

# Chapter 8: Figures and Charts

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**Figure 2.1****Number of summonses convicted and total fines in 2014**

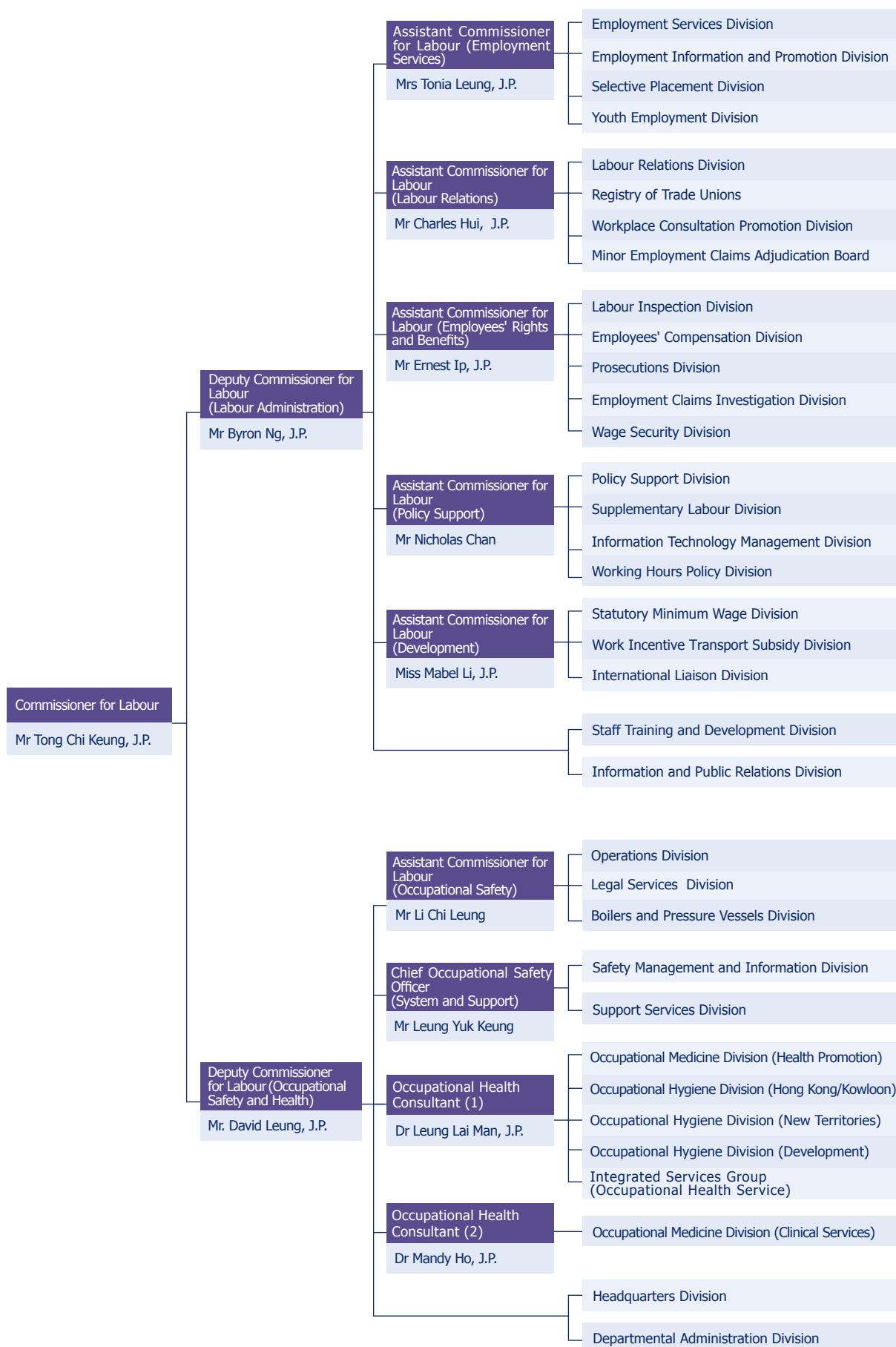
Ordinance	Summonses convicted	Fines (\$)
<b>Boilers and Pressure Vessels Ordinance</b>		
<b>Sub-total</b>	<b>17</b>	<b>65,800</b>
<b>Employees' Compensation Ordinance</b>		
<b>Sub-total</b>	<b>912</b>	<b>1,995,350</b>
<b>Employment Ordinance and subsidiary regulations</b>		
Statutory benefits cases	529	2,152,400
Young persons cases <sup>1</sup>	0	-
Others <sup>2</sup>	3	2,400
<b>Sub-total</b>	<b>532</b>	<b>2,154,800</b>
<b>Factories and Industrial Undertakings Ordinance and subsidiary regulations</b>		
Factory cases	309	3,584,600
Building and engineering construction cases	1 464	13,826,370
<b>Sub-total</b>	<b>1 773</b>	<b>17,410,970</b>
<b>Occupational Safety and Health Ordinance and subsidiary regulations</b>		
<b>Sub-total</b>	<b>166</b>	<b>2,646,400</b>
<b>Immigration Ordinance</b>		
<b>Sub-total</b>	<b>5</b>	<b>5,100</b>
<b>Total</b>	<b>3 403</b>	<b>24,278,420</b>

**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 2014)



**Figure 2.3**

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

### **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**

#### **Chairman**

Mr Cheuk Wing Hing, JP (up to 2.3.2014)	Commissioner for Labour
Mr Donald Tong Chi Keung, JP (from 3.3.2014 onwards)	

#### **Members**

##### **Employee Representatives**

Mr Leung Chau Ting	}	elected by registered employee unions
Mr Chung Kwok Sing, MH*		
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, SBS, 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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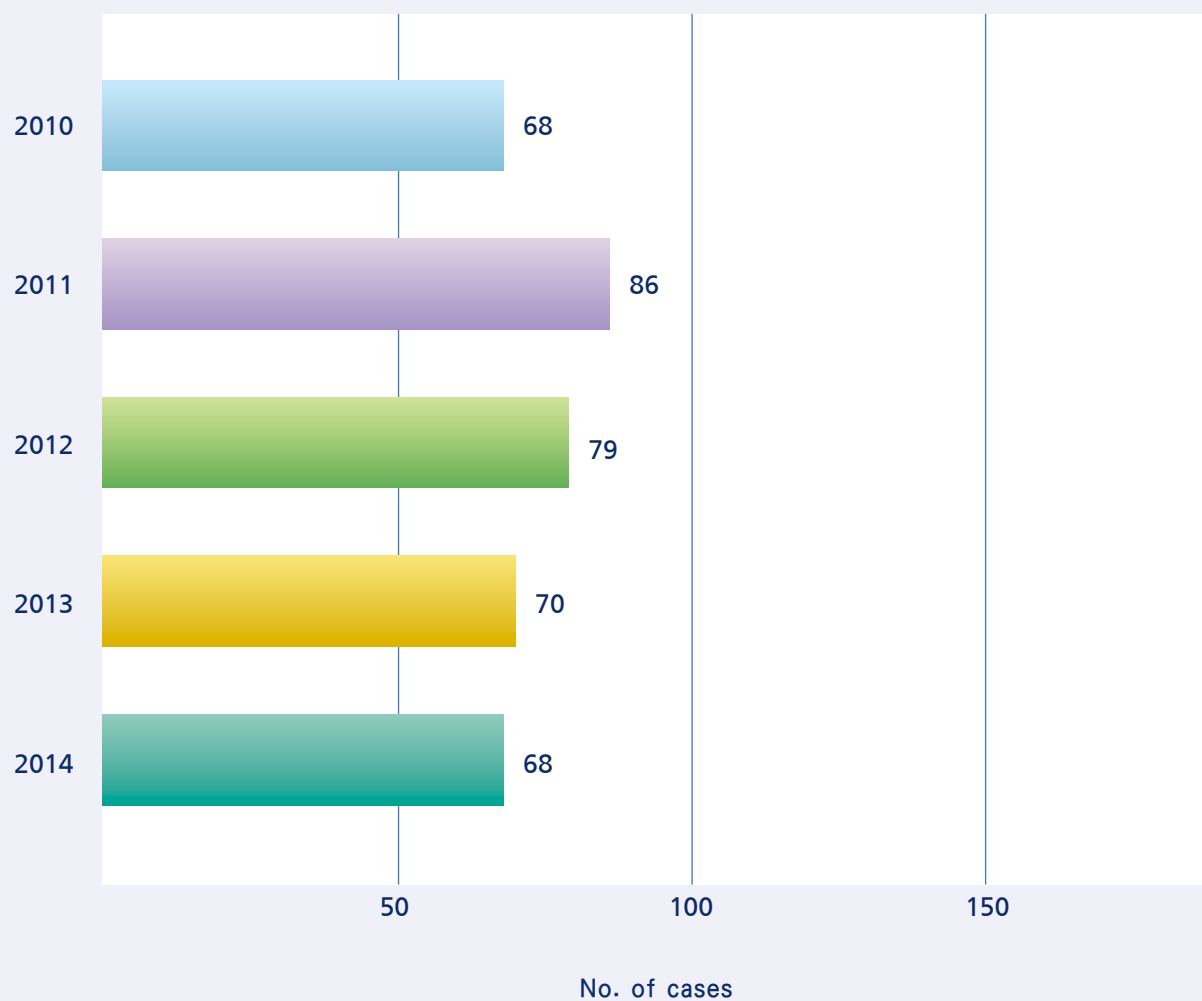
\* The member passed away in December 2014.

**Figure 3.1****Key Indicators of Work of the Labour Relations Programme Area in 2014**

Key Indicators of Work		Number
<b>I.</b>	<b>Conciliation and Consultation Services</b>	
	Labour disputes and claims handled	<b>15 832</b>
	Consultation meetings held	<b>64 083</b>
	Percentage of labour disputes and claims resolved through conciliation	<b>73.4%</b>
<b>II.</b>	<b>Adjudication of Minor Employment Claims</b>	
	Claims adjudicated by Minor Employment Claims Adjudication Board	<b>1 160</b>
<b>III.</b>	<b>Administration of Trade Unions</b>	
	Registration of new trade unions and changes of union names/rules	<b>126</b>
	Inspections and visits to trade unions	<b>376</b>
	Account statements of trade unions examined	<b>713</b>
	Training courses organised for trade unions	<b>4</b>

**Figure 3.2**

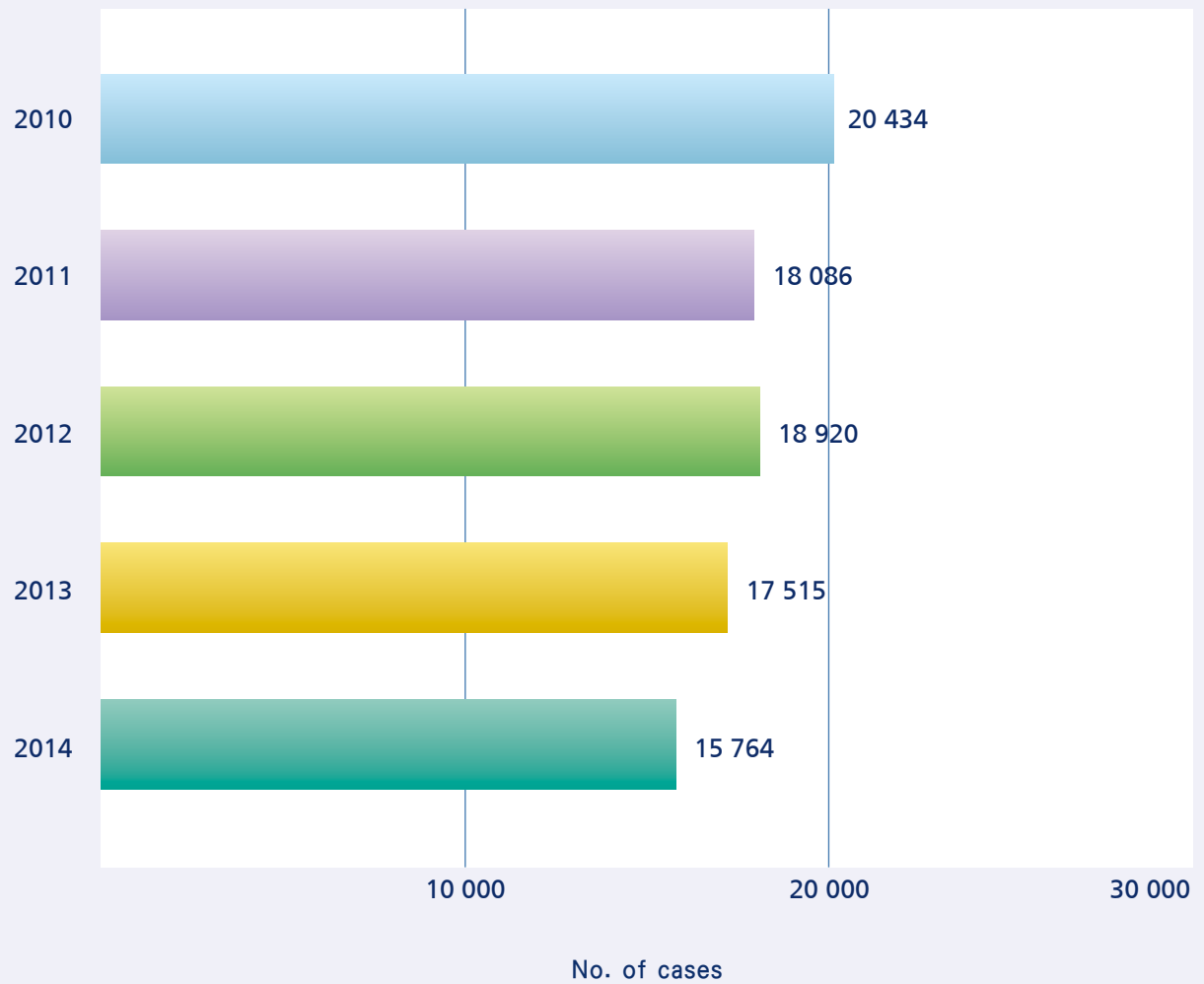
**Number of Labour Disputes Handled by the Labour Relations Division from 2010 to 2014**



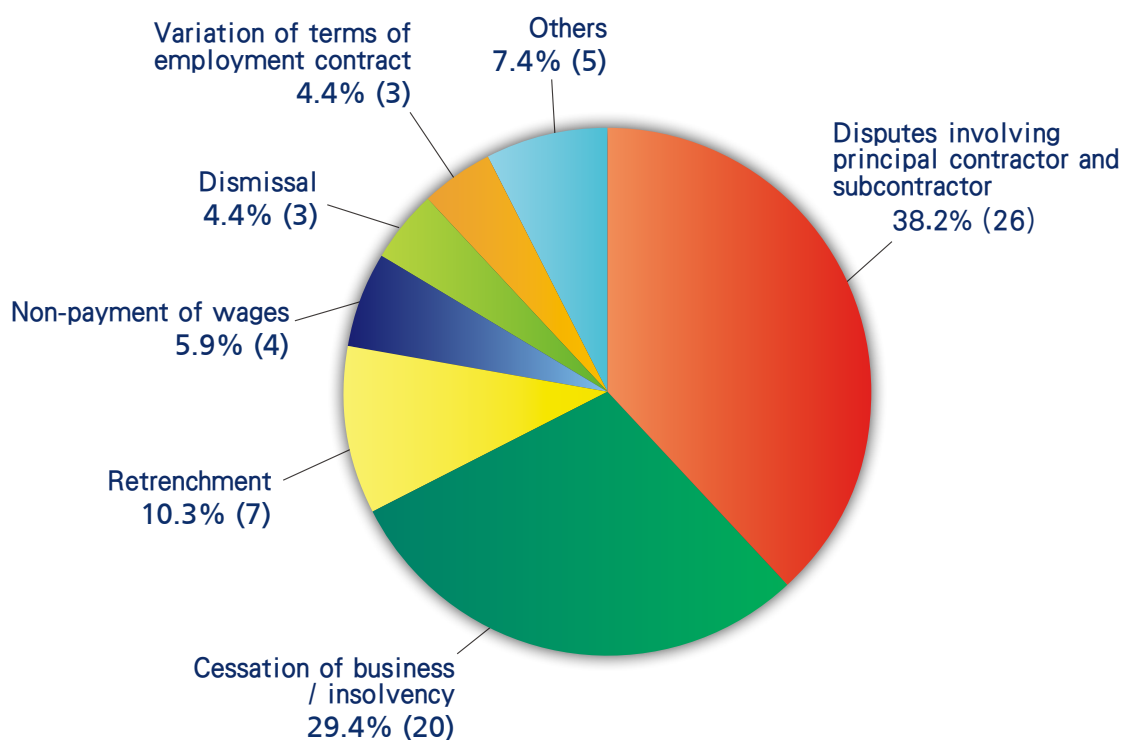
Year	No. of cases
2010	68
2011	86
2012	79
2013	70
2014	68

**Figure 3.3**

**Number of Claims Handled by the Labour Relations Division  
from 2010 to 2014**



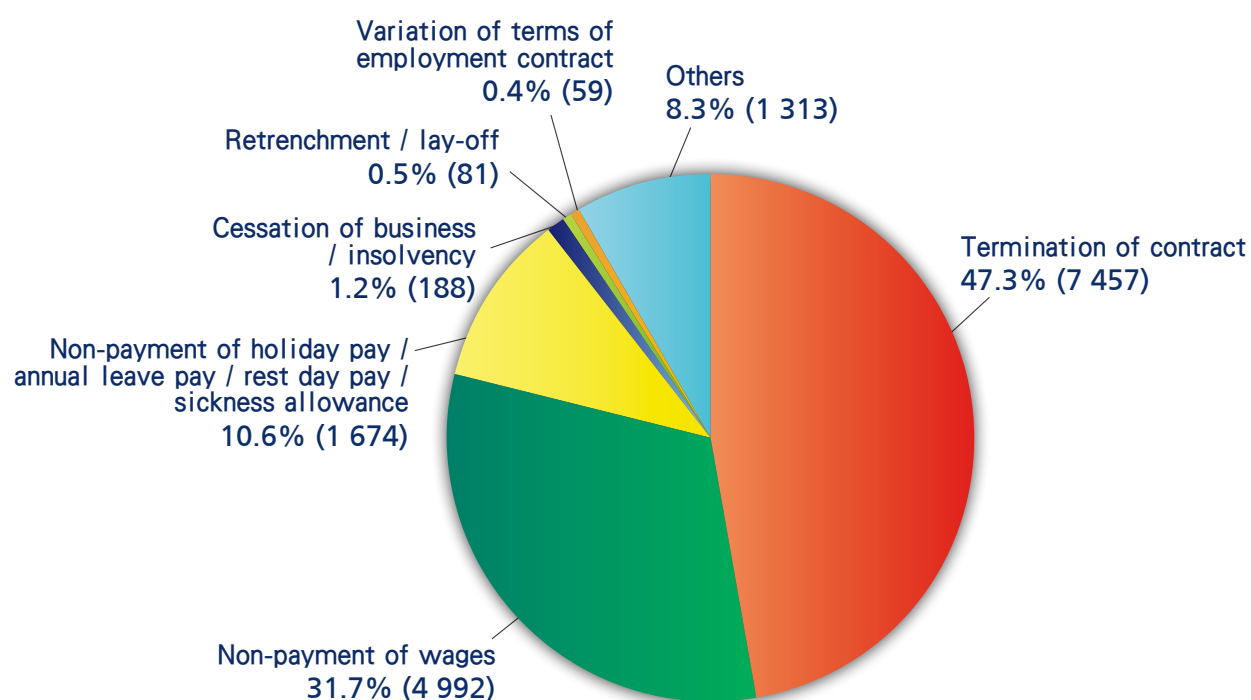
Year	No. of cases
2010	20 434
2011	18 086
2012	18 920
2013	17 515
2014	15 764

**Figure 3.4****Number of Labour Disputes Handled by the Labour Relations Division in 2014 by Cause****Total number of cases : 68**

\* Figures in bracket indicate the number of related cases

Cause	Number of cases	Percentage
Disputes involving principal contractor and subcontractor	26	38.2%
Cessation of business / insolvency	20	29.4%
Retrenchment	7	10.3%
Non-payment of wages	4	5.9%
Dismissal	3	4.4%
Variation of terms of employment contract	3	4.4%
Others	5	7.4%
<b>Total number of cases</b>	<b>68</b>	



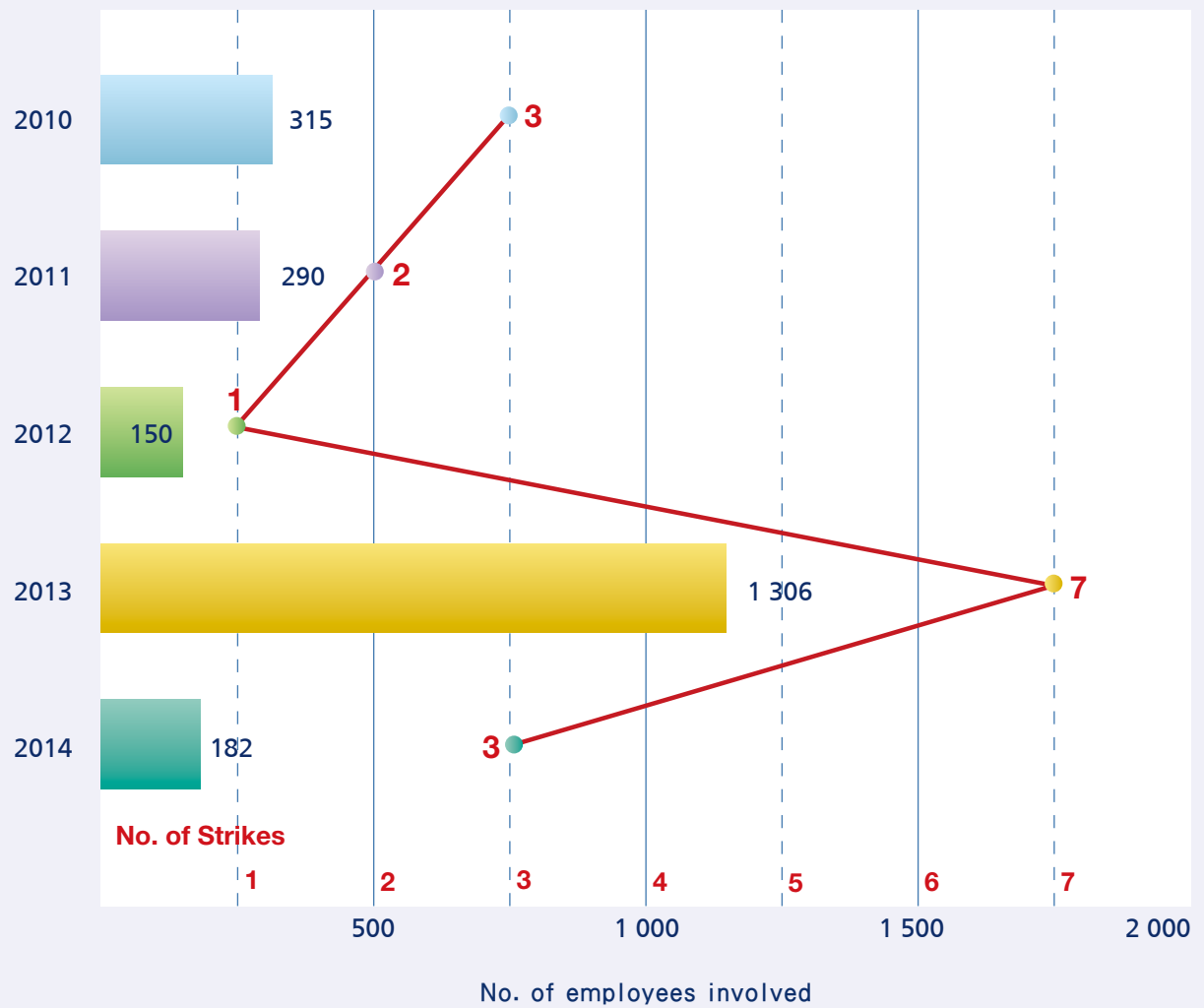
**Figure 3.5****Number of Claims Handled by the Labour Relations Division in 2014 by Cause****Total number of cases : 15 764**

\* Figures in bracket indicate the number of related cases

Cause	Number of cases	Percentage
Termination of contract	7 457	47.3%
Non-payment of wages	4 992	31.7%
Non-payment of holiday pay / annual leave pay / rest day pay / sickness allowance	1 674	10.6%
Cessation of business / insolvency	188	1.2%
Retrenchment / lay-off	81	0.5%
Variation of terms of employment contract	59	0.4%
Others	1 313	8.3%
<b>Total number of cases</b>	<b>15 764</b>	

**Figure 3.6**

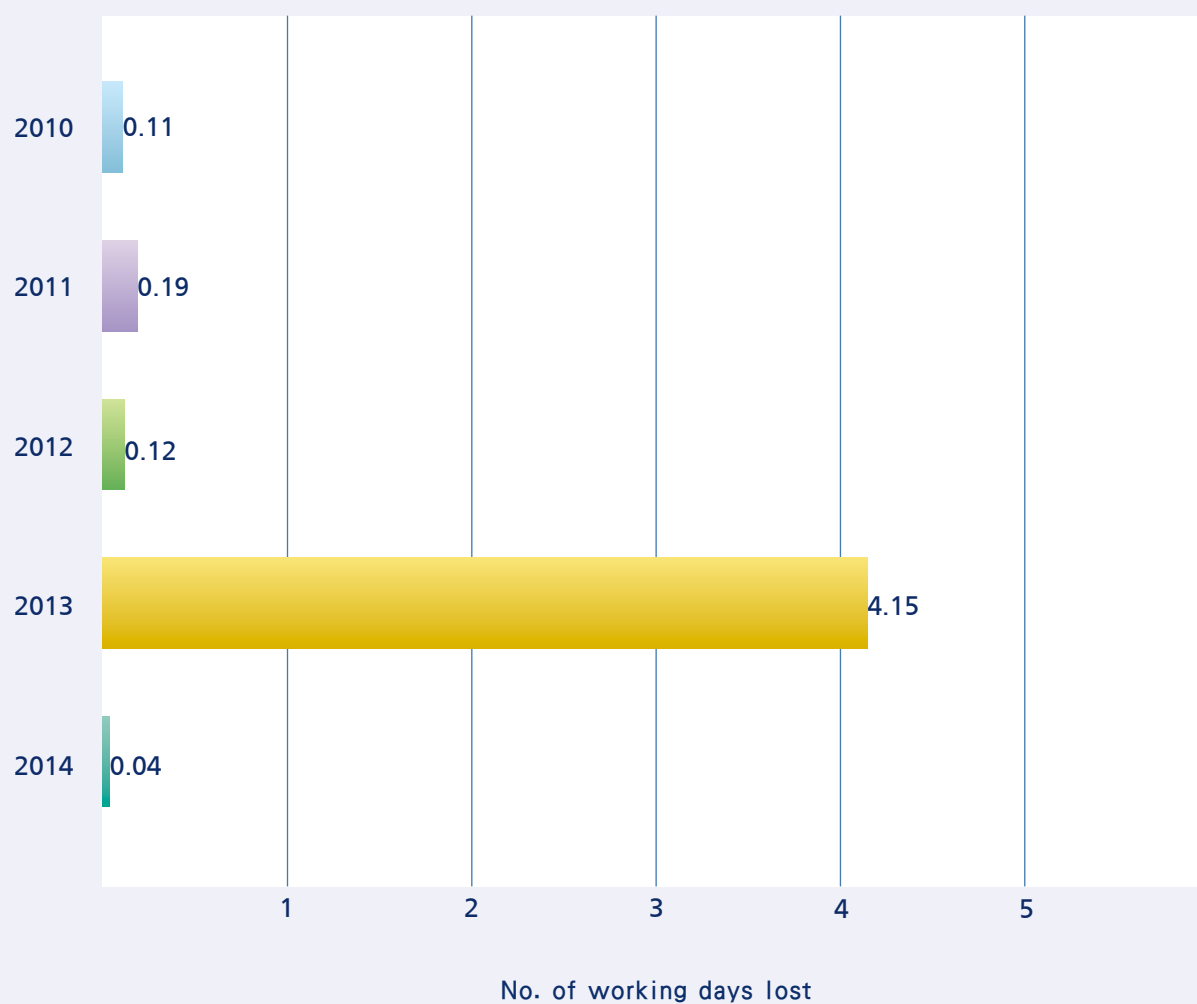
**Number of Strikes and Number of Employees Involved  
from 2010 to 2014**



Year	No. of Strikes	No. of employees involved
2010	3	315
2011	2	290
2012	1	150
2013	7	1 306
2014	3	182

**Figure 3.7**

**Number of Working Days Lost due to Strike per Thousand Salaried Employees and Wage Earners\* from 2010 to 2014**



Year	No. of working days lost
2010	0.11
2011	0.19
2012	0.12
2013	4.15
2014	0.04

\* 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 2014**

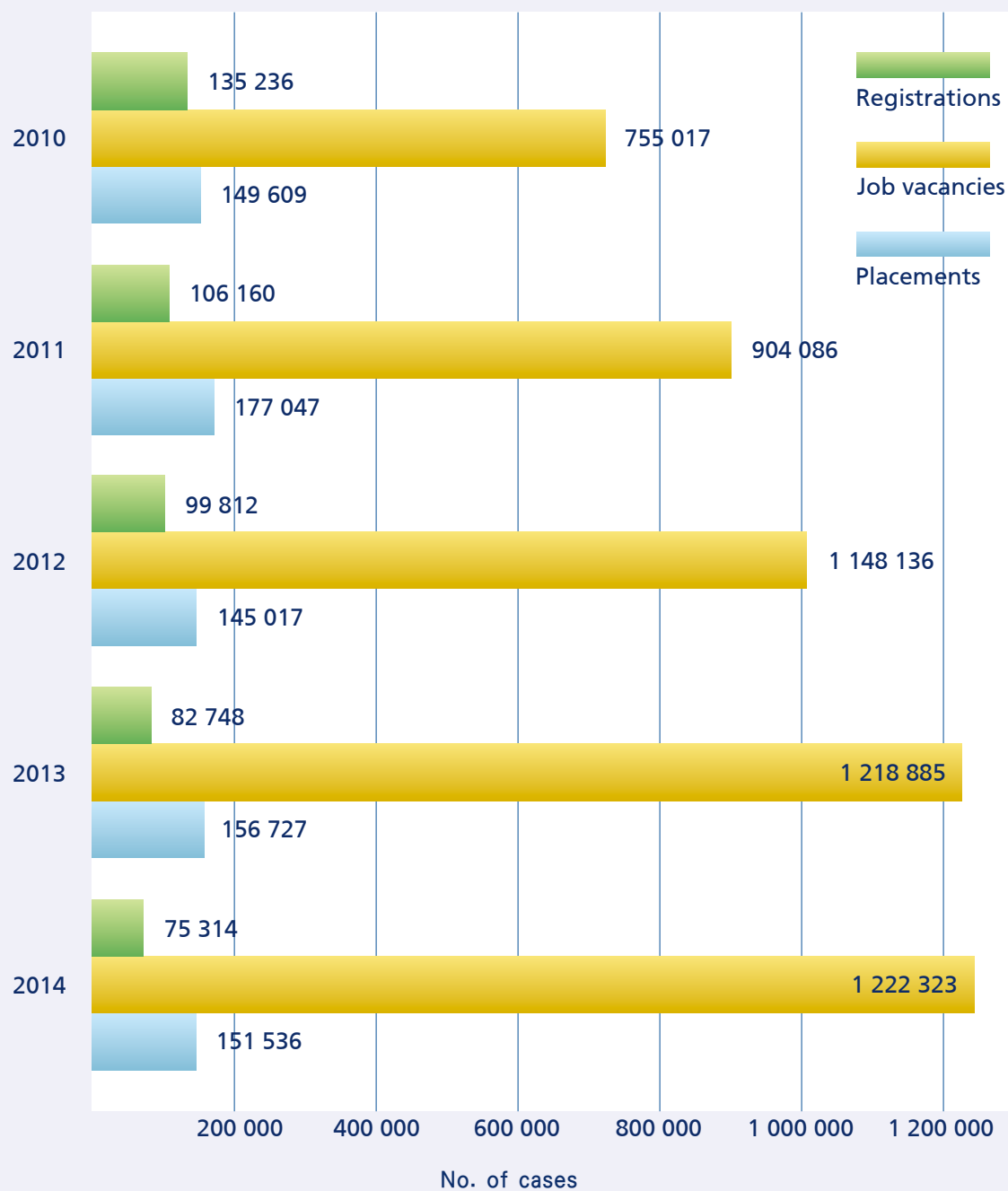
Key Indicators of Work		Number
<b>I.</b>	<b>Inspections</b>	
	Inspections under the FIUO <sup>1</sup> and the OSHO <sup>2</sup>	124 907
	Inspections under the BPVO <sup>3</sup>	4 762
<b>II.</b>	<b>Investigations</b>	
	Investigations of accidents at workplaces	14 758
	Investigations of suspected cases of occupational diseases	3 093
<b>III.</b>	<b>Promotion and Education</b>	
	Promotional visits to workplaces under the FIUO <sup>1</sup> and the OSHO <sup>2</sup>	5 837
	Talks, lectures and seminars organised	2 047
<b>IV.</b>	<b>Pressure Equipment Registration</b>	
	Pressure equipment registered	1 925
	Examinations conducted and exemptions granted, for the issue or endorsement of certificates of competency	421
<b>V.</b>	<b>Clinical Services</b>	
	Clinical consultations conducted	10 396

**Notes:**

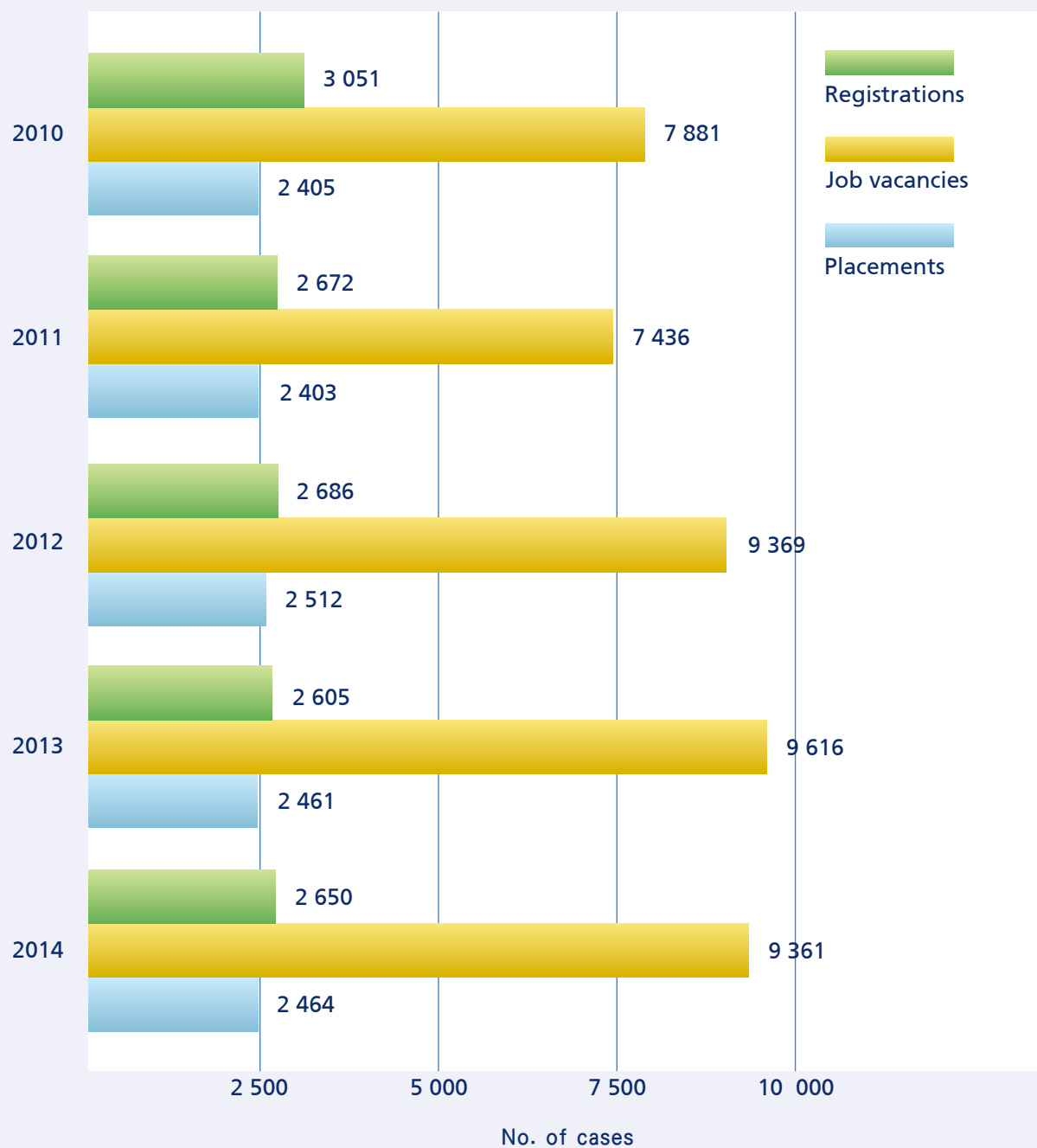
1. Factories and Industrial Undertakings Ordinance
2. Occupational Safety and Health Ordinance
3. Boilers and Pressure Vessels Ordinance

**Figure 5.1****Key Indicators of Work of the Employment Services Programme Area in 2014**

Key Indicators of Work		Number
<b>I.</b>	<b>Able-bodied Job Seekers</b>	
	Persons registered	75 314
	Placements	151 536
<b>II.</b>	<b>Job Seekers with Disabilities</b>	
	Persons registered	2 650
	Placements	2 464
<b>III.</b>	<b>Regulating Employment Agency</b>	
	Licences issued	2 843
	Inspections	1 806
<b>IV.</b>	<b>Applications under the Supplementary Labour Scheme processed</b>	1 166

**Figure 5.2****Key Indicators of Work on Employment Assistance Rendered to Able-bodied Job Seekers from 2010 to 2014**

Year	Registrations	Job vacancies	Placements
2010	135 236	755 017	149 609
2011	106 160	904 086	177 047
2012	99 812	1 148 136	145 017
2013	82 748	1 218 885	156 727
2014	75 314	1 222 323	151 536

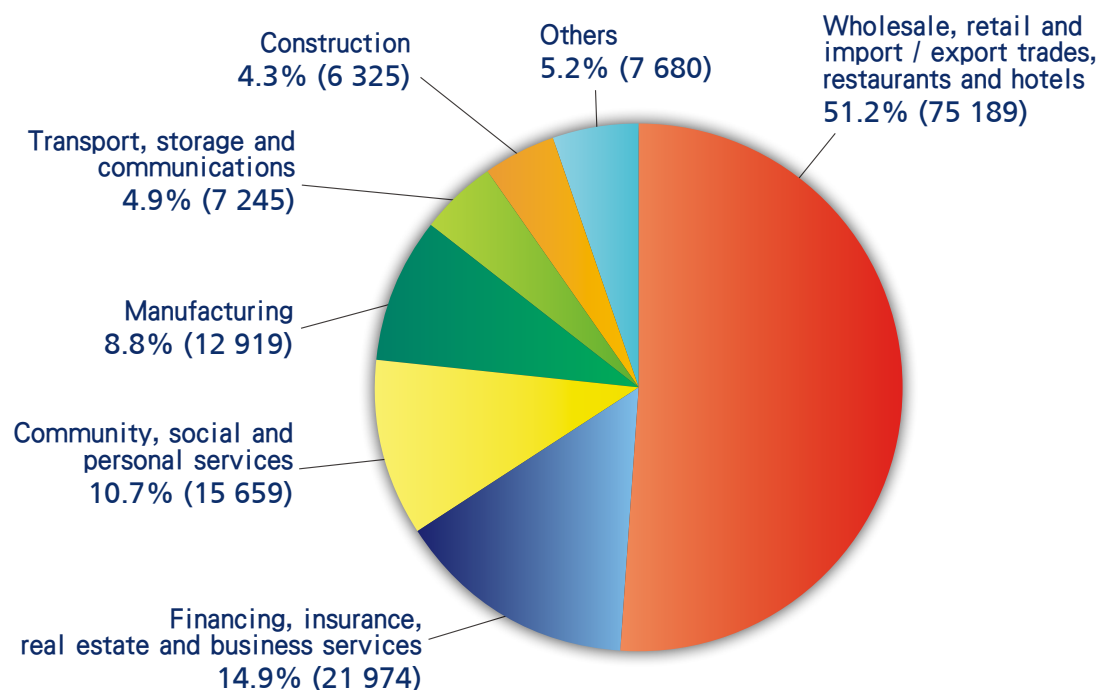
**Figure 5.3****Key Indicators of Work on Employment Assistance Rendered to Job Seekers with Disabilities from 2010 to 2014**

Year	Registrations	Job vacancies	Placements
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
2014	2 650	9 361	2 464

**Figure 6.1****Key Indicators of Work of the Employee Rights and Benefits Programme Area in 2014**

Key Indicators of Work		Number
I.	Inspections to workplaces	146 991
II.	Employees' compensation claims received	53 917
III.	Sick leave clearance interviews for injured employees conducted	43 494
IV.	Assessment of loss of earning capacity of injured employees	
	Ordinary assessment	19 364
	Special assessment	1
	Review assessment	3 799
V.	Applications for payment under the Protection of Wages on Insolvency Fund processed	2 544
VI.	Cases related to imported workers under the Supplementary Labour Scheme investigated	60
VII.	Convicted summonses on wage offences	304



**Figure 6.2****Number of Inspections Made in 2014 by Major Economic Sector**

**Total number of inspections : 146 991**

\* Figures in bracket indicate the number of related inspections

Economic sector	No. of inspections	Percentage
Wholesale, retail and import / export trades, restaurants and hotels	75 189	51.2%
Financing, insurance, real estate and business services	21 974	14.9%
Community, social and personal services	15 659	10.7%
Manufacturing	12 919	8.8%
Transport, storage and communications	7 245	4.9%
Construction	6 325	4.3%
Others	7 680	5.2%
<b>Total number of inspections</b>	<b>146 991</b>	

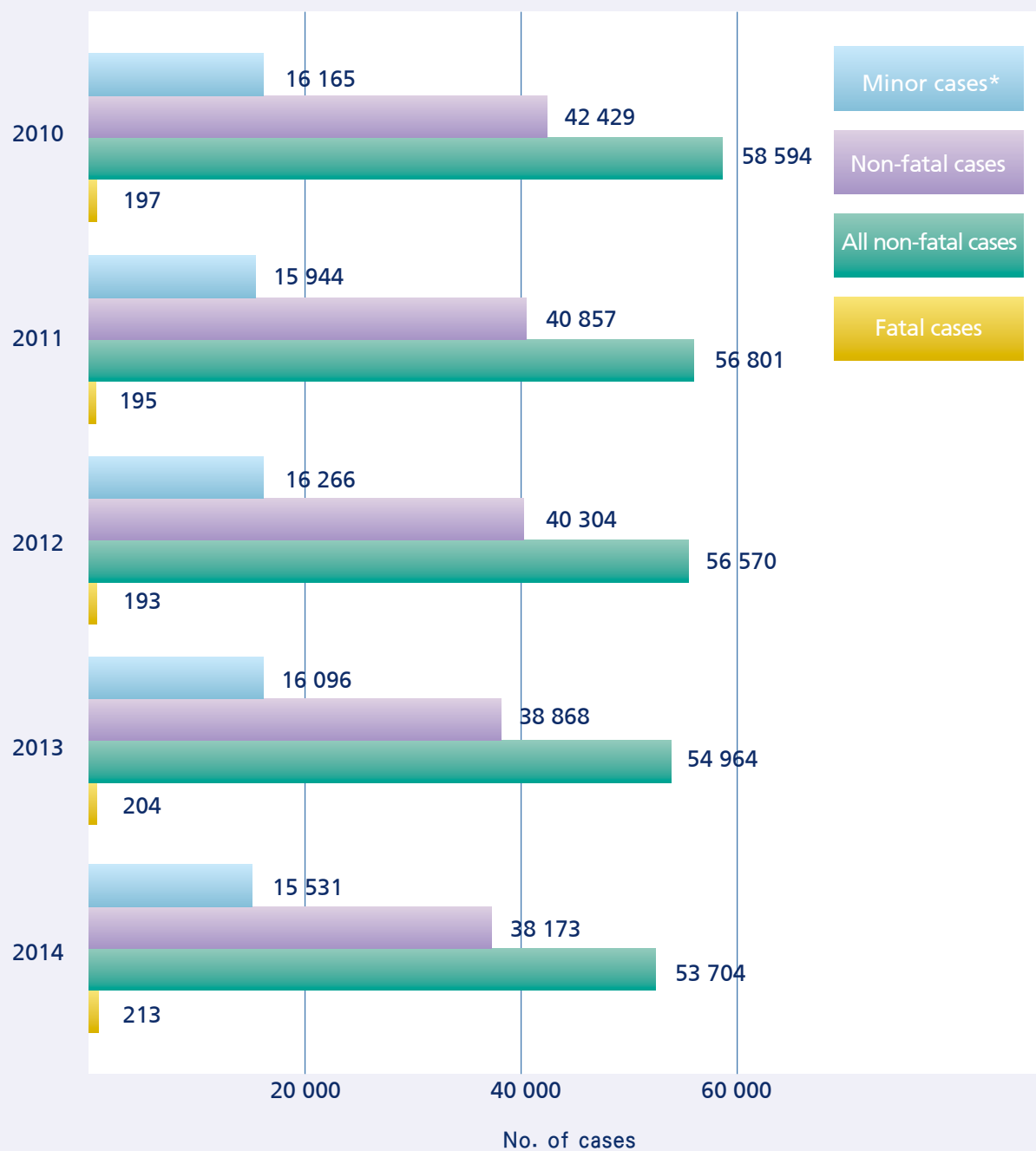
**Figure 6.3**

**Number of Cases Reported under the Employees' Compensation Ordinance in 2014 by Sex and Age\***



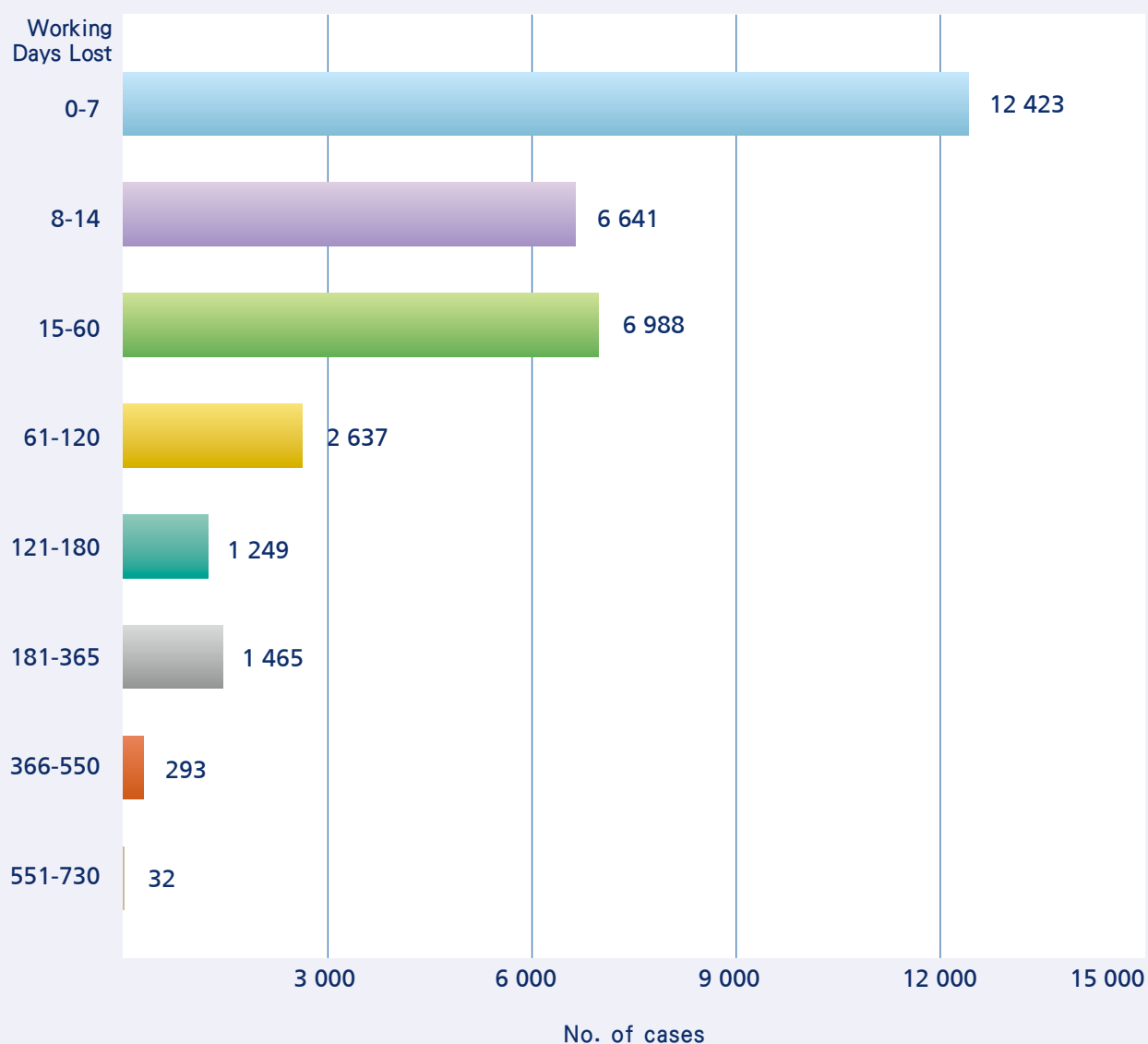
Age group	Males	Females
<18	109	35
18-39	8 547	4 770
40-55	8 660	8 347
>55	4 386	3 532

\* The figures have not included 15 531 cases involving sick leave of not exceeding three days.

**Figure 6.4****Number of Cases Reported under the Employees' Compensation Ordinance from 2010 to 2014**

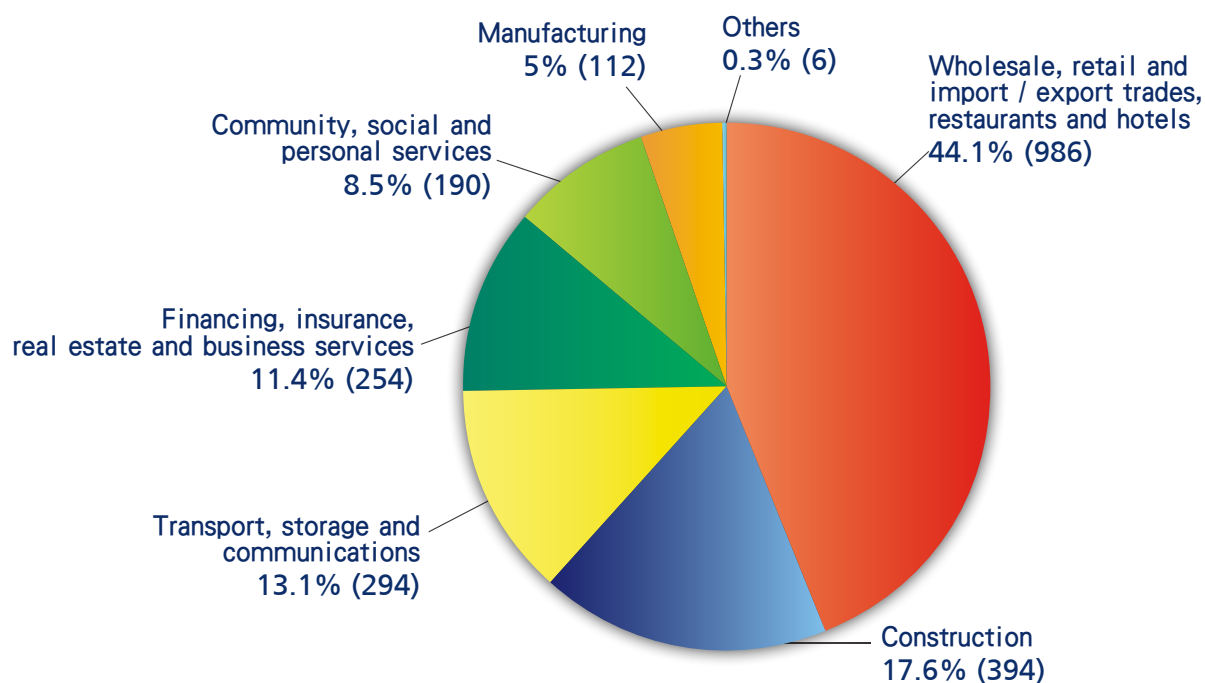
Year	Minor cases*	Non-fatal cases	All non-fatal cases	Fatal cases
2010	16 165	42 429	58 594	197
2011	15 944	40 857	56 801	195
2012	16 266	40 304	56 570	193
2013	16 096	38 868	54 964	204
2014	15 531	38 173	53 704	213

\* 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 2013 and Result Known as at 31 December 2014\***

Working Days Lost	No. of cases
0-7	12 423
8-14	6 641
15-60	6 988
61-120	2 637
121-180	1 249
181-365	1 465
366-550	293
551-730	32

\* 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 2014 by Economic Sector****Total number of applicants: 2 236**

\* Figures in bracket indicate the number of related cases

Economic Sector	No. of applicants	Percentage
Wholesale, retail and import / export trades, restaurants and hotels	986	44.1%
Construction	394	17.6%
Transport, storage and communications	294	13.1%
Financing, insurance, real estate and business services	254	11.4%
Community, social and personal services	190	8.5%
Manufacturing	112	5%
Others	6	0.3%
<b>Total number of applicants</b>	<b>2 236</b>	

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

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 2014**

Month	Activities
<b>May</b>	The Labour Department (LD) sent a delegation to Auckland, New Zealand to attend the Workshop under the Memorandum of Understanding on Labour Cooperation between Hong Kong, China and New Zealand, and to study their experience in labour inspection.
<b>Jun</b>	Deputy Commissioner for Labour (Labour Administration) led a tripartite team comprising the Government, employer and employee representatives to attend the 103rd Session of the International Labour Conference in Geneva, Switzerland as part of the delegation of the People's Republic of China.
<b>Sep</b>	The Under Secretary for Labour and Welfare and two officers from LD attended the 6th APEC Human Resources Development Ministerial Meeting and High-level Human Resources Development Working Group Meeting in Hanoi, Vietnam.
<b>Sep</b>	The Commissioner for Labour led a delegation to participate in the 7th China International Forum on Work Safety in Beijing. The event was co-organised by the State Administration of Work Safety and the International Labour Organisation (ILO). The delegation also visited and exchanged views on matters related to labour administration and work safety with the Ministry of Human Resources and Social Security, All-China Federation of Trade Unions and China Enterprise Confederation.
<b>Nov</b>	Mr Yoshiteru Uramoto, Regional Director of the ILO Regional Office for Asia and the Pacific, and Mr Tim De Meyer, Director of the ILO Country Office for China and Mongolia, were invited by the Government to visit Hong Kong. They met with Secretary for Labour and Welfare and other senior officials from the Labour and Welfare Bureau and LD, and shared with the Labour Advisory Board the latest development of international labour affairs.
<b>Nov</b>	Mr Zhou Libin, Consultant of the Labour Inspection Bureau, Department of Human Resource and Social Security of Guangdong Province and Ms Ng Wai Han, Head of the Labour Rights Division, Labour Affairs Bureau of Macao, led their respective delegations to visit Hong Kong to attend the "Guangdong-Hong Kong-Macao Training Programme on Labour Inspection and Enforcement".
<b>Nov</b>	LD sent two officers to attend the International Symposium on Work Injury Prevention and Rehabilitation 2014 in Guangzhou.
<b>Dec</b>	Mr Lv Yulin, Deputy Director-General, Department of International Cooperation, Ministry of Human Resources and Social Security of the State Council, led a delegation to visit Hong Kong under the Reciprocal Visit Programme. The delegation exchanged views on labour issues with the Commissioner for Labour and officers of LD.