

**Replies to supplementary questions raised by Finance Committee Members in  
examining the Estimates of Expenditure 2010-11**

**Director of Bureau : Secretary for Labour and Welfare  
Session No. : 17**

<b>Reply Serial No.</b>	<b>Question Serial No.</b>	<b>Name of Member</b>	<b>Head</b>	<b>Programme</b>
S-LWB(L)01	S043	WONG Kwok-hing	90	Labour Relations Employment Services
S-LWB(L)02	SV023	WONG Sing-chi IP Wai-ming	90	Labour Relations
S-LWB(L)03	SV024	LI Fung-ying	90	Safety and Health at Work

Examination of Estimates of Expenditure 2010-11  
**CONTROLLING OFFICER'S REPLY TO  
SUPPLEMENTARY QUESTION**

Reply Serial No.

**S-LWB(L)01**

Question Serial No.

**S043**

Head : 90 – Labour Department

Subhead (No. & title) :

Programme : (1) Labour Relations  
(2) Employment Services

Controlling Officer : Commissioner for Labour

Director of Bureau : Secretary for Labour and Welfare

Question :

Reply serial number LWB(L)026 responded to the problem of manpower mismatch mentioned in paragraph 148 of the Budget Speech. Could the Administration please list the monthly salary, benefits and weekly working hours of the job titles in the reply, and state whether the employing organisations of these positions have adopted any family-friendly policies? If yes, what are the details?

Asked by: Hon. WONG Kwok-hing

Reply:

The monthly salary breakdown of vacancies received by the Labour Department (LD) in February 2010 that belonged to the three job titles in the reply i.e. Waiter / Waitress, Sales Representative and General Office Clerk is as follows:

<b>Monthly Salary</b>	<b>Waiter / Waitress</b>	<b>Sales Representative</b>	<b>General Office Clerk</b>	<b>Total</b>
Below \$4,000	569	61	119	749
\$4,000 - \$4,999	74	62	28	164
\$5,000 - \$5,999	151	128	202	481
\$6,000 - \$6,999	410	186	482	1 078
\$7,000 - \$7,999	689	172	454	1 315
\$8,000 - \$8,999	313	135	174	622
\$9,000 - \$9,999	116	81	47	244
\$10,000 or above	26	316	60	402
<b>Total</b>	<b>2 348</b>	<b>1 141</b>	<b>1 566</b>	<b>5 055</b>

(Note : 98% of the above vacancies with monthly salary below \$4,000 were part-time jobs.)

We do not have breakdowns of the vacancies by the benefits offered or weekly working hours.

Employers who advertise their vacancies at LD are not required to provide information on the family-friendly policy implemented in their organisations. Therefore, we do not have information on the family-friendly policy adopted by these employers.

Signature

Name in block letters

Post Title

Date

Mrs Cherry TSE

Commissioner for Labour

1.4.2010

Examination of Estimates of Expenditure 2010-11  
**CONTROLLING OFFICER'S REPLY TO  
SUPPLEMENTARY QUESTION**

Reply Serial No.

**S-LWB(L)02**

Question Serial No.

SV023

Head : 90 – Labour Department

Subhead (No. & title) :

Programme : (1) Labour Relations

Controlling Officer : Commissioner for Labour

Director of Bureau : Secretary for Labour and Welfare

Question :

The Administration's replies (serial no. LWB(L)005 and LWB(L)042)

Mr WONG Sing-chi's enquiry on the progress of Government efforts in promoting family-friendly employment practices (FFEP), including the number of establishments which had adopted paternity leave and maximum working hours etc. Mr IP Wai-ming's further query on how the Administration could ascertain the effectiveness of FFEP in the absence of a formal study on FFEP.

Asked by: Hon. WONG Sing-chi and Hon. IP Wai-ming

Reply:

In 2010-11, the Labour Department (LD) plans to launch a series of activities to enhance the awareness of employers, employees, human resources practitioners and the public on FFEP, such as family leave benefits, flexible work arrangements and employee support schemes. LD will widely publicise a newly produced video through multiple channels, stage roving exhibitions territory-wide and share experience of good people management practices including FFEP through the 18 Human Resources Managers Clubs (HRMC) formed in various trades.

The Administration has not conducted territory-wide survey on the implementation of FFEP by enterprises in Hong Kong. Nevertheless, LD issued questionnaires on the provision of paternity leave to over a thousand member organisations of its HRMC in 2006 and 2008. The surveys revealed that the number of surveyed organisations that had provided paternity leave to their employees rose from 16% in 2006 to 21% in 2008, indicating an increasing trend of employers providing paternity leave.

Moreover, officers of LD collect from time to time views from various stakeholders to help assess the effectiveness of its work. As far as the promotion of FFEP is concerned, feedback so collected shows that employers in general are becoming more receptive to the idea of implementing FFEP such as five-day week and paternity leave etc. For example, in 2007-08, about 1 200 companies which took part in the Caring Company Scheme organised by the Hong Kong Council of Social Service reported that they had adopted family-friendly measures to employees. In 2008-09, the number of such companies increased to more than 1 400. In 2009-10, 1 740 companies provided their employees with paid leave in addition to that specified in the Employment Ordinance, including emergency leave for family matters and paternity leave, and 1 380 companies provided or subsidised supporting services for staff and their family members.

Signature	_____
Name in block letters	Mrs Cherry TSE
Post Title	Commissioner for Labour
Date	1.4.2010

Examination of Estimates of Expenditure 2010-11  
**CONTROLLING OFFICER'S REPLY TO  
SUPPLEMENTARY QUESTION**

Reply Serial No.

**S-LWB(L)03**

Question Serial No.

SV024

Head : 90 – Labour Department

Subhead (No. & title) :

Programme : (3) Safety and Health at Work

Controlling Officer : Commissioner for Labour

Director of Bureau : Secretary for Labour and Welfare

Question :

The Administration's reply (serial no. LWB(L)066)

Ms LI Fung-ying's request for details of the three prosecutions against inadequate protection of workers from heat stroke at work.

Asked by: Hon. LI Fung-ying

Reply:

Details of the three prosecutions against inadequate protection of workers from heat stroke at work are as follows:

- (a) one prosecution was taken out against a maintenance subcontractor under regulation 16(1) of the Occupational Safety and Health Regulation (Cap. 509A) for failing to provide sufficient potable water for the consumption by his workers. The subcontractor was convicted and fined \$2,000 on 4 February 2010; and
- (b) two prosecutions were taken out against the same principal contractor of a construction site under regulation 66(1)(b) of the Construction Sites (Safety) Regulations (Cap. 59I) for failing to provide a sufficient supply of wholesome drinking water, and under section 6(A) of the Factories and Industrial Undertakings Ordinance (Cap. 59) for failing to provide a safe system of work when the Very Hot Weather Warning was in force. These two cases are awaiting trial in court.

Signature

Name in block letters

Post Title

Date

\_\_\_\_\_  
Mrs Cherry TSE

\_\_\_\_\_  
Commissioner for Labour

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1.4.2010