

1 劳工顾问委员会

Labour Advisory Board

1.1 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,向劳工处处长提供意见。劳顾会由劳工处处长或副处长出任当然主席,共有12名委员,分别由雇主及雇员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 Commissioner for Labour on labour matters including legislation and the application of international labour Conventions. The Commissioner for Labour or the Deputy Commissioner for 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.

1.2 历史

History

年份 Year	事件 Event	注释 Remarks
1927	劳顾会正式成立。 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.
1946	劳顾会发展成为一个由三方面代表参与的组织,由劳工事务主任担任当然主席。 The LAB became a tripartite body, with the Labour Officer as the ex-officio chairman.	- 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,当时该办事处辖属华民政务司署。 The Labour Officer was the head of the Labour Office which was then part of the Secretariat for Chinese Affairs.

劳顾会的历史 (续) History of the LAB (cont'd)

年份 Year	事件 Event	注释 Remarks
1950	<p>劳顾会重组，并且首次有经选举产生的委员。 The LAB was reconstituted and election was introduced for the first time.</p>	<ul style="list-style-type: none"> - 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' 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.
1977	<p>劳顾会增加四名委员，人数增至 12 名。 The membership of the LAB was increased by four to twelve.</p>	<ul style="list-style-type: none"> - 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.
1985	<p>劳顾会的委员任期由一年延长至两年。 The term of office of the LAB was extended from one to two years.</p>	<ul style="list-style-type: none"> - 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 Members from three to two.
1989	<p>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。 The number of nominated employer representatives and elected employee representatives was increased from four to five.</p>	<ul style="list-style-type: none"> - 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.
1993	<p>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.</p>	

1.3 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，向劳工处处长提供意见。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 Commissioner for Labour on such 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.

1.4 成员组织

Composition

主席 : 劳工处处长或劳工处副处长（当然主席）
Chairman : Commissioner for Labour or Deputy Commissioner for Labour (ex-officio)

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



劳顾会主席 / 劳工处处长陈甘美华
与当选的劳方代表合照。

The chairman of the LAB/ Commissioner
for Labour, Mrs Pamela Tan, pictured with
the elected employee representatives.

在 2000 年 11 月 25 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 2001 年至 2002 年度的雇员代表。至于雇主代表方面，五个主要雇主商会在 2000 年年底获邀提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。劳顾会在 2001 年 1 月 1 日至 2002 年 12 月 31 日期间，举行了 10 次会议。2001 年至 2002 年度的委员会成员名单见第 vi 页。

An election, by secret ballot, was held on 25 November 2000 for the registered employee unions to elect employee representatives for the term 2001-2002. On the employer side, the five major employer associations were invited in late 2000 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. The LAB met 10 times during the period from 1 January 2001 to 31 December 2002. The membership of the LAB for the term 2001 - 2002 is on page vi.



投票人士等候办理登记手续。
Voters waiting for registration.



投票人士在投票间投票。
Voters marking their choices at the
voting compartment.



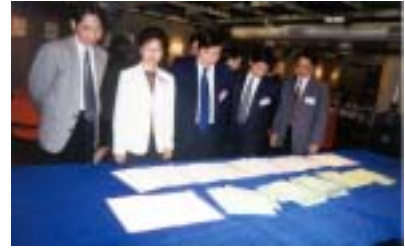
一名投票人士将选票放入投票箱。
A voter putting the ballot paper into
the ballot box.



劳工处的职员点算有关选票。
Officers of the Labour Department counting the votes.



候选人等候选举结果。
Candidates waiting for the election results.



候选人观察点票过程。
Candidates observing the counting proceedings.

2000 年劳顾会选举

2000 年劳顾会选举有 11 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 354 个，其中参与是次选举的有 318 个。

在是次选举中，大会采纳了新的安排，容许投票人士可在选举日于指定时段的任何时间内前来投票站，并在登记后实时投票。投票人士亦须使用投票间所提供的印章，在选票上属意的候选人的姓名旁边盖上「✓」记号。

LAB Election 2000

In the LAB Election 2000, 11 candidates vied for five seats as employee representatives on the LAB. Out of a total of 354 employee unions registered as electors, 318 took part in the election.

New arrangements were adopted in this election. These included allowing voters to turn up at the polling station at any time within specified hours on the polling date and to cast their votes immediately upon arrival. Voters were also provided with a chop to mark their choice of candidates on the ballot papers with a "✓".

投票人士均对新的安排表示欢迎，
他们指出灵活的投票时间能让更多人士前来投票。
由于投票人士使用印章投票，该届选举并无废票。

Voters welcomed the changes because the revised procedures were more flexible and more voters could turn up to vote.

With the introduction of a chop to mark voter's choice, the number of void ballot paper had been reduced to ZERO.

1.5 劳工顾问委员会辖下的专责委员会

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 20 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 2 章至第 6 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

The LAB Members and over 20 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.

1.6 2001-2002 年度的活动

Activities during the 2001-2002 term

劳工法例的咨询

劳顾会通过了 8 项有关香港雇员的福利、安全及健康的劳工法例建议。有关劳工法例项目的细节及截至 2002 至 2003 年立法会会期完结时的立法进度载于附录 VII。主要项目于以下列举：

Consultation on labour legislation

The LAB endorsed 8 items of proposed labour legislation relating to the welfare, safety and health of workers in Hong Kong. Details of the legislative items and their position as at end of the 2002-2003 Legislative Council Session are given in Appendix VII. These items are briefly listed below :

2001 及 2002 年度经劳顾会通过的劳工法例立法建议

Proposed legislative items of labour legislation endorsed by the LAB during 2001 and 2002

劳资关系及雇员补偿

Labour Relations and Employees' Compensation

- | | |
|--|--|
| 1 《商业登记条例》
Business Registration Ordinance (BRO) | 劳顾会通过一项建议，将商业登记证征费增加，供破产欠薪保障基金之用。
The LAB endorsed a proposal to increase the Business Registration Certificate levy for the Protection of Wages on Insolvency Fund. |
| 2 《雇员补偿援助条例》
Employees Compensation Assistance Ordinance (ECAO) | 劳顾会通过一项建议，改革雇员补偿援助计划，使计划能恢复财政稳健，以应付长远的需要。
The LAB endorsed a proposal to reform the Employees Compensation Assistance Scheme with a view to restoring its long-term financial viability. |
| 3 《雇员补偿条例》、《雇佣条例》及《肺尘埃沉着病（补偿）条例》
Employees' Compensation Ordinance (ECO),
Employment Ordinance (EO) and
Pneumoconiosis (Compensation) Ordinance (PCO) | 劳顾会通过一项建议，在《雇员补偿条例》、《雇佣条例》及《肺尘埃沉着病（补偿）条例》下承认中医药。
The LAB endorsed a proposal to recognize Chinese medicine under the ECO, EO and PCO. |
| 4 《雇佣条例》
Employment Ordinance (EO) | 劳顾会通过一项建议，就《雇佣条例》的再次聘用条文作出澄清性的修订。
The LAB endorsed a proposal to make clarifying amendments to provisions on re-engagement. |
| 5 《雇佣条例》
Employment Ordinance (EO) | 劳顾会亦通过一项建议以澄清政策的原意，即容许雇主早前已支付予雇员的有关强制性公积金计划权益抵销应付予该雇员的遣散费/长期服务金。
The LAB also endorsed a proposal to clarify the original policy intention that severance payment / long service payment is to be offset against Mandatory Provident Fund Scheme benefits previously paid to an employee. |

2001 及 2002 年度经劳顾会通过的劳工法例立法建议 (续)

Proposed legislative items of labour legislation endorsed by the LAB during 2001 and 2002 (cont'd)

劳资关系及雇员补偿 (续)

Labour Relations and Employees' Compensation (cont'd)

- | | |
|--|---|
| <p>6 《职业性失聪 (补偿) 条例》
Occupational Deafness
Compensation Ordinance (ODCO)</p> | <p>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。
The LAB endorsed a proposal to improve the benefits to employees under the Occupational Deafness Compensation Scheme.</p> |
| <p>7 《肺尘埃沉着病 (补偿) 条例》
Pneumoconiosis (Compensation)
Ordinance (PCO)</p> | <p>劳顾会通过一项建议, 修订《肺尘埃沉着病 (补偿) 条例》, 以配合《工业训练 (建造业) 条例》的修订, 将建造业征款扩展至包括建造业内的机电工程。
The LAB endorsed a proposal to amend the PCO corresponding to the amendments made to the Industrial Training (Construction Industry) Ordinance to extend the construction industry levy to cover electrical and mechanical works in the construction industry.</p> |

职业安全及健康

Occupational Safety and Health

- | | |
|---|---|
| <p>8 《工厂及工业经营条例》
Factories and Industrial
Undertakings Ordinance (F&IUO)</p> <p>- 《建筑地盘 (安全) 规例》
Construction Sites (Safety)
Regulations (CSSR)</p> | <p>劳顾会通过一项建议, 规定总承包商及次承包商须就违反安全规定的事宜负上共同及各别的法律责任, 以改善次承包商的安全表现以及消除该规例第 38A 及 44 (1) 条涵义不清的地方。
To improve safety performance of sub-contractors, the LAB endorsed a proposal to amend the CSSR to hold the principal contractor and the sub-contractors jointly and severally liable for safety offences and to remove the ambiguities of Regulations 38A and 44(1) of the CSSR.</p> |
|---|---|

**劳工行政事宜 /
执行措施的咨询****Consultation on administrative /
enforcement measures on labour matters**

劳顾会亦就劳工行政事宜/执行措施提供意见。有关的项目于以下列举：

The LAB also gave advice on administrative / enforcement measures on labour matters. These items are briefly listed below :

劳顾会通过肺尘埃沉着病特惠计划下的肺尘埃沉着病患者，在接受注册中医就其肺尘埃沉着病诊治后，应获发还医疗费。

The LAB endorsed that medical expenses incurred for treatment in connection with pneumoconiosis by registered Chinese Medical Practitioners should be reimbursable to pneumoconiotic persons covered by the Pneumoconiosis Ex Gratia Scheme.

劳顾会经仔细讨论后，同意现阶段不会就休息时段一事立法。劳顾会并建议当局制定有关休息时段的指引；就订立适当的休息时段加强宣传教育及推广工作；以及定期就这项目进行检讨。

After deliberation, the LAB agreed not to enact legislation on rest breaks and that guidelines on rest breaks should be compiled, educational and promotional activities on the provision of appropriate rest breaks should be stepped up and the issue be regularly reviewed.

劳顾会知悉青年职前综合培训 展翅计划、青少年见习就业计划及雇主联合会和商会发起的「一间公司一份工」计划的进展情况。

The LAB noted the progress on the Youth Pre-employment Training Programme, the Youth Work Experience and Training Scheme and the "One Company One Job" Campaign initiated by Employer Federations and Chambers of Commerce.

劳顾会知悉破产欠薪保障基金的财政援助进展情况。

The LAB noted the progress of the provision of financial assistance to the Protection of Wages on Insolvency Fund.

劳顾会知悉新的建造业意外统计数字计算方法。新的计算方法会用作计算建筑地盘意外率及建造业意外率。

The LAB noted the revised methodology used in collating accident statistics in the construction industry producing the new Construction Site Accident Rate and the Construction Industry Occupational Injury Rate.

劳顾会知悉劳工处就高空工作安全所进行的一连串执法行动和宣传活动，以规管承建商在高空工作方面的安全表现。

The LAB noted the series of enforcement and publicity campaigns on working-at-height safety launched by the Labour Department with the aim of regulating contractors' safety performance in respect of working-at-height.

劳顾会支持一项「自愿复康计划」的建议，这项计划的目的是在工伤雇员自愿的原则下，透过由个别承保人向建造业工伤雇员提供复康护理服务。

The LAB supported a proposal to launch a “Voluntary Rehabilitation Programme for Work Injuries in Construction Industry” that facilitates the provision of rehabilitation services by individual insurers to injured employees in the construction industry on a voluntary basis.

劳顾会知悉为落实研究雇员在《雇佣条例》下滥用病假证明书问题工作小组的建议而采取的措施。

The LAB noted the measures adopted in taking forward the recommendations of the working group on the study of abuse of sick leave certificates by employees under the Employment Ordinance.

其它法例 / 措施的咨询

劳顾会就《公司（企业拯救）条例草案》向审议该条例草案而成立的立法会法案委员会发表意见。劳顾会支持有关清付拖欠雇员及前雇员的所有债项及债务的条文，即是在进行法定拯救程序前，须先向雇员清付所有欠薪、遣散费及其它应付的法定款项。

劳顾会就律政司建议修订的《小额钱债审裁处条例》、《劳资审裁处条例》和《小额薪酬索偿仲裁处条例》发表意见。该项修订建议包括限定就有关审裁处或仲裁处的案件向原讼法庭或上诉法庭提出上诉的讼费，以及把这些案件移交上述法庭的讼费。

监察补充劳工计划

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 2001 至 2002 年度任期内共审核了约 1 300 宗输入劳工的申请。

劳顾会自 1996 年 8 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；以及讨论委员在审核时意见相异的申请个案。工作小组的职权范围及成员组织如下：

Consultation on other legislation / measures

The LAB gave its views to the Bills Committee of the Legislative Council on the Companies (Corporate Rescue) Bill. The LAB supported the provisions relating to the treatment of employees' wages, i.e. the companies concerned should clear or set aside funds for clearing all outstanding wages and other entitlements owed to employees before the corporate rescue procedures commenced.

The LAB gave its views to the Department of Justice on the proposed amendments to the Small Claims Tribunal Ordinance, the Labour Tribunal Ordinance and the Minor Employment Claims Adjudication Board Ordinance to limit costs of appeal and transfer of cases from the relevant tribunal or board.

Monitoring the Supplementary Labour Scheme

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 2001 - 2002 term, the LAB vetted some 1 300 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. The terms of reference and composition of the Working Group are as follows :

补充劳工计划工作小组的职权范围：

The terms of reference of the Working Group on the Supplementary Labour Scheme :

- 提供有关审核申请指引的意见，以处理根据补充劳工计划提出的输入劳工申请。
To advise on vetting guidelines for the processing of applications for importation of labour under the Supplementary Labour Scheme.
- 如委员对某些申请个案未能达致劳工顾问委员会所同意的共识，须就这些个案进行讨论，并提出建议，以供委员会通过。
To discuss application cases for which Members' views cannot reach a consensus level as agreed by the Labour Advisory Board, and draw up recommendations for endorsement by the Board.

工作小组的委员由劳工处处长委任。工作小组在 2001 至 2002 年度内的成员组织如下：
Members of the Working Group are appointed by the Commissioner for Labour. The composition of the Working Group for the term 2001-2002 is as follows :

主席
Chairman : 劳工处助理处长一名
An Assistant Commissioner for Labour

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

高级劳工事务主任一名
A Senior Labour Officer

秘书
Secretary : 由一名劳工事务主任担任
A Labour Officer

工作小组的成员名单载于附录 VI。

The membership of the Working Group is at Appendix VI.

政府已就补充劳工计划的运作进行检讨，并咨询劳顾会的意见，以确保该计划有效地达致其政策目标。在 2001 至 2002 年度任期内，劳顾会赞同政府就该计划推行多项措施，进一步保障本地工人的就业机会，以及简化申请程序。

To ensure the effective attainment of the policy objective of the SLS, the government has, in consultation with the LAB, reviewed the operation of the SLS. During the term 2001 - 2002, the LAB endorsed the implementation of a series of measures to further safeguard the employment opportunities of local workers while streamlining the application procedures under the SLS.

参加国际劳工大会

除向劳工处处长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份，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，让香港特区的代表能够与国际劳工组织其它成员国的代表会面，从而交换意见，分享经验以及建立关系。参与三方代表团可以使劳顾会委员对国际劳工事务有更深入的接触及了解。

Participation in International Labour Conference

Apart from advising the Commissioner for Labour on labour matters, Members of the LAB also attended the annual International Labour Conference.

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

第 89 届国际劳工大会

The 89th Session of the International Labour Conference

第 89 届国际劳工大会于 2001 年 6 月 5 日至 21 日在日内瓦举行。香港特别行政区（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 89th Session of the International Labour Conference was held in Geneva from 5 to 21 June 2001. The Hong Kong Special Administrative Region (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

- 劳工处处长陈甘美华女士，JP
Mrs Pamela TAN, JP
Commissioner for Labour
- 劳工处助理处长陈麦洁玲女士
Mrs Jenny CHAN
Assistant Commissioner for Labour
- 劳工事务主任马国权先生
Mr MA Kwok-kuen, Labour Officer

雇主代表 Employer Delegates

- 何世柱先生，SBS，JP
Mr HO Sai-chu, SBS, JP
- 陈镇仁先生
Mr Clement CHEN Cheng-jen

雇员代表 Employee Delegates

- 张栢枝先生
Mr CHEUNG Pak-chi
- 黄国健先生
Mr WONG Kwok-kin



劳顾会主席/劳工处处长陈甘美华分别与雇主代表(左)及雇员代表(右)合照。

The chairman of the LAB/Commissioner for Labour, Mrs Pamela Tan, pictured with the employer (left) and employee (right) delegates.





中国劳动和社会保障部副部长李其炎（前排右1）和劳顾会主席/劳工处处长陈甘美华出席第89届国际劳工大会。

The Vice Minister of the Ministry of Labour and Social Security of China, Mr Li Qiyan (1st from front row) and the chairman of the LAB/Commissioner for Labour, Mrs Pamela Tan, attending the 89th Session of the International Labour Conference.



第89届国际劳工大会香港特区代表团与澳门特区代表会面。
Representatives of the HKSAR of the 89th International Labour Conference met with representatives of the Macau SAR.

这次会议约有二千名来自国际劳工组织 175 个成员国的政府、雇主和雇员代表及顾问参加。

The Conference was attended by some 2 000 government, employer and employee delegates and advisers from 175 member States of the ILO.

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、农业安全与卫生委员会、促进合作社委员会及社会保障委员会。

The HKSAR representatives attended the plenary sessions of the Conference and meetings of the Committee on Application of Standards, Committee on Safety and Health in Agriculture, Committee on Promotion of Cooperatives and Committee on Social Security.

第 90 届国际劳工大会

The 90th Session of the International Labour Conference

第 90 届国际劳工大会于 2002 年 6 月 3 日至 20 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 90th Session of the International Labour Conference was held in Geneva from 3 to 20 June 2002. 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

- 劳工处处长陈甘美华女士, JP
Mrs Pamela TAN, JP
Commissioner for Labour
- 劳工处助理处长曾健和先生, JP
Mr TSANG Kin-woo, JP
Assistant Commissioner for Labour
- 劳工事务主任梁伟俊先生
Mr LEUNG Wai-chun
Labour Officer

雇主代表 Employer Delegates

- 何世柱先生, SBS, JP
Mr HO Sai-chu, SBS, JP
- 刘文炜先生, BBS, JP
Mr Joseph LAU Man-wai, BBS, JP

雇员代表 Employee Delegates

- 张国标先生
Mr Felix CHEUNG Kwok-bui
- 潘兆平先生, MH
Mr POON Siu-ping, MH



第 90 届国际劳工大会香港特区代表团成员。
Representatives of the HKSAR of the 90th International Labour Conference.

这次会议共有超过三千名来自国际劳工组织大部份成员国的政府、雇主和雇员代表及顾问参加。
The Conference was attended by over 3 000 government, employer and employee delegates and advisers from most of the member States of the ILO.

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、促进合作社委员会、职业事故和职业病委员会，以及非正规经济委员会等。
The HKSAR representatives attended the plenary sessions of the Conference and meetings of the Committee on Application of Standards, Committee on Promotion of Cooperatives, Committee on Occupational Accidents and Diseases and Committee on Informal Economy, etc.



代表团出席第 90 届国际劳工大会。
The delegation team attending the 90th International Labour Conference.



国际劳工局局长胡安·索马维亚在第 90 届国际劳工大会上致辞。
The Director-General of the International Labour Office, Mr Juan Somavia, delivering his speech at the 90th International Labour Conference.



代表团与香港驻日内瓦经济贸易办事处官员合照。
The delegation team pictured with officials from the Geneva Office, Hong Kong Economic and Trade Office.



香港特区代表与中国劳动和社会保障部副部长李其炎（前排左 5）中国驻日内瓦代表团大使沙祖康（前排右 5）及我国代表团其它成员合照。
The HKSAR representatives pictured with the Vice Minister of the Ministry of Labour and Social Security of China, Mr Li Qiyan (5th from left of front row), Ambassador, Permanent Representative of PRC of the UN Office at Geneva, Mr SHA Zu-kang (5th from right of front row) and other members of the mainland delegation.

前往日本考察

劳工处处长率领一个由劳顾会及劳工处人员组成的代表团访问日本，与当地的主要雇主组织、雇员组织及日本劳动研究机构交换意见。

Study mission to Japan

The Commissioner for Labour led a delegation comprising LAB Members and officers of the Labour Department to visit Japan and exchange views with the Japan Institute of Labour, major employer associations and major employee unions.



代表团与香港驻东京经济贸易首席代表张敏仪（右 4）合照。
The delegation team pictured with Principal Hong Kong Economic and Trade Representative of Tokyo, Miss Cheung Man-ye (4th from right)



劳顾会委员到日本劳动研究机构访问。
The LAB visiting the Japan Institute of Labour.



会议进行中。
Meeting in progress.

代表团的成员如下：

Members of the team were:

政府代表
Government Delegates

- 劳工处处长陈甘美华女士, JP
Mrs Pamela TAN, JP
Commissioner for Labour
- 劳工处助理处长左陈翠玉女士, JP
Mrs Jennie CHOR, JP
Assistant Commissioner for Labour
- 劳工处助理处长麦鸿骥先生, JP
Mr MAK Hung-kae, JP
Assistant Commissioner for Labour
- 高级劳工事务主任冯应麟先生
Mr FUNG Ying-lun
Senior Labour Officer
- 劳工事务主任林颐年女士
Ms Irene CASTILHO
Labour Officer

雇主代表
Employer Delegates

- 刘文炜先生, BBS, JP
Mr Joseph LAU Man-wai, BBS, JP
- 梁君彦先生, JP
Mr Andrew LEUNG Kwan-yuen, JP
- 陈镇仁先生
Mr Clement CHEN Cheng-jen

雇员代表
Employee Delegates

- 张国标先生
Mr Felix CHEUNG Kwok-bui
- 潘兆平先生, MH
Mr POON Siu-ping, MH
- 梁筹庭先生
Mr LEUNG Chau-ting
- 张栢枝先生
Mr CHEUNG Pak-chi
- 黄国健先生
Mr WONG Kwok-kin
- 王少娴女士
Ms WONG Siu-han

**参加国际劳工组织第 13 次
亚洲地区会议**

劳工处副处长（劳工事务行政）萧威林先生率领一个由政府、雇主及雇员代表组成的三方代表团，于 2001 年 8 月 28 日至 31 日，出席了在泰国曼谷举行的国际劳工组织第 13 次亚洲地区会议。

香港特区派出三方代表团出席是次会议，成员包括雇主代表陈镇仁先生、工人代表张国标先生及政府代表萧威林先生。

**Participation in the 13th Asian Regional Meeting
of the ILO**

The Deputy Commissioner for Labour (Labour Administration), Mr William SIU led a tripartite delegation comprising government, employer and employee delegates to attend the Thirteenth Asian Regional Meeting of the International Labour Organization (ILO) held in Bangkok, Thailand from 28-31 August 2001.

A tripartite team from the HKSAR attended the Meeting in the name of "Hong Kong, China". Team members comprised Mr CHEN Cheng-jen, Employers' delegate, Mr CHEUNG Kwok-bui, Felix, Workers' delegate and Mr William SIU as the Government delegate.



会议进行中。
Meeting in progress.



香港代表团的成员。
Members of the tripartite team from the HKSAR.



(左) 麦建华博士主持「青年创业」主题研讨会。
(left) Dr Kim Mak chairing the plenary discussion on Youth Entrepreneurship.



与会者就三项试点计划进行分组讨论。
(右) Participants discussing on three pilot projects in groups.

参与香港青年就业工作坊

由劳顾会与青年事务委员会、劳工处和国际劳工组织合办的大型地区性研讨会「香港青年就业工作坊」于2001年11月30日举行。研讨会旨在让社会各界探讨青年就业问题。

是次工作坊共约有300人参与，包括政府、商业机构、职工会、社会服务团体、公共机构的代表、家长以及青少年。

两名劳顾会委员梁筹庭先生和麦建华博士出任是次研讨会策划委员会成员。此外，麦博士更主持了「青年创业」主题研讨会。

Participation in the workshop on Youth Employment in Hong Kong

The Workshop on Youth Employment in Hong Kong, a large-scale regional seminar jointly organised by the LAB, the Commission on Youth, the Labour Department and the ILO, was held on 30 November 2001 to provide a forum for different sectors of the community to discuss in detail various youth employment issues.

About 300 people participated in the Workshop which included representatives from the Government, commercial institutions, trade unions, social service organisations, public bodies, parents and youngsters.

Two LAB Members Mr LEUNG Chau-ting and Dr Kim MAK served as members of the Planning Committee of the Workshop. Dr Mak also chaired the plenary discussion on Youth Entrepreneurship.



劳顾会主席 / 劳工处处长陈甘美华致辞。
The chairman of the LAB / Commissioner for Labour, Mrs Pamela Tan, delivering her speech.



政务司司长曾荫权宣布青年就业工作坊开幕。
The Chief Secretary for Administration, Mr Donald Tsang, announcing the opening of the Youth Employment Workshop.



国际劳工组织北京局局长庄古先生致辞。
Director of ILO Beijing Office, Mr Djankou Ndjankou, delivering his speech.

参与「拓展本土经济以创造就业机会」座谈会

劳工处于 2002 年 5 月 9 日举办了「拓展本土经济以创造就业机会」座谈会，让学者、劳顾会委员及其辖下委员会委员探讨在当前的经济和就业环境下，那些范畴有潜质作进一步发展，以创造就业机会。

Participation in the discussion forum on “Creation of employment through development of local community economy”

A discussion forum on “Creation of employment through development of local community economy” was held on 9 May 2002. This event aimed to provide a forum for exchange of views concerning the development of the local community economy under the current economic and employment situation among academics and members of the LAB and its Committees. Potential areas for development were identified for the creation of employment opportunities.



(左) (left)
与会者积极参与。
Attendees participating actively.



(右) (right)
劳顾会委员参与座谈会。
LAB Members attending the forum.

座谈会邀请了民政事务总署助理署长孙玉茵先生简介拓展本土经济的范畴，及三位专家学者发表他们对这个议题的见解。他们分别是：

A briefing on the definition of local community economy was conducted by Mr Chris SUN, Assistant Director of Home Affairs, followed with presentations by each of the following academics :

- 香港城市大学高级专业学院院长及金融学讲座教授何焯基教授
Professor Richard HO Yan-ki, Provost, College of Higher Vocational Studies and Professor of Finance, City University of Hong Kong
- 香港科技大学经济发展研究中心主任及经济学系教授雷鼎鸣教授
Professor Francis LUI Ting-ming, Director, Centre for Economic Development and Professor of Economics, School of Business and Management, Hong Kong University of Science and Technology
- 香港中文大学社会系教授吕大乐教授
Professor LUI Tai-lok, Professor, Department of Sociology, Chinese University of Hong Kong

与会者在紧接的公开讨论环节内，积极参与，发表意见。
Participants actively expressed their views in the open discussion.

(左) 民政事务总署助理署长孙玉茵先生作出简介。
(left) Assistant Director of Home Affairs, Mr Chris Sun, conducting a briefing.



(右) 何焯基教授 (左 2) 发表演说。
(right) Prof. Richard HO Yan-ki (2nd from left) presenting.





(左) 雷鼎鸣教授 (左3) 发表演说。
(left) Prof. Francis LUI Ting-ming (3rd from left) presenting.

(右) 吕大乐教授 (右1) 发表演说。
(right) Prof. LUI Tai-lok (1st from right) presenting.

与国际劳工组织的官员会面/与其它劳工事务行政机关的联系

Meeting with ILO Officials / Contacts with 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 active liaison and interflow with ILO officials and other labour administrations.

2001

5月
May

劳顾会与国际劳工局局长胡安 索马维亚率领的一个七人代表团会面。该代表团在正式访问内地后，到访香港特区。

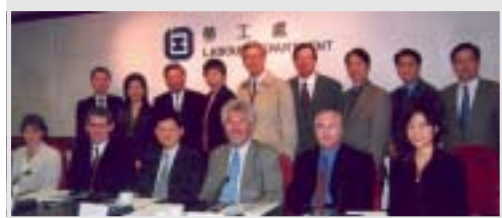
The LAB met the Director-General of the International Labour Office, Mr Juan Somavia, who led a seven-member delegation to visit the HKSAR following their official visit to the Mainland.



12月
Dec

劳顾会与安德鲁 安那建先生率领的一个从新西兰到访香港特区的六人代表团会面。

The LAB met the General Manager, Employment Relations Service, Department of Labour, Mr Andrew Annakin, who led a 6-member delegation to visit the HKSAR from the New Zealand.



2002

10月
Oct

劳顾会与劳动和社会保障部副部长张小建先生率领的一个到访香港特区的三人代表团会面。

The LAB met the Vice Minister of Ministry of Labour and Social Security, Mr ZHANG Xiao-jian, who led a 3-member delegation to visit the HKSAR.



12月
Dec

劳顾会与劳动和社会保障部国际合作司副司长刘旭先生率领的一个到访香港特区的六人代表团会面。

The LAB met the Acting Director-General of the Department of International Co-operation of the Ministry of Labour and Social Security, Mr LIU Xu, who led a 6-member delegation to visit the HKSAR.





教育统筹局局长罗范椒芬（左 6）劳顾会主席 / 劳工处处长陈甘美华（左 7）及劳顾会委员在 2002 年新春酒会上向嘉宾祝酒。

Secretary for Education and Manpower, Mrs Fanny Law (6th from left), Chairman of the LAB/Commissioner for Labour, Mrs Pamela Tan (7th from left) and the LAB Members proposing a toast at the 2002 Spring Reception.

举办劳工处暨劳顾会新春酒会

劳工处联同劳顾会在春节假期后举办新春酒会，目的是让劳顾会委员和劳工处代表与其工作伙伴会面及交流意见。

出任 2001 年及 2002 年酒会的主礼嘉宾包括：

- 教育统筹局局长罗范椒芬女士，JP
- 劳顾会主席 / 劳工处处长陈甘美华女士，JP
- 劳顾会委员

Organise the Labour Department cum LAB Spring Reception

The Labour Department and the LAB jointly hosted a Spring Reception after the Lunar New Year holidays to meet and exchange views with working partners and counterparts.

The officiating guests of the receptions in the year 2001 and 2002 included :

- Secretary for Education and Manpower, Mrs Fanny Law, JP
- Chairman of the LAB / Commissioner for Labour, Mrs Pamela Tan, JP
- LAB Members

教育统筹局局长罗范椒芬（左 2）劳顾会主席 / 劳工处处长陈甘美华（左 1）与嘉宾会面。

Secretary for Education and Manpower, Mrs Fanny Law (2nd from left), Chairman of the LAB/Commissioner for Labour, Mrs Pamela Tan (1st from left) meeting guests at the reception.





劳顾会主席 / 劳工处处长陈甘美华致辞。
The chairman of the LAB / Commissioner for Labour, Mrs Pamela Tan delivering her speech.



劳顾会主席 / 劳工处处长陈甘美华与嘉宾会面。
The chairman of the LAB / Commissioner for Labour, Mrs Pamela Tan meeting guests at the reception.

为了让出席酒会的嘉宾对劳工处提供的服务、举办的活动以及最新的刊物有更深入的认识，劳工处在2002年新春酒会上亦举办了一个小型的展览会，回顾劳工处在2001年举办的主要活动和事件及出版的刊物。

To enable guests to have a better understanding of the latest services, activities and publications of the department, a mini-exhibition was also staged during the LD cum LAB Spring Reception 2002 to highlight the major events, activities and publications of the department in 2001.



小型展览会的主题是：「劳工处在2001年举办的主要活动及事件」
The theme of the mini-exhibition was "Highlights of major activities and events of the Labour Department in 2001".



展览会上介绍及展示劳工处在2001年编印的刊物。
New publications of the department in 2001 was introduced and displayed.