



Labour Advisory Board Report 勞工顧問委員會報告

2023-2024

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Chapter 1 Membership of Labour Advisory Board

From 1 January 2023 to 31 December 2024



Labour Advisory Board for the 2023-2024 term

Chairman:	Ms May Chan Wing Shiu, JP (front row: centre)	Commissioner for Labour (<i>ex-officio</i>)
Members:	<u>Employer representatives</u>	
	The Honourable Ho Sai Chu, GBM, GBS, JP (front row: 2 nd from left)	representing the Chinese General Chamber of Commerce
	Dr Kim Mak Kin Wah, BBS, JP (front row: 1 st from left)	representing the Employers' Federation of Hong Kong
	Mr Irons Sze, BBS, JP (back row: 5 th from left)	representing the Chinese Manufacturers' Association of Hong Kong
	Mr Emil Yu Chen On, BBS, JP (back row: 4 th from left)	representing the Hong Kong General Chamber of Commerce
	Mr Ricky Chan Wai Chung (back row: 3 rd from left)	representing the Federation of Hong Kong Industries
	Dr Bankee Kwan Pak Hoo, BBS, JP (back row: 2 nd from left)	appointed <i>ad personam</i>
	<u>Employee representatives</u>	
	Ms Tam Kam Lin, MH (front row: 2 nd from right)	elected by registered employee unions
	Mr Lo Tai Chi (front row: 1 st from right)	- ditto -
	Mr Lam Wai Kong, MH (back row: 4 th from right)	- ditto -
	Ms Julie Lai Mei Chu (back row: 3 rd from right)	- ditto -
	Ms Lai Na (back row: 2 nd from right)	- ditto -
	Mr Wong Yin Hao (back row: 1 st from right)	appointed <i>ad personam</i>
Secretary:	Ms Rosanna Chan Pui Sze (back row: 1 st from left)	Senior Labour Officer (International Liaison) of Labour Department



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Chapter 2

Labour Advisory Board

2.1 Introduction

The Labour Advisory Board (“LAB”) is a non-statutory body appointed by the Secretary for Labour and Welfare (in exercise of the authority delegated by the Chief Executive) to advise the Commissioner for Labour on labour matters including legislation and Conventions and Recommendations of the International Labour Organisation. The Commissioner for Labour is the ex-officio chairman of LAB. LAB comprises 12 members, six representing employers and six representing employees.

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

2.2 History

1927 LAB was first appointed.

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

1946 LAB became a tripartite body, with the Labour Officer as the ex-officio chairman.

- There were three members representing foreign employers, three representing Chinese employers and three representing employees of major companies.
- 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 (“LD”)) in 1946.

1947 The Commissioner of Labour became the ex-officio chairman of LAB.

- The head of LD was retitled from the Labour Officer to the Commissioner of Labour¹.

1950 LAB was reconstituted and election of employee representatives was introduced for the first time.

- Of the four members representing employers, two were nominated by employer organisations, and two were appointed by the Government, one each from foreign and Chinese employers.
- 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 The membership of LAB was increased by four to 12.

- Of the six employer representatives, four were nominated by employer organisations and two were appointed by the Government.
- Of the six employee representatives, three were elected by trade unions and three were appointed by the Government.

1985 The term of office of LAB was extended from one year to two years and more employee representatives were elected.

- 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.

¹ renamed as the Commissioner for Labour in 1974.

- 1989** **The numbers of nominated employer representatives and elected employee representatives were respectively increased from four to five.**
- This was offset by a reduction in the respective numbers of appointed members on both sides to one.
- 1993** **LAB members were entitled to honorarium and could initiate agenda items.**
- Non-official members of LAB were eligible for honorarium and could initiate agenda items to be discussed at LAB meetings.
- 2003** **The Permanent Secretary for Economic Development and Labour (Labour) became the ex-officio chairman of LAB.**
- In July 2003, the Labour Branch of the Economic Development and Labour Bureau merged with LD. The new organisation retained the corporate title of LD. It was headed by the Permanent Secretary for Economic Development and Labour (Labour), who also assumed the role of the Commissioner for Labour.
- 2007** **The Commissioner for Labour became the ex-officio chairman of LAB.**
- In July 2007, the post of the Commissioner for Labour was reinstated upon the re-organisation of the Government Secretariat. The Commissioner for Labour served as the ex-officio chairman of LAB.
- 2013** **LAB members served on the Standard Working Hours Committee as ex-officio members by virtue of their LAB membership.**
- In April 2013, the Government set up the Standard Working Hours Committee (“SWHC”). SWHC comprised a chairman and 23 members drawn from the labour and business sectors, academia, the community and the Government. Amongst them, LAB members sat on SWHC as ex-officio members by virtue of their LAB membership².

² LAB employee members declined to attend the meetings of SWHC since end-2015 and on 24 November 2016 reiterated their decision of quitting SWHC in writing. The term of SWHC ended on 31 January 2017.

2.3 Terms of Reference

LAB advises the Commissioner for Labour on labour matters, including legislation and Conventions and Recommendations of the International Labour Organisation. Where considered necessary, it may appoint committees and include any person not being a member of LAB to serve on the committees.

2.4 Composition

Chairman:	Commissioner for Labour (<i>ex-officio</i>)
Members:	<p><i>Employer representatives</i></p> <p>Five members nominated by major employer associations, representing separately:</p> <ul style="list-style-type: none">• the Chinese General Chamber of Commerce• the Chinese Manufacturers' Association of Hong Kong• the Employers' Federation of Hong Kong• the Federation of Hong Kong Industries• the Hong Kong General Chamber of Commerce <p>One member appointed <i>ad personam</i></p> <p><i>Employee representatives</i></p> <p>Five members elected by registered employee unions</p> <p>One member appointed <i>ad personam</i></p>
Secretary:	A Senior Labour Officer of LD

2.5 Appointment for the 2023-2024 Term

An election by secret ballot was held on 12 November 2022 for the registered employee unions to elect employee representatives for the 2023-2024 term of LAB. In this election, 13 candidates vied for five seats as employee representatives on LAB. Of the 869 employee unions registered as electors, 843 took part in the voting.

On the employer side, the five major employer associations were invited in late 2022 to nominate representatives to sit on LAB.

The remaining two members, one representing employers and the other representing employees, were appointed by the Government *ad personam*.

The appointments of 12 LAB members were published in the Government Gazette on 9 December 2022.



Labour Advisory Board meeting

2.6 Committees of LAB

To enable LAB to better cope with the enormity of matters requiring its attention, and to provide opportunities for major stakeholders outside LAB to offer advice on individual labour issues, five committees on special subject areas have been set up under LAB. They 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

In addition to LAB members, over 30 persons including employer and employee representatives from outside LAB, academics, professionals as well as representatives from government departments, public bodies and concern groups, etc. served on the committees.

Details of the terms of reference, composition and work of these committees are given in their relevant chapters below. Membership lists of the committees are at Appendices I to V.



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Chapter 3

Activities in the 2023-2024 Term

3.1 Introduction

The Labour Advisory Board (“LAB”) held nine meetings during the period from 1 January 2023 to 31 December 2024 to advise on labour legislation, administrative measures on labour matters as well as other issues.

3.2 Consultation on Labour Legislation

Labour legislation items discussed by LAB are listed below:

Employment Ordinance

- To review the “continuous contract” requirement
 - ※ LAB discussed the subject and reached a consensus at its meeting in February 2024 which proposed to relax the working hours threshold of the “continuous contract” requirement under the Employment Ordinance (“EO”) to an aggregate of 68 hours in a specified four-week period.

Protection of Wages on Insolvency Ordinance

- To increase the maximum amount of ex gratia payment on severance payment under the Protection of Wages on Insolvency Fund (“the Fund”)
 - ※ LAB discussed and agreed at its meeting in November 2024 the proposed increase of the maximum amount of ex gratia payment on severance payment under the Fund.

Employees’ Compensation Ordinance, Pneumoconiosis and Mesothelioma (Compensation) Ordinance and Occupational Deafness (Compensation) Ordinance

- To review the amounts of compensation items
 - ※ LAB discussed and agreed at its meeting in November 2024 the proposals to adjust upwards the amounts of a total of 18 compensation items under the Employees’ Compensation Ordinance, the Pneumoconiosis and Mesothelioma (Compensation) Ordinance and the Occupational Deafness (Compensation) Ordinance.

Factories and Industrial Undertakings (Safety Management) Regulation

- To implement the remaining four process elements of the Factories and Industrial Undertakings (Safety Management) Regulation (“the SMR Regulation”)
 - ※ To further enhance the safety management system of relevant industrial undertakings, the Labour Department (“LD”) planned to gazette the commencement notice (“CN”) in the first quarter of 2024 to appoint the operation date of the remaining four process elements specified in Part 3 of Schedule 4 of the SMR Regulation and to lay the CN on the table of the Legislative Council through negative vetting procedures. LAB was briefed on the relevant legislative proposal by LD and provided its opinions at its meeting in October 2023.

3.3 Consultation on Administrative Measures on Labour Matters

- The Government briefed or consulted LAB on the following labour matters:
 - ✂ items pertaining to the labour portfolio in the Chief Executive’s 2023 Policy Address and 2024 Policy Address;
 - ✂ the Special Scheme to Import Care Workers for Residential Care Homes;
 - ✂ the sector-specific labour importation schemes for the construction sector and transport sector, and the Enhanced Supplementary Labour Scheme (“ESLS”);
 - ✂ proposed widening of industry coverage of the Pilot Rehabilitation Programme for Employees Injured at Work from the construction industry to the catering and hotel industry, and the transportation and logistics industry;
 - ✂ revision of the “Code of Practice for Safety and Health at Work in Confined Spaces”; and
 - ✂ the Re-employment Allowance Pilot Scheme.

3.4 Consultation on Other Measures

- LAB noted and gave its views on the key findings of the 2023 Manpower Projection and arrangements for admission of technical professionals undertaken by the Labour and Welfare Bureau and other relevant Bureaux / Departments.

3.5 Supplementary Labour Scheme / Enhanced Supplementary Labour Scheme

On the premise of ensuring employment priority for local workers, the Government allowed employers with genuine difficulties in recruiting local workers to fill the job vacancies to apply to the Supplementary Labour Scheme (“SLS”) for importation of labour at the level of technician or below. To cope with the challenges brought by manpower shortage and support the economic growth, the Government in 2023 launched sector-specific labour importation schemes for the construction sector, transport sector, and residential care homes for the elderly and residential care homes for persons with disabilities. Besides, LD has implemented ESLS since 4 September 2023 to enhance the coverage and operation of SLS.

LD invites LAB members’ views on each application under SLS / ESLS, before the Commissioner for Labour approves or refuses the relevant applications. During the 2023-2024 term, LAB provided views on 6 783 applications for labour importation.

A working group on SLS / ESLS has been formed under LAB. The terms of reference, composition and membership of the working group are at Appendix VI.

3.6 Participating in the International Labour Conferences

LAB members attend the annual International Labour Conferences as part of the delegation of the People's Republic of China. The Conferences provide a valuable forum for LAB members to exchange views, share experience and establish contacts with delegates from participants of the International Labour Organisation ("ILO").

The 111th Session of the International Labour Conference

The 111th Session of the International Labour Conference was held from 5 to 16 June 2023 in Geneva, Switzerland. Members of the tripartite team from the Hong Kong Special Administrative Region ("HKSAR") were:

Government Representatives	Employer Representatives	Employee Representatives
Mr Chris Sun Yuk Han, JP Secretary for Labour and Welfare	Hon Ho Sai Chu, GBM, GBS, JP	Ms Tam Kam Lin
Ms May Chan Wing Shiu, JP Commissioner for Labour	Mr Irons Sze, BBS, JP ³	Ms Lai Na
Mr Daniel Fong Siu Wai Administrative Assistant to Secretary for Labour and Welfare	Mr Ricky Chan Wai Chung	Mr Wong Yin Hao
Ms Catherine Law Sui Fong Assistant Commissioner for Labour		
Ms Sammi Fu Hiu Lam Political Assistant to Secretary for Labour and Welfare		

³ Mr Irons Sze was nominated as one of the employer representatives, but was unable to attend the event due to unforeseen circumstances.

Government Representatives	Employer Representatives	Employee Representatives
<p>Mr Jonathan Chong Tze Wai Press Secretary to Secretary for Labour and Welfare</p> <p>Mr Stephen Lau Wing Kei Assistant Secretary for Labour and Welfare</p> <p>Ms Rosanna Chan Pui Sze Senior Labour Officer</p> <p>Mr Calvin Cheng Yu Ting Labour Officer</p> <p>Mr Max Ching Chi Nang Labour Officer</p> <p>Ms Rosalia Luk Yin Tung Assistant Labour Officer I</p>		



Secretary for Labour and Welfare and members of the tripartite team attending the 111th Session of the International Labour Conference

Around 5 000 government, employer and employee delegates representing 187 Members of ILO attended the Conference. The HKSAR representatives participated in the plenary sessions of the Conference and relevant Committee meetings, including those of the Committee on the Application of Standards.

The 112th Session of the International Labour Conference

The 112th Session of the International Labour Conference was held from 3 to 14 June 2024 in Geneva, Switzerland. Members of the tripartite team from the HKSAR were:

Government Representatives	Employer Representatives	Employee Representatives
Ms May Chan Wing Shiu, JP Commissioner for Labour	Hon Ho Sai Chu, GBM, GBS, JP	Ms Tam Kam Lin
Ms Catherine Law Sui Fong Assistant Commissioner for Labour	Dr Mak Kin Wah, BBS, JP	Mr Lam Wai Kong, MH
Ms Rosanna Chan Pui Sze Senior Labour Officer	Mr Irons Sze, BBS, JP	Ms Julie Lai Mei Chu
Ms Mandy Cheung Kit Yan Labour Officer	Mr Emil Yu Chen On, BBS, JP	Ms Lai Na
Mr Max Ching Chi Nang Labour Officer	Mr Ricky Chan Wai Chung	Mr Wong Yin Hao
Mr Calvin Cheng Yu Ting Labour Officer		



Commissioner for Labour and members of the tripartite team attending the 112th Session of the International Labour Conference

More than 4 900 government, employer and employee delegates representing 187 member States of ILO participated in the Conference. The HKSAR representatives took part in the plenary sessions of the Conference and relevant meetings, including those of the Committee on the Application of Standards.

3.7 Liaison with ILO

In April 2024, Director of the ILO Country Office for China and Mongolia, Dr Lee Chang Hee, visited Hong Kong. He met with senior officials of LD, and shared with LAB the latest development of international labour affairs.



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Chapter 4

Committee on Employees' Compensation

4.1 Introduction

The Committee on Employees' Compensation ("CEC") has been in place since August 1986 to give advice on the effectiveness of the employees' compensation system and related legislation.

4.2 Terms of Reference

CEC is established to:

- review the employees' compensation system in Hong Kong;
- advise on legislative proposals on employees' compensation and review existing legislation; and
- advise on measures to be adopted by the Labour Department ("LD") to improve the administrative machinery related to employees' compensation.

4.3 Composition

Members of CEC are appointed by the Commissioner for Labour. The composition of the committee for the 2023-2024 term is as follows:

Chairman:	Deputy Commissioner for Labour (Labour Administration)
Members:	Three employer representatives from the Labour Advisory Board ("LAB")
	Three employee representatives from LAB
	An employer representative from outside LAB
	An employee representative from outside LAB
	A representative nominated by the insurance industry
	A representative from a concern group on employees' compensation
	A representative nominated by the Hospital Authority
	A representative nominated by the Director of Legal Aid
	Assistant Commissioner for Labour (Employees' Rights and Benefits)
	Occupational Health Consultant (1) of LD
Secretary:	A Labour Officer of LD

The membership list of CEC for the 2023-2024 term is at Appendix I.

4.4 Activities during the 2023-2024 Term

CEC discussed the following matters at its meeting in November 2024:

Amendments to Employees' Compensation Legislation and Work of LD in the Area of Employees' Compensation

- CEC noted the three resolutions passed by the Legislative Council ("LegCo") on 15 March 2023 to increase the amounts of a total of 18 compensation items under the Employees' Compensation Ordinance ("ECO"), the Pneumoconiosis and Mesothelioma (Compensation) Ordinance ("PMCO") and the Occupational Deafness (Compensation) Ordinance ("ODCO"). The revised levels of compensation took effect on 13 April 2023.
- CEC noted the work of LD on handling employees' compensation claims in 2022 and 2023, its publicity and public education campaigns to enhance public understanding of the respective rights and responsibilities of employees and employers under ECO as well as its inspection and enforcement efforts to ensure employers' compliance.

Review of the Levels of Compensation under Employees' Compensation-related Ordinances

CEC discussed and generally supported the proposals for raising the amounts of a total of 18 compensation items under ECO, PMCO and ODCO in line with the review findings on wage and price movements in 2022 and 2023 as well as other relevant factors. The proposals were subsequently submitted to LAB for consideration (see paragraph 3.2).



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Chapter 5

Committee on Employment Services

5.1 Introduction

In May 1976, a sub-committee of the Labour Advisory Board (“LAB”) was appointed to advise the Commissioner for Labour on matters concerning the operation of the Employment Services Division of the Labour Department (“LD”). The sub-committee was renamed as 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 LD.

5.2 Terms of Reference

CES is established to:

- advise on the employment services provided by LD, including those for the able-bodied and people with disabilities, and the careers advisory service for young people;
- advise on legislative provisions relating to the operation of employment agencies; and
- advise on legislative provisions relating to the employment of local workers outside Hong Kong.

5.3 Composition

Members of CES are appointed by the Commissioner for Labour. The composition of the committee for the 2023-2024 term is as follows:

Chairman:	To be appointed from the non-government sector
Members:	Two [#] employer representatives from LAB
	Two [#] employee representatives from LAB
	Two employer representatives from outside LAB
	Two employee representatives from outside LAB
	A representative of employers who make use of the employment services of LD
	A representative of people with disabilities who make use of the employment services of LD
	A representative nominated by an employment agency association
	A representative nominated by the Hong Kong Association of Careers Masters and Guidance Masters
	A representative nominated by the Employees Retraining Board
	A representative nominated by the Hong Kong Institute of Human Resource Management
	A representative from one of the social partners of LD
	A representative from a tertiary educational institution
	Assistant Commissioner for Labour (Employment Services)
Secretary:	A Labour Officer of LD

[#] Only one more representative from the group shall be appointed if the chairman has been appointed from this group.

The membership list of CES for the 2023-2024 term is at Appendix II.

5.4 Activities during the 2023-2024 Term

CES offered advice on the following employment services and measures:

Review and Revision of the Code of Practice for Employment Agencies

To further enhance the professionalism and service quality of employment agencies (“EAs”) and strengthen the protection of rights and interests of job seekers and employers, LD conducted a public consultation on the review of the Code of Practice for EAs (“CoP”) and proposed revisions from March to May 2023, including consultation with CES members at its meeting in March 2023. After thorough analyses and consideration of the feedback received from the public consultation, LD promulgated the revised CoP in May 2024.

Visit

CES visited the Construction Industry Recruitment Centre to gain a better understanding of the services and facilities provided to job seekers and employers of the industry.



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Chapter 6

Committee on the Implementation of International Labour Standards

6.1 Introduction

In 1976, the International Labour Conference adopted the Tripartite Consultation (International Labour Standards) Convention (No. 144) which aims to promote tripartite consultations among governments, employers and workers on matters related to the formulation, review and implementation of international labour standards. This Convention was applied to Hong Kong with modification in 1978. In relation to the application of this Convention, the Committee on the Implementation of International Labour Standards (“CIILS”) was set up in the same year on the advice of the Labour Advisory Board (“LAB”).

6.2 Terms of Reference

CIILS is established to:

- advise on appropriate declarations to be made in respect of the application of International Labour Conventions (“ILCs”) in the Hong Kong Special Administrative Region (“HKSAR”);

- advise on appropriate measures to be taken to promote the implementation of, or where appropriate, to improve the declarations in respect of, ILCs with the declaration of “applied with modification”;
- advise on questions arising out of the reports to be made to the International Labour Office (“IL Office”); and
- advise on government replies to questionnaires concerning items on the agenda of the International Labour Conference and government comments on proposed texts to be discussed by the Conference.

6.3 Composition

Members of CIILS are appointed by the Commissioner for Labour. The composition of the committee for the 2023-2024 term is as follows:

Chairman:	Deputy Commissioner for Labour (Labour Administration)
Members:	Three employer representatives from LAB
	Three employee representatives from LAB
	Assistant Commissioner for Labour (Development)
Secretary:	A Labour Officer of the Labour Department

The membership list of CIILS for the 2023-2024 term is at Appendix III.

6.4 Activities during the 2023-2024 Term

CIILS undertook the following activities:

Reports on ILCs

In accordance with Article 22 of the Constitution of the International Labour Organisation, the HKSAR is required to submit reports on the application of ILCs as requested by IL Office. Reports on seven ILCs were submitted respectively in 2023 and 2024. All the reports were forwarded to CIILS for consultation before they were communicated to IL Office.

A list of reports on ILCs which were considered by CIILS during the 2023-2024 term is at Appendix VII.

Consultations on the Application of ILCs in the HKSAR

CIILS provided advice on the application of ILCs in the HKSAR at its meeting in November 2024. As at 31 December 2024, a total of 31 ILCs were applied to the HKSAR. Among them, 21 were applied without modification (i.e. all provisions of an ILC were fully implemented in the HKSAR) and 10 were applied with modifications (i.e. an ILC was implemented in the HKSAR with modification(s) in some provisions to suit local conditions).



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Chapter 7

Committee on Labour Relations

7.1 Introduction

The Committee on Labour Relations (“CLR”) has been in place since May 1985 to advise on the promotion of harmonious labour relations and legislation on employment conditions and labour relations matters.

7.2 Terms of Reference

CLR is established to:

- advise on means to promote amicable relations and mutual understanding between employers and employees, and between their respective organisations;
- advise on enlightened human resources management measures and family-friendly employment practices for the purpose of fostering harmonious labour-management relations;
- advise on legislative reviews or proposals in relation to employment conditions or labour relations; and
- advise on measures to better the conciliation service provided by the Labour Department (“LD”) to employers and employees.

7.3 Composition

Members of CLR are appointed by the Commissioner for Labour. The composition of the committee for the 2023-2024 term is as follows:

Chairman:	Deputy Commissioner for Labour (Labour Administration)
Members:	Three employer representatives from the Labour Advisory Board ("LAB")
	Three employee representatives from LAB
	Two employer representatives from outside LAB
	Two employee representatives from outside LAB
	A representative of human resources practitioners
	A representative from a tertiary educational institution from the field of social science or business / human resources management
	Assistant Commissioner for Labour (Labour Relations)
Secretary:	A Labour Officer of LD

The membership list of CLR for the 2023-2024 term is at Appendix IV.

7.4 Activities during the 2023-2024 Term

CLR discussed issues relating to labour relations at its meeting in October 2024. CLR noted the latest labour relations scene; the progress of amending the continuous contract requirement under the Employment Ordinance; and LD's launch of the Good Employer Charter 2024 and Good Employee Recognition Campaign to promote good human resources management and foster harmonious labour relations. CLR provided views and gave suggestions on the above matters.



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Chapter 8

Committee on Occupational Safety and Health

8.1 Introduction

The Committee on Occupational Safety and Health (“COSH”) was set up in 1997 to advise on occupational safety and health (“OSH”) legislation and related matters.

8.2 Terms of Reference

COSH is established to:

- review the standards of occupational safety and health in Hong Kong;
- advise on legislative proposals on occupational safety and health and review existing legislation; and
- advise on the measures to be adopted by the Labour Department (“LD”) with a view to improving the existing system which enforces OSH legislation.

8.3 Composition

Members of COSH are appointed by the Commissioner for Labour. The composition of the committee for the 2023-2024 term is as follows:

Chairman:	Deputy Commissioner for Labour (Occupational Safety and Health)
Members:	Three employer representatives from the Labour Advisory Board ("LAB")
	Three employee representatives from LAB
	Three employer representatives from outside LAB
	Three employee representatives from outside LAB
	A representative nominated by the Occupational Safety and Health Council
	Three representatives from occupational safety and health organisations
	Assistant Commissioner for Labour (Occupational Safety)
	Occupational Health Consultant (1) of LD
	Chief Occupational Safety Officer (System and Support) of LD
Secretary:	A Labour Officer of LD

The membership list of COSH for the 2023-2024 term is at Appendix V.

8.4 Activities during the 2023-2024 Term

COSH advised on the following matters:

Hong Kong's Occupational Safety Performance in the First Three Quarters of 2022

LD briefed COSH on Hong Kong's Occupational Safety Performance in the First Three Quarters of 2022. Pursuant to the risk-based principle and keeping close tabs on the OSH risk levels and changes in various industries, LD has been formulating and adjusting the strategies of inspection and enforcement, publicity and promotion, as well as education and training in a timely manner, in order to raise the OSH performance of Hong Kong. Apart from routine inspections, LD launched special enforcement operations and area patrols, and undertook a vast number of promotional activities (including placing large advertisements on external walls of buildings and tunnel portals). It also reviewed and updated the content of mandatory basic safety training courses (construction work). COSH offered advice on strategies for occupational safety at its meeting in April 2023.

Amending Penalties of OSH Legislation

LD amended the maximum penalties of OSH legislation, with a view to enhancing the deterrent effect on those who contravened the law. The Occupational Safety and Occupational Health Legislation (Miscellaneous Amendments) Ordinance 2023 was gazetted on 28 April 2023 and came into effect on the same day. COSH was briefed on the content of the Amendments Ordinance by LD and provided its opinions at its meeting in April 2023.

Progress of Pilot Rehabilitation Programme for Employees Injured at Work

The three-year Pilot Programme was launched on 23 September 2022. It adopted a case management approach, and provided timely and coordinated private out-patient rehabilitation treatment services for participating injured employees in the construction industry to facilitate their early recovery and return to work. Starting from 9 May 2024, the industry coverage of the Pilot Programme had been expanded to the catering and hotel industry and the transportation and logistics industry with a view to benefiting more injured employees. COSH offered advice on the services and further development of the Programme at its meeting in April 2024.

Prevention of Heat Stroke at Work

The weather in Hong Kong was becoming hotter due to climate change. In May 2023, LD launched the “Guidance Notes on Prevention of Heat Stroke at Work” (“GN”) and the “Heat Stress at Work Warning” (“HSWW”) to help employers and employees adopt risk-based heat stroke preventive measures in response to different levels of heat stress to reduce the risk of employees suffering from heat stroke at work. Having considered the views of stakeholders on GN and HSWW, LD revised GN which was issued in May 2024. At the same time, HSWW was linked with the Hong Kong Observatory’s “Extremely Hot” special alert, and the warning system was suitably adjusted to avoid re-issuance of warning within a short period after cancellation. COSH offered advice on the content of GN and the operation of HSWW at its meetings in April 2023 and April 2024.

Revision of the “Code of Practice for Safety and Health at Work in Confined Spaces”

To further enhance occupational safety and health at work in confined spaces, LD embarked on the revision of the “Code of Practice for Safety and Health at Work in Confined Spaces” (“CoP”) in 2023 based on the experience from previous investigation into accidents at work in confined spaces. After obtaining the views of relevant stakeholders and the advice of Department of Justice, the revision was completed and the revised CoP was gazetted in May 2024. COSH offered advice on CoP at its meeting in April 2024.



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Appendix I: Membership of Committee on Employees' Compensation

From 1 January 2023 to 31 December 2024

Chairman:	Mr Raymond Ho Kam Biu, JP	Deputy Commissioner for Labour (Labour Administration)
Members:	Mr Irons Sze, BBS, JP	Employer representative from LAB
	Mr Emil Yu Chen On, BBS, JP	- ditto -
	Dr Bankee Kwan Pak Hoo, BBS, JP	- ditto -
	Ms Tam Kam Lin, MH	Employee representative from LAB
	Mr Lo Tai Chi	- ditto -
	Ms Julie Lai Mei Chu	- ditto -
	Mr Rayman Chui Man Wai, JP	Employer representative from outside LAB
	Ms Lam Hoi Yee	Employee representative from outside LAB
	Mr Ivan Tam Kwok Wing, MH	Representative nominated by the insurance industry
	Ms Siu Sin Man	Representative from a concern group on employees' compensation
	Mr Ambrose Lau Chap Hing	Representative nominated by the Hospital Authority
	Ms Mo Yuk Wah, JP <i>[up to 5 February 2023]</i> Mr Ben Li Chi Keung, JP <i>[from 6 February 2023 onwards]</i>	Representative nominated by the Director of Legal Aid
	Mr Simon Li Chi Chung, JP	Assistant Commissioner for Labour (Employees' Rights and Benefits)
	Dr Wan Yuen Kong	Occupational Health Consultant (1) of LD
Secretary:	Ms Vivian Siu Ting Sum	Labour Officer (Compensation) (Central Services 1) 1 of LD

Appendix II: Membership of Committee on Employment Services

From 1 January 2023 to 31 December 2024

Chairman:	Mr Irons Sze, BBS, JP	Employer representative from LAB
Members:	Mr Ricky Chan Wai Chung	Employer representative from LAB
	Mr Lam Wai Kong, MH	Employee representative from LAB
	Ms Lai Na	- ditto -
	Mr William Tin	Employer representative from outside LAB
	Mr Benny Chan <i>[up to 30 August 2023]</i>	- ditto -
	Ms Jason Lee Kwok On <i>[from 15 January 2024 onwards]</i>	
	Mr Eric Wong Sze Hon	Employee representative from outside LAB
	Ms Nerine Yip Lau Ching	- ditto -
	Dr Aaron Chiang Sai Yuen	A representative of employers who make use of the employment services of LD
	Mr Wong Hiu Ming	A representative of people with disabilities who make use of the employment services of LD
	Mr Cheung Kit Man	A representative nominated by an employment agency association
	Mr Ho Chun Yan	A representative nominated by the Hong Kong Association of Careers Masters and Guidance Masters
	Mr Patrick Pang	A representative nominated by the Employees Retraining Board
	Mr Lawrence Hung Yu Yun	A representative nominated by the Hong Kong Institute of Human Resource Management

Members:	Ms Karen Yiu Kit Ling	A representative from one of the social partners of LD
	Ms Jamie Fung	A representative from a tertiary educational institution
	Ms Jade Wong Sin Yee, JP	Assistant Commissioner for Labour (Employment Services)
Secretary:	Ms Daisy Chuck Wai Lam	Labour Officer (Employment Services) (Central Support) of LD

Appendix III: Membership of Committee on the Implementation of International Labour Standards

From 1 January 2023 to 31 December 2024

Chairman:	Mr Raymond Ho Kam Biu, JP	Deputy Commissioner for Labour (Labour Administration)
Members:	The Honourable Ho Sai Chu, GBM, GBS, JP	Employer representative from LAB
	Dr Kim Mak Kin Wah, BBS, JP	- ditto -
	Mr Ricky Chan Wai Chung	- ditto -
	Mr Lo Tai Chi	Employee representative from LAB
	Ms Lai Na	- ditto -
	Mr Wong Yin Hao	- ditto -
	Ms Catherine Law Sui Fong	Assistant Commissioner for Labour (Development)
Secretary:	Ms Mandy Cheung Kit Yan <i>[from 1 January 2023 to 23 April 2023]</i> <i>[from 1 January 2024 to 16 June 2024]</i> Ms Ivy Chang Sin Hang <i>[from 17 June 2024 onwards]</i>	Labour Officer (International Liaison) 1 of LD
	Mr Max Ching Chi Nang <i>[from 24 April 2023 to 31 December 2023]</i>	Labour Officer (International Liaison) 4 of LD

Appendix IV: Membership of Committee on Labour Relations

From 1 January 2023 to 31 December 2024

Chairman:	Mr Raymond Ho Kam Biu, JP	Deputy Commissioner for Labour (Labour Administration)
Members:	Dr Kim Mak Kin Wah, BBS, JP	Employer representative from LAB
	Mr Emil Yu Chen On, BBS, JP	- ditto -
	Dr Bankee Kwan Pak Hoo, BBS, JP	- ditto -
	Ms Tam Kam Lin, MH	Employee representative from LAB
	Mr Lam Wai Kong, MH	- ditto -
	Mr Wong Yin Hao	- ditto -
	Mr Ip Chi Ming	Employer representative from outside LAB
	Mr Stan Tang Yiu Sing	- ditto -
	Ms Nerine Yip Lau Ching	Employee representative from outside LAB
	Mr Chu Hon Chung	- ditto -
	Ms Alice Wong Nga Lai	Representative of human resources practitioners
	Prof. Carlos Lo Wing Hung	Representative from a tertiary educational institution from the field of social science or business / human resources management
	Mr Raymond Liang Lok Man, JP	Assistant Commissioner for Labour (Labour Relations)
Secretary:	Ms Meena Sae Shiu <i>[up to 3 November 2024]</i>	Labour Officer (Labour Relations) (Headquarters) 1 of LD
	Ms Rosita Lai Hoi Ling <i>[from 4 November 2024 onwards]</i>	

Appendix V: Membership of Committee on Occupational Safety and Health

From 1 January 2023 to 31 December 2024

Chairman:	Mr Vincent Fung Hao Yin, JP	Deputy Commissioner for Labour (Occupational Safety and Health)
Members:	The Honourable Ho Sai Chu, GBM, GBS, JP	Employer representative from LAB
	Dr Kim Mak Kin Wah, BBS, JP	- ditto -
	Mr Ricky Chan Wai Chung	- ditto -
	Ms Tam Kam Lin, MH	Employee representative from LAB
	Ms Julie Lai Mei Chu	- ditto -
	Mr Lam Wai Kong, MH	- ditto -
	Mr Chan Kim Kwong	Employer representative from outside LAB
	Dr Ho Chi Wai	- ditto -
	Mr Simon Yiu Chi Kin	- ditto -
	Mr Wong Ping, MH	Employee representative from outside LAB
	Ms Crystal Cheng Sau Kuen	- ditto -
	Ms Siu Sin man	- ditto -
	Ms Bonnie Yau	Representative nominated by the Occupational Safety and Health Council
	Mr Leung Chiu Ming	Representative from occupational safety and health organisations
	Ir Albert Cheng Ting Ning	- ditto -
	Dr Alex Tse Chun Kuen	- ditto -

Members:	Mr Chan Ka Lai <i>[up to 31 Jan 2024]</i>	Assistant Commissioner for Labour (Occupational Safety)
	Mr Wan Chi Ping <i>[from 1 February 2024 onwards]</i>	
	Dr Wan Yuen Kong	Occupational Health Consultant (1) of LD
	Mr Wan Chi Ping <i>[up to 31 March 2023]</i> Mr Ng Ho Wang <i>[from 1 April 2023 onwards]</i>	Chief Occupational Safety Officer (System and Support) of LD
Secretary:	Mr Clifford Chan Chun Yiu	Labour Officer (Occupational Safety and Health) of LD

Appendix VI: Terms of Reference, Composition and Membership of Working Group on the Supplementary Labour Scheme / Enhanced Supplementary Labour Scheme

Terms of Reference

The working group is established to:

- advise on the vetting guidelines for processing applications for importation of labour under the Supplementary Labour Scheme / Enhanced Supplementary Labour Scheme; and
- discuss applications for which LAB members cannot reach a consensus level as agreed by LAB, and draw up recommendations for endorsement by LAB.

Composition

Members of the working group are appointed by the Commissioner for Labour. The composition of the working group for the 2023-2024 term is as follows:

Chairman:	Assistant Commissioner for Labour (Development)	
Members:	Two employer representatives from LAB	
	Two employee representatives from LAB	
	A Senior Labour Officer of LD	
Secretary:	A Labour Officer of LD	

Membership

The membership of the working group for the 2023-2024 term is as follows:

Chairman:	Ms Catherine Law Sui Fong	Assistant Commissioner for Labour (Development)
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Members:	Mr Irons Sze, BBS, JP	Employer representative from LAB
	Mr Emil Yu Chen On, BBS, JP	- ditto -
	Ms Tam Kam Lin, MH	Employee representative from LAB
	Mr Lam Wai Kong, MH	- ditto -
	Ms Bicky Lee Woon Sheung <i>[up to 30 October 2023]</i>	Senior Labour Officer (Supplementary Labour) 1 of LD
	Mr Tony Chiu Man Yiu <i>[from 31 October 2023 to 3 December 2023]</i>	
	Ms Charlotte Sit Ting <i>[from 4 December 2023 to 1 April 2024]</i>	Senior Labour Officer (Supplementary Labour) 2 of LD
	Mr Yeung Chi Kit <i>[from 2 April 2024 onwards]</i>	
Secretary:	Mr Chandler Chan Chor Lung	Labour Officer (Supplementary Labour) 1 of LD

Appendix VII: Reports on International Labour Conventions Considered by Committee on the Implementation of International Labour Standards during the 2023-2024 Term

Reports Considered in 2023

	<u>Convention Number</u>	<u>Convention Title</u>
(1)	11	Right of Association (Agriculture) Convention, 1921
(2)	87	Freedom of Association and Protection of the Right to Organise Convention, 1948
(3)	98	Right to Organise and Collective Bargaining Convention, 1949
(4)	141	Rural Workers' Organisations Convention, 1975
(5)	144	Tripartite Consultation (International Labour Standards) Convention, 1976
(6)	151	Labour Relations (Public Service) Convention, 1978
(7)	MLC	Maritime Labour Convention, 2006, as amended

Reports Considered in 2024

	<u>Convention Number</u>	<u>Convention Title</u>
(1)	29	Forced Labour Convention, 1930
(2)	90	Night Work of Young Persons (Industry) Convention (Revised), 1948
(3)	105	Abolition of Forced Labour Convention, 1957
(4)	122	Employment Policy Convention, 1964
(5)	124	Medical Examination of Young Persons (Underground Work) Convention, 1965
(6)	138	Minimum Age Convention, 1973
(7)	182	Worst Forms of Child Labour Convention, 1999