications? Will the scheme be extended as soon as possible to cover other industries with manpower shortage such as the construction industry and the transportation industry? If yes, what are the details? If not, what are the reasons?

Asked by: Hon NG Wing-ka, Jimmy (LegCo internal reference no.: 35)

Reply:

The scope of applicants under the Special Scheme to Import Care Workers for Residential Care Homes (the Special Scheme) is expanded to all types of RCHs so that subvented RCHs and contract RCHs can also import care workers in the same vein as private RCHs. At the time of submitting an application, RCHs must prove that they have conducted local recruitment through channel(s) specified by the Director of Social Welfare (DSW) but such recruitment attempts have failed to fill the vacancies. Conducting a four-week local recruitment after submission of application making reference to the Supplementary Labour Scheme (SLS) is not required. Since all RCHs covered by the Special Scheme are issued with licences, certificates of exemption or letters of exemption under relevant ordinances, and are subject to inspections from time to time by the concerned regulatory office(s) of the Social Welfare Department (SWD) or the Department of Health, there is no need to adopt the same practice of SLS that the Labour Department (LD) would send officers to visit the RCHs to verify relevant information before approval of applications. In addition, the Government has consulted the Labour Advisory Board (LAB) on the implementation arrangements of the Special Scheme and will not consult LAB on each application after the implementation of the

scheme. The Government will set up an inter-departmental liaison group chaired by DSW, with membership comprising representatives from the Labour and Welfare Bureau, SWD and LD, to process the applications submitted by RCHs under the Special Scheme on a first-come-first-served basis. DSW will make a decision on each application after considering the advice of the group. The processing time under the Special Scheme is estimated to be around 2 months, which is shorter than around 5 months as required under SLS.

The staff establishment of SWD responsible for taking forward the Special Scheme comprises a Senior Social Work Officer, a Social Work Officer, an Executive Officer II, an Assistant Clerical Officer and a Clerical Assistant (a total of 5 persons). The staff establishment of the Immigration Department for handling the additional applications for entry visa/entry permit comprises 1 Chief Immigration Officer, 1 Senior Immigration Officer and 4 Immigration Officers (a total of 6 persons). SWD plans to launch the Special Scheme in June this year, after which all applications for quota for importation of care workers will be processed under the Special Scheme and such applications from the residential care home sector will no longer be accepted under SLS. LD will delete 5 civil service posts as a result. The additional expenditure on the Special Scheme for the whole year is \$6.6 million after deducting the savings.

The Chief Executive indicated in the 2022 Policy Address that many sectors in Hong Kong are facing manpower shortages. Relevant bureaux will listen to the views of the sectors and put forward solutions having regard to the situation of individual sectors.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)054

(Question Serial No. 0750)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department (LD) provides free employment service to all job seekers. Please provide information according to the following categories:

- (a) Please give details of the assistance or counselling services LD provided to persons unemployed and with disabilities in the past 3 years. Please provide (1) the names of the programmes involved; (2) the counselling agencies involved; (3) the number of cases involved; and (4) the expenditures involved. (Please set out in table form)
- (b) How many of the above unemployment cases involved (1) new arrivals; (2) ethnic minorities (EMs); (3) the elderly and middle-aged? (Please set out in table form)
- (c) According to the indicators under Programme (2): Employment Services, there were continuous decreases in the numbers of able-bodied and disabled job seekers registered and the number of placements in recent years, and the estimate for 2023 is also lower than those in the past. Has the Government studied the reasons for the trend? Does the Government have any plans to revamp the employment services, including introducing more online platforms or provision of more targeted services for casual workers and self-employed persons?

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 4)

Reply:

- (a) The Employment Services Division of LD provides comprehensive and free employment services to job seekers through 13 job centres, 3 industry-based recruitment centres for the catering, retail and construction industries, the Telephone Employment Service Centre, the Interactive Employment Service website (iES), mobile application, etc. LD also liaises with employers in various industries to canvass vacancies suitable for job seekers with different educational backgrounds and working experience, and organises different types of job fairs to expedite the dissemination of employment

information. In addition to general employment services, job seekers may also meet employment officers at job centres to obtain personalised employment advisory service, which includes conducting career aptitude assessment, to help them match and find suitable jobs. Besides, the Selective Placement Division of LD provides job seekers with disabilities who are fit for open employment with personalised employment services, including employment counselling, job matching and referral, and post-placement follow-up services.

At the same time, LD implements various employment programmes to help job seekers with special employment needs to enhance their employment opportunities. These programmes include:

- (i) Employment Programme for the Elderly and Middle-aged (EPEM): It encourages employers to engage job seekers aged 40 or above and provide on-the-job training (OJT), while LD grants OJT allowances to employers. The number of EPEM placements from 2020 to 2022 and the expenditure from 2019-20 to 2021-22 are set out at Annex 1.
 - (ii) Youth Employment and Training Programme (YETP): It provides young school leavers aged 15 to 24 with educational attainment at sub-degree level or below with a series of free and dedicated training and employment support services, including pre-employment training courses, workplace attachment training, OJT, and case management and employment support services. The service providers of case management and employment support services under YETP and the number of trainees enrolled in YETP for the 3 programme years (running from September each year to August of the following year) from 2019/20 to 2021/22, and the expenditure for YETP from 2019-20 to 2021-22 are set out at Annex 2.
 - (iii) Work Orientation and Placement Scheme (WOPS): It encourages employers to engage persons with disabilities who are fit for open employment, and provide OJT and support, while LD grants OJT allowances to employers. The number of WOPS placements from 2020 to 2022 and the expenditure from 2019-20 to 2021-22 are set out at Annex 3.
 - (iv) Counselling Scheme for Persons with Disabilities: Registered social workers of the non-governmental organisation (NGO) engaged by LD, namely the Baptist Oi Kwan Social Service, provide psychological and emotional counselling service to job seekers with disabilities in need. The number of cases under the scheme and the expenditure on the scheme from 2019-20 to 2021-22 are set out at Annex 4.
 - (v) Racial Diversity Employment Programme: LD commissioned NGOs, namely the Baptist Oi Kwan Social Service and the New Home Association Limited, to provide one-stop employment services to EM job seekers under a case management approach. The number of job seekers served under this programme from 2020 to 2022 as well as the expenditure from 2020-21 to 2022-23 are set out at Annex 5.
- (b) The numbers of new arrivals, EMs and the elderly and middle-aged who registered for LD's employment services from 2020 to 2022 are set out at Annex 6. As job seekers

who register with LD for employment services are not required to report their employment status, the figures concerned include both job seekers who are working and unemployed.

- (c) From 2020 to 2022, LD recorded 41 180, 42 985 and 26 998 able-bodied job seekers as well as 2 478, 2 882 and 2 570 job seekers with disabilities registered for employment services respectively. Over the same period, LD recorded 126 785, 197 793 and 164 713 placements for able-bodied job seekers as well as 1 741, 2 375 and 2 412 placements for job seekers with disabilities respectively. Fluctuations in the relevant figures are mainly attributed to the COVID-19 pandemic and the special work arrangements for government employees implemented by the Government.

LD reviews the operation of the employment services from time to time and makes timely adjustments to the measures concerned in the light of the prevailing employment market situation for helping job seekers find work more effectively. At present, the iES website of LD and its mobile application provide 24-hour online employment services and information to facilitate job seekers' search for vacancies. Job seekers may also choose to receive information on newly-posted vacancies matching their pre-set criteria from the website and its mobile application. Users of the mobile application may also receive information on upcoming job fairs with the "push notification" function.

LD will continue to enhance its recruitment and employment services targeting different job seekers, including promoting LD's employment services and proactively helping job seekers download the iES mobile application for receipt of employment information.

Employment Programme for the Elderly and Middle-aged

Number of placements eligible for joining EPEM

| Year | No. of placements |
|------|-------------------|
| 2020 | 2 260 |
| 2021 | 3 340 |
| 2022 | 2 707 |

Expenditure

| Year | Amount (\$million) |
|---------|--------------------|
| 2019-20 | 7 |
| 2020-21 | 11.2 |
| 2021-22 | 22.3 |

Youth Employment and Training Programme

Service providers of case management and employment support services

| 2019/20 to 2020/21 programme years | |
|------------------------------------|---|
| 1 | Methodist Centre |
| 2 | YMCA of Hong Kong |
| 3 | Caritas - Hong Kong |
| 4 | New Territories Association Retraining Centre |
| 5 | Hong Kong Confederation of Trade Unions |
| 6 | Hong Kong College of Technology |
| 7 | Hong Kong Young Women's Christian Association |
| 8 | H.K.S.K.H. Lady MacLehose Centre |
| 9 | Hong Kong Employment Development Service Limited |
| 10 | The Hong Kong Federation of Trade Unions Occupational Retraining Centre |
| 11 | The Salvation Army |
| 12 | Christian Family Service Centre |
| 13 | The Hong Kong Federation of Youth Groups |
| 14 | Hong Kong Children and Youth Services |
| 15 | Baptist Oi Kwan Social Service |
| 16 | The Evangelical Lutheran Church Social Service - Hong Kong |
| 17 | Hong Kong PHAB Association |
| 18 | The Federation of Hong Kong & Kowloon Labour Unions |

| 2021/22 programme year | |
|------------------------|---|
| 1 | Methodist Centre |
| 2 | YMCA of Hong Kong |
| 3 | New Territories Association Retraining Centre |
| 4 | Hong Kong College of Technology |
| 5 | Hong Kong Young Women's Christian Association |
| 6 | H.K.S.K.H. Lady MacLehose Centre |
| 7 | Hong Kong Employment Development Service Limited |
| 8 | The Hong Kong Federation of Trade Unions Occupational Retraining Centre |
| 9 | The Salvation Army |
| 10 | The Hong Kong Federation of Youth Groups |
| 11 | Hong Kong Children and Youth Services |
| 12 | Baptist Oi Kwan Social Service |
| 13 | The Evangelical Lutheran Church Social Service - Hong Kong |
| 14 | Hong Kong PHAB Association |
| 15 | The Federation of Hong Kong & Kowloon Labour Unions |

Number of trainees enrolled for the programme years from 2019/20 to 2021/22

| Programme year | No. of trainees |
|----------------|-----------------|
| 2019/20 | 3 418 |
| 2020/21 | 4 191 |
| 2021/22 | 3 222 |

Note: Youth Employment and Training Programme operates on the basis of programme year, running from September each year to August of the following year.

Expenditure from 2019-20 to 2021-22

| Year | Amount (\$million) |
|---------|--------------------|
| 2019-20 | 85.8 |
| 2020-21 | 89.4 |
| 2021-22 | 100.5 |

Work Orientation and Placement Scheme

Number of cases

| Year | No. of placements |
|------|-------------------|
| 2020 | 809 |
| 2021 | 1 137 |
| 2022 | 1 228 |

Expenditure

| Year | Amount (\$million) |
|---------|--------------------|
| 2019-20 | 16.48 |
| 2020-21 | 22.49 |
| 2021-22 | 24.64 |

Counselling Scheme for Persons with DisabilitiesNumber of cases

| Year | No. of counselling cases |
|---------|--------------------------|
| 2019-20 | 39 |
| 2020-21 | 30 |
| 2021-22 | 57 |

Expenditure

| Year | Amount (\$'000) |
|---------|-----------------|
| 2019-20 | 67 |
| 2020-21 | 45 |
| 2021-22 | 99 |

Racial Diversity Employment Programme

Number of job seekers served

| Year | No. of job seekers served |
|------|---------------------------|
| 2020 | 138 |
| 2021 | 536 |
| 2022 | 344 |

Expenditure

| Year | Amount (\$million) |
|-------------------------------|--------------------|
| 2020-21 | 0.15 |
| 2021-22 | 3.26 |
| 2022-23 (as at February 2023) | 1.74 |

**Numbers of new arrivals, EMs and the elderly and middle-aged
who registered with LD for employment services from 2020 to 2022**

| Year | New arrivals | EMs | The elderly and middle-aged |
|------|--------------|-------|-----------------------------|
| 2020 | 2 072 | 1 504 | 23 063 |
| 2021 | 2 708 | 1 372 | 22 796 |
| 2022 | 1 234 | 870 | 17 097 |

Note: Job seekers who registered for employment services may fall in more than one of the above categories.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)055

(Question Serial No. 0751)

Head: (90) Labour Department
Subhead (No. & title): (000) Operational expenses
Programme: (2) Employment Services
Controlling Officer: Commissioner for Labour (May 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) 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 types of cases involved, (iii) the number of employment agencies (EAs) involved and (iv) the details of the penalties? Please provide the information by year in table form.
- (b) How many complaints against EAs providing placement service for foreign domestic helpers (FDHs) did the Labour Department (LD) receive in each of the past 3 years? What were the respective numbers of cases with investigation initiated? What types of complaints did these cases involve in general? Please set out the information by type of complaints.
- (c) What were the numbers of regular and surprise inspections to EAs providing placement service for FDHs conducted in each of the past 3 years? In addition, the Bureau had stated in the past that it would continue to step up enforcement and prosecution against unscrupulous EAs. Please provide information on the upcoming work, and the manpower and amount of expenditure involved.
- (d) It is noted that the Bureau has planned to review the Code of Practice for Employment Agencies (the CoP). Please provide the relevant details, including the scope of review, the plan and timetable for implementation.

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 5)

Reply:

- (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 2018 (from 9 February onwards) to 2022 are set out at Annex 1.
- (b) From 2020 to 2022, the Employment Agencies Administration (EAA) of LD respectively received 290, 396 and 281 complaints against EAs providing placement service for FDHs (FDH-EAs) each year. EAA investigated all the complaints received. The numbers of complaints, with a breakdown by type of complaint, are set out at Annex 2.
- (c) From 2020 to 2022, the numbers of inspections to FDH-EAs conducted by EAA each year were 1 091, 1 586 and 1 379 respectively, covering both regular and surprise ones.

EAA 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 CoP through licensing, inspection 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 CoP, LD may revoke or refuse to issue or renew its licence, or issue warnings for rectification.

EAA's staff establishment for 2023-24 comprises 26 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 staff cost is \$23.84 million and the operating expenses are \$7.53 million.

- (d) LD has completed the review on the implementation of the CoP and put forth preliminary amendment proposals. In March 2023, LD consulted the Committee on Employment Services under the Labour Advisory Board and the Legislative Council Panel on Manpower, and commenced an eight-week public consultation to collect views from different sectors of the community (including employers, job seekers and EAs). LD will revise the CoP after consulting stakeholders.

Relevant figures on prosecutions taken out against EAs by LD

| | 2018# | 2019 | 2020 | 2021 | 2022 |
|---|--------------|-------------|-------------|-------------|-------------|
| No. of summonses involved in successful prosecutions taken out against EAs | 11 | 37 | 11 | 5 | 3 |
| No. of EAs involved | 8 | 10 | 11 | 5 | 3 |
| Average fine for offences of overcharging of commission from job seekers or unlicensed operation | \$8,000 | \$45,333 | \$17,933 | \$9,625@ | -^ |
| Average fine for other offences* | \$2,200 | \$2,500 | \$2,200 | \$900 | \$1,333 |

From 9 February 2018 onwards.

@ Excluding 1 case with non-fine penalty. In 2021, 1 person was convicted of operating an EA without a licence and sentenced to a 104-hour community service order.

^ The successfully prosecuted cases in 2022 did not involve offences of overcharging of commission from job seekers or unlicensed operation.

* 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, furnishing to the Commissioner for Labour any information which was known or reasonably ought to be known to be false or misleading in any material particular when submitting an application for renewal of licence, failure to display the licence or the schedule specifying the maximum commission which may be received from job seekers, etc.

**Numbers of complaints against FDH-EAs received by LD:
a breakdown by type of complaints**

| | No. of complaints received | | |
|--------------------------------------|-----------------------------------|-------------|-------------|
| | 2020 | 2021 | 2022 |
| Overcharging of commission from FDHs | 53 | 31 | 39 |
| Unlicensed operation | 29 | 31 | 19 |
| Non-compliance with the CoP | 134 | 122 | 138 |
| * Others | 74 | 212 | 85 |
| Total | 290 | 396 | 281 |

* Including complaints about poor service quality of EAs, issues concerning the refund of service fees, EAs suspected of inducing FDHs to job-hop, etc.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)056

(Question Serial No. 0762)

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

Question:

Regarding the matters relating to importation of labour, would the Government advise this Committee of the following:

- (a) The numbers of applications received and approved by the Labour Department (LD) under the Supplementary Labour Scheme (SLS) and of the workers involved in the past 3 years with breakdowns by year, industry, job title and wage level;
- (b) The average time taken from receipt of applications to completion of the vetting procedure for the applications in each of the past 3 years, and the longest and shortest processing time among these cases in each year;
- (c) It is mentioned in the Policy Address that “the Development Bureau (DEVB) and the Transport and Logistics Bureau (TLB) will review the labour shortage situation in the construction and transport sectors respectively to draw up relevant solutions.” What is the progress of the study on the relevant solutions? Has the Government considered reviewing or enhancing SLS to address the labour shortage? If yes, what are the details? If not, what are the reasons?

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 16)

Reply:

- (a) The numbers of applications received and approved by LD under SLS from 2020 to 2022 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) The time required by LD for processing each SLS application is affected by various factors. They include 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 four-week

open recruitment period, etc. If the job vacancies involve novel job titles or special skills, LD will need more time to seek advice from relevant bureaux and/or departments, training bodies, professional bodies, etc. for setting the reasonable wages, entry requirements, scope of duties, etc. In recent years, the processing of most SLS applications has taken about 5 months.

- (c) The Chief Executive indicated in the 2022 Policy Address that many sectors in Hong Kong are facing manpower shortages. Relevant bureaux will listen to the views of the sectors and put forward solutions having regard to the situation of individual sectors.

According to DEVB, for enhancing construction manpower training, the Government had allocated \$1 billion to the Construction Industry Council (CIC) in 2022 for training more new blood and upskilling in-service workers. In addition, the Government has injected a total of \$2.2 billion into the Construction Innovation and Technology Fund, and set up a cross-departmental steering committee to co-ordinate the development of high productivity construction methods such as Modular Integrated Construction, and to continue to promote the use of innovative technologies in the industry with a view to increasing productivity and reducing manpower needs. The CIC released the latest “Construction Manpower Forecast” on 8 February 2023. DEVB is making reference to the forecast data and assess how to enhance manpower supply through a multi-pronged strategy including leveraging local manpower resources, enhancing training and bringing in non-local resources as necessary, as well as to reduce manpower needs through productivity uplifting measures. DEVB’s target is to present the assessment and a holistic strategy for addressing manpower needs of the construction sector by mid-2023.

TLB stated that the Government is paying close attention to the manpower situation of the transportation sector. It has been maintaining communication with relevant stakeholders and will adopt suitable improvement measures as necessary. The Government will keep an open mind to explore the feasibility of different measures. As regards the public transport sector, the Government will review its latest manpower situation under the “Traffic and Transport Strategy Study” which is now being conducted and listen to the needs and suggestions of the sector. It will also actively consider various measures to facilitate the sustainable development of human resources in the sector. The relevant work is underway and it is expected that preliminary proposals will be put forward and relevant measures will be drawn up later this year. As regards the aviation sector, the Airport Authority Hong Kong (AAHK) has completed a fresh round of airport manpower survey. Meanwhile, the Government is now inviting views from relevant stakeholders on manpower shortage in the sector and, in association with AAHK, considering the feasibility of various options, including the proposal of aviation sector practitioners on the importation of labour from other parts of the Greater Bay Area to meet the manpower need on the airport frontline, with a view to coming up with relevant measures later this year so as to drive the sustainable manpower development in the aviation sector. As regards the maritime sector, TLB will continue to maintain close contact with the sector and implement various schemes and promotion programmes under the Maritime and Aviation Training Fund so as to nurture talents for and encourage more people to join the industry.

LD will also continue to closely monitor the implementation of SLS and adopt feasible measures with a view to enhancing the workflow of processing applications.

**Numbers of applications received and approved
under SLS from 2020 to 2022**

| | 2020 | 2021 | 2022[#] |
|--------------------------------------|-------------|-------------|-------------------------|
| No. of applications* | 1 112 | 1 142 | 1 527 |
| No. of imported workers applied for* | 4 204 | 5 082 | 9 118 |
| No. of applications approved* | 904 | 969 | 1 286 |
| No. of imported workers approved* | 3 123 | 3 043 | 5 829 |

* 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.

Time-limited relaxation measures were implemented for the care sector under SLS from March to May 2022, resulting in the increase in the total numbers of imported workers applied for and approved in that year.

**Numbers of imported workers applied for and approved
under SLS from 2020 to 2022:
a breakdown by industry**

| Industry | No. of imported workers applied for* | | | No. of imported workers approved* | | |
|---|--------------------------------------|--------------|--------------------------|-----------------------------------|--------------|--------------------------|
| | 2020 | 2021 | 2022 | 2020 | 2021 | 2022 |
| 1. Agriculture and Fisheries | 1 072 | 857 | 1 311 | 780 | 734 | 912 |
| 2. Manufacturing | 274 | 378 | 471 | 192 | 183 | 173 |
| 3. Construction | 46 | 846 | 2 132 | 218 | 6 | 480 |
| 4. Wholesale, Retail and Import/Export Trades, Restaurants and Hotels | 290 | 508 | 863 | 228 | 248 | 302 |
| 5. Transport, Storage and Communications | 38 | 71 | 58 | 16 | 9 | 19 |
| 6. Financing, Insurance, Real Estate and Business Services | 8 | 18 | 36 | 18 | 20 | 68 |
| 7. Community, Social and Personal Services | 2 476 | 2 404 | 4 247 | 1 671 | 1 843 | 3 875 |
| Total | 4 204 | 5 082 | 9 118[#] | 3 123 | 3 043 | 5 829[#] |

* 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.

Time-limited relaxation measures were implemented for the care sector under SLS from March to May 2022, resulting in the increase in the total numbers of imported workers applied for and approved in that year.

**Numbers of imported workers applied for and approved
under SLS in 2020:
a breakdown by job title**

| Job title | No. of imported workers applied for* | No. of imported workers approved* |
|--|---|--|
| 1. Care Worker (Elderly Service) | 2 199 | 1 511 |
| 2. Livestock/Poultry/Fish/Crop Farm Worker | 625 | 474 |
| 3. Gardening Worker | 437 | 305 |
| 4. Cook | 207 | 158 |
| 5. Care Worker (Disabled Service) | 117 | 90 |
| 6. Machine Operator | 107 | 75 |
| 7. Bean Curd/Soya Bean/ Bean Sprout Processing Worker | 81 | 73 |
| 8. Quality Controller/Inspector/Control Supervisor | 69 | 50 |
| 9. Waste Handling Worker | 66 | 23 |
| 10. Others | 296 | 364 |
| Total | 4 204 | 3 123 |

* 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.

**Numbers of imported workers applied for and approved
under SLS in 2021:
a breakdown by job title**

| Job title | No. of imported workers applied for* | No. of imported workers approved* |
|--|---|--|
| 1. Care Worker (Elderly Service) | 1 783 | 1 631 |
| 2. Livestock/Poultry/Fish/Crop Farm Worker | 474 | 427 |
| 3. Gardening Worker | 404 | 307 |
| 4. Cook | 379 | 185 |
| 5. Machine Operator | 155 | 70 |
| 6. Waste Handling Worker | 119 | 56 |
| 7. Care Worker (Disabled Service) | 93 | 68 |
| 8. Quality Controller/Inspector/Control Supervisor | 80 | 53 |
| 9. Bean Curd/Soya Bean/ Bean Sprout Processing Worker | 51 | 49 |
| 10. Others | 1 544 | 197 |
| Total | 5 082 | 3 043 |

* 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.

**Numbers of imported workers applied for and approved
under SLS in 2022:
a breakdown by job title**

| Job title | No. of imported workers applied for* | No. of imported workers approved* |
|--|---|--|
| 1. Care Worker (Elderly Service) | 3 509 | 3 441 |
| 2. Livestock/Poultry/Fish/Crop Farm Worker | 734 | 499 |
| 3. Cook | 660 | 232 |
| 4. Gardening Worker | 567 | 424 |
| 5. Care Worker (Disabled Service) | 263 | 280 |
| 6. Machine Operator | 196 | 99 |
| 7. Waste Handling Worker | 97 | 63 |
| 8. Quality Controller/Inspector/Control Supervisor | 97 | 50 |
| 9. Bean Curd/Soya Bean/ Bean Sprout Processing Worker | 89 | 68 |
| 10. Others | 2 906 | 673 |
| Total | 9 118 [#] | 5 829 [#] |

* 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.

Time-limited relaxation measures were implemented for the care sector under SLS from March to May 2022, resulting in the increase in the total numbers of imported workers applied for and approved in that year.

**Numbers of imported workers applied for and approved
under SLS from 2020 to 2022:
a breakdown by monthly wage**

| Monthly wage | No. of imported workers applied for* | | | No. of imported workers approved* | | |
|----------------------------|--------------------------------------|-------|--------------------|-----------------------------------|-------|--------------------|
| | 2020 | 2021 | 2022 | 2020 | 2021 | 2022 |
| 1. \$8,000 or below | - | - | 2 | - | - | - |
| 2. Above \$8,000-\$10,000 | 13 | 15 | 28 | 34 | 6 | 7 |
| 3. Above \$10,000-\$12,000 | 735 | 767 | 906 | 513 | 521 | 616 |
| 4. Above \$12,000-\$14,000 | 2 868 | 681 | 878 | 1 981 | 1 004 | 500 |
| 5. Above \$14,000-\$16,000 | 127 | 1 905 | 3 946 | 69 | 1 125 | 3 758 |
| 6. Above \$16,000-\$18,000 | 231 | 470 | 745 | 153 | 231 | 239 |
| 7. Above \$18,000-\$20,000 | 70 | 189 | 328 | 63 | 39 | 104 |
| 8. Above \$20,000 | 160 | 1 055 | 2 281 | 310 | 117 | 605 |
| 9. Others | - | - | 4 [^] | - | - | - |
| Total | 4 204 | 5 082 | 9 118 [#] | 3 123 | 3 043 | 5 829 [#] |

* 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.

Time-limited relaxation measures were implemented for the care sector under SLS from March to May 2022, resulting in the increase in the total numbers of imported workers applied for and approved in that year.

[^] The monthly wages of the applied posts are subject to verification.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0765)

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

Question:

It is mentioned in the Programme that the Labour Department will support the Minimum Wage Commission (MWC) in conducting a study on the review mechanism of the Statutory Minimum Wage (SMW). It is also mentioned in the Policy Address that the Government will invite MWC to study how to enhance the review mechanism of SMW, including the review cycle, how to improve efficiency, and balancing a host of factors such as the minimum wage level and sustained economic development. Would the Government advise this Committee:

- (a) of the progress of the study on the review mechanism of SMW, and whether the Government has drawn up a timetable or roadmap for the study;
- (b) of its further plan upon completion of the study, and whether the Government will conduct public consultation?

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 19)

Reply:

- (a) On 12 January this year, the Chief Executive (CE) exercised the power conferred upon him under section 12(2) of the Minimum Wage Ordinance to require MWC to study how to enhance the review mechanism of SMW and to submit the study report to CE by the end of October this year. MWC is pressing ahead with the relevant work. In performing its functions, MWC needs to maintain an appropriate balance between forestalling excessively low wages and minimising the loss of low-paid jobs, and give due regard to sustaining Hong Kong's economic growth and competitiveness.
- (b) MWC has planned to conduct public consultation to listen to the community's views on how to enhance the review mechanism of SMW. Upon MWC's submission of the study report, CE will carefully consider its recommendations so as to chart the way forward.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)058

(Question Serial No. 0783)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Hong Kong is faced with a labour gap. Some local employers relayed that industry demands could not be met through application under the Supplementary Labour Scheme (SLS). The Labour Department (LD) is responsible for handling the applications under SLS. In this connection, would the Government advise this Committee of the following:

- (a) In the past 3 years, what were the (i) statistics on the employer companies applying for imported workers under SLS by industry; (ii) average salary of imported workers applied for by employers; and (iii) average length of stay that workers imported under SLS work in Hong Kong?
- (b) Under SLS, a four-week local recruitment exercise is required for all applications. Please advise this Committee of the number of applications under which the labour demand was met during the four-week local recruitment exercise without further need for application for imported workers in the past 3 years.

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 38)

Reply:

- (a) The numbers of applications received and approved by LD under SLS from 2020 to 2022 are at Annex 1. Breakdowns of the numbers of imported workers applied for and approved by industry and monthly wage are at Annexes 2 and 3.

The employment contract of an imported worker under SLS is subject to a maximum span of 24 months. LD does not keep the average length of stay that imported workers work in Hong Kong.

- (b) Employers must launch a four-week local recruitment exercise to accord priority to filling job vacancies with suitable local workers when applying for importation of labour under SLS. Employers may also recruit local workers through other means.

According to the observations of LD, except for withdrawal of applications by some employers for various reasons during the process, the majority of employers continued to apply for importation of labour after the four-week local recruitment exercise. LD analyses each application and consults the Labour Advisory Board before approving or refusing the application concerned. LD does not keep the reasons for employers to withdraw their applications.

**Numbers of applications received and approved
under SLS from 2020 to 2022**

| | 2020 | 2021 | 2022[#] |
|--------------------------------------|-------------|-------------|-------------------------|
| No. of applications* | 1 112 | 1 142 | 1 527 |
| No. of imported workers applied for* | 4 204 | 5 082 | 9 118 |
| No. of applications approved* | 904 | 969 | 1 286 |
| No. of imported workers approved* | 3 123 | 3 043 | 5 829 |

* 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.

Time-limited relaxation measures were implemented for the care sector under SLS from March to May 2022, resulting in the increase in the total numbers of imported workers applied for and approved in that year.

**Numbers of imported workers applied for and approved
under SLS from 2020 to 2022:
a breakdown by industry**

| Industry | No. of imported workers applied for* | | | No. of imported workers approved* | | |
|---|--------------------------------------|--------------|--------------------------|-----------------------------------|--------------|--------------------------|
| | 2020 | 2021 | 2022 | 2020 | 2021 | 2022 |
| 1. Agriculture and Fisheries | 1 072 | 857 | 1 311 | 780 | 734 | 912 |
| 2. Manufacturing | 274 | 378 | 471 | 192 | 183 | 173 |
| 3. Construction | 46 | 846 | 2 132 | 218 | 6 | 480 |
| 4. Wholesale, Retail and Import/Export Trades, Restaurants and Hotels | 290 | 508 | 863 | 228 | 248 | 302 |
| 5. Transport, Storage and Communications | 38 | 71 | 58 | 16 | 9 | 19 |
| 6. Financing, Insurance, Real Estate and Business Services | 8 | 18 | 36 | 18 | 20 | 68 |
| 7. Community, Social and Personal Services | 2 476 | 2 404 | 4 247 | 1 671 | 1 843 | 3 875 |
| Total | 4 204 | 5 082 | 9 118[#] | 3 123 | 3 043 | 5 829[#] |

* 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.

Time-limited relaxation measures were implemented for the care sector under SLS from March to May 2022, resulting in the increase in the total numbers of imported workers applied for and approved in that year.

**Numbers of imported workers applied for and approved
under SLS from 2020 to 2022:
a breakdown by monthly wage**

| Monthly wage | No. of imported workers applied for* | | | No. of imported workers approved* | | |
|----------------------------|--------------------------------------|-------|--------------------|-----------------------------------|-------|--------------------|
| | 2020 | 2021 | 2022 | 2020 | 2021 | 2022 |
| 1. \$8,000 or below | - | - | 2 | - | - | - |
| 2. Above \$8,000-\$10,000 | 13 | 15 | 28 | 34 | 6 | 7 |
| 3. Above \$10,000-\$12,000 | 735 | 767 | 906 | 513 | 521 | 616 |
| 4. Above \$12,000-\$14,000 | 2 868 | 681 | 878 | 1 981 | 1 004 | 500 |
| 5. Above \$14,000-\$16,000 | 127 | 1 905 | 3 946 | 69 | 1 125 | 3 758 |
| 6. Above \$16,000-\$18,000 | 231 | 470 | 745 | 153 | 231 | 239 |
| 7. Above \$18,000-\$20,000 | 70 | 189 | 328 | 63 | 39 | 104 |
| 8. Above \$20,000 | 160 | 1 055 | 2 281 | 310 | 117 | 605 |
| 9. Others | - | - | 4 [^] | - | - | - |
| Total | 4 204 | 5 082 | 9 118 [#] | 3 123 | 3 043 | 5 829 [#] |

* 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.

Time-limited relaxation measures were implemented for the care sector under SLS from March to May 2022, resulting in the increase in the total numbers of imported workers applied for and approved in that year.

[^] The monthly wages of the applied posts are subject to verification.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2497)

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

Question:

The Labour Department (LD) mentioned the regularisation of the Greater Bay Area Youth Employment Scheme in the Matters Requiring Special Attention in 2023-24. Would the Government advise this Committee of the following:

- (a) According to the government information, the companies participating in the scheme receive a monthly training allowance of HK\$10,000 for each graduate for up to 18 months. Please provide information on the (i) average cycle time during which the participating companies receive government allowances, (ii) industry sector distribution of companies receiving allowances and (iii) average length of employment for Hong Kong youth participants in the recipient companies since the launch of the scheme;
- (b) What are the statistics on the numbers of companies and Hong Kong young people participating in the scheme? Please provide the statistics of each year since the launch of the scheme;
- (c) Whether the Government has any plan to enhance the existing subsidy measures, such as increasing the amounts of allowances for participating companies, introducing personal allowance under the regularised scheme; If yes, please explain in detail.

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 39)

Reply:

- (a) The Government launched the pilot Greater Bay Area Youth Employment Scheme (the pilot scheme) in 2021 and encouraged enterprises to employ university graduates from Hong Kong and station them to work in the Mainland cities of the Greater Bay Area. According to the number of young people employed, the Government disbursed a monthly allowance of HK\$10,000 to enterprises for each person for up to 18 months. As at 28 February 2023, the Government disbursed about \$96.23 million as allowance to 191 enterprises participating in the pilot scheme (the participating enterprises). The

number of enterprises disbursed with allowances with a breakdown by industry is at Annex. As some employed young people are still engaged in work under the pilot scheme, LD is unable to calculate the average time during which the participating enterprises receive government allowances and the average length of employment for young people participated in the scheme for the time being.

- (b) The recruitment period of the pilot scheme was completed by August 2021. The Government recorded 191 participating enterprises and 1 091 job offers for employing young people.
- (c) LD launched the regularised Greater Bay Area Youth Employment Scheme (the regularised scheme) on 1 March 2023. Taking into account the results of the evaluation study on the pilot scheme completed by the Labour and Welfare Bureau in June 2022, LD will maintain the allowance arrangement under the regularised scheme. LD will continue to listen to the views of stakeholders.

**Breakdown of the number of enterprises disbursed with allowances
under the pilot Greater Bay Area Youth Employment Scheme launched in 2021
by industry**

| Industry | No. of enterprises | Percentage |
|---------------------------------|---------------------------|-------------------|
| Business services | 60 | 31.41% |
| Finance | 19 | 9.95% |
| Manufacture of electronic parts | 18 | 9.42% |
| Other manufacturing industry | 17 | 8.90% |
| Import and export trades | 11 | 5.76% |
| Education services | 10 | 5.24% |
| Real estates | 7 | 3.66% |
| Construction | 6 | 3.14% |
| Transportation | 6 | 3.14% |
| Plastic product | 6 | 3.14% |
| Others | 31 | 16.23% |
| Total | 191 | 100% |

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)060

(Question Serial No. 2498)

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

Question:

Suspension notices and improvement notices are issued by the Labour Department (LD) during construction site inspections to monitor the performance of persons-in-charge in regulating irregularities while promotional efforts on safety have also been stepped up to safeguard workers' safety. In this connection, would the Government advise this Committee of the following:

- (a) (i) the numbers of regular and surprise safety inspections conducted by LD; (ii) the percentage of the sites covered by inspection to all the works sites across Hong Kong; (iii) the average numbers of weeks from the receipt of suspension notice and improvement notice by the person-in-charge to the time of approval to resume work in the past 3 years;
- (b) Regarding promotional and training efforts on work safety at construction sites, what regularised promotional and training programmes are currently put in place by the Government? Which areas are covered by the occupational safety training offered?
- (c) The numbers of works incidents in the construction industry has remained high in recent years. The Government has all along been organising promotional and training activities. Would the Government advise of the financial estimates for promotion and training on occupational safety in terms of (i) the estimated amounts; and (ii) how the estimated expenditure was used (e.g. television commercials, posters, network platforms, etc.) in the past 3 years.

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 40)

Reply:

- (a) (i) The number of inspections conducted by LD on construction sites in each year of 2020, 2021 and 2022 are tabulated below:

| | Number of inspections | | |
|--------------|-----------------------|--------|--------|
| | 2020 | 2021 | 2022 |
| Total | 58 035 | 71 063 | 65 571 |

All the occupational safety inspections of workplaces conducted by LD were surprise inspections.

- (ii) LD has been carrying out inspection and enforcement at workplaces across Hong Kong according to the risk-based principle and the established mechanism. As there are no specific sites designated to be covered by inspection, LD does not have the relevant figures on the percentage of the sites covered by inspection to all the works sites across Hong Kong.
- (iii) After issuing suspension notices, LD will follow up in a timely manner and in accordance with the established procedures. The duty holders will not be allowed to resume work until LD is satisfied that appropriate measures have been taken to eliminate the related hazards. The decision of whether and when to resume work depends on the attitude of the duty holders and the actual work involved in eliminating the hazards. LD does not maintain statistics on the average number of weeks taken for workplaces to be approved to resume work upon receipt of suspension notices.

After issuing improvement notices, LD will follow up in a timely manner and in accordance with the established procedures to ensure the prompt rectification of irregularities. In most of the cases, the duty holders will take appropriate measures to rectify or remove the irregularities. For individual cases of non-compliance with the requirements of the improvement notices, LD will take out prosecution. As improvement notices do not require suspension of work at workplaces, there is no mechanism for approving the resumption of work. LD does not maintain statistics on the average number of weeks taken for workplaces to rectify the irregularities as required upon receipt of improvement notices.

- (b) LD has been closely monitoring the occupational safety and health (OSH) performance and the changes in the risk situation of the construction industry, so as to formulate appropriate strategies in publicity and promotion as well as education and training to improve the OSH performance.

Regarding the ongoing efforts in publicity and promotion, LD will continue to co-organise activities such as sponsorship schemes, roving exhibitions and out-reaching promotional visits in collaboration with the Occupational Safety and Health Council (OSHC), trade associations and workers' unions to enhance the OSH awareness of employers and employees. LD has also disseminated OSH messages on its webpages, published and updated safety guidelines, printed booklets, produced text and animated versions of "Work Safety Alert", and disseminated OSH messages to different stakeholders in the construction industry through extensive promotional channels, including television, radio and newspapers, publicity platforms of large-scale public

transport and conspicuous locations such as external walls of buildings, roadsides and bridges.

LD collaborates with OSHC and related organisations in the construction industry to organise the “Construction Industry Safety Award Scheme” every year, except in 2020-21 when the format of the scheme was changed due to the epidemic situation. Contractors, site personnel and workers are recognised and rewarded for their good OSH performance through an open competition under the scheme, with a view to fostering good safety culture and encouraging the adoption of safe work practices.

In respect of education and training, LD has been providing free training courses related to OSH legislation (including courses designed for trainers to assist their employers in organising in-house training in their own organisations) to members of the construction industry and analysis of industrial accident cases, as well as assisting individual organisations (including OSHC, trade associations, safety practitioners, workers’ unions and contractors) in organising OSH seminars to disseminate safety knowledge to the industry.

Furthermore, LD approves and monitors the operation of mandatory safety training courses under the Factories and Industrial Undertakings Ordinance and its subsidiary regulations. Employees engaged in work at construction sites, high-risk work activities or high-risk machinery operations are required to complete relevant recognised mandatory safety training courses with a view to ensuring that they possess the necessary OSH knowledge of the construction industry.

- (c) In 2023-24, LD’s estimated expenditure on Safety and Health at Work is \$878.7 million, representing an increase of 16.6% over the original estimate of \$753.8 million for the previous year. This includes the Occupational Safety and Health Branch’s efforts in inspection and enforcement, publicity and promotion, and education and training. As publicity and training is an integral part of LD’s ongoing efforts, the estimate amounts and expenditure involved in the past 3 years cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)061

(Question Serial No. 2499)

Head: (90) Labour Department
Subhead (No. & title): ()
Programme: (1) Labour Relations
Controlling Officer: Commissioner for Labour (May CHAN)
Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Labour Department's (LD) work on Labour Relations, would the Government advise this Committee of the following:

- (a) In 2022-23, LD launched a series of promotional activities to enhance public understanding of the Employment Ordinance (Cap. 57) (EO) including the legislative amendments to EO on sickness allowance and employment protection under anti-epidemic measures. What types of promotional activities (such as posters, television advertisements) did LD launch in the past year?
- (b) Regarding the key priority of the Government to review the continuous contract requirement under EO in 2023-24, would the Government advise this Committee of (i) the areas to be put under constant review, (ii) whether the employer and employee representatives will be further consulted to achieve the function of the review, (iii) the calculation of the planned manpower and public expenditure for the work?

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 41)

Reply:

- (a) LD has been launching promotional activities through different channels to enhance the understanding of employers, employees and the public on EO, including the legislative amendments on sickness allowance and employment protection under anti-epidemic measures. In 2022-23, the above work and activities included publishing and distributing leaflets, posting posters, organising seminars, placing advertisements at public transport network, publishing feature articles and advertisements in newspapers and publications, producing and broadcasting radio Announcements in the Public Interest, and delivering messages to the public through the GovHK Notifications mobile application, etc. LD also disseminated relevant information through networks of major employers' associations, labour organisations, human resource professional bodies, etc.

- (b) The Government will, on the premise of being in line with the legislative intent, review the “continuous contract” requirement under EO in the direction of enhancing employees’ rights and benefits, especially strengthening the protection of those who cannot fully meet the “continuous contract” requirement. The Government has initiated the consultation with the Labour Advisory Board, and will prudently and thoroughly explore the pros and cons of different options with a view to striving for consensus between employers and employees.

LD has budgeted for the creation of 1 Senior Labour Officer post for 3 years in 2023-24 to take up the review exercise of the “continuous contract” requirement and other related work. The annual salary cost for this post is \$1.55 million. Other officers engaging in the work concerned are also required to undertake other duties, hence the manpower and expenditure involved cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)062

(Question Serial No. 3070)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The bill on abolition of the offsetting mechanism for the Mandatory Provident Fund (MPF) was passed last year and is expected to come into effect in 2025 at the earliest. This will be one of the major work arrangements of the Labour Department (LD) in the coming year. Would the Government advise this Committee of the following:

- (a) The Government has undertaken to help to alleviate the pressure on employers caused by the abolition of the MPF “offsetting” arrangement. What supporting measures does the Government have in place to assist employers? Please provide details of the assistance scheme;
- (b) Regarding the financial stress of employers arising from the abolition of the MPF “offsetting” arrangement, whether the Government has assessed the potential impact of the abolition on employers in Hong Kong so as to better implement the assistance scheme. If yes, please provide the details including (i) the work plan; (ii) the manpower required and the estimated public expenditure; (iii) the possibility of conducting further public consultation and the consultation targets, etc.

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 42)

Reply:

- (a) To assist employers to adapt to the policy change concerning the abolition of the arrangement to “offset” severance payment and long service payment under the MPF System, the Government plans to implement a 25-year Government Subsidy Scheme (the scheme) to share out employers’ expenses on severance payment/long service payment payable for the employment period of employees after the abolition of the “offsetting” arrangement. The Government is taking forward the preparatory work for the scheme and plans to seek funding from the Legislative Council (LegCo) in the middle of this year for developing the relevant information technology system. The

Government has also commissioned a consultant to study the Designated Savings Accounts Scheme, and will consult stakeholders after finalising the way forward.

- (b) The Government had fully consulted the Labour Advisory Board, the LegCo Panel on Manpower, major trade associations, employers' associations, labour organisations and various sectors of the community before formulating the proposal to abolish the "offsetting" and introducing the relevant bill into LegCo. According to the data in 2019, wage bills accounted for around 35% of the total operating expenses of enterprises on average, and the total sum of "offsetting" in general only constituted 0.5% of the sectoral wage bill on average. In addition, the scheme will effectively alleviate the financial burden on employers. Hence, the abolition of the "offsetting" arrangement will not lead to a significant increase in the operating cost of enterprises.

Moreover, the Government is pressing ahead with extensive publicity to enhance employers' and employees' understanding of the abolition of the "offsetting" arrangement, including explaining to trade associations, labour unions and associations of human resources practitioners the abolition of the "offsetting" arrangement. As the Government staff responsible for the above work also have to perform other estimation work and other duties related to the abolition of the "offsetting", the staff establishment and estimated expenditure cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)063

(Question Serial No. 3071)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Youth Employment and Training Programme (YETP), would the Government advise this Committee:

- (a) of the numbers of trainees enrolled in YETP and of trainees eligible for retention allowance in the past 2 years, with breakdowns by age group, gender, educational attainment and nature of occupation under YETP;
- (b) of the number of participating employers and the amount of allowance granted in the past 3 years, with a breakdown by nature of occupation.

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 43)

Reply:

- (a) The numbers of trainees enrolled in YETP in the 2020/21 and 2021/22 programme years (from September each year to August of the following year) were 4 191 and 3 222 respectively, and the numbers of applications with retention allowance granted were 330 and 1 125 respectively. Breakdowns of the number of trainees enrolled in YETP by age, gender and educational attainment, and of trainees placed into employment by occupation are at Annex 1. The Labour Department (LD) does not keep breakdowns of cases with retention allowance granted.
- (b) The amount of on-the-job training (OJT) allowance granted to employers and the number of employers involved under YETP from 2019-20 to 2021-22 are at Annex 2. LD does not keep a breakdown by occupation.

**Breakdowns of the number of trainees enrolled in YETP
by age, gender and educational attainment and
of trainees placed into employment by occupation
from the 2020/21 to 2021/22 programme years**

(i) By age, gender and educational attainment

| | No. of trainees enrolled in YETP | |
|--|----------------------------------|---------------------------|
| | 2020/21 Programme year | 2021/22 Programme year |
| 1. No. of trainees enrolled | 4 191 | 3 222 |
| 2. Age | | |
| - 15-below 18 | 615 | 523 |
| - 18-below 21 | 1 616 | 1 166 |
| - 21-below 25 | 1 960 | 1 533 |
| 3. Gender | | |
| - Male | 2 631 | 2 059 |
| - Female | 1 560 | 1 163 |
| 4. Educational attainment | | |
| - Below Secondary 3 | 176 | 131 |
| - Secondary 3 | 571 | 437 |
| - Secondary 4-5 | 534 | 383 |
| - Secondary 6-7 | 1 630 | 1 410 |
| - Associate degree | 170 | 118 |
| - Diploma | 917 | 649 |
| - Others (i.e. secondary school education or equivalent attained in other places) | 193 | 94 |

(ii) By occupation

| Occupational group | No. of trainees placed into employment | |
|---|--|---------------------------|
| | 2020/21 Programme year | 2021/22 Programme year |
| Craft and related workers | 1 107 | 848 |
| Associate professionals | 163 | 189 |
| Service workers | 216 | 161 |
| Clerical support workers | 188 | 140 |
| Sales workers | 36 | 30 |
| Plant and machine operators and assemblers | 5 | 5 |
| Elementary occupations | 2 | - |
| Others | 18 | 11 |
| Total | 1 735 | 1 384 |

**Amount of OJT allowance granted to employers and
the number of employers involved under YETP from 2019-20 to 2021-22**

| | 2019-20 | 2020-21 | 2021-22 |
|-------------------------|-----------------|-----------------|-----------------|
| Amount of OJT allowance | \$54.85 million | \$49.46 million | \$51.87 million |
| No. of employers | 499 | 498 | 500 |

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 3072)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Since the extension of statutory maternity leave to 14 weeks from December 2020 onwards, employers may apply for reimbursement of the 11th to 14th weeks' statutory maternity leave pay (MLP) that has been paid to employees. Please provide the following information:

- (a) What is the number of successful MLP reimbursement cases since the launch of the scheme? Among these reimbursement cases, what are the highest, lowest and average amounts of reimbursement? What is the percentage share of these cases? Please provide the details.
- (b) What is the average time taken for the whole procedure from submission of applications by employers to payment of reimbursement to employees?
- (c) Have the relevant departments received any complaints since the launch of the measure? If yes, what are the complaints about in general?

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 44)

Reply:

- (a) The Labour Department has implemented the Reimbursement of Maternity Leave Pay (RMLP) Scheme since 1 April 2021. As at February 2023, a total of 13 932 applications were approved. The average reimbursement amount for each approved application was around \$23,000. Among them, the reimbursement amounts for 1 117 applications (8.0% of the approved applications) were below \$10,000, while that of 227 applications (1.6%) reached the reimbursement cap of \$80,000.
- (b) In general, employers receive the reimbursement within 15 working days upon submission of an application together with all the required information and documents.

- (c) As at February 2023, a total of 9 complaints were received under the RMLP Scheme, concerning the processing of applications, the performance of the processing agent's staff and the operation of the scheme portal. The complaints have been properly addressed upon follow-up.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)065

(Question Serial No. 3073)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

To encourage and support recent university graduates to work and develop their careers in the Guangdong-Hong Kong-Macao Greater Bay Area (GBA), the Labour Department (LD) launched the pilot GBA Youth Employment Scheme in January 2021. In this connection, would the Government advise this committee of the following:

- (a) What were the participating enterprises under the GBA Youth Employment Scheme? Please provide details of their industry sectors.
- (b) What were the working locations, posts and median salary of the Hong Kong young people participating in the scheme? How many young people have reported for duty to date? What was the amount of subsidy allocated by the Government?
- (c) In the past, there were views that as the scheme was only available for application by persons with a bachelor's degree or above, many job vacancies did not receive application after the launch of the scheme. It is noted that the Government will regularise the GBA Youth Employment Scheme. Has the Government considered enhancing the application threshold of the scheme, including relaxing it to accept application from trainees of the Vocational Training Council and associate degree holders, and enhancing publicity programme to assist more young people in their development in GBA?

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 46)

Reply:

- (a) The Government launched the pilot GBA Youth Employment Scheme (pilot scheme) in 2021 and encouraged enterprises to employ university graduates from Hong Kong and station them to work in the Mainland cities of GBA. According to the number of young people employed, the Government disbursed allowances to enterprises for up to

18 months. A total of 191 enterprises participated in the pilot scheme and a breakdown by industry is provided at Annex 1.

- (b) The recruitment period of the pilot scheme was completed by August 2021 and a total of 1 091 job offers from enterprises employing young people were received. As at 28 February 2023, the Government disbursed about \$96.23 million as allowance to 191 enterprises participating in the pilot scheme. Breakdowns of the number of employed young people by working city, occupational group and salary level are provided at Annex 2. LD does not keep a breakdown of the median salary of the employed young people.
- (c) LD launched the regularised GBA Youth Employment Scheme (the regularised scheme) on 1 March 2023 and has implemented various enhancement measures for the regularised scheme based on the evaluation study on the pilot scheme completed by the Labour and Welfare Bureau in June 2022. Taking into account the results of the study, LD will maintain the educational attainment requirements of participating young people under the regularised scheme, and will continue to listen to the views of stakeholders. In addition, LD will step up publicity and promotion, share successful experiences and promote understanding among young people of the benefits of the scheme to their career development.

**Breakdown of the number of participating enterprises
under the pilot Greater Bay Area Youth Employment Scheme launched in 2021
by industry**

| Industry | Number of enterprises | Percentage |
|---------------------------------|------------------------------|-------------------|
| Business services | 60 | 31.41% |
| Finance | 19 | 9.95% |
| Manufacture of electronic parts | 18 | 9.42% |
| Other manufacturing industry | 17 | 8.90% |
| Import and export trades | 11 | 5.76% |
| Education services | 10 | 5.24% |
| Real estates | 7 | 3.66% |
| Construction | 6 | 3.14% |
| Transport | 6 | 3.14% |
| Manufacture of plastic products | 6 | 3.14% |
| Others | 31 | 16.23% |
| Total | 191 | 100% |

**Breakdowns of the number of employed young people
under the pilot Greater Bay Area Youth Employment Scheme launched in 2021
by working city, occupational group and salary level**

(a) By working city

| Working city | Number of employed young people | Percentage |
|----------------------------|--|-------------------|
| Shenzhen | 687 | 63.0% |
| Guangzhou | 251 | 23.0% |
| Foshan | 11 | 1.0% |
| Dongguan | 61 | 5.6% |
| Zhuhai | 40 | 3.6% |
| Zhongshan | 12 | 1.1% |
| Huizhou | 18 | 1.6% |
| Jiangmen | 4 | 0.4% |
| Zhaoqing | 4 | 0.4% |
| Not provided by enterprise | 3 | 0.3% |
| Total | 1 091 | 100% |

(b) By occupational group

| Occupational group | Number of employed young people | Percentage |
|--|--|-------------------|
| Professionals | 484 | 44.4% |
| Associate professionals | 250 | 22.9% |
| Managers and administrators | 288 | 26.4% |
| Clerical support workers | 50 | 4.6% |
| Skilled agricultural and fishery workers | 5 | 0.4% |
| Craft and related workers | 2 | 0.2% |
| Others | 12 | 1.1% |
| Total | 1 091 | 100% |

(c) By salary level

| Salary level | Number of employed young people | Percentage |
|---------------------|--|-------------------|
| \$18,000 - \$21,000 | 969 | 88.8% |
| \$21,001 - \$24,000 | 79 | 7.2% |
| \$24,001 - \$27,000 | 8 | 0.7% |
| \$27,001 - \$30,000 | 6 | 0.6% |
| \$30,001 or above | 29 | 2.7% |
| Total | 1 091 | 100% |

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)066

(Question Serial No. 0641)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Greater Bay Area Youth Employment Scheme was launched by the Government on a pilot basis in 2021 to help Hong Kong university students to develop their careers in the Greater Bay Area (GBA), thereby strengthening talent exchange between Guangdong and Hong Kong. Would the Government advise of the yearly number of participating young people (with a breakdown by industry) and the breakdown of expenditure of the scheme?

Asked by: Hon SHIU Ka-fai (LegCo internal reference no.: 8)

Reply:

The Government launched the pilot Greater Bay Area Youth Employment Scheme (the pilot scheme) in 2021 and encouraged enterprises to employ university graduates from Hong Kong and station them to work in the Mainland cities of GBA. According to the number of young people employed, the Government disbursed a monthly allowance of HK\$10,000 to enterprises for each person for up to 18 months. The recruitment period of the pilot scheme was completed by August 2021 and a total of 1 091 job offers were received. As at 28 February 2023, a total of \$96.23 million was disbursed as allowance to enterprises under the pilot scheme while publicity and other administrative expenses were \$4.69 million, amounting to a total expenditure of about \$100.92 million. A breakdown of the number of employed young people by industry of their employment is provided at Annex.

**Breakdown of the number of employed young people
under the pilot Greater Bay Area Youth Employment Scheme launched in 2021
by industry of their employment**

| Industry | Number of employed young people | Percentage |
|------------------------------------|--|-------------------|
| Business services | 377 | 34.6% |
| Finance | 286 | 26.2% |
| Manufacture of electronic parts | 52 | 4.8% |
| Other manufacturing industry | 51 | 4.7% |
| Import and export trades | 39 | 3.6% |
| Real estates | 36 | 3.3% |
| Education services | 30 | 2.7% |
| Communication | 23 | 2.1% |
| Others | 197 | 18.0% |
| Total | 1 091 | 100% |

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)067

(Question Serial No. 0643)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Government has stated that it will support the Minimum Wage Commission (MWC) in conducting a study on the review mechanism of the Statutory Minimum Wage (SMW) rate. Would the Government advise of the details and timetable of the work plan, the staff establishment to be engaged in the work and the estimated expenditure?

Asked by: Hon SHIU Ka-fai (LegCo internal reference no.: 10)

Reply:

On 12 January this year, the Chief Executive (CE) exercised the power conferred upon him under section 12(2) of the Minimum Wage Ordinance to require MWC to study how to enhance the review mechanism of SMW, including the review cycle, how to improve efficiency, and balancing a host of factors such as the minimum wage level and sustained economic development. MWC has to submit a report on the study to CE by the end of October this year and is now pressing ahead with the relevant work.

MWC's work of conducting the above study is supported by LD's staff among other duties, and the manpower and expenditure involved cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)068

(Question Serial No. 0657)

Head: (90) Labour Department
Subhead (No. & title): ()
Programme: (1) Labour Relations
Controlling Officer: Commissioner for Labour (May CHAN)
Director of Bureau: Secretary for Labour and Welfare

Question:

Major plans of the Labour Department (LD) for 2023-24 under this Programme are to finalise the supporting measures to assist employers to adapt to the abolition of the “offsetting” arrangement and review the continuous contract requirement under the Employment Ordinance (EO). Would the Government advise of the details of the work, timetable (if any), staff establishment and estimated expenditures involved in both plans?

Asked by: Hon SHIU Ka-fai (LegCo internal reference no.: 24)

Reply:

The Government will implement the abolition of the arrangement to “offset” severance payment and long service payment under the Mandatory Provident Fund System no later than 2025 in tandem with the full implementation of the eMPF Platform of the Mandatory Provident Fund Schemes Authority. The Government is following up on the supporting measures to assist employers to adapt to this policy change, including taking forward the preparatory work for the Government Subsidy Scheme, and plans to seek funding from the Legislative Council in the middle of this year for developing the relevant information technology system. The Government has also commissioned a consultant to study the Designated Savings Accounts Scheme, and will consult stakeholders after finalising the way forward. As the LD staff responsible for the above work also have to perform other duties related to the abolition of the “offsetting”, the staff establishment and estimated expenditure cannot be separately identified.

Regarding the review of the “continuous contract” requirement under EO, the Government has initiated the consultation with the Labour Advisory Board, and will prudently and thoroughly explore the pros and cons of different options with a view to striving for consensus between employers and employees. LD has budgeted for the creation of 1 Senior Labour Officer post for 3 years in 2023-24 to take up the review exercise of the “continuous contract” requirement and other related work. The annual salary cost for this post is \$1.55 million. Other officers engaging in the work concerned are also required to undertake other duties,

hence the staff establishment and estimated expenditure involved cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)069****(Question Serial No. 0658)**

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department (LD) has indicated that it will provide full support to the Legislative Council in the scrutiny of the bill to increase the maximum penalties for the occupational safety and health (OSH) offences in order to enhance their deterrent effect in 2023-24. In this connection, would the Government advise this Committee of the following:

- (a) The existing staff establishment for the responsibility of carrying out site inspections of the OSH aspects at workplaces;
- (b) The respective numbers of regular and surprise inspections conducted by the Government in each of the past 3 years, with a breakdown by type of workplaces; and
- (c) What are the number of prosecutions against non-compliant employees, with breakdowns by types of workplaces and non-compliances, and the maximum and minimum penalties imposed by courts in each of the past 3 years?

Asked by: Hon SHIU Ka-fai (LegCo internal reference no.: 25)

Reply:

- (a) As at 31 December 2022, the staff establishments of Occupational Safety – Operations Divisions under the Occupational Safety and Health Branch of LD for the responsibility of carrying out site inspections of the OSH aspects at workplaces are as follows:

| Rank | Staff establishment |
|--|----------------------------|
| Divisional Occupational Safety Officer | 58 |
| Occupational Safety Officer I | 127 |
| Occupational Safety Officer II | 155 |

- (b) A breakdown of the number of inspections conducted by LD in each of the past 3 years by industry is provided in the table below:

| Industry | Number of inspections | | |
|----------------------------|-----------------------|----------------|----------------|
| | 2020 | 2021 | 2022 |
| Construction | 58 035 | 71 063 | 65 571 |
| Food and beverage services | 7 223 | 10 492 | 11 043 |
| Others | 40 028 | 49 121 | 44 834 |
| Total | 105 286 | 130 676 | 121 448 |

All site inspections of the OSH aspects at workplaces conducted by LD were surprise inspections.

- (c) Breakdowns of the number of prosecutions taken by LD against non-compliant employees in each of the past 3 years by industry and type of non-compliances are provided in the table below:

| Industry | Type of non-compliances | Number of prosecutions | | |
|--------------|--|------------------------|------------|------------|
| | | 2020 | 2021 | 2022 |
| Construction | Unsafe hoists, lifting appliances/gear, goods lifts and lifting operations | - | - | 1 |
| | Unsafe working at height | 3 | - | 3 |
| | Not wearing personal protective equipment | 72 | 70 | 88 |
| | Non-compliance with general duties provisions | 24 | 41 | 65 |
| | Others | 4 | 1 | 7 |
| Others | Non-compliance with general duties provisions | 4 | 5 | 7 |
| | Others | 3 | - | 1 |
| Total | | 110 | 117 | 172 |

Details on the maximum and minimum penalties imposed in respect of OSH summonses against non-compliant employees over the same periods are provided in the table below:

| Penalty imposed | 2020 | 2021 | 2022 |
|-----------------|------------------|------------------------------------|------------------|
| Maximum | Fine of \$30,000 | Fine of \$15,000 ^{Note 1} | Fine of \$20,000 |
| Minimum | Fine of \$800 | Fine of \$1,000 | Fine of \$800 |

Note 1 In addition, there was 1 case in which the convicted employee of OSH summonses was sentenced to two weeks' immediate imprisonment by the court, and the imprisonment sentence ran concurrently with the imprisonment sentence imposed by the court on the offence in respect of a convicted charge of "dangerous driving causing death" laid by the Police in the same fatal case.

CONTROLLING OFFICER'S REPLY

LWB(L)070

(Question Serial No. 1583)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the implementation details of the Greater Bay Area Youth Employment Scheme, would the Government advise this Committee of the following:

- (a) the number of young people applied for the scheme, total number of people benefited and total amount of allowance disbursed to participating enterprises or organisations since its launch in January 2021; please set out (i) the names of participating enterprises or organisations, (ii) the types of posts offered (such as innovation and technology, arts and culture, finance, etc.), (iii) the number of posts offered, (iv) the working locations, (v) the amount of allowance disbursed to participating enterprises or organisations, and (vi) the length of employment;
- (b) the respective numbers of cases under the scheme in which the participant (i) is still being employed by the company, (ii) secured employment in other city in the Greater Bay Area (GBA), and (iii) returned to Hong Kong for career development;
- (c) whether the Government will further review and refine the specific plans or measures under the scheme to enhance its effectiveness; if so, of the details; if not, the reasons for that;
- (d) whether service points are set up in GBA to provide support services to participants under the scheme, especially consultation services on adapting to the workplace culture and living in the Mainland, etc., so that the young people can better integrate into the life of GBA; if so, of the details; if not, the reasons for that;
- (e) whether regular surveys are conducted on the participants under the scheme to better evaluate the effectiveness of the scheme and understand the actual needs of or difficulties faced by the participants, so that more appropriate complementary support measures can be formulated; if so, of the details; if not, the reasons for that?

Asked by: Hon SO Cheung-wing (LegCo internal reference no.: 11)

Reply:

- (a) The Government launched the pilot GBA Youth Employment Scheme (the pilot scheme) in 2021 and encouraged enterprises to employ university graduates from Hong Kong and station them to work in the Mainland cities of GBA. According to the number of young people employed, the Government disbursed allowance to enterprises for up to 18 months. The recruitment period of the pilot scheme was completed by August 2021. Over 20 000 job applications were received from young people and a total of 1 091 job offers were recorded.

As at 28 February 2023, the Government disbursed about \$96.23 million as allowance to a total of 191 enterprises. The names of participating enterprises with the numbers of posts provided, breakdowns of the number of posts by occupational group and working city, as well as a breakdown of the amount of allowances disbursed to enterprises are provided at Annex. As some employed young people are still engaged in work under the pilot scheme, the Labour Department (LD) is unable to calculate the average length of employment for young people participated in the scheme for the time being.

- (b) As at 31 January 2023, a total of 243 employed young people had completed the 18-month on-the-job training, and 165 of them are still being employed by relevant employers. LD does not maintain information on the working locations of the employed young people who have completed/quitted the pilot scheme.
- (c)&(e) LD launched the regularised GBA Youth Employment Scheme (the regularised scheme) on 1 March 2023 and in tandem adopted enhancement measures, including establishing the GBA Youth Employment Division in LD dedicated to taking forward the scheme and strengthening liaison with enterprises, tertiary institutions, employers' associations and other stakeholders; early provision of information on employment in GBA to young people interested in joining the scheme; commissioning service providers to strengthen support for the employed young people; following up on the employment situation of the employed young people during and after completion of the scheme; and stepping up publicity and promotion, sharing successful experiences and promoting understanding among young people of the benefits of the scheme to their career development.
- (d) Employed young people in the Mainland may call the Hong Kong and Macao Youths Hotline ("12355") in Guangdong Province to obtain information on such aspects as working and living in the Mainland. LD has also enhanced the regularised scheme by commissioning organisations with service points in the Mainland cities of GBA to strengthen support for the employed young people.

Names of participating enterprises with numbers of posts provided, breakdowns of the number of posts by occupational group and working city, and breakdown of the amount of allowances disbursed to enterprises under the pilot Greater Bay Area Youth Employment Scheme launched in 2021

(a) Names of participating enterprises with number of vacancies provided

| Name of enterprise | No. of posts provided |
|--|------------------------------|
| PricewaterhouseCoopers and its related companies | 123 |
| HSBC Global Services (Hong Kong) Limited | 100 |
| Bank of China (Hong Kong) and its related companies | 67 |
| Tencent Mobility Limited | 64 |
| Mission Hills (China) Limited | 52 |
| The Bank of East Asia, Limited | 20 |
| Biel Crystal (HK) Manufactory Limited | 17 |
| JC Fashion Group Limited | 16 |
| Sino Administration Services Ltd | 16 |
| Sun Hung Kai Real Estate Agency Limited | 15 |
| Standard Chartered Bank (Hong Kong) Limited | 15 |
| China State Construction Engineering (Hong Kong) Limited | 14 |
| Industrial and Commercial Bank of China (Asia) Limited | 14 |
| The Hong Kong & China Gas Co Ltd | 14 |
| UNU Technology Limited | 13 |
| Asia Solar Group Company Limited | 11 |
| China Resources Cement Holdings Limited | 11 |
| Aomeng Gold Service International Advisor Co., Limited | 10 |
| Gasilab Design Limited | 10 |
| Others (Enterprises with less than 10 young people employed) | 489 |
| Total | 1 091 |

(b) Breakdown of the number of posts by occupational group

| Occupational group | No. of posts | Percentage |
|--|---------------------|-------------------|
| Professionals | 484 | 44.4% |
| Managers and administrators | 288 | 26.4% |
| Associate professionals | 250 | 22.9% |
| Clerical support workers | 50 | 4.6% |
| Skilled agricultural and fishery workers | 5 | 0.4% |
| Craft and related workers | 2 | 0.2% |
| Others | 12 | 1.1% |
| Total | 1 091 | 100% |

(c) Breakdown of the number of posts by working city

| Working city | No. of posts | Percentage |
|---|---------------------|-------------------|
| Shenzhen | 687 | 63.0% |
| Guangzhou | 251 | 23.0% |
| Dongguan | 61 | 5.6% |
| Zhuhai | 40 | 3.6% |
| Huizhou | 18 | 1.6% |
| Zhongshan | 12 | 1.1% |
| Foshan | 11 | 1.0% |
| Jiangmen | 4 | 0.4% |
| Zhaoqing | 4 | 0.4% |
| Not provided by enterprises/ employed young people | 3 | 0.3% |
| Total | 1 091 | 100% |

(d) Breakdown of the amount of allowances disbursed to enterprises

| Allowance level | No. of enterprises | Percentage |
|---------------------------|---------------------------|-------------------|
| \$250,000 or below | 114 | 59.7% |
| \$250,001 - \$500,000 | 43 | 22.5% |
| \$500,001 - \$750,000 | 14 | 7.3% |
| \$750,001 - \$1,000,000 | 3 | 1.6% |
| \$1,000,001 - \$2,000,000 | 9 | 4.7% |
| \$2,000,001 - \$5,000,000 | 4 | 2.1% |
| Above \$5,000,000 | 4 | 2.1% |
| Total | 191 | 100% |

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)071

(Question Serial No. 3188)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Racial Diversity Employment Programme (RDEP) launched in November 2020, please provide information on:

- (a) the estimated annual expenditure in each of the coming 5 financial years;
- (b) the staff establishment of the 3 dedicated teams, the number of ethnic minority (EM) job seekers and the number of employers supporting employment of EMs;
- (c) the number of EMs successfully placed into employment through RDEP at the present stage, the placement rates, the average time taken for job search and details on the successful placements by occupation and salary;
- (d) further to the above, the proportion of RDEP participants to the total number of EM job seekers.

Asked by: Hon TIK Chi-yuen (LegCo internal reference no.: 76)

Reply:

- (a) The Labour Department (LD) has commissioned 2 non-governmental organisations (NGOs) to assist in implementing RDEP since November 2020. The estimated annual expenditure for payment of service fees to NGOs is around \$5 million.
- (b)&(c) Of the 2 NGOs commissioned by LD, one has 7 staff members for provision of services to EM job seekers in Hong Kong Island and the New Territories while the other has 8 staff members for provision of services to the job seekers in Kowloon.

From 2020 to 2023 (as at February 2023), RDEP each year served 138, 536, 344 and 144 EM job seekers (RDEP participants). Over the same period, 1 306

employers were liaised under RDEP and 415 placements were recorded, including 97 placements secured through the referral services of the NGOs commissioned. Breakdowns of placements by occupation and salary are provided at Annex. LD does not maintain statistics on the average time spent by RDEP participants on job search.

- (d) There were respectively 1 504, 1 372, 870 and 180 EMs registered with LD for employment services in each year from 2020 to 2023 (as at February 2023). As RDEP participants do not necessarily register with LD for employment services at the same time, and the method adopted by the NGOs commissioned to calculate the number of job seekers is different from that by LD, the two figures are not directly comparable.

**Breakdowns of placements under the Racial Diversity Employment Programme
by occupation and salary**

(i) By occupation

| Occupation | Number of placements |
|--|----------------------|
| Managers and administrators | 4 |
| Professionals and associate professionals | 68 |
| Clerical support workers | 54 |
| Service workers | 142 |
| Shop sales workers | 31 |
| Craft and related workers | 6 |
| Plant and machine operators and assemblers | 6 |
| Elementary occupations | 103 |
| Others | 1 |
| Total | 415 |

(ii) By salary

| Monthly salary | Number of placements |
|-------------------------|----------------------|
| Below \$6,000 | 42 |
| \$6,000-below \$8,000 | 23 |
| \$8,000-below \$10,000 | 21 |
| \$10,000-below \$12,000 | 21 |
| \$12,000-below \$14,000 | 50 |
| \$14,000-below \$16,000 | 66 |
| \$16,000-below \$18,000 | 41 |
| \$18,000 or above | 58 |
| Figures not available* | 93 |
| Total | 415 |

* Some RDEP participants were unable to provide the salary information of their posts due to personal reasons.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)072

(Question Serial No. 3189)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) What were the numbers of ethnic minorities (EMs) receiving services from the Labour Department (LD) in the past 5 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?

Asked by: Hon TIK Chi-yuen (LegCo internal reference no.: 77)

Reply:

- (a) LD provides comprehensive and free employment services to all job seekers, including EM job seekers. In addition, LD has set up special counters and resource corners at job centres, organised employment briefings for EMs as well as large-scale and district-based inclusive job fairs, implemented the Racial Diversity Employment Programme (RDEP), etc. to help EM job seekers secure employment. Breakdowns of the yearly numbers of EMs who registered with LD for general employment services and RDEP, as well as participated in large-scale and district-based inclusive job fairs from 2018 to 2022 are set out at Annex.
- (b) From 2018 to 2022, the numbers of placements secured for EM job seekers through LD's referral were 116, 132, 91, 113 and 59 respectively in each year. Currently, the vast majority (99%) 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.

EM job seekers registered with LD for employment services from 2018 to 2022

| Year | No. of registered job seekers |
|-------------|--------------------------------------|
| 2018 | 1 173 |
| 2019 | 1 231 |
| 2020 | 1 504 |
| 2021 | 1 372 |
| 2022 | 870 |

EM job seekers served under RDEP from 2020 to 2022

| Year | No. of job seekers served |
|-------------|----------------------------------|
| 2020 | 138 |
| 2021 | 536 |
| 2022 | 344 |

Note: As RDEP has just been implemented since November 2020, figures for 2018 and 2019 are not available.

EM job seekers participated in large-scale and district-based inclusive job fairs from 2018 to 2022

| Year | No. of persons participated in job fairs |
|-------------|---|
| 2018 | 400 |
| 2019 | 727 |
| 2020 | 210 |
| 2021 | 275 |
| 2022 | 384 |

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)073

(Question Serial No. 3190)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

What was the unemployment rate of ethnic minorities (EMs) in the past 5 years? Was the rate higher or lower than the overall unemployment rate of Hong Kong?

Asked by: Hon TIK Chi-yuen (LegCo internal reference no.: 78)

Reply:

According to the results of the 2021 Population Census conducted by the Census and Statistics Department (C&SD), the unemployment rate of EMs (referring to persons of non-Chinese ethnicity) was 7.3%. This figure excludes foreign domestic helpers. C&SD does not have the relevant statistics for 2018 to 2020 and 2022. The unemployment rate compiled from the Census is for reference only and should be interpreted with caution.

The overall unemployment rate of Hong Kong is compiled based on the data of C&SD's General Household Survey. The figure for the second quarter of 2021 was 5.5%. As there are notable differences between the General Household Survey and the Census in terms of enumerators' experience, data reference period, etc., it is not appropriate to compare the results of the two surveys directly.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)074****(Question Serial No. 3191)**Head: (90) Labour DepartmentSubhead (No. & title): ()Programme: Not specifiedControlling Officer: Commissioner for Labour (May CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

What was the number of occasions on which interpretation and translation services were used by the Labour Department (LD) in the past 5 years?

Asked by: Hon TIK Chi-yuen (LegCo internal reference no.: 79)Reply:

A yearly breakdown of the number of occasions on which interpretation and translation services were used by LD in the past 5 years is tabulated below:

| Financial year | Number of occasions on which services were used^[1] | |
|------------------------|--|-----------------------------|
| | Interpretation services | Translation services |
| 2022-23 ^[2] | 568 | 128 |
| 2021-22 | 460 | 122 |
| 2020-21 | 365 | 173 |
| 2019-20 | 473 | 132 |
| 2018-19 | 466 | 134 |

Notes: [1] The above table includes the use of outsourced interpretation and translation services of Chinese Language, English Language and other languages.

[2] As at 28 February 2023.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)075

(Question Serial No. 3218)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: Not specified

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Administrative Guidelines on Promotion of Racial Equality, what is the estimated annual expenditure for Labour Department (LD) to implement related measures such as staff training, employment of the ethnic minorities (EMs), interpretation services, etc.?

Asked by: Hon TIK Chi-yuen (LegCo internal reference no.: 80)

Reply:

LD has put in place the following measures in accordance with the Government's Administrative Guidelines on Promotion of Racial Equality to ensure EM job seekers have equal access to employment support services.

General employment services

LD provides comprehensive and free employment services to all job seekers, including EM job seekers. In addition, LD has also set up special counters and resource corners at job centres, organised employment briefings for EMs as well as large-scale and district-based inclusive job fairs, etc. to help EM job seekers secure employment. In 2023-24, the estimated expenditure for LD to stage large-scale inclusive job fairs is \$0.72 million.

Currently, LD engages 2 employment assistants proficient in EM languages at 2 selected job centres to strengthen employment support for EM job seekers. LD will recruit more EMs, including 15 employment assistants and 8 general assistants, starting from the first half of 2023. The estimated expenditure for 2023-24 is \$4.92 million.

Racial Diversity Employment Programme (RDEP)

LD has commissioned 2 non-governmental organisations (NGOs) to implement RDEP. In 2023-24, the estimated expenditure for payment of service fees to NGOs is around \$5 million.

Employment Services Ambassador (ESA) Programme for EMs

LD has implemented the ESA Programme for EMs, under which trainees of the Youth Employment and Training Programme (YETP) who can communicate in EM languages are employed as ESAs at job centres, industry-based recruitment centres and job fairs, and undergo on-the-job training (OJT). YETP provides one-stop pre-employment training and OJT for young school leavers aged 15 to 24 with educational attainment at sub-degree level or below. LD has earmarked \$2.96 million to pay for the expenditure of the ESA Programme for EMs in 2023-24.

The manpower and estimated expenditure involved in the employment services provided to EMs other than the programmes and services mentioned above have been absorbed within the recurrent operational expenses of LD and cannot be separately identified.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)076

(Question Serial No. 0233)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) Please provide a breakdown, by industry or job title, of the number of applications under the Supplementary Labour Scheme (SLS) in the past 3 years, including the numbers of applications approved and rejected, the number of imported workers involved and their places of origin, etc.
- (b) What is the average time taken by the Labour Department (LD) to process the applications? Does it meet the relevant performance pledges?
- (c) Faced with increasingly serious shortage of labour in Hong Kong, does the Government have any plans to enhance SLS, including extending its coverage, relaxing the eligibility criteria, as well as streamlining and expediting the processing procedures?
- (d) Will the Government proactively step up its efforts in promoting SLS to employers of all trades and explaining to members of the public the benefits of importation of labour in terms of its contribution to the overall economic development, dealing with an ageing population and increasing the employment opportunities of local workers?

Asked by: Hon TSE Wai-chuen, Tony (LegCo internal reference no.: 16)

Reply:

- (a) The numbers of applications received, approved and rejected by LD under SLS from 2020 to 2022 are at Annex 1. Breakdowns of the numbers of imported workers applied for and approved by industry and job title are at Annexes 2 to 5.

Employers need not provide information about the places of origin of prospective imported workers when they submit SLS applications. In approving individual applications, LD does not stipulate the places of origin of imported workers and thus has no such information.

- (b) The time required by LD for processing each SLS application is affected by various factors. They include 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 four-week open recruitment period, etc. If the job vacancies involve novel job titles or special skills, LD will need more time to seek advice from relevant bureaux and/or departments, training bodies, professional bodies, etc. for setting the reasonable wages, entry requirements, scope of duties, etc. In recent years, the processing of most SLS applications has taken about 5 months.

- (c)&(d) The Chief Executive indicated in the 2022 Policy Address that many sectors in Hong Kong are facing manpower shortages. Relevant bureaux will listen to the views of the sectors and put forward solutions having regard to the situation of individual sectors. LD also closely monitors the implementation of SLS and adopts feasible measures with a view to enhancing the workflow of processing applications.

**Numbers of applications received, approved and rejected
under SLS from 2020 to 2022**

| | 2020 | 2021 | 2022[#] |
|--|-------------|-------------|-------------------------|
| No. of applications* | 1 112 | 1 142 | 1 527 |
| No. of imported workers applied for* | 4 204 | 5 082 | 9 118 |
| No. of applications approved* | 904 | 969 | 1 286 |
| No. of imported workers approved* | 3 123 | 3 043 | 5 829 |
| No. of applications rejected* [^] | 31 | 42 | 32 |
| No. of imported workers rejected* | 650 | 631 | 429 |

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

Time-limited relaxation measures were implemented for the care sector under SLS from March to May 2022, resulting in the increase in the total numbers of imported workers applied for and approved in that year.

[^] Only the applications with all imported workers rejected are included.

**Numbers of imported workers applied for and approved
under SLS from 2020 to 2022:
a breakdown by industry**

| Industry | No. of imported workers applied for* | | | No. of imported workers approved* | | |
|---|--------------------------------------|-------|--------------------|-----------------------------------|-------|--------------------|
| | 2020 | 2021 | 2022 | 2020 | 2021 | 2022 |
| 1. Agriculture and Fisheries | 1 072 | 857 | 1 311 | 780 | 734 | 912 |
| 2. Manufacturing | 274 | 378 | 471 | 192 | 183 | 173 |
| 3. Construction | 46 | 846 | 2 132 | 218 | 6 | 480 |
| 4. Wholesale, Retail and Import/Export Trades, Restaurants and Hotels | 290 | 508 | 863 | 228 | 248 | 302 |
| 5. Transport, Storage and Communications | 38 | 71 | 58 | 16 | 9 | 19 |
| 6. Financing, Insurance, Real Estate and Business Services | 8 | 18 | 36 | 18 | 20 | 68 |
| 7. Community, Social and Personal Services | 2 476 | 2 404 | 4 247 | 1 671 | 1 843 | 3 875 |
| Total | 4 204 | 5 082 | 9 118 [#] | 3 123 | 3 043 | 5 829 [#] |

* 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.

Time-limited relaxation measures were implemented for the care sector under SLS from March to May 2022, resulting in the increase in the total numbers of imported workers applied for and approved in that year.

**Numbers of imported workers applied for and approved
under SLS in 2020:
a breakdown by job title**

| Job title | No. of imported workers applied for* | No. of imported workers approved* |
|--|--------------------------------------|-----------------------------------|
| 1. Care Worker (Elderly Service) | 2 199 | 1 511 |
| 2. Livestock/Poultry/Fish/Crop Farm Worker | 625 | 474 |
| 3. Gardening Worker | 437 | 305 |
| 4. Cook | 207 | 158 |
| 5. Care Worker (Disabled Service) | 117 | 90 |
| 6. Machine Operator | 107 | 75 |
| 7. Bean Curd/Soya Bean/ Bean Sprout Processing Worker | 81 | 73 |
| 8. Quality Controller/Inspector/Control Supervisor | 69 | 50 |
| 9. Waste Handling Worker | 66 | 23 |
| 10. Others | 296 | 364 |
| Total | 4 204 | 3 123 |

* 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.

**Numbers of imported workers applied for and approved
under SLS in 2021:
a breakdown by job title**

| Job title | No. of imported workers applied for* | No. of imported workers approved* |
|--|---|--|
| 1. Care Worker (Elderly Service) | 1 783 | 1 631 |
| 2. Livestock/Poultry/Fish/Crop Farm Worker | 474 | 427 |
| 3. Gardening Worker | 404 | 307 |
| 4. Cook | 379 | 185 |
| 5. Machine Operator | 155 | 70 |
| 6. Waste Handling Worker | 119 | 56 |
| 7. Care Worker (Disabled Service) | 93 | 68 |
| 8. Quality Controller/Inspector/Control Supervisor | 80 | 53 |
| 9. Bean Curd/Soya Bean/ Bean Sprout Processing Worker | 51 | 49 |
| 10. Others | 1 544 | 197 |
| Total | 5 082 | 3 043 |

* 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.

**Numbers of imported workers applied for and approved
under SLS in 2022:
a breakdown by job title**

| Job title | No. of imported workers applied for* | No. of imported workers approved* |
|--|---|--|
| 1. Care Worker (Elderly Service) | 3 509 | 3 441 |
| 2. Livestock/Poultry/Fish/Crop Farm Worker | 734 | 499 |
| 3. Cook | 660 | 232 |
| 4. Gardening Worker | 567 | 424 |
| 5. Care Worker (Disabled Service) | 263 | 280 |
| 6. Machine Operator | 196 | 99 |
| 7. Waste Handling Worker | 97 | 63 |
| 8. Quality Controller/Inspector/Control Supervisor | 97 | 50 |
| 9. Bean Curd/Soya Bean/ Bean Sprout Processing Worker | 89 | 68 |
| 10. Others | 2 906 | 673 |
| Total | 9 118 [#] | 5 829 [#] |

* 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.

Time-limited relaxation measures were implemented for the care sector under SLS from March to May 2022, resulting in the increase in the total numbers of imported workers applied for and approved in that year.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)077

(Question Serial No. 0234)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) One single industrial accident is far too many. As the Labour Department (LD) has not made a projection on or set indicator for the number of industrial accidents in 2023, why is it able to set the performance targets for the numbers of accident investigations, warnings issued and prosecutions taken, etc. and anticipate that these numbers will substantially increase as compared with 2022?
- (b) Please set out the numbers of suspension notices and improvement notices issued by LD in the past 3 years with a breakdown by industry. Some trade sectors relayed that the number of days of works suspension imposed by LD was unnecessarily long, which seriously affected their business operation, earnings of workers and progress of the work or projects concerned. What policies or guidelines are implemented by LD in this regard and will a review be conducted?
- (c) It is included in the "Matters Requiring Special Attention in 2023-24" that legislative amendments would be introduced to expand the notification mechanism of construction works to cover those of shorter duration or engaging less workers but involving relatively high risks. What are the details and timetable of the legislative amendments?
- (d) It is also mentioned in the "Matters Requiring Special Attention" that LD will promote the adoption of measures in planning and designing construction projects, so as to mitigate the occupational safety and health (OSH) risks that may arise during construction and maintenance of these projects at source. The relevant promotional efforts and work have been implemented for some time. What are the specific results so far? What are the specific plans and targets in future? How will LD collaborate with the Development Bureau and various works departments on promotion of such measures?

Asked by: Hon TSE Wai-chuen, Tony (LegCo internal reference no.: 15)

Reply:

- (a) Committed to minimising the number of industrial accidents, LD has been actively promoting the OSH culture, preventing accidents and enhancing the level of OSH in Hong Kong jointly with stakeholders through the adoption of a multi-pronged strategy of inspection and enforcement, publicity and promotion as well as education and training. As industrial accidents can be attributed to many factors, it is difficult for LD to make a projection of or set indicators for the number of accidents. Regarding accident investigations, warnings issued and prosecutions taken, LD has set reasonable performance indicators by making reference to the relevant data in the past and having regard to the staff establishment.

The estimated figures in 2023 are higher than the actual figures in 2022 because the inspection work was affected by the fifth wave of the COVID-19 pandemic last year.

- (b) The Commissioner for Labour may issue a suspension notice to an employer or occupier of the premises where a workplace is located, if he is of the opinion that an activity undertaken on the premises or the condition or use of the premises or any plant or substance located on the premises has incurred an imminent risk of death or serious bodily injury. No suspension period is specified in the suspension notice. The work process cannot be resumed until LD is satisfied that measures have been taken by the employer or occupier of the premises to abate the relevant risks. Upon the issue of suspension notice, LD will continue to maintain contact with the duty holders concerned and exchange views on safety recommendations. Formal applications for revoking the suspension notices received will be handled by LD in accordance with the established procedures as soon as possible.

The numbers of improvement notices and suspension notices issued by LD in the past 3 years with a breakdown by industry are tabulated below:

| | No. of suspension notices | | |
|----------------------------|---------------------------|------|------|
| | 2020 | 2021 | 2022 |
| Construction | 321 | 440 | 621 |
| Food and beverage services | - | 1 | - |
| Others | 40 | 545 | 68 |
| Total | 361 | 986 | 689 |

| | No. of improvement notices | | |
|----------------------------|----------------------------|-------|-------|
| | 2020 | 2021 | 2022 |
| Construction | 2 103 | 3 288 | 3 069 |
| Food and beverage services | 264 | 443 | 482 |
| Others | 376 | 349 | 572 |
| Total | 2 743 | 4 080 | 4 123 |

- (c) 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 10 workers or more. 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 be involved in high-risk operations, LD will refine the current statutory construction works notification mechanism 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 of the amendments and seeks to introduce the amendments into the Legislative Council for scrutiny as soon as possible.

- (d) The adoption of the concept of construction design for safety facilitates stakeholders (e.g. owners, architects and related construction professionals) to incorporate OSH considerations into construction works in the planning and design stages, so as to eliminate or reduce OSH risks during construction and maintenance in future. In view of this, the Government has implemented relevant construction design and management in public works projects with an estimated project sum of more than \$500 million and published relevant guidelines to promote the relevant concepts to the construction industry. Apart from the public works projects, the Government has also been promoting the adoption of this concept in other major development projects (e.g. the Three-runway System project).

To further promote the adoption of the concept of construction design for safety in private works projects among the industry, the Construction Industry Council (CIC) has set up a Task Force on Construction Design for Safety (Task Force) to explore how to effectively apply the concept in Hong Kong and disseminated the “Construction Design and Management Reference Materials” to the construction industry. The relevant research work (including the preparation of training courses and teaching materials on construction design for safety for different stakeholders in the industry) is underway and is expected to be completed in mid-2023.

LD is a member of the Task Force. On the basis of the research findings, LD will work with CIC and other stakeholders to formulate promotion strategies, including taking forward pilot projects so that the industry can accumulate experiences through actual implementation. The planned promotion work will be carried out by phases. In the first phase, stakeholders with a larger scale including developers of projects in the public sector, developers of large-scale private real estate projects as well as professional bodies of the construction industry, etc. will be identified and encouraged to adopt the construction design for safety in the construction works progressively through multi-faceted promotion efforts.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)078

(Question Serial No. 2981)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding coordinating the support for the innovation and technology sector under the Greater Bay Area Youth Employment Scheme to provide job opportunities for local STEM graduates, would the Government advise this Committee of:

- (a) the total number of applications received from STEM graduates and the number of placements secured by successful participants (with breakdowns by research and development, information technology, data analysis, system development, digital marketing, engineering, information security, as well as technology-related intellectual property or technology transfer, etc.);
- (b) the number of participating enterprises with a breakdown by the amount of allowances disbursed so far;
- (c) the longest, shortest and average length of employment of the participating graduates in terms of the number of months

since the implementation of the Employment Scheme?

Asked by: Hon WONG Kam-fai, William (LegCo internal reference no.: 7)

Reply:

- (a) The Government launched the pilot Greater Bay Area Youth Employment Scheme (the pilot scheme) in 2021 and encouraged enterprises to employ university graduates from Hong Kong and station them to work in the Mainland cities of the Greater Bay Area. According to the number of young people employed, the Government disbursed allowance to enterprises for up to 18 months. The recruitment period of the pilot scheme was completed by August 2021 and a total of 1 091 job offers were received. A breakdown of employed young people by graduate discipline is provided at Annex 1.

The Labour Department (LD) does not maintain a breakdown of STEM graduates participating in the scheme.

- (b) As at 28 February 2023, the Government disbursed about HK\$96.23 million as allowance to a total of 191 enterprises participating in the pilot scheme. A breakdown of the amount of allowances disbursed to enterprises is provided at Annex 2.
- (c) The length of employment for employed young people ranges from a minimum of less than 1 month to continuous appointment after disbursement of allowances for up to 18 months to enterprises under the pilot scheme. As some employed young people are still engaged in work under the pilot scheme, LD is unable to calculate the average number of working months for the time being.

**Breakdown of employed young people under
the pilot Greater Bay Area Youth Employment Scheme launched in 2021
by graduate discipline**

| Graduate discipline | No. of employed young people | Percentage |
|---|-------------------------------------|-------------------|
| Business and Management | 439 | 40.2% |
| Engineering and Technology | 155 | 14.2% |
| Social Sciences | 130 | 11.9% |
| Arts and Humanities | 116 | 10.6% |
| Sciences | 65 | 6.0% |
| Law | 24 | 2.2% |
| Healthcare (Nursing, Medicine, Dentistry, etc.) | 6 | 0.5% |
| Education | 3 | 0.3% |
| Others | 101 | 9.3% |
| Not provided by enterprises/ employed young people | 52 | 4.8% |
| Total | 1 091 | 100% |

**Breakdown of amount of allowances disbursed to participating enterprises
under the pilot Greater Bay Area Youth Employment Scheme launched in 2021**

| Amount of allowance | No. of enterprises | Percentage |
|----------------------------|---------------------------|-------------------|
| \$250,000 or below | 114 | 59.7% |
| \$250,001 - \$500,000 | 43 | 22.5% |
| \$500,001 - \$750,000 | 14 | 7.3% |
| \$750,001 - \$1,000,000 | 3 | 1.6% |
| \$1,000,001 - \$2,000,000 | 9 | 4.7% |
| \$2,000,001 - \$5,000,000 | 4 | 2.1% |
| Above \$5,000,000 | 4 | 2.1% |
| Total | 191 | 100% |

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)079

(Question Serial No. 0300)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: Not specified

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the increase of 17% in the Labour Department's (LD) estimate for "Safety and Health at Work" in 2023-24, would the Government advise this Committee of the following:

- (a) further to the above, how much of the financial provision is allocated to improve the safety and health at work of workers without an explicit employment relationship or self-employed persons (including couriers, taxi drivers);
- (b) the numbers of injuries/deaths of workers without an explicit employment relationship or self-employed persons (including couriers, taxi drivers) during work in the past 5 years;
- (c) the numbers of injuries/deaths of workers without an explicit employment relationship or self-employed persons (including couriers, taxi drivers) in traffic accidents during work in the past 5 years;
- (d) the number of redresses sought by workers without an explicit employment relationship or self-employed persons received by LD, and the numbers of related prosecutions and convictions in each of the past 5 years; and
- (e) the number of "false self-employment" cases handled by LD, the numbers of redress sought, successful and failed claims in the past 5 years?

Asked by: Hon WONG Kwok, Kingsley (LegCo internal reference no.: 2)

Reply:

- (a) to (c) The Occupational Safety and Health Ordinance (Cap. 509), the Factories and Industrial Undertakings Ordinance (Cap. 59) and their subsidiary regulations stipulate the obligations of employers to safeguard the occupational safety and health (OSH) of their employees, which do not apply to persons without an explicit

employment relationship or self-employed persons (including couriers, taxi drivers).

Nevertheless, LD will continue to disseminate OSH messages to practitioners of different industries (including persons without an explicit employment relationship or self-employed persons) through extensive publicity and promotion channels, including television, radio and newspapers; publicity platforms in large-scale public transport; websites and mobile applications frequently used by workers; as well as conspicuous locations on external walls of shopping malls and buildings, roadsides and bridges, etc. In addition, the Occupational Safety and Health Council also disseminates OSH and road safety messages through a wide range of publicity channels such as its social media platforms, newspapers and OSH publications to enhance the safety and health of practitioners of different industries. The above work covers a variety of practitioners, and breakdowns of the expenditure involving specific categories of practitioners cannot be separately provided.

LD compiles statistics on occupational injuries in accordance with employee injury cases in workplaces reported under the Employees' Compensation Ordinance (ECO), resulting in death or incapacity for work of over 3 days. Therefore, LD does not keep figures on the numbers of injuries/deaths of persons without an explicit employment relationship or self-employed persons during work and in traffic accidents not reported under ECO.

- (d)&(e) From 2018 to 2022, the Labour Relations Division of LD handled a total of 528 claims involving "false self-employment", among which 231 were resolved after conciliation and the remaining 297 were referred to the Labour Tribunal or the Minor Employment Claims Adjudication Board for adjudication.

Over the same period, the Employees' Compensation Division of LD received a total of 265 employees' compensation claims reported under ECO involving disputes on employment relationship and self-employment, among which 162 were resolved by end-2022.

Over the same period, LD also received 40 complaint cases involving employees who suspected that they were deprived of labour rights and benefits by way of false self-employment. Employers in 4 of these cases were convicted for breaches of requirements under the Employment Ordinance and ECO.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)080

(Question Serial No. 1265)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding employees' compensation (EC), would the Government advise this Committee of the following information for the past 5 years:

- (a) the number of summonses heard and convicted and average penalty in respect of failure to take out EC insurance, and the details of the relevant inspection and monitoring work of the Labour Department (LD);
- (b) the numbers of prosecutions taken out and convictions secured for failure to report work injuries within the specified time;
- (c) as some employers have relayed that the epidemic has led to a surge in the risk of claims for compensation under labour insurance policies for some industries, and the number of work injury cases in industries such as construction and catering has continued to increase, resulting in a rise in the premiums of labour insurance policies, whether the Government has adopted any measures to avoid a substantial increase in the premiums of labour insurance policies for the industries concerned and ensure that there are sufficient insurance companies willing to underwrite such policies; if so, of the details; if not, the reasons for that;
- (d) whether it will consider setting up a central EC fund to replace the current arrangement for employers to take out labour insurance policies with authorised insurance companies; if so, of the details; if not, the reasons for that?

Asked by: Hon WONG Kwok, Kingsley (LegCo internal reference no.: 22)

Reply:

- (a) LD actively conducts inspections of workplaces of various industries to check employers' compliance with the compulsory requirement of taking out EC insurance (commonly known as "labour insurance policies") under section 40 of the Employees'

Compensation Ordinance (ECO). Employees who suspect that their employers have failed to comply with the statutory requirement on EC insurance can report to LD through the complaint hotline (2815 2200). LD will conduct investigation promptly.

From 2018 to 2022, 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 imposed by courts are set out at Annex 1.

- (b) From 2018 to 2022, the numbers of summonses heard and convicted in respect of failure to report work injuries within the specified time under ECO handled by LD are set out at Annex 2.
- (c) With the Government's encouragement, the Hong Kong Federation of Insurers set up the Employees' Compensation Insurance Residual Scheme (ECIRS) in 2007 to provide last-resort covers to employers encountering difficulties in taking out EC insurance. If employers of any trades, including those of the construction and catering industries, have difficulties in procuring EC insurance, they may contact the ECIRS Bureau for assistance. As regards insurance premiums, a discount and loading mechanism is in place under ECIRS to adjust the rates to be offered according to factors such as past occupational safety and health performance and risk preventive measures adopted by employers.
- (d) Hong Kong's EC system is primarily premised on a no-fault principle and employers' liability to pay compensation on the basis of ECO. All employers are required to take out EC insurance to cover their liabilities to pay compensation under the law (including common law). The existing mode of operation affords EC protection to employees injured at work or family members of deceased employees. Apart from the above, the existing market mechanism of EC insurance, coupled with ECIRS, have addressed the needs and concerns of employers in taking out EC insurance.

As setting up a central EC fund will involve drastic changes of the EC system and have far-reaching impacts on employers, employees, the insurance industry, etc., we have to consider this issue prudently. The Government will continue to enhance the EC system through various means and has no plan to set up a central EC fund for the time being.

**Numbers of prosecutions taken out and penalties imposed in respect of
failure to take out EC insurance under ECO from 2018 to 2022**

| | 2018 | 2019 | 2020 | 2021 | 2022 |
|----------------------------|---------|---------|---------|---------|---------|
| No. of summonses heard | 992 | 1 005 | 988 | 1 007 | 1 043 |
| No. of summonses convicted | 960 | 980 | 971 | 974 | 1 015 |
| Average fine imposed | \$2,401 | \$2,319 | \$2,129 | \$2,301 | \$2,274 |

**Numbers of prosecutions taken out in respect of failure to report work injuries
within the specified time under ECO from 2018 to 2022**

| | 2018 | 2019 | 2020 | 2021 | 2022 |
|----------------------------|------|------|------|------|------|
| No. of summonses heard | 7 | 4 | 4 | 4 | 8 |
| No. of summonses convicted | 6 | 2 | 4 | 4 | 5 |

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)081

(Question Serial No. 1266)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the implementation of the Greater Bay Area Youth Employment Scheme, please advise this Committee of the following:

- (a) The total expenditure on disbursement of allowances to enterprises and the number of approvals with breakdowns by name of enterprise, industry, post and salary;
- (b) As at the end of January this year, there were around 3 500 job vacancies offered under the scheme but only 1 091 graduates had reported for duty until that time. What improvement measures will the Government introduce before regularising the scheme so as to enhance its attractiveness and actual effectiveness?

Asked by: Hon WONG Kwok, Kingsley (LegCo internal reference no.: 23)

Reply:

- (a) The Government launched the pilot Greater Bay Area Youth Employment Scheme (the pilot scheme) in 2021 and encouraged enterprises to employ university graduates from Hong Kong and station them to work in the Mainland cities of the Greater Bay Area (GBA). According to the number of young people employed, the Government disbursed a monthly allowance of HK\$10,000 to enterprises for each person for up to 18 months. The recruitment period of the pilot scheme was completed by August 2021 and a total of 1 091 job offers were received. As at 28 February 2023, the Government disbursed about \$96.23 million as allowance to a total of 191 enterprises. Breakdowns of the number of employed young people by name of enterprise, industry, occupational group and salary level are provided at the Annex.
- (b) The Labour Department launched the regularised GBA Youth Employment Scheme on 1 March 2023 and in tandem adopted enhancement measures, including establishing the GBA Youth Employment Division dedicated to taking forward the scheme and strengthening liaison with enterprises, tertiary institutions, employers' associations and

other stakeholders; early provision of information on employment in GBA to young people interested in joining the scheme; commissioning service providers to strengthen support for the employed young people; following up on the employment situation of the employed young people during and after completion of the scheme; and stepping up publicity and promotion, sharing successful experiences and promoting understanding among young people of the benefits of the scheme to their career development.

**Breakdowns of the number of employed young people
under the pilot Greater Bay Area Youth Employment Scheme launched in 2021
by name of enterprise, industry, occupational group and salary level**

(a) By name of enterprise

| Name of enterprise | Number of employed young people |
|--|---------------------------------------|
| PricewaterhouseCoopers and its related companies | 123 |
| HSBC Global Services (Hong Kong) Limited | 100 |
| Bank of China (Hong Kong) and its related companies | 67 |
| Tencent Mobility Limited | 64 |
| Mission Hills (China) Limited | 52 |
| The Bank of East Asia, Limited | 20 |
| Biel Crystal (HK) Manufactory Limited | 17 |
| JC Fashion Group Limited | 16 |
| Sino Administration Services Ltd | 16 |
| Sun Hung Kai Real Estate Agency Limited | 15 |
| Standard Chartered Bank (Hong Kong) Limited | 15 |
| China State Construction Engineering (Hong Kong) Limited | 14 |
| Industrial and Commercial Bank of China (Asia) Limited | 14 |
| The Hong Kong & China Gas Co Ltd | 14 |
| UNU Technology Limited | 13 |
| Asia Solar Group Company Limited | 11 |
| China Resources Cement Holdings Limited | 11 |
| Aomeng Gold Service International Advisor Co., Limited | 10 |
| Gasilab Design Limited | 10 |
| Others (Enterprises with less than 10 young people employed) | 489 |
| Total | 1 091 |

(b) By industry

| Industry | Number of employed young people | Percentage |
|---------------------------------|--|-------------------|
| Business services | 377 | 34.6% |
| Finance | 286 | 26.2% |
| Manufacture of electronic parts | 52 | 4.8% |
| Other manufacturing industry | 51 | 4.7% |
| Import and export trades | 39 | 3.6% |
| Real estates | 36 | 3.3% |
| Education services | 30 | 2.7% |
| Communication | 23 | 2.1% |
| Others | 197 | 18.0% |
| Total | 1 091 | 100% |

(c) By occupational group

| Occupational group | Number of employed young people | Percentage |
|--|--|-------------------|
| Professionals | 484 | 44.4% |
| Managers and administrators | 288 | 26.4% |
| Associate professionals | 250 | 22.9% |
| Clerical support workers | 50 | 4.6% |
| Skilled agricultural and fishery workers | 5 | 0.4% |
| Craft and related workers | 2 | 0.2% |
| Others | 12 | 1.1% |
| Total | 1 091 | 100% |

(d) By salary level

| Salary level | Number of employed young people | Percentage |
|---------------------|--|-------------------|
| \$18,000 - \$21,000 | 969 | 88.8% |
| \$21,001 - \$24,000 | 79 | 7.2% |
| \$24,001 - \$27,000 | 8 | 0.7% |
| \$27,001 - \$30,000 | 6 | 0.6% |
| \$30,001 or above | 29 | 2.7% |
| Total | 1 091 | 100% |

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)082

(Question Serial No. 1267)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (May 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 of:

- (a) the numbers of labour disputes and claims for which conciliation service was not rendered in the past 3 years because the employers concerned were insolvent or could not be reached;
- (b) the number and percentage of labour disputes that were resolved through conciliation;
- (c) the numbers of labour disputes and claims that were unresolved through conciliation?

Asked by: Hon WONG Kwok, Kingsley (LegCo internal reference no.: 25)

Reply:

- (a) In 2020, 2021 and 2022, there were respectively 490, 535 and 560 cases of labour disputes (i.e. cases involving more than 20 employees) and claims (i.e. cases involving 20 or less employees) for which conciliation service was not rendered by LD because the employers concerned were insolvent or could not be reached.
- (b) In 2020, 2021 and 2022, there were respectively 38, 28 and 39 cases of labour disputes resolved through conciliation by LD; the percentages were 55.1%, 68.3% and 65.0% respectively.
- (c) In 2020, 2021 and 2022, there were respectively 2 682, 2 686 and 2 440 cases of labour disputes and claims that were unresolved through conciliation by LD.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 1268)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Over the past 10 years, there is a significant surge in the number of occupational fatalities, among which fatal accidents in non-industrial undertakings increased by 42.5% from 167 in 2012 to 238 in 2021. However, relevant information released by the Labour Department (LD) to outside parties was scanty, which face considerable difficulties in collecting data for analysing and reviewing the causes of the accidents. In this connection, would the Government advise this Committee of the following:

- (a) The occupational injuries, with a detailed breakdown by industry under industry section and post in respect of the job in each of the past 5 years. For example, the industries and posts in respect of the jobs under "Professional and Business Services" and "Other Industries";
- (b) The causes of death of the deceased in the occupational fatalities in each of the past 5 years;
- (c) The numbers of slightly-injured and seriously-injured persons in non-fatal cases among the occupational accidents and industrial accidents and their ratio in the past 5 years.

Asked by: Hon WONG Kwok, Kingsley (LegCo internal reference no.: 26)

Reply:

The information sought is provided as follows:

- (a) A breakdown of the numbers of occupational injuries from 2018 to the first 3 quarters of 2022 by major industry is provided at Annex 1. LD does not maintain a breakdown of the numbers by post.

- (b) A breakdown of the numbers of occupational fatalities from 2018 to the first 3 quarters of 2022 by type of accident is provided at Annex 2. LD does not maintain a breakdown of the numbers by “cause of death”.
- (c) LD does not maintain numbers of slightly-injured and seriously-injured persons in non-fatal cases and their ratio.

Occupational injuries from 2018 to the first 3 quarters of 2022
- a breakdown by major industry

| Major industry | 2018 | 2019 | 2020 | 2021 | First 3 quarters of 2022 |
|---|---------------------|---------------------|---------------------|---------------------|---------------------------------|
| Manufacturing | 1 816 (14) | 1 569 (12) | 1 413 (10) | 1 502 (10) | 862 (7) |
| Construction | 3 726 (44) | 3 116 (51) | 2 839 (40) | 3 365 (56) | 3 573 (38) |
| Food and Beverage Services | 5 624 (14) | 4 921 (10) | 3 653 (14) | 4 381 (13) | 2 598 (13) |
| Import/ Export Trade | 796 (15) | 762 (20) | 594 (10) | 558 (12) | 298 (8) |
| Wholesale | 370 (3) | 296 (2) | 264 (4) | 296 (5) | 176 (2) |
| Retail Trade | 2 412 (4) | 2 152 (13) | 1 985 (6) | 1 922 (9) | 1 224 (7) |
| Transport, Warehousing and Support Services for Transportation | 3 983 (22) | 3 859 (43) | 2 197 (34) | 2 371 (35) | 1 614 (15) |
| Accommodation Services | 1 299 | 1 145 (4) | 934 (1) | 1 000 (1) | 619 |
| Information and Communications | 333 (2) | 338 (4) | 236 (3) | 248 | 166 (4) |
| Financing and Insurance | 282 (1) | 274 (1) | 227 (4) | 178 (2) | 121 (4) |
| Real Estate | 2 347 (20) | 2 240 (18) | 2 186 (21) | 2 563 (31) | 1 774 (24) |
| Education | 1 526 (3) | 1 417 (3) | 901 (2) | 1 305 (3) | 1 005 (1) |
| Human Health Services | 1 502 (1) | 1 547 (4) | 1 555 | 1 563 (2) | 1 523 (3) |
| Social Work Services | 1 471 (3) | 1 393 (2) | 1 310 | 1 544 | 3 266 (1) |
| Professional and Business Services (excluding Pest Control and Cleaning Services) | 2 380 (32) | 2 057 (28) | 1 850 (38) | 2 104 (33) | 1 266 (29) |
| Pest Control and Cleaning Services | 2 364 (14) | 2 172 (15) | 2 067 (16) | 2 302 (26) | 2 543 (21) |
| Other Economic Activities | 3 733 (26) | 3 614 (19) | 2 916 (31) | 3 246 (25) | 2 126 (16) |
| Total | 35 964 (218) | 32 872 (249) | 27 127 (234) | 30 448 (263) | 24 754 (193) |

Notes:

- Occupational injury statistics are released on a quarterly basis and the latest available statistics are up to the first 3 quarters of 2022. The occupational injury statistics for the full year of 2022 will be released in April 2023.
- Occupational injuries refer to injury cases in workplaces reported under the Employees' Compensation Ordinance (ECO), resulting in death or incapacity for work of over 3 days.
- Figures in brackets denote the number of fatalities which has also been included in the number of injuries.
- The above statistics are compiled based on the Hong Kong Standard Industrial Classification Version 2.0.

5. Professional and Business Services include Services to Buildings and Landscape Care Activities, Security and Investigation Activities, etc.
6. Other Economic Activities include Sports and Other Entertainment Activities, Driver Employed in Personal Capacity, etc.

Occupational fatalities from 2018 to the first 3 quarters of 2022
- a breakdown by type of accident

| Type of accident | 2018 | 2019 | 2020 | 2021 | First 3 quarters of 2022 |
|--|------------|------------|------------|------------|--------------------------------|
| Fall of person from height | 17 | 17 | 13 | 18 | 9 |
| Struck by moving vehicle | 18 | 30 | 15 | 17 | 11 |
| Asphyxiation | 1 | - | - | 4 | - |
| Trapped in or between objects | 2 | 2 | 2 | 3 | 1 |
| Striking against or struck by moving object | - | 7 | 3 | 3 | - |
| Trapped by collapsing or overturning object | - | 4 | 4 | 3 | 5 |
| Slip, trip or fall on same level | 3 | - | - | 2 | - |
| Striking against fixed or stationary object | - | - | - | 2 | - |
| Struck by falling object | 1 | 3 | 2 | 2 | - |
| Contact with electricity or electric discharge | 1 | - | 1 | 1 | - |
| Drowning | 6 | 1 | 5 | 1 | - |
| Exposure to fire | - | 1 | - | 1 | - |
| Injured in workplace violence | 1 | 2 | 2 | 1 | - |
| Contact with moving machinery or object being machined | - | - | 1 | - | 2 |
| Exposure to explosion | - | 4 | - | - | - |
| Injured by animal | 1 | - | - | - | - |
| Others | 167 | 178 | 186 | 205 | 165 |
| Total | 218 | 249 | 234 | 263 | 193 |

Notes:

1. Occupational injury statistics are released on a quarterly basis and the latest available statistics are up to the first 3 quarters of 2022. The occupational injury statistics for the full year of 2022 will be released in April 2023.
2. Occupational fatalities refer to death cases in workplaces reported under ECO.
3. Occupational fatalities under the Others category mainly involved natural death cases.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)084

(Question Serial No. 1272)

Head: (90) Labour Department
Subhead (No. & title): (000) Operational expenses
Programme: (3) Safety and Health at Work
Controlling Officer: Commissioner for Labour (May CHAN)
Director of Bureau: Secretary for Labour and Welfare

Question:

There has been a number of serious industrial accidents in Hong Kong in recent years. To further promote occupational safety, would the Government advise this Committee:

- (a) of the expenditure spent on the promotion and publicity of occupational safety in the past 3 years;
- (b) of the expenditure on subsidising enterprises to enhance occupational safety with the use of technology in the past 3 years?

Asked by: Hon WONG Kwok, Kingsley (LegCo internal reference no.: 32)

Reply:

- (a) The Labour Department (LD) has been adopting a multi-pronged strategy for publicity and promotional work so as to enhance occupational safety and health (OSH) in different industries. In the past 3 years, LD co-organised activities such as seminars, sponsorship schemes, roving exhibitions and out-reaching promotional visits in collaboration with the Occupational Safety and Health Council (OSHC), trade associations and workers' unions to enhance the OSH awareness of employers and employees. LD also disseminated OSH messages on its webpages, published and updated safety guidelines, produced text and animated versions of "Work Safety Alert", and disseminated OSH messages to stakeholders from different industries through extensive promotional channels, including television, radio and newspapers, publicity platforms of large-scale public transport, websites and mobile applications frequently used by workers, and conspicuous locations such as external walls of shopping malls and buildings, roadsides and bridges.

In 2023-24, LD's estimated expenditure on Safety and Health at Work is \$878.7 million, representing an increase of 16.6% over the revised estimate of \$753.8 million for the previous year. This includes the expenditure on the Occupational Safety and Health

Branch's efforts in inspection and enforcement, publicity and promotion, and education and training. As publicity and promotion is an integral part of LD's ongoing efforts, the expenditure involved in the past 3 years cannot be separately identified.

- (b) The Government has established the Construction Innovation and Technology Fund (the Fund) to encourage wider adoption of innovative construction methods and new technologies in the construction industry to uplift site safety, promote productivity, improve construction quality and enhance environmental performance. As at end-January 2023, the Fund has granted a total amount of over \$800 million of funds, about \$150 million of which was used to fund technologies with key features uplifting safety. Most of the technologies funded by the rest of the granted funds also facilitate the uplifting of site safety. LD, along with OSHC, will continue to keep in view the development of new technologies and disseminate relevant information to the stakeholders, with a view to encouraging them to adopt suitable technologies to protect employees and prevent accidents.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)085

(Question Serial No. 0419)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Please provide the numbers of applications received and cases approved by the Labour Department (LD) under the Supplementary Labour Scheme (SLS) in the past 3 years, with breakdowns by industry, job title, post, monthly wage and region or country of origin.

Asked by: Hon YUNG Hoi-yan (LegCo internal reference no.: 9)

Reply:

The numbers of applications received and approved by LD under SLS from 2020 to 2022 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 places of origin of prospective imported workers when they submit SLS applications. In approving individual applications, LD does not stipulate the places of origin of imported workers and thus has no such information.

**Numbers of applications received and approved
under SLS from 2020 to 2022**

| | 2020 | 2021 | 2022[#] |
|--------------------------------------|-------------|-------------|-------------------------|
| No. of applications* | 1 112 | 1 142 | 1 527 |
| No. of imported workers applied for* | 4 204 | 5 082 | 9 118 |
| No. of applications approved* | 904 | 969 | 1 286 |
| No. of imported workers approved* | 3 123 | 3 043 | 5 829 |

* 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.

Time-limited relaxation measures were implemented for the care sector under SLS from March to May 2022, resulting in the increase in the total numbers of imported workers applied for and approved in that year.

**Numbers of imported workers applied for and approved
under SLS from 2020 to 2022:
a breakdown by industry**

| Industry | No. of imported workers applied for* | | | No. of imported workers approved* | | |
|---|--------------------------------------|-------|--------------------|-----------------------------------|-------|--------------------|
| | 2020 | 2021 | 2022 | 2020 | 2021 | 2022 |
| 1. Agriculture and Fisheries | 1 072 | 857 | 1 311 | 780 | 734 | 912 |
| 2. Manufacturing | 274 | 378 | 471 | 192 | 183 | 173 |
| 3. Construction | 46 | 846 | 2 132 | 218 | 6 | 480 |
| 4. Wholesale, Retail and Import/Export Trades, Restaurants and Hotels | 290 | 508 | 863 | 228 | 248 | 302 |
| 5. Transport, Storage and Communications | 38 | 71 | 58 | 16 | 9 | 19 |
| 6. Financing, Insurance, Real Estate and Business Services | 8 | 18 | 36 | 18 | 20 | 68 |
| 7. Community, Social and Personal Services | 2 476 | 2 404 | 4 247 | 1 671 | 1 843 | 3 875 |
| Total | 4 204 | 5 082 | 9 118 [#] | 3 123 | 3 043 | 5 829 [#] |

* 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.

Time-limited relaxation measures were implemented for the care sector under SLS from March to May 2022, resulting in the increase in the total numbers of imported workers applied for and approved in that year.

**Numbers of imported workers applied for and approved
under SLS in 2020:
a breakdown by job title**

| Job title | No. of imported workers applied for* | No. of imported workers approved* |
|--|---|--|
| 1. Care Worker (Elderly Service) | 2 199 | 1 511 |
| 2. Livestock/Poultry/Fish/Crop Farm Worker | 625 | 474 |
| 3. Gardening Worker | 437 | 305 |
| 4. Cook | 207 | 158 |
| 5. Care Worker (Disabled Service) | 117 | 90 |
| 6. Machine Operator | 107 | 75 |
| 7. Bean Curd/Soya Bean/ Bean Sprout Processing Worker | 81 | 73 |
| 8. Quality Controller/Inspector/Control Supervisor | 69 | 50 |
| 9. Waste Handling Worker | 66 | 23 |
| 10. Others | 296 | 364 |
| Total | 4 204 | 3 123 |

* 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.

**Numbers of imported workers applied for and approved
under SLS in 2021:
a breakdown by job title**

| Job title | No. of imported workers applied for* | No. of imported workers approved* |
|--|---|--|
| 1. Care Worker (Elderly Service) | 1 783 | 1 631 |
| 2. Livestock/Poultry/Fish/Crop Farm Worker | 474 | 427 |
| 3. Gardening Worker | 404 | 307 |
| 4. Cook | 379 | 185 |
| 5. Machine Operator | 155 | 70 |
| 6. Waste Handling Worker | 119 | 56 |
| 7. Care Worker (Disabled Service) | 93 | 68 |
| 8. Quality Controller/Inspector/Control Supervisor | 80 | 53 |
| 9. Bean Curd/Soya Bean/ Bean Sprout Processing Worker | 51 | 49 |
| 10. Others | 1 544 | 197 |
| Total | 5 082 | 3 043 |

* 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.

**Numbers of imported workers applied for and approved
under SLS in 2022:
a breakdown by job title**

| Job title | No. of imported workers applied for* | No. of imported workers approved* |
|--|---|--|
| 1. Care Worker (Elderly Service) | 3 509 | 3 441 |
| 2. Livestock/Poultry/Fish/Crop Farm Worker | 734 | 499 |
| 3. Cook | 660 | 232 |
| 4. Gardening Worker | 567 | 424 |
| 5. Care Worker (Disabled Service) | 263 | 280 |
| 6. Machine Operator | 196 | 99 |
| 7. Waste Handling Worker | 97 | 63 |
| 8. Quality Controller/Inspector/Control Supervisor | 97 | 50 |
| 9. Bean Curd/Soya Bean/ Bean Sprout Processing Worker | 89 | 68 |
| 10. Others | 2 906 | 673 |
| Total | 9 118 [#] | 5 829 [#] |

* 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.

Time-limited relaxation measures were implemented for the care sector under SLS from March to May 2022, resulting in the increase in the total numbers of imported workers applied for and approved in that year.

**Numbers of imported workers applied for and approved
under SLS from 2020 to 2022:
a breakdown by monthly wage**

| Monthly wage | No. of imported workers applied for* | | | No. of imported workers approved* | | |
|----------------------------|--------------------------------------|-------|--------------------|-----------------------------------|-------|--------------------|
| | 2020 | 2021 | 2022 | 2020 | 2021 | 2022 |
| 1. \$8,000 or below | - | - | 2 | - | - | - |
| 2. Above \$8,000-\$10,000 | 13 | 15 | 28 | 34 | 6 | 7 |
| 3. Above \$10,000-\$12,000 | 735 | 767 | 906 | 513 | 521 | 616 |
| 4. Above \$12,000-\$14,000 | 2 868 | 681 | 878 | 1 981 | 1 004 | 500 |
| 5. Above \$14,000-\$16,000 | 127 | 1 905 | 3 946 | 69 | 1 125 | 3 758 |
| 6. Above \$16,000-\$18,000 | 231 | 470 | 745 | 153 | 231 | 239 |
| 7. Above \$18,000-\$20,000 | 70 | 189 | 328 | 63 | 39 | 104 |
| 8. Above \$20,000 | 160 | 1 055 | 2 281 | 310 | 117 | 605 |
| 9. Others | - | - | 4 [^] | - | - | - |
| Total | 4 204 | 5 082 | 9 118 [#] | 3 123 | 3 043 | 5 829 [#] |

* 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.

Time-limited relaxation measures were implemented for the care sector under SLS from March to May 2022, resulting in the increase in the total numbers of imported workers applied for and approved in that year.

[^] The monthly wages of the applied posts are subject to verification.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)086

(Question Serial No. 2406)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The following questions are related to the general employment services (e.g. job centres/industry-based recruitment centres), the Youth Employment and Training Programme (YETP) and the Employment Programme for the Elderly and Middle-aged (EPEM) implemented by the Labour Department (LD).

- (a) Please provide the following figures for each of the past 5 years, with breakdowns by programme: the number of participants, the number and percentage of participants with placements secured, the number of job vacancies, and the number of placements secured and job vacancies ranging in starting monthly wages (below \$5,000, \$5,001-\$10,000, \$10,001-\$15,000, \$15,001-\$20,000, \$20,001-\$25,000, \$25,001-\$30,000, \$30,000 or above), hourly wages (\$37.5, \$37.5-\$40, \$41-\$45, \$46-\$50, \$51-\$60, \$61-\$70, \$71-\$80, \$81-\$90, \$91-\$100 and \$100 or above) and working hours (18 hours or below, 19-44 hours, 45-48 hours, 49-60 hours, 61-72 hours per week).
- (b) What were the number of participants in the placement cases, the number and percentage of participants with placements secured, the number of placements secured and job vacancies ranging in starting monthly wages, hourly wages and working hours with breakdowns by programme and industry?
- (c) What were the number of participants in the placement cases, the number and percentage of participants with placements secured, the number of placements secured and job vacancies ranging in starting monthly wages, hourly wages and working hours with breakdowns by programme and post?
- (d) What were the number of participants in the placement cases, the number and percentage of participants with placements secured, the number of placements secured ranging in starting monthly wages, hourly wages and working hours with breakdowns by programme, age and educational attainment?

- (e) Please set out the following figures with breakdowns by programme:

| | Primary or below | Secondary 1-3 | Secondary 4-7 | Diploma | Sub-degree | Bachelor's Degree | Master's Degree or above |
|-------------|------------------|---------------|---------------|---------|------------|-------------------|--------------------------|
| 15-19 | | | | | | | |
| 20-24 | | | | | | | |
| 25-29 | | | | | | | |
| 30-39 | | | | | | | |
| 40-49 | | | | | | | |
| 50-59 | | | | | | | |
| 60-64 | | | | | | | |
| 65-69 | | | | | | | |
| 70-79 | | | | | | | |
| 80 or above | | | | | | | |

- (f) What were the number of participants in the placement cases, the number and percentage of participants with placements secured, the number of placements secured ranging in starting monthly wages, hourly wages and working hours with breakdowns by programme, age and gender?
- (g) How many persons were referred by LD to the courses of the Employees Retraining Board (ERB)?

Asked by: Hon ZHANG Xinyu, Gary (LegCo internal reference no.: 16)

Reply:

- (a) to (f) *General employment services*

The Employment Services Division of LD provides comprehensive and free employment services to all job seekers. Currently, job seekers may apply direct for the vast majority of vacancies advertised by employers via LD (99%) without the need to register with LD for employment services. From 2018 to 2022, there were respectively 38 567, 43 742, 41 180, 42 985 and 26 998 able-bodied job seekers registered with LD for employment services in each year. Breakdowns by age and educational attainment as well as by age and gender are at Annex 1. LD does not maintain breakdowns by industry and occupation.

From 2018 to 2022, LD recorded 136 079, 111 568, 126 785, 197 793 and 164 713 placements for able-bodied job seekers respectively in each year. Of these, 128 292, 103 467, 121 912, 191 812 and 160 515 placements were achieved 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 did not collect detailed personal particulars of job seekers, LD does not have breakdowns of these placements. Besides, owing to changes in parameters of the sample survey in 2020, placement figures before and after the change are not directly comparable. Breakdowns of placements for able-bodied job seekers secured through LD's referral by industry, occupation,

wage level, age and educational attainment, as well as by age and gender are at Annex 2. LD does not maintain breakdowns by hourly wages and working hours.

YETP

YETP provides young school leavers aged 15 to 24 with educational attainment at sub-degree level or below with a series of free and dedicated training and employment support services. There were 4 694, 4 572, 3 418, 4 191 and 3 222 trainees enrolled under YETP in each programme year from 2017/18 to 2021/22 (from September each year to August of the following year). Breakdowns by age and educational attainment, as well as age and gender are set out at Annex 3. LD does not maintain breakdowns by industry and occupation.

Breakdowns of trainees placed into employment under YETP in the programme years from 2017/18 to 2021/22 by industry, occupation and wage level, age and educational attainment, as well as age and gender are set out at Annex 4. LD does not maintain breakdowns by hourly wage and number of working hours.

EPEM

LD implements EPEM to encourage employers, through the provision of on-the-job training (OJT) allowance, to engage the elderly and middle-aged persons aged 40 or above and provide OJT. From 2018 to 2022, there were respectively 2 574, 3 061, 2 260, 3 340 and 2 707 placements eligible for joining EPEM in each year, with breakdowns by industry, occupation, wage level, age and educational attainment, as well as age and gender provided at Annex 5. LD does not maintain breakdowns by hourly wage and number of working hours.

Job vacancies in the private sector

From 2018 to 2022, LD received 1 468 394, 1 288 926, 686 297, 1 061 856 and 1 086 335 job vacancies respectively from the private sector in each year. Breakdowns of job vacancies received in 2021 and 2022 by industry, occupation, starting monthly wage and starting hourly wage are at Annex 6. LD does not maintain a breakdown by number of working hours. As job vacancy data will only be kept in the computer system for 2 years upon the completion of recruitment and its related work, LD is unable to provide job vacancy figures from 2018 to 2020.

- (g) LD does not maintain the number of job seekers referred for enrolment in ERB courses.

**Breakdowns of able-bodied job seekers registered with LD
for employment services from 2018 to 2022
by age and educational attainment,
and age and gender**

(i) By age and educational attainment

| Educational attainment | Age | Job seekers | | | | |
|-------------------------|-------------|-------------|-------|-------|-------|-------|
| | | 2018 | 2019 | 2020 | 2021 | 2022 |
| Secondary 3 or below | 15-19 | 151 | 178 | 118 | 65 | 37 |
| | 20-24 | 232 | 228 | 195 | 149 | 76 |
| | 25-29 | 281 | 310 | 307 | 198 | 110 |
| | 30-39 | 1 020 | 1 164 | 1 012 | 758 | 425 |
| | 40-49 | 2 242 | 2 701 | 2 377 | 1 982 | 1 203 |
| | 50-59 | 2 854 | 3 220 | 3 156 | 2 739 | 1 811 |
| | 60-64 | 1 017 | 1 319 | 1 366 | 1 171 | 891 |
| | 65-69 | 258 | 451 | 454 | 502 | 461 |
| | 70 or above | 64 | 111 | 96 | 152 | 135 |
| Secondary 4-7 | 15-19 | 1 723 | 1 747 | 848 | 672 | 374 |
| | 20-24 | 1 960 | 1 921 | 1 372 | 1 015 | 543 |
| | 25-29 | 1 753 | 1 883 | 1 558 | 1 333 | 709 |
| | 30-39 | 3 237 | 3 699 | 3 110 | 2 857 | 1 821 |
| | 40-49 | 3 917 | 4 477 | 3 953 | 3 847 | 2 577 |
| | 50-59 | 4 391 | 5 163 | 5 072 | 5 113 | 3 594 |
| | 60-64 | 969 | 1 432 | 1 417 | 1 591 | 1 372 |
| | 65-69 | 182 | 322 | 296 | 361 | 367 |
| | 70 or above | 47 | 56 | 69 | 88 | 108 |
| Diploma | 15-19 | 143 | 177 | 114 | 90 | 36 |
| | 20-24 | 1 272 | 1 254 | 1 140 | 991 | 478 |
| | 25-29 | 884 | 929 | 960 | 888 | 592 |
| | 30-39 | 1 110 | 1 335 | 1 208 | 1 229 | 899 |
| | 40-49 | 971 | 1 039 | 1 110 | 1 120 | 896 |
| | 50-59 | 851 | 1 006 | 1 040 | 1 113 | 933 |
| | 60-64 | 211 | 281 | 262 | 347 | 290 |
| | 65-69 | 43 | 71 | 62 | 83 | 93 |
| | 70 or above | 12 | 27 | 10 | 19 | 18 |

| Educational attainment | Age | Job seekers | | | | |
|--------------------------|-------------|---------------|---------------|---------------|---------------|---------------|
| | | 2018 | 2019 | 2020 | 2021 | 2022 |
| Sub-degree | 15-19 | 131 | 192 | 109 | 90 | 52 |
| | 20-24 | 726 | 754 | 769 | 589 | 360 |
| | 25-29 | 306 | 312 | 356 | 363 | 215 |
| | 30-39 | 269 | 281 | 292 | 325 | 240 |
| | 40-49 | 163 | 133 | 164 | 169 | 150 |
| | 50-59 | 72 | 96 | 117 | 84 | 94 |
| | 60-64 | 15 | 19 | 19 | 29 | 18 |
| | 65-69 | 3 | 2 | 6 | 8 | 5 |
| | 70 or above | 4 | 2 | 1 | 3 | 2 |
| Bachelor's Degree | 15-19 | 180 | 185 | 120 | 73 | 52 |
| | 20-24 | 1 488 | 1 539 | 2 093 | 4 066 | 1 028 |
| | 25-29 | 776 | 861 | 1 154 | 1 731 | 756 |
| | 30-39 | 737 | 818 | 918 | 1 066 | 718 |
| | 40-49 | 548 | 602 | 706 | 767 | 638 |
| | 50-59 | 589 | 574 | 635 | 748 | 646 |
| | 60-64 | 124 | 182 | 152 | 175 | 190 |
| | 65-69 | 26 | 39 | 27 | 42 | 60 |
| | 70 or above | 10 | 9 | 11 | 22 | 14 |
| Master's Degree or above | 15-19 | 2 | 3 | 2 | 2 | 1 |
| | 20-24 | 50 | 50 | 91 | 692 | 83 |
| | 25-29 | 86 | 77 | 115 | 656 | 140 |
| | 30-39 | 114 | 101 | 156 | 291 | 156 |
| | 40-49 | 154 | 139 | 189 | 203 | 175 |
| | 50-59 | 141 | 194 | 206 | 229 | 236 |
| | 60-64 | 39 | 61 | 73 | 69 | 93 |
| | 65-69 | 15 | 12 | 15 | 14 | 22 |
| | 70 or above | 4 | 4 | 2 | 6 | 5 |
| Total | | 38 567 | 43 742 | 41 180 | 42 985 | 26 998 |

(ii) By age and gender

| Gender | Age | Job seekers | | | | |
|--------------|-------------|---------------|---------------|---------------|---------------|---------------|
| | | 2018 | 2019 | 2020 | 2021 | 2022 |
| Male | 15-19 | 1 102 | 1 136 | 612 | 436 | 305 |
| | 20-24 | 2 926 | 3 036 | 2 766 | 3 622 | 1 328 |
| | 25-29 | 2 321 | 2 452 | 2 414 | 2 844 | 1 287 |
| | 30-39 | 3 454 | 3 872 | 3 573 | 3 386 | 2 214 |
| | 40-49 | 3 448 | 3 821 | 3 790 | 3 355 | 2 371 |
| | 50-59 | 3 823 | 4 335 | 4 390 | 4 277 | 3 061 |
| | 60-64 | 1 314 | 1 824 | 1 761 | 1 846 | 1 540 |
| | 65-69 | 349 | 564 | 548 | 650 | 642 |
| | 70 or above | 100 | 151 | 140 | 216 | 193 |
| Female | 15-19 | 1 228 | 1 346 | 699 | 556 | 247 |
| | 20-24 | 2 802 | 2 710 | 2 894 | 3 880 | 1 240 |
| | 25-29 | 1 765 | 1 920 | 2 036 | 2 325 | 1 235 |
| | 30-39 | 3 033 | 3 526 | 3 123 | 3 140 | 2 045 |
| | 40-49 | 4 547 | 5 270 | 4 709 | 4 733 | 3 268 |
| | 50-59 | 5 075 | 5 918 | 5 836 | 5 749 | 4 253 |
| | 60-64 | 1 061 | 1 470 | 1 528 | 1 536 | 1 314 |
| | 65-69 | 178 | 333 | 312 | 360 | 366 |
| | 70 or above | 41 | 58 | 49 | 74 | 89 |
| Total | | 38 567 | 43 742 | 41 180 | 42 985 | 26 998 |

**Breakdowns of placements for able-bodied job seekers
secured through LD's referral from 2018 to 2022
by industry, occupation, wage level, age and educational attainment,
and age and gender**

(i) By industry

| Industry | Placements | | | | |
|---|--------------|--------------|--------------|--------------|--------------|
| | 2018 | 2019 | 2020 | 2021 | 2022 |
| Manufacturing | 468 | 639 | 334 | 507 | 278 |
| Construction | 206 | 304 | 226 | 207 | 209 |
| Wholesale, retail and import/export trades | 2 909 | 2 680 | 1 446 | 1 700 | 975 |
| Restaurants and hotels | 1 249 | 1 267 | 561 | 691 | 520 |
| Transport, storage and communications | 469 | 388 | 280 | 343 | 291 |
| Financing, insurance, real estate and business services | 1 047 | 1 277 | 982 | 1 351 | 1 045 |
| Community, social and personal services | 1 428 | 1 507 | 1 005 | 1 133 | 858 |
| Others (including government sector) | 11 | 39 | 39 | 49 | 22 |
| Total | 7 787 | 8 101 | 4 873 | 5 981 | 4 198 |

(ii) By occupation

| Occupation | Placements | | | | |
|--|--------------|--------------|--------------|--------------|--------------|
| | 2018 | 2019 | 2020 | 2021 | 2022 |
| Managers and administrators | 37 | 62 | 50 | 75 | 59 |
| Professionals and associate professionals | 392 | 442 | 373 | 570 | 410 |
| Clerical support workers | 1 499 | 1 569 | 958 | 1 209 | 997 |
| Service workers | 1 634 | 1 627 | 946 | 1 043 | 653 |
| Shop sales workers | 2 008 | 1 907 | 790 | 887 | 472 |
| Skilled agricultural and fishery workers | 17 | 37 | 83 | 110 | 69 |
| Craft and related workers | 252 | 290 | 176 | 197 | 150 |
| Plant and machine operators and assemblers | 197 | 221 | 140 | 217 | 185 |
| Elementary occupations | 1 699 | 1 946 | 1 356 | 1 672 | 1 200 |
| Others | 52 | - | 1 | 1 | 3 |
| Total | 7 787 | 8 101 | 4 873 | 5 981 | 4 198 |

(iii) By wage level

| Wage level | Placements | | | | |
|-------------------------|------------|-------|-------|-------|-------|
| | 2018 | 2019 | 2020 | 2021 | 2022 |
| Below \$5,000 | 481 | 378 | 252 | 181 | 178 |
| \$5,000-below \$10,000 | 2 071 | 2 077 | 1 153 | 1 241 | 759 |
| \$10,000-below \$15,000 | 4 080 | 3 797 | 2 352 | 3 042 | 1 898 |
| \$15,000-below \$20,000 | 994 | 1 618 | 913 | 1 270 | 1 115 |
| \$20,000-below \$25,000 | 136 | 176 | 143 | 191 | 181 |
| \$25,000-below \$30,000 | 16 | 39 | 34 | 28 | 39 |
| \$30,000 or above | 9 | 16 | 26 | 28 | 28 |
| Total | 7 787 | 8 101 | 4 873 | 5 981 | 4 198 |

(iv) By age and educational attainment

| Educational attainment | Age | Placements | | | | |
|-------------------------|-------------|------------|------|------|------|------|
| | | 2018 | 2019 | 2020 | 2021 | 2022 |
| Secondary 3 or below | 15-19 | 26 | 25 | 2 | 2 | 1 |
| | 20-24 | 54 | 30 | 17 | 9 | 8 |
| | 25-29 | 69 | 33 | 25 | 26 | 5 |
| | 30-39 | 193 | 208 | 96 | 84 | 42 |
| | 40-49 | 472 | 501 | 314 | 370 | 224 |
| | 50-59 | 529 | 604 | 446 | 533 | 336 |
| | 60-64 | 156 | 228 | 199 | 255 | 218 |
| | 65-69 | 37 | 70 | 70 | 174 | 154 |
| | 70 or above | 11 | 12 | 12 | 55 | 59 |
| Secondary 4-7 | 15-19 | 381 | 364 | 90 | 86 | 33 |
| | 20-24 | 563 | 485 | 181 | 131 | 66 |
| | 25-29 | 452 | 424 | 226 | 191 | 107 |
| | 30-39 | 701 | 722 | 375 | 391 | 208 |
| | 40-49 | 816 | 813 | 541 | 778 | 465 |
| | 50-59 | 848 | 996 | 726 | 981 | 713 |
| | 60-64 | 151 | 253 | 211 | 330 | 330 |
| | 65-69 | 32 | 55 | 38 | 80 | 90 |
| | 70 or above | 5 | 9 | 3 | 18 | 27 |

| Educational attainment | Age | Placements | | | | |
|------------------------|-------------|------------|------|------|------|------|
| | | 2018 | 2019 | 2020 | 2021 | 2022 |
| Diploma | 15-19 | 29 | 38 | 7 | 6 | 5 |
| | 20-24 | 377 | 242 | 95 | 87 | 42 |
| | 25-29 | 211 | 164 | 105 | 114 | 54 |
| | 30-39 | 202 | 216 | 116 | 113 | 92 |
| | 40-49 | 130 | 182 | 119 | 160 | 116 |
| | 50-59 | 133 | 188 | 140 | 223 | 170 |
| | 60-64 | 31 | 39 | 32 | 77 | 60 |
| | 65-69 | 3 | 9 | 11 | 18 | 20 |
| | 70 or above | 1 | 5 | 2 | 1 | 5 |
| Sub-degree | 15-19 | 43 | 44 | 13 | 10 | 3 |
| | 20-24 | 185 | 159 | 63 | 48 | 29 |
| | 25-29 | 72 | 71 | 40 | 36 | 9 |
| | 30-39 | 58 | 37 | 16 | 31 | 31 |
| | 40-49 | 16 | 22 | 16 | 19 | 22 |
| | 50-59 | 10 | 8 | 23 | 18 | 23 |
| | 60-64 | 2 | 2 | 5 | 6 | 3 |
| | 65-69 | - | 1 | 1 | 1 | 1 |
| | 70 or above | - | - | 1 | - | - |
| Bachelor's Degree | 15-19 | 46 | 56 | 11 | 8 | 6 |
| | 20-24 | 294 | 282 | 116 | 73 | 36 |
| | 25-29 | 140 | 128 | 91 | 91 | 42 |
| | 30-39 | 98 | 109 | 71 | 87 | 49 |
| | 40-49 | 73 | 95 | 60 | 71 | 81 |
| | 50-59 | 69 | 88 | 61 | 89 | 105 |
| | 60-64 | 9 | 17 | 25 | 37 | 28 |
| | 65-69 | 2 | 5 | 4 | 7 | 12 |
| | 70 or above | - | - | 3 | 3 | 1 |

| Educational attainment | Age | Placements | | | | |
|--------------------------|-------------|--------------|--------------|--------------|--------------|--------------|
| | | 2018 | 2019 | 2020 | 2021 | 2022 |
| Master's Degree or above | 15-19 | - | - | - | - | - |
| | 20-24 | 2 | 3 | 1 | 4 | 1 |
| | 25-29 | 7 | 4 | 3 | 3 | 4 |
| | 30-39 | 15 | 9 | 3 | 9 | 4 |
| | 40-49 | 18 | 8 | 17 | 12 | 14 |
| | 50-59 | 11 | 21 | 13 | 17 | 25 |
| | 60-64 | 3 | 14 | 13 | 3 | 14 |
| | 65-69 | 1 | 3 | 4 | 5 | 4 |
| | 70 or above | - | - | - | - | 1 |
| Total | | 7 787 | 8 101 | 4 873 | 5 981 | 4 198 |

(v) By age and gender

| Gender | Age | Placements | | | | |
|--------------|-------------|--------------|--------------|--------------|--------------|--------------|
| | | 2018 | 2019 | 2020 | 2021 | 2022 |
| Male | 15-19 | 240 | 229 | 51 | 59 | 24 |
| | 20-24 | 719 | 626 | 237 | 185 | 112 |
| | 25-29 | 500 | 445 | 262 | 250 | 117 |
| | 30-39 | 592 | 634 | 354 | 382 | 249 |
| | 40-49 | 521 | 547 | 396 | 476 | 337 |
| | 50-59 | 558 | 708 | 508 | 685 | 480 |
| | 60-64 | 192 | 281 | 232 | 380 | 319 |
| | 65-69 | 45 | 85 | 85 | 195 | 181 |
| | 70 or above | 11 | 21 | 13 | 57 | 68 |
| Female | 15-19 | 285 | 298 | 72 | 53 | 24 |
| | 20-24 | 755 | 575 | 236 | 167 | 70 |
| | 25-29 | 452 | 379 | 228 | 211 | 104 |
| | 30-39 | 675 | 667 | 323 | 333 | 177 |
| | 40-49 | 1 004 | 1 074 | 671 | 934 | 585 |
| | 50-59 | 1 042 | 1 197 | 901 | 1 176 | 892 |
| | 60-64 | 160 | 272 | 253 | 328 | 334 |
| | 65-69 | 30 | 58 | 43 | 90 | 100 |
| | 70 or above | 6 | 5 | 8 | 20 | 25 |
| Total | | 7 787 | 8 101 | 4 873 | 5 981 | 4 198 |

**Breakdowns of trainees enrolled in YETP
in the programme years from 2017/18 to 2021/22
by age and educational attainment, and age and gender**

(i) By age and educational attainment

| Educational attainment | Age | No. of trainees enrolled | | | | |
|---|-------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|
| | | 2017/18 Programme year | 2018/19 Programme year | 2019/20 Programme year | 2020/21 Programme year | 2021/22 Programme year |
| Secondary 3 or below | 15-19 | 548 | 546 | 392 | 560 | 430 |
| | 20-24 | 160 | 187 | 139 | 187 | 138 |
| Secondary 4-7 | 15-19 | 1 105 | 1 150 | 800 | 948 | 757 |
| | 20-24 | 1 639 | 1 730 | 1 085 | 1 216 | 1 036 |
| Diploma | 15-19 | 91 | 78 | 95 | 86 | 77 |
| | 20-24 | 757 | 586 | 647 | 831 | 572 |
| Associate degree | 15-19 | 17 | 31 | 23 | 14 | 13 |
| | 20-24 | 138 | 95 | 121 | 156 | 105 |
| Others (i.e. secondary school education or equivalent attained in other places) | 15-19 | 69 | 64 | 33 | 65 | 33 |
| | 20-24 | 170 | 105 | 83 | 128 | 61 |
| Total | | 4 694 | 4 572 | 3 418 | 4 191 | 3 222 |

(ii) By age and gender

| Gender | Age | No. of trainees enrolled | | | | |
|--------------|-------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|
| | | 2017/18 Programme year | 2018/19 Programme year | 2019/20 Programme year | 2020/21 Programme year | 2021/22 Programme year |
| Male | 15-19 | 1 218 | 1 241 | 752 | 1 120 | 845 |
| | 20-24 | 1 777 | 1 727 | 1 185 | 1 511 | 1 214 |
| Female | 15-19 | 612 | 628 | 591 | 553 | 465 |
| | 20-24 | 1 087 | 976 | 890 | 1 007 | 698 |
| Total | | 4 694 | 4 572 | 3 418 | 4 191 | 3 222 |

**Breakdowns of trainees placed into employment under YETP
in the programme years from 2017/18 to 2021/22
by industry, occupation, wage level, age and educational attainment,
and age and gender**

(i) By industry

| Industry | No. of trainees placed into employment | | | | |
|--|--|------------------------------|------------------------------|------------------------------|------------------------------|
| | 2017/18 Programme year | 2018/19 Programme year | 2019/20 Programme year | 2020/21 Programme year | 2021/22 Programme year |
| Construction | 1 018 | 955 | 763 | 877 | 681 |
| Community, social and personal services | 360 | 322 | 237 | 234 | 238 |
| Wholesale, retail and import/export trades, restaurants and hotels | 167 | 150 | 77 | 135 | 114 |
| Government sector | 202 | 158 | 117 | 163 | 112 |
| Transport, storage and communications | 216 | 180 | 116 | 155 | 97 |
| Financing, insurance, real estate and business services | 206 | 163 | 76 | 84 | 93 |
| Manufacturing | 33 | 41 | 19 | 45 | 31 |
| Others | 62 | 35 | 30 | 42 | 18 |
| Total | 2 264 | 2 004 | 1 435 | 1 735 | 1 384 |

(ii) By occupation

| Occupation | No. of trainees placed into employment | | | | |
|--|--|------------------------------|------------------------------|------------------------------|------------------------------|
| | 2017/18 Programme year | 2018/19 Programme year | 2019/20 Programme year | 2020/21 Programme year | 2021/22 Programme year |
| Craft and related workers | 1 404 | 1 293 | 998 | 1 107 | 848 |
| Associate professionals | 165 | 115 | 126 | 163 | 189 |
| Service workers | 178 | 201 | 91 | 216 | 161 |
| Clerical support workers | 299 | 213 | 148 | 188 | 140 |
| Sales workers | 171 | 150 | 64 | 36 | 30 |
| Plant and machine operators and assemblers | 14 | 9 | 2 | 5 | 5 |
| Elementary occupations | 15 | 16 | 1 | 2 | - |
| Others | 18 | 7 | 5 | 18 | 11 |
| Total | 2 264 | 2 004 | 1 435 | 1 735 | 1 384 |

(iii) By wage level

| Wage level | No. of trainees placed into employment | | | | |
|-------------------------|--|------------------------------|------------------------------|------------------------------|------------------------------|
| | 2017/18 Programme year | 2018/19 Programme year | 2019/20 Programme year | 2020/21 Programme year | 2021/22 Programme year |
| Below \$10,000 | 1 244 | 866 | 489 | 435 | 357 |
| \$10,000-below \$15,000 | 996 | 1 064 | 860 | 1 182 | 857 |
| \$15,000 or above | 24 | 74 | 86 | 118 | 170 |
| Total | 2 264 | 2 004 | 1 435 | 1 735 | 1 384 |

(iv) By age and educational attainment

| Educational attainment | Age | No. of trainees placed into employment | | | | |
|---|-------|--|------------------------------|------------------------------|------------------------------|------------------------------|
| | | 2017/18 Programme year | 2018/19 Programme year | 2019/20 Programme year | 2020/21 Programme year | 2021/22 Programme year |
| Secondary 3 or below | 15-19 | 308 | 326 | 277 | 307 | 211 |
| | 20-24 | 58 | 71 | 59 | 66 | 57 |
| Secondary 4-7 | 15-19 | 435 | 402 | 290 | 292 | 190 |
| | 20-24 | 790 | 764 | 428 | 483 | 467 |
| Diploma | 15-19 | 45 | 37 | 32 | 17 | 23 |
| | 20-24 | 483 | 306 | 257 | 414 | 343 |
| Associate degree | 15-19 | 3 | 3 | - | 2 | 3 |
| | 20-24 | 58 | 29 | 19 | 42 | 40 |
| Others (i.e. secondary school education or equivalent attained in other places) | 15-19 | 29 | 22 | 26 | 48 | 15 |
| | 20-24 | 55 | 44 | 47 | 64 | 35 |
| Total | | 2 264 | 2 004 | 1 435 | 1 735 | 1 384 |

(v) By age and gender

| Gender | Age | No. of trainees placed into employment | | | | |
|--------------|-------|--|------------------------------|------------------------------|------------------------------|------------------------------|
| | | 2017/18 Programme year | 2018/19 Programme year | 2019/20 Programme year | 2020/21 Programme year | 2021/22 Programme year |
| Male | 15-19 | 713 | 699 | 578 | 618 | 397 |
| | 20-24 | 1 071 | 927 | 616 | 773 | 698 |
| Female | 15-19 | 107 | 91 | 47 | 48 | 45 |
| | 20-24 | 373 | 287 | 194 | 296 | 244 |
| Total | | 2 264 | 2 004 | 1 435 | 1 735 | 1 384 |

**Breakdowns of placements eligible for joining EPEM from 2018 to 2022
by industry, occupation, wage level, age and educational attainment,
and age and gender**

(i) By industry

| Industry | Placements | | | | |
|---|--------------|--------------|--------------|--------------|--------------|
| | 2018 | 2019 | 2020 | 2021 | 2022 |
| Real estate and business services | 480 | 627 | 533 | 842 | 688 |
| Community, social and personal services | 516 | 639 | 454 | 588 | 465 |
| Manufacturing | 231 | 341 | 166 | 294 | 198 |
| Wholesale and retail trades | 467 | 512 | 412 | 576 | 387 |
| Import and export trade | 127 | 137 | 97 | 150 | 134 |
| Restaurants and hotels | 406 | 386 | 217 | 360 | 326 |
| Construction | 80 | 137 | 113 | 127 | 145 |
| Transport, storage and communications | 173 | 174 | 140 | 221 | 200 |
| Others | 94 | 108 | 128 | 182 | 164 |
| Total | 2 574 | 3 061 | 2 260 | 3 340 | 2 707 |

(ii) By occupation

| Occupation | Placements | | | | |
|--|--------------|--------------|--------------|--------------|--------------|
| | 2018 | 2019 | 2020 | 2021 | 2022 |
| Managers and administration, professionals and associate professionals | 161 | 231 | 210 | 400 | 332 |
| Clerical support workers | 493 | 580 | 404 | 618 | 635 |
| Service workers and sales workers | 844 | 873 | 570 | 794 | 578 |
| Skilled agricultural and fishery workers and craft and related workers | 91 | 151 | 149 | 215 | 150 |
| Plant and machine operators and assemblers | 89 | 106 | 65 | 146 | 132 |
| Elementary occupations | 896 | 1 120 | 862 | 1 167 | 880 |
| Total | 2 574 | 3 061 | 2 260 | 3 340 | 2 707 |

(iii) By wage level

| Wage level | Placements | | | | |
|-------------------------|------------|-------|-------|-------|-------|
| | 2018 | 2019 | 2020 | 2021 | 2022 |
| Below \$5,000 | 143 | 150 | 89 | 116 | 121 |
| \$5,000-below \$10,000 | 674 | 765 | 444 | 607 | 454 |
| \$10,000-below \$15,000 | 1 345 | 1 476 | 1 219 | 1 813 | 1 304 |
| \$15,000-below \$20,000 | 348 | 568 | 416 | 666 | 669 |
| \$20,000-below \$25,000 | 53 | 80 | 58 | 101 | 111 |
| \$25,000-below \$30,000 | 6 | 15 | 19 | 16 | 28 |
| \$30,000 or above | 5 | 7 | 15 | 21 | 20 |
| Total | 2 574 | 3 061 | 2 260 | 3 340 | 2 707 |

(iv) By age and educational attainment

| Educational attainment | Age | Placements | | | | |
|-------------------------|-------------|------------|------|------|------|------|
| | | 2018 | 2019 | 2020 | 2021 | 2022 |
| Secondary 3 or below | 40-49 | 316 | 326 | 238 | 286 | 188 |
| | 50-59 | 399 | 467 | 341 | 435 | 266 |
| | 60-64 | 119 | 164 | 168 | 229 | 212 |
| | 65-69 | 26 | 51 | 58 | 150 | 130 |
| | 70 or above | 8 | 7 | 12 | 39 | 52 |
| Secondary 4-7 | 40-49 | 573 | 575 | 365 | 565 | 365 |
| | 50-59 | 633 | 732 | 530 | 716 | 561 |
| | 60-64 | 110 | 201 | 143 | 276 | 276 |
| | 65-69 | 28 | 39 | 33 | 59 | 78 |
| | 70 or above | 2 | 5 | 3 | 13 | 20 |
| Diploma and Certificate | 40-49 | 84 | 121 | 78 | 118 | 94 |
| | 50-59 | 105 | 134 | 86 | 164 | 126 |
| | 60-64 | 26 | 29 | 20 | 59 | 47 |
| | 65-69 | 3 | 8 | 7 | 16 | 17 |
| | 70 or above | 1 | 3 | 1 | - | 5 |
| Associate degree | 40-49 | 12 | 16 | 11 | 12 | 16 |
| | 50-59 | 9 | 5 | 17 | 13 | 17 |
| | 60-64 | 1 | 1 | 3 | 5 | 3 |
| | 65-69 | - | 2 | 1 | 1 | 1 |
| | 70 or above | - | - | 1 | - | - |

| Educational attainment | Age | Placements | | | | |
|------------------------|-------------|------------|-------|-------|-------|-------|
| | | 2018 | 2019 | 2020 | 2021 | 2022 |
| Bachelor Degree | 40-49 | 36 | 60 | 38 | 47 | 67 |
| | 50-59 | 50 | 70 | 43 | 67 | 85 |
| | 60-64 | 8 | 12 | 20 | 34 | 26 |
| | 65-69 | 2 | 3 | 5 | 4 | 9 |
| | 70 or above | - | - | 2 | 3 | 1 |
| Master Degree or above | 40-49 | 11 | 5 | 11 | 11 | 9 |
| | 50-59 | 10 | 13 | 10 | 11 | 18 |
| | 60-64 | 1 | 10 | 11 | 3 | 13 |
| | 65-69 | 1 | 2 | 4 | 4 | 4 |
| | 70 or above | - | - | - | - | 1 |
| Total | | 2 574 | 3 061 | 2 260 | 3 340 | 2 707 |

(v) By age and gender

| Gender | Age | Placements | | | | |
|--------|-------------|------------|-------|-------|-------|-------|
| | | 2018 | 2019 | 2020 | 2021 | 2022 |
| Male | 40-49 | 319 | 360 | 254 | 338 | 256 |
| | 50-59 | 426 | 544 | 387 | 502 | 380 |
| | 60-64 | 144 | 230 | 185 | 353 | 288 |
| | 65-69 | 38 | 63 | 72 | 165 | 160 |
| | 70 or above | 7 | 13 | 12 | 41 | 59 |
| Female | 40-49 | 713 | 743 | 487 | 701 | 483 |
| | 50-59 | 780 | 877 | 640 | 904 | 693 |
| | 60-64 | 121 | 187 | 180 | 253 | 289 |
| | 65-69 | 22 | 42 | 36 | 69 | 79 |
| | 70 or above | 4 | 2 | 7 | 14 | 20 |
| Total | | 2 574 | 3 061 | 2 260 | 3 340 | 2 707 |

**Breakdowns of job vacancies LD received from the private sector from 2021 to 2022
by industry, occupation, starting monthly wage and starting hourly wage**

(i) By industry

| Industry | No. of job vacancies | |
|---|----------------------|------------------|
| | 2021 | 2022 |
| Manufacturing | 54 483 | 59 531 |
| Construction | 77 708 | 87 858 |
| Wholesale, retail and import/export trades | 185 722 | 196 534 |
| Restaurants and hotels | 184 323 | 200 673 |
| Transport, storage and communications | 56 515 | 59 501 |
| Financing, insurance, real estate and business services | 311 079 | 295 320 |
| Community, social and personal services | 109 682 | 106 354 |
| Others | 82 344 | 80 564 |
| Total | 1 061 856 | 1 086 335 |

(ii) By occupation

| Occupation | No. of job vacancies | |
|--|----------------------|------------------|
| | 2021 | 2022 |
| Managers and administrators | 21 162 | 20 742 |
| Professionals and associate professionals | 249 609 | 229 216 |
| Clerical support workers | 158 292 | 173 473 |
| Service workers | 201 215 | 198 644 |
| Shop sales workers | 78 005 | 90 605 |
| Skilled agricultural and fishery workers | 3 903 | 5 051 |
| Craft and related workers | 68 498 | 73 069 |
| Plant and machine operators and assemblers | 40 335 | 40 624 |
| Elementary occupations | 240 636 | 254 681 |
| Others | 201 | 230 |
| Total | 1 061 856 | 1 086 335 |

(iii) By starting monthly wage

| Starting monthly wage | No. of job vacancies | |
|-------------------------|----------------------|------------------|
| | 2021 | 2022 |
| Below \$5,000 | 34 648 | 29 084 |
| \$5,000-below \$10,000 | 131 529 | 114 725 |
| \$10,000-below \$15,000 | 450 056 | 416 208 |
| \$15,000-below \$20,000 | 309 295 | 369 754 |
| \$20,000-below \$25,000 | 93 221 | 105 033 |
| \$25,000-below \$30,000 | 22 998 | 28 056 |
| \$30,000 or above | 20 109 | 23 475 |
| Total | 1 061 856 | 1 086 335 |

(iv) By starting hourly wage

| Starting hourly wage | No. of job vacancies | |
|----------------------|----------------------|------------------|
| | 2021 | 2022 |
| \$37.5-below \$40 | 29 261 | 25 648 |
| \$40-below \$45 | 78 157 | 53 705 |
| \$45-below \$50 | 121 544 | 91 563 |
| \$50-below \$60 | 309 257 | 295 475 |
| \$60-below \$70 | 223 672 | 266 769 |
| \$70-below \$80 | 123 629 | 155 179 |
| \$80-below \$90 | 71 774 | 88 992 |
| \$90-below \$100 | 35 951 | 41 731 |
| \$100 or above | 68 611 | 67 273 |
| Total | 1 061 856 | 1 086 335 |

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2880)

Head: (141) Government Secretariat: Labour and Welfare Bureau
Subhead (No. & title): (000) Operational expenses
Programme: (4) Talent Engagement and Support
Controlling Officer: Permanent Secretary for Labour and Welfare (Ms Alice LAU)
Director of Bureau: Secretary for Labour and Welfare

Question:

The Matters Requiring Special Attention under this Programme mainly include the establishment of the Hong Kong Talent Engage (HKTE) and overseeing HKTE's operation. There will be an increase of 11 posts in 2023-24. Will the Government inform this Committee of the cost of developing the online platform of HKTE, the day-to-day operational expenses, as well as the manpower and expenditure required for overseeing HKTE's operation?

Asked by: Hon CHAN Chun-ying (LegCo internal reference no.: 29)

Reply:

The online platform of the Hong Kong Talent Engage (HKTE) has incurred a one-off development fee of about \$3.0 million and publicity expense of about \$1.5 million. It is currently overseen and operated by the staff from the Manpower Division of the Labour and Welfare Bureau (LWB). As the staff concerned are tasked with other duties, the manpower and expenditure involved in handling the online platform cannot be identified separately.

The LWB is making preparations for setting up the physical office of the HKTE in mid-2023. Once the physical office is established, the online platform will be handed over to the HKTE. The estimated annual expenditure of the HKTE is about \$83 million.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2882)

Head: (141) Government Secretariat: Labour and Welfare Bureau
Subhead (No. & title): (000) Operational expenses
Programme: (3) Manpower Development
Controlling Officer: Permanent Secretary for Labour and Welfare (Ms Alice LAU)
Director of Bureau: Secretary for Labour and Welfare

Question:

Under this Programme, the provision for 2023-24 is \$15.1 million higher than the revised estimate for 2022-23, representing an increase of 33.5%. This is mainly due to increased provision for the Manpower Projection exercise and maintaining the manpower information portal. Given the completion of the last round of Manpower Projection in 2019 and the launch of the manpower information portal in December 2019, will the Government advise of the following:

1. the total expenditure on the last round of Manpower Projection and the estimated increase in expenditure for the new round;
2. the expenditures on maintaining the manpower information portal in the past 3 years.

Asked by: Hon CHAN Chun-ying (LegCo internal reference no.: 31)

Reply:

- (1) The last round of Manpower Projection, which was completed in 2019, spanned 3 years from 2017-18 to 2019-20 with a total expenditure of about \$6.2 million. The new round of Manpower Projection also spans 3 years from 2022-23 to 2024-25 with an amount of expenditure broadly comparable to the last round. As the government staff engaged in the projection also undertake other duties, separate breakdown of the salary cost cannot be provided.
- (2) In the past 3 years, the operating expenses of the manpower information portal were about \$2.4 million in 2019-20, \$2.8 million in 2020-21 and \$3.1 million in 2021-22. The expenses were mainly for engaging a consultancy firm to manage the content and promote the portal, as well as the related spending on online advertising of the portal and organising activities.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0385)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Ms Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned under Matters Requiring Special Attention in 2023-24 that the Bureau will monitor the admission of talents through the new Top Talent Pass Scheme (TTPS) and review the Scheme one year after its implementation. Regarding TTPS, will the Government inform this Committee of the following:

1. What are respective numbers of applicants and approved applicants under various categories of TTPS up to now? Please set out in detail the basic information of the applicants by: i) sex; ii) age; iii) qualification; iv) degree awarded; v) country of origin; vi) duration of the work to be involved (in year); vii) respective industries that the previous job falls in; viii) annual income of the previous job. What are the reasons for rejecting the applications?
2. It is mentioned under Programme 3 that there will be an increase of 5 posts in 2023-24. Please provide the details of these posts by i) post title; ii) rank; iii) job responsibility/description; iv) payroll cost; and
3. It is mentioned that the provision for 2023-24 is \$15.1 million (33.5%) higher than the revised estimate for 2022-23 and this is mainly due to increased provision for the Manpower Projection exercise and maintaining the manpower information portal. What are the details regarding the application of the projection exercise and the information portal to TTPS?

Asked by: Hon CHAN Pui-leung (LegCo internal reference no.: 26)

Reply:

1. Since the launch on 28 December 2022 to 28 February 2023 under the Top Talent Pass Scheme (TTPS), the number of applications received and approved are as follows:

| | Category A | Category B | Category C | Total |
|----------------------------------|------------|------------|------------|--------|
| Number of applications received# | 2 766 | 7 161 | 4 313 | 14 240 |
| Number of approved applications | 1 186 | 4 382 | 3 229 | 8 797 |

Notes:

Category A refers to persons with an annual income of HK\$2.5 million or above in the year prior to application.

Category B refers to persons who have obtained a bachelor's degree from the world's top 100 universities prescribed in the designated aggregate list and have accumulated at least 3 years of work experience in the 5 years prior to application.

Category C refers to persons who have obtained a bachelor's degree from the world's top 100 universities within 5 years prior to application, but have less than 3 years of work experience. An annual quota of 10 000 is set for this category.

The total number of applications includes the number of applications withdrawn or the number of cases with no follow-up required.

The numbers of approved applications by gender, age, work experience and income in the previous year are tabulated below:

| Gender | Approved applications | | | |
|--------|-----------------------|------------|------------|-------|
| | Category A | Category B | Category C | Total |
| Male | 857 | 2 753 | 1 542 | 5 152 |
| Female | 329 | 1 629 | 1 687 | 3 645 |

| Age | Approved applications | | | |
|-------------|-----------------------|------------|------------|-------|
| | Category A | Category B | Category C | Total |
| 18 – 30 | 53 | 1 218 | 3 214 | 4 485 |
| 31 – 40 | 465 | 2 303 | 15 | 2 783 |
| 41 – 50 | 500 | 733 | 0 | 1 233 |
| 51 – 60 | 155 | 119 | 0 | 274 |
| 61 or above | 13 | 9 | 0 | 22 |

| Work experience | Approved applications | | |
|-------------------------------|---|----------------|----------------|
| | Category A | Category B | Category C |
| Less than 3 years | Not required to submit relevant information | Not applicable | 3 229 |
| 3 years to less than 5 years | | 2 175 | Not applicable |
| 5 years to less than 10 years | | 2 177 | |
| 10 years or above | | 30 | |

| Income in the previous year (HK\$) | Approved applications | | |
|---------------------------------------|-----------------------|--|------------|
| | Category A | Category B | Category C |
| 2.5 million to less than 3 million | 247 | Not required to submit relevant information | |
| 3 million to less than 5 million | 517 | | |
| 5 million to less than 10 million | 206 | | |
| 10 million or more | 216 | | |

The number of approved applications by nationality is tabulated as follows:

| Region | No. of approved applications |
|-------------------|------------------------------|
| Mainland China | 8 325 |
| Canada | 97 |
| Australia | 77 |
| The United States | 69 |
| Singapore | 38 |
| Others | 191 |
| Total | 8 797 |

In respect of academic qualifications, Category A applicants are not required to submit information on academic qualifications; whereas Categories B and C applicants are only required to prove that they hold a bachelor's degree from the world's top 100 universities, and do not need to declare other academic qualifications held. The Immigration Department (ImmD) adjusted the application procedures on 1 March 2023, requiring applicants with work experience to declare the sectors of their occupations for analytical purposes. The ImmD does not maintain statistics on occupation categories of applicants whose applications were submitted before 1 March 2023.

The main reason for rejecting TTPS applications is that the applicants do not meet the eligibility criteria of the scheme, such as having an annual income less than HK\$2.5 million in the year prior to application (Category A applicants), having declared insufficient work experience (Category B applicants) or having a bachelor's degree not awarded by the world's top 100 universities (Category B or C applicants).

- The Labour and Welfare Bureau (LWB) proposes to create 5 posts in 2023-24, including 1 time-limited directorate post of Administrative Officer Staff Grade B1 (AOSGB1) and 4 non-directorate civil service posts (namely 1 Personal Secretary, 1 Principal Immigration Officer, 1 Senior Executive Officer and 1 Assistant Clerical Officer), to handle matters relating to human resources planning transferred to the LWB following the re-organisation of the government structure. The 2023-24 annual expenditure on salaries is about \$6.73 million in terms of notional annual mid-point salary value. For details about the responsibilities of the time-limited AOSGB1 post, please refer to paragraph 10 and Enclosure 3 of the paper (EC(2022-23)20) submitted to the Establishment Subcommittee by the LWB.

3. Under Programme (3) Manpower Development, the LWB is also tasked with undertaking the Manpower Projection exercise and maintaining the manpower information portal. The LWB will commence the next round of Manpower Projection in mid-2023 to assess the prospects, manpower and skills shortages in key industries, as well as the supply and demand and skills requirements of the manpower and skilled personnel for different types of trades, forming the basis for formulating the talent admission policy in future. The manpower information portal (www.talent.gov.hk) consolidates human resources information and data (e.g. local job vacancies, etc.) from different sources to provide more comprehensive information on career, training and development pathways to the local labour force, the younger generation in particular. Both local and incoming talents (including those admitted through TTPS) may obtain information from the portal.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)090

(Question Serial No. 3125)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Ms Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in the Programme that the Labour and Welfare Bureau will continue to implement the Continuing Education Fund (CEF) to encourage adults with learning aspirations to pursue continuing education and training. In this connection, will the Government inform this Committee of:

1. the respective numbers of participants in each age group: i) aged 18-29, ii) aged 30-39, iii) aged 40-49, iv) aged 50-59 and v) aged 60 or above, the number of graduates of the CEF courses and the average amount of subsidies for approved applications in each of the past 5 years; and
2. the respective percentages of courses in the Reimbursable Course List with successful reimbursement claims by course type in the past 5 years; and
3. the Government's future improvement measures, given that there are views that the participation rate of continuing education in Hong Kong has been relatively low over the years?

Asked by: Hon CHAN Pui-leung (LegCo internal reference no.: 48)

Reply:

- 1) The numbers of subsidy recipients and the average reimbursement amount by age group under the Continuing Education Fund (CEF) in the past 5 years are tabulated as follows:

| Year | | Age group ^{Note 1} | | | |
|------------------------------------|-----------------------------------|-----------------------------|--------|-------|-------------|
| | | 18-29 | 30-39 | 40-49 | 50 or above |
| 2018-19 | No. of subsidy recipients | 10 961 | 4 354 | 2 200 | 1 817 |
| | Average reimbursement amount (\$) | 6,587 | 6,224 | 6,182 | 6,274 |
| 2019-20 | No. of subsidy recipients | 11 326 | 6 102 | 3 085 | 2 477 |
| | Average reimbursement amount (\$) | 7,019 | 6,735 | 6,937 | 6,742 |
| 2020-21 | No. of subsidy recipients | 16 912 | 10 720 | 5 821 | 4 507 |
| | Average reimbursement amount (\$) | 6,522 | 6,521 | 6,442 | 5,414 |
| 2021-22 | No. of subsidy recipients | 23 547 | 17 071 | 9 706 | 7 466 |
| | Average reimbursement amount (\$) | 8,077 | 7,814 | 7,892 | 6,965 |
| 2022-23 (as of 31 January 2023) | No. of subsidy recipients | 19 105 | 15 067 | 9 233 | 7 396 |
| | Average reimbursement amount (\$) | 7,715 | 7,659 | 7,246 | 6,220 |

Note 1 The upper age limit for CEF applicants was raised from 65 to 70 on 1 April 2019 and subsequently removed on 1 August 2022.

- 2) The numbers of subsidy recipients under the CEF by course scope, in the past 5 years, are set out in **Annex 1**.
- 3) The CEF implemented a series of enhancement measures in April 2019, including the doubling of subsidy ceiling from \$10,000 to \$20,000 per person. The subsidy ceiling was further increased to \$25,000 per person in August 2022. The number of subsidy recipients claiming CEF reimbursement has been on the rise in recent years. It grew over the two years from about 23 000 in 2019-20 to about 58 000 in 2021-22, reflecting the resident's persistently growing interest in pursuing continuing education through CEF.

Moreover, the Office of the CEF (OCEF) has been promoting the CEF and encouraging residents to apply for the CEF through various methods and channels such as TV and Radio Announcements in the Public Interest, advertisements on newspapers and electronic platforms, as well as publicity leaflets and its website, etc. On 1 April 2020, the OCEF had launched online submission services to facilitate members of the public in submitting applications.

Number of Subsidy Recipients under the CEF by Course Scope

| | 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 (as of 31 January 2023) |
|---|--|--|--|--|--|
| Course Scope ^{Note 1} | No. of Subsidy Recipients | No. of Subsidy Recipients | No. of Subsidy Recipients | No. of Subsidy Recipients | No. of Subsidy Recipients |
| Business Services | 4 839 | 6 254 | 9 235 | 9 399 | 6 444 |
| Design | 1 621 | 1 763 | 1 878 | 2 324 | 1 878 |
| Financial Services | 3 276 | 4 211 | 5 763 | 6 072 | 3 720 |
| Languages | 4 720 | 5 070 | 5 544 | 8 269 | 7 460 |
| Logistics | 689 | 620 | 731 | 855 | 580 |
| Tourism | 882 | 937 | 1 385 | 1 326 | 818 |
| Interpersonal and Intrapersonal Skills for the Workplace | 22 | 46 | 37 | 93 | 53 |
| Creative Industries | 615 | 785 | 978 | 1 403 | 1 079 |
| Specification of Competency Standards (SCS)-based ^{Note 2} | 2 668 | 3 183 | 5 240 | 7 339 | 7 177 |
| A01 - Architecture and Town Planning | – | – | 217 | 763 | 770 |
| A02 - Arts, Design and Performing Arts | – | – | 97 | 457 | 559 |
| A03 - Business and Management | – | 27 | 2 217 | 7 354 | 6 695 |
| A04 - Computer Science and Information Technology | – | – | 397 | 840 | 1 195 |
| A05 - Education | – | 59 | 636 | 1 376 | 1 432 |
| A06 - Engineering and Technology | – | 1 | 1 030 | 1 946 | 1 761 |
| A07 - Humanities | – | 1 | 141 | 475 | 589 |
| A08 - Languages and Related Studies | – | – | 121 | 650 | 1 076 |
| A09 - Law | – | 23 | 192 | 271 | 173 |

| | 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 (as of 31 January 2023) |
|--|--|--|--|--|--|
| Course Scope ^{Note 1} | No. of Subsidy Recipients | No. of Subsidy Recipients | No. of Subsidy Recipients | No. of Subsidy Recipients | No. of Subsidy Recipients |
| A10 - Mass Media and Communications, Journalism and Public Relations | – | – | 209 | 358 | 225 |
| A11 - Medicine, Dentistry and Health Sciences | – | 3 | 874 | 2 855 | 3 560 |
| A12 - Sciences | – | – | 227 | 646 | 469 |
| A13 - Services | – | – | 399 | 1 394 | 1 478 |
| A14 - Social Sciences | – | 7 | 412 | 1 325 | 1 610 |
| Total | 19 332 | 22 990 | 37 960 | 57 790 | 50 801 |

Note 1 With the implementation of enhancement measures on 1 April 2019, the scope of reimbursable courses was expanded to include all eligible courses registered in the Qualifications Register, including SCS-based courses, Specification of Generic (Foundation) Competencies (SGC)-based courses, and non-SCS/SGC-based courses in 14 areas of study and training (i.e. A01-A14).

Note 2 SCS-based areas of study under the Qualifications Framework include Arboriculture and Horticulture, Automotive, Banking, Beauty and Hairdressing, Catering, Chinese Catering, Electrical and Mechanical Services, Elderly Care Service, Fashion, Human Resource Management Sector, Import and Export, Information and Communications Technology, Insurance, Jewellery, Logistics, Manufacturing Technology (Tooling, Metals and Plastics), Printing and Publishing, Property Management, Retail, Security Services, Testing, Inspection and Certification, Travel as well as Watch and Clock.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)091

(Question Serial No. 2949)

Head: (141) Government Secretariat: Labour and Welfare Bureau
Subhead (No. & title): (000) Operational expenses
Programme: (4) Talent Engagement and Support
Controlling Officer: Permanent Secretary for Labour and Welfare (Ms Alice LAU)
Director of Bureau: Secretary for Labour and Welfare

Question:

During 2023-24, the Bureau will set up the Hong Kong Talent Engage (HKTE) to implement talent engagement and support measures. In this connection, will the Government inform this Committee of the following:

- (a) the staff establishment, salary expenses and operating expenditure of HKTE; and
- (b) the work plan and targets of HKTE in 2023-24.

Asked by: Hon CHAN Wing-kwong (LegCo internal reference no.: 28)

Reply:

- (a) The proposed physical office of the Hong Kong Talent Engage (HKTE) is a time-limited dedicated establishment for a period of 3 years, with major functions in formulating talent attraction strategies, promoting Hong Kong's role as a talent hub, co-ordinating the collaboration with Dedicated Teams for Attracting Businesses and Talents outside Hong Kong and providing one-stop support services for incoming talents.

The physical office of the HKTE is a time-limited establishment with a strength of about 30 to 40 officers, comprising 8 civil servants and other non-civil service staff. The estimated annual expenditure is about \$83 million, of which \$50 million for operating expenses and the remaining for staff emoluments.

- (b) The Labour and Welfare Bureau is making preparations for setting up the physical office of the HKTE in mid-2023. Following the Government's policy direction to trawl for talents, the HKTE's foremost task is to focus on talent engagement and promotion strategies, and formulate appropriate key tasks and programme proposals for senior echelon's consideration. In addition, the HKTE will maintain close collaboration with the Dedicated Teams for Attracting Businesses and Talents to aptly execute the work of promoting Hong Kong abroad. The HKTE will liaise proactively with the local business community to build up a talent support service network and provide assistance to incoming talents in various aspects of living to help them settle down in Hong Kong. The HKTE will also maintain contact with the incoming talents to keep track of their

development in Hong Kong and establish talent clusters, so as to contribute to the further development of Hong Kong.

The Government has already set a target of for talent admission, i.e. to admit at least 35 000 talents annually with an intended duration of stay in Hong Kong for at least 12 months from 2023 to 2025. The implementation situation and actual effectiveness of the relevant initiatives may serve as the performance indicator. In addition, upon the HKTE's establishment, its Director can also set performance pledges and performance indicators on the HKTE's operation.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2952)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Talent Engagement and Support

Controlling Officer: Permanent Secretary for Labour and Welfare (Ms Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the implementation of the Top Talent Pass Scheme (TTPS) and the Hong Kong Talent Engage (HKTE) since end-2022, please advise this Committee of the following:

1. the respective numbers of applications made under the TTPS which were received, approved and rejected by the Government from 28 December 2022 to 27 January 2023, together with a breakdown and the following information by the category to which the applicants belonged (i.e. Category A, Category B and Category C): salary or income, occupation and trade in which the applicant was engaged, work experience, academic qualification, age, gender and marital status; and
2. the longest, shortest and average processing time for the approved applications;
3. whether there are measures in place to handle disputed cases; if yes, what are they specifically; if not, what are the reasons;
4. the estimated expenditure involved in processing visa/entry permit applications or handling related matters in 2023-24.

Asked by: Hon CHAN Wing-kwong (LegCo internal reference no.: 3)

Reply:

1. Since the launch on 28 December 2022 to 28 February 2023 under Top Talent Pass Scheme (TTPS), the number of applications received and processed are as follows:

| | Category A | Category B | Category C | Total |
|-----------------------------------|------------|------------|------------|--------|
| Number of applications received # | 2 766 | 7 161 | 4 313 | 14 240 |
| Number of approved applications | 1 186 | 4 382 | 3 229 | 8 797 |
| Number of rejected applications | 22 | 209 | 232 | 463 |

Notes:

Category A refers to persons with an annual income of HK\$2.5 million or above in the year prior to application.

Category B refers to persons who have obtained a bachelor's degree from the world's top 100 universities prescribed in the designated aggregate list and have accumulated at least 3 years of work experience in the 5 years prior to application.

Category C refers to persons who have obtained a bachelor's degree from the world's top 100 universities within 5 years prior to application, but have less than 3 years of work experience. An annual quota of 10 000 is set for this category.

The total number of applications includes the applications withdrawn or the number of cases with no follow-up required.

The number of approved applications by gender, age, work experience, income in the previous year and marital status are tabulated below:

| Gender | Approved applications | | | |
|--------|-----------------------|------------|------------|-------|
| | Category A | Category B | Category C | Total |
| Male | 857 | 2 753 | 1 542 | 5 152 |
| Female | 329 | 1 629 | 1 687 | 3 645 |

| Age | Approved applications | | | |
|-------------|-----------------------|------------|------------|-------|
| | Category A | Category B | Category C | Total |
| 18-30 | 53 | 1 218 | 3 214 | 4 485 |
| 31-40 | 465 | 2 303 | 15 | 2 783 |
| 41-50 | 500 | 733 | 0 | 1 233 |
| 51-60 | 155 | 119 | 0 | 274 |
| 61 or above | 13 | 9 | 0 | 22 |

| Work experience | Approved applications | | |
|-------------------------------|---|----------------|----------------|
| | Category A | Category B | Category C |
| Less than 3 years | Not required to submit relevant information | Not applicable | 3 229 |
| 3 years to less than 5 years | | 2 175 | Not applicable |
| 5 years to less than 10 years | | 2 177 | |
| 10 years or above | | 30 | |

| Income in the previous year (HK\$) | Approved applications | | |
|---------------------------------------|-----------------------|--|------------|
| | Category A | Category B | Category C |
| 2.5 million to less than 3 million | 247 | Not required to submit relevant information | |
| 3 million to less than 5 million | 517 | | |
| 5 million to less than 10 million | 206 | | |
| 10 million or more | 216 | | |

| Marital status | Approved applications | | | |
|--------------------|-----------------------|------------|------------|-------|
| | Category A | Category B | Category C | Total |
| Single | 140 | 1 597 | 3 050 | 4 787 |
| Married | 1 024 | 2 720 | 165 | 3 909 |
| Separated/divorced | 20 | 49 | 4 | 73 |
| Widowed | 1 | 2 | 0 | 3 |
| Not disclosed | 1 | 14 | 10 | 25 |

In respect of academic qualifications, Category A applicants are not required to submit information on academic qualifications; whereas Categories B and C applicants are only required to prove that they have obtained a bachelor's degree from the world's top 100 universities, and do not need to declare other academic qualifications held. The Immigration Department (ImmD) adjusted the application procedures on 1 March 2023, requiring applicants with work experience to declare the sectors of their occupations for analytical purposes. The ImmD does not maintain statistics on occupation categories of applicants whose applications were submitted before 1 March 2023.

- Under the TTPS, the ImmD generally completes the processing of applications within 4 weeks upon receipt of all necessary documents. The processing time required for individual cases depends on whether the applicant meets the relevant application criteria, whether sufficient documentary proof and information have been provided, and the staffing arrangements of the ImmD. Some cases with all the required information duly submitted can be approved within the same day of application.
- The ImmD has all along been vetting every application for visa/entry permits in a rigorous manner, and will enhance its immigration policy and measures in a timely manner in response to social changes and actual needs. Any person who knowingly and wilfully makes a statement or gives information that he/she knows to be false or does not believe to be true when applying for visa/entry permits for coming to Hong Kong commits an offence. The law enforcement departments concerned will handle these cases seriously. Any such visa/entry permit issued or permission to enter or remain in the Hong Kong Special Administrative Region granted shall have no effect.
- The estimated staff establishment and salary costs of the ImmD for processing applications for respective admission schemes in the coming year (i.e. 2023-24) are tabulated below:

| Admission scheme | | 2023-24 |
|--|--|---------|
| General Employment Policy & | Staff establishment (Number of posts) | 28 |
| | Salary costs* (\$'000) | 20,300 |
| Admission Scheme for Mainland Talents and Professionals | Staff establishment (Number of posts) | 24 |
| | Salary costs* (\$'000) | 15,310 |
| Quality Migrant Admission Scheme | Staff establishment (Number of posts) | 30 |
| | Salary costs* (\$'000) | 21,610 |
| Immigration Arrangements for Non-local Graduates | Staff establishment (Number of posts) | 14 |
| | Salary costs* (\$'000) | 8,760 |
| Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents | Staff establishment (Number of posts) | 12 |
| | Salary costs* (\$'000) | 6,360 |
| Technology Talent Admission Scheme | Staff establishment (Number of posts) | 3 |
| | Salary costs* (\$'000) | 2,500 |
| Top Talent Pass Scheme | Staff establishment (Number of posts) | 10 |
| | Salary costs* (\$'000) | 7,920 |

& Including Employment Stream and Investment Stream.

* Calculated based on the notional annual mid-point salary.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)093

(Question Serial No. 1126)

Head: (141) Government Secretariat: Labour and Welfare Bureau
Subhead (No. & title): ()
Programme: Not Specified
Controlling Officer: Permanent Secretary for Labour and Welfare (Ms Alice LAU)
Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour and Welfare Bureau is currently updating the Talent List for completion within March this year. The Bureau will also commence a new round of manpower projections in the middle of this year to help the Government formulate appropriate strategies to address the overall manpower demand. In this connection:

1. when updating the Talent List, has the Government made an estimate of the current and future overall demand from Hong Kong enterprises for talents, in particular the innovation and technology talents required for the major development of the country and Hong Kong? How will the Government enhance the competitiveness of the next generation?
2. how does the Bureau gauge the actual manpower demand of various levels and areas of the innovation and technology sector, including the channels and approaches it primarily adopted to grasp the shortage of top-, middle- and basic-level talents in the local innovation and technology industry; and what is the manpower involved in handling the relevant tasks?
3. what are the expenditure and manpower involved in the new round of manpower projections to be commenced in the middle of this year? Has the Bureau explored ways to enhance the effectiveness and accuracy of the new round of manpower projections after learning the experience from past manpower projections? If yes, what are the details; if not, what are the reasons and will such work be carried out in the future?

Asked by: Hon CHIU Duncan (LegCo internal reference no.: 11)

Reply:

After consulting the Innovation, Technology and Industry Bureau (ITIB), the consolidated reply is as follows,

- (1) The Government has drawn up the Talent List with a view to attracting high-quality talent for different industries and professional fields in a more effective and focused manner to support Hong Kong's development into a high value-added and diversified economy. To reflect the latest talent shortage situation in different professions, the Government has commenced a new round of review of the Talent List after the promulgation of the 2022 Policy Address. Bureaux have been invited to review and

consult industry bodies and stakeholders of their responsible sectors on the suggestions on the coverage of the Talent List. The Government is now consolidating the suggestions on the updates, with a view to completing the review by end-March 2023.

- (2) The Report on Manpower Projection to 2027 released in end-2019 has indicated Hong Kong's keen demand for innovation and technology (I&T) talent, which surpasses that of other industries. Manpower demand in both the I&T and the research and development (R&D) sectors will continue to grow as projected in the 2022 Manpower Survey Report (Innovation and Technology Sector) released by the Vocational Training Council. Apart from drawing reference from the aforesaid reports, ITIB has been maintaining close contact with the sectors to understand their manpower demand. Their views will also be taken into account in updating the Talent List.

The I&T ecosystem in Hong Kong has become increasingly vibrant in recent years. For example, the number of start-ups increased from around 1 000 in 2014 to around 4 000 in 2022 with their employees rising significantly from around 2 400 to around 15 000 in the same period. The employment figures in the I&T sector also saw a growth from around 35 000 in 2014 to over 46 000 in 2021 while the number of R&D personnel increased from around 29 000 to over 37 000 in the same period. Indeed, with the popularisation of I&T, various industries also need to recruit a large number of I&T talent. Also, with I&T sites and infrastructure coming on stream upon completion, we believe that Hong Kong's long-term demand for I&T manpower will increase further. According to the Hong Kong Innovation and Technology Development Blueprint promulgated in December last year, it is the Government's target to have over 100 000 I&T practitioners by 2032.

With rapid technological advancement, the projection of long-term I&T talent demand and supply has to be constantly updated in view of the needs of our nation and Hong Kong, as well as the circumstances in international development. In the middle of this year, the Labour and Welfare Bureau (LWB) will commence a new round of Manpower Projection that will cover the industries pertaining to Hong Kong's development into an I&T centre and assess the future demand for major positions and skills. To better reflect the actual development needs of the industries in the Manpower Projection, LWB will work closely with ITIB in conducting the projection and carrying out extensive consultation with industries stakeholders to collect more data and information.

- (3) The new round of Manpower Projection to be commenced in the middle of this year will adopt enhanced methodologies so that the analyses and findings can serve as a better reference. To be specific:
 - (i) the analytical framework will cover a wider spectrum of industries than in previous projections, with a more focused emphasis on the strategic positioning and long-term development of Hong Kong, including conventional economic sectors, the key industries under the national 14th Five-Year Plan for the development of Hong Kong in eight key areas, and the technical trades pertinent to the essential services supporting the city's daily operation and management which require time in training, etc.;

- (ii) the data and information from more diversified sources than before will be used in the projection, including government data on the economy and labour force, market information on job vacancies, and views from stakeholders in various industries on a wider scale, with a view to integrating data sources in a more comprehensive manner to assess Hong Kong's broad trends of manpower supply and demand at the macro level in the medium term;
- (iii) the analyses will be more refined, providing projection and assessment on the prospects, manpower and skills shortages in key industries as well as the supply and demand and skills requirements of the manpower and skilled personnel for different types of trades; and
- (iv) the projection period will be shortened from 10 years previously to 5 years to reflect the trends in our economic and labour markets in a timely manner.

The estimated expenditure for the new round of Manpower Projection is about \$6 million. As the government staff engaged in the projection also undertake other duties, separate breakdown of the salary cost and staff establishment cannot be provided.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2442)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Ms Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Talents are of vital importance to the future development of Hong Kong. The Chief Executive stressed in his 2022 Policy Address that the Government must be more proactive and aggressive in “competing for enterprises” and “competing for talents”. In this connection, please advise this Committee of the following:

- a. as the estimated number of talents admitted through various talent admission schemes with an intended duration of stay of at least 12 months in 2023-24 is 35 000, what are the target number of applicants under each scheme as well as the target composition of professions and nationalities of the talents attracted?
- b. what are the target numbers of applicants under Category A, Category B and Category C of the Top Talent Pass Scheme?

Asked by: Hon FOK Kai-kong, Kenneth (LegCo internal reference no.: 12)

Reply:

- a. and b. To meet Hong Kong's economic and social development needs, the Government will proactively attract outside talents, apart from actively nurturing and retaining local talents. We have set an overall target of admitting at least 35 000 talents with an intended duration of stay of at least 12 months annually from 2023 to 2025. The Top Talent Pass Scheme (TTPS) is a newly established channel for talent admission implemented from 28 December 2022, aiming at attracting talents with high income, good academic qualifications or work experience from around the world. The Government has not set individual targets for respective talent admission schemes, except for an annual quota of 10 000 for Category C applications under the TTPS (i.e. holders of a bachelor's degree of the world's top 100 universities in the past 5 years immediately prior to application but have less than 3 years of work experience). At present, there is a demand for talents of different qualifications and skills requirements in Hong Kong, to meet the demands across various industries and sectors, we have not set targets regarding the occupations or nationalities of talents to be admitted.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)095

(Question Serial No. 2452)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Ms Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

1. Regarding employment training support for ethnic minorities, will the estimated expenditure for 2023-24 be increased as compared with the past 2 years? If yes, what are the details? If not, what are the reasons?

Asked by: Hon FOK Kai-kong, Kenneth (LegCo internal reference no.: 22)

Reply:

The Employees Retraining Board (ERB) and the Labour Department (LD) provide employment training support for ethnic minorities (EMs).

ERB provides dedicated courses for EMs, with relevant expenditure increased from about \$4.4 million in 2021-22 to about \$5.6 million in 2022-23. The estimate for 2023-24 is about \$6.3 million.

The LD implements the Youth Employment and Training Programme (YETP) to provide one-stop pre-employment and on-the-job training for young school leavers (including EMs) aged 15 to 24 with educational attainment at sub-degree level or below. In 2021-22 and 2022-23, the expenditures on the provision of training courses for EM youths under the YETP were \$287,280 and \$196,560 respectively. Starting from 1 April 2023, LD will entrust ERB to provide training courses for YETP participants, including the dedicated courses for EMs, training expenses of the YETP will be borne by ERB.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)096

(Question Serial No. 2454)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Talent Engagement and Support

Controlling Officer: Permanent Secretary for Labour and Welfare (Ms Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the establishment of the new Hong Kong Talent Engage (HKTE), please inform this Committee of the following:

1. the administrative cost and staffing establishment involved for the initiative;
2. it is learned that preparations are being made for setting up the physical entity of the HKTE, which is dedicated to formulating talent recruitment strategies and publicity. Please advise whether any site has been identified. If yes, what are the administrative cost, staffing establishment and related expenditure involved? If not, what are the reasons?

Asked by: Hon FOK Kai-kong, Kenneth (LegCo internal reference no.: 24)

Reply:

1. The proposed physical office of the Hong Kong Talent Engage (HKTE) is a time-limited dedicated establishment for a period of 3 years, with major functions in formulating talent attraction strategies, promoting Hong Kong's role as a talent hub, co-ordinating the collaboration with Dedicated Teams for Attracting Businesses and Talents outside Hong Kong and providing one-stop support services for incoming talents.

The physical office of the HKTE is a time-limited establishment with a strength of about 30 to 40 officers, comprising 8 civil servants and other non-civil service staff. The estimated expenditure of the HKTE for 2023-24 is about \$83 million.

2. The Labour and Welfare Bureau (LWB) is making preparations for setting up the physical office of the HKTE and has submitted the proposal to the relevant committees of the Legislative Council. Subject to the approval, the LWB will set up the physical office of the HKTE as soon as possible and commence various tasks such as recruitment, search for accommodation, liaison with collaborative partners and other support services, etc.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0867)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Ms Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the estimated amount of funds disbursed under the Continuing Education Fund (CEF), will the Government advise this Committee of the following:

- (1) details of the top 30 CEF courses with the highest number of successful applications for fee reimbursement in 2022-23, including course titles, Qualifications Framework Levels and course fees; and
- (2) regulatory measures adopted by the Government to assure the quality of eligible courses registered in Qualifications Register.

Asked by: Hon IP LAU Suk-ye, Regina (LegCo internal reference no.: 28)

Reply:

- (1) Details of the top 30 Continuing Education Fund (CEF) courses in terms of the number of subsidy recipients, including the course title, Qualifications Framework (QF) Level and tuition fee, in 2022-23 (as at 31 January 2023) are set out at **Annex**.
- (2) From 2008 onwards, all new courses applying for registration under the CEF are required to be recognised under the QF and registered in the Qualifications Register (QR). Under the QF, all courses must fulfil the professional accreditation in respect of content, qualifications of instructors, teaching methodology, assessment methods and quality assurance policies and procedures, etc. by the Hong Kong Council for Accreditation of Academic and Vocational Qualifications (HKCAAVQ) or self-accrediting operators to ensure their quality.

The Government implemented enhancement measures on 1 April 2019, under which all CEF courses registered before 2008 have to be accredited for registration under the QR within a transitional period of 4 years (i.e. by 31 March 2023). A validity period of registration of up to a maximum of 4 years had been imposed for every CEF course and

a more robust documentation verification system is put in place over course providers' renewal applications offering CEF course.

Moreover, course providers offering CEF courses must comply with the specific requirements on the promotion of courses, enrolment procedure and operation mode. The Office of the CEF and the HKCAAVQ will conduct surprise audit visits on the compliance of CEF courses. If any course provider is found to have violated the CEF terms or a report of non-compliance is received, the case will be followed up immediately and corresponding actions will be taken according to the seriousness of the case, including issuance of a written warning to the course provider and suspension or cancellation of registration of the CEF course concerned from the course list. The measures are applicable to face-to-face and online CEF courses.

Top 30 CEF courses in terms of number of subsidy recipients in 2022-23

| | CEF Course title ^{Note 1} | Number of subsidy recipients | Tuition fee ^{Note 2} (\$) | QF Level ^{Note 3} |
|----|---|-------------------------------------|---|-----------------------------------|
| 1 | CERTIFICATE IN SECURITY GUARD TRAINING | 1 916 | 550 | 1 |
| 2 | CERTIFICATE IN ELECTRICAL WIREMAN | 683 | 13,500 | 2 |
| 3 | ELEMENTARY AND INTERMEDIATE JAPANESE COURSE | 594 | 6,840 | Not applicable (N.A.) |
| 4 | ENGLISH IMPROVEMENT COURSE | 544 | 48,375 | N.A. |
| 5 | PROJECT MANAGEMENT PROFESSIONAL (PMP(R)) PREPARATION COURSE | 518 | 13,800 | N.A. |
| 6 | CERTIFICATE IN PRIVATE CAR DRIVING | 511 | 19,056 | 3 |
| 7 | CERTIFICATE IN STYLE DESIGN AND HAIR CUTTING (QF LEVEL 1) | 508 | 1,510 | 1 |
| 8 | CERTIFICATE IN PROJECT MANAGEMENT AND DATA ANALYSIS USING MICROSOFT EXCEL | 496 | 6,000 | N.A. |
| 9 | JAPANESE LANGUAGE PROFICIENCY TEST (N5) COURSE (MODULE 1-6) | 468 | 9,400 | N.A. |
| 10 | CERTIFICATE IN LIGHT GOODS VEHICLE DRIVING | 463 | 19,056 | 3 |
| 11 | CERTIFICATE IN ADVANCED PERSONAL FITNESS TRAINER | 367 | 17,800 | 3 |
| 12 | DIPLOMA IN BUSINESS FINANCE | 367 | 19,800 | N.A. |
| 13 | CERTIFICATE IN ADVANCED ENGLISH LANGUAGE EXAMINATION SKILLS | 355 | 23,808 | 3 |
| 14 | CERTIFICATE IN ELEMENTARY ENGLISH | 350 | 20,800 | N.A. |
| 15 | CERTIFICATE IN CARE-RELATED SUPPORT WORKERS TRAINING | 349 | 9,800 | 2 |
| 16 | CERTIFICATE IN PHYSIOTHERAPY ASSISTANT | 331 | 5,000 | 2 |
| 17 | INTRODUCTORY JAPANESE | 331 | 6,200 | N.A. |

| | CEF Course title ^{Note 1} | Number of subsidy recipients | Tuition fee ^{Note 2} (\$) | QF Level ^{Note 3} |
|----|--|-------------------------------------|---|-----------------------------------|
| 18 | HIGHER JAPANESE COURSE | 329 | 6,960 | N.A. |
| 19 | CERTIFICATE IN PIPING INSTALLATION | 324 | 12,500 | 1 |
| 20 | CERTIFICATE IN SECURITIES ANALYSIS | 320 | 29,800 | 3 |
| 21 | CERTIFICATE IN INTERMEDIATE ENGLISH | 319 | 20,800 | N.A. |
| 22 | CERTIFICATE IN STYLE DESIGN AND HAIR CUTTING (QF LEVEL 2) | 316 | 1,720 | 2 |
| 23 | CERTIFICATE IN NAIL TECHNOLOGY (QF LEVEL 3) | 314 | 14,800 | 3 |
| 24 | CERTIFICATE IN DIGITAL MARKETING | 303 | 7,500 | N.A. |
| 25 | CERTIFICATE FOR ADOBE ILLUSTRATOR, PHOTOSHOP & INDESIGN | 252 | 6,000 | N.A. |
| 26 | HIGHER JAPANESE LANGUAGE COURSE (II) | 243 | 7,080 | N.A. |
| 27 | CERTIFICATE IN DIGITAL VIDEO PRODUCTION | 238 | 8,500 | N.A. |
| 28 | CERTIFICATE IN BEGINNER ENGLISH | 231 | 20,800 | N.A. |
| 29 | CERTIFICATE IN MARINE TOURISM | 216 | 9,300 | N.A. |
| 30 | CERTIFICATE IN PROPERTY MANAGEMENT FOR PROVISIONAL PROPERTY MANAGEMENT PRACTITIONER (TIER 1) LICENCE | 210 | 15,500 | 4 |

Note 1 Some courses were only provided with an English title when the course provider sought registration under the CEF.

Note 2 The registered tuition fee as at the end of that financial year.

Note 3 All courses applying for registration under the CEF from 2008 onwards are required to be recognised under the QF and registered in the QR. Following the implementation of the enhancement measures on 1 April 2019, the relevant courses of course providers have to be accredited for registration under the QR before they can continue to be registered as CEF courses within a transitional period of 4 years (i.e. by 31 March 2023).

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 1741)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Talent Engagement and Support

Controlling Officer: Permanent Secretary for Labour and Welfare (Ms Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Under this Programme, the Labour and Welfare Bureau provides one-stop talent engagement and facilitation services to attract outside talents and support them in relocation to and settlement in Hong Kong for the longer term development. The provision for 2023-24 is \$73.2 million (451.9%) higher than the revised estimate for 2022-23. This is mainly due to the time-limited provision for setting up the physical entity of the Hong Kong Talent Engage (HKTE) to implement talent engagement and support measures. In this connection, please inform this Committee of the following:

- a) the estimated annual operating expenditure on the physical entity of the HKTE;
- b) whether the increased provision involved has covered the expenditure on the 11 additional posts in 2023-24;
- c) the expected work plan of the physical entity of the HKTE in the coming 5 years and the relevant work targets for each year;
- d) the estimated number of service recipients following the establishment of the HKTE, as well as the estimated processing time and amount of expenditure involved in each case;
- e) regarding the collaboration among the HKTE and the Dedicated Teams for Attracting Businesses and Talents under the 17 Mainland Offices and overseas Economic and Trade Offices (ETOs), please provide the name of the offices concerned;
- f) whether regular review will be conducted by the Dedicated Teams for Attracting Businesses and Talents to add new partners from the Mainland Offices and overseas ETOs; if yes, what are the details; if not, what are the reasons?

Asked by: Hon KWOK Ling-lai, Lillian (LegCo internal reference no.: 4)

Reply:

In consultation with the Commerce and Economic Development Bureau and the Constitutional and Mainland Affairs Bureau, a consolidated reply is provided below:

The proposed Hong Kong Talent Engage (HKTE) is a time-limited dedicated establishment for a period of 3 years, with major functions in formulating talent attraction strategies, promoting Hong Kong's role as a talent hub, co-ordinating the collaboration with the Dedicated Teams for Attracting Businesses and Talents (the Dedicated Teams) outside Hong Kong, and providing one-stop support services for incoming talents. The overall estimated annual expenditure of the HKTE is approximately HK\$83 million, including the expenditure on the additional civil service posts.

The Labour and Welfare Bureau is making preparations for setting up the physical office of the HKTE in mid-2023. Following the Government's policy direction to trawl for talents, the HKTE's foremost task is to focus on talent engagement and promotion strategies, and put forward appropriate key tasks and programme proposals for senior echelons' consideration. In addition, the HKTE will maintain close collaboration with the Dedicated Teams to aptly promote Hong Kong abroad. The HKTE will liaise proactively with the local business community to build up a talent support service network and provide assistance to incoming talents in various aspects of living to help them settle down in Hong Kong. The HKTE will also maintain contact with the incoming talents to keep track of their development in Hong Kong and establish talent clusters, so as to contribute to the further development of Hong Kong. As the HKTE is a new endeavour of the Government, we have no basis or experience for estimating the processing time and amount of expenditure involved in each case.

The Government has already set a target for talent admission, i.e. to admit at least 35 000 talents annually with an intended duration of stay in Hong Kong for at least 12 months from 2023 to 2025. The implementation situation and actual effectiveness of the relevant initiatives may serve as performance indicator. In addition, upon the HKTE's establishment, its Director can also set performance pledges and key performance indicators on the HKTE's operation.

Pursuant to the announcement in the 2022 Policy Address, the 17 Mainland Offices and overseas Economic and Trade Offices of the HKSAR Government had established their respective Dedicated Teams for Attracting Business and Talents in the end of last year. Their addresses and contact information can be found on the HKTE's online platform. The Dedicated Teams will continue to proactively reach out to target enterprises and talents to promote the unique strengths of Hong Kong and provide them with the latest information on the assistance available for enterprises and talents settling in Hong Kong, so as to invite them to explore development and job opportunities in Hong Kong. We will continue to examine the operation and arrangements of these teams with a view to injecting impetus for Hong Kong's economic development.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 1743)

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 Alice LAU)
Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour and Welfare Bureau plans to provide vocational training through a subvention of \$211 million to the Vocational Training Council (VTC) in 2023-24 for meeting the manpower needs of industries, enhancing the quality of the workforce in Hong Kong and helping employees adjust to market changes. In this connection, will the Government inform this Committee:

- a) of the reasons for the increase of \$4 million in the revised estimate for 2022-23, which is 1.7% higher than the original estimate;
- b) while the related financial provision for 2023-24 is the same as the revised estimate for 2022-23, the estimated number of trainee places in 2023-24 is 163 500, which is 7 700 more than the number of 155 800 in 2022-23, according to information provided. With no increase in the related provision, how can a balance be achieved in the expenditure to increase the number of trainee places?
- c) of the names of vocational training courses provided and their contents in the recent 5 years;
- d) whether the VTC will offer new courses in tandem with the development of vocational and professional education and training (VPET) to provide diverse pathways for young people, as the Government is committed to promoting VPET for nurturing multifaceted talents in tandem with the diversified development of society; if yes, of the details; if not, of the reasons for that;
- e) of the percentages of trainees who have succeeded in securing employment after completing vocational training in the recent 5 years?

Asked by: Hon KWOK Ling-lai, Lillian (LegCo internal reference no.: 6)

Reply:

- (a) The Labour and Welfare Bureau provides subvention to the Vocational Training Council (VTC) to offer vocational training services, covering industry-specific and subject-specific training courses of short duration and programmes which do not lead to formal qualifications. The 1.7% increase in the revised estimate over the original estimate for

2022-23 is to meet the additional expenditure arising from the pay adjustment of VTC staff responsible for providing relevant services that year.

- (b) The revised number of trainee places provided by VTC in 2022-23 is 155 800, which is 6 200 lower than the original estimate of 162 000 that year, mainly due to the impacts of the epidemic. As training activities have resumed normal after the epidemic, the number of VTC trainee places in 2023-24 is worked out on the basis of the original estimate in 2022-23 (i.e. 162 000) and the projection that more short-term courses will be organised in the following year, so there is a slight increase of 1 500 trainee places to 163 500. In other words, the estimated number of trainee places in 2023-24 is 7 700 more than the revised number in the previous year, mainly due to the two factors of resumption of normalcy after the epidemic and adjustments to course arrangements. VTC will continue to deploy resources flexibly to meet the demand.
- (c) In the recent 5 academic years, VTC organised an average of about 1 000 in-service training courses per year, covering industries such as engineering, commerce, hospitality and information technology, etc. As a large number of courses are involved and subject to updates from time to time, an exhaustive list cannot be provided in this reply. Please refer to the following websites for the latest in-service training courses offered by VTC:

<https://www.vtc.edu.hk/admission/en/parttime/pdpc/>

<https://cpe.vtc.edu.hk/en>

<http://cectl.ivehost.net/courses/teacherprocourse/>

<https://www.hkdi.edu.hk/en/peec/>

<https://engineering.vtc.edu.hk/en/EDiT.php>

<https://www.peak.edu.hk/en>

- (d) As the largest Vocational and Professional Education and Training (VPET) body in Hong Kong, VTC has been aligning with the Government's policies on promoting VPET by providing comprehensive pre-employment and in-service training courses, and assisting youths in upgrading their skills. VTC will launch a pilot scheme in secondary schools for senior secondary students to pursue VPET-related programmes under the framework of the Hong Kong Diploma of Secondary Education (HKDSE). Upon graduation, students will be awarded a VPET Diploma at Qualifications Framework Level 3, alongside their HKDSE qualification, enabling them to have an early exposure to VPET, and explore their interests and widen their study pathways in VPET. VTC will also continue to organise a rich array of continuing education and professional development programmes. For example, its Institute of Professional Education And Knowledge (PEAK) will offer more training places in the 2022/23 academic year, including those on award-bearing programmes in areas such as insurance, business administration and catering management. Meanwhile, PEAK also provides Continuing Professional Development programmes covering popular topics such as Greater Bay Area as well as Environmental, Social and Governance, under which face-to-face, online and e-learning modes are available for practitioners of different industries to choose the suitable ones for them, with a view to offering multiple pathways.

- (e) VTC does not keep the employment figures of trainees who have completed in-service training courses.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)100

(Question Serial No. 1744)

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 Alice LAU)
Director of Bureau: Secretary for Labour and Welfare

Question:

The Vocational Training Council is responsible for the legislative control, training and employment of young persons aged below 19 in trades specified as designated trades under the Apprenticeship Ordinance (Cap. 47), and other young persons registered and enrolled under relevant training schemes on a voluntary basis. In this connection, would the Government advise this Committee of the following:

- a) the numbers of inspections and visits to establishments employing apprentices were 22 560 and 21 000 in 2021-22 and 2022-23 respectively. How were the “numbers” calculated?
- b) further to the question above, please provide the numbers of inspections and visits made and the numbers of establishments involved in the past 3 years;
- c) it is estimated that the number of inspections and visits in 2023-24 will be the same as that in last year, which is 1 560 fewer than the number in 2021-22. Now that the epidemic has subsided, why hasn't the number of inspections and visits been adjusted and increased?
- d) has the Bureau received any complaint or request for help during inspections and visits to establishments employing apprentices? If yes, please provide the numbers of complaints or requests received and the details of related handling mechanism.

Asked by: Hon KWOK Ling-lai, Lillian (LegCo internal reference no.: 7)

Reply:

- (a) The Office of the Director of Apprenticeship (the Office) of the Vocational Training Council conducts compliance inspections under the Apprenticeship Ordinance (the Ordinance) (Cap. 47) to ensure that the training arrangements for apprentices aged 14 to 18 employed in “designated trades” are in compliance with the statutory requirements. In addition, the Office conducts visits to ensure that all registered apprentices (including those who are required to register under the Ordinance and those who register voluntarily) have received appropriate training. The number of inspections and visits reflects the number of visits made by the Office to the premises or other designated

industrial premises where the employers have arranged for apprentices to be trained for carrying out its aforesaid duties.

In light of the COVID-19 epidemic, the Office replaced physical visits with video visits starting in March 2020. Video visits are considered as valid visits and reflected in the relevant figures. As the epidemic subsided and the community gradually returned to normalcy, all physical inspections and visits have resumed.

- (b) The number of inspections and visits made by the Office (including video visits) and the number of establishments involved in the past 3 years are as follows:

| Financial year | Number of inspections and visits | Number of establishments involved |
|----------------|----------------------------------|-----------------------------------|
| 2019-20 | 22 092 | 717 |
| 2020-21 | 21 920 | 826 |
| 2021-22 | 22 560 | 904 |

- (c) The Office will make appropriate arrangements for inspections and visits taking into account the actual circumstances and needs of the case. As mentioned above, the Apprenticeship Scheme was conducted by means of video visits during the COVID-19 epidemic, therefore the number of inspections and visits was maintained at a similar level as in the past and remained largely unaffected by the epidemic.

As of early March 2023, the number of inspections and visits for 2022-23 has reached the estimated figure of 21 000, and it is forecast that the actual number of inspections and visits for the year will be slightly higher than the estimated figure. There is no indication that the relevant regulatory arrangements needed to be tightened. The estimated number of inspections and visits and the actual operational details will remain largely unchanged in 2023-24.

- (d) Under the existing mechanisms on handling of complaints and requests for assistance, the Office will, upon receipt of a case, look into the situation with the apprentice and/or the employer concerned and provide appropriate advice and assistance to resolve the case by mediation as far as possible. If mediation is unsuccessful, the Office will conduct an investigation, inform the apprentice and the employer of the investigation results, and make recommendations for improvement. The Office will also follow up on the progress of the implementation of the recommendations.

In the past 3 years, the Office has not received any complaint during its inspections and visits to apprentices and employers, but successfully handled by mediation one registered apprentice's request for assistance. Besides, the Office received some enquiries during its inspections and visits, such as those related to the recruitment of apprentices and filling of vacancies, or the rights and responsibilities of employers and apprentices under the Ordinance. The Office has provided relevant information to the enquirers.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)101

(Question Serial No. 2232)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Ms Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Bureau indicated under this Programme that it would commence a new round of Manpower Projection with an enhanced methodology. In this connection, will the Government inform this Committee of the following:

1) What is the methodology of projection and has the Government predicted the labour force in the next 10 years? If yes, what are the details; and

2) In view of the current shortage of lower- and middle-end labour force, in particular in the catering industry, transport and logistics industries, construction industry, etc., does the Government have any plans to import labour for specific sectors in the short term? If yes, what are the details and implementation schedule?

Asked by: Hon LEE Chun-keung (LegCo internal reference no.: 12)

Reply:

(1) The Labour and Welfare Bureau (LWB) will commence a new round of Manpower Projection in the middle of this year with an enhanced methodology so that the analyses and findings can serve as a better reference. To be specific:

- (i) the analytical framework will cover a wider spectrum of industries than in previous projections, with a more focused emphasis on the strategic positioning and long-term development of Hong Kong;
- (ii) the data and information from more diversified sources than before will be used in the projection, including government data on the economy and labour force, market information on job vacancies, and collection of views from stakeholders in various industries on a wider scale, with a view to integrating data sources in a more comprehensive manner to assess Hong Kong's broad trends of manpower supply and demand at the macro level in the medium term;

(iii) the analyses will be more refined, providing projection and assessment on the prospects, manpower and skills shortages in key industries as well as the supply and demand and skills requirements of the manpower and skilled personnel for different types of trades; and

(iv) the projection period will be shortened from 10 years previously to 5 years to reflect the trends in our economic and labour markets in a timely manner.

The broad trends of future manpower supply and demand in different key economic sectors will also be assessed at the macro level in the Manpower Projection, including, on the general education profile of the labour force in the next 5 years, the manpower requirements by conventional economic sector by occupation group and by education level as well as the overall manpower shortage of Hong Kong's entire economy in the future.

(2) The Chief Executive stated in the 2022 Policy Address that many sectors in Hong Kong were facing manpower shortages and that relevant bureaux would listen to the views of the sectors and put forward solutions having regard to the situation of individual sectors.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)102

(Question Serial No. 0696)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: Not specified

Controlling Officer: Permanent Secretary for Labour and Welfare (Ms Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Hong Kong is in want of skilled professionals and workers at different levels to meet the overall development needs of Hong Kong in a balanced manner. Does the Bureau have any plans to promote co-operation between Mainland vocational training authorities and the Vocational Training Council in training skilled workers, as well as expedite the establishment of a mechanism for the inter-connection and mutual recognition of qualifications in the two areas in 2023-24? Please provide the details of the plans and the respective manpower and expenditure involved?

Asked by: Hon LEE Wai-king, Starry (LegCo internal reference no.: 24)

Reply:

In consultation with the Education Bureau, a consolidated reply is as follows:

The Vocational Training Council (VTC) has been active in maintaining close ties with various vocational institutions and organisations in the Mainland to explore collaboration opportunities in different areas. Working closely with the Shenzhen Polytechnic (SZPT), VTC has been providing joint training programmes offering dual certificates since 2008. Graduates from the programmes will be awarded a higher diploma by VTC and a certificate for specialised skills by SZPT. VTC and SZPT entered into a collaborative framework agreement in December 2020 to pursue further collaboration in areas including offering joint programmes, providing vocational training, internships and exchange opportunities for students from Guangdong, Hong Kong and Macao, and research and development. To facilitate co-operation with its Mainland counterparts, VTC established its first Mainland office in Nanshan District, Shenzhen in March 2023. It will continue to explore more exchange opportunities with SZPT and other Mainland institutions and organisations. As part of the ongoing efforts of VTC, separate breakdown of the resources and manpower involved cannot be provided.

The mechanisms for inter-connection and mutual recognition of qualifications under various industries are normally implemented by their respective industrial organisations or institutions with impetus from relevant policy bureaux.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)103

(Question Serial No. 1212)

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 Alice LAU)
Director of Bureau: Secretary for Labour and Welfare

Question:

As regards the implementation of the Apprenticeship Ordinance (the Ordinance), please provide this Committee with the following information:

- (1) 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);
- (2) the number of registered apprentices in all the designated trades under the Ordinance up to now (with breakdowns by gender, age and trade);
- (3) 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); and
- (4) the number of apprentices who 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.

Asked by: Hon LEUNG Tsz-wing, Dennis (LegCo internal reference no.: 29)

Reply:

- (1) In the past 3 financial years, the respective numbers of employers participating in the Apprenticeship Scheme (the Scheme) and registered apprentices (by designated trade and non-designated trade) are as follows:

| Year | No. of employers | No. of apprentices | | |
|---|------------------|--------------------|-----------------------|-------|
| | | Designated trades | Non-designated trades | Total |
| 2020-21 | 543 | 2 256 | 2 184 | 4 440 |
| 2021-22 | 511 | 1 726 | 2 282 | 4 008 |
| 2022-23 (as at end February 2023) | 486 | 1 288 | 2 578 | 3 866 |

- (2) As at end February 2023, there were 1 288 registered apprentices in the designated trades. Breakdowns by trade, gender and age are provided below:

By trade and gender

| | Designated trades | Male | Female |
|----|---|--------------|--------|
| 1 | Bricklayer/Plasterer/Tiler | 3 | - |
| 2 | Building Services Mechanic | 55 | - |
| 3 | Cable Jointer (Power) | 10 | - |
| 4 | Carpenter/Joiner | 8 | 1 |
| 5 | Construction Plant Mechanic | 8 | - |
| 6 | Electrical Appliances Service Mechanic | 16 | - |
| 7 | Electrical Fitter | 14 | - |
| 8 | Electrician | 171 | 4 |
| 9 | Gas Utilisation Fitter | 35 | - |
| 10 | Lift Electrician | 568 | 5 |
| 11 | Mould and Die Maker and Repairer | 2 | - |
| 12 | Painter/Decorator/Sign Writer | 8 | 1 |
| 13 | Plumber | 28 | - |
| 14 | Refrigeration/Air-conditioning Mechanic | 155 | 1 |
| 15 | Vehicle Body Repairer/Builder | 28 | - |
| 16 | Vehicle Electrician | 12 | - |
| 17 | Vehicle Mechanic | 137 | 1 |
| 18 | Vehicle Painter | 16 | 1 |
| | Sub-total | 1 274 | 14 |
| | Total | 1 288 | |

By age (Note 1)

| Age | No. of registered apprentices in designated trades |
|----------------|---|
| 14 to under 19 | 140 |
| 19 or above | 1 148 |
| Total | 1 288 |

Note 1: At present, there are a total of 45 designated trades under the Apprenticeship Ordinance. A young person aged 14 and under 19 who is employed in a designated trade must enter into an apprenticeship contract with the employer and register the contract with the Director of Apprenticeship. Voluntary registration is also open to apprentices aged 19 or above in designated trades.

- (3) As at end February 2023, there were a total of 2 578 registered apprentices in 44 non-designated trades (Note 2). Breakdowns by trade, gender and age are provided below:

By trade and gender

| | Non-designated trades | Male | Female |
|----|---|-------------|---------------|
| 1 | Aircraft Maintenance Mechanic I | 3 | 3 |
| 2 | Aircraft Maintenance Mechanic II | 12 | 4 |
| 3 | Aircraft Painting Mechanic | 2 | - |
| 4 | Analytical Testing Technician | 6 | 8 |
| 5 | Arboriculture Management Specialist | 9 | 6 |
| 6 | Assistant Dispenser | 7 | 7 |
| 7 | Beauty and Personal Care Specialist | - | 12 |
| 8 | Logistics Executive | 4 | 1 |
| 9 | CNC Milling Machine Operator (Watch Parts Manufacturing) | 2 | - |
| 10 | Craft Apprentice (Waterworks) | 10 | 1 |
| 11 | Engineering Craftsman (Air Conditioning) | 214 | 5 |
| 12 | Engineering Craftsman (Building Services) | 43 | 1 |
| 13 | Engineering Craftsman (Electrical) | 315 | 12 |
| 14 | Engineering Craftsman (Electronic) | 65 | 1 |
| 15 | Engineering Craftsman (Fire Services Equipment) | 24 | - |
| 16 | Engineering Craftsman (Mechanical) | 192 | 6 |
| 17 | Engineering Craftsman (Network) | 25 | - |
| 18 | Engineering Craftsman (Vehicle Body Repair) | 2 | 1 |
| 19 | Engineering Craftsman (Vehicle) | 66 | 3 |

| | Non-designated trades | Male | Female |
|----|---|--------------|---------------|
| 20 | Engineering Technician (Air conditioning) | 31 | 4 |
| 21 | Engineering Technician (Building Information Modelling) | 3 | 1 |
| 22 | Engineering Technician (Building Services) | 206 | 17 |
| 23 | Engineering Technician (Construction) | 346 | 30 |
| 24 | Engineering Technician (Electrical) | 270 | 5 |
| 25 | Engineering Technician (Electronic) | 119 | 6 |
| 26 | Engineering Technician (Fire Services Equipment) | 4 | - |
| 27 | Engineering Technician (Mechanical) | 84 | 3 |
| 28 | Engineering Technician (Quantity Surveying) | 65 | 39 |
| 29 | Engineering Craftsman (Vehicle) | 30 | - |
| 30 | Gas Network Fitter | 22 | - |
| 31 | Health Worker | 4 | 5 |
| 32 | Information Technology Technician (Application Development) | 10 | - |
| 33 | Information Technology Technician (Network Security) | 11 | - |
| 34 | Information Technology Technician (System Administration) | 37 | 4 |
| 35 | Information Technology Technician (Communication and Network) | 22 | - |
| 36 | Leveller | 13 | - |
| 37 | Lift Technician | 50 | 2 |
| 38 | Media Publication Assistant | 9 | 3 |
| 39 | Medical Operations Assistant | - | 4 |
| 40 | Permanent Way Mechanic | 34 | - |
| 41 | Publishing and Media Design | 1 | 4 |
| 42 | Steel Fabricator | 4 | - |
| 43 | Watch Technical Assistant | 3 | - |
| 44 | Welder | 1 | - |
| | Sub-total | 2 380 | 198 |
| | Total | 2 578 | |

Note 2: 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 | 259 |
| 19 or above | 2 319 |
| Total | 2 578 |

- (4) The numbers of people who had completed the Scheme in the past 3 financial years are as follows:

| Year | No. of people who had completed the Scheme |
|-----------------------------------|---|
| 2020-21 | 1 195 |
| 2021-22 | 1 204 |
| 2022-23 (as at end February 2023) | 963 |

The Vocational Training Council (VTC) conducts surveys on apprentices who have completed training. In the past 3 financial years, the data collected from VTC's surveys, 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 in the table below:

| Year of survey | No. of apprentices responding to the annual survey | No. of apprentices in employment | No. of apprentices continuing to work in their original trades |
|---|---|---|---|
| 2020-21 | 614 | 594 | 576 (97.0%) |
| 2021-22 | 399 | 376 | 363 (96.5%) |
| 2022-23 (as at end February 2023) | 640 | 611 | 575 (94.1%) |

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)104

(Question Serial No. 2628)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Ms Alice LAU)

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 past 3 years pertaining to the number of approved retraining courses and the amount of funding allocated to each training body?

Asked by: Hon LEUNG Tsz-wing, Dennis (LegCo internal reference no.: 19)

Reply:

The number of retraining courses approved by the Employees Retraining Board and the amount of funding allocated to each training body from 2020-21 to 2022-23 are at Annex I and Annex II.

**Number of training courses of each training body
approved by the Employees Retraining Board from 2020-21 to 2022-23**

| | Training Body | Number of Training Courses Approved | | |
|----|---|-------------------------------------|---------|---------------------|
| | | 2020-21 | 2021-22 | 2022-23 [Note 1] |
| 1 | Association for Engineering and Medical Volunteer Services | 1 | 1 | 1 |
| 2 | The Industrial Evangelistic Fellowship Limited | 44 | 43 | - |
| 3 | Yan Oi Tong Limited | 136 | 142 | 156 |
| 4 | Queen Elizabeth Hospital - Hospital Authority | 3 | 2 | 2 |
| 5 | Advanced Printing Technology Centre Limited | 6 | 5 | 5 |
| 6 | Li Fai Centre of Wushu | 2 | 2 | - |
| 7 | Logistics Practitioners Union | 2 | 1 | 1 |
| 8 | YMCA College of Careers | 82 | 64 | 75 |
| 9 | Star Chef Management School operated by Star Chef Management School Company Limited | 6 | 7 | 7 |
| 10 | Royal International College | 15 | 18 | 20 |
| 11 | Heung To College of Professional Studies | 72 | 76 | 79 |
| 12 | Hong Kong Manpower Development Centre Limited | 17 | 16 | 15 |
| 13 | Hong Kong Workers' Health Centre Limited | 2 | 2 | 2 |
| 14 | The Hong Kong Federation of Trade Unions | 230 | 274 | 253 |
| 15 | The Mental Health Association of Hong Kong | 4 | 7 | 6 |
| 16 | Aberdeen Kai-fong Welfare Association Limited | 54 | 57 | 58 |
| 17 | Hong Kong Association for Democracy and People's Livelihood | 112 | 129 | 151 |
| 18 | Hong Kong Federation of Women Limited | 4 | 4 | 2 |
| 19 | Hong Kong Association of Gerontology | 4 | 2 | 8 |
| 20 | Caritas - Hong Kong | 128 | 140 | 147 |
| 21 | The Hong Kong Federation of Youth Groups | 2 | 2 | 4 |
| 22 | School of Continuing and Professional Education, City University of Hong Kong | 89 | 114 | 90 |
| 23 | Hong Kong Institute of Technology | 20 | 9 | 7 |

| | Training Body | Number of Training Courses Approved | | |
|----|--|-------------------------------------|---------|---------------------|
| | | 2020-21 | 2021-22 | 2022-23 [Note 1] |
| 24 | Hong Kong Red Cross | 5 | 7 | 7 |
| 25 | Hongkong School of Commerce | 44 | 53 | 52 |
| 26 | Hong Kong International Aviation Academy Limited | - | - | 2 |
| 27 | Hong Kong Young Women's Christian Association | 119 | 104 | 115 |
| 28 | The Young Men's Christian Association of Hong Kong | 60 | 53 | 63 |
| 29 | Hong Kong Federation of Women's Centres Limited [Note 2] | 97 | 91 | 115 |
| 30 | Institute of Active Ageing, The Hong Kong Polytechnic University | 1 | 1 | 1 |
| 31 | Li Ka Shing School of Professional and Continuing Education, Hong Kong Metropolitan University | - | - | 2 |
| 32 | The Society of Rehabilitation and Crime Prevention, Hong Kong | 44 | 47 | 52 |
| 33 | Hong Kong Rehabilitation Power | 7 | 8 | 9 |
| 34 | The Hong Kong Society for Rehabilitation | 15 | 22 | 24 |
| 35 | Xianggang Putonghua Yanxishe | 5 | 5 | 5 |
| 36 | The Scout Association of Hong Kong - The Friends of Scouting | 48 | 43 | 43 |
| 37 | Hong Kong Federation of Handicapped Youth | 9 | 8 | 10 |
| 38 | Hong Kong Sheng Kung Hui Lady MacLehose Centre | 101 | 120 | 130 |
| 39 | Hong Kong Sheng Kung Hui Welfare Council Limited | 18 | 26 | 27 |
| 40 | Hong Kong St. John Ambulance | 3 | 3 | 4 |
| 41 | Hong Kong Ballroom Dancing Council Limited | 2 | 2 | 4 |
| 42 | The Hong Kong School of Motoring Limited | 5 | 1 | 5 |
| 43 | Hong Kong Tour Guides General Union | - | 1 | 3 |
| 44 | Hong Kong Electrical & Mechanical College (Evening School) | 18 | 26 | 29 |
| 45 | The Hong Kong Confederation of Trade Unions [Note 3] | 299 | 303 | - |
| 46 | Hong Kong Employment Development Service Limited | 102 | 106 | 108 |
| 47 | College of Nursing, Hong Kong | 2 | 1 | 1 |
| 48 | Baptist Oi Kwan Social Service | 127 | 135 | 156 |

| | Training Body | Number of Training Courses Approved | | |
|----|---|-------------------------------------|---------|---------------------|
| | | 2020-21 | 2021-22 | 2022-23 [Note 1] |
| 49 | The Evangelical Lutheran Church of Hongkong | 89 | 77 | 87 |
| 50 | Christian Action | 135 | 139 | 147 |
| 51 | Haven of Hope Christian Service | 2 | 2 | 2 |
| 52 | Methodist Centre | 127 | 148 | 155 |
| 53 | Yang Memorial Methodist Social Service | 10 | 10 | 10 |
| 54 | Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union | 6 | 4 | 8 |
| 55 | The Federation of Hong Kong and Kowloon Labour Unions | 114 | 127 | 160 |
| 56 | Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union | 2 | 8 | 9 |
| 57 | HKCT Group Limited | 205 | 212 | 232 |
| 58 | Vassar International Chinese Medical Society Limited | 25 | 25 | 34 |
| 59 | Neighbourhood & Worker's Service Centre | 123 | 117 | 139 |
| 60 | New Life Psychiatric Rehabilitation Association | 3 | 3 | 4 |
| 61 | New Territories Association Retraining Centre Limited | 142 | 135 | 123 |
| 62 | New Home Association Limited | 10 | 9 | 6 |
| 63 | S. K. H. Holy Carpenter Church Community Centre | 47 | 53 | 58 |
| 64 | St. James' Settlement | 69 | 74 | 82 |
| 65 | KCRA Community Education Enhancement Center Limited | 143 | 165 | 171 |
| 66 | Kwai Chung Hospital - Hospital Authority | 2 | 2 | 2 |
| 67 | Youth Centre of The True Word Lutheran Church operated by The True Word Lutheran Church Limited | 4 | 12 | 12 |
| 68 | Princess Margaret Hospital | 2 | 2 | 2 |
| 69 | Monita Hair & Beauty Academy | - | 1 | - |
| 70 | Clothing Industry Training Authority | 10 | 11 | 12 |
| 71 | The Neighbourhood Advice-Action Council | 6 | 6 | 7 |
| 72 | The Association of Electrical and Mechanical Engineering (Hong Kong) Limited | 16 | 20 | 23 |
| 73 | Silence Limited | - | 1 | - |
| 74 | Vocational Training Council | 107 | 109 | 116 |

| | Training Body | Number of Training Courses Approved | | |
|----|--------------------------------------|-------------------------------------|---------|---------------------|
| | | 2020-21 | 2021-22 | 2022-23 [Note 1] |
| 75 | Hospital & Clinic Nurses Association | 3 | 4 | 7 |
| 76 | OIWA Limited | 15 | 17 | 23 |

Note 1: Figures as at February 2023.

Note 2: Hong Kong Federation of Women's Centres was renamed as Hong Kong Federation of Women's Centres Limited in 2022-23.

Note 3: The Hong Kong Confederation of Trade Unions was repealed in 2022-23.

**Funding allocated by the Employees Retraining Board
to each training body for provision of training courses from 2020-21 to 2022-23**

| | Training Body | Funding (\$'000) | | |
|----|---|---------------------|---------|---------------------|
| | | 2020-21 | 2021-22 | 2022-23 [Note 4] |
| 1 | Association for Engineering and Medical Volunteer Services | 52 | 28 | 34 |
| 2 | The Industrial Evangelistic Fellowship Limited | 1,359 | 68 | - |
| 3 | Yan Oi Tong Limited | 32,026 | 54,156 | 58,581 |
| 4 | Queen Elizabeth Hospital - Hospital Authority | 6,599 | 5,200 | 2,709 |
| 5 | Advanced Printing Technology Centre Limited | 79 | 91 | - |
| 6 | Li Fai Centre of Wushu | 35 | 59 | - |
| 7 | YMCA College of Careers | 7,404 | 10,334 | 6,861 |
| 8 | Star Chef Management School operated by Star Chef Management School Company Limited | 564 | 650 | 639 |
| 9 | Royal International College | 4,661 | 7,012 | 4,968 |
| 10 | Heung To College of Professional Studies | 15,677 | 25,210 | 19,110 |
| 11 | Hong Kong Manpower Development Centre Limited | 6,510 | 17,934 | 16,161 |
| 12 | Hong Kong Workers' Health Centre Limited | 292 | 107 | - |
| 13 | The Hong Kong Federation of Trade Unions | 81,568 | 83,171 | 54,490 |
| 14 | The Mental Health Association of Hong Kong | 65 | 521 | 300 |
| 15 | Aberdeen Kai-fong Welfare Association Limited | 1,290 | 1,776 | 1,329 |
| 16 | Hong Kong Association for Democracy and People's Livelihood | 25,647 | 32,679 | 30,230 |
| 17 | Hong Kong Federation of Women Limited | 13 | - | 16 |
| 18 | Hong Kong Association of Gerontology | 530 | 63 | 629 |
| 19 | Caritas - Hong Kong | 23,008 | 32,070 | 27,447 |
| 20 | The Hong Kong Federation of Youth Groups | 13 | 413 | - |
| 21 | School of Continuing and Professional Education, City University of Hong Kong | 6,608 | 17,328 | 20,252 |
| 22 | Hong Kong Institute of Technology | 4 | 8 | 4 |
| 23 | Hong Kong Red Cross | 1,532 | 4,337 | 3,610 |
| 24 | Hongkong School of Commerce | 302 | 3,672 | 3,241 |

| | Training Body | Funding (\$'000) | | |
|----|--|---------------------|---------|---------------------|
| | | 2020-21 | 2021-22 | 2022-23 [Note 4] |
| 25 | Hong Kong International Aviation Academy Limited | - | - | 31 |
| 26 | Hong Kong Young Women's Christian Association | 30,446 | 41,570 | 36,121 |
| 27 | The Young Men's Christian Association of Hong Kong | 5,873 | 10,049 | 9,297 |
| 28 | Hong Kong Federation of Women's Centres Limited [Note 5] | 18,666 | 18,699 | 18,031 |
| 29 | Institute of Active Ageing, The Hong Kong Polytechnic University | - | 224 | 202 |
| 30 | The Society of Rehabilitation and Crime Prevention, Hong Kong | 6,441 | 8,347 | 8,411 |
| 31 | Hong Kong Rehabilitation Power | 241 | 346 | 280 |
| 32 | The Hong Kong Society for Rehabilitation | 4,722 | 6,637 | 4,408 |
| 33 | Xianggang Putonghua Yanxishe | 1,177 | 3,695 | 2,481 |
| 34 | The Scout Association of Hong Kong - The Friends of Scouting | 6,253 | 10,139 | 6,985 |
| 35 | Hong Kong Federation of Handicapped Youth | 528 | 490 | 509 |
| 36 | Hong Kong Sheng Kung Hui Lady MacLehose Centre | 12,709 | 17,417 | 13,015 |
| 37 | Hong Kong Sheng Kung Hui Welfare Council Limited | 2,090 | 3,369 | 2,489 |
| 38 | Hong Kong St. John Ambulance | 924 | 1,936 | 1,408 |
| 39 | Hong Kong Ballroom Dancing Council Limited | 69 | 377 | 610 |
| 40 | The Hong Kong School of Motoring Limited | - | 361 | 258 |
| 41 | Hong Kong Electrical & Mechanical College (Evening School) | 2,156 | 3,023 | 2,443 |
| 42 | The Hong Kong Confederation of Trade Unions [Note 6] | 89,107 | 76,995 | - |
| 43 | Hong Kong Employment Development Service Limited | 14,096 | 19,685 | 13,743 |
| 44 | College of Nursing, Hong Kong | 759 | 424 | 382 |
| 45 | Baptist Oi Kwan Social Service | 16,012 | 26,090 | 24,091 |
| 46 | The Evangelical Lutheran Church of Hongkong | 46,854 | 62,683 | 53,055 |
| 47 | Christian Action | 43,661 | 69,776 | 60,826 |
| 48 | Haven of Hope Christian Service | 291 | 451 | 70 |
| 49 | Methodist Centre | 13,915 | 20,600 | 18,528 |
| 50 | Yang Memorial Methodist Social Service | 1,021 | 1,544 | 1,244 |

| | Training Body | Funding (\$'000) | | |
|----|---|---------------------|---------|---------------------|
| | | 2020-21 | 2021-22 | 2022-23 [Note 4] |
| 51 | Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union | 86 | 94 | 692 |
| 52 | The Federation of Hong Kong and Kowloon Labour Unions | 70,604 | 100,959 | 92,385 |
| 53 | Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union | 2,672 | 3,553 | 2,521 |
| 54 | HKCT Group Limited | 76,825 | 122,390 | 100,906 |
| 55 | Vassar International Chinese Medical Society Limited | 5,035 | 8,293 | 5,309 |
| 56 | Neighbourhood & Worker's Service Centre | 13,159 | 19,768 | 15,441 |
| 57 | New Life Psychiatric Rehabilitation Association | 149 | 34 | 43 |
| 58 | New Territories Association Retraining Centre Limited | 13,651 | 27,423 | 23,373 |
| 59 | S. K. H. Holy Carpenter Church Community Centre | 6,415 | 8,263 | 5,798 |
| 60 | St. James' Settlement | 21,025 | 29,505 | 28,465 |
| 61 | KCRA Community Education Enhancement Center Limited | 18,490 | 19,570 | 11,971 |
| 62 | Kwai Chung Hospital - Hospital Authority | 3,674 | 3,501 | 2,718 |
| 63 | Youth Centre of The True Word Lutheran Church operated by The True Word Lutheran Church Limited | 737 | 1,258 | 914 |
| 64 | Princess Margaret Hospital | 3,796 | 2,675 | 3,084 |
| 65 | Clothing Industry Training Authority | 584 | 1,220 | 876 |
| 66 | The Neighbourhood Advice-Action Council | 272 | 284 | 66 |
| 67 | The Association of Electrical and Mechanical Engineering (Hong Kong) Limited | 6,651 | 12,206 | 15,446 |
| 68 | Silence Limited | - | - | 76 |
| 69 | Vocational Training Council | 44,768 | 68,873 | 48,249 |
| 70 | Hospital & Clinic Nurses Association | 25 | 39 | 95 |
| 71 | OIWA Limited | 69 | 439 | 618 |

Note 4: Actual figures as at January 2023.

Note 5: Hong Kong Federation of Women's Centres was renamed as Hong Kong Federation of Women's Centres Limited in 2022-23.

Note 6: The Hong Kong Confederation of Trade Unions was repealed in 2022-23.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)105****(Question Serial No. 1927)**Head: (141) Government Secretariat: Labour and Welfare BureauSubhead (No. & title): ()Programme: (4) Talent Engagement and SupportControlling Officer: Permanent Secretary for Labour and Welfare (Ms Alice LAU)Director of Bureau: Secretary for Labour and WelfareQuestion:

It is mentioned under the Programme that the Hong Kong Talent Engage (HKTE) will “render one-stop support for incoming talents”. In this connection, please advise:

1. the number of outside talents from around the world admitted to Hong Kong for development under various schemes and the distribution of sectors involved in each of the past 3 years;
2. the measures currently adopted by the Government to assist incoming talents in settling in Hong Kong and to create opportunities for exchanges between incoming workers and the local workforce; and
3. the HKTE has so far been serving as an online platform which mainly provides one-stop electronic services for users to browse all kinds of practical information. In this regard, will the Government render online physical support in the future by providing activities to help incoming talents adapt to local life and integrate with local people more quickly? If yes, what are the estimated expenditures and details of the activities?

Asked by: Hon LEUNG Yuk-wai, Kenneth (LegCo internal reference no.: 15)

Reply:

In the past 3 years, the statistics on the approved cases for respective talent admission schemes are tabulated below:

| Admission scheme | 2020-21 | 2021-22 | 2022-23 (as at end February 2023) |
|---|---------|---------|---|
| General Employment Policy (GEP) | 13 526 | 13 097 | 15 116 |
| Admission Scheme for Mainland Talents and Professionals (ASMTP) | 7 926 | 10 168 | 10 669 |
| Quality Migrant Admission Scheme (QMAS)^ | 2 173 | 1 980 | 3 556 |
| Immigration Arrangements for Non- | 7 620 | 7 156 | 12 764 |

| Admission scheme | 2020-21 | 2021-22 | 2022-23 (as at end February 2023) |
|--|----------------|---------|---|
| local Graduates (IANG) | | | |
| Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents (ASSG) | 40 | 40 | 61 |
| Technology Talent Admission Scheme (TechTAS) | 122 | 53 | 69 |
| Top Talent Pass Scheme (TTPS)# | Not applicable | | 8 797 |

Note: The approved cases may not entirely be the applications received in the same year. The same applies to the tables below.

^ The figures refer to the number of successful cases selected by the Advisory Committee on Admission of Quality Migrants and Professionals.

The TTPS has been launched from 28 December 2022.

In the past 3 years, the statistics on the approved cases under respective talent admission schemes by industry/sector of the applicants are tabulated below:

GEP

| Industry/Sector | 2020-21 | 2021-22 | 2022-23 (as at end February 2023) |
|---------------------------------|---------|---------|---|
| Financial services | 2 345 | 2 542 | 2 340 |
| Academic research and education | 2 038 | 1 879 | 2 179 |
| Commerce and trade | 2 168 | 2 028 | 1 433 |
| Recreation and sports | 693 | 920 | 1 339 |
| Engineering and construction | 1 266 | 1 300 | 1 252 |
| Arts/Culture | 119 | 118 | 759 |
| Information technology | 614 | 549 | 529 |
| Catering services | 248 | 354 | 354 |
| Tourism | 166 | 162 | 271 |
| Medical and healthcare services | 141 | 165 | 144 |
| Legal services | 169 | 185 | 126 |
| Telecommunications | 41 | 42 | 87 |
| Manufacturing industries | 135 | 94 | 56 |
| Architecture/Surveying | 64 | 44 | 40 |
| Biotechnology | 15 | 10 | 8 |
| Traditional Chinese medicine | 2 | 0 | 0 |
| Others | 3 302 | 2705 | 4 199 |
| Total | 13 526 | 13 097 | 15 116 |

ASMTF

| Industry/Sector | 2020-21 | 2021-22 | 2022-23 (as at end February 2023) |
|---------------------------------|---------|---------|---|
| Financial services | 1 784 | 2 179 | 2 553 |
| Academic research and education | 1 843 | 2 126 | 2 257 |
| Commerce and trade | 889 | 1 011 | 1 700 |
| Engineering and construction | 1 398 | 1 304 | 1 253 |
| Information technology | 508 | 579 | 947 |
| Medical and healthcare services | 600 | 1 689 | 501 |
| Arts/Culture | 106 | 192 | 352 |
| Telecommunications | 138 | 149 | 259 |
| Legal services | 73 | 109 | 106 |
| Recreation and sports | 25 | 119 | 84 |
| Manufacturing industries | 129 | 72 | 75 |
| Biotechnology | 87 | 302 | 72 |
| Catering services | 30 | 31 | 37 |
| Architecture/Surveying | 30 | 37 | 24 |
| Tourism | 22 | 10 | 9 |
| Traditional Chinese medicine | 0 | 0 | 2 |
| Others | 264 | 259 | 438 |
| Total | 7 926 | 10 168 | 10 669 |

QMAS

| Industry/Sector | 2020-21 | 2021-22 | 2022-23 (as at end February 2023) |
|---|---------|---------|---|
| Financial and accounting services | 579 | 539 | 1 203 |
| Information technology and telecommunications | 550 | 557 | 907 |
| Academic research and education | 169 | 136 | 226 |
| Manufacturing industries | 113 | 112 | 194 |
| Architecture, surveying, engineering and construction | 128 | 166 | 193 |
| Business support and human resources | 134 | 87 | 170 |
| Commerce and trade | 121 | 100 | 166 |
| Legal services | 64 | 72 | 141 |
| Human health and veterinary services | 78 | 81 | 135 |
| Logistics and transportation | 34 | 28 | 41 |

| Industry/Sector | 2020-21 | 2021-22 | 2022-23 (as at end February 2023) |
|--------------------------------|---------|---------|---|
| Broadcasting and entertainment | 47 | 18 | 30 |
| Arts and culture | 16 | 18 | 28 |
| Catering and tourism | 9 | 6 | 17 |
| Sports | 15 | 8 | 10 |
| Others | 116 | 52 | 95 |
| Total | 2 173 | 1 980 | 3 556 |

Note: The figures refer to the number of successful cases selected by the Advisory Committee on Admission of Quality Migrants and Professionals. The industry/sector under the QMAS refers to the category to which the applicants belong as classified by the Immigration Department (ImmD) and the Advisory Committee on Admission of Quality Migrants and Professionals during the selection exercise.

TechTAS

| Industry/Sector | 2020-21 | 2021-22 | 2022-23 (as at end February 2023) |
|--------------------------------------|----------------|---------|---|
| Biotechnology | 17 | 8 | 15 |
| Material science | 13 | 5 | 14 |
| Financial technologies | 14 | 3 | 13 |
| Artificial intelligence | 26 | 17 | 11 |
| Digital entertainment | 0 | 0 | 6 |
| Data analytics | 15 | 6 | 5 |
| Green technology | 1 | 2 | 3 |
| Cybersecurity | 8 | 1 | 1 |
| The Internet-of-Things | 4 | 1 | 1 |
| Robotics | 11 | 3 | 0 |
| Advanced communication technologies* | 11 | 4 | 0 |
| Integrated circuit design | 2 | 3 | 0 |
| Microelectronics | 0 | 0 | 0 |
| Quantum technology* | Not applicable | | 0 |
| Total | 122 | 53 | 69 |

* In December 2022, the Government expanded the coverage of the TechTAS to include 1 new technology area (i.e. quantum technology) and renamed “5G communications” as “advanced communication technologies”.

The relevant statistical breakdowns concerning the IANG and the ASSG are not available. Over 90% of those coming to or staying in Hong Kong under the IANG are fresh graduates. They are not required to have secured an offer of employment in Hong Kong upon application. Persons admitted under the ASSG will normally be granted an initial stay of 24 months upon

entry without other conditions of stay. Applicants are also not required to have secured an offer of employment in Hong Kong upon first entry.

The ImmD adjusted the application procedures on 1 March 2023, requiring TTPS applicants with work experience to declare the sectors of their occupations. The ImmD does not maintain statistics on the occupation categories of applicants whose applications were submitted before 1 March 2023.

At present, the Government handles enquiries from talents around the world on various admission schemes and provides other support services, mainly through the online platform of Hong Kong Talent Engage (HKTE) (<http://www.hkengage.gov.hk>) that has already commenced operation on 28 December 2022. The Labour and Welfare Bureau is making preparations for setting up the physical office of HKTE in mid-2023, which will formulate, co-ordinate and promote front-line work on engaging talents and to render one-stop support for incoming talents. To meet outside talents' needs in relocation, employment and children's education, the physical HKTE will match and refer them to relevant parties to obtain the required services, so as to facilitate incoming talents to settle down in Hong Kong as soon as possible. The HKTE will also maintain contact with the incoming talents to keep in view their development in Hong Kong and create talent clusters, so as to help them integrate into the local community and contribute to the further development of Hong Kong. The estimated annual expenditure of the HKTE is about \$83 million.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)106

(Question Serial No. 1929)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Ms Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the work of the Employees Retraining Board (ERB) under this Programme, would the Government advise of:

1. the effectiveness of the Youth Training Programme (YTP) under the ERB in the past 5 years; the number of YTP trainees as well as the respective numbers of trainees who successfully completed the courses, opted for employment and opted for further studies in the past 5 years under the 3 job types in the Course Progression Chart for Youths compiled by the Government;
2. the total number of young people aged 15 to 29 enrolled in the ERB's training courses and its percentage against the total number of trainees in each of the past 5 years;
3. whether the Government will review the YTP and consider compiling more Course Progression Charts for Youths to attract young people to enrol in the courses?

Asked by: Hon LEUNG Yuk-wai, Kenneth (LegCo internal reference no.: 14)

Reply:

1. The dedicated youth programmes of the Employees Retraining Board (ERB) (including the Youth Training Programme (YTP)) offer dedicated training courses for young people aged 15 to 24, which cover relevant courses under the three job types in the Course Progression Chart for Youths (i.e. Information Technology Technical Support Consultant, Image Consultant and Operational/Managerial Staff of Coffee Shops) and other featured courses for youth. These courses place emphasis on rekindling youth's desire to learn and further study, and motivating them to actively plan for their future career development. The number of enrolled trainees, completed trainees and the placement rates in the past 5 years (i.e. 2018-19 to 2022-23) are tabulated below:

| | 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 (as at end February 2023) |
|------------------------------|---------|---------|---------|---------|--|
| Number of Enrolled Trainees | 412 | 233 | 405 | 438 | 298 |
| Number of Completed Trainees | 365 | 158 | 288 | 373 | 252 |
| Placement Rate | 91% | 87% | 89% | 87% | 91% |

The placement rates include those trainees who pursued further studies for which ERB does not maintain separate breakdowns. In addition, ERB does not maintain the breakdown on the relevant courses of the three job types in the Course Progression Chart for Youths.

- The number of trainees aged 15 to 29 who have enrolled in ERB's courses in the past 5 years (i.e. 2018-19 to 2022-23) and the respective percentages are as follows:

| | 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 (as at end February 2023) |
|---|---------|---------|---------|---------|--|
| Number of Enrolled Trainees aged 15 to 29 | 10 695 | 8 350 | 9 493 | 11 474 | 8 701 |
| Percentage of the Total Number of Enrolled Trainees | 8% | 8% | 8% | 8% | 6% |

- ERB regularly reviews the dedicated training courses for youth to ensure that they keep abreast of the latest development and cater for the needs of the youths. Formulating the Course Progression Chart for Youths is an arrangement under ERB's publicity and promotion work for the YTP. ERB will reorganise and enhance the relevant promotional materials in 2023-24 to cover all dedicated training courses for youths so as to attract more youths to enrol in them.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)107

(Question Serial No. 1930)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Ms Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Employees Retraining Board (ERB) provides training, retraining and placement services for persons aged 15 or above with educational attainment at sub-degree level or below. In this connection, would the Government advise on the following:

1. What were the number, ages and educational attainments of the trainees enrolled in skills upgrading courses, generic skills courses and placement-tied courses respectively in the past 5 years?
2. What was the number of in-service trainees by age and educational attainment in the past 5 years?
3. Regarding placement-tied courses, trainees with an attendance rate of at least 80% are provided with 3 to 6 month placement follow-up services by training bodies. What are the services involved?
4. It is noted that applicants with educational attainment above sub-degree level but have genuine difficulties in job seeking or switching may apply for discretionary approvals for admission to the ERB's training courses. What were the number and ages of the trainees who had been granted discretionary approvals in the past 5 years?
5. Has the Government planned to allocate more resources to offer courses relevant to "the eight centres"?

Asked by: Hon LEUNG Yuk-wai, Kenneth (LegCo internal reference no.: 16)

Reply:

1. The breakdowns of trainees enrolled in placement-tied, skills upgrading and generic skills courses of the Employees Retraining Board (ERB) respectively in the past 5 years (i.e. 2018-19 to 2022-23) by age group and educational attainment are as follows:

Placement-tied courses

| Age Group | Number of Enrolled Trainees | | | | |
|--------------|-----------------------------|---------------|---------------|---------------|---|
| | 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 (as at end February 2023) |
| 15 - 19 | 1 151 | 924 | 745 | 870 | 703 |
| 20 - 24 | 2 379 | 1 918 | 2 202 | 2 639 | 2 075 |
| 25 - 29 | 2 180 | 1 812 | 2 622 | 3 176 | 2 394 |
| 30 - 39 | 7 106 | 5 740 | 7 410 | 8 936 | 7 374 |
| 40 - 49 | 10 227 | 8 948 | 11 124 | 13 596 | 12 083 |
| 50 - 59 | 13 198 | 10 974 | 14 174 | 17 813 | 15 818 |
| 60 or above | 8 606 | 7 860 | 9 514 | 13 673 | 14 950 |
| Total | 44 847 | 38 176 | 47 791 | 60 703 | 55 397 |

| Educational Attainment | Number of Enrolled Trainees | | | | |
|----------------------------------|-----------------------------|---------------|---------------|---------------|---|
| | 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 (as at end February 2023) |
| Secondary 3 or below | 16 086 | 13 258 | 12 220 | 15 113 | 14 387 |
| Secondary 4 - 7 | 23 841 | 20 182 | 24 850 | 31 654 | 28 905 |
| Diploma to Sub-degree | 4 897 | 4 385 | 6 750 | 8 325 | 7 431 |
| Above Sub-degree ^{Note} | 23 | 351 | 3 971 | 5 611 | 4 674 |
| Total | 44 847 | 38 176 | 47 791 | 60 703 | 55 397 |

Skills upgrading courses

| Age Group | Number of Enrolled Trainees | | | | |
|--------------|-----------------------------|---------------|---------------|---------------|---|
| | 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 (as at end February 2023) |
| 15 - 19 | 197 | 198 | 152 | 209 | 149 |
| 20 - 24 | 948 | 817 | 911 | 1 151 | 775 |
| 25 - 29 | 1 530 | 1 215 | 1 426 | 1 959 | 1 521 |
| 30 - 39 | 6 733 | 5 270 | 5 062 | 7 704 | 6 533 |
| 40 - 49 | 11 747 | 10 124 | 9 250 | 13 742 | 11 796 |
| 50 - 59 | 20 364 | 18 416 | 15 386 | 22 200 | 19 875 |
| 60 or above | 16 858 | 16 542 | 13 304 | 21 517 | 23 557 |
| Total | 58 377 | 52 582 | 45 491 | 68 482 | 64 206 |

| Educational Attainment | Number of Enrolled Trainees | | | | |
|----------------------------------|-----------------------------|---------------|---------------|---------------|--------------------------------------|
| | 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 (as at end February 2023) |
| Secondary 3 or below | 21 575 | 19 246 | 14 296 | 19 532 | 18 302 |
| Secondary 4 - 7 | 31 217 | 28 085 | 23 611 | 35 689 | 34 059 |
| Diploma to Sub-degree | 5 585 | 5 188 | 5 669 | 8 677 | 7 860 |
| Above Sub-degree ^{Note} | - | 63 | 1 915 | 4 584 | 3 985 |
| Total | 58 377 | 52 582 | 45 491 | 68 482 | 64 206 |

Generic skills courses

| Age Group | Number of Enrolled Trainees | | | | |
|--------------|-----------------------------|---------------|---------------|---------------|--------------------------------------|
| | 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 (as at end February 2023) |
| 15 - 19 | 283 | 170 | 120 | 158 | 90 |
| 20 - 24 | 754 | 516 | 496 | 539 | 411 |
| 25 - 29 | 1 273 | 780 | 819 | 773 | 583 |
| 30 - 39 | 5 598 | 3 651 | 2 966 | 3 215 | 2 565 |
| 40 - 49 | 5 600 | 4 174 | 4 400 | 4 348 | 3 481 |
| 50 - 59 | 5 406 | 4 482 | 5 567 | 5 361 | 3 858 |
| 60 or above | 4 798 | 4 454 | 5 658 | 6 118 | 5 141 |
| Total | 23 712 | 18 227 | 20 026 | 20 512 | 16 129 |

| Educational Attainment | Number of Enrolled Trainees | | | | |
|----------------------------------|-----------------------------|---------------|---------------|---------------|--------------------------------------|
| | 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 (as at end February 2023) |
| Secondary 3 or below | 9 294 | 7 083 | 6 303 | 6 483 | 5 020 |
| Secondary 4 - 7 | 11 682 | 9 048 | 10 079 | 10 291 | 8 251 |
| Diploma to Sub-degree | 2 736 | 2 078 | 2 505 | 2 632 | 2 148 |
| Above Sub-degree ^{Note} | - | 18 | 1 139 | 1 106 | 710 |
| Total | 23 712 | 18 227 | 20 026 | 20 512 | 16 129 |

Note: ERB courses target persons aged 15 or above with education level at sub-degree or below. Applicants with higher educational attainment but have genuine difficulties in job seeking/switching may apply for discretionary approval for admission to ERB courses. In addition, ERB launched the Love Upgrading Special Scheme from 2019-20 to 2022-23. All eligible persons can participate in the scheme irrespective of their academic qualifications.

2. The number of in-service trainees (i.e. those who have indicated in the “Course Application Form” that their employment status is not unemployed nor are awaiting employment) enrolled in ERB courses in the past 5 years (i.e. 2018-19 to 2022-23) with breakdowns by age group and educational attainment are as follows:

| Age Group | Number of Enrolled Trainees | | | | |
|--------------|-----------------------------|---------------|---------------|---------------|---|
| | 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 (as at end February 2023) |
| 15 - 19 | 126 | 92 | 91 | 138 | 111 |
| 20 - 24 | 647 | 470 | 779 | 933 | 735 |
| 25 - 29 | 951 | 682 | 1 487 | 1 639 | 1 111 |
| 30 - 39 | 2 850 | 2 121 | 4 028 | 4 797 | 3 654 |
| 40 - 49 | 4 238 | 3 495 | 5 582 | 7 347 | 6 048 |
| 50 - 59 | 5 271 | 5 397 | 7 252 | 8 660 | 7 073 |
| 60 or above | 2 627 | 2 947 | 3 820 | 4 917 | 4 581 |
| Total | 16 710 | 15 204 | 23 039 | 28 431 | 23 313 |

| Educational Attainment | Number of Enrolled Trainees | | | | |
|----------------------------------|-----------------------------|---------------|---------------|---------------|---|
| | 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 (as at end February 2023) |
| Secondary 3 or below | 5 186 | 4 862 | 5 588 | 6 645 | 5 637 |
| Secondary 4 - 7 | 9 429 | 8 403 | 11 775 | 14 711 | 12 350 |
| Diploma to Sub-degree | 2 095 | 1 853 | 3 479 | 4 295 | 3 517 |
| Above Sub-degree ^{Note} | - | 86 | 2 197 | 2 780 | 1 809 |
| Total | 16 710 | 15 204 | 23 039 | 28 431 | 23 313 |

Note: ERB courses target persons aged 15 or above with education level at sub-degree or below. Applicants with higher educational attainment but have genuine difficulties in job seeking/switching may apply for discretionary approval for admission to ERB courses. In addition, ERB launched the Love Upgrading Special Scheme from 2019-20 to 2022-23. All eligible persons can participate in the scheme irrespective of their academic qualifications.

3. Training bodies offering ERB courses will provide trainees completing placement-tied courses with placement follow-up services for a period of 3 to 6 months, including providing job vacancy information and employment counselling, as well as arranging for recruitment activities. The training bodies will also contact the trainees to learn about their employment situation and provide assistance as necessary.
4. Persons with educational attainment above sub-degree may apply to ERB for discretionary approval for admission to ERB courses if they have genuine difficulties in

job seeking or job switching. The age distribution of the approved trainees in the past 5 years (i.e. 2018-19 to 2022-23) varies, with about half of them aged 40 or above.

5. ERB has been closely monitoring the latest development in the employment market of different industries, including the job types, skills and training needs complementary to the national development. The relevant information helps ERB understand the demand for manpower and skills in different areas so that it can review and adjust its training courses and services from time to time.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)108

(Question Serial No. 1933)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): (000) Operational expenses

Programme: Not Specified

Controlling Officer: Permanent Secretary for Labour and Welfare (Ms Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Adult Education Subvention Scheme (AESS) under Subhead 000 Operational expenses, would the Government advise this Committee of the following:

1. the numbers of programmes offered, enrolments and participants completing the courses, as well as the number of under-enrolled or cancelled programmes, with a breakdown by programme type in each of the past 3 years;
2. the number of enrolments of the programmes offered with a breakdown by target participants in each of the past 3 years;
3. how the learning outcomes of the AESS are evaluated;
4. given that only 3 of the programmes offered in the 2022/23 academic year are targeted at ethnic minorities, whether there will be any measures to encourage participating organisations to provide more such programmes so as to benefit more disadvantaged groups.

Asked by: Hon LEUNG Yuk-wai, Kenneth (LegCo internal reference no.: 13)

Reply:

- (1) The numbers of courses offered and trainees completing the courses under the Adult Education Subvention Scheme (AESS) in the past 3 academic years are set out in the table below:

| | | 2019/20 academic year | 2020/21 academic year | 2021/22 academic year |
|--|--|--------------------------------------|--------------------------------------|--------------------------------------|
| Basic Chinese literacy courses | Number of courses offered | 26 | 67 | 59 |
| | Number of participants completed the courses ^{Note 1} | 1 318 | 1 959 | 1 675 |
| Basic Putonghua courses | Number of courses offered | 58 | 102 | 84 |
| | Number of participants completed the courses | 2 596 | 3 328 | 2 989 |
| Basic English literacy courses | Number of courses offered | 67 | 111 | 110 |
| | Number of participants completed the courses | 2 346 | 2 628 | 2 396 |
| Basic computer courses | Number of courses offered | 88 | 163 | 152 |
| | Number of participants completed the courses | 3 110 | 4 819 | 4 710 |
| General education courses | Number of courses offered | 4 | 39 | 34 |
| | Number of participants completed the courses | 526 | 889 | 943 |
| Courses of social, moral and family education | Number of courses offered | 28 | 34 | 45 |
| | Number of participants completed the courses | 861 | 915 | 866 |
| Reorientation courses for new arrivals and ethnic minorities | Number of courses offered | 4 | 4 | 4 |
| | Number of participants completed the courses | 54 | 50 | 51 |
| Special education courses | Number of courses offered | 35 | 49 | 43 |
| | Number of participants completed the courses | 779 | 1 156 | 1 151 |

Note¹: The Labour and Welfare Bureau (LWB) does not keep statistics on the number of enrolments.

Due to the epidemic in the past 3 years, some organisations encountered enrolment difficulties and therefore could not meet the minimum enrolment requirement and might have to cancel their courses. Relevant data are set out in the table below:

| | | 2019/20 academic year | 2020/21 academic year | 2021/22 academic year |
|-------------------|----------------|----------------------------------|----------------------------------|----------------------------------|
| Number of courses | under-enrolled | 54 | 71 | 45 |
| | cancelled | 290 | 75 | 57 |

- (2) As courses under AESS are not categorised according to their target participants, LWB does not keep such data.
- (3) AESS aims to provide those in need with opportunities for further studies. Participants are not required to take any test or examination and will not be awarded any formal qualification upon completing the courses. AESS provides subvention for participating organisations to provide adult education programmes for which participants are only required to pay nominal course fees. In general, AESS has been well received by participating organisations, the average attendance rate of participants has been maintained at 80% or above.
- (4) To encourage and motivate participating organisations to run more adult education courses for ethnic minorities, those institutions which had previously provided such courses were invited to share their experience in the AESS briefing sessions. In addition, we have lowered the minimum enrolment requirement for such courses (from 10 to 7 persons) to avoid cancellation of courses due to the difficulties in enrolment.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)109

(Question Serial No. 1656)

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 Alice LAU)
Director of Bureau: Secretary for Labour and Welfare

Question:

According to the key performance indicators under this Programme, the number of trainee places provided in vocational training for 2023-24 is 163 500, which is about 5% higher than the revised estimated number for 2022-23. However, the provision for 2023-24 will remain the same as the revised estimate for 2022-23. In this connection, will the Government inform this Committee of the reason for not adjusting the provision for 2023-24 according to the increase in number of trainee places?

Asked by: Hon LOONG Hon-biu, Louis (LegCo internal reference no.: 13)

Reply:

The revised number of trainee places provided by the Vocational Training Council (VTC) in 2022-23 is 155 800, which is 6 200 lower than the original estimate of 162 000 that year, mainly due to the impacts of the epidemic. As training activities have resumed normal after the epidemic, the number of VTC trainee places in 2023-24 is worked out on the basis of the original estimate in 2022-23 (i.e. 162 000) and the projection that more short-term courses will be organised in the following year, so there is a slight increase of 1 500 trainee places to 163 500. In other words, the estimated number of trainee places in 2023-24 is 7 700 more than the revised number in the previous year, mainly due to the two factors of resumption of normalcy after the epidemic and adjustments to course arrangements. VTC will continue to deploy resources flexibly to meet the demand.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0136)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Talent Engagement and Support

Controlling Officer: Permanent Secretary for Labour and Welfare (Ms Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding talent engagement and support under Programme 4, the Labour and Welfare Bureau (LWB) will provide one-stop talent engagement and facilitation services to attract outside talents. The Innovation, Technology and Industry Bureau will provide accommodation facilities for innovation and technology talents with a view to reducing their cost of living in Hong Kong. Will LWB draw on the successful experience of such scheme, and expand its coverage to the talents of other industries and provide them with low-rent accommodation? If yes, what are the details? If not, what are the reasons?

Asked by: Hon NG Wing-ka, Jimmy (LegCo internal reference no.: 33)

Reply:

To meet Hong Kong's economic and social development needs, the Government will proactively attract outside talents, apart from actively nurturing and retaining local talents. Hong Kong's manpower shortage are broad-based involving workers of different qualifications and skill levels in various industries and sectors. Owing to the huge demand for talents, we will not consider providing financial incentives or accommodation subsidies, etc. for all talents coming to Hong Kong. Considering that global competition for talents in specific streams turns increasingly fierce, the Government is prepared to implement special facilitation measures in a targeted manner for strategic industries such as the innovation and technology industry. The Innovation, Technology and Industry Bureau may share with other policy bureaux for reference after collating relevant experience and evaluated the effectiveness, so that different industries can benefit from it.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)111

(Question Serial No. 0752)

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 Alice LAU)
Director of Bureau: Secretary for Labour and Welfare

Question:

The Vocational Training Council (VTC) provides Hong Kong's labour market with vocational training for meeting the manpower needs of industries, enhancing the quality of the workforce in Hong Kong and helping employees adjust to market changes. In this connection, please provide the following information:

- (a) In the past 3 years, (i) how many in-service training programmes were offered by VTC? Please provide the name of each of the programmes; (ii) what was the number of trainees of each programme; and (iii) what were the numbers of participating public or private institutions? (Please set out the details separately.)
- (b) Has any subsidy been provided for the public or private institutions which trainees of the in-service training programmes mentioned above come from? If yes, what were the respective subsidy amounts?
- (c) It is understood that the Government has indicated that VTC was working together with the Shenzhen Polytechnic to strengthen collaboration, for instance, to explore launching more collaborative programmes and providing vocational training internship opportunities, which included their plan to launch new collaborative programmes in the 2021/22 academic year. Please provide the details, implementation progress and results of the collaboration concerned.
- (d) Does VTC have any plan to strengthen cooperation with the Mainland on vocational training and mutual recognition, including promoting the establishment of a mechanism for the inter-connection and mutual recognition of qualifications in the 2 places, exploring with the Mainland the learning mode of cross-boundary training and the cultivation mode of vocational education integration, and furthering the collaboration between the 2 places on vocational education and training projects? If yes, what are the details? If no, what are the reasons?

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 6)

Reply:

In consultation with the Education Bureau, a consolidated reply is as follows:

- (a) & (b) In the 2020-21 and 2021-22 academic years, the Vocational Training Council (VTC) organised about 1 200 and 1 300 in-service training programmes respectively covering engineering, business, hotel and tourism, information technology and other industries. About 141 000 trainees enrolled in each of these academic years. As the 2022-23 academic year will end in August 2023, the relevant figures are not available at this stage. VTC does not maintain a separate breakdown of the number of trainees coming from public or private institutions, nor does it provide subsidies to the institutions that the trainees come from.
- (c) & (d) As a major provider of vocational and professional education and training in Hong Kong, VTC has been nurturing diverse talents for Hong Kong as well as actively maintaining close ties with various vocational institutions and organisations in the Mainland to explore ways of fostering cooperation at different levels. VTC has established close collaboration ties with the Shenzhen Polytechnic (SZPT). They jointly run the Higher Diploma in Electrical Engineering (Electrical Services) programme for the first time in 2008. With the support of the Education Bureau, VTC and SZPT signed a new cooperation agreement in June 2021, and jointly launched in 2022 four new Higher Diploma programmes covering games and animation, building services engineering, fashion design as well as hotel and catering management in accordance with the existing dual certificate partnership programme model of the two institutions. The five courses jointly run by VTC and SZPT have already been accredited by the Hong Kong Council for Accreditation of Academic and Vocational Qualifications and recognised under the Hong Kong Qualifications Framework. Joint training programmes have also been launched by the two institutions successively.

Meanwhile, VTC is constantly expanding its partnership network of Mainland institutions and is actively seeking to collaborate with more counterparts under the dual certificate model. A Greater Bay Area Student Exchange Alliance has been established by VTC, SZPT, Zhongshan Polytechnic and Guangzhou Huashang Vocational College, which laid the foundation for discussion and substantive cooperation in launching more joint programmes. To further enhance collaboration with the Mainland, VTC established its first Mainland office in the Greater Bay Area Vocational Education Park in Nanshan District, Shenzhen in March 2023. In the future, VTC will make better use of its partnership with SZPT to leverage on the resources of special industrial parks of Mainland vocational institutions to provide more internship and practical training opportunities for VTC's students.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0763)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Ms Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is stated under the Programme that the Bureau will “put in place a regime on the admission of outside talents and professionals through various admission schemes administered by the Immigration Department and updating of the Talent List”. With regard to talent recruitment, please advise this Committee of the following:

- a. The Policy Address announced an array of measures to “compete for talents”, including launching the Top Talent Pass Scheme, establishing the Talents Service Unit, updating the Talent List, streamlining the General Employment Policy and the Admission Scheme for Mainland Talents and Professionals, relaxing the Immigration Arrangements for Non-local Graduates, enhancing the Technology Talent Admission Scheme and suspending the annual quota under the Quality Migrant Admission Scheme. Please provide the implementation details of the above schemes, including their progress, timetables, planning details and effectiveness;
- b. It is stated in the Policy Address that “the Labour and Welfare Bureau will commence a new round of manpower projections in mid-2023 to help the Government formulate appropriate strategies to address the overall manpower demand. We will enhance the methodology, including shortening the projection period from 10 years previously to 5 years to reflect the trends in our economic and labour markets in a more timely manner. Key findings will be available in 2024.” Please advise the implementation progress of the initiative, as well as the expenditure and staffing establishment involved. How does the content of the new round of projections differ from that of the previous one?

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 17)

Reply:

- (a) Since 28 December 2022, the Labour and Welfare Bureau (LWB) has rolled out a package of initiatives to enhance the talent admission regime, including launching the new Top Talent Pass Scheme and enhancing existing admission schemes on a pilot basis for a period of 2 years, such as expanding the coverage of the Immigration Arrangements

for Non-local Graduates to satellite campuses of Hong Kong universities in the Guangdong-Hong Kong-Macao Greater Bay Area and suspending the annual quota under the Quality Migrant Admission Scheme.

The LWB will not only maintain close liaison with the Immigration Department and other relevant Bureaux/Departments to continually monitor the implementation progress and effectiveness of the measures, but also review and refine the details of various measures for timely and necessary adjustments as appropriate. We have set the key performance indicator (KPI) for talent admission, which is to admit at least 35 000 talents annually with an intended duration of stay of at least 12 months from 2023 to 2025. We will use this KPI as the benchmark to assess the effectiveness of relevant work.

- (b) The new round of Manpower Projection will commence in mid-2023, and LWB is pressing ahead with the preparation work, such as conducting technical refinements to the projection methodologies and analytical framework, defining the coverage of sectors and occupations, exploring credible sources of data, developing the analysis scenario options and planning the sectoral consultation framework. We expect to start sectoral consultations before the fourth quarter of this year with the key findings of the analysis to be available in the third quarter of 2024. The detailed report to be promulgated in early 2025. The estimated expenditure for the new round of Manpower Projection is about \$6 million. As the government staff engaged in the projection also undertake other duties, separate breakdown of the salary cost and staff establishment cannot be provided.

We will enhance the projection methodologies so that the analyses and findings can serve as a better reference. To be specific:

- (i) the analytical framework will cover a wider spectrum of industries than in previous projections, with a more focused emphasis on the strategic positioning and long-term development of Hong Kong;
- (ii) the data and information from more diversified sources than before will be used in the projection, including government data on the economy and labour force, market information on job vacancies, and views from stakeholders in various industries on a wider scale, with a view to integrating data sources in a more comprehensive manner to assess Hong Kong's broad trends of manpower supply and demand at the macro level in the medium term;
- (iii) the analyses will be more refined, providing projection and assessment on the prospects, manpower and skills shortages in key industries as well as the supply and demand and skills requirements of the manpower and skilled personnel for different types of trades; and
- (iv) the projection period will be shortened from 10 years previously to 5 years to reflect the trends in our economic and labour markets in a timely manner.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0782)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Ms Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Continuing Education Fund (CEF), would the Government inform this Committee:

- a. of the following information in the past 3 years according to the course domains eligible for subsidy: (i) the numbers of applicants granted subsidies by the CEF; (ii) the statistics on completion of courses by such applicants (their average attendance rates and marks attained in assessment); (iii) the average amounts of subsidies granted to such applicants (please provide the information by course domain);
- b. according to the CEF statistics, over half of the 23 domains were granted subsidies of less than 1% or even 0.1% of the total amount of subsidies. As such, whether the Government will consider enhancing the list of eligible course domains to better promote continuing education;
- c. as some online courses have been approved for inclusion in the CEF course list, of the percentage of subsidy applied for by these courses?

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 37)

Reply:

- (a) The number of subsidy recipients and the average reimbursement amount by course scope under the Continuing Education Fund (CEF) in the past 3 years (2020-21 to 2022-23) are set out in **Annex**. The Government does not maintain other breakdown figures.
- (b) Since April 2019, the Government has added, on top of the original nine course domains under CEF, courses of 14 classified areas of study and training registered under the Qualifications Register, covering popular areas such as Business and Management and Computer Science and Information Technology as well as more specialised areas like Architecture and Town Planning. As at end January 2023, CEF offers thousands of

registered CEF courses over 280 course providers. Course providers may design and offer new courses and apply for registration under CEF to meet market demand.

- (c) The CEF began accepting applications from course providers for registration of eligible online courses as CEF courses since October 2021. As at end February 2023, there were no eligible online courses registered as CEF courses.

**Number of CEF Subsidy Recipients (Note ¹) and
Average Reimbursement Amount by Course Scope**

2020-21

| Course Scope (Note ²) | Number of Subsidy Recipients | Average Reimbursement Amount (\$) |
|--|-------------------------------------|--|
| Business Services | 9 235 | 6,123 |
| Design | 1 878 | 5,462 |
| Financial Services | 5 763 | 5,976 |
| Languages | 5 544 | 8,992 |
| Logistics | 731 | 5,852 |
| Tourism | 1 385 | 5,639 |
| Interpersonal and Intrapersonal Skills for the Workplace | 37 | 2,914 |
| Creative Industries | 978 | 6,326 |
| Specification of Competency Standards (SCS)-based (Note ³) | 5 240 | 4,650 |
| A01 - Architecture and Town Planning | 217 | 9,804 |
| A02 - Arts, Design and Performing Arts | 97 | 4,793 |
| A03 - Business and Management | 2 217 | 6,572 |
| A04 - Computer Science and Information Technology | 397 | 6,095 |
| A05 - Education | 636 | 8,489 |
| A06 - Engineering and Technology | 1 030 | 5,929 |
| A07 - Humanities | 141 | 8,518 |
| A08 - Languages and Related Studies | 121 | 5,562 |
| A09 - Law | 192 | 7,206 |
| A10 - Mass Media and Communications, Journalism and Public Relations | 209 | 4,592 |
| A11 - Medicine, Dentistry and Health Sciences | 874 | 7,454 |
| A12 - Sciences | 227 | 5,841 |
| A13 - Services | 399 | 6,667 |
| A14 - Social Sciences | 412 | 5,941 |
| Total | 37 960 | - |

2021-22

| Course Scope (Note ²) | Number of Subsidy Recipients | Average Amount of Reimbursement (\$) |
|--|-------------------------------------|---|
| Business Services | 9 399 | 6,928 |
| Design | 2 324 | 5,827 |
| Financial Services | 6 072 | 7,772 |
| Languages | 8 269 | 9,355 |
| Logistics | 855 | 7,478 |
| Tourism | 1 326 | 6,331 |
| Interpersonal and Intrapersonal Skills for the Workplace | 93 | 7,978 |
| Creative Industries | 1 403 | 7,870 |
| Specification of Competency Standards (SCS)-based (Note ³) | 7 339 | 7,147 |
| A01 - Architecture and Town Planning | 763 | 8,692 |
| A02 - Arts, Design and Performing Arts | 457 | 7,844 |
| A03 - Business and Management | 7 354 | 8,284 |
| A04 - Computer Science and Information Technology | 840 | 5,684 |
| A05 - Education | 1 376 | 10,533 |
| A06 - Engineering and Technology | 1 946 | 7,441 |
| A07 - Humanities | 475 | 10,249 |
| A08 - Languages and Related Studies | 650 | 10,170 |
| A09 - Law | 271 | 9,325 |
| A10 - Mass Media and Communications, Journalism and Public Relations | 358 | 5,187 |
| A11 - Medicine, Dentistry and Health Sciences | 2 855 | 7,903 |
| A12 - Sciences | 646 | 7,588 |
| A13 - Services | 1 394 | 8,193 |
| A14 - Social Sciences | 1 325 | 7,815 |
| Total | 57 790 | - |

2022-23 (as at 31 January 2023)

| Course Scope (Note ²) | Number of Subsidy Recipients | Average Amount of Reimbursement (\$) |
|--|-------------------------------------|---|
| Business Services | 6 444 | 6,949 |
| Design | 1 878 | 5,937 |
| Financial Services | 3 720 | 6,148 |
| Languages | 7 460 | 7,992 |
| Logistics | 580 | 9,336 |
| Tourism | 818 | 5,906 |
| Interpersonal and Intrapersonal Skills for the Workplace | 53 | 2,718 |
| Creative Industries | 1 079 | 8,303 |
| Specification of Competency Standards (SCS)-based (Note ³) | 7 177 | 6,014 |
| A01 - Architecture and Town Planning | 770 | 8,602 |
| A02 - Arts, Design and Performing Arts | 559 | 7,298 |
| A03 - Business and Management | 6 695 | 7,848 |
| A04 - Computer Science and Information Technology | 1 195 | 6,271 |
| A05 - Education | 1 432 | 10,312 |
| A06 - Engineering and Technology | 1 761 | 6,102 |
| A07 - Humanities | 589 | 10,283 |
| A08 - Languages and Related Studies | 1 076 | 11,068 |
| A09 - Law | 173 | 8,912 |
| A10 - Mass Media and Communications, Journalism and Public Relations | 225 | 5,274 |
| A11 - Medicine, Dentistry and Health Sciences | 3 560 | 7,818 |
| A12 - Sciences | 469 | 7,109 |
| A13 - Services | 1 478 | 8,611 |
| A14 - Social Sciences | 1 610 | 8,632 |
| Total | 50 801 | - |

Note 1 Each application form submitted by applicants (i.e. each application) may include one or more CEF course(s) and the relevant CEF course(s) may belong to the same or different area of study. The Office of the CEF does not have the breakdown of the number of applications received by area of study.

- Note 2 With the implementation of enhancement measures on 1 April 2019, the scope of reimbursable courses was expanded to include all eligible courses registered in the Qualifications Register, including SCS-based courses, Specification of Generic (Foundation) Competencies (SGC)-based courses, and non-SCS/SGC-based courses in 14 areas of study and training (i.e. A01-A14).
- Note 3 SCS-based areas of study under the Qualifications Framework include Arboriculture and Horticulture, Automotive, Banking, Beauty and Hairdressing, Catering, Chinese Catering, Electrical and Mechanical Services, Elderly Care Service, Fashion, Human Resource Management Sector, Import and Export, Information and Communications Technology, Insurance, Jewellery, Logistics, Manufacturing Technology (Tooling, Metals and Plastics), Printing and Publishing, Property Management, Retail, Security Services, Testing, Inspection and Certification, Travel as well as Watch and Clock.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 1578)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Ms Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Employees Retraining Board has launched the Love Upgrading Special Scheme (the Scheme) since 2019. In this connection, will the Government inform this Committee of:

- (a) the respective numbers of participating trainees under each tranche of the Scheme since its launch, the amount of allowances disbursed to the trainees (with a tabulated breakdown by level of allowances disbursed such as within \$1,000, within \$2,000 and so on), the respective percentages of the trainees who have successfully completed the entire course in each tranche and the age distribution of the participating trainees;
- (b) whether there are any follow-up services under the Scheme, including facilitating re-employment of trainees or making referrals to employment agencies; if yes, the details; and
- (c) the types of courses offered under the Scheme and the details of the participating trainees, and which of such courses are tailor-made for the unemployed?

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 45)

Reply:

- (a) The Employees Retraining Board (ERB) has launched six tranches of the "Love Upgrading Special Scheme" (the Special Scheme) from October 2019 to provide training and special allowance to employees affected by economic downturn. Application for the Special Scheme closed at end December 2022 and applicants may enrol in the courses by end March 2023. For trainees who have met the designated attendance requirement, the allowance is calculated based on the actual number of class sessions attended and disbursed upon completion of each course. ERB does not maintain statistics on the allowance received by trainees by amounts. As at end February 2023, the numbers of enrolled trainees, completed trainees and the average amount of allowance disbursed to each trainee completing courses under respective tranches of the Special Scheme are as follows –

| | First Tranche | Second Tranche | Third Tranche | Fourth Tranche | Fifth Tranche | Sixth Tranche (as at February 2023) |
|--|---------------|----------------|---------------|----------------|---------------|-------------------------------------|
| Number of Enrolled Trainees ^{Note 1} | 20 334 | 42 205 | 50 614 | 52 280 | 34 212 | 45 227 |
| Number of Completed Trainees (attaining 80% attendance) | 18 540 | 39 111 | 47 322 | 48 168 | 31 072 | 35 279 |
| Completion Ratio | 91% | 93% | 94% | 92% | 91% | 78% |
| Average Amount of Allowance Disbursed to Each Trainee ^{Note2} | \$3,245 | \$2,882 | \$2,698 | \$2,710 | \$2,774 | \$2,704 |

Note 1 A trainee may enrol in more than one training course.

Note 2 Including trainees of full-time and part-time courses.

As at end February 2023, the breakdowns of trainees enrolled in courses under respective tranches of the Special Scheme by age group is as follows –

| Age Group | Number of Enrolled Trainees | | | | | |
|-------------|-----------------------------|----------------|---------------|----------------|---------------|-------------------------------------|
| | First Tranche | Second Tranche | Third Tranche | Fourth Tranche | Fifth Tranche | Sixth Tranche (as at February 2023) |
| 15 - 19 | 138 | 231 | 504 | 455 | 362 | 411 |
| 20 - 24 | 680 | 1 517 | 1 828 | 1 615 | 1 009 | 1 386 |
| 25 - 29 | 959 | 2 169 | 2 375 | 2 173 | 1 486 | 1 745 |
| 30 - 39 | 2 844 | 6 459 | 7 412 | 6 968 | 4 786 | 5 656 |
| 40 - 49 | 4 950 | 9 530 | 11 089 | 10 854 | 7 895 | 8 993 |
| 50 - 59 | 6 630 | 13 054 | 15 375 | 15 845 | 9 940 | 13 155 |
| 60 or above | 4 133 | 9 245 | 12 031 | 14 370 | 8 734 | 13 881 |
| Total | 20 334 | 42 205 | 50 614 | 52 280 | 34 212 | 45 227 |

- (b) The training bodies of ERB start the placement follow-up services of 3 to 6 months upon completion of classes of full-time “Vocational Skills” courses under the Special Scheme, during which placement officers will be arranged to provide employment information and referral services to trainees. As at end February 2023, the overall placement rate of trainees enrolled in full-time “Vocational Skills” courses under the first to fifth tranches of the Special Scheme was 85%. As the sixth tranche of the

Special Scheme will finish in end March 2023 and the placement follow-up services for related classes have not yet been completed, relevant information is not yet available.

- (c) The Special Scheme provides courses covering “Vocational Skills” in 28 trades, “Innovation and Technology” and “Generic Skills.” As at end February 2023, the numbers of trainees enrolled in various categories of training courses under respective tranches of the Special Scheme are as follows –

| Course Category | Number of Enrolled Trainees | | | | | |
|-------------------------------|-----------------------------|----------------|---------------|----------------|---------------|--|
| | First Tranche | Second Tranche | Third Tranche | Fourth Tranche | Fifth Tranche | Sixth Tranche (as at February 2023) |
| Vocational Skills (Full-time) | 13 948 | 21 072 | 24 467 | 25 243 | 19 711 | 24 181 |
| Vocational Skills (Part-time) | 3 430 | 13 107 | 19 384 | 21 768 | 11 424 | 17 313 |
| Innovation and Technology | 707 | 2 454 | 1 511 | 959 | 677 | 621 |
| Generic Skills | 2 249 | 5 572 | 5 252 | 4 310 | 2 400 | 3 112 |
| Total | 20 334 | 42 205 | 50 614 | 52 280 | 34 212 | 45 227 |

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)115

(Question Serial No. 3126)

Head: (141) Government Secretariat: Labour and Welfare Bureau
Subhead (No. & title): ()
Programme: (3) Manpower Development, (4) Talent Engagement and Support
Controlling Officer: Permanent Secretary for Labour and Welfare (Ms Alice LAU)
Director of Bureau: Secretary for Labour and Welfare

Question:

Bringing in talents has been a priority for Hong Kong in recent years. Please provide this Committee with the following information:

- a. Information on the existing mechanism for the admission of talents, including (i) the number of talent admission schemes; (ii) the numbers of applications and persons granted entry into Hong Kong for each scheme in 2022-23; (iii) the sources, including countries and regions, of talents for the applications received for each scheme in 2022-23;
- b. Information on talents who have come to Hong Kong under the talent admission schemes, including (i) statistics on occupation and industry distribution; (ii) statistics on median wages; and (iii) the average duration of stay for work in Hong Kong; and
- c. Bringing in talents and developing supporting facilities for them is a priority for the Government. In this connection, please explain in detail the programmes or supporting facilities in place for talents coming to Hong Kong.

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 47)

Reply:

- a(i): At present, outside talents may come to into Hong Kong through the General Employment Policy (GEP), the Admission Scheme for Mainland Talents and Professionals (ASMTP), the Quality Migrant Admission Scheme (QMAS), the Immigration Arrangements for Non-local Graduates (IANG), the Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents (ASSG), the Technology Talent Admission Scheme (TechTAS) and the Top Talent Pass Scheme (TTPS).

a(ii): The numbers of applications and approvals for respective talent admission schemes in 2022-23 are tabulated below:

| Admission scheme | 2022-23 (as at end February 2023) | |
|-------------------|-----------------------------------|--------------------|
| | No. of applications | No. of approvals |
| GEP | 16 580 | 15 116 |
| ASMTP | 11 891 | 10 669 |
| QMAS | 22 268 | 3 556 [@] |
| IANG | 13 453 | 12 764 |
| ASSG | 98 | 61 |
| TechTAS | 76 | 69 |
| TTPS [#] | 14 240 | 8 797 |

Note: The approved cases may not entirely be the applications received in the same year.

[@] The figure refers to the number of successful cases selected by the Advisory Committee on Admission of Quality Migrants and Professionals.

[#] The TTPS has been implemented since 28 December 2022.

a(iii): In 2022-23, the numbers of approved cases under respective talent admission schemes by place of origin of the applicants are tabulated below:

GEP

| Region | 2022-23 (as at end February 2023) |
|--------------------|-----------------------------------|
| | No. of approvals |
| Japan | 1 306 |
| The United Kingdom | 1 288 |
| India | 1 282 |
| South Korea | 1 131 |
| The United States | 999 |
| The Philippines | 835 |
| France | 823 |
| Taiwan, China | 778 |
| Australia | 476 |
| Canada | 345 |
| Others | 5 853 |
| Total | 15 116 |

Note: The approved cases may not entirely be the applications received in the same year.

ASMTP

The ASMTP is applicable for Mainland residents only.

QMAS

| Region | 2022-23 (as at end February 2023) |
|-------------------|-----------------------------------|
| | No. of approvals |
| Mainland China | 3 412 |
| Canada | 36 |
| Australia | 32 |
| The United States | 26 |
| Others | 50 |
| Total | 3 556 |

Note: The figures refer to the number of successful cases selected by the Advisory Committee on Admission of Quality Migrants and Professionals. The approved cases in a year may not entirely be the applications received in the same year.

IANG

| Region | 2022-23 (as at end February 2023) |
|-------------------------------------|-----------------------------------|
| | No. of approvals |
| Mainland China | 11 517 |
| India | 181 |
| South Korea | 159 |
| Taiwan, China | 94 |
| Malaysia | 80 |
| Pakistan | 53 |
| Macao Special Administrative Region | 44 |
| The United States | 35 |
| Canada | 35 |
| France | 17 |
| Others | 549 |
| Total | 12 764 |

Note: The approved cases may not entirely be the applications received in the same year.

ASSG

| Region | 2022-23 (as at end February 2023) |
|--------------------|-----------------------------------|
| | No. of approvals |
| Canada | 16 |
| The United Kingdom | 15 |
| The United States | 12 |
| Australia | 4 |
| Singapore | 4 |

| Region | 2022-23 (as at end February 2023) |
|-----------------|-----------------------------------|
| | No. of approvals |
| The Netherlands | 3 |
| The Philippines | 2 |
| Others | 5 |
| Total | 61 |

Note: The approved cases may not entirely be the applications received in the same year.

TechTAS

| Region | 2022-23 (as at end February 2023) |
|--------------------|-----------------------------------|
| | No. of approvals |
| Mainland China | 53 |
| Taiwan, China | 2 |
| The United States | 2 |
| The United Kingdom | 1 |
| Australia | 1 |
| Malaysia | 1 |
| South Korea | 0 |
| Others | 9 |
| Total | 69 |

Note: The approved cases may not entirely be the applications received in the same year.

TTPS

| Region | 2022-23 (as at end February 2023) |
|-------------------|-----------------------------------|
| | No. of approvals |
| Mainland China | 8 325 |
| Canada | 97 |
| Australia | 77 |
| The United States | 69 |
| Singapore | 38 |
| Others | 191 |
| Total | 8 797 |

Note: The TTPS has been implemented since 28 December 2022.

- b. In 2022-23, the number of approved cases under respective talent admission schemes by industry/sector and monthly remuneration are tabulated below:

GEP

| Industry/Sector | 2022-23 (as at end February 2023) |
|---------------------------------|-----------------------------------|
| Financial services | 2 340 |
| Academic research and education | 2 179 |
| Commerce and trade | 1 433 |
| Recreation and sports | 1 339 |
| Engineering and construction | 1 252 |
| Arts/Culture | 759 |
| Information technology | 529 |
| Catering services | 354 |
| Tourism | 271 |
| Medical and healthcare services | 144 |
| Legal services | 126 |
| Telecommunications | 87 |
| Manufacturing industries | 56 |
| Architectural/Surveying | 40 |
| Biotechnology | 8 |
| Traditional Chinese medicine | 0 |
| Others | 4 199 |
| Total | 15 116 |

| Monthly remuneration | 2022-23 (as at end February 2023) |
|----------------------|-----------------------------------|
| Below \$20,000 | 3 742 |
| \$20,000 - \$39,999 | 5 338 |
| \$40,000 - \$79,999 | 3 671 |
| \$80,000 or above | 2 365 |
| Total | 15 116 |

ASMTF

| Industry/Sector | 2022-23 (as at end February 2023) |
|---------------------------------|-----------------------------------|
| Financial services | 2 553 |
| Academic research and education | 2 257 |
| Commerce and trade | 1 700 |
| Engineering and construction | 1 253 |
| Information technology | 947 |

| Industry/Sector | 2022-23 (as at end February 2023) |
|---------------------------------|-----------------------------------|
| Medical and healthcare services | 501 |
| Arts/Culture | 352 |
| Telecommunications | 259 |
| Legal services | 106 |
| Recreation and sports | 84 |
| Manufacturing industries | 75 |
| Biotechnology | 72 |
| Catering services | 37 |
| Architectural/Surveying | 24 |
| Tourism | 9 |
| Traditional Chinese medicine | 2 |
| Others | 438 |
| Total | 10 669 |

| Monthly remuneration | 2022-23 (as at end February 2023) |
|----------------------|-----------------------------------|
| Below \$20,000 | 2 191 |
| \$20,000 - \$39,999 | 4 322 |
| \$40,000 - \$79,999 | 2 796 |
| \$80,000 or above | 1 360 |
| Total | 10 669 |

QMAS

| Industry/Sector | 2022-23 (as at end February 2023) |
|---|-----------------------------------|
| Financial and accounting services | 1 203 |
| Information technology and telecommunications | 907 |
| Academic research and education | 226 |
| Manufacturing industries | 194 |
| Architecture, surveying, engineering and construction | 193 |
| Business support and human resources | 170 |
| Commerce and trade | 166 |
| Legal services | 141 |
| Human health and veterinary services | 135 |
| Logistics and transportation | 41 |
| Broadcasting and entertainment | 30 |
| Arts and culture | 28 |

| Industry/Sector | 2022-23 (as at end February 2023) |
|----------------------|-----------------------------------|
| Catering and tourism | 17 |
| Sports | 10 |
| Others | 95 |
| Total | 3 556 |

Note: The figures refer to the number of successful cases selected by the Advisory Committee on Admission of Quality Migrants and Professionals. The industry/sector under the QMAS refers to the category to which the applicants belong as classified by the Immigration Department (ImmD) and the Advisory Committee on Admission of Quality Migrants and Professionals during the selection exercise.

TechTAS

| Industry/Sector | 2022-23 (as at end February 2023) |
|--------------------------------------|-----------------------------------|
| Biotechnology | 15 |
| Material science | 14 |
| Financial technologies | 13 |
| Artificial intelligence | 11 |
| Digital entertainment | 6 |
| Data analytics | 5 |
| Green technology | 3 |
| Cybersecurity | 1 |
| Internet-of-Things | 1 |
| Robotics | 0 |
| Advanced communication technologies* | 0 |
| Integrated circuit design | 0 |
| Microelectronics | 0 |
| Quantum technology* | 0 |
| Total | 69 |

* In December 2022, the Government expanded the coverage of the TechTAS to include 1 new technology area (i.e. quantum technology) and renamed “5G communications” as “advanced communication technologies”.

| Monthly remuneration | 2022-23 (as at end February 2023) |
|----------------------|-----------------------------------|
| Below \$20,000 | 0 |
| \$20,000 - \$39,999 | 38 |
| \$40,000 - \$79,999 | 24 |
| \$80,000 or above | 7 |

| | |
|--------------|-----------|
| Total | 69 |
|--------------|-----------|

IANG

Over 90% of those coming to or staying in Hong Kong under the IANG are fresh graduates. They are not required to have secured an offer of employment in Hong Kong upon application.

ASSG

Persons admitted under the ASSG will normally be granted an initial stay of 24 months upon entry without other conditions of stay. Applicants are not required to have secured an offer of employment in Hong Kong upon entry.

TTPS

As the TTPS was launched on 28 December 2022, the relevant statistical breakdowns are not yet available.

The ImmD does not maintain statistics on the incoming talents' duration of stay for work in Hong Kong under the schemes concerned.

- c. The Government plans to set up the physical office of the Hong Kong Talent Engage (HKTE) in mid-2023 to formulate, co-ordinate and promote the front-line work on engaging talents and render one-stop support for incoming talents. Before the establishment of the physical office of HKTE, an online platform (www.hkengage.gov.hk) was first launched on 28 December 2022 to complement the implementation of the various talent admission schemes.

The HKTE will formulate talent attraction strategies and, collaborate with the Dedicated Teams for Attracting Businesses and Talents in various Hong Kong Economic and Trade Offices in the Mainland and overseas, devise talent attraction strategies, formulate online/offline marketing plans and provide support for outside talents' needs in relocation, employment and children's education. The HKTE will also organise different activities for incoming talents to build and expand their network and establish business connections, so as to help them settle down and stay in Hong Kong for development.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0642)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Ms Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour and Welfare Bureau will formulate and co-ordinate manpower policies and programmes, and will put in place a regime on the admission of outside talents and professionals through various admission schemes administered by the Immigration Department and updating of the Talent List, as well as monitor the application of the Talent List to relevant talent admission schemes. Concerning the conduct of surveys on the manpower shortage in various sectors in Hong Kong and the updating of the Talent List, will the Government provide details of the work plan, the timetable and a breakdown of the estimated expenditure?

Asked by: Hon SHIU Ka-fai (LegCo internal reference no.: 9)

Reply:

To grasp the trend of our manpower supply and demand in the future, the Labour and Welfare Bureau (LWB) will commence a new round of Manpower Projection in mid-2023. We are pressing ahead with the preparation work, such as conducting technical refinements to the projection methodologies and analytical framework, defining the coverage of sectors and occupations, exploring credible sources of data, developing the analysis scenario options and planning the sectoral consultation framework. We expect to start sectoral consultations before the fourth quarter of this year with the key findings of the analysis to be available in the third quarter of 2024. The detailed report to be promulgated in early 2025. The estimated expenditure for the new round of Manpower Projection is about \$6 million. As the government staff engaged in the projection also undertake other duties, separate breakdown of the salary cost and staff establishment cannot be provided.

We will enhance the projection methodologies so that the analyses and findings can serve as a better reference. To be specific:

- (i) the analytical framework will cover a wider spectrum of industries than in previous projections, with a more focused emphasis on the strategic positioning and long-term development of Hong Kong;

- (ii) the data and information from more diversified sources than before will be used in the projection, including government data on the economy and labour force, market information on job vacancies, and views from stakeholders in various industries on a wider scale, with a view to integrating data sources in a more comprehensive manner to assess Hong Kong's broad trends of manpower supply and demand at the macro level in the medium term;
- (iii) the analyses will be more refined, providing projection and assessment on the prospects, manpower and skills shortages in key industries as well as the supply and demand and skills requirements of the manpower and skilled personnel for different types of trades; and
- (iv) the projection period will be shortened from 10 years previously to 5 years to reflect the trends in our economic and labour markets in a timely manner.

Besides, the Government has drawn up the Talent List with a view to attracting high-quality talent for different industries and professional fields in a more effective and focused manner to support Hong Kong's development into a high value-added and diversified economy. To reflect the latest talent shortage situation in different professions, the Government has commenced a new round of review of the Talent List after the promulgation of the 2022 Policy Address. Bureaux have been invited to review and consult industry bodies and stakeholders of their responsible sectors on the suggestions on the coverage of the Talent List. The Government is now consolidating the suggestions on the updates, with a view to completing the review by end-March 2023. As part of the ongoing efforts of LWB and various bureaux, separate breakdown of the relevant expenditure cannot be provided.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)117

(Question Serial No. 0653)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Talent Engagement and Support

Controlling Officer: Permanent Secretary for Labour and Welfare (Ms Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

During 2023-24, the Labour and Welfare Bureau will set up the Hong Kong Talent Engage (HKTE) to implement talent engagement and support measures, including collaboration with the Dedicated Teams for Attracting Businesses and Talents under the 17 Mainland Offices and overseas Economic and Trade Offices. Would the Government please advise on the staff establishment and estimated expenditure of the HKTE and the Dedicated Teams for Attracting Businesses and Talents under the 17 Mainland Offices and overseas Economic and Trade Offices?

Asked by: Hon SHIU Ka-fai (LegCo internal reference no.: 20)

Reply:

In consultation with the Commerce and Economic Development Bureau and the Constitutional and Mainland Affairs Bureau (CMAB), the consolidated reply is provided below:

The Hong Kong Talent Engage (HKTE) is a time-limited establishment with a strength of about 30 to 40 officers, comprising 8 civil servants and other non-civil service staff, responsible for the frontline work of trawling for talents. The estimated annual expenditure of the HKTE is about \$83 million.

The Hong Kong Special Administrative Region Government has set up Dedicated Teams for Attracting Businesses and Talents (the Dedicated Teams) under 5 Mainland Offices and 12 overseas Hong Kong Economic and Trade Offices (ETOs) with the existing manpower of the respective offices. In 2023-24, the estimated number of posts of the Dedicated Teams under the overseas ETOs is 35 (relevant officers are all engaged locally) and the estimated expenditure is approximately \$100 million. The overall estimated expenditure of the CMAB's Mainland Offices is approximately \$300 million, and the staffing establishment of the Dedicated Teams under these offices comprises 8 civil service posts and 20 posts held by locally-engaged staff. The expenditure of Dedicated Teams under CMAB cannot be separately accounted for and itemised. Meanwhile, Invest Hong Kong has earmarked

approximately \$10.4 million and \$16 million in 2023-24 for the Mainland Offices and overseas ETOs respectively for investment promotion work in the Mainland and overseas through the Dedicated Teams.

The Dedicated Teams will maintain close liaison with the HKTE and apply for funding from the HKTE as necessary, for collaboration in areas such as marketing and network expansion in the Mainland and overseas.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)118

(Question Serial No. 2090)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Ms Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour and Welfare Bureau indicated that during 2023-24, it would commence a new round of Manpower Projection with an enhanced methodology. In this connection, will the Government please advise on:

1. the detailed projection and operational methodologies;
2. sectors, scale and number of enterprises, posts and jobs covered; and
3. the work schedule and estimated expenditure?

Asked by: Hon SHIU Ka-fai (LegCo internal reference no.: 33)

Reply:

- (1) The Labour and Welfare Bureau (LWB) will commence a new round of Manpower Projection in the middle of this year with an enhanced methodology so that the analyses and findings can serve as a better reference. To be specific:
 - (i) the analytical framework will cover a wider spectrum of industries than in previous projections, with a more focused emphasis on the strategic positioning and long-term development of Hong Kong;
 - (ii) the data and information from more diversified sources than before will be used in the projection, including government data on the economy and labour force, market information on job vacancies, and views from stakeholders in various industries on a wider scale, with a view to integrating data sources in a more comprehensive manner to assess Hong Kong's broad trends of manpower supply and demand at the macro level in the medium term;
 - (iii) the analyses will be more refined, providing projection and assessment on the prospects, manpower and skills shortages in key industries as well as the supply and demand and skills requirements of the manpower and skilled personnel for different types of trades; and

- (iv) the projection period will be shortened from 10 years previously to 5 years to reflect the trends in our economic and labour markets in a timely manner.
- (2) The sectors covered in the new round of Manpower Projection include:
- (i) 12 conventional economic sectors as defined by the Hong Kong Standard Industrial Classification Version 2.0 (a standard framework used by the Census and Statistics Department for compilation and analysis of sectoral statistics), i.e. agriculture, fishing and quarrying; manufacturing; electricity, gas, water and waste management; construction; import, export, wholesale and retail trades; accommodation and food services; transportation, storage, postal and courier services; information and communications; financial services; real estate; professional and business services; and social and personal services. The occupation groups covered include higher-skilled occupation groups (viz. managers and administrators, professionals and associate professionals) and lower-skilled occupation groups (such as clerical support workers, craft and related workers and workers in the elementary occupations);
 - (ii) the key industries and types of professional trades covered in the eight key areas under the national 14th Five-Year Plan for the development of Hong Kong , namely the international financial centre, international innovation and technology centre, East-meets-West centre for international cultural exchange, international trade centre, international transportation centre, international aviation hub, centre for international legal and dispute resolution services in the Asia-Pacific region as well as regional intellectual property trading centre; and
 - (iii) the technical trades pertinent to the essential services supporting the city's daily operation and management which require time in training, including technicians for maintaining various major facilities and mechanical and engineering work, such as lift/escalator maintenance, telecommunication system and automotive engineering.
- (3) The new round of Manpower Projection will commence in mid-2023, and LWB is pressing ahead with the preparation work, such as conducting technical refinements to the projection methodologies and analytical framework, defining the coverage of sectors and occupations, exploring credible sources of data, developing the analysis scenario options and planning the sectoral consultation framework. We expect to start sectoral consultations before the fourth quarter of this year with the key findings of the analysis to be available in the third quarter of 2024. The detailed report to be promulgated in early 2025. The estimated expenditure for the new round of Manpower Projection is about \$6 million. As the government staff engaged in the projection also undertake other duties, separate breakdown of the salary cost cannot be provided.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0940)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Ms Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

One of the major tasks under Programme (3) is to implement the Continuing Education Fund (CEF) to encourage adults with learning aspirations to pursue continuing education and training.

Some members of the public have reflected that the existing CEF covers a narrow scope of courses, which are unable to meet the needs of young people for further education and “career change”. To cite an example, many well-known training institutions have provided programming courses and job matching services for persons not engaged in the IT industry to help young people switch to the technology industry in recent years. However, the course fees of these courses can be as high as tens of thousands of dollars and are not subsidised by the CEF, making it difficult for young people to afford them and leaving the talent shortage in the technology industry unresolved. In this connection, will the Government advise this Committee of the following:

- (1) the number of applicants for the CEF, the number of successful applications, and the types of courses for which subsidies were granted in the past 3 financial years;
- (2) the current number of courses on the Reimbursable Course List that are relevant to the training of IT talents;
- (3) further to the above question, whether the Government has compiled statistics on the number of members of the public who had enrolled in the relevant courses in the past 3 years, as well as the number of persons who had entered the relevant industries after completing such courses;
- (4) whether it has regularly reviewed if the courses covered by the CEF meet the needs of social development and transformation in recent years; if it has, of the details; if not, whether it will conduct a review as soon as possible; and
- (5) whether it will consider expanding the courses covered by the CEF to include the aforesaid programming courses in the list of subsidised courses, so as to meet the needs of the public and make up for the talent shortage in the I&T labour market; if it will, of the details; if not, whether this will run counter to the policy of “enlarge the I&T talent pool to create strong impetus for growth” advocated by the Government in recent years.

Asked by: Hon TSE Wai-chun, Paul (LegCo internal reference no.: 17)

Reply:

- (1) The number of applicants for the Continuing Education Fund (CEF) and the number of successful applications with CEF reimbursement subsidies granted in the past 3 years are as follows:

| | 2020-21 | 2021-22 | 2022-23 (as at 31 January 2023) |
|---|---------|---------|---------------------------------------|
| Number of applicants | 35 920 | 50 160 | 43 254 |
| Number of successful applications ^{Note 1} with CEF reimbursement | 30 738 | 47 552 | 42 779 |

Note 1: An application may involve one or more CEF courses.

The number of subsidy recipients by course scope is at **Annex**.

- (2) The scope of CEF courses currently covers all eligible courses registered under the Qualifications Register, including courses under the 14 Areas of Study and Training, Specification of Competency Standards (SCS)-based courses and Specification of Generic (Foundation) Competencies (SGC)-based courses. It also includes technology-related areas of study and training such as “Computer Science and Information Technology” and “Engineering and Technology”. As at end January 2023, there were a total of 590 courses with valid CEF course registration under the two areas. The aforesaid number does not include Information Technology (IT) related courses that may be categorised under other areas of study and training (such as Business and Management).
- (3) In the past 3 years, the numbers of subsidy recipients enrolled in courses related to “Computer Science and Information Technology” and “Engineering and Technology” were 1 427, 2 786 and 2 795 respectively. The Government does not keep other breakdown figures.
- (4) and (5)

At present, talents with different qualifications and skills are required in Hong Kong to meet the demand of various trades and industries. Programming-related training courses are currently available under the CEF. In general, course providers constantly review, design and offer new courses, and apply for registration of CEF courses to keep pace with social development and market needs. Learners may also enrol in courses suiting their needs in accordance with their interests and capabilities. The Labour and Welfare Bureau and the Hong Kong Council for Accreditation of Academic and Vocational Qualifications are prepared to provide assistance if course providers have queries or encounter difficulties in the application process.

**The number of subsidy recipients under the Continuing Education Fund (CEF) by
Area of Study**

| Area of Study | 2020-21 | 2021-22 | 2022-23 (as of 31 January 2023) |
|--|----------------|----------------|--|
| Business Services | 9 235 | 9 399 | 6 444 |
| Design | 1 878 | 2 324 | 1 878 |
| Financial Services | 5 763 | 6 072 | 3 720 |
| Languages | 5 544 | 8 269 | 7 460 |
| Logistics | 731 | 855 | 580 |
| Tourism | 1 385 | 1 326 | 818 |
| Interpersonal and Intrapersonal Skills for the Workplace | 37 | 93 | 53 |
| Creative Industries | 978 | 1 403 | 1 079 |
| Specification of Competency Standards (SCS)-based ^{Note 2} | 5 240 | 7 339 | 7 177 |
| A01 - Architecture and Town Planning | 217 | 763 | 770 |
| A02 - Arts, Design and Performing Arts | 97 | 457 | 559 |
| A03 - Business and Management | 2 217 | 7 354 | 6 695 |
| A04 - Computer Science and Information Technology | 397 | 840 | 1 195 |
| A05 - Education | 636 | 1 376 | 1 432 |
| A06 - Engineering and Technology | 1 030 | 1 946 | 1 761 |
| A07 - Humanities | 141 | 475 | 589 |
| A08 - Languages and Related Studies | 121 | 650 | 1 076 |
| A09 - Law | 192 | 271 | 173 |
| A10 - Mass Media and Communications, Journalism and Public Relations | 209 | 358 | 225 |
| A11 - Medicine, Dentistry and Health Sciences | 874 | 2 855 | 3 560 |
| A12 - Sciences | 227 | 646 | 469 |
| A13 - Services | 399 | 1 394 | 1 478 |
| A14 - Social Sciences | 412 | 1 325 | 1 610 |
| Total | 37 960 | 57 790 | 50 801 |

Note 2: SCS-based areas of study under the Qualifications Framework include Arboriculture and Horticulture, Automotive, Banking, Beauty and Hairdressing, Catering, Chinese Catering, Electrical and Mechanical

Services, Elderly Care Service, Fashion, Human Resource Management Sector, Import and Export, Information and Communications Technology, Insurance, Jewellery, Logistics, Manufacturing Technology (Tooling, Metals and Plastics), Printing and Publishing, Property Management, Retail, Security Services, Testing, Inspection and Certification, Travel as well as Watch and Clock.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 1733)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Talent Engagement and Support

Controlling Officer: Permanent Secretary for Labour and Welfare (Ms Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour and Welfare Bureau will make arrangements for the establishment of the Hong Kong Talent Engage, a new setup to formulate strategies to recruit talents from the Mainland and overseas; implement and co-ordinate talent attraction work; and render one-stop support for incoming talents. In this connection, please inform this Committee of the following:

1. What are the expenditures involved for each of the aforesaid 3 policy objectives in the coming year?
2. What are the detailed expenditures involved in the Top Talent Pass Scheme since its launch? What is the anticipated expenditure for the coming year?
3. The following latest figures regarding the Top Talent Pass Scheme:
 - i. the respective numbers of applications received, applications approved, applications pending approval, applications rejected and applicants who have entered Hong Kong under Categories A to C;
 - ii. the statistics on the occupations and annual incomes of applicants under Categories A and B;
 - iii. the nationalities of all applicants under Categories A to C.

Asked by: Hon WONG Chun-sek, Edmund (LegCo internal reference no.: 18)

Reply:

1. After the establishment of the physical office, the Hong Kong Talent Engage (HKTE) will take forward the 3 work areas as referred. The estimated annual expenditure is about \$83 million. The expenditures involved in individual work area cannot be separately identified.
2. The Top Talent Pass Scheme (TTPS) was launched on 28 December 2022. The 10 officers currently dedicated to process the TTPS applications are internally redeployed by the Immigration Department (ImmD), and the salary costs in 2022-23 for staffing

involved in processing applications was about \$1.93 million. In 2023-24, the ImmD will create 10 additional posts dedicated to processing the TTPS applications, including 2 Senior Immigration Officers and 8 Immigration Officers, and the relevant salary costs will be \$7.92 million.

3. Since the launch of the TTPS from 28 December 2022 to 28 February 2023, the number of applications received and processed, and talents who have entered Hong Kong are as follows:

| | Category A | Category B | Category C | Total |
|--|------------|------------|------------|--------|
| Number of applications received # | 2 766 | 7 161 | 4 313 | 14 240 |
| Number of approved applications | 1 186 | 4 382 | 3 229 | 8 797 |
| Number of rejected applications | 22 | 209 | 232 | 463 |
| Number of applications pending processing | 1 411 | 2 457 | 696 | 4 564 |
| Number of talents who have entered Hong Kong | 206 | 839 | 354 | 1 399 |

Notes:

Category A refers to persons with an annual income of HK\$2.5 million or above in the year prior to application.

Category B refers to persons who have obtained a bachelor's degree from the world's top 100 universities prescribed in the designated aggregate list and have accumulated at least 3 years of work experience in the 5 years prior to application.

Category C refers to persons who have obtained a bachelor's degree from the world's top 100 universities within 5 years prior to application, but have less than 3 years of work experience. An annual quota of 10 000 is set for this category.

The total number of applications includes the applications withdrawn or the number of cases with no follow-up required.

The number of approved applications by income in the previous year is tabulated as follows:

| Income in the previous year (HK\$) | Approved applications | | |
|------------------------------------|-----------------------|---|------------|
| | Category A | Category B | Category C |
| 2.5 million to less than 3 million | 247 | Applicants were not required to submit the relevant information | |
| 3 million to less than 5 million | 517 | | |
| 5 million to less than 10 million | 206 | | |
| 10 million or more | 216 | | |

The ImmD adjusted the application procedures on 1 March 2023, requiring applicants with work experience to declare the sectors of their occupations for analytical purposes. The ImmD does not maintain statistics on occupation categories of applicants whose applications were submitted before 1 March 2023.

The number of approved applications by nationality is tabulated as follows:

| Region | 2022-23 (as at end February 2023) |
|-------------------|-----------------------------------|
| | No. of approved applications |
| Mainland China | 8 325 |
| Canada | 97 |
| Australia | 77 |
| The United States | 69 |
| Singapore | 38 |
| Others | 191 |
| Total | 8 797 |

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)121****(Question Serial No. 0304)**Head: (141) Government Secretariat: Labour and Welfare BureauSubhead (No. & title): ()Programme: Not SpecifiedControlling Officer: Permanent Secretary for Labour and Welfare (Ms Alice LAU)Director of Bureau: Secretary for Labour and WelfareQuestion:

It is mentioned in the Budget that efforts need to be made to proactively nurture and retain local talents while the Labour and Welfare Bureau (LWB) is responsible for formulating and co-ordinating manpower policies and programmes. Would the Government inform this Committee of the following:

1. a comparison of the growth of wages in the elderly care service industry with the average growth of wages and average economic growth in Hong Kong in the past 2 decades at a 5-year interval;
2. a comparison of the growth of wages in the construction industry with the average growth of wages and average economic growth in Hong Kong in the past 2 decades at a 5-year interval; and
3. a comparison of the growth of wages in the transport industry with the average growth of wages and average economic growth in Hong Kong in the past 2 decades at a 5-year interval?

Asked by: Hon WONG Kwok, Kingsley (LegCo internal reference no.: 7)Reply:

The median monthly wages in the elderly homes, construction and land transport industries and their respective cumulative percentage changes over the past 5 years (2018 to 2022), based on information provided by the Census and Statistics Department, are provided in the table below:

| Industry | Median monthly wage* | | | | | Cumulative percentage change |
|---------------|----------------------|----------|----------|----------|----------|------------------------------|
| | 2018 | 2019 | 2020 | 2021 | 2022 | |
| Elderly homes | \$13,700 | \$14,500 | \$14,500 | \$14,700 | \$15,200 | 10.9% |
| Construction | \$22,800 | \$23,500 | \$23,000 | \$23,200 | \$23,900 | 4.6% |

| Industry | Median monthly wage* | | | | | Cumulative percentage change |
|----------------|----------------------|----------|----------|----------|----------|------------------------------|
| | 2018 | 2019 | 2020 | 2021 | 2022 | |
| Land transport | \$18,900 | \$19,800 | \$19,400 | \$19,500 | \$19,800 | 4.5% |

Note:

- (*) Figures refer to May-June of the reference year. The definition of wage follows that adopted in the Employment Ordinance. It includes basic wage, commission and tips not of gratuitous nature, guaranteed bonuses and allowances other than end of year payment, and overtime allowance. Monthly wage is rounded to the nearest hundred of Hong Kong dollar.

During the same period, the cumulative percentage change in the median monthly wage of all employees in Hong Kong (excluding government employees as well as students and live-in domestic workers as exempted by the Minimum Wage Ordinance) was 9.1%, while the cumulative percentage changes in the Gross Domestic Product in nominal terms and in real terms were -0.3% and -5.6% respectively.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)122****(Question Serial No. 1216)**Head: (141) Government Secretariat: Labour and Welfare BureauSubhead (No. & title): ()Programme: (3) Manpower DevelopmentControlling Officer: Permanent Secretary for Labour and Welfare (Ms Alice LAU)Director of Bureau: Secretary for Labour and WelfareQuestion:

The local tourism industry is facing an acute shortage of labour and in dire need of attracting and training more talents to join the industry so as to maintain its receiving capacity. In this connection, will the Government inform this Committee:

1. of the numbers of training courses related to hospitality and tourism offered by the Employees Retraining Board, the respective numbers of places and enrolments, and the rate of trainees engaged in the tourism industry upon completion of the courses in the past 3 years;
2. whether the Government has taken the initiative to liaise with the industry to formulate talent training programmes for the job categories with labour shortage; if so, of the details;
3. whether the Government has plans to increase the existing subsidies as well as the training places, allowance and hours, and enhance the incentives for job seekers to enrol in such programmes; if so, of the details?

Asked by: Hon YIU Pak-leung (LegCo internal reference no.: 28)Reply:

In consultation with the Culture, Sports and Tourism Bureau (CSTB), the consolidated reply is as follows:

1. The numbers of training courses related to the hotel and tourism industries offered by the Employees Retraining Board (ERB), numbers of training places, enrolled trainees and the placement rates in the past 3 years (i.e. 2020-21 to 2022-23), are tabulated below:

| | 2020-21 | 2021-22 | 2022-23 (as at end February 2023) |
|-----------------------------|---------|---------|---|
| Number of Courses | 18 | 22 | 16 |
| Number of Training Places | 1 900 | 1 410 | 1 050 |
| Number of Enrolled Trainees | 447 | 736 | 637 |

| | | | |
|----------------|-----|-----|-----|
| Placement Rate | 86% | 84% | 86% |
|----------------|-----|-----|-----|

2. The Government has been maintaining close liaison with the tourism industry, including the Hong Kong Tourism Board (HKTB), the Travel Industry Council of Hong Kong (TIC), the Travel Industry Authority (TIA), the Hong Kong Hotels Association (HKHA) and the Federation of Hong Kong Hotel Owners (FHKHO), to understand the existing situation of manpower resources situation among different job categories in the industry and explore feasible remedial measures. There are currently two University Grants Committee-funded institutions, namely the Hong Kong Polytechnic University and the Chinese University of Hong Kong, offering funded undergraduate programmes on tourism and hotel management while the Vocational Training Council, the Caritas Institute of Higher Education and some other self-financing post-secondary institutions are offering related courses of different levels to nurture talents for the industry.

ERB sets up the Industry Consultative Network of Tourism and Hotel, through which the industry can reflect the employment prospects, skills requirements and training needs and advise on the design of existing courses and the development of new courses to ensure that courses of ERB caters timely for market changes. ERB held meetings with the FHKHO and the HKHA in December 2022 and January 2023 respectively to understand the latest situation of manpower demand facing the industry and introduce the services available. ERB will continue to follow up with these two major organisations and their members on the relevant arrangements.

3. According to CSTB, TIA has utilized the \$60 billion earmarked by the Government under the 2022-23 Budget to launch a three-year “training subsidy scheme for practitioners of the travel industry” in October 2022 to sponsor the training and development of tourism practitioners for enhancing the professional standards and service quality of the travel industry. Under the scheme, TIA provides up to \$2,000 to each eligible licensed tourist guide and tour escort from 1 October 2022 to 30 September 2025 to subsidise on a reimbursement basis relevant licence-related training items, including registration fees for licensing examination of tourist guides and tour escorts, fees for activities under the Continuing Professional Development Schemes, and course fees for obtaining a certificate of competency in first-aid or other similar certificates.

In addition, HKTB launched two free training programmes through TIC to assist the trade in mastering cultural tourism knowledge, the first of which was the six-month “Cultural Tourist Guide Training Programme” launched in January 2022, which provided training for about 1 000 tourism practitioners. The other is the free Cultural and Heritage Training Programme co-organised with TIC from September 2022 to August 2023, which is expected to benefit 1 500 tourism practitioners. On the other hand, HKTB organised a series of free seminars and training workshops for merchants under the Quality Tourism Services Scheme so as to prepare them for the return of visitors. A total of 18 training programmes were organised in 2021-22 and 2022-23 under the scheme, attracting the participation of over 2 000 frontline staff in the service sector.

In 2023-24, ERB plans to offer a total of 1 020 training places for courses related to hotel and tourism, and has reserved resources to provide additional places as and when required. ERB will keep in view changes in the job market of different industries and

adjust course arrangements and the number of training places for related industries as needed. Besides, the Chief Executive in his 2022 Policy Address invited ERB to consider raising the daily rate of retraining allowance and providing allowances for half-day courses to encourage the unemployed and job seekers to enrol in training and enter the workforce. Since 1 March 2023, ERB has implemented the new arrangement by raising the daily rate of retraining allowance to \$241 (on a basis of two sessions a day) for placement-tied courses including foundation certificate, certificate and diploma courses (except Youth Training Programme courses) and half-day allowance to \$120.5 (on a basis of one session a day).

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0423)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Talent Engagement and Support

Controlling Officer: Permanent Secretary for Labour and Welfare (Ms Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

To trawl talents from overseas to come to Hong Kong for development, the Government has earmarked nearly \$90 million to set up an online platform for the Hong Kong Talent Engage.

1. What are the details (including the number of projects, content and staff establishment) of the programme?
2. What is the estimated annual expenditure?
3. Has the Government set any key performance indicator in respect of the platform?

Asked by: Hon YUNG Hoi-yan (LegCo internal reference no.: 13)

Reply:

1. The online platform of the Hong Kong Talent Engage (HKTE) (www.hkengage.gov.hk) commenced operation on 28 December 2022, providing one-stop services for talents from around the world.

The Labour and Welfare Bureau is making preparations for setting up the physical office of HKTE in mid-2023 to formulate talent attraction strategies, including mapping talent clusters, devising talent attraction strategies, formulating online/offline marketing plans, and providing support services such as business engagement and network building for incoming talents. HKTE will collaborate with the Dedicated Teams for Attracting Businesses and Talents in various Hong Kong Economic and Trade Offices in the Mainland and overseas on talent engagement, promotion and networking.

The talent attraction and promotion work of HKTE will be broadly categorised into the following four areas: (1) analysing the distribution of talents, i.e. conducting analyses of target talents based on market leads, intelligence, big data and other useful sources of information, so as to identify the geographical distribution of talents; (2) formulating trawling strategies by identifying potential clientele based on the geographical and sectoral distribution of talents and proactively engaging and liaising with target talents using suitable approaches and modes, such as reaching out to target talent groups

through designated social media platforms or getting in touch with them through the relevant sectors for focused promotion; (3) devising promotion plans and designing pitching materials by developing and consolidating targeted publicity plans, promotional messages and sectoral/skill-based pitching materials, as well as co-ordinating information on job vacancies and government funding schemes for target talents; and (4) providing facilitation and assistance to talents by providing support in settlement, job search and establishing business connections with potential employers and organising job fairs, etc for overseas talents and thereby encouraging them to settle down and stay in Hong Kong for development.

HKTE is a time-limited establishment with a strength of about 30 to 40 officers, comprising 8 civil servants and other non-civil service staff.

2. The estimated annual expenditure of HKTE is about \$83 million.
3. The Government has already set a target for talent admission, i.e. to admit at least 35 000 talents annually with an intended duration of stay in Hong Kong for at least 12 months from 2023 to 2025. The implementation situation and actual effectiveness of the relevant initiatives may serve as performance indicator. In addition, upon the HKTE's establishment, its Director can also set performance pledges and key performance indicators on the HKTE's operation.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)124

(Question Serial No. 2405)

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Ms Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

The following questions are about the Love Upgrading Special Scheme (the Scheme) and the regular courses not under the Scheme launched by the Employees Retraining Board.

Please set out the following figures for each of the past 5 years:

What were the number of enrolled trainees, the number of trainees completing the courses, their respective percentage in the total unemployed population, the number and percentage of trainees receiving the maximum amount of monthly allowance, the median monthly allowance, the placement rate of graduated trainees and the percentage of trainees' engagement in jobs related to training courses, with a breakdown by scheme (i.e. the Scheme and regular courses)?

What were the number of enrolled trainees, the number of trainees completing the courses, the median monthly allowance, the number and percentage of courses that were successfully organised, the placement rate of graduated trainees and the percentage of trainees' engagement in jobs related to training courses, with breakdowns by scheme and industry of the course?

What were the number of enrolled trainees, the number of trainees completing the courses, the median monthly allowance, the placement rate of graduated trainees and the percentage of trainees' engagement in jobs related to training courses, with breakdowns by scheme and organising institution?

What were the number of enrolled trainees, the number of trainees completing the courses, the median monthly allowance, the placement rate of graduated trainees and the percentage of trainees' engagement in jobs related to training courses, with breakdowns by scheme, age group and educational attainment? Please set out the following figures by the Scheme and regular courses:

| | Primary or below | Secondary 1 to 3 | Secondary 4 to 7 | Diploma | Sub-degree | Bachelor's degree | Master's degree or above |
|-------------|------------------|------------------|------------------|---------|------------|-------------------|--------------------------|
| 15-19 | | | | | | | |
| 20-24 | | | | | | | |
| 25-29 | | | | | | | |
| 30-39 | | | | | | | |
| 40-49 | | | | | | | |
| 50-59 | | | | | | | |
| 40-49 | | | | | | | |
| 50-59 | | | | | | | |
| 60-69 | | | | | | | |
| 70-79 | | | | | | | |
| 80 or above | | | | | | | |

What were the number of enrolled trainees, the number of trainees completing the courses, the median monthly allowance, the placement rate of graduated trainees and the percentage of trainees' engagement in jobs related to training courses, with breakdowns by scheme, age group and gender?

What were the top 10 courses taken by trainees?

Asked by: Hon ZHANG Xinyu, Gary (LegCo internal reference no.: 17)

Reply:

The Employees Retraining Board (ERB) provides eligible trainees with training courses that are market-driven and employment-oriented, assisting them to join or re-join the labour market. Trainees can enroll in over 700 training courses offered by ERB covering 28 industries and generic skills having regard to their aspirations, interests and training needs. Commissioned by the Government, ERB has launched six tranches of the Love Upgrading Special Scheme (the Special Scheme) from October 2019 to provide training and special allowance to employees affected by economic downturn. The Special Scheme covered around 500 regular training courses. Eligible persons may enroll and are entitled to retraining allowance.

Since courses under the Special Scheme are also regular training courses, the figures provided below have covered all retraining courses to reflect the situation in a holistic manner.

The numbers of enrolled trainees, completed trainees, the average amount of allowance disbursed and the placement rate in respect of ERB's training courses (including regular training courses and courses under the Special Scheme offered since October 2019) in the past 5 years (i.e. 2018-19 to 2022-23) are as follows:

| | 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 (as at end February 2023) |
|---|---------|---------|---------|---------|---|
| Number of Enrolled Trainees Note 1 | 126 936 | 108 985 | 113 308 | 149 697 | 135 732 |
| Number of Completed Trainees Note 2 | 117 995 | 105 224 | 94 124 | 138 262 | 130 735 |
| Average Amount of Allowance Disbursed Note 3 | \$1,535 | \$1,633 | \$2,480 | \$2,754 | \$2,779 |
| Placement Rate Note 4 | 84% | 81% | 83% | 84% | 86% |

Note 1: The figure is based on the class commencement date and covers only courses of which the classes commenced in the year concerned.

Note 2: The figure is based on the class completion date and covers only courses of which the classes completed in the year concerned.

Note 3: For 2022-23, the average amount of allowance disbursed is based on data as at end January 2023.

Note 4: The figure refers to the placement rate of trainees who have completed placement-tied training courses and secured jobs during the placement follow-up period. The training bodies of ERB will provide placement follow-up services for 3 to 6 months to trainees who have completed full-time placement-tied courses.

ERB organised 528, 494, 492, 526 and 487 courses in the past 5 years (i.e. 2018-19 to 2022-23 (as at end February 2023)) respectively. The number of completed trainees, the average amount of allowance disbursed and the placement rate by major category of courses are as follows:

| | Number of Completed Trainees (Based on the class completion dates and included only courses of which the classes completed within the year) | | | | |
|-------------------------------------|---|----------------|---------------|----------------|---|
| | 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 (as at end February 2023) |
| Placement-tied Courses | 38 719 | 34 757 | 34 087 | 54 348 | 51 993 |
| Skills Upgrading Courses | 55 778 | 51 751 | 41 389 | 63 655 | 62 132 |
| Generic Skills Courses | 20 153 | 16 004 | 16 613 | 17 621 | 14 323 |
| Courses for Special Service Targets | 3 345 | 2 712 | 2 035 | 2 638 | 2 287 |
| Total | 117 995 | 105 224 | 94 124 | 138 262 | 130 735 |

| | Average Amount of Allowance Disbursed | | | | |
|-------------------------------------|---------------------------------------|----------------|----------------|----------------|-------------------------------------|
| | 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 (as at end January 2023) |
| Placement-tied Courses | \$1,528 | \$1,635 | \$3,580 | \$4,252 | \$4,159 |
| Skills Upgrading Courses | Not applicable | \$372 | \$705 | \$744 | \$778 |
| Generic Skills Courses | Not applicable | \$1,061 | \$1,374 | \$1,501 | \$1,558 |
| Courses for Special Service Targets | \$1,728 | \$1,732 | \$2,285 | \$2,944 | \$2,935 |
| Total | \$1,535 | \$1,633 | \$2,480 | \$2,754 | \$2,779 |

| | Placement Rate ^{Note} | | | | |
|--|--------------------------------|------------|------------|------------|--------------------------------------|
| | 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 (as at end February 2023) |
| Placement-tied Courses for the General Public | 84% | 82% | 83% | 84% | 86% |
| Placement-tied Courses for Special Service Targets | 75% | 64% | 72% | 76% | 73% |
| Total | 84% | 81% | 83% | 84% | 86% |

Note: The figure refers to the placement rate of trainees who have completed placement-tied training courses and secured jobs during the placement follow-up period. The training bodies of ERB will provide placement follow-up services for 3 to 6 months to trainees who have completed full-time placement-tied courses.

Around 80 training bodies are currently appointed by ERB, the list of which is available at ERB's website:

https://www.erb.org/training_courses/training_bodies/list_of_training_bodies/en/.

The number of completed trainees, the average amount of allowance disbursed and the placement rate by gender, age group and educational attainment in the past 5 years (i.e. 2018-19 to 2022-23) are as follows:

(i) By gender

| | Number of Completed Trainees (Based on the class completion dates and included only courses of which the classes completed within the year) | | | | |
|--------------|--|----------------|---------------|----------------|--------------------------------------|
| | 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 (as at end February 2023) |
| Male | 20 510 | 19 547 | 23 234 | 30 667 | 27 166 |
| Female | 97 485 | 85 674 | 70 888 | 107 595 | 103 568 |
| Not Declared | 0 | 3 | 2 | 0 | 1 |
| Total | 117 995 | 105 224 | 94 124 | 138 262 | 130 735 |

| | Average Amount of Allowance Disbursed | | | | |
|--------------|---------------------------------------|----------------|----------------|----------------|--|
| | 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 (as at end January 2023) |
| Male | \$1,496 | \$1,644 | \$2,496 | \$2,899 | \$3,129 |
| Female | \$1,546 | \$1,596 | \$2,474 | \$2,708 | \$2,675 |
| Not Declared | Not applicable | \$2,922 | \$558 | Not applicable | \$5,687 |
| Total | \$1,535 | \$1,633 | \$2,480 | \$2,754 | \$2,779 |

| | Placement Rate ^{Note} | | | | |
|--------------|--------------------------------|------------|----------------|----------------|---|
| | 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 (as at end February 2023) |
| Male | 80% | 76% | 78% | 78% | 81% |
| Female | 85% | 83% | 85% | 86% | 87% |
| Not Declared | Not applicable | 100% | Not applicable | Not applicable | 0% |
| Total | 84% | 81% | 83% | 84% | 86% |

Note: The figure refers to the placement rate of trainees who have completed placement-tied training courses and secured jobs during the placement follow-up period. The training bodies of ERB will provide placement follow-up services for 3 to 6 months to trainees who have completed full-time placement-tied courses.

(ii) By age group

| | Number of Completed Trainees (Based on the class completion dates and included only courses of which the classes completed within the year) | | | | |
|--------------|---|----------------|---------------|----------------|---|
| | 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 (as at end February 2023) |
| 15 - 19 | 1 343 | 1 025 | 727 | 1 006 | 799 |
| 20 - 24 | 3 545 | 2 899 | 2 604 | 3 862 | 2 904 |
| 25 - 29 | 4 457 | 3 434 | 3 635 | 5 113 | 4 163 |
| 30 - 39 | 17 749 | 14 057 | 11 913 | 17 849 | 15 452 |
| 40 - 49 | 25 425 | 22 313 | 20 228 | 29 003 | 26 456 |
| 50 - 59 | 36 906 | 33 153 | 29 992 | 42 661 | 38 944 |
| 60 or above | 28 570 | 28 343 | 25 025 | 38 768 | 42 017 |
| Total | 117 995 | 105 224 | 94 124 | 138 262 | 130 735 |

| | Average Amount of Allowance Disbursed | | | | |
|--------------|---------------------------------------|----------------|----------------|----------------|-------------------------------------|
| | 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 (as at end January 2023) |
| 15 - 19 | \$1,218 | \$1,239 | \$2,103 | \$3,443 | \$3,794 |
| 20 - 24 | \$1,195 | \$1,264 | \$2,641 | \$3,248 | \$3,513 |
| 25 - 29 | \$1,153 | \$1,267 | \$2,645 | \$3,057 | \$3,265 |
| 30 - 39 | \$1,522 | \$1,630 | \$2,595 | \$2,871 | \$2,895 |
| 40 - 49 | \$1,595 | \$1,703 | \$2,532 | \$2,852 | \$2,818 |
| 50 - 59 | \$1,512 | \$1,603 | \$2,426 | \$2,694 | \$2,729 |
| 60 or above | \$1,727 | \$1,787 | \$2,397 | \$2,540 | \$2,595 |
| Total | \$1,535 | \$1,633 | \$2,480 | \$2,754 | \$2,779 |

| | Placement Rate ^{Note} | | | | |
|--------------|--------------------------------|------------|------------|------------|--------------------------------------|
| | 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 (as at end-February 2023) |
| 15 - 19 | 84% | 81% | 84% | 82% | 78% |
| 20 - 24 | 86% | 81% | 83% | 83% | 84% |
| 25 - 29 | 85% | 84% | 85% | 84% | 86% |
| 30 - 39 | 85% | 83% | 86% | 85% | 88% |
| 40 - 49 | 85% | 82% | 84% | 85% | 86% |
| 50 - 59 | 83% | 81% | 82% | 83% | 86% |
| 60 or above | 81% | 78% | 81% | 82% | 84% |
| Total | 84% | 81% | 83% | 84% | 86% |

Note: The figure refers to the placement rate of trainees who have completed placement-tied training courses and secured jobs during the placement follow-up period. The training bodies of ERB will provide placement follow-up services for 3 to 6 months to trainees who have completed full-time placement-tied courses.

(iii) By educational attainment

| | Number of Completed Trainees (Based on the class completion dates and included only courses of which the classes completed within the year) | | | | |
|------------------------------------|--|----------------|---------------|----------------|--------------------------------------|
| | 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 (as at end February 2023) |
| Secondary 3 or below | 43 776 | 38 620 | 28 245 | 38 617 | 35 944 |
| Secondary 4 - 7 | 62 036 | 55 362 | 48 869 | 71 847 | 68 943 |
| Diploma to Sub-degree | 12 166 | 11 037 | 12 040 | 17 872 | 16 712 |
| Above Sub-degree ^{Note 1} | 17 | 205 | 4 970 | 9 926 | 9 136 |
| Total | 117 995 | 105 224 | 94 124 | 138 262 | 130 735 |

| | Average Amount of Allowance Disbursed | | | | |
|------------------------------------|---------------------------------------|----------------|----------------|----------------|--|
| | 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 (as at end January 2023) |
| Secondary 3 or below | \$2,239 | \$2,312 | \$2,439 | \$2,669 | \$2,617 |
| Secondary 4 - 7 | \$1,129 | \$1,238 | \$2,415 | \$2,762 | \$2,792 |
| Diploma to Sub-degree | \$1,167 | \$1,272 | \$2,518 | \$2,831 | \$2,941 |
| Above Sub-degree ^{Note 1} | \$1,131 | \$3,006 | \$2,947 | \$2,833 | \$2,922 |
| Total | \$1,535 | \$1,633 | \$2,480 | \$2,754 | \$2,779 |

| | Placement Rate ^{Note 2} | | | | |
|------------------------------------|----------------------------------|------------|------------|------------|--|
| | 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 (as at end- February 2023) |
| Secondary 3 or below | 84% | 82% | 83% | 86% | 87% |
| Secondary 4 - 7 | 83% | 80% | 83% | 83% | 85% |
| Diploma to Sub-degree | 84% | 81% | 83% | 83% | 85% |
| Above Sub-degree ^{Note 1} | 86% | 74% | 87% | 84% | 82% |
| Total | 84% | 81% | 83% | 84% | 86% |

Note 1: ERB's service targets are persons aged 15 or above with educational attainment at sub-degree level or below. Applicants who are with higher educational attainment but have genuine difficulties in job seeking/switching may apply for discretionary approvals for admission to the ERB's training courses. In addition, ERB launched the "Love Upgrading Special Scheme" from 2019-20 to 2022-23, in which eligible persons with higher educational attainment may also take part.

Note 2: The figure refers to the placement rate of trainees who have completed placement-tied training courses and secured jobs during the placement follow-up period. The training bodies of ERB will provide placement follow-up services for 3 to 6 months to trainees who have completed full-time placement-tied courses.

ERB's top 10 courses in 2022-23 in terms of the number of enrolled trainees were "Foundation Certificate in Quality Assurance System for the Recognition Scheme of Security Training (Part-time)", "Foundation Certificate in Barista Training", "Foundation Certificate in Florist and Floriculture Assistant Training", "Foundation Certificate in Baker and Pastry Cook Training", "Foundation Certificate in Care-related Support Worker Training", "Foundation Certificate in Post-natal Care Worker Training", "Foundation Certificate in Assistant for Chinese Medical Clinic Training", "Foundation Certificate in Floral Design and Applications I (Part-time)", "Foundation Certificate in Floral Design and Applications II (Part-time)" and "Foundation Certificate in Theories of Chinese Medicine (Part-time)".

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)125

(Question Serial No. 1520)

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 Andrew TSANG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Continuing Education Fund (CEF), please inform this Committee of the following:

1. the balance of approved commitment and the total expenditure in the past 3 years;
2. the number of subsidy recipients under CEF by age group in the past 3 years;
3. the number of subsidy recipients with a breakdown by academic qualification awarded and the total amount of subsidy disbursed under CEF in the past 3 years;
4. the course titles of the top 30 CEF courses in terms of number of subsidy recipients and the respective numbers of subsidy recipients of these courses in the past 3 years;
5. the update on the recognition of eligible online courses under CEF, such as the number of eligible online courses which have been included in CEF in each of the past 3 years.

Asked by: Hon LAI Tung-kwok (LegCo internal reference no.: 29)

Reply:

- 1) The balance of the approved commitment and the total expenditure of the Continuing Education Fund (CEF) in the past 3 years are tabulated below:

| Year | Balance of Approved Commitment (\$ billion) | Total Expenditure (\$ million) |
|------------------------------------|--|---------------------------------------|
| 2020-21 | 11.2 | 273 |
| 2021-22 | 10.7 | 479 |
| 2022-23 (as at 31 January 2023) | 10.3 | 399 |

- 2) The numbers of subsidy recipients under CEF by age group in the past 3 years are as follows:

| Year | Age group ^{Note 1} | | | | Total |
|------------------------------------|------------------------------------|--------|-------|-------------|--------------|
| | 18-29 | 30-39 | 40-49 | 50 or above | |
| 2020-21 | 16 912 | 10 720 | 5 821 | 4 507 | 37 960 |
| 2021-22 | 23 547 | 17 071 | 9 706 | 7 466 | 57 790 |
| 2022-23 (as at 31 January 2023) | 19 105 | 15 067 | 9 233 | 7 396 | 50 801 |

Note 1: CEF raised the upper age limit for applicants from 65 to 70 on 1 April 2019 and subsequently removed the age limit with effect from 1 August 2022.

- 3) Breakdown of the numbers of subsidy recipients by academic qualification awarded and the total amount of subsidy disbursed under CEF in the past 3 years are set out at **Annex 1**.
- 4) The course titles and the numbers of subsidy recipients of the top 30 CEF courses in terms of the number of applicants approved in the past 3 years are set out at **Annex 2**.
- 5) CEF began accepting applications from course providers for registration of eligible online courses as CEF courses since October 2021. As at the end of February 2023, there were no eligible online courses registered as CEF courses.

**Breakdown of the number of subsidy recipients by academic qualification awarded
and the total amount of subsidy disbursed under CEF**

| | 2020-21 | 2021-22 | 2022-23 (as at 31 January 2023) |
|--|---|---|--|
| Academic qualification awarded | Number of subsidy recipients | Number of subsidy recipients | Number of subsidy recipients |
| Master Degree | 65 | 116 | 275 |
| Postgraduate Diploma | 3 | 60 | 140 |
| Bachelor Degree | 29 | 100 | 55 |
| Postgraduate Certificate/ Postgraduate Award | 6 | 91 | 28 |
| Associate Degree | 3 | 2 | 11 |
| Advanced Diploma/ Professional Diploma/ Post-diploma Certificate | 575 | 1 249 | 1 569 |
| Higher Diploma | – | 91 | 203 |
| Diploma/ Executive Diploma/ Graduate Diploma | 1 538 | 2 675 | 2 135 |
| Associate Diploma | – | – | – |
| Advanced/ Professional/ Higher Certificate | 1 008 | 2 868 | 2 651 |
| Certificate/ Executive Certificate/ Graduate Certificate | 11 153 | 20 763 | 20 405 |
| Others (e.g. certificate of completion/attendance) | 23 580 | 29 775 | 23 329 |
| Total | 37 960 | 57 790 | 50 801 |
| Total amount of subsidy disbursed (\$ million) | 242.1 | 452.2 | 375.7 |

**Top 30 CEF courses in 2020-21
in terms of the number of subsidy recipients**

| | CEF Course title ^{Note 1} | Number of subsidy recipients |
|----|---|---|
| 1 | CERTIFICATE IN SECURITY GUARD TRAINING | 2 056 |
| 2 | ENGLISH IMPROVEMENT COURSE | 506 |
| 3 | CERTIFICATE IN BEGINNER ENGLISH | 487 |
| 4 | PROJECT MANAGEMENT PROFESSIONAL (PMP(R)) PREPARATION COURSE | 473 |
| 5 | CERTIFICATE IN ELEMENTARY ENGLISH | 459 |
| 6 | PROFESSIONAL COURSE IN PRACTICAL TECHNICAL ANALYSIS | 441 |
| 7 | CERTIFICATE IN INTERMEDIATE ENGLISH | 412 |
| 8 | CERTIFICATE IN ELECTRICAL WIREMAN | 398 |
| 9 | CERTIFICATE IN ADVANCED ENGLISH LANGUAGE EXAMINATION SKILLS | 388 |
| 10 | CPA QUALIFICATION PROGRAMME | 297 |
| 11 | CERTIFICATE IN NAIL TECHNOLOGY (QF LEVEL 3) | 251 |
| 12 | DIPLOMA IN GRAPHIC DESIGN WITH ADOBE ILLUSTRATOR & ADOBE PHOTOSHOP | 246 |
| 13 | CERTIFICATE IN WEALTH PLANNING | 220 |
| 14 | CERTIFICATE IN UPPER-INTERMEDIATE ENGLISH | 208 |
| 15 | ELEMENTARY AND INTERMEDIATE JAPANESE COURSE | 197 |
| 16 | DIPLOMA IN BUSINESS FINANCE | 189 |
| 17 | JAPANESE LANGUAGE PROFICIENCY TEST (N5) COURSE (MODULE 1-6) | 186 |

| | CEF Course title ^{Note 1} | Number of subsidy recipients |
|----|---|-------------------------------------|
| 18 | CERTIFICATE COURSE ON EMPLOYMENT ORDINANCE | 181 |
| 19 | CERTIFICATE IN DIGITAL VIDEO PRODUCTION | 175 |
| 20 | CERTIFICATE IN MAKEUP AND HAIRSTYLING SKILLS (QF LEVEL 2) | 171 |
| 21 | CERTIFICATE IN STYLE DESIGN AND HAIR CUTTING (QF LEVEL 1) | 166 |
| 22 | CERTIFICATE IN ECO-TOURISM | 164 |
| 23 | CERTIFICATE IN SECURITIES ANALYSIS | 164 |
| 24 | CERTIFICATE IN MARINE TOURISM | 158 |
| 25 | CERTIFICATE IN CHINESE MEDICINE DISPENSING | 148 |
| 26 | CERTIFICATE IN PLAYGROUP TUTOR TRAINING | 148 |
| 27 | HIGHER JAPANESE COURSE | 141 |
| 28 | PHOTOSHOP AND ILLUSTRATOR DIGITAL GRAPHIC DESIGN | 137 |
| 29 | CERTIFICATE IN ADVANCED PERSONAL FITNESS TRAINER | 136 |
| 30 | A1 COMMUNICATING IN GERMAN | 134 |

Note 1: Some courses were only provided with an English title when the course provider sought registration under CEF.

**Top 30 CEF courses in 2021-22
in terms of the number of subsidy recipients**

| | CEF Course title <small>Note 1</small> | Number of subsidy recipients |
|----|---|---|
| 1 | CERTIFICATE IN SECURITY GUARD TRAINING | 1 722 |
| 2 | DIPLOMA IN BUSINESS FINANCE | 819 |
| 3 | CERTIFICATE IN ELECTRICAL WIREMAN | 785 |
| 4 | CERTIFICATE IN NAIL TECHNOLOGY (QF LEVEL 3) | 739 |
| 5 | ENGLISH IMPROVEMENT COURSE | 682 |
| 6 | CERTIFICATE IN PROJECT MANAGEMENT AND DATA ANALYSIS USING MICROSOFT EXCEL | 594 |
| 7 | PROFESSIONAL COURSE IN PRACTICAL TECHNICAL ANALYSIS | 554 |
| 8 | PROJECT MANAGEMENT PROFESSIONAL (PMP(R)) PREPARATION COURSE | 531 |
| 9 | CERTIFICATE IN ELEMENTARY ENGLISH | 529 |
| 10 | CERTIFICATE IN LIGHT GOODS VEHICLE DRIVING | 514 |
| 11 | CERTIFICATE IN PRIVATE CAR DRIVING | 485 |
| 12 | CERTIFICATE IN BEGINNER ENGLISH | 453 |
| 13 | CERTIFICATE IN INTERMEDIATE ENGLISH | 450 |
| 14 | CERTIFICATE IN ADVANCED ENGLISH LANGUAGE EXAMINATION SKILLS | 437 |
| 15 | CERTIFICATE IN PIPING INSTALLATION | 425 |
| 16 | CERTIFICATE IN STYLE DESIGN AND HAIR CUTTING (QF LEVEL 1) | 395 |
| 17 | JAPANESE LANGUAGE PROFICIENCY TEST (N5) COURSE (MODULE 1-6) | 383 |
| 18 | CERTIFICATE IN DIGITAL VIDEO PRODUCTION | 376 |

| | CEF Course title ^{Note 1} | Number of subsidy recipients |
|----|--|-------------------------------------|
| 19 | CERTIFICATE IN CARE-RELATED SUPPORT WORKERS TRAINING | 376 |
| 20 | ELEMENTARY AND INTERMEDIATE JAPANESE COURSE | 357 |
| 21 | CPA QUALIFICATION PROGRAMME | 350 |
| 22 | CERTIFICATE IN WEALTH PLANNING | 339 |
| 23 | CERTIFICATE FOR MODULE (MASTER OF JAPANESE SAKE) | 320 |
| 24 | CERTIFICATE IN PROPERTY MANAGEMENT FOR PROVISIONAL PROPERTY MANAGEMENT PRACTITIONER (TIER 1) LICENCE | 315 |
| 25 | CERTIFICATE FOR ADOBE ILLUSTRATOR, PHOTOSHOP & INDESIGN | 310 |
| 26 | CERTIFICATE IN ADVANCED PERSONAL FITNESS TRAINER | 309 |
| 27 | CERTIFICATE IN SECURITIES ANALYSIS | 289 |
| 28 | CERTIFICATE IN STYLE DESIGN AND HAIR CUTTING (QF LEVEL 2) | 265 |
| 29 | PSC PUTONGHUA PROFICIENCY TEST COURSE | 263 |
| 30 | CERTIFICATE IN INTEGRATED TREE CLIMBING (QF LEVEL 3) | 258 |

Note 1: Some courses were only provided with an English title when the course provider sought registration under CEF.

**Top 30 CEF courses in 2022-23
in terms of the number of subsidy recipients**

| | CEF Course title <small>Note 1</small> | Number of subsidy recipients |
|----|---|---|
| 1 | CERTIFICATE IN SECURITY GUARD TRAINING | 1 916 |
| 2 | CERTIFICATE IN ELECTRICAL WIREMAN | 683 |
| 3 | ELEMENTARY AND INTERMEDIATE JAPANESE COURSE | 594 |
| 4 | ENGLISH IMPROVEMENT COURSE | 544 |
| 5 | PROJECT MANAGEMENT PROFESSIONAL (PMP(R)) PREPARATION COURSE | 518 |
| 6 | CERTIFICATE IN PRIVATE CAR DRIVING | 511 |
| 7 | CERTIFICATE IN STYLE DESIGN AND HAIR CUTTING (QF LEVEL 1) | 508 |
| 8 | CERTIFICATE IN PROJECT MANAGEMENT AND DATA ANALYSIS USING MICROSOFT EXCEL | 496 |
| 9 | JAPANESE LANGUAGE PROFICIENCY TEST (N5) COURSE (MODULE 1-6) | 468 |
| 10 | CERTIFICATE IN LIGHT GOODS VEHICLE DRIVING | 463 |
| 11 | CERTIFICATE IN ADVANCED PERSONAL FITNESS TRAINER | 367 |
| 12 | DIPLOMA IN BUSINESS FINANCE | 367 |
| 13 | CERTIFICATE IN ADVANCED ENGLISH LANGUAGE EXAMINATION SKILLS | 355 |
| 14 | CERTIFICATE IN ELEMENTARY ENGLISH | 350 |
| 15 | CERTIFICATE IN CARE-RELATED SUPPORT WORKERS TRAINING | 349 |
| 16 | CERTIFICATE IN PHYSIOTHERAPY ASSISTANT | 331 |
| 17 | INTRODUCTORY JAPANESE | 331 |
| 18 | HIGHER JAPANESE COURSE | 329 |

| | CEF Course title ^{Note 1} | Number of subsidy recipients |
|----|--|-------------------------------------|
| 19 | CERTIFICATE IN PIPING INSTALLATION | 324 |
| 20 | CERTIFICATE IN SECURITIES ANALYSIS | 320 |
| 21 | CERTIFICATE IN INTERMEDIATE ENGLISH | 319 |
| 22 | CERTIFICATE IN STYLE DESIGN AND HAIR CUTTING (QF LEVEL 2) | 316 |
| 23 | CERTIFICATE IN NAIL TECHNOLOGY (QF LEVEL 3) | 314 |
| 24 | CERTIFICATE IN DIGITAL MARKETING | 303 |
| 25 | CERTIFICATE FOR ADOBE ILLUSTRATOR, PHOTOSHOP & INDESIGN | 252 |
| 26 | HIGHER JAPANESE LANGUAGE COURSE (II) | 243 |
| 27 | CERTIFICATE IN DIGITAL VIDEO PRODUCTION | 238 |
| 28 | CERTIFICATE IN BEGINNER ENGLISH | 231 |
| 29 | CERTIFICATE IN MARINE TOURISM | 216 |
| 30 | CERTIFICATE IN PROPERTY MANAGEMENT FOR PROVISIONAL PROPERTY MANAGEMENT PRACTITIONER (TIER 1) LICENCE | 210 |

Note 1: Some courses were only provided with an English title when the course provider sought registration under CEF.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2180)

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 Andrew TSANG)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Continuing Education Fund (CEF) is set up to provide subsidies to adults with learning aspirations so as to alleviate their financial burden. The Government has earlier raised the subsidy ceiling of CEF to \$25,000 per applicant and removed the upper age limit for applicants. In this connection, would the Government advise this Committee of the following:

- (1) the respective numbers of subsidy recipients in the past 5 years, with a breakdown by age group of the applicants (i.e. 18-29, 30-39, 40-49, 50-59, 60-64 and 65 or above); the average subsidy amount for the applications approved; and
- (2) whether a review has been conducted to see whether fees for the courses on the "Reimbursable Course List" are comparable to those for similar courses currently available. If yes, what are the details? If not, what are the reasons?

Asked by: Hon LAM Chun-sing (LegCo internal reference no.: 32)

Reply:

- (1) The number of subsidy recipients under the Continuing Education Fund (CEF) and the average amount of reimbursement broken down by age group in the past 5 years are tabulated below:

| Year | | Age group ^{Note 1} | | | |
|------------------------------------|--------------------------------------|-----------------------------|--------|-------|-------------|
| | | 18-29 | 30-39 | 40-49 | 50 or above |
| 2018-19 | No. of subsidy recipients | 10 961 | 4 354 | 2 200 | 1 817 |
| | Average amount of reimbursement (\$) | 6,587 | 6,224 | 6,182 | 6,274 |
| 2019-20 | No. of subsidy recipients | 11 326 | 6 102 | 3 085 | 2 477 |
| | Average amount of reimbursement (\$) | 7,019 | 6,735 | 6,937 | 6,742 |
| 2020-21 | No. of subsidy recipients | 16 912 | 10 720 | 5 821 | 4 507 |
| | Average amount of reimbursement (\$) | 6,522 | 6,521 | 6,442 | 5,414 |
| 2021-22 | No. of subsidy recipients | 23 547 | 17 071 | 9 706 | 7 466 |
| | Average amount of reimbursement (\$) | 8,077 | 7,814 | 7,892 | 6,965 |
| 2022-23 (as at 31 January 2023) | No. of subsidy recipients | 19 105 | 15 067 | 9 233 | 7 396 |
| | Average amount of reimbursement (\$) | 7,715 | 7,659 | 7,246 | 6,220 |

Note 1: CEF raised the upper age limit for applicants from 65 to 70 on 1 April 2019 and subsequently removed the age limit with effect from 1 August 2022.

- (2) CEF currently has a subsidy ceiling of \$25,000 per learner. The Government requires that 20% of the course fees be borne by learners (co-payment ratio) for the first \$10,000 of the subsidy, and the co-payment ratio is 40% for the subsidy above \$10,000. The above-mentioned mechanism can ensure that learners would select their courses prudently, while preventing course providers from arbitrarily raising the course fees in response to the adjustment to the subsidy ceiling. We do not collect information on the course fees of other courses in the market.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2304)

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 Andrew TSANG)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Continuing Education Fund (CEF) has put in place new enhancement measures since 1 August 2022, with the subsidy ceiling being raised from HK\$20,000 to HK\$25,000 per applicant. In this connection, please inform this Committee of the following:

1. the number of subsidy recipients and the total amount of subsidy granted under CEF since implementation of the new measures;
2. the current numbers of courses available, the number and types of courses successfully held; the respective numbers of non-first time and first time applicants since implementation of the new measures;
3. the educational attainment, gender ratio and age (by 5-year age group, starting from 18-22, 23-27 and so on) of successful applicants for fee reimbursement under CEF in the past 5 years in table form;
4. the staffing establishment and expenditure with a breakdown of the administrative cost involved in CEF in the past 5 years.

Asked by: Hon LEE Tsz-king, Dominic (LegCo internal reference no.: 35)

Reply:

- (1) Since the implementation of the new enhancement measures under the Continuing Education Fund (CEF) on 1 August 2022 and up to 31 January 2023, there were 24 633 successful applications for fee reimbursement involving a total amount of about \$230 million.

- (2) During the same period, there were 370 newly registered CEF courses, as well as 16 359 first time applications and 8 274 non-first time applications for fee reimbursement. The number of CEF courses with valid registration by area of study as at 31 January 2023 is set out at **Annex**.
- (3) When applying for fee reimbursement under CEF, applicants may choose whether to declare on the application forms if they are degree holders. We do not maintain the statistics on the gender of successful applicants. The numbers of CEF recipients and self-declared degree holders in the past 5 years by age group are tabulated below:

| Year | | Age Group ^{Note 1} | | | |
|------------------------------------|--|-----------------------------|--------|-------|-------------|
| | | 18-29 | 30-39 | 40-49 | 50 or above |
| 2018-19 | Number of subsidy recipients | 10 961 | 4 354 | 2 200 | 1 817 |
| | Number of self-declared degree holders | 6 019 | 2 314 | 897 | 648 |
| 2019-20 | Number of subsidy recipients | 11 326 | 6 102 | 3 085 | 2 477 |
| | Number of self-declared degree holders | 7 541 | 3 960 | 1 611 | 1 101 |
| 2020-21 | Number of subsidy recipients | 16 912 | 10 720 | 5 821 | 4 507 |
| | Number of self-declared degree holders | 11 649 | 7 213 | 3 208 | 1 821 |
| 2021-22 | Number of subsidy recipients | 23 547 | 17 071 | 9 706 | 7 466 |
| | Number of self-declared degree holders | 16 889 | 11 879 | 5 739 | 3 374 |
| 2022-23 (as at 31 January 2023) | Number of subsidy recipients | 19 105 | 15 067 | 9 233 | 7 396 |
| | Number of self-declared degree holders | 14 103 | 10 720 | 5 456 | 3 462 |

Note 1: CEF raised the upper age limit for applicants from 65 to 70 on 1 April 2019 and subsequently removed the age limit with effect from 1 August 2022.

- (4) The number of staff and administrative cost of the Office of the Continuing Education Fund in the past 5 years are tabulated below:

| Year | Number of Staff | Administrative Cost ^{Note 2} (\$ million) |
|------------------------------------|------------------------|---|
| 2018-19 | 64 | 18.2 |
| 2019-20 | 96 | 32.4 |
| 2020-21 | 75 | 30.6 |
| 2021-22 | 85 | 27.0 |
| 2022-23 (as at 31 January 2023) | 77 | 23.5 |

Note 2: Administrative cost includes staff costs, operating costs, as well as expenses on system support, publicity and evaluation survey.

Number of CEF Courses with Valid Registration by Area of Study

| Area of study | Number of CEF courses with valid registration |
|--|--|
| Business Services | 1 412 |
| Design | 398 |
| Financial Services | 1 046 |
| Languages | 319 |
| Logistics | 269 |
| Tourism | 289 |
| Interpersonal and Intrapersonal Skills for the Workplace | 11 |
| Creative Industries | 177 |
| Specification of Competency Standards (SCS)-based ^{Note 1} | 108 |
| A01 - Architecture and Town Planning | 129 |
| A02 - Arts, Design and Performing Arts | 185 |
| A03 - Business and Management | 1 216 |
| A04 - Computer Science and Information Technology | 222 |
| A05 - Education | 117 |
| A06 - Engineering and Technology | 368 |
| A07 - Humanities | 122 |
| A08 - Languages and Related Studies | 190 |
| A09 - Law | 70 |
| A10 - Mass Media and Communications, Journalism and Public Relations | 88 |
| A11 - Medicine, Dentistry and Health Sciences | 262 |
| A12 - Sciences | 113 |
| A13 - Services | 229 |
| A14 - Social Sciences | 278 |
| Total | 7 618 |

Note 1: The scopes of SCS-based industries under the Qualifications Framework include Arboriculture and Horticulture, Automotive, Banking, Beauty and Hairdressing, Catering, Chinese Catering, Electrical and Mechanical Services, Elderly Care Service, Fashion, Human Resource Management Sector, Import and Export, Information and Communications Technology, Insurance, Jewellery, Logistics, Manufacturing Technology (Tooling, Metals and Plastics), Printing and Publishing, Property Management, Retail, Security Services, Testing, Inspection and Certification, Travel as well as Watch and Clock.

- End -

CONTROLLING OFFICER'S REPLY**LWB(L)128****(Question Serial No. 3211)**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 Andrew TSANG)Director of Bureau: Secretary for Labour and WelfareQuestion:

Regarding the work to “implement the Continuing Education Fund to encourage adults with learning aspirations to pursue 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 LEUNG Hei, Edward (LegCo internal reference no.: 74)Reply:

The number of subsidy recipients and the total amount of subsidy disbursed under the Continuing Education Fund (CEF) in the past 3 years are tabulated below:

| | 2020-21 | 2021-22 | 2022-23 (as at 31 January 2023) |
|---|----------------|----------------|--|
| Number of subsidy recipients ^{Note 1} | 37 960 | 57 790 | 50 801 |
| Total amount of subsidy disbursed (\$ million) | 242.1 | 452.2 | 375.7 |

Note 1: An applicant may apply for reimbursement of fee for more than one CEF course in an application form. The number of subsidy recipients refers to the number of courses for which fees are reimbursed to the applicant.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)129

(Question Serial No. 1774)

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 Andrew TSANG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Continuing Education Fund (CEF) under the Programme, please advise on the following:

1. The numbers of the CEF reimbursable courses and subsidy recipients by area of study in the past 3 years;
2. Further to the above question, the average amount of subsidy claimed for courses in various areas of study;
3. Regarding those areas of study where there are manpower shortage and needs of talent for development, whether the Administration will consider including more relevant courses in the list of reimbursable courses or launching special programmes, such as increasing the amount of subsidy and adjusting the co-payment ratios, to attract more people to enrol in such courses and pursue a career in relevant areas; and
4. The 14th Five-Year Plan has supported the positioning of Hong Kong's development into centres with respect to 8 key areas. In what ways will the CEF courses dovetail with the development positioning and provide corresponding skills courses? Will the existing website and course search system be enhanced to help those interested learn about the details of courses related to the 8 key areas and the enrolment methods in a more convenient way? If yes, what are the measures and expenditure involved? If not, what are the reasons?

Asked by: Hon LEUNG Yuk-wai, Kenneth (LegCo internal reference no.: 28)

Reply:

- 1) and 2) Breakdown of the numbers of courses with valid registration under the Continuing Education Fund (CEF), subsidy recipients, as well as the average amounts of reimbursement by area of study in the past 3 years are set out at **Annex**.

- 3) Since April 2019, applications have been accepted for registration under CEF in respect of courses of all 14 areas of study and training registered under the Qualifications Register. Currently, about 7 600 registered CEF courses are offered by about 280 course providers, giving learners a wide range of choices for continuing education. The Government will continue to encourage existing course providers and potential newcomers to develop new courses, including face-to-face courses and online courses, to meet the latest market trends in professions and skills. As for the manpower supply and needs of individual industries, relevant policy bureaux, industry stakeholders or course providers would conduct relevant research and develop industry-based manpower strategies and specific training courses as needed.

CEF has also raised the subsidy ceiling to \$25,000 for each learner since 1 August 2022. As at end-January 2023, there were 70 of CEF account holders who had used up the subsidy of \$25,000, and the average balance of the majority of the rest of the accounts was above \$14,000, which could be used by learners for enrollment in CEF courses of their choice. At present, 20% of the course fee should be borne by learners for the first \$10,000 of the subsidy and the co-payment ratio is 40% for the remaining subsidy. The arrangement would not only ensure that learners would select courses prudently, but would also prevent course providers from arbitrarily raising the course fees in response to the adjustment to the subsidy ceiling. The Government has no plan to change the mechanism of co-payment ratios at the moment, but will keep in view stakeholders' demands and practical needs.

- 4) The National 14th Five-Year Plan has supported the development of Hong Kong in 8 key areas ("8 centres"), including the international financial centre, international innovation and technology centre, East-meets-West centre for international cultural exchange, international trade centre, international shipping centre, international aviation hub, centre for international legal and dispute resolution services in the Asia-Pacific region as well as regional intellectual property trading centre. The areas of study and training in many CEF courses correspond to the fields covered by the 8 centres. The Working Family and Student Financial Assistance Agency has enhanced the search function of the course search engine on the CEF webpage to facilitate learners' selection of appropriate CEF courses through searching by keywords, area of study and other parameters, according to their own interest, capability and needs.

**Number of CEF Courses with Valid Registration, Subsidy Recipients,
and Average Amount of Reimbursement by Area of Study**

2020-21

| Area of study | Number of CEF courses with valid registration | Number of subsidy recipients | Average amount of reimbursement (\$) |
|--|--|-------------------------------------|---|
| Business Services | 1 986 | 9 235 | 6,123 |
| Design | 505 | 1 878 | 5,462 |
| Financial Services | 1 362 | 5 763 | 5,976 |
| Languages | 369 | 5 544 | 8,992 |
| Logistics | 343 | 731 | 5,852 |
| Tourism | 392 | 1 385 | 5,639 |
| Interpersonal and Intrapersonal Skills for the Workplace | 11 | 37 | 2,914 |
| Creative Industries | 240 | 978 | 6,326 |
| Specification of Competency Standards (SCS)-based ^{Note 1} | 157 | 5 240 | 4,650 |
| A01 - Architecture and Town Planning | 55 | 217 | 9,804 |
| A02 - Arts, Design and Performing Arts | 138 | 97 | 4,793 |
| A03 - Business and Management | 942 | 2 217 | 6,572 |
| A04 - Computer Science and Information Technology | 197 | 397 | 6,095 |
| A05 - Education | 81 | 636 | 8,489 |
| A06 - Engineering and Technology | 258 | 1 030 | 5,929 |
| A07 - Humanities | 104 | 141 | 8,518 |
| A08 - Languages and Related Studies | 168 | 121 | 5,562 |
| A09 - Law | 28 | 192 | 7,206 |
| A10 - Mass Media and Communications, Journalism and Public Relations | 82 | 209 | 4,592 |
| A11 - Medicine, Dentistry and Health Sciences | 235 | 874 | 7,454 |
| A12 - Sciences | 122 | 227 | 5,841 |
| A13 - Services | 169 | 399 | 6,667 |
| A14 - Social Sciences | 223 | 412 | 5,941 |
| Total | 8 167 | 37 960 | - |

| Area of study | Number of CEF courses with valid registration | Number of subsidy recipients | Average amount of reimbursement (\$) |
|--|---|------------------------------|--------------------------------------|
| Business Services | 1 455 | 9 399 | 6,928 |
| Design | 408 | 2 324 | 5,827 |
| Financial Services | 1 077 | 6 072 | 7,772 |
| Languages | 330 | 8 269 | 9,355 |
| Logistics | 280 | 855 | 7,478 |
| Tourism | 299 | 1 326 | 6,331 |
| Interpersonal and Intrapersonal Skills for the Workplace | 11 | 93 | 7,978 |
| Creative Industries | 204 | 1 403 | 7,870 |
| Specification of Competency Standards (SCS)-based ^{Note 1} | 107 | 7 339 | 7,147 |
| A01 - Architecture and Town Planning | 65 | 763 | 8,692 |
| A02 - Arts, Design and Performing Arts | 139 | 457 | 7,844 |
| A03 - Business and Management | 1 012 | 7 354 | 8,284 |
| A04 - Computer Science and Information Technology | 201 | 840 | 5,684 |
| A05 - Education | 109 | 1 376 | 10,533 |
| A06 - Engineering and Technology | 262 | 1 946 | 7,441 |
| A07 - Humanities | 117 | 475 | 10,249 |
| A08 - Languages and Related Studies | 176 | 650 | 10,170 |
| A09 - Law | 48 | 271 | 9,325 |
| A10 - Mass Media and Communications, Journalism and Public Relations | 85 | 358 | 5,187 |
| A11 - Medicine, Dentistry and Health Sciences | 245 | 2 855 | 7,903 |
| A12 - Sciences | 105 | 646 | 7,588 |
| A13 - Services | 218 | 1 394 | 8,193 |
| A14 - Social Sciences | 248 | 1 325 | 7,815 |
| Total | 7 201 | 57 790 | - |

2022-23 (as at 31 January 2023)

| Area of study | Number of CEF courses with valid registration | Number of subsidy recipients | Average amount of reimbursement (\$) |
|--|---|------------------------------|--------------------------------------|
| Business Services | 1 412 | 6 444 | 6,949 |
| Design | 398 | 1 878 | 5,937 |
| Financial Services | 1 046 | 3 720 | 6,148 |
| Languages | 319 | 7 460 | 7,992 |
| Logistics | 269 | 580 | 9,336 |
| Tourism | 289 | 818 | 5,906 |
| Interpersonal and Intrapersonal Skills for the Workplace | 11 | 53 | 2,718 |
| Creative Industries | 177 | 1 079 | 8,303 |
| Specification of Competency Standards (SCS)-based ^{Note 1} | 108 | 7 177 | 6,014 |
| A01 - Architecture and Town Planning | 129 | 770 | 8,602 |
| A02 - Arts, Design and Performing Arts | 185 | 559 | 7,298 |
| A03 - Business and Management | 1 216 | 6 695 | 7,848 |
| A04 - Computer Science and Information Technology | 222 | 1 195 | 6,271 |
| A05 - Education | 117 | 1 432 | 10,312 |
| A06 - Engineering and Technology | 368 | 1 761 | 6,102 |
| A07 - Humanities | 122 | 589 | 10,283 |
| A08 - Languages and Related Studies | 190 | 1 076 | 11,068 |
| A09 - Law | 70 | 173 | 8,912 |
| A10 - Mass Media and Communications, Journalism and Public Relations | 88 | 225 | 5,274 |
| A11 - Medicine, Dentistry and Health Sciences | 262 | 3 560 | 7,818 |
| A12 - Sciences | 113 | 469 | 7,109 |
| A13 - Services | 229 | 1 478 | 8,611 |
| A14 - Social Sciences | 278 | 1 610 | 8,632 |
| Total | 7 618 | 50 801 | - |

Note 1: The scopes of SCS-based industries under the Qualifications Framework include Arboriculture and Horticulture, Automotive, Banking, Beauty and Hairdressing, Catering, Chinese Catering, Electrical

and Mechanical Services, Elderly Care Service, Fashion, Human Resource Management Sector, Import and Export, Information and Communications Technology, Insurance, Jewellery, Logistics, Manufacturing Technology (Tooling, Metals and Plastics), Printing and Publishing, Property Management, Retail, Security Services, Testing, Inspection and Certification, Travel as well as Watch and Clock.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 1433)

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 Andrew TSANG)

Director of Bureau: Secretary for Labour and Welfare

Question:

Among the indicators, the revised estimate of the funds disbursed under the Continuing Education Fund (CEF) for 2022-23 is \$480 million. If this figure is divided by the number of claims over the same period, i.e. 54 417, the amount claimed for each reimbursement application is \$8,821 only, which is far less than the maximum entitlement of \$25,000 per applicant under the scheme. In this connection, please advise this Committee of the following:

- a) the reasons for the significant difference between the actual fund disbursed for each claim and the maximum entitlement;
- b) the number of applicants who have been reimbursed with the subsidy ceiling of \$25,000 in total over the years;
- c) the relevant amounts and figures in the past 5 years in tabulated form; and
- d) the reimbursement applications in the past 5 years, with a breakdown by course categories, study levels, subjects, etc.

Asked by: Hon LUK Hon-man, Benson (LegCo internal reference no.: 8)

Reply:

- a) The Continuing Education Fund (CEF) has raised the subsidy ceiling for each learner from \$20,000 to \$25,000 with effect from 1 August 2022. Applicants may select suitable CEF courses in accordance with their own interests and need for further study. The fee of most of the CEF courses is set at \$10,000 or below, while 20% of the course fee is to be borne by learners for the first \$10,000 of the subsidy. As such, the average amount of a claim for CEF reimbursement made by each learner is below \$10,000. Applicants may continue to enrol in other CEF courses and seek reimbursement from the remaining amount within the subsidy ceiling.

- b) & c) CEF has raised the subsidy ceiling for each learner to \$25,000 with effect from 1 August 2022. As at 31 January 2023, the reimbursement amount of a cumulative total of 70 applicants has reached the subsidy ceiling. The Government does not maintain other relevant breakdown statistics.
- d) The numbers of subsidy recipients in the past 5 years, broken down by area of study and academic qualification awarded under CEF, are set out at **Annex 1** and **Annex 2** respectively.

Number of subsidy recipients under CEF by area of study

| | 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 (as at 31 January 2023) |
|--|------------------------------------|------------------------------------|------------------------------------|------------------------------------|--|
| Area of study ^{Note 1} | Number of subsidy recipients | Number of subsidy recipients | Number of subsidy recipients | Number of subsidy recipients | Number of subsidy recipients |
| Business Services | 4 839 | 6 254 | 9 235 | 9 399 | 6 444 |
| Design | 1 621 | 1 763 | 1 878 | 2 324 | 1 878 |
| Financial Services | 3 276 | 4 211 | 5 763 | 6 072 | 3 720 |
| Languages | 4 720 | 5 070 | 5 544 | 8 269 | 7 460 |
| Logistics | 689 | 620 | 731 | 855 | 580 |
| Tourism | 882 | 937 | 1 385 | 1 326 | 818 |
| Interpersonal and Intrapersonal Skills for the Workplace | 22 | 46 | 37 | 93 | 53 |
| Creative Industries | 615 | 785 | 978 | 1 403 | 1 079 |
| Specification of Competency Standards (SCS)-based ^{Note 2} | 2 668 | 3 183 | 5 240 | 7 339 | 7 177 |
| A01 - Architecture and Town Planning | – | – | 217 | 763 | 770 |
| A02 - Arts, Design and Performing Arts | – | – | 97 | 457 | 559 |
| A03 - Business and Management | – | 27 | 2 217 | 7 354 | 6 695 |
| A04 - Computer Science and Information Technology | – | – | 397 | 840 | 1 195 |
| A05 - Education | – | 59 | 636 | 1 376 | 1 432 |
| A06 - Engineering and Technology | – | 1 | 1 030 | 1 946 | 1 761 |
| A07 - Humanities | – | 1 | 141 | 475 | 589 |
| A08 - Languages and Related Studies | – | – | 121 | 650 | 1 076 |
| A09 - Law | – | 23 | 192 | 271 | 173 |
| A10 - Mass Media and Communications, Journalism and Public Relations | – | – | 209 | 358 | 225 |

| | 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 (as at 31 January 2023) |
|---|---|---|---|---|--|
| Area of study ^{Note 1} | Number of subsidy recipients | Number of subsidy recipients | Number of subsidy recipients | Number of subsidy recipients | Number of subsidy recipients |
| A11 - Medicine, Dentistry and Health Sciences | – | 3 | 874 | 2 855 | 3 560 |
| A12 - Sciences | – | – | 227 | 646 | 469 |
| A13 - Services | – | – | 399 | 1 394 | 1 478 |
| A14 - Social Sciences | – | 7 | 412 | 1 325 | 1 610 |
| Total | 19 332 | 22 990 | 37 960 | 57 790 | 50 801 |

Note 1: With effect from 1 April 2019, an enhancement measure was implemented to expand the scope of reimbursable courses to include all eligible courses registered in the Qualifications Register, including Specification of Competency Standards (SCS) based courses, Specification of Generic (Foundation) Competencies (SGC) based courses and non-SCS/SGC based courses in 14 classified areas of study and training (i.e. A01-A14).

Note 2: The scopes of SCS-based industries under the Qualifications Framework include Arboriculture and Horticulture, Automotive, Banking, Beauty and Hairdressing, Catering, Chinese Catering, Electrical and Mechanical Services, Elderly Care Service, Fashion, Human Resource Management Sector, Import and Export, Information and Communications Technology, Insurance, Jewellery, Logistics, Manufacturing Technology (Tooling, Metals and Plastics), Printing and Publishing, Property Management, Retail, Security Services, Testing, Inspection and Certification, Travel as well as Watch and Clock.

Number of subsidy recipients under CEF by academic qualification awarded

| | 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 (as at 31 January 2023) |
|---|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|--|
| Academic qualification awarded | Number of subsidy recipients | Number of subsidy recipients | Number of subsidy recipients | Number of subsidy recipients | Number of subsidy recipients |
| Master Degree | 85 | 90 | 65 | 116 | 275 |
| Postgraduate Diploma | 9 | 14 | 3 | 60 | 140 |
| Bachelor Degree | 47 | 44 | 29 | 100 | 55 |
| Postgraduate Certificate/ Postgraduate Award | 3 | 5 | 6 | 91 | 28 |
| Associate Degree | – | 1 | 3 | 2 | 11 |
| Advanced Diploma/ Professional Diploma/ Post-diploma Certificate | 311 | 387 | 575 | 1 249 | 1 569 |
| Higher Diploma | – | – | – | 91 | 203 |
| Diploma/ Executive Diploma/ Graduate Diploma | 1 227 | 1 525 | 1 538 | 2 675 | 2 135 |
| Associate Diploma | 4 | 2 | – | – | – |
| Advanced/ Professional/Higher Certificate | 562 | 857 | 1 008 | 2 868 | 2 651 |
| Certificate/ Executive Certificate/ Graduate Certificate | 6 498 | 7 815 | 11 153 | 20 763 | 20 405 |
| Others (e.g. certificate of completion/ attendance) | 10 586 | 12 250 | 23 580 | 29 775 | 23 329 |
| Total | 19 332 | 22 990 | 37 960 | 57 790 | 50 801 |

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 1875)

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 Andrew TSANG)

Director of Bureau: Secretary for Labour and Welfare

Question:

The maximum subsidy entitlement of applicants for the Continuing Education Fund (CEF) is \$25,000 after the new enhancement measures of the fund came into effect; for applicants who have opened CEF accounts before, they are eligible for claiming the additional \$5,000 subsidy and the unused balance of the original subsidy. In this connection, would the Government advise this Committee of the following:

- Please set out the top 10 CEF courses with the highest number of applications, with a breakdown by course title, number of applicants approved, Qualifications Framework Level and tuition fee, among the applications approved in each of the past 3 years.
- Please set out the numbers of subsidy recipients and subsidy amounts under CEF in the past 3 years, with a breakdown by age group and academic qualification awarded per year.
- Please provide information on the fund balance, government funding provision, investment or other income as well as the total expenditure of CEF in the past 3 years.

Asked by: Hon TAN Sunny (LegCo internal reference no.: 25)

Reply:

- 1) The course titles, Qualifications Framework (QF) Levels and tuition fees of the top 10 Continuing Education Fund (CEF) courses in terms of number of subsidy recipients in the past 3 years are set out at **Annex 1**.
- 2) The numbers of subsidy recipients and the amounts of subsidy disbursed under CEF in the past 3 years, broken down by age group and academic qualification awarded, are set out at **Annex 2**.
- 3) The Government injected \$10 billion into CEF in 2018. The balance of the approved commitment and the total expenditure of CEF in the past 3 years are tabulated below:

| Year | Balance of Approved Commitment (\$ billion) | Total Expenditure (\$ million) |
|------------------------------------|--|---------------------------------------|
| 2020-21 | 11.2 | 273 |
| 2021-22 | 10.7 | 479 |
| 2022-23 (as at 31 January 2023) | 10.3 | 399 |

The Government increases the approved commitment of CEF by allocating funding to it annually in accordance with its actual expenditure requirements. The injection into CEF will not be drawn down for investment, hence CEF has no investment income derived therefrom.

Top 10 CEF courses in terms of number of subsidy recipients

2020-21

| | CEF Course title ^{Note 1} | Number of subsidy recipients | QF level ^{Note 2} | Tuition fee ^{Note 3} (\$) |
|----|---|-------------------------------------|-----------------------------------|---|
| 1 | CERTIFICATE IN SECURITY GUARD TRAINING | 2 056 | 1 | 550 |
| 2 | ENGLISH IMPROVEMENT COURSE | 506 | Not applicable (N.A.) | 48,375 |
| 3 | CERTIFICATE IN BEGINNER ENGLISH | 487 | N.A. | 16,800 |
| 4 | PROJECT MANAGEMENT PROFESSIONAL (PMP(R)) PREPARATION COURSE | 473 | N.A. | 13,800 |
| 5 | CERTIFICATE IN ELEMENTARY ENGLISH | 459 | N.A. | 16,800 |
| 6 | PROFESSIONAL COURSE IN PRACTICAL TECHNICAL ANALYSIS | 441 | N.A. | 25,800 |
| 7 | CERTIFICATE IN INTERMEDIATE ENGLISH | 412 | N.A. | 16,800 |
| 8 | CERTIFICATE IN ELECTRICAL WIREMAN | 398 | 2 | 12,500 |
| 9 | CERTIFICATE IN ADVANCED ENGLISH LANGUAGE EXAMINATION SKILLS | 388 | 3 | 22,896 |
| 10 | CPA QUALIFICATION PROGRAMME | 297 | N.A. | 17,600 |

| | CEF Course title ^{Note 1} | Number of subsidy recipients | QF level ^{Note 2} | Tuition fee ^{Note 3} (\$) |
|----|--|---|--------------------------------------|--|
| 1 | CERTIFICATE IN SECURITY GUARD TRAINING | 1 722 | 1 | 550 |
| 2 | DIPLOMA IN BUSINESS FINANCE | 819 | N.A. | 19,800 |
| 3 | CERTIFICATE IN ELECTRICAL WIREMAN | 785 | 2 | 13,500 |
| 4 | CERTIFICATE IN NAIL TECHNOLOGY (QF LEVEL 3) | 739 | 3 | 14,800 |
| 5 | ENGLISH IMPROVEMENT COURSE | 682 | N.A. | 48,375 |
| 6 | CERTIFICATE IN PROJECT MANAGEMENT AND DATA ANALYSIS USING MICROSOFT EXCEL | 594 | N.A. | 6,000 |
| 7 | PROFESSIONAL COURSE IN PRACTICAL TECHNICAL ANALYSIS | 554 | N.A. | 28,800 |
| 8 | PROJECT MANAGEMENT PROFESSIONAL (PMP(R)) PREPARATION COURSE | 531 | N.A. | 13,800 |
| 9 | CERTIFICATE IN ELEMENTARY ENGLISH | 529 | N.A. | 16,800 |
| 10 | CERTIFICATE IN LIGHT GOODS VEHICLE DRIVING | 514 | 3 | 19,056 |

2022-23 (as at 31 January 2023)

| | CEF Course title ^{Note 1} | Number of subsidy recipients | QF level ^{Note 2} | Tuition fee ^{Note 3} (\$) |
|----|---|-------------------------------------|-----------------------------------|---|
| 1 | CERTIFICATE IN SECURITY GUARD TRAINING | 1 916 | 1 | 550 |
| 2 | CERTIFICATE IN ELECTRICAL WIREMAN | 683 | 2 | 13,500 |
| 3 | ELEMENTARY AND INTERMEDIATE JAPANESE COURSE | 594 | N.A. | 6,840 |
| 4 | ENGLISH IMPROVEMENT COURSE | 544 | N.A. | 48,375 |
| 5 | PROJECT MANAGEMENT PROFESSIONAL (PMP(R)) PREPARATION COURSE | 518 | N.A. | 13,800 |
| 6 | CERTIFICATE IN PRIVATE CAR DRIVING | 511 | 3 | 19,056 |
| 7 | CERTIFICATE IN STYLE DESIGN AND HAIR CUTTING (QF LEVEL 1) | 508 | 1 | 1,510 |
| 8 | CERTIFICATE IN PROJECT MANAGEMENT AND DATA ANALYSIS USING MICROSOFT EXCEL | 496 | N.A. | 6,000 |
| 9 | JAPANESE LANGUAGE PROFICIENCY TEST (N5) COURSE (MODULE 1-6) | 468 | N.A. | 9,400 |
| 10 | CERTIFICATE IN LIGHT GOODS VEHICLE DRIVING | 463 | 3 | 19,056 |

Note 1: Some courses were only provided with an English title when the course provider sought registration under CEF.

Note 2: Since the launch of the QF in May 2008, all new courses seeking registration under CEF must be registered in the Qualifications Register (QR). All CEF courses that have not been registered under the QR must complete registration by 31 March 2023 before they can continue to be registered as CEF courses.

Note 3: The registered tuition fee as at the end of that financial year.

**Number of subsidy recipients
and amount of subsidy disbursed under CEF
by age group and academic qualification awarded**

2020-21

| | Age group ^{Note 1} | | | | Total |
|---|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|
| | 18-29 | 30-39 | 40-49 | 50-70 | |
| Academic qualification awarded | Number of subsidy recipients | Number of subsidy recipients | Number of subsidy recipients | Number of subsidy recipients | Number of subsidy recipients |
| Master Degree | 43 | 12 | 8 | 2 | 65 |
| Postgraduate Diploma | 1 | – | 1 | 1 | 3 |
| Bachelor Degree | 11 | 14 | 3 | 1 | 29 |
| Postgraduate Certificate/ Postgraduate Award | 2 | 3 | – | 1 | 6 |
| Associate Degree | 3 | – | – | – | 3 |
| Advanced Diploma/ Professional Diploma/ Post-diploma Certificate | 154 | 191 | 149 | 81 | 575 |
| Higher Diploma | – | – | – | – | – |
| Diploma/ Executive Diploma/ Graduate Diploma | 795 | 336 | 223 | 184 | 1 538 |
| Associate Diploma | – | – | – | – | – |
| Advanced/ Professional/ Higher Certificate | 301 | 321 | 185 | 201 | 1 008 |
| Certificate/ Executive Certificate/ Graduate Certificate | 3 227 | 2 907 | 2 313 | 2 706 | 11 153 |
| Others (e.g. certificate of completion/attendance) | 12 375 | 6 936 | 2 939 | 1 330 | 23 580 |
| Total | 16 912 | 10 720 | 5 821 | 4 507 | 37 960 |
| Amount of subsidy disbursed (\$ million) | 110.3 | 69.9 | 37.5 | 24.4 | 242.1 |

| | Age group ^{Note 1} | | | | Total |
|---|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| | 18-29 | 30-39 | 40-49 | 50-70 | |
| Academic qualification awarded | Number of subsidy recipients | Number of subsidy recipients | Number of subsidy recipients | Number of subsidy recipients | Number of subsidy recipients |
| Master Degree | 64 | 29 | 21 | 2 | 116 |
| Postgraduate Diploma | 23 | 17 | 5 | 15 | 60 |
| Bachelor Degree | 24 | 56 | 20 | – | 100 |
| Postgraduate Certificate/ Postgraduate Award | 31 | 28 | 13 | 19 | 91 |
| Associate Degree | 2 | – | – | – | 2 |
| Advanced Diploma/ Professional Diploma/ Post-diploma Certificate | 333 | 457 | 287 | 172 | 1 249 |
| Higher Diploma | 83 | 5 | 3 | – | 91 |
| Diploma/ Executive Diploma/ Graduate Diploma | 1 373 | 536 | 398 | 368 | 2 675 |
| Associate Diploma | – | – | – | – | – |
| Advanced/ Professional/ Higher Certificate | 773 | 885 | 611 | 599 | 2 868 |
| Certificate/ Executive Certificate/ Graduate Certificate | 5 581 | 5 985 | 4 743 | 4 454 | 20 763 |
| Others (e.g. certificate of completion/attendance) | 15 260 | 9 073 | 3 605 | 1 837 | 29 775 |
| Total | 23 547 | 17 071 | 9 706 | 7 466 | 57 790 |
| Amount of subsidy disbursed (\$ million) | 190.2 | 133.4 | 76.6 | 52.0 | 452.2 |

2022-23 (as at 31 January 2023)

| | Age group ^{Note 1} | | | | Total |
|--|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| | 18-29 | 30-39 | 40-49 | 50 and above | |
| Academic qualification awarded | Number of subsidy recipients | Number of subsidy recipients | Number of subsidy recipients | Number of subsidy recipients | Number of subsidy recipients |
| Master Degree | 155 | 92 | 19 | 9 | 275 |
| Postgraduate Diploma | 47 | 49 | 36 | 8 | 140 |
| Bachelor Degree | 6 | 35 | 14 | – | 55 |
| Postgraduate Certificate/ Postgraduate Award | 13 | 8 | – | 7 | 28 |
| Associate Degree | 11 | – | – | – | 11 |
| Advanced Diploma/ Professional Diploma/ Post-diploma Certificate | 435 | 611 | 318 | 205 | 1 569 |
| Higher Diploma | 179 | 17 | 4 | 3 | 203 |
| Diploma/ Executive Diploma/ Graduate Diploma | 941 | 498 | 360 | 336 | 2 135 |
| Associate Diploma | – | – | – | – | – |
| Advanced/ Professional/ Higher Certificate | 638 | 848 | 605 | 560 | 2 651 |
| Certificate/ Executive Certificate/ Graduate Certificate | 4 879 | 5 835 | 4 847 | 4 844 | 20 405 |
| Others (e.g. certificate of completion/attendance) | 11 801 | 7 074 | 3 030 | 1 424 | 23 329 |
| Total | 19 105 | 15 067 | 9 233 | 7 396 | 50 801 |
| Amount of subsidy disbursed (\$ million) | 147.4 | 115.4 | 66.9 | 46.0 | 375.7 |

Note 1: CEF raised the upper age limit for applicants from 65 to 70 on 1 April 2019 and subsequently removed the age limit with effect from 1 August 2022.

- End -

CONTROLLING OFFICER'S REPLY

LWB(L)132

(Question Serial No. 3515)

Head: (90) Labour Department

Subhead (No. & title): ()

Programme: Not specified

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

What new measures are in place to encourage employers to engage persons aged between 60 and 64? Will the Government enhance the protection of the labour rights and benefits of these persons so as to ensure that mature persons are given fair treatment and protected from exploitation?

Asked by: Hon WONG Kwok, Kingsley (LegCo internal reference no.: 24)

Reply:

The Government promotes good human resource management culture and encourages employers to, taking in account the circumstances of their enterprises, adopt elderly-friendly employment practices and extend the working life of their employees so that more elderly persons can stay in employment. All employees covered by the Employment Ordinance, irrespective of age, are entitled to employment benefits and protection as stipulated under the ordinance. The Government reviews the labour legislation from time to time to improve employees' rights and benefits. LD also actively conducts inspections of workplaces of various industries to check employers' compliance with labour laws in order to safeguard the employees' labour rights and benefits. Employees who suspect that they are deprived of statutory labour rights and benefits can report to LD's complaint hotline (2815 2200). LD will conduct investigation promptly.

Meanwhile, LD implements the Employment Programme for the Elderly and Middle-aged (EPEM) to encourage employers to engage the elderly and middle-aged aged 40 above and provide on-the-job training (OJT), while LD grants OJT allowance to employers. Under EPEM, employers engaging job seekers aged 60 or above who are unemployed or have left the workforce are eligible for an OJT allowance of \$5,000 per month for each employee for a period of 6 to 12 months. LD has also extended EPEM to cover part-time employment so as to encourage more employers to engage the elderly and middle-aged persons.

- End -