

# 3 就業輔導委員會

## Committee on Employment Services

### 3.1 引言

#### Introduction

勞工顧問委員會在1976年5月成立了一個小組委員會，就勞工處就業科運作的事宜，向勞工處處長提供意見。小組委員會在1978年重新命名為就業輔導委員會。隨著勞工處擴展就業服務，該委員會的職權範圍亦擴展至展能就業科、擇業及職業介紹所事務科和青少年見習就業計劃辦事處的工作。

In May 1976, a Sub-committee of the Labour Advisory Board was appointed to advise the Commissioner for Labour on matters concerning the operation of the Employment Services Division of the Labour Department. The Sub-committee was renamed the Committee on Employment Services (CES) in 1978. With the expansion of the employment services of the Labour Department, the terms of reference of the Committee were extended to cover the work of other divisions, including the Selective Placement Division, the Careers and Employment Agencies Division, and the Youth Work Experience and Training Scheme Office.

### 3.2 職權範圍

#### Terms of Reference

就業輔導委員會成立的目的如下：

The CES is established to:

- 就勞工處的就業服務，包括為健全及殘疾人士而設的就業服務，以及為青少年而設的擇業輔導服務，提供意見；  
advise on the employment services provided by the Labour Department, including those for the able-bodied, the disabled and the careers advisory service for young people;
- 就與私營職業介紹所運作有關的法例條文提供意見；以及  
advise on legislative provisions relating to the operation of employment agencies in the private sector; and
- 就與受僱於香港以外地方的本港工人的就業事宜有關的法例條文提供意見。  
advise on legislative provisions relating to the employment of local workers outside Hong Kong.

### 3.3 成員組織

#### Composition

就業輔導委員會的委員由勞工處處長委任。委員會在 2001 至 2002 年度內的成員組織如下：  
Members of the CES are appointed by the Commissioner for Labour. The composition of the committee for the term 2001-2002 is as follows :

#### 主席

Chairman : 委任非公職人士擔任  
To be appointed from the non-government sector

#### 委員

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

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

勞工顧問委員會以外的僱主代表兩名  
Two employer representatives from outside the Labour Advisory Board

勞工顧問委員會以外的僱員代表兩名  
Two employee representatives from outside the Labour Advisory Board

使用勞工處僱傭服務的主要僱主代表一名  
A representative of major employer users of the employment services of the Labour Department

使用勞工處就業服務的殘疾人士代表一名  
A representative of people with a disability who make use of the employment services of the Labour Department

來自兩個職業介紹所協會的代表兩名  
Two representatives of two employment agency associations

香港輔導教師協會代表一名  
A representative of the Hong Kong Association of Careers Masters and Guidance Masters

僱員再培訓局代表一名  
A representative of the Employees Retraining Board

香港社會服務聯會職業輔導社代表一名  
A representative of the Employment Service of the Hong Kong Council of Social Service

<sup>#</sup> 如獲委任為主席的人士來自此組別，則此組別只會有一名代表。  
Only one representative shall be appointed if the chairman has been appointed from this group.

就業輔導委員會在 2001 至 2002 年度內的成員組織 (續)  
The composition of the CES for the term 2001-2002 (cont'd)

香港人力資源管理學會代表一名  
A representative of the Hong Kong Institute of  
Human Resource Management

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

**秘書**

**Secretary** :

由一名勞工事務主任擔任  
A Labour Officer

就業輔導委員會在 2001-2002 年度內的成員名單載於附錄 II。  
The membership list of the CES for the term 2001-2002 is at Appendix II.

### 3.4 2001 至 2002 年度的活動

#### Activities during the 2001-2002 term

在 2001 至 2002 年度，就業輔導委員會定期檢討了以下項目以改善有關的服務：  
During the 2001 - 2002 term, the CES undertook regular review to improve the work of the following services :

#### **就業服務** **Employment Services**

就業輔導委員會就勞工處轄下就業科及展能就業科的工作提供了意見。就業科為健全求職人士提供免費就業服務，而展能就業科則專責為尋求公開就業的殘疾人士提供就業服務。委員會亦對多項新計劃及改善措施，包括「中年再就業試點計劃」、「殘疾人士試工暨亦師亦友計劃」、內地就業資訊網頁，以及在就業中心內安裝空缺搜尋終端機的措施，提供了寶貴的意見。

The CEC advised on the operation of the Employment Services Division (ESD) and the Selective Placement Division (SPD) of the Labour Department. The ESD provides free employment service to able-bodied job-seekers whereas the SPD offers specialised placement service to people with a disability seeking open employment. The committee gave valuable suggestions on new programmes and improvement measures, including the Re-employment Pilot Programme for the Middle-aged, Trial Placement cum Mentor Scheme for People with a Disability, launching of the webpage for employment in the Mainland, and the installation of vacancy search terminals at job centres.

就業輔導委員會於 2002 年 5 月參觀了就業科轄下其中一間就業中心，並欣悉就業中心加強了為求職人士提供的服務和設施。此外，委員會亦對就業資訊及推廣計劃的工作提供了意見。該計劃旨在透過宣傳及推廣活動，加強推廣勞工處的就業服務和收集職位空缺資料的工作。

In May 2002, the CES visited one of the job centres of the ESD and members were pleased to note the enhanced services and facilities provided to job-seekers. The committee also advised on the implementation of the Employment Information and Promotion Programme. The Programme aims at strengthening the promotion of the Labour Department's employment services and the collection of job vacancy information through organising publicity and promotional activities.

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### **「展翅計劃」及「青少年見習就業計劃」** **Youth Pre-employment Training Programme and Youth Work Experience and Training Scheme**

就業輔導委員會就「展翅計劃」及「青少年見習就業計劃」提供了意見。「青少年見習就業計劃」是政府於 2002 年 7 月推出的新計劃，旨在為 15 至 24 歲、學歷在大學學位程度以下的青少年提供見習就業機會。

The CES gave advice on the Youth Pre-employment Training Programme and the Youth Work Experience and Training Scheme. The Youth Work Experience and Training Scheme is a new programme launched in July 2002 to provide on-the-job training to young people aged 15-24 with education attainment below degree level.

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### **擇業輔導及對職業介紹所的規管** **Career guidance service and regulation of employment agencies**

就業輔導委員會亦就勞工處擇業輔導組的工作提供了意見。擇業輔導組透過各類擇業活動，向中學生及青少年提供擇業資料及擇業輔導，以便他們計劃自己將來從事的職業。這些活動包括為中五學生提供的「放榜最前線」服務、教育及職業博覽，以及擇業常識問答比賽等。委員會亦就職業介紹所事務組的工作提供了意見。

The CES offered advice on the activities of the Careers Advisory Service which provides careers information and guidance to secondary school students and young people to facilitate their careers planning through a variety of activities such as comprehensive service package for F.5 students, Education & Careers Expo and Careers Quiz. The committee also advised on the work of the Employment Agencies Administration.