

Chapter 8: Figures and Charts

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Figure 2.1**Number of summonses convicted and total fines in 2012**

Ordinance	Summonses convicted	Fines (\$)
Boilers and Pressure Vessels Ordinance		
Sub-total	16	51,000
Employees' Compensation Ordinance		
Sub-total	809	1,748,000
Employment Ordinance and subsidiary regulations		
Statutory benefits cases	1 526	3,668,200
Young persons cases	0	-
Others	1	1,000
Sub-total	1 527	3,669,200
Factories and Industrial Undertakings Ordinance and subsidiary regulations		
Factory cases	389	2,523,500
Building and engineering construction cases	1 202	10,018,900
Sub-total	1 591	12,542,400
Occupational Safety and Health Ordinance and subsidiary regulations		
Sub-total	244	1,629,900
Immigration Ordinance		
Sub-total	35	38,100
Total	4 222	19,678,600

Figure 2.2
Organisation Chart of the Labour Department
 (as at 31 December 2012)

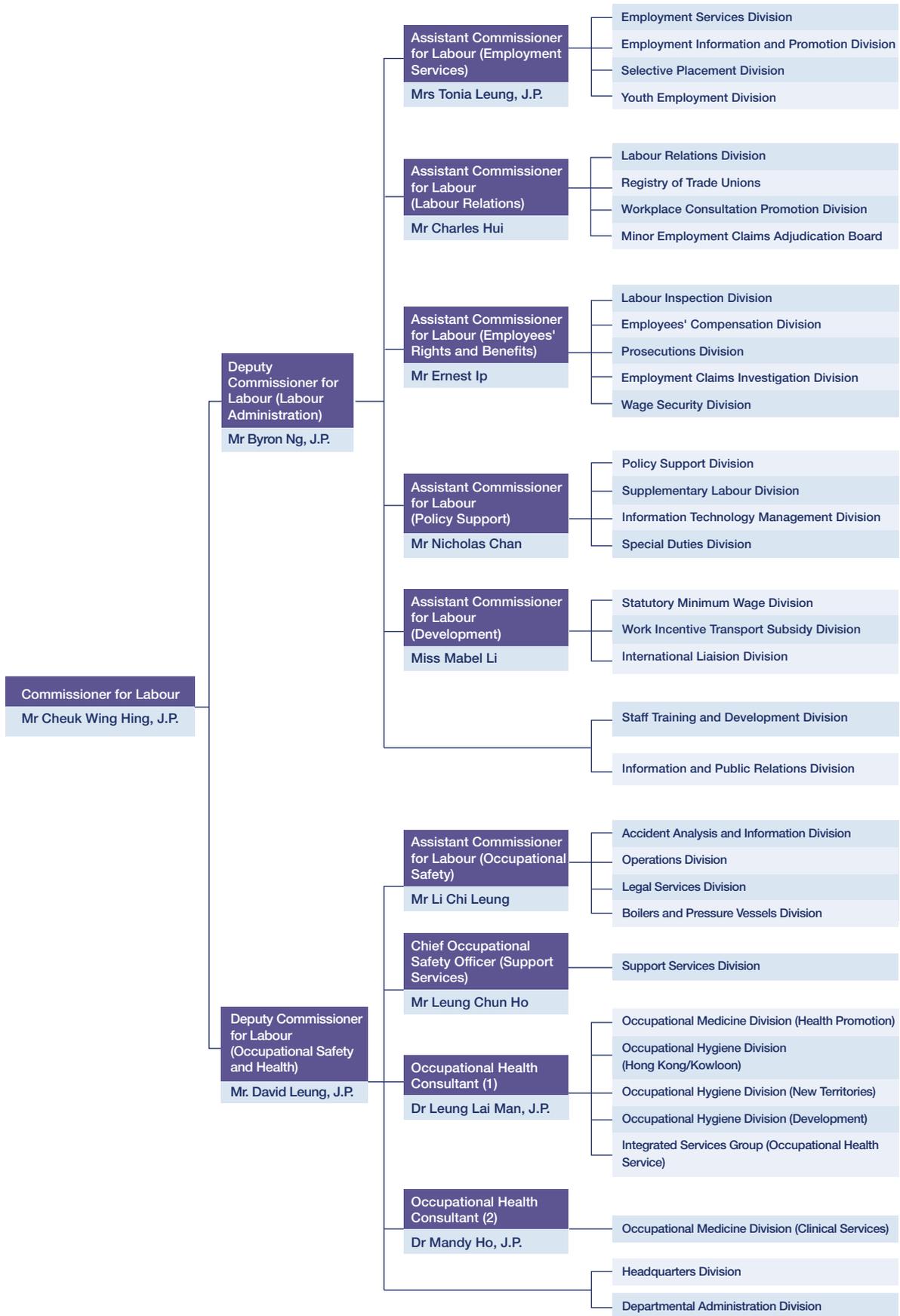


Figure 2.3

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 the 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 31.12.2012)

Chairman	
Mr Cheuk Wing Hing, JP	Commissioner for Labour

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

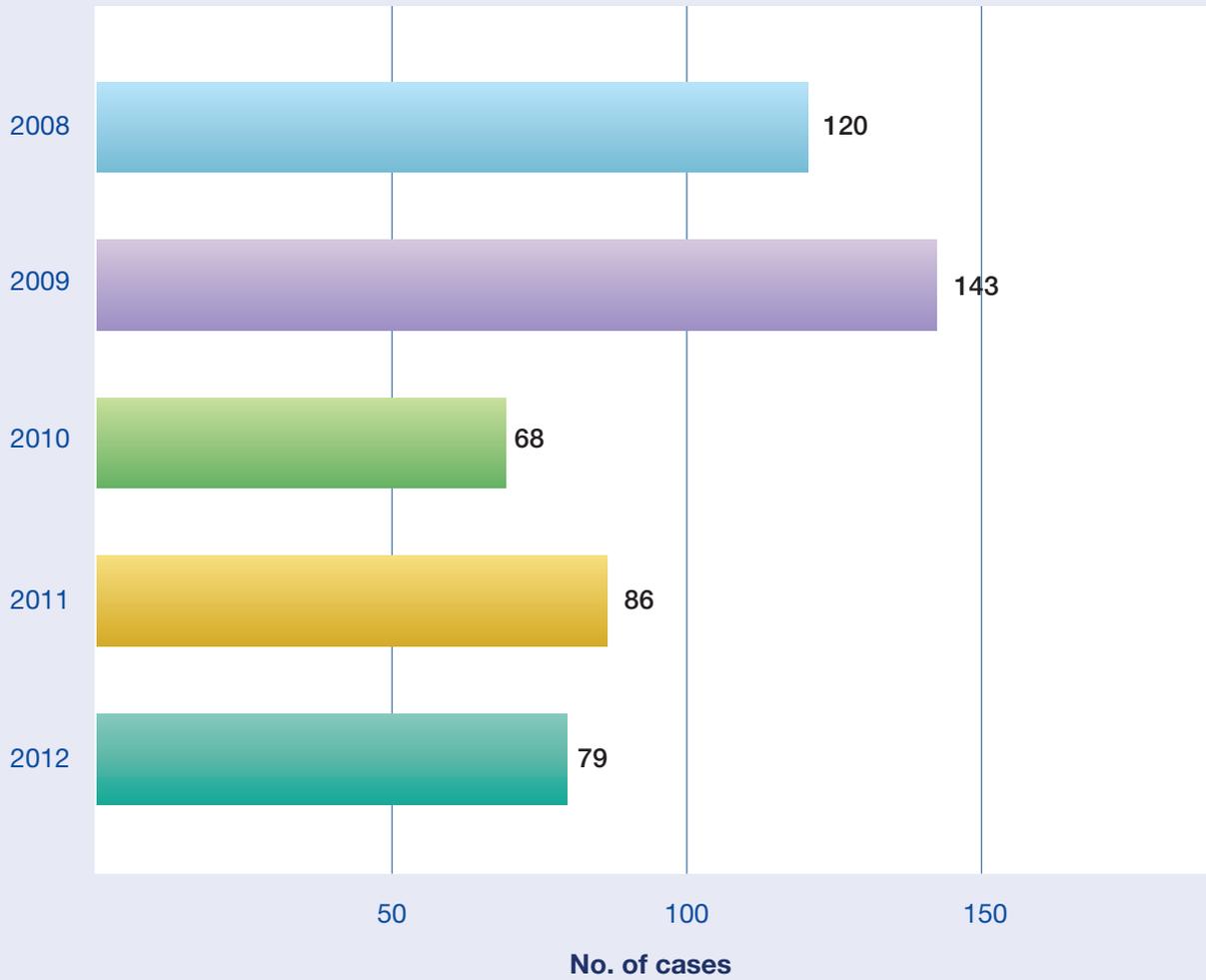
Secretary	
Mr Raymond Leung Kwok Kee	Senior Labour Officer

Figure 3.1**Key Indicators of Work of the Labour Relations Programme Area in 2012**

Key Indicators of Work		Number
I.	Conciliation and Consultation Services	
	Labour disputes and claims handled	18 999
	Consultation meetings held	68 594
	Percentage of labour disputes and claims resolved through conciliation	73.2%
II.	Adjudication of Minor Employment Claims	
	Claims adjudicated by Minor Employment Claims Adjudication Board	1 561
III.	Regulation of Trade Unions	
	Registration of new trade unions and changes of union names/rules	150
	Inspection visits to trade unions	377
	Account statements of trade unions examined	620
	Training courses organised for trade unions	4

Figure 3.2

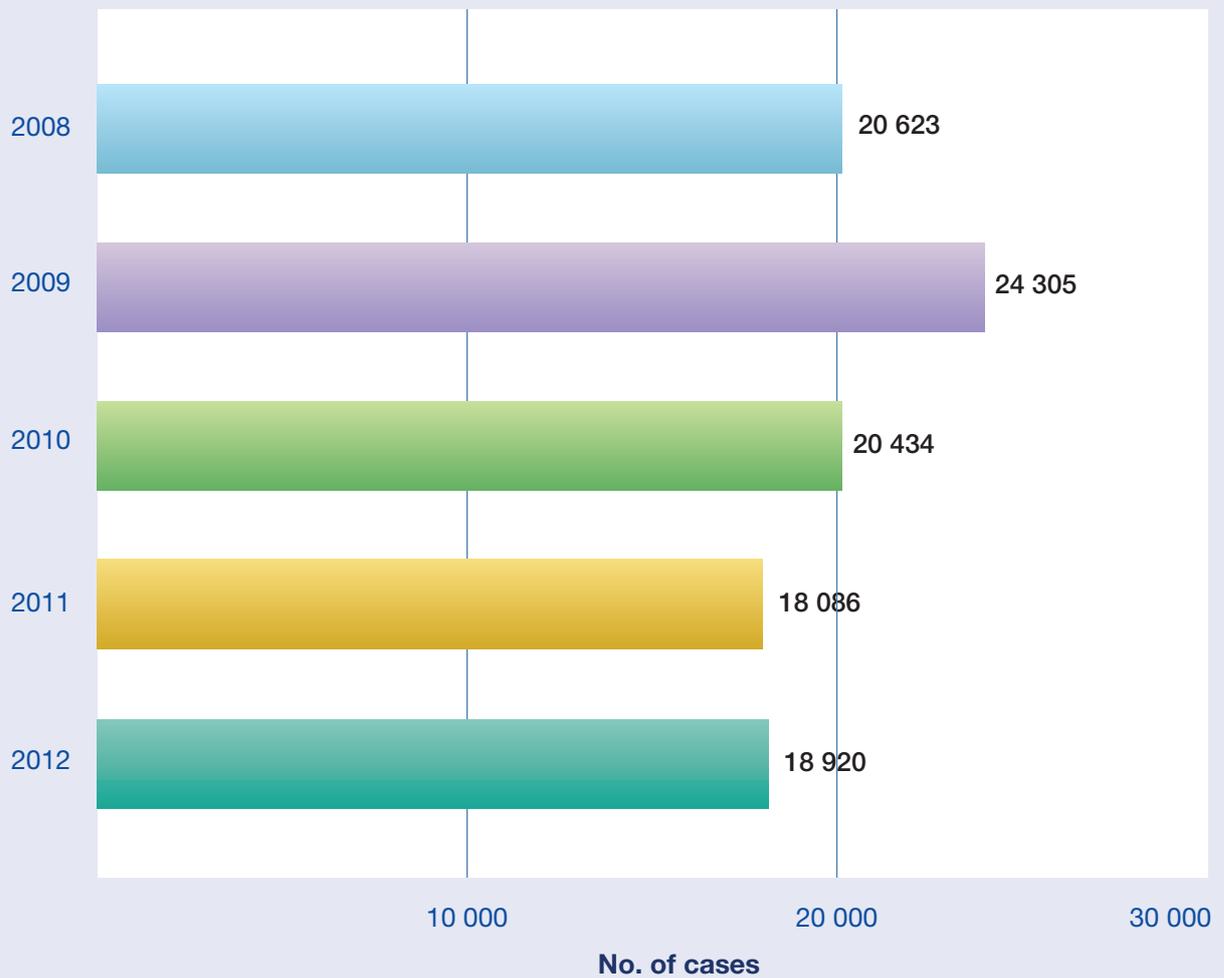
Number of Labour Disputes Handled by the Labour Relations Division from 2008 to 2012



Year	No. of cases
2008	120
2009	143
2010	68
2011	86
2012	79

Figure 3.3

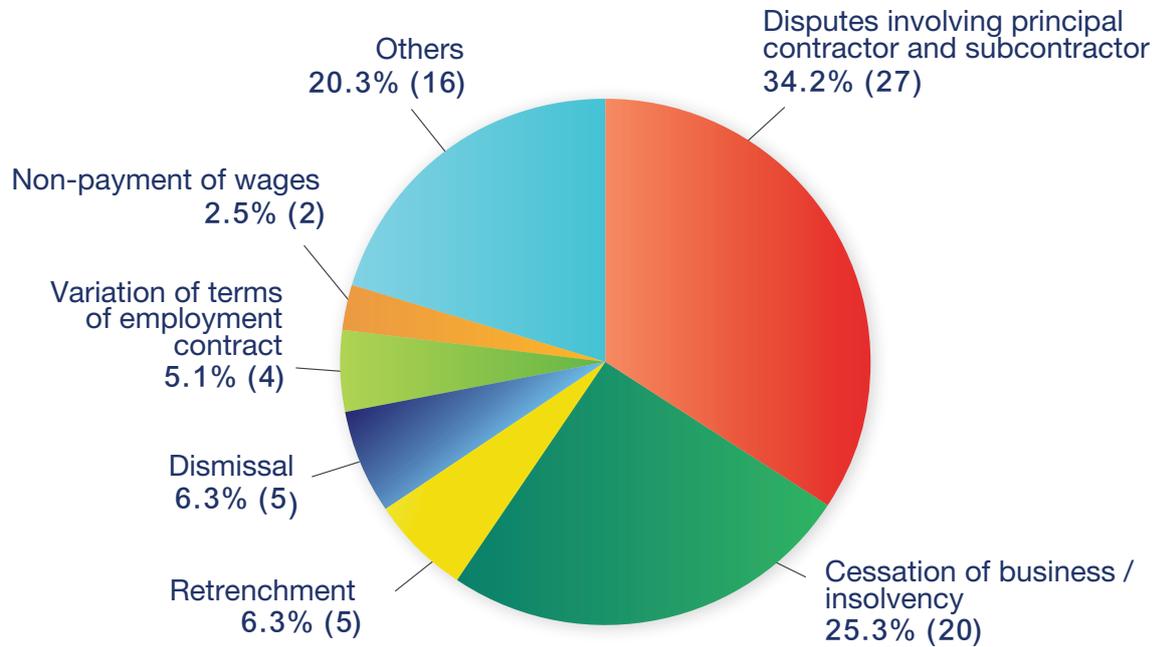
Number of Claims Handled by the Labour Relations Division from 2008 to 2012



Year	No. of cases
2008	20 623
2009	24 305
2010	20 434
2011	18 086
2012	18 920

Figure 3.4

Number of Labour Disputes Handled by the Labour Relations Division in 2012 by Cause



Total number of cases: 79

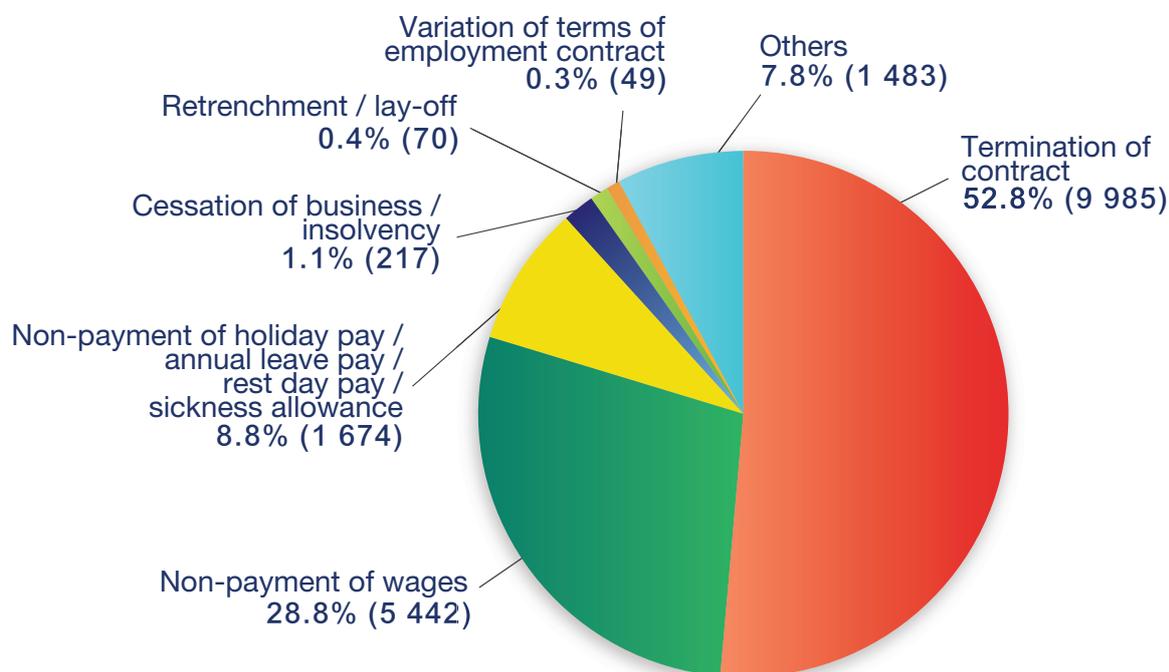
* Figures in bracket indicate the number of related cases

Cause	Number of cases	Percentage
Disputes involving principal contractor and subcontractor	27	34.2%
Cessation of business / insolvency	20	25.3%
Retrenchment	5	6.3%
Dismissal	5	6.3%
Variation of terms of employment contract	4	5.1%
Non-payment of wages	2	2.5%
Others	16	20.3%

Total number of cases **79**

Figure 3.5

Number of Claims Handled by the Labour Relations Division in 2012 by Cause



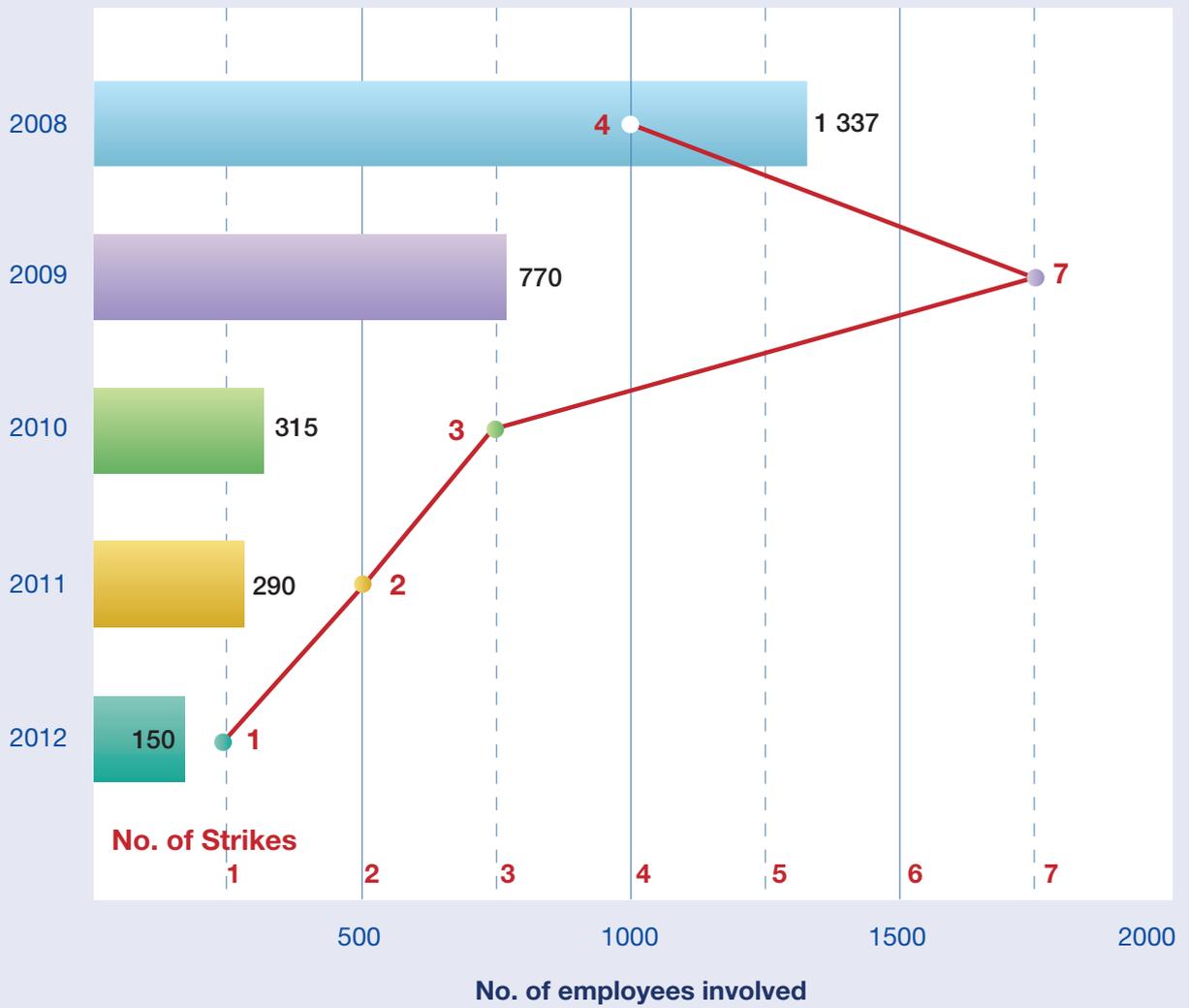
Total number of cases: 18 920

* Figures in bracket indicate the number of related cases

Cause	Number of cases	Percentage
Termination of contract	9 985	52.8%
Non-payment of wages	5 442	28.8%
Non-payment of holiday pay / annual leave pay / rest day pay / sickness allowance	1 674	8.8%
Cessation of business / insolvency	217	1.1%
Retrenchment / lay-off	70	0.4%
Variation of terms of employment contract	49	0.3%
Others	1 483	7.8%
Total number of cases	18 920	

Figure 3.6

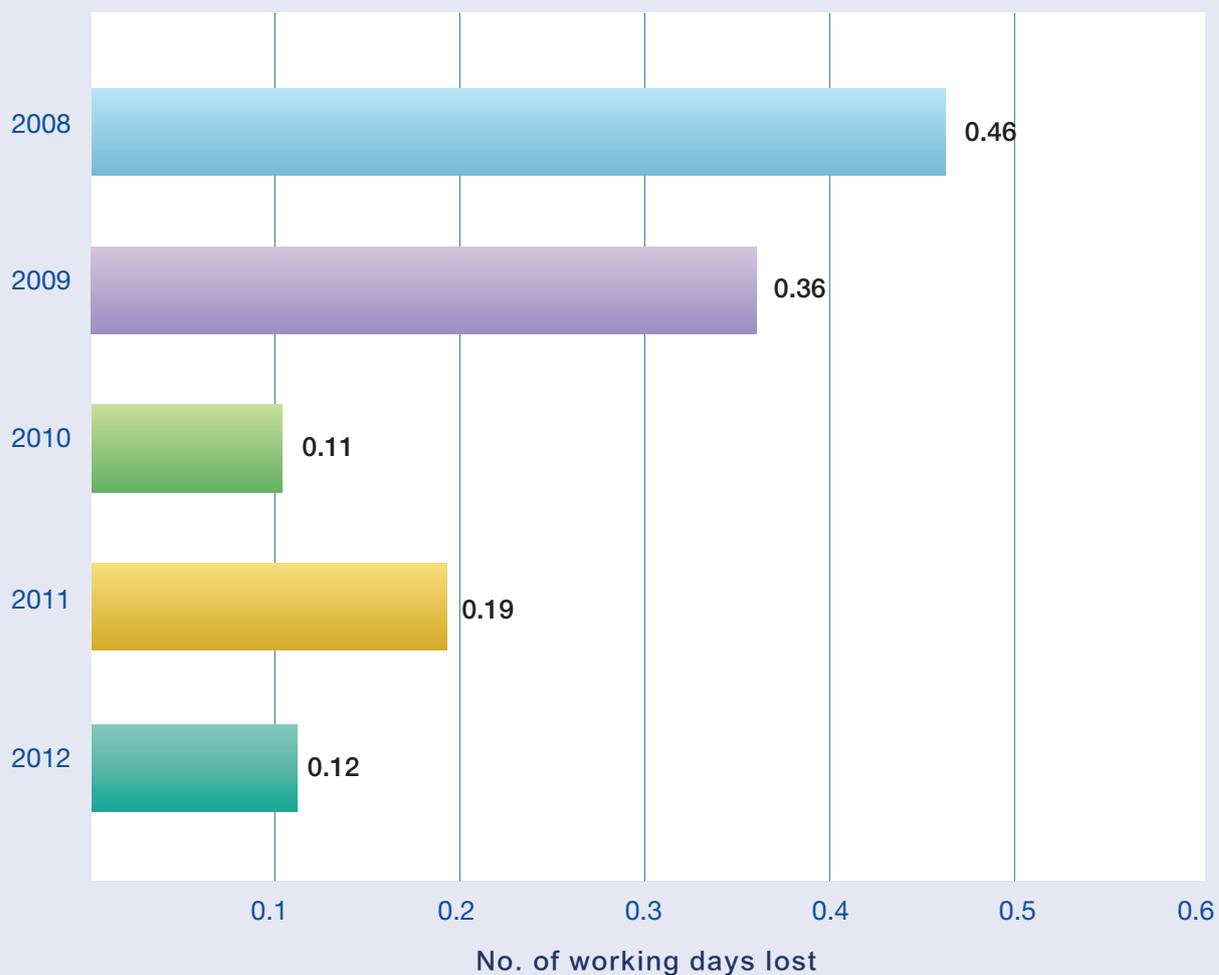
Number of Strikes and Number of Employees Involved from 2008 to 2012



Year	No. of Strikes	No. of employees involved
2008	4	1 337
2009	7	770
2010	3	315
2011	2	290
2012	1	150

Figure 3.7

Number of Working Days Lost due to Strike per Thousand Salaried Employees and Wage Earners* from 2008 to 2012



Year	No. of working days lost
2008	0.46
2009	0.36
2010	0.11
2011	0.19
2012	0.12

* 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 2012**

Indicator		Number
I.	Inspections	
	Inspections under the FIUO ¹ and the OSHO ²	128 821
	Inspections under the BPVO ³	4 769
II.	Investigations	
	Investigations of accidents at workplaces	13 442
	Investigations of suspected cases of occupational diseases	2 979
III.	Promotion and Education	
	Promotional visits to workplaces under the FIUO ¹ and the OSHO ²	5 373
	Talks, lectures and seminars organised	2 023
IV.	Pressure Equipment Registration	
	Pressure equipment registered	1 815
	Examinations conducted and exemptions granted, for the issue or endorsement of certificates of competency	380
V.	Clinical Services	
	Clinical consultations conducted	13 007

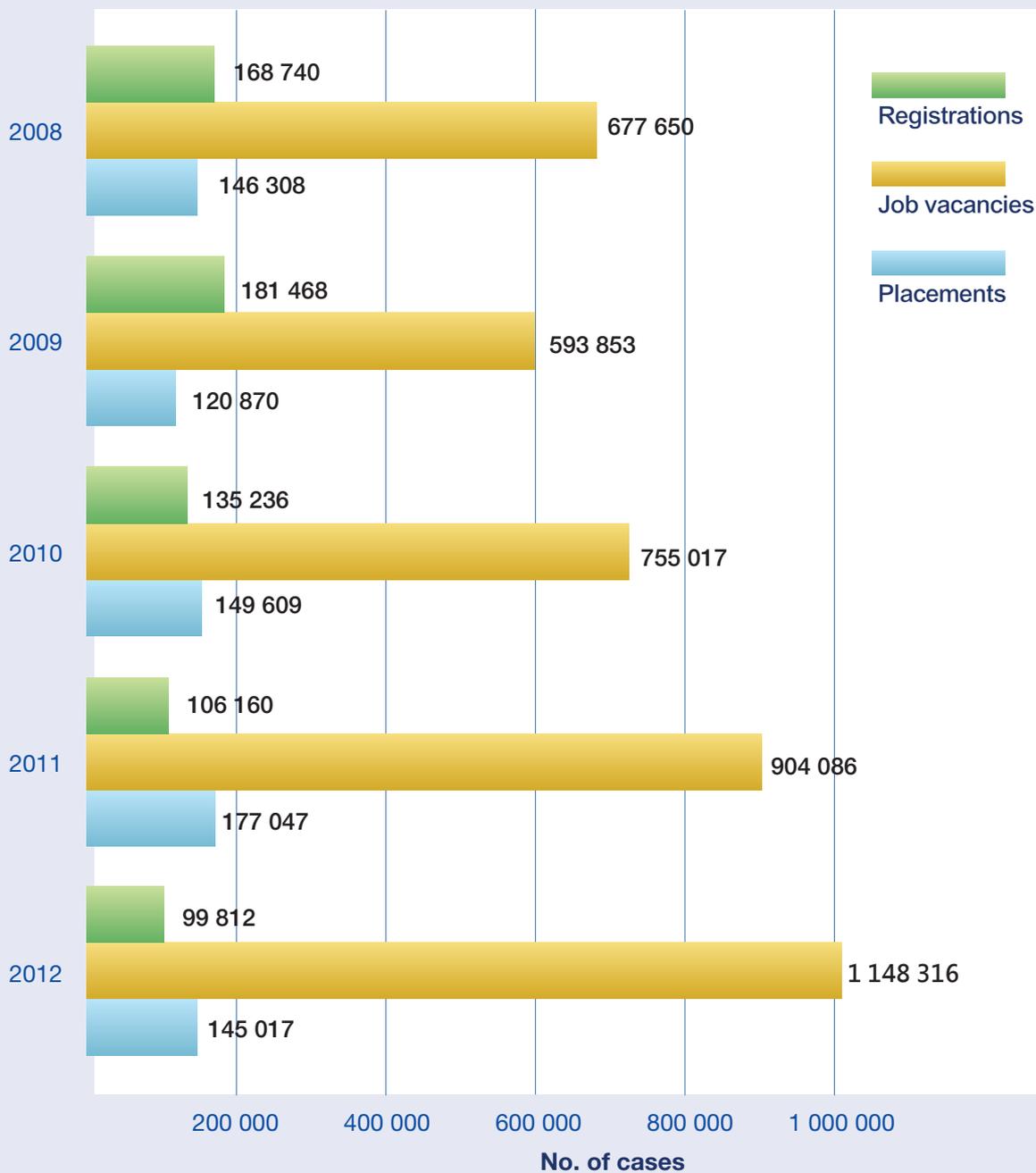
Notes: 1. Factories and Industrial Undertakings Ordinance
2. Occupational Safety and Health Ordinance
3. Boilers and Pressure Vessels Ordinance

Figure 5.1**Key Indicators of Work of the Employment Services Programme Area in 2012**

Key Indicators of Work		Number
I.	Able-bodied Job Seekers	
	Persons registered	99 812
	Placements	145 017
II.	Job Seekers with Disabilities	
	Persons registered	2 686
	Placements	2 512
III.	Regulating Employment Agency	
	Licences issued	2 388
	Inspections	1 328
IV.	Applications under the Supplementary Labour Scheme processed	1 009

Figure 5.2

Key Indicators of Work on Employment Assistance Rendered to Able-bodied Job Seekers from 2008 to 2012



Year	Registrations	Job vacancies	Placements
2008	168 740	677 650	146 308
2009	181 468	593 853	120 870
2010	135 236	755 017	149 609
2011	106 160	904 086	177 047
2012	99 812	1 148 316	145 017

Figure 5.3

Key Indicators of Work on Employment Assistance Rendered to Job Seekers with Disabilities from 2008 to 2012



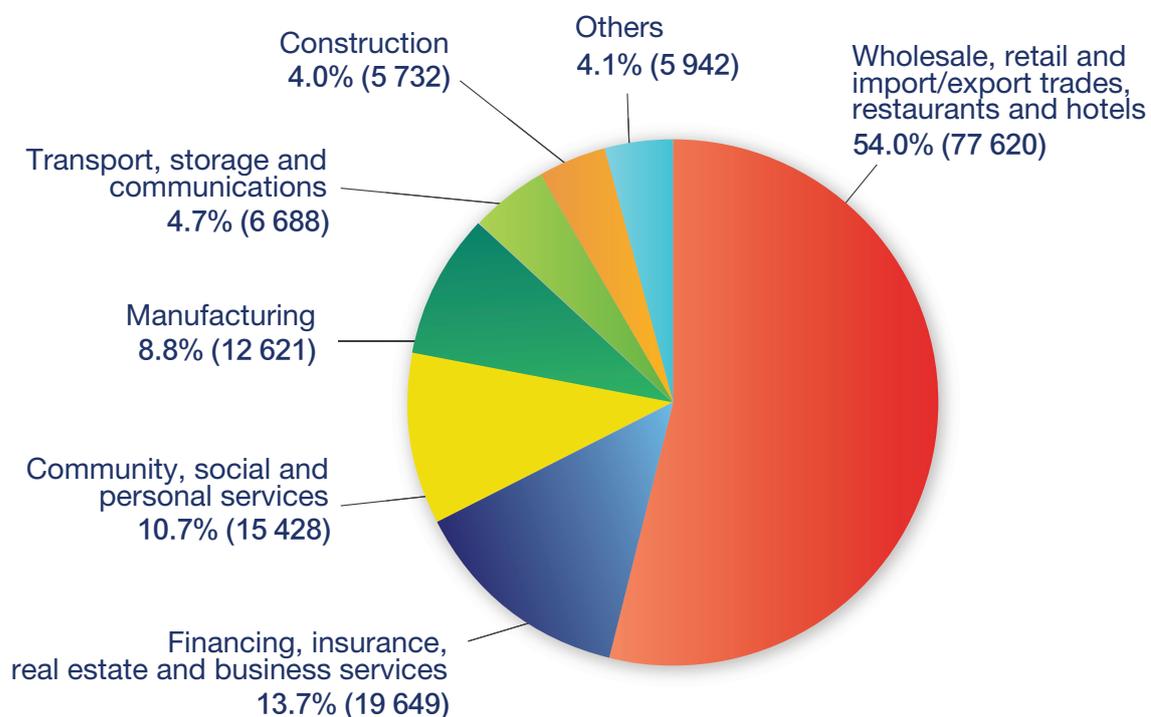
Year	Registrations	Job vacancies	Placements
2008	3 327	8 417	2 490
2009	3 185	8 443	2 436
2010	3 051	7 881	2 405
2011	2 672	7 436	2 403
2012	2 686	9 369	2 512

Figure 6.1**Key Indicators of Work of the Employee Rights and Benefits Programme Area in 2012**

Key Indicators of Work		Number
I.	Inspections to workplaces	143 680
II.	Employees' compensation claims received	56 763
III.	Sick leave clearance interviews for injured employees conducted	43 680
IV.	Assessment of loss of earning capacity of injured employees	
	Ordinary assessment	18 736
	Special assessment	0
	Review assessment	3 493
V.	Applications for payment under the Protection of Wages on Insolvency Fund processed	3 374
VI.	Cases related to imported workers investigated	48
VII.	Convicted summonses on wage offences	525

Figure 6.2

Number of Inspections Made in 2012 by Major Economic Sector



Total no. of inspections: 143 680

* Figures in bracket indicate the number of related inspections

Economic Sector	No. of inspections	Percentage
Wholesale, retail and import / export trades, restaurants and hotels	77 620	54.0%
Financing, insurance, real estate and business services	19 649	13.7%
Community, social and personal services	15 428	10.7%
Manufacturing	12 621	8.8%
Transport, storage and communications	6 688	4.7%
Construction	5 732	4.0%
Others	5 942	4.1%

Total no. of inspections

143 680

Figure 6.3

Number of Cases Reported under the Employees' Compensation Ordinance in 2012 by Sex and Age*

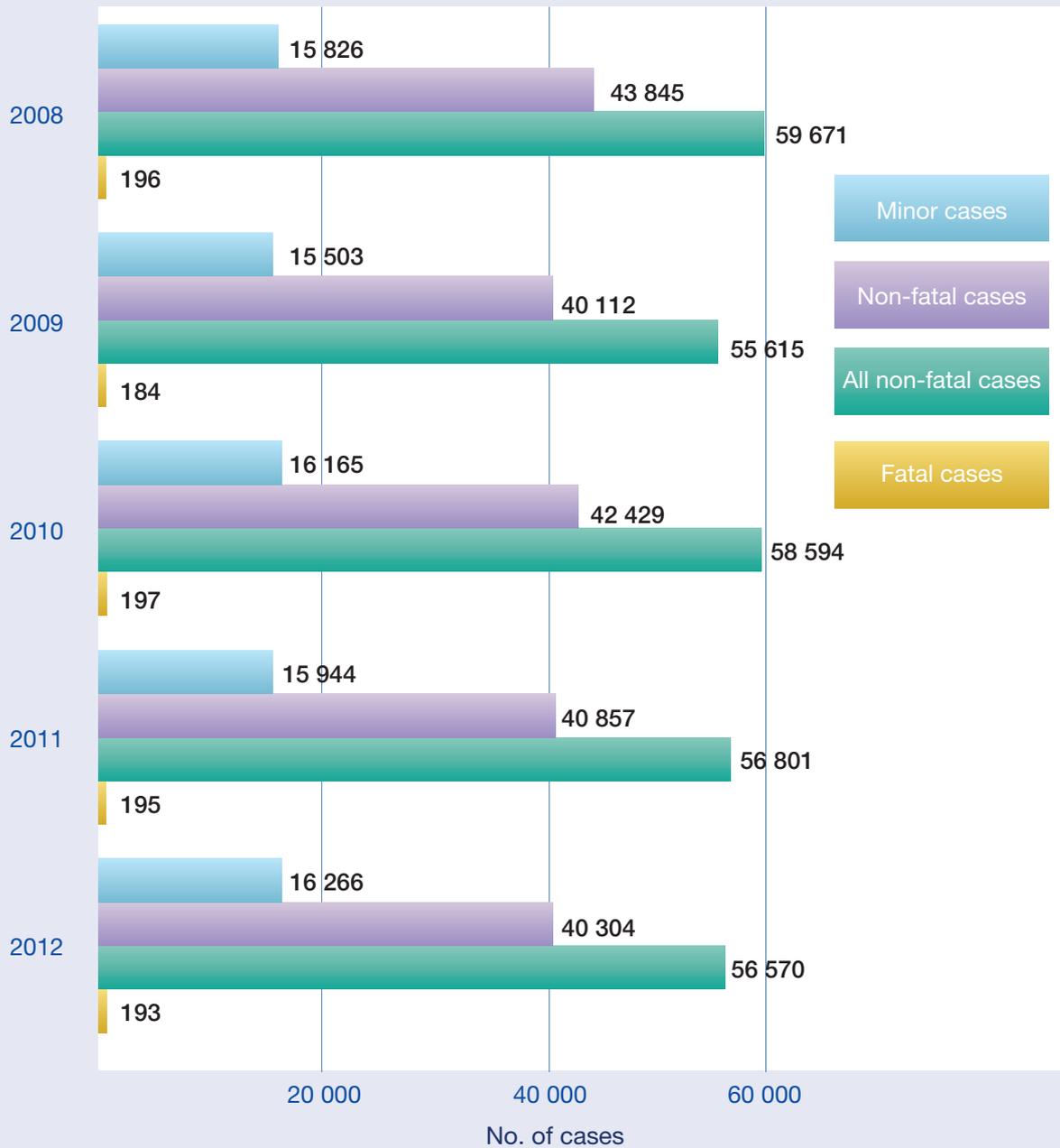


Age group	Males	Females
<18	164	46
18-39	9 957	5 253
40-55	9 697	8 609
>55	3 792	2 979

* The figures have not included 16 266 cases involving sick leave of not exceeding three days.

Figure 6.4

Number of Cases Reported under the Employees' Compensation Ordinance from 2008 to 2012

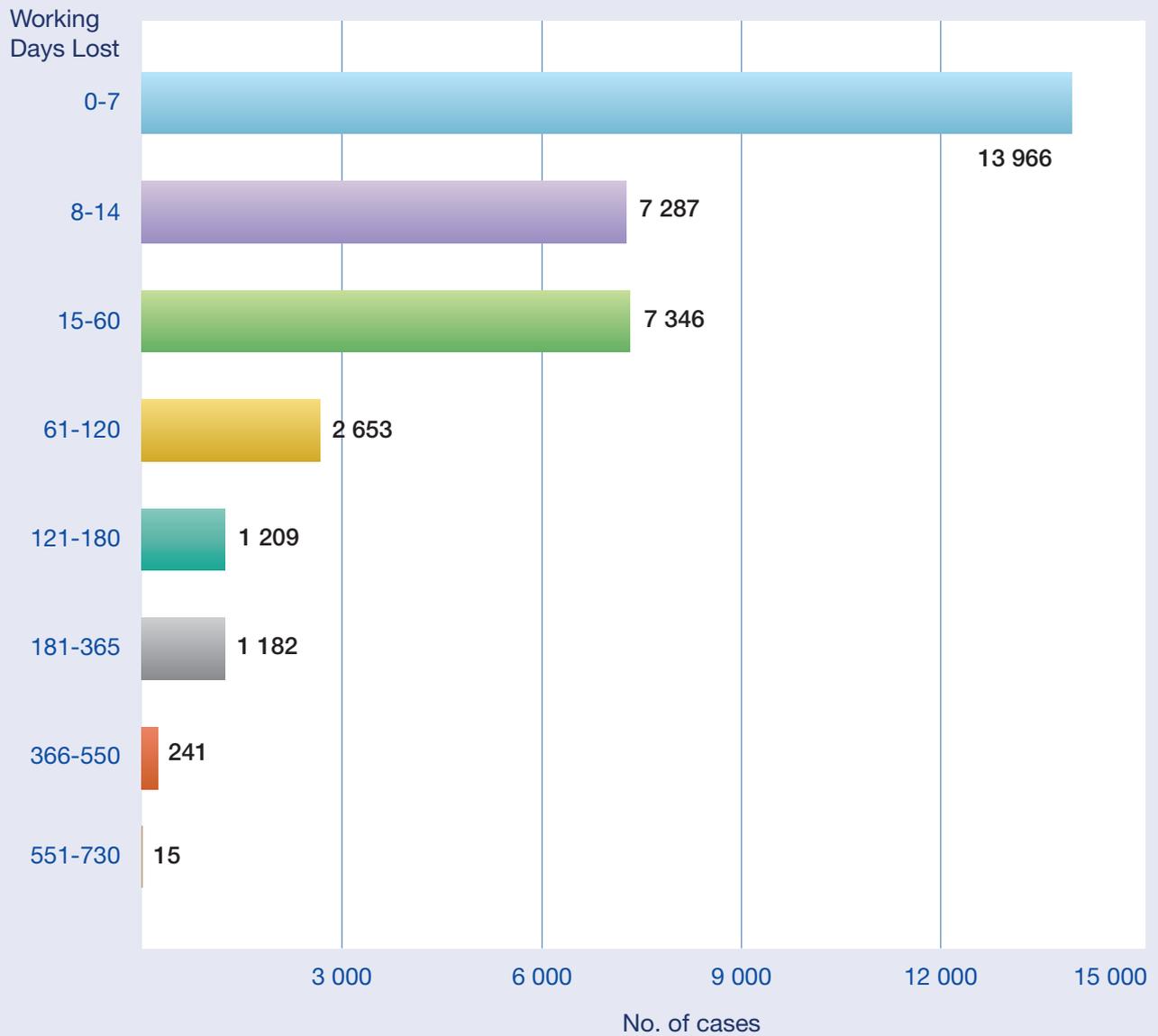


Year	Minor cases	Non-fatal cases	All non-fatal cases	Fatal cases
2008	15 826	43 845	59 671	196
2009	15 503	40 112	55 615	184
2010	16 165	42 429	58 594	197
2011	15 944	40 857	56 801	195
2012	16 266	40 304	56 570	193

* 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 2011 and Result Known as at 31 December 2012*

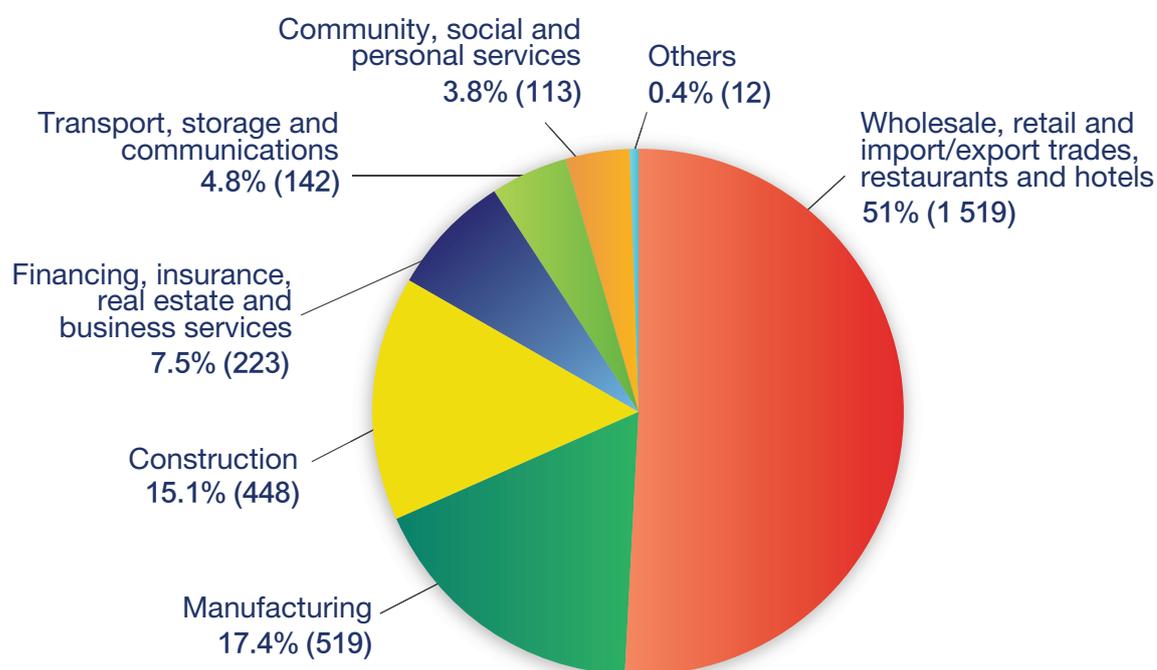


Working Days Lost	No. of Cases
0-7	13 966
8-14	7 287
15-60	7 346
61-120	2 653
121-180	1 209
181-365	1 182
366-550	241
551-730	15

*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 2012 by Economic Sector



Total number of applicants: 2 976

* Figures in bracket indicate the number of related cases

Economic Sector	No. of applicants	Percentage
Wholesale, retail and import / export trades, restaurants and hotels	1 519	51.0%
Manufacturing	519	17.4%
Construction	448	15.1%
Financing, insurance, real estate and business services	223	7.5%
Transport, storage and communications	142	4.8%
Community, social and personal services	113	3.8%
Others	12	0.4%

Total number of applicants:

2 976

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 2012

Month	Activities
Mar	Mr Hawazi Daipi, Senior Parliamentary Secretary (Manpower) of Singapore led a delegation to visit the Hong Kong Special Administrative Region (HKSAR). The delegation met with the Deputy Commissioner for Labour (Occupational Safety and Health) and exchanged views with officers of the Labour Department on the occupational safety and health framework in Hong Kong as well as safety strategies and measures on working-at-height.
Mar	Mr Li Yikang, Deputy Secretary of People's Government of Shenzhen Municipality, led a delegation to visit the HKSAR. The delegation met with the Deputy Commissioner for Labour (Occupational Safety and Health) and exchanged views with officers of the Labour Department on the regulatory framework on occupational safety of Hong Kong and relevant work related to enforcement, promotion and education.
May	Commissioner for Labour led a tripartite team comprising government, employer and employee representatives to visit the United Kingdom to study their experience in regulating working hours.
May	Deputy Commissioner for Labour (Occupational Safety and Health) led a delegation to attend a forum in Guangzhou and exchanged views on work related to occupational safety and health of Hong Kong, Guangdong and Macao.
June	Deputy Commissioner for Labour (Labour Administration) led a tripartite team comprising government, employer and employee representatives to attend the 101st Session of the International Labour Conference in Geneva, Switzerland as part of the delegation of the People's Republic of China.
Aug	The Labour Department sent a delegation to attend the "Pan-Pearl River Delta Regional Labour Services Cooperation Joint Conference" in Haikou.
Sept	Deputy Commissioner for Labour (Occupational Safety and Health) led a delegation to attend the 6th China International Forum on Work Safety in Beijing and delivered a talk on construction safety in Hong Kong.
Oct	The Labour Department sent a delegation to Singapore to study its employment policy and measures.
Oct	The Labour Department sent an officer to attend the International Symposium on Work Injury Prevention and Rehabilitation 2012 in Shanghai.
Nov	Mr Hu Xiaoyi, Vice-Minister of the Ministry of Human Resources and Social Security of the State Council (MoHRSS), was invited to visit the HKSAR. He met with the Commissioner for Labour to exchange views on various labour issues.
Nov	Mr. Yang Fu, the Director of the Administration of Work Safety of Guangdong Province, led a delegation to visit the HKSAR, and met with the Commissioner for Labour to exchange views with officers of the Labour Department on enforcement and training issues in respect of occupational safety.
Dec	Commissioner for Labour led a delegation to attend the Guangdong-Hong Kong-Macao Exchange Meeting on Labour Inspection and Law Enforcement in Macao.
Dec	Mr Hao Bin, Deputy Director-General, Department of International Cooperation of the MoHRSS, led a delegation to visit the HKSAR under the Reciprocal Visit Programme. The delegation met with the Commissioner for Labour and shared the experience of handling international labour affairs with officers of the Labour Department.
Dec	The Labour Department sent a delegation to attend the "Guangdong-Hong Kong-Macao Training Programme on Labour Inspection and Law Enforcement" in Guangzhou.