

Tripartite Cooperation

Tripartite cooperation plays an important role in promoting harmonious labour relations. Through tripartite cooperation, representatives of employers, employees and the Government can work in collaboration and through consultation and discussion, resolve employment-related issues of common concern.

Tripartite Cooperation at Industry Level

To strengthen industry-based tripartite cooperation, the Labour Department has set up nine tripartite committees covering the catering, construction, property management, retail, hotel and tourism, logistics, printing, theatre as well as cement and concrete industries.

These committees meet regularly and conduct discussions on industry-specific issues in an informal manner, thereby encouraging free exchanges between representatives of employers and employees. Experts from related bodies/government departments will also be invited to meetings of tripartite committees to brief members or seek their views on issues of concern to the industries.

Benefits of Tripartite Cooperation at Industry Level

- Can detect potential labour relations problems at an early stage and through the concerted efforts of employers,

employees and the Government, nip such problems in the bud;

- Can facilitate mutual understanding of employers and employees on issues of common concern and reaching consensus through tripartite efforts;
- Can set commonly accepted standards on employment-related issues to cater for the specific needs of individual industries;
- Can forge partnership between employers and employees toward workplace cooperation; and
- Can foster long-term development of the industry which in the end will benefit both the enterprises and the employees.

Achievements of the Tripartite Committees

Through the joint efforts and active collaboration of their members, these tripartite committees have succeeded in resolving some industry-specific problems and setting commonly-agreed standards. Some examples are:

- setting up special committees with members from tripartite committees to look into skills upgrading issues for different industries;
- drawing up codes of labour relations practices/ and sample employment contracts for various industries; and
- producing reference guides on employment issues relevant to the industries.

Enquiry

For enquiry on matters related to industry-based tripartite committees, please contact the Workplace Consultation Promotion Division of the Labour Department at 2121 8690.