

1 劳工顾问委员会

Labour Advisory Board

引言

INTRODUCTION

劳工顾问委员会（简称「劳顾会」）是一个非法定组织，委员由行政长官委任，负责就有关劳工的事宜，包括法例及国际劳工公约的适用情况，向经济发展及劳工局常任秘书长（劳工）提供意见。劳顾会由经济发展及劳工局常任秘书长（劳工）出任当然主席，共有 12 名委员，分别由雇主及雇员两方面的六名代表出任。

劳顾会在制定劳工政策的工作上肩负重任，并就劳工法例提供意见。

The Labour Advisory Board (LAB) is a non-statutory body appointed by the Chief Executive to advise the Permanent Secretary for Economic Development and Labour (Labour) on labour matters including legislation and the application of international labour Conventions. The Permanent Secretary for Economic Development and Labour (Labour) is the ex-officio chairman of the LAB. The LAB has 12 members, six representing employers and six representing employees.

The LAB plays an important part in the formulation of labour policies and gives advice on labour legislation.

历史

HISTORY

劳顾会正式成立。

1927

The LAB was first appointed.

在成立初期，劳顾会成员包括大公司、政府部门和军部的代表。当时并无雇员代表。

In its early years, the LAB was composed of representatives of large companies, government departments as well as the armed services. There were no employee representatives.

外籍雇主、华籍雇主及大公司雇员各有三名代表出任委员。

There were three members representing European employers, three representing Chinese employers and three representing employees of major companies.

劳工事务主任是劳工办事处的主管，该办事处原辖属华民政务司署，于一九四六年成为独立部门（即现在的劳工处）。

The Labour Officer was the head of the Labour Office which was originally part of the Secretariat for Chinese Affairs. It became an independent office (the present Labour Department) in 1946.

劳顾会发展成为一个由三方代表参与的组织，由劳工事务主任担任当然主席。

1946

The LAB became a tripartite body, with the Labour Officer as the ex-officio chairman.

劳工处处长成为劳顾会的当然主席。

1947

The Commissioner for Labour became the ex-officio chairman of the LAB.

劳工处部门首长由劳工事务主任改名为劳工处处长。

The head of the Labour Department was retitled from the Labour Officer to the Commissioner for Labour.

在代表雇主的四名委员中，有两名分别由香港雇主联合会及香港中华厂商联合会提名出任，另两名则由政府委任，每名人选分别来自外籍及华籍雇主。

Of the four members representing employers, one was nominated by the Employers' Federation of Hong Kong, one by the Chinese Manufacturers' Union (renamed the Chinese Manufacturers' Association of Hong Kong in 1957), and two were appointed by the Government, one each from European and Chinese employers.

在代表雇员的四名委员中，有两名由职工会以不记名投票的方式选出，而其余两名则由政府委任。

Of the four members representing employees, two were elected by trade unions by secret ballot, and the other two were appointed by the Government.

劳顾会重组，并且首次有经选举产生的委员。

1950

The LAB was reconstituted and election was introduced for the first time.

劳顾会增加四名委员，人数增至12名。

1977

The membership of the LAB was increased by four to 12.

在六名雇主代表中，四名由雇主组织提名，两名由政府委任。

It was composed of six employer representatives with four nominated by employer organisations and two appointed by the Government.

在六名雇员代表中，三名由职工会选出，三名由政府委任。

There were six employee representatives with three elected by trade unions and three appointed by the Government.

经选举产生的雇员代表由三名增至四名，而委任的雇员代表则由三名减至两名。

The number of elected employee representatives was increased from three to four, and this was offset by a reduction of appointed employee representatives from three to two.

劳顾会的委员任期由一年延长至两年。

1985

The term of office of the LAB was extended from one to two years.

由雇主组织提名的雇主代表及经选举产生的雇员代表均由四名增至五名。

1989

The number of nominated employer representatives and elected employee representatives was increased from four to five.

两方面的委任成员亦各减至一名。

This was offset by a reduction in the number of appointed Members on both sides to one.

出任劳顾会的非官方委员在每一任期内可支取津贴,委员亦可提出议程项目,在劳顾会会议上讨论。

Non-official Members of the LAB were eligible for an allowance for each term of office and they could initiate agenda items to be discussed in LAB meetings.

1993

经济发展及劳工局常任秘书长(劳工)成为劳顾会的当然主席。

2003

The Permanent Secretary for Economic Development and Labour (Labour) became the ex-officio chairman of the LAB.

于二零零三年七月,经济发展及劳工局辖下劳工科与劳工处合并。这个新组织仍沿用劳工处的名称,并由经济发展及劳工局常任秘书长(劳工)掌管,而他亦兼任劳工处处长。

In July 2003, the Labour Branch of the Economic Development and Labour Bureau merged with the Labour Department. The new organisation retained the corporate title of Labour Department and was headed by the Permanent Secretary for Economic Development and Labour (Labour), who also assumed the role of the Commissioner for Labour.

职权范围

.....

TERMS OF REFERENCE

就有关劳工的事宜，包括法例及国际劳工组织的公约和建议书，向经济发展及劳工局常任秘书长(劳工)提供意见。如委员会认为有需要时，可成立辖属委员会，并加入非劳工顾问委员会的人士出任该等委员会的委员。

To advise the Permanent Secretary for Economic Development and Labour (Labour) on such matters affecting labour, including legislation and Conventions and Recommendations of the International Labour Organization. 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.

成员组织

.....

COMPOSITION

主席 : 劳工处处长 (当然主席)
Chairman Commissioner for Labour (Ex-officio)
[1.1.2003-30.6.2003]

经济发展及劳工局常任秘书长(劳工) (当然主席)
Permanent Secretary for Economic Development and Labour (Labour)
(Ex-officio)
[1.7.2003-31.12.2004]

委员 : **雇主代表**
Members **Employer Representatives**

五名由主要雇主商会提名的委员：
Five Members nominated by major employer associations:

- 一名香港中华总商会的代表
one representing the Chinese General Chamber of Commerce
- 一名香港中华厂商联合会的代表
one representing the Chinese Manufacturers' Association of Hong Kong
- 一名香港雇主联合会的代表
one representing the Employers' Federation of Hong Kong
- 一名香港工业总会的代表
one representing the Federation of Hong Kong Industries
- 一名香港总商会的代表
one representing the Hong Kong General Chamber of Commerce

一名以个人身分获委任的委员
One Member appointed *ad personam*

**雇员代表
Employee Representatives**

五名由已登记的雇员工会选出的委员
Five Members elected by registered employee unions

一名以个人身分获委任的委员
One Member appointed *ad personam*

秘书 : 由一名高级劳工事务主任担任
Secretary A Senior Labour Officer

**二零零二年劳顾会选举
LAB ELECTION 2002**

在二零零二年十一月十六日举行的选举中,已登记的雇员工会以不记名投票方式选出二零零三年至二零零四年度的雇员代表。是届劳顾会选举有七名候选人竞逐五个席位,以出任劳顾会的雇员代表。登记为选举单位的雇员工会有362个,其中参与是次选举的有327个。

至于雇主代表方面,五个主要雇主商会在二零零二年年尾应邀提名五名代表出任劳顾会委员。其余两名分别代表雇主及雇员的委员,则以个人身分由政府委任。

该12名委员的委任公告已在政府宪报刊登。

An election, by secret ballot, was held on 16 November 2002 for the registered employee unions to elect employee representatives for the term 2003-2004. In this election, seven candidates vied for five seats as employee representatives on the LAB. Out of a total of 362 employee unions registered as electors, 327 took part in the election.

On the employer side, the five major employer associations were invited in late 2002 to nominate representatives to sit on the LAB. The remaining two Members, one representing employers and the other representing employees, were appointed by the Government *ad personam*.

The appointment of the 12 Members was published in the Government Gazette.



当选的雇员代表于选举后合照。
The elected employee representatives pictured together after election.

劳工顾问委员会辖下专责委员会

COMMITTEES OF THE LABOUR ADVISORY BOARD

劳顾会需要关注的事务日益繁重，为使劳顾会能应付这些事务，以及鼓励雇主及雇员多些参与，当局在劳顾会辖下成立了五个专责委员会。这五个专责委员会分别是：

- 雇员补偿委员会
- 就业辅导委员会
- 实施国际劳工标准委员会
- 劳资关系委员会
- 职业安全及健康委员会

劳顾会委员和超过 30 名人士，包括劳顾会以外的雇主和雇员代表、学术界人士、专业人士，以及政府部门、公共机构及关注团体代表，分别在这五个委员会担任委员。这些专责委员会的职权范围、成员组织及工作载于第二章至第六章。

To cope with the complex nature of labour matters which require the LAB's attention and to encourage greater participation by employers and employees, five committees on special subject areas have been set up under the auspices of the LAB. The five committees are:

- Committee on Employees' Compensation
- Committee on Employment Services
- Committee on the Implementation of International Labour Standards
- Committee on Labour Relations
- Committee on Occupational Safety and Health

LAB Members and over 30 persons including employer and employee representatives from outside the LAB, academics, professionals, representatives from government departments, public bodies and concern groups, served on the five committees. Details of the terms of reference, composition and work of these committees are given in chapters 2 to 6.

二零零三至二零零四年度的活动

ACTIVITIES DURING THE 2003-2004 TERM

劳顾会在二零零三年一月一日至二零零四年十二月三十一日期间，举行了七次会议。透过这些会议，劳顾会主席就劳工法例、劳工行政事宜及执行措施和其它事项咨询委员意见。

The LAB met seven times during the period from 1 January 2003 to 31 December 2004. The Chairman of the LAB consulted Members on labour legislation, administrative and enforcement measures on labour matters as well as other issues.

劳工法例的咨询

CONSULTATION ON LABOUR LEGISLATION

劳顾会讨论了六条有关香港雇员的福利、安全及健康的劳工法例，并通过了七项劳工法例建议。有关劳工法例项目的细节及截至二零零四年十二月三十一日的立法进度载于附录VII。有关的讨论项目列举如下：

雇员补偿

《雇员补偿条例》

劳顾会通过下列两项有关《雇员补偿条例》的建议：

- 把《雇员补偿条例》所规定的医疗费用的每天最高金额由175元调高至200元或280元；
- 将严重急性呼吸系统综合症及甲型禽流感两种职业病加入《雇员补偿条例》附表2中。

《肺尘埃沉着病（补偿）条例》

劳顾会通过一项建议，把《肺尘埃沉着病（补偿）条例》所规定的医疗费用的每天最高金额由175元调高至200元或280元。

《职业性失聪（补偿）条例》

劳顾会通过一项建议，改善职业性失聪补偿计划为雇员提供的权益，包括把首次可获付还的听力辅助器具的开支款额上限提高至港币9,000元，以及将每名申请人可获付还的开支总额提高至港币18,000元。

The LAB discussed six pieces of labour legislation relating to the welfare, safety and health of workers in Hong Kong and endorsed seven items of proposed labour legislation. Details of the legislative items and their position as at 31 December 2004 are given in Appendix VII. The discussion items are briefly listed below:

Employees' Compensation

Employees' Compensation Ordinance (ECO)

The LAB endorsed the following two proposals relating to the ECO:

- to revise the daily maximum levels of medical expenses under the ECO from \$175 to \$200 or \$280;
- to add two occupational diseases, namely, Severe Acute Respiratory Syndrome and Avian Influenza A, to the Second Schedule to the ECO.

Pneumoconiosis (Compensation) Ordinance (PCO)

The LAB endorsed a proposal to revise the daily maximum levels of medical expenses under the PCO from \$175 to \$200 or \$280.

Occupational Deafness Compensation Ordinance

The LAB endorsed a proposal to improve the benefits to employees under the Occupational Deafness Compensation Scheme, including raising the reimbursement ceiling for the initial purchase of hearing assistive devices to \$9,000 and the overall ceiling per person to \$18,000.

《雇员补偿援助条例》

劳顾会通过一项有关《雇员补偿援助条例》的建议，包括下列修订：

- 清楚订明在承保人无力偿债的情况下，雇员补偿援助基金管理局可就因工受伤的雇员向雇主提出诉讼所涉及的法律诉讼费用向雇主提供援助；
- 厘清有关撤销承保人无力偿债的保障的过渡安排，亦即雇主的承保人于保障撤销之前已被宣告为无力偿债，雇主仍会继续按《雇员补偿援助条例》的规定获得援助。

劳资关系

《雇佣条例》

- 劳顾会通过一项建议，规定雇主如不遵从劳资审裁处就不合理及不合法解雇的个案所作的强制复职或再次聘用的命令，须向雇员支付最高五万元的额外补偿。
- 劳顾会知悉扩大《雇佣条例》适用范围至内河海员的建议的最新发展，并同意待职工会和船舶营办商就此事宜有具体可行的建议时，再作讨论。

职业安全及健康

《职业安全及健康条例》

劳顾会通过一项建议，将严重急性呼吸系统综合症及甲型禽流感两种职业病加入《职业安全及健康条例》附表 2 中。

Employees Compensation Assistance Ordinance (ECAO)

The LAB endorsed a proposal relating to the ECAO, which includes the following amendments:

- to make it clear that in the event of insurer insolvency, the Employees Compensation Assistance Fund Board may assist employers on legal costs in relation to proceedings brought by their employees for employment-related injuries;
- to clarify the transitional arrangement for excision of the protection against insurer insolvency, such that employers whose insurers become insolvent before the excision shall continue to receive assistance under the ECAO.

Labour Relations

Employment Ordinance (EO)

- The LAB endorsed a proposal to provide for an additional compensation of up to \$50,000 for the employee in case the employer fails to comply with a compulsory order of reinstatement or re-engagement made by the Labour Tribunal in cases of unreasonable and unlawful dismissal.
- The LAB noted the latest development of the proposal to extend the EO to cover river trade seafarers. The LAB agreed that the issue should be revisited at an appropriate time when the trade unions and the river trade vessel operators came up with viable proposals.

Occupational Safety and Health

Occupational Safety and Health Ordinance (OSHO)

The LAB endorsed a proposal to add two occupational diseases, namely, Severe Acute Respiratory Syndrome and Avian Influenza A, to the Schedule 2 to the OSHO.

劳工行政事宜/执行措施的咨询

CONSULTATION ON ADMINISTRATIVE / ENFORCEMENT MEASURES ON LABOUR MATTERS

当局曾就下列行政事宜/执行措施咨询劳顾会：

- 劳顾会知悉两个建议为协助中年失业人士而设的新就业计划：「中年再就业培训计划」及「中年地区就业计划」。「中年再就业培训计划」旨在鼓励雇主聘用40岁以上而失业超过三个月的中年人士及给予他们在职培训。「中年地区就业计划」是劳工处首次与区内非政府机构合作，给予中年人士特别的就业资助。
- 劳顾会知悉建议为大学毕业生而设的「大学生就业培训计划」的内容。计划旨在让年轻的大学毕业生汲取工作经验，增进工作技能，以提升他们的就业能力。
- 劳顾会知悉政府鉴于严重急性呼吸系统综合症爆发而建议在就业方面推行的纾困措施。纾困措施包括技能增值计划、协助弱势社群改善环境卫生及推广本地家务助理的服务。
- 劳顾会通过由其辖下职业安全及健康委员会拟备的《休息时段指引》及同意公布该指引。
- 劳顾会通过修订《台风或暴雨警告下的工作守则》的建议，以保障户外工作的雇员于雷暴警告下在空旷地方工作的安全。

The LAB was consulted on the following administrative / enforcement matters:

- The LAB noted two proposed new employment programmes for the middle-aged unemployed: the Re-employment Training Programme (RTP) for the Middle-aged and the District Employment Programme (DEP) for the Middle-aged. The RTP aimed at encouraging employers to engage middle-aged persons aged 40 or above who had been unemployed for three months or more, and to provide them with on-the-job training. The DEP was a new attempt of the Labour Department to join hands with non-governmental organisations in selected districts to provide special employment assistance to middle-aged persons.
- The LAB noted the details of the proposed Graduate Employment Training Scheme for university graduates. The scheme was introduced to enable fresh graduates to gain working experience and improve their job-related skills thereby enhancing their employability.
- The LAB noted the Government's proposed employment relief measures in response to the outbreak of the Severe Acute Respiratory Syndrome. The initiatives included skills enhancement project, improvement of environmental hygiene for vulnerable groups and promotion of the service of local domestic helpers.
- The LAB endorsed the Guide on Rest Breaks prepared by the LAB Committee on Occupational Safety and Health and approved its publication.
- The LAB endorsed the proposal to amend the Code of Practice in times of Typhoons and Rainstorms to enhance the work safety of employees engaged in outdoor work in exposed areas in times of thunderstorms.

- 劳顾会支持扩展为建筑业因工受伤的雇员而设的「自愿复康计划」至饮食业、运输业及制造业。
- 劳顾会知悉中央雇员补偿保险计划的海外经验，藉以研究在香港设立中央雇员补偿保险计划是否可取及可行。
- 劳顾会知悉有关简化雇用儿童艺员参加文化演出的规管机制，以配合香港推广艺术及文化的最新发展。
- 劳顾会开始就有关在香港特别行政区（香港特区）设立最低工资及标准工时的议题进行研究及讨论。
- The LAB supported the extension of the Voluntary Rehabilitation Programme for employees injured at work in the construction industry to the catering, transport and manufacturing industries.
- The LAB noted the overseas experience in running a central employees' compensation insurance scheme with a view to studying the desirability and feasibility of establishing a central employees' compensation insurance scheme in Hong Kong.
- The LAB noted the simplified regulatory mechanism for the employment of child entertainers in cultural performances to keep abreast of the latest development on the promotion of arts and culture in Hong Kong.
- The LAB began to study and discuss the issues relating to the establishment of a minimum wage and standard working hours in the Hong Kong Special Administrative Region (HKSAR).

其它法例的咨询

CONSULTATION ON OTHER LEGISLATION

当局曾就与劳工事宜有关的其它法例，咨询劳顾会：

- 劳顾会就有关在《公司（企业拯救）条例草案》下的信托户口安排的建议的咨询档发表意见。劳顾会支持在信托户口安排下向有财政困难的公司的每名雇员支付的款额设立上限，而这上限等同破产欠薪保障基金就有关付款额设立的上限。
- 劳顾会就立法禁止种族歧视的建议的咨询档发表意见。

The LAB was consulted on other legislation of relevance to labour matters, as given below:

- The LAB gave its views on the consultation paper on proposals relating to the trust account arrangement under the Companies (Corporate Rescue) Bill. The LAB supported the proposals of capping, up to the ceiling of the Protection of Wages on Insolvency Fund, the amount payable to each employee of a company in financial difficulty under the trust account arrangement.
- The LAB gave its views on the consultation paper on legislating against racial discrimination.

监察补充劳工计划

MONITORING THE SUPPLEMENTARY LABOUR SCHEME

劳顾会负责监察「补充劳工计划」，以及审核该计划下的输入劳工申请。根据本地工人优先就业的原则，「补充劳工计划」只在雇主无法觅得本地工人填补职位空缺的情况下，才容许雇主输入劳工。劳顾会在二零零三至二零零四年度共审核了约800宗输入劳工的申请。

劳顾会自一九九六年八月成立了一个补充劳工计划工作小组，专责研究该计划下输入劳工申请的审批指引，以及讨论在审核时委员意见相异的申请个案。

为确保「补充劳工计划」有效地达致其政策目标，政府定期就该计划的运作进行检讨，并咨询劳顾会的意见。

工作小组的职权范围、成员组织及名单载于附录 VI。

The LAB is responsible for monitoring the Supplementary Labour Scheme (SLS) and vetting applications for importation of labour submitted thereunder. Operating on the principle of according priority of employment to local workers, the SLS allows the entry of imported workers to take up jobs which cannot be filled locally. During the 2003-2004 term, the LAB vetted some 800 applications.

Since August 1996, a Working Group on the SLS has been formed under the LAB to consider vetting guidelines for the processing of applications under the SLS and to discuss application cases for which Members have differing views during vetting.

To ensure the effective attainment of the policy objective of the SLS, the Government, in consultation with the LAB, regularly reviews the operation of the SLS.

The terms of reference, composition and membership of the Working Group are at Appendix VI.

参加国际劳工大会

PARTICIPATION IN INTERNATIONAL LABOUR CONFERENCE

除向经济发展及劳工局常任秘书长（劳工）就劳工事宜提供意见外，劳顾会委员亦以中国代表团顾问的身分，出席一年一度举行的国际劳工大会。

国际劳工大会提供了一个宝贵的场合，让劳顾会委员的代表能够与国际劳工组织其它成员国的代表会面，交换意见，分享经验以及建立关系，从而加深委员对国际劳工事务的接触及了解。

Apart from advising the Permanent Secretary for Economic Development and Labour (Labour) on labour matters, LAB Members also attended the annual International Labour Conference as advisers to the Chinese delegation.

The Conference provides a valuable forum for representatives of the LAB Members to meet with delegates from different member States of the International Labour Organization (ILO) so as to exchange views, share experience and establish contacts, thereby enhancing their exposure to and understanding of international labour issues.

第 91 届国际劳工大会

The 91st Session of the International Labour Conference

第 91 届国际劳工大会于二零零三年六月三日至十九日在日内瓦举行。香港特区派出三方代表，以中国代表团顾问的身分出席大会。代表团的成员如下：

The 91st Session of the International Labour Conference was held in Geneva from 3 to 19 June 2003. The HKSAR sent a tripartite team to the Conference as advisers to the Chinese delegation. Members of the team were:

政府代表 Government Delegates	雇主代表 Employer Delegates	雇员代表 Employee Delegates
劳工处助理处长曾健和先生，JP Mr TSANG Kin-woo, JP Assistant Commissioner for Labour 劳工事务主任陈丽香女士 Ms Esther CHAN Lai-heung Labour Officer	何世柱先生，SBS，JP Mr HO Sai-chu, SBS, JP 杨国琦先生，JP Mr Anthony YEUNG Kwok-ki, JP	梁筹庭先生 Mr LEUNG Chau-ting 王少娴女士 Ms WONG Siu-han



中国劳动和社会保障部副部长李其炎（前排右二）、中国驻日内瓦代表团大使沙祖康（前排右一）及劳工处助理处长曾健和（前排右三）出席第 91 届国际劳工大会。

The Vice Minister of the Ministry of Labour and Social Security of China, Mr LI Qiyang (2nd from right in the front row), the Ambassador, Permanent Representative of PRC of the UN Office at Geneva, Mr SHA Zu-kang (1st from right in the front row) and the Assistant Commissioner for Labour, Mr TSANG Kin-woo (3rd from right in the front row), attending the 91st Session of the International Labour Conference.



第91届国际劳工大会香港特
区代表团成员
Representatives of the HKSAR
attending the 91st Session of the
International Labour
Conference.



这次会议约有超过三千名来自国际劳工组织 176 个成员国的政府、雇主和雇员代表及顾问参加。香港特区代表团的成员出席大会全体会议，并参与标准实施委员会、人力资源委员会、海员身份委员会、雇佣关系委员会及职业安全与卫生委员会的会议。

The Conference was attended by more than 3 000 government, employer and employee delegates and advisers from 176 member States of the ILO. The HKSAR representatives attended the plenary sessions of the Conference and meetings of the Committee on Application of Standards, Committee on Human Resources, Committee on Seafarers, Committee on Employment Relationship and Committee on Occupational Safety and Health.

第 92 届国际劳工大会

第 92 届国际劳工大会于二零零四年六月一日至十七日在日内瓦举行。香港特区亦派出三方代表出席大会。代表团的成员如下：

The 92nd Session of the International Labour Conference

The 92nd Session of the International Labour Conference was held in Geneva from 1 to 17 June 2004. The HKSAR also sent a tripartite team to the Conference. Members of the team were:

政府代表 <u>Government Delegates</u>	雇主代表 <u>Employer Delegates</u>	雇员代表 <u>Employee Delegates</u>
劳工处助理处长杜彭慧仪女士 Mrs DO PANG Wai-ye Assistant Commissioner for Labour 高级劳工事务主任吴国强先生 Mr Byron NG Kwok-keung Senior Labour Officer 劳工事务主任郑陈爱莲女士 Mrs Mary CHENG CHAN Oi-lin Labour Officer	何世柱先生，SBS，JP Mr HO Sai-chu, SBS, JP 尹德胜先生，BBS Mr Paul YIN Tek-shing, BBS	黄国健先生 Mr WONG Kwok-kin 张栢枝先生 Mr CHEUNG Pak-chi



第92届国际劳工大会香港特区代表团成员

Representatives of the HKSAR attending the 92nd Session of the International Labour Conference.



中国劳动和社会保障部副部长王东进在第92届国际劳工大会发言。

The Vice Minister of the Ministry of Labour and Social Security of China, Mr WANG Dongjin, addressing at the 92nd Session of the International Labour Conference.

中国劳动和社会保障部国际合作司国际组织处处长管静和（前排右一）、劳工处助理处长杜彭慧仪（前排右二）及高级劳工事务主任吴国强出席标准实施委员会的会议。

The Director of International Organizations, Department of International Cooperation, Ministry of Labour and Social Security of China, Ms GUAN Jinghe (1st from right in the front row), the Assistant Commissioner for Labour, Mrs DO PANG Wai-yee (2nd from right in the front row) and the Senior Labour Officer, Mr Byron NG Kwok-keung, attending a meeting of the Committee on Application of Standards.



这次会议约有超过三千名来自国际劳工组织 177 个成员国的政府、雇主和雇员代表及顾问参加。香港特区代表团的成员出席大会全体会议，并参与标准实施委员会、人力资源委员会、渔业部门委员会，以及移民工人委员会的会议。

The Conference was attended by more than 3 000 government, employer and employee delegates and advisers from 177 member States of the ILO. The HKSAR representatives attended the plenary sessions of the Conference and meetings of the Committee on Application of Standards, Committee on Human Resources, Committee on Fishing Sector and Committee on Migrant Workers.

与国际劳工组织和其它劳工事务行政机关的联系

CONTACTS WITH ILO AND OTHER LABOUR ADMINISTRATIONS

劳顾会亦与国际劳工组织的官员以及其它劳工事务行政机关保持密切的联系和交流。

The LAB also maintained close liaison and interflow with ILO officials and other labour administrations.

1/2003

国际劳工组织（标准及工作中的基本原则和权利）执行局长卡尔·塔比奥拉（前排中间）到访香港特区，并与劳顾会委员讨论「全球一体化与国际劳工标准」问题。The Executive Director for Standards and Fundamental Principles and Rights at Work of the International Labour Organization, Mr Kari Tapiola (middle in the front row) visited the HKSAR and discussed with LAB Members the issue of "Globalisation and Labour Standards".



二零零四年一月，劳顾会委员与访问香港特区的国际劳工组织亚太区局局长野寺康幸（左排第四）会面。

The LAB Members met the Regional Director for Asia and the Pacific of the International Labour Organization, Mr Yasuyuki Nodera (4th from left), who visited the HKSAR in January 2004.

1/2004



10/2003



二零零三年十月，劳顾会委员与访问香港特区的中华人民共和国常驻日内瓦代表团劳工参赞张国庆（前排左三）会面。

The LAB Members met the Counsellor, Permanent Mission of the People's Republic of China at Geneva, Mr ZHANG Guoqing (3rd from left in the front row), who visited the HKSAR in October 2003.

二零零四年十月，劳顾会委员与由劳动和社会保障部国际合作司副司长张亚力（前排左三）率领的一个到访劳工处的六人代表团会面。

The LAB Members met the Deputy Director-General of the Department of International Co-operation of the Ministry of Labour and Social Security, Ms ZHANG Yali (3rd from left in the front row), who led a six-member delegation to visit the Labour Department in October 2004.

10/2004



集思会

BRAINSTORMING SESSION

劳工处于二零零三年十一月十五日为劳工顾问委员会委员举行了一个集思会，以便委员就劳工事宜，与劳工处的首长级人员不拘形式地交换意见。

经济发展及劳工局常任秘书长（劳工）张建宗先生首先以幻灯片介绍促进就业的措施，委员随后积极参与，发表意见。

The Labour Department organised a brainstorming session for the LAB Members on 15 November 2003 to provide a forum for them to share their views with the directorate of the department on topics relating to labour matters in an informal manner.

Mr Matthew CHEUNG Kin-chung, Permanent Secretary for Economic Development and Labour (Labour), gave a short powerpoint presentation on employment issues before Members actively participated and expressed their views in the session.



劳顾会委员与劳工处的首长级人员就劳工事宜积极交换意见。

The LAB Members and the directorate of the Labour Department sharing views on topics relating to labour matters.

