

3 就業輔導委員會

Committee on Employment Services

引言

INTRODUCTION

勞工顧問委員會在一九七六年五月成立了一個小組委員會，就勞工處就業科運作的事宜，向勞工處處長提供意見。小組委員會在一九七八年重新命名為就業輔導委員會，而職權範圍亦擴展至勞工處就業服務網領下的所有工作。

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.

職權範圍

TERMS OF REFERENCE

就業輔導委員會成立的目的如下：

- 就勞工處為健全人士、殘疾人士，以及青少年提供的就業服務提供意見；
- 就與私營職業介紹所運作有關的法例條文提供意見；以及
- 就與受僱於香港以外地方的本港工人的就業事宜有關的法例條文提供意見。

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.

成員組織

COMPOSITION

就業輔導委員會的委員由經濟發展及勞工局常任秘書長（勞工）委任。委員會在二零零三至二零零四年度的成員組織如下：

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	:	委任非公職人士擔任 To be appointed from the non-government sector
委員 Members	:	勞工顧問委員會僱主代表兩名# Two [#] employer representatives from the Labour Advisory Board
		勞工顧問委員會僱員代表兩名# Two [#] employee representatives from the Labour Advisory Board
		勞工顧問委員會以外的僱主代表兩名 Two employer representatives from outside the Labour Advisory Board
		勞工顧問委員會以外的僱員代表兩名 Two employee representatives from outside the Labour Advisory Board
		使用勞工處僱傭服務的主要僱主代表一名 A representative of major employer users of the employment services of the Labour Department
		使用勞工處就業服務的殘疾人士代表一名 A representative of people with disabilities who make use of the employment services of the Labour Department
		來自兩個職業介紹所協會的代表兩名 Two representatives of two employment agency associations
		香港輔導教師協會代表一名 A representative of the Hong Kong Association of Careers Masters and Guidance Masters
		僱員再培訓局代表一名 A representative of the Employees Retraining Board
		香港社會服務聯會職業輔導社代表一名 A representative of the Employment Service of the Hong Kong Council of Social Service
		香港人力資源管理學會代表一名 A representative of the Hong Kong Institute of Human Resource Management
		勞工處助理處長（就業事務） Assistant Commissioner for Labour (Employment Services)
秘書 Secretary	:	由一名勞工事務主任擔任 A Labour Officer

如獲委任為主席的人士來自此組別，則此組別只會有一名代表。
Only one representative shall be appointed if the chairman has been appointed from this group.

就業輔導委員會在二零零三至二零零四年度的成員名單載於附錄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動

ACTIVITIES DURING THE 2003-2004 TERM

在二零零三至二零零四年度，就業輔導委員會曾就以下就業服務及計劃提供意見：

就業服務

就業科為健全求職人士提供免費就業服務，就業資訊及推廣科則旨在透過宣傳及推廣活動，加強推廣勞工處的就業服務和收集職位空缺資料的工作，而展能就業科則專責為尋求公開就業的殘疾人士提供就業服務。委員會對多項新計劃及改善措施，包括「中年再就業培訓計劃」、「中年地區就業計劃」、「大學生就業培訓計劃」、政府就嚴重急性呼吸系統綜合症爆發在就業方面所推行的紓困措施，以及為加快填補空缺而加強的招聘服務，如小型招聘會，提供了寶貴的意見。

「展翅計劃」、「青少年見習就業計劃」及「青年自僱支援計劃」

「展翅計劃」於一九九九年九月推出，目的是透過職前培訓提升 15 至 19 歲青年離校生的就業競爭力。「青少年見習就業計劃」於二零零二年七月推出，旨在為 15 至 24 歲、學歷在大學學位程度以下的青少年提供見習就業機會。而「青年自僱支援計劃」是政府於二零零四年五月以試點方式推行的新計劃，目的是協助及培訓有志向、富創業精神及具創意的 18 至 24 歲青年人成為自僱人士。

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.

擇業輔導服務

擇業輔導組透過各類擇業活動，向中學生及青少年提供擇業資料及擇業輔導，以便他們計劃自己將來從事的職業。這些活動包括在會考放榜期間為中五學生籌辦的一系列特別活動、教育及職業博覽，以及擇業常識問答比賽等。

對職業介紹所的規管

職業介紹所事務組根據《僱傭條例》第 XII 部及該條例下的《職業介紹所規例》的規定，監管職業介紹所的運作。委員會亦就在《內地與香港關於建立更緊密經貿關係的安排》（第二階段）下，放寬香港職業介紹所進入內地經營業務的門檻要求作出討論。

就立法禁止種族歧視的建議進行公眾諮詢

政府在二零零四年九月發表了立法禁止種族歧視的諮詢文件，徵詢公眾的意見。就業輔導委員會曾就諮詢文件作出討論，並提供了意見。

參觀

就業輔導委員會於二零零三年十一月參觀了就業科轄下其中一間就業中心，並欣悉就業中心為求職人士提供的最新服務和設施。委員會亦於二零零四年五月獲安排參觀國泰城，了解國泰航空有限公司在員工培訓方面的情况。

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.