

1 勞工顧問委員會

Labour Advisory Board

引言

INTRODUCTION

勞工顧問委員會（簡稱「勞顧會」）是一個非法定組織，委員由行政長官委任，負責就有關勞工的事宜，包括法例及國際勞工公約的適用情況，向經濟發展及勞工局常任秘書長（勞工）提供意見。勞顧會由經濟發展及勞工局常任秘書長（勞工）出任當然主席，共有 12 名委員，分別由僱主及僱員兩方面的六名代表出任。

勞顧會在制定勞工政策的工作上肩負重任，並就勞工法例提供意見。

The Labour Advisory Board (LAB) is a non-statutory body appointed by the Chief Executive to advise the Permanent Secretary for Economic Development and Labour (Labour) on labour matters including legislation and the application of international labour Conventions. The Permanent Secretary for Economic Development and Labour (Labour) is the ex-officio chairman of the LAB. The LAB has 12 members, six representing employers and six representing employees.

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

歷史

HISTORY

勞顧會正式成立。

1927

The LAB was first appointed.

在成立初期，勞顧會成員包括大公司、政府部門和軍部的代表。當時並無僱員代表。

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

外籍僱主、華籍僱主及大公司僱員各有三名代表出任委員。

There were three members representing European employers, three representing Chinese employers and three representing employees of major companies.

勞工事務主任是勞工辦事處的主管，該辦事處原轄屬華民政務司署，於一九四六年成為獨立部門（即現在的勞工處）。

The Labour Officer was the head of the Labour Office which was originally part of the Secretariat for Chinese Affairs. It became an independent office (the present Labour Department) in 1946.

勞顧會發展成為一個由三方代表參與的組織，由勞工事務主任擔任當然主席。

1946

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

勞工處處長成為勞顧會的當然主席。

1947

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

勞工處部門首長由勞工事務主任改名為勞工處處長。

The head of the Labour Department was retitled from the Labour Officer to the Commissioner for Labour.

在代表僱主的四名委員中，有兩名分別由香港僱主聯合會及香港中華廠商聯合會提名出任，另兩名則由政府委任，每名人選分別來自外籍及華籍僱主。

Of the four members representing employers, one was nominated by the Employers' Federation of Hong Kong, one by the Chinese Manufacturers' Union (renamed the Chinese Manufacturers' Association of Hong Kong in 1957), and two were appointed by the Government, one each from European and Chinese employers.

在代表僱員的四名委員中，有兩名由職工會以不記名投票的方式選出，而其餘兩名則由政府委任。

Of the four members representing employees, two were elected by trade unions by secret ballot, and the other two were appointed by the Government.

勞顧會重組，並且首次有經選舉產生的委員。

1950

The LAB was reconstituted and election was introduced for the first time.

勞顧會增加四名委員，人數增至 12 名。

1977

The membership of the LAB was increased by four to 12.

在六名僱主代表中，四名由僱主組織提名，兩名由政府委任。

It was composed of six employer representatives with four nominated by employer organisations and two appointed by the Government.

在六名僱員代表中，三名由職工會選出，三名由政府委任。

There were six employee representatives with three elected by trade unions and three appointed by the Government.

經選舉產生的僱員代表由三名增至四名，而委任的僱員代表則由三名減至兩名。

The number of elected employee representatives was increased from three to four, and this was offset by a reduction of appointed employee representatives from three to two.

勞顧會的委員任期由一年延長至兩年。

1985

The term of office of the LAB was extended from one to two years.

由僱主組織提名的僱主代表及經選舉產生的僱員代表均由四名增至五名。

1989

The number of nominated employer representatives and elected employee representatives was increased from four to five.

兩方面的委任成員亦各減至一名。

This was offset by a reduction in the number of appointed Members on both sides to one.

出任勞顧會的非官方委員在每一任期內可支取津貼，委員亦可提出議程項目，在勞顧會會議上討論。

Non-official Members of the LAB were eligible for an allowance for each term of office and they could initiate agenda items to be discussed in LAB meetings.

1993

經濟發展及勞工局常任秘書長（勞工）成為勞顧會的當然主席。

2003

The Permanent Secretary for Economic Development and Labour (Labour) became the ex-officio chairman of the LAB.

於二零零三年七月，經濟發展及勞工局轄下勞工科與勞工處合併。這個新組織仍沿用勞工處的名稱，並由經濟發展及勞工局常任秘書長（勞工）掌管，而他亦兼任勞工處處長。

In July 2003, the Labour Branch of the Economic Development and Labour Bureau merged with the Labour Department. The new organisation retained the corporate title of Labour Department and was headed by the Permanent Secretary for Economic Development and Labour (Labour), who also assumed the role of the Commissioner for Labour.

職權範圍

TERMS OF REFERENCE

就有關勞工的事宜，包括法例及國際勞工組織的公約和建議書，向經濟發展及勞工局常任秘書長(勞工)提供意見。如委員會認為有需要時，可成立轄屬委員會，並加入非勞工顧問委員會的人士出任該等委員會的委員。

To advise the Permanent Secretary for Economic Development and Labour (Labour) on such 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.

成員組織

COMPOSITION

主席 : 勞工處處長 (當然主席)
Chairman Commissioner for Labour (Ex-officio)
[1.1.2003-30.6.2003]

經濟發展及勞工局常任秘書長(勞工) (當然主席)
Permanent Secretary for Economic Development and Labour (Labour)
(Ex-officio)
[1.7.2003-31.12.2004]

委員 : 僱主代表
Members **Employer Representatives**

五名由主要僱主商會提名的委員：
Five Members nominated by major employer associations:

- 一名香港中華總商會的代表
one representing the Chinese General Chamber of Commerce
- 一名香港中華廠商聯合會的代表
one representing the Chinese Manufacturers' Association of Hong Kong
- 一名香港僱主聯合會的代表
one representing the Employers' Federation of Hong Kong
- 一名香港工業總會的代表
one representing the Federation of Hong Kong Industries
- 一名香港總商會的代表
one representing the Hong Kong General Chamber of Commerce

一名以個人身分獲委任的委員
One Member appointed *ad personam*

僱員代表 Employee Representatives

五名由已登記的僱員工會選出的委員
Five Members elected by registered employee unions

一名以個人身分獲委任的委員
One Member appointed *ad personam*

秘書 : 由一名高級勞工事務主任擔任
Secretary A Senior Labour Officer

二零零二年勞顧會選舉 LAB ELECTION 2002

在二零零二年十一月十六日舉行的選舉中，已登記的僱員工會以不記名投票方式選出二零零三年至二零零四年度的僱員代表。是屆勞顧會選舉有七名候選人競逐五個席位，以出任勞顧會的僱員代表。登記為選舉單位的僱員工會有 362 個，其中參與是次選舉的有 327 個。

至於僱主代表方面，五個主要僱主商會在二零零二年年尾應邀提名五名代表出任勞顧會委員。其餘兩名分別代表僱主及僱員的委員，則以個人身分由政府委任。

該 12 名委員的委任公告已在政府憲報刊登。

An election, by secret ballot, was held on 16 November 2002 for the registered employee unions to elect employee representatives for the term 2003-2004. In this election, seven candidates vied for five seats as employee representatives on the LAB. Out of a total of 362 employee unions registered as electors, 327 took part in the election.

On the employer side, the five major employer associations were invited in late 2002 to nominate representatives to sit on the LAB. The remaining two Members, one representing employers and the other representing employees, were appointed by the Government *ad personam*.

The appointment of the 12 Members was published in the Government Gazette.



當選的僱員代表於選舉後合照。
The elected employee representatives pictured together after election.

勞工顧問委員會轄下專責委員會

COMMITTEES OF THE LABOUR ADVISORY BOARD

勞顧會需要關注的事務日益繁重，為使勞顧會能應付這些事務，以及鼓勵僱主及僱員多些參與，當局在勞顧會轄下成立了五個專責委員會。這五個專責委員會分別是：

- 僱員補償委員會
- 就業輔導委員會
- 實施國際勞工標準委員會
- 勞資關係委員會
- 職業安全及健康委員會

勞顧會委員和超過 30 名人士，包括勞顧會以外的僱主和僱員代表、學術界人士、專業人士，以及政府部門、公共機構及關注團體代表，分別在這五個委員會擔任委員。這些專責委員會的職權範圍、成員組織及工作載於第二章至第六章。

To cope with the complex nature of labour matters which require the LAB's attention and to encourage greater participation by employers and employees, five committees on special subject areas have been set up under the auspices of the LAB. The five committees are:

- Committee on Employees' Compensation
- Committee on Employment Services
- Committee on the Implementation of International Labour Standards
- Committee on Labour Relations
- Committee on Occupational Safety and Health

LAB Members and over 30 persons including employer and employee representatives from outside the LAB, academics, professionals, representatives from government departments, public bodies and concern groups, served on the five committees. Details of the terms of reference, composition and work of these committees are given in chapters 2 to 6.

二零零三至二零零四年度的活動

ACTIVITIES DURING THE 2003-2004 TERM

勞顧會在二零零三年一月一日至二零零四年十二月三十一日期間，舉行了七次會議。透過這些會議，勞顧會主席就勞工法例、勞工行政事宜及執行措施和其他事項諮詢委員意見。

The LAB met seven times during the period from 1 January 2003 to 31 December 2004. The Chairman of the LAB consulted Members on labour legislation, administrative and enforcement measures on labour matters as well as other issues.

勞工法例的諮詢

CONSULTATION ON LABOUR LEGISLATION

勞顧會討論了六條有關香港僱員的福利、安全及健康的勞工法例，並通過了七項勞工法例建議。有關勞工法例項目的細節及截至二零零四年十二月三十一日的立法進度載於附錄VII。有關的討論項目列舉如下：

僱員補償

《僱員補償條例》

勞顧會通過下列兩項有關《僱員補償條例》的建議：

- 把《僱員補償條例》所規定的醫療費用的每天最高金額由175元調高至200元或280元；
- 將嚴重急性呼吸系統綜合症及甲型禽流感兩種職業病加入《僱員補償條例》附表2中。

《肺塵埃沉着病（補償）條例》

勞顧會通過一項建議，把《肺塵埃沉着病（補償）條例》所規定的醫療費用的每天最高金額由175元調高至200元或280元。

《職業性失聰（補償）條例》

勞顧會通過一項建議，改善職業性失聰補償計劃為僱員提供的權益，包括把首次可獲付還的聽力輔助器具的開支款額上限提高至港幣9,000元，以及將每名申請人可獲付還的開支總額提高至港幣18,000元。

The LAB discussed six pieces of labour legislation relating to the welfare, safety and health of workers in Hong Kong and endorsed seven items of proposed labour legislation. Details of the legislative items and their position as at 31 December 2004 are given in Appendix VII. The discussion items are briefly listed below:

Employees' Compensation

Employees' Compensation Ordinance (ECO)

The LAB endorsed the following two proposals relating to the ECO:

- to revise the daily maximum levels of medical expenses under the ECO from \$175 to \$200 or \$280;
- to add two occupational diseases, namely, Severe Acute Respiratory Syndrome and Avian Influenza A, to the Second Schedule to the ECO.

Pneumoconiosis (Compensation) Ordinance (PCO)

The LAB endorsed a proposal to revise the daily maximum levels of medical expenses under the PCO from \$175 to \$200 or \$280.

Occupational Deafness Compensation Ordinance

The LAB endorsed a proposal to improve the benefits to employees under the Occupational Deafness Compensation Scheme, including raising the reimbursement ceiling for the initial purchase of hearing assistive devices to \$9,000 and the overall ceiling per person to \$18,000.

《僱員補償援助條例》

勞顧會通過一項有關《僱員補償援助條例》的建議，包括下列修訂：

- 清楚訂明在承保人無力償債的情況下，僱員補償援助基金管理局可就因工受傷的僱員向僱主提出訴訟所涉及的法律訴訟費用向僱主提供援助；
- 釐清有關撤銷承保人無力償債的保障的過渡安排，亦即僱主的承保人於保障撤銷之前已被宣告為無力償債，僱主仍會繼續按《僱員補償援助條例》的規定獲得援助。

勞資關係

《僱傭條例》

- 勞顧會通過一項建議，規定僱主如不遵從勞資審裁處就不合理及不合法解僱的個案所作的強制復職或再次聘用的命令，須向僱員支付最高五萬元的額外補償。
- 勞顧會知悉擴大《僱傭條例》適用範圍至內河海員的建議的最新發展，並同意待職工會和船舶營辦商就此事宜有具體可行的建議時，再作討論。

職業安全及健康

《職業安全及健康條例》

勞顧會通過一項建議，將嚴重急性呼吸系統綜合症及甲型禽流感兩種職業病加入《職業安全及健康條例》附表 2 中。

Employees Compensation Assistance Ordinance (ECAO)

The LAB endorsed a proposal relating to the ECAO, which includes the following amendments:

- to make it clear that in the event of insurer insolvency, the Employees Compensation Assistance Fund Board may assist employers on legal costs in relation to proceedings brought by their employees for employment-related injuries;
- to clarify the transitional arrangement for excision of the protection against insurer insolvency, such that employers whose insurers become insolvent before the excision shall continue to receive assistance under the ECAO.

Labour Relations

Employment Ordinance (EO)

- The LAB endorsed a proposal to provide for an additional compensation of up to \$50,000 for the employee in case the employer fails to comply with a compulsory order of reinstatement or re-engagement made by the Labour Tribunal in cases of unreasonable and unlawful dismissal.
- The LAB noted the latest development of the proposal to extend the EO to cover river trade seafarers. The LAB agreed that the issue should be revisited at an appropriate time when the trade unions and the river trade vessel operators came up with viable proposals.

Occupational Safety and Health

Occupational Safety and Health Ordinance (OSHO)

The LAB endorsed a proposal to add two occupational diseases, namely, Severe Acute Respiratory Syndrome and Avian Influenza A, to the Schedule 2 to the OSHO.

勞工行政事宜/執行措施的諮詢

CONSULTATION ON ADMINISTRATIVE / ENFORCEMENT MEASURES ON LABOUR MATTERS

當局曾就下列行政事宜/執行措施諮詢勞顧會：

- 勞顧會知悉兩個建議為協助中年失業人士而設的新就業計劃：「中年再就業培訓計劃」及「中年地區就業計劃」。「中年再就業培訓計劃」旨在鼓勵僱主聘用40歲以上而失業超過三個月的中年人士及給予他們在職培訓。「中年地區就業計劃」是勞工處首次與區內非政府機構合作，給予中年人士特別的就業資助。
- 勞顧會知悉建議為大學畢業生而設的「大學生就業培訓計劃」的內容。計劃旨在讓年輕的大學畢業生汲取工作經驗，增進工作技能，以提升他們的就業能力。
- 勞顧會知悉政府鑑於嚴重急性呼吸系統綜合症爆發而建議在就業方面推行的紓困措施。紓困措施包括技能增值計劃、協助弱勢社群改善環境衛生及推廣本地家務助理的服務。
- 勞顧會通過由其轄下職業安全及健康委員會擬備的《休息時段指引》及同意公布該指引。
- 勞顧會通過修訂《颱風或暴雨警告下的工作守則》的建議，以保障戶外工作的僱員於雷暴警告下在空曠地方工作的安全。

The LAB was consulted on the following administrative / enforcement matters:

- The LAB noted two proposed new employment programmes for the middle-aged unemployed: the Re-employment Training Programme (RTP) for the Middle-aged and the District Employment Programme (DEP) for the Middle-aged. The RTP aimed at encouraging employers to engage middle-aged persons aged 40 or above who had been unemployed for three months or more, and to provide them with on-the-job training. The DEP was a new attempt of the Labour Department to join hands with non-governmental organisations in selected districts to provide special employment assistance to middle-aged persons.
- The LAB noted the details of the proposed Graduate Employment Training Scheme for university graduates. The scheme was introduced to enable fresh graduates to gain working experience and improve their job-related skills thereby enhancing their employability.
- The LAB noted the Government's proposed employment relief measures in response to the outbreak of the Severe Acute Respiratory Syndrome. The initiatives included skills enhancement project, improvement of environmental hygiene for vulnerable groups and promotion of the service of local domestic helpers.
- The LAB endorsed the Guide on Rest Breaks prepared by the LAB Committee on Occupational Safety and Health and approved its publication.
- The LAB endorsed the proposal to amend the Code of Practice in times of Typhoons and Rainstorms to enhance the work safety of employees engaged in outdoor work in exposed areas in times of thunderstorms.

- 勞顧會支持擴展為建造業因工受傷的僱員而設的「自願復康計劃」至飲食業、運輸業及製造業。
- 勞顧會知悉中央僱員補償保險計劃的海外經驗，藉以研究在香港設立中央僱員補償保險計劃是否可取及可行。
- 勞顧會知悉有關簡化僱用兒童藝員參加文化演出的規管機制，以配合香港推廣藝術及文化的最新發展。
- 勞顧會開始就有關在香港特別行政區（香港特區）設立最低工資及標準工時的議題進行研究及討論。
- The LAB supported the extension of the Voluntary Rehabilitation Programme for employees injured at work in the construction industry to the catering, transport and manufacturing industries.
- The LAB noted the overseas experience in running a central employees' compensation insurance scheme with a view to studying the desirability and feasibility of establishing a central employees' compensation insurance scheme in Hong Kong.
- The LAB noted the simplified regulatory mechanism for the employment of child entertainers in cultural performances to keep abreast of the latest development on the promotion of arts and culture in Hong Kong.
- The LAB began to study and discuss the issues relating to the establishment of a minimum wage and standard working hours in the Hong Kong Special Administrative Region (HKSAR).

其他法例的諮詢

CONSULTATION ON OTHER LEGISLATION

當局曾就與勞工事宜有關的其他法例，諮詢勞顧會：

- 勞顧會就有關在《公司（企業拯救）條例草案》下的信託戶口安排的建議的諮詢文件發表意見。勞顧會支持在信託戶口安排下向有財政困難的公司的每名僱員支付的款額設立上限，而這上限等同破產欠薪保障基金就有關付款額設立的上限。
- 勞顧會就立法禁止種族歧視的建議的諮詢文件發表意見。

The LAB was consulted on other legislation of relevance to labour matters, as given below:

- The LAB gave its views on the consultation paper on proposals relating to the trust account arrangement under the Companies (Corporate Rescue) Bill. The LAB supported the proposals of capping, up to the ceiling of the Protection of Wages on Insolvency Fund, the amount payable to each employee of a company in financial difficulty under the trust account arrangement.
- The LAB gave its views on the consultation paper on legislating against racial discrimination.

監察補充勞工計劃

MONITORING THE SUPPLEMENTARY LABOUR SCHEME

勞顧會負責監察「補充勞工計劃」，以及審核該計劃下的輸入勞工申請。根據本地工人優先就業的原則，「補充勞工計劃」只在僱主無法覓得本地工人填補職位空缺的情況下，才容許僱主輸入勞工。勞顧會在二零零三至二零零四年度共審核了約 800 宗輸入勞工的申請。

勞顧會自一九九六年八月成立了一個補充勞工計劃工作小組，專責研究該計劃下輸入勞工申請的審批指引，以及討論在審核時委員意見相異的申請個案。

為確保「補充勞工計劃」有效地達致其政策目標，政府定期就該計劃的運作進行檢討，並諮詢勞顧會的意見。

工作小組的職權範圍、成員組織及名單載於附錄 VI。

The LAB is responsible for monitoring the Supplementary Labour Scheme (SLS) and vetting applications for importation of labour submitted thereunder. Operating on the principle of according priority of employment to local workers, the SLS allows the entry of imported workers to take up jobs which cannot be filled locally. During the 2003-2004 term, the LAB vetted some 800 applications.

Since August 1996, a Working Group on the SLS has been formed under the LAB to consider vetting guidelines for the processing of applications under the SLS and to discuss application cases for which Members have differing views during vetting.

To ensure the effective attainment of the policy objective of the SLS, the Government, in consultation with the LAB, regularly reviews the operation of the SLS.

The terms of reference, composition and membership of the Working Group are at Appendix VI.

參加國際勞工大會

PARTICIPATION IN INTERNATIONAL LABOUR CONFERENCE

除向經濟發展及勞工局常任秘書長（勞工）就勞工事宜提供意見外，勞顧會委員亦以中國代表團顧問的身分，出席一年一度舉行的國際勞工大會。

國際勞工大會提供了一個寶貴的場合，讓勞顧會委員的代表能夠與國際勞工組織其他成員國的代表會面，交換意見，分享經驗以及建立關係，從而加深委員對國際勞工事務的接觸及了解。

Apart from advising the Permanent Secretary for Economic Development and Labour (Labour) on labour matters, LAB Members also attended the annual International Labour Conference as advisers to the Chinese delegation.

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

第 91 屆國際勞工大會

第 91 屆國際勞工大會於二零零三年六月三日至十九日在日內瓦舉行。香港特區派出三方代表，以中國代表團顧問的身分出席大會。代表團的成員如下：

The 91st Session of the International Labour Conference

The 91st Session of the International Labour Conference was held in Geneva from 3 to 19 June 2003. The HKSAR sent a tripartite team to the Conference as advisers to the Chinese delegation. Members of the team were:

政府代表 Government Delegates	僱主代表 Employer Delegates	僱員代表 Employee Delegates
勞工處助理處長曾健和先生，JP Mr TSANG Kin-woo, JP Assistant Commissioner for Labour 勞工事務主任陳麗香女士 Ms Esther CHAN Lai-heung Labour Officer	何世柱先生，SBS，JP Mr HO Sai-chu, SBS, JP 楊國琦先生，JP Mr Anthony YEUNG Kwok-ki, JP	梁籌庭先生 Mr LEUNG Chau-ting 王少嫻女士 Ms WONG Siu-han



中國勞動和社會保障部副部長李其炎（前排右二）、中國駐日內瓦代表團大使沙祖康（前排右一）及勞工處助理處長曾健和（前排右三）出席第 91 屆國際勞工大會。

The Vice Minister of the Ministry of Labour and Social Security of China, Mr LI Qiyan (2nd from right in the front row), the Ambassador, Permanent Representative of PRC of the UN Office at Geneva, Mr SHA Zu-kang (1st from right in the front row) and the Assistant Commissioner for Labour, Mr TSANG Kin-woo (3rd from right in the front row), attending the 91st Session of the International Labour Conference.



第91屆國際勞工大會香港特區代表團成員
Representatives of the HKSAR attending the 91st Session of the International Labour Conference.



這次會議約有超過三千名來自國際勞工組織 176 個成員國的政府、僱主和僱員代表及顧問參加。香港特區代表團的成員出席大會全體會議，並參與標準實施委員會、人力資源委員會、海員身份委員會、僱傭關係委員會及職業安全與衛生委員會的會議。

The Conference was attended by more than 3 000 government, employer and employee delegates and advisers from 176 member States of the ILO. The HKSAR representatives attended the plenary sessions of the Conference and meetings of the Committee on Application of Standards, Committee on Human Resources, Committee on Seafarers, Committee on Employment Relationship and Committee on Occupational Safety and Health.

第 92 屆國際勞工大會

第 92 屆國際勞工大會於二零零四年六月一日至十七日在日內瓦舉行。香港特區亦派出三方代表出席大會。代表團的成員如下：

The 92nd Session of the International Labour Conference

The 92nd Session of the International Labour Conference was held in Geneva from 1 to 17 June 2004. The HKSAR also sent a tripartite team to the Conference. Members of the team were:

政府代表 Government Delegates	僱主代表 Employer Delegates	僱員代表 Employee Delegates
勞工處助理處長杜彭慧儀女士 Mrs DO PANG Wai-ye Assistant Commissioner for Labour 高級勞工事務主任吳國強先生 Mr Byron NG Kwok-keung Senior Labour Officer 勞工事務主任鄭陳愛蓮女士 Mrs Mary CHENG CHAN Oi-lin Labour Officer	何世柱先生，SBS，JP Mr HO Sai-chu, SBS, JP 尹德勝先生，BBS Mr Paul YIN Tek-shing, BBS	黃國健先生 Mr WONG Kwok-kin 張栢枝先生 Mr CHEUNG Pak-chi



第92屆國際勞工大會香港特區代表團成員

Representatives of the HKSAR attending the 92nd Session of the International Labour Conference.



中國勞動和社會保障部副部長王東進在第92屆國際勞工大會發言。

The Vice Minister of the Ministry of Labour and Social Security of China, Mr WANG Dongjin, addressing at the 92nd Session of the International Labour Conference.

中國勞動和社會保障部國際合作司國際組織處處長管靜和（前排右一）、勞工處助理處處長杜彭慧儀（前排右二）及高級勞工事務主任吳國強出席標準實施委員會的會議。

The Director of International Organizations, Department of International Cooperation, Ministry of Labour and Social Security of China, Ms GUAN Jinghe (1st from right in the front row), the Assistant Commissioner for Labour, Mrs DO PANG Wai-yee (2nd from right in the front row) and the Senior Labour Officer, Mr Byron NG Kwok-keung, attending a meeting of the Committee on Application of Standards.



這次會議約有超過三千名來自國際勞工組織 177 個成員國的政府、僱主和僱員代表及顧問參加。香港特區代表團的成員出席大會全體會議，並參與標準實施委員會、人力資源委員會、漁業部門委員會，以及移民工人委員會的會議。

The Conference was attended by more than 3 000 government, employer and employee delegates and advisers from 177 member States of the ILO. The HKSAR representatives attended the plenary sessions of the Conference and meetings of the Committee on Application of Standards, Committee on Human Resources, Committee on Fishing Sector and Committee on Migrant Workers.

與國際勞工組織和其他勞工事務行政機關的聯繫

CONTACTS WITH ILO AND OTHER LABOUR ADMINISTRATIONS

勞顧會亦與國際勞工組織的官員以及其他勞工事務行政機關保持密切的聯繫和交流。

The LAB also maintained close liaison and interflow with ILO officials and other labour administrations.

1/2003

國際勞工組織（標準及工作中的基本原則和權利）執行局長卡爾·塔比奧拉（前排中間）到訪香港特區，並與勞顧會委員討論「全球一體化與國際勞工標準」問題。

The Executive Director for Standards and Fundamental Principles and Rights at Work of the International Labour Organization, Mr Kari Tapiola (middle in the front row) visited the HKSAR and discussed with LAB Members the issue of "Globalisation and Labour Standards".



二零零四年一月，勞顧會委員與訪問香港特區的國際勞工組織亞太區局局長野寺康幸（左排第四）會面。

The LAB Members met the Regional Director for Asia and the Pacific of the International Labour Organization, Mr Yasuyuki Nodera (4th from left), who visited the HKSAR in January 2004.

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二零零三年十月，勞顧會委員與訪問香港特區的中華人民共和國常駐日內瓦代表團勞工參贊張國慶（前排左三）會面。

The LAB Members met the Counsellor, Permanent Mission of the People's Republic of China at Geneva, Mr ZHANG Guoqing (3rd from left in the front row), who visited the HKSAR in October 2003.

二零零四年十月，勞顧會委員與由勞動和社會保障部國際合作司副司長張亞力（前排左三）率領的一個到訪勞工處的六人代表團會面。

The LAB Members met the Deputy Director-General of the Department of International Co-operation of the Ministry of Labour and Social Security, Ms ZHANG Yali (3rd from left in the front row), who led a six-member delegation to visit the Labour Department in October 2004.

10/2004



集思會

BRAINSTORMING SESSION

勞工處於二零零三年十一月十五日為勞工顧問委員會委員舉行了一個集思會，以便委員就勞工事宜，與勞工處的首長級人員不拘形式地交換意見。

經濟發展及勞工局常任秘書長（勞工）張建宗先生首先以幻燈片介紹促進就業的措施，委員隨後積極參與，發表意見。

The Labour Department organised a brainstorming session for the LAB Members on 15 November 2003 to provide a forum for them to share their views with the directorate of the department on topics relating to labour matters in an informal manner.

Mr Matthew CHEUNG Kin-chung, Permanent Secretary for Economic Development and Labour (Labour), gave a short powerpoint presentation on employment issues before Members actively participated and expressed their views in the session.



勞顧會委員與勞工處的首長級人員就勞工事宜積極交換意見。

The LAB Members and the directorate of the Labour Department sharing views on topics relating to labour matters.

