

# 1 勞工顧問委員會

## Labour Advisory Board

### 1.1 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，向勞工處處長提供意見。勞顧會由勞工處處長或副處長出任當然主席，共有 12 名委員，分別由僱主及僱員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 Commissioner for Labour on labour matters including legislation and the application of international labour Conventions. The Commissioner for Labour or the Deputy Commissioner for 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.

### 1.2 歷史

#### History

年份 Year	事件 Event	註釋 Remarks
1927	<p>勞顧會正式成立。</p> <p>The LAB was first appointed.</p>	<p>- 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。</p> <p>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.</p>
1946	<p>勞顧會發展成為一個由三方面代表參與的組織，由勞工事務主任擔任當然主席。</p> <p>The LAB became a tripartite body, with the Labour Officer as the ex-officio chairman.</p>	<p>- 外籍僱主、華籍僱主及大公司僱員各有三名代表出任委員。</p> <p>There were three members representing European employers, three representing Chinese employers and three representing employees of major companies.</p> <p>- 勞工事務主任是勞工辦事處的主管，當時該辦事處轄屬華民政務司署。</p> <p>The Labour Officer was the head of the Labour Office which was then part of the Secretariat for Chinese Affairs.</p>

## 勞顧會的歷史 (續) History of the LAB (cont'd)

年份 Year	事件 Event	註釋 Remarks
1950	<p>勞顧會重組，並且首次有經選舉產生的委員。</p> <p>The LAB was reconstituted and election was introduced for the first time.</p>	<ul style="list-style-type: none"> <li>- 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，每名入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' Association of Hong Kong in 1957), and two were appointed by the government, one each from European and Chinese employers.</li> <li>- 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.</li> </ul>
1977	<p>勞顧會增加四名委員，人數增至 12 名。</p> <p>The membership of the LAB was increased by four to twelve.</p>	<ul style="list-style-type: none"> <li>- 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.</li> <li>- 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.</li> </ul>
1985	<p>勞顧會的委員任期由一年延長至兩年。</p> <p>The term of office of the LAB was extended from one to two years.</p>	<ul style="list-style-type: none"> <li>- 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 Members from three to two.</li> </ul>
1989	<p>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。</p> <p>The number of nominated employer representatives and elected employee representatives was increased from four to five.</p>	<ul style="list-style-type: none"> <li>- 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.</li> </ul>
1993	<p>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。</p> <p>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.</p>	

## 1.3 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，向勞工處處長提供意見。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 Commissioner for Labour on such matters affecting labour, including legislation and Conventions and Recommendations of the International Labour Organisation. 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.

## 1.4 成員組織

### Composition

**主席** : 勞工處處長或勞工處副處長（當然主席）  
**Chairman** Commissioner for Labour or Deputy Commissioner for Labour (ex-officio)

**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



勞顧會主席 / 勞工處處長陳甘美華  
與當選的勞方代表合照。

The chairman of the LAB/ Commissioner for Labour, Mrs Pamela Tan, pictured with the elected employee representatives.

在 2000 年 11 月 25 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 2001 年至 2002 年度的僱員代表。至於僱主代表方面，五個主要僱主商會在 2000 年年底獲邀提名代表出任勞顧會委員。

An election, by secret ballot, was held on 25 November 2000 for the registered employee unions to elect employee representatives for the term 2001-2002. On the employer side, the five major employer associations were invited in late 2000 to nominate representatives to sit on the LAB.

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。勞顧會在 2001 年 1 月 1 日至 2002 年 12 月 31 日期間，舉行了 10 次會議。2001 年至 2002 年度的委員會成員名單見第 vi 頁。

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. The LAB met 10 times during the period from 1 January 2001 to 31 December 2002. The membership of the LAB for the term 2001 - 2002 is on page vi.



投票人士等候辦理登記手續。  
Voters waiting for registration.



投票人士在投票間投票。  
Voters marking their choices at the voting compartment.



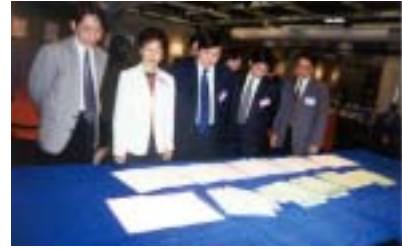
一名投票人士將選票放入投票箱。  
A voter putting the ballot paper into the ballot box.



勞工處的職員點算有關選票。  
Officers of the Labour Department counting the votes.



候選人等候選舉結果。  
Candidates waiting for the election results.



候選人觀察點票過程。  
Candidates observing the counting proceedings.

## 2000 年勞顧會選舉

2000 年勞顧會選舉有 11 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 354 個，其中參與是次選舉的有 318 個。

在是次選舉中，大會採納了新的安排，容許投票人士可在選舉日於指定時段的任何時間內前來投票站，並在登記後即時投票。投票人士亦須使用投票間所提供的印章，在選票上屬意的候選人的姓名旁邊蓋上「✓」記號。

## LAB Election 2000

In the LAB Election 2000, 11 candidates vied for five seats as employee representatives on the LAB. Out of a total of 354 employee unions registered as electors, 318 took part in the election.

New arrangements were adopted in this election. These included allowing voters to turn up at the polling station at any time within specified hours on the polling date and to cast their votes immediately upon arrival. Voters were also provided with a chop to mark their choice of candidates on the ballot papers with a "✓".

投票人士均對新的安排表示歡迎，  
他們指出靈活的投票時間能讓更多人士前來投票。  
由於投票人士使用印章投票，該屆選舉並無廢票。

Voters welcomed the changes because the revised procedures were more flexible and more voters could turn up to vote.

With the introduction of a chop to mark voter's choice, the number of void ballot paper had been reduced to ZERO.

## 1.5 勞工顧問委員會轄下的專責委員會

### 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 20 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 2 章至第 6 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 20 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.

## 1.6 2001-2002 年度的活動

### Activities during the 2001-2002 term

#### 勞工法例的諮詢

勞顧會通過了 8 項有關香港僱員的福利、安全及健康的勞工法例建議。有關勞工法例項目的細節及截至 2002 至 2003 年立法會會期完結時的立法進度載於附錄 VII。主要項目於以下列舉：

#### Consultation on labour legislation

The LAB endorsed 8 items of proposed labour legislation relating to the welfare, safety and health of workers in Hong Kong. Details of the legislative items and their position as at the end of the 2002-2003 Legislative Council Session are given in Appendix VII. These items are briefly listed below :

## 2001 及 2002 年度經勞顧會通過的勞工法例立法建議

### Proposed legislative items of labour legislation endorsed by the LAB during 2001 and 2002

#### 勞資關係及僱員補償

#### Labour Relations and Employees' Compensation

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|--|--|
| 1 《商業登記條例》<br>Business Registration Ordinance (BRO)  | 勞顧會通過一項建議，將商業登記證徵費增加，供破產欠薪保障基金之用。<br>The LAB endorsed a proposal to increase the Business Registration Certificate levy for the Protection of Wages on Insolvency Fund.  |
| 2 《僱員補償援助條例》<br>Employees Compensation Assistance Ordinance (ECAO)   | 勞顧會通過一項建議，改革僱員補償援助計劃，使計劃能恢復財政穩健，以應付長遠的需要。<br>The LAB endorsed a proposal to reform the Employees Compensation Assistance Scheme with a view to restoring its long-term financial viability.  |
| 3 《僱員補償條例》、《僱傭條例》及《肺塵埃沉 病（補償）條例》<br>Employees' Compensation Ordinance (ECO),<br>Employment Ordinance (EO) and<br>Pneumoconiosis (Compensation) Ordinance (PCO) | 勞顧會通過一項建議，在《僱員補償條例》、《僱傭條例》及《肺塵埃沉 病（補償）條例》下承認中醫藥。<br>The LAB endorsed a proposal to recognize Chinese medicine under the ECO, EO and PCO.   |
| 4 《僱傭條例》<br>Employment Ordinance (EO)  | 勞顧會通過一項建議，就《僱傭條例》的再次聘用條文作出澄清性的修訂。<br>The LAB endorsed a proposal to make clarifying amendments to provisions on re-engagement.   |
| 5 《僱傭條例》<br>Employment Ordinance (EO)  | 勞顧會亦通過一項建議以澄清政策的原意，即容許僱主早前已支付予僱員的有關強制性公積金計劃權益抵銷應付予該僱員的遣散費/長期服務金。<br>The LAB also endorsed a proposal to clarify the original policy intention that severance payment / long service payment is to be offset against Mandatory Provident Fund Scheme benefits previously paid to an employee. |

## 2001 及 2002 年度經勞顧會通過的勞工法例立法建議 (續)

### Proposed legislative items of labour legislation endorsed by the LAB during 2001 and 2002 (cont'd)

#### 勞資關係及僱員補償 (續)

#### Labour Relations and Employees' Compensation (cont'd)

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| <p>6 《職業性失聰 (補償) 條例》<br/>Occupational Deafness<br/>Compensation Ordinance (ODCO)</p> | <p>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。<br/>The LAB endorsed a proposal to improve the benefits to employees under the Occupational Deafness Compensation Scheme.</p>  |
| <p>7 《肺塵埃沉 病 (補償) 條例》<br/>Pneumoconiosis (Compensation)<br/>Ordinance (PCO)</p>      | <p>勞顧會通過一項建議，修訂《肺塵埃沉 病 (補償) 條例》，以配合《工業訓練 (建造業) 條例》的修訂，將建造業徵款擴展至包括建造業內的機電工程。<br/>The LAB endorsed a proposal to amend the PCO corresponding to the amendments made to the Industrial Training (Construction Industry) Ordinance to extend the construction industry levy to cover electrical and mechanical works in the construction industry.</p> |

#### 職業安全及健康

#### Occupational Safety and Health

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|---|---|
| <p>8 《工廠及工業經營條例》<br/>Factories and Industrial<br/>Undertakings Ordinance (F&amp;IUO)</p> <p>- 《建築地盤 (安全) 規例》<br/>Construction Sites (Safety)<br/>Regulations (CSSR)</p> | <p>勞顧會通過一項建議，規定總承建商及次承建商須就違反安全規定的事宜負上共同及各別的法律責任，以改善次承建商的安全表現以及消除該規例第 38A 及 44 (1) 條涵義不清的地方。<br/>To improve the safety performance of sub-contractors, the LAB endorsed a proposal to amend the CSSR to hold the principal contractor and the sub-contractors jointly and severally liable for safety offences and to remove the ambiguities of Regulations 38A and 44(1) of the CSSR.</p> |
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**勞工行政事宜 /  
執行措施的諮詢****Consultation on administrative /  
enforcement measures on labour matters**

勞顧會亦就勞工行政事宜/執行措施提供意見。有關的項目於以下列舉：

The LAB also gave advice on administrative / enforcement measures on labour matters. These items are briefly listed below :

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勞顧會通過在肺塵埃沉 病特惠計劃下的肺塵埃沉 病患者，在接受註冊中醫就其肺塵埃沉 病診治後，應獲發還醫療費。

The LAB endorsed that medical expenses incurred for treatment in connection with pneumoconiosis by registered Chinese Medical Practitioners should be reimbursable to pneumoconiotic persons covered by the Pneumoconiosis Ex Gratia Scheme.

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勞顧會經仔細討論後，同意現階段不會就休息時段一事立法。勞顧會並建議當局制定有關休息時段的指引；就訂立適當的休息時段加強宣傳教育及推廣工作；以及定期就這項目進行檢討。

After deliberation, the LAB agreed not to enact legislation on rest breaks and that guidelines on rest breaks should be compiled, educational and promotional activities on the provision of appropriate rest breaks should be stepped up and the issue be regularly reviewed.

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勞顧會知悉青年職前綜合培訓 展翅計劃、青少年見習就業計劃及僱主聯會和商會發起的「一間公司一份工」計劃的進展情況。

The LAB noted the progress on the Youth Pre-employment Training Programme, the Youth Work Experience and Training Scheme and the "One Company One Job" Campaign initiated by Employer Federations and Chambers of Commerce.

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勞顧會知悉破產欠薪保障基金的財政援助進展情況。

The LAB noted the progress on the provision of financial assistance to the Protection of Wages on Insolvency Fund.

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勞顧會知悉新的建造業意外統計數字計算方法。新的計算方法會用作計算建築地盤意外率及建造業意外率。

The LAB noted the revised methodology for collating accident statistics in the construction industry which are used for producing the new Construction Site Accident Rate and the Construction Industry Occupational Injury Rate.

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勞顧會知悉勞工處就高空工作安全所進行的一連串執法行動和宣傳活動，以規管承建商在高空工作方面的安全表現。

The LAB noted the series of enforcement and publicity campaigns on working-at-height safety launched by the Labour Department with the aim of regulating contractors' safety performance in respect of working-at-height.

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勞顧會支持一項「自願復康計劃」的建議，這項計劃的目的是在工傷僱員自願的原則下，透過由個別承保人向建造業工傷僱員提供復康護理服務。

The LAB supported a proposal to launch a “Voluntary Rehabilitation Programme for Work Injuries in Construction Industry” that facilitates the provision of rehabilitation services by individual insurers to injured employees in the construction industry on a voluntary basis.

勞顧會知悉為落實研究僱員在《僱傭條例》下濫用病假證明書問題工作小組的建議而採取的措施。

The LAB noted the measures adopted in taking forward the recommendations of the working group on the study of abuse of sick leave certificates by employees under the Employment Ordinance.

### 其他法例 / 措施的諮詢

勞顧會就《公司（企業拯救）條例草案》向審議該條例草案而成立的立法會法案委員會發表意見。勞顧會支持有關清付拖欠僱員及前僱員的所有債項及債務的條文，即是在進行法定拯救程序前，須先向僱員清付所有欠薪、遣散費及其他應付的法定款項。

勞顧會就律政司建議修訂的《小額錢債審裁處條例》、《勞資審裁處條例》和《小額薪酬索償仲裁處條例》發表意見。該項修訂建議包括限定就有關審裁處或仲裁處的案件向原訟法庭或上訴法庭提出上訴的訟費，以及把這些案件移交上述法庭的訟費。

### 監察補充勞工計劃

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2001至2002年度任期內共審核了約1 300宗輸入勞工的申請。

勞顧會自1996年8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；以及討論委員在審核時意見相異的申請個案。工作小組的職權範圍及成員組織如下：

### Consultation on other legislation / measures

The LAB gave its views to the Bills Committee of the Legislative Council on the Companies (Corporate Rescue) Bill. The LAB supported the provisions relating to the treatment of employees' wages, i.e. the companies concerned should clear or set aside funds for clearing all outstanding wages and other entitlements owed to employees before the corporate rescue procedures commenced.

The LAB gave its views to the Department of Justice on the proposed amendments to the Small Claims Tribunal Ordinance, the Labour Tribunal Ordinance and the Minor Employment Claims Adjudication Board Ordinance to limit costs of appeal and transfer of cases from the relevant tribunal or board.

### Monitoring the Supplementary Labour Scheme

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 2001 - 2002 term, the LAB vetted some 1 300 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. The terms of reference and composition of the Working Group are as follows :

## 補充勞工計劃工作小組的職權範圍：

The terms of reference of the Working Group on the Supplementary Labour Scheme :

- 提供有關審核申請指引的意見，以處理根據補充勞工計劃提出的輸入勞工申請。  
To advise on vetting guidelines for the processing of applications for importation of labour under the Supplementary Labour Scheme.
- 如委員對某些申請個案未能達致勞工顧問委員會所同意的共識，須就這些個案進行討論，並提出建議，以供委員會通過。  
To discuss application cases for which Members' views cannot reach a consensus level as agreed by the Labour Advisory Board, and draw up recommendations for endorsement by the Board.

工作小組的委員由勞工處處長委任。工作小組在 2001 至 2002 年度內的成員組織如下：  
Members of the Working Group are appointed by the Commissioner for Labour. The composition of the Working Group for the term 2001-2002 is as follows :

**主席**

Chairman : 勞工處助理處長一名  
An Assistant Commissioner for Labour

**委員**

Members : 勞工顧問委員會僱主代表兩名  
Two employer representatives from the Labour Advisory Board

勞工顧問委員會僱員代表兩名  
Two employee representatives from the Labour Advisory Board

高級勞工事務主任一名  
A Senior Labour Officer

**秘書**

Secretary : 由一名勞工事務主任擔任  
A Labour Officer

工作小組的成員名單載於附錄 VI。

The membership of the Working Group is at Appendix VI.

政府已就補充勞工計劃的運作進行檢討，並諮詢勞顧會的意見，以確保該計劃有效地達致其政策目標。在 2001 至 2002 年度任期內，勞顧會贊同政府就該計劃推行多項措施，進一步保障本地工人的就業機會，以及簡化申請程序。

To ensure the effective attainment of the policy objective of the SLS, the government, in consultation with the LAB, reviewed the operation of the SLS. During the term 2001 - 2002, the LAB endorsed the implementation of a series of measures to further safeguard the employment opportunities of local workers while streamlining the application procedures under the SLS.

## 參加國際勞工大會

除向勞工處處長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份，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，讓香港特區的代表能夠與國際勞工組織其他成員國的代表會面，從而交換意見，分享經驗以及建立關係。參與三方代表團可以使勞顧會委員對國際勞工事務有更深入的接觸及了解。

## Participation in International Labour Conference

Apart from advising the Commissioner for Labour on labour matters, Members of the LAB also attended the annual International Labour Conference.

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

## 第 89 屆國際勞工大會

### The 89<sup>th</sup> Session of the International Labour Conference

第 89 屆國際勞工大會於 2001 年 6 月 5 日至 21 日在日內瓦舉行。香港特別行政區（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 89<sup>th</sup> Session of the International Labour Conference was held in Geneva from 5 to 21 June 2001. The Hong Kong Special Administrative Region (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

- 勞工處處長陳甘美華女士，JP  
Mrs Pamela TAN, JP  
Commissioner for Labour
- 勞工處助理處長陳麥潔玲女士  
Mrs Jenny CHAN  
Assistant Commissioner for Labour
- 勞工事務主任馬國權先生  
Mr MA Kwok-kuen, Labour Officer

#### 僱主代表 Employer Delegates

- 何世柱先生，SBS，JP  
Mr HO Sai-chu, SBS, JP
- 陳鎮仁先生  
Mr Clement CHEN Cheng-jen

#### 僱員代表 Employee Delegates

- 張 枝先生  
Mr CHEUNG Pak-chi
- 黃國健先生  
Mr WONG Kwok-kin



勞顧會主席/勞工處處長陳甘美華分別與僱主代表(左)及僱員代表(右)合照。

The chairman of the LAB/Commissioner for Labour, Mrs Pamela Tan, pictured with the employer (left) and employee (right) delegates.





中國勞動和社會保障部副部長李其炎（前排右1）和勞顧會主席/勞工處處長陳甘美華出席第89屆國際勞工大會。

The Vice Minister of the Ministry of Labour and Social Security of China, Mr Li Qiyian (1<sup>st</sup> from front row) and the chairman of the LAB/Commissioner for Labour, Mrs Pamela Tan, attending the 89<sup>th</sup> Session of the International Labour Conference.



第89屆國際勞工大會香港特區代表團與澳門特區代表會面。Representatives of the HKSAR at the 89<sup>th</sup> International Labour Conference met with representatives of the Macau SAR.

這次會議約有二千名來自國際勞工組織 175 個成員國的政府、僱主和僱員代表及顧問參加。

The Conference was attended by some 2 000 government, employer and employee delegates and advisers from 175 member States of the ILO.

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、農業安全與生委員會、促進合作社委員會及社會保障委員會。

The HKSAR representatives attended the plenary sessions of the Conference and meetings of the Committee on Application of Standards, Committee on Safety and Health in Agriculture, Committee on Promotion of Cooperatives and Committee on Social Security.

## 第 90 屆國際勞工大會

### The 90<sup>th</sup> Session of the International Labour Conference

第 90 屆國際勞工大會於 2002 年 6 月 3 日至 20 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 90<sup>th</sup> Session of the International Labour Conference was held in Geneva from 3 to 20 June 2002. 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

- 勞工處處長陳甘美華女士，JP  
Mrs Pamela TAN, JP  
Commissioner for Labour
- 勞工處助理處長曾健和先生，JP  
Mr TSANG Kin-woo, JP  
Assistant Commissioner for Labour
- 勞工事務主任梁偉俊先生  
Mr LEUNG Wai-chun  
Labour Officer

#### 僱主代表 Employer Delegates

- 何世柱先生，SBS，JP  
Mr HO Sai-chu, SBS, JP
- 劉文煒先生，BBS，JP  
Mr Joseph LAU Man-wai, BBS, JP

#### 僱員代表 Employee Delegates

- 張國標先生  
Mr Felix CHEUNG Kwok-bui
- 潘兆平先生，MH  
Mr POON Siu-ping, MH



第 90 屆國際勞工大會香港特區代表團成員。  
Representatives of the HKSAR at the 90<sup>th</sup> International Labour Conference.

這次會議共有超過三千名來自國際勞工組織大部份成員國的政府、僱主和僱員代表及顧問參加。

The Conference was attended by over 3 000 government, employer and employee delegates and advisers from most of the member States of the ILO.

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、促進合作社委員會、職業事故和職業病委員會，以及非正規經濟委員會等。

The HKSAR representatives attended the plenary sessions of the Conference and meetings of the Committee on Application of Standards, Committee on Promotion of Cooperatives, Committee on Occupational Accidents and Diseases and Committee on Informal Economy, etc.



代表團出席第 90 屆國際勞工大會。  
The delegation team attending the 90<sup>th</sup> International Labour Conference.



國際勞工局局長胡安 索馬維亞在第 90 屆國際勞工大會上致辭。  
The Director-General of the International Labour Office, Mr Juan Somavia, delivering his speech at the 90<sup>th</sup> International Labour Conference.



代表團與香港駐日內瓦經濟貿易辦事處官員合照。  
The delegation team pictured with officials from the Geneva Office, Hong Kong Economic and Trade Office.



香港特區代表與中國勞動和社會保障部副部長李其炎（前排左 5）中國駐日內瓦代表團大使沙祖康（前排右 5）及我國代表團其他成員合照。  
The HKSAR representatives pictured with the Vice Minister of the Ministry of Labour and Social Security of China, Mr Li Qiyang (5<sup>th</sup> from left of front row), Ambassador, Permanent Representative of PRC of the UN Office at Geneva, Mr Sha Zu-kang (5<sup>th</sup> from right of front row) and other members of the mainland delegation.

### 前往日本考察

勞工處處長率領一個由勞顧會及勞工處人員組成的代表團訪問日本，與當地的主要僱主組織、僱員組織及日本勞動研究機構交換意見。

### Study mission to Japan

The Commissioner for Labour led a delegation comprising LAB Members and officers of the Labour Department to visit Japan and exchange views with the Japan Institute of Labour, major employer associations and major employee unions.



代表團與香港駐東京經濟貿易首席代表張敏儀（右 4）合照。  
The delegation team pictured with Principal Hong Kong Economic and Trade Representative of Tokyo, Miss Cheung Man-ye (4<sup>th</sup> from right)



勞顧會委員到日本勞動研究機構訪問。  
The LAB visiting the Japan Institute of Labour.



會議進行中。  
Meeting in progress.

代表團的成員如下：

Members of the team were:

**政府代表**  
**Government Delegates**

- 勞工處處長陳甘美華女士, JP  
Mrs Pamela TAN, JP  
Commissioner for Labour
- 勞工處助理處長左陳翠玉女士, JP  
Mrs Jennie CHOR, JP  
Assistant Commissioner for Labour
- 勞工處助理處長麥鴻驥先生, JP  
Mr MAK Hung-kae, JP  
Assistant Commissioner for Labour
- 高級勞工事務主任馮應麟先生  
Mr FUNG Ying-lun  
Senior Labour Officer
- 勞工事務主任林頤年女士  
Ms Irene CASTILHO  
Labour Officer

**僱主代表**  
**Employer Delegates**

- 劉文煒先生, BBS, JP  
Mr Joseph LAU Man-wai, BBS, JP
- 梁君彥先生, JP  
Mr Andrew LEUNG Kwan-yuen, JP
- 陳鎮仁先生  
Mr Clement CHEN Cheng-jen

**僱員代表**  
**Employee Delegates**

- 張國標先生  
Mr Felix CHEUNG Kwok-bui
- 潘兆平先生, MH  
Mr POON Siu-ping, MH
- 梁籌庭先生  
Mr LEUNG Chau-ting
- 張枝先生  
Mr CHEUNG Pak-chi
- 黃國健先生  
Mr WONG Kwok-kin
- 王少嫻女士  
Ms WONG Siu-han

### 參加國際勞工組織第 13 次 亞洲地區會議

勞工處副處長（勞工事務行政）蕭威林先生率領一個由政府、僱主及僱員代表組成的三方代表團，於 2001 年 8 月 28 日至 31 日，出席了在泰國曼谷舉行的國際勞工組織第 13 次亞洲地區會議。

香港特區派出三方代表團出席是次會議，成員包括僱主代表陳鎮仁先生、工人代表張國標先生及政府代表蕭威林先生。



會議進行中。  
Meeting in progress.

### Participation in the 13<sup>th</sup> Asian Regional Meeting of the ILO

The Deputy Commissioner for Labour (Labour Administration), Mr William SIU led a tripartite delegation comprising government, employer and employee delegates to attend the Thirteenth Asian Regional Meeting of the International Labour Organization (ILO) held in Bangkok, Thailand from 28-31 August 2001.

A tripartite team from the HKSAR attended the Meeting in the name of "Hong Kong, China". Team members comprised Mr CHEN Cheng-jen, Employers' delegate, Mr CHEUNG Kwok-bui, Felix, Workers' delegate and Mr William SIU as the Government delegate.



香港代表團的成員。  
Members of the tripartite team from the HKSAR.





(左) 麥建華博士主持「青年創業」主題研討會。  
(left)

Dr Kim Mak  
chairing the plenary  
discussion on Youth  
Entrepreneurship.

與會者就三項試點  
計劃進行分組討論。  
Participants discussing  
on three pilot projects  
in groups.



### 參與香港青年就業工作坊

由勞顧會與青年事務委員會、勞工處和國際勞工組織合辦的大型地區性研討會「香港青年就業工作坊」於2001年11月30日舉行。研討會旨在讓社會各界探討青年就業問題。

是次工作坊共約有300人參與，包括政府、商業機構、職工會、社會服務團體、公共機構的代表、家長以及青少年。

兩名勞顧會委員梁籌庭先生和麥建華博士出任是次研討會策劃委員會成員。此外，麥博士更主持了「青年創業」主題研討會。

### Participation in the workshop on Youth Employment in Hong Kong

The Workshop on Youth Employment in Hong Kong, a large-scale regional seminar jointly organised by the LAB, the Commission on Youth, the Labour Department and the ILO, was held on 30 November 2001 to provide a forum for different sectors of the community to discuss in detail various youth employment issues.

About 300 people participated in the Workshop which included representatives from the Government, commercial institutions, trade unions, social service organisations, public bodies, parents and youngsters.

Two LAB Members Mr LEUNG Chau-ting and Dr Kim MAK served as members of the Planning Committee of the Workshop. Dr Mak also chaired the plenary discussion on Youth Entrepreneurship.



勞顧會主席 / 勞工處處長陳甘美華致辭。  
The chairman of the LAB / Commissioner for  
Labour, Mrs Pamela Tan, delivering her speech.



政務司司長曾蔭權宣布青年就業  
工作坊開幕。  
The Chief Secretary for  
Administration, Mr Donald Tsang,  
announcing the opening of the Youth  
Employment Workshop.



國際勞工組織北京局局長  
莊古先生致辭。  
Director of ILO Beijing  
Office, Mr Djankou  
Ndjankou, delivering his  
speech.

## 參與「拓展本土經濟以創造就業機會」座談會

勞工處於 2002 年 5 月 9 日舉辦了「拓展本土經濟以創造就業機會」座談會，讓學者、勞顧會委員及其轄下委員會委員探討在當前的經濟和就業環境下，那些範疇有潛質作進一步發展，以創造就業機會。

## Participation in the discussion forum on “Creation of employment through development of local community economy”

A discussion forum on “Creation of employment through development of local community economy” was held on 9 May 2002. This event aimed to provide a forum for exchange of views concerning the development of the local community economy under the current economic and employment situation among academics and members of the LAB and its Committees. Potential areas for development were identified for the creation of employment opportunities.



(左) (left)  
與會者積極參與。  
Attendees participating actively.



(右) (right)  
勞顧會委員參與座談會。  
LAB Members attending the forum.

座談會邀請了民政事務總署助理署長孫玉菡先生簡介拓展本土經濟的範疇，及三位專家學者發表他們對這個議題的見解。他們分別是：

A briefing on the definition of local community economy was conducted by Mr Chris SUN, Assistant Director of Home Affairs, followed with presentations by each of the following academics :

- 香港城市大學高級專業學院院長及金融學講座教授何焯基教授  
Professor Richard HO Yan-ki, Provost, College of Higher Vocational Studies and Professor of Finance, City University of Hong Kong
- 香港科技大學經濟發展研究中心主任及經濟學系教授雷鼎鳴教授  
Professor Francis LUI Ting-ming, Director, Centre for Economic Development and Professor of Economics, School of Business and Management, Hong Kong University of Science and Technology
- 香港中文大學社會系教授呂大樂教授  
Professor LUI Tai-lok, Professor, Department of Sociology, Chinese University of Hong Kong

與會者在緊接的公開討論環節內，積極參與，發表意見。

Participants actively expressed their views in the open discussion.

(左) 民政事務總署助理署長孫玉菡先生作出簡介。  
(left) Assistant Director of Home Affairs, Mr Chris Sun, conducting a briefing.



(右) 何焯基教授 (左 2) 發表演說。  
(right) Prof. Richard Ho Yan-ki (2<sup>nd</sup> from left) presenting.





(左) 雷鼎鳴教授 (左3) 發表演說。  
(left) Prof. Francis Lui Ting-ming  
(3<sup>rd</sup> from left) presenting.

(右) 呂大樂教授 (右1) 發表演說。  
(right) Prof. Lui Tai-lok  
(1<sup>st</sup> from right) presenting.

### 與國際勞工組織的官員會面/與其他勞工事務行政機關的聯繫

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。

### Meeting with ILO Officials / Contacts with other labour administrations

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

## 2001

5月  
May

勞顧會與國際勞工局局長胡安 索馬維亞率領的一個七人代表團會面。該代表團在官方訪問內地後，到訪香港特區。

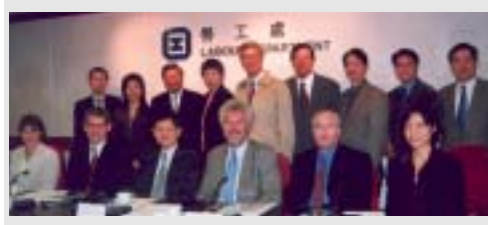
The LAB met the Director-General of the International Labour Office, Mr Juan Somavia, who led a seven-member delegation to visit the HKSAR following their official visit to the Mainland.



12月  
Dec

勞顧會與安德魯 安那建先生率領的一個從新西蘭到訪香港特區的六人代表團會面。

The LAB met the General Manager, Employment Relations Service, Department of Labour, Mr Andrew Annakin, who led a 6-member delegation to visit the HKSAR from the New Zealand.



## 2002

10月  
Oct

勞顧會與勞動和社會保障部副部長張小建先生率領的一個到訪香港特區的三人代表團會面。

The LAB met the Vice Minister of Ministry of Labour and Social Security, Mr ZHANG Xiao-jian, who led a 3-member delegation to visit the HKSAR.



12月  
Dec

勞顧會與勞動和社會保障部國際合作司副司長劉旭先生率領的一個到訪香港特區的六人代表團會面。

The LAB met the Acting Director-General of the Department of International Co-operation of the Ministry of Labour and Social Security, Mr LIU Xu, who led a 6-member delegation to visit the HKSAR.





教育統籌局局長羅范椒芬（左 6）勞顧會主席 / 勞工處處長陳甘美華（左 7）及勞顧會委員在 2002 年新春酒會上向嘉賓祝酒。

Secretary for Education and Manpower, Mrs Fanny Law (6<sup>th</sup> from left), Chairman of the LAB/Commissioner for Labour, Mrs Pamela Tan (7<sup>th</sup> from left) and the LAB Members proposing a toast at the 2002 Spring Reception.

### 舉辦勞工處暨勞顧會新春酒會

勞工處聯同勞顧會在春節假期後舉辦新春酒會，目的是讓勞顧會委員和勞工處代表與其工作伙伴會面及交流意見。

出任 2001 年及 2002 年酒會的主禮嘉賓包括：

- 教育統籌局局長羅范椒芬女士，JP
- 勞顧會主席 / 勞工處處長陳甘美華女士，JP
- 勞顧會委員

### Organise the Labour Department cum LAB Spring Reception

The Labour Department and the LAB jointly hosted a Spring Reception after the Lunar New Year holidays to meet and exchange views with working partners and counterparts.

The officiating guests of the receptions in the year 2001 and 2002 included :

- Secretary for Education and Manpower, Mrs Fanny Law, JP
- Chairman of the LAB / Commissioner for Labour, Mrs Pamela Tan, JP
- LAB Members

教育統籌局局長羅范椒芬（左 2）勞顧會主席 / 勞工處處長陳甘美華（左 1）與嘉賓會面。

Secretary for Education and Manpower, Mrs Fanny Law (2<sup>nd</sup> from left), Chairman of the LAB/Commissioner for Labour, Mrs Pamela Tan (1<sup>st</sup> from left) meeting guests at the reception.





勞顧會主席 / 勞工處處長陳甘美華致辭。  
The chairman of the LAB / Commissioner for Labour, Mrs Pamela Tan delivering her speech.



勞顧會主席 / 勞工處處長陳甘美華與嘉賓會面。  
The chairman of the LAB / Commissioner for Labour, Mrs Pamela Tan meeting guests at the reception.

為了讓出席酒會的嘉賓對勞工處提供的服務、舉辦的活動以及最新的刊物有更深入的认识，勞工處在2002年新春酒會上亦舉辦了一個小型的展覽會，回顧勞工處在2001年舉辦的主要活動和事件及出版的刊物。

To enable guests to have a better understanding of the latest services, activities and publications of the department, a mini-exhibition was also staged during the LD cum LAB Spring Reception 2002 to highlight the major events, activities and publications of the department in 2001.



小型展覽會的主題是：「勞工處在2001年舉辦的主要活動及事件」  
The theme of the mini-exhibition was "Highlights of major activities and events of the Labour Department in 2001".



展覽會上介紹及展示勞工處在2001年編印的刊物。  
New publications of the department in 2001 was introduced and displayed.