

# Chapter 8: Figures and Charts

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**Figure 2.1****Number of summonses convicted and total fines in 2011**

<b>Ordinance</b>	<b>Summonses convicted</b>	<b>Fines (\$)</b>
<b>Boilers and Pressure Vessels Ordinance</b>		
<b>Sub-total</b>	<b>10</b>	<b>45,200</b>
<b>Employees' Compensation Ordinance</b>		
<b>Sub-total</b>	<b>748</b>	<b>1,574,400</b>
<b>Employment Ordinance and subsidiary regulations</b>		
Statutory benefits cases	1 780	3,972,050
Young persons cases	2	6,000
Others	8	10,000
<b>Sub-total</b>	<b>1 790</b>	<b>3,988,050</b>
<b>Factories and Industrial Undertakings Ordinance and subsidiary regulations</b>		
Factory cases	397	2,639,100
Building and engineering construction cases	873	7,827,100
<b>Sub-total</b>	<b>1 270</b>	<b>10,466,200</b>
<b>Occupational Safety and Health Ordinance and subsidiary regulations</b>		
<b>Sub-total</b>	<b>204</b>	<b>1,494,300</b>
<b>Immigration Ordinance</b>		
<b>Sub-total</b>	<b>43</b>	<b>52,200</b>
<b>Total</b>	<b>4 065</b>	<b>17,620,350</b>

**Figure 2.2**  
**Organisation Chart of the Labour Department**  
 (as at 31 December 2011)

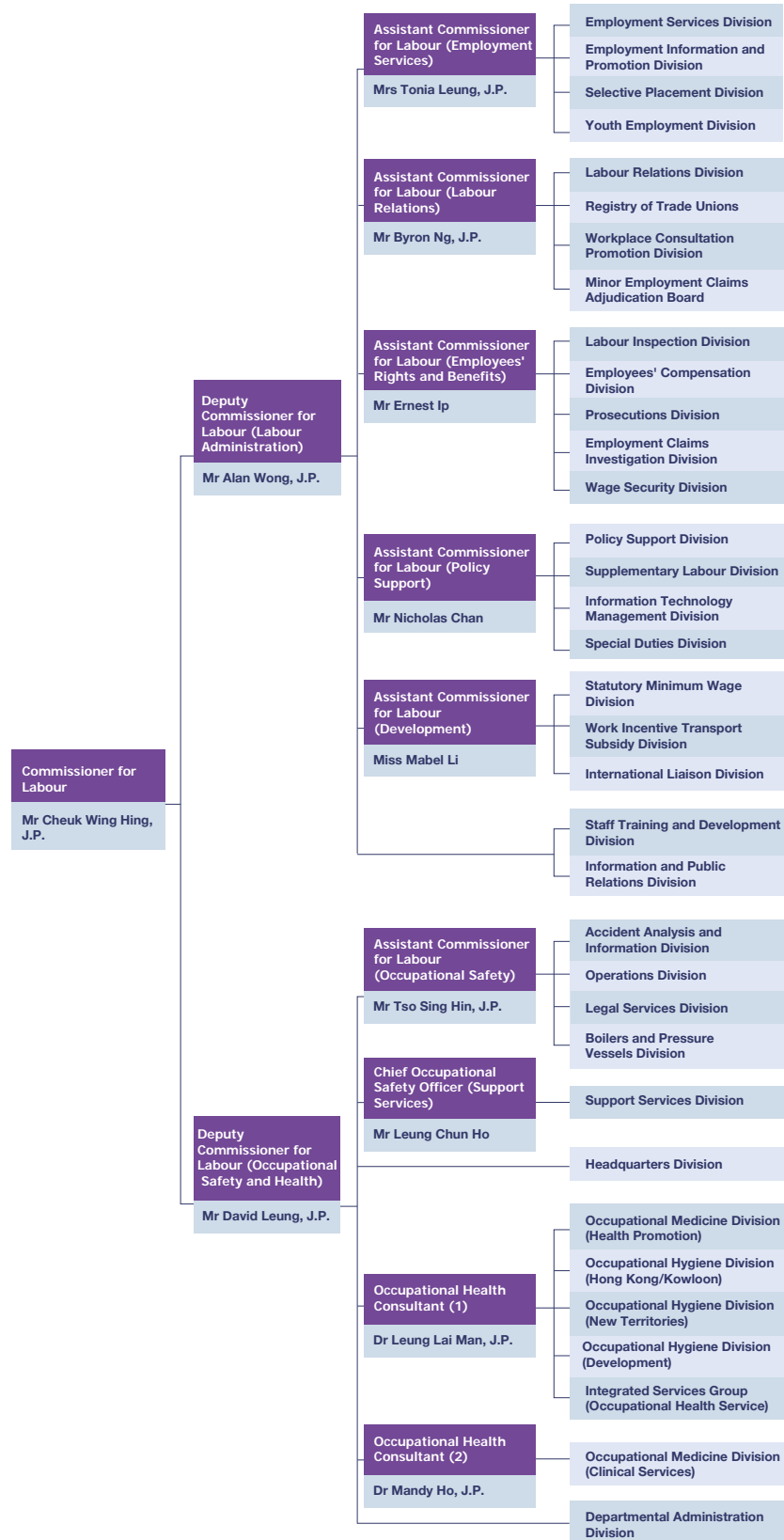


Figure 2.3

## Terms of Reference and Composition of the Labour Advisory Board and Membership for the term 2011-2012

### Terms of Reference

The Labour Advisory Board advises Commissioner for Labour on matters affecting labour, including legislation and Conventions and Recommendations of the International Labour Organisation. It may appoint such committees as it considers necessary and include any person not being a member of the Labour Advisory Board to serve on such committees.

### Composition

The composition of the Labour Advisory Board is as follows:

Chairman	Commissioner for Labour (ex-officio)
Members	Five employee members elected by registered employee unions Five employer members nominated by major employer associations One employee member and one employer member appointed ad personam
Secretary	A Senior Labour Officer

### Membership (as at 31.12.2011)

Chairman	Mr Cheuk Wing Hing, JP	Commissioner for Labour
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#### Members

##### Employee Representatives

Mr Leung Chau Ting	}	elected by registered employee unions
Ms Ng Wai Yee, MH		
Mr Chung Kwok Sing		
Mr Lee Tak Ming		
Mr Ng Chau Pei		
Mr Cheng Kai Ming		appointed ad personam

##### Employer Representatives

Mr Ho Sai Chu, GBS, JP	representing the Chinese General Chamber of Commerce
Dr Kim Mak Kin Wah, BBS, JP	representing the Employers' Federation of Hong Kong
Mr Stanley Lau Chin Ho, BBS, MH, JP	representing the Federation of Hong Kong Industries
Mr Stanley Hui Hon Chung, JP	representing the Hong Kong General Chamber of Commerce
Mr Irons Sze, JP	representing the Chinese Manufacturers' Association of Hong Kong
Mr Cheung Sing Hung, BBS	appointed ad personam

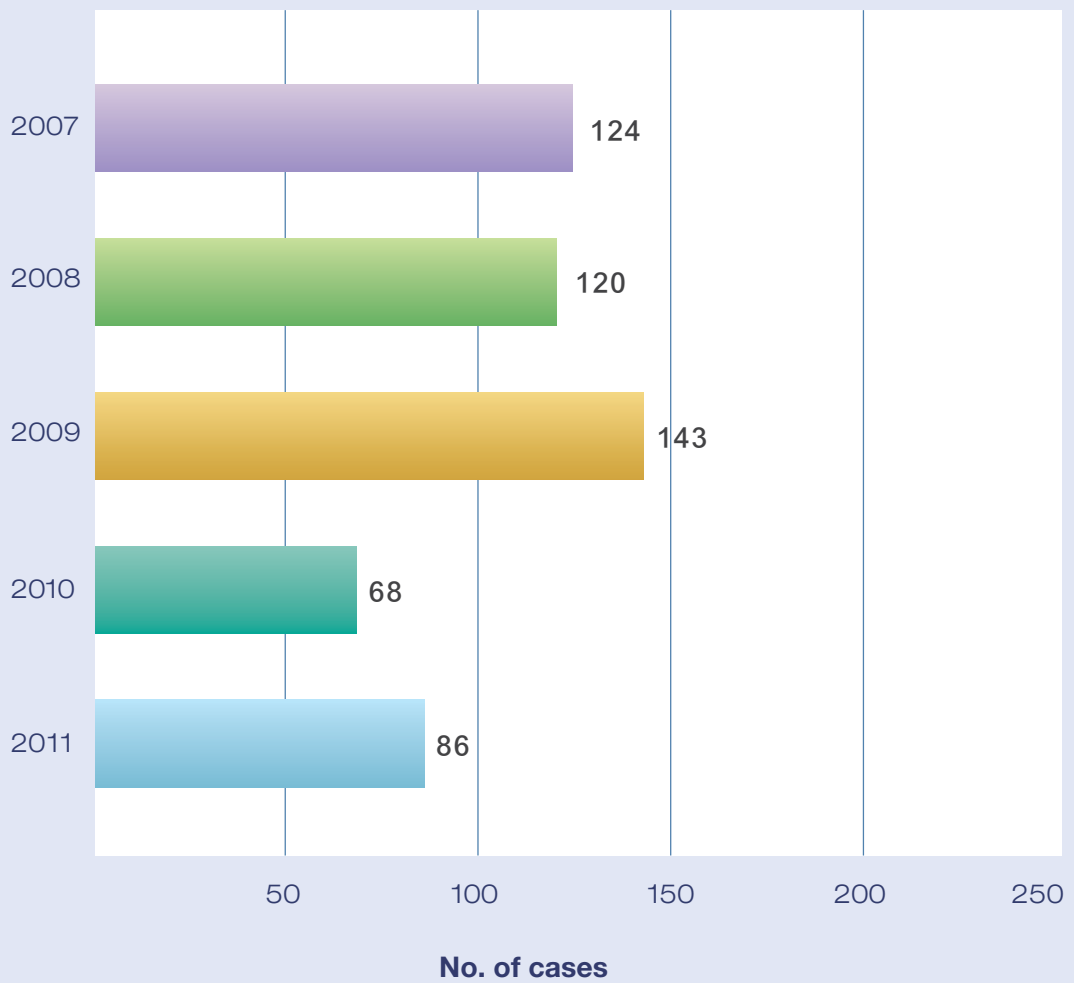
Secretary	Mr Raymond Leung Kwok Kee	Senior Labour Officer
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**Figure 3.1****Key Indicators of Work of the Labour Relations Programme Area in 2011**

<b>Key Indicators of Work</b>		<b>Number</b>
<b>I.</b>	<b>Conciliation and Consulation Services</b>	
	Labour disputes and claims handled	<b>18 172</b>
	In-person consultations handled	<b>73 882</b>
	Percentage of labour disputes and claims resolved through conciliation	<b>71.7%</b>
<b>II.</b>	<b>Adjudication of Minor Employment Claims</b>	
	Claims adjudicated by Minor Employment Claims Adjudication Board	<b>1 845</b>
<b>III.</b>	<b>Regulation of Trade Unions</b>	
	Registration of new trade unions and changes of union names/rules	<b>133</b>
	Inspection visits to trade unions	<b>374</b>
	Account statements of trade unions examined	<b>639</b>
	Training courses organised for trade unions	<b>3</b>

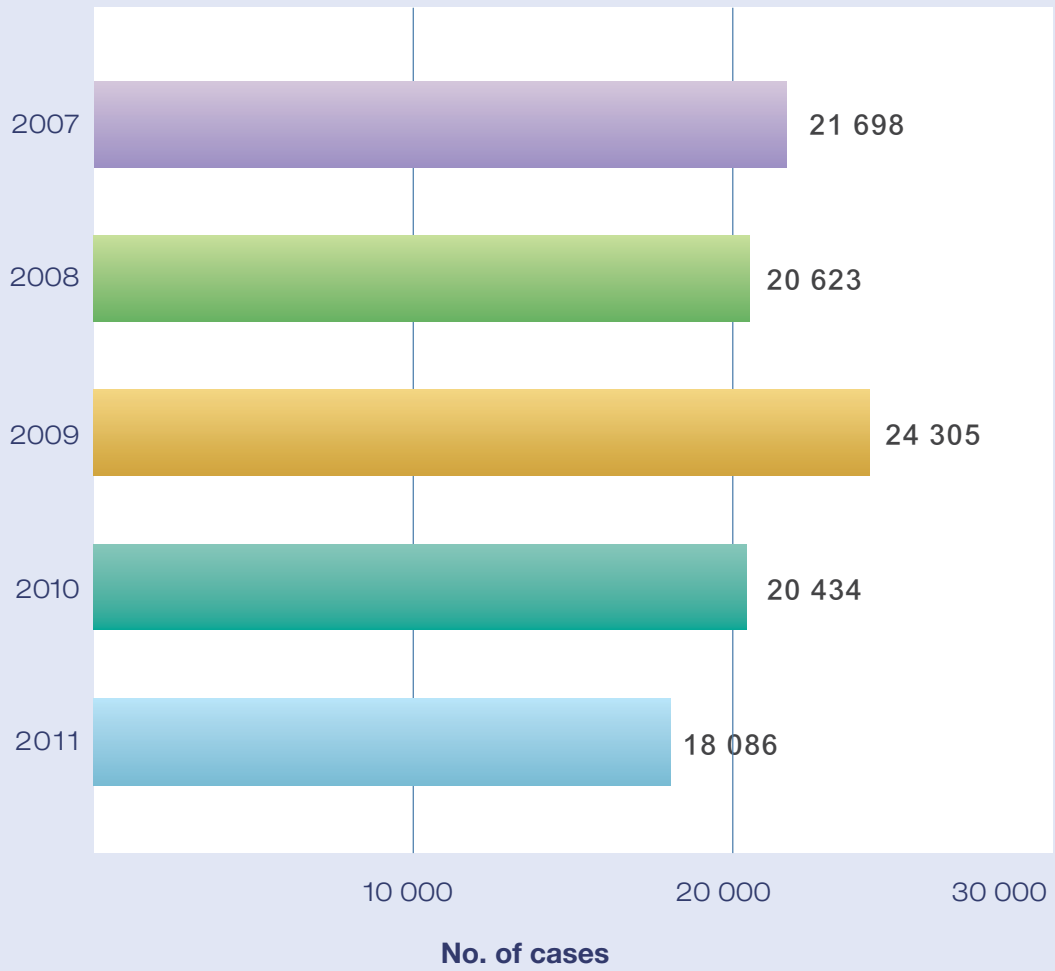
**Figure 3.2**

**Number of Labour Disputes Handled by the Labour Relations Division from 2007 to 2011**



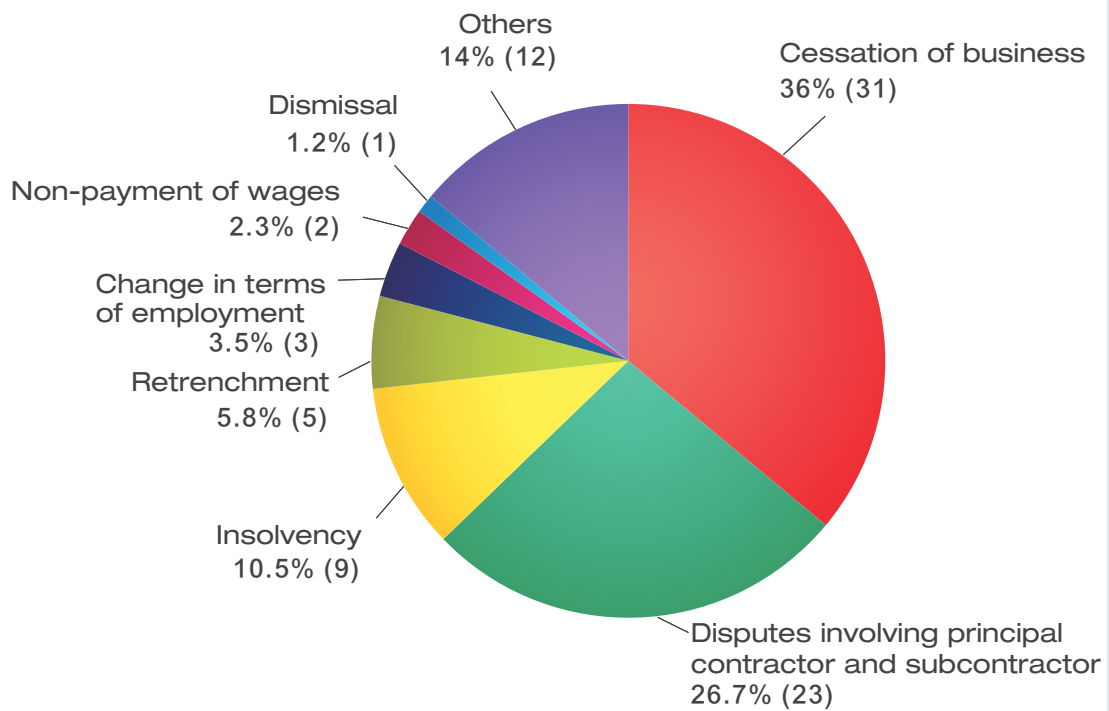
**Figure 3.3**

**Number of Claims Handled by the Labour Relations Division from 2007 to 2011**



**Figure 3.4**

**Number of Labour Disputes Handled by the Labour Relations Division in 2011 by Cause**



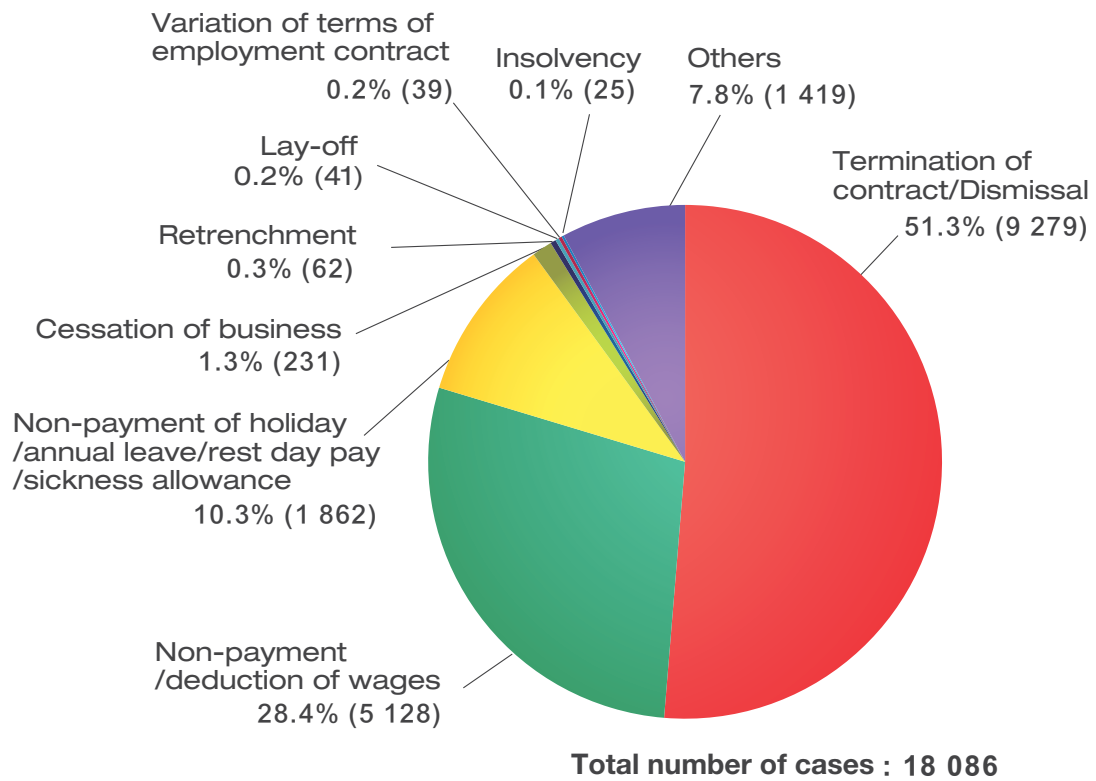
**Total number of cases : 86**

\* Figures in bracket indicate the number of related cases



**Figure 3.5**

**Number of Claims Handled by the Labour Relations Division in 2011 by Cause**



\* Figures in bracket indicate the number of related cases

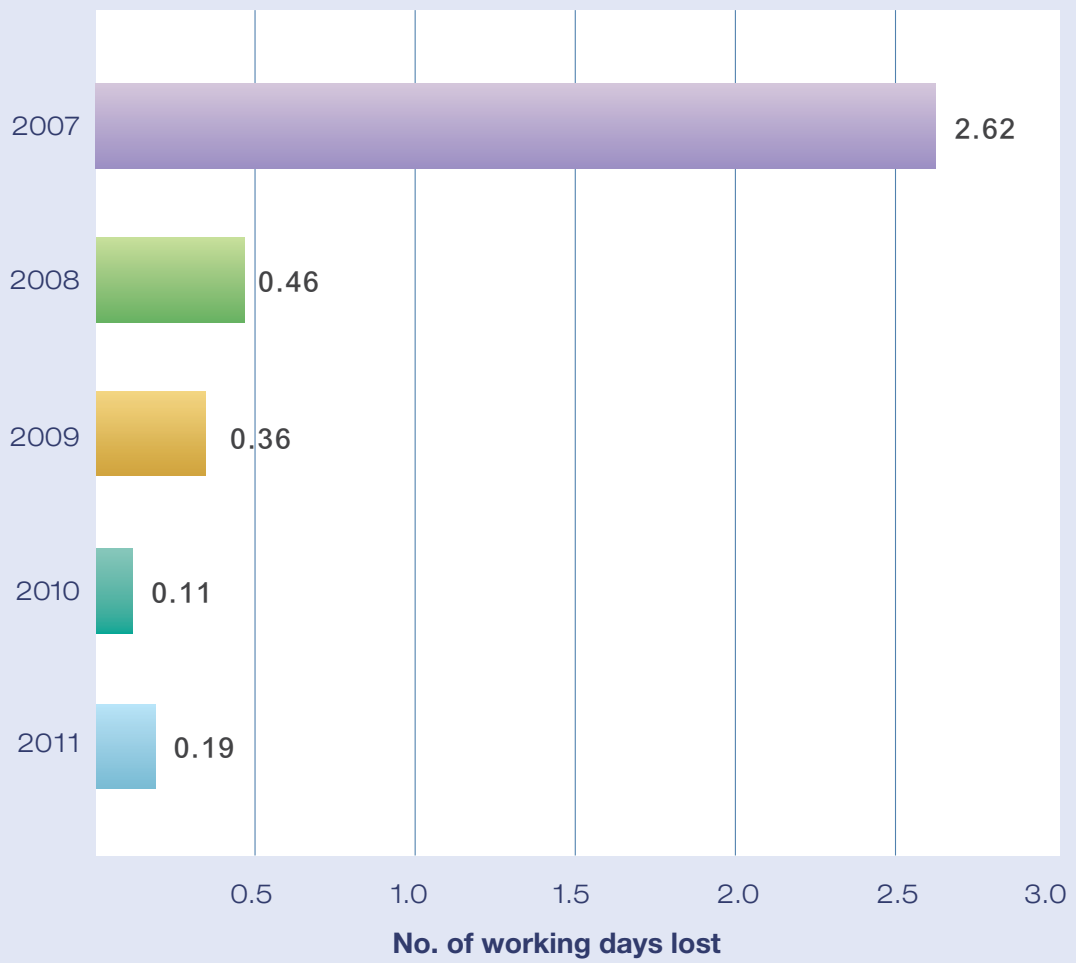
**Figure 3.6**

**Number of Strikes and Number of Employees Involved from 2007 to 2011**



**Figure 3.7**

**Number of Working Days Lost per 1 000 Salaried Employees and Wage Earners\* from 2007 to 2011**



\* Salaried employees and wage earners include employees and unemployed persons having previous jobs.

**Figure 4.1****Key Indicators of Work of the Programme of Safety and Health at Work in 2011**

Indicator		Number
<b>I.</b>	<b>Inspections</b>	
	Inspections under the FIUO <sup>1</sup> and the OSHO <sup>2</sup>	<b>118 694</b>
	Inspections under the BPVO <sup>3</sup>	<b>4 719</b>
<b>II.</b>	<b>Investigations</b>	
	Investigations of accidents at workplaces	<b>11 859</b>
	Investigations of suspected cases of occupational diseases	<b>2 998</b>
<b>III.</b>	<b>Promotion and Education</b>	
	Promotional visits to workplaces under the FIUO <sup>1</sup> and the OSHO <sup>2</sup>	<b>4 961</b>
	Talks, lectures and seminars organised	<b>2 146</b>
<b>IV.</b>	<b>Pressure Equipment Registration</b>	
	Pressure equipment registered	<b>1 613</b>
	Examinations conducted and exemptions granted, for the issue or endorsement of certificates of competency	<b>380</b>
<b>V.</b>	<b>Clinical Services</b>	
	Clinical consultations conducted	<b>13 236</b>

## Notes:

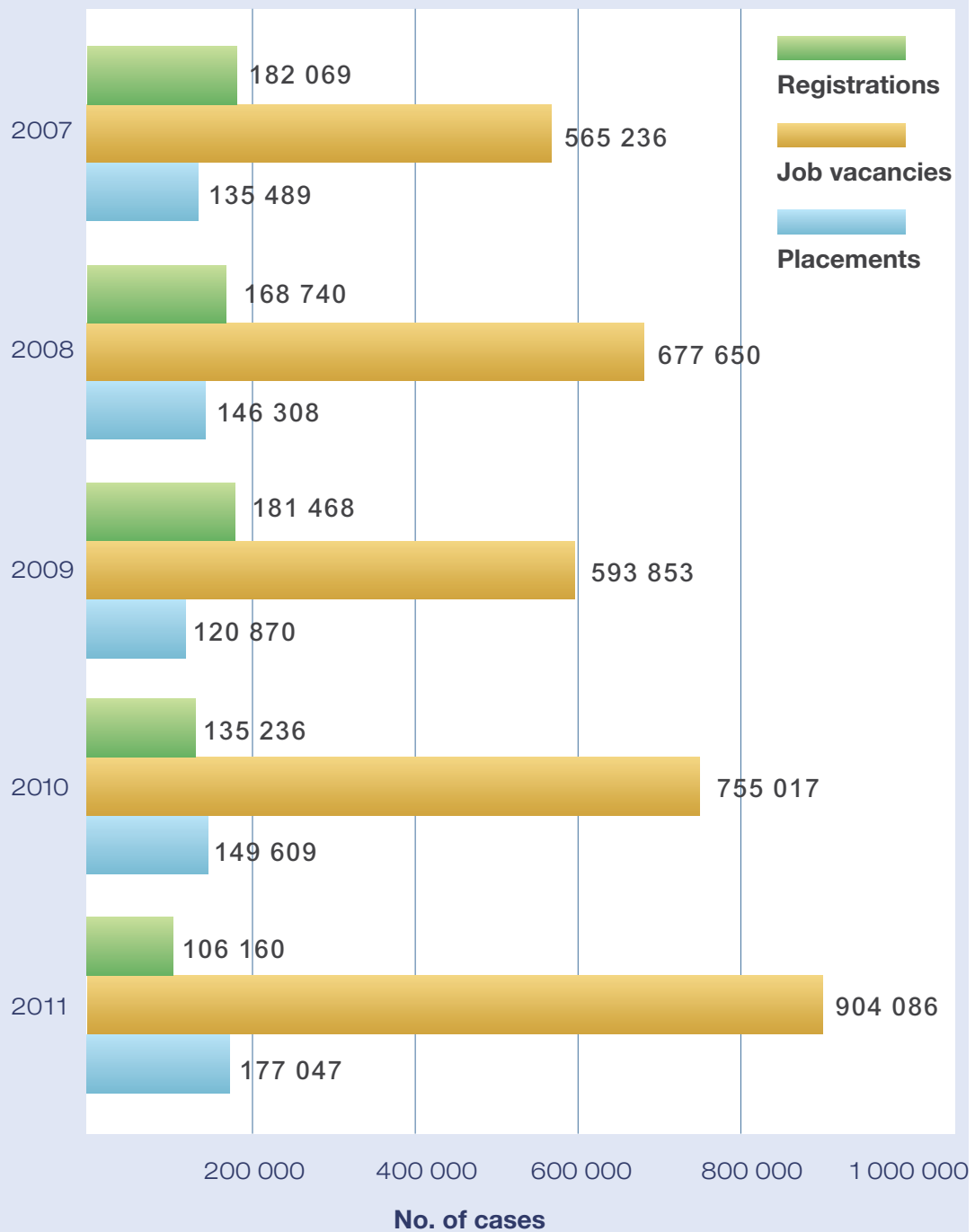
1. Factories and Industrial Undertakings Ordinance
2. Occupational Safety and Health Ordinance
3. Boilers and Pressure Vessels Ordinance

**Figure 5.1****Key Indicators of Work of the Employment Services Programme Area in 2011**

<b>Key Indicators of Work</b>		<b>Number</b>
I.	<b>Able-bodied Job Seekers</b>	
	Persons registered	<b>106 160</b>
	Placements	<b>177 047</b>
II.	<b>Job Seekers with Disabilities</b>	
	Persons registered	<b>2 672</b>
	Placements	<b>2 403</b>
III.	<b>Regulating Employment Agency</b>	
	Licences issued	<b>2 334</b>
	Inspections	<b>1 330</b>
IV.	<b>Applications under Supplementary Labour Scheme Processed</b>	<b>784</b>

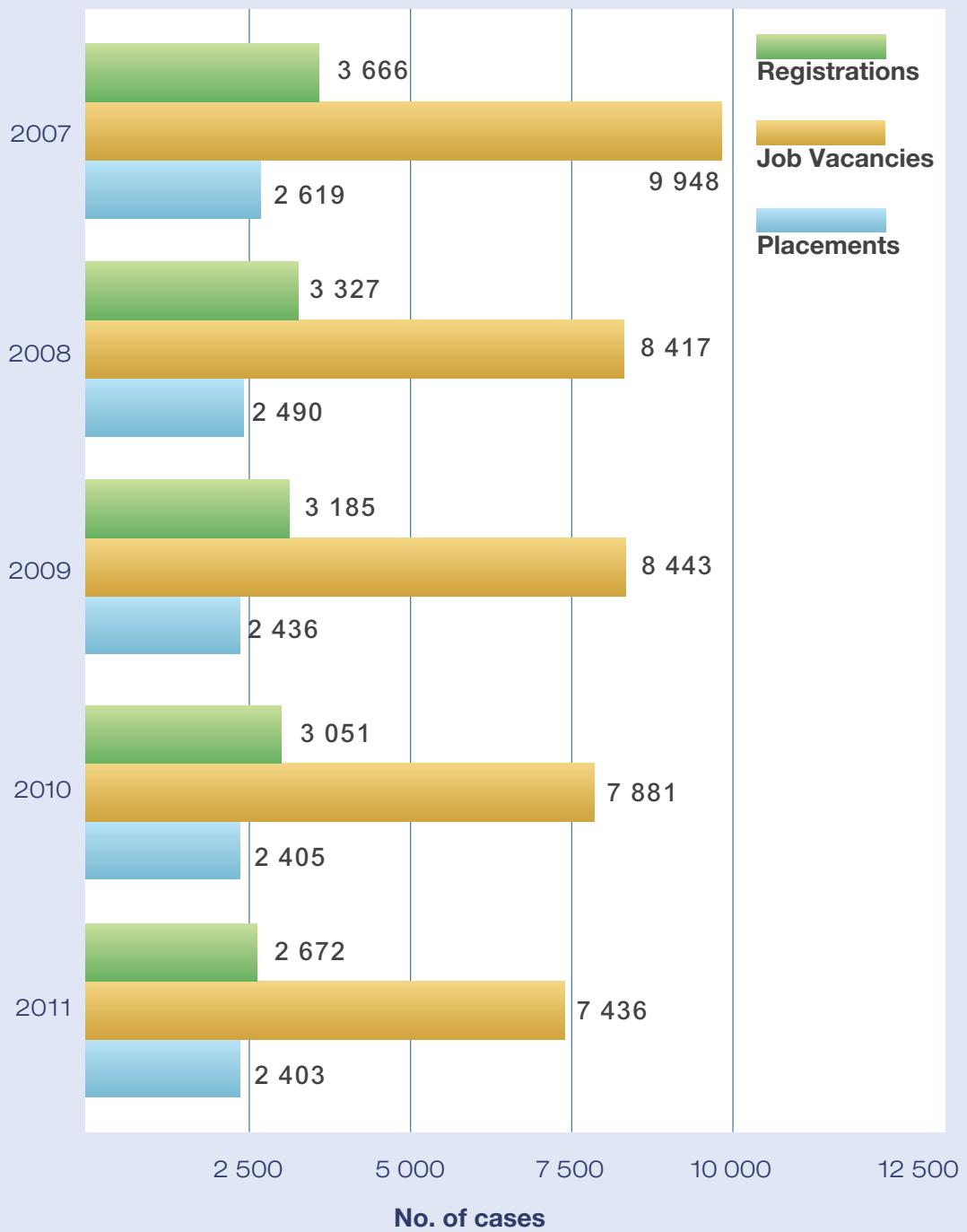
**Figure 5.2**

**Key Indicators of Work on Employment Assistance  
Rendered to Able-bodied Job Seekers from 2007 to 2011**



**Figure 5.3**

**Key Indicators of Work on Employment Assistance  
Rendered to Job Seekers with Disabilities from 2007 to 2011**



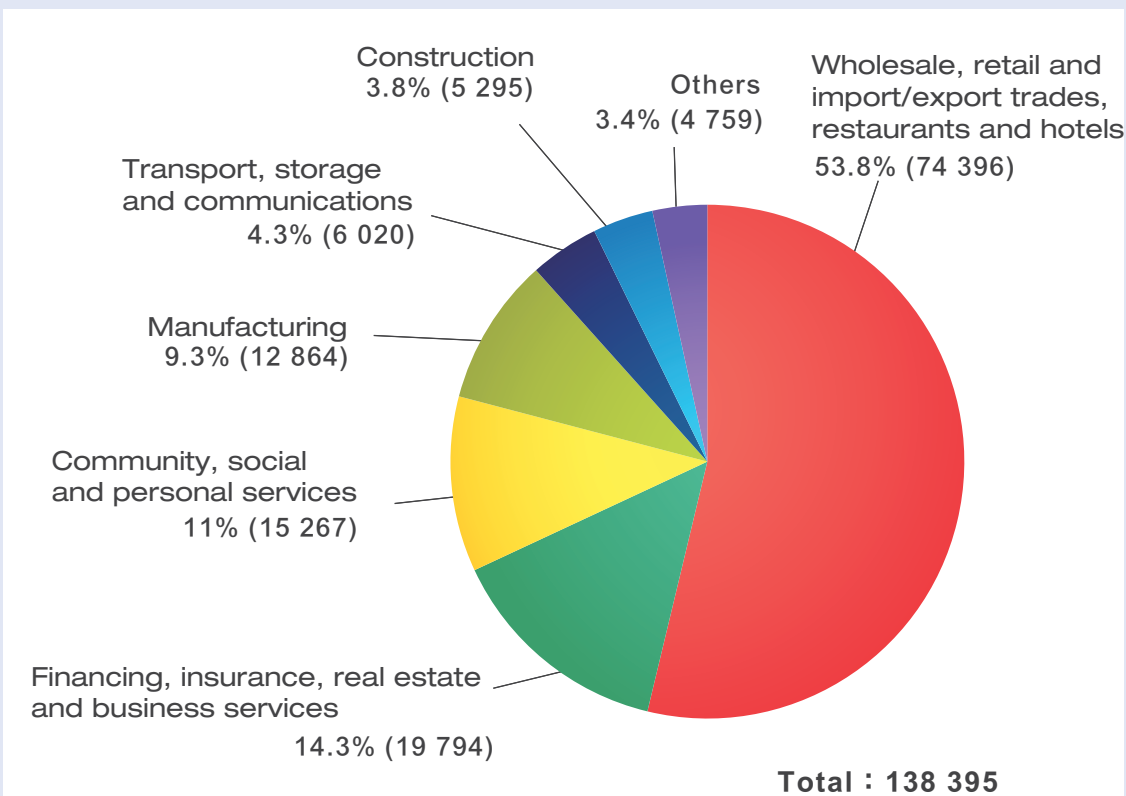
**Figure 6.1****Key Indicators of Work of the Employees' Rights and Benefits Programme Area in 2011**

<b>Key Indicators of Work</b>		<b>Number</b>
<b>I.</b>	<b>Inspections to workplaces</b>	<b>138 395</b>
<b>II.</b>	<b>Employees' compensation claims received</b>	<b>56 996</b>
<b>III.</b>	<b>Sick leave clearance interviews for injured employees conducted</b>	<b>43 531</b>
<b>IV.</b>	<b>Assessment of loss of earning capacity of injured employees</b>	
	Ordinary assessment	<b>18 517</b>
	Special assessment	<b>0</b>
	Review assessment	<b>3 327</b>
<b>V.</b>	<b>Applications for payment under the Protection of Wages on Insolvency Fund processed</b>	<b>4 439</b>
<b>VI.</b>	<b>Cases related to imported workers investigated</b>	<b>44</b>
<b>VII.</b>	<b>Convicted summonses on wage offences</b>	<b>876</b>



**Figure 6.2**

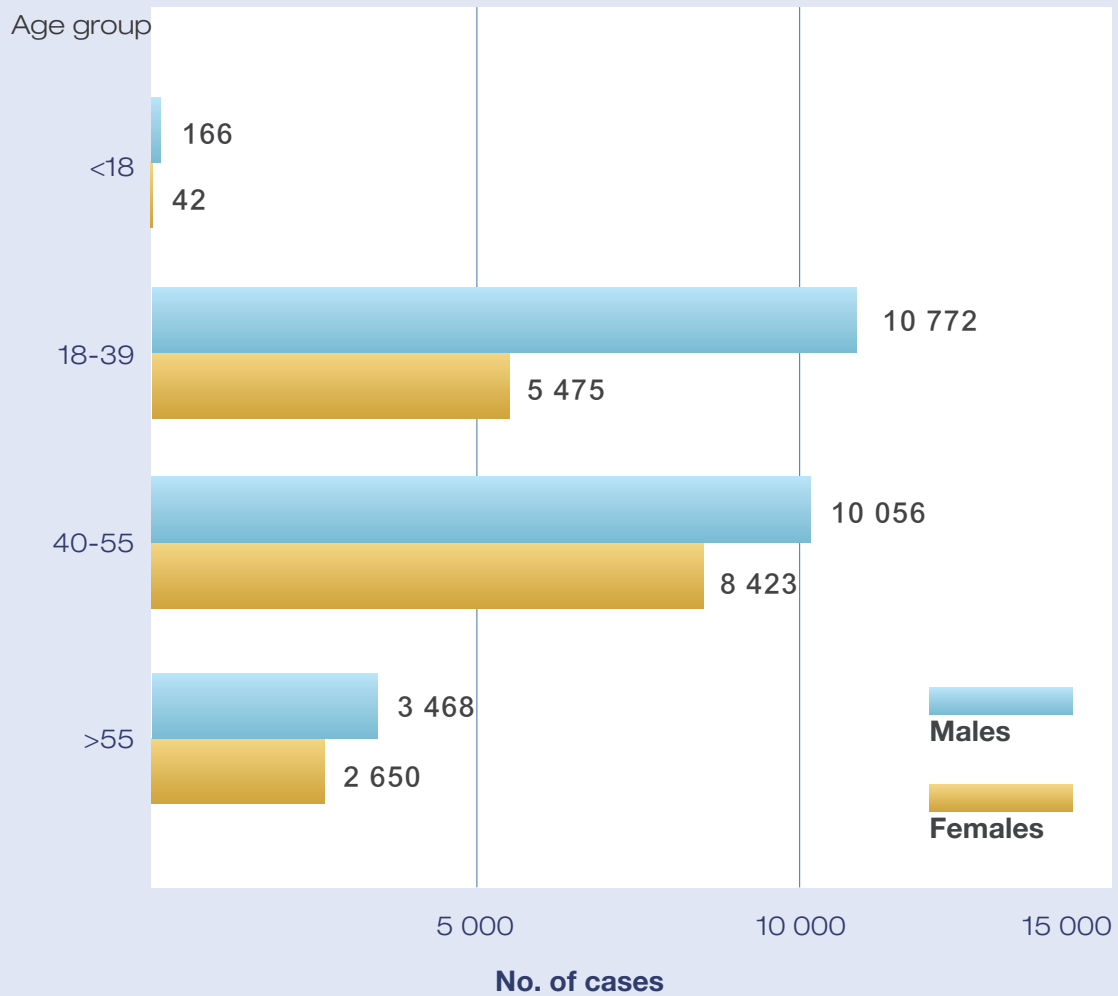
**Number of Inspections Made in 2011 by Major Economic Sector**



\* Figures in bracket indicate the number of related inspections

**Figure 6.3**

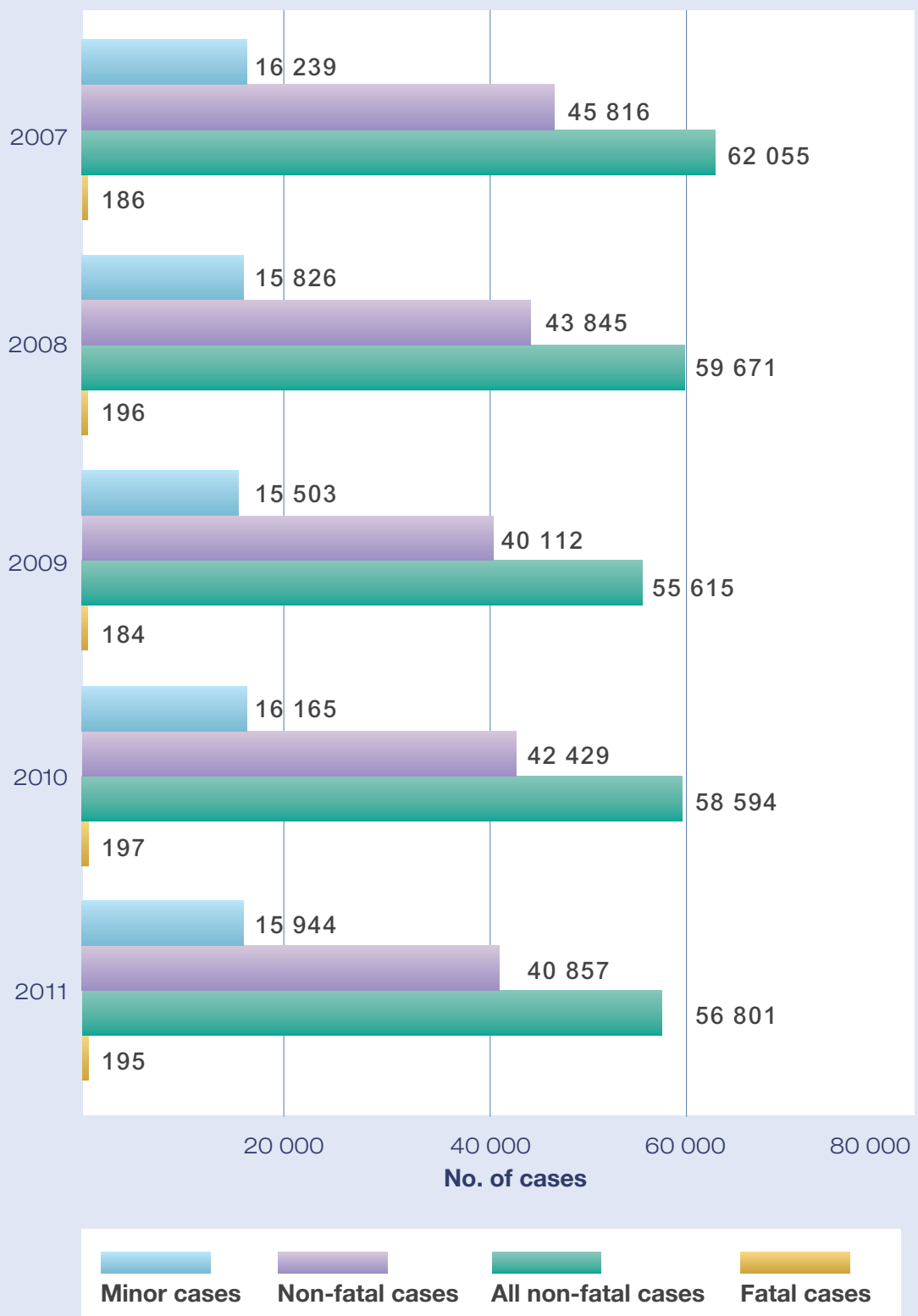
**Number of Cases Reported under the Employees' Compensation Ordinance in 2011 by Sex and Age\***



\* The figures have not included 15 944 cases involving sick leave of not exceeding three days.

**Figure 6.4**

**Number of Cases Reported under the Employees' Compensation Ordinance from 2007 to 2011**

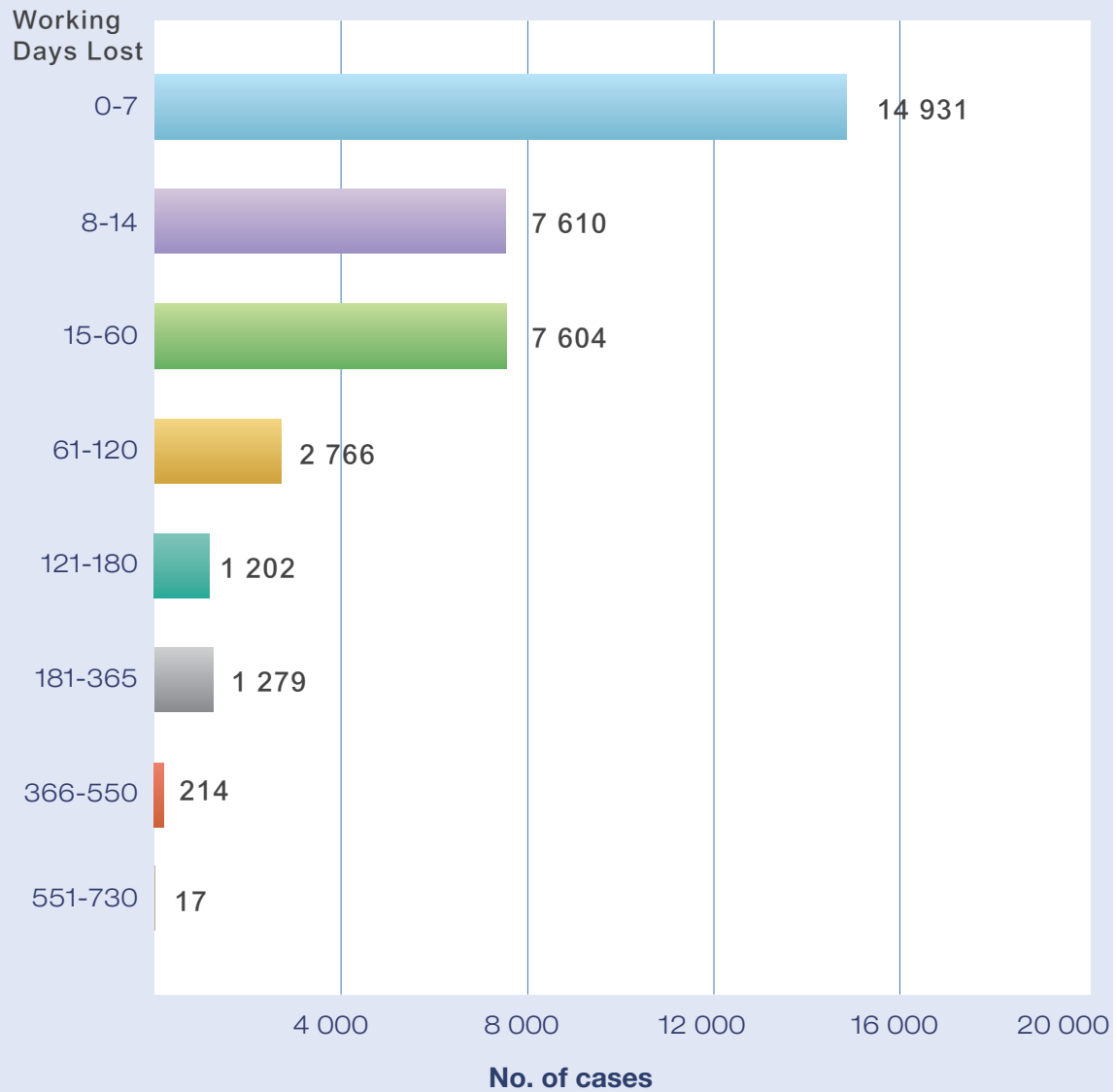


\*(1) The figures for 2007, 2008, 2009, 2010 and 2011 include 17, 25, 27, 35 and 35 cases respectively in which the death of the employee was found to be due to natural cause.

(2) Minor cases refer to cases involving sick leave of not exceeding three days.

**Figure 6.5**

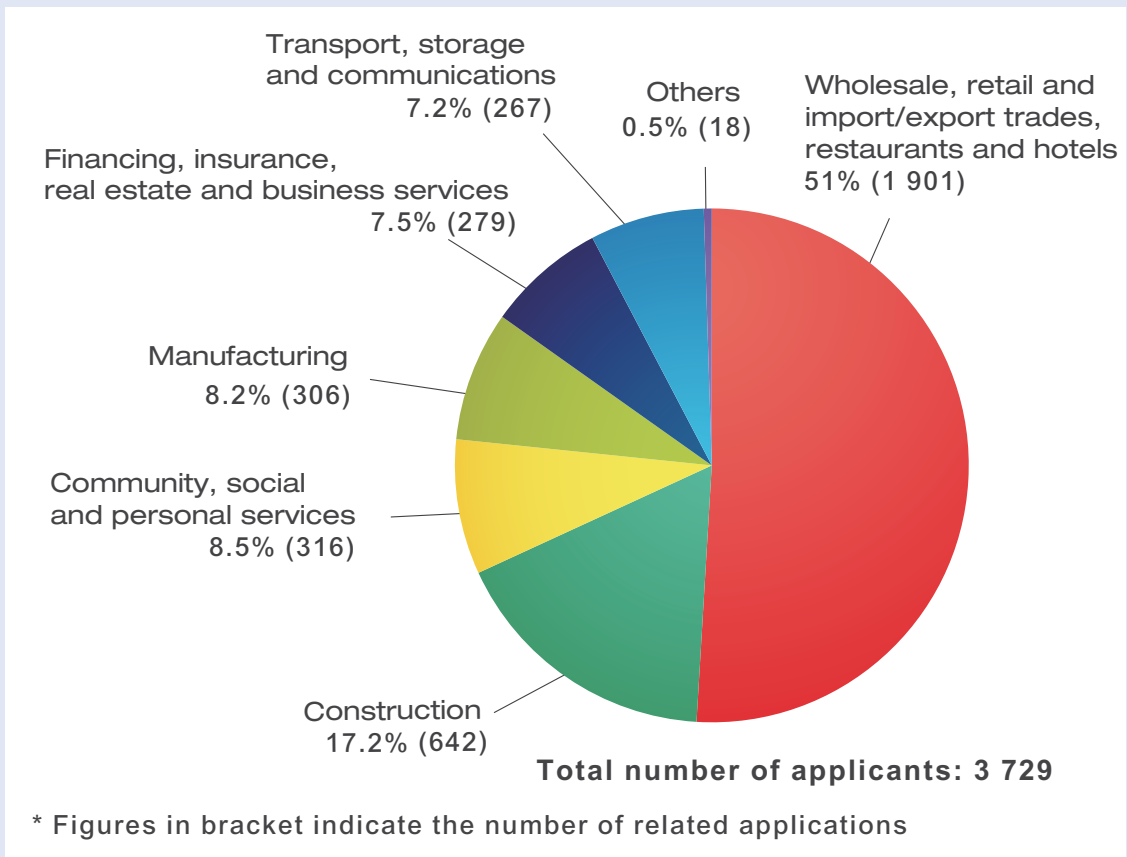
**Number of Employees' Compensation Cases by Working Days Lost for Cases Reported in 2010 and Result Known as at 31 December 2011 \***



\* Excludes cases involving sick leave of not exceeding three days.

**Figure 6.6**

**Number of Applicants of the Protection of Wages on Insolvency Fund in 2011 by Economic Sector**



**Figure 7.1****List of the 41 International Labour Conventions Applied to the Hong Kong Special Administrative Region**

Convention No.	Title
2	Unemployment Convention, 1919
3	Maternity Protection Convention, 1919
8	Unemployment Indemnity (Shipwreck) Convention, 1920
11	Right of Association (Agriculture) Convention, 1921
12	Workmen's Compensation (Agriculture) Convention, 1921
14	Weekly Rest (Industry) Convention, 1921
16	Medical Examination of Young Persons (Sea) Convention, 1921
17	Workmen's Compensation (Accidents) Convention, 1925
19	Equality of Treatment (Accident Compensation) Convention, 1925
22	Seamen's Articles of Agreement Convention, 1926
23	Repatriation of Seamen Convention, 1926
29	Forced Labour Convention, 1930
32	Protection against Accidents (Dockers) Convention (Revised), 1932
42	Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934
50	Recruiting of Indigenous Workers Convention, 1936
64	Contracts of Employment (Indigenous Workers) Convention, 1939
65	Penal Sanctions (Indigenous Workers) Convention, 1939
74	Certification of Able Seamen Convention, 1946
81	Labour Inspection Convention, 1947
87	Freedom of Association and Protection of the Right to Organise Convention, 1948
90	Night Work of Young Persons (Industry) Convention (Revised), 1948
92	Accommodation of Crews Convention (Revised), 1949
97	Migration for Employment Convention (Revised), 1949
98	Right to Organise and Collective Bargaining Convention, 1949
101	Holidays with Pay (Agriculture) Convention, 1952
105	Abolition of Forced Labour Convention, 1957
108	Seafarers' Identity Documents Convention, 1958
115	Radiation Protection Convention, 1960
122	Employment Policy Convention, 1964
124	Medical Examination of Young Persons (Underground Work) Convention, 1965
133	Accommodation of Crews (Supplementary Provisions) Convention, 1970
138	Minimum Age Convention, 1973
141	Rural Workers' Organisations Convention, 1975
142	Human Resources Development Convention, 1975
144	Tripartite Consultation (International Labour Standards) Convention, 1976
147	Merchant Shipping (Minimum Standards) Convention, 1976
148	Working Environment (Air Pollution, Noise and Vibration) Convention, 1977
150	Labour Administration Convention, 1978
151	Labour Relations (Public Service) Convention, 1978
160	Labour Statistics Convention, 1985
182	Worst Forms of Child Labour Convention, 1999

**Figure 7.2**

## **Participation in Major ILO Activities and Contacts with Other Labour Administrations in 2011**

1. Commissioner for Labour led a tripartite team comprising government, employer and employee representatives to attend the 100th Session of the International Labour Conference in Geneva, Switzerland as part of the Chinese delegation.
2. Commissioner for Labour led a delegation under the Reciprocal Visit Programme to visit the Ministry of Human Resources and Social Security of the State Council in Beijing and met with Minister Yin Weimin. The delegation also visited the State Administration of Work Safety, the All China-Federation of Trade Unions, the China Enterprise Confederation and the International Labour Organisation (ILO) Country Office for China and Mongolia, exchanging views with them on matters related to labour administration and work safety.
3. Commissioner for Labour led a delegation to visit the Macao Labour Affairs Bureau to exchange views on labour administration and occupational safety issues. Members of the Executive Committee of the Standing Committee for the Coordination of Social Affairs of Macao were also met.
4. Assistant Commissioner for Labour (Employment Services) led a tripartite team comprising government, employer and employee representatives to attend the 15th Asia and the Pacific Regional Meeting of the ILO in Kyoto, Japan in the name of "Hong Kong, China".
5. Mr. Yang Fu, the Director of the Administration of Work Safety of Guangdong Province, led a delegation to visit the HKSAR. The delegation met with the Commissioner for Labour and exchanged views with officers of the Labour Department on occupational safety and health issues.
6. Mr Chen Ming, Vice Director, Labor Inspection Bureau, Department of Human Resources and Social Security of Guangdong Province, led a delegation to visit the HKSAR and attend the first training programme on labour inspection and enforcement organised under the Framework Agreement on Hong Kong/Guangdong Co-operation.
7. The Labour Department sent a delegation to Hunan to attend the fifth Pan-Pearl River Delta Regional Work Safety Co-operation Joint Conference and Work Safety Development Forum.
8. The Labour Department sent three delegations to Singapore, Macao Special Administrative Region, Belgium and the UK to study their experience in regulating working hours.
9. The Labour Department sent a delegation to Japan and Republic of Korea to study their experience in regulating working hours and implementing statutory minimum wage.
10. The Labour Department sent a delegation to Canada to study its labour relations system.
11. The Labour Department sent a delegation to attend the "Pan-Pearl River Delta Regional Labour Services Cooperation Joint Conference" in Nanchang.
12. The Labour Department sent a delegation to Colorado, USA to attend a seminar on evaluation of permanent impairment and study its employees' compensation assessment system.