



Labour Department
Annual Report

勞工處年報 2006

Chapter 1: Highlights of the Year 2006

Chapter 2: The Labour Department

Chapter 3: Labour Relations

Chapter 4: Safety and Health at Work

Chapter 5: Employment Services

Chapter 6: Employees' Rights and Benefits

Chapter 7: International Labour Affairs

Figures and Charts



- 1.1** Employment remains a subject of public concern despite continued improvement in the labour market, with the unemployment rate coming down from 8.5 per cent in mid-2003 to 4.4 per cent at the end of 2006. In the year, we had adopted new measures to better help the less-educated secure work and launched the Wage Protection Movement. Taking a proactive and pragmatic approach with united efforts, the Labour Department had again achieved notable results in various programme areas in 2006.



Employment Services

Enhanced Employment Services

- 1.2** Upholding a proactive, innovative, flexible and cost-effective approach in further strengthening our employment service to help the unemployed re-enter the labour market and meet the recruitment needs of employers, we held 15 large-scale job bazaars and 65 district-based job fairs in the year to assist job-seekers in finding jobs and employers in recruiting staff. A record high of 118 937 placements were secured through the Labour Department in 2006. The number of vacancies obtained from the private and public sectors, at 486 134, had also broken past records. Meanwhile, the Interactive Employment Services (iES) website (www.jobs.gov.hk) recorded a historic high of 947 million page views in 2006 and continued to be the most heavily visited government website.

New Job Centres set up in Yuen Long and North District

- 1.3** To strengthen the employment service for job-seekers residing in remote areas, the Labour Department set up a new job centre each in Yuen Long and North District in September, bringing the total number of job centres to 12. The new job centres provide a full range of employment services including disseminating up-to-date vacancy information; providing job-search facilities; as well as arranging job referrals, job matching, employment briefings, and district-based job fairs, etc.



The Secretary for Economic Development and Labour, Mr Stephen Ip, officiates at the opening of the Yuen Long Job Centre.

Youth Work Experience and Training Scheme (YWETS)

- 1.4** To recognise the continuous support of employers for YWETS, a presentation ceremony to acknowledge 22 enterprises as "Youth Employment Home Base" - an honourable title for socially responsible employers supporting youth employment - was organised in November for the first time. These employers have, over the years, provided a large number of on-the-job training places to YWETS and offered sustainable employment opportunities to trainees upon completion of the training.



Employers of the "Youth Employment Home Base" with the Secretary for Economic Development and Labour, Mr Stephen Ip (front row, sixth from left), and the Permanent Secretary for Economic Development and Labour (Labour), Mr Matthew Cheung Kin-chung (front row, sixth from right).

Youth Pre-employment Training Programme (YPTP)

- 1.5** In August, we organised the Prize Presentation Ceremony for the "Most Improved Trainees" of YPTP to present awards to trainees achieving significant improvements in self-development, leadership, as well as social and community services, and to commend the caring efforts of training bodies. The striving stories of trainees had provided the best encouragement to their counterparts and solidly exemplified the achievements of training bodies, employers and the Government in nurturing the development of the young generation.



The 10 "Most Improved Trainees" of YPTP 2005/06.

Outstanding Disabled Employees Award and Enlightened Employers Award

- 1.6** These awards are presented to employees with disabilities for their outstanding performance at work and employers for their efforts in providing employment opportunities for people with disabilities. In 2006, 12 disabled employees and 10 employers won the awards.



Winners of the Outstanding Disabled Employees Award 2006 with the Hon Ronald Arculli (sixth from left), Member of the Executive Council, and Mr Matthew Cheung Kin-chung (fifth from left), the Permanent Secretary for Economic Development and Labour (Labour).



Labour Relations

Record High Settlement Rate

- 1.7** The number of working days lost as a result of labour disputes in Hong Kong is among the lowest in the world. Of the 199 labour disputes and 24 958 claims handled in the year, 70.7 per cent were resolved by our conciliation efforts, a record high since 1994. The waiting time for conciliation meetings was further shortened from 2.4 weeks in 2005 to 2.3 weeks in 2006.

Stepping Up Enforcement Against Wage Offences

- 1.8** In 2006, the Labour Department sustained its all-out efforts to combat wage offences. Territory-wide inspection campaigns targeted at offence-prone trades were launched. We collected intelligence on non-payment of wages through an early warning system in collaboration with trade unions and continued to tackle wage default problems in the catering industry through the exercise codenamed Operation COMBAT.

During the year, the Employment Ordinance was amended to raise the maximum penalty for wage offences to a fine of \$350,000 and imprisonment for three years. The Employment Claims Investigation Division continued to conduct in-depth investigation into suspected wage offences, and to employ former veteran police officers to strengthen the investigative work and collection of intelligence in order to take out speedy prosecution. The department adjusted its enforcement strategy so that prosecution would also be taken out against responsible persons of companies for wage offences.

The department had also stepped up its educational and promotional efforts to remind employers of their statutory obligation to pay wages on time and to encourage employees to lodge claims promptly and come forward as prosecution witnesses.

With rigorous enforcement efforts, a total of 785 convicted summonses on wage offences were secured in 2006; an all-time high and up 33.7 per cent over that of 587 summonses in 2005. Two company directors and one other employer were given custodial sentences for defaulting wage payments. In addition, an employer was fined \$114,000 for committing wage offences.

Enhancing Labour Management Cooperation and Tripartite Dialogue

- 1.9** To promote harmonious labour relations, a "Workshop on Labour Management Co-operation" was organised in March for employers and trade union representatives. Experts of the International Labour Organization were invited to share with participants the global trends and overseas experience in implementing staff consultation and labour management co-operation practices. In November, a large-scale seminar on tripartite co-operation was staged to promote tripartite communication among the Government, employers and employees. Feature topics including tripartite communication, labour management collaboration and staff communication were well received by the participants.



Employees' Rights and Benefits

Vigorous Enforcement against Illegal Employment

- 1.10** In 2006, the Labour Department mounted more intelligence-led operations with the Police and the Immigration Department to clamp down on illegal employment activities. The number of such operations reached 189, up 7 per cent as compared to 176 in 2005. A total of 502 suspected illegal workers and 231 employers suspected of employing illegal workers were arrested in the joint operations.

In the year, we widely publicised the complaint hotline (2815 2200) to encourage the public to report illegal employment activities. A new leaflet was produced and circulated to over two million households as an enclosure in water bills during the billing cycle from July to October 2006 to remind the public not to employ illegal workers.

Wage Protection Movement for Cleaning Workers and Security Guards (WPM)

- 1.11** The Chief Executive announced in his 2006 Policy Address that the Government would join hands with the business community and labour sector to launch the WPM. Entities participating in the WPM should pay their cleaning workers and security guards wages not lower than the relevant average market rates, and enter into written employment contracts with these workers. If the workers have to work beyond contractual hours, they should also be suitably compensated.

The Labour Department will continue implementing the WPM through a multi-pronged strategy of promotion, public education, contractual regulation, conciliation and enforcement. A dedicated webpage (www.labour.gov.hk/eng/service/protection/index.htm) and a hotline (2852 3815) have been set up to provide information on the movement and handle enquiries.



Safeguarding the Rights of Employees of Government Service Contractors

1.12 We continued to conduct vigorous inspections to workplaces of non-skilled workers employed by government service contractors in order to protect their statutory rights and benefits under labour laws. In the year, a total of 659 inspections were conducted. We took out resolute prosecution against contractors who breached the laws. A total of 12 contractors were convicted on 62 summonses.

Drop in Applications for Protection of Wages on Insolvency Fund

1.13 The Labour Department continued its all-out efforts in clamping down at source on employers evading their wage liabilities, thus preventing wage defaults from developing into claims on the Protection of Wages on Insolvency Fund. The number of applications for the Fund decreased from 9 967 in 2005 to 7 532 in 2006, a record low since 1996. The Fund registered a surplus of \$345 million for 2006, the third year that the Fund recorded a surplus since the Asian financial crisis in 1997.



Safety and Health at Work

New Occupational Health Clinic

1.14 The Kwun Tong Occupational Health Clinic of the Labour Department has been providing clinical occupational health service for workers in Hong Kong since its establishment in 1993. In view of the growing demand, the Labour Department set up the new Fanling Occupational Health Clinic in June 2006 to strengthen its clinical service in the New Territories.



Opening ceremony of the Fanling Occupational Health Clinic.

Safety of Renovation and Maintenance Works

1.15 To enhance the safety performance of renovation and maintenance works, the Labour Department continued to intensify enforcement actions to clamp down on offending contractors by further stepping up point-to-point inspections on normal working days, at night and during holidays. Territory-wide blitz operations were also launched resulting in 121 suspension/improvement notices issued and 81 prosecutions taken out. On the educational and promotional front, we held safety talks and seminars as well as staged large-scale promotional campaigns to enhance the safety awareness of people in the trade. We also jointly launched with the Occupational Safety and Health Council a Small and Medium Enterprise Subsidy Scheme to financially assist contractors and employers in need to purchase suitable fall protection equipment to improve the safety standard of working-at-height.

Safety Award Schemes

1.16 Two safety award schemes were organised for the catering and construction industries in the year to inculcate a safety culture and to enhance the safety awareness of employers, employees and their families. The schemes featured a variety of activities, including safety performance competitions, roving exhibitions, site visits, radio programmes, computer CD-ROM, broadcast of promotional films on "RoadShow" and award presentation ceremonies cum fun days.



Catering Industry Safety Award Scheme Presentation Ceremony 2005/2006.



Strengthening Local and International Partnerships

Labour Day Reception

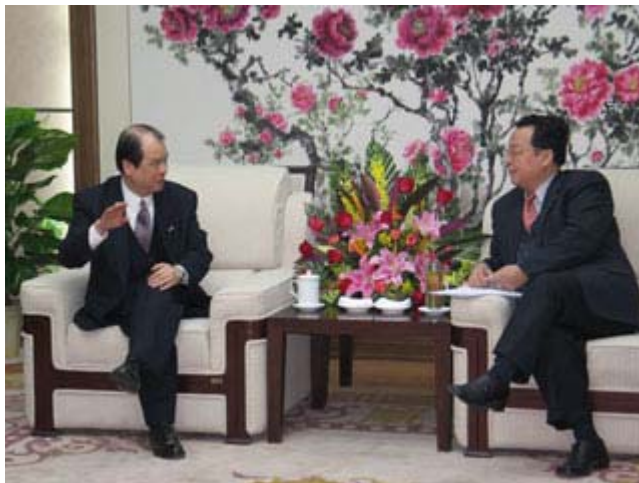
- 1.17** On 28 April 2006, the Secretary for Economic Development and Labour Mr Stephen Ip hosted a cocktail reception at the Hong Kong City Hall to celebrate Labour Day and to pay tribute to the workforce. The Chief Executive Mr Donald Tsang Yam-kuen officiated at the reception, with guests from trade unions, employer associations and other organisations.



Toasting by the Chief Executive, Mr Donald Tsang Yam-kuen, and senior government officials during Labour Day Reception.

Contacts with Other Labour Administrations

- 1.18** We maintain active liaison and interflow with other labour administrations through visits and participation in relevant activities. In February 2006, the Permanent Secretary for Economic Development and Labour (Labour) Mr Matthew Cheung Kin-chung led a delegation to visit the Ministry of Labour and Social Security of the State Council in Beijing and met with Minister Tian Chengping.



The Permanent Secretary for Economic Development and Labour (Labour), Mr Matthew Cheung Kin-chung (left), meeting Minister Tian Chengping of the Ministry of Labour and Social Security (right) in Beijing.

1.19 In June, the Permanent Secretary for Economic Development and Labour (Labour) Mr Matthew Cheung Kin-chung led a tripartite team comprising government, employer and employee representatives to attend the 95th Session of the International Labour Conference in Geneva as part of the Chinese delegation. In August 2006, the Assistant Commissioner for Labour (Employees' Rights and Benefits) Mrs Jenny Chan also led a tripartite team to attend the 14th Asian Regional Meeting in Busan in the name of "Hong Kong, China". Through participation in the events, the representatives kept abreast of the latest development of international labour matters, and strengthened their connections with officials of the International Labour Organization as well as their counterparts in the employer and employee sectors.

In October, the Assistant Commissioner for Labour (Occupational Safety and Health) Mr TSO Sing-hin led a delegation to Dongguan, Guangdong to attend the first Pan-Pearl River Delta Regional Work Safety Co-operation Joint Conference and Work Safety Co-operation and Development Forum, and signed the Pan-Pearl River Delta Regional Work Safety Co-operation Agreement. The objective of the Agreement is to enhance work safety co-operation among nine Mainland provinces (including Fujian, Jiangxi, Hunan, Guangdong, Guangxi, Hainan, Sichuan, Guizhou and Yunnan), Hong Kong Special Administrative Region (HKSAR) and Macao Special Administrative Region.



The Permanent Secretary for Economic Development and Labour (Labour), Mr Matthew Cheung Kin-chung (back row, third from right), and members of the tripartite team attending the 95th Session of the International Labour Conference in Geneva, Switzerland.

- 2.1** The Labour Department is the principal agency in the Hong Kong Special Administrative Region Government responsible for the execution and co-ordination of major labour administration functions. For details of our structure and services, please visit our website: www.labour.gov.hk/.



Vision, Mission and Values

Our Vision

- 2.2** To be a leading labour administrator in the region — our aim is to enhance the well-being of our workforce progressively and to promote the safety and health of those at work at a pace commensurate with the socio-economic development of Hong Kong.

Our Mission

- 2.3**
- To improve the utilisation of human resources by providing a range of employment services to meet changes and needs in the labour market;
 - To ensure that risks to people's safety and health at work are properly managed by legislation, education and promotion;
 - To foster harmonious labour relations through promotion of good employment practices and resolution of labour disputes; and
 - To improve and safeguard employees' rights and benefits in an equitable manner.

Our Values

- 2.4** We believe in:
- Professional excellence
 - Pro-activeness
 - Premier customer service
 - Partnership
 - Participation



Key Programme Areas

- 2.5** The department has four key areas of work, namely, Labour Relations, Safety and Health at Work, Employment Services, and Employees' Rights and Benefits. The objectives of these areas are set out below:

Labour Relations

- To foster and maintain harmonious employer and employee relations in the non-government sector.

Safety and Health at Work

- To help employers and employees control their risks at work through legislation, education and promotion.

Employment Services

- To provide free employment assistance and counselling services to help job-seekers find suitable jobs and employers fill their vacancies.

Employees' Rights and Benefits

- To improve and safeguard the rights and benefits of employees.

- 2.6** Detailed functions and major activities of these programme areas are contained in the following chapters.



Central Support Services

- 2.7** The Administration Division assumes the primary responsibility for financial, personnel and general resources management.
- 2.8** The Information and Public Relations Division is responsible for the department's overall strategy on publicity and public relations. It mounts extensive publicity and explains the policy and work of the department to the public through the media, and co-ordinates the production of major departmental publications.
- 2.9** The Development Division mainly oversees matters relating to the application of International Labour Conventions, participation in International Labour Organization activities, and liaison with labour administration counterparts in the Mainland or other countries. Besides, the division manages the departmental reference library, collects information pertaining to labour administration and co-ordinates training activities for staff of the Labour Administration Branch. In addition, the division serves as the secretariat of the Labour Advisory Board providing support services to the Board.
- 2.10** The Prosecutions Division and the Legal Services Division help enforce relevant legislation by instituting prosecutions against suspected offenders. Major statistics on prosecution work are at [Figure 2.1](#).
- 2.11** The Occupational Safety and Health Training Centre organises and co-ordinates training and development activities for staff of the Occupational Safety and Health Branch.
- 2.12** The Information Technology Management Unit offers support and advice to the development and management of information technology (IT) services.
- 2.13** An organisation chart of the department is set out at [Figure 2.2](#).



Customer-oriented Services

- 2.14** Performance standards and targets are laid down for a wide range of services. A Customer Liaison Group has been formed to collect feedback from users of the department's pledged services. For details of our performance pledges, please visit the following webpage:
www.labour.gov.hk/eng/perform/content.htm.



A Customer Liaison Group meets.



Advisory Boards and Committees

- 2.15** The department consults various advisory boards and committees on labour matters. The most important one is the Labour Advisory Board (LAB). It is a high-level and fully representative tripartite advisory body with members from the employee and employer sectors as well as the Government. It advises the Permanent Secretary for Economic Development and Labour (Labour) on matters affecting labour, including legislation and Conventions and Recommendations of the International Labour Organization. The terms of reference and composition of the LAB and its membership for the year 2006 are in [Figure 2.3](#).
- 2.16** The term of the LAB expired at the end of 2006. An election to return the employee representatives for the new term of the LAB was held on November 4, 2006. 10 candidates vied for five seats. Altogether, 345 registered employee unions took part in the voting. The five newly-elected employee representatives will serve the LAB for the next two-year term.



The Permanent Secretary for Economic Development and Labour (Labour), also Chairman of the LAB, Mr Matthew Cheung Kin-chung (third from right), and the newly-elected employee representatives of the LAB.



The Programme of Labour Relations

(www.labour.gov.hk/eng/labour/content.htm)

3.1 In Hong Kong, employer and employee relations are largely premised on the freely negotiated terms and conditions of employment entered into between the two parties. Employers and employees in Hong Kong are free to form trade unions and participate in union activities. Trade unions are required to be registered under the Trade Unions Ordinance. The objective of the Labour Relations Programme is to maintain and promote harmonious labour relations in the non-government sector. We achieve this by:

- giving advice on matters relating to conditions of employment, provisions of the Employment Ordinance and good people management practices;
- providing voluntary conciliation service to help employers and employees resolve their employment claims and disputes;
- promoting understanding of labour laws and encouraging good labour management practices;
- adjudicating minor employment claims speedily through the Minor Employment Claims Adjudication Board; and
- registering and regulating trade unions to bring about sound and responsible trade union administration.

3.2 The principal legislation administered by this programme area includes the Employment Ordinance (EO), the Labour Relations Ordinance, the Minor Employment Claims Adjudication Board Ordinance and the Trade Unions Ordinance (TUO).

3.3 With the provision of a comprehensive set of employment standards, the EO is the main piece of legislation governing conditions of employment in the non-government sector. The procedures for settling labour disputes in the non-government sector are provided in the Labour Relations Ordinance. The Minor Employment Claims Adjudication Board Ordinance establishes a machinery known as the Minor Employment Claims Adjudication Board (MECAB) to adjudicate minor employment claims when settlement cannot be achieved by conciliation. For the regulation of trade unions, the TUO provides a statutory framework for trade union registration and administration.



Our Work and Achievements in 2006

Key Indicators of Work

3.4 Some key indicators of work of the Labour Relations Programme Area are contained in [Figure 3.1](#).

Amendments to the Employment Ordinance

3.5 In 2006, the EO was amended to raise the maximum penalty for wage offences to a fine of \$350,000 and imprisonment for three years so as to enhance its deterrent effect. Amendments were also made to the EO to recognise the medical treatment, examination and certification given by registered Chinese medicine practitioners for the purpose of employees' entitlement to benefits under the EO.

- 3.6** In December, we introduced an amendment bill into the Legislative Council to modify the existing mode of calculation of statutory entitlements under the EO in order to ensure that all components of wages as defined under the Ordinance (including commission and allowance, etc) are included in the calculation of relevant statutory entitlements.

Conciliation and Consultation Services

- 3.7** Our consultation and conciliation services have contributed to the maintenance of industrial peace. In 2006, we handled 101 516 in-person consultations, 199 labour disputes and 24 958 claims. The number of labour disputes and claims handled in 2006 was down by 4 per cent compared with the figure of 26 189 cases in 2005. It was the lowest since 1998. Altogether 70.7 per cent of the cases handled in 2006 were resolved amicably through conciliation, the highest settlement rate since 1994. Three strikes were recorded in 2006. As a result, the number of working days lost per thousand salaried employees and wage earners was 0.02, among the lowest in the world. ([Figures 3.2 - 3.7](#))

Proactive Efforts to Combat Wage Defaults

- 3.8** In 2006, the Labour Department maintained its proactive strategy to tackle the problem of non-payment of wages at source. In addition to enhancing publicity and promotion, and stepping up enforcement and prosecution, we made use of the early warning system set up in collaboration with trade unions to gather intelligence on non-payment of wages. The Operation COMBAT continued to proactively forestall problematic restaurants from evading their liabilities to pay wages. The exercise achieved notable results. To enhance the deterrent effect of the EO on wage offences, the maximum penalty for wage offences had been raised from a fine of \$200,000 and imprisonment for one year to a fine of \$350,000 and imprisonment for three years with effect from March 30, 2006.

Strengthening Tripartite Co-operation

- 3.9** To promote tripartite collaboration at the industry level with a view to fostering harmonious labour relations, nine industry-based tripartite committees have been set up in the catering, construction, theatre, logistics, property management, printing, hotel and tourism, cement and concrete as well as retail industries. These tripartite committees provide useful forums for representatives of employers, employees and the Government to discuss issues of common concern in these industries. In the year, exemplary employers were invited to attend meetings of the tripartite committees regularly to introduce to the members their commendable human resources management practices. Members of the committees also participated in large-scale seminars featuring labour-management co-operation and exchanged their experience with other participants. In addition, in collaboration with the tripartite committees for the retail industry and the hotel and tourism industry, we have produced leaflets highlighting good labour management practices for reference of practitioners in the industries.



Regular meetings held to enhance tripartite communication at industry level.

Promotion of Good Employer-Employee Relations

3.10 To promote better public understanding of the EO and good labour management practices, various promotional activities such as talks and roving exhibitions were organised for employers, employees and human resources professionals. A wide range of publications was produced for free distribution to the public. Publicity information was also disseminated through the mass media. In 2006, we organised a number of large-scale seminars for employers and human resources practitioners to facilitate experience sharing and discussion on topics such as good labour relations and enlightened people management practices. In connection with the recognition of registered Chinese medicine practitioners under the EO, two briefings, altogether attracting some 1 000 human resources professionals, were organised to enhance their understanding of the new provisions.



Publications promoting good labour management practices.

3.11 We had established a network of 18 Human Resources Managers' Clubs and organised experience-sharing sessions and briefings for human resources practitioners.

Adjudication of Minor Employment Claims

3.12 The Minor Employment Claims Adjudication Board provides a speedy, informal and inexpensive adjudication service to members of the public. It is empowered to determine employment claims involving not more than 10 claimants for a sum not exceeding \$8,000 per claimant.

3.13 In 2006, the Board recorded 2 510 claims amounting to \$10,315,453 and concluded 2 483 claims with a total award of \$6,029,109.

Regulation of Trade Unions

3.14 The Registry of Trade Unions is responsible for the promotion of sound and responsible trade union administration, and is entrusted with the statutory duty to register trade unions, process and register their rules, and examine their annual audited statements of account to ensure that trade unions comply with the TUO.

3.15 In 2006, 32 new trade unions were registered while four trade unions were deregistered, making up a cumulative total of three registered trade union federations and 757 registered trade unions (comprising 715 employee unions, 21 employer unions and 21 mixed organisations of employees and employers). Please refer to the following webpage for the key trade union statistics: www.labour.gov.hk/eng/labour/content3.htm

3.16 In the year, the Registry of Trade Unions examined 626 statements of account and conducted 366 inspection visits to trade unions to ensure that their administration and financial management were in compliance with the TUO. To facilitate trade union officers in acquiring knowledge of union law and management, the Registry organised three courses on trade union bookkeeping, auditing and provisions of the TUO.



The Programme of Safety and Health at Work

(www.labour.gov.hk/eng/osh/content.htm)

- 4.1** The Occupational Safety and Health Branch is responsible for the promotion and regulation of safety and health at work. The objective of the Programme of Safety and Health at Work is to ensure that risks to people's safety and health at work are properly managed and reduced to the minimum by legislation, education and promotion. More specifically, we achieve the objective by:
- providing a legislative framework to safeguard safety and health at work;
 - ensuring compliance with the Occupational Safety and Health Ordinance (OSHO), the Factories and Industrial Undertakings Ordinance (FIUO), the Boilers and Pressure Vessels Ordinance (BPVO) and their subsidiary regulations by conducting inspections and taking out regulatory actions;
 - investigating accidents and occupational health problems at workplaces;
 - improving the knowledge and understanding of employers, employees and the general public on occupational safety and health by providing them with appropriate information and advice; and
 - organising promotional programmes and training courses to improve safety awareness of the workforce.
- 4.2** The principal legislation for safety and health at work includes the OSHO, the FIUO, and the BPVO.
- 4.3** With few exceptions, the OSHO protects employees' safety and health at work in practically all branches of economic activities. It is basically an enabling legislation that empowers the Commissioner for Labour to make regulations prescribing standards for general working environment as well as specific safety and health aspects at work.
- 4.4** The FIUO regulates safety and health at work in industrial undertakings, which include factories, construction sites, cargo and container handling areas, as well as catering establishments.
- 4.5** The BPVO aims at regulating the standards and operation of equipment such as boilers, pressure vessels, including thermal oil heaters, steam receivers, steam containers, air receivers and pressurised cement tanks mounted on trucks or trailers.



Our Work and Achievements in 2006

Work Safety Performance

- 4.6** Through the concerted efforts of all parties concerned, including employers, employees, contractors, safety practitioners and the Government, Hong Kong's work safety performance has been improving since 1998. The improvement of performance in the construction industry was especially remarkable.

- 4.7** The number of occupational injuries in all workplaces in 2006 stood at 46 937, representing a 26.1 per cent drop from 63 526 in 1998, while the injury rate per thousand employees decreased to 18.4 as well, down by 31.2 per cent when compared to 26.7 in 1998. The number of industrial accidents and the accident rate per thousand workers also went down to 17 286 and 31.5 respectively, representing 59.8 and 51.4 per cent drop when compared to 43 034 and 64.7 in 1998.
- 4.8** The number of industrial accidents in the construction industry decreased from 19 588 in 1998 to 3 400 in 2006, a hefty drop of 82.6 per cent, while the accident rate per thousand workers also decreased from 247.9 to 64.3, down by 74.1 per cent.
- 4.9** We attach great importance to the occupational safety and health performance of major local construction work projects. In June, we arranged members of the Committee of Occupational Safety and Health of the Labour Advisory Board to visit the Ngong Ping 360 Project.



Study visit to the Ngong Ping 360 Project by members of the Labour Advisory Board Committee on Occupational Safety and Health.

Occupational Diseases

- 4.10** The number of confirmed occupational disease cases in 2006 was 264, representing a slight rise of 3 per cent from 256 cases in 2005. The incidence rate in 2006 was 10.5 cases per 100,000 employed workers, which was 2 per cent higher than the figure of 10.3 cases per 100,000 employed workers in 2005. Compared to the peak in 1998, there had been a cumulative fall of 72 per cent and 74 per cent in the number and incidence rate of occupational diseases respectively.
- 4.11** For more statistics on occupational safety and health, please visit the following webpage: www.labour.gov.hk/eng/osh/content10.htm

Key Indicators of Work

- 4.12** Some key indicators of work of this programme area are shown in [Figure 4.1](#).

Law Enforcement

- 4.13** To secure safety and health at work, we inspect workplaces, monitor health hazards, investigate work accidents and occupational diseases, register and inspect boilers and pressure equipment and advise on measures to control hazards or prevent accidents.

- 4.14** A key element in enforcement is to advise on prevention of accidents. We conducted special promotional visits to encourage employers to adopt a self-regulatory approach in managing risks at the workplace. We made regular enforcement inspections to various workplaces to monitor if duty-holders had observed all related statutory requirements stipulated in safety legislation. In addition, we conducted 17 special blitz operations targeting at various high-risk work activities, including working-at-height, scaffolding work, underground sewage pipe work, container handling and storage, handling of hazardous chemicals, and use of tower cranes. Some of these blitz operations were conducted not only on normal working days but also at night and during holidays to detect and clamp down on offending contractors. In these 17 operations, a total of 32 219 workplaces were inspected, with 587 prosecutions initiated, 490 improvement notices and 101 suspension notices issued.
- 4.15** We continued to put establishments with poor safety performance under close surveillance. Improvement notices or suspension notices were issued when necessary to secure a speedy rectification of irregularities, or to remove imminent risks to lives and limbs. Many of these companies, especially those in the construction industry, have shown significant improvements in their safety performance. In the light of the rising accident trend in container handling and building renovation and maintenance works, we have intensified our enforcement actions on the workplaces of these high risk trades. We have also enhanced the intelligence reporting system on unsafe renovation and maintenance works with the Hong Kong Association of Property Management Companies. In 2006, a total of 425 enquiry/complaint/referral cases were received through the system and other channels. As a result of inspections to follow up on these cases, 98 suspension/improvement notices were issued and 73 prosecutions taken out.
- 4.16** We conducted focused inspections to office workplaces to make sure that both employers and employees abided by the Occupational Safety and Health (Display Screen Equipment) Regulation. Moreover, we stepped up inspections of catering establishments to ensure that appropriate measures were taken to prevent workers from contracting work-related musculoskeletal disorders. To see that contractors observed with the Factories and Industrial Undertakings (Confined Spaces) Regulation in conducting work in confined spaces, we enhanced inspections to such workplaces including drainage maintenance worksites. Altogether, 226 warnings, 36 improvement notices and seven suspension notices were issued and 12 prosecutions were taken out.
- 4.17** The Commissioner for Labour, as the Boilers and Pressure Vessels Authority, recognises competent inspection bodies to assess and inspect new pressure equipment during manufacturing. As at the end of 2006, there were 31 appointed examiners and seven recognised inspection bodies. Apart from that, we conduct examinations, monitor courses for training of competent persons and issue certificates of competency to qualified candidates as competent persons for various types of boilers and steam receivers. In 2006, 534 candidates were examined, of whom 467 were awarded certificates of competency. At the same time, we advise the Fire Services Department on approval and preliminary inspections of pressurised cylinders and storage installations for compressed gas.
- 4.18** As at the end of 2006, a total of 168 546 workplaces, including 15 531 construction sites, were recorded. In the year, 116 500 inspections were conducted under the OSHO and the FIUO, while 5 064 inspections were made under the BPVO. As a result, 32 393 warnings were issued by Occupational Safety Officers while 3 208 warnings were given under the BPVO. Altogether, 1 528 suspension or improvement notices were issued. We also carried out 11 461 and 2 006 investigations on accidents and suspected occupational diseases respectively in the year. Among the suspected occupational diseases, 264 cases were confirmed.

Safety Training and Occupational Health Education

- 4.19** We provide training-related services to help industry reduce occupational injuries. Such services are divided into three broad categories, namely, provision of training courses, accreditation of external training providers and registration of safety officers and safety auditors.
- 4.20** In 2006, we conducted 465 legislation-related safety and health training courses for 3 473 participants and 346 tailor-made talks for 9 086 employees. We also recognised 14 mandatory basic safety training courses for the construction and container-handling industries. As at year end, more than 848 000 persons have completed the training. We also recognised 10 confined spaces safety training courses and 25 loadshifting machinery safety training courses.
- 4.21** In 2006, 108 applicants were registered as safety officers while 54 applicants were registered as safety auditors. As at the end of 2006, there were 2 901 persons on the register of safety officers and 866 persons on the register of safety auditors. Furthermore, we started to accept applications for renewal or revalidation of registration as safety officers with effect from 7 September 2005. A total of 1 581 applicants were approved for renewal of their registrations as at the end of 2006.
- 4.22** Occupational health education is an important strategy for the control of occupational health hazards and prevention of occupational diseases. Apart from the conventional way of organising health talks at our own offices, we have also developed outreaching services for occupational health education by delivering talks at individual companies or organisations. In 2006, we delivered a total of 1 629 health talks.

Safety and Health Promotion

- 4.23** To inculcate a safety culture and enhance safety awareness, we organised a series of promotional activities in 2006, some in conjunction with other organisations such as the Occupational Safety and Health Council, trade associations, workers' unions and other government departments.
- 4.24** Under the Customer Service Teams Project, volunteers visited 13 346 catering establishments and business related to renovation and maintenance works to promote safety at work to employers and employees.



Customer Service Teams Project 2006 - Certificate Presentation Ceremony.

- 4.25** The well-received Catering Industry Safety Award Scheme and the Construction Industry Safety Award Scheme were organised again in the year. Campaigns were also launched to promote and publicise the safety of working-at-height and scaffolding work in construction sites, the safety in renovation and maintenance of buildings, and the safety at work in the container handling and storage sector.



Construction Industry Safety Award Scheme 2005/2006 Presentation Ceremony.

- 4.26** With the joint efforts of the Occupational Safety and Health Council, trade associations and workers' unions, seminars and large-scale promotional activities were organised to promote the work safety of truss-out scaffold which is commonly used in building renovation and maintenance work.
- 4.27** We continued to launch jointly with the Occupational Safety and Health Council the sponsorship scheme to provide small and medium-sized enterprises with financial assistance to purchase fall protection equipment and anchor device for use in work involving truss-out scaffold.
- 4.28** The Occupational Safety Charter, which has been jointly launched with the Occupational Safety and Health Council since 1996 to promote the spirit of "shared responsibility" in workplace safety and health, sets out a safety management framework for employers and employees to work together with a view to creating a safe and healthy working environment. By the end of 2006, 915 organisations, including public utilities companies, industrial and non-industrial establishments, banks, construction companies, unions, associations and community organisations, have subscribed to the Occupational Safety Charter.



Subscription of the Occupational Safety Charter by the Tsuen Wan Safe and Healthy Community.

4.29 As work-related musculoskeletal disorders had become an increasingly important occupational health problem in recent years, we strengthened our publicity efforts to promote the prevention of these diseases in office workers and workers in the catering industry. This was achieved through different means including announcements of public interests on the radio and television, video shows on mobile advertising media, newspaper articles, occupational health talks, exhibitions, posters and booklets.

4.30 In 2006, 33 new occupational safety and health publications were published, including guidance notes for safe use of fork-lift trucks and safe use of flammable liquids, casebooks of occupational fatalities related to renovation and maintenance works and in the container handling and storage sector, occupational safety and health statistics bulletin issue No. 6 (July 2006), safety guides for work in manholes/air monitoring in the workplace/occupational health for butchers, hints on prevention of musculoskeletal disorders for the catering industry, work-related disease series - shoulder tendonitis and osteoarthritis of knee, and other booklets on operation of boilers and air receivers.



Latest publications on occupational safety and health.

4.31 In 2006, the Occupational Safety and Health Branch handled 18 197 enquiries, advising on various safety and health matters. The Occupational Safety and Health Centre provides information and advisory services to workers and employers.

Clinical Occupational Health Services

4.32 With the heightened awareness of the general public on occupational health, the demand for services of the Kwun Tong Occupational Health Clinic had been increasing. In June 2006, the Labour Department set up the new Fanling Occupational Health Clinic to strengthen its clinical service in the New Territories. Our medical and nursing staff at the Occupational Health Clinic provides clinical consultations, medical treatment as well as occupational health education and counselling services for workers suffering from work-related diseases. The workplaces of the patients are inspected if necessary to identify and evaluate occupational health hazards in the work environment. We also assess the medical fitness for work of radiation workers, aviation personnel and government employees exposed to specific occupational health hazards.



A nurse providing occupational health counselling to a patient at the Fanling Occupational Health Clinic.

4.33 In 2006, 11 420 clinical consultations were rendered, and 2 761 medical examinations and assessments conducted. Six patient support groups were organised to promote patients' treatment compliance and sustainability in good work practices through health talks, experience sharing and peer support.



The Programme of Employment Services

(www.labour.gov.hk/eng/service/content.htm)

- 5.1** One of the foremost concerns of the Labour Department in 2006 was to promote employment. To complement the job creation efforts of the Government, we give every assistance to local job-seekers, particularly the more vulnerable groups. The objective of the Employment Services Programme is to provide a comprehensive range of free and efficient employment assistance and counselling services to help job-seekers find suitable jobs and employers fill their vacancies. We achieve this by:
- providing user-friendly employment services to employers and job-seekers;
 - offering intensive employment-related assistance and personal service to vulnerable groups of unemployed people;
 - assisting young people to enhance their employability and advising them on careers choice;
 - regulating local employment agencies;
 - safeguarding the interests of local employees employed by employers outside Hong Kong to work in other territories; and
 - ensuring that employment opportunities for local workers are not adversely affected by abuse of the labour importation scheme.
- 5.2** The two principal legislation administered by this programme area are the Employment Agency Regulations made under the Employment Ordinance and the Contracts for Employment Outside Hong Kong Ordinance.
- 5.3** The Employment Agency Regulations, together with Part XII of the Employment Ordinance, regulate the operation of employment agencies in Hong Kong through a licensing system, inspection, investigation and prosecution.
- 5.4** The Contracts for Employment Outside Hong Kong Ordinance safeguards the interests of local manual workers and those non-manual employees with monthly wages not exceeding \$20,000 who are recruited by employers outside Hong Kong to work in other territories through the attestation of employment contracts for these jobs.



Our Work and Achievements in 2006

Employment Situation in Hong Kong

- 5.5** The labour market remained buoyant in 2006. The department received an all-time high of 479 942 vacancies from the private sector, an increase of 13 per cent when compared with 425 952 in 2005. For updated statistics on the labour force, unemployment rate and underemployment rate, please visit the webpage:
www.censtatd.gov.hk/hong_kong_statistics/statistical_tables/index.jsp?charsetID=1&subjectID=2&tableID=006

Key Indicators of Work

- 5.6** To better serve the public, the department vigorously stepped up its employment services for job-seekers. A record-high number of 118 937 placements was achieved in 2006, up 5 per cent over the level of 113 090 in 2005. ([Figures 5.1](#) and [5.2](#))



A Wider Service Choice

Services offered at Job Centres

- 5.7** Job-seekers can select suitable vacancies and seek referral service at all job centres. Modern facilities such as digital display system, self-service touch-screen vacancy search terminals, fax machines, toll-free telephones, computers connected to the Internet and a resource corner are available.



Modern facilities for use by job-seekers.

- 5.8** Through the Job Matching Programme, placement officers help job-seekers evaluate their academic qualifications, job skills, work experience and job preferences, and encourage them to look for suitable jobs actively. Placement officers also introduce suitable retraining courses to job-seekers where appropriate.

Telephone Employment Service

- 5.9** Job-seekers registered at the Labour Department may call our Telephone Employment Service Centre on 2969 0888 for job referral service. Through conference calls, staff of the Centre can make arrangement for job-seekers to talk to employers directly.

Internet Employment Service

- 5.10** Our Interactive Employment Service (iES) website (www.jobs.gov.hk) provides round-the-clock Internet employment service and comprehensive employment information. The iES is one of the most popular government websites, accounting for 28 per cent of the page views for all government websites of Hong Kong. In 2006, the iES achieved a record number of 947 million page views, an increase of 9 per cent over 2005. It hyperlinks with leading employment websites in Hong Kong and hosts a number of dedicated webpages for specific clientele.

Central Processing of Job Vacancies

5.11 Employers who need to recruit staff can send their vacancy information to our Job Vacancy Processing Centre by fax (2566 3331) or telephone (2503 3377) or through the Internet (www.jobs.gov.hk). Vacancy information will be posted at all job centres and uploaded onto the iES in one working day.

Special Recruitment and Promotional Activities

5.12 We organise a variety of activities to promote our employment services. Visits and briefings are conducted to appeal for vacancies from employers. Recruitment seminars and job fairs are held to facilitate job-seekers and employers to meet and communicate directly. In 2006, these recruitment and promotional activities included territory-wide large-scale job fairs as well as thematic functions such as "Job Fair for Tertiary Education Graduates". To assist job-seekers living in remote areas in securing employment, large-scale job fairs were held in Kwai Chung, Tuen Mun, Tin Shui Wai, Yuen Long and Tseung Kwan O. Moreover, to respond more promptly to the recruitment needs of employers and provide a more user-friendly service to job-seekers of different districts, we held district-based job fairs at our major job centres to assist employers to recruit local staff and to enable job-seekers to participate in job interviews without having to travel long distance. These activities reached out to some 125 000 job-seekers and employers.



Retraining & Recruitment Post 2006.



Intensified Services for the Most Needy

Middle-aged Job-seekers

5.13 The Employment Programme for the Middle-aged was launched in May 2003 to assist the unemployed aged 40 or above to secure employment. Employers who engage an eligible middle-aged job-seeker in a full-time permanent job and offer him/her on-the-job training will receive a training allowance of \$1,500 per month, for up to three months. As at the end of 2006, a total of 27 774 placements were secured through the programme.

Work Trial Scheme (WTS)

5.14 We launched the Work Trial Scheme in June 2005 to enhance the employability of job-seekers who have special difficulties in finding jobs. There is no age limit for applicants. During the one-month work-trial without employer-employee relationship, participants will be arranged to take up jobs offered by participating organisations. On completion of the one-month work trial, the Labour Department will pay each participant an allowance of \$4,500, while the participating organisation will contribute an additional allowance of \$500. As at the end of 2006, a total of 1 127 job-seekers were placed into work trials.

Local Domestic Helpers (LDHs)

5.15 To address the mismatch in supply and demand in the LDH market and to promote LDH service, the Special Incentive Allowance Scheme was launched in June 2003. A sum of \$60 million was earmarked to provide incentive allowance to qualified LDHs who are willing to work across districts or during unsocial hours (i.e. outside 9 am to 5 pm on Monday to Friday). Successful applicants will receive an allowance of \$50 per day, with an overall cap of \$7,200. In 2006, it was decided that the Scheme would be extended to March 2008. As at year end, there were 9 195 approved applications.

5.16 We provide through our job centres a comprehensive range of employment services to new arrivals. These include employment counselling, job referral, employment briefing and employment information.

Workers affected by Large-scale Retrenchment

5.17 In the event of major retrenchment, we will assign special counters at the job centres or render on-the-spot employment services to workers affected. In 2006, the service reached out to 2 135 retrenched workers of 19 companies.

Job-seekers with Disabilities

5.18 The Selective Placement Division (SPD) offers employment assistance to disabled job-seekers looking for open employment. Placement officers will provide personalised counselling, employment services and, where appropriate, make referrals to tailor-made retraining programmes. In 2006, the SPD registered 3 695 disabled job-seekers and helped place 2 493 of them into employment, representing an all-time high placement rate of 67.5 per cent. ([Figure 5.3](#))

Work Orientation and Placement Schem

5.19 The Labour Department launched the Work Orientation and Placement Scheme in April 2005 to enhance the employability of people with disabilities. The scheme features pre-employment training to disabled job-seekers on job-search/interviewing techniques and communication/interpersonal skills, etc, as well as a monthly allowance to the participating employers equivalent to half-month's wages of each disabled employee engaged (subject to a ceiling of \$3,000) for up to three months. As at the end of 2006, the scheme recorded 606 disabled participants in this training programme and achieved 565 work placements.

Self Help Integrated Placement Service

5.20 The Self Help Integrated Placement Service (SHIPS) aims at improving the job-searching skills of disabled job-seekers and encouraging them to be more proactive in the search for jobs, thereby enhancing their employment opportunities. In 2006, 530 disabled job-seekers participated in the programme. The overall placement rate was about 70 per cent.

Interactive Selective Placement Service (iSPS) Website

5.21 The SPD launched an Interactive Selective Placement Service (iSPS) Website (www.jobs.gov.hk/isps) in January 2003 to provide enhanced employment services for disabled job-seekers and employers through the Internet. The website enables disabled persons to register or renew their registrations with the SPD, browse job vacancy information and perform preliminary job-matching. It also enables employers to place vacancy orders with the SPD, identify suitable disabled job-seekers to fill their vacancies and request the SPD to refer candidates to them for selection interview. Response to the iSPS has been very favourable. In 2006, it recorded a total of 1.93 million page views and 7 802 online requests for the SPD's services.

Promotional Activities

5.22 During the year, the SPD organised the Outstanding Disabled Employees Award and the Enlightened Employers Award Presentation Ceremony and produced a series of radio programmes to enhance public understanding of the working abilities of people with disabilities. We also held seminars for employers and conducted special promotional campaigns on targeted trades to canvass job vacancies.



Employer representatives (left and right) share their experience in employing disabled persons at a seminar.



Services for Young People

Youth Work Experience and Training Scheme (YWETS)

5.23 The YWETS features: (1) 50 hours of career guidance and counselling services to trainees by case managers who are registered social workers; (2) 40 hours of induction training on communication and interpersonal skills for trainees; (3) a monthly training subsidy of \$2,000 per trainee payable to employers during the training period; and a training allowance of \$4,000 payable to trainees for undertaking off-the-job vocational training courses. As at the end of 2006, 31 465 trainees were successfully placed in training vacancies under the scheme. In addition, 16 041 trainees found jobs in the open employment market with the assistance of their case managers.

5.24 In 2006, the YWETS continued to develop tailor-made projects for industries and individual establishments. Collaboration between the YWETS with the Youth Pre-employment Training Programme (YPTP) enables the running of "through train" training programmes under which pre-employment job skills training that meets a company's needs is provided under the YPTP, to be immediately followed by on-the-job training under the YWETS. This mode of training is well received by establishments and trainees. In 2006, 20 such tailor-made training-cum-employment projects were run for employers in the retail, catering, tourism, telemarketing and beauty industries.



A trainee works as a library assistant under the "IT Seeds Project".

Youth Pre-employment Training Programme (YPTP)

5.25 In 2006, the YPTP provided a wide range of employment-related training and workplace attachment opportunities to over 7 100 young persons aged 15 to 19. Government departments, training bodies and voluntary agencies join hands to provide the following four modular training: (a) leadership, discipline and team building; (b) job-search and interpersonal skills; (c) elementary/intermediate computer application; and (d) job-specific skills training. In the new Programme Year, we introduced a number of new training courses geared to market needs. Organisations from the private and public sectors as well as social welfare agencies also offer workplace attachment places for trainees so that they can obtain practical work experience and better understand the real work environment. Professional youth workers are available to provide career counselling and support services throughout the programme. Apart from those pursuing further studies on completion of the programme, over 70 per cent of the trainees have secured employment.

5.26 To maximise the benefits for trainees of the YPTP and the YWETS, a "Revolving Door" mechanism has been introduced by allowing them to move between the two programmes during a programme year. Together, the two programmes provide one-stop training and employment services to young people aged 15 to 24.



YPTP trainees participating in Module A - Leadership, Discipline and Team Building Training.



YPTP offers a wide variety of job-specific skills training, including catering training.

Careers Information and Guidance

5.27 Our Careers Advisory Service promotes careers education and helps young people choose a career best suited to their talents, interest and abilities. We provide up-to-date information on employment and training opportunities as well as careers counselling and guidance service through our Careers Information Centre. In addition, young people can visit our website (www.labour.gov.hk/careers) to gain quick access to a wide range of careers information.

5.28 We organise a variety of careers activities throughout the year to enhance careers awareness among young people and provide them with first-hand careers information. In February, we organised the 16th Education and Careers Expo jointly with the Hong Kong Trade Development Council to provide the latest information on careers development and further education opportunities. There were 489 participating exhibitors from a wide range of trades, government departments, professional bodies, as well as local and overseas educational and training institutes. The event, which attracted 198 977 visitors, was the most popular careers information event in Hong Kong.



Opening Ceremony of the Education & Careers Expo 2006.

- 5.29** In July and August, we offered a special service package for Secondary 5 school leavers to provide them with a full range of counselling and information on careers and further education opportunities. A hotline and chat room service were set up. An Information Expo, which was held in collaboration with the Education and Manpower Bureau, attracted over 15 000 visitors. More than 98 800 copies of the tailor-made careers handbook were distributed.
- 5.30** Two part-time certificate courses in career education were organised for in-service careers masters in the 2006/2007 school year in collaboration with the Education and Manpower Bureau.

Regulating Local Employment Agencies and Employment Outside Hong Kong

- 5.31** We monitor the operation of employment agencies through licensing, inspection and investigation of complaints. In 2006, 1 702 employment agency licences were issued, one licence was revoked. As at year-end, there were 1 645 licensed employment agencies in Hong Kong. A total of 1 321 inspections were made to employment agencies in the year.
- 5.32** We regulate employment outside the territory to safeguard the interests of local employees engaged by employers outside Hong Kong to work in other territories by attesting all employment contracts entered in Hong Kong involving manual employees and non-manual employees with monthly wages not exceeding \$20,000.



Regulating Labour Importation

Supplementary Labour Scheme

- 5.33** To cater for the genuine needs of employers, the department administers the Supplementary Labour Scheme that allows the entry of imported workers to take up jobs at technician level or below and which cannot be filled locally. The scheme operates on the principles of ensuring the priority of local workers in employment while allowing employers with proven local recruitment difficulties to import labour to fill the necessary job vacancies.
- 5.34** We provide active job matching and referral services to local job-seekers to ensure their employment priority. Vacancies under the scheme are widely publicised locally. To facilitate local workers in filling the vacancies, they could attend tailor-made retraining courses, if appropriate. Applications from employers who have set restrictive or unreasonable requirements in terms of age, education, sex, skill or experience for the vacancies or who have no genuine intention to employ local workers will be rejected.
- 5.35** In early 2006, a series of measures under the Supplementary Labour Scheme were introduced as a pilot exercise for the textiles and clothing industry to facilitate a more flexible importation of skilled workers that Hong Kong was lacking.
- 5.36** As at the end of 2006, there were 1 144 imported workers working in Hong Kong under the Supplementary Labour Scheme.

Policy on Foreign Domestic Helpers (FDHs)

5.37 FDHs have been admitted to work in Hong Kong since 1970's. Like other migrant workers, they enjoy the same statutory rights and benefits as local employees. The Government attaches great importance to protecting the welfare of FDHs, and has taken every step to safeguard their statutory and contractual rights. Claims of breach of statutory rights will be promptly investigated and prosecution action will be taken if there is sufficient evidence. The rights and benefits of FDHs are also widely publicised. To this end, the Labour Department staged two information kiosks and one information expo for FDHs at places they frequently gather on their rest days in June and November 2006. The events attracted over 16 000 visitors. The Labour Department has also maintained close liaison with consulates of the FDH-exporting countries and non-government organisations serving FDHs to better address the concerns of the helpers.

5.38 As at the end of 2006, there were 232 800 FDHs in Hong Kong, an increase of 4.3 per cent compared with 223 200 in 2005. About 51.9 per cent of the FDHs in Hong Kong were from the Philippines and 44.7 per cent from Indonesia.



The Programme of Employees' Rights and Benefits

(www.labour.gov.hk/eng/erb/content.htm)

- 6.1** The objective of the Employees' Rights and Benefits Programme is to improve and safeguard employees' rights and benefits in an equitable manner. Our aim is to progressively enhance employment standards in a way which is commensurate with the pace of Hong Kong's economic and social developments and which strikes a reasonable balance between the interests of employers and employees. We achieve this by:
- setting and refining employment standards in consultation with the Labour Advisory Board;
 - ensuring compliance with statutory and contractual terms and conditions of employment through inspection to workplaces, investigation into suspected breaches of the statutory provisions and prosecution of offenders;
 - processing employees' compensation claims;
 - maintaining close partnership with statutory bodies set up for protecting the rights and benefits of employees; and
 - providing customer-oriented information service to ensure that employees and employers know their rights and obligations.
- 6.2** The principal legislation administered by this programme area includes the Employees' Compensation Ordinance (ECO), the Pneumoconiosis (Compensation) Ordinance (PCO), the Employment Ordinance (EO) and its subsidiary Employment of Children Regulations and Employment of Young Persons (Industry) Regulations, as well as Part IVB of the Immigration Ordinance.
- 6.3** The ECO establishes a no-fault, non-contributory employee compensation system under which individual employers are liable to pay compensation for work-related injuries or fatalities. The ordinance requires all employers to possess valid insurance policies to cover their liabilities under the ordinance and at common law.
- 6.4** The PCO provides compensation to persons who suffer from pneumoconiosis. Compensation is paid from the Pneumoconiosis Compensation Fund, which is administered by the Pneumoconiosis Compensation Fund Board.
- 6.5** The EO is the main piece of legislation governing conditions of employment in the non-government sector. The Employment of Children Regulations made under the EO prohibit the employment of children below the age of 15 in industrial undertakings and regulate the employment of children who have attained the age of 13 but under 15 in non-industrial establishments. The Employment of Young Persons (Industry) Regulations set out requirements on the working time arrangements for young persons employed in the industrial sector and prohibit their employment in dangerous trades.
- 6.6** The Labour Department also administers Part IVB of the Immigration Ordinance to combat illegal employment in order to protect the employment opportunities of local workers.



Our Work and Achievements in 2006

Key Indicators of Work

6.7 We stepped up our efforts to safeguard the rights and benefits of employees through various activities in 2006. Some key indicators of work of this programme area are shown in [Figure 6.1](#).

Stepping Up Enforcement Against Wage Offences

6.8 The department takes a serious view on wage default and has put in place effective arrangements to enforce statutory provisions governing payment of wages. In 2006, the department continued to step up prosecution against employers and responsible persons of companies for wage offences. We conducted territory-wide blitz operations and inspections to workplaces to detect wage offences. Labour inspectors actively interviewed employees during territory-wide routine inspections to combat wage offences and conducted investigation speedily into the suspected offences. The Employment Claims Investigation Division also conducted in-depth investigation into suspected wage offences under the EO promptly. Prosecutions are taken out against the employers and the responsible persons once sufficient evidence is available.

6.9 With the department continuing in stepping up enforcement action in 2006, the number of summonses heard in respect of wage offences rose to 1 043, representing an increase of 14.9 per cent over the figure of 908 summonses in 2005. As for summonses convicted, the number was 785 for 2006 as against 587 in 2005, an increase of 33.7 per cent. Two company directors and one other employer were given custodial sentences in 2006 for defaulting wage payments. On the other hand, an employer was fined \$114,000. These sentences should have sent a strong message to employers on the seriousness of wage defaults.

Vigorous Enforcement Against Illegal Employment

6.10 We continued our vigorous enforcement efforts to ensure that the statutory rights of employees under labour legislation are well protected.

6.11 In 2006, labour inspectors carried out 128 590 workplace inspections to establishments in different trades, among which 127 871 inspections were also conducted to combat illegal employment. ([Figure 6.2](#)) We strengthened the collection and analysis of intelligence on illegal employment activities, and organised more joint operations with the Police and the Immigration Department. A total of 502 illegal workers and 231 employers suspected of employing illegal workers were arrested in the year. We also widely publicised our complaint telephone hotline (2815 2200) through newspaper advertisements, press releases, leaflets and bus advertisements and distribution of souvenirs etc. to encourage members of the public to provide intelligence on illegal employment activities.



Labour Inspectors and the Police detecting suspected illegal workers in a joint operation.

6.12 We conducted routine inspections and trade-targeted operations to enforce the compulsory requirement of taking out employees' compensation insurance policy under the Employees' Compensation Ordinance. In the year, a total of 64 151 inspections were conducted to enforce the statutory requirement. Employers failing to comply with the requirement were prosecuted.

6.13 In the year, we continued to work closely with government departments in monitoring their service contractors to ensure that non-skilled employees of the contractors enjoyed their statutory rights and benefits. A total of 659 inspections were conducted to the workplaces of such workers. 2 369 workers were interviewed. Contractors found to have breached labour legislation were prosecuted. Offence records and suspected breaches of contract terms were sent to concerned departments for administrative sanctions wherever appropriate.

6.14 To ensure compliance with the required conditions under the Supplementary Labour Scheme, we investigated 41 complaints and cases on suspected irregularities such as allegations of improper deployment, long working hours and underpayment of wages of imported workers.

Improvement to the Employees' Compensation Insurance System

6.15 During the year, the Labour Department and the Insurance Authority worked in close collaboration with the Hong Kong Federation of Insurers to map out the scope, basic structure and mode of operation of an Employees' Compensation Insurance Residual Scheme. The scheme was initiated by the Federation as a market of last resort to assist employers, in particular those in the high risk groups, who have difficulties finding employees' compensation insurance cover. The scheme is expected to be launched in 2007.

Processing Employees' Compensation Cases

6.16 Under the current no-fault employees' compensation system, compensation is payable to injured employees or family members of deceased employees for any work-related injuries or deaths. Claims for compensation involving fatality are determined by the courts or the Commissioner for Labour under the improved settlement mechanism introduced in August 2000.

- 6.17** Information on employees' compensation cases reported is shown in [Figures 6.3](#) and [6.4](#). We processed and settled 35 863 non-fatal cases involving sick leave exceeding three days which were reported in 2006. These included 12 712 cases settled directly between employers and employees. Compensation amounting to \$8.6 million and \$232 million respectively was payable to the injured employees in minor cases and in cases involving sick leave exceeding three days.
- 6.18** For the 47 478 employees' compensation cases reported in 2005, 44 350 non-fatal cases with sick leave exceeding three days and 130 fatal cases were settled as at the end of 2006. A sum of \$597 million was payable as compensation to the injured employees or family members of deceased employees. The number of working days lost was 1 152 037. ([Figure 6.5](#))
- 6.19** The Loan Scheme for Employees Injured at Work and Dependents of Deceased Employees provides temporary relief to victims of work accidents. Under the scheme, an interest-free loan up to \$15,000 in each case will be made to eligible applicants. In 2006, a total loan of \$155,000 was approved in 12 applications.

Processing SARS-related Claims

- 6.20** As at the end of 2006, the Labour Department arranged a total of 371 employees infected with SARS to receive assessments by the Employees' Compensation Assessment Board in respect of respiratory impairment. Since some of the SARS employees had other complications and had received treatment from other specialties, such as orthopaedic, psychiatry and endocrine, the department also arranged assessments for these employees by the relevant specialties. As a result of the department's active follow-up action, the statutory compensation claims in seven fatal cases and 282 non-fatal cases were resolved upon the issue of certificates of compensation assessment by the department as at year-end.

Briefings and Promotional Campaigns

- 6.21** In 2006, we arranged four briefings for government departments and 37 briefings for imported workers to publicise the rights and obligations of the parties concerned.
- 6.22** Extensive publicity campaigns were launched to warn against illegal employment.



A bus advertisement to remind employers not to employ illegal workers.



Distributing souvenirs carved with the Complaint Hotline to encourage reporting of suspected offences.

6.23 We strengthened promotion on timely reporting of work accidents by employers and publicity on employers' statutory obligation to take out insurance policies to cover their liabilities for injuries at work in respect of their employees through TV and radio announcements, leaflets, posters, newspapers, departmental homepage and seminars on the Employees' Compensation Ordinance.



Strengthening promotion on timely reporting of work accidents by employers and their statutory obligation to take out insurance policies to cover liabilities for injuries of their employees at work through leaflets and posters.

6.24 We actively educated employers and employees about their rights and obligations under the Employees' Compensation Ordinance. In the year, we held 21 talks on Employees' Compensation Ordinance, and published six articles on the handling of employees' compensation cases in the press.



Snapshot of a large scale seminar on the Employees' Compensation Ordinance.

Partnership with Statutory Bodies

6.25 We maintain close partnership with various statutory bodies that are set up for implementing the different schemes for the protection of the rights and benefits of employees.

Protection of Wages on Insolvency Fund Board

6.26 The Protection of Wages on Insolvency Ordinance (PWIO) provides for the establishment of the Protection of Wages on Insolvency Fund (the Fund) and its administration by a board. Under the PWIO, employees who are owed wages, wages in lieu of notice and severance payment by their insolvent employers may apply to the Fund for ex gratia payment within six months after their last day of service.

6.27 We provide administrative support to the Protection of Wages on Insolvency Fund Board, verify applications and approve payment from the Fund. In 2006, we received 7 532 applications, a substantial drop of 24 per cent as compared with 9 967 in 2005. This is an all-time low since 1996. A breakdown of applicants classified by economic sector was shown in [Figure 6.6](#). During the year, we processed 8 096 applications, leading to payment of \$143 million. The financial position of the Fund also improved continuously and recorded a surplus of \$345 million for 2006.

6.28 By providing a safety net for employees affected by business closures, the Fund plays an important role in maintaining harmonious labour relations and social stability. Both the department and the Fund Board attach great importance to protecting the Fund from abuse. To this end, stringent vetting procedures are in place to process all applications. An inter-departmental task force has been formed by representatives of the Labour Department, Official Receiver's Office, Commercial Crime Bureau of the Police Force and Legal Aid Department to take concerted actions against suspected fraudulent cases.

Pneumoconiosis Compensation Fund Board

6.29 The Pneumoconiosis Compensation Fund Board (PCFB) is established under the Pneumoconiosis (Compensation) Ordinance (PCO) to provide compensation to persons suffering from pneumoconiosis. The Board is financed by a levy collected from the construction and quarrying industries. Under the PCO, the Labour Department is responsible for determining whether an applicant is entitled to compensation. As at the end of 2006, 1 958 eligible persons were receiving compensation in the form of monthly payments from the PCFB. In the year, the Board made a total compensation payment of \$158 million.

Employees Compensation Assistance Fund Board

6.30 The Employees Compensation Assistance Fund Board (ECAFB) is set up under the Employees Compensation Assistance Ordinance (ECAO). The ECAFB is responsible for running the Employees Compensation Assistance Scheme which provides payment to injured employees who are unable to receive their entitlements for employment-related injuries from their employers or insurers. In 2006, the Board approved 80 applications, leading to payment of \$62.2 million. With effect from 1 April 2004, the Employees Compensation Insurer Insolvency Bureau established by the insurance industry has taken over from the ECAFB the responsibility of meeting the liabilities arising from employees' compensation insurance policies in the event of the insolvency of the relevant insurers.

Occupational Deafness Compensation Board

6.31 The Occupational Deafness Compensation Board is established under the Occupational Deafness (Compensation) Ordinance to provide compensation and reimbursement of expenses incurred in purchasing, repairing and replacing hearing assistive devices to those persons who suffered from noise-induced deafness due to employment in specified noisy occupations. The Board also has an important role in providing educational and publicity programmes for the prevention of occupational deafness, and providing rehabilitation programmes for those suffering from noise induced-deafness by reason of employment. In 2006, the Board received 123 applications for compensation and approved 51 applications with a total compensation payout at \$6.11 million. The Board also received 300 applications in relation to the payment of expenses on hearing assistive devices and approved 298 applications. The total approved amount was \$760,000.



International Instruments Setting Out Labour Standards

- 7.1** International Labour Conventions set by the International Labour Organization (ILO) prescribe relevant labour standards for member states. As at year end, 41 International Labour Conventions were applied to the HKSAR, with or without modification ([Figure 7.1](#)). Other international instruments, including the International Covenant on Economic, Social and Cultural Rights and the International Covenant on Civil and Political Rights, also touch on labour standards, albeit to a much smaller extent.
- 7.2** A comprehensive set of labour legislation and administrative measures are in place in the HKSAR to enable the Government to implement internationally accepted labour standards. Through continuous improvements to labour legislation and administrative measures, the HKSAR maintains a level of labour standards broadly equivalent to those of neighbouring countries with similar economic development as well as social and cultural background.

Participation in the Activities of the ILO

- 7.3** The HKSAR may participate in the activities of the ILO, either as part of the delegation of the People's Republic of China or, for activities which are not limited to states, on its own using the name "Hong Kong, China".
- 7.4** In 2006, the Labour Department continued to participate actively in activities organised by the ILO to keep abreast of the latest development of international labour matters. In the year, representatives from the HKSAR participated in the 95th Session of the International Labour Conference held in Geneva, the 14th Asian Regional Meeting held in Busan and a number of other ILO seminars and workshops. ([Figure 7.2](#))



Assistant Commissioner for Labour (Employees' Rights and Benefits), Mrs Jenny Chan (fourth from left) and members of the tripartite team attending the 14th Asian Regional Meeting in Busan, the Republic of Korea.

Contacts with Other Labour Administrations

- 7.5** Delegations of labour administrators from the Mainland and overseas countries visited the Labour Department in the year. The department also sent study missions to different provinces in the Mainland and overseas countries such as Japan, the Republic of Korea, the USA, the UK and Australia. Apart from strengthening mutual cooperation, these visits provided opportunities for representatives of the department to exchange views and experience with its counterparts on various labour issues.



- 2.1 [Number of summonses convicted and total fines in 2006](#)
- 2.2 [Organisation Structure of the Labour Department \(as at 31 December 2006\)](#)
- 2.3 [Terms of Reference and Composition of the Labour Advisory Board and Membership for the year 2006](#)
- 3.1 [Key indicators of Work of the Labour Relations Programme Area in 2006](#)
- 3.2 [Number of Labour Disputes Handled by the Labour Relations Division from 2002 to 2006](#)
- 3.3 [Number of Claims Handled by the Labour Relations Division from 2002 to 2006](#)
- 3.4 [Number of Labour Disputes Handled by the Labour Relations Division in 2006 by Cause](#)
- 3.5 [Number of Claims Handled by the Labour Relations Division in 2006 by Cause](#)
- 3.6 [Number of Strikes and Number of Employees Involved from 2002 to 2006](#)
- 3.7 [Number of Working Days Lost per 1,000 Salaried Employees and Wage Earners from 2002 to 2006](#)
- 4.1 [Key Indicators of Work of the Programme of Safety and Health at Work in 2006](#)
- 5.1 [Key Indicators of Work of the Employment Services Programme Area in 2006](#)
- 5.2 [Key Indicators of Work on Employment Assistance Rendered to Able-bodied Job-seekers from 2002 to 2006](#)
- 5.3 [Key Indicators of Work on Employment Assistance Rendered to Job-seekers with a Disability from 2002 to 2006](#)
- 6.1 [Key Indicators of Work of the Employees' Rights and Benefits Programme Area in 2006](#)
- 6.2 [Number of Inspections Made in 2006 by Major Economic Sector](#)
- 6.3 [Number of Cases Reported under the Employees' Compensation Ordinance in 2006 by Sex and Age](#)
- 6.4 [Number of Cases Reported under the Employees' Compensation Ordinance from 2002 to 2006](#)
- 6.5 [Number of Employees' Compensation Cases by Working Days Lost for Cases Reported in 2005 and Result Known as at 31 December 2006](#)
- 6.6 [Number of Applicants of the Protection of Wages on Insolvency Fund in 2006 by Economic Sector](#)
- 7.1 [List of the 41 International Labour Conventions Applied to the Hong Kong Special Administrative Region](#)
- 7.2 [Major ILO Activities Participated and Contacts with Other Labour Administrations in 2006](#)

圖二·一 二零零六年經定罪的傳票個案及罰款總額

Figure 2.1 Number of summonses convicted and total fines in 2006

條例 Ordinance	經定罪的傳票數目 Summonses convicted	罰款 Fines (\$)
鍋爐及壓力容器條例 Boilers and Pressure Vessels Ordinance		
小計 Sub-total	41	127,700
僱員補償條例 Employees' Compensation Ordinance		
小計 Sub-total	795	2,297,800
僱傭條例及附屬規例 Employment Ordinance and subsidiary regulations		
法定福利個案 Statutory benefits cases	1,675	3,848,400
青年個案 Young persons cases	4	7,300
其他 Others	7	24,700
小計 Sub-total	1,686	3,880,400
工廠及工業經營條例及附屬規例 Factories and Industrial Undertakings Ordinance and subsidiary regulations		
工廠個案 Factory cases	421	2,610,600
建築地盤個案 Building and engineering construction cases	1,067	9,201,100
小計 Sub-total	1,488	11,811,700
職業安全及健康條例及附屬規例 Occupational Safety and Health Ordinance and subsidiary regulations		
小計 Sub-total	252	1,594,500
其他 Others		
小計 Sub-total	52	97,800
總計 Total	4,314	19,809,900

Figure 2.2 Organisation Structure of the Labour Department (as at 31 December 2006)

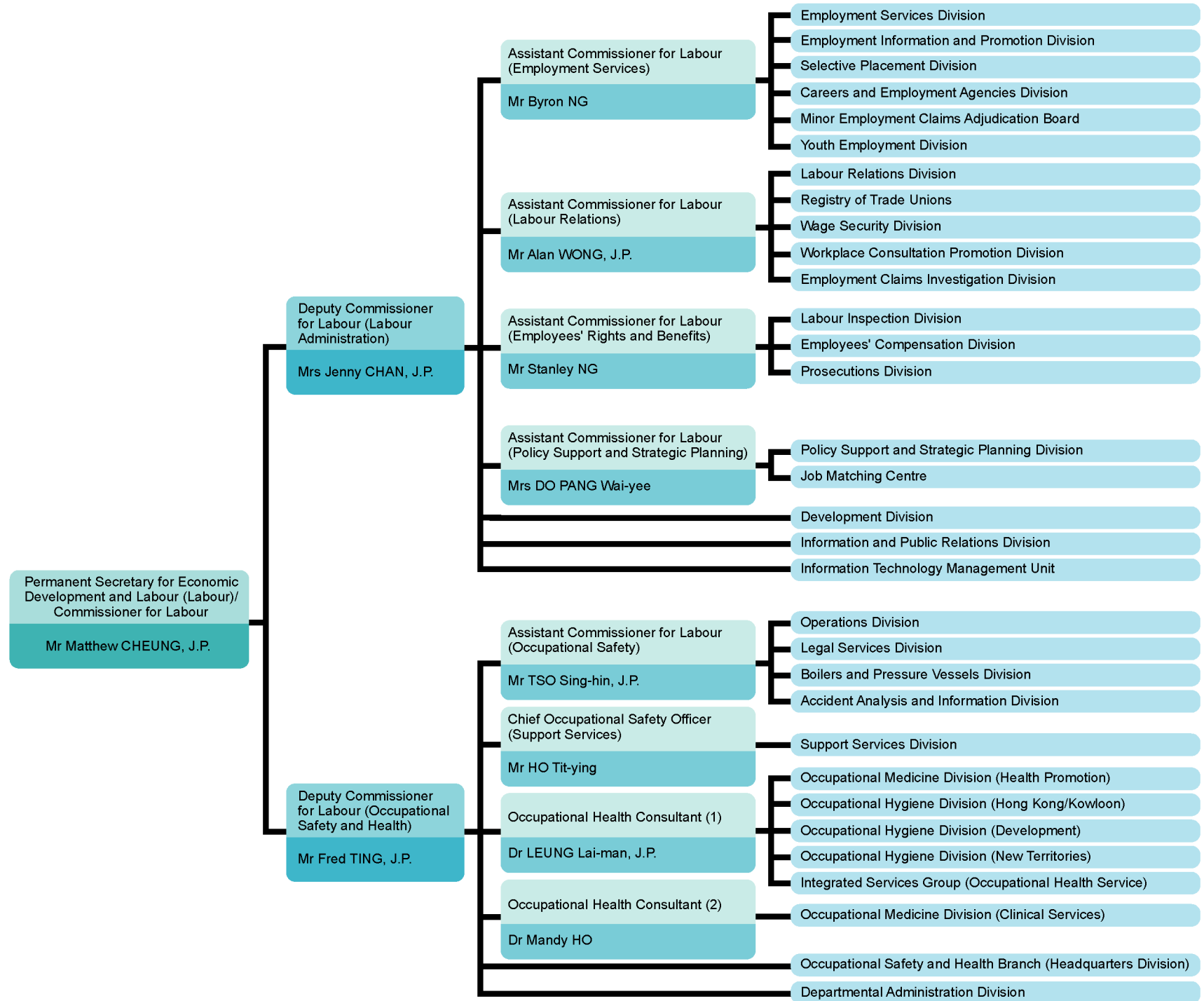


Figure 2.3 Terms of Reference and Composition of the Labour Advisory Board and Membership for the year 2006

Terms of Reference

The Labour Advisory Board advises the Permanent Secretary for Economic Development and Labour (Labour) on 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.

Composition

The composition of the Labour Advisory Board is as follows:

Chairman	Permanent Secretary for Economic Development and Labour (Labour) (Ex-officio)
Members	Five employee members elected by registered employee unions Five employer members nominated by major employer associations One employee member and one employer member appointed ad personam
Secretary	A Senior Labour Officer

Membership

Chairman

Mr Matthew Cheung Kin-chung, JP	Permanent Secretary for Economic Development and Labour (Labour)
---------------------------------	--

Members

Employee Representatives

Mr Felix Cheung Kwok-bui Mr Poon Siu-ping, MH Mr Leung Chau-ting Ms Wong Siu-han Mr Ip Wai-ming	}	elected by registered employee unions
Mr Cheung Pak-chi, MH		appointed ad personam

Employer Representatives

Mr Ho Sai-chu, SBS, JP	representing the Chinese General Chamber of Commerce
Dr Kim Mak Kin-wah, JP	representing the Employers' Federation of Hong Kong
Mr Anthony Yeung Kwok-ki, JP	representing the Hong Kong General Chamber of Commerce
Mr Paul Yin Tek-shing, BBS	representing the Chinese Manufacturers' Association of Hong Kong
Mr Stanley Lau Chin-ho, MH, JP	representing the Federation of Hong Kong Industries
Mr Clement Chen Cheng-jen, JP	appointed ad personam

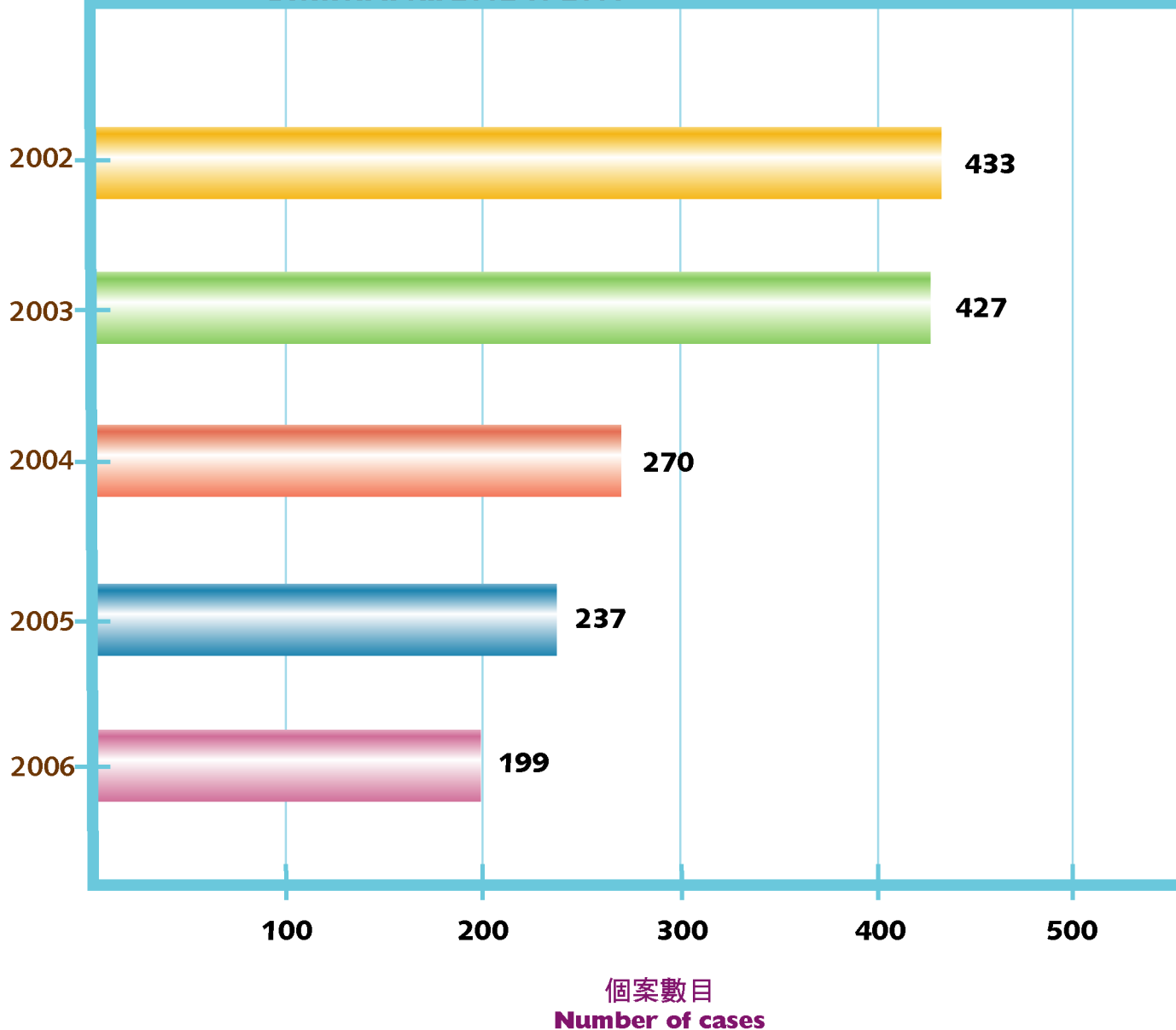
Secretary

Mr Fung Ying-lun, MH	Senior Labour Officer (Development)
----------------------	-------------------------------------

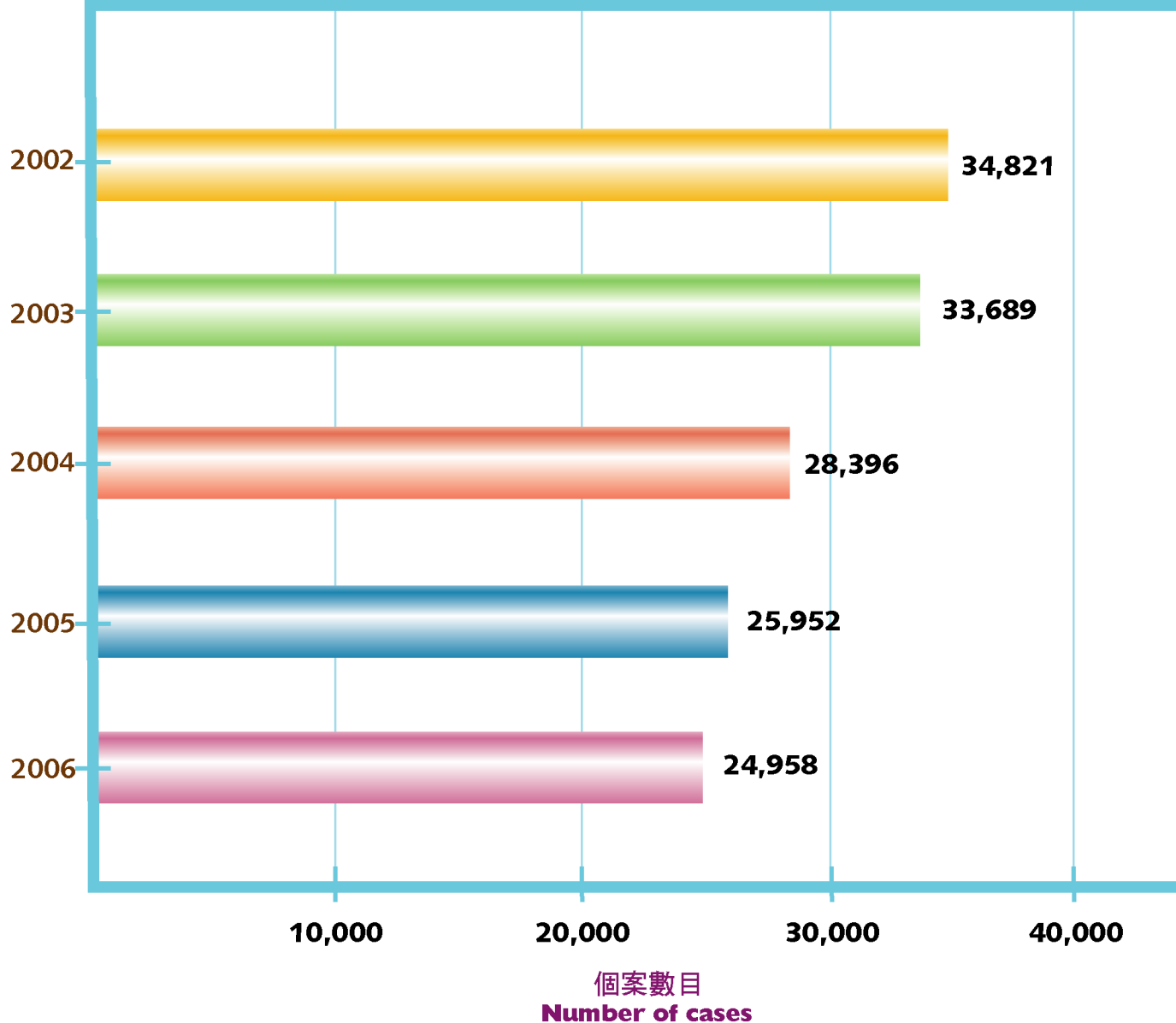
圖三·一 二零零六年勞資關係綱領的主要工作表現指標
Figure 3.1 Key Indicators of Work of the Labour Relations Programme Area in 2006

主要的工作表現指標 Key Indicators of Work	數目 Number
I. 調解及諮詢服務 Conciliation and Consultation Services	
處理勞資糾紛及申索聲請數目 Labour disputes and claims handled	25,157
處理親身諮詢次數 In-person consultations handled	101,516
經調解而獲解決的勞資糾紛及申索聲請佔所調解個案的百分率 Percentage of labour disputes and claims resolved through conciliation	70.70%
II. 小額薪酬索償的仲裁 Adjudication of Minor Employment Claim	
小額薪酬索償仲裁處仲裁的申索聲請數目 Claims adjudicated by the Minor Employment Claims Adjudication Board	2,483
III. 規管職工會 Regulation of Trade Unions	
登記新職工會及職工會更改名稱/規則 Registration of new trade unions and changes of union names/rules	142
巡查職工會次數 Inspection visits to trade unions	366
審查職工會帳目報表數目 Account statements of trade unions examined	626
為職工會舉辦訓練課程及研討會的數目 Training courses and seminars organised for trade unions	3

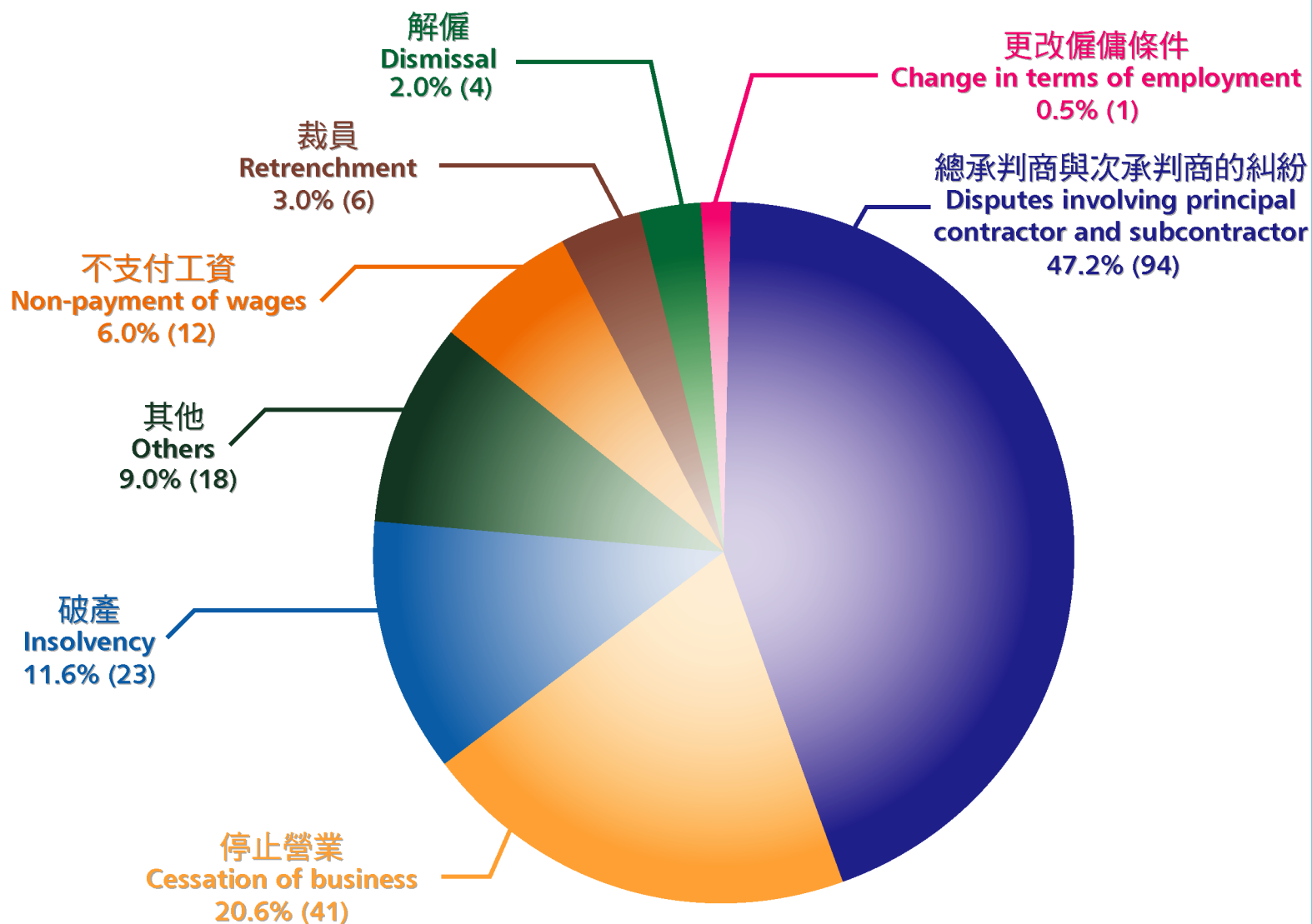
圖三·二 二零零二年至二零零六年勞資關係科所處理的勞資糾紛數目
Figure 3.2 Number of Labour Disputes Handled by the Labour Relations Division from 2002 to 2006



圖三·三 二零零二年至二零零六年勞資關係科所處理的申索聲請數目
Figure 3.3 Number of Claims Handled by the Labour Relations Division from 2002 to 2006

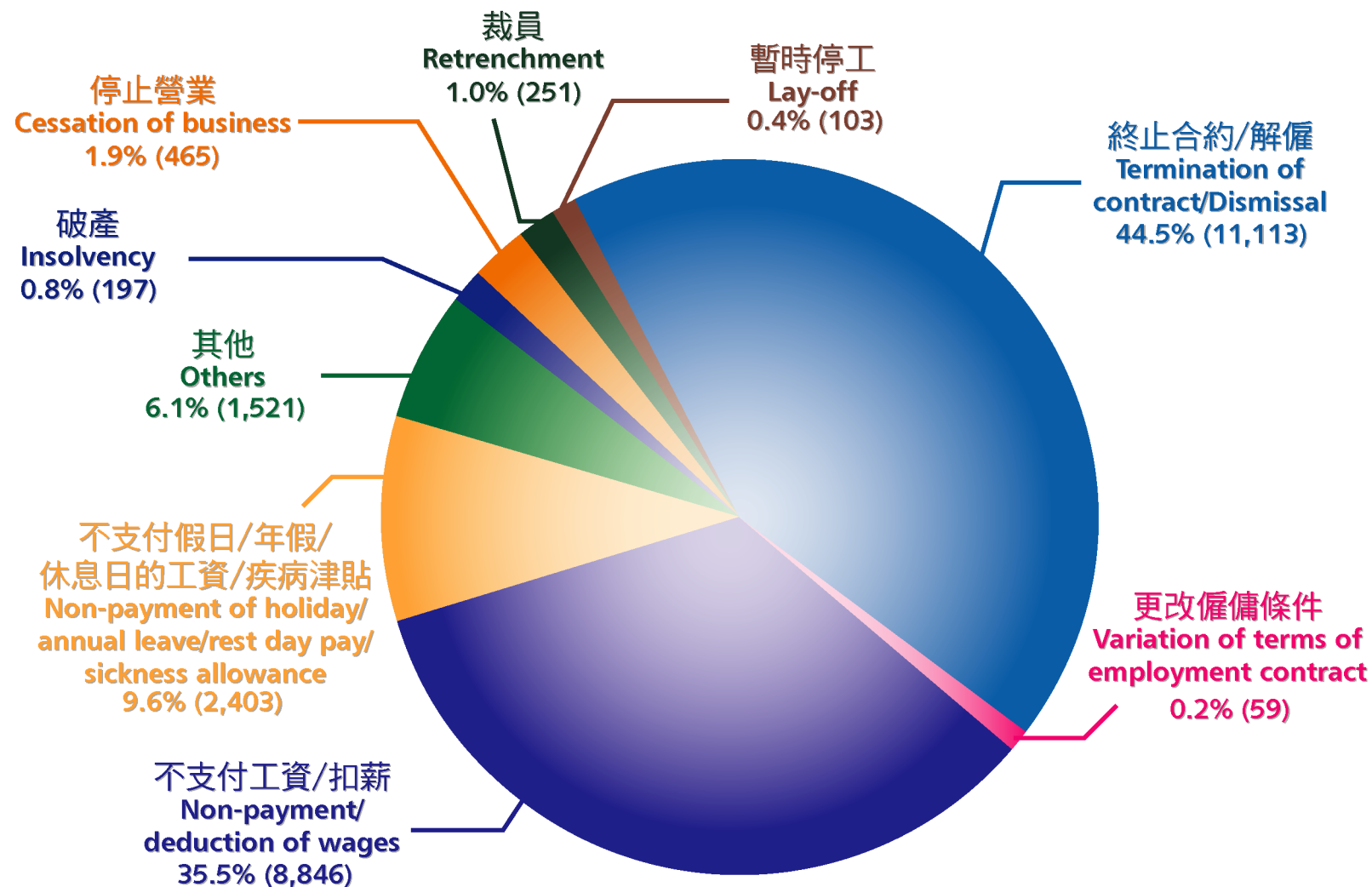


圖三·四 二零零六年勞資關係科所處理按成因劃分的勞資糾紛數目
Figure 3.4 Number of Labour Disputes Handled by the Labour Relations Division in 2006 by Cause



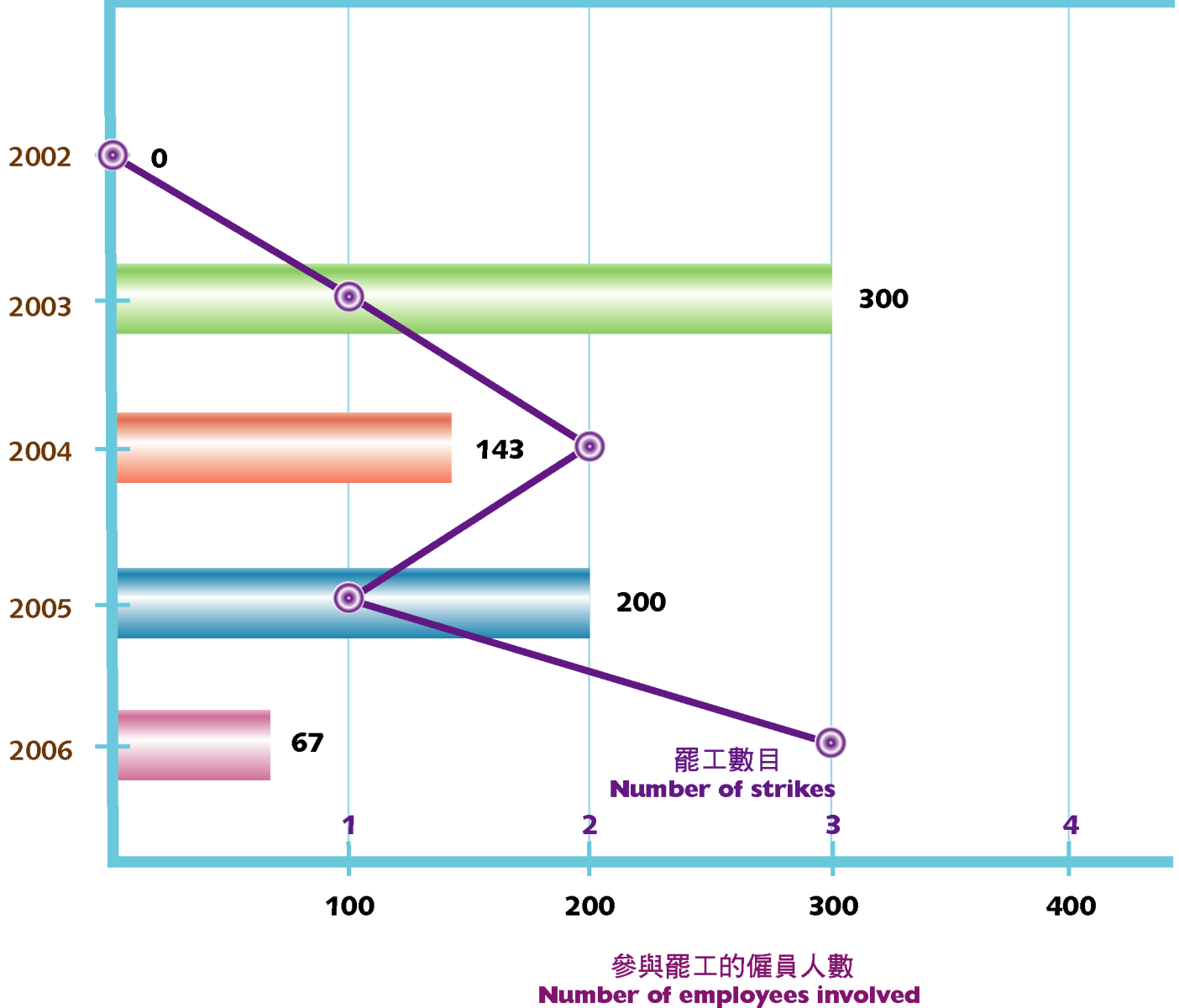
個案總數 : 199
Total number of cases : 199

圖三·五 二零零六年勞資關係科所處理按成因劃分的申索聲請數目
Figure 3.5 Number of Claims Handled by the Labour Relations Division in 2006 by Cause

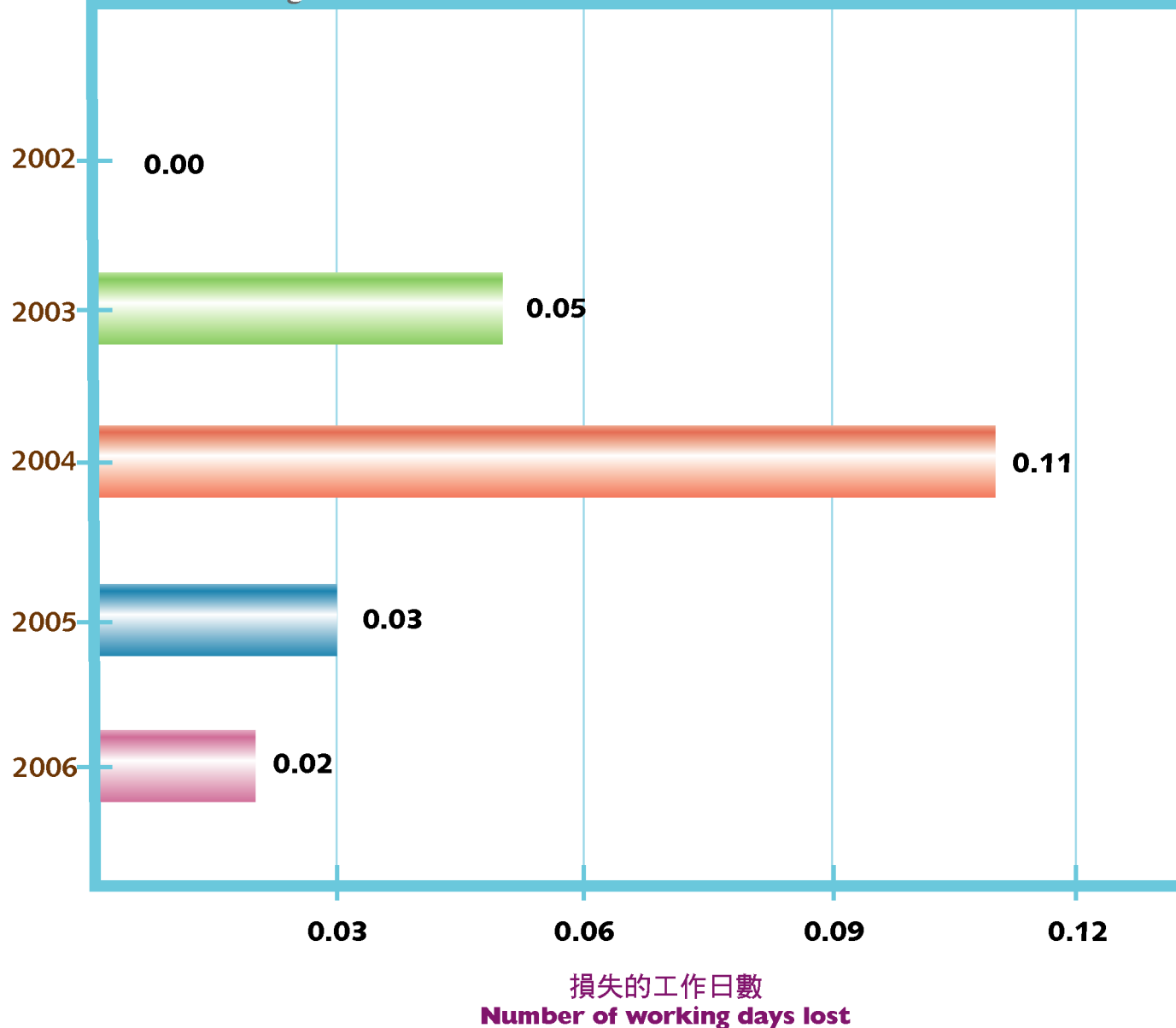


個案總數 : 24,958
Total number of cases : 24,958

圖三·六 二零零二年至二零零六年罷工數目及參與罷工的僱員人數
Figure 3.6 Number of Strikes and Number of Employees Involved from 2002 to 2006



圖三·七 二零零二年至二零零六年每一千名受薪僱員*所損失的工作日數
Figure 3.7 Number of Working Days Lost per 1,000 Salaried Employees and Wage Earners* from 2002 to 2006



* 受薪僱員包括僱員及曾受僱的失業人士。

* **Salaried employees and wage earners include employees and unemployed persons having previous jobs.**

圖四·一 二零零六年工作安全與健康綱領的主要工作表現指標
Figure 4.1 Key Indicators of Work of the Programme of Safety and Health at Work in 2006

工作表現指標 Indicator	數目 Number
I. 視察 Inspections	
根據《工廠及工業經營條例》和《職業安全及健康條例》進行視察的次數 Inspections under the FIUO ¹ and the OSHO ²	116,500
根據《鍋爐及壓力容器條例》進行檢驗的次數 Inspections under the BPVO ³	5,064
II. 調查 Investigations	
對工作場所發生的意外進行調查的次數 Investigations of accidents at workplaces	11,461
對懷疑職業病個案進行調查的次數 Investigations of suspected cases of occupational diseases	2,006
III. 宣傳及教育 Promotion and Education	
根據《工廠及工業經營條例》和《職業安全及健康條例》到工作場所進行宣傳探訪的次數 Promotional visits to workplaces under the FIUO ¹ and the OSHO ²	5,430
舉辦講座、講課和研討會數目 Talks, lectures and seminars organised	2,485
IV. 登記壓力器具 Pressure Equipment Registration	
登記壓力器具數目 Pressure equipment registered	1,387
為簽發或批署合格證書而舉行的考試及批准豁免的次數 Examinations conducted and exemptions granted, for the issue or endorsement of certificates of competency	534
V. 診症服務 Clinical Services	
診症次數 Clinical consultations conducted	11,420
身體檢查及評估次數 Medical examinations and assessments conducted	2,761

註解 Notes:

1 《工廠及工業經營條例》 Factories and Industrial Undertakings Ordinance

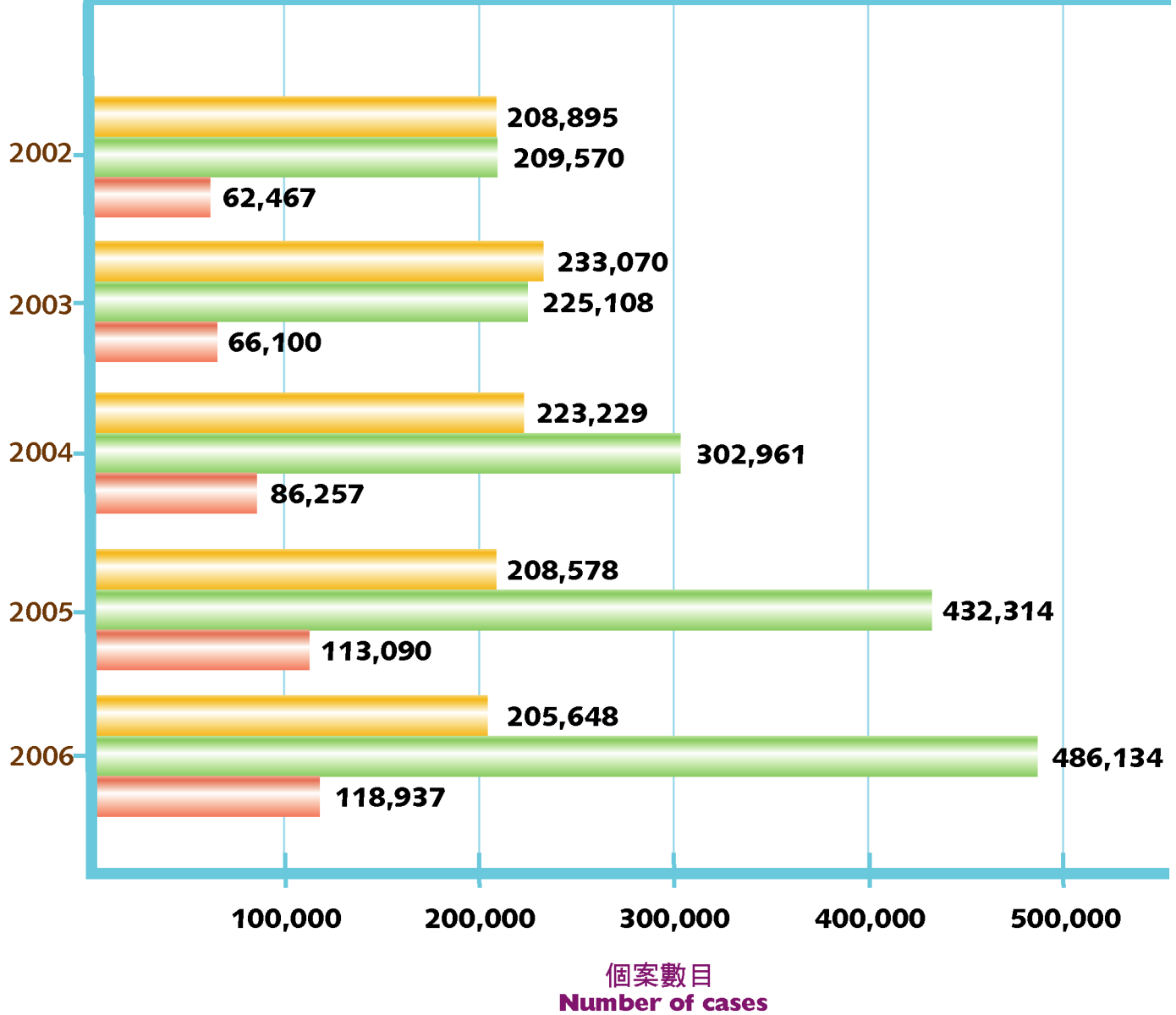
2 《職業安全及健康條例》 Occupational Safety and Health Ordinance

3 《鍋爐及壓力容器條例》 Boilers and Pressure Vessels Ordinance

圖五·一 二零零六年就業服務網領的主要工作表現指標
Figure 5.1 Key Indicators of Work of the Employment Services Programme Area in 2006

主要的工作表現指標 Key Indicators of Work	數目 Number
I. 健全求職者 Able-bodied Job-seekers	
登記人數 Persons registered	205,648
獲得就業個案數目 Placements	118,937
II. 殘疾求職者 Disabled Job-seekers	
轉介求職個案數目 Referrals	16,382
獲得就業個案數目 Placements	2,493
III. 規管職業介紹所 Regulating Employment Agency	
簽發牌照數目 Licences issued	1,702
巡查次數 Inspections	1,321
IV. 處理按補充勞工計劃提出的申請數目 Applications under Supplementary Labour Scheme processed	568

圖五·二 二零零二年至二零零六年向健全求職人士提供就業服務的工作表現指標
Figure 5.2 Key Indicators of Work on Employment Assistance Rendered to Able-bodied Job-seekers from 2002 to 2006

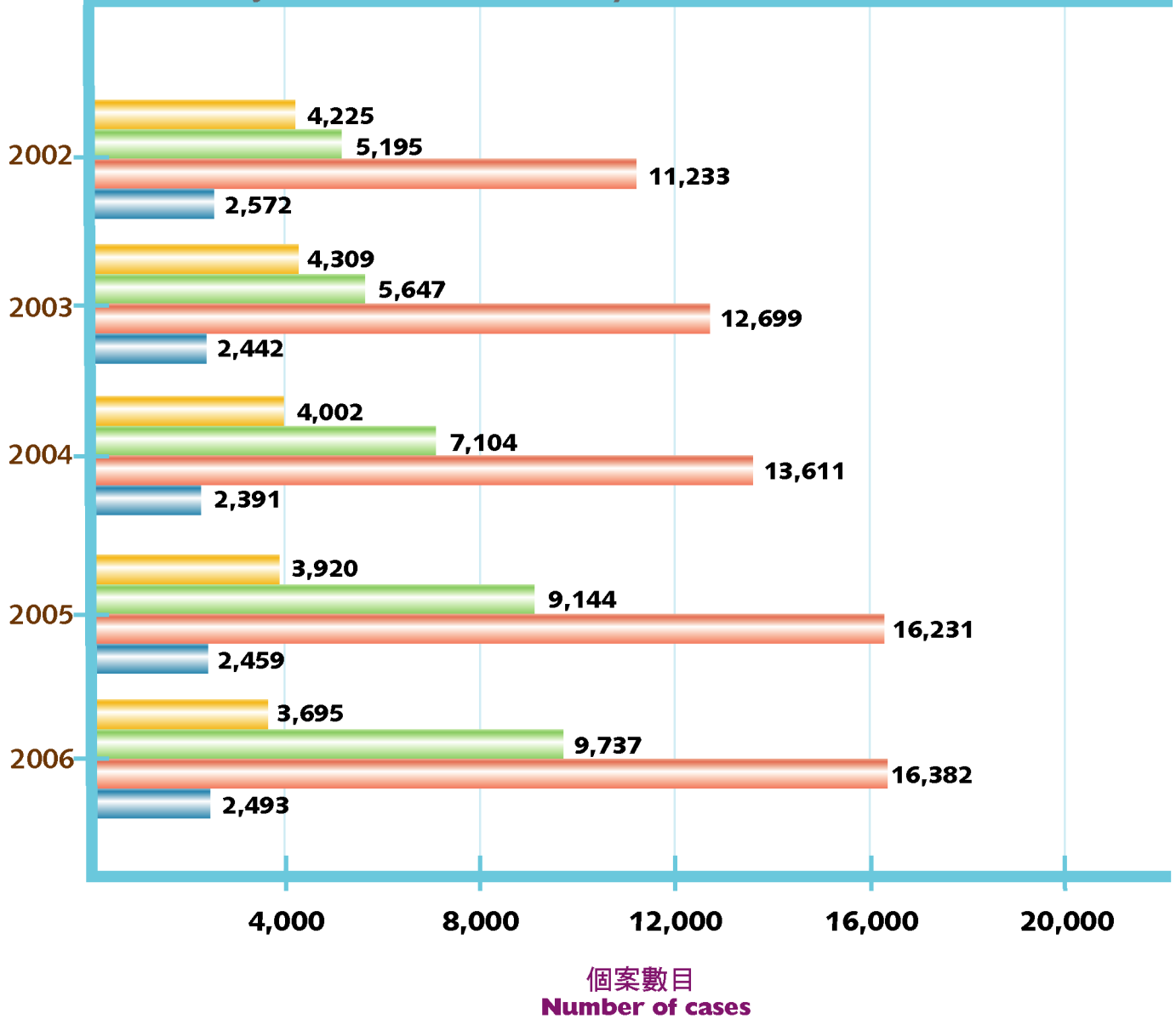


求職登記
Registrations

職位空缺
Job vacancies

獲得就業
Placements

圖五·三 二零零二年至二零零六年向殘疾求職人士提供就業服務的工作表現指標
Figure 5.3 Key Indicators of Work on Employment Assistance Rendered to Job-seekers with a Disability from 2002 to 2006



求職登記
Registrations

職位空缺
Job vacancies

工作引薦
Job referrals

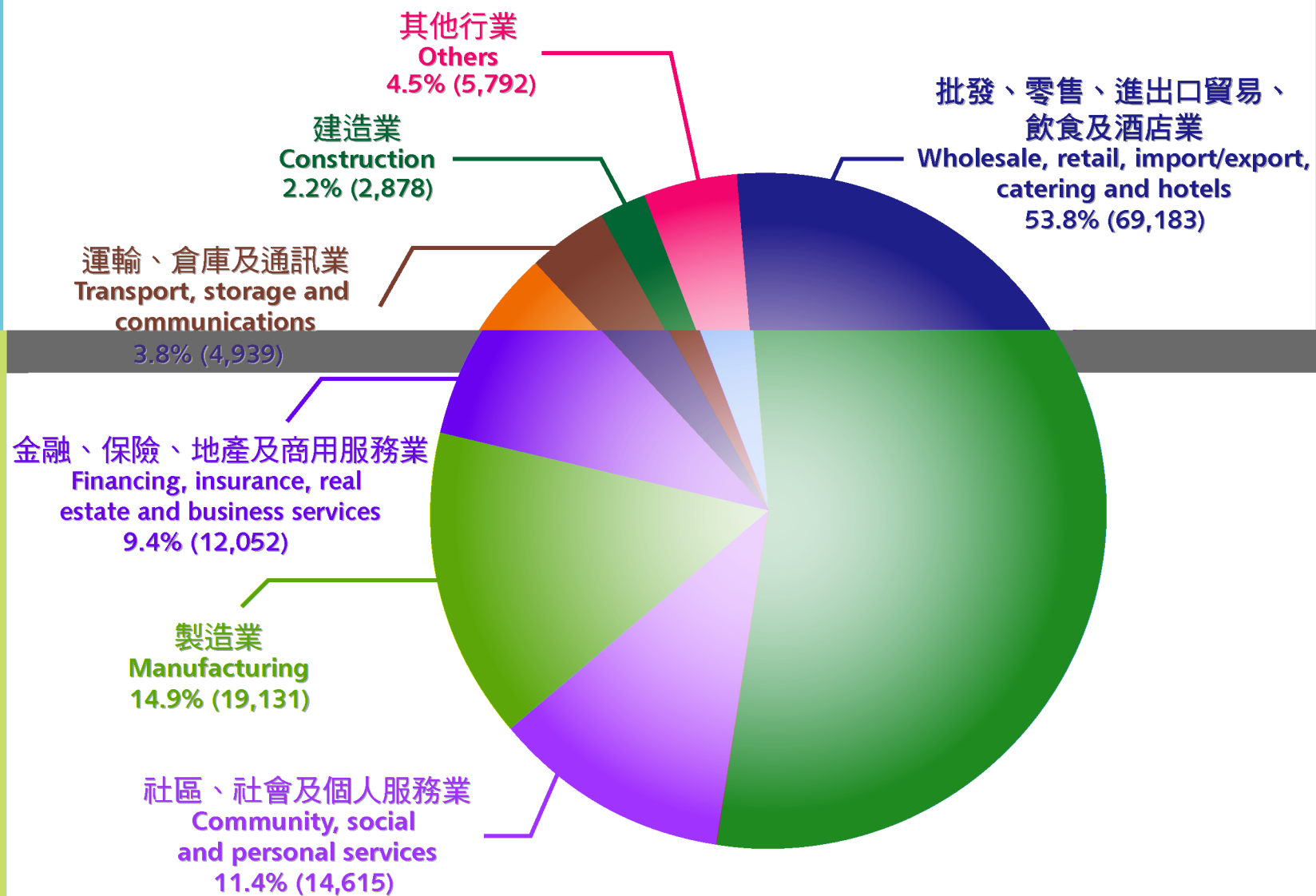
獲得就業
Placements

圖六·一 二零零六年僱員權益及福利綱領的主要工作表現指標
Figure 6.1 Key Indicators of Work of the Employees' Rights and Benefits Programme Area in 2006

主要的工作表現指標 Key Indicators of Work	數目 Number
I. 在工作場所進行的巡查次數 Inspections to workplaces	128,590
II. 接獲僱員補償聲請的數目 Employees' compensation claims received	62,651
III. 為受傷僱員辦理銷假的會面次數 Sick leave clearance interviews for injured employees conducted	53,860
IV. 評估受傷僱員的喪失賺取收入能力的程度 Assessment of loss of earning capacity of injured employees	
普通評估 Ordinary assessment	18,091
特別評估 Special assessment	6
覆檢評估 Review assessment	3,375
V. 處理破產欠薪保障基金發放特惠款項的申請數目 Applications for payment under the Protection of Wages on Insolvency Fund processed	8,096
VI. 調查有關外地勞工的個案數目 Cases related to imported workers investigated	41
VII. 與違例欠薪有關的定罪傳票數目 Convicted summonses on wage offences	785

圖六·二 二零零六年按主要經濟行業劃分的巡查次數

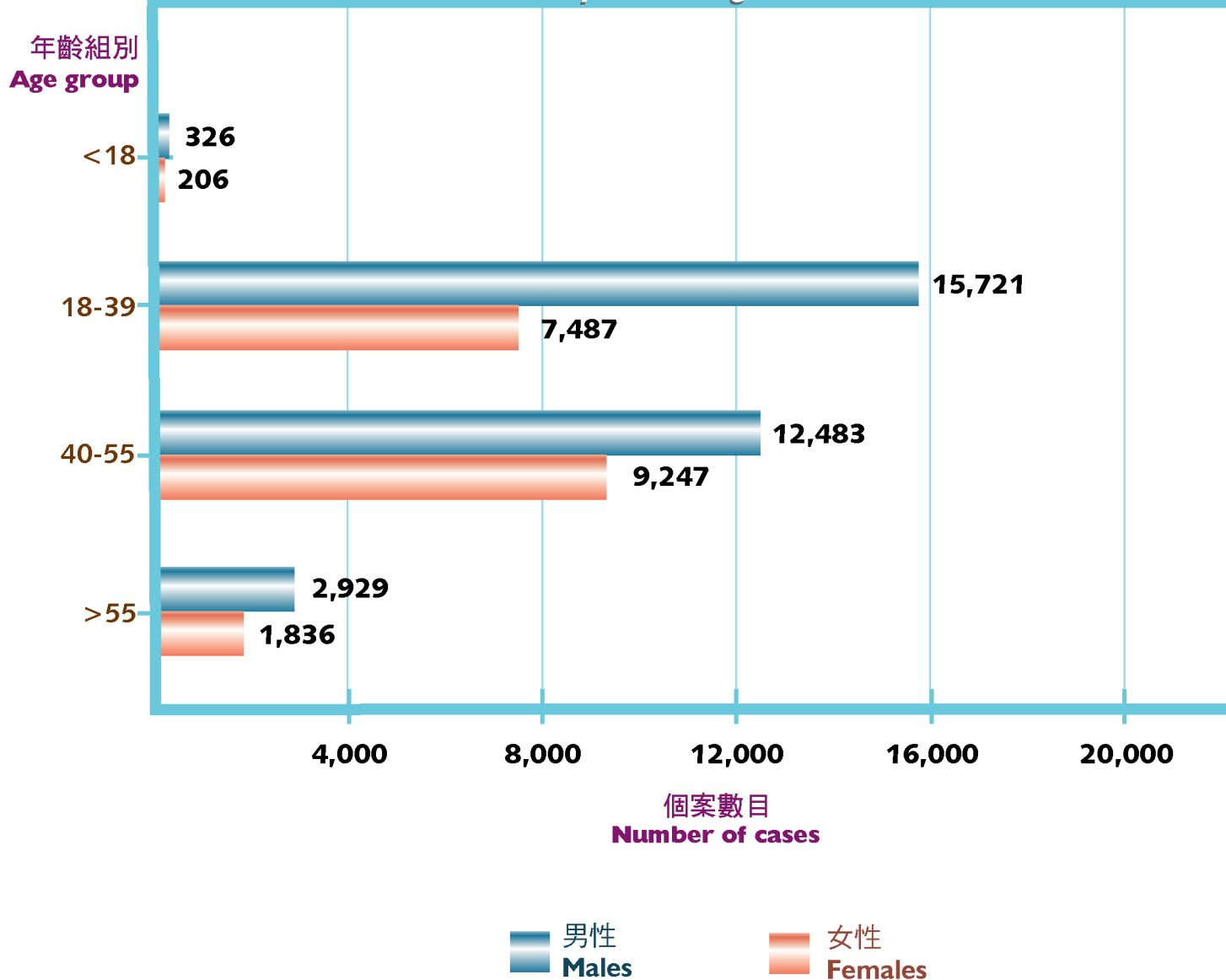
Figure 6.2 Number of Inspections Made in 2006 by Major Economic Sector



巡查總數

Total number of inspections : 128,590

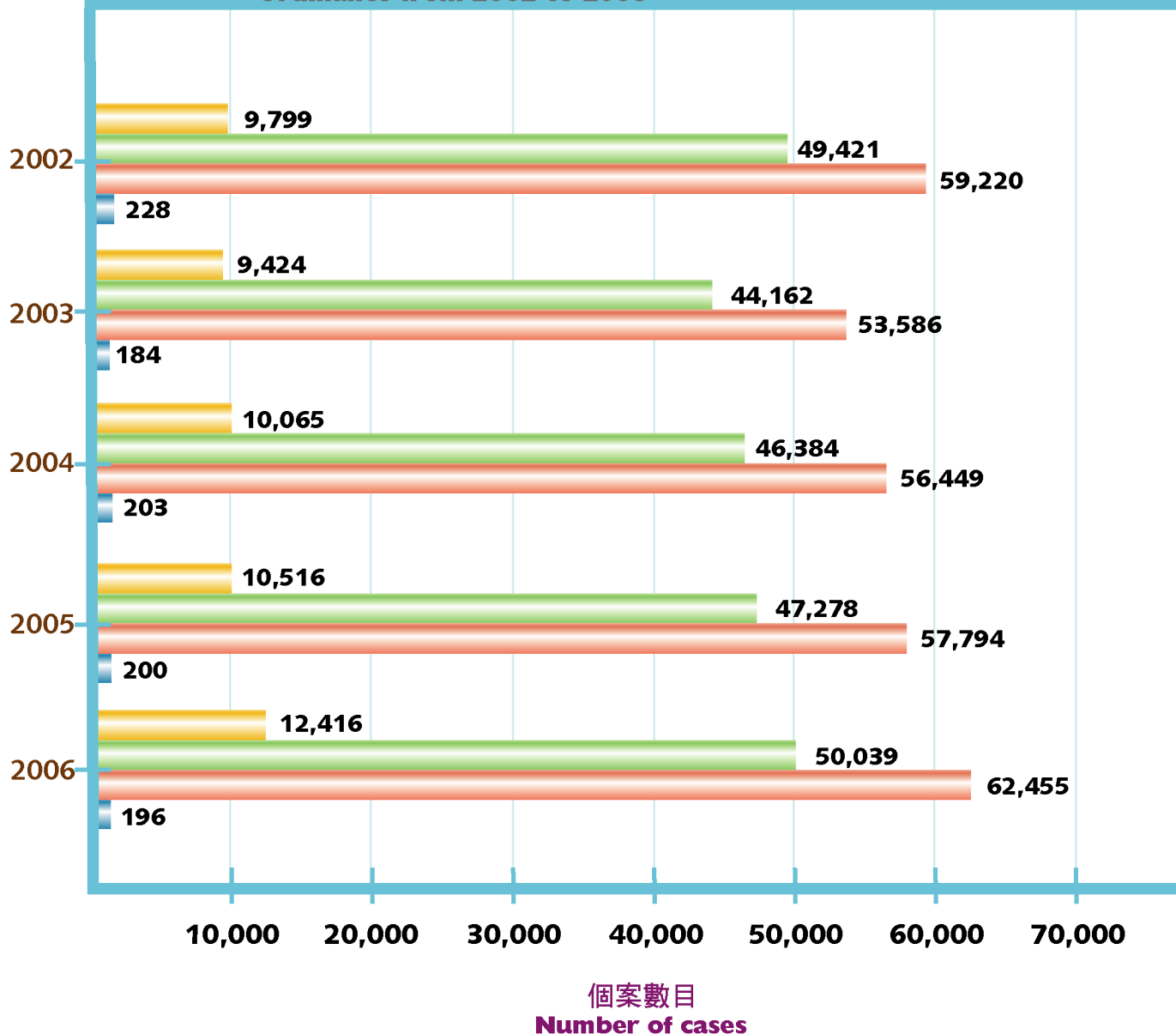
圖六·三 二零零六年根據僱員補償條例呈報並按性別及年齡劃分的個案數目*
Figure 6.3 Number of Cases Reported under the Employees' Compensation Ordinance in 2006 by Sex and Age*



*個案數字不包括12,416宗涉及不超過三天病假的個案。

*The number of cases excludes 12,416 cases involving sick leave of not exceeding three days.

圖六·四 二零零二年至二零零六年根據僱員補償條例呈報的個案數目*
Figure 6.4 Number of Cases Reported under the Employees' Compensation Ordinance from 2002 to 2006*



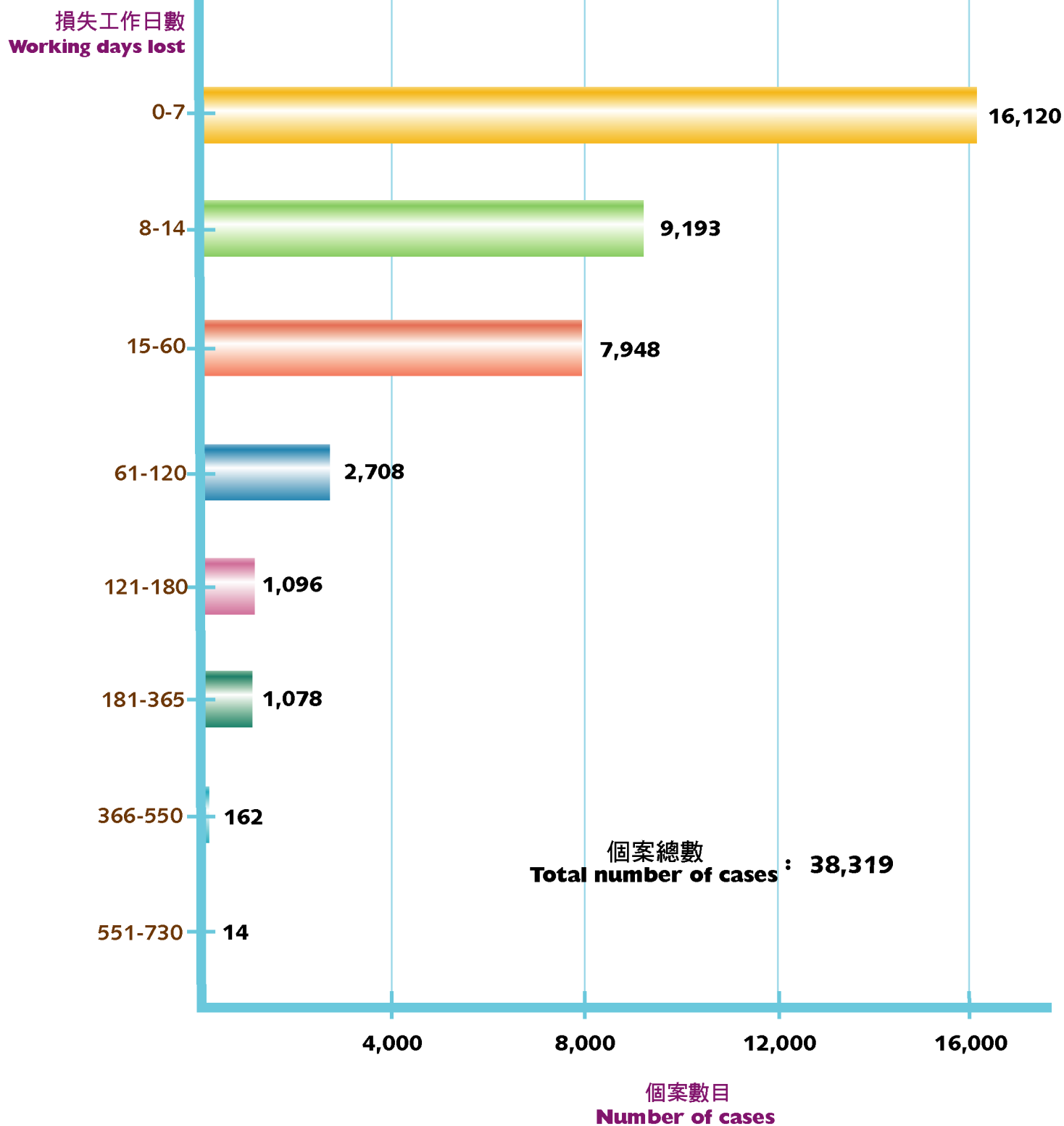
輕傷個案
 受傷個案
 所有受傷個案
 死亡個案
Minor cases **Non-fatal cases** **All non-fatal cases** **Fatal cases**

* 二零零二年、二零零三年、二零零四年、二零零五年及二零零六年的數字分別有35宗、25宗、15宗、18宗及22宗僱員因自然原因死亡的個案。二零零六年受傷個案的數字包括了12,416宗涉及不超過三天病假的輕傷個案。

* The figures for 2002, 2003, 2004, 2005 and 2006 include 35, 25, 15, 18 and 22 cases respectively in which the death of the employee was found to be due to natural cause. The figure for non-fatal cases for 2006 includes 12,416 cases involving sick leave of not exceeding three days, i.e. minor cases.

圖六·五 據二零零六年十二月三十一日所知，在二零零五年呈報並按損失工作日數劃分的僱員補償個案數目*

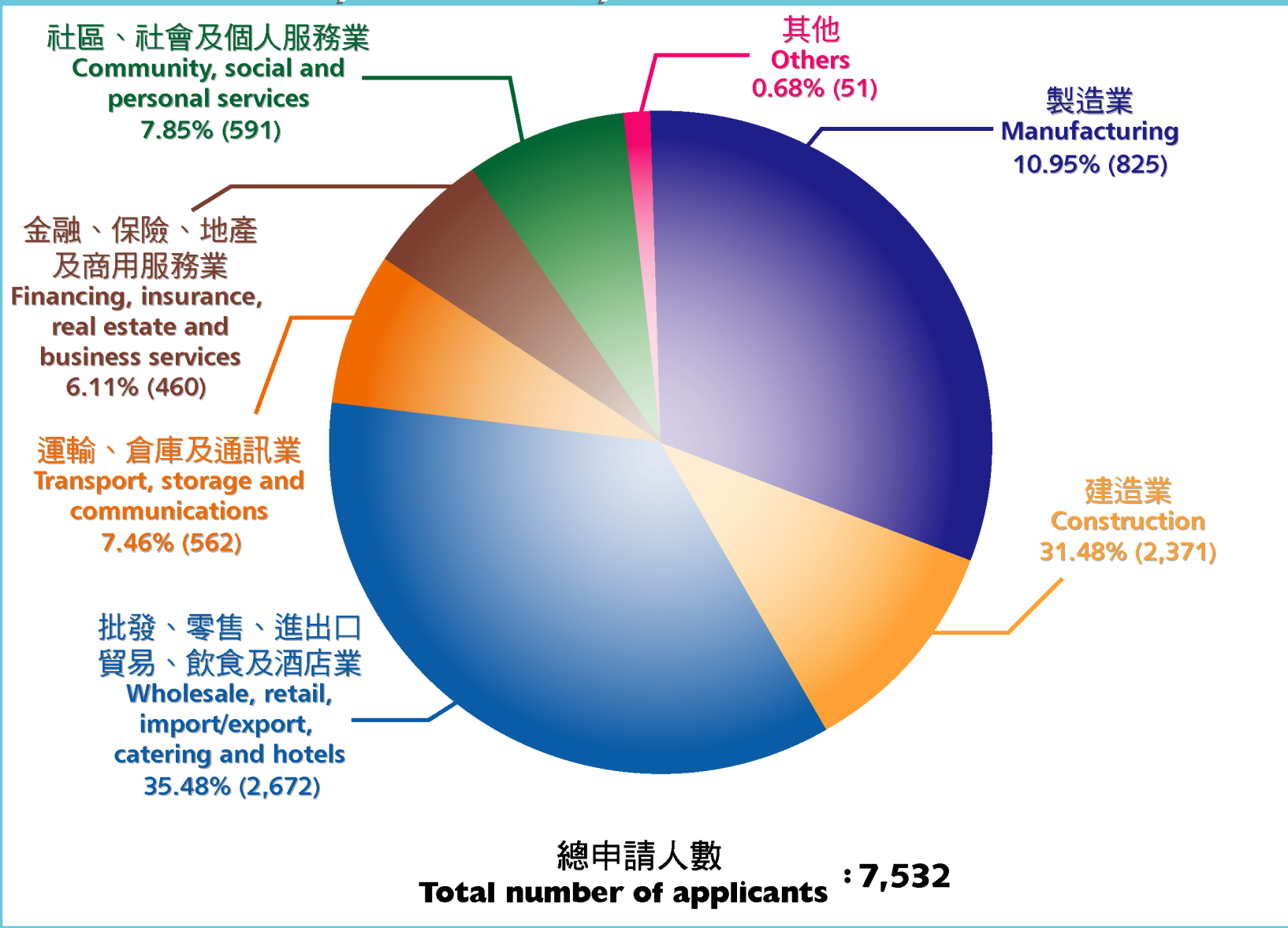
Figure 6.5 Number of Employees' Compensation Cases by Working Days Lost for Cases Reported in 2005 and Result Known as at 31 December 2006*



*不包括病假不超過三天的個案。

*Excludes cases involving sick leave of not exceeding three days.

圖六·六 二零零六年按經濟行業劃分的破產欠薪保障基金申請人數
Figure 6.6 Number of Applicants of the Protection of Wages on Insolvency Fund in 2006 by Economic Sector



圖七·一 在香港特別行政區適用的四十一條國際勞工公約一覽表
Figure 7.1 List of the 41 International Labour Conventions Applied to the Hong Kong Special Administrative Region

公約編號 Convention No.	名稱 Title
2.	一九一九年《失業公約》 Unemployment Convention, 1919
3.	一九一九年《分娩保護公約》 Maternity Protection Convention, 1919
8.	一九二零年《失業賠償(船舶失事)公約》 Unemployment Indemnity (Shipwreck) Convention, 1920
11.	一九二一年《結社權利(農業)公約》 Right of Association (Agriculture) Convention, 1921
12.	一九二一年《工人賠償(農業)公約》 Workmen's Compensation (Agriculture) Convention, 1921
14.	一九二一年《每週休息(工業)公約》 Weekly Rest (Industry) Convention, 1921
16.	一九二一年《青年體格檢查(海上)公約》 Medical Examination of Young Persons (Sea) Convention, 1921
17.	一九二五年《工作賠償(意外)公約》 Workmen's Compensation (Accidents) Convention, 1925
19.	一九二五年《待遇平等(意外賠償)公約》 Equality of Treatment (Accident Compensation) Convention, 1925
22.	一九二六年《海員協定條款公約》 Seamen's Articles of Agreement Convention, 1926
23.	一九二六年《海員遣返公約》 Repatriation of Seamen Convention, 1926
29.	一九三零年《強迫勞動公約》 Forced Labour Convention, 1930
32.	一九三二年《防止意外(碼頭工人)公約(修訂本)》 Protection against Accidents (Dockers) Convention (Revised), 1932
42.	一九三四年《工人賠償(職業病)公約(修訂本)》 Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934
50.	一九三六年《招募本地工人公約》 Recruiting of Indigenous Workers Convention, 1936

圖七·一 在香港特別行政區適用的四十一條國際勞工公約一覽表
Figure 7.1 List of the 41 International Labour Conventions Applied to the Hong Kong Special Administrative Region

公約編號 Convention No.	名稱 Title
64.	一九三九年《僱用契約(本地工人)公約》 Contracts of Employment (Indigenous Workers) Convention, 1939
65.	一九三九年《刑事制裁(本地工人)公約》 Penal Sanctions (Indigenous Workers) Convention, 1939
74.	一九四六年《海員合格證書公約》 Certification of Able Seamen Convention, 1946
81.	一九四七年《勞工督察公約》 Labour Inspection Convention, 1947
87.	一九四八年《結社自由與保護組織權利公約》 Freedom of Association and Protection of the Right to Organise Convention, 1948
90.	一九四八年《青年夜間工作(工業)公約(修訂本)》 Night Work of Young Persons (Industry) Convention (Revised), 1948
92.	一九四九年《船員住房公約(修訂本)》 Accommodation of Crews Convention (Revised), 1949
97.	一九四九年《移居就業公約(修訂本)》 Migration for Employment Convention (Revised), 1949
98.	一九四九年《組織權利及集體談判權利公約》 Right to Organise and Collective Bargaining Convention, 1949
101.	一九五二年《有薪假期(農業)公約》 Holidays with Pay (Agriculture) Convention, 1952
105.	一九五七年《廢除強迫勞動公約》 Abolition of Forced Labour Convention, 1957
108.	一九五八年《海員身份證書公約》 Seafarers' Identity Documents Convention, 1958
115.	一九六零年《輻射防護公約》 Radiation Protection Convention, 1960
122.	一九六四年《就業政策公約》 Employment Policy Convention, 1964
124.	一九六五年《青年體格檢查(井下作業)公約》 Medical Examination of Young Persons (Underground Work) Convention, 1965

圖七·一 在香港特別行政區適用的四十一條國際勞工公約一覽表
Figure 7.1 List of the 41 International Labour Conventions Applied to the Hong Kong Special Administrative Region

公約編號 Convention No.	名稱 Title
133.	一九七零年《船員住房(補充規定)公約》 Accommodation of Crews (Supplementary Provisions) Convention, 1970
138.	一九七三年《最低年齡公約》 Minimum Age Convention, 1973
141.	一九七五年《農業工人組織公約》 Rural Workers' Organisations Convention, 1975
142.	一九七五年《人力資源開發公約》 Human Resources Development Convention, 1975
144.	一九七六年《三方協商(國際勞工標準)公約》 Tripartite Consultation (International Labour Standards) Convention, 1976
147.	一九七六年《商船(最低標準)公約》 Merchant Shipping (Minimum Standards) Convention, 1976
148.	一九七七年《工作環境(空氣污染、噪音和震動)公約》 Working Environment (Air Pollution, Noise and Vibration) Convention, 1977
150.	一九七八年《勞動行政管理公約》 Labour Administration Convention, 1978
151.	一九七八年《(公務員)勞動關係公約》 Labour Relations (Public Service) Convention, 1978
160.	一九八五年《勞工統計公約》 Labour Statistics Convention, 1985
182.	一九九九年《最有害的童工形式公約》 Worst Forms of Child Labour Convention, 1999

Figure 7.2 Major ILO Activities Participated and Contacts with Other Labour Administrations in 2006

1. Assistant Commissioner for Labour (Employees' Rights and Benefits) led a delegation to visit Macao Special Administrative Region to exchange views and share experiences on employees' rights and benefits protection.
2. The Permanent Secretary for Economic Development and Labour (Labour) led a delegation to visit the Ministry of Labour and Social Security of the State Council in Beijing and met Minister Tian Chengping.
3. A representative from the Labour Department was sent to Japan to attend the "Workshop on International Migration and Labour Market in Asia". The Workshop was co-organised by the ILO, the Japanese Government and other international organisations.
4. Assistant Commissioner for Labour (Employees' Rights and Benefits) led a delegation to visit Fujian to study the employment services and the protection of employees' rights and benefits in the province.
5. Assistant Commissioner for Labour (Employment Services) led a delegation to visit Shenzhen Municipal Labour and Social Security Bureau to study the employment services in the region.
6. Dr Ng Gek-boo, Regional Director of the ILO Regional Office for Asia and the Pacific, visited the HKSAR and shared with officers of the Labour Department the ILO's views on various labour issues.
7. Assistant Commissioner for Labour (Employment Services) and an officer from the Labour Department visited the Ministry of Labour and Social Security of the State Council in Beijing. They also visited the China Academy of Labor and Social Security and the Tianjin Human Resources Development Service Centre.
8. The Labour Department sent a delegation to Shenzhen to visit the 19th Golden Collar World Career Fair organised by the mainland human resources professional organizations. Views and experiences in organising job fairs were exchanged.
9. The Permanent Secretary for Economic Development and Labour (Labour) led a tripartite team comprising government, employer and employee representatives to attend the 95th Session of the International Labour Conference in Geneva, Switzerland as part of the Chinese delegation.
10. An officer of the Labour Department attended the 3rd Economic Cooperation Thematic Seminar in Shenzhen organised by the Mainland and Hong Kong Closer Economic Partnership Arrangement (CEPA) Joint Steering Committee.
11. Assistant Commissioner for Labour (Employment Services) led a delegation to attend the "3rd Pan-Pearl River Delta Regional Labour Services Cooperation Joint Conference" in Yunnan Province.
12. Assistant Commissioner for Labour (Policy Support and Strategic Planning) and representatives from various bureaux and departments attended the United Nations Hearing on HKSAR's Second Report on the Convention on the Elimination of All Forms of Discrimination against Women held in the USA.
13. Assistant Commissioner for Labour (Employees' Rights and Benefits) led a tripartite team comprising government, employer and employee representatives to attend the 14th Asian Regional Meeting in Busan, the Republic of Korea in the name of "Hong Kong, China".
14. Adair Lord Turner of Ecchinswell, former chairman of the Low Pay Commission and the Pensions Commission in the UK, was invited to the HKSAR and shared with officers of the Labour Department his views on labour issues.
15. The Labour Department sent a delegation to visit Japan to learn from their experiences and measures implemented in providing employment services to the young and the disabled.
16. Assistant Commissioner for Labour (Labour Relations) led a delegation to visit Hunan to study their labour administration system and various labour services.

17. The Labour Department sent a delegation to visit the Ministry of Labour and Labour Insurance Office of the Republic of Korea to study their employees' compensation system and the statutory benefits of employees seeking Chinese medical treatment.
18. Assistant Commissioner for Labour (Employment Services) served as a resource person in the National Workshop on Strengthening Labour Administration in Hanoi and shared with the participants the HKSAR's experience in providing public employment services. The workshop was co-organised by the ILO and the Ministry of Labour, Invalids and Social Affairs of Vietnam.
19. Assistant Commissioner for Labour (Employment Services) led a delegation to visit Beijing and Tianjin to study the measures adopted in providing employment services and vocational training in the two cities.
20. Two officers of the Labour Department attended the "Chartered Institute of Personnel and Development Annual Conference" in the UK and visited the Work Foundation in London to learn from their experiences in promoting sustainable work-life balance strategies in the country.
21. The Labour Department sent a delegation to visit Washington DC, USA to study their employment services and initiatives launched to tackle unemployment.
22. Mr Jiang Mohui, Deputy Director-General of the Ministry of Labour and Social Security of the State Council, led a delegation to visit the HKSAR. The delegation exchanged views with officers of the Labour Department on various labour issues.
23. The Labour Department sent a delegation to Australia to learn from their experience in providing employment and training services to the young and the disabled.
24. Assistant Commissioner for Labour (Occupational Safety) led a delegation to Dongguan, Guangdong to attend the first Pan-Pearl River Delta Regional Work Safety Co-operation Joint Conference and Work Safety Co-operation and Development Forum, and signed the Pan-Pearl River Delta Regional Work Safety Co-operation Agreement.