

## Head 90 — LABOUR DEPARTMENT

**Controlling officer:** the Commissioner for Labour will account for expenditure under this Head.

<b>Estimate 2021–22</b> .....	<b>\$2,728.6m</b>
<b>Establishment ceiling 2021–22</b> (notional annual mid-point salary value) representing an estimated 2 573 non-directorate posts as at 31 March 2021 reducing by 13 posts to 2 560 posts as at 31 March 2022.....	<b>\$1,514.0m</b>
In addition, there will be an estimated 19 directorate posts as at 31 March 2021 reducing by one post to 18 posts as at 31 March 2022.	
<b>Commitment balance</b> .....	<b>\$881.6m</b>

### Controlling Officer’s Report

#### Programmes

<p><b>Programme (1) Labour Relations</b>  <b>Programme (2) Employment Services</b>  <b>Programme (3) Safety and Health at Work</b>  <b>Programme (4) Employees’ Rights and Benefits</b></p>	<p>These programmes contribute to Policy Area 8: Employment and Labour (Secretary for Labour and Welfare).</p>
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#### Detail

##### Programme (1): Labour Relations

	2019–20 (Actual)	2020–21 (Original)	2020–21 (Revised)	2021–22 (Estimate)
Financial provision (\$m)	219.5	249.2	251.8 (+1.0%)	279.6 (+11.0%)
				(or +12.2% on 2020–21 Original)

#### Aim

2 The aim is to maintain and foster harmonious employer-employee relations in establishments outside the government sector.

#### Brief Description

3 The Department provides voluntary conciliation service to assist employers and employees to resolve labour disputes and claims. It promotes understanding of labour laws and encourages good human resource management (GHRM) practices.

4 In 2020–21, the Department launched a series of promotional activities to enhance public understanding of the Employment Ordinance (Cap. 57) (EO) including the extension of statutory maternity leave from ten weeks to 14 weeks. It also organised a wide range of publicity activities on “employee-oriented” GHRM practices, such as seminars and talks, as well as a campaign to encourage employers to become signatories of a charter to adopt GHRM practices. Besides, a new set of television and radio Announcements in the Public Interest was produced to promote the use of written employment contract. For abolishing the “offsetting” of severance payment and long service payment by the accrued benefits of employers’ mandatory contributions under the Mandatory Provident Fund System (the “offsetting” arrangement), the Department continued working at full steam on thrashing out the implementation details and drafting the bills in collaboration with relevant bureaux and departments as well as other stakeholders.

5 The Department is responsible for the adjudication of minor employment claims and administration of trade unions.

6 The key performance measures in respect of labour relations are:

#### Targets

	Target	2019 (Actual)	2020 (Actual)	2021 (Plan)
waiting time for consultation meetings .....	within 30 mins.	within 30 mins.	within 30 mins.	<b>within 30 mins.</b>

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	Target	2019 (Actual)	2020 (Actual)	2021 (Plan)
waiting time for conciliation meetings for claims.....	within 5 weeks	within 5 weeks	within 5 weeks	<b>within 5 weeks</b>
waiting time for claims to be adjudicated after filing with the Minor Employment Claims Adjudication Board (MECAB) ...	within 5 weeks	within 5 weeks	within 5 weeks	<b>within 5 weeks</b>
processing registration of new trade unions.....	within 4 weeks	within 4 weeks	within 4 weeks	<b>within 4 weeks</b>
processing registration of changes of union names/rules .....	within 10 days	within 10 days	within 10 days	<b>within 10 days</b>
visits to trade unions.....	360	360	115 <sup>λ</sup>	<b>360</b>

<sup>λ</sup> The figure was lower than that in 2019 owing to the special work arrangements for government employees in the light of the COVID-19 pandemic.

### Indicators

	2019 (Actual)	2020 (Actual)	2021 (Estimate)
consultation meetings held.....	65 343	42 445 <sup>α</sup>	<b>65 300</b>
labour disputes and claims handled.....	13 831	11 076 <sup>α</sup>	<b>13 800</b>
labour disputes and claims with conciliation service rendered <sup>^</sup> .....	13 219	10 586 <sup>α</sup>	<b>13 200</b>
labour disputes and claims resolved through conciliation .....	10 028	7 904 <sup>α</sup>	<b>10 000</b>
labour disputes and claims resolved through conciliation (%) .....	75.9	74.7	<b>75.8</b>
working days lost from labour disputes known .....	0	23 300 <sup>μ</sup>	<b>N.A.</b>
claims adjudicated by MECAB.....	570	370 <sup>α</sup>	<b>570</b>
cases of registration of new trade unions and changes of union names/rules .....	121	573	<b>640</b>

<sup>α</sup> The figure was lower than that in 2019 owing to the special work arrangements for government employees in the light of the COVID-19 pandemic.

<sup>^</sup> Excluding labour disputes and claims for which conciliation service is not rendered because the employers concerned are insolvent or cannot be reached.

<sup>μ</sup> The increase was attributed to an industrial action involving a large number of employees.

### Matters Requiring Special Attention in 2021–22

7 Major new plans for 2021–22 include:

- continuing to pursue the legislative proposal for abolishing the “offsetting” arrangement with a view to coming up with the bills for introduction into the Legislative Council; and
- pursuing a proposal to increase progressively the number of statutory holidays under the EO.

### Programme (2): Employment Services

	2019–20 (Actual)	2020–21 (Original)	2020–21 (Revised)	2021–22 (Estimate)
Financial provision (\$m)	588.1	752.6	556.2 (–26.1%)	<b>715.0</b> (+28.6%)
				(or –5.0% on 2020–21 Original)

### Aim

8 The aim is to provide a comprehensive range of free employment assistance and recruitment services to help job seekers find suitable jobs and employers recruit workers.

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### *Brief Description*

9 The Department provides free employment service to all job seekers. It provides assistance and counselling services to the unemployed and persons with disabilities; career guidance, pre-employment and on-the-job training (OJT) to young people; and labour market information to all job seekers, including new arrivals and ethnic minorities (EM). The Department also implements employment programmes with a view to promoting the employment of the elderly, young people and persons with disabilities. In light of the deterioration in local employment situation, the Department raised the ceiling of OJT allowance payable to employers under its employment programmes in September 2020, with a view to further encouraging employers to hire the elderly and middle-aged, young people and persons with disabilities and provide them with OJT. The Department also launched a pilot scheme at the same time to encourage eligible elderly persons, young people and persons with disabilities to undergo and complete OJT under the employment programmes through the provision of a retention allowance, thereby stabilising employment. Moreover, the Department launched a pilot programme in conjunction with non-governmental organisations in November 2020 to provide employment services for EM job seekers through a case management approach.

10 The Department regulates employment agencies (EAs) in Hong Kong through licensing, inspection, complaint investigation and prosecution. It prosecutes EAs that breach Part XII of the EO and the Employment Agency Regulations (Cap. 57A), including overcharging job seekers commission or operating without a valid licence. The Department will continue to take enforcement and prosecution action against unscrupulous EAs.

11 The Department is also responsible for processing applications under the Supplementary Labour Scheme (SLS) and ensuring employment priority for local workers in filling SLS vacancies.

12 Moreover, the Department is responsible for discussion of new and expanded Working Holiday Schemes with overseas economies as well as the promotion of the Schemes so that more of our young people can broaden their horizons through temporarily living and working overseas.

13 The key performance measures in respect of employment services are:

### *Targets*

	Target	2019 (Actual)	2020 (Actual)	2021 (Plan)
displaying vacancy information upon receipt of request from employers .....	90% of vacancies displayed within 5 working days	99% of vacancies displayed within 5 working days	99% of vacancies displayed within 5 working days	<b>95% of vacancies displayed within 5 working days</b>
arranging job referral upon receipt of request from job seekers .....	within 30 mins. of appointment time	within 30 mins. of appointment time	within 30 mins. of appointment time	<b>within 30 mins. of appointment time</b>
issuing EA licences .....	within 2 weeks	within 2 weeks	within 2 weeks	<b>within 2 weeks</b>
inspections of EAs.....	2 000	2 043	1 405 <sup>β</sup>	<b>2 000</b>

β The figure was lower than that in 2019 owing to the special work arrangements for government employees in the light of the COVID-19 pandemic.

### *Indicators*

	2019 (Actual)	2020 (Actual)	2021 (Estimate)
able-bodied job seekers			
persons registered.....	43 742	41 180	<b>41 000</b>
placements.....	111 568	126 785 <sup>§</sup>	<b>126 800</b>
job seekers with disabilities			
persons registered.....	2 766	2 478	<b>2 700</b>
placements.....	2 213	1 741 <sup>φ</sup>	<b>2 200</b>
young people enrolled in the Youth Employment and Training Programme (YETP) <sup>Ω</sup> .....	4 572	3 418 <sup>γ</sup>	<b>4 500</b>
employment and self-employment advisory and support services provided by the Youth Employment Resource Centres.....	70 305	21 705 <sup>γ</sup>	<b>72 000</b>

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	2019 (Actual)	2020 (Actual)	2021 (Estimate)
EA licences issued.....	3 266	3 239	<b>3 300</b>
applications under the SLS processed.....	1 153	1 143	<b>1 140</b>

- § Of the 126 785 placements for able-bodied job seekers recorded by the Department in 2020, 4 873 placements were secured through the Department's referral service and 121 912 placements were made through job seekers' direct application to employers who advertised vacancies via the Department. The latter placement figure was derived from the Department's periodic sample surveys with employers. Care should be exercised in comparing the 2020 placement figures with those in previous years owing to changes in parameters of the placement survey.
- φ Of the 1 741 placements for job seekers with disabilities recorded by the Department in 2020, 1 102 placements were secured through the Department's referral service and 639 placements were made through job seekers' direct application to employers after receiving the Department's assistance.
- Ω YETP operates on a programme year basis, running from September each year to August of the following year. The numbers of trainees enrolled in 2019 and 2020 refer to the numbers of trainees enrolled in the 2018/19 programme year and the 2019/20 programme year respectively.
- γ The figure was lower than that in 2019 owing to the special work arrangements for government employees in the light of the COVID-19 pandemic.

### *Matters Requiring Special Attention in 2021–22*

#### **14** Major new plans for 2021–22 include:

- launching the Greater Bay Area Youth Employment Scheme to encourage enterprises to recruit and deploy local university graduates to work in the Mainland cities of the Guangdong-Hong Kong-Macao Greater Bay Area;
- strengthening liaison with employers with recruitment needs to enhance job matching and organising more thematic job fairs to help job seekers secure employment; and
- integrating the Higher Education Employment Information e-Platform of the Department into its Interactive Employment Service website to achieve synergy in serving job seekers with higher education both within and outside Hong Kong.

### **Programme (3): Safety and Health at Work**

	2019–20 (Actual)	2020–21 (Original)	2020–21 (Revised)	2021–22 (Estimate)
Financial provision (\$m)	654.5	662.6	662.3 (—)	<b>688.2</b> (+3.9%)

(or +3.9% on  
2020–21 Original)

#### *Aim*

**15** The aim is to ensure that risks to the safety and health of people at work are properly managed by legislation, as well as enforcement, education and publicity efforts.

#### *Brief Description*

**16** This programme covers the enforcement of the Occupational Safety and Health Ordinance (Cap. 509) (OSHO), the Factories and Industrial Undertakings Ordinance (Cap. 59) (FIUO) and the Boilers and Pressure Vessels Ordinance (Cap. 56) (BPVO). In addition to regular surprise inspections, special enforcement operations (SEOs) and in-depth inspections targeting specific risks or accident-prone workplaces, including those industries or establishments with poor performance records, are launched. Enhanced participation in site safety management committee meetings of public works projects continues. In 2020, SEOs were conducted in several areas, including new construction works (with emphasis on work-at-height, lifting operations and electrical works); renovation, maintenance, alteration and addition (RMAA) works; logistics, cargo and container handling works; waste management works, etc. Statutory suspension notices are issued to remove imminent risks to the safety and health of those at work, and improvement notices are issued to secure prompt rectification of irregularities to prevent accidents. Prosecution is taken out to sanction those who have breached the above-mentioned legislation and to deter others from committing similar offences. The Department also provides training courses, organises seminars and advises stakeholders on the prevention of accidents and work hazards, and issues safety publications and publicity materials. Promotional visits are also conducted to encourage employers to take ownership in managing potential risks at workplaces.

**17** In 2020–21, due to the COVID-19 pandemic, two annual large-scale safety award schemes targeting the construction industry and the catering industry were cancelled. To sustain the engagement and promotion efforts, two major promotional campaigns were instead organised for the two industries. Other promotion and publicity programmes were also organised to raise the safety awareness of work-at-height, electrical work, RMAA works, etc.

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18 In 2020–21, the Department launched another large-scale promotional campaign on heat stroke prevention in collaboration with the Occupational Safety and Health Council. Through distributing protective equipment, broadcasting a new publicity video and conducting extensive publicity, the campaign sought to remind outdoor workers and their employers of the potential hazards of working under very hot weather and the need to take suitable preventive measures. Besides, the Department continued with the effort to manage the health risk of standing at work through inspection and enforcement.

19 The key performance measures in respect of safety and health at work are:

### *Targets*

	Target	2019 (Actual)	2020 (Actual)	2021 (Plan)
inspections under the FIUO and the OSHO <sup>Ψ</sup> .....	114 700	166 036	105 286 <sup>ρ</sup>	<b>131 800</b>
inspections per field inspector under the FIUO and the OSHO .....	450	543	332 <sup>ρ</sup>	<b>450</b>
investigation of occupational diseases .....	within 24 hours upon notification	within 24 hours upon notification	within 24 hours upon notification	<b>within 24 hours upon notification</b>
promotional visits to workplaces under the FIUO and the OSHO .....	4 860	6 633	3 921 <sup>ρ</sup>	<b>5 560</b>
inspections under the BPVO .....	4 630	4 680	3 795 <sup>ρ</sup>	<b>4 630</b>
inspections per field inspector under the BPVO .....	1 030	1 040	843 <sup>ρ</sup>	<b>1 030</b>
processing registration of pressure equipment .....	within 3 weeks	within 3 weeks	within 3 weeks	<b>within 3 weeks</b>
organising talks, lectures and seminars .....	2 040	2 046	694 <sup>ρ</sup>	<b>2 040</b>

Ψ Depending on the complexity of the workplaces, inspections are sometimes conducted by more than one officer. A joint inspection undertaken by two officers is counted as two inspections. The total number of workplaces inspected was 46 634 in 2020. Inspections include those conducted at workplaces which are found to be locked, removed or not in operation during inspection; and the numbers of workplaces which were found locked, removed or not in operation during inspection in 2020 were 3 201, 1 003 and 1 263 respectively.

ρ The figure was lower than that in 2019 owing to the special work arrangements for government employees in the light of the COVID-19 pandemic.

### *Indicators*

	2019 (Actual)	2020 (Actual)	2021 (Estimate)
fatal accidents in industrial undertakings .....	22	22 <sup>δ</sup>	N.A.
non-fatal accidents in industrial undertakings .....	9 232	6 659 <sup>δ</sup>	N.A.
accident rate per 1 000 industrial employees .....	14.8	11.4 <sup>δ</sup>	N.A.
fatal accidents in non-industrial undertakings <sup>Δ</sup> .....	227	193 <sup>δ</sup>	N.A.
non-fatal accidents in non-industrial undertakings .....	23 391	18 298 <sup>δ</sup>	N.A.
accident rate per 1 000 employees in non-industrial undertakings .....	9.8	7.9 <sup>δ</sup>	N.A.
investigation of accidents at workplaces .....	20 243	13 529 <sup>φ</sup>	<b>20 200</b>
warnings issued by occupational safety officers .....	33 633	20 261 <sup>φ</sup>	<b>33 600</b>
prosecutions taken .....	3 008	2 739 <sup>φ</sup>	<b>3 000</b>
suspension/improvement notices issued .....	4 528	3 104 <sup>φ</sup>	<b>4 530</b>
investigation of occupational diseases and occupational health problems .....	2 625	1 866 <sup>φ</sup>	<b>2 600</b>
medical examinations .....	1 275	1 328	<b>1 200</b>
clinical consultations .....	10 718	6 327 <sup>φ</sup>	<b>10 700</b>
occupational hygiene surveys <sup>‡</sup> .....	6 024	3 832 <sup>φ</sup>	<b>6 600</b>
pressure equipment newly registered .....	2 022	2 040	<b>2 000</b>
examinations conducted and exemptions granted for the issue or endorsement of certificates of competency .....	543	349 <sup>φ</sup>	<b>500</b>
warnings issued under the BPVO .....	3 007	3 049	<b>3 000</b>

δ These are provisional accident statistics as some of the accidents which occurred towards the end of the year have yet to be verified. The figures are subject to adjustments pending data analysis and accident investigations.

Δ These include cases which are unrelated to work as suggested by medical and other evidence.

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- φ The figure was lower than that in 2019 owing to the special work arrangements for government employees in the light of the COVID-19 pandemic.
- ‡ An occupational hygiene survey is an assessment on the general/specific health hazards that a workplace might cause to the employees. Depending on its complexity, a survey may need to be undertaken by more than one officer. A joint survey undertaken by two officers is counted as two surveys.

### *Matters Requiring Special Attention in 2021–22*

**20** Major new plans for 2021–22 include:

- intensifying preventive and enforcement efforts to tackle fall-from-height hazards and other work hazards in workplaces through executing targeted inspection strategies, encouraging reports on unsafe working condition, etc., especially for the construction industry;
- preparing for the launch of a three-year Pilot Rehabilitation Programme for Employees Injured at Work targeting the construction industry;
- pursuing an increase of maximum penalties for occupational safety and health (OSH) offences through legislative amendments;
- refining the statutory notification mechanism of construction works to cover those with shorter durations or engaging less workers but involving relatively high risks to facilitate early inspection by the Department;
- launching safety promotion initiatives and large-scale promotional programmes to further enhance the awareness and performance of stakeholders in the construction and catering industries on OSH, including production of animation videos; and
- reviewing the operation code and guidance notes of the “Approved Conditions for Operating Mandatory Safety Training Courses” to enhance the quality of mandatory safety training for workers of specified industries/trades.

### **Programme (4): Employees’ Rights and Benefits**

	2019–20 (Actual)	2020–21 (Original)	2020–21 (Revised)	<b>2021–22 (Estimate)</b>
Financial provision (\$m)	478.0	528.0	510.6 (–3.3%)	<b>1,045.8</b> (+104.8%)
				(or +98.1% on 2020–21 Original)

### *Aim*

**21** The aim is to safeguard the rights and benefits of employees under labour laws.

### *Brief Description*

**22** The Department safeguards the rights and benefits of all employees and combats illegal employment through inspections to workplaces and other premises, processing employees’ compensation claims, administering the Protection of Wages on Insolvency Fund (PWIF) and investigating complaints relating to the employment of imported workers.

**23** The Department takes rigorous enforcement action against wage offences, including breaches of the Statutory Minimum Wage (SMW) provisions and wilful defaults of Labour Tribunal or MECAB awards, through initiating speedy investigation into reported offences, conducting trade-targeted campaigns to detect offences, strengthening intelligence gathering and evidence collection, and taking out prompt prosecution.

**24** The Department organises territory-wide publicity activities to assist employers and employees in understanding their respective obligations and entitlements under the SMW regime.

**25** Targeted operations are mounted with the Police and the Immigration Department to combat illegal employment for protecting the job opportunities of local workers. The Department also launches publicity programmes to enhance public awareness of the serious consequences of employing illegal workers.

**26** The Department continues to provide support and assistance to foreign domestic helpers (FDHs) and employers through the dedicated FDH hotline, collaboration with Consulates-General and various publicity efforts. In September 2020, the Department set up a dedicated FDH Division to ensure effective co-ordination and implementation of measures to enhance protection of FDHs and to provide better support to FDHs and their employers. The FDH Division’s major responsibilities include: enhancing promotion and education to improve FDHs’ and their employers’ understanding of their respective rights and obligations; providing support services for FDHs and their employers; supporting the implementation of FDH policy measures; and exploring new source countries of FDHs.

**27** To promote equal employment opportunities, the Department keeps up its publicity efforts in enhancing public awareness of the importance of eliminating age discrimination in employment.

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28 The key performance measures in respect of employees' rights and benefits are:

### *Targets*

	Target	2019 (Actual)	2020 (Actual)	2021 (Plan)
inspections to workplaces .....	140 000	152 927#	104 138⊙	140 000
inspections per field labour inspector .....	780	777	526θ	780
starting investigation of complaints by labour inspector .....	within 1 week upon receipt	within 1 week upon receipt	within 1 week upon receipt	within 1 week upon receipt
waiting time for sick leave clearance for injured employees.....	within 30 mins. of appointment time	within 30 mins. of appointment time	within 30 mins. of appointment time	within 30 mins. of appointment time
issuing certificates of compensation assessment .....	within 3 weeks	within 3 weeks	within 3 weeks	within 3 weeks
effecting payment in respect of applications to the PWIF .....	within 10 weeks	within 10 weeks	within 10 weeks	within 10 weeks

# Out of the total 152 927 workplace inspections in 2019, 17 144 (11.2%) workplaces were locked, 25 308 (16.5%) were removed and 94 (0.1%) were not in operation.

⊙ Out of the total 104 138 workplace inspections in 2020, 10 552 (10.1%) workplaces were locked, 15 837 (15.2%) were removed and 41 (0.04%) were not in operation. The inspection figure was lower than that in 2019 owing to the special work arrangements for government employees in the light of the COVID-19 pandemic.

θ The figure was lower than that in 2019 owing to the special work arrangements for government employees in the light of the COVID-19 pandemic.

### *Indicators*

	2019 (Actual)	2020 (Actual)	2021 (Estimate)
warnings issued.....	731	519¶	730
prosecutions taken.....	2 754	2 360¶	2 400
sick leave clearance interviews for injured employees conducted.....	41 159	31 768¶	41 000
employees' compensation claims processed.....	48 421	38 756¶	46 000
applications for payment under the PWIF processed.....	2 865	2 753¶	4 000
cases related to imported workers under the SLS investigated.....	49	87	80

¶ The figure was lower than that in 2019 owing to the special work arrangements for government employees in the light of the COVID-19 pandemic.

### *Matters Requiring Special Attention in 2021–22*

29 Major new plans for 2021–22 include:

- implementing the new Reimbursement of Maternity Leave Pay Scheme to reimburse the additional four weeks' maternity leave pay under the EO to employers; and
- pursuing a proposal to extend employees' compensation protection to employees commuting to or from work under "extreme conditions" announced by the Government.

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### ANALYSIS OF FINANCIAL PROVISION

	2019–20 (Actual) (\$m)	2020–21 (Original) (\$m)	2020–21 (Revised) (\$m)	2021–22 (Estimate) (\$m)
<b>Programme</b>				
(1) Labour Relations .....	219.5	249.2	251.8	<b>279.6</b>
(2) Employment Services.....	588.1	752.6	556.2	<b>715.0</b>
(3) Safety and Health at Work .....	654.5	662.6	662.3	<b>688.2</b>
(4) Employees' Rights and Benefits .....	478.0	528.0	510.6	<b>1,045.8</b>
	1,940.1	2,192.4	1,980.9 (–9.6%)	<b>2,728.6</b> <b>(+37.7%)</b>
				<b>(or +24.5% on 2020–21 Original)</b>

#### Analysis of Financial and Staffing Provision

##### Programme (1)

Provision for 2021–22 is \$27.8 million (11.0%) higher than the revised estimate for 2020–21. This is mainly due to increased operating expenses, cash flow requirement for a new non-recurrent item relating to the Employers' Designated Savings Account Scheme, filling of vacancies and salary increments for staff. There will be a net decrease of three posts.

##### Programme (2)

Provision for 2021–22 is \$158.8 million (28.6%) higher than the revised estimate for 2020–21. This is mainly due to increased expenditure on employment programmes and operating expenses, filling of vacancies and salary increments for staff. There will be a decrease of one post.

##### Programme (3)

Provision for 2021–22 is \$25.9 million (3.9%) higher than the revised estimate for 2020–21. This is mainly due to increased operating expenses, cash flow requirement for a new non-recurrent item relating to the Pilot Rehabilitation Programme for Employees Injured at Work, filling of vacancies and salary increments for staff. There will be a net decrease of two posts.

##### Programme (4)

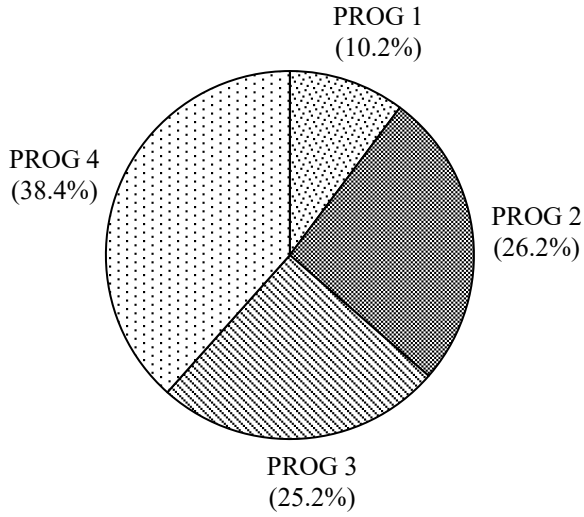
Provision for 2021–22 is \$535.2 million (104.8%) higher than the revised estimate for 2020–21. This is mainly due to additional provision required for implementing the Reimbursement of Maternity Leave Pay Scheme, increased operating expenses, filling of vacancies and salary increments for staff. There will be a net decrease of eight posts.



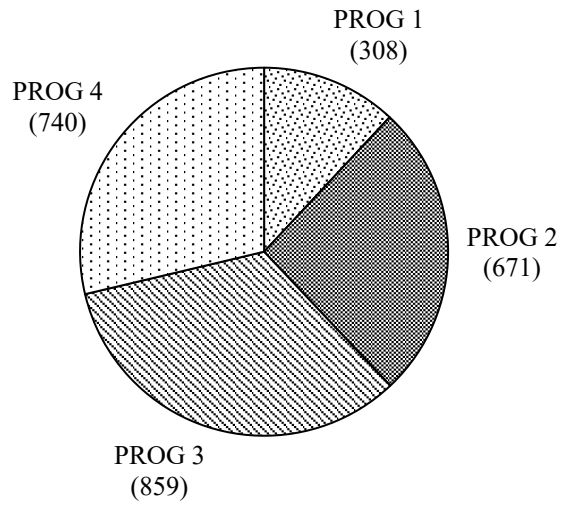
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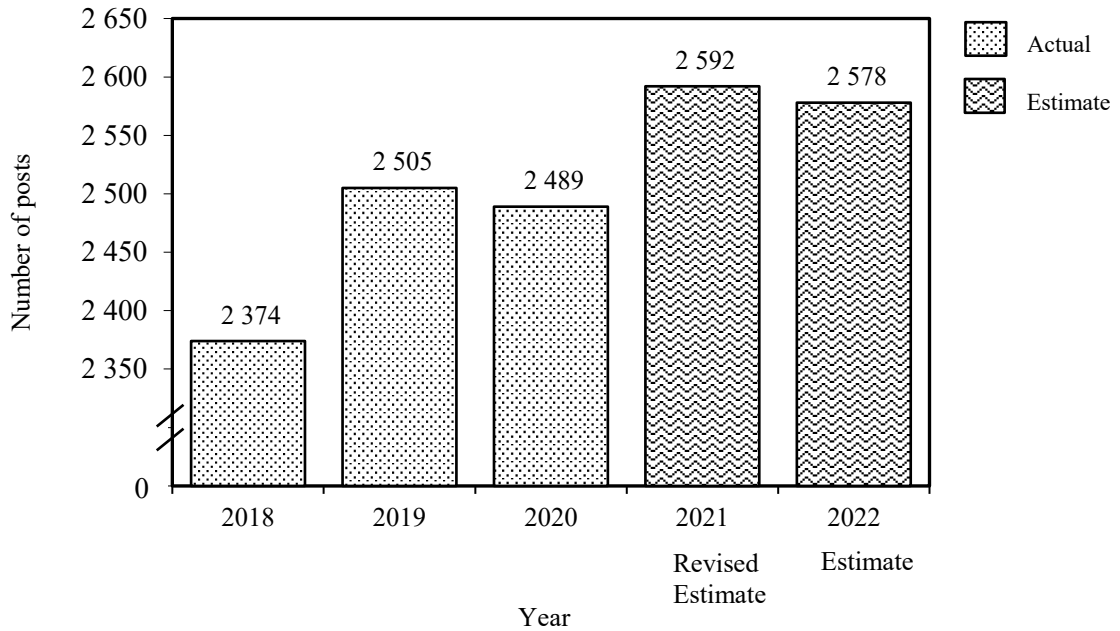
*Allocation of provision  
to programmes  
(2021-22)*



*Staff by programme  
(as at 31 March 2022)*



*Changes in the size of the establishment  
(as at 31 March)*



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Sub-head (Code)	Actual expenditure 2019–20	Approved estimate 2020–21	Revised estimate 2020–21	Estimate 2021–22
	\$'000	\$'000	\$'000	\$'000
<b>Operating Account</b>				
Recurrent				
000	1,879,515	2,181,851	1,960,770	<b>2,188,291</b>
276	—	—	9,300	<b>524,000</b>
280	6,914	7,804	8,058	<b>8,622</b>
295	2,420	2,731	2,820	<b>3,018</b>
	<u>1,888,849</u>	<u>2,192,386</u>	<u>1,980,948</u>	<u><b>2,723,931</b></u>
Non-Recurrent				
700	51,214	—	1	<b>4,700</b>
	<u>51,214</u>	<u>—</u>	<u>1</u>	<u><b>4,700</b></u>
	1,940,063	2,192,386	1,980,949	<b>2,728,631</b>
Total Expenditure .....				
	<u><u>1,940,063</u></u>	<u><u>2,192,386</u></u>	<u><u>1,980,949</u></u>	<u><u><b>2,728,631</b></u></u>

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### Details of Expenditure by Subhead

The estimate of the amount required in 2021–22 for the salaries and expenses of the Labour Department is \$2,728,631,000. This represents an increase of \$747,682,000 over the revised estimate for 2020–21 and \$788,568,000 over the actual expenditure in 2019–20.

#### *Operating Account*

#### Recurrent

2 Provision of \$2,188,291,000 under *Subhead 000 Operational expenses* is for the salaries, allowances and other operating expenses of the Labour Department. The increase of \$227,521,000 (11.6%) over the revised estimate for 2020–21 is mainly due to increased operating expenses.

3 The establishment as at 31 March 2021 will be 2 592 posts including three supernumerary posts. It is expected that there will be a net decrease of 14 posts in 2021–22. Subject to certain conditions, the controlling officer may under delegated power create or delete non-directorate posts during 2021–22, but the notional annual mid-point salary value of all such posts must not exceed \$1,513,971,000.

4 An analysis of the financial provision under *Subhead 000 Operational expenses* is as follows:

	2019–20 (Actual) (\$'000)	2020–21 (Original) (\$'000)	2020–21 (Revised) (\$'000)	<b>2021–22 (Estimate) (\$'000)</b>
Personal Emoluments				
- Salaries.....	1,394,171	1,479,134	1,437,491	<b>1,484,606</b>
- Allowances.....	36,474	39,966	32,862	<b>26,196</b>
- Job-related allowances.....	—	3	3	<b>3</b>
Personnel Related Expenses				
- Mandatory Provident Fund contribution.....	5,986	8,939	6,363	<b>6,891</b>
- Civil Service Provident Fund contribution.....	69,556	76,462	77,932	<b>84,606</b>
Departmental Expenses				
- General departmental expenses .....	313,491	524,659	355,378	<b>538,834</b>
Other Charges				
- Campaigns, exhibitions and publicity.....	59,837	52,688	50,741	<b>47,155</b>
	1,879,515	2,181,851	1,960,770	<b>2,188,291</b>

5 Provision of \$524 million under *Subhead 276 Implementation of the Reimbursement of Maternity Leave Pay Scheme* is to meet the expenditure on reimbursing the additional four weeks' maternity leave pay under the Employment Ordinance (Cap. 57) to employers and other operating expenses. There is an increase of \$514,700,000 (5 534.4%) over the revised estimate for 2020–21 due to the scheduled implementation of the Scheme in the first half of 2021.

6 Provision of \$8,622,000 under *Subhead 280 Contribution to the Occupational Safety and Health Council* is to meet the annual contribution to the Occupational Safety and Health Council (OSHC). The amount of contribution is currently based on a proportion of the amount of levy received by the OSHC, with the proportion equivalent to the ratio of the size of the civil service to the working population in Hong Kong.

7 Provision of \$3,018,000 under *Subhead 295 Contribution to the Occupational Deafness Compensation Board* is to meet the annual contribution to the Occupational Deafness Compensation Board under a similar arrangement as for the OSHC.

## Head 90 — LABOUR DEPARTMENT

### Commitments

Sub-head (Code)	Item (Code)	Ambit	Approved commitment	Accumulated expenditure to 31.3.2020	Revised estimated expenditure for 2020–21	Balance
			\$'000	\$'000	\$'000	\$'000
<b><i>Operating Account</i></b>						
700		<i>General non-recurrent</i>				
	805	Pilot Rehabilitation Programme for Employees Injured at Work <sup>τ</sup> .....	434,343 <sup>τ</sup>	—	—	434,343
	806	Implementation of the Employers' Designated Savings Account Schemes .....	447,230 <sup>τ</sup>	—	—	447,230
		Total .....	<u>881,573</u>	<u>—</u>	<u>—</u>	<u>881,573</u>

<sup>τ</sup> This is a new item, funding for which is sought in the context of the Appropriation Bill 2021.