

立法會
Legislative Council

LC Paper No. CB(1)501/2025

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Tel : 3919 3206

Date : 28 March 2025

From : Clerk to the Legislative Council

To : All Members of the Legislative Council

Council meeting of 2 April 2025

**Amendments to Hon SHIU Ka-fai's motion on
“Enhancing the measures on the importation of manpower”**

The President has given permission for Dr Hon NGAN Man-yu and Ir Hon LEE Chun-keung to move amendments to Hon SHIU Ka-fai's motion. The terms of the original motion and the marked-up version of the amendments (LC Paper No. CB(1)501/2025(01)) are **attached** for Members' information.

2. The President will order a joint debate on the above motion and the amendments. I set out below the relevant proceedings in which the President will:

- (a) call upon the motion mover to speak and move the motion;
- (b) propose the question on the motion;
- (c) call upon the Members who wish to move amendments to the motion to speak in the following order, but no amendment is to be moved at this stage:
 - (i) Dr Hon NGAN Man-yu; and
 - (ii) Ir Hon LEE Chun-keung;
- (d) call upon the public officer(s) to speak;
- (e) invite other Members to speak;

- (f) call upon the motion mover to speak on the amendments;
- (g) call upon the public officer(s) to speak again;
- (h) deal with the amendments in the order set out in paragraph (c) above, i.e. first invite the mover of the first amendment to move the amendment and forthwith propose and put to vote the question on the amendment, and thereafter proceed to deal with the remaining amendment(s); and
- (i) after all amendments have been dealt with, call upon the motion mover to reply, and then put to vote the question on the motion, or the motion as amended, as the case may be.

3. Members are reminded that in accordance with Appendix IIIA to the House Rules, the **maximum duration of this joint debate (including voting) is four hours**. The motion mover will have a total of 10 minutes to make introductory speech and reply (paragraph 2(a) and (i) above refers), and another five minutes to speak on the amendment(s) (paragraph 2(f) above refers). The mover(s) of the amendment(s) and other Members may each speak once up to a maximum of five minutes.

(Jessica CHAN)
for Clerk to the Legislative Council

Encl.

(Translation)

**Motion debate on
“Enhancing the measures on the importation of manpower”**

1. Hon SHIU Ka-fai’s original motion

That due to population ageing and the impact of other factors, Hong Kong faces a structural labour force shrinkage, and in order to alleviate the problem of manpower shortage in various industries, the Government introduced the Sector-specific Labour Importation Schemes and the Enhanced Supplementary Labour Scheme (‘ESLS’) in 2023, and ESLS, which covers 26 job categories normally excluded from the Supplementary Labour Scheme during a two-year implementation period, has been accepting applications since 4 September 2023; according to the Government’s manpower projection in 2028, Hong Kong’s manpower shortage will persist, with manpower shortages forecasted to worsen significantly across all occupation groups, and there is a continued need for Hong Kong to import outside talents and labour in an appropriate scale to fill manpower and skills gaps to support economic development; in this connection, this Council urges the Government to continue to enhance the measures on the importation of manpower, including:

- (1) extending ESLS to replenish Hong Kong’s labour force so as to sustain the impetus of economic and social development;
- (2) given that the wage of foreign domestic helpers in Hong Kong is not required to be set according to the median monthly wage of local domestic helpers, reviewing the requirement that the wages of imported workers should not be lower than the median monthly wages of relevant positions in Hong Kong, in order to enhance Hong Kong’s competitiveness; and
- (3) handling the accommodation arrangements for imported workers more flexibly by allowing imported workers to choose to live in the accommodation provided by their relatives and friends in Hong Kong.

2. Motion as amended by Dr Hon NGAN Man-yu

That due to population ageing and the impact of other factors, Hong Kong faces a structural labour force shrinkage, and in order to alleviate the problem of manpower shortage in various industries, the Government introduced the Sector-specific Labour Importation Schemes and the Enhanced Supplementary Labour Scheme (‘ESLS’) in 2023, and ESLS, which covers 26 job categories normally excluded from the Supplementary Labour Scheme during a two-year implementation period, has been accepting applications since 4 September 2023; according to the Government’s manpower projection in 2028, Hong Kong’s manpower shortage will persist, with manpower shortages forecasted to worsen

significantly across all occupation groups, and there is a continued need for Hong Kong to import outside talents and labour in an appropriate scale, ***adopt proactive measures to further unleash the local labour force and upgrade the job skills of local workers, in order*** to fill manpower and skills gaps to support economic development; ***on the other hand, quite a number of members of the public have relayed that after the implementation of ESLS, they face suppression in respect of employment opportunities and remuneration, and the Government should pay attention to this;*** in this connection, this Council urges the Government to continue to enhance the measures on the importation of manpower, including:

- (1) ~~extending ESLS to replenish Hong Kong's labour force so as to sustain the impetus of economic and social development~~ ***and reviewing it in a timely manner in the light of the actual situation, including the scope of sectors covered by ESLS and the application requirements;***
- (2) ~~given that the wage of foreign domestic helpers in Hong Kong is not required to be set according to the median monthly wage of local domestic helpers, reviewing the requirement that the wages of imported workers should not be lower than the median monthly wages of relevant positions in Hong Kong, in order to enhance Hong Kong's competitiveness; and~~
- (3)(2) handling the accommodation arrangements for imported workers more flexibly by allowing imported workers to choose to live in the accommodation provided by their relatives and friends in Hong Kong; ***and***
- (3) ***ensuring that imported workers meet the relevant qualifications for working in Hong Kong and possess relevant skills;***

thereby replenishing the labour force needed by Hong Kong on the premise of effectively safeguarding the employment priority for local workers, so as to sustain the impetus of economic and social development.

Note: Dr Hon NGAN Man-yu's amendment is marked in ***bold and italic type*** or with deletion line.

3. Motion as amended by Ir Hon LEE Chun-keung

That due to population ageing and the impact of other factors, Hong Kong faces a structural labour force shrinkage, and in order to alleviate the problem of manpower shortage in various industries, the Government introduced the Sector-specific Labour Importation Schemes and the Enhanced Supplementary Labour Scheme ('ESLS') in 2023, and ESLS, which covers 26 job categories normally excluded from the Supplementary Labour Scheme during a two-year

implementation period, has been accepting applications since 4 September 2023; according to the Government's manpower projection in 2028, Hong Kong's manpower shortage will persist, with manpower shortages forecasted to worsen significantly across all occupation groups, and there is a continued need for Hong Kong to import outside talents and labour in an appropriate scale to fill manpower and skills gaps to support economic development; in this connection, this Council urges the Government to continue to enhance the measures on the importation of manpower, including:

- (1) extending ESLS to replenish Hong Kong's labour force so as to sustain the impetus of economic and social development;
- (2) given that the wage of foreign domestic helpers in Hong Kong is not required to be set according to the median monthly wage of local domestic helpers, reviewing the requirement that the wages of imported workers should not be lower than the median monthly wages of relevant positions in Hong Kong, in order to enhance Hong Kong's competitiveness; ~~and~~
- (3) handling the accommodation arrangements for imported workers more flexibly by allowing imported workers to choose to live in the accommodation provided by their relatives and friends in Hong Kong; *and*
- (4) *on the premise of ensuring the employment priority for local workers, setting quotas for different industries by following the practices of labour importation in South Korea, Singapore, Macao, etc.*

Note: Ir Hon LEE Chun-keung's amendment is marked in *bold and italic type* or with deletion line.