

Chapter 7

International Labour Affairs

International Instruments Setting Out Labour Standards

- 7.1** International Labour Conventions set by the International Labour Organisation (ILO) prescribe relevant labour standards for member states. As at year-end, 41 International Labour Conventions were applied to the Hong Kong Special Administrative Region (HKSAR), with or without modification ([Figure 7.1](#)), notwithstanding that Hong Kong is neither a sovereign entity nor an ILO member. Other international instruments, including the International Covenant on Economic, Social and Cultural Rights and the International Covenant on Civil and Political Rights, also touch on labour standards, albeit to a much smaller extent.
- 7.2** A comprehensive set of labour legislation and administrative measures are in place in the HKSAR to enable the Government to implement internationally accepted labour standards. Through continuous improvements to labour legislation and administrative measures, the HKSAR maintains a level of labour standards broadly equivalent to those of neighbouring places with similar economic development as well as social and cultural background.

Participation in the Activities of the ILO

- 7.3** The HKSAR participates in the activities of the ILO, either as part of the delegation of the People's Republic of China or, for activities which are not limited to states, on its own using the name "Hong Kong, China".
- 7.4** In 2011, the Labour Department continued to participate actively in activities organised by the ILO to keep abreast of the latest development of international labour matters. In the year, representatives from the HKSAR participated in the 100th Session of the International Labour Conference held in Geneva, Switzerland and the 15th Asia and the Pacific Regional Meeting of the ILO in Kyoto, Japan. ([Figure 7.2](#))

Contacts with Other Labour Administrations

- 7.5** Delegations of labour administrators from the Mainland and other places visited the Labour Department in the year. The department also sent study missions to the Mainland and foreign countries such as Singapore, Japan, Republic of Korea, Belgium, UK, USA and Canada. Apart from strengthening mutual cooperation, these visits provided opportunities for representatives of the department to exchange views and experience with its counterparts on various labour issues.
- 7.6** In January, the Memorandum of Understanding on Labour Cooperation between Hong Kong, China and New Zealand, concluded between the Labour Department and the Department of Labour of New Zealand, came into force. The Memorandum establishes a set of shared labour principles and a framework for cooperation on labour matters of mutual interest and benefit.