

Chapter 8: Figures and Charts

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Figure 2.1**Number of summonses convicted and total fines in 2013**

Ordinance	Summonses convicted	Fines (\$)
Boilers and Pressure Vessels Ordinance		
Sub-total	16	52,700
Employees' Compensation Ordinance		
Sub-total	1 040	2,275,050
Employment Ordinance and subsidiary regulations		
Statutory benefits cases	750	2,208,777
Young persons cases ¹	0	-
Others ²	8	10,900
Sub-total	758	2,219,677
Factories and Industrial Undertakings Ordinance and subsidiary regulations		
Factory cases	385	2,840,250
Building and engineering construction cases	1 499	12,109,739
Sub-total	1 884	14,949,989
Occupational Safety and Health Ordinance and subsidiary regulations		
Sub-total	187	1,703,800
Immigration Ordinance		
Sub-total	23	28,300
Total	3 908	21,229,516

Notes: 1. Cases involving the Employment of Young Persons (Industry) Regulations

2. Cases involving the Employment Agency Regulations and the Employment of Children Regulations

Figure 2.2

Organisation Chart of the Labour Department (as at 31 December 2013)

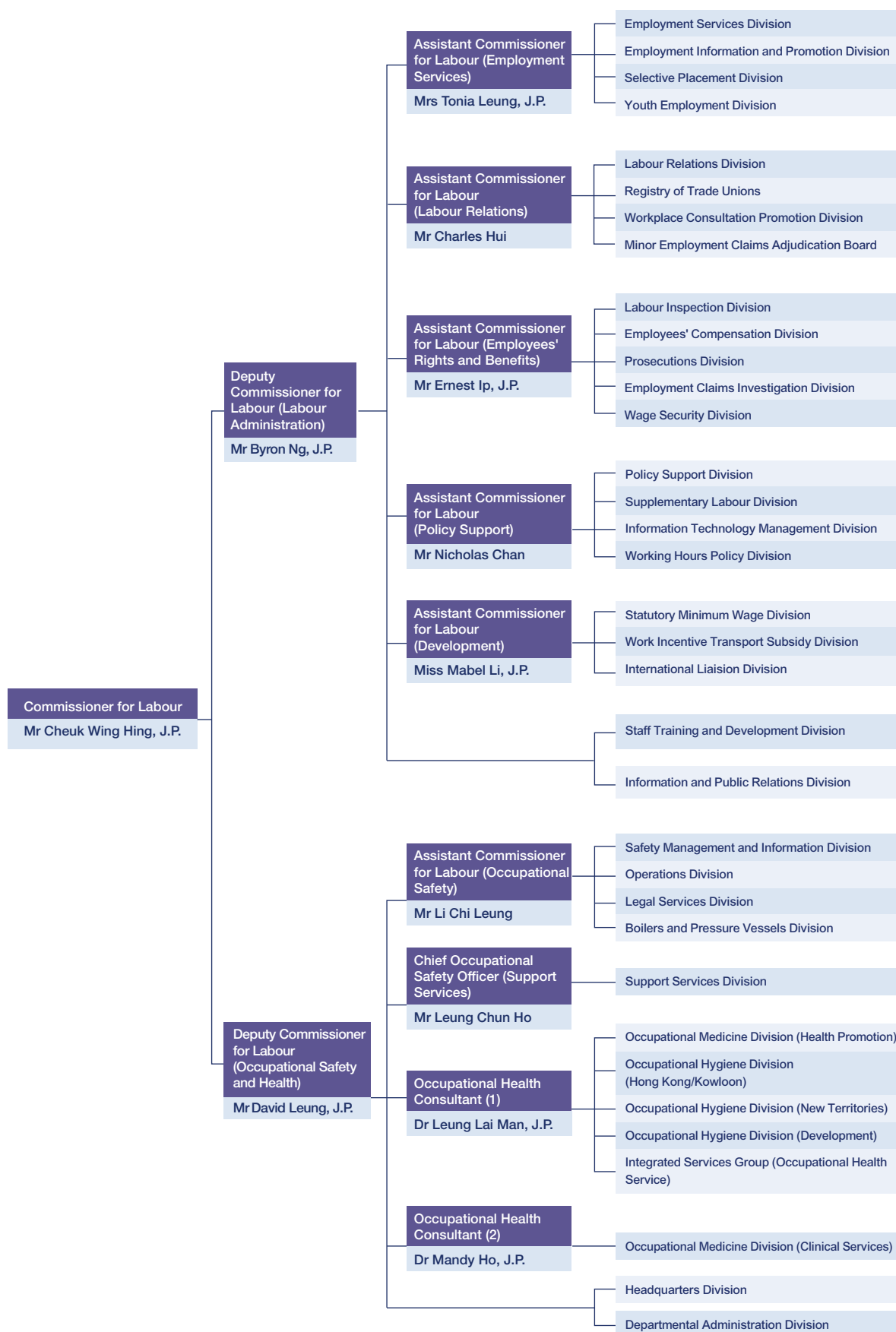


Figure 2.3

Terms of Reference and Composition of the Labour Advisory Board and Membership for the term 2013-2014

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 31.12.2013)

Chairman	
Mr Cheuk Wing Hing, JP	Commissioner for Labour

Members

Employee Representatives

Mr Leung Chau Ting	}	elected by registered employee unions
Mr Chung Kwok Sing		
Mr Lee Tak Ming		
Mr Stanley Ng Chau Pei		
Mr Chau Siu Chung		
Ms Rose Chan So Hing		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 Irons Sze, JP	representing the Chinese Manufacturers' Association of Hong Kong
Mr Emil Yu Chen On	representing the Hong Kong General Chamber of Commerce
Mr Thomas Ho On Sing, JP	appointed ad personam

Secretary

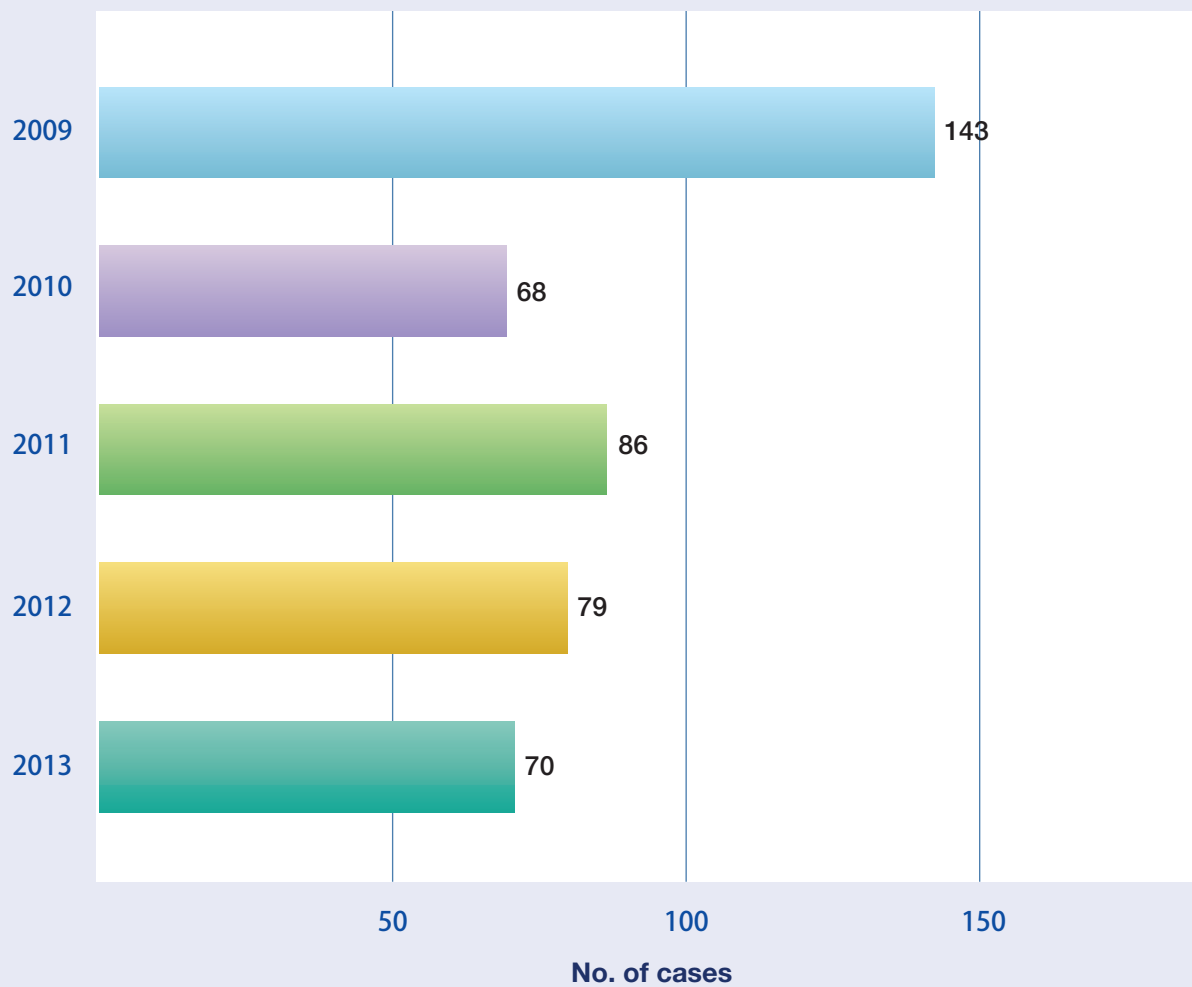
Ms Samantha Lam Yick Wah	Senior Labour Officer
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Figure 3.1**Key Indicators of Work of the Labour Relations Programme Area in 2013**

Key Indicators of Work		Number
I.	Conciliation and Consultation Services	
	Labour disputes and claims handled	17 585
	Consultation meetings held	66 928
	Percentage of labour disputes and claims resolved through conciliation	74.3%
II.	Adjudication of Minor Employment Claims	
	Claims adjudicated by Minor Employment Claims Adjudication Board	1 523
III.	Regulation of Trade Unions	
	Registration of new trade unions and changes of union names/rules	113
	Inspection visits to trade unions	381
	Account statements of trade unions examined	664
	Training courses organised for trade unions	4

Figure 3.2

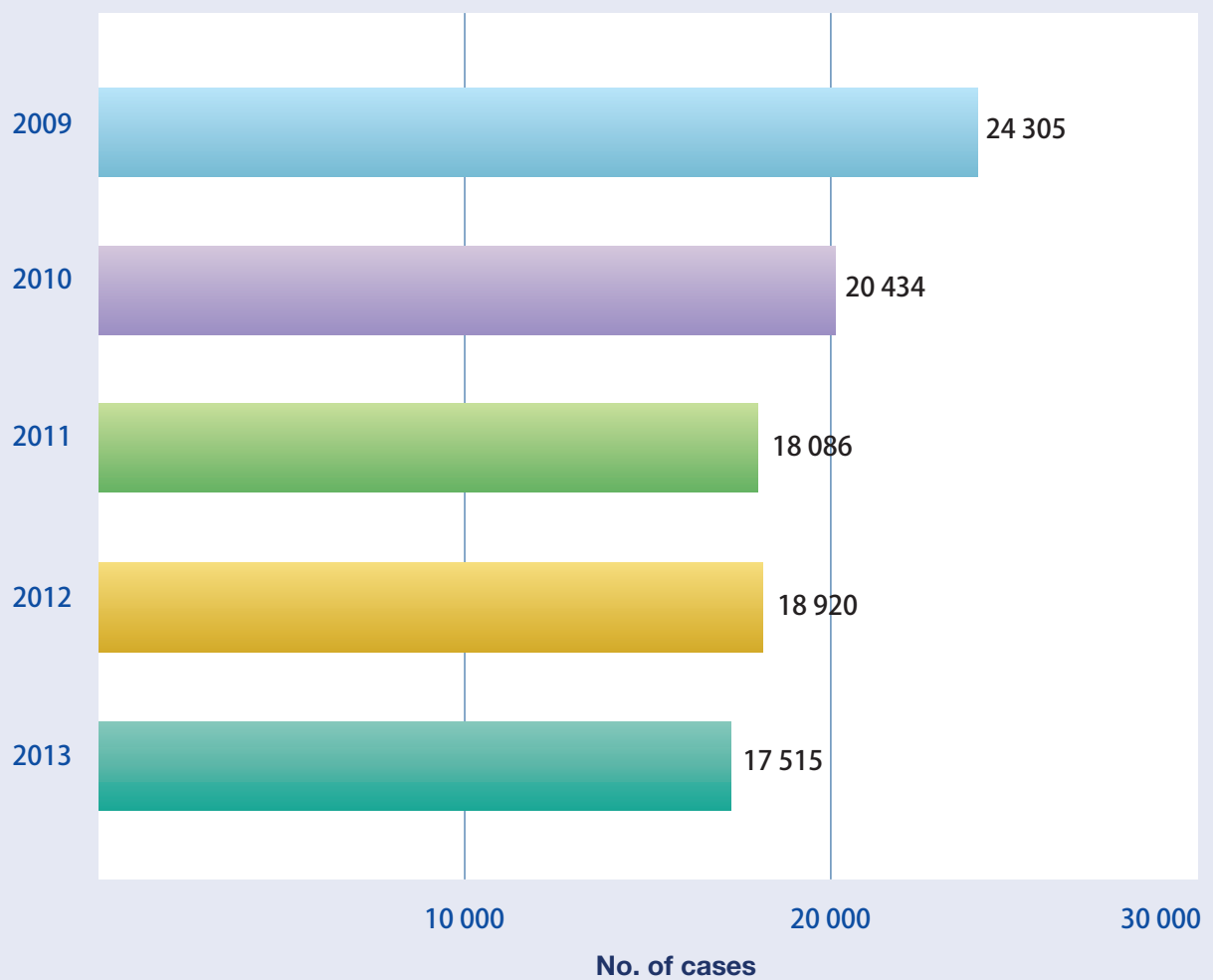
Number of Labour Disputes Handled by the Labour Relations Division from 2009 to 2013



Year	No. of cases
2009	143
2010	68
2011	86
2012	79
2013	70

Figure 3.3

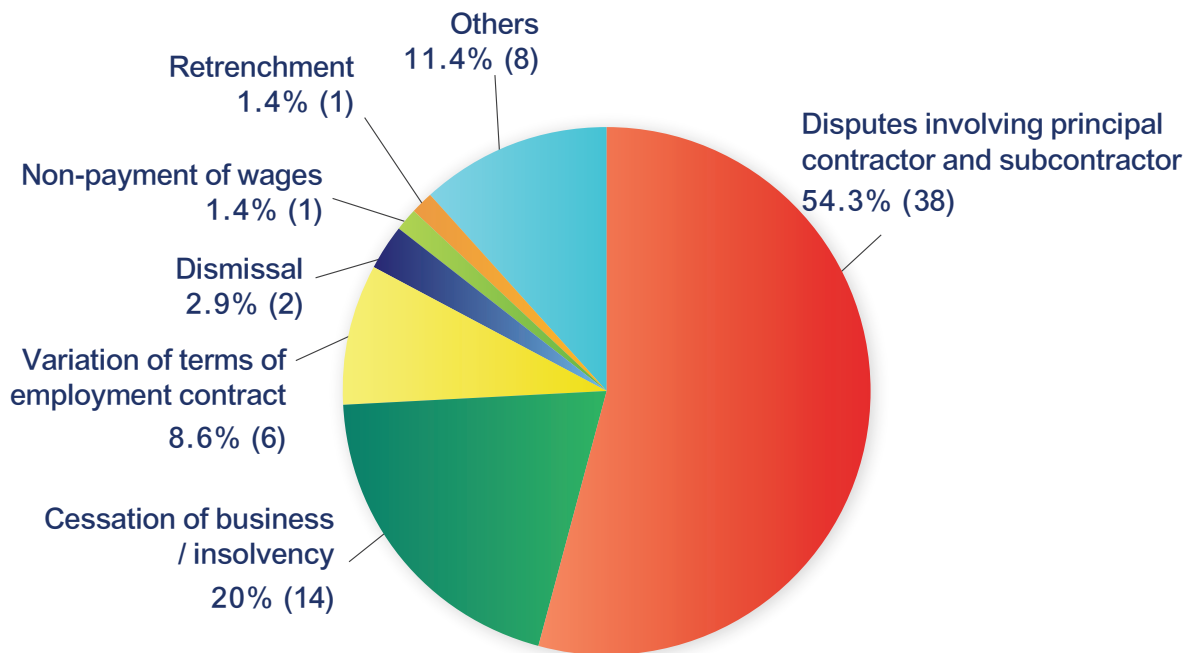
**Number of Claims Handled by the Labour Relations Division
from 2009 to 2013**



Year	No. of cases
2009	24 305
2010	20 434
2011	18 086
2012	18 920
2013	17 515

Figure 3.4

Number of Labour Disputes Handled by the Labour Relations Division in 2013 by Cause



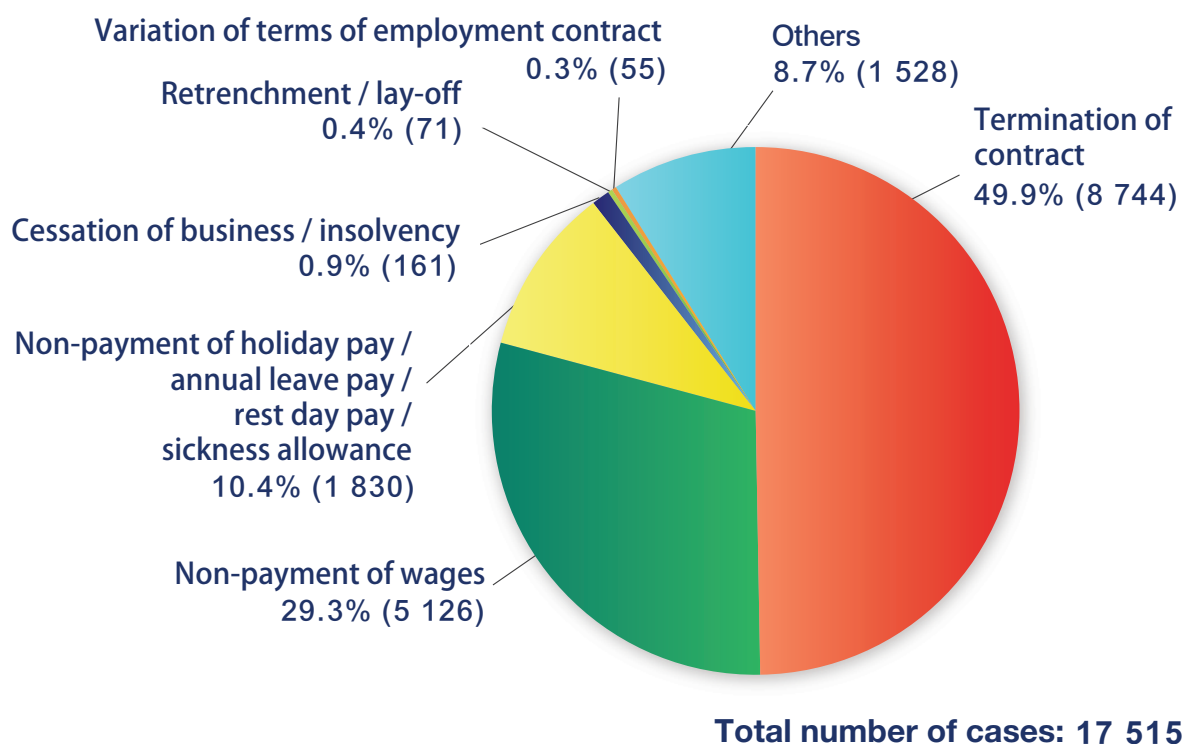
Total number of cases : 70

* Figures in bracket indicate the number of related cases

Cause	Number of cases	Percentage
Disputes involving principal contractor and subcontractor	38	54.3%
Cessation of business / insolvency	14	20%
Variation of terms of employment contract	6	8.6%
Dismissal	2	2.9%
Non-payment of wages	1	1.4%
Retrenchment	1	1.4%
Others	8	11.4%

Total number of cases

70

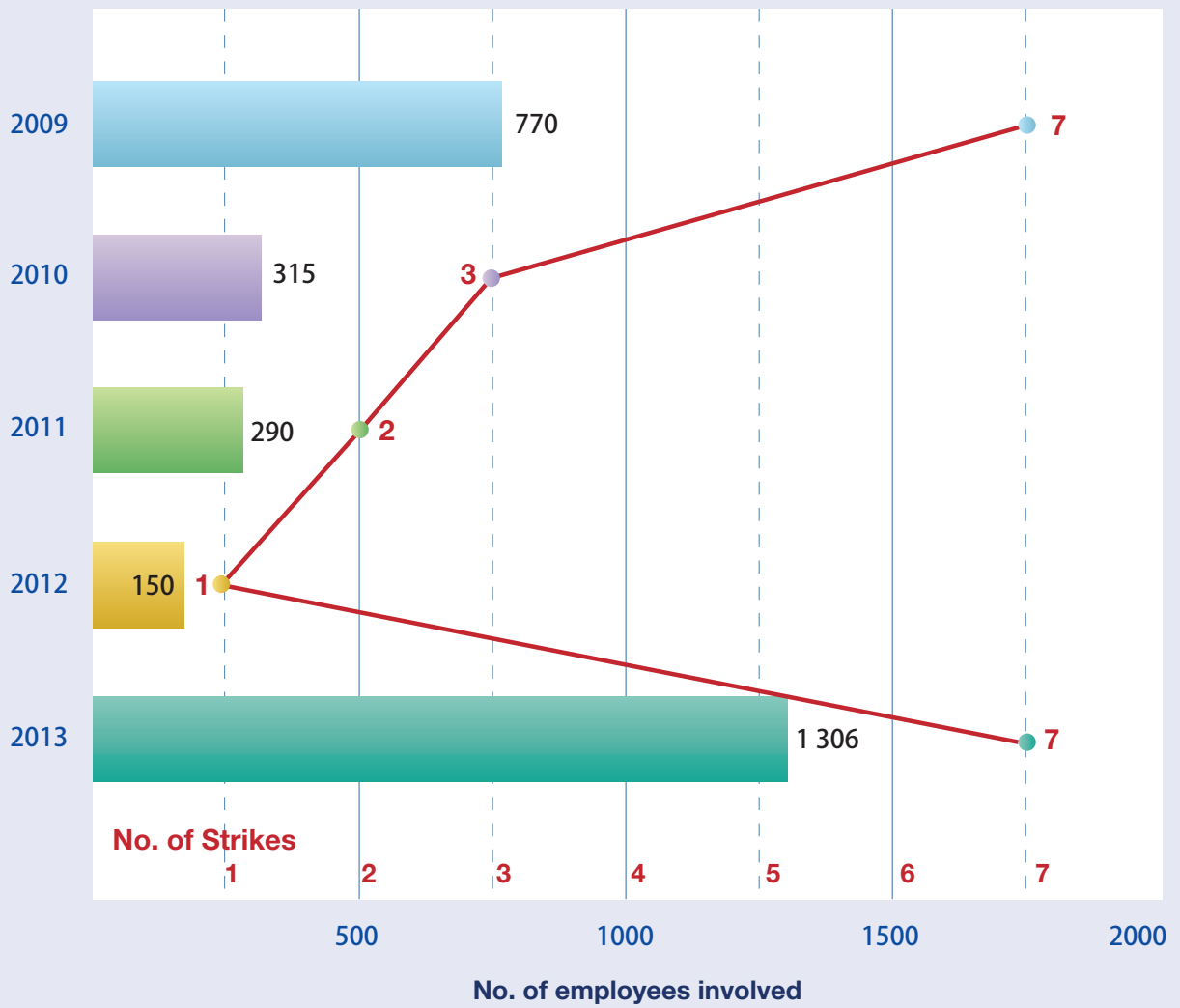
Figure 3.5**Number of Claims Handled by the Labour Relations Division
in 2013 by Cause**

* Figures in bracket indicate the number of related cases

Cause	Number of cases	Percentage
Termination of contract	8 744	49.9%
Non-payment of wages	5 126	29.3%
Non-payment of holiday pay / annual leave pay / rest day pay / sickness allowance	1 830	10.4%
Cessation of business / insolvency	161	0.9%
Retrenchment / lay-off	71	0.4%
Variation of terms of employment contract	55	0.3%
Others	1 528	8.7%
Total number of cases	17 515	

Figure 3.6

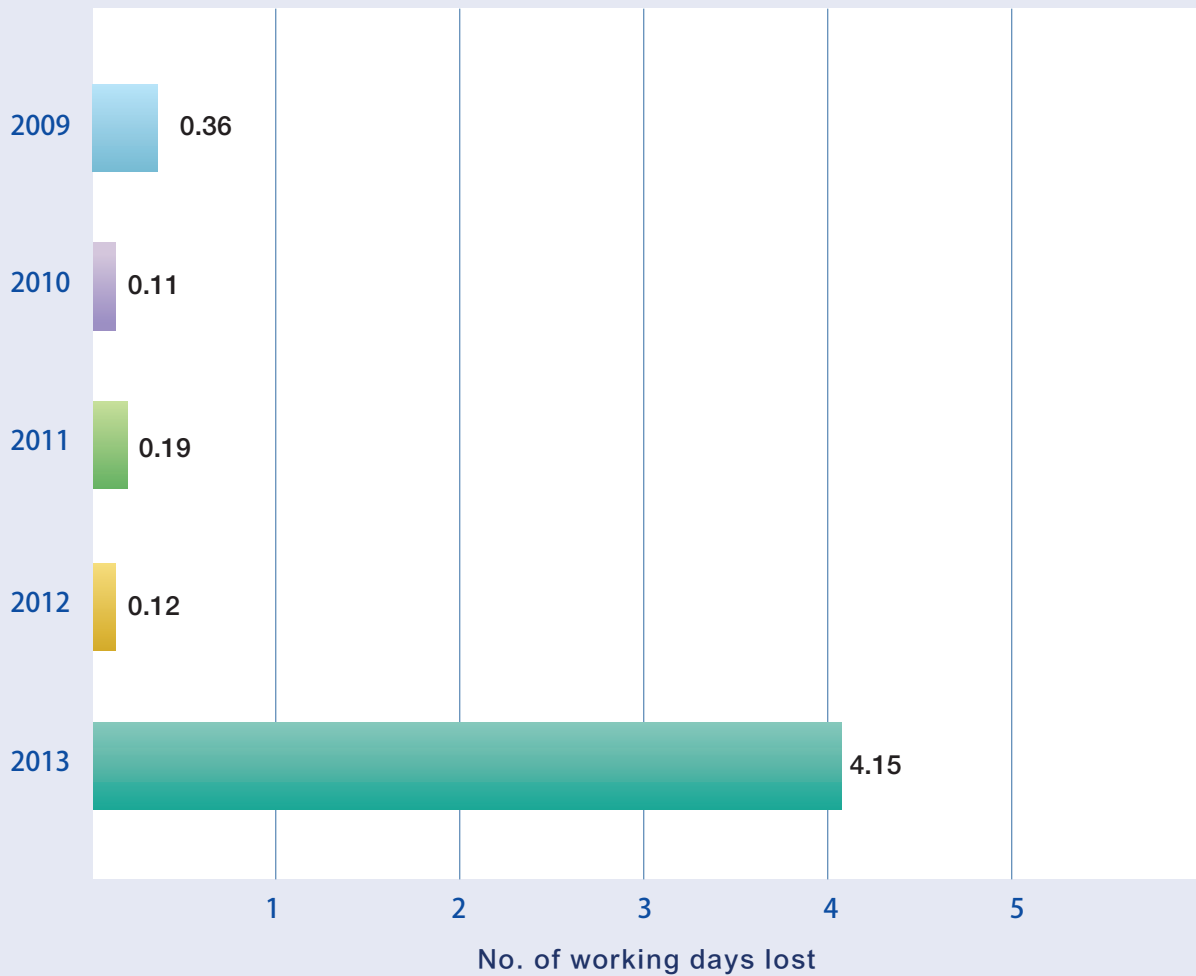
Number of Strikes and Number of Employees Involved from 2009 to 2013



Year	No. of Strikes	No. of employees involved
2009	7	770
2010	3	315
2011	2	290
2012	1	150
2013	7	1306

Figure 3.7

Number of Working Days Lost due to Strike per Thousand Salaried Employees and Wage Earners* from 2009 to 2013



Year	No. of working days lost
2009	0.36
2010	0.11
2011	0.19
2012	0.12
2013	4.15

* 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 2013**

Key Indicators of Work		Number
I.	Inspections	
	Inspections under the FIUO ¹ and the OSHO ²	123 115
	Inspections under the BPVO ³	4 761
II.	Investigations	
	Investigations of accidents at workplaces	13 266
	Investigations of suspected cases of occupational diseases	2 884
III.	Promotion and Education	
	Promotional visits to workplaces under the FIUO ¹ and the OSHO ²	5 901
	Talks, lectures and seminars organised	1 944
IV.	Pressure Equipment Registration	
	Pressure equipment registered	1 892
	Examinations conducted and exemptions granted, for the issue or endorsement of certificates of competency	424
V.	Clinical Services	
	Clinical consultations conducted	11 855

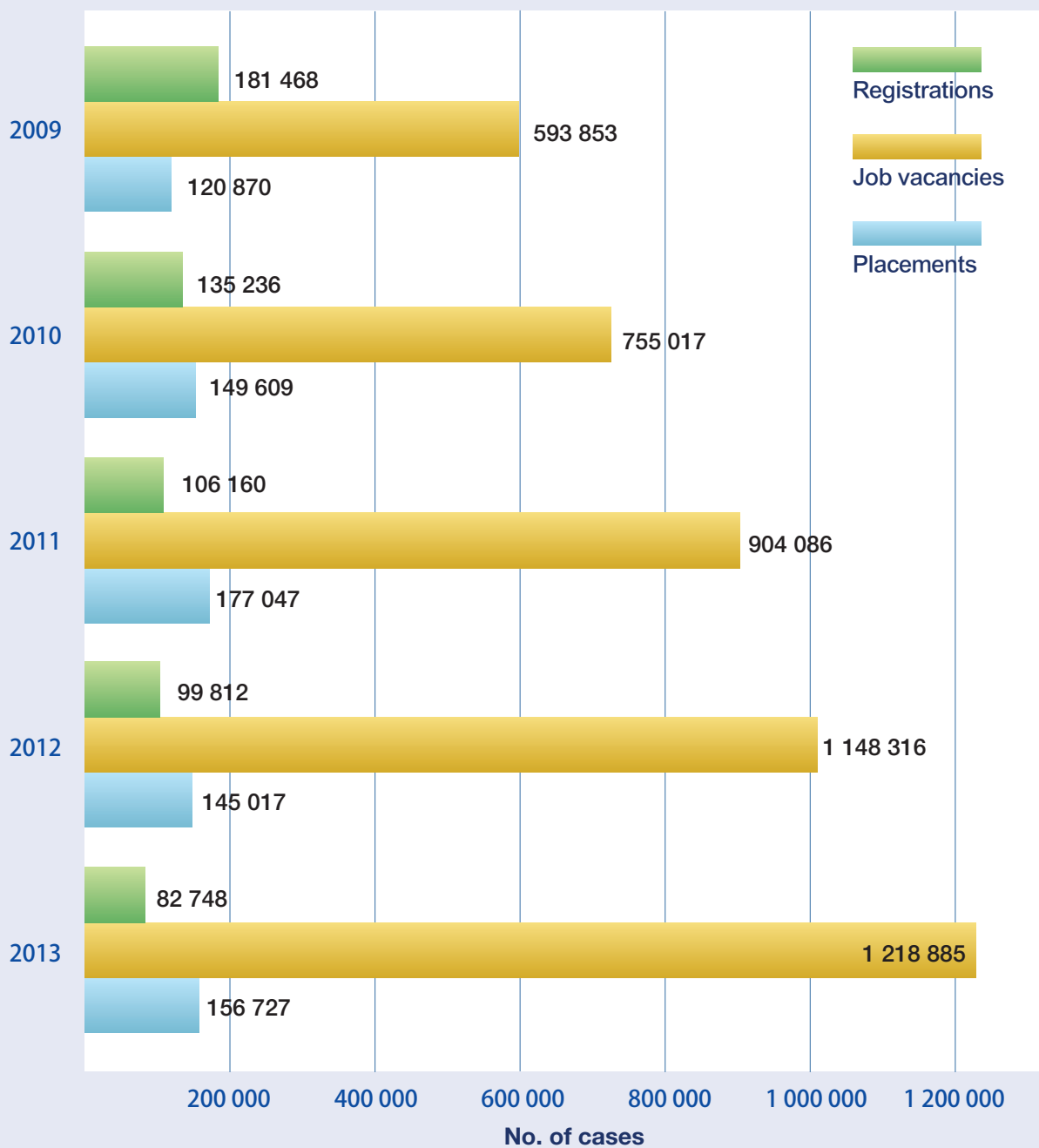
Notes: 1. Factories and Industrial Undertakings Ordinance
2. Occupational Safety and Health Ordinance
3. Boilers and Pressure Vessels Ordinance

Figure 5.1**Key Indicators of Work of the Employment Services Programme Area in 2013**

Key Indicators of Work		Number
I.	Able-bodied Job Seekers	
	Persons registered	82 748
	Placements	156 727
II.	Job Seekers with Disabilities	
	Persons registered	2 605
	Placements	2 461
III.	Regulating Employment Agency	
	Licences issued	2 718
	Inspections	1 341
IV.	Applications under the Supplementary Labour Scheme processed	1 114

Figure 5.2

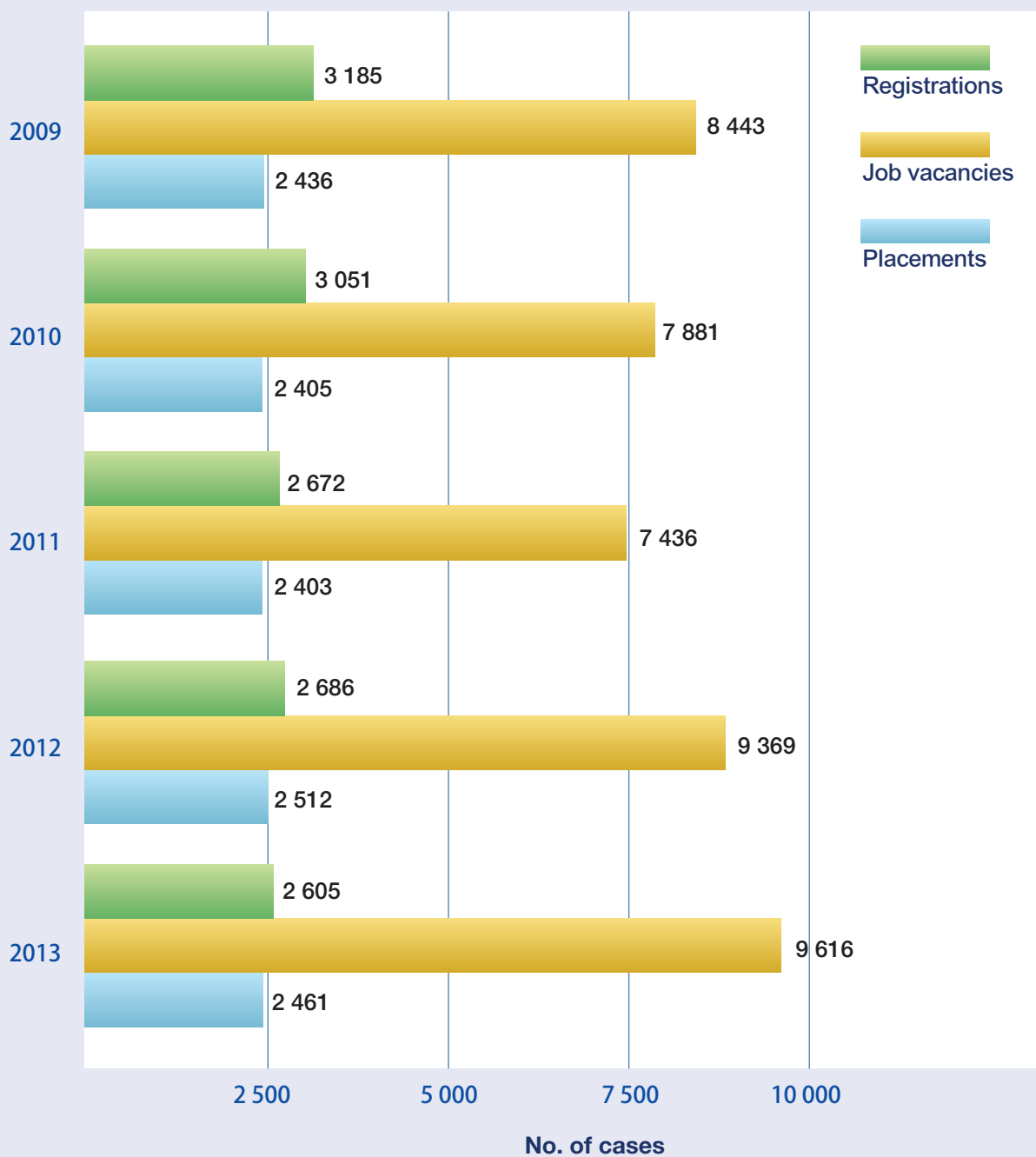
Key Indicators of Work on Employment Assistance Rendered to Able-bodied Job Seekers from 2009 to 2013



Year	Registrations	Job vacancies	Placements
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
2013	82 748	1 218 885	156 727

Figure 5.3

Key Indicators of Work on Employment Assistance Rendered to Job Seekers with Disabilities from 2009 to 2013



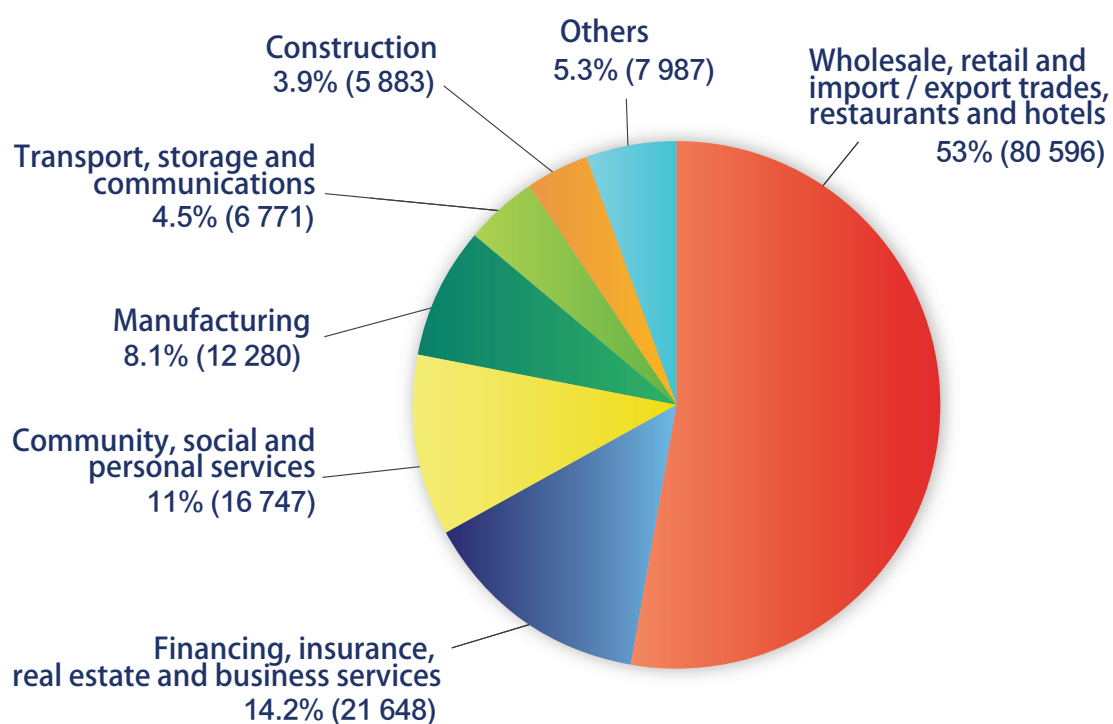
Year	Registrations	Job vacancies	Placements
2009	3 185	8 443	2 436
2010	3 051	7 881	2 405
2011	2 672	7 436	2 403
2012	2 686	9 369	2 512
2013	2 605	9 616	2 461

Figure 6.1**Key Indicators of Work of the Employee Rights and Benefits Programme Area in 2013**

Key Indicators of Work		Number
I.	Inspections to workplaces	151 912
II.	Employees' compensation claims received	55 168
III.	Sick leave clearance interviews for injured employees conducted	42 051
IV.	Assessment of loss of earning capacity of injured employees	
	Ordinary assessment	19 696
	Special assessment	0
	Review assessment	3 646
V.	Applications for payment under the Protection of Wages on Insolvency Fund processed	2 150
VI.	Cases related to imported workers investigated	56
VII.	Convicted summonses on wage offences	443

Figure 6.2

Number of Inspections Made in 2013 by Major Economic Sector



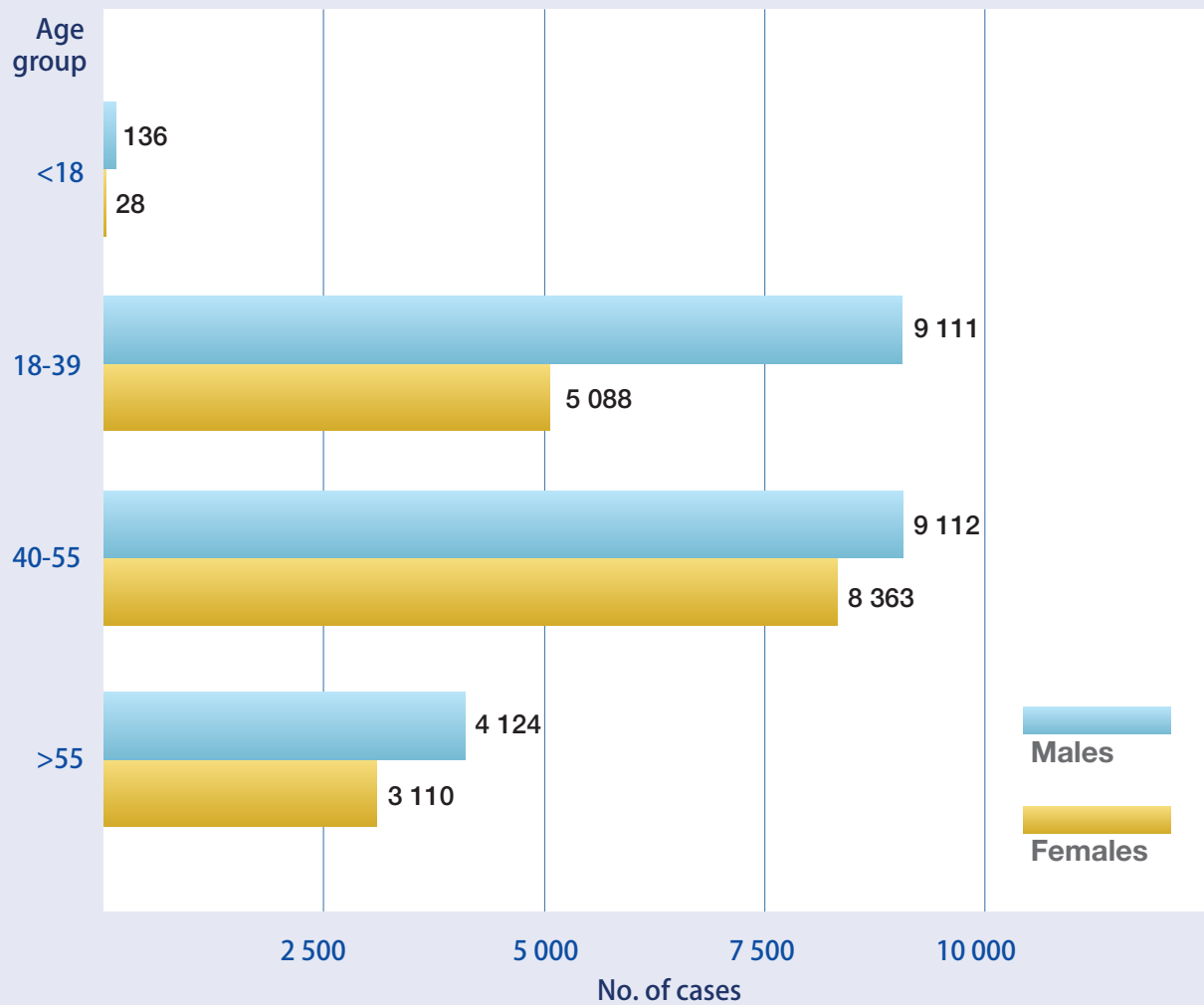
Total no. of inspections: 151 912

* Figures in bracket indicate the number of related inspections

Economic Sector	No. of inspections	Percentage
Wholesale, retail and import / export trades, restaurants and hotels	80 596	53%
Financing, insurance, real estate and business services	21 648	14.2%
Community, social and personal services	16 747	11%
Manufacturing	12 280	8.1%
Transport, storage and communications	6 771	4.5%
Construction	5 883	3.9%
Others	7 987	5.3%
Total number of inspections	151 912	

Figure 6.3

Number of Cases Reported under the Employees' Compensation Ordinance in 2013 by Sex and Age*

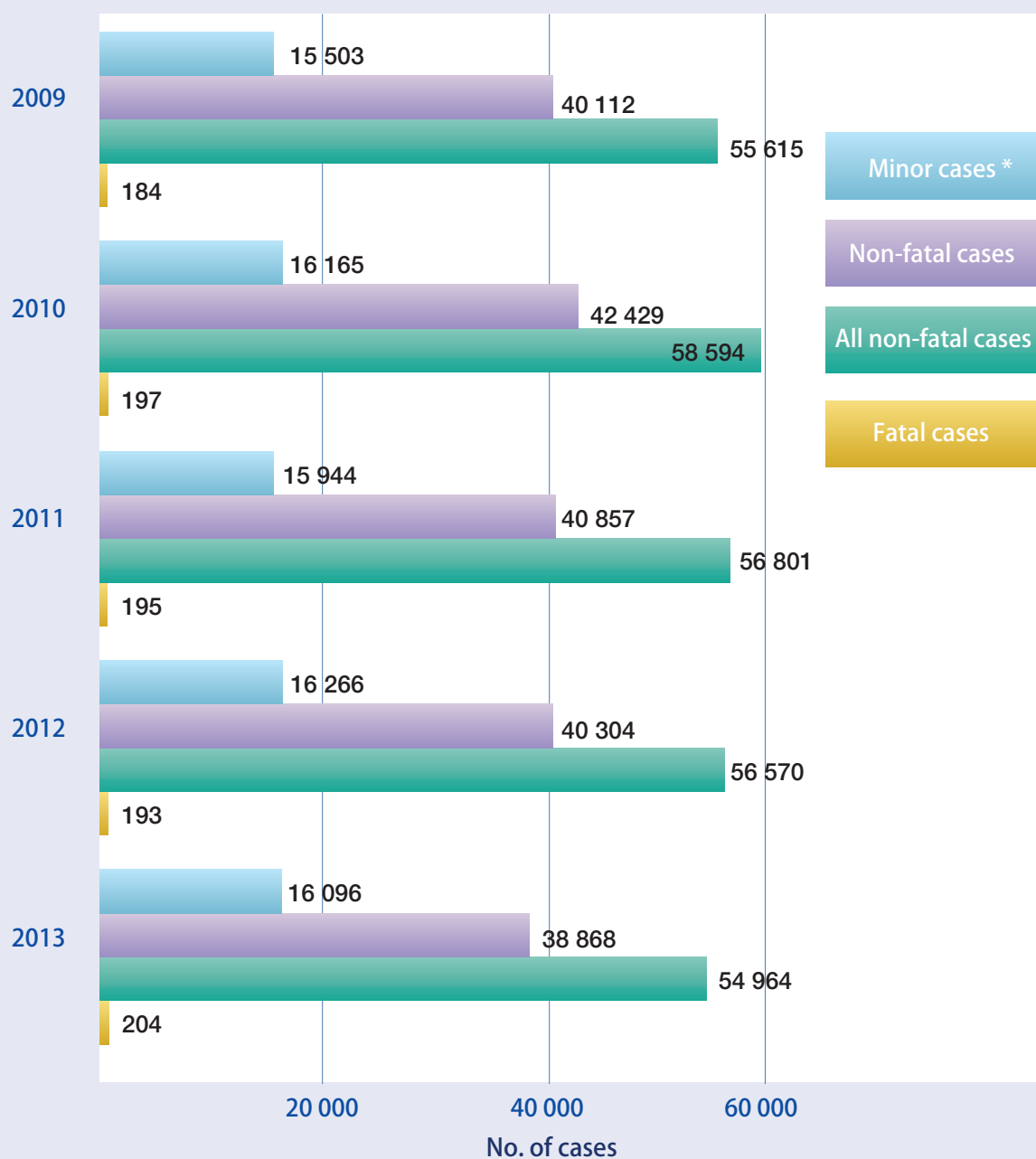


Age group	Males	Females
<18	136	28
18-39	9 111	5 088
40-55	9 112	8 363
>55	4 124	3 110

* The figures have not included 16 096 cases involving sick leave of not exceeding three days.

Figure 6.4

Number of Cases Reported under the Employees' Compensation Ordinance from 2009 to 2013

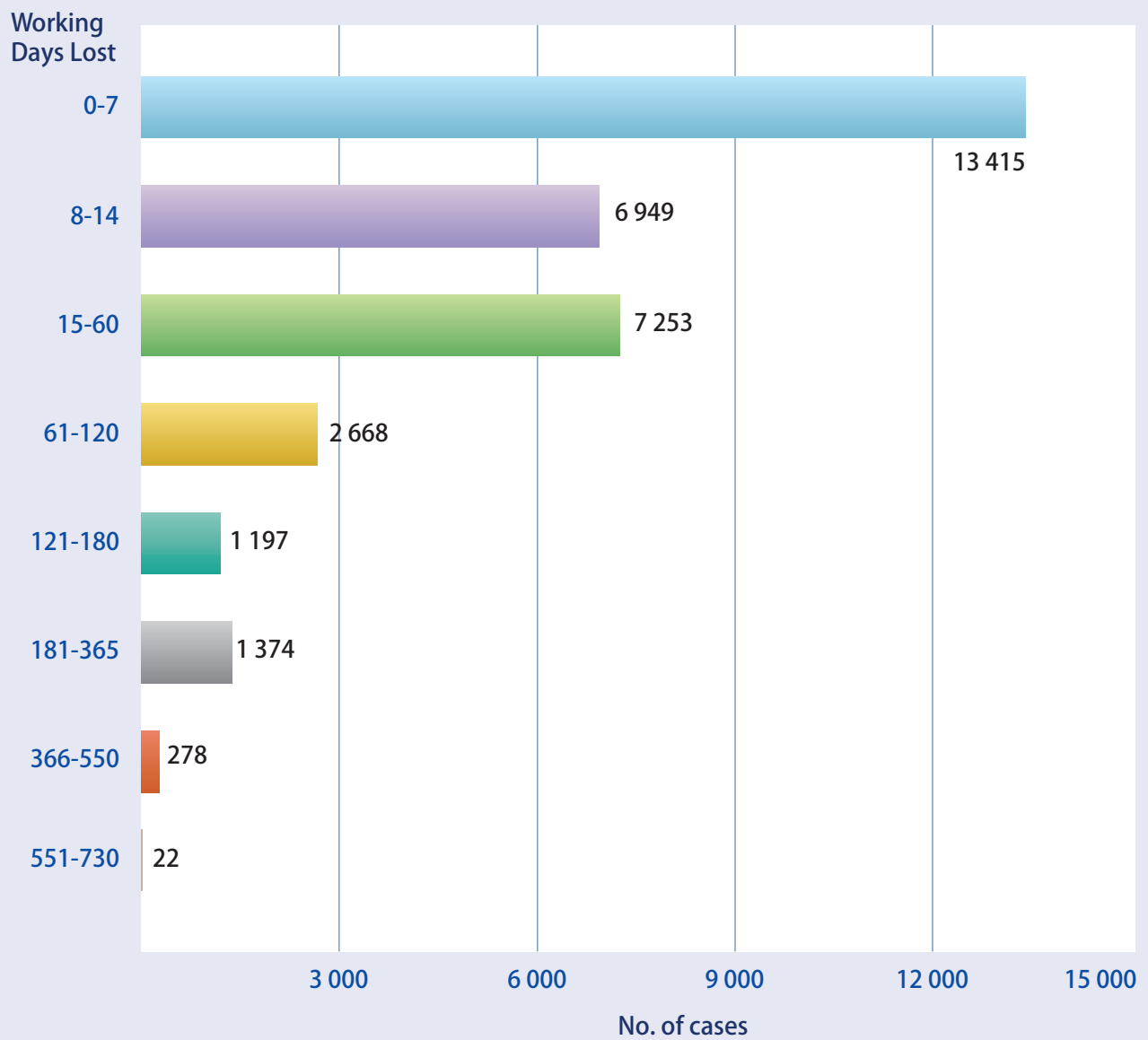


Year	Minor cases *	Non-fatal cases	All non-fatal cases	Fatal cases
2009	15 503	40 112	55 615	184
2010	16 165	42 429	58 594	197
2011	15 944	40 857	56 801	195
2012	16 266	40 304	56 570	193
2013	16 096	38 868	54 964	204

* 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 2012 and Result Known as at 31 December 2013*

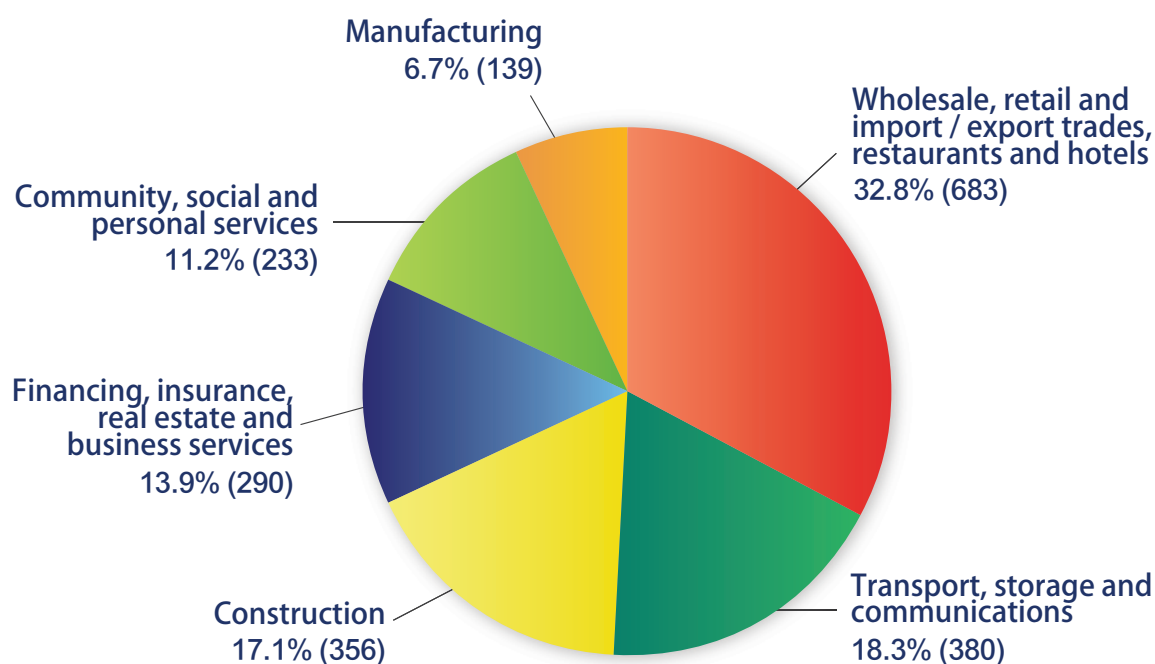


Working Days Lost	No. of Cases
0-7	13 415
8-14	6 949
15-60	7 253
61-120	2 668
121-180	1 197
181-365	1 374
366-550	278
551-730	22

*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 2013 by Economic Sector



Total number of applicants: 2 081

* Figures in bracket indicate the number of related cases

Economic Sector	No. of applicants	Percentage
Wholesale, retail and import / export trades, restaurants and hotels	683	32.8%
Transport, storage and communications	380	18.3%
Construction	356	17.1%
Financing, insurance, real estate and business services	290	13.9%
Community, social and personal services	233	11.2%
Manufacturing	139	6.7%
Others	0	-

Total number of applicants

2 081

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 2013**

Month	Activities
Jan	The Labour Department sent a delegation to Singapore to study its experiences in work injury compensation enforcement.
Mar	Mr. Chen Yehshin, Director of the Department of Labour of Taipei City Government 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 occupational safety and health framework in Hong Kong.
Jun	Deputy Commissioner for Labour (Labour Administration) led a tripartite team comprising government, employer and employee representatives to attend the 102nd Session of the International Labour Conference in Geneva, Switzerland as part of the delegation of the People's Republic of China.
Oct	The 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 and met with Minister Yin Weimin in Beijing. The delegation also exchanged views on labour issues with the China Enterprise Confederation and the All-China Federation of Trade Unions.
Nov	The Labour Department sent a delegation to attend the "Guangdong-Hong Kong-Macao Training Programme on Labour Inspection and Law Enforcement" in Macao.
Dec	Mr Xie Shuxing, Deputy Director General of the Department of Human Resource and Social Security of Guangdong Province and Mr Wong Chi Hong, Director of the Labour Affairs Bureau of Macao led their respective delegations to visit the HKSAR to attend the "Guangdong-Hong Kong-Macao Exchange Meeting on Labour Inspection and Law Enforcement". The delegations exchanged views on labour inspection and law enforcement with the Commissioner for Labour and officers of the Labour Department.