

3 就业辅导委员会

Committee on Employment Services

引言

INTRODUCTION

劳工顾问委员会在一九七六年五月成立了一个小组委员会,就劳工处就业科运作的事宜,向劳工处处长提供意见。小组委员会在一九七八年重新命名为就业辅导委员会,而职权范围亦扩展至劳工处就业服务纲领下的所有工作。

In May 1976, a Sub-committee of the Labour Advisory Board was appointed to advise the Commissioner for Labour on matters concerning the operation of the Employment Services Division of the Labour Department. The Sub-committee was renamed the Committee on Employment Services (CES) in 1978 and its terms of reference were extended to cover the work of all divisions under the Employment Services Programme of the Labour Department.

职权范围

TERMS OF REFERENCE

就业辅导委员会成立的目的如下:

- 就劳工处为健全人士、残疾人士,以及青少年提供的就业服务提供意见;
- 就与私营职业介绍所运作有关的法例条文提供意见;以及
- 就与受雇于香港以外地方的本港工人的就业事宜有关的法例条文提供意见。

The CES is established to:

- advise on the employment services provided to the able-bodied, the disabled and young people by the Labour Department;
- advise on legislative provisions relating to the operation of employment agencies in the private sector; and
- advise on legislative provisions relating to the employment of local workers outside Hong Kong.

成员组织

COMPOSITION

就业辅导委员会的委员由经济发展及劳工局常任秘书长(劳工)委任。委员会在二零零三至二零零四年度的成员组织如下:

Members of the CES are appointed by the Permanent Secretary for Economic Development and Labour (Labour). The composition of the Committee for the term 2003-2004 is as follows:

主席 Chairman	: 委任非公职人士担任 To be appointed from the non-government sector
委员 Members	: 劳工顾问委员会雇主代表两名# Two [#] employer representatives from the Labour Advisory Board
	劳工顾问委员会雇员代表两名# Two [#] employee representatives from the Labour Advisory Board
	劳工顾问委员会以外的雇主代表两名 Two employer representatives from outside the Labour Advisory Board
	劳工顾问委员会以外的雇员代表两名 Two employee representatives from outside the Labour Advisory Board
	使用劳工处雇佣服务的主要雇主代表一名 A representative of major employer users of the employment services of the Labour Department
	使用劳工处就业服务的残疾人士代表一名 A representative of people with disabilities who make use of the employment services of the Labour Department
	来自两个职业介绍所协会的代表两名 Two representatives of two employment agency associations
	香港辅导教师协会代表一名 A representative of the Hong Kong Association of Careers Masters and Guidance Masters
	雇员再培训局代表一名 A representative of the Employees Retraining Board
	香港社会服务联会职业辅导社代表一名 A representative of the Employment Service of the Hong Kong Council of Social Service
	香港人力资源管理学会代表一名 A representative of the Hong Kong Institute of Human Resource Management
	劳工处助理处长（就业事务） Assistant Commissioner for Labour (Employment Services)
秘书 Secretary	: 由一名劳工事务主任担任 A Labour Officer

如获委任为主席的人士来自此组别，则此组别只会有一名代表。
Only one representative shall be appointed if the chairman has been appointed from this group.

就业辅导委员会在二零零三至二零零四年度的成员名单载于附录II。

The membership list of the CES for the term 2003-2004 is at Appendix II.

二零零三至二零零四年度的活动

ACTIVITIES DURING THE 2003-2004 TERM

在二零零三至二零零四年度，就业辅导委员会曾就以下就业服务及计划提供意见：

就业服务

就业科为健全求职人士提供免费就业服务，就业信息及推广科则旨在透过宣传及推广活动，加强推广劳工处的就业服务和收集职位空缺资料的工作，而展能就业科则专责为寻求公开就业的残疾人士提供就业服务。委员会对多项新计划及改善措施，包括「中年再就业培训计划」、「中年地区就业计划」、「大学生就业培训计划」、政府就严重急性呼吸系统综合症爆发在就业方面所推行的纾困措施，以及为加快填补空缺而加强的招聘服务，如小型招聘会，提供了宝贵的意见。

「展翅计划」、「青少年见习就业计划」及「青年自雇支持计划」

「展翅计划」于一九九九年九月推出，目的是透过职前培训提升15至19岁青年离校生的就业竞争力。「青少年见习就业计划」于二零零二年七月推出，旨在为15至24岁、学历在大学学位程度以下的青少年提供见习就业机会。而「青年自雇支持计划」是政府于二零零四年五月以试点方式推行的新计划，目的是协助及培训有志向、富创业精神及具创意的18至24岁青年人成为自雇人士。

During the 2003-2004 term, the CES offered advice on the following employment services and programmes:

Employment Services

The Employment Services Division (ESD) provides free employment services to able-bodied job-seekers. The Employment Information and Promotion Division aims at strengthening the promotion of the Labour Department's employment services and the collection of job vacancy information through organising publicity and promotional activities. The Selective Placement Division offers specialised placement service to people with disabilities seeking open employment. The CES gave valuable suggestions on new programmes and improvement measures, including the Re-employment Training Programme for the Middle-aged, the District Employment Programme, the Graduate Employment Training Scheme, the Government's employment relief measures in response to the outbreak of the Severe Acute Respiratory Syndrome and the enhanced recruitment services, such as mini job fairs, to speed up the filling up of vacancies.

Youth Pre-employment Training Programme, Youth Work Experience and Training Scheme and Youth Self-employment Support Scheme

The Youth Pre-employment Training Programme was launched in September 1999 to enhance the competitiveness and employability of young school leavers aged 15-19 through employment-related training. The Youth Work Experience and Training Scheme was launched in July 2002 to provide on-the-job training to young people aged 15-24 with education attainment below degree level. The Youth Self-employment Support Scheme is a new pilot scheme to train and assist young people aged 18-24 who have motivation, entrepreneurship and innovation to become self-employed.

择业辅导服务

择业辅导组透过各类择业活动，向中学生及青少年提供择业资料及择业辅导，以便他们计划自己将来从事的职业。这些活动包括在会考放榜期间为中五学生筹办的一系列特别活动、教育及职业博览，以及择业常识问答比赛等。

对职业介绍所的规管

职业介绍所事务组根据《雇佣条例》第 XII 部及该条例下的《职业介绍所规例》的规定，监管职业介绍所的运作。委员会亦就在《内地与香港关于建立更紧密经贸关系的安排》（第二阶段）下，放宽香港职业介绍所进入内地经营业务的门坎要求作出讨论。

就立法禁止种族歧视的建议进行公众咨询

政府在二零零四年九月发表了立法禁止种族歧视的咨询文件，征询公众的意见。就业辅导委员会曾就咨询文件作出讨论，并提供了意见。

参观

就业辅导委员会于二零零三年十一月参观了就业科辖下其中一间就业中心，并欣悉就业中心为求职人士提供的最新服务和设施。委员会亦于二零零四年五月获安排参观国泰城，了解国泰航空有限公司在员工培训方面的情况。

Career guidance service

The Careers Advisory Service provides careers information and guidance to secondary school students and young people to facilitate their careers planning through a variety of activities. These activities include a series of special activities for Form Five students upon the release of the HKCEE results, Education & Careers Expo and Careers Quiz.

Regulation of employment agencies

The Employment Agencies Administration monitors the operation of employment agencies under Part XII of the Employment Ordinance and the Employment Agency Regulations made thereunder. The CES also discussed the relaxation of entry requirements for Hong Kong employment agencies to operate in the Mainland under the CEPA II.

Public consultation on proposed legislation against racial discrimination

The Government issued a consultation paper on legislating against racial discrimination in September 2004 to seek public views. The CES deliberated on the paper and gave its comments.

Visits

In November 2003, the CES visited one of the job centres of the ESD and committee members were pleased to note the latest services and facilities provided to job-seekers. Arrangement was also made for committee members to visit the Cathay City in May 2004 and study the practices of the Cathay Pacific Airways Limited in employees training.