



Labour Department Annual Report 勞工處年報 2007

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- 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 3.4 per cent at the end of 2007. In the year, we had adopted new measures to better help the less competitive secure work. We launched the Transport Support Scheme to encourage the unemployed and low-income employees living in districts further afield to seek jobs. With concerted efforts and a proactive and pragmatic approach, the Labour Department had again achieved notable results in various programme areas in 2007.



Enhanced Employment Services

- 1.2** Upholding a proactive, innovative, flexible and cost-effective approach to further strengthening our employment services to help the unemployed re-enter the labour market and meet the recruitment needs of employers, we held 10 large-scale job bazaars and 114 district-based job fairs in the year to assist job-seekers in finding jobs and employers in recruiting staff. A record high of 135 489 placements were secured through the Labour Department in 2007. The number of vacancies obtained from the private and public sectors, at 565 236, had also broken past records. Meanwhile, the Interactive Employment Services (IES) website (www.jobs.gov.hk) recorded over 922 million page views in 2007 and continued to be one of the most heavily visited government websites.

Helping the Low-income Group

- 1.3** To strengthen the employment support to those needy unemployed and low-income earners, the Government accepted the former Commission on Poverty's recommendation to introduce a one-year pilot Transport Support Scheme in June as one of the poverty alleviation measures. The scheme aims at encouraging the needy unemployed and low-income employees living in the four remote districts of Tuen Mun, Yuen Long, North and Islands to seek jobs and work across districts. Eligible applicants receive from the scheme time-limited transport allowances, viz. Job Search Allowance of up to \$600 and Cross-district Transport Allowance of \$600 per month for up to six months.

Strengthening Employment and Training Support for the Youth

- 1.4** The Labour Department is determined to promote youth employment. In the year, we had adopted various measures to promote the employability of the young people.
- 1.5** We organised the Prize Presentation Ceremony for the Most Improved Trainees of the Youth Pre-employment Training Programme (YPTP) and the Youth Work Experience Training Scheme (YWETS) in July to showcase the benefits brought to the trainees through the two programmes and commend the caring efforts of training bodies and employers. The stories of the trainees in striving for improvement had provided the best encouragement to their peers and solidly exemplified the achievements of the trainees, training bodies, employers and the Government in nurturing the development of the young generation.



Secretary for Labour and Welfare Mr. Matthew CHEUNG Kin-chung and Commissioner for Labour Mrs. Cherry TSE LING Kit-ching with the 10 Most Improved Trainees, their employers and representatives of training bodies.

- 1.6 In December, we set up the first Youth Employment Resource Centre named Youth Employment Start (Y.E.S.) to provide one-stop career advisory, employment and self-employment support services to young people aged 15 to 29. The Y.E.S. provides facilities to enhance young people's employability, facilitate them to access the latest labour market information and help them secure a firm footing in the labour market for sustainable development. This new employment platform, serving as a focal point, also enables support and participation from the private sector and community for providing tailor-made services to young people.



The new Youth Employment Start.



Record High Settlement Rate

- 1.7 The number of working days lost as a result of labour disputes in Hong Kong remains among the lowest in the world. Of the 124 labour disputes and 21 698 claims handled in the year, 71.7 per cent were resolved by our conciliation efforts, a record high since 1994. The waiting time for conciliation meetings was further shortened from 2.3 weeks in 2006 to 2.0 weeks in 2007.

Stepping Up Enforcement Against Wage Offences

1.8 In 2007, 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 in various industries through an early warning system in collaboration with trade unions to step up enforcement against wage offences. The Employment Claims Investigation Division conducted in-depth investigation into suspected wage offences and employed veteran police officers to strengthen the investigative work and collection of intelligence to facilitate speedy prosecution.

We continued to step up prosecution against employers and responsible persons of companies for wage offences. We also strengthened our 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, a total of 960 convicted summonses on wage offences were secured in 2007; an all-time high and up 22.3 per cent over that of 785 summonses in 2006. Five company directors and two other employers were given custodial sentences for defaulting wage payments. Community service order was imposed for the first time on two company directors due to wage offences. In addition, an employer was fined \$150,000 for committing wage offences.

Enhancing Good People Management Practices and Harmonious Labour Relations

1.9 To encourage the adoption of good people management practices in the workplace, we organised a wide range of promotional activities such as seminars, talks and exhibitions. A large-scale seminar was held in June to encourage employers to adopt family-friendly employment practices so as to help employees balance their work and family commitments. To promote harmonious labour relations, a large-scale seminar was organised for employers, sub-contractors, management staff and employee representatives of the construction industry in November. The seminar covered legislative requirements and good people management practices in the industry.



A large-scale seminar held to encourage employers to adopt family-friendly employment practices.

Vigorous Enforcement against Illegal Employment

1.10 The Labour Department collaborated with the Police and the Immigration Department to clamp down on illegal employment activities. The number of joint operations mounted in the year reached 170. We also widely publicised the complaint hotline (2815 2200) to encourage the public to report illegal employment activities.

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

1.11 In 2006, the Government joined hands with the business community and the labour sector to launch the WPM to protect the wage level of cleaning workers and security guards through voluntary and non-legislative means.

In 2007, the Labour Department promoted the WPM and the spirit of "wage protection" to the general public through various means. Publicity measures included screening commercials and broadcasting Announcements in the Public Interest through various media channels, displaying advertisements in MTR stations and on the body of tramcars and buses, as well as hanging roadside banners, distributing leaflets and posters and organising exhibitions. We also conducted presentations on the WPM at the seminars on the Building Management (Amendment) Ordinance organised by the Home Affairs Department to brief representatives of owners' corporations on the WPM.

With the concerted effort from all sectors, 1 070 enterprises/organisations pledged their support for the WPM as at the end of 2007. In addition, the department posted over 3 700 cleaning worker and security guard vacancies whose wage offers had been scaled up to the relevant market averages upon the department's persuasion as at the end of December.



Permanent Secretary for Labour and Welfare Mr. Paul TANG at a seminar with Labour Advisory Board member Mr. LEE Tak-ming, to call for support for and participation in the Wage Protection Movement.

A mid-term review was conducted in October to gauge the progress of the WPM. As announced by the Chief Executive in the 2007-08 Policy Address, an overall review is scheduled for October 2008 to evaluate the effectiveness of WPM. Pursuant to the Policy Address, we also commenced in 2007 preparatory work for the possible introduction of a statutory minimum wage for cleaning workers and security guards should the overall review indicate the WPM to be ineffective.

Safeguarding the Rights of Employees of Government Service Contractors

1.12 We conducted 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 685 inspections were conducted. We took out resolute prosecution against contractors whenever there was sufficient evidence of breach of the labour laws. A total of three contractors were prosecuted. Under the concerted effort of the Labour Department and procuring departments in stepping up monitoring and enforcement, the situation of contractors contravening the labour laws has greatly improved.

Sustained 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 7 532 in 2006 to 4 836 in 2007, a record low since 1990. The fund registered a surplus of \$442 million for 2007, the fourth year that the fund recorded a surplus since the Asian financial crisis in 1997.



Safety of Tower Cranes

1.14 In the light of the tragic accident involving the collapse of a tower crane in July, a blitz operation targeting at the safe and proper use, maintenance, erection/alteration/dismantling of tower cranes was launched, resulting in 10 prosecutions initiated, as well as eight improvement notices and two suspension notices issued.

We also worked closely with the Construction Industry Council and other stakeholders with a view to implementing measures to further enhance safety in the operation of tower cranes.



Commissioner for Labour Mrs. Cherry TSE LING Kit-ching expressing concerns about the safe and proper use of tower cranes during a visit to construction sites.

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 campaigns and a joint operation with the Buildings Department on truss-out scaffolds were also launched. In these special exercises, 88 suspension/improvement notices were issued and 68 prosecutions were 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 engaged in these works. We also jointly launched with the Occupational Safety and Health Council a subsidy scheme for small and medium-sized enterprises (SMEs) 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, CD-ROMs, broadcast of promotional films on "RoadShow" and award presentation ceremonies cum fun days.



Catering Industry Safety Award Scheme 2006/2007 - Award Presentation Ceremony cum Fun Day.

Strengthening Local and International Partnerships

Labour Day Reception

1.17 On April 30, 2007, the then Secretary for Economic Development and Labour Mr. Stephen IP hosted a cocktail reception at the Hong Kong Convention and Exhibition Centre 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.



Labour Day Reception 2007.

Contacts with Other Labour Administrations

1.18 We maintain active liaison and interflows with other labour administrations through visits and participation in relevant activities.

1.19 In June, Assistant Commissioner for Labour (Employees' Rights and Benefits) Mr. Stanley NG Ka-kwong led a tripartite team comprising government, employer and employee representatives to attend the 96th Session of the International Labour Conference in Geneva as part of the Chinese delegation.



Assistant Commissioner for Labour (Employees' Rights and Benefits) Mr. Stanley NG Ka-kwong (front row, third from right), and members of the tripartite team at the 96th Session of the International Labour Conference in Geneva, Switzerland.

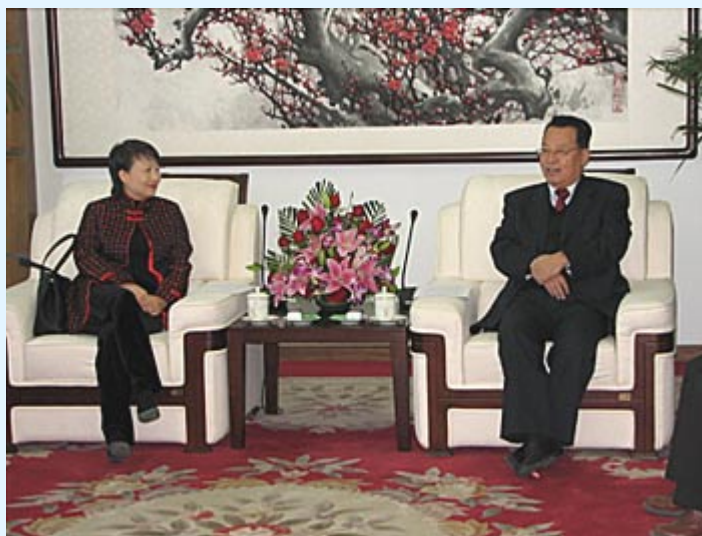
In August 2007, Assistant Commissioner for Labour (Employment Services) Mr. Byron NG Kwok-keung also led a delegation to attend the Asian Employment Forum: Growth, Employment and Decent Work in Beijing in the name of "Hong Kong, China". Through participation in the events, the representatives kept abreast 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.



Assistant Commissioner for Labour (Employment Services) Mr. Byron NG Kwok-keung (middle) leads a delegation to attend the Asian Employment Forum in Beijing.

1.20 In September, Assistant Commissioner for Labour (Occupational Safety) Mr. TSO Sing-hin led a delegation to Chengdu, Sichuan to attend the second Pan-Pearl River Delta Regional Work Safety Co-operation Joint Conference and Work Safety Co-operation and Development Forum. The objective of the conference cum forum 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.

1.21 In November, Commissioner for Labour Mrs. Cherry TSE LING Kit-ching 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 delegation also visited the State Administration of Work Safety.



Commissioner for Labour Mrs. Cherry TSE LING Kit-ching (left) meeting Minister Tian Chengping of the Ministry of Labour and Social Security (right) in Beijing.



- 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

2.2 Our Vision

We aspire 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.

2.3 Our Mission

- 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 employee rights and benefits in an equitable manner.

2.4 Our Values

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 Employee 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, enforcement, 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.

Employee 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 provides secretariat support to the Labour Advisory 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 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.



Customer Liaison Group 2006-2007.

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 representative tripartite advisory body with members from the employee and employer sectors as well as the Government. It advises the Commissioner for Labour on matters affecting labour, including legislation as well as Conventions and Recommendations of the International Labour Organization. The terms of reference and composition of the LAB and its membership for the term 2007-2008 are in [Figure 2.3](#).



Members of the 2007-2008 Labour Advisory Board.



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. 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 (LRO), the Minor Employment Claims Adjudication Board Ordinance (MECABO) 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 for in the LRO. The MECABO 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 2007

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 2007, the EO was amended to adopt a new mode of calculation to ensure that all components of wages as defined under the EO, including contractual commission, were included in the calculation of relevant statutory entitlements.

Conciliation and Consultation Services

3.6 Our consultation and conciliation services have contributed to the maintenance of industrial peace. In 2007, we handled 85 168 in-person consultations, 124 labour disputes and 21 698 claims. The number of labour disputes and claims handled in 2007 was down by 13 per cent compared with the figure of 25 157 cases in 2006. It was the lowest since 1998. Altogether 71.7 per cent of the cases handled in 2007 were resolved amicably through conciliation, the highest settlement rate since 1994. Three strikes were recorded in 2007. As a result, the number of working days lost per thousand salaried employees and wage earners was 2.62. Though the number of working days lost is higher as compared with previous years due to the strike by bar-benders in the year, the figure is still among the lowest in the world. ([Figures 3.2 - 3.7](#))

Proactive Efforts to Combat Wage Defaults

3.7 In 2007, 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 exercise codenamed Operation COMBAT continued to proactively forestall problematic restaurants from evading their liabilities to pay wages and achieved notable results.

Strengthening Tripartite Co-operation

3.8 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 the industries.

Promotion of Good Employer-Employee Relations

3.9 To promote better public understanding of the EO and good labour management practices, we organised various promotional activities such as seminars, talks and roving exhibitions for employers, employees, human resources professionals and members of the public. A wide range of publications were produced for free distribution to the public, including a booklet introducing in simple terms selected court cases under the EO together with advice on good people management. In connection with the implementation of the Employment (Amendment) Ordinance 2007 (E(A)O), a series of promotional activities were carried out to help various stakeholders understand the provisions. A guide was produced to set out major changes under the E(A)O. Besides, a new booklet with sample wage and employment records was published to help employers comply with the record keeping requirements. Both publications were widely distributed and uploaded onto the department's website for public viewing. Moreover, 55 briefings on the E(A)O were organised for employers, employees, human resources practitioners, trade unions officials, officers of non-governmental organisations and professional bodies. Over 5 500 participants were recorded.



Roving exhibitions organised to promote better public understanding of the Employment Ordinance and good people management practices.

3.10 We organised experience-sharing sessions and briefings for human resources practitioners through our network of 18 Human Resources Managers' Clubs.

Adjudication of Minor Employment Claims

3.11 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.

3.12 In 2007, the board recorded 2 142 claims amounting to \$8,644,084 and concluded 2 276 claims with a total award of \$4,789,350.

Regulation of Trade Unions

3.13 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.

3.14 In 2007, 18 new trade unions were registered, making up a cumulative total of three registered trade union federations and 775 registered trade unions (comprising 731 employee unions, 21 employer unions and 23 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

3.15 In the year, the Registry of Trade Unions examined 676 statements of account and conducted 370 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, enforcement, 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 2007

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 in the construction industry was especially remarkable.

4.7 The number of occupational injuries in all workplaces in 2007 stood at 43 979, representing a 30.8 per cent drop from 63 526 in 1998, while the injury rate per thousand employees decreased to 16.9 as well, down by 36.9 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 16 117 and 29.3 respectively, representing 62.5 and 54.7 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 3 042 in 2007, a hefty drop of 84.5 per cent, while the accident rate per thousand workers also decreased from 247.9 to 60.6, down by 75.6 per cent.

Occupational Diseases

4.9 In 2007, there were 177 cases of confirmed occupational disease, compared with 264 in 2006. The incidence rate in 2007 was 6.8 cases per 100,000 employed workers, compared with 10.5 in 2006. In the ten years between 1998 and 2007, there was also a significant drop in both the number of cases and incidence rate by 81 per cent and 83 per cent respectively.

4.10 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

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

Law Enforcement

4.12 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.

4.13 A key element in enforcement is to advise on prevention of accidents. We conducted special promotional visits to encourage employers to adopt a proactive self-regulatory approach in managing risks at the workplace. We conducted 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 15 special blitz operations targeting at various high-risk work activities, including construction safety, safety of renovation and maintenance works, safety of tower cranes, safe operation of vehicles/mobile plant on construction sites, safe use of ladders and electricity, catering safety, cargo and container-handling safety, fire and chemical safety and safety in wholesale and retail trade. 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 15 operations, a total of 35 659 workplaces were inspected, with 627 prosecutions initiated, 572 improvement notices and 41 suspension notices issued. We also organised a joint operation targeting at the use of truss-out scaffolds with the Buildings Department and 19 suspension notices were served in this special exercise.

- 4.14** 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. We have also enhanced the intelligence reporting system on unsafe renovation and maintenance works with the Hong Kong Association of Property Management Companies. In 2007, a total of 407 enquiry/complaint/referral cases were received through the system and other channels. As a result of the inspections to follow up on these cases, 95 suspension/improvement notices were issued and 73 prosecutions were taken out.
- 4.15** In the year, we conducted focused inspections to industrial establishments to ensure that occupational health hazards including noise, chemicals and air impurities were adequately controlled. In addition, we stepped up inspections of drainage maintenance worksites to make sure that contractors took appropriate control measures in accordance with the Factories and Industrial Undertakings (Confined Spaces) Regulation. To ensure that employers abided by the Occupational Safety and Health (Display Screen Equipment) Regulation to prevent musculoskeletal disorders among employees using display screen equipment for prolonged periods of time, we also conducted focused inspections to office workplaces. In these inspections, altogether 406 warnings and 79 improvement notices were issued and five prosecutions were taken out.
- 4.16** 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 2007, 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 2007, 416 applications for certificates of competency were processed, with 374 certificates issued/endorsed. At the same time, we advise the Fire Services Department on approval and preliminary inspections of pressurised cylinders and storage installations for compressed gas.
- 4.17** As at the end of 2007, a total of 171 256 workplaces, including 16 597 construction sites, were recorded. In the year, 111 933 inspections were conducted under the OSHO and the FIUO, while 4 645 inspections were made under the BPVO. As a result, 32 938 warnings were issued by Occupational Safety Officers while 2 696 warnings were given under the BPVO. Altogether, 1 619 suspension or improvement notices were issued. We also carried out 11 205 and 1 966 investigations on accidents and suspected occupational diseases respectively in the year.

Safety Training and Occupational Health Education

- 4.18** We provide training-related services to help reduce occupational injuries. Such services are divided into three broad categories, namely, provision of training courses, recognition of mandatory safety training courses and registration of safety officers and safety auditors.



A talk on major safety regulations related to working on construction sites.

- 4.19** In 2007, we conducted 504 legislation-related safety and health training courses for 4 058 employees and 321 tailor-made talks for another 12 114. We also recognised 10 mandatory basic safety training courses for the construction and container-handling industries. As at year end, more than 917 000 persons have completed the training. In addition, we recognised four confined spaces safety training courses and 12 loadshifting machinery safety training courses.
- 4.20** In 2007, 92 applicants were registered as safety officers while 62 applicants were registered as safety auditors. As at the end of 2007, there were 2 993 persons on the register of safety officers and 917 persons on the register of safety auditors. Furthermore, we started to process applications for renewal or revalidation of registration as safety officers with effect from September 7, 2005. A total of 1 724 applicants were approved for renewal or validation of their registrations as at the end of 2007.
- 4.21** Occupational health education is an important strategy for the prevention of occupational health hazards and occupational diseases. Apart from 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 2007, we delivered a total of 1 464 health talks.



An occupational health talk organised at a Community Hall.

Safety and Health Promotion

4.22 To inculcate a safety culture and enhance safety awareness, we organised a series of promotional activities in 2007, some in conjunction with other organisations such as the Occupational Safety and Health Council, trade associations, workers' unions and other government departments.



Commissioner for Labour Mrs. Cherry TSE LING Kit-ching with the officiating guests of the Occupational Health Carnival.

4.23 To promote safety awareness in operating boilers and pressure vessels, we organised jointly with the Occupational Safety and Health Council, professional bodies, other major stake holders and associations in the trade, a large-scale seminar to enable the sharing of professional knowledge and experience on topics relating to regulation approaches, standards, operation and maintenance of boilers and pressure vessels.



The 20th Boilers and Pressure Vessels Seminar.

4.24 Under the Customer Service Teams Project, volunteers visited 21 618 SMEs of business services, sanitary and similar services, and wholesale and retail trade to disseminate safety messages to employers and employees.



Customer Service Teams Project 2007 - 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 2006/2007 - Award 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 work safety of truss-out scaffold commonly used in building renovation and maintenance work.
- 4.27 The Labour Department continued to launch jointly with the Occupational Safety and Health Council the SMEs Sponsorship Scheme for Fall Arresting Equipment for Renovation and Maintenance Work to provide SMEs with financial assistance to purchase fall protection equipment and anchor device for use in work-at-height.



SMEs Sponsorship Scheme for Fall Arresting Equipment for Renovation and Maintenance Work.

- 4.28 In 2007, we joined hands again with the Occupational Safety and Health Council to launch a new sponsorship scheme, the Cut Resistant Gloves and Slip Resistant Shoes Sponsorship Scheme for Catering SMEs, to provide these enterprises with financial assistance to purchase cut resistant gloves and slip resistant shoes for protecting frontline workers from cut and slip injuries in catering establishments.



- 4.29 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 2007, 1 008 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.



4.30 To complement the enforcement campaign targeted at drainage maintenance worksites, we strengthened our publicity efforts to promote the prevention of gas poisoning for drainage workers. This was achieved through video shows on mobile advertising media, occupational health talks and guidebooks.

4.31 In 2007, we published 18 new occupational safety and health publications, including guidance notes on safe use of chemical disinfectants and safe use of power-operated elevating work platforms, casebook of occupational fatalities related to truss-out bamboo scaffolding works, occupational safety and health statistics bulletin issue No. 7 (July 2007), hints on building maintenance-bamboo scaffolding safety, guides on the prevention of gas poisoning in drainage work, a booklet on exercise and work, and a series of booklets on safety and health at work in relation to common diseases (e.g. diabetes and hypertension) affecting the working population.



4.32 In 2007, the Occupational Safety and Health Branch handled 15 413 enquiries, advising on various safety and health matters. Furthermore, the Occupational Safety and Health Centre provides information and advisory services to workers and employers.

Clinical Occupational Health Services

4.33 The Labour Department runs the Kwun Tong and Fanling Occupational Health Clinics that provide 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.

In 2007, 13 098 clinical consultations were rendered, and 2 837 medical examinations and assessments conducted. Five patient support groups were organised to promote patients' treatment compliance and sustainability in good work practices through health talks, experience sharing and peer support.



Patient support group organised by the Kwun Tong Occupational Health Clinic.



The Programme of Employment Services

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

- 5.1 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 2007

Employment Situation in Hong Kong

- 5.5 The labour market remained buoyant in 2007. The department received an all-time high of 559 815 vacancies from the private sector, an increase of nearly 17 per cent when compared with 479 942 in 2006. 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 135 489 placements was achieved in 2007, up almost 14 per cent over the level of 118 937 in 2006. ([Figures 5.1](#) and [5.2](#))

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.



Various facilities for use by job-seekers in a Job Centre.



The Resource Corner in a Job Centre.

- 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 23 per cent of the page views for all government websites in Hong Kong. In 2007, the iES recorded over 922 million page views. 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 and appeal for vacancies from employers. Recruitment seminars and job fairs are held to facilitate job-seekers and employers to meet and communicate directly. To assist job-seekers living in remote areas in securing employment, large-scale job fairs were held in Tung Chung, Tseung Kwan O, Shatin, Tuen Mun and Tin Shui Wai. 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 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 44 000 job-seekers in 2007.



A large-scale job fair held in Tin Shui Wai.



A district-based job fair held at Tsuen Wan Job Centre.

Intensified Services for the 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 2007, a total of 36 256 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 satisfactory 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 2007, a total of 1 669 job-seekers were placed into work trials.

Transport Support Scheme

5.15 Recognising the relative lack of job opportunities in the remoter parts of Hong Kong, the Labour Department introduced a pilot Transport Support Scheme in June to encourage needy unemployed and low-income employees living in the four remote districts of Tuen Mun, Yuen Long, North and Islands to seek jobs and work across districts. Under the scheme, time-limited transport allowances, viz. Job Search Allowance of up to \$600 and Cross-district Transport Allowance of \$600 per month for up to six months are made available to eligible applicants.

As at the end of 2007, the scheme had received 5 716 applications.

Local Domestic Helpers (LDHs)

5.16 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 total sum of \$70 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. As at year end, there were 11 756 approved applications.

The Scheme was extended to March 2008 to further promote the LDH market. To allow sufficient time for claiming allowance, participating LDHs can submit claims by October 2008 the latest.

New Arrivals

5.17 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

5.18 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 2007, the service reached out to 1 899 retrenched workers of 11 companies.

Job-seekers with Disabilities

5.19 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 2007, the SPD registered 3 666 disabled job-seekers and helped place 2 619 of them into employment, representing an all-time high placement rate of 71.4 per cent. ([Figure 5.3](#))

Work Orientation and Placement Scheme

5.20 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 2007, the scheme recorded 920 disabled participants in this training programme and achieved 908 work placements.

Self Help Integrated Placement Service

5.21 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 2007, 486 disabled job-seekers participated in the programme. The overall placement rate was about 70 per cent.

Interactive Selective Placement Service (iSPS) Website

5.22 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 2007, it recorded a total of 2.14 million page views and 6 406 online requests for SPD's services.

Promotional Activities

5.23 During the year, the SPD 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.



Youth Work Experience and Training Scheme (YWETS)

5.24 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 2007, 36 326 trainees were successfully placed in training vacancies under the scheme. In addition, 17 690 trainees found other jobs with the assistance of their case managers.

5.25 In 2007, 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 2007, 26 such tailor-made training-cum-employment projects were run for employers in the retail, catering, tourism, telemarketing, health care, real estate agency and property management industries.



Launching Ceremony of Youths Fly High.

Youth Pre-employment Training Programme (YPTP)

5.26 The YPTP provides a wide range of employment-related training and workplace attachment opportunities to 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. 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. In 2007, about 6 500 young persons were provided with such training and workplace attachment opportunities. Apart from those pursuing further studies on completion of the programme, over 70 per cent of the trainees secured employment.

5.27 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.



Most Improved Trainees of the Youth Pre-employment Training Programme & the Youth Work Experience and Training Scheme.

5.28 To encourage trainees to attend pre-employment training so as to enhance their employability, trainees of the 2007/08 Programme Year are entitled to a transport allowance of \$30 per day, subject to attending at least 80 per cent of a YPTP modular course or the YWETS induction training.

Careers Information and Guidance

5.29 Our Careers Advisory Service promotes careers education and helps young people choose a career best suited to their talents, interest and abilities. Young people can visit our website (www.labour.gov.hk/careers) to gain quick access to a wide range of careers information.

5.30 Throughout the year, we arranged student group visits to various commercial and industrial establishments to enhance careers awareness among young people and provide them with first-hand careers information. In February, we organised the 17th 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 498 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 191 651 visitors, was the most popular careers information event in Hong Kong.



Opening Ceremony of the Education & Careers Expo 2007.



Some 500 exhibitors participating in the Education and Careers Expo.

5.31 In December, the first youth employment resource centre named Youth Employment Start was set up to provide one-stop career advisory and employment support services to young people aged 15 to 29. The centre provides career assessment, career guidance, value-added training, support services on employment and self-employment as well as the latest labour market information to facilitate young people to map out their career path, enhance their employability and support young people to conduct their businesses.



Assistant Commissioner for Labour (Employment Services) Mr. Byron NG Kwok-keung (left) at the first Youth Employment Start at Langham Place in Mongkok.

Regulating Local Employment Agencies and Employment Outside Hong Kong

5.32 We monitor the operation of employment agencies through licensing, inspection and investigation of complaints. In 2007, 1 830 employment agency licences were issued, one licence was revoked and renewal of one licence was refused. As at year-end, there were 1 782 licensed employment agencies in Hong Kong. A total of 1 086 inspections were made to employment agencies in the year.

- 5.33** 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 into in Hong Kong involving manual employees and non-manual employees with monthly wages not exceeding \$20,000.



Regulating Labour Importation

Supplementary Labour Scheme

- 5.34** 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 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.
- 5.35** 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.
- 5.36** As at the end of 2007, there were 1 101 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 the 1970's. Like other migrant workers, FDHs enjoy the same statutory rights and benefits as local employees. They are further protected by a standard written employment contract and a Minimum Allowable Wage. 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. In the year, the department also widely publicised the rights and benefits of FDHs by, for instance, staging one information expo and one information kiosk for FDHs at places they frequently gather on their rest days in February and November respectively. The two events attracted over 14 600 visitors. The Labour Department 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.



An information kiosk staged to publicise the rights and benefits of foreign domestic helpers.

5.38 As at the end of 2007, there were 245 500 FDHs in Hong Kong, an increase of 5.5 per cent compared with 232 800 in 2006. About 50.3 per cent of the FDHs in Hong Kong were from the Philippines and 46.6 per cent from Indonesia.



The Programme of Employee Rights and Benefits

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

- 6.1** The objective of the Employee Rights and Benefits Programme is to improve and safeguard employee 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 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 2007

Key Indicators of Work

- 6.7** We stepped up our efforts to safeguard the rights and benefits of employees through various activities in 2007. Some key indicators of work of this programme area are shown in [Figure 6.1](#).

Amendments to the Pneumoconiosis (Compensation) Ordinance

- 6.8** In 2007, we reviewed the PCO and proposed to extend its coverage to include cancerous mesothelioma. The legislative exercise to implement the proposal was conducted with priority so that eligible mesothelioma sufferers could be accorded with the same compensation and benefits as those for pneumoconiotics as early as possible.

Stepping Up Enforcement against Wage Offences

- 6.9** 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 2007, 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 were taken out against the employers and the company responsible persons whenever sufficient evidence was available.
- 6.10** With the department continuing in stepping up enforcement action in 2007, the number of summonses heard in respect of wage offences rose to 1 225, representing an increase of 17.5 per cent over the figure of 1 043 summonses in 2006. As for summonses convicted, the number was 960 for 2007 as against 785 in 2006, an increase of 22.3 per cent. Five company directors and two other employers were given custodial sentences in 2007 for defaulting wage payments. Community service order was first imposed on two company directors for committing wage offences. On the other hand, an employer was fined \$150,000. These sentences should have sent a strong message to employers on the seriousness of wage defaults.

Vigorous Enforcement to Protect Employee Rights and Benefits

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

- 6.12** In 2007, labour inspectors carried out 131 818 workplace inspections to establishments in different trades to enforce labour laws and in 131 224 of such inspections, they also checked the employees' proof of identity and the employee records kept by employers to deter illegal employment. ([Figure 6.2](#)) We strengthened the collection and analysis of intelligence on illegal employment activities, and organised 170 operations with the Police and the Immigration Department.
- 6.13** 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 63 595 inspections were conducted to enforce the statutory requirement. Employers failing to comply with the requirement were prosecuted.
- 6.14** 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 685 inspections were conducted to the workplaces of such workers and 2 055 workers were interviewed to check contractors' compliance with labour laws.
- 6.15** To ensure compliance with the required conditions under the Supplementary Labour Scheme, we investigated 61 complaints and cases on suspected irregularities involving imported workers such as allegations of deprivation of statutory holidays or rest days, late payment / underpayment of wages.

Improvement to the Employees' Compensation Insurance System

- 6.16** In consultation with the Labour Department and the Insurance Authority, the Hong Kong Federation of Insurers launched the Employees' Compensation Insurance Residual Scheme on May 1, 2007. The scheme serves 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.

Processing Employees' Compensation Cases

- 6.17** 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.
- 6.18** Information on employees' compensation cases reported is shown in [Figures 6.3](#) and [6.4](#). We processed and settled 31 834 non-fatal cases involving sick leave exceeding three days which were reported in 2007. These included 12 238 cases settled directly between employers and employees. Compensation amounting to \$9.3 million and \$220 million respectively was payable to the injured employees in minor cases and in cases involving sick leave exceeding three days.

6.19 For the 50 235 employees' compensation cases reported in 2006, 46 913 non-fatal cases with sick leave exceeding three days and 157 fatal cases were settled as at the end of 2007. A sum of \$631 million was payable as compensation to the injured employees or family members of deceased employees. The number of working days lost was 1 211 650.5. ([Figure 6.5](#))

6.20 The Loan Scheme for Employees Injured at Work and Dependants 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 2007, a total loan of \$105,000 was approved in seven applications.

Processing Claims Related to Severe Acute Respiratory Syndrome (SARS)

6.21 As at the end of 2007, 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 283 non-fatal cases were resolved upon the issue of certificates of compensation assessment by the department as at year-end.

Briefings and Promotional Campaigns

6.22 In 2007, we arranged eight briefings for government departments and 44 briefings for imported workers, to publicise the rights and obligations of the parties concerned.

6.23 Extensive publicity campaigns were launched to warn against illegal employment. We widely publicised our complaint telephone hotline (2815 2200) through press releases, posters, advertisements on tram body and inside train compartments, as well as distribution of souvenirs etc. to encourage members of the public to provide intelligence on illegal employment activities.



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

6.24 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 sustained by their employees through TV and radio announcements, leaflets, posters, newspapers, departmental homepage and seminars on the ECO.



6.25 We actively educated employers and employees about their rights and obligations under the ECO. In the year, we held 15 talks on ECO, and published eight articles on the handling of employees' compensation cases in the press.

Partnership with Statutory Bodies

6.26 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

6.27 The Protection of Wages on Insolvency Ordinance (PWIO) provides for the establishment of the Protection of Wages on Insolvency 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.

6.28 We provide administrative support to the Protection of Wages on Insolvency Fund Board, verify applications and approve payment from the fund. In 2007, we received 4 836 applications, a substantial drop of 36 per cent as compared with 7 532 in 2006. This is an all-time low since 1990. A breakdown of applicants classified by economic sector is shown in [Figure 6.6](#). During the year, we processed 5 789 applications, leading to payment of \$95 million. The financial position of the fund also improved continuously and recorded a surplus of \$442 million for 2007.

6.29 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

6.30 The Pneumoconiosis Compensation Fund Board (PCFB) is established under the 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 2007, 1 910 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 \$149 million.

Employees Compensation Assistance Fund Board

6.31 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 2007, the board approved 68 applications, leading to payment of \$59.6 million. With effect from April 1, 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

6.32 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. During the year, the board approved 47 applications for compensation with a total compensation payout at \$4.6 million and 289 applications for payment of expenses on hearing assistive devices with a total payout at \$710,000. The board also provided 321 rehabilitation programmes for people having occupational deafness.



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](#)) notwithstanding that Hong Kong is not a sovereign entity and not an ILO member. 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 2007, 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 96th Session of the International Labour Conference held in Geneva, the Asian Employment Forum: Growth, Employment and Decent Work held in Beijing and a number of other ILO seminars and workshops. ([Figure 7.2](#))

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, the Republic of Korea, Sweden 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.



Commissioner for Labour Mrs. Cherry TSE LING Kit-ching (middle) leads a delegation to the Ministry of Labour and Social Security of the State Council in Beijing.



- Figure 2.1** [Number of summonses convicted and total fines in 2007](#)
- Figure 2.2** [Organisation Structure of the Labour Department \(as at 31 December 2007\)](#)
- Figure 2.3** [Terms of Reference and Composition of the Labour Advisory Board and Membership for the term 2007-2008](#)
- Figure 3.1** [Key Indicators of Work of the Labour Relations Programme Area in 2007](#)
- Figure 3.2** [Number of Labour Disputes Handled by the Labour Relations Division from 2003 to 2007](#)
- Figure 3.3** [Number of Claims Handled by the Labour Relations Division from 2003 to 2007](#)
- Figure 3.4** [Number of Labour Disputes Handled by the Labour Relations Division in 2007 by Cause](#)
- Figure 3.5** [Number of Claims Handled by the Labour Relations Division in 2007 by Cause](#)
- Figure 3.6** [Number of Strikes and Number of Employees Involved from 2003 to 2007](#)
- Figure 3.7** [Number of Working Days Lost per 1,000 Salaried Employees and Wage Earners from 2003 to 2007](#)
- Figure 4.1** [Key Indicators of Work of the Programme of Safety and Health at Work in 2007](#)
- Figure 5.1** [Key Indicators of Work of the Employment Services Programme Area in 2007](#)
- Figure 5.2** [Key Indicators of Work on Employment Assistance Rendered to Able-bodied Job-seekers from 2003 to 2007](#)
- Figure 5.3** [Key Indicators of Work on Employment Assistance Rendered to Job-seekers with a Disability from 2003 to 2007](#)
- Figure 6.1** [Key Indicators of Work of the Employee Rights and Benefits Programme Area in 2007](#)
- Figure 6.2** [Number of Inspections Made in 2007 by Major Economic Sector](#)
- Figure 6.3** [Number of Cases Reported under the Employees' Compensation Ordinance in 2007 by Sex and Age](#)
- Figure 6.4** [Number of Cases Reported under the Employees' Compensation Ordinance from 2003 to 2007](#)
- Figure 6.5** [Number of Employees' Compensation Cases by Working Days Lost for Cases Reported in 2006 and Result Known as at 31 December 2007](#)
- Figure 6.6** [Number of Applicants of the Protection of Wages on Insolvency Fund in 2007 by Economic Sector](#)
- Figure 7.1** [List of the 41 International Labour Conventions Applied to the Hong Kong Special Administrative Region](#)
- Figure 7.2** [Participation in Major ILO Activities and Contacts with Other Labour Administrations in 2007](#)

圖二·一 二零零七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 2007

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	50	156,000
僱員補償條例 Employees' Compensation Ordinance		
小計 Sub-total	1,030	2,610,151
僱傭條例及附屬規例 Employment Ordinance and subsidiary regulations		
法定福利個案 Statutory benefits cases	1,607	4,035,000
青年個案 Young persons cases	3	4,500
其他 Others	9	23,200
小計 Sub-total	1,619	4,062,700
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	390	2,808,800
建築地盤個案 Building and engineering construction cases	1,126	11,393,200
小計 Sub-total	1,516	14,202,000
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	254	1,968,300
其他 Others		
小計 Sub-total	85	128,100
總計 Total	4,554	23,127,251

Figure 2.2 Organisation Structure of the Labour Department (as at 31 December 2007)

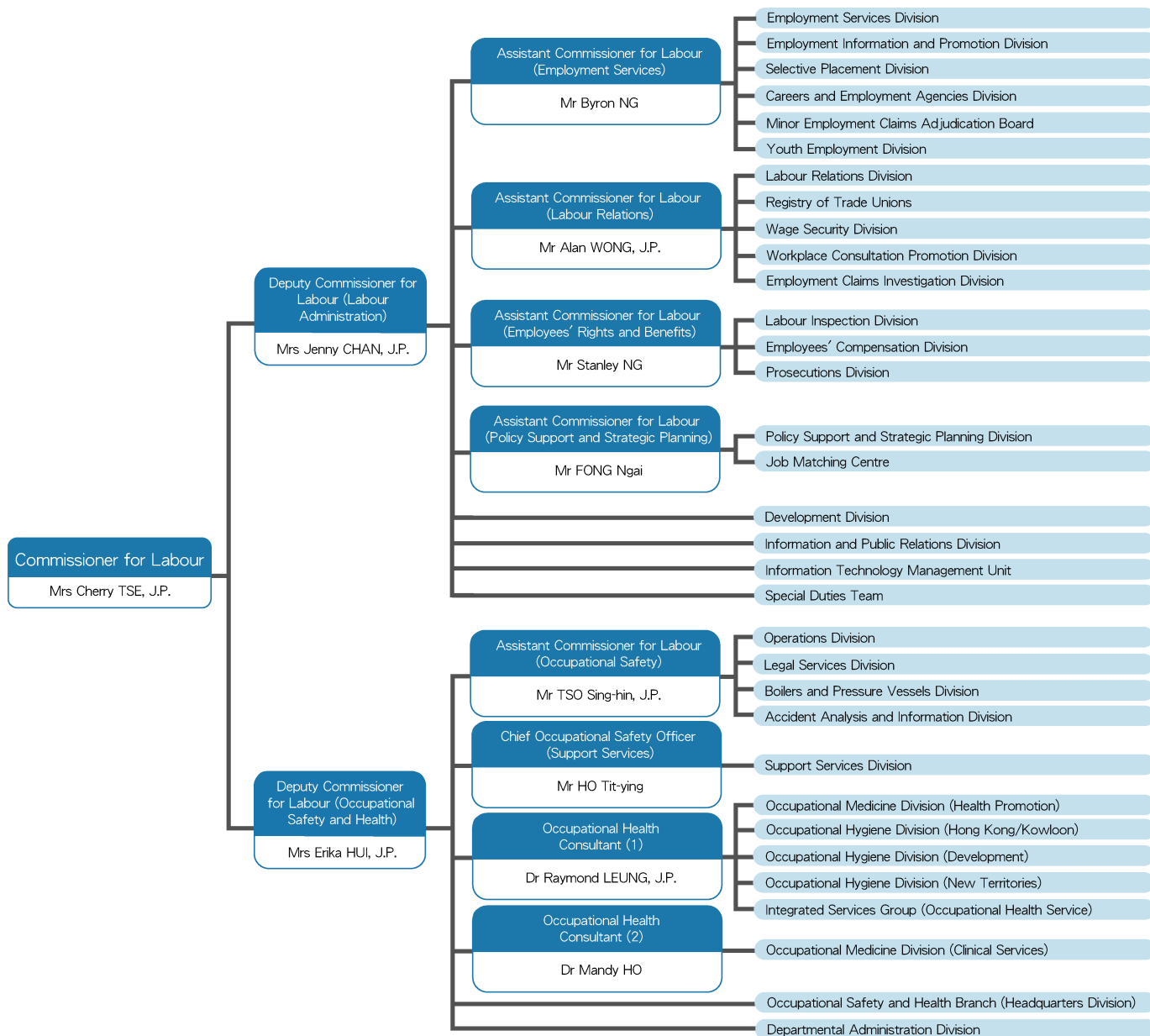


Figure 2.3 Terms of Reference and Composition of the Labour Advisory Board and Membership for the term 2007-2008

Terms of Reference

The Labour Advisory Board advises the Commissioner for 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	Commissioner for 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 (as at 31.12.2007)

Chairman

Mr Matthew Cheung Kin-chung, JP [1.1.2007-31.3.2007]	Permanent Secretary for Economic Development and Labour (Labour) / Commissioner for Labour
Mr Paul Tang Kwok-wai, JP [1.4.2007-30.6.2007]	Permanent Secretary for Economic Development and Labour (Labour) / Commissioner for Labour
Mrs Cherry Tse Ling Kit-ching, JP [w.e.f. 1.7.2007]	Commissioner for Labour

Members

Employee Representatives

Mr Leung Chau-ting Mr Ip Wai-ming Ms Ng Wai-yee Mr Chung Kwok-sing Mr Lee Tak-ming Mr Cheng Kai-ming	} elected by registered employee unions } appointed ad personam
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Employer Representatives

Mr Ho Sai-chu, GBS, JP Dr Kim Mak Kin-wah, BBS, JP Mr Paul Yin Tek-shing, BBS, JP	representing the Chinese General Chamber of Commerce representing the Employers' Federation of Hong Kong representing the Chinese Manufacturers' Association of Hong Kong
Mr Stanley Lau Chin-ho, MH, JP Mr Stanley Hui Hon-chung, JP Mr Cheung Sing-hung	representing the Federation of Hong Kong Industries representing the Hong Kong General Chamber of Commerce appointed ad personam

Secretary

Mr Charles Hui Pak-kwan	Senior Labour Officer (Development)
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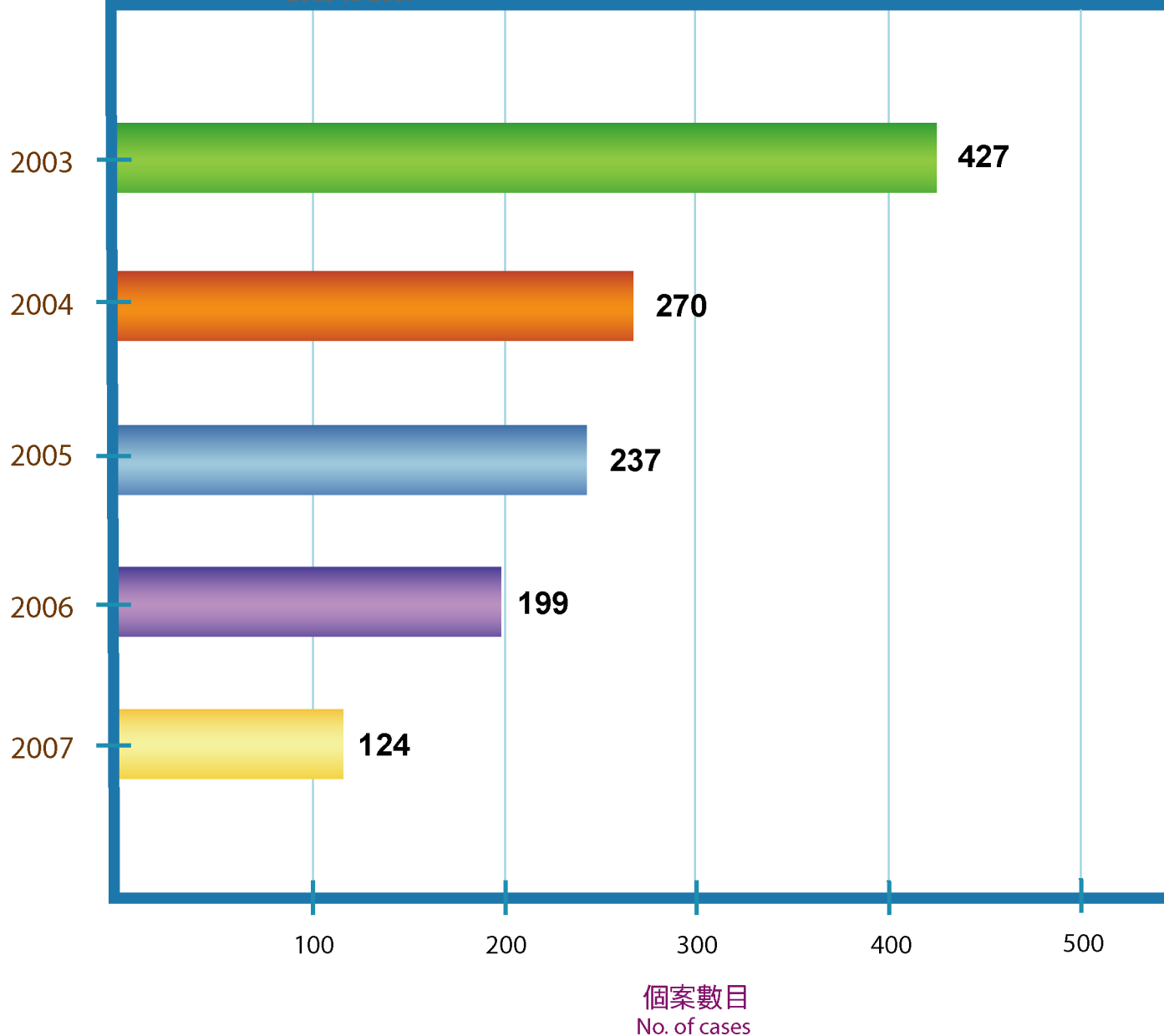
圖三·一 二零零七年勞資關係綱領的主要工作表現指標

Figure 3.1 Key Indicators of Work of the Labour Relations Programme Area in 2007

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	21,822
處理親身諮詢次數 In-person consultations handled	85,168
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	71.7%
II. 小額薪酬索償的仲裁 Adjudication of Minor Employment Claims	
小額薪酬索償仲裁處仲裁的申索聲請數目 Claims adjudicated by Minor Employment Claims Adjudication Board	2,276
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	154
巡查職工會次數 Inspection visits to trade unions	370
審查職工會帳目報表數目 Account statements of trade unions examined	676
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

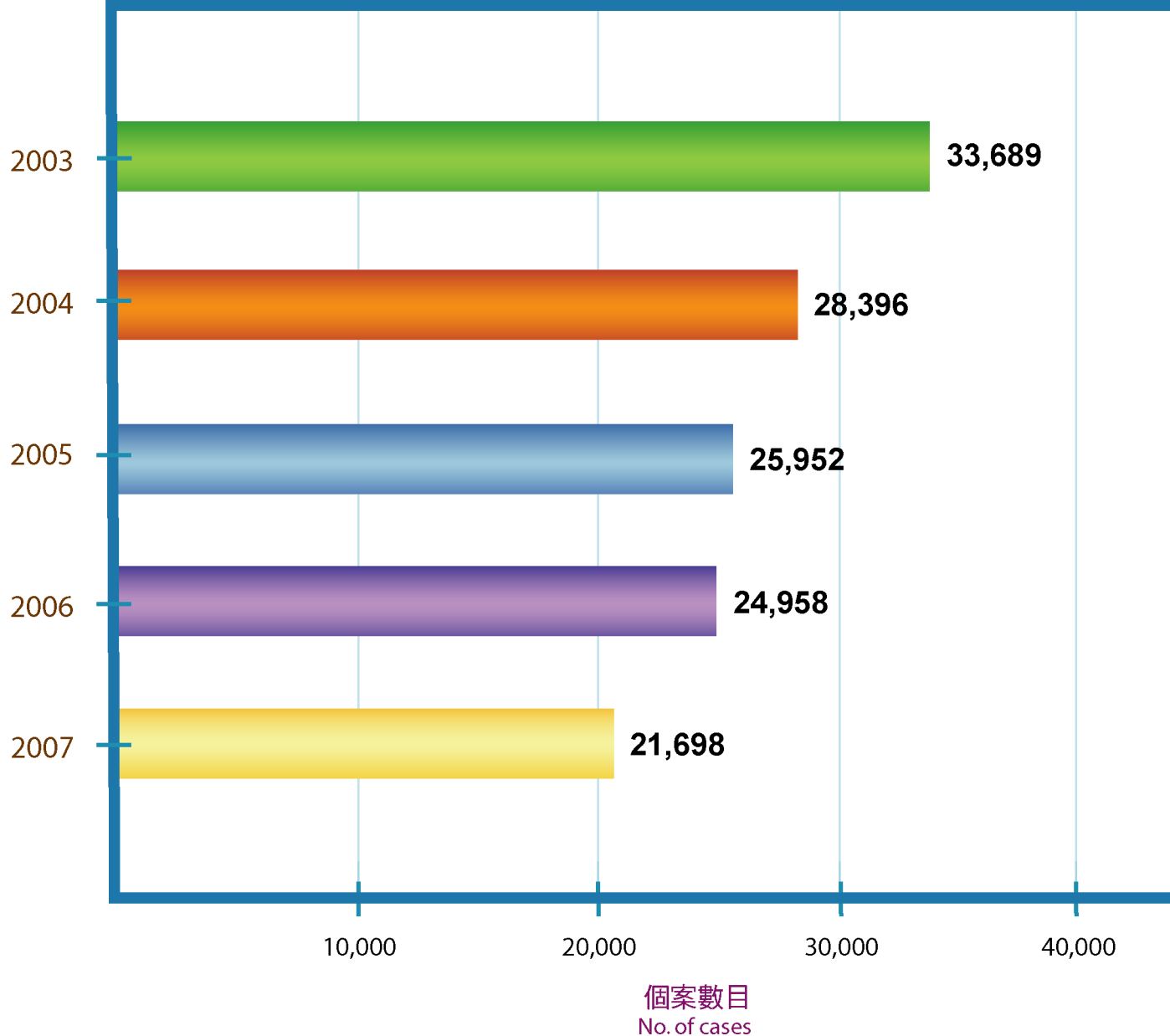
圖三·二 二零零三年至二零零七年勞資關係科所處理的勞資糾紛數目

Figure 3.2 Number of Labour Disputes Handled by the Labour Relations Division from 2003 to 2007



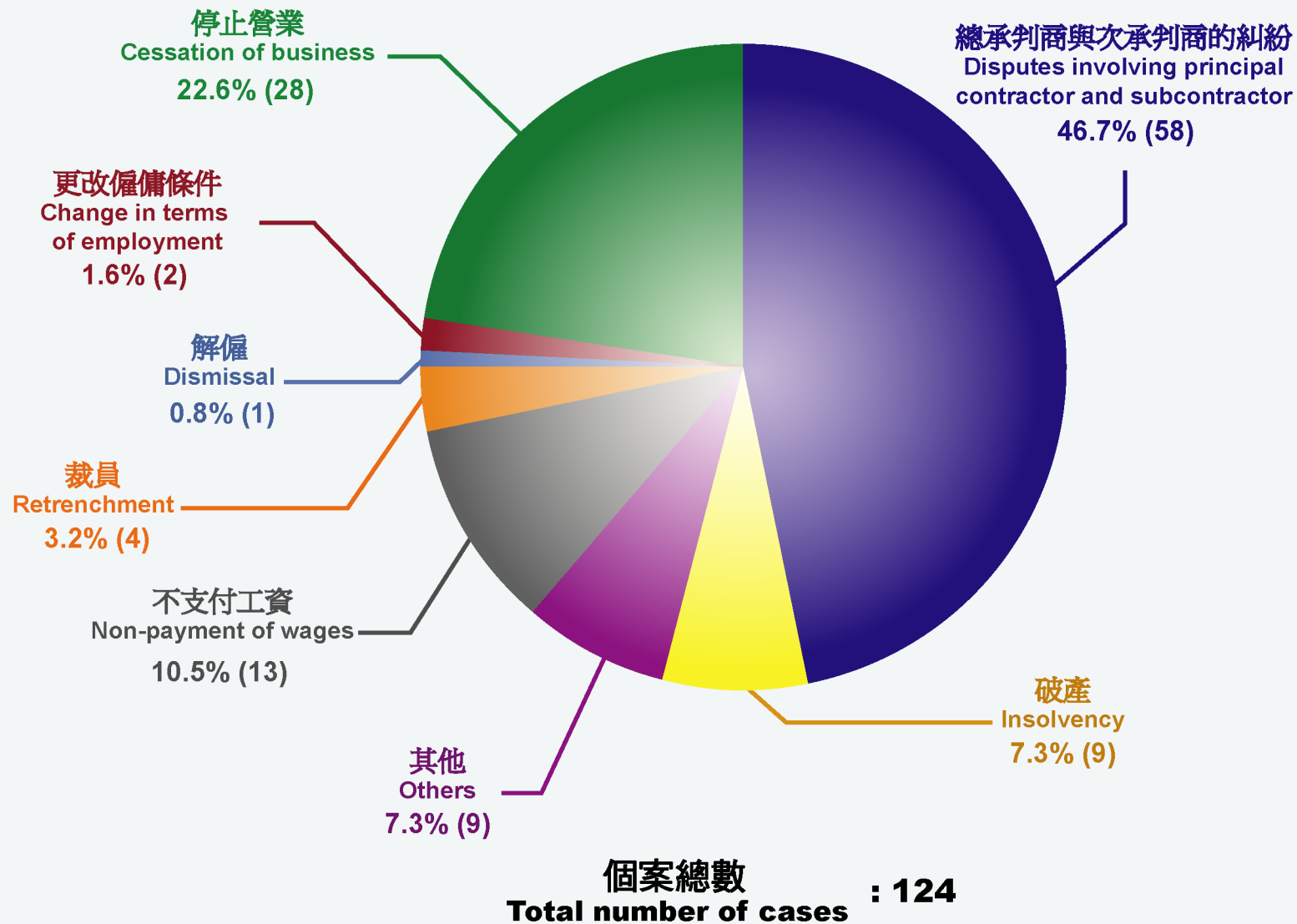
圖三·三 二零零三年至二零零七年勞資關係科所處理的申索聲請數目

Figure 3.3 Number of Claims Handled by the Labour Relations Division from 2003 to 2007



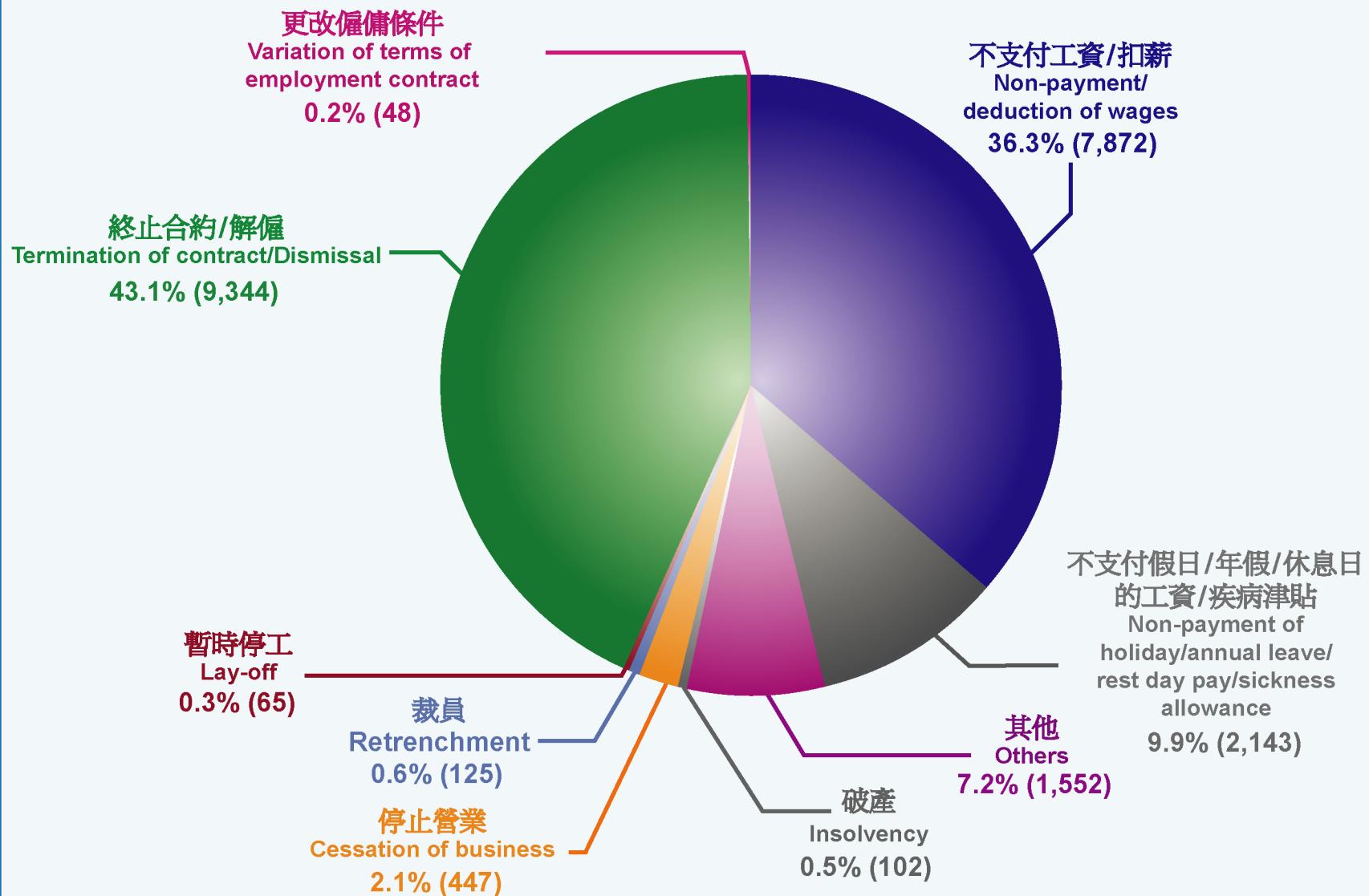
圖三·四 二零零七年勞資關係科所處理按成因劃分的勞資糾紛數目

Figure 3.4 Number of Labour Disputes Handled by the Labour Relations Division in 2007 by Cause



圖三·五 二零零七年勞資關係科所處理按成因劃分的申索聲請數目

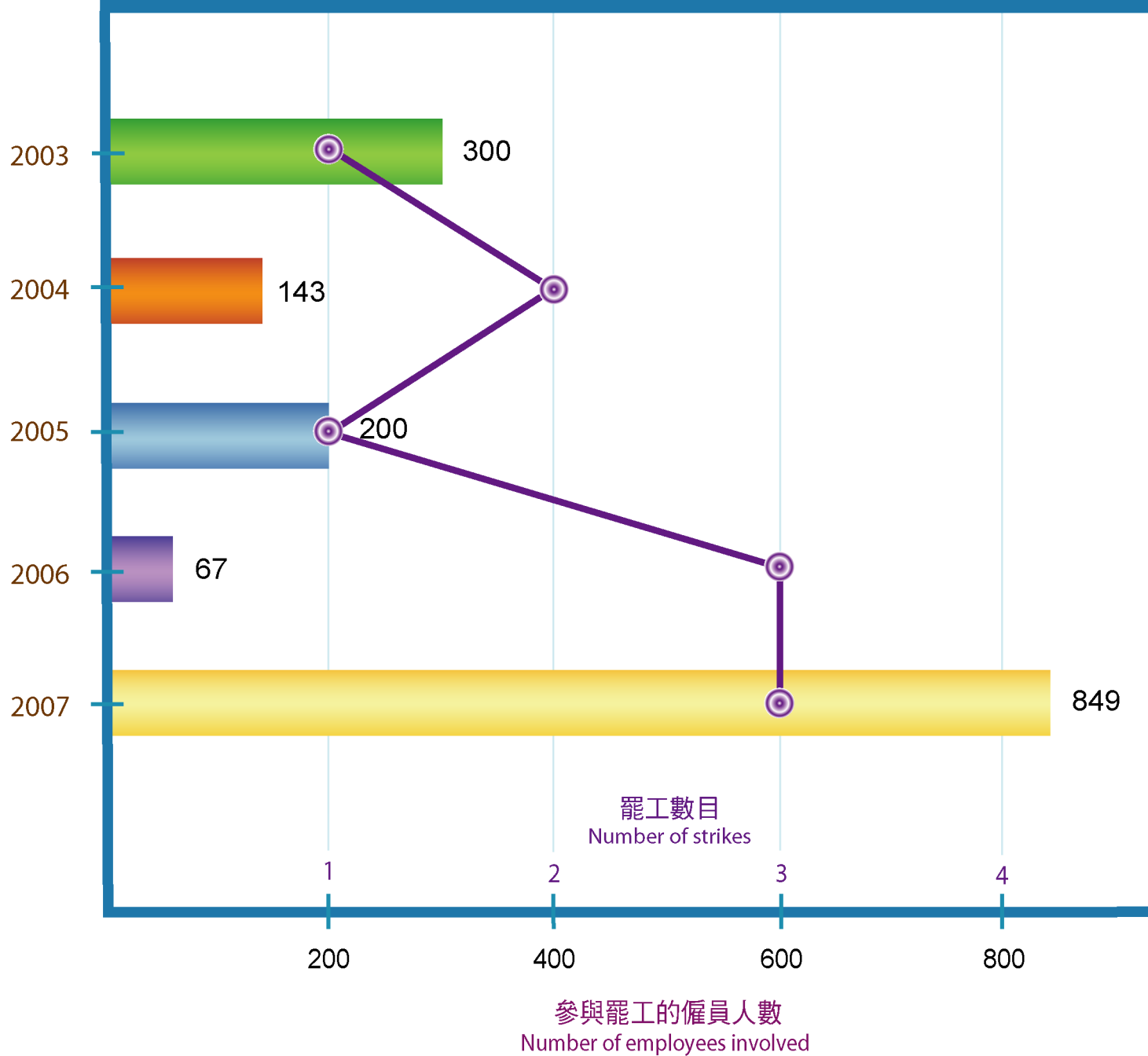
Figure 3.5 Number of Claims Handled by the Labour Relations Division in 2007 by Cause



個案總數 : 21,698
Total number of cases : 21,698

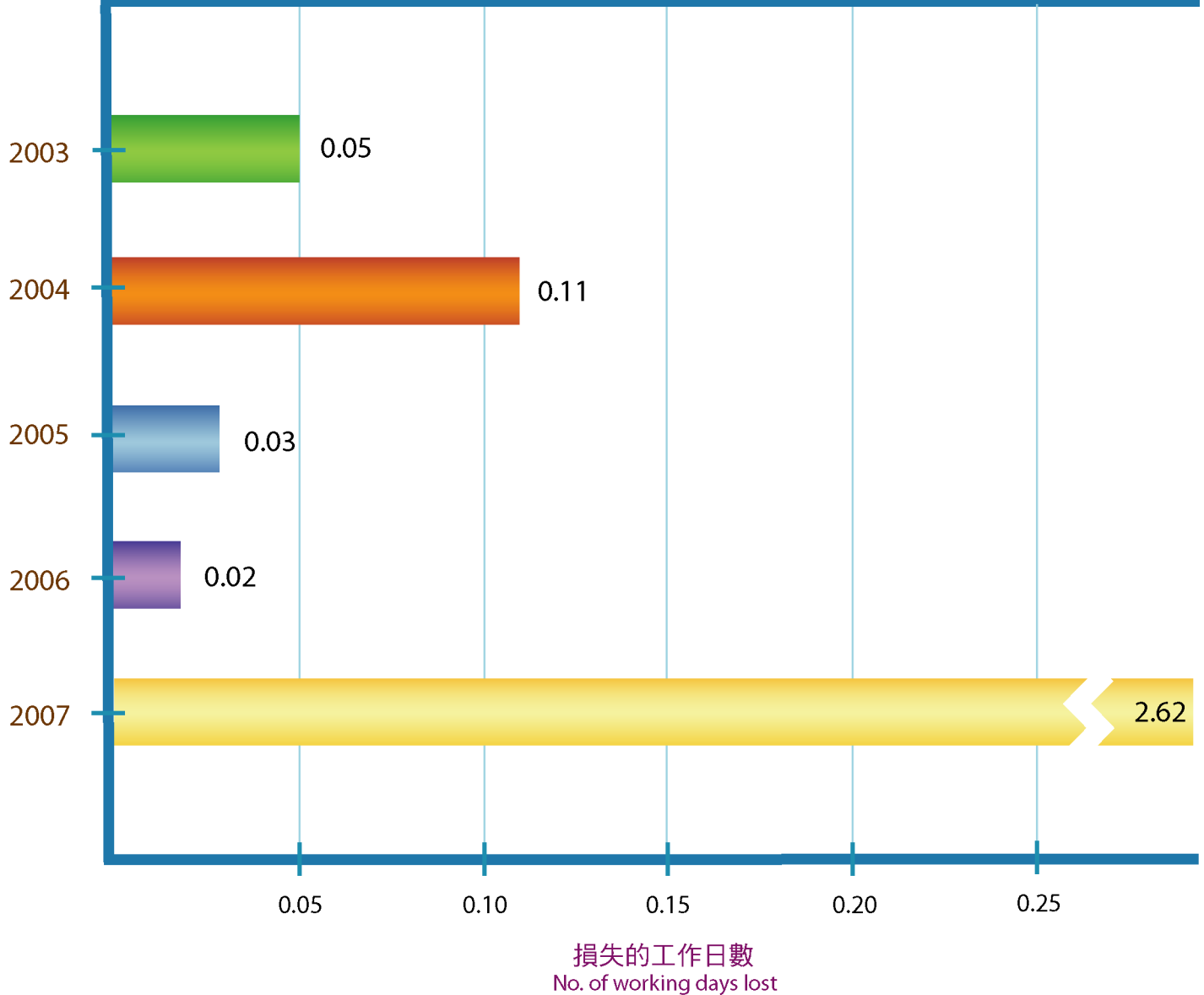
圖三·六 二零零三年至二零零七年罷工數目及參與罷工的僱員人數

Figure 3.6 Number of Strikes and Number of Employees Involved from 2003 to 2007



圖三·七 二零零三年至二零零七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 2003 to 2007



* 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 二零零七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 2007

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	111,933
根據《鍋爐及壓力容器條例》進行檢驗的次數 Inspections under the BPVO ³	4,645
II. 調查 Investigations	
對工作場所發生的意外進行調查的次數 Investigations of accidents and workplaces	11,205
對懷疑職業病個案進行調查的次數 Investigations of suspected cases of occupational diseases	1,966
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》 到工作場所宣傳探訪的次數 Promotional visits to workplaces under the FIUO ¹ and the OSHO ²	5,626
舉辦講座、講課和研討會數目 Talks, lectures and seminars organised	2,332
IV. 登記壓力器具 Pressure Equipment Registration	
登記壓力器具數目 Pressure equipment registered	1,326
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	416
V. 診症服務 Clinical Services	
診症次數 Clinical consultations conducted	13,098
身體檢查及評估次數 Medical examinations and assessments conducted	2,837
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	

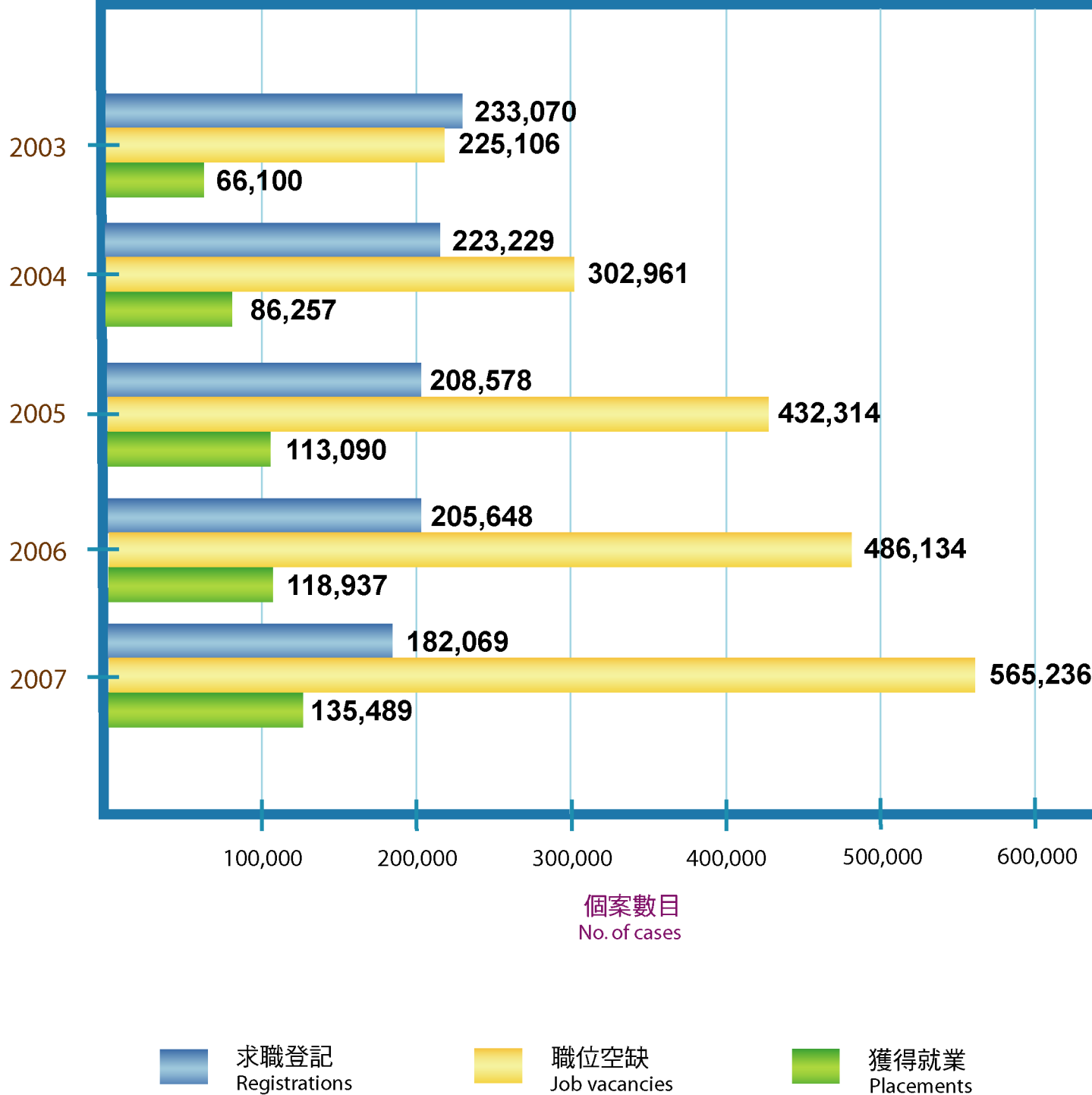
圖五·一 二零零七年就業服務網領的主要工作表現指標

Figure 5.1 Key Indicators of Work of the Employment Services Programme Area in 2007

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	182,069
獲得就業個案數目 Placements	135,489
II. 殘疾求職者 Disabled Job-seekers	
轉介求職個案數目 Referrals	16,437
獲得就業個案數目 Placements	2,619
III. 規管職業介紹所 Regulating Employment Agencies	
簽發牌照數目 Licences issued	1,830
巡查次數 Inspections	1,086
IV. 處理按補充勞工計劃提出的申請數目 Applications under Supplementary Labour Scheme processed	647

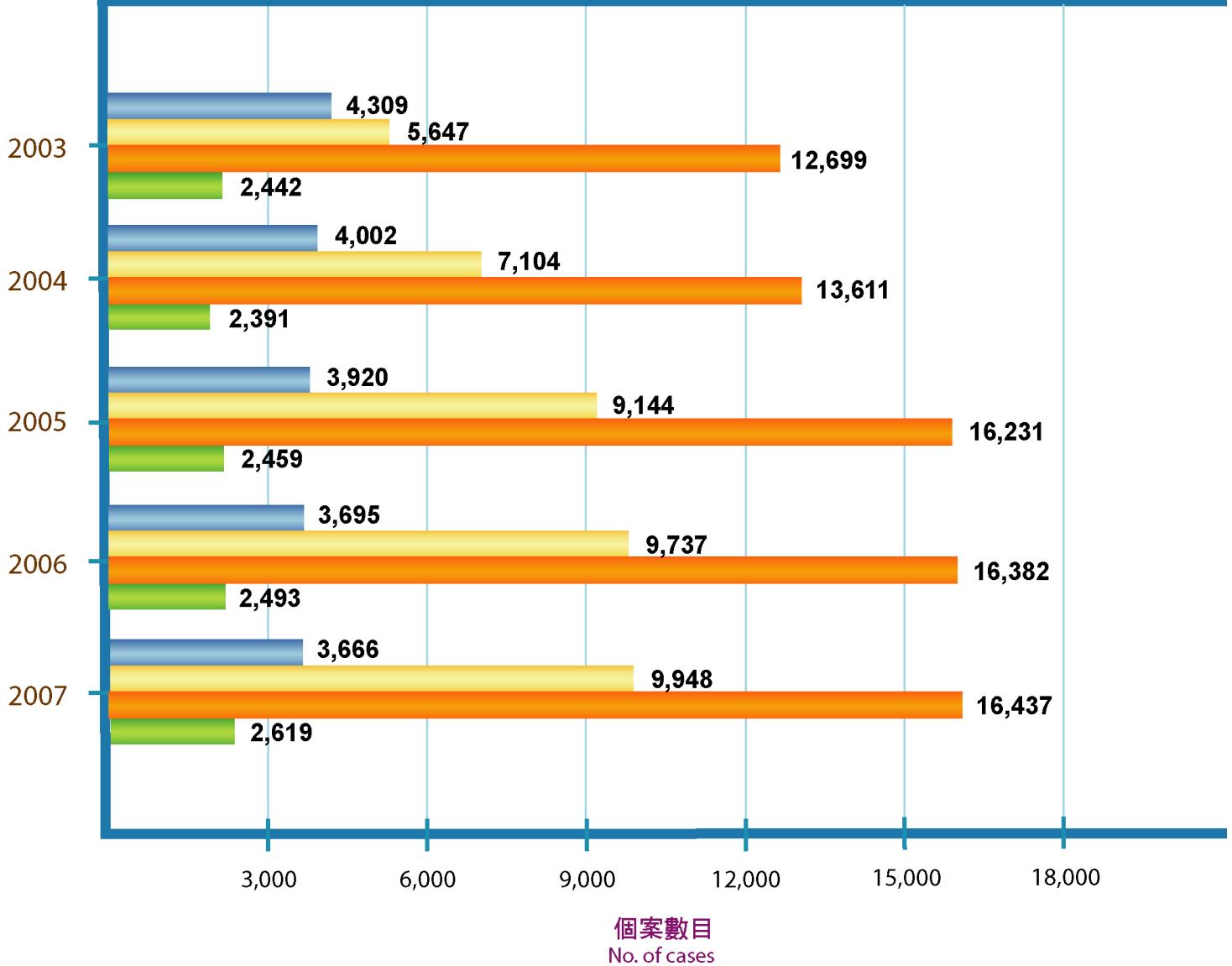
圖五·二 二零零三年至二零零七年向健全求職人士提供就業服務的工作表現指標

Figure 5.2 Key Indicators of Work on Employment Assistance Rendered to Able-bodied Job-seekers from 2003 to 2007



圖五·三 二零零三年至二零零七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 2003 to 2007



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 二零零七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 Employee Rights and Benefits Programme Area in 2007

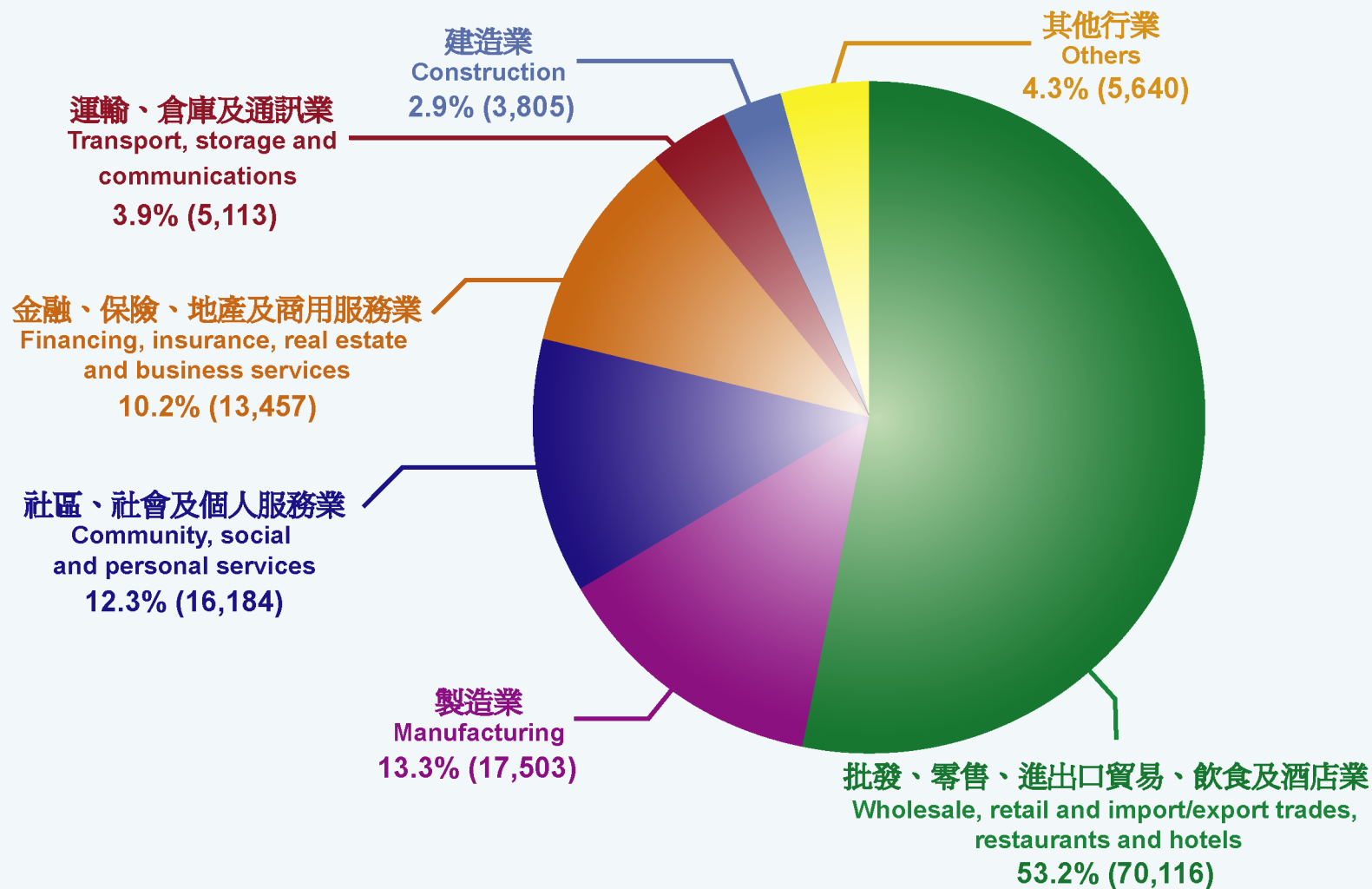
主要的工作表現指標 Key Indicators of Work	數目 Number
I. 在工作場所進行的巡查次數 Inspections to workplaces	131,818
II. 接獲僱員補償聲請的數目 Employees' compensation claims received	62,241
III. 為受傷僱員辦理銷假的會面次數 Sick leave clearance interviews for injured employees conducted	48,214
IV. 評估受傷僱員的喪失賺取收入能力的程度 Assessment of loss of earning capacity of injured employees	
普通評估 Ordinary assessment	17,316
特別評估 Special assessment	4
覆檢評估 Review assessment	3,160
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	5,789
VI. 調查有關外地勞工的個案數目 Cases related to imported workers investigated	61
VII. 與違例欠薪有關的定罪傳票數目 Convicted summonses on wage offences	960

圖六·二

二零零七年按主要經濟行業劃分的巡查次數

Figure 6.2

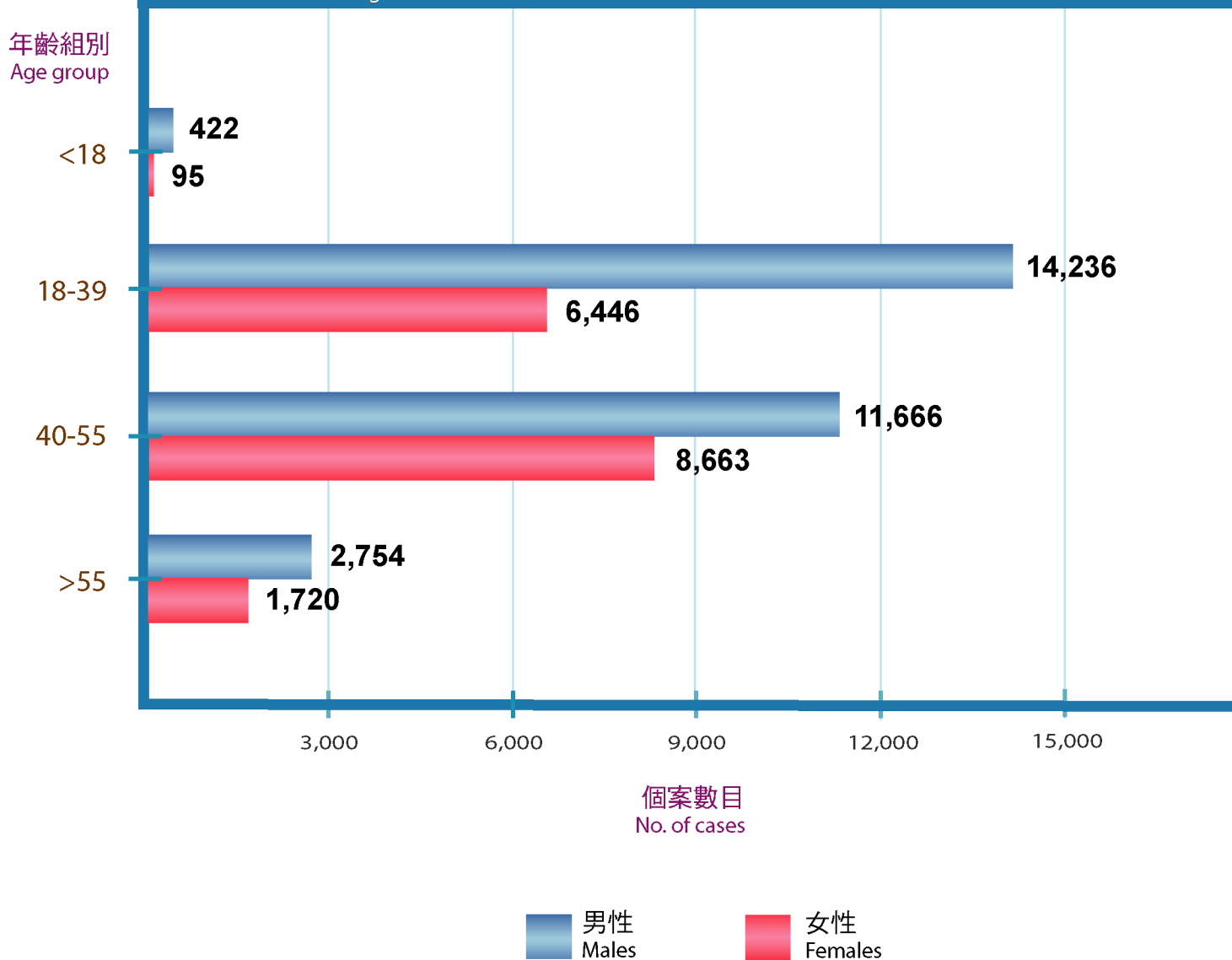
Number of Inspections Made in 2007 by Major Economic Sector



巡查總數 : 131,818
Total number of inspections : 131,818

圖六·三 二零零七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 2007 by Sex and Age*

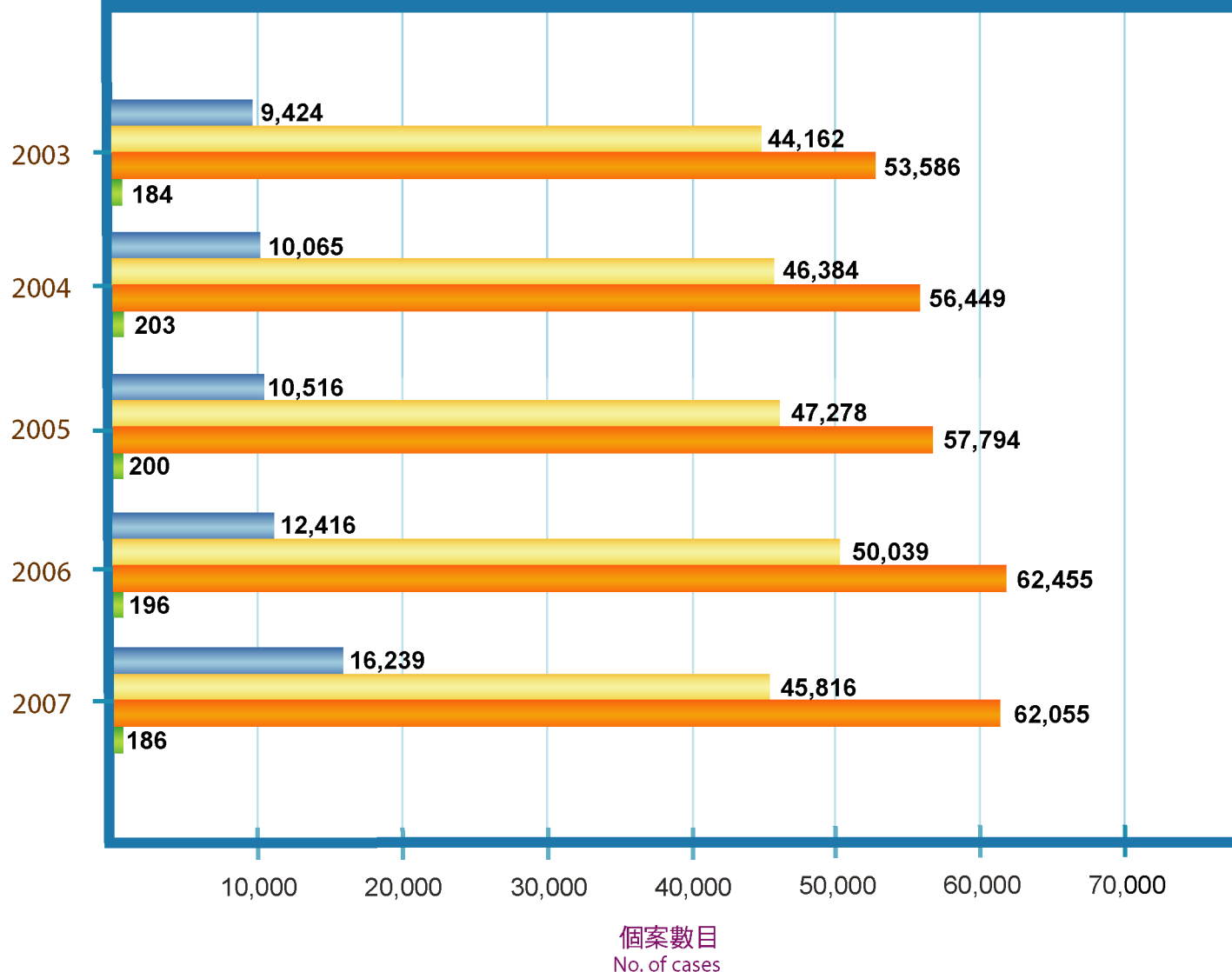


*個案數字不包括 16,239 宗涉及不超過三天病假的個案。

* The figures have not included 16,239 cases involving sick leave of not exceeding three days.

圖六·四 二零零三年至二零零七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 2003 to 2007*



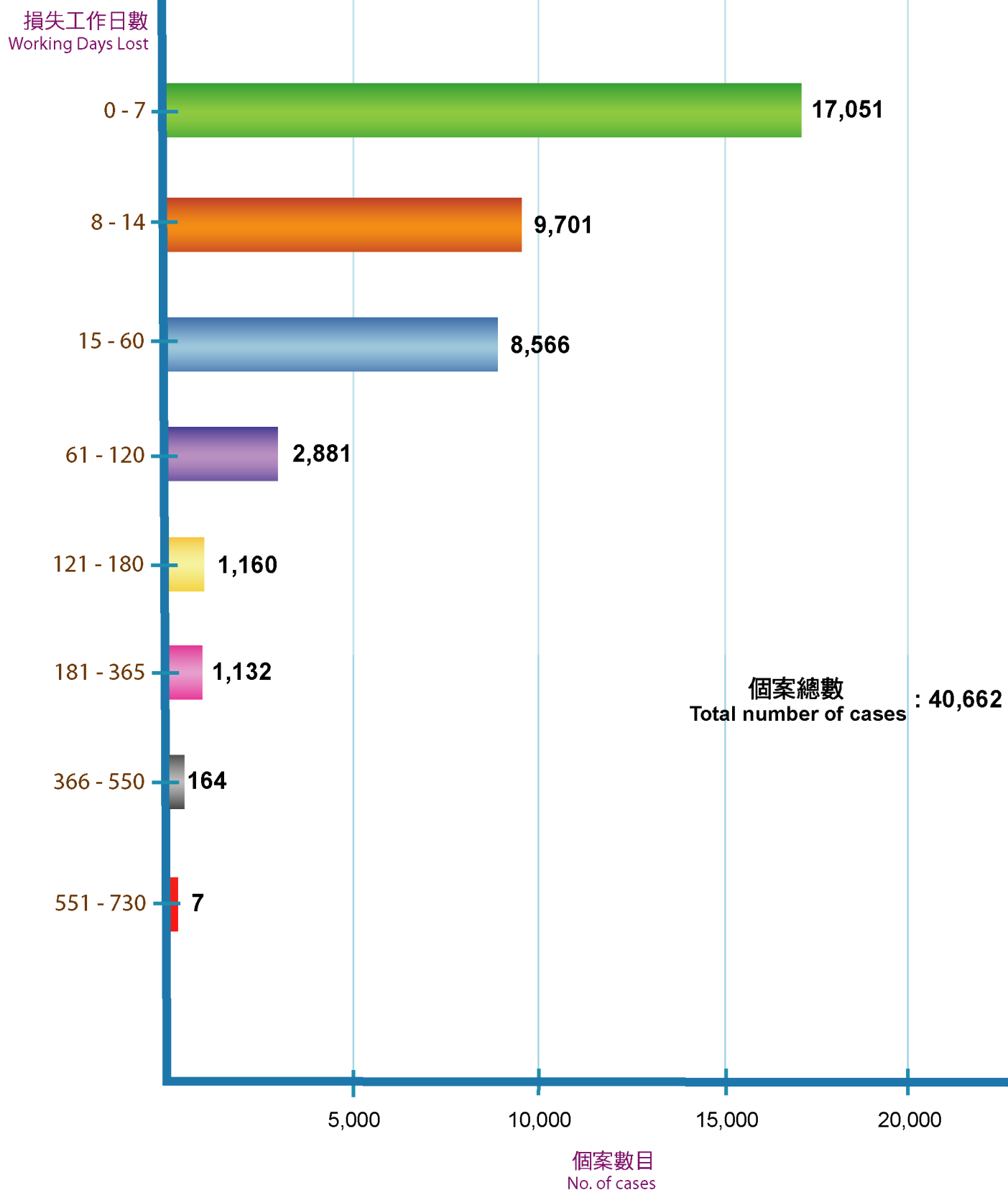
■ 輕傷個案 (Minor cases)
 ■ 受傷個案 (Non-fatal cases)
 ■ 所有受傷個案 (All non-fatal cases)
 ■ 死亡個案 (Fatal cases)

* 二零零三年、二零零四年、二零零五年、二零零六年及二零零七年的數字分別有25宗、15宗、18宗、22宗及17宗僱員因自然原因死亡的個案。二零零七年受傷個案的數字包括了16 239宗涉及不超過三天病假的輕傷個案。

* The figures for 2003, 2004, 2005, 2006 and 2007 include 25, 15, 18, 22 and 17 cases respectively in which the death of the employee was found to be due to natural cause. The figure for non-fatal cases for 2007 includes 16 239 cases involving sick leave of not exceeding three days, i.e. minor cases.

圖六·五 據二零零七年十二月三十一日所知，在二零零六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 2006 and Result Known as at 31 December 2007*

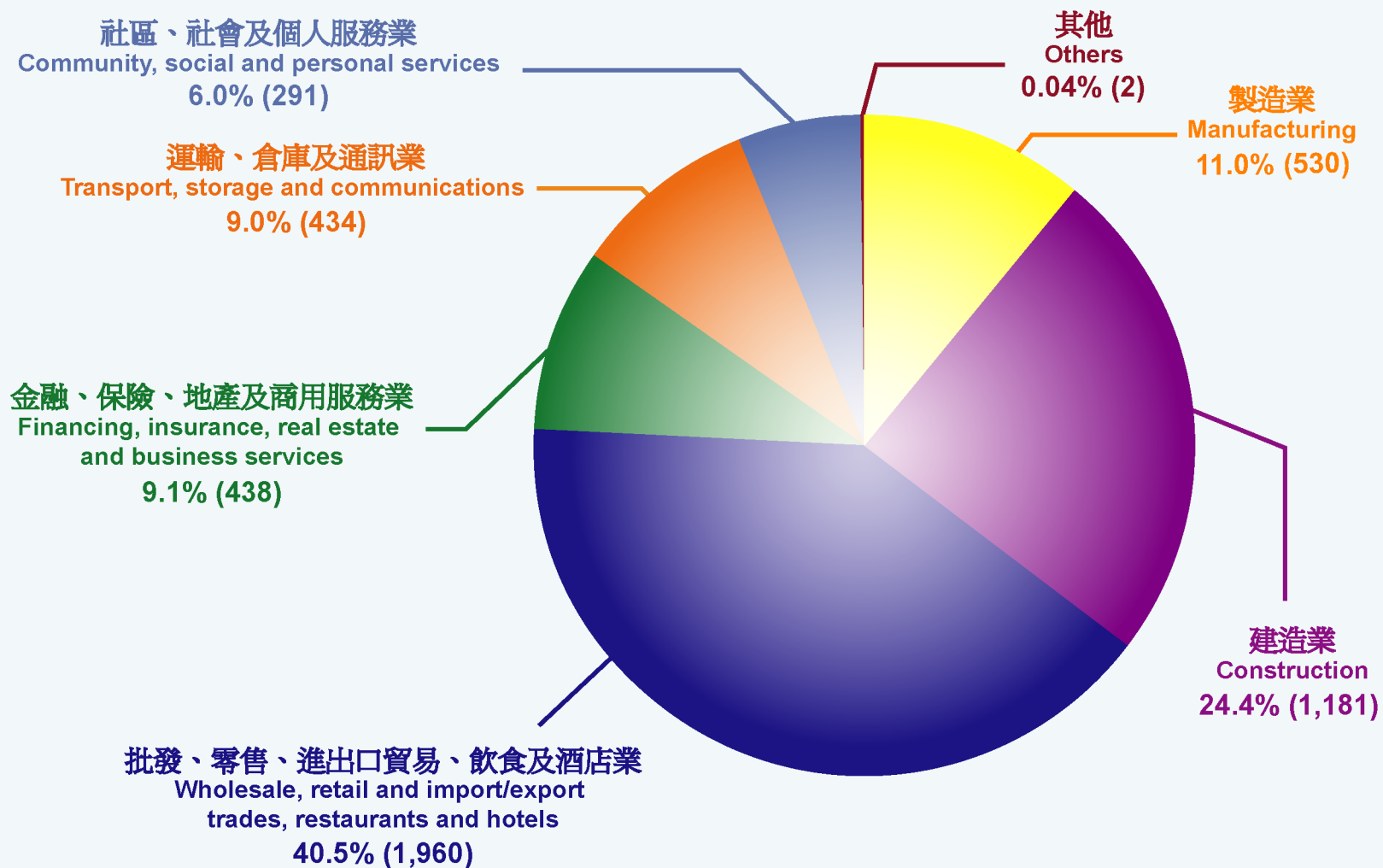


* 不包括病假不超過三天的個案。

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

圖六·六 二零零七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 2007 by Economic Sector



總申請人數 : 4,836
Total number of applicants : 4,836

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

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
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
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

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
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
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 Participation in Major ILO Activities and Contacts with Other Labour Administrations in 2007

1. Ms Hua Fuzhou, Vice Minister of the Ministry of Labour and Social Security of the State Council, was invited to visit the HKSAR and exchanged views with officers of the Labour Department on various labour issues.
2. The Labour Department sent a delegation to visit Sweden to study the family-friendly policy, and legislation and practices on statutory employment benefits.
3. The Labour Department sent a delegation to visit Macao Special Administrative Region to exchange views and experiences on employees' rights and benefits protection.
4. Officers of the Labour Department attended an attachment programme to the ILO Regional Office for Asia and the Pacific and the Subregional Office for East Asia in Bangkok to keep abreast of the latest development of various ILO activities in the Region.
5. The Labour Department sent a delegation to visit Macao Special Administrative Region for the purpose of exchanging views on labour relations and promoting human resource management practices.
6. Assistant Commissioner for Labour (Employees' Rights and Benefits) led a delegation to visit Qingdao and Dalian to study their employment services and employees' rights and benefits protection.
7. Assistant Commissioner for Labour (Policy Support and Strategic Planning) and an officer of the Labour Department attended the Tripartite Symposium on Managing Labour Migration in East Asia in Singapore. The Symposium was co-organised by the ILO and the Wee Kim Wee Centre of Singapore Management University.
8. Assistant Commissioner for Labour (Employees' Rights and Benefits) led a tripartite team comprising government, employer and employee representatives to attend the 96th Session of the International Labour Conference in Geneva, Switzerland as part of the Chinese delegation.
9. Assistant Commissioner for Labour (Employment Services) and an officer of the Labour Department attended the "Pan-Pearl River Delta Region Joint Conference on Labour Services Cooperation" in Hunan.
10. An officer of the Labour Department served as a resource person in the Workshop on Re-engineering Labour Administration in Turin, Italy and shared with the participants the HKSAR's experience in providing public employment services. The workshop was organised by the International Training Centre of the ILO.
11. A delegation, comprising officers of the Labour Department and the Social Welfare Department, was sent to Australia to study the employment services and wage protection policy for disabled persons in the country.
12. Assistant Commissioner for Labour (Employment Services) led a delegation to attend the Asian Employment Forum: Growth, Employment and Decent Work in Beijing in the name of "Hong Kong, China". The Forum was organised by the ILO in collaboration with the Central People's Government.
13. Assistant Commissioner for Labour (Employment Services) led a delegation to visit the Ministry of Labour and Social Security of the State Council in Beijing.
14. An officer of the Labour Department, together with representatives from the Marine Department, shipowners and seamen's unions, attended the National Tripartite Seminar on Maritime Labour Convention, 2006 in Beijing co-organised by the ILO and the Ministry of Communications.
15. The Labour Department sent a delegation to the Republic of Korea to study the measures adopted by the country in promoting youth employment.
16. Commissioner for Labour led a delegation to visit the Ministry of Labour and Social Security of the State Council in Beijing and met Minister Tian Chengping. The delegation also visited the State Administration of Work Safety.
17. Assistant Commissioner for Labour (Occupational Safety) led a delegation to Chengdu, Sichuan to attend the second Pan-Pearl River Delta Regional Work Safety Co-operation Joint Conference and Work Safety Co-operation and Development Forum.