

13

Investing In Our Human Capital
(formerly under the Education and
Manpower Bureau)

Detailed Progress

Corrigendum

** The following initiatives remain under the purview of the Education and Manpower Bureau –

- “1 Identify needs and review policies and standards” – the first initiative; and
- “2 Foster a skilled and dynamic workforce” -- the second to eighth initiatives and the tenth initiative.

I Identify needs and review policies and standards

To achieve results in this area, various initiatives have been undertaken in the past years. Details are set out below —

Initiative *	Target #	Present Position †
<p>To follow-up the consultant's report on the review of the organisational set-up for vocational training and retraining</p> <p><i>(Education and Manpower Bureau (EMB))</i></p>	<ul style="list-style-type: none"> ● To devise an implementation plan to follow up on the review ● To start implementing changes from 2002-2003 <p><i>(2001)</i></p>	<p><i>(Action Completed)</i></p>
<p>To conduct an opinion survey on age discrimination in employment</p> <p><i>(EMB)</i></p>	<p>To conduct the survey in 2001</p> <p><i>(2001)</i></p>	<p><i>(Action Completed)</i></p>
<p>To carry out a survey to gauge the type of domestic services which are required by potential employers and employers of foreign domestic helpers</p> <p><i>(EMB)</i></p>	<p>To formulate appropriate strategies in 2001 to meet the demand for domestic services through the training and provision of local domestic helpers</p> <p><i>(2000)</i></p>	<p><i>(Action Completed)</i></p>

* the bracketed information denotes the agency with lead responsibility for the initiative

the bracketed information denotes the year in which the target was set

† the bracketed information denotes the status of the target

2 Foster a skilled and dynamic workforce

To achieve results in this area, various initiatives have been undertaken in the past years. Details are set out below —

Initiative	Target	Present Position
<p>To continue to provide useful employment-related training courses, workplace attachments and on-the-job training opportunities for school leavers mainly between the age of 15 and 19 to upgrade their skills and employability</p> <p><i>(Education and Manpower Bureau (EMB)/Labour Department (LD))</i></p>	<p>To enhance the Youth Pre-employment Training Programme to be implemented in October 2001 by building in job-specific language training and developing courses leading to training for professional qualifications</p> <p><i>(2001)</i></p>	<p><i>(Action Completed)</i></p>
<p>To set up a multi-purpose skills training and assessment centre to strengthen the practical skills training of retrainees and to conduct common assessment and certification of the competency-based skills level of retrainees</p> <p><i>(Employees Retraining Board (ERB))</i></p>	<p>To establish a new assessment centre in 2002-2003 equipped with the necessary skills training facilities to centrally administer the practical skills training and common assessment for retrainees of some skills-based popular retraining courses, including domestic helpers, security guards and property attendants as well as personal care workers training</p> <p><i>(2001)</i></p>	<p><i>(Action Completed)</i></p>

Initiative	Target	Present Position
<p>To actively review and adjust the content of the current basic craft courses</p> <p><i>(Construction Industry Training Authority (CITA))</i></p>	<p>To study in detail and improve the scope and duration of the basic craft courses in 2002-2003</p> <p><i>(2001)</i></p>	<p><i>(Action Completed)</i></p>
<p>To act as the Registration Body for the proposed Construction Personnel Registration Scheme</p> <p><i>(CITA)</i></p>	<p>To provide registration support to the Government in implementing the scheme</p> <p><i>(2001)</i></p>	<p><i>(Action in Progress : On Schedule)</i></p>
<p>To further expand the coverage of trade tests entailed by the workers' registration scheme</p> <p><i>(CITA)</i></p>	<p>To expand the coverage of trade tests in response to the requirement for all construction workers to pass trade tests before registration from 2002-2003</p> <p><i>(2001)</i></p>	<p><i>(Action in Progress : On Schedule)</i></p>
<p>In support of the Government's proposed implementation of the Construction Personnel Registration Scheme, to expand the electrical and mechanical (E&M) trade testing facilities and provide upgrading training courses to prepare E&M workers to take the trade tests</p> <p><i>(Vocational Training Council (VTC))</i></p>	<ul style="list-style-type: none"> ● To expand the current E&M trade testing in 2002-2003 ● To provide, on an annual basis, trade tests for some 10 100 skilled workers and 12 600 semi-skilled workers and to provide 2 200 upgrading training places to prepare E&M workers for the tests <p><i>(2001)</i></p>	<p>Legislation for the Registration Scheme by the Environment, Transport and Works Bureau is underway. VTC will continue to work closely with other parties concerned for the preparatory work.</p> <p><i>(Action in Progress : Under Review)</i></p>

Initiative	Target	Present Position
<p>To promote skills upgrading training for in-service elementary workers</p> <p>(EMB)</p>	<ul style="list-style-type: none"> ● To roll out the second phase of the skills upgrading scheme to cover other sectors in 2002-2003 <p>(2001)</p> ● To devise focused skills upgrading training programmes for elementary workers in 2001-2002 and 2002-2003 through an allocation of \$400 million <p>(2000)</p> 	<p>(Action Completed)</p>
<p>To meet the needs of the IT sector for trained manpower</p> <p>(EMB/the then Information Technology and Broadcasting Bureau/University Grants Committee/VTC)</p>	<ul style="list-style-type: none"> ● To continue to provide 1 000 training places in the IT Assistant Courses each year for the coming three years (2002/03-2004/05) <p>(2001)</p> ● To provide 1 000 training places in the IT Assistant Course each year in the coming two years to increase the supply of trained manpower at the junior assistant level <p>(2000)</p> 	<p>(Action Completed)</p>

Initiative	Target	Present Position
<p>To introduce a new component —On-the-Job Training Scheme —to the Youth Pre-employment Training (YPT) Programme. Under the Scheme, employers will provide on-the-job training of three months for trainees. The Government will provide a training subsidy of \$2,000 per trainee per month for a maximum of three months</p> <p><i>(EMB/LD)</i></p>	<p>To secure an adequate number of on-the-job training places for trainees who have completed the YPT Programme</p> <p><i>(2000)</i></p>	<p><i>(Action Completed)</i></p>
<p>To further expand the coverage of trade tests to 45 trades</p> <p><i>(CITA)</i></p>	<p>A total of 29 trades, in addition to the existing 16, will be added to the trade testing scheme in the next three years, with 20 trades in the year 2000, six in 2001 and three in 2002</p> <p><i>(2000)</i></p>	<p><i>(Action Completed)</i></p>

3 Promote good employer/employee relations

To achieve results in this area, various initiatives have been undertaken in the past year. Details are set out below —

Initiative	Target	Present Position
To launch a series of promotional activities to encourage the wider use of written employment contract by employers and employees <i>(Labour Department (LD))</i>	To complete the promotional activities by mid-2002 <i>(2001)</i>	<i>(Action Completed)</i>
To launch a publicity campaign against age discrimination in employment <i>(Education and Manpower Bureau/LD)</i>	To organise publicity activities in late 2001- early 2002 to convey to members of the public, including employers and employees, the concept of equal opportunities and the importance of eliminating age discrimination in employment <i>(2001)</i>	<i>(Action Completed)</i>

4 Enforce employee rights and benefits

To achieve results in this area, various initiatives have been undertaken in the past years. Details are set out below —

Initiative	Target	Present Position
To recognise Chinese medicine for entitlement to employee benefits under the Employment Ordinance, Employees' Compensation Ordinance, Pneumoconiosis (Compensation) Ordinance and Pneumoconiosis Ex Gratia Scheme <i>(Education and Manpower Bureau (EMB))</i>	To introduce legislative and administrative amendments within 2002 <i>(2001)</i>	<i>(Action in Progress : On Schedule)</i>
To streamline the processing of employees' compensation claims under the Employees' Compensation Ordinance <i>(EMB)</i>	To introduce amendments to the Employees' Compensation Ordinance within 2002 <i>(2001)</i>	We are further examining the processing procedures. <i>(Action in Progress : Under Review)</i>
To review the compensation scheme under the Occupational Deafness (Compensation) Ordinance <i>(EMB/Labour Department (LD))</i>	To complete the review in 2001 and introduce legislative amendments in the Legislative Council in 2002 to implement changes to the scheme <i>(2001)</i>	<i>(Action Completed)</i>

Initiative	Target	Present Position
<p>To safeguard the statutory rights and benefits of employees engaged by contractors of government departments through rigorous inspections and enhanced co-operation with these departments</p> <p><i>(LD)</i></p>	<p>To conduct 200 special inspection visits to these workplaces and complete conviction record checks on the contractors within seven working days by end-2001</p> <p><i>(2001)</i></p>	<p><i>(Action Completed)</i></p>
<p>To modify the Employees Compensation Assistance Scheme to enable it to be financially viable in the long term</p> <p><i>(EMB/LD)</i></p>	<ul style="list-style-type: none"> ● To introduce changes to the scheme in the 2001-2002 legislative session <p><i>(2001)</i></p> <ul style="list-style-type: none"> ● To introduce changes to the Scheme in 2001 <p><i>(1999)</i></p>	<p><i>(Action Completed)</i></p>
<p>To consult relevant parties with a view to taking forward the recommendations of the study on the feasibility of recognising Chinese medicine under the Employment Ordinance, Employees' Compensation Ordinance, Pneumoconiosis (Compensation) Ordinance and Pneumoconiosis Ex Gratia Scheme</p> <p><i>(EMB)</i></p>	<p>On the basis of consultation with relevant parties, recommend amendments to the Employment Ordinance, Employees' Compensation Ordinance, Pneumoconiosis (Compensation) Ordinance and the procedures under the Pneumoconiosis Ex Gratia Scheme, where appropriate, and consult the Labour Advisory Board in the 2000-2001 legislative session</p> <p><i>(2000)</i></p>	<p><i>(Action Completed)</i></p>

Initiative	Target	Present Position
<p>To empower the Labour Tribunal to make an order of reinstatement/ re-engagement for cases involving unreasonable and unlawful dismissal without the need to secure the consent of the employer</p> <p>(EMB)</p>	<p>To introduce legislative amendments into the Legislative Council in 2001 to amend the Employment Ordinance</p> <p>(2000)</p>	<p>Certain legal points to be clarified and the Labour Advisory Board to be consulted.</p> <p><i>(Action in Progress : Behind Schedule)</i></p>
<p>To review the financial position of the Protection of Wages on Insolvency Fund to ensure that it meets the current and future demands</p> <p>(EMB)</p>	<p>To complete the review in 2001</p> <p>(2000)</p>	<p><i>(Action Completed)</i></p>
<p>To complete the review on rest breaks</p> <p>(LD)</p>	<p>To explore whether new regulations to provide for rest breaks to protect workers' safety and health at work should be introduced</p> <p>(1997)</p>	<p><i>(Action Completed)</i></p>

5 To deliver efficient employment services

To achieve results in this area, various initiatives have been undertaken in the past years. Details are set out below —

Initiative	Target	Present Position
To consider measures to further promote employment opportunities of local domestic helpers (LDH) <i>(Education and Manpower Bureau/ Labour Department (LD))</i>	To introduce proactive employment services for LDH job seekers and employers in 2002 <i>(2001)</i>	<i>(Action Completed)</i>
To continue with the Re-employment Pilot Programme for the Middle-aged to help the long-term unemployed aged over 40 to get back to work <i>(LD)</i>	To extend the Programme for another 12 months starting from February 2002 to benefit about 2 000 additional job seekers <i>(2001)</i>	<i>(Action in Progress : On Schedule)</i>
To set up user-friendly self-help Digital Job Centres so that job seekers can use the display terminals set up in the Centres to obtain up-to-date vacancy information and make use of the supporting office equipment for job application <i>(LD)</i>	To complete the setting up of the Digital Job Centres within the existing 11 Job Centres of LD by mid-2003 <i>(2001)</i>	<i>(Action in Progress : On Schedule)</i>

Initiative	Target	Present Position
<p>To re-provision and integrate eight job centres of the Employment Services Division with eight Labour Relations Division (LRD) offices of LD, and to integrate two careers information centres with the job centres. This seeks to expand the office premises to meet operational needs, and to improve the overall effectiveness of the employment and labour relations services for job-seekers and employees through the provision of one-stop front-line service</p> <p>(LD)</p>	<ul style="list-style-type: none"> ● To complete re-provisioning in stages over the next three years ● To benefit each year 175 000 people seeking employment services, career information and advice, and labour relations service <p>(1998)</p>	<p><i>(Action Completed)</i></p>

6 Promote and regulate safety and health at work

To achieve results in this area, various initiatives have been undertaken in the past years. Details are set out below —

Initiative	Target	Present Position
<p>To review the methodology of calculating the construction accident rate with a view to improving the existing mechanism</p> <p><i>(Labour Department (LD))</i></p>	<p>To complete the review in early 2002</p> <p><i>(2001)</i></p>	<p><i>(Action Completed)</i></p>
<p>To prepare the following new Codes of Practice to promulgate safety and health standards :</p> <ul style="list-style-type: none"> ● Control of Air Impurities at the Workplace ● Electric Arc Welding Safety and Health ● Tower Crane Safety ● Electric Steam Boilers Safety <p><i>(LD)</i></p>	<p>To publish new Codes in 2002</p> <p><i>(2001)</i></p>	<p><i>(Action in Progress : On Schedule)</i></p>

Initiative	Target	Present Position
<p>To raise the safety awareness of frontline supervisors and workers in the construction industry by publishing a series of pamphlets on causation of common or serious accidents in various trades</p> <p>(LD)</p>	<p>To complete the series of publication in the first quarter of 2002</p> <p>(2001)</p>	<p><i>(Action Completed)</i></p>
<p>To mount large-scale publicity programmes targeting at workers employed in high-risk industries</p> <p>(LD)</p>	<p>To organise a series of promotional activities for the catering and construction industries in the fourth quarter of 2001 and the first quarter of 2002 respectively</p> <p>(2001)</p>	<p><i>(Action Completed)</i></p>
<p>To promote exercise at work in order to raise employees' awareness of the benefits of exercise</p> <p>(LD)</p>	<p>To organise promotional activities and prepare a pamphlet on "Exercise, Health and Work" in the fourth quarter of 2001</p> <p>(2001)</p>	<p><i>(Action Completed)</i></p>
<p>To mount a campaign to enhance the safety and health awareness of cleansing workers employed by the government contractors</p> <p>(LD)</p>	<p>To step up inspections to public toilets to ensure compliance with occupational safety and health standards, and to organise talks for the cleansing workers and to complete the campaign in early 2002</p> <p>(2001)</p>	<p><i>(Action Completed)</i></p>

Initiative	Target	Present Position
<p>To improve the safety performance of construction sub-contractors by holding both the principal contractor and the sub-contractor jointly and severally liable for offences</p> <p><i>(Education and Manpower Bureau (EMB))</i></p>	<p>To introduce an amendment to the Construction Sites (Safety) Regulations in 2001</p> <p><i>(2000)</i></p>	<p>To incorporate in the legislative exercise amendments to clarify certain provisions of the Construction Sites (Safety) Regulations in response to a recent High Court ruling.</p> <p><i>(Action in Progress : Under Review)</i></p>
<p>To introduce a new regulation under the Occupational Safety and Health Ordinance on the provision and use of personal protective equipment</p> <p><i>(EMB)</i></p>	<p>To introduce a regulation into the Legislative Council in late 2000 to ensure that employees are provided with suitable personal protective equipment and given adequate and appropriate information, instruction and training on the use of such equipment</p> <p><i>(1999)</i></p>	<p>We are considering the way forward in the light of public feedback.</p> <p><i>(Action in Progress : Under Review)</i></p>
<p>To require workers engaged in hazardous occupations to undergo pre-employment and periodic medical examinations by Appointed Medical Practitioners</p> <p><i>(EMB)</i></p>	<p>To introduce a new legislation into the Legislative Council in the 1998-1999 legislative session</p> <p><i>(1998)</i></p>	<p><i>(Action Completed)</i></p>