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**Director of Bureau : Secretary for Labour and Welfare**

**Session No. : 11**

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**Replies to initial written questions raised by Finance Committee Members in  
examining the Estimates of Expenditure 2008-09**

**Director of Bureau : Secretary for Labour and Welfare  
Session No. : 11**

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**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

**LWB(L)001**

Head: 90 – Labour Department      Subhead(No. & title):

Question Serial No.

0073

Programme:                    (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

In the Budget, it is proposed to raise the ceiling of monthly income under the Pilot Transport Support Scheme (TSS) to \$6,500, extend the subsidy period to 12 months and allow people working and living in the same district to apply for the allowance. How will the Administration step up publicity on the Scheme and the relaxation measures to the low income group? What is the expected number of new applicants? Has assessment been made on whether funding for the Scheme is adequate? Will the Administration consider allowing low income earners from other districts (e.g. Sham Shui Po, Tai Kok Tsui, Kwun Tong and Wong Tai San) to apply for the Scheme?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

The TSS aims to provide a time-limited transport subsidy as an incentive to the needy job-seekers and low-income employees living in Yuen Long, Tuen Mun, North and Islands districts to seek jobs and work across districts. After reviewing the Scheme, the Government considers that its objective should remain broadly unchanged. The Financial Secretary announced in his 2008-09 Budget that the eligibility criteria of applicants and the period of allowance could be suitably relaxed. To widely publicise the relaxations and the details of the pilot TSS, the Labour Department will stage a series of promotional and publicity activities, including broadcasting Announcements in the Public Interest, issuing press release, distributing posters and publicity leaflets, arranging advertisements on public transport systems serving the four designated remote districts, promoting in job fairs and road shows etc.

According to the 2006 district statistics, there were 40 500 unemployed persons and 157 100 employees with monthly income of \$6,500 or less and working 18 hours or more a week living in the four designated districts. However, these figures have not taken into account those with personal asset value of no more than \$44,000 (which is one of the eligibility criteria under the scheme) as no such data are available. Thus it is difficult to estimate the actual number of persons who will join the Scheme under the relaxed regime. Notwithstanding this, we believe that the remainder of the non-recurrent commitment of \$365 million approved by the Finance Committee in April 2007 should be adequate to implement the relaxations.

Since there is no change to the objective of the Scheme, only eligible persons living in the four designated remote districts will be covered.

Signature \_\_\_\_\_

Name in block letters      Mrs Cherry TSE

Post Title      Commissioner for Labour

Date      13 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)002**

Question Serial No.

0074

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the pilot Transport Support Scheme under the matters requiring special attention, will the Administration inform this Council of the latest number of low-income earners applying for the Scheme; their distribution by district and occupation; the payouts approved since the implementation of the Scheme, the distribution of the payouts by districts and the percentage of the funding accounted for?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

Up to end-February 2008, a total of 6 412 persons applied to join the pilot Transport Support Scheme. Of these, 2 924 (45.6%) came from Yuen Long District, 2 185 (34.1%) from Tuen Mun District, 831 (12.9%) from North District and 472 (7.4%) from Islands District. The applicants admitted were engaged in elementary occupations (50.8%), service workers and shop sales workers (23.9%), clerks (14.3%), associate professionals (5.9%) and others (5.1%).

By end-February 2008, an approved payout of \$ 9.15 million was recorded, accounting for 2.5% of the non-recurrent commitment of \$365 million approved by the Finance Committee in April 2007 to provide for allowances, processing cost and publicity expenditure etc. The breakdown of the approved payout by district is as follows:

<b>District</b>	<b>Amount of approved payout (\$million)</b>
Yuen Long	\$3.846
Tuen Mun	\$3.541
North	\$1.019
Islands	\$0.744

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 13 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

**LWB(L)003**

Question Serial No.

0075

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in the Brief Description that the Labour Department will combat illegal employment through inspection to workplaces. Please provide information on the numbers of related inspections and prosecutions taken in 2007 as compared with those of 2005 and 2006.

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

In 2007, labour inspectors of the Labour Department conducted 131 224 workplace inspections to check, among other things, employees' proof of identity and employee records kept by employers with a view to detecting suspected cases of illegal employment. The number of such inspections in 2005 and 2006 were 131 399 and 127 871 respectively.

The Labour Department does not have the power to arrest and prosecute illegal workers and their employers. Suspected cases of illegal employment detected during workplace inspections are referred to the Police or the Immigration Department for further investigation and prosecution as appropriate.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 14 March 2008



**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

**LWB(L)004**

Question Serial No.

0076

Head: 90 – Labour Department

Subhead (No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

The actual figure of the cases related to imported workers investigated in 2007 has substantially increased over that of 2006 as shown in the Indicators. Would the Administration provide reasons for the increase?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

The number of cases related to imported workers investigated increased by 20 in 2007, compared with that in 2006. This was due to an increase in the applications processed under the Supplementary Labour Scheme (SLS) and an increase in the number of employers who were new to SLS and hence less familiar with the Scheme's conditions.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 14 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

**LWB(L)005**

Head: 90 – Labour Department

Subhead (No. & title):

Question Serial No.

0077

Programme: (4) Employee Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

With respect to the rights and benefits of employees under the Employment Ordinance, will the Administration conduct a comprehensive review to ensure that the legislation can keep up with the changes in the present labour market and labour relations? If yes, what is the timetable for the review and the expenditure involved? If no, what are the reasons?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

The Employment Ordinance (EO) provides a wide range of protection and entitlements to employees. We constantly keep the EO under review and make suitable improvements in tandem with Hong Kong's socio-economic developments. A recent example is the revision to the mode of calculation of statutory entitlements to ensure that all components of wages under the EO including commission are included in such calculation.

At present, there are two priority items for review, namely, provisions on "continuous contract" under the EO and issues relating to the enforcement of Labour Tribunal awards. The reviews are in progress.

The review of the EO is an ongoing process. We do not have a separate breakdown of the expenditure involved.

Signature \_\_\_\_\_

Name in block letters Mrs Cherry TSE

Post Title Commissioner for Labour

Date 13 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)006**

Question Serial No.

0078

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

It is stated in the Brief Description that the Labour Department will continue to inspect workplaces to render protection to cleaning workers and security guards under the Wage Protection Movement (WPM). Will the Administration advise on the irregularities spotted under the WPM and the related figures since its implementation? Given the voluntary nature of the WPM, what specific measures are in place to deter participating employers from non-compliance of their pledges and punish the offending employers?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

Up to 29 February 2008, 14 employers participating in the Wage Protection Movement for cleaning workers and security guards (WPM) were found to have breached the terms of the WPM. Of these, 13 employers or their contractors paid wages to their cleaning workers or security guards at a level below the relevant average market rates, and one employer did not enter into written employment contracts with his cleaning workers.

The concerned employers were urged to take remedial actions. Two employers subsequently rectified the breaches and six employers withdrew from the WPM. The Labour Department (LD) is taking follow-up actions with the other six employers with a view to rectifying the situation.

LD will continue to conduct inspections to workplaces where cleaning workers and security guards are engaged by employers participating in the WPM and their contractors. Any breach of the terms of the WPM will be conveyed to the concerned employers for rectification. An employer who fails to take remedial actions will have his name removed from the list of entities participating in the WPM.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 14 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)007**

Question Serial No.

0424

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the strike of bar-benders in 2007, would the Administration inform this Council if a review has been conducted on the causes, the ways of handling the strike adopted by the Administration and the long-term impact on labour relations? If yes, what are the findings? If no, what are the reasons?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

The Labour Department (LD) has taken a critical look at the bar-benders' strike and the possible implications for labour relations, particularly for the construction industry. The causes of the labour dispute were complex, but, as with most labour disputes, the lack of effective communication between the parties concerned was a major contributing factor. In the light of the said labour dispute, LD will strengthen liaison with the stakeholders and encourage them to enter into constructive and early dialogue on employment matters of mutual concern.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 14 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)008**

Question Serial No.

0425

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

The Youth Employment Resource Centres (YERCs) are coming into operation gradually. In this regard, will the Administration inform this Council whether plans have been made to step up publicity of the YERCs to young people? If yes, what are the details of the specific publicity programmes? Will they include strengthening ties with secondary schools so that publicity can be targeted at the graduating students directly?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

The Labour Department (LD) adopts a multi-pronged promotional strategy to publicise the services of the two new Youth Employment Resource Centres (YERCs), including broadcasting television and radio Announcements in the Public Interest, disseminating information on YERC activities through a dedicated website, launching district-based promotional activities as well as staging membership recruitment campaigns in secondary schools and at locations much frequented by young people.

To strengthen collaboration with secondary schools and enhance students' career awareness, LD has arranged meetings with associations of school principals in different districts as well as the Hong Kong Association of Careers Masters and Guidance Masters to promote YERC services and jointly organise school-based careers projects.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 13 March 2008

Examination of Estimates of Expenditure 2008-09

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)009**

Question Serial No.

0426

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the preparatory work for possible introduction of statutory minimum wage for cleaning workers and security guards mentioned in the matters requiring special attention, would the Administration inform this Council of the details of the preparatory work and whether overseas visits by staff will be included? Please also provide a comparison of the cost and manpower for the preparatory work involved in 2008-09 with those in 2007-08.

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

Preparatory work for the possible introduction of a statutory minimum wage (SMW) for cleaning workers and security guards is broadly categorised into five major areas, namely, definitions of cleaning workers and security guards; special measures, if any, for vulnerable groups such as people with disabilities and youth without working experience; definition of a SMW; mechanism for setting and adjusting the minimum wage level; as well as enforcement and penalty in relation to the implementation of a SMW. To tap the experience of overseas jurisdictions in the implementation of the SMW, the Labour Department will arrange staff to conduct visits to the United Kingdom and the United States in mid-2008.

A comparison of the cost and manpower required for the preparatory work in 2008-09 and 2007-08 is given below:

Financial Year	Manpower required for the preparatory work	Estimated staff cost (\$)
2008-09	One Senior Labour Officer, one Labour Officer and one Programme Officer (non-civil service contract staff)	1.97 million
2007-08 (Since September 2007)	One Senior Labour Officer, one Labour Officer and one Programme Officer (non-civil service contract staff) (employment effective from November 2007 for the latter officer)	1.05 million

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 17 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)010**

Question Serial No.

0427

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the preparation for the final review of the Wage Protection Movement (WPM) mentioned in the matters requiring special attention, would the Administration inform this Council of the criteria and the methods for assessing the effectiveness of the WPM in the final review? How can neutrality and accuracy of the review be ensured? Will the Administration consider commissioning an independent academic institution to conduct the review? What are the estimated cost and manpower involved for the final review?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

The Labour Department (LD) will consult the Labour Advisory Board on the criteria for assessing the overall effectiveness of the Wage Protection Movement for cleaning workers and security guards (WPM) in the second quarter of 2008 and the overall review of the WPM will be conducted in October 2008.

LD does not have any plans to commission outside bodies to conduct the overall review. The review will be undertaken by existing staff of the LD with technical support from the Census & Statistics Department.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 14 March 2008



**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)011**

Question Serial No.

0428

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the promotion of employment practices to support working parents, will the Administration inform this Council what specific work has been carried out in this area in the past and the resources and manpower involved? Were any studies and comparisons with other jurisdictions made on policies to support working parents? If yes, what are the findings? Will the Administration consider introducing new measures including paternity leave and parental leave? If no, what are the reasons?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

To help working parents take care of their family needs, the Labour Department (LD) has been actively encouraging the adoption of family-friendly employment practices (FFEPs) in the workplace. A large-scale seminar targeting employers and human resources practitioners was held in June 2007. The seminar was very well received and attracted over 350 participants. In 2007-08, we organised six roving exhibitions at various locations throughout the territory to increase public awareness of FFEPs. Enlightened FFEPs were also promoted among employers and human resources practitioners through LD's regular promotional activities. Total expenditure for organising these activities was around \$270,000. As these activities were part of our ongoing tasks, we did not have a breakdown of the manpower requirement in relation to these promotional activities.

We are conducting a study on the legislation governing paternity leave and related entitlements in other economies. The study is in progress.

In considering whether we should introduce any new employment measures to support working parents, we need to take into account local circumstances as well as overseas experience and strike a balance between the interests of employees and employers. In the meantime, LD will continue to act as a facilitator partnering with the business community and relevant organisations in promoting FFEPs, including the provision of paternity leave, to help employees balance work and family commitments.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 17 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)012**

Question Serial No.

0429

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the promotion of family-friendly employment practices, will the Labour Department (LD) inform this Council of the specific work in this area in 2007-08 and the next financial year? What family-friendly measures are promoted? What are the expenditure and manpower involved? Is there any target to assess the effectiveness of the promotional efforts and the employers' response? Will LD consider conducting relevant surveys to study the implementation of family-friendly practices by employers in Hong Kong?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

The Labour Department (LD) has been encouraging employers to adopt family-friendly employment practices (FFEPs) such as family leave benefits, flexible work arrangements and employee support schemes. In 2007-08, six roving exhibitions were held at various locations throughout the territory to increase public awareness of the subject. A large-scale seminar targeting employers and human resources practitioners was organised in June 2007. We have also promoted enlightened FFEPs through our network of nine Industry-based Tripartite Committees (TCs) and 18 Human Resources Managers Clubs (HRMCs) formed in various trades and industries.

In 2008-09, we will, apart from our regular promotional activities, produce a series of newspaper supplements and a booklet on good people management measures, including FFEPs, to encourage their adoption by employers in the workplace.

For the above-mentioned activities, the total expenditure incurred in 2007-08 is \$270,000 while the estimated expenditure for 2008-09 is \$500,000. We do not have a separate breakdown of the manpower requirement as these activities are part of our on-going tasks.

Feedback to evaluate the effectiveness of our activities is collected from time to time. For the seminar held in June 2007, participants' comments were obtained by means of a questionnaire and 94.2% of the participants rated the event as very satisfactory or satisfactory. They considered that the seminar provided a useful forum for experience sharing and helped to enhance their understanding on the implementation of FFEPs.

Officers of LD have been collecting information on FFEPs adopted in different establishments through their regular contacts with employers and human resources practitioners and such information has been helpful to facilitate the drawing up of suitable promotional programmes. We have at present no plan to conduct any formal study on FFEPs in Hong Kong.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 18 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)013**

Question Serial No.

0430

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the promotion of the Wage Protection Movement (WPM) mentioned in the Brief Description, will the Administration advise this Council on the latest figures on the expected expenditure and manpower required for promoting the movement in the 2008-09 estimates; the total cost and staffing arrangements involved since the implementation of the WPM; whether extra non-civil service contract staff and outsourcing arrangements are required, and the expenses involved?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

The total estimated expenditure in 2008-09 of \$14.04 million under the Labour Relations Programme and the Employee Rights and Benefits Programme covers expenditure for publicity, as well as staff and related costs for overseeing the implementation of the Wage Protection Movement for cleaning workers and security guards (WPM), providing conciliation service, and carrying out inspection, investigation and prosecution of wage offences, as appropriate. The 23 posts created in 2007-08 will continue to be responsible for the implementation of the WPM, as well as for stepping up enforcement against wage offences.

The total estimated expenditure involved since the launch of the WPM (i.e. October 2006 – March 2008) was \$14.5 million, including \$0.38 million for the employment of two non-civil service contract staff.

The service of outside bodies was procured in mounting publicity activities, such as the production of the Announcement in the Public Interest and publicity materials (for example, leaflets and posters). The expenditure was included in the sum of \$14.5 million.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 19 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)014**

Question Serial No.

0431

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the promotion of the Wage Protection Movement mentioned in the Brief Description, will the Administration inform this Council of the latest progress of the movement, including the number of workers benefited, their percentages among the total workforce of cleaning workers and security guards, the numbers of participating employers and enterprises, and their percentage among enterprises hiring cleaning workers and security guards?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

Up to end-February 2008, a total of 1089 enterprises and organisations have pledged their support for the Wage Protection Movement for cleaning workers and security guards (WPM). According to the information provided by 1 020 participating entities, a total of 36 500 cleaning workers and security guards are being directly employed by these entities or by their cleansing and guarding services contractors and sub-contractors. Together with the 27 000 cleaning workers and security guards who have benefited under the wage requirement applicable to service contractors of government departments, public bodies and other related bodies, it is estimated that some 63 500 (i.e. 34%) workers out of the total workforce of 189 500-plus cleaning workers and security guards enjoy wage protection.

As we do not have the information on the total number of employers or enterprises that employ cleaning workers and security guards, we are not able to provide the percentage of the WPM participating entities over those employers or enterprises.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 14 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)015**

Question Serial No.

0432

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

The Chief Executive undertook that legislation for a minimum wage for cleaning workers and security guards would be introduced if the Wage Protection Movement (WPM) failed to yield satisfactory results. As the comprehensive review of the WPM would be conducted in October 2008, will the Administration inform this Council whether any contingency plans are in hand for early submission of the relevant bill to the Legislative Council in case the WPM fails to yield satisfactory results? If yes, what are the plans and the expected legislative timetable? Will the Administration expand the wage protection to cover other job titles?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

The Wage Protection Movement for cleaning workers and security guards (WPM) was launched in October 2006 with an overall review scheduled for October 2008 to evaluate its effectiveness. If the overall review indicates that the WPM fails to yield satisfactory results, the Administration will introduce a statutory minimum wage (SMW) for cleaning workers and security guards. Prior to this, a mid-term review would be conducted to gauge its progress. The Chief Executive (CE) stated in his 2007-08 Policy Address that if the mid-term review showed that the progress was unsatisfactory, the Administration “will further promote the movement as well as proceed immediately with the preparatory legislative work on a statutory minimum wage”.

The mid-term review of the WPM was conducted in October 2007. Views as to whether the progress was satisfactory were mixed. Since then, the Labour Department has stepped up the promotion of the WPM and, at the same time, commenced studies on issues that need to be tackled should the WPM eventually fail to yield satisfactory results and a SMW for cleaning workers and security guard needs to be introduced.

The CE also made it clear that if the overall review of the WPM to be conducted in October 2008 indicates that the movement has failed, the Government will introduce a bill on a SMW for cleaning workers and security guards as early as possible in the 2008-09 legislative session.

The Labour Department is making every effort to encourage employers to participate in the WPM as well as expediting the preparatory work for possible SMW legislation for cleaning workers and security guards in consultation with stakeholders.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 17 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)016**

Question Serial No.

0433

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

In respect of Chief Executive's policy orientation for promotion of social enterprise development, please advise this Council on whether the Labour Department has put in place relevant measures with regard to employment services to tie in with the policy. If yes, what are the measures? If no, what are the reasons?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

Promoting self-reliance through provision of appropriate employment services is one of the missions of the Labour Department (LD). Pursuant to this, we provide free recruitment services to help enterprises, including social enterprises, to hire suitable employees through means such as the dissemination of vacancy information, referral of job seekers and organisation of tailor-made recruitment activities, etc. Of the 565 236 vacancies netted by LD during 2007, 44.5% were suitable for persons with education of Secondary Three or below. Free employment support is also provided to facilitate the placement of job seekers, with some programmes especially designed for those who may have more difficulties in securing placement.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 17 March 2008



**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)017**

Question Serial No.

0434

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

In respect of the promotion of corporate social responsibility, please inform this Council of the specific work in 2007-08 and the coming year including measures to promote corporate social responsibility and the expenditure and manpower involved. Will the Administration consider conducting a relevant study to find out the level of awareness of enterprises in social responsibility and the implementation work?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

To promote corporate social responsibility (CSR) in the field of employment, LD has been encouraging employers to adopt “people-oriented” management measures, including family-friendly employment practices, in addition to their obligations towards their employees and family members.

In 2007-08, we did not organise any specific CSR-related activities but the concept of CSR had been incorporated where appropriate in the various promotional activities undertaken by LD. In 2008-09, we will continue with such promotional efforts. As these activities form part of our ongoing tasks, we do not have a breakdown of the resources and manpower required. Currently, LD has no plan to conduct a study on CSR.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 17 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)018**

Question Serial No.

0435

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding a series of exhibitions to be staged to promote public understanding of the Employment Ordinance (EO) and related matters mentioned in the matters requiring special attention, would the Administration inform this Council whether any assessment has been made on the effectiveness of such exhibitions? If yes, in what ways has the assessment been made? Were questionnaires issued in the past to gauge visitors' views on the exhibitions and their usefulness in enhancing understanding of the EO and related matters? If no, will the Administration consider introducing assessment measures?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

In 2007-08, the Labour Department staged six exhibitions on the EO and related matters in various locations throughout the territory.

The exhibitions were well received, attracting a total of 19 300 visitors. We have assessed the effectiveness of the exhibitions by means of a quiz designed to test the visitors' understanding of the provisions of the EO. Altogether 1 900 visitors participated in the quiz.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 17 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)019**

Question Serial No.

1206

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) Regarding inspections to employment agencies under the indicators, will the Administration advise this Council on the number of non-compliant employment agencies and the major irregularities in the previous year?
- (b) The Administration explains that the drop in the number of inspections to employment agencies was due to re-prioritisation of service. Will this result in the lack of monitoring of some employment agencies thus giving rise to the false picture of a decline in irregularities?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

- (a) The Employment Agencies Administration (EAA) of the Labour Department is responsible for the licensing of employment agencies (EAs). EAA regulates EA activities in Hong Kong by way of inspection, complaint investigation and prosecution. Officers of EAA conducted 1 086 inspection visits in 2007 resulting in the conviction of three EAs. One EA was convicted of overcharging of commission and unlicensed operation before obtaining a licence, one for failure to display information on the maximum commission receivable by EA and one for failure to notify EAA on the change of management. EAA revoked one licence and refused to renew one licence in the same year.
- (b) Although the number of inspections in 2007 dropped as compared with the figure in 2006, EAA focused on EAs with higher risk to maintain the effectiveness of enforcement action.

With the filling of existing vacancy, EAA's inspections in 2008 will return to the target of 1 300 visits.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 17 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)020**

Question Serial No.

1207

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the numbers of talks, lectures and seminars organised as shown in the targets, will the Administration advise on whether the increase in actual numbers over the target figures in 2006 and 2007 reflected a higher demand for such talks from the public or the trades concerned? Will the Administration consider raising the target figures? Moreover, has the Administration made any assessment on the effectiveness of these talks, lectures and seminars? If yes, please provide information on the assessment methods and results. If no, what are the reasons?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

The target number of talks, lectures and seminars is only a planning target, not a ceiling of such activities to be conducted. The Labour Department (LD) will conduct more talks, lectures and seminars in respect of specific occupational safety and health issues, e.g. “Prevention of Plantar Fasciitis” and “Safety and Health for Elderly Home Workers”, when there is a need to raise the awareness of employers and employees in these areas, or when there is an increase in demand.

LD evaluates the effectiveness of these talks, lectures and seminars through evaluation and suggestion forms completed by participants. The feedback has been generally positive.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 17 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)021**

Question Serial No.

1208

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the accident rates of industrial and non-industrial employees as shown in the indicators, will the Administration inform this Council whether assessment has been made on the reasons for the drop in the two figures? Will the Administration consider setting specific targets for the accident rates so as to measure the performance of the Labour Department in promoting industrial safety?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

In 2007, there were improvements in the safety performance of major industries in the industrial sector (including the construction, catering and manufacturing industries) as well as those in the non-industrial sector e.g. the wholesale and retail trade, the medical and health services, sanitary and similar services, and education services. These had contributed to the decline in accident rates in 2007. Indeed, it represents part of a continuous trend of improvements in occupational safety over the past few years in Hong Kong resulting from the concerted efforts of all parties concerned, including employers, employees, contractors, interested bodies and the Government in promoting compliance with relevant legislation, safety training and respect for safety at work in general.

There are many factors which affect the accident rates, such as general economic conditions, technology, changing nature of work and workforce demographics, etc. Hence, it would be difficult for the Administration to set realistic targets for accident rates. Nevertheless, the Labour Department will continue to proactively promote safety and health at work through the three-pronged strategy of legislation and enforcement, publicity and promotion, and education and training.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 17 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)022**

Question Serial No.

1209

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

The indicators show that over the years, the placements achieved were less than the number of able-bodied and disabled job seekers registered. In this connection, will the Administration inform this Council what measures are taken by the Labour Department to assist registered job seekers who are eventually not placed into employment?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

For able-bodied job seekers, the Labour Department (LD) will keep up its efforts to improve the quality of employment services and enhance the employment opportunities of job seekers. We will strengthen district-based and tailor-made recruitment activities for employers to canvass more local vacancies for job seekers of different districts. For those job seekers who need more intensive and personalised services, we will invite them to join the Job Matching Programme where career counselling and active job matching services are provided. We will also continue to implement the Employment Programme for the Middle-aged and the Work Trial Scheme to help place middle-aged job seekers and job seekers with special difficulties into employment.

LD will also continue to promote its special employment programmes for people with disabilities, e.g. the Work Orientation and Placement Scheme and the Self Help Integrated Placement Service, to enhance their employability. We will organise public education and publicity activities such as screening/broadcasting TV/radio programmes, arranging advertisement on bus bodies and newspapers, and organising seminars for employers to promote public understanding and acceptance of people with disabilities, with a view to helping disabled job seekers secure employment in the open market.

LD achieved all-time high placements for 135 489 able-bodied job seekers and 2 619 disabled job seekers in 2007.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 17 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)023**

Question Serial No.

1210

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

It is stated in the Brief Description that publicity and enforcement efforts were enhanced to ensure adequate protection of drainage workers from gas poisoning. Please provide the trend of gas poisoning cases involving drainage workers over the past 3 years. What specific measures have been taken to prevent gas poisoning accidents and has assessment of the effectiveness of these measures been made?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

In 2005-2007, there were two gassing accidents in 2006 involving four drainage workers (three killed and one injured).

The Labour Department (LD) attaches great importance to gassing accidents involving drainage workers and has taken various measures to prevent such accidents. In 2007, LD conducted a targeted campaign to promote prevention of gas poisoning for drainage workers. On the publicity and education fronts, LD arranged publicity and promotional activities such as broadcasting Announcements in the Public Interest on television and radio, showing educational videos on mobile advertising media and organizing occupational health talks for drainage contractors and workers. LD also published two guides to introduce appropriate preventive measures.

On the enforcement front, LD conducted a total of 619 inspections to drainage work sites in 2007, including inspections during night-time. These inspections focused on the adequacy and effectiveness of preventive measures taken, including risk assessments, ventilation, use of breathing apparatus and provision of information, instruction and training for workers. A total of 46 warning letters and four improvement notices were issued and two prosecutions taken. Conducting safety inspection is an integral part of LD's work. Over the years, we have observed that there has been a gradual improvement in the overall awareness of contractors and workers in preventing gassing accidents and implementation of preventive measures in general.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 17 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)024**

Question Serial No.

1211

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the number of applications for payment under the Protection of Wages on Insolvency Fund processed in 2007 as shown in the indicators, please provide a breakdown of the actual figures by the percentage accounted for by each industry.

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

In 2007, the Labour Department processed a total of 5 789 applications for payment under the Protection of Wages on Insolvency Fund. A breakdown of these applications by industry is as follows:

Industry	No. of applications processed	Percentage
Construction	1 489	25.7%
Restaurants	1 436	24.8%
Land Freight Transport	473	8.2%
Import/Export	471	8.1%
Business Services	247	4.3%
Miscellaneous Personal Services	220	3.8%
Retail	207	3.6%
Others	1 246	21.5%
Total	5 789	100.0%

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 17 March 2008



Examination of Estimates of Expenditure 2008-09

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)025**

Question Serial No.

0224

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department will produce a booklet on enlightened employment practices to encourage their adoption by employers in the workplace. What is the expenditure involved?

Asked by: Hon. LEUNG Kwan-yuen, Andrew

Reply:

The estimated cost of producing the booklet on enlightened employment practices is \$100,000.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 13 March 2008

Examination of Estimates of Expenditure 2008-09

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)026**

Question Serial No.

0293

Head: 90 – Labour Department

Subhead(No. & title): 000 Operational expenses

Programme:

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the studies conducted by the Department for the purposes of formulating and assessing policies (including in-house studies or those entrusted to consultants), please provide the relevant information in the following format:

(1) For the projects that have reserved funds for conducting consultancy studies in 2007-08, please provide information in the following format:

Name of Consultant (if any)	Content	Revised Estimate (\$)	Progress of Studies (under planning / in progress / completed)	The follow-ups taken by the Administration on the study reports and their progress (if any)	If completed, have they been released to the public? If yes, through which channels? If no, what are the reasons?

(2) Is there any project that will reserve funds for conducting consultancy study in 2008-09? If yes, please provide the following information:

Name of Consultant (if any)	Content	Expenditure (\$)	Progress of Studies (under planning / in progress / completed)	Will the studies be released to the public if they are expected to be completed in the 2008-09 financial year? If yes, through which channels? If no, what are the reasons?

Asked by: Hon. EU Yuet-mee, Audrey

Reply:

The details of projects for which the Labour Department has reserved funds for conducting consultancy studies for the purposes of formulating and assessing policies are set out below:

(1) 2007-08

Name of Consultant (if any)	Content	Revised Estimate (\$)	Progress of Studies (under planning / in progress / completed)	The follow-ups taken by the Administration on the study reports and their progress (if any)	If completed, have they been released to the public? If yes, through which channels? If no, what are the reasons?
Hong Kong Polytechnic University	To conduct a survey on the subsequent development of trainees of the Youth Work Experience and Training Scheme (YWETS) upon their completion of participation in the Scheme.	\$200,000	In progress	N.A. Survey report is not yet available.	Upon completion of the survey, the key findings will be disseminated on YWETS's website.

(2) 2008-09

Name of Consultant (if any)	Content	Expenditure (\$)	Progress of Studies (under planning / in progress / completed)	Will the studies be released to the public if they are expected to be completed in the 2008-09 financial year? If yes, through which channels? If no, what are the reasons?
To be commissioned through Census & Statistics Department (C&SD)	Opinion survey on age discrimination in employment. The survey will be conducted via the Thematic Household Survey (THS) series of C&SD.	As the topics for inclusion in the THS and the data items to be covered for each topic are still being finalised by C&SD, a cost estimation for the survey is not yet available at the moment.	Under planning	Upon the completion of the survey by the contractor, C&SD will prepare a survey report for release to the public, probably in 2009-10, both in printed version and on its website.

To be commissioned through C&SD	As part of the preparatory work for introducing a statutory minimum wage for cleaning workers and security guards, the Labour Department (LD), in collaboration with C&SD, will conduct a survey on cleansing and guarding services in private residential buildings through a contractor. The purpose of the survey is to find out the correlation among key variables (including the attributes of cleaning workers and security guards and the affordability of the residents in private residential buildings) to facilitate deliberations on both the coverage and the level of statutory minimum wage.	About \$1 million	The survey will start in March 2008 and is expected to be completed in 5 months' time.	LD and C&SD will report the survey findings to the Labour Advisory Board and the Manpower Panel of the Legislative Council.
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Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 19 March 2008

Examination of Estimates of Expenditure 2008-09

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)027**

Question Serial No.

0335

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

After relaxing the eligibility criteria of the pilot Transport Support Scheme in 2008-09, what is the expected increase in the number of applicants and the expenditure of allowance? What is the rate of increase in comparison with similar figures in 2007-08?

Asked by: Hon. CHEUNG Yu-yan, Tommy

Reply:

According to the 2006 district statistics, there were 40 500 unemployed persons and 157 100 employees with monthly income of \$6,500 or less and working 18 hours or more a week living in the four remote districts, viz Yuen Long, Tuen Mun, North and Islands. However, these figures have not taken into account those with personal asset value of no more than \$44,000 (which is one of the eligibility criteria under the Transport Support Scheme) as no such data are available. Thus it is difficult to estimate the number of persons who will join the Scheme under the relaxed regime and the expenditure of allowance in 2008-09 and to compare them with those in 2007-08.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 13 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)028**

Question Serial No.

0336

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the wage offences, please provide information on the number of cases on intelligence collection and successful convictions against employers contravening the wage provisions for 2005-6, 2006-07 and 2007-08. What are the respective figures of these cases relating to the catering, construction and import and export industries?

Asked by: Hon. CHEUNG Yu-yan, Tommy

Reply:

The total number of intelligence on wage offences collected by the Labour Department in 2005, 2006 and 2007 was 313, 491 and 457 respectively. The respective figures involving the catering, construction and import/export industries were as follows:

Industry	Number of intelligence collected		
	2005	2006	2007
Catering	118	115	69
Construction	14	96	127
Import/Export	18	18	26

The total number of convicted summonses against employers contravening the wage provisions in 2005, 2006 and 2007 was 587, 785 and 960 respectively. The respective figures involving the catering, construction and import/export industries were as follows:

Industry	Number of summonses convicted		
	2005	2006	2007
Catering	114	92	124
Construction	141	261	199
Import/Export	18	5	37

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 14 March 2008

Examination of Estimates of Expenditure 2008-09

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)029**

Question Serial No.

0337

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Please set out in a table, by the amount of payments and number of applications, the top three industries that account for the largest number of applications for payment under the Protection of Wages on Insolvency Fund (PWIF) for 2005-06, 2006-07 and 2007-08. What was the financial situation of the PWIF in 2005-06, 2006-07 and 2007-08 respectively and the estimated financial situation in 2008-09?

Asked by: Hon. CHEUNG Yu-yan, Tommy

Reply:

The information requested is provided below:

Top three industries by the amount of payment made by the Protection of Wages on Insolvency Fund (PWIF)

Year	Industry	Amount of payment (\$ million)
2005-06	Restaurants	55.6
	Construction	36.3
	Import/Export	19.5
	Others	80.5
	Total	191.9
2006-07	Construction	31.4
	Restaurants	19.1
	Import/Export	16.9
	Others	69.7
	Total	137.1
2007-08 (up to 29 February 2008)	Construction	16.9
	Restaurants	11.0
	Import/Export	10.1
	Others	34.4
	Total	72.4

Top three industries by the number of applications to the PWIF

Year	Industry	Number of applications
2005-06	Restaurants	2 923
	Construction	2 033
	Miscellaneous Personal Services	508
	Others	3 287
	Total	8 751
2006-07	Construction	1 950
	Restaurants	1 761
	Import/Export	615
	Others	2 939
	Total	7 265
2007-08 (up to 29 February 2008)	Construction	1 116
	Restaurants	899
	Import/Export	576
	Others	1 553
	Total	4 144

Financial position of the PWIF

Year	Income (\$ million)	Expenditure (\$ million)	Surplus (\$ million)
2005-06	502.0	215.6	286.4
2006-07	522.1	160.1	362.0
2007-08 (up to 29 February 2008)	516.2	94.1	422.1
2008-09 Estimates	438.2	166.9	271.3

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 14 March 2008



**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)030**

Question Serial No.

0338

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the 15 new posts created under this programme, please list the posts to be created, highlighting the grades, duties and annual staff remuneration involved. Please also indicate what services will be improved following the creation of these posts.

Asked by: Hon. CHEUNG Yu-yan, Tommy

Reply:

The ranks and annual salaries of the 15 posts to be created under the Employee Rights and Benefits Programme are provided below:

Rank	Number of post	Annual salary (at mid-point) per post (\$)	Total annual salary (\$)
Assistant Labour Officer II	10	333,180	3,331,800
Accounting Officer II	2	333,180	666,360
Assistant Clerical Officer	3	179,880	539,640
Total	15	--	4,537,800

These 15 posts are created to replace 15 existing non-civil service contract positions in various functional areas of the Employee Rights and Benefits Programme. The officers concerned are mainly responsible for processing applications for payment from the Protection of Wages on Insolvency Fund (PWIF), maintaining the financial accounts of the PWIF, determining whether applicants are entitled to compensation from the Pneumoconiosis Compensation Fund, assisting in the formulation and implementation of new initiatives on employee's compensation, rendering support services in processing prosecution cases and compiling information and statistics on labour administration. The Labour Department considers that such duties should more appropriately be performed by civil servants.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 17 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)031**

Question Serial No.

0371

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

What specific and proactive measures will be taken by the Labour Department to combat illegal employment? What are the details of the measures and the manpower and expenditure involved?

Asked by: Hon. LI Fung-ying

Reply:

The Labour Department adopts a multi-pronged approach to combat illegal employment. We will strengthen our intelligence collection and analysis and mount more targeted operations with other enforcement departments against establishments with suspected illegal workers. We will publicise our complaint hotline (2815 2200) to encourage reporting of illegal employment activities. We will also launch public education programmes to raise public awareness of the severe penalty of imprisonment for employing illegal workers.

As the officers concerned also enforce labour laws and assist in related activities to enhance public understanding, we do not have a separate breakdown of the manpower and expenditure involved in combating illegal employment.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 14 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)032**

Question Serial No.

0372

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

With regard to continual promotion of the Wage Protection Movement and the preparatory work on the study of possible introduction of minimum wage legislation for cleaning workers and security guards, what are the specific details of the work involved? How will the Labour Department allocate resources including manpower and expenditure to carry out both work?

Asked by: Hon. LI Fung-ying

Reply:

The Labour Department (LD) will continue to promote the Wage Protection Movement for cleaning workers and security guards (WPM) through different publicity activities in 2008-09. These include screening television and radio Announcements in the Public Interest through various media channels; distributing publicity materials such as leaflets and posters to different stakeholders; arranging outdoor advertisement through different channels and organising roving exhibitions. A total of 23 posts were created in 2007-08 for the implementation of the WPM as well as for stepping up enforcement against wage offences.

As for the preparatory work for introducing a statutory minimum wage (SMW) for cleaning workers and security guards, it is broadly categorised into five major areas, namely, definitions of cleaning workers and security guards; special measures, if any, for vulnerable groups such as people with disabilities and youth without working experience; definition of a SMW; mechanism for setting and adjusting the minimum wage level; as well as enforcement and penalty in relation to the implementation of a SMW. A total of three posts, comprising one Senior Labour Officer, one Labour Officer and one Programme Officer (non-civil service contract staff), will provide dedicated support to undertake the preparatory work for introducing a SMW. The estimated cost of these three posts for 2008-09 is \$1.97 million.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 17 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)033**

Question Serial No.

0373

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

In 2007, the Labour Department (LD) processed 647 applications under the Supplementary Labour Scheme, an increase of 79 cases over 2006. It is estimated that the number of applications to be processed in 2008 will continue to rise to 670. In this regard, please advise on:

1. the distribution of applications by industry, job title and wages over the last two years;
2. the reasons for the expected continual increase in applications in 2008, and the major industries and job titles that are expected to be involved;
3. whether the LD has analysed the reasons for the increase in applications? If yes, what are the results? If no, what are the reasons?
4. whether a comprehensive review of the Scheme will be held including areas such as effectiveness and eligibility criteria? If yes, what are the details?

Asked by: Hon. LI Fung-ying

Reply:

In 2006 and 2007, the Labour Department (LD) processed 568 and 647 applications respectively under the Supplementary Labour Scheme (SLS).

1. Each application under the SLS usually involves more than one vacancy. Details of the distribution of vacancies processed under the SLS in 2006 and 2007 by industry, job title and wages are at Appendices 1 to 6.
2. In view of the difficulty in recruiting and retaining local workers for certain posts as a result of the continual improvement in the local economy and unemployment rate, the number of applications under the SLS processed in 2008 is expected to increase. The demand for imported care workers (elderly service) and farm workers is expected to continue in 2008.
3. The LD has studied the reasons for the increase in applications under the SLS. There was a substantial increase in applications from private residential care homes for the elderly in 2007 over that in 2006. The likely factors for the increase include the growth in our ageing population (thus generating demand for more care workers) and improvement in the economy (thus reducing the unemployment rate).
4. We do not have any plan to conduct a comprehensive review of the SLS.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 19 March 2008

**Vacancies under the Supplementary Labour Scheme processed in 2006  
with breakdown by industry**

<b>Industry</b>	<b>Number of vacancies</b>
1. Agriculture and fishing	387
2. Manufacturing	1 137
3. Construction	322
4. Wholesale, retail and import/ export trades, restaurants and hotels	141
5. Transport, storage and communication	142
6. Financing, insurance, real estate and business services	125
7. Community, social and personal services	450
Total	2 704

**Vacancies under the Supplementary Labour Scheme processed in 2007  
with breakdown by industry**

<b>Industry</b>	<b>Number of vacancies</b>
1. Agriculture and fishing	300
2. Manufacturing	518
3. Construction	46
4. Wholesale, retail and import/ export trades, restaurants and hotels	205
5. Transport, storage and communication	44
6. Financing, insurance, real estate and business services	37
7. Community, social and personal services	1 006
Total	2 156



**Vacancies under the Supplementary Labour Scheme processed in 2006  
with breakdown by job title**

<b>Job title</b>	<b>Number of vacancies</b>
1. Livestock/ Poultry/ Fish/ Crops Farm Worker	345
2. Care Worker (Elderly Service)	332
3. Knitting Machine Operator	198
4. Exhibition Technician/ Specialist	144
5. Special Sewing Machine Operator	127
6. General Sewing Machine Operator	121
7. Aircraft Maintenance Technician	120
8. Life Guard	100
9. Cook	63
10. Others	1 154
Total	2 704

**Vacancies under the Supplementary Labour Scheme processed in 2007  
with breakdown by job title**

<b>Job title</b>	<b>Number of vacancies</b>
1. Care Worker (Elderly Service)	854
2. Livestock/ Poultry/ Fish/ Crops Farm Worker	279
3. Cook	111
4. Transmission Tower Painter	100
5. Machine Setter	62
6. Machine Operator	49
7. Knitting Machine Operator	43
8. Bean Curd/ Soya Bean/ Bean Sprout Processing Worker	36
9. Ship Fitter	30
10. Others	592
Total	2 156

**Vacancies under the Supplementary Labour Scheme processed in 2006  
with breakdown by wage level**

<b>Monthly wage</b>		<b>Number of vacancies</b>
1.	\$6,000 or below	345
2.	\$6,001-\$8,000	727
3.	\$8,001-\$10,000	505
4.	\$10,001-\$12,000	444
5.	\$12,001-\$14,000	252
6.	\$14,001-\$16,000	36
7.	\$16,001-\$18,000	151
8.	\$18,001-\$20,000	157
9.	Above \$20,000	87
Total		2 704

**Vacancies under the Supplementary Labour Scheme processed in 2007  
with breakdown by wage level**

<b>Monthly wage</b>		<b>Number of vacancies</b>
1.	\$6,000 or below	55
2.	\$6,001-\$8,000	1 031
3.	\$8,001-\$10,000	476
4.	\$10,001-\$12,000	247
5.	\$12,001-\$14,000	155
6.	\$14,001-\$16,000	77
7.	\$16,001-\$18,000	34
8.	\$18,001-\$20,000	49
9.	Above \$20,000	32
Total		2 156

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)034**

Question Serial No.

0720

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department will set up a central inspection team to independently handle complaints lodged by workers/employees, with a view to encouraging them to report malpractices in their workplaces for the Department's enforcement action. In this connection:

(a) what will be the number, ranks and terms of appointment of the staff in the central inspection team? Is the team to be set up by internal deployment of staff or through creation of posts? What will be the cost incurred?

(b) what will be the specific functions of the team?

Asked by: Hon. LI Fung-ying

Reply:

The Central Inspection Team will be staffed by one Divisional Occupational Safety Officer, five Occupational Safety Officers I and one Clerical Assistant. These officers are on permanent establishment and the estimated cost of these posts is \$3.3 million. The team will be set up through internal deployment as well as creation of new posts.

The establishment of a Central Inspection Team was the recommendation of the Corruption Prevention Department of the Independent Commission Against Corruption following its study on the Labour Department's enforcement of occupational safety and health legislation. The main function of the Central Inspection Team is to independently investigate complaints lodged by workers and employees about unsafe work practices in their workplaces. Such complaint handling mechanism, independent of district-based divisional offices, aims at encouraging workers and employees to come forth and report unsafe practices in their workplaces without fear of reprisal from employers. In addition, the team also conducts surprise inspections to workplaces randomly selected from different geographical areas. The objective is to have a system of independent inspection to enhance the current geographically based workplace inspection system.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 17 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)035**

Question Serial No.

0721

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Please provide information on the following:

- (a) Regarding inspections to industrial establishments where chemical and ergonomic hazards are common, what are the number of inspections made, the number of staff undertaking the inspections, the number of non-compliance cases requiring follow-up actions and the follow-up actions taken each year between 2005-06 and 2007-08?
- (b) What specific measures will be taken to step up inspections of these industrial establishments? What will be the manpower and expenditure involved? Will additional staff be recruited for these inspections? If yes, what will be the number of staff, ranks, terms of appointment and expenditure involved?

Asked by: Hon. LI Fung-ying

Reply:

- (a) The Labour Department (LD) conducts inspections to workplaces to ensure that workers are adequately protected from occupational safety and health hazards, including chemical and ergonomic hazards. For cases of non-compliance with the Factories and Industrial Undertakings Ordinance (FIUO) and the Occupational Safety and Health Ordinance (OSHO), LD will issue warning letters, improvement notices and suspension notices and take out prosecutions as appropriate, and will conduct follow-up inspections to the workplaces concerned to ensure compliance with the safety and health laws.

LD does not maintain separate statistics on inspections and enforcement actions in respect of inspections to industrial establishments where chemical and ergonomic hazards are common. Nevertheless, the total number of inspections conducted to different types of workplaces, the number of field inspectors undertaking the inspections, and the enforcement actions taken in 2005-2007 are as follows -

Year	2005	2006	2007
No. of inspections conducted under the FIUO and the OSHO	118 907	116 500	111 933
No. of field inspectors conducting the inspections	245	234	230
No. of warnings issued	34 292	32 393	32 938
No. of suspension/improvement notices issued	1 568	1 528	1 619
No. of prosecutions taken	2 164	2 076	2 196

- (b) In 2008-09, LD will conduct a comprehensive survey on health risks in industrial establishments (e.g. printing factories, shipyards, warehouses, etc.) where chemical and ergonomic hazards are common. The survey will target 300 such industrial establishments. Occupational hygienists will conduct about 800 inspections to these establishments, and will make in-depth assessments on health hazards, such as noise, lighting, temperature, chemicals and manual handling, and review the adequacy and effectiveness of the control measures in place. They will also take appropriate enforcement actions against offences uncovered in the inspections. They will also analyse the information obtained in the survey to produce an occupational hygiene profile of these industrial establishments, and to formulate an appropriate strategy for the prevention of occupational diseases.

The survey will be undertaken by serving occupational hygienists and will not require additional manpower and expenditure.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 17 March 2008

Examination of Estimates of Expenditure 2008-09

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)036**

Question Serial No.

0722

Head: 90 – Labour Department

Subhead(No. & title): 000 Operational expenses

Programme:

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the increase of 67 permanent posts in 2008-09, what ranks will be involved and what are the terms of appointment?

Asked by: Hon. LI Fung-ying

Reply:

The ranks of the 67 permanent posts to be created in 2008-09 include Senior Labour Officer, Labour Officer, Assistant Labour Officer I, Assistant Labour Officer II, Divisional Occupational Safety Officer, Occupational Safety Officer I, Accounting Officer II and Assistant Clerical Officer. The new recruits, including the filling of consequential vacancies, will be appointed on new civil service terms.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 14 March 2008



**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)037**

Question Serial No.

0723

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

What specific measures are taken by the Department to step up publicity on employment programmes? Please give information on the manpower, expenditure, implementation timetable and details of the measures involved.

Asked by: Hon. LI Fung-ying

Reply:

In 2008-09, the Labour Department will step up publicity on three employment programmes, namely the pilot Transport Support Scheme (TSS), the Employment Programme for the Middle-aged and the Work Trial Scheme to enhance the employment opportunities of the unemployed.

To publicise the relaxations and the details of the pilot TSS, we will stage a series of promotional and publicity activities at both territory-wide and district levels, including broadcasting Announcements in the Public Interest, issuing press release, distributing posters and publicity leaflets, arranging advertisements on public transport systems serving the four designated remote districts (viz Yuen Long, Tuen Mun, North and Islands), and promoting in job fairs and road shows etc.

We will also produce publicity videos for the three programmes for screening on television and advertising on public transport systems.

The estimated expenditure for the publicity of these programmes is \$2.1 million. We will utilise existing manpower to step up publicity of the above programmes.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 19 March 2008

Examination of Estimates of Expenditure 2008-09

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)038**

Question Serial No.

2080

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the creation of 43 posts, what will be the ranks and modes of employment involved? What are the reasons for increasing manpower for employment services when there is a decrease rather than an increase in the demand for some of the services as shown under the Indicators of the Programme?

Asked by: Hon. LI Fung-ying

Reply:

A total of 43 civil service posts will be created under the Employment Services (ES) Programme in 2008-09. Of the 43 posts to be created, 39 Assistant Labour Officer II posts and 1 Assistant Clerical Officer post will be created to replace 40 existing non-civil service contract positions, and 1 Assistant Labour Officer I and 2 Assistant Labour Officer II posts will be created to meet the manpower needs of the Yuen Long and Sheung Shui Job Centres opened in September 2006.

The estimates for 2008 under the Indicators of the ES Programme do not show a significant difference when compared with the actual figures of 2007. It is expected that the demand for employment services in 2008 will remain at a high level.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 28 March 2008

Examination of Estimates of Expenditure 2008-09

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)039**

Question Serial No.

2081

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

It is estimated that the number of inspections to workplaces in 2008 will be reduced by over 3 800 as compared with 2007. What are the reasons? Is it related to insufficient manpower? If yes, what is the existing number of labour inspectors for conducting these inspections? Will the number of labour inspectors be increased? If yes, what are the number, expenditure and timetable involved?

Asked by: Hon. LI Fung-ying

Reply:

In 2008, the Labour Department will further intensify its efforts in intelligence collection and analysis to mount more targeted operations to tackle wage offences and combat illegal employment. As more efforts are required for intelligence collection as well as planning and investigation, the target number of workplace inspections in 2008 is set at a reasonable and realistic level. This targeted mode of enforcement has proved very effective in offence detection.

There is currently no plan to increase the establishment of the Labour Inspector grade in 2008-09.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 28 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)040**

Question Serial No.

0474

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Why does the Administration raise the planned target for the number of applications under the “Supplementary Labour Scheme” to 670 in 2008? Is it because an increase in the number of applications is expected? What are the reasons for the expected increase?

Asked by: Hon. KWONG Chi-kin

Reply:

It is estimated that the number of applications processed under the Supplementary Labour Scheme will increase by 23 in 2008. More applications are expected in view of the difficulty in recruiting and retaining local workers for certain jobs, given the continual improvement in the local economy and the unemployment rate.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 17 March 2008

Examination of Estimates of Expenditure 2008-09

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)041**

Question Serial No.

0475

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Please provide a breakdown of the total vacancies in 2007 by industry, occupation and salary.

Asked by: Hon. KWONG Chi-kin

Reply:

In 2007, the Labour Department received a total of 565 236 vacancies. The breakdowns of vacancies by industry, occupation and salary are as follows:

<b>Industry</b>	<b>No. of vacancies</b>
Manufacturing	65 906
Construction	27 415
Wholesale, retail and import/export trades, restaurants and hotels	191 714
Transport, storage and communication	45 324
Financing, insurance, real estate and business services	122 894
Community, social and personal services	103 514
Others (including government sector)	8 469
<b>Total</b>	<b>565 236</b>

<b>Occupational Group</b>	<b>No. of vacancies</b>
Managers and Administrators	8 739
Professionals	14 695
Associate Professionals	118 590
Clerks	147 732
Service Workers	74 397
Shop Sales Workers	47 132
Agriculture, Animal Husbandry and Forestry Workers and Fishermen	1 294
Craft and Related Workers	23 302
Plant and Machine Operators and Assemblers	16 172
Elementary Occupations	110 869
Others	2 314
<b>Total</b>	<b>565 236</b>

<b>Monthly Salary</b>	<b>No. of vacancies</b>
Below \$5,000	107 225
\$5,000 - \$5,999	72 294
\$6,000 - \$6,999	112 183
\$7,000 - \$7,999	99 954
\$8,000 - \$8,999	65 027
\$9,000 - \$9,999	32 902
\$10,000 or above	75 651
<b>Total</b>	<b>565 236</b>

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 13 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)042**

Question Serial No.

0476

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

What were the numbers of job seekers registered, successful placements and in-depth employment counselling sessions arranged under the Job Matching Programme in 2007?

Asked by: Hon. KWONG Chi-kin

Reply:

In 2007, the Labour Department's (LD) Job Matching Programme registered 9 024 job seekers, conducted 16 424 in-depth interviews and secured 5 359 placements through job centres' referrals.

Apart from directly introducing suitable jobs to registrants, placement officers also provide advice and guidance on job search skills through LD's vacancy database.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 13 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)043**

Question Serial No.

0532

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

What are the details of the enlightened employment practices? How many booklets will be published? What is the expected effectiveness? What are the relations between enlightened employment practices and family-friendly policy?

Asked by: Hon. CHAN Yuen-han

Reply:

In 2008-09, the Labour Department (LD) will produce a booklet on enlightened employment practices for reference by employers. The booklet will feature real-life examples to showcase exemplary employment practices, with particular emphasis on family-friendly employment practices (FFEPs).

We plan to produce 10 000 copies of the booklet for distribution among employers, employer associations, human resources practitioners as well as trade unions. An electronic version will also be uploaded onto LD's website to facilitate public viewing.

The aim of the booklet is to illustrate with actual cases the benefits of adopting enlightened employment practices and to provide practical advice on their implementation, thus helping to promote the wider adoption of such practices. This will also help inculcate a culture of family-friendliness in the workplace.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 17 March 2008



**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)044**

Question Serial No.

0533

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

What work is involved in the continual promotion of the Wage Protection Movement? How many new organisations have been contacted this year? Are non-governmental organisations included?

Asked by: Hon. CHAN Yuen-han

Reply:

The Labour Department (LD) will continue to promote the Wage Protection Movement for cleaning workers and security guards (WPM) through different publicity activities in 2008-09, including screening television and radio Announcements in the Public Interest through various media channels; distributing publicity materials such as leaflets and posters to different stakeholders; arranging outdoor advertisement through different channels and organising roving exhibitions.

Among our publicity measures, appeal letters were sent to some 16 000 companies/organisations in various sectors of the community in 2007-08, including non-governmental organisations, employers who had placed vacancies at LD as well as Owners' Corporations / Owners' Committees (OCs). Briefings on WPM were also conducted for OCs, employer associations and other related bodies.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 14 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)045**

Question Serial No.

0534

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

What is the existing manpower for studying practical issues relevant to the preparatory work for introduction of minimum wage legislation for cleaning workers and security guards? What work will be included? What is the expenditure involved?

Asked by: Hon. CHAN Yuen-han

Reply:

At present, one Senior Labour Officer and one Labour Officer undertake the preparatory work for introducing a statutory minimum wage (SMW) for cleaning workers and security guards. One Programme Officer (non-civil service contract staff) has also been assigned to provide support. The estimated cost of these three posts for 2007-08 is \$1.05 million.

The preparatory work is broadly categorised into five major areas, namely, definitions of cleaning workers and security guards; special measures, if any, for vulnerable groups such as people with disabilities and youth without working experience; definition of a SMW; mechanism for setting and adjusting the minimum wage level; as well as enforcement and penalty in relation to the implementation of a SMW.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 17 March 2008

Examination of Estimates of Expenditure 2008-09

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)046**

Question Serial No.

0740

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Youth Pre-employment Training Programme (YPTP) which provides career counselling and pre-employment and on-the-job training for young school leavers aged between 15 and 19, please provide the following information:

- a. the estimated and actual enrolments for each module under the YPTP in 2007-08.
- b. the number of training places and actual enrolment in the various job-specific skill training courses (including Customer Service and Salesmanship Training; Clerical Training; Logistics and Warehouse Management Training; Information Technology Training; Hairdressing Training; Beauty Culture and Stylist Training; Entrepreneurship Training; Programme Assistant and Tutor Training; Tourism Training; Hotel Training; Catering Industry Training; Textile and Clothing Industry Training; Technical Training; Security Guard and Property Management Training; Pet Grooming and Care Training; Video Production, Advertising and Photography Skills Training; Performing Arts Training) in 2007-08.
- c. the estimated number of training places in 2008-09.

Asked by: Hon. CHENG Kar-foo, Andrew

Reply:

- (a) The 2007/08 Youth Pre-employment Training Programme (YPTP), running from September 2007 to August 2008, is being delivered in two phases. Up to end-February 2008, the number of trainees who received training under Phase I of the 2007/08 Programme is as follows:

<b>Training Modules</b>	<b>Number of Trainees Trained</b>
Module A: Leadership, discipline and team building	500
Module B: Job search and interpersonal skills	2 552
Module C: Computer application	879
Module D: Job-specific skills	2011

As regards Phase II of the 2007/08 Programme, enrolment of trainees has just commenced on 16 February 2008. It is difficult to estimate the number of participants as this depends on the labour market situation and the availability of other opportunities for training and further studies.

- (b) The 2007/08 Programme offers job-skills training courses in 18 categories. We do not have fixed quota of training places and will flexibly admit all eligible trainees. Up to end-February 2008, the number of trainees who received job-skills training under Phase I of the 2007/08 Programme is as follows :

<u>Categories</u>	<b>Number of Trainees Trained*</b>
Catering	533
Clerical Work	427
Beauty Culture and Stylist	401
Hotel	249
Health Care, Design, Child Work and Others	212
Information Technology	141
Hairdressing	119
Programme Assistant and Tutor	98
Pet Grooming and Care	86
Logistics and Warehouse Management	50
Performing Arts	45
Tourism	41
Customer Service and Salesmanship	29
Textile and Clothing	17
Video Production, Advertising and Photography Skills	14
Technical Training	13
Entrepreneurship	8
Security Guard and Property Management	0

\* A trainee may enrol in not more than four job-skills training courses.

- (c) For the 2008/09 Programme, we do not have fixed quota of training places and will flexibly admit all eligible trainees.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 17 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)047**

Question Serial No.

0741

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Youth Pre-employment Training Programme (YPTP) which provides career counselling and pre-employment and on-the-job training for young school leavers aged between 15 and 19, please provide the following information:

- a. How many trainees were employed after completing the YPTP in 2005-06, 2006-07 and 2007-08? What was their percentage among all the YPTP trainees as a whole? How many trainees were offered employment by the companies where they were attached for workplace training? What was their percentage among all the YPTP trainees?
- b. What was the average wage level of the trainees who secured employment after completion of the YPTP in 2005-06, 2006-07 and 2007-08? What were the highest and the lowest monthly wage rates in these cases? What were the industries in which the highest and the lowest wages were recorded?
- c. What were the median wages of the trainees employed after completion of the YPTP in 2005-06, 2006-07 and 2007-08?

Asked by: Hon. CHENG Kar-foo, Andrew

Reply:

- (a) The Labour Department conducts annual placement surveys for those trainees who have completed training under the Youth Pre-employment Training Programme (YPTP). Since the 2007/08 Programme will run until August 2008, placement survey for the current programme has not yet commenced. For the 2005/06 and 2006/07 Programmes, 4 098 and 3 814 trainees had found work at the time of surveys, representing placement rates of 69.2% and 71.2% respectively.

The YPTP mainly provides modular pre-employment training to young school leavers aged between 15 and 19. On completion of modular training, trainees may undergo a one-month workplace attachment (WPA) with the hosting organisations during which no employment relationship would be established. The WPA aims to enhance trainees' work exposure and understanding of the world of work. For the 2005/06 and 2006/07 Programmes, 1 409 and 895 trainees respectively joined WPA. We do not maintain statistics on employment offered by the hosting organisations to trainees on completion of WPA.

- (b) According to information reported by trainees during placement surveys, the average, highest and lowest monthly wages of trainees who had found full-time jobs at the time of placement surveys are as follows:

	2005/06 Programme	2006/07 Programme
Average monthly wages	\$5,200	\$5,500
Highest monthly wages	\$13,500	\$11,000
Lowest monthly wages	\$3,750	\$3,800

Industries in which trainees with employment of the highest and lowest monthly wages recorded are shown below:

	2005/06 Programme	2006/07 Programme
Industry in which trainees with employment of the highest monthly wages recorded	Telecommunications	Import and Export Trades; Culture, Entertainment and Recreation
Industry in which trainees with employment of the lowest monthly wages recorded	Retail; Catering	Retail

- (c) We do not maintain separate statistics on the median monthly wages of trainees.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 18 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)048**

Question Serial No.

0742

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Youth Pre-employment Training Programme (YPTP) which provides career counselling and pre-employment and on-the-job training for young school leavers aged between 15 and 19, please provide the following information:

- a. How many employers participated in the YPTP in 2005-06, 2006-07 and 2007-08? How many training places were offered each year? How many participating companies have joined the YPTP for three consecutive years? What is their percentage among the participating companies?
- b. How many YPTP trainees received “workplace attachment training” in 2005-06, 2006-07 and 2007-08? What was the expenditure for workplace attachment training each year?
- c. How many trainees have applied for transport allowance since it was introduced? What was the expenditure for allowance payouts?

Asked by: Hon. CHENG Kar-foo, Andrew

Reply:

- (a) The Youth Pre-employment Training Programme (YPTP) mainly provides modular pre-employment training to young people aged between 15 and 19. On completion of modular training, trainees may undergo a one-month workplace attachment (WPA) with hosting organisations during which no employment relationship would be established. As trainees of the 2007/08 Programme will receive WPA until October 2008, the final figures of participating organisations and training places offered are not yet available. The number of WPA places offered by organisations in the 2005/06 and 2006/07 Programmes is as follows:

Programme Year	Number of Participating Organisations	Number of WPA Places Offered
2005/06	940	6 788
2006/07	758	4 717

A total of 363 of the 940 organisations (38.6%) in the 2005/06 Programme continued to offer WPA places for the 2006/07 Programme.

- (b) The 2007/08 Programme is still in progress. The number of trainees who joined WPA and the expenditure involved in the 2005/06 and 2006/07 Programmes are as follows:

Programme Year	Number of Trainees Who Joined WPA	WPA Allowance (\$ million)
2005/06	1 409	2.36
2006/07	895	1.54

- (c) Transport allowance is provided to YPTP trainees starting from the 2007/08 Programme (from September 2007 to August 2008). Training bodies of YPTP help process applications from trainees for transport allowance. Up to end-February 2008, 2 390 applications submitted by training bodies involving transport allowance of \$579,000 were approved.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 18 March 2008



**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)049**

Question Serial No.

0743

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

The Administration will step up publicity on employment programmes in 2008-09. In this regard, please provide details on the following:

- a. Names of the employment programmes on which publicity will be enhanced.
- b. Please list the dates, venues, nature (e.g. careers expo, public education, etc.) of the exhibitions organised in 2007-08, as well as the costs for each exhibition.
- c. Will the Administration organise exhibitions in 2008-09? If yes, what are the expected dates and venues of the exhibitions, the manpower and posts required and the costs involved in each exhibition? If no, what are the reasons?

Asked by: Hon. CHENG Kar-foo, Andrew

Reply:

- a. In 2008-09, the Labour Department will step up publicity on three employment programmes, namely the pilot Transport Support Scheme, the Employment Programme for the Middle-aged and the Work Trial Scheme to enhance employment opportunities of the unemployed.
- b. We did not organise exhibitions in 2007-08. We staged a series of promotional and publicity activities at both territory-wide and district levels, including screening Announcements in the Public Interest, issuing press release, distributing posters and leaflets, arranging advertisements on public transport systems and promotion during job fairs.
- c. We have no plan to organise exhibitions in 2008-09. We will continue to launch a wide range of promotional activities including production of publicity videos for the three employment programmes. We will utilise existing manpower to step up publicity of the above programmes. The estimated expenditure for the publicity of these programmes is \$2.1 million.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 19 March 2008

Examination of Estimates of Expenditure 2008-09

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)050**

Question Serial No.

0744

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

The Administration will step up publicity on employment programmes in 2008-09. In this regard:

- a. Please provide a breakdown of the publications and publicity materials published in 2007-08 by theme, quantity and expenditure.
- b. Will the Administration publish any publicity materials and pamphlets in 2008-09? If yes, please list the theme and estimated quantity of each pamphlet and the estimated expenditure involved. If no, in what way will the Administration step up publicity?

Asked by: Hon. CHENG Kar-foo, Andrew

Reply:

- a. In 2007-08, the Labour Department (LD) produced a range of publications and publicity materials to promote the pilot Transport Support Scheme (TSS), Employment Programme for the Middle-aged (EPM) and Work Trial Scheme (WTS), including handbooks, souvenirs, posters, publicity leaflets, roadside/wall banners, etc. The breakdowns by theme, quantity and expenditure are as follows:

<b>Theme</b>	<b>Quantities</b>	<b>Expenditure (\$)</b>
TSS	307 082	352,165
EPM	35 000	36,000
WTS	5 500	50,000

- b. In 2008-09, LD will continue to produce publications and publicity materials to widely publicise the relaxations of pilot TSS, as well as EPM and WTS. The breakdowns by theme, quantity and expenditure are as follows:

<b>Theme</b>	<b>Estimated Quantities</b>	<b>Estimated Expenditure (\$)</b>
TSS	402 330	426,000
EPM	15 000	36,000
WTS	31 000	22,000

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 19 March 2008

Examination of Estimates of Expenditure 2008-09

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)051**

Question Serial No.

0745

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

The Administration will step up publicity on employment programmes in 2008-09. In this regard, please provide details on the following:

- a. Regarding the advertisements placed in newspapers and put on radio and television by the Administration in 2007-08, what were the duration of advertising, names of the media engaged and expenditure per occasion?
- b. Will the Administration place advertisements in newspapers in 2008-09? If yes, what are the expected number of times, estimated expenditure per occasion and names of the newspapers involved?

Asked by: Hon. CHENG Kar-foo, Andrew

Reply:

- (a) In 2007-08, to introduce and promote the pilot Transport Support Scheme (TSS) to target beneficiaries, the Labour Department (LD) launched radio Announcements in the Public Interest (API) and placed an advertisement in a community newspaper, Ming Pao New Territories (NT) Edition, which was widely distributed to residents of the four designated remote districts (viz Yuen Long, Tuen Mun, North and Islands). Particulars are given below:

<b>Media engaged</b>	<b>Duration</b>	<b>Expenditure (\$)</b>
Radio API	One year starting from 25.6.2007	6,250*
Advertisement in Ming Pao NT Edition	One issue on 22.9.2007	6,200
	<b>Total:</b>	<b>12,450</b>

\* Only production costs were incurred

Moreover, a publicity video on the Employment Programme for the Middle-aged (EPM) was broadcast on buses and outdoor television of commercial buildings between May and July 2007 at a total expenditure of \$177,440. A radio API on the Work Trial Scheme (WTS) was re-run during the period from May to July 2007 and February to March 2008.

- (b) In 2008-09, LD will place advertisements in community newspapers to publicise the relaxations under the TSS. The estimated expenditure for placing two or three advertisements in community newspapers at different time intervals is \$15,000. In addition, LD will continue to promote EPM and WTS through distributing leaflets and posters, putting up banners, and screening television and radio API in 2008-09.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 17 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)052**

Question Serial No.

0942

Head: 90 – Labour Department

Subhead(No. & title): 700 General non-recurrent

Programme:

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Please provide the following information on the Youth Work Experience and Training Scheme (YWETS):

1. the estimated and actual enrolments for the YWETS in 2007-08 and the actual expenditure involved;
2. the estimated number of training places in 2008-09;
3. How many employers participated in the YWETS in 2005-06, 2006-07 and 2007-08? How many training vacancies were offered each year? How many participating companies have joined the YWETS for three consecutive years? What is their percentage among the participating companies?

Asked by: Hon. CHENG Kar-foo, Andrew

Reply:

- (1) The Youth Work Experience and Training Scheme (YWETS) provides on-the-job training of 6 to 12 months for young people aged between 15 and 24 with educational attainment below degree level. The current 2007/08 Programme commenced on 7 August 2007 and will run until 6 August 2008. As at end-February 2008, 6 076 trainees had joined the Scheme under the current Programme. It is difficult to estimate the total number of participants as this depends on the labour market situation and availability of opportunities for training and further studies. The estimated expenditure for the 2007-08 financial year is \$70 million.
- (2) The 2008/09 Programme will commence in August 2008. We do not have fixed quota of enrolment and will flexibly admit all eligible trainees.
- (3) Since the 2007/08 Programme will run until August 2008, the final figures of participating employers and training vacancies offered are not yet available. Figures for the 2005/06 and 2006/07 Programmes are as follows:

Programme Year	Number of Participating Employers	Number of Training Vacancies Offered
2005/06	4 537	16 321
2006/07	3 982	11 729

A total of 1 723 of the 4 537 employers (38%) in the 2005/06 Programme continued to offer training vacancies for the 2006/07 Programme.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 17 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)053**

Question Serial No.

0943

Head: 90 – Labour Department

Subhead(No. & title): 700 General non-recurrent

Programme:

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Please provide the following information on the Youth Work Experience and Training Scheme (YWETS):

1. How many trainees were employed after completing the YWETS in 2005-06, 2006-07 and 2007-08? What was their percentage among all the YWETS trainees as a whole? How many trainees were offered employment by the companies where they were attached for workplace training? What was their percentage among all the YWETS trainees?
2. What was the average wage level of the trainees who secured employment after completion of the YWETS in 2005-06, 2006-07 and 2007-08? What were the highest and the lowest monthly wage rates in these cases? What were the industries in which the highest and the lowest wages were recorded?
3. What were the median wages of the trainees employed after completion of the Youth Pre-employment Training Programme in 2005-06, 2006-07 and 2007-08?

Asked by: Hon. CHENG Kar-foo, Andrew

Reply:

- (1) The Youth Work Experience and Training Scheme (YWETS) provides on-the-job training of six to 12 months in the form of real work opportunities for young people aged between 15 and 24 with educational attainment below the degree level. Since the 2007/08 Programme will run until August 2008, the final placement figure is not yet available. Figures for the 2005/06 and 2006/07 Programmes are as follows:

	2005/06 Programme	2006/07 Programme
(a) No. of trainees placed into training vacancies of the Scheme	6 163	5 248
(b) No. of trainees placed into other jobs	2 330	1 877
Total number of placements	8 493	7 125



Of the 2 853 and 2 300 trainees who were placed into training vacancies of the Scheme and completed on-the-job training in the 2005/06 and 2006/07 Programmes respectively, 67% of them were offered continued employment by their employers. Other trainees, before or after the completion of on-the-job training, might have pursued further studies or secured other jobs. Commissioned by the Labour Department, the Hong Kong Polytechnic University completed a longitudinal study on more than 800 trainees of the Scheme in 2006. The findings revealed that after joining YWETS for one year, 72.8% of the trainees were employed at the time of the longitudinal study.

- (2) For trainees placed into training vacancies of the Scheme, their average, highest and lowest monthly wages recorded in the 2005/06 and 2006/07 Programmes are as follows:

	2005/06 Programme	2006/07 Programme
Average monthly wages	\$4,990	\$5,200
Highest monthly wages	\$10,000	\$10,000
Lowest monthly wages	\$4,000	\$4,000

Industries in which trainees secured placements of training vacancies with the highest and lowest monthly wages are shown below:

	2005/06 Programme	2006/07 Programme
Industry in which trainees secured placements of training vacancies with the highest monthly wages recorded	Personal Services; Import and Export Trades	Printing and Publishing
Industry in which trainees secured placements of training vacancies with the lowest monthly wages recorded	Personal Services; Education Services	Personal Services; Construction and Engineering

- (3) We do not maintain separate statistics on the median monthly wages of trainees.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 17 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)054**

Question Serial No.

1900

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

The Administration provides voluntary conciliation service to assist employers and employees to settle their disputes and claims. In this connection, please provide information on the following:

- a. Among the cases with conciliation service rendered in the past 5 years, how many were applications made by employees? What were the respective numbers of cases for referral to the Minor Employment Claims Adjudication Board and the Labour Tribunal after conciliation? What were the amounts of money involved?
- b. In the past 5 years, what were the respective numbers of cases where conciliation service had not been rendered because the employers concerned were insolvent or could not be reached for conciliation? What were the respective amounts of money involved in these two situations?

Asked by: Hon. CHENG Kar-foo, Andrew

Reply:

- a. Statistics on the number of labour disputes and claims referred to the Minor Employment Claims Adjudication Board (MECAB) and the Labour Tribunal (LT) after conciliation by the Labour Department (LD) and the amount involved are as follows:

Year	Labour disputes and claims referred to MECAB after conciliation		Labour disputes and claims referred to LT after conciliation	
	No. of cases	Amount claimed	No. of cases	Amount claimed
2003	2 403	\$14 million	10 103	\$1,080 million
2004	2 230	\$14 million	7 612	\$749 million
2005	2 188	\$14 million	6 194	\$596 million
2006	2 165	\$14 million	5 768	\$617 million
2007	1 750	\$12 million	4 930	\$526 million

We do not keep separate statistics on claims lodged by employees.

- b. Statistics on labour disputes and claims where conciliation service had not been rendered because the employers concerned were insolvent or could not be reached for conciliation are as follows:

	<b>Number of labour disputes and claims where conciliation service has not been rendered</b>			
	<b>For reason that the employers concerned were insolvent</b>		<b>For reason that the employers could not be reached for conciliation</b>	
<b>Year</b>	<b>No. of cases</b>	<b>Amount claimed</b>	<b>No. of cases</b>	<b>Amount claimed</b>
2003	1 113	\$415 million	1 494	} Figures not kept
2004	826	\$273 million	1 108	
2005	471	\$201 million	891	
2006	290	\$123 million	914	
2007	169	\$59 million	772	

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 20 March 2008

Examination of Estimates of Expenditure 2008-09

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)055**

Question Serial No.

1901

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

The Administration provides voluntary conciliation service to assist employers and employees to settle their disputes and claims. In this connection, please provide information on the following:

- a. Among the cases with conciliation service rendered in the past 5 years, what were the respective numbers of cases involving default in wage payment and non-granting of paid holidays or statutory holidays? How many cases, by number and percentage, were referred to the Minor Employment Claims Adjudication Board and the Labour Tribunal respectively after conciliation? What were the amounts of money involved?
- b. In the past 5 years, what was the average number of conciliation meetings for each case? What was the highest number of conciliation meetings arranged for a case?

Asked by: Hon. CHENG Kar-foo, Andrew

Reply:

- a. Statistics with respect to labour disputes and claims involving arrears of wages which were referred to the Minor Employment Claims Adjudication Board (MECAB) and the Labour Tribunal (LT) after conciliation by the Labour Department are as follows:

<u>Year</u>	<u>No. of cases involving arrears of wages</u>	<u>No. of cases referred to MECAB</u>	<u>No. of cases referred to LT</u>
2003	10 492	855 (8.1%)	2 668 (25.4%)
2004	9 476	803 (8.5%)	2 163 (22.8%)
2005	9 279	751 (8.1%)	1 743 (18.8%)
2006	8 858	807 (9.1%)	1 637 (18.5%)
2007	7 885	676 (8.6%)	1 318 (16.7%)

*Note: Figures in brackets denote the percentage of cases over the total number of cases involving arrears of wages.*

Similar statistics with respect to paid holidays and statutory holidays are not kept.

Also, we do not keep statistics on the amount involved in labour disputes and claims.

- b. We do not keep information on the number of conciliation meetings required for each case.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 20 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)056**

Question Serial No.

1902

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

The Department will produce a booklet on enlightened employment practices in 2008-09. In this connection, please provide the following information:

- a. What is the estimated quantity of publication? What is the estimated expenditure? Please also state how the Administration will distribute the booklets and the estimated expenditure for the distribution.
- b. The booklet will encourage employers to adopt enlightened employment practices in the workplace. Please list the practices to be included.

Asked by: Hon. CHENG Kar-foo, Andrew

Reply:

- a. In 2008-09, the Labour Department (LD) will produce 10 000 copies of the booklet on enlightened employment practices at an estimated cost of \$100,000. Copies of the booklet will be distributed among employers, employer associations, human resources practitioners and trade unions. They will also be made available at offices of LD, the Industry and Trade Department and Trade Development Council, as well as district offices of the Home Affairs Department and public libraries. The estimated distribution cost is \$15,000. To facilitate public viewing, an electronic version will also be uploaded onto LD's website.
- b. The booklet will feature real-life examples to showcase exemplary employment practices, with particular emphasis on family-friendly employment practices such as family leave benefits, flexible work arrangements and employee support schemes.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 20 March 2008

Examination of Estimates of Expenditure 2008-09

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)057**

Question Serial No.

1903

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

The Administration will step up efforts in staging exhibitions to promote public understanding of the Employment Ordinance and good people management practices in 2008-09. In this regard, please provide details on the following:

- a. Please list the dates and venues of the exhibitions staged in 2007-08 and the costs for each exhibition.
- b. What are the expected dates and venues of the exhibitions, the manpower and posts required and the costs involved in each exhibition in 2008-09?

Asked by: Hon. CHENG Kar-foo, Andrew

Reply:

- a. In 2007-08, the Labour Department staged six exhibitions in various districts with details summarised below: -

<b>Date</b>	<b>Venue</b>	<b>Expenditure</b>
26-27 May 2007	Discovery Park Shopping Centre, Tsuen Wan	\$18,900
23-24 June 2007	Landmark North, Sheung Shui	\$32,400
7-8 July 2007	Ma On Shan Plaza, Ma On Shan	\$3,200
15-16 September 2007	Fu Tung Shopping Centre, Tung Chung	\$12,700
8-9 December 2007	Siu Sai Wan Shopping Centre, Siu Sai Wan	\$6,700
12-13 January 2008	Kingswood Ginza, Tin Shui Wai	\$3,500
	<b>Total:</b>	<b>\$77,400</b>

- b. In 2008-09, we plan to stage at least six exhibitions in various districts and the estimated cost involved is \$100,000. As details of these exhibitions have yet to be worked out, the dates, venues, manpower required and breakdown of the costs involved are not available at this stage.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 20 March 2008

Examination of Estimates of Expenditure 2008-09

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)058**

Question Serial No.

2652

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the promotion of the Wage Protection Movement in 2005-06, 2006-07 and 2007-08, please provide the following information:

- a. What was the respective quantity of publicity materials produced and the expenditure involved?
- b. A breakdown of the advertisements placed in newspapers and put on radio and television by the Administration in terms of duration of advertising, names of the media engaged and expenditure per occasion.
- c. With respect to the study on the preparatory work for implementation of minimum wage legislation for specific industries, has any consultancy study or industry-based survey been conducted? If yes, please list the commencement and completion dates, topic and expenditure of each study/survey.
- d. Has the Administration met with industry representatives to study the issue of legislation on minimum wage for specific industries? If yes, please list the meeting dates and the names of the employee and employer representatives of the industry taking part in each meeting.

Asked by: Hon. CHENG Kar-foo, Andrew

Reply:

- a. The publicity and promotional work of the Wage Protection Movement for cleaning workers and security guards (WPM) started in October 2006. Breakdowns of the quantity and the expenditure involved for publicity materials produced in 2006-07 and 2007-08 are as follows:

	2006-07		2007-08 (up to end-February 2008)	
	Quantity	Expenditure	Quantity	Expenditure
Leaflets	154 000	\$75,100	81 000	\$48,130
Posters	29 000	\$26,000	26 000	\$23,400
Flyers attached to water bills	-	-	2.45 million	\$156,996
Flyers attached to demand notes for rates and government rent	-	-	2.2 million	\$261,717
Roadside banners	-	-	100	\$30,370



- b. Breakdowns of the duration, media engaged and expenditure for advertisements placed in newspapers and put on radio and television are as follows:

	2006-07		2007-08 (up to end-February 2008)	
	Media	Expenditure	Media	Expenditure
Free publication of newspaper op-ed (one day)	- Sing Tao Daily - HK Economic Times	0	-	-
Free publication of newspaper gap filler (one day)	-	-	- Apple Daily - HK Commercial Daily - HK Daily	0
Newspaper advertisements (one day)	-	-	- Headline Daily - AM 730 - Metro	\$74,092
Radio Announcements in the Public Interest (APIs) since November 2006	All local radio stations	0	All local radio stations	0
Television APIs since December 2006	All local television stations	0	All local television stations	0

- c. As part of the preparatory work for the possible introduction of a statutory minimum wage (SMW) for cleaning workers and security guards, the Labour Department (LD) has commissioned the Census and Statistics Department to conduct a survey on cleansing and guarding services in private residential buildings. The survey entitled "Survey on Cleansing and Guarding Services in Private Residential Buildings" will start in March 2008 and is expected to be completed by July 2008. The estimated expenditure is \$1 million.

So far, we have not undertaken any consultancy study on the preparatory work for the possible introduction of an SMW for cleaning workers and security guards other than this industry-based survey.

- d. In undertaking the preparatory work for the possible introduction of an SMW for cleaning workers and security guards, LD discussed with, among others, 12 trade unions/union federations and 6 employers' associations in the cleansing, guarding services and building management sectors to exchange views on the subject in December 2007 and January 2008. The meeting with trade unions/union federations and employers' associations on each occasion lasted for one to two hours.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 20 March 2008

Examination of Estimates of Expenditure 2008-09

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)059**

Question Serial No.

0901

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

How many vacancies of labour inspectors were filled in 2007? Will the Administration consider increasing the number of labour inspectors to cope with additional work?

Asked by: Hon. WONG Kwok-hing

Reply:

In 2007, the Labour Department (LD) filled 8 vacancies of Labour Inspector II by recruitment. LD is conducting another recruitment exercise to fill outstanding vacancies of Labour Inspector II. There is currently no plan to increase the establishment of the Labour Inspector grade.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 14 March 2008

Examination of Estimates of Expenditure 2008-09

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)060**

Question Serial No.

0902

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

What are the 15 posts to be created in 2008-09? What amount of provision will be offset?

Asked by: Hon. WONG Kwok-hing

Reply:

The 15 posts to be created in 2008-09 under the Employee Rights and Benefits Programme comprise 10 Assistant Labour Officer II posts, 2 Accounting Officer II posts and 3 Assistant Clerical Officer posts. They are created to replace 15 existing non-civil service contract positions. The annual cost of the 15 posts to be created is \$4.5 million.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 17 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)061**

Question Serial No.

1612

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

How many cases were approved under the Supplementary Labour Scheme in 2007? What was the total number of imported workers? Please provide a breakdown of the figures by industry.

Asked by: Hon. WONG Kwok-hing

Reply:

In 2007, 410 applications under the Supplementary Labour Scheme were approved involving a total of 845 imported workers. Breakdowns by industry of these applications approved and imported workers involved are at the Appendix.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 20 March 2008

**Number of applications approved and imported workers involved  
under the Supplementary Labour Scheme in 2007  
with breakdown by industry**

<b>Industry</b>	<b>Number of applications approved</b>	<b>Number of imported workers involved</b>
1. Agriculture and fishing	126	224
2. Manufacturing	49	163
3. Construction	2	2
4. Wholesale, retail and import/ export trades, restaurants and hotels	35	46
5. Transport, storage and communication	3	17
6. Community, social and personal services	195	393
Total	410	845

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)062**

Question Serial No.

1613

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Were ethnic minorities given assistance under the Job Matching Programme in 2007? If yes, what was the figure? How many successful job referrals were made?

Asked by: Hon. WONG Kwok-hing

Reply:

Like other general citizens of Hong Kong, ethnic minorities can make use of Labour Department's (LD) employment services offered through our network of 12 job centres, telephone employment service hotline and interactive employment service on the internet. Such services include the introduction of suitable jobs to registrants and the provision of advice and guidance on job search skills through LD's vacancy database. We do not categorise usage of LD's general employment services on the basis of race.

In respect of the individualised provision of services under the Job Matching Programme, LD registered 182 ethnic minority job seekers and secured 71 placements through job centres' referrals in 2007.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 17 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)063**

Question Serial No.

1614

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

What is the reason for the Trade Development Council to fully take up the organisation of careers expo for young people?

Asked by: Hon. WONG Kwok-hing

Reply:

The Hong Kong Trade Development Council (HKTDC) is well experienced in conducting the expo as it has co-organised the annual education and careers expo with the Labour Department (LD) for over 15 years. Experience this year suggests that the HKTDC is fully competent to organise the expo on its own. Such an arrangement will also enable the LD to focus on the preparation and setting up of the two new Youth Employment Resource Centres to provide one-stop advisory and support services on employment and self-employment to young persons aged 15 to 29.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 17 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)064**

Question Serial No.

1615

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Will the indicator reflecting the performance of Youth Employment Resource Centres cover the effectiveness of careers expo for young people which will be fully taken up by the Trade Development Council?

Asked by: Hon. WONG Kwok-hing

Reply:

The two Youth Employment Resource Centres (YERC) provide one-stop advisory and support services on employment and self-employment to youngsters aged 15 to 29. The services and facilities provided by YERCs include career assessment, career guidance, latest labour market information, value-added training and self-employment support. It is estimated that around 63 000 young people will utilise the services and facilities of the centres in 2008. The figure will not include visitors to the Education and Careers Expo 2008 organised by the Trade Development Council.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 17 March 2008



Examination of Estimates of Expenditure 2008-09

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)065**

Question Serial No.

1108

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the labour disputes handled in 2007, please provide a breakdown of the figures by industry and cause.

Asked by: Hon. LEE Cheuk-yan

Reply:

The breakdown of labour disputes handled by the Labour Relations Division of the Labour Department in 2007 is as follows:

Breakdown of labour disputes by industry

<b>Industry</b>	<b>No. of labour disputes</b>
Construction	72
Restaurants & hotels	21
Transport, storage and communication	11
Manufacturing	10
Community, social and personal services	5
Financing, insurance, real estate & business services	4
Wholesale, retail and import/export trades	1
<b>Total</b>	<b>124</b>

Breakdown of labour disputes by cause

<b>Cause</b>	<b>No. of labour disputes</b>
Disputes involving principal contractor and subcontractor	58
Cessation of business	28
Non-payment of wages	13
Insolvency	9
Retrenchment	4
Variation of terms of employment contract	2
Dismissal	1
Others	9
<b>Total</b>	<b>124</b>

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 17 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)066**

Question Serial No.

1109

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the claims handled in 2007, please provide a breakdown of the figures by cause.

Asked by: Hon. LEE Cheuk-yan

Reply:

The breakdown of claims handled by the Labour Relations Division of the Labour Department in 2007 is as follows:

Breakdown of claims by cause

<b>Cause</b>	<b>No. of claims</b>
Termination of contract	9 344
Non-payment of wages	7 872
Non-payment of holiday pay/ annual leave pay/ rest day pay/ sickness allowance	2 143
Cessation of business	447
Retrenchment	125
Insolvency	102
Lay-off	65
Variation of terms of employment contract	48
Others	1 552
<b>Total</b>	<b>21 698</b>

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 17 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)067**

Question Serial No.

1896

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the placements secured through the employment services of the Labour Department for able-bodied job seekers in 2007, please provide a breakdown of the figures by sex, age, industry, occupation and earnings. Among them, what were the respective numbers of part-time, temporary and full-time jobs with monthly earnings less than \$4,000?

Asked by: Hon. LEE Cheuk-yan

Reply:

In 2007, the Labour Department (LD) secured 135 489 placements for able-bodied job seekers. Of these, 23 872 were made through referrals by LD while the rest were by job seekers successfully applying to employers direct for jobs posted by LD. The breakdowns of placements through LD's referrals by sex and age, industry, occupation and earnings are as follows:

<b>Age Group</b>	<b>Male</b>	<b>Female</b>	<b>No. of placements</b>
15-19	1 033	1 126	2 159
20-29	3 662	3 258	6 920
30-39	1 409	2 073	3 482
40-49	1 934	4 522	6 456
50-59	1 696	2 498	4 194
60 or above	444	217	661
<b>Total</b>	<b>10 178</b>	<b>13 694</b>	<b>23 872</b>

<b>Industry</b>	<b>No. of placements</b>
Manufacturing	2 916
Construction	940
Wholesale, retail and import/export trades, restaurants and hotels	6 265
Transport, storage and communication	1 216
Financing, insurance, real estate and business services	3 634
Community, social and personal services	5 752
Others (including government sector)	3 149
<b>Total</b>	<b>23 872</b>

<b>Occupational Group</b>	<b>No. of placements</b>
Managers and Administrators	242
Professionals	138
Associate Professionals	2 032
Clerks	6 723
Service Workers	2 193
Shop Sales Workers	1 601
Agriculture, Animal Husbandry and Forestry Workers and Fishermen	107
Craft and Related Workers	866
Plant and Machine Operators and Assemblers	741
Elementary Occupations	9 139
Others	90
<b>Total</b>	<b>23 872</b>

<b>Monthly Earnings</b>	<b>No. of placements</b>
Below \$4,000	4 567
\$4,000 - \$4,999	1 782
\$5,000 - \$5,999	4 701
\$6,000 - \$6,999	5 418
\$7,000 - \$7,999	3 535
\$8,000 - \$8,999	1 516
\$9,000 - \$9,999	917
\$10,000 or above	1 436
<b>Total</b>	<b>23 872</b>

Of the 4 567 placements with monthly earnings below \$4,000, 4 173 (91%) were part-time or temporary jobs while 394 (9%) were full-time jobs.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 18 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)068**

Question Serial No.

1897

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the placements secured through the employment services of the Labour Department for disabled job seekers in 2007, please provide a breakdown of the figures by sex, age, industry, occupation and earnings. Among them, what were the respective numbers of part-time and full-time jobs with monthly earnings less than \$3,000?

Asked by: Hon. LEE Cheuk-yan

Reply:

In 2007, the Labour Department secured 2 619 placements for job seekers with disabilities. A breakdown by sex, age, industry, occupation and earnings is set out below.

(a) By sex and age

Age	Male	Female	Total
15-19	51	38	89
20-29	672	543	1 215
30-39	365	298	663
40-49	255	229	484
50-59	90	62	152
60 or above	9	7	16
<b>Total</b>	<b>1 442</b>	<b>1 177</b>	<b>2 619</b>

(b) By industry

Industry	Number of placements
Manufacturing	333
Construction	57
Wholesale, retail and import/export trades, restaurants and hotels	860
Transport, storage and communication	107
Financing, insurance, real estate and business services	435
Community, social and personal services	640
Others (including government sector)	187
<b>Total</b>	<b>2 619</b>

(c) By occupation

Occupational Group	Number of placements
Professional, technical and related workers	53
Administrative and managerial workers	23
Clerical and related workers	661
Sales workers	593
Service workers	529
Agricultural, animal husbandry, forestry worker and fishermen	1
Production workers, transport equipment operators and labourers	759
Total	2 619

(d) By earnings

Monthly earnings	Number of placements
Below \$3,000	1 064
\$3,000 - \$3,999	278
\$4,000 - \$4,999	372
\$5,000 - \$5,999	435
\$6,000 - \$6,999	297
\$7,000 - \$7,999	102
\$8,000 - \$8,999	34
\$9,000 or above	37
Total	2 619

For the 1 064 placements with monthly earnings below \$3,000, 811 (76%) were part-time jobs and 253 (24%) were full-time jobs.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 17 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)069**

Question Serial No.

1904

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

In 2007-08, what were the details of the measures taken by the Administration in respect of employment services for non-Chinese speaking people and the expenditure involved? In 2008-09, what are the details of relevant measures and the estimated expenditure involved?

Asked by: Hon. LEE Cheuk-yan

Reply:

In 2007-08, the Labour Department (LD) provides a wide range of free employment services through its network of 12 Job Centres, Telephone Employment Service Centre and the bilingual Interactive Employment Service website to all job seekers, including the non-Chinese speaking ones. Vacancy information is displayed in both English and Chinese on touch-screen vacancy search terminals located in all Job Centres, Social Security Field Units of the Social Welfare Department and Public Enquiry Service Counters of the Home Affairs Department throughout the territory. To facilitate non-Chinese speaking job seekers to use our employment services, LD has produced a leaflet entitled “Easy-to-use Employment Services of the Labour Department” in various languages of ethnic minorities. For non-Chinese speaking job seekers who wish to know more about a particular vacancy or require our employment services, they may approach our Job Centres or the Telephone Employment Service hotline for assistance. For those who need more intensive and personalised services, we will invite them to join the Job Matching Programme. Employment briefings conducted in English are also organised regularly at Job Centres.

In 2008-09, we will strengthen our employment services and support for job seekers who cannot speak either Chinese or English through interpretation service by appointment.

Since LD's employment services are provided to both Chinese speaking and non-Chinese speaking job seekers, we do not have separate breakdown of the expenditure involved for serving non-Chinese speaking job seekers.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 28 March 2008



**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)070**

Question Serial No.

1905

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

In 2007-08, what were the details of information on industrial safety and health provided by the Administration to non-Chinese speaking people mainly in their native languages and the expenditure involved? In 2008-09, what are the details of relevant measures and the estimated expenditure involved?

Asked by: Hon. LEE Cheuk-yan

Reply:

The Labour Department (LD) produces a wide range of information on work safety and health for free distribution to both Chinese speaking and non-Chinese speaking people. These include publications (e.g. guide books, approved codes of practices and leaflets) and publicity materials (e.g. posters and CD-ROMs). All Announcements in the Public Interest on television and radio on work safety and health are presented in both English and Chinese. Non-Chinese speaking people may also approach LD's Safety and Health Advisory Telephone Enquiry Service hotline for assistance in occupational safety and health matters.

Taking into account the needs of non-Chinese speaking people such as those coming from South and Southeast Asia, the LD and the Occupational Safety and Health Council (OSHC) have also produced publications and publicity materials in their native languages, such as Pakistani, Nepali and Filipino. Outreaching programmes and promotional campaigns have also been organised to disseminate work safety and health messages, including visits to construction sites with non-Chinese speaking workers. Seminars and promotional activities for non-Chinese workers have also been organised in collaboration with non-governmental organisations. In 2008-09, the LD and OSHC will continue their work in these areas.

We do not have separate breakdown of the expenditure for providing occupational safety and health information to non-Chinese speaking people.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 19 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)071**

Question Serial No.

1906

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

In 2007-08, what were the details of information on employee rights and benefits provided by the Administration to non-Chinese speaking people mainly in their native languages and the expenditure involved? In 2008-09, what are the details of relevant measures and the estimated expenditure involved?

Asked by: Hon. LEE Cheuk-yan

Reply:

In 2007-08, the Labour Department (LD) adopted a multi-pronged approach in enhancing the understanding of employee rights and benefits by non-Chinese speaking people. Details are as follows:

- (a) producing publications on the main provisions of the Employment Ordinance (EO) and procedures for investigation of offences in English, Tagalog, Indonesian, Thai and Nepali;
- (b) organising briefings and staging mini-exhibitions on the EO and placing advertisements on key messages of the EO in local newspapers for foreign domestic helpers (FDHs);
- (c) disseminating information on entitlements to employees' compensation in work injury and occupational disease cases in English through television and radio announcements, publicity posters, leaflets and newspaper articles;
- (d) producing leaflets on the main provisions of the Employees' Compensation Ordinance in English, Tagalog, Indonesian, Urdu, Hindi, Nepali, Japanese and Korean;
- (e) staging two information kiosks for FDHs at places where they frequently gather;
- (f) screening the publicity video for FDHs in English, Tagalog, Indonesian and Thai at public venues, including the visa-issuing offices of the Immigration Department;
- (g) distributing copies of the publicity videos for FDHs to migrant worker groups and employment agencies which provide placement services to FDHs to promote awareness of their rights and obligations; and
- (h) providing translation and simultaneous interpretation services to non-Chinese speaking people as circumstances warrant.

The total cost for the above initiatives was about \$1.2 million.

In 2008-09, we will continue to publicise key messages on employee rights and benefits to non-Chinese speaking people through various channels. We will produce and distribute leaflets and publications, organise briefings, stage mini-exhibitions and organise other promotional activities to foster their understanding of employee rights and benefits. We will also continue to provide translation and simultaneous interpretation services to non-Chinese speaking people as circumstances warrant. The estimated cost is \$1.4 million.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 20 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)072**

Question Serial No.

2269

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Among those people who sought consultation service at the occupational health clinics of the Labour Department in 2007, please provide the numbers of people suffering from diseases or injuries caused by work, related to work or aggravated by work. How many of them had diseases or injuries unrelated to work? Please provide a breakdown, by sex, age, industry, occupation and type of disease, on the number of these two groups of patients.

Asked by: Hon. LEE Cheuk-yan

Reply:

In 2007, a total of 3 043 patients sought consultation at the Labour Department's occupational health clinics. Of these, 2 588 (85%) suffered from diseases or injuries caused by work, related to work or aggravated by work, and 455 (15%) had diseases or injuries unrelated to work.

The following tables give a breakdown of the two groups of patients by sex, age, industry, occupation and nature of disease -

By sex

Sex	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
Male	1 004 (38.8%)	188 (41.3%)
Female	1 584 (61.2%)	267 (58.7%)
Total	2 588 (100%)	455 (100%)

By age

Age group	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
< = 20	14 (0.5%)	2 (0.4%)
21-40	864 (33.4%)	118 (26.0%)
41-60	1 685 (65.1%)	314 (69.0%)
>60	25 (1.0%)	21 (4.6%)
Total	2 588 (100%)	455 (100%)

By industry

Industry	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
Community, social and personal services	918 (35.5%)	143 (31.4%)
Wholesale, retail and import/export trades, restaurants and hotels	589 (22.8%)	88 (19.3%)
Financing, insurance, real estate and business services	422 (16.3%)	53 (11.6%)
Manufacturing	296 (11.4%)	44 (9.7%)
Transport, storage and communications	181 (7.0%)	29 (6.4%)
Others	182 (7.0%)	98 (21.6%)
Total	2 588 (100%)	455 (100%)

By occupation

Occupation	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
Service personnel	817 (31.6%)	89 (19.6%)
Clerical and related personnel	622 (24.0%)	116 (25.5%)
Production and related personnel, transport equipment operators and labourers	590 (22.8%)	95 (20.9%)
Professionals and technicians	303 (11.7%)	47 (10.3%)
Others	256 (9.9%)	108 (23.7%)
Total	2 588 (100%)	455 (100%)

By nature of disease

Nature of disease	Caused by, related to or aggravated by work	Unrelated to work
Musculoskeletal	2 393 (92.5%)	296 (65.1%)
Skin	39 (1.5%)	18 (4.0%)
Auditory	23 (0.9%)	16 (3.5%)
Respiratory	9 (0.3%)	4 (0.9%)
Neurological	10 (0.4%)	7 (1.5%)
Visual	6 (0.2%)	7 (1.5%)
Others	108 (4.2%)	107 (23.5%)
Total	2 588 (100%)	455 (100%)

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 17 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)073**

Question Serial No.

2270

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Please provide a breakdown of cases on the basis of the time required to effect payment in respect of applications to the Protection of Wages on Insolvency Fund in 2007.

Asked by: Hon. LEE Cheuk-yan

Reply:

The time required to effect payment from the Protection of Wages on Insolvency Fund in respect of applications processed in 2007 is as follows:

Payment Time	Number of Applications
4 weeks or less	3 848
More than 4 weeks to 6 weeks	618
More than 6 weeks to 8 weeks	299
More than 8 weeks to 10 weeks	147
More than 10 weeks	1
Total	4 913

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 17 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)074**

Question Serial No.

2271

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the employee compensation claims processed in 2007, please provide a breakdown of the figures by industry. As at the end of 2007, how many cases had been resolved? How much compensation was involved?

Asked by: Hon. LEE Cheuk-yan

Reply:

In 2007, the Labour Department (LD) processed 62 241 employees' compensation cases reported under the Employees' Compensation Ordinance. Of these, 16 239 were minor cases which did not incapacitate the employees for more than 3 days and did not result in permanent incapacity. As the employers made direct payment of compensation to the employees in these minor cases, the LD did not keep detailed statistics including their industry breakdown.

Of the remaining 46 002 cases, a breakdown by industries is as follows:

Industry	Number of Cases
Community, Social and Personal Services	12 128
Catering	9 501
Finance, Insurance, Real Estate and Business Services	5 895
Transport, Storage and Communication	4 966
Wholesale/Retail, Import/Export and Hotel	4 643
Manufacturing	4 023
Construction	3 200
Others	1 646
Total	46 002

Of all the 62 241 reported cases, 48 124 cases involving employees' compensation of \$241.2 million were resolved as at the end of 2007. The rest are pending expiry of sick leave, assessment of permanent incapacity or determination by the court.



Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 19 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)075**

Question Serial No.

1149

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

In 2008-09, the Department will mount large-scale promotional programmes to raise the safety awareness of stakeholders in the catering and construction industries. How do the programmes work and how much resources will be allocated?

Asked by: Hon. YOUNG Howard

Reply:

In 2008-09, we will launch two large-scale promotional campaigns to raise the safety awareness of stakeholders in the catering and construction industries. They will be organised jointly with key players in the two industries, including the Occupational Safety and Health Council, major trade associations, labour unions, related organisations and other government departments concerned.

Both campaigns will feature a territory-wide competition on occupational safety and health performance in the two industries, complemented by publicity activities like roving exhibitions, promotional visits, Announcements in the Public Interest on television and radio, radio programmes, a fun day, an award presentation ceremony and broadcast of award-winning catering establishments and construction sites on the "RoadShow".

The promotional campaigns for the catering and construction industries are estimated to cost \$1.3 million and \$1.8 million respectively, and will be jointly funded by the Labour Department and co-organisers.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 19 March 2008

Examination of Estimates of Expenditure 2008-09

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)076**

Question Serial No.

1272

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

What is the expenditure involved in implementing the Wage Protection Movement (WPM) since it was launched? What is the expenditure for work such as publicity on the WPM and the mid-term review? What is the estimated expenditure for the WPM in 2008-09?

Asked by: Hon. TONG Ka-wah, Ronny

Reply:

The total estimated expenditure involved since the launch of the Wage Protection Movement for cleaning workers and security guards (WPM) (i.e. October 2006 – March 2008) was \$14.5 million under the Labour Relations Programme and the Employee Rights and Benefits Programme. This covers expenditure for publicity, as well as staff and related costs for overseeing the implementation of the WPM, providing conciliation service, and carrying out inspection, investigation and prosecution of wage offences, as appropriate. Of the \$14.5 million, the expenditure for the promotion of the WPM is around \$5.7 million. As for the mid-term review of the WPM, it was undertaken by the existing staff of the Labour Department. In 2008-09, the total expenditure for the WPM is estimated to be \$14.04 million.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 20 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)077**

Question Serial No.

1273

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

What is the expenditure involved in the preparatory work for introduction of statutory minimum wage legislation for cleaning workers and security guards? What is the progress made? Given the present progress of the preparatory work, if the Wage Protection Movement fails to yield satisfactory results, is it likely that the legislation will be tabled to the Legislative Council at the same time when the comprehensive review report is submitted?

Asked by: Hon. TONG Ka-wah, Ronny

Reply:

The Wage Protection Movement for cleaning workers and security guards (WPM) was launched in October 2006 with an overall review scheduled for October 2008 to evaluate its effectiveness. The Chief Executive has made it clear in his 2007-08 Policy Address that if the overall review of the WPM indicates that the movement has failed, the Government will introduce a bill on a statutory minimum wage (SMW) for cleaning workers and security guards as early as possible in the 2008-09 legislative session.

In 2008-09, the estimated expenditure, including staff cost and other expenses, earmarked for the preparatory work for the possible introduction of a SMW for cleaning workers and security guards if the WPM has failed is \$3.72 million.

As for the preparatory work, it is broadly categorised into five major areas, namely, definitions of cleaning workers and security guards; special measures, if any, for vulnerable groups such as people with disabilities and youth without working experience; definition of a SMW; mechanism for setting and adjusting the minimum wage level; as well as enforcement and penalty in relation to the implementation of a SMW. So far, the preparatory work in respect of mechanism for setting and adjusting the minimum wage level and special measures for certain vulnerable groups in other jurisdictions have been reported to the Labour Advisory Board and the Legislative Council Panel on Manpower. We are working in earnest in respect of other aspects of the preparatory work.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 18 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)078**

Question Serial No.

1274

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Has the Administration made any assessment on the expenditure involved in legislating for a minimum wage for the two industries and a minimum wage across the board? If yes, please list the related work and estimated expenditure? If no, what are the reasons?

Asked by: Hon. TONG Ka-wah, Ronny

Reply:

The Wage Protection Movement for cleaning workers and security guards (WPM) was launched in October 2006 with an overall review scheduled for October 2008 to evaluate its effectiveness. The Chief Executive has made it clear in his 2007-08 Policy Address that if the overall review of the WPM indicates that the movement has failed, the Government will introduce a bill on a statutory minimum wage (SMW) for cleaning workers and security guards as early as possible in the 2008-09 legislative session. Against this background, we only have the estimated expenditure involved in the preparatory work for possible introduction of legislation for a minimum wage for these two occupations. In 2008-09, the estimated expenditure, including staff cost and other expenses, earmarked for the preparatory work for possible introduction of a SMW for cleaning workers and security guards if the WPM has failed is \$3.72 million.

The preparatory work is broadly categorised into five major areas, namely, definitions of the cleaning workers and security guards; special measures, if any, for vulnerable groups such as people with disabilities and youth without working experience; definition of a SMW; mechanism for setting and adjusting the minimum wage level; as well as enforcement and penalty in relation to the implementation of a SMW.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 18 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)079**

Question Serial No.

1529

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

According to paragraph 145-147 of the 2008-09 Budget, the Administration has relaxed the eligibility criteria for the Transport Support Scheme by increasing the ceiling for monthly income from \$5,600 to \$6,500. However, the \$600 cross-district transport subsidies is a fixed amount, regardless of the travel distance of each applicant. Would the Government consider making the scheme more flexible by granting varying amount of allowance to applicants on a case-by-case basis?

Asked by: Hon. SHEK Lai-him, Abraham

Reply:

The objective of the pilot Transport Support Scheme is to provide a time-limited transport allowance as an incentive for residents of remote districts to seek jobs and work across district. Such allowance is not meant to cover all transport costs incurred in seeking job and working across district.

Granting varying amount of transport allowance to applicants on a case-by-case basis would complicate the verification procedures and processing of claims, thereby increasing the administrative costs for both Government department and the non-governmental organisations involved and lengthening the processing time. In order to keep the Scheme simple, easy to understand and not costly to operate vis-a-vis the limited amount of allowance to be disbursed, the Administration has therefore decided to grant a fixed amount of transport allowance.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 18 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)080**

Question Serial No.

1875

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

How many cases seeking assistance were received by the branch offices of the Employees' Compensation Division in 2007-08? What was the breakdown of these cases by causes? Please provide a breakdown of the received cases by branch office.

Asked by: Hon. LAU Chin-shek

Reply:

In 2007, 62 241 employees' compensation cases were reported to the various branch offices of the Employees' Compensation Division. In the majority of cases, the employees concerned required the services of the Labour Department (LD) in processing their claims for employees' compensation, determining the degree of permanent loss of earning capacity and the amount of employees' compensation payable, and resolving disputes in different areas including the causal relationship between the injury and employment. As the employees concerned might require assistance in more than one aspect, the LD did not keep statistical breakdown of the nature of assistance required in the reported cases.

The breakdown of employees' compensation cases reported to different branch offices of the Employees' Compensation Division is as follows:

Branch Office	Number of Reported Cases
Hong Kong East Office	6 549
Hong Kong West Office	9 759
Kowloon East Office	7 440
Kowloon West Office	5 537
Kwun Tong Office	7 475
Government Servants and Seamen Office	7 141
Kwai Chung Office	5 551
Tsuen Wan Office	5 640
Shatin Office	6 963
Fatal Cases Office	186
Total	62 241

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 19 March 2008



**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)081**

Question Serial No.

1876

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

How many cases were handled by the Fatal Cases Office in 2007-08? What were the respective figures of completed and uncompleted cases in the year? What were the reasons that accounted for the uncompleted cases?

Asked by: Hon. LAU Chin-shek

Reply:

In 2007, 186 cases were reported to the Fatal Cases Office. Of these, 51 cases were settled in the year and the remaining 135 cases were still being processed as at the end of 2007.

For the majority of the outstanding cases, more time is needed for collection of relevant information and documents from the employers and the family members of the deceased employees, verification of the particulars of the claims, and adjudication by the court over issues in dispute.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 17 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)082**

Question Serial No.

1877

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

What is the breakdown of the cases, by industry and occupation, handled by the Fatal Cases Office in 2007-08?

Asked by: Hon. LAU Chin-shek

Reply:

In 2007, 186 cases were reported to the Fatal Cases Office. A breakdown of these cases by industry is as follows:

<b>Industry</b>	<b>Number of Reported Cases</b>
Finance, Insurance, Real Estate and Business Services	49
Construction	34
Community, Social and Personal Services	27
Transport, Storage and Communication	27
Manufacturing	21
Catering	9
Wholesale/Retail, Import/Export and Hotel	5
Electricity, Gas and Water	1
To be confirmed	13
<b>Total</b>	<b>186</b>

The Fatal Cases Office does not maintain statistical breakdown of the cases by occupations.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 19 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)083**

Question Serial No.

2228

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Please provide a breakdown, by industry and job titles, of occupational accidents which occurred in 2006-07 and 2007-08.

Asked by: Hon. LAU Chin-shek

Reply:

The occupational accident statistics for the full year of 2007 will not be available until mid-April this year. However, in the first three quarters of 2007, there were 33 349 occupational accidents. As for 2006, there were a total of 46 937 occupational accidents. The breakdown of occupational accidents in 2006 and the first three quarters of 2007 by major economic activities is shown in the **Table** below. We do not compile a separate breakdown of the figures by type of work.

**Table: Occupational Accidents of All Economic Activities in 2006 and 1st Three Quarters of 2007**

Major Economic Activity	2006		1st Three Quarters of 2007	
	No. of Accidents	%	No. of Accidents	%
Manufacturing Industry	4 228	9.0%	3 026	9.1%
Construction Industry	3 499	7.5%	2 390	7.2%
Catering Industry	9 775	20.8%	7 113	21.3%
Wholesale Trade	819	1.7%	486	1.5%
Retail Trade	2 929	6.2%	2 036	6.1%
Hotels and Boarding Houses	1 142	2.4%	927	2.8%
Transport & Related Services	5 134	10.9%	3 484	10.4%
Financial Institutions	207	0.4%	179	0.5%
Business Services (including Import & Export Trade)	5 568	11.9%	4 138	12.4%
Education Services	1 277	2.7%	898	2.7%
Medical, Dental & Other Health Services	2 241	4.8%	1 545	4.6%
Welfare Institutions	1 505	3.2%	1 240	3.7%
Sanitary and Similar Services	2 366	5.0%	1 668	5.0%
Other Economic Activities	6 247	13.5%	4 219	12.7%
<b>TOTAL</b>	<b>46 937</b>	<b>100.0%</b>	<b>33 349</b>	<b>100.0%</b>

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 17 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)084**

Question Serial No.

2229

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Does the Administration have any specific plans for reducing the overall number of occupational accidents in light of the trend of occupational accidents?

Asked by: Hon. LAU Chin-shek

Reply:

The number of occupational accidents in the first three quarters of 2007 recorded a decrease, compared with the same period in 2006. The construction and catering industries remain the major areas of concern, with the construction industry continuing to record the highest accident rate and number of fatalities, and the catering industry topping the list among all industries in terms of the number of accidents. The Labour Department (LD) has been addressing the safety problems of these two industries, as a matter of priority, through enforcement, promotion and publicity.

On enforcement, LD will continue to step up inspections, including launching enforcement campaigns to construction sites and catering establishments to ensure compliance with relevant safety legislation and seek improvements in safety and health standards. We will pay particular attention to high-risk activities, such as building repair, maintenance, alteration and addition (RMAA) works, work-at-height, as well as the use of scaffolds and tower cranes on construction sites.

On promotion and publicity, we will continue to focus on accident-prone industries and high-risk work areas. In 2008-09, LD will launch two large-scale promotional campaigns to enhance the safety awareness of employers and employees in the construction and catering industries. These two campaigns will be organised jointly with the Occupational Safety and Health Council and key stakeholders in the two industries, including major trade associations, labour unions, related organisations and concerned government departments. They will both feature a territory-wide competition on occupational safety and health performance and a variety of promotional activities. We will also step up efforts to promote safety in work-at-height, RMAA works, crane operation as well as use of mobile plants and heavy vehicles in the construction industry, through roving exhibitions, Announcements in the Public Interest on television and radio, broadcast of promotional films on public transport media, display of posters, and publication of accident casebooks.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 17 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)085**

Question Serial No.

2230

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the prosecutions taken out by the Labour Department under this Programme in 2006-07 and 2007-08, what was the breakdown by industry and reason(s) for prosecutions? What were the convictions and penalties?

Asked by: Hon. LAU Chin-shek

Reply:

The number of prosecutions under the Employee Rights and Benefits Programme in 2006 and 2007 by industries and results are as follows:

Industry	2006		2007	
	Prosecutions Taken	Convictions	Prosecutions Taken	Convictions
Catering	827	631	637	530
Manufacturing	282	201	313	269
Construction	433	353	393	301
Import/Export	174	151	222	201
Wholesale/Retail	383	335	564	507
Transport, Storage and Communication	217	188	188	154
Finance, Insurance, Real Estate and Business Services	253	228	242	212
Community, Social and Personal Services	421	353	492	410
Others	103	93	194	150
Total	3 093	2 533	3 245	2 734

In 2006, the Labour Department took out 1 043, 1 047 and 740 prosecutions against wage offence, holiday offence and failure to take out employees' compensation insurance, resulting in 785, 851 and 697 convictions respectively. In 2007, the corresponding prosecutions were 1 225, 759 and 993, resulting in 960, 612 and 951 convictions respectively.

In 2006, the highest fine imposed in a case involving wage offence, holiday offence and failure to take out employees' compensation insurance was \$109,000, \$60,000 and \$50,000 respectively. In 2007, the corresponding highest fine imposed was \$114,000, \$20,000 and \$13,000 respectively. The highest custodial sentence imposed was 3 months' imprisonment in 2006 and 4 months' imprisonment in 2007. In 2007, the court imposed community service orders on employers in 2 convicted wage offence cases.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 28 March 2008

Examination of Estimates of Expenditure 2008-09

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)086**

Question Serial No.

2231

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

It is expected that inspections to workplaces in 2008-09 will decrease as compared with 2007-08. Does it indicate a reduction in the manpower of labour inspectors?

Asked by: Hon. LAU Chin-shek

Reply:

In 2008, the Labour Department will further intensify its efforts in intelligence collection and analysis to mount more targeted operations to tackle wage offences and combat illegal employment. As more efforts are required for intelligence collection as well as planning and investigation, the target number of workplace inspections in 2008 is set at a reasonable and realistic level. This targeted mode of enforcement has proved very effective in offence detection.

There will be no reduction in the establishment of the Labour Inspector grade in 2008-09.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 28 March 2008



**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)087**

Question Serial No.

2232

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

What were the details of the work of the Administration, the expenditure involved and the effectiveness in eliminating age discrimination in employment in 2006-07 and 2007-08? What is the actual situation of age discrimination in employment at present? What additional measures and resources will be provided for promotion of equal employment opportunities in 2008-09?

Asked by: Hon. LAU Chin-shek

Reply:

In 2006-07 and 2007-08, the Labour Department (LD) publicised the importance of eliminating age discrimination in employment through various measures. We broadcast Announcements in the Public Interest entitled “Count on talent not age in employment” through the electronic media and on buses, trains, concourses of train stations, at commercial buildings as well as on the outside walls of commercial buildings. We also displayed large publicity banners at prominent locations and distributed practical guidelines and leaflets for public consumption. These publicity efforts should go a long way towards enhancing public awareness of the matter.

Total expenditure on the education and publicity measures in 2006-07 and 2007-08 was about \$900,000.

In 2008-09, apart from continuing with education and publicity to promote equal opportunities in employment, the LD also plans to conduct an opinion survey to gauge the views of the public on age discrimination in employment. The survey would include, amongst other things, respondents’ views on the status of age discrimination in employment, as well as the most effective measures to tackle it.

We have earmarked about \$600,000 for education and publicity measures in 2008-09. The cost estimate for the opinion survey is not yet available.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 28 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)088**

Question Serial No.

2064

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (4) Employee Rights and Benefits

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Please set out the titles and respective duties of the 15 posts to be created in 2008-09 for meeting operational needs.

Asked by: Hon. TSANG Yok-sing, Jasper

Reply:

The 15 posts to be created in 2008-09 under the Employee Rights and Benefits Programme comprise 10 Assistant Labour Officer II posts, 2 Accounting Officer II posts and 3 Assistant Clerical Officer posts. They are created to replace 15 existing non-civil service contract positions.

The officers concerned are mainly responsible for processing applications for payment from the Protection of Wages on Insolvency Fund and maintaining the financial accounts of the Fund, determining whether applicants are entitled to compensation from the Pneumoconiosis Compensation Fund, assisting in the formulation and implementation of new initiatives on employees' compensation, rendering support services in processing prosecution cases, and compiling information and statistics on labour administration. The Labour Department considers that such duties should more appropriately be performed by civil servants.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 28 March 2008

Examination of Estimates of Expenditure 2008-09

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)089**

Question Serial No.

2065

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the 14% increase to 647 in the number of applications under the Supplementary Labour Scheme processed in 2007, please state the reasons and specific circumstances, and set out the involved. Also, the estimated figure for 2008 has been set as 670, a small increase compared with the previous year. What are the reasons?

Asked by: Hon. TSANG Yok-sing, Jasper

Reply:

The increase in the number of applications processed in 2007 under the Supplementary Labour Scheme was mainly due to a surge of applications from care homes for the elderly. The applications processed in 2006 and 2007 with breakdown by industry are at Appendices 1 and 2. We expect a rise in the number of applications in 2008 in view of the difficulty in recruiting and retaining local workers for certain jobs, given the continual improvement in the local economy and the unemployment rate. The figure of 670 is no more than an estimate, assuming that the rate of increase in 2008 will be similar to that of 2007.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 28 March 2008

**Applications under the Supplementary Labour Scheme processed in 2006  
with breakdown by industry**

<b>Industry</b>	<b>Number of applications</b>
1. Agriculture and fishing	187
2. Manufacturing	135
3. Construction	12
4. Wholesale, retail and import/ export trades, restaurants and hotels	58
5. Transport, storage and communication	10
6. Financing, insurance, real estate and business services	10
7. Community, social and personal services (including care homes for the elderly)	156
Total	568

**Applications under the Supplementary Labour Scheme processed in 2007  
with breakdown by industry**

<b>Industry</b>	<b>Number of applications</b>
1. Agriculture and fishing	163
2. Manufacturing	77
3. Construction	6
4. Wholesale, retail and import/ export trades, restaurants and hotels	85
5. Transport, storage and communication	5
6. Financing, insurance, real estate and business services	10
7. Community, social and personal services (including care homes for the elderly)	301
Total	647

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)090**

Question Serial No.

2066

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

The provision for 2008-09 is 6% higher than the revised estimate for 2007-08. This is mainly due to the creation of 43 posts to meet operational needs, and the full-year operating cost of two Youth Employment Resource Centres (YERCs) opened in 2007-08, etc.

- a. Please set out in detail the titles and duties of the 43 posts to be created;
- b. What is the full-year operating cost of the two YERCs?

Asked by: Hon. TSANG Yok-sing, Jasper

Reply:

- (a) In 2008-09, a total of 43 civil service posts will be created under the Employment Services Programme. Of the 43 posts to be created, 39 Assistant Labour Officer II posts and 1 Assistant Clerical Officer post will be created to replace 40 existing non-civil service contract positions, and 1 Assistant Labour Officer I and 2 Assistant Labour Officer II posts will be created to meet the manpower needs of the Yuen Long and Sheung Shui Job Centres opened in September 2006.

The officers concerned are mainly responsible for providing a wide range of employment services to help job seekers enter/re-enter the labour market, performing as placement officers of able-bodied and disabled job seekers, administering employment programmes for young people and meeting the recruitment needs of employers by organising job fairs and processing job vacancies.

- (b) The estimated annual recurrent expenditure for the two YERCs is \$20.7 million.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 28 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)091**

Question Serial No.

2458

Head: 90 – Labour Department

Subhead(No. & title): 295 Contribution to the  
Occupational Deafness  
Compensation Board

Programme:

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

It is understood that under the Employees' Compensation Insurance Levies Ordinance, the rate of the Employees' Compensation Insurance Levy payable by an employer in taking out employees' compensation insurance should have dropped by 0.5% from 6.3% to 5.8%. The proportion of levy to be distributed to the Occupational Deafness Compensation Board has also been adjusted downward from 1.2% to 0.7%.

However, it is stated in the description of Subhead 295 Contribution to the Occupational Deafness Compensation Board that the 65.4% increase of provision over the revised estimate for 2007–08 is mainly due to the upward adjustment in the proportion of levy allocated to the Board stipulated under the Employees' Compensation Insurance Levies Ordinance.

Will the Administration advise on whether the situation mentioned in the first paragraph is correct? If yes, what is the reason for the increase of provision in the second paragraph? What is meant by “due to the upward adjustment in the proportion of levy allocated to the Board stipulated under the Employees' Compensation Insurance Levies Ordinance”?

Asked by: Hon. TSANG Yok-sing, Jasper

Reply:

The current rate of the Employees' Compensation Insurance (ECI) Levy prescribed under the Employees' Compensation Insurance Levies Ordinance is 6.3% on the premium paid in respect of employees' compensation insurance policies. Pursuant to the Employees Compensation Assistance (Amendment) Ordinance 2002, the proportion of distribution of the ECI Levy income to the Occupational Deafness Compensation Board (ODCB) has been revised upward from 12/63 to 18/63 with effect from 1 October 2007. Since the Government, as an employer, is to make annual payments to the ODCB based on a proportion of the ECI Levy income to be distributed to the ODCB, with the proportion equivalent to the ratio of the number of employees in the civil service to that of the private sector in Hong Kong, there is a need to increase the provision under Subhead 295 for making annual contribution to the ODCB in 2008-09.

The Labour Department is reviewing the rate of the ECI Levy and the proportion of distribution of the levy income to the ODCB.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 20 March 2008



**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)092**

Question Serial No.

2214

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the relaxation of eligibility criteria for the pilot Transport Support Scheme mentioned in the 2008-09 Budget, what is the expected increase in the number of beneficiaries in 2008-09? What is the expected expenditure of the Scheme in 2008-09? Has the Administration assessed the financial implication of further relaxation of eligibility criteria to cover all low-income earners in Hong Kong?

Asked by: Hon. LEUNG Yiu-chung

Reply:

According to the 2006 district statistics, there were 40 500 unemployed persons and 157 100 employees with monthly income of \$6,500 or less and working 18 hours or more a week living in the four designated districts viz Yuen Long, Tuen Mun, North and Islands districts. However, these figures have not taken into account those with personal asset value of no more than \$44,000 (which is one of the eligibility criteria under the Scheme) as no such data is available. Thus it is difficult to have an accurate estimate of the actual number of persons who will join the Transport Support Scheme under the relaxed regime and the expenditure involved in 2008-09. Notwithstanding this, we believe the remainder of the non-recurrent commitment of \$365 million approved by the Finance Committee in April 2007 should be adequate to implement the relaxations.

Since there is no change to the objective of the Scheme, only eligible persons living in the four designated remote districts will be covered. The Administration has not assessed the financial implication of the Scheme if extended to cover all low-income earners throughout the territory.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_

Mrs Cherry TSE

Post Title \_\_\_\_\_

Commissioner for Labour

Date \_\_\_\_\_

19 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)093**

Question Serial No.

2215

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

What were the details of the number of applications for the Supplementary Labour Scheme and the number of approved applications by industry and job title in 2006-07 and 2007-08?

Asked by: Hon. LEUNG Yiu-chung

Reply:

The number of applications received under the Supplementary Labour Scheme (SLS) in 2006 and 2007 was 514 and 586 respectively, whilst the number of applications approved was 334 and 410 respectively.

Each application under the SLS usually involves more than one vacancy. Breakdowns of the vacancies received and approved under the SLS in 2006 and 2007 by industry and job title are at Appendices 1 to 8.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 28 March 2008

**Vacancies received under the Supplementary Labour Scheme in 2006  
with breakdown by industry**

<b>Industry</b>	<b>Number of vacancies</b>
1. Agriculture and fishing	375
2. Manufacturing	1 019
3. Construction	322
4. Wholesale, retail and import/ export trades, restaurants and hotels	120
5. Transport, storage and communication	135
6. Financing, insurance, real estate and business services	125
7. Community, social and personal services	410
Total	2 506

**Vacancies received under the Supplementary Labour Scheme in 2007  
with breakdown by industry**

<b>Industry</b>	<b>Number of vacancies</b>
1. Agriculture and fishing	275
2. Manufacturing	444
3. Construction	21
4. Wholesale, retail and import/ export trades, restaurants and hotels	182
5. Transport, storage and communication	24
6. Financing, insurance, real estate and business services	37
7. Community, social and personal services	942
Total	1 925

**Vacancies received under the Supplementary Labour Scheme in 2006  
with breakdown by job title**

<b>Job title</b>	<b>Number of vacancies</b>
1. Livestock/ Poultry/ Fish/ Crops Farm Worker	337
2. Care Worker (Elderly Service)	293
3. Knitting Machine Operator	186
4. Exhibition Technician/ Specialist	144
5. General Sewing Machine Operator	121
6. Special Sewing Machine Operator	121
7. Aircraft Maintenance Technician	120
8. Life Guard	100
9. Cook	54
10. Others	1 030
Total	2 506

**Vacancies received under the Supplementary Labour Scheme in 2007  
with breakdown by job title**

<b>Job title</b>	<b>Number of vacancies</b>
1. Care Worker (Elderly Service)	797
2. Livestock/ Poultry/ Fish/ Crops Farm Worker	261
3. Cook	101
4. Machine Setter	62
5. Transmission Tower Painter	50
6. Machine Operator	44
7. Knitting Machine Operator	39
8. Bean Curd/ Soya Bean/ Bean Sprout Processing Worker	36
9. Ship Fitter	30
10. Others	505
Total	1 925

**Vacancies approved under the Supplementary Labour Scheme in 2006  
with breakdown by industry**

<b>Industry</b>	<b>Number of vacancies</b>
1. Agriculture and fishing	282
2. Manufacturing	212
3. Construction	93
4. Wholesale, retail and import/ export trades, restaurants and hotels	33
5. Transport, storage and communication	122
6. Financing, insurance, real estate and business services	0
7. Community, social and personal services	166
Total	908

**Vacancies approved under the Supplementary Labour Scheme in 2007  
with breakdown by industry**

<b>Industry</b>	<b>Number of vacancies</b>
1. Agriculture and fishing	224
2. Manufacturing	163
3. Construction	2
4. Wholesale, retail and import/ export trades, restaurants and hotels	46
5. Transport, storage and communication	17
6. Financing, insurance, real estate and business services	0
7. Community, social and personal services	393
Total	845



**Vacancies approved under the Supplementary Labour Scheme in 2006  
with breakdown by job title**

<b>Job title</b>	<b>Number of vacancies</b>
1. Livestock/ Poultry/ Fish/ Crops Farm Worker	271
2. Care Worker (Elderly Service)	155
3. Aircraft Maintenance Technician	120
4. Exhibition Technician/ Specialist	62
5. Knitting Machine Operator	41
6. General Sewing Machine Operator	40
7. Special Sewing Machine Operator	29
8. Steel Bridge Segment Assembler	25
9. Bean Curd/ Soya Bean/ Bean Sprout Processing Worker	22
10. Others	143
Total	908

**Vacancies approved under the Supplementary Labour Scheme in 2007  
with breakdown by job title**

<b>Job title</b>	<b>Number of vacancies</b>
1. Care Worker (Elderly Service)	372
2. Livestock/ Poultry/ Fish/ Crops Farm Worker	211
3. Knitting Machine Operator	46
4. Bean Curd/ Soya Bean/ Bean Sprout Processing Worker	37
5. Cook	29
6. Gardening Worker	14
7. Ship Fitter	12
8. Mechanical Engineering Technician	12
9. Machine Operator	11
10. Others	101
Total	845

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)094**

Question Serial No.

2274

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department launched the one-year pilot Transport Support Scheme in June 2007. As at the end of 2007, a total of 5 293 applicants were admitted to the Scheme. Will the Government advise on the total numbers of applicants and approved cases by district, reasons for not granting transport allowance, the approved payouts in 2007 and the expenditure involved? Will the Government consider extending the Scheme to all districts in Hong Kong?

Asked by: Hon. CHAN Wai-yip, Albert

Reply:

Up to end-December 2007, 5 683 persons applied to join the pilot Scheme. Of these, 5 293 persons were admitted, 114 were refused while applications from 276 persons were under processing. The breakdown by district is as follows:

District	Number of persons	
	Applied	Admitted
Yuen Long	2 574	2 318
Tuen Mun	1 936	1 864
North	748	700
Islands	425	411
Total:	5 683	5 293

The main reason for rejection was that the applicants' monthly incomes exceeded the ceiling of \$5,600.

By end-2007, an approved payout of allowance of \$5.9 million, processing fees of \$0.9 million and publicity cost of \$0.6 million were incurred.

A review of the pilot Scheme completed recently confirmed that there should be no change to the objective and basic parameters of the Scheme, including confining the geographical coverage of the Scheme to the four designated remote districts of Yuen Long, Tuen Mun, North and Islands districts. The Government has no plan to extend the Scheme to all districts in Hong Kong.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 28 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)095**

Question Serial No.

2330

Head: 90 – Labour Department

Subhead(No. & title): 000 Operational expenses

Programme:

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

The estimated 1 774 non-directorate posts as at 31 March 2008 will rise by 68 posts to 1 842 posts as at 31 March 2009. Please provide a list of the 68 new posts specifying the ranks, duties and salary expenses.

Asked by: Hon. LEONG Kah-kit, Alan

Reply:

The 68 posts to be created in 2008-09 include 1 Senior Labour Officer, 1 Labour Officer, 1 Assistant Labour Officer I, 52 Assistant Labour Officer II, 2 Divisional Occupational Safety Officer, 5 Occupational Safety Officer I, 2 Accounting Officer II and 4 Assistant Clerical Officer posts. Of the 68 posts, 56 will be created to replace 56 existing non-civil service contract positions.

Of the 68 posts to be created, 3 will be created under the Labour Relations Programme and are mainly responsible for providing dedicated support to undertake the preparatory work for the possible introduction of a statutory minimum wage for cleaning workers and security guards; 43 will be created under the Employment Services Programme and are mainly responsible for providing a wide range of employment services to help job seekers enter/re-enter the labour market, performing as placement officers of able-bodied and disabled job seekers, providing active employment assistance to youths and meeting the recruitment needs of employers by organising job fairs and processing job vacancies; 7 will be created under the Safety and Health at Work Programme and are mainly responsible for handling complaints lodged by workers/employers and monitoring of the mandatory safety training courses; and 15 will be created under the Employee Rights and Benefits Programme and are mainly responsible for processing applications for payment from the Protection of Wages on Insolvency Fund (PWIF), maintaining the financial accounts of the PWIF, determining whether applicants are entitled to compensation from the Pneumoconiosis Compensation Fund, assisting in the formulation and implementation of new initiatives on employees' compensation, rendering support services in processing prosecution cases and compiling information and statistics on labour administration.

The annual cost of the 68 posts is \$24.7 million.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 28 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)096**

Question Serial No.

2331

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

In 2008-09, the Labour Department will continue to promote the Wage Protection Movement (WPM) while studying practical issues relevant to both the continued implementation of the WPM and the preparatory work for possible introduction of a statutory minimum wage legislation for cleaning workers and security guards should the final review of the WPM in October 2008 indicate that the Movement has not yielded satisfactory results.

- a) Please list the funding for the above work in 2008-09; and
- b) Please provide details on the staffing establishment, ranks, specific job duties and the salary expenses involved.

Asked by: Hon. LEONG Kah-kit, Alan

Reply:

- a) The estimated expenditure in 2008-09 of \$14.04 million under the Labour Relations Programme and the Employee Rights and Benefits Programme covers expenditure for publicity, as well as staff and related costs for overseeing the implementation of the Wage Protection Movement for cleaning workers and security guards (WPM), providing conciliation service, and carrying out inspection, investigation and prosecution of wage offences, as appropriate.

In 2008-09, the estimated expenditure, including staff cost and other expenses, earmarked for the preparatory work for possible introduction of a statutory minimum wage (SMW) for cleaning workers and security guards if the WPM has failed, is \$3.72 million.

- b) A total of 23 posts were created in 2007-08 under the Labour Relations Programme and the Employee Rights and Benefits Programme for the implementation of the WPM, as well as for stepping up enforcement against wage offences, through providing conciliation service, and carrying out inspection, investigation and prosecution of wage offences, as appropriate. The posts comprise three Labour Officers, seven Assistant Labour Officers I, one Chief Labour Inspector, two Senior Labour Inspectors and 10 Labour Inspectors I. The estimated salary provision in 2008-09 is \$11.15 million.

In addition, a total of three posts, comprising one Senior Labour Officer, one Labour Officer and one Programme Officer (non-civil service contract staff), will provide dedicated support to undertake the preparatory work for the possible introduction of a SMW for cleaning workers and security guards if the WPM has failed. The estimated salary provision in 2008-09 is \$1.97 million. The preparatory work involved can be broadly categorised into five major areas, namely, definitions of cleaning workers and security guards; special measures, if any, for vulnerable groups such as people with disabilities and youth without working experience; definition of a SMW; mechanism for setting and adjusting the minimum wage level; as well as enforcement and penalty in relation to the implementation of a SMW.

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 20 March 2008

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

Reply Serial No.

**LWB(L)097**

Question Serial No.

2332

Head: 90 – Labour Department

Subhead(No. & title):

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour

Director of Bureau: Secretary for Labour and Welfare

Question:

In 2008-09, the Labour Department will consider relaxing the eligibility criteria of the pilot Transport Support Scheme with a view to benefiting more needy unemployed persons and low-income employees.

- a) What will be the additional expenditure involved in providing subsidy to the applicants?
- b) How many people are expected to benefit from the relaxation of the Scheme?

Asked by: Hon. LEONG Kah-kit, Alan

Reply:

(a) & (b)

The Financial Secretary announced in his Budget Speech on 27 February 2008 the following relaxations under the pilot Transport Support Scheme:

- (i) raising the monthly income ceiling of applicants from \$5,600 to \$6,500;
- (ii) covering intra-district travels; and
- (iii) extending the duration of transport allowance from six months to 12 months.

According to the 2006 district statistics, there were 40 500 unemployed persons and 157 100 employees with monthly income of \$6,500 or less and working 18 hours or more a week resident in the four designated districts viz Yuen Long, Tuen Mun, North and Islands districts. However, these figures have not taken into account those with personal asset value of no more than \$44,000 as no such data is available. Thus it is difficult to have an accurate estimate of the actual number of persons who will join the Scheme under the relaxed regime and the additional expenditure involved in disbursing allowances to applicants. Notwithstanding this, we believe that the unspent balance of the non-recurrent commitment of \$365 million approved by the Finance Committee in April 2007 should be adequate for the purpose of the relaxations outlined above.



Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ Mrs Cherry TSE

Post Title \_\_\_\_\_ Commissioner for Labour

Date \_\_\_\_\_ 28 March 2008