

Index page

Director of Bureau : Secretary for Labour and Welfare

Session No. : 17

File name : LWB(L)-e1.doc

Reply Serial No.	Question Serial No.	Reply Serial No.	Question Serial No.	Reply Serial No.	Question Serial No.
LWB(L)001	0014	LWB(L)023	1707	LWB(L)045	0565
LWB(L)002	0228	LWB(L)024	1708	LWB(L)046	0566
LWB(L)003	0229	LWB(L)025	1709	LWB(L)047	0567
LWB(L)004	0230	LWB(L)026	2226	LWB(L)048	2039
LWB(L)005	1081	LWB(L)027	2365	LWB(L)049	2040
LWB(L)006	1822	LWB(L)028	2366	LWB(L)050	0693
LWB(L)007	1823	LWB(L)029	2367	LWB(L)051	0694
LWB(L)008	1836	LWB(L)030	2368	LWB(L)052	0695
LWB(L)009	1837	LWB(L)031	0403	LWB(L)053	0957
LWB(L)010	1838	LWB(L)032	0404	LWB(L)054	0958
LWB(L)011	0145	LWB(L)033	2537	LWB(L)055	0959
LWB(L)012	0211	LWB(L)034	2935	LWB(L)056	0960
LWB(L)013	1469	LWB(L)035	2993	LWB(L)057	0961
LWB(L)014	0287	LWB(L)036	2994	LWB(L)058	0962
LWB(L)015	0507	LWB(L)037	0531	LWB(L)059	0963
LWB(L)016	1715	LWB(L)038	0558	LWB(L)060	1049
LWB(L)017	1718	LWB(L)039	0559	LWB(L)061	0732
LWB(L)018	1730	LWB(L)040	0560	LWB(L)062	1923
LWB(L)019	1733	LWB(L)041	0561	LWB(L)063	1926
LWB(L)020	1734	LWB(L)042	0562	LWB(L)064	1929
LWB(L)021	0309	LWB(L)043	0563	LWB(L)065	1930
LWB(L)022	0310	LWB(L)044	0564	LWB(L)066	1931

LWB(L)067	1932	LWB(L)081	2078	LWB(L)095	2092
LWB(L)068	2023	LWB(L)082	2079	LWB(L)096	1031
LWB(L)069	2024	LWB(L)083	2080	LWB(L)097	1032
LWB(L)070	2025	LWB(L)084	2081	LWB(L)98	1033
LWB(L)071	2026	LWB(L)085	2082	LWB(L)99	1069
LWB(L)072	2027	LWB(L)086	2083	LWB(L)100	1070
LWB(L)073	2028	LWB(L)087	2084	LWB(L)101	1071
LWB(L)074	2030	LWB(L)088	2085	LWB(L)102	2451
LWB(L)075	2035	LWB(L)089	2086	LWB(L)103	2452
LWB(L)076	2036	LWB(L)090	2087	LWB(L)104	2653
LWB(L)077	2037	LWB(L)091	2088	LWB(L)105	2654
LWB(L)078	3128	LWB(L)092	2089	LWB(L)106	2655
LWB(L)079	3129	LWB(L)093	2090		
LWB(L)080	3130	LWB(L)094	2091		

**Replies to initial written questions raised by Finance Committee Members in
examining the Estimates of Expenditure 2010-11**

**Director of Bureau : Secretary for Labour and Welfare
Session No. : 17**

Reply Serial No.	Question Serial No.	Name of Member	Head	Programme
LWB(L)001	0014	IP Wai-ming	90	Employment Services
LWB(L)002	0228	IP Wai-ming	90	Employment Services
LWB(L)003	0229	IP Wai-ming	90	Employment Services
LWB(L)004	0230	IP Wai-ming	90	Employment Services
LWB(L)005	1081	IP Wai-ming	90	Labour Relations
LWB(L)006	1822	IP Wai-ming	90	Employee Rights and Benefits
LWB(L)007	1823	IP Wai-ming	90	Safety and Health at Work
LWB(L)008	1836	IP Wai-ming	90	Safety and Health at Work
LWB(L)009	1837	IP Wai-ming	90	Employment Services
LWB(L)010	1838	IP Wai-ming	90	Employment Services
LWB(L)011	0145	IP LAU Suk-ye, Regina	90	Employee Rights and Benefits
LWB(L)012	0211	CHEUNG Yu-yan, Tommy	90	Employee Rights and Benefits
LWB(L)013	1469	CHEUNG Yu-yan, Tommy	90	Employee Rights and Benefits
LWB(L)014	0287	PAN Pey-chyou	90	Employment Services
LWB(L)015	0507	PAN Pey-chyou	90	Employment Services
LWB(L)016	1715	PAN Pey-chyou	90	Employment Services
LWB(L)017	1718	PAN Pey-chyou	90	Employment Services
LWB(L)018	1730	PAN Pey-chyou	90	Employment Services
LWB(L)019	1733	PAN Pey-chyou	90	Employee Rights and Benefits
LWB(L)020	1734	PAN Pey-chyou	90	Safety and Health at Work
LWB(L)021	0309	WONG Kwok-hing	90	Employment Services
LWB(L)022	0310	WONG Kwok-hing	90	Employment Services
LWB(L)023	1707	WONG Kwok-hing	90	Labour Relations
LWB(L)024	1708	WONG Kwok-hing	90	Employee Rights and Benefits
LWB(L)025	1709	WONG Kwok-hing	90	Safety and Health at Work
LWB(L)026	2226	WONG Kwok-hing	90	Employment Services
LWB(L)027	2365	WONG Kwok-hing	90	000 Operational expenses
LWB(L)028	2366	WONG Kwok-hing	90	000 Operational expenses

Reply Serial No.	Question Serial No.	Name of Member	Head	Programme
LWB(L)029	2367	WONG Kwok-hing	90	000 Operational expenses
LWB(L)030	2368	WONG Kwok-hing	90	000 Operational expenses
LWB(L)031	0403	WONG Kwok-kin	90	Employment Services
LWB(L)032	0404	WONG Kwok-kin	90	Employment Services
LWB(L)033	2537	WONG Kwok-kin	90	Employee Rights and Benefits
LWB(L)034	2935	WONG Kwok-kin	90	Labour Relations
LWB(L)035	2993	WONG Kwok-kin	90	Employment Services
LWB(L)036	2994	WONG Kwok-kin	90	Safety and Health at Work
LWB(L)037	0531	CHEUNG Kwok-che	90	Employment Services
LWB(L)038	0558	WONG Sing-chi	90	Safety and Health at Work
LWB(L)039	0559	WONG Sing-chi	90	Safety and Health at Work
LWB(L)040	0560	WONG Sing-chi	90	Safety and Health at Work
LWB(L)041	0561	WONG Sing-chi	90	Employment Services
LWB(L)042	0562	WONG Sing-chi	90	Labour Relations
LWB(L)043	0563	WONG Sing-chi	90	Employment Services
LWB(L)044	0564	WONG Sing-chi	90	Safety and Health at Work
LWB(L)045	0565	WONG Sing-chi	90	Employment Services
LWB(L)046	0566	WONG Sing-chi	90	Employment Services
LWB(L)047	0567	WONG Sing-chi	90	Employment Services
LWB(L)048	2039	WONG Sing-chi	90	Employment Services
LWB(L)049	2040	WONG Sing-chi	90	Employment Services
LWB(L)050	0693	LEE Cheuk-yan	90	Labour Relations
LWB(L)051	0694	LEE Cheuk-yan	90	Labour Relations
LWB(L)052	0695	LEE Cheuk-yan	90	Labour Relations
LWB(L)053	0957	LEE Cheuk-yan	90	Employment Services
LWB(L)054	0958	LEE Cheuk-yan	90	Employment Services
LWB(L)055	0959	LEE Cheuk-yan	90	Employment Services
LWB(L)056	0960	LEE Cheuk-yan	90	Safety and Health at Work
LWB(L)057	0961	LEE Cheuk-yan	90	Employee Rights and Benefits
LWB(L)058	0962	LEE Cheuk-yan	90	Employee Rights and Benefits
LWB(L)059	0963	LEE Cheuk-yan	90	Employee Rights and Benefits
LWB(L)060	1049	LEE Cheuk-yan	90	Employee Rights and Benefits
LWB(L)061	0732	CHAN Kin-por	90	Employment Services

Reply Serial No.	Question Serial No.	Name of Member	Head	Programme
LWB(L)062	1923	LI Fung-ying	90	Safety and Health at Work
LWB(L)063	1926	LI Fung-ying	90	Labour Relations
LWB(L)064	1929	LI Fung-ying	90	Employment Services
LWB(L)065	1930	LI Fung-ying	90	Labour Relations
LWB(L)066	1931	LI Fung-ying	90	Safety and Health at Work
LWB(L)067	1932	LI Fung-ying	90	Employment Services
LWB(L)068	2023	IP Kwok-him	90	Labour Relations
LWB(L)069	2024	IP Kwok-him	90	Labour Relations
LWB(L)070	2025	IP Kwok-him	90	Employment Services
LWB(L)071	2026	IP Kwok-him	90	Employment Services
LWB(L)072	2027	IP Kwok-him	90	Safety and Health at Work
LWB(L)073	2028	IP Kwok-him	90	Safety and Health at Work
LWB(L)074	2030	IP Kwok-him	90	Employment Services
LWB(L)075	2035	IP Kwok-him	90	Safety and Health at Work
LWB(L)076	2036	IP Kwok-him	90	Employee Rights and Benefits
LWB(L)077	2037	IP Kwok-him	90	Employee Rights and Benefits
LWB(L)078	3128	IP Kwok-him	90	Employment Services
LWB(L)079	3129	IP Kwok-him	90	Employment Services
LWB(L)080	3130	IP Kwok-him	90	Labour Relations
LWB(L)081	2078	FUNG Kin-kee, Frederick	90	Labour Relations
LWB(L)082	2079	FUNG Kin-kee, Frederick	90	Labour Relations
LWB(L)083	2080	FUNG Kin-kee, Frederick	90	Labour Relations
LWB(L)084	2081	FUNG Kin-kee, Frederick	90	Labour Relations
LWB(L)085	2082	FUNG Kin-kee, Frederick	90	Labour Relations
LWB(L)086	2083	FUNG Kin-kee, Frederick	90	Employment Services
LWB(L)087	2084	FUNG Kin-kee, Frederick	90	Employment Services
LWB(L)088	2085	FUNG Kin-kee, Frederick	90	Employment Services
LWB(L)089	2086	FUNG Kin-kee, Frederick	90	Employment Services
LWB(L)090	2087	FUNG Kin-kee, Frederick	90	Employment Services
LWB(L)091	2088	FUNG Kin-kee, Frederick	90	Employee Rights and Benefits
LWB(L)092	2089	FUNG Kin-kee, Frederick	90	Employment Services
LWB(L)093	2090	FUNG Kin-kee, Frederick	90	000 Operational expenses
LWB(L)094	2091	FUNG Kin-kee, Frederick	90	Labour Relations

Reply Serial No.	Question Serial No.	Name of Member	Head	Programme
LWB(L)095	2092	FUNG Kin-kee, Frederick	90	Safety and Health at Work
LWB(L)096	1031	CHAN Hak-kan	90	Employment Services
LWB(L)097	1032	CHAN Hak-kan	90	Employment Services
LWB(L)098	1033	CHAN Hak-kan	90	Employment Services
LWB(L)099	1069	LEUNG Yiu-chung	90	Labour Relations
LWB(L)100	1070	LEUNG Yiu-chung	90	Employment Services
LWB(L)101	1071	LEUNG Yiu-chung	90	Safety and Health at Work
LWB(L)102	2451	EU Yuet-mee, Audrey	90	All Programmes
LWB(L)103	2452	EU Yuet-mee, Audrey	90	All Programmes
LWB(L)104	2653	LAM Tai-fai	90	Employment Services
LWB(L)105	2654	LAM Tai-fai	90	Employee Rights and Benefits
LWB(L)106	2655	LAM Tai-fai	90	Employment Services

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)001

Question Serial No.

0014

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 number of workers successfully imported under the Supplementary Labour Scheme (SLS) in the past three years (i.e. 2007-08 to 2009-10) by industry, post, monthly salary, weekly working hours and region / country of origin.

Asked by: Hon. IP Wai-ming

Reply:

In 2007, 2008 and 2009, the Labour Department (LD) granted employers approval-in-principle to import workers under SLS to fill 845, 1 082 and 797 vacancies respectively. Vacancies approved with breakdown by industry, job title and wage level are at Appendices 1 to 3.

The majority of imported workers under SLS have a normal working time of either eight or nine hours per day. We do not have statistics on their weekly working hours. As LD is only responsible for granting employer-applicants approval-in-principle, we do not have statistics on workers imported by region / country of origin.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

16.3.2010

**Vacancies approved under the
Supplementary Labour Scheme in 2007, 2008 and 2009
with breakdown by industry**

Industry	2007	2008	2009
1. Agriculture and fishing	224	229	311
2. Manufacturing	163	132	87
3. Construction	2	5	7
4. Wholesale, retail and import/ export trades, restaurants and hotels	46	41	45
5. Transport, storage and communication	17	125	2
6. Financing, insurance, real estate and business services	0	2	1
7. Community, social and personal services	393	548	344
Total	845	1 082	797

**Vacancies approved under the
Supplementary Labour Scheme in 2007, 2008 and 2009
with breakdown by job title**

Job title	2007	2008	2009
1. Care Worker (Elderly Service)	372	522	295
2. Livestock/ Poultry/ Fish/ Crops Farm Worker	211	205	276
3. Bean Curd/ Soya Bean/ Bean Sprout Processing Worker	37	35	31
4. Gardening Worker	14	19	29
5. Knitting Machine Operator	46	33	26
6. Cook	29	15	19
7. Quality Controller/ Inspector/ Control Supervisor	3	14	14
8. Machine Operator	11	13	12
9. Care Worker (Disabled Service)	6	11	9
10. Others	116	215	86
Total	845	1 082	797

**Vacancies approved under the
Supplementary Labour Scheme in 2007, 2008 and 2009
with breakdown by wage level**

Monthly wage	2007	2008	2009
1. \$6,000 or below	11	18	2
2. \$6,001-\$8,000	469	639	393
3. \$8,001-\$10,000	244	216	295
4. \$10,001-\$12,000	56	37	24
5. \$12,001-\$14,000	23	12	26
6. \$14,001-\$16,000	22	19	9
7. \$16,001-\$18,000	2	6	18
8. \$18,001-\$20,000	17	128	1
9. Above \$20,000	1	7	29
Total	845	1 082	797

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)002

Question Serial No.

0228

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 the past three years (i.e. 2007-08 to 2009-10), what were the respective numbers of ethnic minority job seekers registered with the Labour Department (LD) in each year? What were the numbers of placements made? Please provide a breakdown by sex, age, wage and weekly working hours.

Asked by: Hon. IP Wai-ming

Reply:

The numbers of ethnic minority job seekers registered with LD for employment service in the past three years are as follows:

Year*	No. of ethnic minority job seekers registered for employment service
2007	3 098
2008	2 191
2009	2 215

(* Figures are kept on a calendar year basis.)

Job seekers may be placed into employment either through the referral services of LD or by direct application to employers who advertise their vacancies in LD. Job seekers who secured employment through direct application are not required to report their placement positions to LD. Therefore, we do not have a breakdown on the number of ethnic minority job seekers placed into employment out of those registered for LD's service.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

17.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
 INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)003

Question Serial No.

0229

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 list in the table below the monthly salaries and weekly working hours of the job positions registered with the Labour Department (LD) in the past year (namely 2009-10):

Weekly working hours Monthly salary (\$)	6-8 hours		8-10 hours		10-12 hours		over 12 hours	
	Male	Female	Male	Female	Male	Female	Male	Female
3,001-3,500								
3,501-4,000								
4,001-4,500								
4,501-5,000								
5,001-5,500								
5,501-6,000								
6,001-6,500								
6,501-7,000								
7,001-7,500								
7,501-8,000								
8,001-8,500								
8,501-9,000								
9,001-9,500								
9,501-10,000								
Total								

Asked by: Hon. IP Wai-ming

Reply:

In 2009, LD posted a total of 593 853 vacancies received from the private sector and the Government. Of these, 437 668 vacancies (or 74%) fell within the monthly salary range of \$3,001 to \$10,000. We do not have breakdowns of these vacancies by gender or weekly working hours. Breakdown of these vacancies by monthly salary is as follows:

Monthly salary (\$)	No. of vacancies
3,001-3,500	11 368
3,501-4,000	13 130
4,001-4,500	10 692
4,501-5,000	22 954
5,001-5,500	28 621
5,501-6,000	47 411
6,001-6,500	49 648
6,501-7,000	62 504
7,001-7,500	47 537
7,501-8,000	49 675
8,001-8,500	28 858
8,501-9,000	28 602
9,001-9,500	14 583
9,501-10,000	22 085
Total	437 668

(Note: 95% of the vacancies with monthly salary below \$4,000 were part-time or temporary jobs.)

Signature	_____
Name in block letters	Mrs Cherry TSE
Post Title	Commissioner for Labour
Date	18.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
 INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)004

Question Serial No.

0230

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 list in the table below the monthly salaries and weekly working hours of the job seekers who successfully secured jobs through the employment services of the Labour Department (LD) in the past year (namely 2009-10):

Weekly working hours Monthly salary(\$)	6-8 hours		8-10 hours		10-12 hours		over 12 hours	
	Male	Female	Male	Female	Male	Female	Male	Female
3,001-3,500								
3,501-4,000								
4,001-4,500								
4,501-5,000								
5,001-5,500								
5,501-6,000								
6,001-6,500								
6,501-7,000								
7,001-7,500								
7,501-8,000								
8,001-8,500								
8,501-9,000								
9,001-9,500								
9,501-10,000								
Total								

Asked by: Hon. IP Wai-ming

Reply:

In 2009, LD secured 120 870 placements for able-bodied job seekers. Of these, 19 385 placements were achieved through the referral services of LD and the remaining through direct application by job seekers to employers who advertised their vacancies in LD. We do not maintain any statistical breakdown on the latter category of placements.

Of the 19 385 placements achieved through the referral services of LD, 15 148 fell within the monthly salary range of \$3,001 to \$10,000. We do not have breakdown on these 15 148 placements by weekly working hours. Breakdown of these placements by sex and monthly salary is as follows:

Monthly salary (\$)	Male	Female
3,001-3,500	68	248
3,501-4,000	126	335
4,001-4,500	112	310
4,501-5,000	215	512
5,001-5,500	664	1 151
5,501-6,000	721	1 075
6,001-6,500	830	984
6,501-7,000	1 183	1 255
7,001-7,500	826	733
7,501-8,000	732	646
8,001-8,500	525	397
8,501-9,000	457	357
9,001-9,500	210	171
9,501-10,000	224	81
Total	15 148	

(Note: 96% of the placements with monthly salary below \$4,000 were part-time or temporary jobs)

Signature	_____
Name in block letters	Mrs Cherry TSE
Post Title	Commissioner for Labour
Date	17.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)005

Question Serial No.

1081

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 (FFEP) by the Labour Department (LD), will the Administration make provision for evaluating its effectiveness, such as examining how many FFEP promoted by LD have been adopted by organisations in both the public and private sectors? If yes, what will be the amount of provision? When will the study be carried out? If no, will such a study be considered?

Asked by: Hon. IP Wai-ming

Reply:

As with other promotional activities, officers of LD collect views from various stakeholders from time to time to help assess the effectiveness of its work. We also collect information on FFEP adopted in different establishments through our regular contacts with employers and human resources practitioners. Feedback so collected shows that employers in general are becoming more receptive to the idea of implementing FFEP. We have at present no plan to conduct a formal survey on FFEP.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

16.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)006

Question Serial No.

1822

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 :

Of the complaints relating to the employment of imported workers investigated last year (i.e. 2009-10), how many were substantiated cases? How many illegal workers were found? What are the numbers of arrests and convictions?

Asked by: Hon. IP Wai-ming

Reply:

In 2009, the Labour Department (LD) received 12 complaints related to imported workers under the Supplementary Labour Scheme. After thorough investigation, none of the complaints were substantiated.

In the same year, officers of LD detected 610 suspected illegal workers during workplace inspections to enforce the labour legislation and in joint operations with other enforcement departments to combat illegal employment. As the officers of LD do not have the power to arrest and prosecute the illegal workers and their employers, the suspected cases of illegal employment were referred to the Police or the Immigration Department for further investigation and prosecution as appropriate.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

17.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)007

Question Serial No.

1823

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 2010-11, apart from promoting the wider adoption of the Guidelines on Site Safety Measures for Working in Hot Weather published by the Construction Industry Council, will the Administration allocate resources for conducting a study on whether death or loss of consciousness in the course of work in hot weather should be prescribed as occupational diseases? Also, will any provision be made for conducting a feasibility study on legislating for suspension of work in hot weather?

Asked by: Hon. IP Wai-ming

Reply:

The Employees' Compensation Ordinance (ECO) (Cap. 282) stipulates that if an employee sustains an injury or dies as a result of an accident arising out of and in the course of his employment, his employer is liable to pay compensation under the Ordinance. Employees suffering from heat stroke at work normally exhibit symptoms such as dizziness, headache and loss of consciousness, or bodily injuries caused by accidents. In this case, they would be regarded as suffering from injury by accident and are eligible for compensation under ECO. It would thus not be necessary to consider prescribing syncope or death arising from working in the hot weather as occupational diseases.

The risk of heat stroke is related to a multitude of factors and, therefore, should be assessed by taking into account all relevant factors. These include temperature, humidity, air movement and heat radiation in the workplace, the nature of work being performed, and individual factors such as clothing worn by workers and their acclimatisation to hot work environment. In fact, the risk of heat stroke is different with respect to different work processes being conducted within the same workplace, let alone from workplace to workplace on the same day. It is for this reason that the risk assessment approach, rather than relying on the temperature alone, has been adopted in many countries¹.

The Occupational Safety and Health Ordinance (Cap. 509) and the Factories and Industrial Undertakings Ordinance (Cap. 59) have set out the general duties of employers and employees. In respect of the prevention of heat stroke, it is the legal responsibility of employers to assess the risk of heat stroke to their employees working in a hot environment and to take appropriate preventive measures accordingly. Such measures may include the provision of adequate drinking water at readily accessible locations, provision of sheltered work and rest areas, ventilation facilities, and provision of appropriate information, instruction and training for workers. In this regard, legislating for cessation of work in hot weather across all industries would not be an appropriate and practicable option in view of the varying work processes and work environment in different industries.

¹ Examples of countries adopting the risk assessment approach include UK, USA, New Zealand, some states of Australia, Singapore and some provinces of Mainland China like Guangdong.

Signature	_____
Name in block letters	_____ Mrs Cherry TSE _____
Post Title	_____ Commissioner for Labour _____
Date	_____ 17.3.2010 _____

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

LWB(L)008

1836

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 collaboration with the Construction Industry Council to enhance site safety of working in lift shafts in 2010-11, what are the details of the plan and the expenditure involved?

Asked by: Hon. IP Wai-ming

Reply:

The Construction Industry Council (CIC) established in October 2009 a Task Force on Site Safety of Working in Lift Shaft (the Task Force) under its Committee on Construction Site Safety, with membership drawn from various stakeholders, including relevant government departments, the Hong Kong Construction Association, construction companies and labour unions. The Task Force was tasked to carry out a thorough study of, and make recommendations on, work safety in lift shaft. The Labour Department (LD) plays an important part in the deliberations of the Task Force.

The Task Force is now conducting a systematic review of lift shaft works with a view to formulating guidelines for adoption by the construction industry on good practices for enhancing work safety in lift shafts. The guidelines are expected to be completed in the first half of 2010. Upon release of the guidelines, LD will collaborate with CIC to promote awareness among stakeholders through safety seminars and talks. In addition, LD will also promote compliance with the guidelines through its enforcement work.

Enhancing site safety of working in lift shafts is an integral part of LD's work in promoting construction safety. Hence we do not maintain a separate breakdown of expenditure regarding the collaboration with CIC in the area.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

17.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)009

Question Serial No.

1837

Head : 90 – Labour Department

Subhead (No. & title) :

700 General
non-recurrent

Programme : (2) Employment Services

Controlling Officer : Commissioner for Labour

Director of Bureau : Secretary for Labour and Welfare

Question :

Of the trainees of the Youth Work Experience and Training Scheme (YWETS), how many have joined the Apprenticeship Scheme as well?

Asked by: Hon. IP Wai-ming

Reply:

YWETS operates on the basis of Programme Year. For the 2008-09 Programme Year ending August 2009, 8 372 trainees registered with YWETS. Among them 497 also joined the Apprenticeship Scheme administered by the Vocational Training Council.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

17.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)010

Question Serial No.

1838

Head : 90 – Labour Department

Subhead (No. & title) :

700 General
non-recurrent

Programme : (2) Employment Services

Controlling Officer : Commissioner for Labour

Director of Bureau : Secretary for Labour and Welfare

Question :

When will the balance of \$171,406,000 under the Pilot Transport Support Scheme (TSS) be used up?
How many more applicants are expected to benefit?

Asked by: Hon. IP Wai-ming

Reply:

A sum of \$365 million has been earmarked for the implementation of TSS. The estimated balance of the sum as at the end of March 2010 is \$171.4 million. However, on the basis of an applicant's entitlement to On-the-job Transport Allowance of \$7,200 and Job Search Allowance of \$600, the estimated financial commitment in respect of all admitted applicants of TSS is \$298.7 million as at the end of March 2010. The uncommitted balance of \$66.3 million will be sufficient to cover the financial commitment in respect of about 8 500 newly-admitted applicants. Based on past statistics, we estimate that on average 700 new applicants would be admitted to TSS each month. Hence, it is estimated that the uncommitted balance of \$66.3 million would be fully committed by the end of March 2011.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

17.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)011

Question Serial No.

0145

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 number of applications for payment under the Protection of Wages on Insolvency Fund (PWIF) processed in 2009 (7 404 cases) is higher than the number in 2008 (5 728 cases), and the estimated number for 2010 (7 400 cases) is also higher than the number for 2009. As the levy on business registration certificates, one of the major sources of income for PWIF, will be waived for one year, will the estimated financial position of the Fund be sound enough to support its expenditure in the next three years, i.e. from 2010 to 2012?

Asked by: Hon. IP LAU Suk-ye, Regina

Reply:

The proposed relief measure to extend the waiver of business registration fees by one year starting from 1 August 2010 would not affect the financial position of PWIF since businesses are still required to apply for business registration certificates and pay the levy for PWIF. The financial position of PWIF is healthy, with a balance of \$1,748 million at the end of 2009.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

18.3.2010

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

Head : 90 – Labour DepartmentSubhead (No. & title) :Programme : (4) Employee Rights and BenefitsControlling Officer : Commissioner for LabourDirector of Bureau : Secretary for Labour and WelfareQuestion :

Please set out in a table, by the amount of payments and number of applications per year, the top three industries that account for the largest number of applications for payment under the Protection of Wages on Insolvency Fund (PWIF) in the past three years (namely 2007 to 2009). What was the financial position of PWIF in the past three years (namely 2007-08 to 2009-10) respectively and the estimated financial position in 2010-11?

Asked by: Hon. CHEUNG Yu-yan, TommyReply:

The information requested is provided below:

Top three industries by the amount of payment made by PWIF

Year	Industry	Amount of payment (\$ million)
2007-08	Construction	17.2
	Import/Export	12.5
	Restaurants	11.9
	Others	37.8
	Total	79.4
2008-09	Retail	22.1
	Air transport	16.0
	Restaurants	15.7
	Others	75.7
	Total	129.5
2009-10 (up to 28 February 2010)	Import/Export trade	31.2
	Food and beverage service activities*	15.4
	Manufacture of wearing apparel	11.7
	Others	85.1
	Total	143.4

* Starting 2009-10, the former industrial classification in respect of “Restaurants” has been renamed “Food and beverage service activities”.

Top three industries by the number of applications to PWIF

Year	Industry	Number of applications
2007-08	Construction	1 198
	Restaurants	983
	Import/Export	599
	Others	1 726
	Total	4 506
2008-09	Restaurants	1 633
	Retail	1 106
	Import/Export	730
	Others	4 042
	Total	7 511
2009-10 (up to 28 February 2010)	Food and beverage service activities	1 318
	Construction	891
	Import/Export trade	876
	Others	2 608
	Total	5 693

Financial position of PWIF*

Year	Income (\$ million)	Expenditure (\$ million)	Surplus (\$ million)
2007-08	559.5	103.0	456.5
2008-09	471.2	153.7	317.5
2009-10 (up to 31 January 2010)	382.7	158.4	224.3
2010-11 Estimates	435.3	278.8	156.5

* As at the end of 2009, PWIF had a balance of \$1,748 million.

Signature	_____
Name in block letters	Mrs Cherry TSE
Post Title	Commissioner for Labour
Date	18.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)013

Question Serial No.

1469

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 intelligence collected and the number of successful convictions against employers contravening the wage provisions in the past three years (i.e. 2007 to 2009)? What are the respective figures involving 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 2007, 2008 and 2009 was 457, 544 and 578 respectively. The respective figures involving the catering, construction and import/export industries were as follows:

Industry	Number of intelligence collected		
	2007	2008	2009
Catering	69	120	119
Construction	127	94	77
Import/Export	26	29	7

The total number of convicted summonses against employers contravening the wage provisions in 2007, 2008 and 2009 was 960, 958 and 1 314 respectively. The respective figures involving the catering, construction and import/export industries were as follows:

Industry	Number of summonses convicted		
	2007	2008	2009
Catering	124	230	212
Construction	199	149	267
Import/Export	37	49	109

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

17.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)014

Question Serial No.

0287

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 the names and addresses of the non-governmental organisations (NGOs) in remote districts to be provided with vacancy search terminals in 2010-11 and the number of terminals involved.

Asked by: Hon. PAN Pey-chyou

Reply:

In 2010-11, the Labour Department (LD) will provide on a pilot basis 20 vacancy search terminals (VSTs) to NGOs which are operating placement services for residents in remote districts such as Tung Chung and Tseung Kwan O. LD will invite NGOs to indicate their interest in April 2010. The VSTs will be installed at the selected NGOs in mid 2010.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

17.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)015

Question Serial No.

0507

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 :

When will the pioneer one-stop employment and training centre in Tin Shui Wai commence operation? What are the intake per year, the subjects to be taught and the annual operational expenses? How long will the pioneer project last?

Asked by: Hon. PAN Pey-chyou

Reply:

The pilot one-stop employment and training centre in Tin Shui Wai will come into operation in early 2011.

Under this one-stop mode of operation, the existing employment and training/retraining services of the Labour Department (LD), Social Welfare Department and Employees Retraining Board (ERB) will be streamlined, integrated and enhanced. Job seekers will be offered services customised for their needs, including personalised counselling, training, and employment and post-placement support services. Job seekers can also, where appropriate, enroll in retraining programmes administered by ERB to enhance their employability. There will not be any quota on the number of job seekers to be served by the centre.

For 2010-11, a sum of \$2.3 million has been earmarked for preparatory work relating to the establishment of the centre. The annual operating cost of the centre will be determined at a later stage.

As the one-stop mode of operation is a new approach to strengthen the employment and training services for job seekers, we will closely monitor the operation of the centre and make adjustments as necessary. We will undertake an overall review of the pioneer project after all the services of the centre have been rolled out in full scale.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

17.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)016

Question Serial No.

1715

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 2010, 3 200 placements are planned for disabled job seekers, representing some 70% of the number of persons registered. Did the Government allocate any manpower and resources to study the reasons for not arranging more placements for disabled job seekers? If yes, what is the outcome of the study? If no, will a study be arranged in 2010-11?

Asked by: Hon. PAN Pey-chyou

Reply:

In 2010, the Labour Department (LD) aims at registering 3 200 disabled job seekers and placing 2 400 of them into employment.

Placement officers of LD analyse from time to time the profiles of disabled job seekers vis-à-vis the requirements of the labour market with a view to identifying any mismatch between supply and demand. In 2009, for example, we observed that the majority of our disabled registrants indicated a strong preference for clerical posts, whereas most recruiting employers were looking for service employees. This manpower mismatch had a negative impact on the placement rate of our disabled registrants.

To address the problem of manpower mismatch and help place more disabled job seekers into employment, placement officers of LD will strengthen the provision of career guidance and counselling as well as the job matching and referral services for disabled job seekers. Where appropriate, they will also be referred to attend suitable training courses to enhance their employability.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

17.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)017

Question Serial No.

1718

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 the past three years (i.e. 2007 to 2009), what were the respective numbers of ethnic minority job seekers registered with the Labour Department (LD)? What were the numbers of placements made? Please provide a breakdown by sex, age, wage and weekly working hours.

Asked by: Hon. PAN Pey-chyou

Reply:

The numbers of ethnic minority job seekers registered with LD for employment service in the past three years are as follows:

Year*	No. of ethnic minority job seekers registered for employment service
2007	3 098
2008	2 191
2009	2 215

(* Figures are kept on a calendar year basis.)

Job seekers may be placed into employment either through the referral services of LD or by direct application to employers who advertise their vacancies in LD. Job seekers who secure employment through direct application are not required to report their placement positions to LD. Therefore, we do not have a breakdown on the number of ethnic minority job seekers placed into employment out of those registered for LD's service.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

17.3.2010

Examination of Estimates of Expenditure 2010-11

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

Reply Serial No.

LWB(L)018

Question Serial No.

1730

Head : 90 – Labour Department

Subhead (No. & title) :

700 General
non-recurrent

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 . Youth Work Experience and Training Scheme” (YPTP . YWETS) administered by the Labour Department, what is its expenditure in 2010-11? What is the number of participants since its inception? What is the average monthly cost for training a trainee? Among this, how much is subsidised by the Government?

Asked by: Hon. PAN Pey-chyou

Reply:

The Youth Pre-employment Training Programme and the Youth Work Experience and Training Scheme have been fully integrated as from the 2009-10 Programme Year commencing in September 2009. As at the end of February 2010, 11 836 applications for joining the integrated programme were received. While the programme will flexibly admit all eligible young people, it is estimated, for budgeting purpose, that a total of 35 000 young people would participate in the programme in the 2009-10 and 2010-11 Programme Years. The total estimated expenditure for the two Programme Years is \$326.2 million. The average training cost per trainee is \$9,320, which is entirely borne by the Government. As the duration of participation of trainees in the programme varies, we are unable to calculate the average monthly training cost per trainee.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

18.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)019

Question Serial No.

1733

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 the number of prosecutions taken in 2009-10 by industry and class of prosecution.

Asked by: Hon. PAN Pey-chyou

Reply:

In 2009, the number of prosecutions taken out by the Labour Department under the Employee Rights and Benefits Programme by industries and results was as follows:

Industry	2009	
	Prosecutions Taken Out	Convictions
Catering	837	708
Manufacturing	291	198
Construction	547	355
Import/Export	417	365
Wholesale/Retail	607	569
Transport, Storage and Communication	344	243
Finance, Insurance, Real Estate and Business Services	300	264
Community, Social and Personal Services	585	440
Others	305	223
Total	4 233	3 365

Major offences prosecuted were wage offence, holiday offence and failure to take out employees' compensation insurance. In 2009, the corresponding numbers of these prosecutions were 1 750, 928 and 1 245, resulting in 1 314, 617 and 1 195 convictions respectively.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

17.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)020

Question Serial No.

1734

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 enforcement of the Occupational Safety and Health Ordinance (OSHO), the Factories and Industrial Undertakings Ordinance (FIUO) and the Boilers and Pressure Vessels Ordinance (BPVO), please provide a list of the industries or establishments with poor performance records and advise on the action taken against these industries or establishments in 2009-10.

Asked by: Hon. PAN Pey-chyou

Reply:

In 2009-10, the construction and catering industries remained the major areas of concern in respect of occupational safety and health performance, with the construction industry recording 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) continued to address the safety problems of these two industries, as a matter of priority, through a holistic strategy of enforcement, promotion and publicity.

On enforcement, LD ensured compliance with relevant safety legislation and promoted improvements in safety and health standards through surprise inspections of construction sites and catering establishments, including special enforcement campaigns. We paid special attention to high-risk activities, such as building repair, maintenance, alteration and addition (RMAA) works, work-at-height, and use of scaffolds, tower cranes, construction vehicles and mobile plant on construction sites, and took rigorous enforcement actions to deter unsafe practices. In the year, we conducted 50 801 inspections to construction sites and 15 619 inspections to catering establishments, resulting in 1 226 and 227 prosecutions respectively.

On promotion and publicity, we organised large-scale promotional campaigns to enhance the safety awareness of employers and employees in the two industries in collaboration with the Occupational Safety and Health Council and key stakeholders in the two industries, including major trade associations and labour unions, related organisations and government departments, and District Councils. Major initiatives include safety seminars and talks, roving exhibitions, joint promotion with District Councils, Announcements in the Public Interest on television and radio, and broadcast of promotional films on mobile advertising media. Since late 2008, we have also stepped up efforts to promote work-at-height and RMAA works safety, especially in the use of truss-out scaffolds, with more than 100 safety seminars and talks held in 2009 for RMAA contractors engaged by various public sector bodies and government departments e.g. the Housing Department, Home Affairs Department, Hong Kong Housing Society and various universities. Arrangements are also in place for these bodies to report to LD unsafe practices for follow-up actions.

Signature	_____
Name in block letters	Mrs Cherry TSE
Post Title	Commissioner for Labour
Date	17.3.2010

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

Head : 90 – Labour DepartmentSubhead (No. & title) :Programme : (2) Employment ServicesControlling Officer : Commissioner for LabourDirector of Bureau : Secretary for Labour and WelfareQuestion :

Please provide a breakdown, by the 18 districts of Hong Kong, of the numbers of jobs registered, placements, cases involving placements in the job seeker's district of residence, and cases involving cross-district placements in 2009-10:

Districts	Number of Jobs Registered	Number of Placements	Number of Placements in the Job Seeker's District of Residence	Number of Cross-district Placements
Central and Western				
Eastern				
Southern				
Wan Chai				
Kowloon City				
Yau Tsim Mong				
Sham Shui Po				
Wong Tai Sin				
Kwun Tong				
Tai Po				
Tuen Mun				
Yuen Long				
North				
Sai Kung				
Sha Tin				
Tsuen Wan				
Kwai Tsing				
Islands				
Others				
Total				

Asked by: Hon. WONG Kwok-hingReply:

In 2009, the Labour Department (LD) posted a total of 593 853 vacancies received from the private sector and the Government. Many of these vacancies (e.g. job offers by chain stores, catering outlets or property management companies) involved the same job positions in different work locations. Thus, we do not have a breakdown of these vacancies by districts.

In 2009, LD secured 120 870 placements for able-bodied job seekers. Job seekers may be placed into employment either through the referral services of LD or by direct application to employers who advertise their vacancies in LD. Job seekers who secure employment through direct application are not required to report their placement positions to LD. Therefore, we do not have statistics on the number of cases involving placement in the job seeker's district of residence and cases involving cross-district placement.

Signature	_____
Name in block letters	Mrs Cherry TSE
Post Title	Commissioner for Labour
Date	17.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)022

Question Serial No.

0310

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 the past three years (i.e. 2007-08 to 2009-10), what were the respective numbers of new arrival job seekers registered with the Labour Department (LD)? What were the numbers of placements made? Please provide a breakdown by sex, age, wage and weekly working hours.

Asked by: Hon. WONG Kwok-hing

Reply:

The numbers of new arrival job seekers registered with LD for employment service in the past three years are as follows:

Year*	No. of new arrival job seekers registered for employment service
2007	12 253
2008	11 540
2009	13 084

(* Figures are kept on a calendar year basis.)

Job seekers may be placed into employment either through the referral services of LD or by direct application to employers who advertise their vacancies in LD. Job seekers who secured employment through direct application are not required to report their placement positions to LD. Therefore, we do not have a breakdown on the number of new arrival job seekers placed into employment out of those registered for LD's service.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

17.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)023

Question Serial No.

1707

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 (FFEP) by the Labour Department (LD), please list the specific practices proposed and provide the number of organisations that have implemented these practices since they were promoted.

Asked by: Hon. WONG Kwok-hing

Reply:

In 2010-11, LD will launch a series of activities to enhance the awareness of employers, employees, human resources practitioners and the public of FFEP, such as family leave benefits, flexible work arrangements and employee support schemes. LD will also widely publicise a newly produced video through multiple channels, stage roving exhibitions territory-wide and share experience of good people management practices including FFEP through the 18 Human Resources Managers Clubs formed in various trades.

We do not have information on the number of organisations adopting FFEP. However, officers of LD collect from time to time views from various stakeholders to help assess the effectiveness of its work. As far as the promotion of FFEP is concerned, feedback so collected shows that employers in general are becoming more receptive to the idea of implementing FFEP.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

18.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)024

Question Serial No.

1708

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 the number of warnings issued in 2009-10 by industry and type of warning.

Asked by: Hon. WONG Kwok-hing

Reply:

In 2009, the Labour Department issued a total of 617 warnings to employers breaching the provisions of the Employment Ordinance and the Employees' Compensation Ordinance. A breakdown of the warnings by industry is as follows:

Industry	No. of warning issued
Catering	91
Manufacturing	29
Construction	170
Wholesale, retail, import/export and hotel	138
Transport, storage and communication	21
Finance, insurance, real estate and business service	80
Community, social and personal services	88
Total	617

The warnings were mostly issued with respect to wage and holiday offences, and failure to display the notice of insurance at workplace.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

16.3.2010

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

LWB(L)025

1709

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 :

What are the details, expenditure and manpower involved in launching a focused publicity and enforcement campaign targeting outdoor workplaces with a higher risk of heat stroke in 2010-11?

Asked by: Hon. WONG Kwok-hing

Reply:

In 2010-11, the Labour Department (LD) will launch a focused publicity and enforcement campaign targeting outdoor workplaces with a higher risk of heat stroke, including construction sites, outdoor cleansing workplaces and container yards, to promote awareness among employers and employees of heat stroke prevention at these workplaces and help ensure adequate protection for workers.

We will promote risk assessment of heat stroke at workplaces and remind employers and employees of the need for due care when working under hot weather. Examples of such promotional activities include conducting public and outreaching health talks and showing educational video on mobile advertising media. We will also use the print media as appropriate. In addition, we will develop and promote the use of two specific checklists, one for construction sites and the other for outdoor cleansing workplaces, to further facilitate employers and workers in these two industries to assess the risk of heat stroke at their workplaces. In conducting these publicity activities, LD will continue to collaborate with relevant stakeholders such as the Construction Industry Council, Occupational Safety and Health Council, employers' associations and trade unions.

On enforcement, LD will conduct a special enforcement campaign between April and September 2010, focusing on the adequacy and effectiveness of preventive measures taken at outdoor workplaces with a higher risk of heat stroke, including matters like the provision of adequate drinking water at readily accessible locations, provision of sheltered work and rest areas, ventilation facilities, and provision of appropriate information, instruction and training for workers.

Both the publicity and enforcement programmes on heat stroke prevention are an integral part of LD's day-to-day work and we have therefore not kept separate accounts of the expenditure and manpower involved.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

19.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)026

Question Serial No.

2226

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 :

Paragraph 148 of the Budget Speech mentions the problem of manpower mismatch. Has the Administration conducted any data collection and analysis in respect of the above? If yes, please provide the details.

Asked by: Hon. WONG Kwok-hing

Reply:

The Administration has been collecting information on the general labour situation, including the number of unemployed persons through the General Household Survey and the number of vacancies through the Quarterly Survey of Employment and Vacancies conducted by the Census and Statistics Department. However, both are by broad occupational group only and no comprehensive data on manpower mismatch are available.

As part of its day-to-day work, the Labour Department (LD) collects and compiles operational statistics for planning and continuous work improvement purposes. Such statistics include a weekly analysis of the most-sought-after jobs by our registrants and occupations with the largest number of vacancies. They may help illustrate the mismatch in the demand and supply of manpower in some occupations, as follows:

Job Titles	As at 5 March 2010	
	No. of vacancies posted by LD	No. of job seekers registered with LD
Waiter/Waitress	2 566	726
Sales Representative	1 209	127

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

18.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)027

Question Serial No.

2365

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 :

- (a) Please provide information on outsourced services (including property management, security, cleansing, telecommunications and information technology, statistics, etc., but excluding construction works) in the format set out below:

	2010-11	2009-10	2008-09	2007-08
Number of outsourced service contracts	()	()	()	()
Value of outsourced service contracts	()	()	()	()
Number of workers employed under outsourced service contracts	()	()	()	()
Number of outsourced service contract posts that can be replaced by employment of permanent staff by the Government	()	()	()	()

Figures in () denote percentage changes

- (b) What are the projected numbers of outsourced service contracts in which the posts can be replaced by employment of permanent staff by the Government in the next three years (i.e. 2010-11 to 2012-13)?

Asked by: Hon. WONG Kwok-hing

Reply:

- (a) With the exception of a few, our outsourced service contracts normally only specify the services that we require without stipulating what manpower resources the contractors have to invest in the contracts to provide the required services. Information about the number of workers employed under these contracts is thus not available to us. The few outsourced service contracts that do stipulate a requirement of the manpower to be provided by the contractors mainly involve cleansing service, security guard service, management service for the Youth Employment Resources Centres and information technology projects. The required information in respect of these contracts is set out below –

	2010-11 (Estimate)	2009-10	2008-09	2007-08
Number of outsourced service contracts	7 (-41.7%)	12 (+50%)	8 (-20%)	10
Value of outsourced service contracts (\$ million)	5.896 (+33.3%)	4.424 (+8.2%)	4.089 (+1.5%)	4.028
Number of workers employed under outsourced service contracts	43 (-14%) to 48 (-14.3%)	50 (+13.6%) to 56 (+24.4%)	44 to 45 (-8.2%)*	49
Number of outsourced service contract posts that can be replaced by employment of permanent staff by the Government	0	0	0	0

Figures in () denote percentage changes

* The largest figure in the year is used as the basis for comparison.

- (b) None of the posts in the outsourced service contracts can be replaced by employment of permanent staff by the Government in the next three years.

Signature	_____
Name in block letters	Mrs Cherry TSE
Post Title	Commissioner for Labour
Date	18.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)028

Question Serial No.

2366

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 :

Please provide, in table form, information on the departmental procurement of services of employment agencies (EAs) in 2006-07 to 2009-10:

- (a) the number of contracts signed with EAs;
- (b) the contract sum and term of service for each EA;
- (c) the number of workers supplied by each EA and their duties;
- (d) details of the pay of workers (including monthly and daily wages) supplied by each EA;
- (e) year-on-year changes in the number of EAs, number of contracts, number of workers supplied and total contract sums;
- (f) the number of contracts awarded, total contract sums and number of workers supplied in respect of each EA if workers were supplied by more than one EA in the year;
- (g) the highest, lowest and median pay of workers supplied by each EA;
- (h) the proportion of workers supplied by EAs in the existing staff in the department for that year; and
- (i) the proportion of expenditure on procuring the services of EAs in departmental expenditure.

Asked by: Hon. WONG Kwok-hing

Reply:

The required information is given below:

(a) Number of contracts signed with EAs:

	2006-07 (as at 31.3.2007)	2007-08 (as at 31.3.2008)	2008-09 (as at 31.3.2009)	2009-10 (as at 30.9.2009)
T-contract*	7	7 (0%)	7 (0%)	7 (0%)
Others	1	2 (+100%)	1 (-50%)	3 (+200%)

* A term contract for information technology manpower centrally administrated by the Office of the Government Chief Information Officer.

(b)(i) Contract sum for each EA (\$ million):

	2006-07 (as at 31.3.2007)	2007-08 (as at 31.3.2008)	2008-09 (as at 31.3.2009)	2009-10 (as at 30.9.2009)
T-contract	0.25 to 4.35	0.36 (+44.0%) to 4.29 (-1.4%)	0.25 (-30.6%) to 7.54 (+75.8%)	0.13 (-48.0%) to 9.77 (+29.6%)
Others	0.17	0.2 to 1.23 (+623.5% ⁽¹⁾)	1.16 (-5.7% ⁽¹⁾)	0.13 to 1.33 (+14.7% ⁽¹⁾)

⁽¹⁾ The highest sum in the year / the year before is used as the basis for comparison.

(ii) Term of service for each EA

	2006-07 (as at 31.3.2007)	2007-08 (as at 31.3.2008)	2008-09 (as at 31.3.2009)	2009-10 (as at 30.9.2009)
T-contract	12 months	12 months	12 months	12 months
Others	2 months	2 - 12 months	12 months	2 - 12 months

(c) Number of workers supplied by each EA and their duties:

	2006-07 (as at 31.3.2007)	2007-08 (as at 31.3.2008)	2008-09 (as at 31.3.2009)	2009-10 (as at 30.9.2009)
T-contract	1 to 11	2 (+100%) to 11 (0%)	1 (-50%) to 17 (+54.6%)	1 (0%) to 23 (+35.3%)
	Professional information technology support and system development	Professional information technology support and system development	Professional information technology support and system development	Professional information technology support and system development
Others	22	8 to 22 (0% ⁽²⁾)	7 (-68.2% ⁽²⁾)	2 to 19 (+171.4% ⁽²⁾)
	General office support	General office support	General office support	General office support

⁽²⁾ The largest figure in the year / the year before is used as the basis for comparison.

(d) Details of the pay of the workers supplied by each EA:

The contracts that the Labour Department (LD) enters into with EAs specify the service fee charged by the latter in providing agency workers. LD normally does not specify the wages of agency workers, except with regard to the wages of non-skilled workers. Hence the information requested is unavailable to LD.

- (e) Year-on-year changes in the number of EAs, number of contracts, number of workers supplied and total contract sums:

These are shown in brackets in (a) to (c) above.

- (f) Number of contracts awarded, total contract sums and number of workers supplied in respect of each EA:

		2006-07 (as at 31.3.2007)	2007-08 (as at 31.3.2008)	2008-09 (as at 31.3.2009)	2009-10 (as at 30.9.2009)
Number of contracts awarded to each EA	T-contract	1	1	1	1
	Others	1	1	1	1
Total contract sums of each EA (\$ million)	T-contract	0.25 to 4.35	0.36 to 4.29	0.25 to 7.54	0.13 to 9.77
	Others	0.17 ⁽³⁾	0.20 to 1.23	1.16	0.13 to 1.33
Number of workers supplied by each EA	T-contract	1 to 11	2 to 11	1 to 17	1 to 23
	Others	22 ⁽³⁾	8 to 22	7	2 to 19

⁽³⁾ A two-month contract under which the agency workers work only three to four hours a day.

- (g) The highest, lowest and median pay of workers supplied by each EA:

This information is unavailable to LD for the reason stated in (d).

- (h) Proportion of workers supplied by EAs in the existing staff in LD:

	2006-07 (as at 31.3.2007)	2007-08 (as at 31.3.2008)	2008-09 (as at 31.3.2009)	2009-10 (as at 30.9.2009)
T-contract	1.91%	2.41%	2.71%	2.89%
Others	1.17%	1.57%	0.36%	1.54%

(The figures in the table represent the situation as at the dates of the years specified and do not necessarily represent the general situation of the years concerned.)

- (i) Proportion of expenditure on procuring the services of EAs in departmental expenditure:

	2006-07	2007-08	2008-09	2009-10

T-contract	1.52%	1.63%	2.00%	2.02% ⁽⁴⁾
Others	0.02%	0.14%	0.11%	0.14% ⁽⁴⁾

⁽⁴⁾ Computed on the basis of the revised estimate for 2009-10.

Signature	_____
Name in block letters	Mrs Cherry TSE
Post Title	Commissioner for Labour
Date	18.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
 INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)029

Question Serial No.

2367

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 :

- (a) Please provide information on the employment of non-civil service contract staff (NCSC) to provide services as follows:

	2010-11	2009-10	2008-09	2007-08
Number of NCSC staff	()	()	()	()
Total expenditure on salaries of NCSC staff	()	()	()	()
Number of NCSC staff converted to civil servants				
Number of NCSC staff who had the chances to convert to civil servants on permanent terms but failed the examination	()	()	()	()
Proportion of NCSC staff in the total number of staff in the department	()	()	()	()

Figures in () denote year-on-year changes

- (b) Please provide, in the table below, information on the length of employment of NCSC staff from 2007-08 to 2010-11:

Number of years	Number of staff 2010-11	Number of staff 2009-10	Number of staff 2008-09	Number of staff 2007-08
Half year to one	()	()	()	()
One to three	()	()	()	()
Three to five	()	()	()	()
Five to ten	()	()	()	()
Ten to fifteen	()	()	()	()

Figures in () denote year-on-year changes

- (c) What are the projected numbers of NCSC staff who may convert to civil servants on permanent terms in the next three years (i.e. 2010-11 to 2012-13)?

Asked by: Hon. WONG Kwok-hing

Reply:

- (a) The information on the employment of NCSC staff by Labour Department to provide services as at 1 March each year from 2007-08 to 2010-11 is set out below:

	2010-11 (Note 1)	2009-10 (Note 2)	2008-09	2007-08
Number of NCSC staff	-	187 (-16)	203 (-19)	222 (-13)
Total expenditure on salaries of NCSC staff	-	\$ 36,011,395 (-\$1,424,153)	\$37,435,548 (-\$997,406)	\$38,432,954 (+\$3,624,088)
Number of NCSC staff converted to civil servants	-	0	7	9
Number of NCSC staff who had the chances to convert to civil servants on permanent terms but failed the examination	-	0 (0)	53 (+53)	0 (0)
Proportion of NCSC staff in the total number of staff in the department	-	9.35% (-1.05%)	10.4% (-1.2%)	11.6% (-0.8%)

Figures in () denote year-on-year changes

- (b) The information on the length of employment of NCSC staff as at 1 March each year from 2007-08 to 2010-11 are set out below:

Number of years	Number of staff 2010-11 (Note 1)	Number of staff 2009-10 (Note 2)	Number of staff 2008-09	Number of staff 2007-08
Half year to one	-	24 (-7)	31 (-12)	43 (-46)
One to three	-	41 (-45)	86 (-23)	109 (+33)
Three to five	-	74 (+30)	44 (+2)	42 (-3)
Five to ten	-	48 (+6)	42 (+14)	28 (+3)
Ten to fifteen	-	0 (0)	0 (0)	0 (0)

Figures in () denote year-on-year changes

Note 1: Figures are not available at this stage as the number of NCSC staff may vary in the light of changing service and operational requirements

Note 2: As at 1 March 2010.

- (c) Serving NCSC staff who are interested to apply for our civil service posts may respond to our recruitment advertisement if they meet the basic entry requirements of the posts concerned. Their appointment would be subject to their performance at selection interview. It is not possible for us to provide any meaningful projection for the appointment of NCSC staff to fill civil service vacancies in the next three years.

Signature	_____
Name in block letters	Mrs Cherry TSE
Post Title	Commissioner for Labour
Date	18.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
 INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)030

Question Serial No.

2368

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 :

- (a) Please provide information on the employment and anticipated employment of temporary staff to provide services from 2007-08 to 2010-11:

	2010-11	2009-10	2008-09	2007-08
Number of temporary staff employed	()	()	()	()
Total expenditure on salaries of temporary staff employed	()	()	()	()
Percentage of temporary staff in the total number of staff in the department	()	()	()	()

Figures in () denote year-on-year changes

- (b) Please provide information on the length and anticipated length of employment of temporary staff from 2007-08 to 2010-11:

Number of years	Number of staff 2010-11	Number of staff 2009-10	Number of staff 2008-09	Number of staff 2007-08
Half year	()	()	()	()
One	()	()	()	()
Two	()	()	()	()
Three	()	()	()	()
Three and above	()	()	()	()

Figures in () denote year-on-year changes

Asked by: Hon. WONG Kwok-hing

Reply:

The Labour Department has not engaged any temporary staff other than non-civil service contract (NCSC) staff to provide service. Information on NCSC staff has been provided vide question serial number 2367.

Signature	_____
Name in block letters	Mrs Cherry TSE
Post Title	Commissioner for Labour
Date	17.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)031

Question Serial No.

0403

Head : 90 – Labour Department

Subhead (No. & title) :

700 General
non-recurrent

Programme : (2) Employment Services

Controlling Officer : Commissioner for Labour

Director of Bureau : Secretary for Labour and Welfare

Question :

- (a) What is the current intake of the Internship Programme for University Graduates (GIP) launched by the Government in 2009? What are the numbers of local and Mainland interns respectively?
- (b) Will the Administration consider increasing the GIP quota or subsidy to each graduate? Will resources be allocated for studying the effectiveness of GIP?

Asked by: Hon. WONG Kwok-kin

Reply:

- (a) Enrolment to GIP commenced on 1 August 2009. By the end of February 2010, 7 808 graduates have been admitted to the Programme. Among these graduates, 1 446 and 230 have been placed into local and Mainland internship positions respectively.
- (b) The Programme is a special and time-limited measure launched in response to the impact of the financial tsunami on graduate employment. The training capacity and amount of subsidy payable under the Programme have been formulated in consultation with the participating tertiary institutions. Hence, we do not have any plan to adjust them. Furthermore, with an increasing number of graduates securing jobs in the employment market following the gradual recovery of the economy, the Programme will stop admitting new applications for internship positions as from 31 March 2010. We shall conduct an evaluation of the Programme thereafter.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

17.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)032

Question Serial No.

0404

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 :

When will the “Pilot Employment Navigator Programme” stated in paragraph 148 of the Budget Speech be launched? After paying \$5,000 to the participants who have worked for a period of three months, what are the Administration’s plans to help them to remain in employment?

Asked by: Hon. WONG Kwok-kin

Reply:

Our plan is to launch the Pilot Programme on a trial basis in the third quarter of 2010 with a view to full roll-out towards the end of the year.

The Programme aims at motivating and assisting the unemployed to land on a job and sustain in employment through the provision of intensive employment counselling and the payment of a cash incentive. A participant who has successfully overcome the initial hurdles and stayed in a job for three months should normally be able to acquire the work habit and skills necessary for sustained employment.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

17.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)033

Question Serial No.

2537

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 the Brief Description under Programme (4), it was stated that the Labour Department (LD) continued its vigorous enforcement against wage offences. In view of the existing serious problem of false self-employment in the labour market, what strategies or measures will the Administration take in the coming year (i.e. 2010-11) to bring the persons involved to justice? What is the manpower and expenditure involved in tackling false self-employment in the coming year?

Asked by: Hon. WONG Kwok-kin

Reply:

LD spares no effort in combating wage offences. Labour inspectors conduct inspections to workplaces to check employers' compliance with the law. Employees who suspect that they are deprived of statutory rights and benefits by the employers under the pretext of self-employment can report their cases through LD's complaint hotline (2815 2200) or to branch offices of the Labour Relations Division. If it is found that an employer involved in suspected false self-employment fails to pay wages or statutory benefits to his employees, rigorous follow-up actions will be taken. Suspected breaches will be investigated and prosecution will be instituted against the offending employers if there is sufficient evidence.

In 2010-11, LD will continue to adopt a three-pronged approach to tackle false self-employment, viz publicity, consultation/conciliation and enforcement. As the officers involved also undertake other duties, we do not have a separate breakdown of the manpower and expenditure involved.

Signature	_____
Name in block letters	Mrs Cherry TSE
Post Title	Commissioner for Labour
Date	19.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)034

Question Serial No.

2935

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 and claims in the past three years, please provide the number of cases where the employers concerned were insolvent, unable to be reached and reached but absent at the conciliation meetings.

Asked by: Hon. WONG Kwok-kin

Reply:

The number of labour disputes and claims in the past three years where conciliation service was not rendered because the employers concerned were insolvent or unable to be reached for conciliation is as follows:

Year	Employers concerned were insolvent	Employers could not be reached for conciliation
2007	169	772
2008	150	812
2009	294	873

We do not have separate statistics on the number of employers reached but absent at the conciliation meeting. Nevertheless, despite the employers' absence, our conciliation officers will try their best to assist by attempting conciliation service by telephone or other means. The results of such cases are thus also reflected in the performance indicator of the number of labour disputes and claims with conciliation service rendered.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

19.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)035

Question Serial No.

2993

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 Financial Secretary stated in paragraph 150 of his 2010-11 Budget Speech that in his last Budget, he had provided additional funding of over \$400 million for the Labour Department (LD) to strengthen its various employment and training services. Please provide the name, expenditure and balance, number of beneficiaries as well as the latest development of each training programme.

Asked by: Hon. WONG Kwok-kin

Reply:

LD has enhanced and integrated the Youth Pre-employment Training Programme and Youth Work Experience and Training Scheme starting from the 2009-10 Programme Year commencing in September 2009. LD has also enhanced the Employment Programme for the Middle-aged (EPM) and Work Orientation and Placement Scheme (WOPS) with effect from 29 June 2009. Of the \$398.6 million earmarked for the above enhanced employment programmes, the estimated expenditure for 2009-10 is \$36.8 million and the estimated balance as at the end of 2009-10 is \$361.8 million.

For budgeting purpose, it is estimated that 4 000 middle-aged job seekers would participate in the enhanced EPM and 400 people with disabilities would participate in the enhanced WOPS annually. As regards the integrated youth programme, it is estimated that 17 500 young people would participate in each Programme Year.

As at the end of February 2010, 2 903 middle-aged job seekers were placed into employment under the enhanced EPM and 234 people with disabilities were placed under the enhanced WOPS. For the 2009-10 Programme of the integrated youth programme which runs from September 2009 to August 2010, 11 836 applications for enrolment have been received as at the end of February 2010.

LD has adopted a more proactive approach to providing employment assistance to those made redundant during the financial crisis. LD has also organised additional large-scale job fairs and launched district-based promotional activities to reach out to job seekers to disseminate vacancy and employment information. Of the \$13 million earmarked for the purposes, the estimated expenditure for 2009-10 is \$4.25 million and the estimated balance as at the end of 2009-10 is \$8.75 million.

In 2009, a total of 3 203 employees affected by redundancy or closure exercises were offered priority placement services by LD. LD also organised 22 large-scale job fairs and 26 district-based promotional activities in the same year. These events attracted a total of 66 884 job seekers.

LD will continue to implement the above measures in 2010-11.

Signature	_____
Name in block letters	Mrs Cherry TSE
Post Title	Commissioner for Labour
Date	18.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)036

Question Serial No.

2994

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 2009, the number of inspections per field inspector under the Factories and Industrial Undertakings Ordinance (FIUO) and the Occupational Safety and Health Ordinance (OSHO) is 516. Please advise on the following :

- (a) How many field inspectors were involved in the above work?
- (b) While the actual numbers of inspections in 2008 and 2009 are 496 and 516 respectively, why the number as planned for 2010 is only 450?
- (c) Will more field inspectors be employed to increase the number of inspections in this year (i.e. 2010)?

Asked by: Hon. WONG Kwok-kin

Reply:

- (a) In 2009, a total of 231 Occupational Safety Officers were deployed to carry out inspections under FIUO and OSHO.
- (b) The planned number of inspections per field inspector is only a planning target, not a ceiling on the number of inspections to be conducted. In addition to work programmes which have already been planned, the actual number of inspections in any year will depend on the result of special enforcement campaigns launched, taking into account the situation of accidents in the year.

The planned number of inspections for both 2008 and 2009 was set at 450. In these two years, we launched a number of special enforcement campaigns, e.g. safety campaigns on building repair, maintenance, alteration and addition works, tower crane operations, use of electricity and lift shaft operations. These had resulted in an increase in the actual number of inspections, in excess of the planned target.

The planned number of inspections per field inspector under FIUO and OSHO for 2010 is again set at 450, but as explained above, the actual number of inspections will depend on the result of enforcement campaigns launched in the year.

- (c) In 2010, LD will conduct a recruitment exercise to fill existing vacancies in the occupational safety officer grade arising from natural wastage.

Signature	_____
Name in block letters	Mrs Cherry TSE
Post Title	Commissioner for Labour
Date	18.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)037

Question Serial No.

0531

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 :

It is stated in paragraph 149 of the 2010-11 Budget Speech that the Labour Department (LD) will launch a targeted employment programme for young people aged between 15 and 24 with low educational qualifications as well as emotional and behavioural problems or learning difficulties. In terms of aims and target groups, what are the differences between this programme and Action S4 launched previously? Are the young people who are socially withdrawn and those of South Asian origin the target groups of this programme? If no, how will LD help these young people secure employment? What incentives does the Government provide to encourage non-governmental organisations (NGOs) to offer training and job attachments to them?

Asked by: Hon. CHEUNG Kwok-che

Reply:

The targeted employment programme for young people with special employment difficulties is modelled on the Action S4 Project launched by LD in earlier years, and their objectives and target beneficiaries are similar. However, there will be improvement in several areas including extending the duration of the internship from nine months to 12 months and the arrangement for NGOs to take up the role of employers. The case management services available to trainees under the new programme will also be enhanced.

The programme will provide training and internship for 12 months to young people aged between 15 and 24 (including ethnic minorities) with low educational qualifications and those who need special assistance because of emotional and behavioural problems or learning difficulties. Young people aged between 15 and 24 who are socially withdrawn are eligible to join the programme.

LD will provide necessary support services and funding (including payment of salaries and insurance) to encourage NGOs to participate in the programme and offer training and internship to eligible young people.

Signature	_____
Name in block letters	Mrs Cherry TSE
Post Title	Commissioner for Labour
Date	17.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)038

Question Serial No.

0558

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 Administration stated that two large-scale promotional programmes and a series of publicity campaigns were launched to promote safety awareness in the catering and construction industries in 2009. Please provide the following information:

- (a) What are the details of the specific work and expenditure involved in the two large-scale promotional programmes and other publicity campaigns in 2009-10?
- (b) Did the Administration assess their effectiveness? If yes, what are the details? If no, what are the reasons?
- (c) The Administration stated that it is a two-year publicity campaign. Did the Government consider making improvements in 2010-11 based on the experience gained in the campaign last year (i.e. 2009-10), and organising the series of publicity campaigns on a long-term basis? If yes, what are the details and expenditure involved? If no, what are the reasons?

Asked by: Hon. WONG Sing-chi

Reply:

- (a) We launched two large-scale promotional programmes in 2009-10 to promote the safety and health awareness of employers and employees in the catering and construction industries. The two programmes were organised in collaboration with the Occupational Safety and Health Council and key stakeholders in the two industries, including major trade associations, employee unions, related organisations and government departments.

Both the programmes featured a territory-wide competition on safety and health performance. Other publicity activities included safety quizzes, roving exhibitions, promotional visits, broadcast of Announcements in the Public Interest on television and radio, radio programmes, fun days and award presentation ceremonies. Experience of award-winning catering establishments and construction sites was also recorded in compact discs for distribution to workplaces in the two industries and for broadcast on mobile media.

Expenditure on the catering and construction promotional programmes was \$1.36 million and \$1.72 million respectively. The Labour Department (LD) contributed \$0.25 million to each of them, with the balance funded by the co-organisers.

- (b) The two promotional programmes form an integral part of LD's publicity work and have received enthusiastic support from stakeholders of the catering and construction industries, with a continuous increase in the number of participating establishments and employees over the years. Publicity is in turn a crucial element of LD's three-pronged strategy of enforcement, publicity and education in promoting occupational safety in Hong Kong. Through this strategy, we have, with the support of various stakeholders, witnessed the declining accident tolls in the two industries in the past decade.

For the catering industry, the number of industrial accidents had dropped from 12 549 in 1999 to 8 049 in 2008, representing a decline of 35.9%, while the accident rate per thousand workers fell by 42.2% from 66.9 to 38.7 in the same period. As to the construction industry, the number of industrial accidents had declined from 14 078 in 1999 to 3 033 in 2008, which represented a marked fall of 78.5%. The accident rate also dropped by 69.1% from 198.4 to 61.4.

- (c) The two-year publicity campaign refers to a large-scale publicity programme launched in late 2008 targeting safety of work-at-height and renovation, maintenance, alteration and addition (RMAA) works. The campaign aims to arouse the safety awareness of all parties involved and, in particular, appeal to workers' concern for work safety and well-being of their families.

Owing to the ageing of buildings and government's policy on mandatory inspection, renovation and maintenance of aged buildings, accidents in RMAA works are expected to increase in the coming years. Some of the RMAA works involve high-risk work processes such as work-at-height, use of truss-out scaffolds, work in confined spaces and use of electricity. In addition, RMAA works are often undertaken by small contractors. If not properly controlled, these hazards could lead to serious injuries or even deaths. Taking into account experience gained in the two-year campaign, LD will continue to refine the strategy for promoting RMAA safety, including stepping up initiatives to focus on the safety awareness among small contractors undertaking RMAA works and promotional work at the community level in partnership with the Occupational Safety and Health Council, District Councils and District Offices.

Signature	_____
Name in block letters	Mrs Cherry TSE
Post Title	Commissioner for Labour
Date	19.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)039

Question Serial No.

0559

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 Administration stated that in the light of the outbreak of human swine influenza A, the Labour Department (LD) activated its mobilisation plan to safeguard the health of employees. Please provide the following information:

- (a) Details of the plan and the estimated amount involved;
- (b) Did the Administration organise any publicity campaign on the mobilisation plan for human swine influenza A in 2009-10? If yes, what are the details and expenditure involved? If no, what are the reasons?
- (c) Did the Administration issue any suspension notices to the responsible persons of workplaces due to the likely outbreak of human swine influenza A on a large scale among employees in 2009-10? If yes, what are the respective numbers? If no, what are the reasons?

Asked by: Hon. WONG Sing-chi

Reply:

- (a) The Government raised the response level to human swine influenza A/H1N1 to “Emergency Response” on 1 May 2009. As a result, LD activated its mobilisation plan and stepped up inspection of workplaces at a higher risk of infection to ensure that adequate infection control measures were in place to safeguard the health of employees. These included public and private hospitals, general outpatient clinics under the Hospital Authority, tuberculosis and chest clinics under the Department of Health, elderly homes, workplaces of cleansing contractors, schools suspended because of the infection, pig farms, slaughterhouses, boundary control points, and restaurants. In the course of inspection of other workplaces, LD also advised the management to maintain cleanliness and hygiene of their workplaces and reminded their employees to maintain personal hygiene. We do not maintain separate breakdown of expenditure for individual items of occupational safety and health inspection programmes.
- (b) On publicity, LD immediately issued press releases to call on employers and employees to take precautionary measures at workplaces, and published the “Guidelines for Employers and Employees – Prevention of Human Swine Influenza (Influenza A H1N1)” to advise them on such precautionary measures and related employment issues. In collaboration with relevant stakeholders such as the Occupational Safety and Health Council, Social Welfare Department and Department of Health, LD also organised a series of health talks to raise employers’ and employees’ awareness on the prevention of the spread of the infection at workplaces. We do not maintain separate breakdown of expenditure on individual items of publicity programmes.

(c) Between 1 May 2009 and 28 February 2010, LD had issued a total of 344 warnings and nine improvement notices against irregularities of minor nature detected during the inspections. No suspension notice was served as no imminent risk to the health of workers was identified.

Signature	_____
Name in block letters	Mrs Cherry TSE
Post Title	Commissioner for Labour
Date	17.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)040

Question Serial No.

0560

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 Administration stated that publicity and enforcement efforts were enhanced to ensure adequate protection of workers from heat stroke at work in 2009. Please provide the following information:

- (a) What were the details and expenditure involved in the publicity campaigns in 2009-10?
- (b) Did the Government consider making improvements in 2010-11 based on the experience gained in the campaigns last year (i.e. 2009-10), and organising the series of publicity and enforcement campaigns on a long-term basis? If yes, what are the details and expenditure involved? If no, what are the reasons?
- (c) Were any suspension notices issued to the responsible persons of workplaces regarding the risk of workers suffering from heat stroke in 2009-10? If yes, what are the numbers? If no, what are the reasons?

Asked by: Hon. WONG Sing-chi

Reply:

- (a) In 2009-10, Labour Department (LD) continued to enhance publicity to promote awareness of heat stroke prevention at work. In the year, LD developed and publicised a checklist on “Risk Assessment for the Prevention of Heat Stroke at Work” to provide guidance for employers and employees in assessing the risk of heat stroke at their workplaces. Moreover, LD also produced educational videos for broadcast on mobile advertising media, and issued press releases to remind employers and employees of the need for due care when working under hot weather. To publicise the checklist and promote the prevention of heat stroke at work, LD had organised 58 public and outreaching health talks for employers and employees in the year, reaching 3 680 participants. We also enlisted the support and assistance of relevant stakeholders such as the Construction Industry Council, Occupational Safety and Health Council, employers’ associations and trade unions in conducting promotional activities, e.g. in making outreaching promotional visits to construction sites. We do not have separate breakdown of expenditure on individual items of publicity programmes.
- (b) Taking into account experience in 2009-10, LD will launch a focused publicity and enforcement campaign in 2010-11 targeting outdoor workplaces with a higher risk of heat stroke to ensure adequate protection of workers. Apart from on-going promotional activities, LD will develop and promote the use of two specific checklists, one for construction sites and the other for outdoor cleansing workplaces, to further facilitate employers and workers in these two industries to assess the risk of heat stroke at their workplaces. We will continue to collaborate with relevant stakeholders to promote awareness on heat stroke prevention among employers and employees.

On enforcement, LD will conduct a special enforcement campaign between April and September 2010, focusing on the adequacy and effectiveness of preventive measures taken at outdoor workplaces with a higher risk of heat stroke, including construction sites, outdoor cleansing workplaces, and container yards. The inspections will focus on measures taken to control the risk of heat stroke at these outdoor workplaces.

We will undertake these initiatives with existing resources, and do not have breakdown of estimates of expenditure on them.

- (c) In 2009-10, LD conducted a total of 9 416 surprise inspections between April and September 2009 to workplaces with a higher risk of heat stroke, e.g. construction sites, restaurant kitchens, outdoor cleansing and security workplaces, food factories, bakeries, and laundries. A total of 207 warnings and eight improvement notices were issued and three prosecutions taken out. No suspension notice was served as no imminent risk of heat stroke to workers was identified during the inspections.

Signature	_____
Name in block letters	Mrs Cherry TSE
Post Title	Commissioner for Labour
Date	19.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)041

Question Serial No.

0561

Head : 90 – Labour Department

Subhead (No. & title) :

700 General
non-recurrent

Programme : (2) Employment Services

Controlling Officer : Commissioner for Labour

Director of Bureau : Secretary for Labour and Welfare

Question :

The Financial Secretary stated in paragraph 151 of the Budget Speech that “The Labour and Welfare Bureau will complete by the end of this year a study on ways to reduce the burden of travelling expenses borne by the working poor in Hong Kong. The existing Transport Support Scheme (TSS) will remain in force before the completion of the study. I will make suitable financial provisions depending on the findings of the study.” Please advise on the following:

- (a) The estimated number of TSS participants in 2010-11.
- (b) The estimated financial commitment in 2010-11.
- (c) Will the Government consider extending TSS to cover all the 18 districts of Hong Kong? If yes, what is the estimated additional financial commitment? If no, what are the reasons?

Asked by: Hon. WONG Sing-chi

Reply:

- (a) Based on past statistics and on the assumption that the scheme would continue to run throughout the financial year, we estimate that 8 400 new applicants would be admitted to TSS in 2010-11.
- (b) The estimated financial commitment in respect of the 8 400 newly-admitted applicants would be \$65.52 million. This is worked out on the basis of an applicant’s entitlement to On-the-job Transport Allowance of \$7,200 and Job Search Allowance of \$600.
- (c) On the suggestions to extend the geographical coverage of TSS, which aims at encouraging needy job seekers living in remote districts where job opportunities are fewer to “go out” and seek jobs or work across districts, we will complete by the end of this year a study on how to reduce the burden of travelling expenses borne by the working poor in Hong Kong. We will examine relevant information such as the income statistics of the working poor, their choice of transport as well as transport expenses.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

18.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)042

Question Serial No.

0562

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 stated that the department concerned was committed to promoting family-friendly employment practices (FFEP). Please advise on the following:

- (a) Apart from organising a large-scale seminar in September 2009, what were the details of the specific work and expenditure involved in promoting FFEP in 2009-10?
- (b) Apart from running roving exhibitions, what are the specific plans to continue promoting FFEP in 2010-11? What is the expenditure involved?

Asked by: Hon. WONG Sing-chi

Reply:

- (a) In 2009-10, the Labour Department (LD) promoted FFEP through various activities and channels including production of a video on good people management measures including FFEP, staging roving exhibitions on publicity of labour laws and promotion of labour relations including FFEP, and experience sharing of good practices including FFEP through our network of 18 Human Resources Managers Clubs formed in various trades. The expenditure involved in producing the video and staging exhibitions was \$487,000.
- (b) To promote FFEP in 2010-11, LD will widely publicise the newly produced video on the subject through multiple channels, stage roving exhibitions territory-wide and share experience of good people management practices including FFEP in Human Resources Managers Clubs. The estimated expenditure for video broadcast and roving exhibitions is about \$500,000.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

16.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)043

Question Serial No.

0563

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 Financial Secretary stated in paragraph 149 of the Budget Speech that “The Labour Department will launch a targeted employment programme under which non-governmental organisations will provide training and internship for 12 months to young people, aged between 15 and 24 with low educational qualifications, who need special assistance because of emotional and behavioural problems or learning difficulties. The programme will provide 500 places.” Please advise on the following:

- (a) The estimated number of programme participants in 2010-11.
- (b) The estimated financial commitment in 2010-11.
- (c) Will the Government consider improving the above programme by turning it into a long-term initiative? If yes, what are the details? If no, what are the reasons?

Asked by: Hon. WONG Sing-chi

Reply:

- (a) The targeted employment programme for young people with special employment difficulties will provide 500 on-the-job training opportunities. For budgeting purpose, we plan to admit 250 young people each in 2010-11 and 2011-12. However, depending on the response of eligible young people, the training capacity of the programme can be flexibly adjusted.
- (b) The estimated financial commitment of the programme in 2010-11 is \$16.5 million.
- (c) We shall closely monitor the progress of the programme in consultation with participating non-governmental organisations and conduct a review to map out the way forward of the programme in due course.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

17.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)044

Question Serial No.

0564

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 Administration stated that a series of publicity programmes were launched to raise employers' and employees' awareness of the prevention of occupational diseases in 2009-10. Please provide the following information:

- (a) What are the details of the specific work and the expenditure involved in the series of publicity programmes in 2009-10?
- (b) Did the Administration assess their effectiveness? If yes, what are the details? If no, what are the reasons?
- (c) Did the Administration consider making improvements in 2010-11 based on the experience gained in the programmes last year (i.e. 2009-10) and organising the series of publicity programmes on an ongoing basis? If yes, what are the details and expenditure involved? If no, what are the reasons?

Asked by: Hon. WONG Sing-chi

Reply:

- (a) The Labour Department (LD) adopts a multi-pronged approach to promoting employers' and employees' awareness of occupational safety and health, including the prevention of occupational diseases. These include conducting health talks and seminars, distributing publications, broadcasting Announcements in the Public Interest on television and radio, and showing educational videos on mobile advertising media. In 2009-10, in collaboration with relevant stakeholders (e.g. Occupational Safety and Health Council, employers' associations, trade unions and safe community of various districts), LD launched publicity programmes to promote an educational kit on prevention of occupational diseases. The objective was to promote awareness of the strategies that might be used in different situations to prevent such diseases. During the year, a total of 1 394 health talks on various occupational health issues were organised for over 47 500 participants. We also complemented these with publicity materials to arouse public awareness on the subject, including the broadcast of new educational videos on mobile advertising media. We do not maintain separate breakdown of the expenditure for individual items of occupational safety and health publicity programmes.
- (b) We assess the effectiveness of health talks and seminars through evaluation completed by participants. The feedback was generally positive.

(c) Taking into account experience in 2009-10, LD will continue to organise publicity and promotional programmes in collaboration with relevant stakeholders to promote employers' and employees' awareness of the prevention of occupational diseases, with particular emphasis on common work-related diseases such as work-related musculoskeletal disorders. As publicity and promotion to help prevent occupational diseases and work-related diseases is an integral part of LD's occupational safety and health promotion strategy, we do not have separate breakdown of expenditure in the area.

Signature	_____
Name in block letters	_____ Mrs Cherry TSE _____
Post Title	_____ Commissioner for Labour _____
Date	_____ 17.3.2010 _____

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)045

Question Serial No.

0565

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 (TSS), enhanced and integrated employment programmes, Internship Programme for University Graduates (GIP), Youth Work Experience and Training Scheme (YWETS) and Youth Pre-employment Training Programme (YPTP), please provide the following information:

- (a) The respective quantities of publicity materials produced for the above employment programmes in 2009-10 and the expenditure involved.
- (b) The respective quantities of publicity materials planned to be produced for the above employment programmes in 2010-11 and the estimated expenditure.

Asked by: Hon. WONG Sing-chi

Reply:

- (a) In 2009-10, the Labour Department (LD) produced a wide range of publicity materials to promote the Transport Support Scheme (TSS), Internship Programme for University Graduates (GIP) and the enhanced and integrated employment programmes covering the Youth Pre-employment Training Programme and Youth Work Experience and Training Scheme (YPTP YWETS), Employment Programme for the Middle-aged (EPM) and Work Orientation and Placement Scheme (WOPS). They included handbooks, posters, leaflets, roadside and wall banners, VCD/DVDs and souvenirs. A breakdown of these publicity materials by quantity and expenditure involved is as follows:

Employment programme	Quantity of publicity materials	Expenditure involved
TSS	1 300	\$359,600
GIP	123 900	\$162,970
YPTP YWETS	1 074 000	\$849,000
EPM	47 500	\$66,000
WOPS	395 100	\$138,000

- (b) In 2010-11, LD will continue to produce publicity materials to promote the different employment

programmes. A breakdown of the publicity materials to be produced by quantity and expenditure involved is as follows:

Employment programme	Estimated quantity of publicity materials	Estimated expenditure involved
TSS	150 000	\$180,000
GIP*	-	-
YPTP YWETS	1 100 000	\$850,000
EPM	43 100	\$48,100
WOPS	121 100	\$118,100

(* GIP is a special and time-limited programme. It will stop admitting new applications for internship positions as from 31 March 2010, and production of publicity materials for GIP in 2010-11 is not envisaged.)

Signature	_____
Name in block letters	Mrs Cherry TSE
Post Title	Commissioner for Labour
Date	17.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)046

Question Serial No.

0566

Head : 90 – Labour Department

Subhead (No. & title) :

700 General
non-recurrent

Programme : (2) Employment Services

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):

- (a) How many trainees were employed after completing the YWETS in 2009-10? How many trainees were offered continued employment by the companies after training?
- (b) What is the estimated number of training places in 2010-11? What are the estimated numbers of trainees in employment after completing the YWETS and the trainees offered with continued employment by the companies after training?

Asked by: Hon. WONG Sing-chi

Reply:

- (a) YWETS has been fully integrated with the Youth Pre-employment Training Programme. They operate on the basis of Programme Year and the 2009-10 Programme will only end in August 2010. Hence, the placement status of trainees of the 2009-10 Programme is not yet available. Figures for the 2008-09 Programme are as follows:

Number of trainees placed into training vacancies	3 885
Number of trainees placed into other jobs	1 372
Total number of trainees placed	5 257

Of the 3 885 trainees placed into training vacancies under the 2008-09 Programme, 1 381 completed on-the-job training, and 923 of them were offered continued employment by their employers afterwards.

- (b) The 2010-11 Programme will commence in September 2010. We do not impose any ceiling on training capacity and will flexibly admit all eligible young people. We are unable to estimate the number of trainees who will be placed into employment under the 2010-11 Programme and the number of trainees who will be offered continued employment by their employers after completion of on-the-job training as they will depend on a variety of factors including the economic and labour market conditions then prevailing.

Signature	_____
Name in block letters	Mrs Cherry TSE
Post Title	Commissioner for Labour
Date	16.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)047

Question Serial No.

0567

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 are the numbers, dates and venues of the job fairs planned to be held in 2010-11? How many job vacancies are expected to be on offer and what is the expenditure involved?

Asked by: Hon. WONG Sing-chi

Reply:

In 2010-11, the Labour Department (LD) plans to organise 20 large-scale job fairs and 30 district-based employment promotional activities at shopping centres and community halls in various districts. The estimated expenditure for staging these activities is \$2.24 million.

LD also plans to organise 200 mini-job fairs at its 12 Job Centres all over the territory in 2010-11. The expenditure involved in staging these mini-job fairs will be subsumed under the total operating expenditure of the Job Centres.

The dates and venues of the above activities will be decided at a later stage with due regard to the supply and demand of job vacancies in different industries and geographical locations, and the availability of suitable venues. The number of vacancies open for application by job seekers in the job fairs cannot be ascertained in advance, as it will depend on the prevailing economic and labour market conditions.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

17.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)048

Question Serial No.

2039

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 Financial Secretary stated in paragraph 150 of the Budget Speech that the Administration “in the last Budget provided additional funding of over \$400 million” to strengthen relevant employment and training services. Please advise on the following:

- (a) What is the current balance of the funding?
- (b) How can the various employment and training services “continue to benefit job seekers in 2010-11”? What are the details? Is the Government required to spend more to help those in need? If yes, what will be the amount and details? If no, what are the reasons?

Asked by: Hon. WONG Sing-chi

Reply:

- (a) The Labour Department (LD) has enhanced and integrated the Youth Pre-employment Training Programme and Youth Work Experience and Training Scheme starting from the 2009-10 Programme Year commencing in September 2009. LD has also enhanced the Employment Programme for the Middle-aged and Work Orientation and Placement Scheme with effect from 29 June 2009. Of the \$398.6 million earmarked for the above enhanced and integrated employment programmes, the estimated balance as at the end of 2009-10 is \$361.8 million.

LD has also adopted a more proactive approach in providing employment assistance to those made redundant during the financial crisis. Of the \$13 million earmarked for this purpose, the estimated balance as at the end of 2009-10 is \$8.75 million.

- (b) We will continue with the above employment programmes and services to benefit the youth, the middle-aged, the disabled and employees who lost their jobs in redundancy and closure exercises. Given the financial position of the above programmes and services, we do not consider that there is a need to provide additional funding for them in 2010-11. Notwithstanding this, the Financial Secretary has announced in the 2010-11 Budget additional measures to support job seekers. They include the implementation of a two-year “Pilot Employment Navigator Programme” to assist the unemployed to land on sustainable employment and a targeted employment programme to assist young people with low educational qualifications and who need special assistance because of emotional and behavioural problems or learning difficulties.

Signature	_____
Name in block letters	Mrs Cherry TSE
Post Title	Commissioner for Labour
Date	17.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)049

Question Serial No.

2040

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 Financial Secretary stated in paragraph 148 of the Budget Speech that “the Labour Department will launch a two-year ‘Pilot Employment Navigator Programme’ ... to encourage employment”. Please advise on the following:

- (a) What is the Administration’s estimated number of persons eligible for the cash incentive in 2010-11?
- (b) What is the estimated expenditure earmarked by the Government for the Programme?
- (c) What measures does the Government have to prevent / eradicate abuse of the Programme by the employers and job seekers?

Asked by: Hon. WONG Sing-chi

Reply:

- (a) It is estimated that about 2 700 job seekers would be eligible for the cash incentive under the “Pilot Employment Navigator Programme” in 2010-11. The Labour Department (LD) will launch the programme towards the end of the year.
- (b) The programme will be launched on a pilot basis for a period of two years. A sum of \$140 million has been earmarked for the programme.
- (c) LD will put in place a monitoring mechanism to forestall abuse by employers or job seekers. To be eligible for the cash incentive, a job seeker has to secure a job through the employment services of LD which has a well-established system for vetting the job vacancies received from employers. Applications for cash incentive will be carefully scrutinised by LD. Any irregularities detected will be thoroughly investigated and appropriate follow-up actions will be taken as necessary.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

17.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)050

Question Serial No.

0693

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 :

Article 4 of the International Labour Convention No. 98 stipulates that the Administration shall adopt necessary measures to encourage and promote the determination of the terms and conditions of employment by means of collective agreements between employers (or employers' organisations) and workers' organisations. Would the Government advise the following:

- (a) What measures will the Administration take in 2010-11 to encourage and promote the use of collective agreements? What is the expenditure involved?
- (b) Whether the Administration is aware of the current application of collective agreements in Hong Kong, including the employers (or employers' organisations) that have entered into collective agreements with workers' organisations, the number of workers covered by the agreements and whether the agreements are legally binding?

Asked by: Hon. LEE Cheuk-yan

Reply:

- (a) The Labour Department is fully committed to the promotion of voluntary and direct negotiation between employers and employees or their respective organisations. Promotional activities at the enterprise and industry levels are mounted continuously to foster an environment and atmosphere conducive to voluntary and direct negotiation. At the enterprise level, we will continue to organise a wide range of promotional activities such as seminars, talks, and sharing sessions to encourage employers and human resources practitioners to adopt good people management practices and maintain effective communication with their employees. At the industry level, we will strengthen tripartite cooperation and promote tripartite dialogue through regular activities for tripartite committees which have been set up in nine industries including catering, construction, theatre, logistics, property management, printing, hotel and tourism, cement and concrete as well as retail industries. We do not have separate breakdown of expenditure for the above activities as they form an integral part of our ongoing promotional efforts.
- (b) It is not mandatory for employers and employees or their respective organisations to notify the Government of their entering into collective agreements. As such, the Government does not have comprehensive statistics on the number of collective agreements reached and the number of employees covered by such agreements. The trades known to the Government where employers and employees or their respective organisations have reached agreements on issues related to the terms and conditions of employment include printing, construction, public bus, air transport, ship maintenance, goods loading and unloading, cleaning, tourism, food processing and security services. The collective agreement is legally binding on both parties if the terms of the agreement have been incorporated into individual employment contracts.

Signature	_____
Name in block letters	Mrs Cherry TSE
Post Title	Commissioner for Labour
Date	19.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)051

Question Serial No.

0694

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 2009, please provide a breakdown of the figures by industry and cause.

Asked by: Hon. LEE Cheuk-yan

Reply:

Statistics on labour disputes (involving over 20 employees) handled by the Labour Relations Division of the Labour Department in 2009 are as follows:

Breakdown by industry

Industry	No. of labour disputes
Construction	46
Restaurants & hotels	33
Manufacturing	24
Transport, storage and communication	15
Wholesale, retail and import/export trades	9
Community, social and personal services	8
Financing, insurance, real estate & business services	8
Total	143

Breakdown by cause

Cause	No. of labour disputes
Disputes involving principal contractor and subcontractor	44
Cessation of business	37
Insolvency	24
Retrenchment	9
Non-payment of wages	5
Variation of terms of employment contract	3
Dismissal	2
Others	19

Signature	_____
Name in block letters	Mrs Cherry TSE
Post Title	Commissioner for Labour
Date	16.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)052

Question Serial No.

0695

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 2009, please provide a breakdown of the figures by cause.

Asked by: Hon. LEE Cheuk-yan

Reply:

Breakdown of labour claims (involving 20 or less employees) handled by the Labour Relations Division of the Labour Department in 2009 by cause is as follows:

Cause	No. of labour claims
Termination of contract	11 341
Non-payment of wages	7 117
Non-payment of holiday pay/ annual leave pay/rest day pay/ sickness allowance	2 418
Cessation of business	734
Retrenchment	253
Insolvency	161
Lay-off	96
Variation of terms of employment contract	71
Others	2 114
Total	24 305

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

16.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)053

Question Serial No.

0957

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 :

Under Programme (2) Employment Services, would the Administration provide the following:

- (a) A breakdown of the figures by sex, age, industry, occupation and earnings in respect of the placements secured through the employment services of the Labour Department (LD) for the able-bodied job seekers in 2009;
- (b) Among the breakdown figures in (a), what are 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:

- (a) In 2009, LD secured 120 870 placements for able-bodied job seekers. Of these, 19 385 placements were achieved through the referral services of LD while 101 485 placements were the outcomes of direct application by job seekers to employers who advertised their vacancies in LD. As job seekers who secured employment through direct application are not required to report their placement positions to LD, we do not have detailed statistics on such placements. Breakdowns of the placements achieved through the referral services of LD by sex, age, industry, occupation and earnings are as follows:

By sex and age

Age group	Male	Female	Total
15-19	765	831	1 596
20-29	3 694	3 263	6 957
30-39	1 346	1 740	3 086
40-49	1 554	3 033	4 587
50-59	1 089	1 753	2 842
60 or above	184	133	317
Total	8 632	10 753	19 385

By industry

Industry	No. of placements
Manufacturing	1 562
Construction	643
Wholesale, retail and import/export trades, restaurants and hotels	7 581
Transport, storage and communication	1 049
Financing, insurance, real estate and business services	2 702
Community, social and personal services	3 739
Others (including government sector)	2 109
Total	19 385

By occupation

Occupational group	No. of placements
Managers and administrators	335
Professionals	146
Associate professionals	1 810
Clerks	4 555
Service workers	3 209
Shop sales workers	2 184
Agriculture, animal husbandry and forestry workers and fishermen	115
Craft and related workers	531
Plant and machine operators and assemblers	548
Elementary occupations	5 880
Others	72
Total	19 385

By earnings

Monthly earnings	No. of placements
Below \$4,000	3 665
\$4,000 - \$4,999	895
\$5,000 - \$5,999	2 973
\$6,000 - \$6,999	4 190
\$7,000 - \$7,999	3 201
\$8,000 - \$8,999	2 206
\$9,000 - \$9,999	792
\$10,000 or above	1 463
Total	19 385

- (b) Of the 3 665 placements with monthly earnings below \$4,000, 3 505 were part-time or temporary jobs while 160 were full-time jobs.

Signature	_____
Name in block letters	Mrs Cherry TSE
Post Title	Commissioner for Labour
Date	17.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)054

Question Serial No.

0958

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 :

Under Programme (2) Employment Services, would the Administration provide the following:

- (a) A breakdown of the figures, by sex, age, industry, occupation and earnings, of disabled job-seekers who secured placements through the employment services of the Labour Department (LD) in 2009;
- (b) Among the breakdown figures in (a), what are the respective numbers of part-time, temporary and full-time jobs with monthly earnings less than \$3,000?

Asked by: Hon. LEE Cheuk-yan

Reply:

- (a) In 2009, the Labour Department achieved 2 436 placements for disabled job seekers. Breakdowns of the placements by sex, age, industry, occupation and earnings are as follows:

By sex and age

Age group	Male	Female	No. of placements
15-19	49	61	110
20-29	532	454	986
30-39	318	355	673
40-49	208	234	442
50-59	107	95	202
60 and above	7	16	23
Total	1 221	1 215	2 436

By industry

Industry	No. of placements
Manufacturing	233
Construction	13
Wholesale, retail and import/export trades, restaurants and hotels	888
Transport, storage and communication	56
Financing, insurance, real estate and business services	304
Community, social and personal services	712
Others (including government sector)	230
Total	2 436

By occupation

Occupational group	No. of placements
Professional, technical and related workers	59
Administrative and managerial workers	16
Clerical and related workers	443
Sales workers	617
Service workers	653
Agricultural, animal husbandry, forestry workers and fishermen	7
Production workers, transport equipment operators and labourers	641
Total	2 436

By earnings

Monthly earnings	No. of placements
Below \$3,000	989
\$3,000 - \$3,999	296
\$4,000 - \$4,999	235
\$5,000 - \$5,999	411
\$6,000 - \$6,999	295
\$7,000 - \$7,999	125
\$8,000 - \$8,999	50
\$9,000 or above	35
Total	2 436

- (b) For the 989 placements with monthly earnings below \$3,000, 750 involved part-time or temporary jobs and 239 involved full-time jobs.

Signature	_____
Name in block letters	Mrs Cherry TSE
Post Title	Commissioner for Labour
Date	17.3.2010

Examination of Estimates of Expenditure 2010-11

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

Reply Serial No.

LWB(L)055

Question Serial No.

0959

Head : 90 – Labour Department

Subhead (No. & title) :

700 General
non-recurrent

Programme : (2) Employment Services

Controlling Officer : Commissioner for Labour

Director of Bureau : Secretary for Labour and Welfare

Question :

Regarding Programme (2) Employment Services, would the Administration advise on the following:

- (a) What is the estimated expenditure for Item 532 – Youth Work Experience and Training Scheme (YWETS) in 2010-11? How many people are expected to benefit?
- (b) What is the estimated expenditure for Item 863 – Enhanced and integrated employment programmes in 2010-11? How many people are expected to benefit?

Asked by: Hon. LEE Cheuk-yan

Reply:

- (a) The Youth Pre-employment Training Programme and YWETS have been fully integrated as from the 2009-10 Programme Year which runs from September 2009 to August 2010. It is estimated that 17 500 young people would participate in the 2009-10 Programme of the integrated youth programme. The expenditure for the integrated youth programme has been subsumed under Sub-head 700 – General Non-recurrent Item 863 - Enhanced and Integrated Employment Programmes. The estimated expenditure for Item 863 in 2010-11 is at (b) below.

A separate provision of \$17 million has been included in the 2010-11 Estimates under Sub-head 700 – General Non-recurrent Item 532 – Youth Work Experience and Training Scheme. This sum is intended for the settlement of expenditure (e.g. on-the-job training subsidies for employers and case management service fees for training bodies) incurred mainly in the 2008-09 Programme under YWETS.

- (b) In 2010-11, the estimated expenditure for Item 863 is \$154.9 million. For budgeting purpose, it is estimated that 4 000 middle-aged job seekers would participate in the Employment Programme for the Middle-aged and 400 people with disabilities would participate in the Work Orientation and Placement Scheme in 2010-11. In addition, it is estimated that 17 500 young people would participate in the 2010-11 Programme of the integrated youth programme which runs from September 2010 to August 2011.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

17.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
 INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)056

Question Serial No.

0960

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 :

- (a) Please provide the number of people suffering from diseases or injuries caused by, related to or aggravated by work among those who sought consultation service at the occupational health clinics in 2009. What was the number of patients who had illnesses or injuries unrelated to work?
- (b) Please give a breakdown by sex, age, industry, occupation and type of disease on the number of the above two groups of patients.

Asked by: Hon. LEE Cheuk-yan

Reply:

In 2009, a total of 2 508 patients sought consultation at LD's occupational health clinics. Among them, 2 118 (84.4%) suffered from diseases or injuries caused by work, related to work or aggravated by work, and 390 (15.6%) had diseases or injuries unrelated to work.

The following tables present 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	754 (35.6%)	157 (40.3%)
Female	1 364 (64.4%)	233 (59.7%)
Total	2 118 (100%)	390 (100%)

By age

Age group	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
< = 20	4 (0.2%)	1 (0.3%)
21-40	566 (26.7%)	95 (24.3%)
41-60	1 515 (71.5%)	269 (69.0%)
>60	33 (1.6%)	25 (6.4%)
Total	2 118 (100%)	390 (100%)

By industry

Industry	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
Community, social and personal services	1 115 (52.7%)	157 (40.3%)
Wholesale, retail and import/export trades, restaurants and hotels	486 (22.9%)	80 (20.5%)
Manufacturing	166 (7.8%)	27 (6.9%)
Financing, insurance, real estate and business services	143 (6.8%)	34 (8.7%)
Transport, storage and communications	113 (5.3%)	17 (4.4%)
Others	95 (4.5%)	75 (19.2%)
Total	2 118 (100%)	390 (100%)

By occupation

Occupation	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
Service personnel	773 (36.5%)	69 (17.7%)
Clerical and related personnel	523 (24.7%)	95 (24.3%)
Production and related personnel, transport equipment operators and labourers	382 (18.0%)	94 (24.1%)
Professionals and technicians	233 (11.0%)	44 (11.3%)
Others	207 (9.8%)	88 (22.6%)
Total	2 118 (100%)	390 (100%)

By nature of disease

Nature of disease	Caused by, related to or aggravated by work	Unrelated to work
Musculoskeletal	1 916 (90.5%)	273 (70.0%)
Auditory	28 (1.3%)	12 (3.1%)
Skin	16 (0.8%)	3 (0.8%)
Visual	7 (0.3%)	7 (1.8%)
Neurological	6 (0.3%)	6 (1.5%)
Respiratory	4 (0.2%)	5 (1.3%)
Others	141 (6.6%)	84 (21.5%)
Total	2 118 (100%)	390 (100%)

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

18.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)057

Question Serial No.

0961

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 :

Would the Administration please provide a breakdown of cases on the basis of time required to effect payment in respect of applications to the Protection of Wages on Insolvency Fund in 2009?

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 approved in 2009 is as follows:

Payment Time	Number of Applications
4 weeks or less	5 802
More than 4 weeks to 6 weeks	676
More than 6 weeks to 8 weeks	209
More than 8 weeks to 10 weeks	30
Total	6 717

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

16.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)058

Question Serial No.

0962

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 :

- (a) Regarding the employees' compensation claims processed in 2009, would the Administration provide a breakdown of the figures by industry? As at the end of 2009, how many cases had been resolved? How much compensation was involved?
- (b) Would the Administration provide a breakdown of the number of employees' compensation cases received by the branch offices of the Employees' Compensation Division (ECD) in 2009?

Asked by: Hon. LEE Cheuk-yan

Reply:

- (a) In 2009, the Labour Department (LD) processed 55 799 employees' compensation claims reported under the Employees' Compensation Ordinance. Of these, 15 503 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, LD does not have separate breakdown of statistics by industries. Of the remaining 40 296 cases, a breakdown by industries is as follows:

Industry	Number of Cases
Community, Social and Personal Services	11 322
Catering	7 777
Finance, Insurance, Real Estate and Business Services	5 271
Transport, Storage and Communication	4 355
Wholesale/Retail, Import/Export and Hotel	4 377
Manufacturing	3 163
Construction	2 860
Others	1 171
Total	40 296

Of all the 55 799 reported cases, 42 066 cases were resolved as at the end of 2009. The amount of employees' compensation involved is \$197.6 million. The rest are pending expiry of sick leaves, assessment of permanent incapacity or determination by the court.

- (b) 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	5 902
Hong Kong West Office	8 296
Kowloon East Office	6 612
Kowloon West Office	4 854
Kwun Tong Office	6 748
Government Servants and Seamen Office	6 419
Kwai Chung Office	4 879
Tsuen Wan Office	5 192
Shatin Office	6 713
Fatal Cases Office	184
Total	55 799

Signature	_____
Name in block letters	Mrs Cherry TSE
Post Title	Commissioner for Labour
Date	17.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)059

Question Serial No.

0963

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 Programme (4) Employee Rights and Benefits, would the Administration please provide the following:

- (a) A breakdown by industry and reason(s) for prosecutions regarding the prosecutions taken out by the Labour Department (LD) under this Programme in 2009.
- (b) The details on convictions and penalties.

Asked by: Hon. LEE Cheuk-yan

Reply:

In 2009, the number of prosecutions taken out by LD under the Employee Rights and Benefits Programme by industries and results were as follows:

Industry	2009	
	Prosecutions Taken Out	Convictions
Catering	837	708
Manufacturing	291	198
Construction	547	355
Import/Export	417	365
Wholesale/Retail	607	569
Transport, Storage and Communication	344	243
Finance, Insurance, Real Estate and Business Services	300	264
Community, Social and Personal Services	585	440
Others	305	223
Total	4 233	3 365

Major offences prosecuted were wage offence, holiday offence and failure to take out employees' compensation insurance. In 2009, the corresponding numbers of these prosecutions were 1 750, 928 and 1 245, resulting in 1 314, 617 and 1 195 convictions respectively.

In the same year, the highest fines imposed in a case involving wage offence, holiday offence and failure to take out employees' compensation insurance were \$560,000, \$36,000 and \$16,000 respectively. Moreover, two directors, two managers and one employer convicted of wage offence were sentenced to imprisonment. The highest custodial sentence imposed was four months. The court also imposed community service orders on eight directors for committing wage offences.

Signature	_____
Name in block letters	_____ Mrs Cherry TSE _____
Post Title	_____ Commissioner for Labour _____
Date	_____ 16.3.2010 _____

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)060

Question Serial No.

1049

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 :

With regard to the introduction of statutory minimum wage (SMW), please advise on the following:

- (a) The manpower and expenditure involved in the provision of secretariat services for the Minimum Wage Commission (MWC) (or Provisional Minimum Wage Commission (PMWC)) in 2010-11.
- (b) The estimated manpower and expenditure involved in publicity, consultation and law enforcement in 2010-11 for the introduction of SMW.

Asked by: Hon. LEE Cheuk-yan

Reply:

- (a) In 2010-11, one Senior Labour Officer, two Labour Officers, one Assistant Labour Officer I, one Assistant Labour Officer II and one Contract Clerk will be responsible for providing secretariat services to MWC (or PMWC). Besides, one Senior Economist and one Statistical Officer I of the Economic Analysis and Business Facilitation Unit (EABFU) will also be engaged to provide such services. The staff salaries of these posts are estimated at \$4.64 million in 2010-11 (including \$1.33 million for the posts in EABFU).
- (b) The Labour Department is in the process of working out the additional resources required for the implementation of SMW upon the enactment of the Minimum Wage Bill, including details of our implementation plan regarding publicity, consultation, law enforcement and other duties.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

19.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)061

Question Serial No.

0732

Head : 90 – Labour Department

Subhead (No. & title) :

700 General
non-recurrent

Programme : (2) Employment Services

Controlling Officer : Commissioner for Labour

Director of Bureau : Secretary for Labour and Welfare

Question :

In the Budget Speech, it was stated that the Government had to continue with its study on whether the Transport Support Scheme (TSS) should be extended. When will the study be completed? Will the Government consider collaboration with the Octopus or requiring the applicants to commute to work using their Octopus cards so that the Government may carry out spot checks at any time to address the concern over the possible misuse of the allowances?

Asked by: Hon. CHAN Kin-por

Reply:

The Labour Department is now undertaking a review of TSS which will, among other things, assess whether TSS has achieved its original policy objective of promoting employment, especially cross-district employment, in the four designated remote districts. On the suggestion of extending TSS to all districts, we will complete by the end of this year a study on how to reduce the burden of travelling expenses borne by the working poor in Hong Kong. The existing TSS will remain in force before the completion of the study. Given that the study has yet to be completed, it is too early to comment at this stage the possibility of collaboration with the Octopus and the monitoring mechanism to guard against misuse of allowances.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

18.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)062

Question Serial No.

1923

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 number of warnings issued under the Boilers and Pressure Vessels Ordinance in 2009 increased by 551 as compared with 2008. The Administration believes that it was the result of enhanced enforcement actions. However, the number of warnings issued in 2008 (2 988) was almost two-thirds of the number of inspections (4 706), while the number of warnings issued in 2009 (3 539) was more than three-quarters of the number of inspections (4 713). What are the respective numbers of prosecutions taken by the Administration in the past three years (i.e. 2007-08 to 2009-10)? How many of them are successful? In the absence of a relevant review, does the Administration have any measures to reduce the potential risk? If no, what are the reasons?

Asked by: Hon. LI Fung-ying

Reply:

The number of summonses initiated, heard and convicted under the Boilers and Pressure Vessels Ordinance (BPVO) in the past three years are as follows:

	No. of summonses initiated	No. of summonses heard	No. of summonses convicted
2007	37	50	50
2008	20	26	25
2009	34	23	23

(Note : The above statistics are kept on calendar-year basis. Summons initiated in a certain year may be heard in the year to follow.)

The increase in the number of warnings issued in 2009 was largely due to tightened enforcement. During the year, the Labour Department shortened the time frame for issue of warnings on overdue equipment certificates from over two months to one month. This resulted in an increase of 489 such warnings, from 2 156 in 2008 to 2 645 in 2009, and accounted for 89% of the total increase in the number of warnings issued. We shall continue to closely monitor the situation to ensure compliance with BPVO.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

19.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)063

Question Serial No.

1926

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 the indicators for the performance measures in respect of labour relations, the number of labour disputes and claims with conciliation service rendered increased from 19 781 in 2008 to 23 281 in 2009. Why did the number of consultation meetings held drop from 83 897 to 83 547 instead?

Asked by: Hon. LI Fung-ying

Reply:

The Labour Relations Division (LRD) of Labour Department (LD) provides conciliation service to assist employers and employees to settle their disputes and claims. The increase in labour disputes and claims handled in 2009 was largely due to the impact on local economy brought about by the financial tsunami since September 2008. LRD also conducts consultation meetings to answer enquiries of the public on the Employment Ordinance and employment contracts. The number of consultation meetings in 2009 (83 547) was at a level similar to that of 2008 (83 897). The public may also make enquiries through our 24-hour Enquiry Hotline, email, letter and the website of LD.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

16.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)064

Question Serial No.

1929

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 :

With regard to the indicators for the performance measures in respect of employment services, there were 599 applications under the Supplementary Labour Scheme (SLS) in 2009. What was the number of workers imported? What was the number of cases investigated among these applications? What was the manpower involved?

Asked by: Hon. LI Fung-ying

Reply:

In 2009, the Labour Department (LD) processed 599 applications under SLS and granted approval to import 797 workers. LD investigated 53 cases related to imported workers under SLS. Three staff undertook the investigation work in addition to their promotional and administrative duties.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

17.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)065

Question Serial No.

1930

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 matters requiring special attention in 2010-11, please provide the amount of provision and manpower requirement for the promotion and enforcement work after the Employment (Amendment) Bill 2009 is enacted.

Asked by: Hon. LI Fung-ying

Reply:

In 2010-11, an estimated expenditure of \$100,000 will be provided for the promotion of the Employment (Amendment) Bill 2009 which is currently under scrutiny by the Bills Committee. Upon enactment of the Bill, we will review the manpower requirement to ensure that sufficient resources are available to carry out the publicity and enforcement work.

Signature	_____
Name in block letters	Mrs Cherry TSE
Post Title	Commissioner for Labour
Date	16.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)066

Question Serial No.

1931

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 Item 19 of the Brief Description that enforcement efforts of the Labour Department (LD) were enhanced to ensure adequate protection of workers from heat stroke at work in 2009. Please provide information on enforcement action taken to prevent workers from heat stroke at work, including the number of workplace inspections, warnings issued and prosecutions taken.

Asked by: Hon. LI Fung-ying

Reply:

LD conducted a special enforcement campaign to workplaces with a higher risk of heat stroke between April and September 2009. These included construction sites, restaurant kitchens, outdoor cleansing and security workplaces, food factories, bakeries, and laundries. The inspections covered matters such as the provision of adequate drinking water at readily accessible locations, provision of sheltered work and rest areas, ventilation facilities, and provision of appropriate information, instruction and training for workers, etc. During the campaign, we conducted a total of 9 416 inspections, issued 207 warnings and eight improvement notices, and took out three prosecutions.

Signature	_____
Name in block letters	Mrs Cherry TSE
Post Title	Commissioner for Labour
Date	18.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)067

Question Serial No.

1932

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 :

It is stated in paragraph 10 that the Labour Department (LD) provides free employment service to all job seekers. In this regard, please provide the following information:

- (a) The numbers of applicants and placements under the Employment Programme for the Middle-aged (EPM) after the implementation of the enhanced Programme features on 29 June 2009; and
- (b) The numbers of applicants and placements under the EPM in 2008.

Asked by: Hon. LI Fung-ying

Reply:

- (a) The Employment Programme for the Middle-aged aims at encouraging employers to engage middle-aged job seekers aged 40 or above and offer them on-the-job training. With effect from 29 June 2009, the financial incentives offered to employers under the programme have been increased and the subsidy period has been extended. From 29 June 2009 to 31 December 2009, we recorded 2 376 placements under the programme.

As prior registration of job seekers is not required, we do not have statistics on registrations under the programme.

- (b) In 2008, the number of placements under the programme was 6 255.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

17.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)068

Question Serial No.

2023

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 promotional activities for the amendments to the Employment Ordinance (EO), what are the details of the plan and the breakdown of expenditure involved?

Asked by: Hon. IP Kwok-him

Reply:

In 2010-11, the Labour Department (LD) plans to carry out a series of promotional activities to publicise the legislative amendments to the EO. These include distributing publicity leaflets to different stakeholders; issuing press releases and displaying information on the LD homepage; organising briefings for 18 Human Resources Managers Clubs of various trades and nine industry-based tripartite committees; delivering talks; and staging territory-wide roving exhibitions. The estimated expenditure is \$100,000. We do not have a detailed breakdown of separate items of expenditure at this stage.

Signature	_____
Name in block letters	Mrs Cherry TSE
Post Title	Commissioner for Labour
Date	17.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)069

Question Serial No.

2024

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 (LD) will widely publicise the concept of family-friendly employment practices (FFEP) in order to increase public awareness. Apart from the production of a video, are there any other specific publicity plans? What is the breakdown of the expenditure involved? How will LD evaluate the effectiveness of the publicity work?

Asked by: Hon. IP Kwok-him

Reply:

In 2010-11, apart from widely publicising the newly produced video on FFEP through multiple channels, LD will promote the subject through staging roving exhibitions territory-wide and experience sharing sessions among members of its network of 18 Human Resources Managers Clubs. The estimated expenditures for video broadcast and roving exhibitions are \$350,000 and \$150,000 respectively. Officers of LD collect from time to time views from various stakeholders to help assess the effectiveness of its work.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

17.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)070

Question Serial No.

2025

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 setting up of a pioneer one-stop employment and training centre in Tin Shui Wai, please advise on the timetable for setting up the centre, breakdown of the expenditure involved and the employment opportunities expected to be created. When will a review of its effectiveness be conducted with a view to further promoting the services?

Asked by: Hon. IP Kwok-him

Reply:

The pilot one-stop employment and training centre in Tin Shui Wai is expected to come into operation in early 2011.

In 2010-11, two additional posts will be created to take up the preparatory work relating to the establishment of the one-stop centre. A sum of \$2.3 million has been earmarked for staffing, administration, publicity and other related expenses. In addition, capital costs of \$9.15 million and \$2.63 million have been allocated respectively for the development of an information system and for the purchase of facilities and equipment for the centre. The annual operating cost of the centre for subsequent years will be determined at a later stage.

The one-stop centre will provide enhanced employment and training support to job seekers. It is expected to improve the overall effectiveness of the job matching and referral services. However, it would be too early to estimate the number of placements that could be achieved by the centre at this stage.

As the one-stop mode of operation is a new approach to strengthening the employment and training services for job seekers, we shall closely monitor the operation of the one-stop centre and make adjustments as necessary. We shall undertake an overall review of the pioneer project after all the services of the centre have been rolled out in full scale.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

17.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)071

Question Serial No.

2026

Head : 90 – Labour Department

Subhead (No. & title) :

700 General
non-recurrent

Programme : (2) Employment Services

Controlling Officer : Commissioner for Labour

Director of Bureau : Secretary for Labour and Welfare

Question :

When is the review of the Transport Support Scheme (TSS) expected to complete? What is the expenditure set aside for the operating cost of the improved scheme after the review? What is the detailed breakdown of the expenditure involved?

Asked by: Hon. IP Kwok-him

Reply:

The Labour Department is now conducting an overall review of TSS introduced since 2007. We will also complete by the end of this year a study on how to reduce the burden of travelling expenses borne by the working poor in Hong Kong. As the study has yet to be completed, we are unable to project at this stage the parameters and related resource implications.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

18.3.2010

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

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 :

What are the details of the Labour Department's plan to launch a focused publicity and enforcement campaign targeting outdoor workplaces with a higher risk of heat stroke? What is the breakdown of expenditure?

Asked by: Hon. IP Kwok-him

Reply:

In 2010-11, the Labour Department (LD) will launch a focused publicity and enforcement campaign targeting outdoor workplaces with a higher risk of heat stroke, including construction sites, outdoor cleansing workplaces and container yards, to promote awareness among employers and employees of heat stroke prevention at these workplaces and help ensure adequate protection for workers. We will promote risk assessment of heat stroke at workplaces and remind employers and employees of the need for due care when working under hot weather. Such promotional activities include, for example, conducting public and outreaching health talks and showing educational video on mobile advertising media. We will also use the print media as appropriate. In addition, we will develop and promote the use of two specific checklists, one for construction sites and the other for outdoor cleansing workplaces, to further facilitate employers and workers in these two industries to assess the risk of heat stroke at their workplaces. In conducting these publicity activities, LD will continue to collaborate with relevant stakeholders such as the Construction Industry Council, Occupational Safety and Health Council, employers' associations and trade unions.

On enforcement, LD will conduct a special enforcement campaign between April and September 2010, focusing on the adequacy and effectiveness of preventive measures taken at outdoor workplaces with a higher risk of heat stroke, including matters like the provision of adequate drinking water at readily accessible locations, provision of sheltered work and rest areas, ventilation facilities, and provision of appropriate information, instruction and training for workers.

Both publicity and enforcement programmes on heat stroke prevention form an integral part of LD's work. There is thus no separate estimate of spending on related activities.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

18.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)073

Question Serial No.

2028

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 (LD) plans to promote the wider adoption of the Guidelines on Site Safety Measures for Working in Hot Weather (the Guidelines) published by the Construction Industry Council. What are the details of the plan and breakdown of the expenditure involved?

Asked by: Hon. IP Kwok-him

Reply:

In 2010-11, LD will continue to include in work plan the promotion of the wider adoption by the construction industry of the Guidelines. In carrying out workplace inspections as well as special enforcement campaigns, we will encourage compliance with the Guidelines and, where necessary, take out prosecution. We will also promote the messages conveyed by the Guidelines through safety talks and seminars for relevant stakeholders to promote awareness among contractors and workers of heat stroke prevention under the hot weather and ensure adequate protection for workers.

Enhancing work safety for work in hot weather is an integral part of LD's occupational safety and health promotion strategy. There is therefore no separate estimate of spending on the promotion of the Guidelines.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

18.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)074

Question Serial No.

2030

Head : 90 – Labour Department

Subhead (No. & title) :

700 General
non-recurrent

Programme : (2) Employment Services

Controlling Officer : Commissioner for Labour

Director of Bureau : Secretary for Labour and Welfare

Question :

- (a) Please list the enrolments for Youth Work Experience and Training Scheme (YWETS) in the past two years (2008-09 to 2009-10) and provide the estimated enrolment figures in the coming year with an explanation of any increase or decrease.
- (b) Please list the number of trainees who were employed after completing YWETS in 2008-09 and its percentage share of the total number of trainees.
- (c) What was the average wage level of the trainees who secured employment after completion of YWETS in 2008-09? What were the highest and lowest monthly wage rates in these cases? What were the industries in which the highest and the lowest wages were recorded?

Asked by: Hon. IP Kwok-him

Reply:

- (a) YWETS and the Youth Pre-employment Training Programme have been fully integrated as from the 2009-10 Programme Year commencing in September 2009. As at the end of February 2010, 11 836 applications for joining the integrated programme were received. However, as the programme accepts trainees on a year-round basis and the 2009-10 Programme will only end in August 2010, the number of trainees of the 2009-10 Programme is not yet available. For the 2008-09 Programme, a total of 8 372 young people enrolled in YWETS. The 2010-11 Programme will commence in September 2010. We are unable to precisely estimate the number of trainees of the 2010-11 Programme. In addition, it may not be appropriate to directly compare the enrolment figures of YWETS and the integrated programme. After all, enrolment is demand-led and it depends on a variety of factors including the economic and labour market conditions then prevailing. Nevertheless, the programme will flexibly admit all eligible young people.
- (b) The Labour Department had commissioned the Hong Kong Polytechnic University to conduct a survey on, among other things, the employment status of trainees of YWETS. The survey was completed in April 2008 and its findings revealed that 80% of the respondents were employed at the time of interview. Other than the findings of the survey, we do not maintain statistics on the employment status of trainees upon their completion of training under YWETS.
- (c) For trainees of the 2008-09 Programme who were placed into training vacancies under YWETS, their wages ranged from \$4,000 to \$9,000 per month, with an average wage of \$5,427. Training vacancies carrying relatively higher wages usually came from the social welfare, printing and publishing sectors while training vacancies carrying relatively lower wages usually came from the personal services and education services sectors.

Signature	_____
Name in block letters	Mrs Cherry TSE
Post Title	Commissioner for Labour
Date	17.3.2010

Examination of Estimates of Expenditure 2010-11
CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION

Reply Serial No.

LWB(L)075

Question Serial No.

2035

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 the people attending the occupational health clinics of the Labour Department (LD) for consultation service in 2008 and 2009, please provide the number and ratio of those suffering from diseases or injuries related and unrelated to work by sex, age, industry, occupation and type of disease.

Asked by: Hon. IP Kwok-him

Reply:

In 2008, a total of 2 796 patients sought consultation at LD's occupational health clinics. Among them, 2 384 (85.3%) suffered from diseases or injuries caused by work, related to work or aggravated by work, and 412 (14.7%) had diseases or injuries unrelated to work.

The following tables present 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	837 (35.1%)	175 (42.5%)
Female	1 547 (64.9%)	237 (57.5%)
Total	2 384 (100%)	412 (100%)

By age

Age group	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
< = 20	4 (0.2%)	1 (0.2%)
21-40	732 (30.7%)	87 (21.1%)
41-60	1 619 (67.9%)	306 (74.3%)
>60	29 (1.2%)	18 (4.4%)
Total	2 384 (100%)	412 (100%)

By industry

Industry	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
Community, social and personal services	1 169 (49.0%)	160 (38.8%)
Wholesale, retail and import/export trades, restaurants and hotels	522 (21.9%)	100 (24.3%)
Manufacturing	219 (9.2%)	35 (8.5%)
Financing, insurance, real estate and business services	185 (7.8%)	29 (7.0%)
Transport, storage and communications	156 (6.5%)	20 (4.9%)
Others	133 (5.6%)	68 (16.5%)
Total	2 384 (100%)	412 (100%)

By occupation

Occupation	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
Service personnel	786 (33.0%)	95 (23.1%)
Clerical and related personnel	598 (25.1%)	99 (24.0%)
Production and related personnel, transport equipment operators and labourers	470 (19.7%)	94 (22.8%)
Professionals and technicians	284 (11.9%)	49 (11.9%)
Others	246 (10.3%)	75 (18.2%)
Total	2 384 (100%)	412 (100%)

By nature of disease

Nature of disease	Caused by, related to or aggravated by work	Unrelated to work
Musculoskeletal	2 242 (94.0%)	252 (61.2%)
Auditory	18 (0.8%)	13 (3.1%)
Skin	15 (0.6%)	18 (4.4%)
Respiratory	13 (0.6%)	4 (1.0%)
Visual	7 (0.3%)	2 (0.5%)
Neurological	3 (0.1%)	13 (3.1%)
Others	86 (3.6%)	110 (26.7%)
Total	2 384 (100%)	412 (100%)

In 2009, a total of 2 508 patients sought consultation at LD's occupational health clinics. Among them, 2 118 (84.4%) suffered from diseases or injuries caused by work, related to work or aggravated by work, and 390 (15.6%) had diseases or injuries unrelated to work.

The following tables present 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	754 (35.6%)	157 (40.3%)
Female	1 364 (64.4%)	233 (59.7%)
Total	2 118 (100%)	390 (100%)

By age

Age group	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
< = 20	4 (0.2%)	1 (0.3%)
21-40	566 (26.7%)	95 (24.3%)
41-60	1 515 (71.5%)	269 (69.0%)
>60	33 (1.6%)	25 (6.4%)
Total	2 118 (100%)	390 (100%)

By industry

Industry	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
Community, social and personal services	1 115 (52.7%)	157 (40.3%)
Wholesale, retail and import/export trades, restaurants and hotels	486 (22.9%)	80 (20.5%)
Manufacturing	166 (7.8%)	27 (6.9%)
Financing, insurance, real estate and business services	143 (6.8%)	34 (8.7%)
Transport, storage and communications	113 (5.3%)	17 (4.4%)
Others	95 (4.5%)	75 (19.2%)
Total	2 118 (100%)	390 (100%)

By occupation

Occupation	Disease/injury	
	Caused by, related to or aggravated by work	Unrelated to work
Service personnel	773 (36.5%)	69 (17.7%)
Clerical and related personnel	523 (24.7%)	95 (24.3%)
Production and related personnel, transport equipment operators and labourers	382 (18.0%)	94 (24.1%)
Professionals and technicians	233 (11.0%)	44 (11.3%)
Others	207 (9.8%)	88 (22.6%)
Total	2 118 (100%)	390 (100%)

By nature of disease

Nature of disease	Caused by, related to or aggravated by work	Unrelated to work
Musculoskeletal	1 916 (90.5%)	273 (70.0%)
Auditory	28 (1.3%)	12 (3.1%)
Skin	16 (0.8%)	3 (0.8%)
Visual	7 (0.3%)	7 (1.8%)
Neurological	6 (0.3%)	6 (1.5%)
Respiratory	4 (0.2%)	5 (1.3%)
Others	141 (6.6%)	84 (21.5%)
Total	2 118 (100%)	390 (100%)

Signature	_____
Name in block letters	Mrs Cherry TSE
Post Title	Commissioner for Labour
Date	18.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)076

Question Serial No.

2036

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 2009.

Asked by: Hon. IP Kwok-him

Reply:

The time required to effect payment from the Protection of Wages on Insolvency Fund in respect of applications approved in 2009 is as follows:

Payment Time	Number of Applications
4 weeks or less	5 802
More than 4 weeks to 6 weeks	676
More than 6 weeks to 8 weeks	209
More than 8 weeks to 10 weeks	30
Total	6 717

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

17.3.2010

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

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 and payments involved on the basis of industry in respect of applications to the Protection of Wages on Insolvency Fund in the past three years (2007 to 2009).

Asked by: Hon. IP Kwok-him

Reply:

The number of applications received by the Protection of Wages on Insolvency Fund and the amounts claimed by industry for the past three years are provided below:

Year	Industry	No. of applications received	Amount claimed (\$ million)
2007	Construction	1 181	30.6
	Restaurants	1 098	16.9
	Import/Export	616	37.7
	Land Freight Transport	245	17.3
	Food	211	7.5
	Business services	210	11.7
	Others	1 275	63.4
	Total	4 836	185.1
2008	Restaurants	1 217	19.4
	Retail	1 001	74.8
	Construction	760	18.7
	Air transport	693	79.4
	Import/Export	497	39.8
	Business services	450	31.9
	Others	1 830	144.9
	Total	6 448	408.9

2009	Food and beverage service activities*	1 862	34.2
	Import/Export trade	1 181	101.3
	Construction	947	28.8
	Manufacture of wearing apparel	315	42.9
	Other personal service activities	279	13.5
	Retail trade	272	19.9
	Others	2 404	180.7
	Total	7 260	421.3

* Starting January 2009, the former industrial classification in respect of “Restaurants” has been renamed “Food and beverage service activities”.

Signature	_____
Name in block letters	Mrs Cherry TSE
Post Title	Commissioner for Labour
Date	17.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)078

Question Serial No.

3128

Head : 90 – Labour Department

Subhead (No. & title) :

700 General
non-recurrent

Programme : (2) Employment Services

Controlling Officer : Commissioner for Labour

Director of Bureau : Secretary for Labour and Welfare

Question :

- (a) How many trainees received “workplace attachment training” under the Youth Pre-employment Training Programme (YPTP) in 2008-09? What was their percentage among all YPTP trainees as a whole? What was the amount of workplace attachment allowance involved?
- (b) How many employers participated in YPTP in that year? How many training places were offered? What was the rate of increase or decrease compared with the previous year?
- (c) What is the estimated number of employers participating in YPTP and the training places offered in 2009-10? Please explain the reasons for the increase or decrease.

Asked by: Hon. IP Kwok-him

Reply:

- (a) For the 2008-09 Programme of YPTP, 578 trainees undertook the one-month workplace attachment training. This represented 10.7% of the total number of trainees of the 2008-09 Programme. The amount of training allowances paid to the trainees who completed workplace attachment training was \$995,000.
- (b) In the 2008-09 Programme, 428 organisations participated in YPTP, offering a total of 2 528 workplace attachment training vacancies. They represented respective decreases of 23.2% and 24.2% when compared with the corresponding figures of the 2007-08 Programme.

The financial tsunami had a negative impact on the local labour market. As a result, the number of organisations that offered workplace attachment training under the 2008-09 Programme of YPTP also recorded a decrease.

- (c) YPTP and the Youth Work Experience and Training Scheme have been fully integrated as from the 2009-10 Programme Year which runs from September 2009 to August 2010. We are unable to precisely estimate the number of participating organisations and workplace attachment training offered under the 2009-10 Programme as it depends on a variety of factors including the prevailing economic and labour market conditions.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

17.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)079

Question Serial No.

3129

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 the placements secured through the employment services of the Labour Department (LD) for able-bodied job seekers in 2009, please provide a breakdown of the figures by sex, age, industry, occupation and monthly salary. Among them, what were the respective numbers of part-time, temporary and full-time jobs with monthly salaries less than \$4,000?
- (b) Also, regarding the placements secured through the employment services of LD for disabled job seekers in 2009, please provide a breakdown of the figures by sex, age, industry, occupation and monthly salary. Among them, what were the respective numbers of part-time, temporary and full-time jobs with monthly salaries less than \$3,000?

Asked by: Hon. IP Kwok-him

Reply:

- (a) In 2009, LD secured 120 870 placements for able-bodied job seekers. Of these, 19 385 placements were achieved through the referral services of LD while 101 485 placements were the outcomes of direct application by job seekers to employers who advertised their vacancies in LD. As job seekers who secured employment through direct application are not required to report their placement positions to LD, we do not have detailed statistics on such placements. Breakdowns of the placements achieved through the referral services of LD by sex, age, industry, occupation and earnings are as follows:

By sex and age

Age group	Male	Female	No. of placements
15-19	765	831	1 596
20-29	3 694	3 263	6 957
30-39	1 346	1 740	3 086
40-49	1 554	3 033	4 587
50-59	1 089	1 753	2 842
60 or above	184	133	317
Total	8 632	10 753	19 385

By industry

Industry	No. of placements
Manufacturing	1 562
Construction	643
Wholesale, retail and import/export trades, restaurants and hotels	7 581
Transport, storage and communication	1 049
Financing, insurance, real estate and business services	2 702
Community, social and personal services	3 739
Others (including government sector)	2 109
Total	19 385

By occupation

Occupational group	No. of placements
Managers and administrators	335
Professionals	146
Associate professionals	1 810
Clerks	4 555
Service workers	3 209
Shop sales workers	2 184
Agriculture, animal husbandry and forestry workers and fishermen	115
Craft and related workers	531
Plant and machine operators and assemblers	548
Elementary occupations	5 880
Others	72
Total	19 385

By earnings

Monthly earnings	No. of placements
Below \$4,000	3 665
\$4,000 - \$4,999	895
\$5,000 - \$5,999	2 973
\$6,000 - \$6,999	4 190
\$7,000 - \$7,999	3 201
\$8,000 - \$8,999	2 206
\$9,000 - \$9,999	792
\$10,000 or above	1 463
Total	19 385

Of the 3 665 placements with monthly earnings below \$4,000, 3 505 were part-time or temporary jobs while 160 were full-time jobs.

(b) In 2009, LD achieved 2 436 placements for disabled job seekers. Breakdowns of the placements by

sex, age, industry, occupation and earnings are as follows:

By sex and age

Age group	Male	Female	No. of placements
15-19	49	61	110
20-29	532	454	986
30-39	318	355	673
40-49	208	234	442
50-59	107	95	202
60 and above	7	16	23
Total	1 221	1 215	2 436

By industry

Industry	No. of placements
Manufacturing	233
Construction	13
Wholesale, retail and import/export trades, restaurants and hotels	888
Transport, storage and communication	56
Financing, insurance, real estate and business services	304
Community, social and personal services	712
Others (including government sector)	230
Total	2 436

By occupation

Occupational group	No. of placements
Professional, technical and related workers	59
Administrative and managerial workers	16
Clerical and related workers	443
Sales workers	617
Service workers	653
Agricultural, animal husbandry, forestry workers and fishermen	7
Production workers, transport equipment operators and labourers	641
Total	2 436

By earnings

Monthly earnings	No. of placements
Below \$3,000	989
\$3,000 - \$3,999	296
\$4,000 - \$4,999	235
\$5,000 - \$5,999	411
\$6,000 - \$6,999	295
\$7,000 - \$7,999	125
\$8,000 - \$8,999	50
\$9,000 or above	35
Total	2 436

Of the 989 placements with monthly earnings below \$3,000, 750 were part-time or temporary jobs and 239 were full-time jobs.

Signature	_____
Name in block letters	Mrs Cherry TSE
Post Title	Commissioner for Labour
Date	17.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)080

Question Serial No.

3130

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 by the Labour Department (LD) in 2009, please provide a breakdown of the figures by cause.

Asked by: Hon. IP Kwok-him

Reply:

Breakdown of labour claims (involving 20 or less employees) handled by the Labour Relations Division of LD in 2009 by cause is as follows:

Cause	No. of labour claims
Termination of contract	11 341
Non-payment of wages	7 117
Non-payment of holiday pay/ annual leave pay/rest day pay/ sickness allowance	2 418
Cessation of business	734
Retrenchment	253
Insolvency	161
Lay-off	96
Variation of terms of employment contract	71
Others	2 114
Total	24 305

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

19.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)081

Question Serial No.

2078

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 Department (LD) promotes family-friendly employment practices (FFEP) ...” stated under the Brief Description, would the Administration advise this Committee on whether any review on the current labour policies and legislations has been carried out in the past to assess their impact on family, and whether targeted improvement proposals (e.g. setting statutory standard working hours and five-day work week) have been put forward? If yes, what is the outcome? If no, what are the reasons?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

The Government regularly reviews labour policy and legislation in the light of changing social circumstances and economic development so as to strike a reasonable balance between employees’ interests and employers’ affordability. In considering whether to impose certain labour standards on matters such as working hours by legislation, we must carefully assess the possible impact on employees’ job opportunities and employers’ operating costs. We must also secure the support of both employers and employees before initiating any substantial changes.

At present, employees in Hong Kong are entitled to different holidays and leaves under the Employment Ordinance, including rest days, statutory holidays, annual leave and maternity leave. These holidays and leaves have laid the foundation for a family-friendly work environment. Moreover, LD has been actively encouraging employers to adopt good people management practices including FFEP such as flexible work arrangements with a view to balancing their staff’s work responsibilities and family commitments. As the business needs and operating circumstances of different organisations vary, we consider that individual employers are in the best position to decide which FFEP should be adopted, having regard to their individual circumstances and diversified needs of their staff.

Signature	_____
Name in block letters	Mrs Cherry TSE
Post Title	Commissioner for Labour
Date	19.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)082

Question Serial No.

2079

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 Department promotes family-friendly employment practices (FFEP)...” stated under the Brief Description, would the Administration advise this Committee on the actual work done to promote FFEP, and the expenditure and manpower involved in the past year (i.e. 2009-10)? Has the Administration assessed the employers’ current attitude and eagerness in implementing FFEP? Has the percentage of employers who have implemented FFEP been surveyed? If no, how could the Administration know the effectiveness of its past promotional work on FFEP?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

In 2009-10, the total expenditure incurred in the promotion of good people management measures including FFEP is \$614,200. As these activities form part of our ongoing work, we do not have a breakdown of the manpower required.

Officers of the Labour Department have been collecting information on FFEP adopted in different establishments through their regular contacts with employers and human resources practitioners. Feedback so collected shows that employers in general are becoming more receptive to the idea of implementing FFEP. We have at present no plan to conduct a formal survey on FFEP.

Signature	_____
Name in block letters	Mrs Cherry TSE
Post Title	Commissioner for Labour
Date	17.3.2010

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

LWB(L)083

2080

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 Department (LD) promotes family-friendly employment practices (FFEP) ...” stated under the Brief Description, would the Administration advise this Committee that apart from the usual promotional and publicity activities, will the Administration offer financial incentives to encourage employers to implement FFEP? If no, what are the reasons? Will the Administration consider implementing certain FFEP (such as paternity leave and five-day work week, etc.) through legislation? If no, what are the reasons?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

LD has been actively encouraging employers to adopt good people management practices including FFEP. As the business needs and operating circumstances of different organisations vary, we consider that individual employers are in the best position to decide which FFEP should be adopted, having regard to their own circumstances and the views of staff.

In considering whether we should legislate on FFEP such as paternity leave, we need to take into account the uniqueness of local circumstances and strike a reasonable balance between the interests of employees and the affordability of employers. In the meantime, LD will continue to promote FFEP in partnership with the business community and relevant organisations, including the provision of paternity leave and 5-day work week, to help employees balance work and family commitments.

We also believe that there is a business case for employers to adopt FFEP as this will help boost staff morale, thereby enhancing their productivity at work. As such, we have at present no plan to provide additional financial incentives to employers for implementing FFEP.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

19.3.2010

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

LWB(L)084

2081

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 :

It was shown in the indicators that about 70% of the labour disputes and claims with conciliation service rendered were resolved through conciliation. Would the Administration advise this Committee on how the remaining cases were finally resolved and their percentage in the total number, the expenditure and manpower for providing such conciliation service, and the average cost for handling each case?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

The Labour Relations Division (LRD) of Labour Department provides, among others, conciliation service to assist employers and employees to resolve labour disputes and claims. In 2009, 71.5% of the disputes and claims were settled through conciliation. The disputes and claims that could not be resolved through conciliation were referred to the Labour Tribunal (LT) or the Minor Employment Claims Adjudication Board (MECAB), depending on the amount claimed for adjudication. Last year, 21% and 7.5% of the disputes and claims were referred to LT and MECAB respectively.

In 2009-10, one Chief Labour Officer, two Senior Labour Officers, ten Labour Officers and 36 Assistant Labour Officers I of LRD were engaged in the provision of conciliation service. The average cost per case is not available since we do not have a breakdown of the expenditure for conciliation service which is subsumed under LRD's provision of all labour relations functions including operation, policy and legislative reviews etc.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

16.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)085

Question Serial No.

2082

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 :

Under the Brief Description, it was stated that “the Employment (Amendment) Bill 2009 (the Bill) was introduced into the Legislative Council on 8 July 2009 to create an offence relating to an employer’s failure to pay any sum awarded by the Labour Tribunal (LT) and the Minor Employment Claims Adjudication Board (MECAB)...” Also, it was mentioned under Matters Requiring Special Attention that “a series of activities to promote the Employment Ordinance (EO) and its related amendments will be organised”. Would the Administration inform this Committee of the estimated expenditure and manpower for the above promotional activities? Does the Administration assess it to be necessary to increase resources for the enforcement work against the non-payment of awards upon the passage of the Bill?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

In 2010-11, the estimated expenditure for the promotion of the Employment (Amendment) Bill 2009 after its enactment is \$100,000. The Bill is at present under scrutiny by the Bills Committee. Upon enactment of the Bill, we will review the manpower requirement to ensure sufficient resources are available for the enforcement work.

Signature	_____
Name in block letters	Mrs Cherry TSE
Post Title	Commissioner for Labour
Date	16.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)086

Question Serial No.

2083

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 the matters requiring special attention, the Administration mentioned “setting up a pioneer one-stop employment and training centre in Tin Shui Wai to streamline, integrate and enhance the existing employment and training/retraining services of the Labour Department, Social Welfare Department and Employees Retraining Board”. Would the Administration inform this Committee of the expenditure and manpower involved in the entire integration project, the estimated savings/increase in recurrent expenditure, and the estimated earliest time when the one-stop employment and training centre can come into operation?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

In 2010-11, two additional posts will be created to take up the preparatory work relating to the establishment of the pilot one-stop employment and training centre in Tin Shui Wai. A sum of \$2.3 million has been earmarked for staffing, administrative and other related expenses. In addition, capital costs of \$9.15 million and \$2.63 million have been allocated respectively for the development of an information system and for the purchase of facilities and equipment for the one-stop centre.

The manpower and annual operating costs of the one-stop centre for subsequent years will be determined at a later stage. Any increase or saving in recurrent expenses will also be ascertained then.

The one-stop centre is expected to come into operation in early 2011.

Signature	_____
Name in block letters	Mrs Cherry TSE
Post Title	Commissioner for Labour
Date	17.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)087

Question Serial No.

2084

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 “displaying vacancy information upon receipt of request from employers ...” stated in the targets, would the Administration advise this Committee on the annual increase in the number of vacancies displayed by the Labour Department (LD), and the number of vacancies without recruitment that were removed from display over the past three years (i.e. 2007-08 to 2009-10)? What is the average duration for a displayed vacancy to be removed upon successful recruitment? What is the average number of interviews offered for each vacancy?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

The numbers of vacancies posted by LD in 2007, 2008 and 2009 are as follows:

Year	Number of vacancies posted
2007	565 236 (+79 102)
2008	677 650 (+112 414)
2009	593 853 (-83 797)

(Note: Figures in brackets refer to the change over the previous year.)

Each vacancy order is posted by LD for a period of one month and may be withdrawn by the recruiting employer at any time during the period. As employers are not required to report to LD the reasons for withdrawal of their vacancies, we do not have statistics on the number of vacancies that do not result in successful recruitment and cease to be posted by LD or the average duration of posting of vacancies that result in successful recruitment.

Job seekers may attend interviews with employers either through the referral services of LD or by direct application to employers who advertise their vacancies in LD. Job seekers who attend interviews through direct application to employers are not required to report their interview details to LD. Therefore, we do not have statistics on the average number of interviews arranged for each vacancy.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

17.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)088

Question Serial No.

2085

Head : 90 – Labour Department

Subhead (No. & title) :

700 General
non-recurrent

Programme : (2) Employment Services

Controlling Officer : Commissioner for Labour

Director of Bureau : Secretary for Labour and Welfare

Question :

Regarding “completing the review of the Transport Support Scheme (TSS)” stated under Matters Requiring Special Attention, would the Administration advise this Committee on the expenditure and manpower involved in the review? What is the earliest time for the review to be completed and the outcome made public? What is the preliminary finding of the review and the Administration’s intention? Would the Administration consider extending TSS to the whole territory of Hong Kong and extending the subsidy period?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

The Labour Department is now conducting an overall review of TSS, the aim of which is to promote employment in the four designated remote districts. We are using existing manpower and resources to conduct the review. With regard to the suggestion to extend TSS to all districts, we will complete by year-end an in-depth study on how to reduce the burden of travelling expenses borne by the working poor in Hong Kong. The existing TSS will remain in force before the completion of the study.

Signature	_____
Name in block letters	Mrs Cherry TSE
Post Title	Commissioner for Labour
Date	19.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)089

Question Serial No.

2086

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 the Budget Speech (paragraph 148), it was stated that “the Labour Department will launch a two-year ‘Pilot Employment Navigator Programme’. Under this programme, a cash incentive of \$5,000 will be payable to each person who has worked for a continuous period of three months after receiving the department’s intensive employment counselling and job matching services. The programme will provide 11 000 places a year....” In this regard, would the Administration inform this Committee of the details of the Programme, including eligibility criteria of the allowance and the job types involved?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

The Labour Department (LD) will launch a two-year Pilot Employment Navigator Programme. Under the programme, placement officers of LD will offer intensive employment counselling services to job seekers, advise them of any mismatch between their knowledge and skills vis-à-vis the requirements of the jobs they are looking for, discuss with them any need to adjust their expectations or to bridge the identified gap, and help them develop and implement job search action plans. The job seekers will also be provided with comprehensive job matching and referral services.

In addition, the programme will also provide a cash incentive of \$5,000, payable by stages, to each job seeker who has worked for a continuous period of three months after receiving LD’s intensive employment counselling and job matching services. To be eligible for the incentive, the job seeker should land on a full-time job with a monthly salary of not more than \$6,500. There is no special requirement with respect to industry or occupation.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

17.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)090

Question Serial No.

2087

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 the Budget Speech (paragraph 149), it was stated that "... The Labour Department (LD) will step up efforts to help young people with special employment difficulties. It will launch a targeted employment programme under which non-governmental organisations will provide training and internship for 12 months to young people, aged between 15 and 24 with low educational qualifications, who need special assistance because of emotional and behavioural problems or learning difficulties. The programme will provide 500 places." Would the Administration inform this Committee of the details of the employment programme for young people with employment difficulties, including the programme expenditure, the job nature involved, the internship wages and the subsequent employment prospect?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

LD will launch a targeted employment programme to step up its efforts to help young people with special employment difficulties. Under the programme, non-governmental organisations (NGOs) will provide training and internship for 12 months to young people aged between 15 and 24 with low educational qualifications and who need special assistance because of emotional and behavioural problems or learning difficulties. Participating NGOs will mainly engage the young people as programme assistants and pay them monthly wages of \$4,500 or above. The programme will offer 500 places and its estimated expenditure is \$33 million.

The programme aims at helping young people gain working experience, inculcate a work habit and develop social networks through intensive and customised training and employment support, thereby improving their employability. If necessary, LD will continue to provide follow-up services to the young people on completion of on-the-job training under the programme to help them land on sustainable employment.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

17.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)091

Question Serial No.

2088

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 :

Under “Matters Requiring Special Attention”, it was stated that the Administration will “continue the legislative exercise for the Minimum Wage Bill (MW Bill) and undertaking preparatory work for its implementation”. Would the Administration inform this Committee: the latest situation in the operation of the Provisional Minimum Wage Commission (PMWC) set up in February 2009 on an administrative basis, as well as the expenditure and manpower involved; whether the Labour Department (LD) would require additional resources for its enforcement and publicity efforts upon enactment of the MW Bill, and the estimated expenditure and manpower involved?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

Since its establishment in February 2009, PMWC has met with 83 stakeholder organisations to gauge their views and concerns on the methodology for setting the initial statutory minimum wage (SMW) rate. Besides, PMWC has recently released to the public its preliminary views on a basket of indicators, other relevant considerations and impact assessment in deliberating on the initial SMW rate. In 2009-10, LD assigned one Senior Labour Officer, 1.5 Labour Officers, one Assistant Labour Officer I, 0.5 Assistant Labour Officer II and one Contract Clerk to provide secretariat services to PMWC. Besides, one Senior Economist and one Statistical Officer I of the Economic Analysis and Business Facilitation Unit (EABFU) were also engaged to provide such services. The total expenditure of PMWC incurred for 2009-10, covering staff salaries and operational costs, is \$5.93 million (including \$1.35 million for staff salaries of the posts in EABFU).

LD is in the process of working out the additional resources required for the implementation of SMW upon the enactment of the MW Bill, including details of our enforcement and publicity plans.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

19.3.2010

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

LWB(L)092

2089

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 :

It is stated in the Brief Description of Programme (2) that “the Labour Department is also responsible for processing applications under the Supplementary Labour Scheme (SLS) and ensures priority of employment for local workers”. Please advise this Committee on the number of applications by industry and job title and the approval rate of SLS over the past two years (i.e. 2008-09 and 2009-10). As it is expected that a number of major infrastructure projects will commence in the coming years (including projects such as the Guangzhou-Shenzhen-Hong Kong Express Rail Link, Hong Kong-Zhuhai-Macao Bridge and MTR Line Extension), there will be an increase in the demand for job titles related to construction. How does the Administration ensure priority of employment for local workers, and train more local construction workers to meet the demand?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

Each application under SLS usually involves more than one vacancy. In 2008 and 2009, the Labour Department (LD) received 589 and 561 SLS applications, involving 2 440 and 1 656 vacancies respectively. In these two years, 1 082 and 797 vacancies were approved, representing approval rates of 44% and 48% respectively. Breakdowns by industry and job title of the vacancies received and approved in 2008 and 2009 are at Appendices 1 to 3.

To ensure priority of employment for local workers, each application for imported workers has to go through a local recruitment exercise to show that there is indeed difficulty for the employer to hire local worker(s) to fill the vacancy(ies). This is in line with the long-established and well-recognised labour policy that local workers should be given priority in filling vacancies available in the job market.

To attract more people to join the construction industry as well as to enhance the skills and competitiveness of in-service construction workers, \$100 million has been earmarked in the 2010-11 Budget to support the Construction Industry Council to strengthen the training and retraining of the local construction personnel. Further, the Government will, together with the construction industry, take the lead to introduce best practices in public works projects to further improve the safety, working environment and conditions in construction sites. We believe that these measures can help attract fresh blood to the industry and meet the manpower needs of future construction projects.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

18.3.2010

**Vacancies received and approved under the
Supplementary Labour Scheme in 2008 and 2009
with breakdown by industry**

Industry	Number of vacancies received		Number of vacancies approved	
	2008	2009	2008	2009
1. Agriculture and fishing	305	437	229	311
2. Manufacturing	585	149	132	87
3. Construction	188	18	5	7
4. Wholesale, retail and import/ export trades, restaurants and hotels	173	107	41	45
5. Transport, storage and communication	152	10	125	2
6. Financing, insurance, real estate and business services	166	160	2	1
7. Community, social and personal services	871	775	548	344
Total	2 440	1 656	1 082	797

**Vacancies received and approved under the
Supplementary Labour Scheme in 2008
with breakdown by job title**

Job title	Number of vacancies received	Number of vacancies approved
1. Care Worker (Elderly Service)	719	522
2. Livestock/ Poultry/ Fish/ Crops Farm Worker	253	205
3. Aircraft Maintenance Technician	140	124
4. Alloy Welder	100	0
5. Anti-corrosion Lining Worker	85	0
6. Knitting Machine Operator	68	33
7. Cook	48	15
8. Flue Gas Desulphurisation Specialist Welder	45	0
9. Electric Arc and Gas Welder	42	0
10. Others	940	183
Total	2 440	1 082

**Vacancies received and approved under the
Supplementary Labour Scheme in 2009
with breakdown by job title**

Job title	Number of vacancies received	Number of vacancies approved
1. Care Worker (Elderly Service)	540	295
2. Livestock/ Poultry/ Fish/ Crops Farm Worker	370	276
3. Gardening Worker	63	29
4. Cook	45	19
5. Bean Curd/ Soya Bean/ Bean Sprout Processing Worker	39	31
6. Machine Operator	27	12
7. Quality Controller/ Inspector/ Control Supervisor	20	14
8. Care Worker (Disabled Service)	19	9
9. General Sewing Machine Operator	10	6
10. Others	523	106
Total	1 656	797

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)093

Question Serial No.

2090

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 :

Would the Labour Department (LD) list the studies on labour policies and issues (including the subjects, the amount involved and the completion dates, etc. conducted last year (i.e. 2009-10), as well as the studies to be conducted in the next two years and the estimated amount involved?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

LD conducted two studies on labour policies and issues in 2009-10. Details of the studies are as follows:

Subject	Estimated Expenditure	Completion Date
Collection of statistical data and information on employees who are not engaged under a “continuous contract” as well as employers who have engaged such employees to facilitate the review of the definition of “continuous contract” under the Employment Ordinance	\$1,800,000	End-2010
Employment and opinion survey of university graduates registered with the Internship Programme of University Graduates	\$118,000	Second quarter of 2010

At the moment, LD does not have concrete plans for other studies on labour policies and issues in the next two financial years. Nevertheless, keeping in view the possible need for studies is an integral part of LD’s day-to-day policy work on labour issues.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

18.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)094

Question Serial No.

2091

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 :

It is stated in the Brief Description under Programme (1) that “The Labour Department (LD) provides voluntary conciliation service to assist employers and employees to settle their disputes and claims ...”. Would the Administration provide the figures, by occupation, cause and gender, on the labour disputes handled in the past two years (namely 2008-09 and 2009-10)?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

The breakdown of labour disputes (involving over 20 employees) handled by the Labour Relations Division of LD by cause in 2008 and 2009 is as follows:

Cause	No. of disputes	
	2008	2009
Disputes involving principal contractor and subcontractor	37	44
Cessation of business	31	37
Insolvency	20	24
Retrenchment	3	9
Non-payment of wages	6	5
Variation of terms of employment contract	7	3
Dismissal	2	2
Others	14	19
Total	120	143

We do not have breakdown of labour disputes by occupation and gender.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

17.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)095

Question Serial No.

2092

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 :

Under Programme (3), it is mentioned in the matters requiring special attention in 2010-11 that major new plans include “launching a focused publicity and enforcement campaign targeting outdoor workplaces with a higher risk of heat stroke to ensure adequate protection of workers”. Would the Administration inform this Committee of the statistics on cases involving workers suffering from heat stroke at work in the past two years (namely 2008-09 and 2009-10), details of the above publicity and enforcement campaign and the target sectors, as well as the estimated expenditure and manpower involved in the coming year?

Asked by: Hon. FUNG Kin-kee, Frederick

Reply:

The Employees' Compensation Ordinance (ECO) (Cap. 282) stipulates that if an employee sustains an injury or dies as a result of an accident arising out of and in the course of his employment, his employer is liable to pay compensation under the Ordinance. Employees suffering from heat stroke at work normally exhibit symptoms such as dizziness, headache and loss of consciousness, or bodily injuries caused by accidents. However, as these symptoms of heat stroke are similar to those of some other diseases, it is not possible for the Labour Department (LD) to keep figures on injuries alleged to be related to heat stroke at work. Nevertheless, since heat stroke could be confirmed by doctors' diagnosis, LD has since May 2009 started to compile figures on injury cases confirmed by doctors to be related to heat stroke at work. So far, there have been four confirmed cases.

In 2010-11, LD will launch a focused publicity and enforcement campaign targeting outdoor workplaces with a higher risk of heat stroke, including construction sites, outdoor cleansing workplaces, and container yards, to promote awareness among employers and employees of heat stroke prevention at these workplaces and help ensure adequate protection for workers. We will promote risk assessment of heat stroke at workplaces and remind employers and employees of the need for due care when working under hot weather through promotional activities such as conducting public and outreaching health talks and showing educational video on mobile advertising media. We will also use the print media as appropriate. In addition, we will develop and promote the use of two specific checklists, one for construction sites and the other for outdoor cleansing workplaces, to further facilitate employers and workers in these two industries to assess the risk of heat stroke at their workplaces. In conducting these publicity activities, LD will continue to collaborate with relevant stakeholders such as the Construction Industry Council, Occupational Safety and Health Council, employers' associations and trade unions.

On enforcement, LD will conduct a special enforcement campaign between April and September 2010, focusing on the adequacy and effectiveness of preventive measures taken at outdoor workplaces with a higher risk of heat stroke, including matters like the provision of adequate drinking water at readily accessible locations, provision of sheltered work and rest areas, ventilation facilities, and provision of appropriate information, instruction and training for workers.

Both publicity and enforcement programmes on heat stroke prevention form an integral part of LD's work. There is thus no separate estimate of resources.

Signature	_____
Name in block letters	Mrs Cherry TSE
Post Title	Commissioner for Labour
Date	18.3.2010

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

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 :

It is stated in paragraph 149 of the Budget Speech that the Labour Department will launch a targeted employment programme to help young people with special employment difficulties. What are the details of the programme? How is it different from other programmes in the past that help young people to secure employment (e.g. the Youth Pre-employment Training Programme, Youth Work Experience and Training Scheme” (YPTP, YWETS), and the Youth Employment Start (Y.E.S.))? What are the expenditure and manpower involved? In what industries can workplace attachment opportunities be expected to be provided for the participants?

Asked by: Hon. CHAN Hak-kan

Reply:

The Labour Department (LD) will launch a targeted employment programme to step up its efforts to help young people with special employment difficulties. Under the programme, non-governmental organisations (NGOs) will provide training and internship for 12 months to young people aged between 15 and 24 with low educational qualifications and who need special assistance because of emotional and behavioural problems or learning difficulties. Participating NGOs will mainly engage the young people as programme assistants and pay them monthly wages of \$4,500 or above. LD will provide the necessary funding and support services to the participating NGOs.

The programme is modelled on the “Action S4” Project launched by LD in earlier years, and their objectives and target beneficiaries are similar. However, there will be improvement in several areas including the extension of the internship duration from nine months to 12 months and the arrangement for NGOs to take up the role of employers. The case management services available to trainees under the programme will also be enhanced.

The programme will offer 500 places and its estimated expenditure is \$33 million. It will be launched by LD using its existing manpower.

As only NGOs will participate in the Programme in the capacity of employers, the internship positions will all come from the social services sector.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

17.3.2010

Examination of Estimates of Expenditure 2010-11

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

Reply Serial No.

LWB(L)097

Question Serial No.

1032

Head : 90 – Labour Department

Subhead (No. & title) :

700 General
non-recurrent

Programme : (2) Employment Services

Controlling Officer : Commissioner for Labour

Director of Bureau : Secretary for Labour and Welfare

Question :

Please provide, by district, the numbers of applications received and approved so far under the Transport Support Scheme (TSS). How many applicants are young people aged between 15 and 24 in each of the districts? What is their percentage share in the total number of applicants in the district?

Asked by: Hon. CHAN Hak-kan

Reply:

TSS was launched in June 2007. From June 2007 to February 2010, 38 791 applications under TSS were received. Of these, 37 597 applicants have been admitted. A breakdown of the number of applications and the number of admitted applicants aged 15 to 24 by district is as follows:

District	Number of applications	Number of applications from persons aged 15 to 24	Number of admitted applicants	Number of admitted applicants aged 15 to 24
Yuen Long	16 173	3 423 (21.2%)	15 635	3 281 (21.0%)
Tuen Mun	15 019	2 609 (17.4%)	14 619	2 515 (17.2%)
North	5 050	1 091 (21.6%)	4 880	1 048 (21.5%)
Islands	2 549	393 (15.4%)	2 463	379 (15.4%)
Total	38 791	7 516 (19.4%)	37 597	7 223 (19.2%)

(Note: Figures in bracket denote the percentage of the share of young persons aged 15 to 24 as compared to the total number in the district.)

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

19.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)098

Question Serial No.

1033

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 the respective number of young people receiving services offered by each of the Youth Employment Resource Centres (YERCs) and the nature of services sought. Would the Administration consider setting up more YERCs? If yes, what is the expenditure involved, and in which districts will they be set up?

Asked by: Hon. CHAN Hak-kan

Reply:

The Labour Department operates two YERCs in Mongkok and Kwai Fong. The two Centres offer a wide range of employment and self-employment services to young people aged between 15 and 29. These services include the provision of career assessment and guidance, employment counselling, training and development programmes, and self-employment support. In 2009, the Centres in Mongkok and Kwai Fong provided services to 39 556 and 32 124 young people respectively.

The two Centres which commenced operation in December 2007 and March 2008 are able to address the existing demand for services. We have, at present, no plan to set up more new centres.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

17.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)099

Question Serial No.

1069

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 :

Please provide the respective annual breakdown of the labour disputes and claims handled by industry and occupation in the past two years (i.e. 2008 and 2009).

Asked by: Hon. LEUNG Yiu-chung

Reply:

The breakdown of labour disputes (involving over 20 employees) handled by the Labour Relations Division of Labour Department by industry in 2008 and 2009 is as follows:

Industry	No. of labour disputes	
	2008	2009
Construction	39	46
Restaurants & hotels	20	33
Manufacturing	31	24
Transport, storage and communication	14	15
Wholesale, retail and import/export trades	5	9
Community, social and personal services	6	8
Financing, insurance, real estate & business services	5	8
Total	120	143

We do not have the breakdown of labour disputes and labour claims handled by occupation. Neither do we have the breakdown of labour claims handled by industry.

Signature	_____
Name in block letters	Mrs Cherry TSE
Post Title	Commissioner for Labour
Date	16.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)100

Question Serial No.

1070

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) With regard to the job seekers registered with the Labour Department (LD) in the past two years (namely 2008 and 2009) but without any placement, please provide the annual breakdowns by such information as reasons for nil placement, background of the unsuccessful job seekers, etc.
- (b) With regard to the job seekers registered with LD but without any placement, are there any other support measures to help them?

Asked by: Hon. LEUNG Yiu-chung

Reply:

- (a) Job seekers may be placed into employment either through the referral services of LD or by direct application to employers who advertise their vacancies in LD. Job seekers who make applications to employers directly are not required to report their placement positions to LD. Therefore, we do not have a breakdown on the number of job seekers who have attempted but are not placed and the reasons for their failure to secure job offers out of those registered for LD's service.
- (b) LD also operates special employment programmes to assist job seekers who have difficulties in finding jobs. Job seekers who need more personalised employment services may join the Job Matching Programme. Placement officers of LD will help job seekers understand the employment market and match suitable jobs for them actively. For job seekers with special employment difficulties, they may participate in work trials under the Work Trial Scheme so as to enhance their chance of securing employment. LD also operates the Employment Programme for the Middle-aged to encourage employers, through the payment of financial incentives, to take on unemployed job seekers aged 40 or above and provide them with on-the-job training.

Signature	_____
Name in block letters	Mrs Cherry TSE
Post Title	Commissioner for Labour
Date	17.3.2010

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

Head : 90 – Labour DepartmentSubhead (No. & title) :Programme : (3) Safety and Health at WorkControlling Officer : Commissioner for LabourDirector of Bureau : Secretary for Labour and WelfareQuestion :

Please provide a breakdown, by industry and work type, of occupational accidents which occurred in the past 2 years, i.e. 2008 and 2009, and the number of occupational fatalities therein.

Asked by : Hon. LEUNG Yiu-chungReply :

In 2008 and in the first three quarters of 2009¹, there were a total of 41 900 and 29 601 occupational accidents respectively. The breakdown of occupational accidents in 2008 and the first three quarters of 2009 by major economic activities is set out in the **Table** below, and the figures in brackets denote the number of occupational fatalities. We do not compile separate breakdown of the figures by work type.

Table - Occupational Accidents of All Economic Activities in 2008 and the First Three Quarters of 2009

Major Economic Activity	2008		First Three Quarters of 2009	
	No. of Accidents	%	No. of Accidents	%
Manufacturing Industry	3 587 (16)	8.6%	2 389 (5)	8.1%
Construction Industry	3 087 (36)	7.4%	2 132 (30)	7.2%
Catering Industry	8 364 (7)	20.0%	5 801 (6)	19.6%
Wholesale Trade	575 (2)	1.4%	382	1.3%
Retail Trade	2 667 (6)	6.4%	2 030 (4)	6.9%
Hotels and Boarding Houses	1 199 (1)	2.9%	798	2.7%
Transport and Related Services	4 911 (21)	11.7%	3 157 (24)	10.7%
Financial Institutions	209 (1)	0.5%	125 (1)	0.4%
Business Services (including Import and Export Trade)	5 156 (51)	12.3%	3 811 (25)	12.9%
Education Services	1 151 (2)	2.7%	878 (2)	3.0%

¹ The occupational accident statistics for the full year of 2009 will only be available by mid-April 2010.

Medical, Dental and Other Health Services	1 768	4.2%	1 219 (2)	4.1%
Welfare Institutions	1 490	3.6%	1 097 (1)	3.7%
Sanitary and Similar Services	2 329 (11)	5.6%	1 769 (6)	6.0%
Other Economic Activities	5 407 (27)	12.7%	4 013 (23)	13.4%
TOTAL	41 900 (181)	100.0%	29 601 (129)	100.0%

Note: Figures in brackets denote the number of occupational fatalities.

Signature	_____
Name in block letters	Mrs Cherry TSE
Post Title	Commissioner for Labour
Date	17.3.2010

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

Head : 90 – Labour Department

Subhead (No. & title) :

Programme : All Programmes

Controlling Officer : Commissioner for Labour

Director of Bureau : Secretary for Labour and Welfare

Question :

Please provide details of the consultation on policy making and assessment under all programmes in the following format. Using the table below, please provide information on the consultations for which funds had been allocated in 2009-10:

Name/subject of consultation	Revised estimate (\$)	Progress of consultation (under planning/ in progress/ completed)	Mode of consultation (e.g. by means of written submissions, consultation sessions, focus groups), number of consultation exercises, name of organisations and number of people consulted/ to be consulted	The Administration's follow-up actions on the consultation results and the progress made (if applicable)	For consultations already completed, were the results publicised? If so, what were the channels? If not, why not?

Asked by: Hon. EU Yuet-mee, Audrey

Reply:

While there is no specific allocation of funds for the purpose of consultation, the Labour Department (LD) has always worked in close consultation with various stakeholders on all fronts, including rolling out new or improved labour policy initiatives, promoting workers' well-being, or rendering employment and support services to job seekers. In so doing, we aim to continuously uplift our quality of services to members of the public and progressively improve employees' rights and benefits in a way which strikes a reasonable balance between employees' interests and employers' affordability, and which is commensurate with the pace of Hong Kong's economic and social development.

In 2009-10, we maintained close liaison and engaged in intensive consultation with stakeholders

including labour unions, employer associations, trade organisations, professional bodies, advisory and/or statutory bodies, the Labour Advisory Board and the Legislative Council (LegCo) Panel on Manpower in, *inter alia*, introducing the following legislative proposals –

- (a) the Employment (Amendment) Bill 2009, which seeks to criminally sanction employers who wilfully and without reasonable excuse fail to pay any sum awarded by the Labour Tribunal comprising wages and entitlements underpinned by criminal elements under the Employment Ordinance;
- (b) the Minimum Wage Bill (MW Bill), which seeks to introduce a statutory minimum wage for employees; and
- (c) the Occupational Deafness (Compensation) (Amendment) Bill 2009, which has been passed by the LegCo in February 2010, seeks to improve the compensation for persons with occupational deafness and to adjust the rate and proportions of distribution of the Employees' Compensation Insurance Levy to three statutory boards.

For the MW Bill, for instance, some 60 formal and informal consultation sessions with a wide spectrum of stakeholder groups of different natures (e.g. labour groups, trade unions, employer associations, organisations of small and medium-sized enterprises, rehabilitation organisations, representatives from human resources practitioners, post-secondary education institutions, etc.) had been held before the MW Bill was introduced into the LegCo on 8 July 2009. The public engagement process is still ongoing.

Apart from consultation on legislative proposals, LD also consulted stakeholders with new employment initiatives. In 2009-10, for example, we consulted the tertiary academic institutions and other stakeholders in working out the parameters and *modus operandi* of the Internship Programme for University Graduates. We have also established working partnership with stakeholders with a view to continuously uplifting our quality of services to members of the public through e.g. maintaining regular dialogues with service providers and training bodies in respect of provision, formulation and quality assurance of our youth training and employment services. In 2009-10, we teamed up with the Occupational Safety and Health Council, District Councils, Safe and Healthy Communities in various districts and the property management sector to organise publicity and promotional activities to raise safety awareness in respect of work-at-height and repair, maintenance, alteration and addition works.

Signature	_____
Name in block letters	Mrs Cherry TSE
Post Title	Commissioner for Labour
Date	19.3.2010

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

Head : 90 – Labour Department

Subhead (No. & title) :

Programme : All Programmes

Controlling Officer : Commissioner for Labour

Director of Bureau : Secretary for Labour and Welfare

Question :

Please provide details of the consultation on policy making and assessment under all programmes in the following format. Have funds been earmarked for holding consultations in 2010-11? If so, please provide the following details.

Name/subject of consultation	Expenditure (\$)	Progress of consultation (under planning/ in progress/ completed)	Mode of consultation (e.g. by means of written submissions, consultation sessions, focus groups), number of consultation exercises, name of organisations and number of people consulted/ to be consulted	For consultations scheduled for completion in the financial year 2010-11, will the results be publicised? If not, what are the reasons?

Asked by: Hon. EU Yuet-mee, Audrey

Reply:

While there is no specific allocation of funds for the purpose of consultation, the Labour Department (LD) has always worked in close consultation with various stakeholders on all fronts, including rolling out new or improved labour policy initiatives, promoting workers' well-being, or rendering employment and support services to job seekers. In so doing, we aim to continuously uplift our quality of services to members of the public and progressively improve employees' rights and benefits in a way which strikes a reasonable balance between employees' interests and employers' affordability, and which is commensurate with the pace of Hong Kong's economic and social development.

In 2010-11, our liaison and consultation with various stakeholders, e.g. service users, labour unions, employer associations, trade organisations, professional bodies, advisory and/or statutory bodies, the Labour Advisory Board, the Legislative Council (LegCo) Panel on Manpower, etc. will continue. For instance, for the Minimum Wage Bill, our engagement process with stakeholder groups will continue in respect of the preparatory work for implementation (e.g. working with stakeholders including rehabilitation organisations on the operational details of a special arrangement for disabled employees whose productivity is impaired by their disabilities and trade associations on details of guidelines for the implementation of Statutory Minimum Wage). We shall also consult stakeholders (e.g. labour unions, trade organisations, Hong Kong Institution of Engineers, Occupational Safety and Health Council and

Construction Industry Council, etc.) in conducting a review of the Code of Practice for Safe Use of Tower Crane, taking into account the guidelines issued by the Construction Industry Council, to enhance the safety in the use of tower cranes on construction sites.

Signature	_____
Name in block letters	Mrs Cherry TSE
Post Title	Commissioner for Labour
Date	19.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)104

Question Serial No.

2653

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 :

To step up its efforts to help young people with special employment difficulties, the Labour Department (LD) will launch a targeted employment programme for young people aged between 15 and 24 with low educational qualifications, who need special assistance because of emotional and behavioural problems or learning difficulties. Would the Government advise this Committee on the details? Will it be implemented through the Youth Pre-employment Training Programme . Youth Work Experience and Training Scheme (YPTP . YWETS)? What is the estimated expenditure involved? Was an assessment made on the impact of the 500 places provided on reducing the unemployment rate of young people aged between 15 and 24?

Asked by: Hon. LAM Tai-fai

Reply:

LD will launch a targeted employment programme to step up its efforts to help young people with special employment difficulties. Under the programme, non-governmental organisations (NGOs) will provide training and internship for 12 months to young people aged between 15 and 24 with low educational qualifications who need special assistance because of emotional and behavioural problems or learning difficulties. Participating NGOs will mainly engage the young people as programme assistants and pay them monthly wages of \$4,500 or above. The programme will be administered by the Programme Office of the Youth Pre-employment Training Programme and Youth Work Experience and Training Scheme. It will offer 500 places and its estimated expenditure is \$33 million.

The programme aims at helping young people with special employment difficulties rather than young people generally. In view of the targeted nature of the programme, it will not be appropriate to evaluate its effectiveness in the context of the overall unemployment rate of young people aged between 15 and 24.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

17.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)105

Question Serial No.

2654

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 :

While the Bureau will adopt a proactive strategy to combat illegal employment in 2010-11, why is the estimated number of inspections to workplaces reduced from 139 718 in 2009 to 137 000 cases? Are there any other measures/proactive strategies to combat illegal employment? If yes, what are the details? If no, what are the reasons? What is the estimated expenditure involved?

Asked by: Hon. LAM Tai-fai

Reply:

The planned number of workplace inspections for 2010 is only a planning target, and not a ceiling of the number of inspections to be conducted. While the target has been set at a reasonable and realistic level, the actual number of workplace inspections in the year will depend on the results of enforcement campaigns launched, the number of complaints and intelligence received and the complexity of cases investigated.

In 2010, the Labour Department (LD) will continue to adopt an intelligence-based and proactive approach to combat illegal employment. Labour inspectors of LD will actively check the identity cards of the employees to deter illegal employment during workplace inspections. We will also widely publicise our complaint hotline (2815 2200) to encourage the public to provide intelligence on illegal employment activities. Apart from conducting workplace inspections, we will also launch joint operations with the Immigration Department and/or the Police to combat illegal employment. As the officers involved also undertake the enforcement of labour law, we do not have a separate breakdown of the expenditure involved in combating illegal employment.

Signature	_____
Name in block letters	Mrs Cherry TSE
Post Title	Commissioner for Labour
Date	17.3.2010

Examination of Estimates of Expenditure 2010-11
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

LWB(L)106

Question Serial No.

2655

Head : 90 – Labour Department

Subhead (No. & title) :

700 General
non-recurrent

Programme : (2) Employment Services

Controlling Officer : Commissioner for Labour

Director of Bureau : Secretary for Labour and Welfare

Question :

As announced in the Budget Speech, the Labour and Welfare Bureau will complete by the end of this year a study on ways to reduce the burden of travelling expenses borne by the working poor in Hong Kong. What are the details of the study and the estimated expenditure? What is the estimated expenditure for the Transport Support Scheme (TSS) which is expected to be implemented until the end of this year?

Asked by: Hon. LAM Tai-fai

Reply:

We aim to complete the study by the end of this year and will examine relevant information such as the income statistics of the working poor, their choice of transport as well as transport expenses. The resources incurred in conducting the study are absorbed within the existing provisions of the Labour and Welfare Bureau and departments concerned.

The existing TSS will remain in force before the completion of the above study. Based on past statistics, we estimate that 8 400 new applicants will be admitted to TSS in 2010. The estimated financial commitment in respect of these applicants will be \$65.52 million. Taking into account the financial commitment of \$286.8 million as at the end of December 2009, the estimated total financial commitment in respect of all admitted applicants of TSS as at the end of 2010 is \$352.32 million.

Signature	_____
Name in block letters	Mrs Cherry TSE
Post Title	Commissioner for Labour
Date	19.3.2010