Labour Administration

LABOUR ADMINISTRATION:
PROFILE ON HONG KONG

International Labour Organisation
Asian and Pacific Regional Centre for
Labour Administration (ARPLA)
Bangkok
PREFACE

During the past decade or so labour administrations throughout the Asian and Pacific region have been undergoing constant transformation as a result of being called upon to take on new and expanding responsibilities. These developments have, however, been of a diverse nature. In some countries new institutional arrangements have been made, while in others innovative programmes have been introduced. Information on institutional and programme developments, in particular, can play an effective role in improvement of the national labour administration system and services.

Such information is, however, not available anywhere in consolidated form. Labour administrations in the region are, therefore, faced with information gaps in their efforts to improve their services, whether over the crucial areas of traditional activities or for possible expansion of labour administration activities into new areas.

ARPLA has now embarked upon the exercise of drawing up Country Profiles on labour administrations in Asian and Pacific countries for the purpose of dissemination of such information among the participating countries and other interested agencies. The profile on Hong Kong is the first in the series.

It will be seen that the labour administration in Hong Kong has a number of distinctive features which need special mention. It undertakes developmental activities through the Hong Kong Productivity Council, which provides a variety of services to industry with a view to increasing productivity. These include training programmes, management and industrial consultancy, technical assistance and computer and research services.

The Labour Department is also closely involved in matters concerning manpower training and planning, and contributes information and experience to policy formulation and implementation of manpower training in Hong Kong. The Department works in close liaison with the Vocational Training Council and the Construction Industry Training Authority. In addition to its traditional functions, the Employment Service is engaged in providing specialised employment assistance to the physically handicapped, the mentally handicapped and the extremely ill. The Youth Employment Advisory Service is another useful programme run by the Employment Service. It is a planned programme geared to helping young people choose a career best suited to their abilities and interests.

The Labour Inspection Service undertakes safety education in a big way. During 1986, the Industrial Safety Training Centre offered 358 training courses to 10,783 participants, including workers and employers. It also conducted 214 talks on work safety to 13,995 persons from different organisations, including institutes of higher education, vocational training schools, and to employees and employers. The
A publicity programme on occupational safety and health includes radio programmes, special television programmes, variety shows, safety posters and industrial safety and health exhibitions. Voluntary Safety Movement Promotion is another innovation introduced by the labour inspection service.

The Labour Relations Service is also attempting new methods of promoting industrial harmony. These include visits to employers' and employees' organisations, organising training courses, talks at seminars and helping employers to set up joint consultation machinery to improve mutual understanding and good relations. The Labour Tribunal provides a quick, inexpensive and informal method of adjudicating certain types of disputes between employees and employers. It complements the conciliation services provided by the Labour Relations Division.

A very important feature of the organisational structure of the labour administration in Hong Kong is its publication programme. Publications in English and Chinese are available covering topics like conditions of employment, labour relations, employment services, career guidance, employees' compensation and industrial safety and occupational health, besides those describing the annual activities and services offered by the Labour Department.

We are indebted to the Labour Department, Hong Kong, for furnishing the material for this report and permitting us to publish it.

We hope that the dissemination of such information would help labour ministries in the region keep abreast of latest developments in this field, and lead to modernising their services and extending their activities to the hitherto unregulated sectors employing large numbers of workers in unsatisfactory conditions. The profiles will be regularly updated and any suggestions for improvements will be most welcome.

A.M.A.H. Siddiqui
Chief Technical Adviser

Bangkok
November 1987
CONTENTS

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>PREFACE</td>
<td>(i)</td>
</tr>
<tr>
<td>LABOUR ADMINISTRATION SYSTEM IN HONG KONG</td>
<td>1</td>
</tr>
<tr>
<td>• LABOUR DEPARTMENT</td>
<td>3</td>
</tr>
<tr>
<td>Staff Strength and Organisational Structure</td>
<td>3</td>
</tr>
<tr>
<td>• Labour Inspection Service</td>
<td>3</td>
</tr>
<tr>
<td>• Other Services</td>
<td>3</td>
</tr>
<tr>
<td>• Employment Service</td>
<td>4</td>
</tr>
<tr>
<td>• Labour Relations Service</td>
<td>4</td>
</tr>
<tr>
<td>Budget</td>
<td>4</td>
</tr>
<tr>
<td>• REGISTRY OF TRADE UNIONS</td>
<td>4</td>
</tr>
<tr>
<td>• HONG KONG PRODUCTIVITY COUNCIL</td>
<td>4</td>
</tr>
<tr>
<td>• VOCATIONAL TRAINING COUNCIL</td>
<td>5</td>
</tr>
<tr>
<td>• CONSTRUCTION INDUSTRY TRAINING AUTHORITY</td>
<td>5</td>
</tr>
<tr>
<td>• CLOTHING INDUSTRY TRAINING AUTHORITY</td>
<td>5</td>
</tr>
<tr>
<td>• LABOUR ADVISORY BOARD</td>
<td>5</td>
</tr>
<tr>
<td>A. LABOUR INSPECTION SERVICE</td>
<td>7</td>
</tr>
<tr>
<td>• Women and Young Persons Division</td>
<td>9</td>
</tr>
<tr>
<td>• Organisational Structure</td>
<td>9</td>
</tr>
<tr>
<td>• Staff Strength</td>
<td>9</td>
</tr>
<tr>
<td>• Role and Functions</td>
<td>9</td>
</tr>
<tr>
<td>• Minimum Age for Employment</td>
<td>10</td>
</tr>
</tbody>
</table>
CONTENTS (continued)

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Factory Inspectorate Division</td>
<td>10</td>
</tr>
<tr>
<td>• Organisational Structure</td>
<td>10</td>
</tr>
<tr>
<td>• Staff Strength</td>
<td>11</td>
</tr>
<tr>
<td>• Role and Functions</td>
<td>11</td>
</tr>
<tr>
<td>• Headquarters Office</td>
<td>11</td>
</tr>
<tr>
<td>• Field Divisional Offices</td>
<td>11</td>
</tr>
<tr>
<td>• Building and Engineering Construction Divisional Offices</td>
<td>11</td>
</tr>
<tr>
<td>• Industrial Safety Training Centre</td>
<td>12</td>
</tr>
<tr>
<td>• Safety Education</td>
<td>12</td>
</tr>
<tr>
<td>• Safety Publicity</td>
<td>12</td>
</tr>
<tr>
<td>• Voluntary Safety Movement Promotion</td>
<td>12</td>
</tr>
<tr>
<td>• Industrial Safety Committee and Seminars Office</td>
<td>13</td>
</tr>
<tr>
<td>• Number of Occupational Injury Cases</td>
<td>13</td>
</tr>
<tr>
<td>Pressure Equipment Division</td>
<td>13</td>
</tr>
<tr>
<td>• Organisational Structure and Staff Strength</td>
<td>13</td>
</tr>
<tr>
<td>• Role and Functions</td>
<td>13</td>
</tr>
<tr>
<td>Mines Division</td>
<td>14</td>
</tr>
<tr>
<td>• Organisational Structure</td>
<td>14</td>
</tr>
<tr>
<td>• Staff Strength</td>
<td>14</td>
</tr>
<tr>
<td>• Role and Functions</td>
<td>14</td>
</tr>
<tr>
<td>Prosecutions Division</td>
<td>15</td>
</tr>
<tr>
<td>• Organisational Structure and Staff Strength</td>
<td>15</td>
</tr>
<tr>
<td>• Role and Functions</td>
<td>15</td>
</tr>
<tr>
<td>• Number of Legal Proceedings (General, Safety and Health)</td>
<td>15</td>
</tr>
<tr>
<td>OTHER SERVICES</td>
<td>17</td>
</tr>
<tr>
<td>Employees' Compensation Division</td>
<td>19</td>
</tr>
<tr>
<td>• Organisational Structure</td>
<td>19</td>
</tr>
<tr>
<td>• Staff Strength</td>
<td>19</td>
</tr>
<tr>
<td>• Role and Functions</td>
<td>19</td>
</tr>
<tr>
<td>• Employees' Compensation Ordinance</td>
<td>19</td>
</tr>
<tr>
<td>• Compulsory Insurance</td>
<td>20</td>
</tr>
<tr>
<td>Occupational Health Division</td>
<td>21</td>
</tr>
<tr>
<td>• Organisational Structure</td>
<td>21</td>
</tr>
<tr>
<td>• Staff Strength</td>
<td>21</td>
</tr>
<tr>
<td>• Role and Functions</td>
<td>21</td>
</tr>
</tbody>
</table>
CONTENTS (continued)

• Staff Training .................................................. 22
• Staff Training and Development Division .................. 22
  • Organisational Structure .................................... 22
  • Staff Strength ............................................... 22
  • Role and Functions ......................................... 22
• Development Division ......................................... 22
  • Organisational Structure .................................... 22
  • Staff Strength ............................................... 22
  • Role and Functions ......................................... 23

C. EMPLOYMENT SERVICE ........................................ 25

• Employment and Wage Statistics ................................ 27
  • Employment Statistics ....................................... 27
  • Unemployment Statistics ..................................... 27
  • Underemployment Statistics ................................. 28
  • Wage Statistics ............................................... 28
  • Wage Rates in the Manufacturing Sector ..................... 28
  • Salary Statistics for Managerial and Professional Employees 29
• Employment Service Division .................................. 29
  • Organisational Structure .................................... 29
  • Staff Strength ............................................... 29
  • Role and Functions ......................................... 30
• Selective Placement Division .................................. 30
  • Organisational Structure .................................... 30
  • Staff Strength ............................................... 30
  • Role and Functions ......................................... 30
• Youth Employment Advisory Service and Overseas Employment Service Division ................................ 31
  • Organisational Structure .................................... 31
  • Staff Strength ............................................... 31
  • Youth Employment Advisory Service ......................... 31
    • Role and Function ......................................... 31
    • Service and Activities .................................... 32
  • Overseas Employment Service ................................ 33
    • Role and Functions ......................................... 33
    • Number of Outward-Bound Migrant Workers ................. 33
    • Foreign Domestic Helpers ................................ 33
## CONTENTS (continued)

### D. LABOUR RELATIONS SERVICE

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Labour Relations Division</td>
<td>37</td>
</tr>
<tr>
<td>Organisational Structure</td>
<td>37</td>
</tr>
<tr>
<td>Staff Strength</td>
<td>37</td>
</tr>
<tr>
<td>Role and Functions</td>
<td>37</td>
</tr>
<tr>
<td>Conditions of Employment</td>
<td>37</td>
</tr>
<tr>
<td>Dispute Settlement</td>
<td>38</td>
</tr>
<tr>
<td>Labour Relations Unit</td>
<td>38</td>
</tr>
<tr>
<td>Promotion Unit</td>
<td>38</td>
</tr>
<tr>
<td>Wage Security Unit</td>
<td>39</td>
</tr>
<tr>
<td>Trade Disputes and Claims</td>
<td>39</td>
</tr>
<tr>
<td>Labour Tribunal</td>
<td>39</td>
</tr>
</tbody>
</table>

### REGISTRY OF TRADE UNIONS

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Organisational Structure and Staff Strength</td>
<td>43</td>
</tr>
<tr>
<td>Role and Functions</td>
<td>43</td>
</tr>
<tr>
<td>Trade Unions</td>
<td>43</td>
</tr>
<tr>
<td>Union Figures</td>
<td>43</td>
</tr>
<tr>
<td>Union Participation Rate</td>
<td>44</td>
</tr>
</tbody>
</table>

### HONG KONG PRODUCTIVITY COUNCIL

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Organisational Structure</td>
<td>47</td>
</tr>
<tr>
<td>Staff Strength</td>
<td>47</td>
</tr>
<tr>
<td>Role and Functions</td>
<td>47</td>
</tr>
<tr>
<td>Budget for Staff Salaries and Allowances</td>
<td>47</td>
</tr>
</tbody>
</table>

### VOCATIONAL TRAINING COUNCIL

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Organisational Structure</td>
<td>51</td>
</tr>
<tr>
<td>Staff Strength</td>
<td>51</td>
</tr>
<tr>
<td>Role and Functions</td>
<td>51</td>
</tr>
<tr>
<td>Technical Education</td>
<td>52</td>
</tr>
<tr>
<td>Budget for Staff Salaries and Allowances</td>
<td>52</td>
</tr>
<tr>
<td>Training Authorities</td>
<td>52</td>
</tr>
<tr>
<td>Apprenticeship Training</td>
<td>53</td>
</tr>
</tbody>
</table>
## CONTENTS (continued)

### CONSTRUCTION INDUSTRY TRAINING AUTHORITY
- Organisational Structure ........................................ 57
- Staff Strength ...................................................... 57
- Role and Functions .................................................. 57
- Budget ..................................................................... 57

### CLOTHING INDUSTRY TRAINING AUTHORITY
- Organisational Structure ........................................ 61
- Staff Strength ...................................................... 61
- Role and Functions .................................................. 61
- Budget for Staff Salaries and Allowances ...................... 61

### TRIPARTITE CONSULTATION – LABOUR ADVISORY BOARD
- Labour Advisory Board ............................................. 65

### INTERNATIONAL LABOUR CONVENTIONS
- Application of International Labour Conventions in Hong Kong 69

### ANNEXES
- Legislation of Concern to the Labour Department (as at December 1986) .................................................. 73
- Organisation Chart of the Labour Department ................. 77
- List of Publications (Regular) Issued by the Labour Department During 1985 .................................................. 79
- List of Surveys and Studies During 1985 (Ad hoc) ............... 81
- Activities of Women and Young Persons Division (1983-1985) ........................................................................... 83
- Activities of Factory Inspectorate Division (1983-1985) ........ 84
- Activities of Prosecution Division (1983-1985) .................. 85
- Activities of Employment Service Division (1983-1985) ....... 86
- Activities of Selective Placement Division (1983-1986) ....... 87
<table>
<thead>
<tr>
<th>Annex</th>
<th>Description</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annex VI</td>
<td>Occupational Injury Cases Reported to the Labour Department, 1977-1986</td>
<td>89</td>
</tr>
<tr>
<td>Annex VII</td>
<td>Number of Manufacturing Establishments, 1977-1986</td>
<td>91</td>
</tr>
<tr>
<td>Annex IX</td>
<td>Consumer Price Index(A)</td>
<td>95</td>
</tr>
<tr>
<td>Annex X</td>
<td>Wage Indices, 1984-1986</td>
<td>97</td>
</tr>
<tr>
<td>Annex XII</td>
<td>Union Participation Rate, 1968-1986</td>
<td>101</td>
</tr>
<tr>
<td>Annex XIII</td>
<td>Application of International Labour Conventions in Hong Kong</td>
<td>103</td>
</tr>
</tbody>
</table>
LABOUR ADMINISTRATION SYSTEM IN HONG KONG
LABOUR ADMINISTRATION SYSTEM IN HONG KONG

The labour administration system in Hong Kong is subject to the direction and co-ordination of the Government Secretariat and the Executive Council in terms of policy-making. Implementation of policy is mainly vested in the hands of several Government departments, namely, the Labour Department, the Registry of Trade Unions and the Technical Education and Industrial Training Department, which provide administrative support to the Vocational Training Council. The Labour Advisory Board, appointed by the Governor, is a non-statutory tripartite body which advises the Commissioner for Labour. Certain specific activities of labour administration are also undertaken by some non-governmental agencies, including the Hong Kong Productivity Council, the Construction Industry Training Authority and the Clothing Industry Training Authority.

LABOUR DEPARTMENT

The Labour Department is the main public authority which acts as the executive arm of the system. It is responsible for the initiation, review and implementation of labour legislation.

STAFF STRENGTH AND ORGANISATIONAL STRUCTURE

The Department has an establishment of 1,424 posts, of which 663 are professional and technical posts (as on 1 January 1987). It has the following Divisions operating from the headquarters and 39 branch offices:

Labour Inspection Service

- Women and Young Persons Division.
- Factory Inspectorate Division.
- Pressure Equipment Division.
- Mines Division.
- Prosecutions Division.

Other Services

- Employees’ Compensation Division.
- Occupational Health Division.
- Staff Training and Development Division.
- Development Division.
Employment Service

- Employment Service Division.
- Selective Placement Division.
- Youth Employment Advisory Service and Overseas Employment Service Division.

Labour Relations Service

- Labour Relations Division.

The Labour Department presently enforces over 60 labour laws, rules and regulations (Annex I).

The existing organisation chart is given at Annex II.

A list of publications issued by the Department during 1985 is shown in Annex III.

Surveys and studies undertaken by the Department in 1985 are given in Annex IV.

The activities of the Women and Young Persons Division, Factory Inspectorate Division, Prosecutions Division, Employment Service Division and Selective Placement Division are given in Annexes V(A), (B), (C), (D) and (E) respectively.

BUDGET

The approved expenditure of the Department for the year 1985/86, including the amount allocated for staff salaries, allowances, travel and equipment, was HK$123,909,000.

REGISTRY OF TRADE UNIONS

The Registry of Trade Unions is the Government department responsible for administration and enforcement of the provisions of the Trade Unions Ordinance, Chapter 332, and its subsidiary legislation. Its overall objective is to bring about sound trade union administration, protect the interests of trade union members and encourage responsible trade unionism.

HONG KONG PRODUCTIVITY COUNCIL

The Hong Kong Productivity Council is a statutory organisation established in 1967 for promoting the productivity of industries in Hong Kong.
VOCATIONAL TRAINING COUNCIL

The Vocational Training Council is a statutory organisation established in 1982 for the purpose of looking after Hong Kong's industrial training at all levels and technical education for technicians and craftsmen. The Technical Education and Industrial Training Department provides administrative support to the Council.

CONSTRUCTION INDUSTRY TRAINING AUTHORITY
CLOTHING INDUSTRY TRAINING AUTHORITY

The Construction Industry Training Authority and the Clothing Industry Training Authority, established in 1975, are both statutory organisations. They are empowered to impose levies on the respective industries to finance the setting up and running of training centres for training semi-skilled and skilled labour in key trades. The Clothing Industry Training Authority was established by the Industry Training (Clothing Industry) Ordinance. It is responsible for the training of trainees in the clothing industry and their ultimate placement.

LABOUR ADVISORY BOARD

The Labour Advisory Board is a non-statutory tripartite body appointed by the Governor. The Board advises the Commissioner for Labour on such matters affecting labour, including legislation, as the Commissioner may refer to it.
LABOUR DEPARTMENT

A. LABOUR INSPECTION SERVICE

- Women and Young Persons Division
- Factory Inspectorate Division
- Pressure Equipment Division
- Mines Division
- Prosecutions Division
LABOUR INSPECTION SERVICE

WOMEN AND YOUNG PERSONS DIVISION

Organisational Structure

The Women and Young Persons Division is headed by a Senior Labour Officer. It operates a headquarters office and 24 branch offices.

Staff Strength

<table>
<thead>
<tr>
<th>Position</th>
<th>Strength</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior Labour Officer</td>
<td>1</td>
</tr>
<tr>
<td>Labour Officers</td>
<td>4</td>
</tr>
<tr>
<td>Assistant Labour Officers</td>
<td>5</td>
</tr>
<tr>
<td>Chief Labour Inspectors</td>
<td>6</td>
</tr>
<tr>
<td>Senior Labour Inspectors</td>
<td>25</td>
</tr>
<tr>
<td>Labour Inspectors I</td>
<td>73</td>
</tr>
<tr>
<td>Labour Inspectors II</td>
<td>140</td>
</tr>
<tr>
<td>Clerical Staff</td>
<td>76</td>
</tr>
<tr>
<td>Typists and Other Supporting Staff</td>
<td>26</td>
</tr>
</tbody>
</table>

Role and Functions

The Women and Young Persons Division is responsible for enforcing legislation controlling the employment of women and young persons in industry, prohibition and control of child employment in all economic sectors, prohibition of employment of illegal immigrants, anti-litter regulations and the 'compulsory insurance' part of the Employees' Compensation Ordinance. Special campaigns are launched against the illegal employment of children.
The major provisions under the Women and Young Persons (Industry) Regulations are:

<table>
<thead>
<tr>
<th>Nature of the Provision</th>
<th>Women</th>
<th>Young Persons</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Aged 15</td>
</tr>
<tr>
<td>Hours of work</td>
<td>8 hours a day and 48 hours a week</td>
<td></td>
</tr>
<tr>
<td>Minimum rest interval</td>
<td>$\frac{1}{2}$ hour</td>
<td>1 hour</td>
</tr>
<tr>
<td>after 5 hours' continuous work</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Permissible hours of employment</td>
<td>6 a.m. to 8 p.m.</td>
<td>7 a.m. to 7 p.m.</td>
</tr>
<tr>
<td>Rest day interval</td>
<td>one in a week</td>
<td></td>
</tr>
<tr>
<td>Overtime employment</td>
<td>restricted to 2 hours a day and 200 hours a year</td>
<td>Prohibited</td>
</tr>
</tbody>
</table>

Minimum Age for Employment

The Employment of Children Regulations also provide that the minimum age for employment is 15 years. Subject to certain restrictions, children aged 13 and over may be employed part-time in non-industrial establishments. In addition, children under the age of 15 are prohibited under the Dutiable Commodities (Liquor) Regulations from working in licensed premises. Employment of any female under the age of 18 years in these premises is also prohibited, except with the written permission of the authorities.

Since 1970, a number of factories have been permitted to employ women at night. This permission, which is reviewed annually, is restricted to factories which are able to comply with stringent conditions.

FACTORY INSPECTORATE DIVISION

Organisational Structure

The Factory Inspectorate Division is headed by a Chief Factory Inspector. It operates a Headquarters Office, Field Divisional Offices, the Building and Engineering Construction Divisional Offices, Industrial Safety Training Centre and Industrial Safety Committee and Seminars Office.
Staff Strength

- Chief Factory Inspector 1
- Deputy Chief Factory Inspectors 2
- Labour Officers 2
- Assistant Labour Officer 1
- Superintendent of Factory Inspectors 6
- Divisional Factory Inspectors 36
- Factory Inspectors I 43
- Factory Inspectors/Assistant Factory Inspectors 79
- Factory Inspectors II 25
- Clerical Staff 49
- Typists and Other Supporting Staff 22

Role and Functions

- **Headquarters Office**
  - To serve as an effective administrative arm of the Division.
  - To maintain administrative links with the operational arms of the Division and with the Industrial Safety Training Centre.
  - To act as an effective administrative arm of the Pressure Equipment Division.

- **Field Divisional Offices**
  - To promote and maintain high standards of safety, health and welfare for workers in factories.
  - To ensure that the current safety and health legislation in respect of factories is effectively enforced in the respective areas.
  - To ensure that accident prevention, through inspection, accident investigation and follow-up action, is effectively carried out.
  - To establish and maintain the highest standards of factory inspection and advisory services.

- **Building and Engineering Construction Divisional Offices**
  - To promote and maintain high standards of safety, health and welfare for workers in the construction industry.
• To ensure that the current safety and health legislation covering construction work is effectively enforced.
• To ensure that accident prevention, through inspection, accident investigation and follow-up action, is effectively carried out.
• To establish and maintain the highest standards of site inspection and advisory services.

• **Industrial Safety Training Centre**
  • To provide suitable training for members of the Factory Inspectorate.
  • To promote industrial safety and health by education and publicity.
  • To maintain and provide technical information services and necessary equipment to Factory Inspectors to enable them to discharge their duties smoothly and effectively.

**Safety Education**

During 1986, the Industrial Safety Training Centre offered 358 training courses to 10,783 participants. It also gave 214 talks on work safety to 13,995 persons from different organisations, including institutes of higher education, vocational training schools and associations of employers and workers. A one-year part-time course leading to a Certificate of Proficiency in Industrial Safety has been jointly offered with the Hong Kong Polytechnic since 1979.

**Safety Publicity**

The Inspectorate organises large-scale industrial safety campaigns in an attempt to inculcate, by mass media, greater safety consciousness among workers and employers. Publicity programmes include a 26-series radio programme, special television programmes, variety shows, safety posters and industrial safety and health exhibitions.

**Voluntary Safety Movement Promotion**

Under the Labour Advisory Board's Committee on Industrial Safety and Accident Prevention (CISAP), renamed the Industrial Safety and Health Committee with effect from 1 January 1987, tripartite safety sub-committees have been formed for the construction, textiles, plastics, shipbuilding and shiprepairing, metalware and electronics industries. Since 1985, these sub-committees have been chaired by employers' and employees' representatives. In 1986, CISAP organised two industrial safety seminars, in March and in December, for management personnel and workers. Various other safety programmes, such as a slogan competition, a safety award scheme and a safety quiz, were organised by the sub-committees.
Industrial Safety Committee and Seminars Office

- To provide effective secretariat services to safety committees.
- To serve as an effective administrative and executive arm for the Industrial Safety Programme Sub-Committee and the Industrial Safety Promotion Organising Sub-Committee, as well as working parties appointed by industry-based, tripartite safety committees formed under the Committee on Industrial Safety and Accident Prevention of the Labour Advisory Board in planning and organising large-scale industrial safety projects.
- To co-ordinate with the Committee on Industrial Safety and Accident Prevention and its industry-based safety sub-committees, departmental headquarters and the Factory Inspectorate in respect of the industrial safety projects to be organised.

Number of Occupational Injury Cases

Information on the number of occupational injury cases (1977-1986) is provided in Annex VI.

PRESSURE EQUIPMENT DIVISION

Organisational Structure and Staff Strength

The Pressure Equipment Division is headed by a Principal Surveyor, assisted by an Executive Officer, 2 Pressure Equipment Officers, a Surveyor, a Senior Inspector (Land Boilers), 7 Inspectors (Land Boilers) and 21 clerical staff.

Role and Functions

- To enforce the Boilers and Pressure Receivers Ordinance, Chapter 56.
- To ensure the safe use and operation of pressure equipment in workplaces.
- To provide technical support to other departments and advice to industry in relation to pressure equipment safety.
- To enforce the Gasholders' Examination Ordinance.

The Division also offers free technical advice to Government departments (especially the Fire Services Department, in relation to pressure equipment covered by the Dangerous Goods Ordinance), industrial undertakings and other organisations which instal pressure equipment.

The law requires all boilers and steam receivers to be operated under the direct supervision of a competent person who is in possession of a certificate of competency for a particular type of boiler or steam receiver. The Division conducts examinations for the issue of certificates of competency. Training courses are conducted to prepare electric boiler operators for the certificate of competency examination and to award the owners of such boilers with exemption certificates. The Division, in collaboration
with the Vocational Training Council, also conducts a two-week training course on manual/automatic boilers for the handicapped. Guidebooks on the safe use of pressure equipment are published.

Qualified engineers in the private sector can serve, by appointment of the Governor, as appointed examiners under the Boilers and Pressure Receivers Ordinance. They are authorised to carry out an appraisal of the material, design and fabrication of all pressure equipment covered by the Ordinance and undertake periodic inspection of the equipment for the issue of certificates of fitness. Spot checks are carried out by the staff of the Division to monitor full compliance with the statutory requirements of the Ordinance.

MINES DIVISION

Organisational Structure

The Mines Division is headed by a Superintendent of Mines and operates Explosives Unit 1 (Deliveries, Licensing and Inspections), Explosives Unit 2 (Stores), the Mines and Quarries Unit and the General Office.

Staff Strength

<table>
<thead>
<tr>
<th>Role</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Superintendent of Mines</td>
<td>1</td>
</tr>
<tr>
<td>Chief Explosives Officer</td>
<td>1</td>
</tr>
<tr>
<td>Mining Engineer</td>
<td>1</td>
</tr>
<tr>
<td>Senior Explosives Officer</td>
<td>1</td>
</tr>
<tr>
<td>Explosives Officers I</td>
<td>5</td>
</tr>
<tr>
<td>Executive Officer II</td>
<td>1</td>
</tr>
<tr>
<td>Explosives Supervisors I</td>
<td>69</td>
</tr>
<tr>
<td>Explosives Supervisors II</td>
<td>41</td>
</tr>
<tr>
<td>Depot Attendants</td>
<td>20</td>
</tr>
<tr>
<td>Motor Drivers</td>
<td>20</td>
</tr>
<tr>
<td>Clerical and Other Supporting Staff</td>
<td>11</td>
</tr>
</tbody>
</table>

Role and Functions

- To enforce legislation and safety regulations relating to mining and explosives.
- To process mining and prospecting applications.
- To inspect mining and prospecting areas, stores, quarries, blasting sites and explosives stores.
- To issue shotfirers’ blasting certificates.
- To control the possession, conveyance, storage, manufacture and use of explosives in Hong Kong, including delivery of explosives from Government depots to blasting sites.
- To manage Government explosives’ depots.
PROSECUTIONS DIVISION

Organisational Structure and Staff Strength

The Prosecutions Division is headed by a Senior Labour Officer, assisted by 2 Labour Officers, 6 Assistant Labour Officers, 6 Factory Inspectors I, a Senior Labour Inspector, 5 Labour Inspectors II and 6 clerical staff.

Role and Functions

- To perform prosecution work in relation to legislation enforced by the Department.
- To handle cases referred to it by the operational units of the Factory Inspectorate Division, Pressure Equipment Division, Women and Young Persons Division, Employees' Compensation Division, Labour Relations Division, Youth Employment Advisory Service and Overseas Employment Service Division.

Number of Legal Proceedings (General, Safety and Health)

<table>
<thead>
<tr>
<th>Year</th>
<th>General</th>
<th>Safety and Health</th>
</tr>
</thead>
<tbody>
<tr>
<td>1983</td>
<td>4,342</td>
<td>3,116</td>
</tr>
<tr>
<td>1984</td>
<td>3,561</td>
<td>3,028</td>
</tr>
<tr>
<td>1985</td>
<td>1,780</td>
<td>1,710</td>
</tr>
<tr>
<td>Total</td>
<td>9,683</td>
<td>7,854</td>
</tr>
</tbody>
</table>

During 1986, there were 3,589 prosecutions for breaches of different ordinances and regulations. Fines totalling HK$6,568,500 were imposed.
LABOUR DEPARTMENT

B. OTHER SERVICES

- Employees' Compensation Division
- Occupational Health Division
- Staff Training
  - Staff Training and Development Division
  - Development Division
EMPLOYEES' COMPENSATION DIVISION

Organisational Structure

The Employees' Compensation Division is headed by 2 Senior Labour Officers. It operates the Employees' Compensation Unit, the Pneumoconiosis Compensation Unit and the Employees' Compensation Assessment Unit.

Staff Strength

<table>
<thead>
<tr>
<th>Position</th>
<th>Strength</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior Labour Officers</td>
<td>2</td>
</tr>
<tr>
<td>Labour Officers</td>
<td>8</td>
</tr>
<tr>
<td>Assistant Labour Officers</td>
<td>11</td>
</tr>
<tr>
<td>Clerical Officers and Other Supporting Staff</td>
<td>104</td>
</tr>
</tbody>
</table>

Role and Functions

The Employees' Compensation Division of the Labour Department administers the Employees' Compensation Ordinance and the Pneumoconiosis (Compensation) Ordinance. The Division ensures that injured employees and dependants of deceased employees covered by the Employees' Compensation Ordinance obtain from their employers, without undue delay, compensation in respect of injuries or deaths caused by accidents arising out of and in the course of employment, or by occupational diseases. It also ensures that persons covered by the Pneumoconiosis (Compensation) Ordinance obtain compensation as soon as possible from the Pneumoconiosis Compensation Fund, which is financed by levies imposed on the construction and quarry industries.

Employees' Compensation Ordinance

The Employees' Compensation Ordinance, which also applies to the Crown, covers all manual and non-manual employees, irrespective of their earnings. When an employee covered by the Ordinance suffers from an employment injury or an occupational disease specified by the Ordinance, he is entitled to compensation during temporary incapacity at a rate equal to two-thirds of his monthly earnings. For death and permanent total incapacity, the compensation levels for accidents occurring on or after
1 January 1986 are as follows:

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Compensation for Death</th>
<th>Compensation for Permanent Total Incapacity</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Amount</td>
<td>Amount</td>
</tr>
<tr>
<td>Under 40</td>
<td>84 months' earnings</td>
<td>96 months' earnings</td>
</tr>
<tr>
<td>40-55</td>
<td>60 months' earnings</td>
<td></td>
</tr>
<tr>
<td>56 and over</td>
<td>36 months' earnings</td>
<td></td>
</tr>
</tbody>
</table>

*Note:* Compensation for permanent partial incapacity is a percentage of that payable for permanent total incapacity as is proportionate to the assessed loss of earning capacity.

In addition, the employer is liable to pay:

- an additional sum not exceeding HK$137,000 if the injured employee suffering from permanent total incapacity needs the constant attention of another person to perform the essential actions of life;
- the initial costs of supplying and fitting a prosthesis or surgical appliance (maximum HK$12,000 in respect of any one accident) required by the employee;
- the costs of repair and renewal of prosthesis and surgical appliances for a period of 10 years, subject to a maximum of HK$37,000 (thereafter the costs will be borne by the Government); and
- medical expenses — maximum HK$15 per day for out-patient treatment and HK$30 per day for hospitalisation.

Apart from claiming compensation under the Employees' Compensation Ordinance, an injured employee or the dependants of a deceased employee may also claim damages from the employer under common law if it is proved that the employer has committed acts of negligence or fault.

The Pneumoconiosis (Compensation) Ordinance provides for compensation for persons suffering from silicosis and asbestosis. Compensation is paid from the Pneumoconiosis Compensation Fund, financed by levies from the construction and quarry industries, which account for the majority of pneumoconiosis cases on record.

**Compulsory Insurance**

As from 1 January 1984, all employers are required to take out insurance policies in respect of their employees against their liabilities under the Employees' Compensation Ordinance and under common law. The Labour Inspectorate carries out inspections to ensure compliance with the provisions of compulsory insurance.
OCCUPATIONAL HEALTH DIVISION

Organisational Structure

The Occupational Health Division is headed by an Occupational Health Consultant. It operates the Occupational Medicine Unit and the Occupational Hygiene Unit.

Staff Strength

<table>
<thead>
<tr>
<th>Role</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consultant</td>
<td>1</td>
</tr>
<tr>
<td>Senior Occupational Health Officers</td>
<td>2</td>
</tr>
<tr>
<td>Labour Officer</td>
<td>1</td>
</tr>
<tr>
<td>Occupational Health Officers</td>
<td>6</td>
</tr>
<tr>
<td>Occupational Hygienists</td>
<td>6</td>
</tr>
<tr>
<td>Assistant Occupational Hygienists</td>
<td>2</td>
</tr>
<tr>
<td>Nursing Officers/Registered Nurses</td>
<td>18</td>
</tr>
<tr>
<td>Laboratory Assistant</td>
<td>1</td>
</tr>
<tr>
<td>Clerical Officers and Other Supporting Staff</td>
<td>26</td>
</tr>
</tbody>
</table>

Role and Functions

The Occupational Health Division provides advisory services to both the Government and the public on matters concerning the health of workers and hygiene of the workplace. At the same time, it also undertakes supervisory functions to ensure the observance of occupational health standards and practices. Essentially, the Division handles disease prevention and health promotion.

The Occupational Medicine Unit is responsible for assessment of the effects of occupational diseases and injuries on workers and the effects of employment on health.

The Occupational Hygiene Unit is concerned with recognition, evaluation and control of physical, chemical and biological hazards in the working environment.

The activities of the Division include surveys on assessing possible health hazards and identifying means of prevention; epidemiological studies on the problem of silicosis in mines, quarries, and construction sites; and a monitoring programme on factories with possible lead hazards. Codes of Practice on “Control of Asbestos at Work”, “Protection of Quarry and Construction Workers from Silicosis”, “Protection of Tunnel Workers from Silicosis”, “Control of Lead at Work”, “Protection of Cotton Spinning Workers from Byssinosis” and “Diving” have been issued for the guidance of management and workers.
STAFF TRAINING AND DEVELOPMENT DIVISION

Organisational Structure

The Staff Training and Development Division is headed by a Senior Labour Officer, assisted by a Labour Officer and an Assistant Labour Officer.

Staff Strength

<table>
<thead>
<tr>
<th>Position</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior Labour Officer</td>
<td>1</td>
</tr>
<tr>
<td>Labour Officer</td>
<td>1</td>
</tr>
<tr>
<td>Assistant Labour Officer</td>
<td>1</td>
</tr>
<tr>
<td>Clerical Staff</td>
<td>2</td>
</tr>
</tbody>
</table>

Role and Functions

The Staff Training and Development Division is responsible for dealing with matters related to training and career development of all departmental officers.

DEVELOPMENT DIVISION

Organisational Structure

The Development Division is headed by a Senior Labour Officer and consists of two units: the International Labour Organisation Unit and the Research and Planning Unit.

Staff Strength

<table>
<thead>
<tr>
<th>Position</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior Labour Officer</td>
<td>1</td>
</tr>
<tr>
<td>Labour Officers</td>
<td>2</td>
</tr>
<tr>
<td>Assistant Labour Officers</td>
<td>3</td>
</tr>
<tr>
<td>Assistant Librarian</td>
<td>1</td>
</tr>
<tr>
<td>Clerical Officers and Other Supporting Staff</td>
<td>5</td>
</tr>
</tbody>
</table>
Role and Functions

The International Labour Organisation Unit is responsible for handling matters relating to the International Labour Organisation (ILO), including the preparation of reports on International Labour Conventions called for by the ILO and the preparation of briefs and papers for Hong Kong's participation in the International Labour Conference. The unit also arranges programmes and itineraries for visiting ILO personnel. It also maintains an up-to-date list of legislation of concern to the Labour Department and compiles briefs on ILO and on general labour matters in Hong Kong.

The Research and Planning Unit is responsible for conducting research and research projects required by the Department and officers of different divisions regarding new services or other information. It also updates the research document on the comparative study of employment standards and working conditions in neighbouring countries and centralises statistical information produced by units/services of the Labour Department. The unit also administers the library in the departmental headquarters.
LABOUR DEPARTMENT

C. EMPLOYMENT SERVICE

- Employment and Wage Statistics
- Employment Service Division
- Selective Placement Division
- Youth Employment Advisory Service and Overseas Employment Service Division
EMPLOYMENT AND WAGE STATISTICS

Employment Statistics

According to the Survey of Employment, Vacancies and Payroll conducted by the Census and Statistics Department, there were 46,816 active manufacturing establishments as at December 1986. Of these, 8,798 (18.8 per cent) were engaged in manufacturing wearing apparel (except footwear), 6,243 (13.3 per cent) in fabricated metal products, 5,506 (11.8 per cent) in plastic products and 4,809 (10.3 per cent) in textile products. Annex VII shows the number of manufacturing establishments since 1977.

The October-December 1986 General Household Survey showed that out of the employed population (land-based civilian non-institutional population only) of 2,664,500, which included employers, employees, self-employed workers as well as outworkers, about 35 per cent was engaged in manufacturing industries. The percentage distribution is as follows:

<table>
<thead>
<tr>
<th>Industry</th>
<th>No. of Employed Persons</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manufacturing</td>
<td>918,000</td>
<td>34.5</td>
</tr>
<tr>
<td>Commerce</td>
<td>619,100</td>
<td>23.2</td>
</tr>
<tr>
<td>Services</td>
<td>464,600</td>
<td>17.4</td>
</tr>
<tr>
<td>Transport and communication</td>
<td>223,300</td>
<td>8.4</td>
</tr>
<tr>
<td>Construction</td>
<td>208,100</td>
<td>7.8</td>
</tr>
<tr>
<td>Finance, banking and insurance</td>
<td>170,000</td>
<td>6.4</td>
</tr>
<tr>
<td>Agriculture, fishing, mining and quarrying</td>
<td>42,700</td>
<td>1.6</td>
</tr>
<tr>
<td>Utilities</td>
<td>18,700</td>
<td>0.7</td>
</tr>
<tr>
<td>Others</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total:</strong></td>
<td><strong>2,664,500</strong></td>
<td><strong>100.0</strong></td>
</tr>
</tbody>
</table>

Unemployment Statistics

The General Household Survey conducted by the Census and Statistics Department in October-December 1986 estimated that the total number of unemployed persons was 59,000, or 2.2 per cent of the labour force of 2,723,500. "Unemployed persons" refer to all persons aged 15 or over who were (a) without work during the seven days before enumeration, (b) available for paid employment or self-employment
during the seven days before enumeration, and (c) seeking work during the 30 days before enumeration.

Of the unemployed figures, 91.8 per cent was seeking work, 2.4 per cent was not seeking work because they believed work was not available, 3.4 per cent was waiting to take up new jobs/businesses and 2.4 per cent was not seeking work because they expected to return to their original jobs.

After adjusting for seasonal variations, the unemployment rate was 2.2 per cent. This rate was calculated according to Hong Kong's definition. For international comparison, after adjusting the Hong Kong figures to the U.S.A. definition, the seasonally-adjusted unemployment rate in Hong Kong is 2.1 per cent.

Underemployment Statistics

Information on underemployment has been collected by the General Household Survey since August 1982. "Underemployed persons" refer to those employed persons who involuntarily worked less than 35 hours during the reference week before enumeration and who were seeking more work, or were not seeking more work but were available for additional work. Working short hours is involuntary if it is due to economic reasons, which include slack work, material shortage, mechanical breakdown and inability to find full-time work. Based on these criteria, it was estimated that about 31,800 persons, representing 1.2 per cent of the labour force, were underemployed in the quarter October-December 1986.

A comparative table of labour force statistics, showing the labour force participation rate and the unemployment rate, is at Annex VIII.

Wage Statistics

Wage statistics are collected by the quarterly Survey of Wages, Salaries and Employee Benefits. A Nominal Wage Index, which measures the changes in wage rates in money terms, and a Real Wage Index, which measures the changes in the purchasing power of the amount of money earned, obtained by deflating the Nominal Wage Index by the Consumer Price Index (A), were compiled. Wage rates are defined to include basic wages or salaries and other regular income. Year-end bonuses and other bonuses and allowances that are paid less frequently than monthly are averaged out to an equivalent monthly rate. Wage rates continued to increase in money terms in 1986. During the 12 months ending December 1986, the overall Nominal Wage Index increased by 7.1 per cent, and the Real Wage Index by 3.2 per cent. A graph showing the movement of Consumer Price Index(A) is at Annex IX. Tables showing the Wage Indices are at Annex X.

Wage Rates in Manufacturing Sector

During the 12 months ending December 1986, the Nominal Wage Index for the manufacturing sector increased by 6.8 per cent and the Real Wage Index by 3.1 per cent.
In December 1986, 75 per cent of the manual workers engaged in manufacturing industries received daily wage rates of HK$87 or more (males HK$101 and females HK$83) and 25 per cent received HK$127 or more (males HK$149 and females HK$117). The overall average daily wage rate was HK$109 (males HK$128 and females HK$101).

Salary Statistics for Managerial and Professional Employees

In September 1984, a new survey was introduced to collect information on salaries and employee benefits of managerial and professional employees, excluding top management. The Nominal Salary Index(A) takes into account wage movement across companies, in-and-out changes of occupations and changes in salaries for those who remain in the same occupation and in the same company in two consecutive years. The Nominal Salary Index(B) measures changes in salaries only for those who remain in the same occupation and in the same company in two consecutive years, and is particularly useful for personnel managers in making salary adjustments. A Real Salary Index(A) and a Real Salary Index(B) are also compiled by discounting the effects of price changes during the same period. From June 1985 to June 1986, the overall Nominal Salary Index(A) and overall Nominal Salary Index(B) increased by 9.0 per cent and 12.0 per cent respectively. The Real Salary Index(A) and Real Salary Index(B) increased by 3.7 per cent and 6.6 per cent respectively.

EMPLOYMENT SERVICE DIVISION

Organisational Structure

The Employment Service Division of the Labour Department is made up of three interrelated services, namely the:

- Local Employment Service, which has 15 offices;
- Higher Education Employment Service, which has 2 offices; and
- Central Recruitment Unit, which has 1 office.

Staff Strength

<table>
<thead>
<tr>
<th>Role</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior Labour Officer</td>
<td>1</td>
</tr>
<tr>
<td>Labour Officers</td>
<td>6</td>
</tr>
<tr>
<td>Assistant Labour Officers</td>
<td>20</td>
</tr>
<tr>
<td>Clerical Officers</td>
<td>95</td>
</tr>
<tr>
<td>Typists and Other Supporting Staff</td>
<td>25</td>
</tr>
</tbody>
</table>

Role and Functions

The Local Employment Service is a free public employment agency which assists employers in finding suitable employees and jobseekers in finding suitable employment or alternative employment. Its 15 offices are located in various districts of the territory for the convenience of employers and jobseekers.
The Higher Education Employment Service is a specialised agency which renders free employment assistance to graduates of local universities and recognised post-secondary institutes, local jobseekers who possess recognised professional qualifications and Hong Kong students who, after graduating from overseas' universities or completing post-secondary or professional education, wish to seek employment in Hong Kong.

The Central Recruitment Unit is an extension of the Local Employment Service and acts as the central agency for all Government departments in the recruitment of non-pensionable staff, such as artisans, drivers and labourers. The unit also co-ordinates employment services provided to large employers in the private sector with territory-wide recruitment needs.

During 1986, the Local Employment Service recorded 146,698 registrations, received 97,802 vacancies from employers and placed 30,393 persons in employment. The Central Recruitment Unit received 4,098 vacancies from Government departments and 4,653 vacancies from employers in the private sector. It placed 6,464 persons in employment, including 3,491 in the civil services.

The Higher Education Employment Service helps jobseekers who possess university, post-secondary or professional qualifications to find suitable jobs. During 1986, 388 registrants were placed in employment.

SELECTIVE PLACEMENT DIVISION

Organisational Structure

The Selective Placement Division is headed by a Senior Labour Officer. It operates a headquarters office and 3 regional offices.

Staff Strength

<table>
<thead>
<tr>
<th>Position</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior Labour Officer</td>
<td>1</td>
</tr>
<tr>
<td>Labour Officers</td>
<td>7</td>
</tr>
<tr>
<td>Assistant Labour Officers</td>
<td>16</td>
</tr>
<tr>
<td>Clerical Officers</td>
<td>8</td>
</tr>
<tr>
<td>Typists and Other Supporting Staff</td>
<td>6</td>
</tr>
</tbody>
</table>

Role and Functions

The Division is responsible for providing free placement services to the physically handicapped and the mentally disabled looking for open employment. Its main functions are:

- registering disabled jobseekers looking for open employment;
• liaising with employers regularly for the purpose of obtaining vacancies for disabled jobseekers and bringing about a positive attitude change towards employment of the disabled;

• referring suitable disabled jobseekers to potential employers for selection interviews after careful job-matching; and

• promoting the employability and employment opportunities of the disabled.

YOUTH EMPLOYMENT ADVISORY SERVICE AND OVERSEAS EMPLOYMENT SERVICE DIVISION

Organisational Structure

The Division operates two units: the Youth Employment Advisory Service (YEAS), comprising a headquarters office and 3 careers information centres, and the Overseas Employment Service, with one office.

Staff Strength

<table>
<thead>
<tr>
<th>Position</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior Labour Officer</td>
<td>1</td>
</tr>
<tr>
<td>Labour Officers</td>
<td>6</td>
</tr>
<tr>
<td>Assistant Labour Officers</td>
<td>15</td>
</tr>
<tr>
<td>Clerical Officers and Other Supporting Staff</td>
<td>22</td>
</tr>
</tbody>
</table>

YOUTH EMPLOYMENT ADVISORY SERVICE

Role and Function

The Youth Employment Advisory Service is responsible for promoting careers education in Hong Kong and has been engaged in the following planned programme of activities geared to helping young people choose careers best suited to their talents, interests and abilities:

• It provides group guidance to secondary school students through school talks, exhibitions and other career-oriented activities.

• It has set up a network of careers information centres, each consisting of a reference library, an audio-visual unit and an enquiry service, where young people can seek careers information and advice.

• It maintains a continual supply of up-to-date careers materials — both written and audio-visual.

• It organises work-orientation programmes for secondary school students.
## Services and Activities

The major services and activities carried out by YEAS in the school years (September-August) 1983/84, 1984/85, 1985/86 and 1986/87 are as follows:

<table>
<thead>
<tr>
<th>Services</th>
<th>Activities</th>
<th>School Year</th>
</tr>
</thead>
</table>
| Direct services provided by Careers Information Centres | (1) Enquiries  
(2) Student group visits  
(3) Issue of career pamphlets | 1983/84 | 1984/85 | 1985/86 | 1986/87 |
| Careers services to schools                  | (1) Secondary school students participating in YEAS activities  
(2) Secondary school students covered by school talks and programme | 337 | 315 | 324 |
| Projects                                      | Participants in activities, including careers conventions, careers programmes, annual careers exhibitions and associated activities, careers quizzes, district careers projects and work orientation programmes | 333,958 | 330,996 | 369,026 |
| Training of careers teachers                 | (1) Careers teachers participating in annual seminar on Careers Education  
(2) Careers teachers participating in the Certificate Training Course for Careers Teachers | 100 | 100 | 100 |

In 1986, YEAS recorded 31,876 visitors, including 7,139 students who came in groups. A total of 469 careers talks were provided to some 78,787 young people. It also organised 6 careers conventions and two regional careers days attracting 19,910 and 3,659 student participants respectively. Altogether 102,185 students took part in careers quizzes. A work orientation programme was mounted whereby 720 students visited the actual working environments of different trades. The Annual Careers Exhibition, co-sponsored by the Urban Council, was attended by some 96,000 visitors. YEAS also participated in the Civil Service Careers Exhibition held in the Chinese University of Hong Kong in November 1986, which attracted 1,635 visitors.
The Service continued to collaborate with the Education Department and the University of Hong Kong, and organised a Careers Teachers' Training Course for 33 teachers.

OVERSEAS EMPLOYMENT SERVICE

Role and Functions

The Overseas Employment Service is responsible for the following:

- It administers the Contracts for Employment Outside Hong Kong Ordinance, which applies to manual workers proceeding outside Hong Kong for employment. Its officers attest written contracts before a worker leaves Hong Kong for employment elsewhere and assist the worker's dependants in Hong Kong in receiving regular remittances. It also handles disputes arising out of contracts attested under the Ordinance.

- It attests contracts entered into between local employers and domestic helpers recruited from overseas, in a joint effort with the Immigration Department, to regulate the inflow of foreign nationals seeking employment in Hong Kong as domestic helpers. It also handles disputes arising out of these contracts.

- It enforces Part XII (Sections 50-62) of the Employment Ordinance, and the Employment Agency Regulations, in issuing licences and making regular inspection visits to employment agencies.

Number of Outward-Bound Migrant Workers

The table below shows the manual workers whose contracts were attested by the Overseas Employment Service in 1983-86:

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>First contracts</td>
<td>185</td>
<td>834</td>
<td>440</td>
<td>256</td>
</tr>
<tr>
<td>Re-engagement contracts</td>
<td>145</td>
<td>156</td>
<td>135</td>
<td>-</td>
</tr>
</tbody>
</table>

Foreign Domestic Helpers

The Department of Labour also attests standard contracts between foreign domestic helpers and their employers before they are submitted to the Immigration Department for application for entry visas.

Part XII of the Employment Ordinance, and the Employment Agency Regulations made thereunder, provide for control, through a licensing system, of the operation of employment agencies in Hong Kong.
LABOUR DEPARTMENT

D. Labour Relations Service

- Labour Relations Division
- Labour Tribunal
LABOUR RELATIONS SERVICE

LABOUR RELATIONS DIVISION

Organisational Structure

The Labour Relations Division is headed by a Chief Labour Officer. It operates a Headquarters office, 10 Conciliation Offices, a Wage Security Unit and a Promotion Unit.

Staff Strength

- Chief Labour Officer: 1
- Senior Labour Officers: 4
- Labour Officers: 17
- Treasury Accountant: 1
- Assistant Labour Officers: 20
- Clerical Staff and Others: 48

Role and Functions

The Labour Relations Division administers the Employment Ordinance and the Labour Relations Ordinance. It offers free conciliation services to employers and employees involved in labour disputes or grievances, helps settle labour disputes and promotes good labour-management relations.

Conditions of Employment

The Employment Ordinance, enacted in September 1968, provides for protection of wages and generally regulates conditions of contracts of employment of all manual workers, irrespective of their earnings, and non-manual workers, subject to a wage ceiling which is reviewed annually. In 1986, the wage ceiling was set at HK$10,500 a month. Provision is also made under this Ordinance for 10 weeks maternity leave on two-thirds pay and protection of employment during pregnancy; sickness allowance on the basis of two paid sickness days for each completed month’s service during the first 12 months of employment and 4 paid sickness days for each month of service thereafter, up to a maximum of 120 days on two-thirds of pay; 11 statutory holidays with pay; severance pay on redundancy at the rate of two-thirds of a month’s pay for a monthly-rated employee and 18 days’ wages for a time-rated or piece-rated employee for each year of service, up to a maximum equivalent to 12 months’ earnings; long service payment for employees who have worked continuously for the same employer for a specified number of years and who have been dismissed...
for reasons other than summary dismissal; protection against acts of anti-union discrimination, irrespective of wages earned; and seven days' annual leave with pay for an employee who has completed a period of 12 months' employment. The Protection of Wages and Insolvency Ordinance, enacted in April 1985, provides for the establishment of a fund to protect the wages of workers whose employers become insolvent.

**Dispute Settlement**

Under the Labour Relations Ordinance, a labour dispute may first be referred to the Labour Relations Division for ordinary conciliation. If ordinary conciliation is unsuccessful, the Commissioner for Labour may appoint a special conciliation officer to deal with the dispute. If special conciliation is again unsuccessful, the Governor-in-Council may refer the dispute to arbitration with the consent of the parties, or establish a board of enquiry to investigate into the dispute and to report thereon, with suitable recommendations, or to take any other action warranted by the circumstances of the dispute. Where a dispute is such that it paralyses the economy of Hong Kong or seriously jeopardises the wellbeing of a substantial number of its people, the Governor-in-Council may make a cooling-off order banning all forms of industrial action and discrimination. The effective period of an order should not exceed 30 days, in the first instance, and may be extended to a period of not exceeding 60 days in total. So far, it has not been necessary to resort to the cooling-off provisions.

The Labour Relations Division handles the following units:

**Labour Relations Unit**

There are altogether 10 branch offices responsible for handling labour problems and disputes. Free advisory services on matters relating to conditions of employment and personnel management are offered to the public. Conciliation services, helping to settle labour problems and disputes with minimum friction and disruption, are rendered.

**Promotion Unit**

The Promotion Unit is responsible for promoting harmonious labour-management relations through a series of activities, such as certificate courses on labour relations for union officials and middle-management personnel, mini-exhibitions on labour legislation and symposia/seminars on labour matters. Promotional visits are conducted to industrial establishments, employees' associations and trade unions. Posters, calendars and pamphlets are published and distributed to employers and trade associations.
Wage Security Unit

The Wage Security Unit administers the Protection of Wages and Insolvency Ordinance and Regulations. It assists workers in claiming arrears of wages owed by insolvent employers from the Protection of Wages and Insolvency Fund, which was set up in October 1984 and financed by a levy of HK$100 on each Business Registration Certificate.

Trade Disputes and Claims

Trade disputes and claims from 1983-1986 appear in Annex XI.

LABOUR TRIBUNAL

The Labour Tribunal, which is part of the judiciary, provides a quick, inexpensive and informal method of adjudicating certain types of disputes between employees and employers. It complements the conciliation services provided by the Labour Relations Division.
REGISTRY OF TRADE UNIONS
REGISTRY OF TRADE UNIONS

Organisational Structure and Staff Strength

The Registry of Trade Unions is headed by a Registrar of Trade Unions, assisted by 2 Deputy Registrars and 6 Assistant Registrars, all of whom hold statutory posts under the Trade Unions Ordinance.

Role and Functions

The Registry of Trade Unions is divided into two Divisions:

- Administration and Education Division, responsible for the general administration and planning of the Registry and planning and provision of the trade union education programme.

- Registration Division, responsible for the administration and enforcement of the Trade Unions Ordinance, Chapter 332.

Trade Unions

Union Figures

As at 31 December 1986, 448 unions were registered with the Registry of Trade Unions. These included 403 employees' unions, 30 organisations of employers and merchants and 15 mixed organisations of employers and merchants.

Under the Trade Unions Ordinance, Chapter 332, every trade union is required to submit annual returns giving particulars of union membership as at the end of the year on or before 31 March of the following year. As at 31 December 1986, there were 403 employees’ unions on the register. The declared membership of the different groups of employees’ unions, classified by their affiliation, is given in the table on page 44.
### Membership of Employees’ Unions

<table>
<thead>
<tr>
<th>No. of Employees’ Unions</th>
<th>Declared Membership</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1985</strong></td>
<td><strong>1986</strong></td>
</tr>
<tr>
<td><strong>Affiliated to the Hong Kong Federation of Trade Unions</strong></td>
<td>70</td>
</tr>
<tr>
<td><strong>Affiliated to the Hong Kong and Kowloon Trades Union Council</strong></td>
<td>70</td>
</tr>
<tr>
<td><strong>Others</strong></td>
<td>251</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>391</td>
</tr>
</tbody>
</table>

**Note:** Both the Hong Kong Federation of Trade Unions and the Hong Kong and Kowloon Trades Union Council are registered societies under the Societies Ordinance, Chapter 151.

**Union Participation Rate**

The union participation rate has remained steady at about 16 per cent during 1981-1986. The rate is calculated on the basis of the total declared membership of employees’ unions over the total number of salaried employees and wage earners. In 1986, the union participation rate was 15.68 per cent. The annual figures are shown at Annex XII.
HONG KONG PRODUCTIVITY COUNCIL

Organisational Structure

The Council comprises a Chairman and 20 members, all appointed by the Governor. It elects from amongst its members an Executive Committee for examining policy matters and making suitable recommendations.

The Council recruits an Executive Director and a Technical Director to oversee its activities, which are divided into (a) core activities in technical information, management and industrial consultancy, computer services' training and engineering services, and (b) industry support activities in the fields of electronic services, metals development and environmental management. Each of the above fields of activity is, in turn, supervised by a Divisional Manager, assisted by a team of professional consultants.

Staff Strength

The Council’s professional and administrative staff as on March 1986 were 92.

Role and Functions

The Hong Kong Productivity Council was established in 1967, under the Hong Kong Productivity Council Ordinance, to promote increased productivity in industry and to encourage more efficient utilisation of the resources therein. The Council offers an integrated range of multidisciplinary services to help industry resolve technical and management problems and increase operational efficiency. In addition to conducting a wide range of training programmes, the Council provides management and industrial consultancy, technical assistance and computer and research services to industry. It also undertakes innovative developmental projects; collects, analyses and disseminates technical information; and organises industrial exhibitions and overseas' study missions.

Budget for Staff Salaries and Allowances

The amount of allocated budget for staff emoluments was HK$30.3 million for 1985/86.
VOCATIONAL TRAINING COUNCIL
ORGANISATION STRUCTURE

The Executive Director of the Vocational Training Council is Head of the Technical Education and Industrial Training Department. The Council's activities are discharged through the following set-ups:

- 7 technical institutes (one more is expected to be completed in 1987);
- 15 training centres;
- 19 training boards covering major economic sectors;
- 7 general committees dealing with specific aspects of vocational training;
- 3 council committees dealing with matters related to finance, administration and estates.
- a Management Development Centre for the promotion of management and supervisory training; and
- an Apprenticeship Section administering the Apprenticeship Ordinance, which provides a legal framework for the training and employment of apprentices.

STAFF STRENGTH

The total number of staff was 1,453 as at 1 April 1986, of whom 635 were civil servants seconded to the Council and 818 were directly employed by the Council.

ROLE AND FUNCTIONS

The Council is responsible for advising the Governor on the measures required to ensure a comprehensive system of technical education and industrial training. It also institutes, develops and operates schemes for training operatives, craftsmen, technicians and technologists, and for establishing, operating and maintaining technical institutes and industrial training centres.

The Vocational Training Council was established in 1982, under the Vocational Training Council Ordinance. It is responsible for co-ordinating the development of a comprehensive system of technical education and training in industry and commerce.

The Council has set up three council committees, nineteen training boards and seven general committees. The council committees deal with matters related to finance, administration and estates. The training boards deal with manpower planning...
and training matters in major economic sectors, ranging from automobiles and banking to textiles and the wholesale/retail and import/export trades. The general committees deal with specific training areas common to more than one economic sector, such as apprenticeship and trade testing, electronic data processing training, management and supervisory training, precision tools’ training, technical education, training of technologists and translation.

The Vocational Training Council has established two large training centre complexes, one in Kowloon Bay and the other in Kwai Chung, to house 11 training centres, i.e. automobile, electrical, electronics, hotel, machine shop and metal-working, plastics, precision tools, printing, textiles, welding and gas fitting training centres. These centres provide off-the-job basic and upgrading training for operatives, craftsmen, technicians, engineering graduates and undergraduates. The Council also operates a training scheme for engineering graduates to enable them to meet the practical training requirements of major professional engineering institutions. In addition, the Council has set up a Seamen’s Training Temporary Centre at Little Sai Wan to provide training to in-service local seamen to enable them to meet the mandatory standards required by the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers. For training in the commerce and service sectors, the council has established an Insurance Training Centre and an EDP training centre. The Council has also set up a Management Development Centre to carry out research, development, co-ordination and promotion of management education and training in Hong Kong. Steps are also being taken to establish a banking training centre, a jewellery training centre and a permanent seamen’s training centre.

Technical Education

At present, the Council operates seven technical institutes to provide courses at the craft and technician levels. A new technical institute is being built at Chaiwan which will be operational in 1987. Facilities for training higher technicians and technologists are provided at the Hong Kong Polytechnic, the City Polytechnic, the University of Hong Kong and the Chinese University of Hong Kong.

Budget for Staff Salaries and Allowances

The amount of allocated budget for staff salaries and related expenses of the Council was HK$216 million for 1985/86.

Training Authorities

The Construction Industry Training Authority and Clothing Industry Training Authority are empowered to impose respectively levies on building and civil engineering contracts and on the total export value of clothing articles for the setting up and running of training centres to provide basic training in key trades in the two industries. At present, each Authority operates two training centres, and a third centre for the Construction Industry Training Authority is being planned.
Apprenticeship Training

The Apprenticeship Ordinance, which together with its subsidiary legislation provides a legal framework for the training of craftsmen and technicians, is administered by the Apprenticeship Section of the Technical Education and Industrial Training Department.
CONSTRUCTION INDUSTRY TRAINING AUTHORITY
CONSTRUCTION INDUSTRY TRAINING AUTHORITY

Organisational Structure

The Administration Board consists of a Chairman and 13 members appointed by the Governor of Hong Kong.

The Authority employs a Course Director, who oversees the Construction Managers' Course, and an Adviser, who gives advice on training in the construction industry, in general, and also on the planning of the Aberdeen Training Centre.

The Authority's staff are responsible for the discharge of the day-to-day administrative duties entrusted by the Board.

Staff Strength

The Authority has 207 staff.

Role and Functions

The Accounting/Secretariat Division oversees all aspects of the Authority's financial matters and administers the levy assessment and collection system. The Authority operates two training centres, one in Kowloon Bay and the other in Kwai Chung. The Kowloon Bay and Kwai Chung Training Centres are responsible for recruitment, training and placement of trainees.

Budget for 1987

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff Salaries</td>
<td>HK$18,575,000</td>
</tr>
<tr>
<td>Allowances</td>
<td>HK$ 812,000</td>
</tr>
<tr>
<td>Staff Welfare</td>
<td>HK$ 207,000</td>
</tr>
<tr>
<td>Training and Education Allowance</td>
<td>HK$ 56,000</td>
</tr>
</tbody>
</table>
CLOTHING INDUSTRY
TRAINING AUTHORITY
CLOTHING INDUSTRY TRAINING AUTHORITY

Organisational Structure

The Clothing Industry Training Authority is a statutory body established by the Industry Training (Clothing Industry) Ordinance.

The Authority consists of a Chairman and 15 members, all appointed by the Governor of Hong Kong. To enable the Authority to discharge its functions better and achieve its objectives, five committees were appointed from among its members to take responsibility for specific functions. These committees are empowered to co-opt any person whose advice is considered necessary.

Staff Strength

At present the Authority's staff strength is 107.

Role and Functions

Three-quarters of the 107 staff are responsible for training, recruitment and placement of trainees, and the remaining are deployed in administrative work.

Budget for Staff Salaries and Allowances for 1986

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff Salaries</td>
<td>HK$6.3 million</td>
</tr>
<tr>
<td>Allowances</td>
<td>HK$10,000</td>
</tr>
</tbody>
</table>
TRIPARTITE CONSULTATION - LABOUR ADVISORY BOARD
The Labour Advisory Board is a non-statutory tripartite body appointed by the Governor. With the Commissioner for Labour or his deputy as Chairman, employers and employees are represented on the Board, with six members from each side. Four of the employers' representatives are nominated by the four major employers' associations. Four of the employees' representatives are elected biennially by registered employees' trade unions. The other members are directly appointed by the Governor. The Board advises the Commissioner for Labour on such matters affecting labour, including legislation and Conventions and Recommendations of the International Labour Organisation, as the Commissioner may refer to it. It may appoint such committees as it considers necessary and co-opt any person who is not a member of the Board to serve on such committees. So far, five committees have been set up, viz. the Committee on Employment Service, Committee on the Implementation of International Labour Standards, Committee on Labour Relations, Committee on Employees' Compensation and the Industrial Safety and Health Committee (known as the Committee on Industrial Safety and Accident Prevention prior to 1 January 1987).

In 1986, the Labour Advisory Board met four times to consider proposed labour legislation, Hong Kong's attendance at the General Conference of the International Labour Organisation and other aspects of labour matters. It published, for the first time, a report on its work and the activities of its committees during the two-year period 1985-86.

Major activities of the committees in 1986 were as follows:

- The Committee on Employment Service met three times in 1986 to review the work of the Employment Service of the Labour Department and advise on the improvement of existing services. It set up an ad hoc fund-raising sub-committee in July to raise funds for the production of three video programmes on general principles of career guidance.

- The Committee on the Implementation of International Labour Standards met twice in 1986. It examined two international labour Conventions with a view to advising the Commissioner for Labour on the appropriate Declarations to be made in respect of Hong Kong's application of the Conventions. It also reviewed 40 Conventions and advised that the possibility of improving the Declarations of 16 of them should be explored.
• The Committee on Industrial Safety and Accident Prevention met thrice to discuss matters relating to industrial safety and health and, in particular, a proposal on the establishment of an occupational safety and health council. Under this committee, six industry-based tripartite safety sub-committees have been formed for the construction, electronics, metalware, plastics, ship-building and ship-repairing, and textiles industries. In 1986, these safety sub-committees undertook a variety of activities to promote industrial safety.

• The Committee on Labour Relations met twice to discuss, among others, the definition of continuous contracts, matters concerning long service payments and promotional activities organised by the Promotion Unit of the Labour Relations Division.

• In September, the Committee on Employees' Compensation was established to examine and recommend improvements in the administrative system and legislation relating to employees' compensation in Hong Kong. It met twice to discuss the revision of the Notice of Accidents, establishment of an Employees' Compensation Central Fund and miscellaneous amendments to the Employees' Compensation Ordinance.
INTERNATIONAL LABOUR

CONVENTIONS
INTERNATIONAL LABOUR CONVENTIONS

Application of International Labour Conventions in Hong Kong

International Labour Conventions which prescribe international labour standards are set by the International Labour Organisation (ILO) to serve as models for national legislation and practice. Conventions, which are open to ratification, impose obligations upon Governments which ratify them.

Hong Kong is not a member of the ILO but, in ILO terms, is a non-metropolitan territory of the United Kingdom. As a non-metropolitan territory, Hong Kong is not called upon to ratify any Conventions. Declarations in respect of Hong Kong on the application of Conventions are made by the United Kingdom Government after full consultation with the Hong Kong Government. As at 31 December 1986, the Declarations in respect of International Labour Conventions applicable to Hong Kong were as follows:

\[
\begin{array}{|l|c|}
\hline
\text{Declarations} & \text{Number of Conventions} \\
\hline
\text{Applied without modification} & 29 \\
\text{Applied with modification} & 19 \\
\text{Decision reserved} & 23 \\
\text{Declaration to be made} & 2 \\
\hline
\end{array}
\]

A complete list of these Conventions is at Appendix XIII.
Annex I

LEGISLATION OF CONCERN TO THE LABOUR DEPARTMENT
(as at 31 December 1986)

A. Legislation of Concern to the Labour Division

Health, Safety and Welfare:

1. Boilers and Pressure Receivers Ordinance, Chapter 56.
   Boilers and Pressure Receivers Regulations.
   Boilers and Pressure Receivers (Forms) Order.
   Boilers and Pressure Receivers (Exemption) (Consolidation) Order.

2. Factories and Industrial Undertakings Ordinance, Chapter 59.
   Factories and Industrial Undertakings Regulations.
   Factories and Industrial Undertakings (Notification of Occupational Diseases) Regulations.
   Factories and Industrial Undertakings (First-Aid in Notifiable Workplaces) Regulations.
   Quarries (Safety) Regulations.
   Factories and Industrial Undertakings (Blasting by Abrasives) Special Regulations.
   Factories and Industrial Undertakings (Woodworking Machinery) Regulations.
   Factories and Industrial Undertakings (Electrolytic Chromium Process) Regulations.
   Factories and Industrial Undertakings (Confined Spaces) Regulations.
   Factories and Industrial Undertakings (Lifting Appliances and Lifting Gear) Regulations.
   Factories and Industrial Undertakings (Abrasive Wheels) Regulations.
   Factories and Industrial Undertakings (Work in Compressed Air) Regulations.
   Factories and Industrial Undertakings (Spraying of Flammable Liquids) Regulations.
   Factories and Industrial Undertakings (Goods Lifts) Regulations.
Factories and Industrial Undertakings (Dry Batteries) Regulations.
Factories and Industrial Undertakings (Guarding and Operation of Machinery) Regulations.
Factories and Industrial Undertakings (Cartridge-Operated Fixing Tools) Regulations.
Factories and Industrial Undertakings (Protection of Eyes) Regulations.
Construction Sites (Safety) Regulations.
Factories and Industrial Undertakings (Cargo Handling) Regulations.
Factories and Industrial Undertakings (Fire Precautions in Notifiable Workplaces) Regulations.
Factories and Industrial Undertakings (Safety Officers and Safety Supervisors) Regulations (Commencement of Regulations 4 to 13 with effect from 1.12.86).

3. Radiation Ordinance, Chapter 303.
   Radiation (Control of Irradiating Apparatus) Regulations.
   Radiation (Control of Radioactive Substances) Regulations.

4. Gasholders Examination Ordinance, Chapter 54.
   Gasholders Examination Regulations.

Conditions of Employment:

5. Contracts for Employment Outside Hong Kong Ordinance, Chapter 78.

   Employment Agency Regulations.
   Employment of Children Regulations.
   Women and Young Persons (Industry) Regulations.

7. Employment of Young Persons and Children at Sea Ordinance, Chapter 58.

8. Trade Boards Ordinance, Chapter 63.

9. Immigration Ordinance, Chapter 115.
**Employees' Compensation:**

10. Employees' Compensation Ordinance, Chapter 282.
    Employees' Compensation Regulations.
    Employees' Compensation (Rules of Court) Rules.

11. Pneumoconiosis (Compensation) Ordinance, Chapter 360.
    Pneumoconiosis (Compensation) (Assessment of Levy) Regulations.
    Pneumoconiosis (Compensation) (Computation of Earnings) Regulations.

**Labour Relations:**

12. Labour Tribunal Ordinance, Chapter 25, and Rules.

13. Trade Unions Ordinance, Chapter 332.
    Trade Union Registration Regulations.

14. Labour Relations Ordinance, Chapter 55.

15. Protection of Wages and Insolvency Ordinance, Chapter 380.
    Protection of Wages and Insolvency Regulations.

**Industrial Training:**

    Industrial Training (Construction Industry) (Forms) Regulations.

17. Industrial Training (Clothing Industry) Ordinance, Chapter 318.

18. Apprenticeship Ordinance, Chapter 47.
    Apprenticeship Regulations.
    Apprenticeship Ordinance (Designation of Trades) Order.
    Apprenticeship (Periods of Apprenticeship) (Consolidation) Notice.


**B. Legislation of Concern to the Mines Division**

1. Mining Ordinance, Chapter 285, and subsidiary legislation.

2. Dangerous Goods Ordinance, Chapter 295, and subsidiary legislation.
ORGANISATION CHART OF THE LABOUR DEPARTMENT

COMMISSIONER FOR LABOUR

DEPUTY COMMISSIONER FOR LABOUR

ASSISTANT COMMISSIONER FOR LABOUR (A)

YOUTH EMPLOYMENT SERVICE

SELECTIVE PLACEMENT

EMPLOYMENT SERVICES

STAFF TRAINING DEVELOPMENT

EMPLOYEES' COMPENSATION

MINES

FACTORY INSPECTORATE

OCCUPATIONAL HEALTH

PRESSURE EQUIPMENT

DEVELOPMENT

PROSECUTIONS

WOMEN & YOUNG PERSONS

LABOUR RELATIONS

INFORMATION & PUBLIC RELATIONS

ADMINISTRATION

SENIOR LABOUR OFFICER

SENIOR LABOUR OFFICER

SENIOR LABOUR OFFICER

SUPERINTENDENT OF MINES

CHIEF FACTORY INSPECTOR

OCCUPATIONAL HEALTH CONSULTANT

PRINCIPAL SURVEYOR

SENIOR LABOUR OFFICER

SENIOR LABOUR OFFICER

SENIOR LABOUR OFFICER

CHIEF LABOUR OFFICER

PRINCIPAL INFORMATION OFFICER

SECRETARY
Annex III

LIST OF PUBLICATIONS (REGULAR) ISSUED BY THE LABOUR DEPARTMENT DURING 1985

A Guide to the Construction Site (Safety) Regulations.
Lock Attendant’s Handbook.
Safety in the Use of Abrasive Wheels.
A Brief Guide to Industrial Safety.
Notification of Work Place.
A Guide to the Factories and Industrial Undertakings (Confined Spaces) Regulations.
Guard Your Machine.
A Guide to the Factories and Industrial Undertakings (Electricity) Regulations.
A Guide to the Factories and Industrial Undertakings (Cargo Handling) Regulations.
A Guide to the Factories and Industrial Undertakings (Woodworking Machinery) Regulations.
Safe Practice in Operating Fork Lift Trucks.
Safe Practice for Container Handling.
Reporting Accidents and Dangerous Occurrences.
Guide to Safety Regulations on Lifting Appliances and Lifting Gear.
Handbook on Guarding and Operation of Machinery.
Special Hints for Electric Arc Welding.
Safety Hints for Users of Acetylene Cylinders.
Guide to Employees’ Compensation Legislation.
A Guide to Pneumoconiosis (Compensation) Ordinance.
Employ the Disabled.
Employing Someone With Impaired Hearing.
Employing Someone Who is Physically Disabled.
Employing Someone Who is Blind or Visually Handicapped.
Employment of Mentally Retarded Persons.
Employing People Who Have Had a Mental Illness.
Code of Practice for Protection of Cotton Spinning Workers from Byssinosis.
Visual Display Unit — Health Aspects.
Annex IV

LIST OF SURVEYS AND STUDIES DURING 1985 (AD HOC)

Survey of silicosis prevalence in quarrying, site excavation and stone crushing.
Health survey of dockyard welders.
Health survey of dermatitis hazard from cement in plastering, brick-laying and masonry work.
Hygiene survey of weaving industry.
Survey of solvent exposure in spot cleaning processes in the garment industry.
Health survey of screen printing and etching processes in electronics industry.
Health survey of footwear industry.
Survey of silicosis hazard in stone milling.
Survey of lead hazard in the pressure die-casting industry.
Survey of dust hazard in jewellery manufacture.
Survey of health hazard in wooden furniture manufacture.
Survey of health hazard of circuit-board printing in electronics industry.
Silicosis hazard in caisson construction.
Health survey of mirror-making industry in Hong Kong.
Survey of solvent exposure in metal industry.
Opinion survey of women night workers on shift rotation.
Silica dust exposure and silicosis in sodium silicate manufacture.
Silicosis prevalence survey.
Ozone hazard in plastic bag manufacture.
Scientific equipment manufacture.
Gumming of footwear industry.
Solvent hazard in paint manufacture industry.
Study of chemicals used in the manufacture of printed circuit-boards (with chemical safety data sheet).
Study of chemicals used in the fabrication of wafers and manufacture of transistors and diodes (with chemical safety data sheet).
Study of chemicals used in electronic-assembly production.
A guide for control of asbestos insulation and coating production.
A guide for classification and labelling of chemicals.
Safety in the use of Boatswain's Chair in Hong Kong.
Study of practical ways to fence dangerous places in buildings under construction.
Storage, handling and use of chlorine emitting bleaching agent.
Study report on safe operation of kiers.
Study on the health aspects of polyurethane paint.
Manufacture of rigid plastic foam.
Study on the use of asbestos in paints.
Safe use of chlorine and its application in local industry.
### ACTIVITIES OF WOMEN AND YOUNG PERSONS DIVISION (1983-1985)

<table>
<thead>
<tr>
<th></th>
<th>1983</th>
<th>1984</th>
<th>1985</th>
</tr>
</thead>
<tbody>
<tr>
<td>Night visits to industrial undertakings</td>
<td>61,349</td>
<td>60,552</td>
<td>66,733</td>
</tr>
<tr>
<td>Daytime visits to industrial undertakings</td>
<td>178,597</td>
<td>157,615</td>
<td>148,888</td>
</tr>
<tr>
<td>Night visits to non-industrial establishments</td>
<td>13,024</td>
<td>11,505</td>
<td>374</td>
</tr>
<tr>
<td>Daytime visits to non-industrial establishments</td>
<td>54,733</td>
<td>46,832</td>
<td>30,083</td>
</tr>
<tr>
<td>Total</td>
<td>307,703</td>
<td>276,504</td>
<td>246,078</td>
</tr>
</tbody>
</table>

During 1986, 251,167 inspections were made to establishments in both the industrial and non-industrial sectors. These efforts resulted in 1,619 prosecutions.

Special campaigns were also launched against the illegal employment of children. In 1986, three campaigns were conducted in which 19,274 establishments were inspected and two children were found illegally employed.
# Annex V(B)

## ACTIVITIES OF FACTORY INSPECTORATE DIVISION (1983-1985)

<table>
<thead>
<tr>
<th>Year</th>
<th>No. of Inspections</th>
<th>No. of Legal Proceedings</th>
<th>No. of Accident Investigations</th>
</tr>
</thead>
<tbody>
<tr>
<td>1983</td>
<td>90,181</td>
<td>2,730</td>
<td>3,932</td>
</tr>
<tr>
<td>1984</td>
<td>78,010</td>
<td>2,775</td>
<td>3,636</td>
</tr>
<tr>
<td>1985</td>
<td>79,311</td>
<td>1,535</td>
<td>3,450</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>1983</th>
<th>1984</th>
<th>1985</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regular inspection visits</td>
<td>1,707</td>
<td>1,668</td>
<td>1,969</td>
</tr>
<tr>
<td>Pre-court visits, prior to legal proceedings</td>
<td>368</td>
<td>207</td>
<td>206</td>
</tr>
<tr>
<td>Accident investigations</td>
<td>_</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>
ACTIVITIES OF PROSECUTIONS
DIVISION (1983-1985)

*Total Number of Inspection Visits* (including visits to mines, quarries, blasting sites and explosives stores):

<table>
<thead>
<tr>
<th>Year</th>
<th>Visits</th>
</tr>
</thead>
<tbody>
<tr>
<td>1983</td>
<td>1,805</td>
</tr>
<tr>
<td>1984</td>
<td>1,497</td>
</tr>
<tr>
<td>1985</td>
<td>1,675</td>
</tr>
</tbody>
</table>
## Annex V(D)

### ACTIVITIES OF EMPLOYMENT SERVICE DIVISION (1983-1985)

<table>
<thead>
<tr>
<th>Year</th>
<th>REGISTRATION</th>
<th></th>
<th>PLACEMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>LES</td>
<td>HEES</td>
<td>CRU</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>GS</td>
</tr>
<tr>
<td>1983</td>
<td>184,237</td>
<td>5,005</td>
<td>59,311</td>
</tr>
<tr>
<td>1984</td>
<td>158,737</td>
<td>4,808</td>
<td>41,386</td>
</tr>
<tr>
<td>Total</td>
<td>504,518</td>
<td>14,421</td>
<td>136,834</td>
</tr>
</tbody>
</table>

**LES** = Local Employment Service  
**HEES** = Higher Education Employment Service  
**CRU** = Central Recruitment Unit  
**GS** = Government Sector  
**PS** = Private Sector
Annex V(E)

ACTIVITIES OF SELECTIVE PLACEMENT DIVISION
(1983-1986)

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of registrations</td>
<td>1,602</td>
<td>1,658</td>
<td>1,950</td>
<td>958</td>
</tr>
<tr>
<td>Number of placements</td>
<td>786</td>
<td>853</td>
<td>790</td>
<td>1,000</td>
</tr>
<tr>
<td>Number of vacancy orders received</td>
<td>763</td>
<td>899</td>
<td>846</td>
<td></td>
</tr>
</tbody>
</table>
## Annex VI

### OCCUPATIONAL INJURY CASES REPORTED TO THE LABOUR DEPARTMENT (1977-1986)

<table>
<thead>
<tr>
<th>Year</th>
<th>Fatal</th>
<th>Non-Fatal</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1977</td>
<td>265</td>
<td>49,589</td>
<td>49,854</td>
</tr>
<tr>
<td>1978</td>
<td>278</td>
<td>53,374</td>
<td>53,652</td>
</tr>
<tr>
<td>1979</td>
<td>301</td>
<td>66,534</td>
<td>66,835</td>
</tr>
<tr>
<td>1980</td>
<td>235</td>
<td>70,386</td>
<td>70,621</td>
</tr>
<tr>
<td>1981</td>
<td>270</td>
<td>69,158</td>
<td>69,428</td>
</tr>
<tr>
<td>1982</td>
<td>245</td>
<td>70,879</td>
<td>71,124</td>
</tr>
<tr>
<td>1983</td>
<td>246</td>
<td>70,895</td>
<td>71,141</td>
</tr>
<tr>
<td>1984</td>
<td>217</td>
<td>80,954</td>
<td>81,171</td>
</tr>
<tr>
<td>1985</td>
<td>216</td>
<td>79,340</td>
<td>79,556</td>
</tr>
<tr>
<td>1986*</td>
<td>162</td>
<td>86,880</td>
<td>87,042</td>
</tr>
</tbody>
</table>

*Note: With effect from 1986, fatal cases excluded those persons whose deaths were subsequently found to be from natural causes and unrelated to work.*
NUMBER OF MANUFACTURING ESTABLISHMENTS
(1977-1986)

<table>
<thead>
<tr>
<th>Year</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>1977</td>
<td>37,568</td>
</tr>
<tr>
<td>1978</td>
<td>41,240</td>
</tr>
<tr>
<td>1979</td>
<td>42,282</td>
</tr>
<tr>
<td>1980</td>
<td>45,025</td>
</tr>
<tr>
<td>1981</td>
<td>47,996</td>
</tr>
<tr>
<td>1982</td>
<td>46,448</td>
</tr>
<tr>
<td>1983</td>
<td>45,576</td>
</tr>
<tr>
<td>1984</td>
<td>48,038</td>
</tr>
<tr>
<td>1985</td>
<td>45,915</td>
</tr>
<tr>
<td>1986</td>
<td>46,816</td>
</tr>
</tbody>
</table>

Source: Employment, Vacancies and Payroll Statistics
### LABOUR FORCE STATISTICS
(1983-1986)

<table>
<thead>
<tr>
<th></th>
<th>Labour Force</th>
<th>Labour Force Participation Rate</th>
<th>Employed Persons</th>
<th>Unemployed Persons</th>
<th>Unemployment Rate (Deseasonalised)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1983Q4</td>
<td>2,562,400</td>
<td>64.6%</td>
<td>2,452,400</td>
<td>110,100</td>
<td>4.1%</td>
</tr>
<tr>
<td>1984Q4</td>
<td>2,619,200</td>
<td>65.2%</td>
<td>2,512,800</td>
<td>106,400</td>
<td>3.8%</td>
</tr>
<tr>
<td>1985Q4</td>
<td>2,644,100</td>
<td>64.7%</td>
<td>2,556,700</td>
<td>87,300</td>
<td>3.1%</td>
</tr>
<tr>
<td>1986Q4</td>
<td>2,723,500</td>
<td>65.0%</td>
<td>2,664,600</td>
<td>59,000</td>
<td>2.2%</td>
</tr>
</tbody>
</table>
CONSUMER PRICE INDEX(A)

Note: 1. Apart from the new CPI series (Oct. 84/Sept. 85 = 100), the old series (Oct. 79/Sept. 80 = 100) is also given until March 1987, after which the old series will be discontinued.

2. The New CPI(A) is based on the expenditure pattern of 50 per cent of urban households in Hong Kong, which was derived from the 1984/85 Household Expenditure Survey. The New CPI(A) refers to households spending between $2,000 and $6,499 a month at that time.
Annex X

WAGE INDICES (MARCH 1982 = 100)

<table>
<thead>
<tr>
<th></th>
<th>Nominal Wage Index</th>
<th>Real Wage Index</th>
</tr>
</thead>
<tbody>
<tr>
<td>1984</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Q1</td>
<td>116.8</td>
<td>96.7</td>
</tr>
<tr>
<td>Q2</td>
<td>118.8</td>
<td>96.7</td>
</tr>
<tr>
<td>Q3</td>
<td>120.4</td>
<td>97.2</td>
</tr>
<tr>
<td>Q4</td>
<td>121.1</td>
<td>97.9</td>
</tr>
<tr>
<td>1985</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Q1</td>
<td>124.9</td>
<td>99.3</td>
</tr>
<tr>
<td>Q2</td>
<td>126.7</td>
<td>100.4</td>
</tr>
<tr>
<td>Q3</td>
<td>127.8</td>
<td>99.4</td>
</tr>
<tr>
<td>Q4</td>
<td>128.6</td>
<td>101.3</td>
</tr>
<tr>
<td>1986</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Q1</td>
<td>131.6</td>
<td>102.6</td>
</tr>
<tr>
<td>Q2</td>
<td>134.0</td>
<td>103.0</td>
</tr>
<tr>
<td>Q3</td>
<td>136.2</td>
<td>103.9</td>
</tr>
<tr>
<td>Q4</td>
<td>137.7</td>
<td>104.5</td>
</tr>
</tbody>
</table>

Note: The Real Wage Index for December 1986 is obtained by deflating its nominal counterpart by the new CPI(A) (1984/85 = 100) for the same month.
## Wage Index for Employees in Selected Trades
### March 82 = 100

<table>
<thead>
<tr>
<th></th>
<th><strong>Craftsmen and Other Operatives</strong></th>
<th><strong>Supervisory, Technical, Clerical and Misc. Non-Production Workers</strong></th>
<th><strong>All Employees</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Nominal Wage Index</td>
<td></td>
<td>HK$</td>
<td>HK$</td>
</tr>
<tr>
<td>Overall</td>
<td>135.9</td>
<td>112</td>
<td>139.5</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>133.9</td>
<td>109</td>
<td>146.0</td>
</tr>
<tr>
<td>Wholesale/retail</td>
<td></td>
<td>*</td>
<td>130.1</td>
</tr>
<tr>
<td>trades, restaurants</td>
<td></td>
<td>*</td>
<td></td>
</tr>
<tr>
<td>and hotels</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Transport services</td>
<td>*</td>
<td>*</td>
<td>148.5</td>
</tr>
<tr>
<td>Business services</td>
<td>*</td>
<td>*</td>
<td>143.6</td>
</tr>
<tr>
<td>Personal services</td>
<td>136.1</td>
<td>162</td>
<td>132.6</td>
</tr>
</tbody>
</table>

* Not available
## Annex XI

### TRADE DISPUTES AND CLAIMS

(1983-1986)

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Trade disputes</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(a) Disputes dealt with</td>
<td>152</td>
<td>147</td>
<td>155</td>
<td>205*</td>
</tr>
<tr>
<td>(b) Disputes settled</td>
<td>68</td>
<td>59</td>
<td>69</td>
<td>88</td>
</tr>
<tr>
<td>Amount settled (in millions)</td>
<td>HK$18.4</td>
<td>HK$23.7</td>
<td>HK$32</td>
<td>HK$52.7</td>
</tr>
<tr>
<td><strong>Claim cases</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(a) Cases dealt with</td>
<td>17,739</td>
<td>17,560</td>
<td>17,928</td>
<td>19,211</td>
</tr>
<tr>
<td>(b) Cases settled</td>
<td>11,658</td>
<td>13,260</td>
<td>13,015</td>
<td>13,230</td>
</tr>
<tr>
<td>Amount settled (in millions)</td>
<td>HK$22.2</td>
<td>HK$22.8</td>
<td>HK$25.3</td>
<td>HK$27.3</td>
</tr>
<tr>
<td><strong>Working days lost</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>No. of stoppages</td>
<td>11</td>
<td>11</td>
<td>3</td>
<td>9</td>
</tr>
<tr>
<td>No. of man-days lost</td>
<td>2,530</td>
<td>3,083</td>
<td>1,160</td>
<td>4,907</td>
</tr>
<tr>
<td>No. of man-days lost per 1,000 wage earners and salaried employees</td>
<td>1.15</td>
<td>1.37</td>
<td>0.52</td>
<td>2.10</td>
</tr>
</tbody>
</table>

* Including 109 insolvency cases
## Annex XII

### UNION PARTICIPATION RATE

(1968-1986)

<table>
<thead>
<tr>
<th>Year</th>
<th>Declared Membership of Employees' Unions</th>
<th>Salaried Employees and Wage Earners</th>
<th>Union Participation Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1968</td>
<td>169,676</td>
<td>1,254,000</td>
<td>13.53%</td>
</tr>
<tr>
<td>1969</td>
<td>175,245</td>
<td>1,283,000</td>
<td>13.65%</td>
</tr>
<tr>
<td>1970</td>
<td>196,299</td>
<td>1,263,000</td>
<td>15.54%</td>
</tr>
<tr>
<td>1971</td>
<td>221,619</td>
<td>1,273,976</td>
<td>17.00%</td>
</tr>
<tr>
<td>1972</td>
<td>251,729</td>
<td>1,350,000</td>
<td>18.50%</td>
</tr>
<tr>
<td>1973</td>
<td>295,735</td>
<td>1,397,000</td>
<td>20.70%</td>
</tr>
<tr>
<td>1974</td>
<td>317,045</td>
<td>1,443,000</td>
<td>21.97%</td>
</tr>
<tr>
<td>1975</td>
<td>361,458</td>
<td>1,513,000</td>
<td>23.88%</td>
</tr>
<tr>
<td>1976</td>
<td>388,077</td>
<td>1,540,518</td>
<td>25.19%</td>
</tr>
<tr>
<td>1977</td>
<td>404,325</td>
<td>1,698,481</td>
<td>23.81%</td>
</tr>
<tr>
<td>1978</td>
<td>399,995</td>
<td>1,767,166</td>
<td>22.64%</td>
</tr>
<tr>
<td>1979</td>
<td>399,392</td>
<td>1,929,290</td>
<td>20.70%</td>
</tr>
<tr>
<td>1980</td>
<td>384,282</td>
<td>2,073,636</td>
<td>18.53%</td>
</tr>
<tr>
<td>1981</td>
<td>345,156</td>
<td>2,142,000</td>
<td>16.11%</td>
</tr>
<tr>
<td>1982</td>
<td>351,525</td>
<td>2,146,700</td>
<td>16.37%</td>
</tr>
<tr>
<td>1983</td>
<td>352,306</td>
<td>2,191,900</td>
<td>16.07%</td>
</tr>
<tr>
<td>1984</td>
<td>357,764</td>
<td>2,220,500</td>
<td>16.11%</td>
</tr>
<tr>
<td>1985</td>
<td>367,560</td>
<td>2,277,800</td>
<td>16.14%</td>
</tr>
<tr>
<td>1986</td>
<td>367,345</td>
<td>2,342,100</td>
<td>15.68%</td>
</tr>
</tbody>
</table>

**Note:**

1. Salaried employees and wage earners included all persons aged 15 and above who are either permanent in-workers, casual or seasonal in-workers and apprentices, trainees or learners.

2. Figures for 1971 and 1976 are based on the 1971 Population Census and the 1976 Population By-Census, and those for the other years are projected figures. From 1981 onwards, figures also included employed persons who were previously classified as "on leave" and "other", depending on whether such persons were genuine employees. As a result, the drop in the union participation rate is slightly exaggerated.
<table>
<thead>
<tr>
<th>Convention No.</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>Unemployment.</td>
</tr>
<tr>
<td>5</td>
<td>Minimum Age (Industry).</td>
</tr>
<tr>
<td>7</td>
<td>Minimum Age (Sea).</td>
</tr>
<tr>
<td>8</td>
<td>Unemployment Indemnity (Shipwreck).</td>
</tr>
<tr>
<td>11</td>
<td>Right of Association (Agriculture).</td>
</tr>
<tr>
<td>12</td>
<td>Workmen's Compensation (Agriculture).</td>
</tr>
<tr>
<td>15</td>
<td>Minimum Age (Trimmers and Stokers).</td>
</tr>
<tr>
<td>16</td>
<td>Medical Examination of Young Persons (Sea).</td>
</tr>
<tr>
<td>19</td>
<td>Equality of Treatment (Accident Compensation).</td>
</tr>
<tr>
<td>22</td>
<td>Seamen's Articles of Agreement.</td>
</tr>
<tr>
<td>29</td>
<td>Forced Labour.</td>
</tr>
<tr>
<td>32</td>
<td>Protection Against Accidents (Dockers) (Revised).</td>
</tr>
<tr>
<td>42</td>
<td>Workmen's Compensation (Occupational Diseases) (Revised).</td>
</tr>
<tr>
<td>45</td>
<td>Underground Work (Women).</td>
</tr>
<tr>
<td>50</td>
<td>Recruiting of Indigenous Workers.</td>
</tr>
<tr>
<td>58</td>
<td>Minimum Age (Sea) (Revised).</td>
</tr>
<tr>
<td>64</td>
<td>Contracts of Employment (Indigenous Workers).</td>
</tr>
<tr>
<td>65</td>
<td>Penal Sanctions (Indigenous Workers).</td>
</tr>
<tr>
<td>74</td>
<td>Certification of Able Seamen.</td>
</tr>
<tr>
<td>81</td>
<td>Labour Inspection.</td>
</tr>
<tr>
<td>84</td>
<td>Right of Association (Non-Metropolitan Territories).</td>
</tr>
<tr>
<td>97</td>
<td>Migration for Employment (Revised).</td>
</tr>
<tr>
<td>98</td>
<td>Right to Organise and Collective Bargaining.</td>
</tr>
<tr>
<td>105</td>
<td>Abolition of Forced Labour.</td>
</tr>
<tr>
<td>108</td>
<td>Seafarers' Identity Documents.</td>
</tr>
</tbody>
</table>
115  —  Radiation Protection.
122  —  Employment Policy.
124  —  Medical Examination of Young Persons (Underground Work).
151  —  Labour Relations (Public Service).

B.  

Applied with modification (19 Conventions)

Convention No.:  

3  —  Maternity Protection.
10  —  Minimum Age (Agriculture).
14  —  Weekly Rest (Industry).
17  —  Workmen's Compensation (Accidents).
59  —  Minimum Age (Industry) (Revised).
63  —  Statistics of Wages and Hours of Work.
82  —  Social Policy (Non-Metropolitan Territories).
86  —  Contracts of Employment (Indigenous Workers).
87  —  Freedom of Association and Protection of the Right to Organise.
90  —  Night Work of Young Persons (Industry) (Revised).
92  — Accommodation of Crews (Revised).
101 — Holidays with Pay (Agriculture).
133 — Accommodation of Crews (Supplementary Provisions).
141 — Rural Workers' Organisations.
142 — Human Resources Development.
144 — Tripartite Consultation (International Labour Standards).
147 — Merchant Shipping (Minimum Standards).
148 — Working Environment (Air Pollution, Noise and Vibration).
150 — Labour Administration.

C.  

Decision reserved (23 Conventions)

Convention No.:  

24  —  Sickness Insurance (Industry).
25  —  Sickness Insurance (Agriculture).
27  —  Marking of Weight (Packages Transported by Vessels).
35 — Old-Age Insurance (Industry, etc.).
36 — Old-Age Insurance (Agriculture).
37 — Invalidity Insurance (Industry, etc.).
38 — Invalidity Insurance (Agriculture).
39 — Survivors' Insurance (Industry, etc.).
40 — Survivors' Insurance (Agriculture).
44 — Unemployment Provision.
56 — Sickness Insurance (Sea).
68 — Food and Catering (Ships' Crews).
69 — Certification of Ships' Cooks.
70 — Social Security (Seafarers).
77 — Medical Examination of Young Persons (Industry).
89 — Night Work (Women) (Revised).
99 — Minimum Wage Fixing Machinery (Agriculture).
100 — Equal Remuneration.
102 — Social Security (Minimum Standards).
114 — Fishermen's Articles of Agreement.
120 — Hygiene (Commerce and Offices).
135 — Workers' Representatives.
140 — Paid Educational Leave.

D. Declaration to be made (2 Conventions)

Convention No.: 23 — Repatriation of Seamen.
126 — Accommodation of Crews (Fishermen).