

輸入勞工

IMPORTATION OF LABOUR

發展局
運輸及物流局
勞工及福利局 / 勞工處
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Development Bureau
Transport and Logistics Bureau
Labour and Welfare Bureau/
Labour Department
13 June 2023

人力需求 Labour Demand

- 由於人口高齡化，香港出現**結構性勞動人口縮減**。本地勞動人口(外籍家庭傭工除外)由2018年368萬人的高峰下跌至2022年的346萬人。**低技術勞動人口減少約160 000 人**

Hong Kong faces a **structural labour force shrinkage** due to population ageing. The local labour force (excluding foreign domestic helpers) decreased from the peak of 3.68 million in 2018 to 3.46 million in 2022. **The low-skilled workforce shrank by about 160 000**

加強本地工人培訓

Enhancing Training of Local Labour

- 政府已通過**培訓及就業服務**推出多項措施，**增加多個行業的本地人手供應**
The Government has implemented various measures through **training and employment services to increase the local labour supply** for various sectors
- **僱員再培訓局**（再培訓局）為合資格僱員提供逾700項培訓課程，涵蓋28個行業，**現時一年提供逾十萬個培訓名額**，服務對象為15歲或以上，學歷在副學位或以下的人士
The **Employees Retraining Board (ERB)** provides eligible employees with over 700 training courses covering 28 industries. It **now offers over 100 000 training places a year**, with service targets being people aged 15 or above with an educational attainment at sub-degree level or below
- 為鼓勵及支援更多僱員接受培訓，從而提升他們的就業能力，我們**計劃調高指定再培訓局課程學員的再培訓津貼的每月限額**
To encourage and support more employees to receive training so as to enhance their employability, we **plan to increase the maximum monthly amount of retraining allowance for trainees of specific ERB courses**

加強本地工人培訓

Enhancing Training of Local Labour

- **職業訓練局**（職訓局）為特定行業而設**短期的職前及在職培訓課程**，提升僱員的就業能力，涵蓋電機、汽車、海事服務、酒店、飲食及旅遊等行業，每年提供約**十多萬個培訓名額**

To enhance the employability of employees, the **Vocational Training Council** (VTC) provides industry-specific **pre-employment and in-service training courses of short duration**, covering industries such as electrical machinery, automobiles, maritime services, hotels, catering and tourism. **Over 100 000 training places** are provided annually

- 職訓局亦提供學徒訓練計劃及工科畢業生訓練計劃等**其他職業培訓服務**，配合業界對專業技術人員的需要

VTC also provides **other vocational training services** such as the Apprenticeship Scheme and the Engineering Graduate Training Scheme, etc. to meet the industries' needs for professionals and technicians

輸入勞工

Importation of Labour

建議

Recommendations

- 同時採取兩個方法，應對多個行業人手嚴重短缺的問題 –
To address acute manpower shortages across various sectors by adopting a dual approach of –
 - (a) 為建造業及運輸業制定與「院舍輸入護理員特別計劃」相若的行業輸入勞工計劃 (行業計劃)；及
introducing sector-specific labour importation schemes (sector-specific schemes) for the construction and transport sectors similar to the special scheme to import care workers for residential care homes; and
 - (b) 為其他界別優化「補充勞工計劃」的涵蓋範圍及運作
enhancing the coverage and operation of the Supplementary Labour Scheme (SLS) for other sectors

行業計劃

Sector-specific Schemes

主要共通特點及準則

Common Key Features and Parameters

- 定期就行業計劃的實施情況向勞工顧問委員會(勞顧會)匯報
The Labour Advisory Board (LAB) will be engaged periodically on the implementation of sector-specific schemes
- 申請須由相關決策局 / 部門的指定人員按照訂明審批準則作出決定
Applications should be decided by the designated officers of the concerned bureaux/department(s) according to the specified approval parameters
- 僱主必須繳付「僱員再培訓徵款」
Employer must pay the Employees Retraining Levy
- 人手比例一般與「補充勞工計劃」一致，即1:2 (1名輸入勞工對2名全職本地員工)
The manning ratio in general is on a par with that of SLS, i.e. 1:2 (i.e. one imported labour to two full-time local staff)

行業計劃

Sector-specific Schemes

主要共通特點及準則 (續)

Common Key Features and Parameters (Con't)

- 容許僱主選擇(i)為輸入勞工安排在香港境內的住宿; (ii)為從內地輸入的勞工安排內地住宿; 或 (iii)讓輸入勞工在其位於內地的住所居住。這些選項亦將適用於「院舍輸入護理員特別計劃」及「補充勞工優化計劃」

Employers are allowed to (i) arrange for the imported labour accommodation in Hong Kong, (ii) provide accommodation on the Mainland for imported labour from the Mainland; or (iii) let the imported labour reside in their residential premises on the Mainland. Such options will also apply to the special scheme to import care workers for residential care homes and the enhanced SLS

- 如擬輸入勞工為內地居民，僱主必須經由內地相關機構核准的對外勞務合作企業招聘輸入勞工

If the prospective imported workers are Mainland residents, employers must recruit the imported workers through the foreign labour service cooperation enterprises approved by the relevant Mainland authorities

建造業輸入勞工計劃 (建造業計劃)
Labour Importation Scheme for the
Construction Sector
(Construction Sector Scheme)

預測人力短缺及輸入人員和整體配額

Forecast manpower shortfall, personnel to be imported and overall quota

建造業議會預測人力短缺 CIC' s Forecast Manpower Shortfall			
層面 Level		年	
		Year	
		2023	2027
熟練/半熟練工人 Skilled/Semi-Skilled Workers		10 000 – 15 000	35 000 – 40 000
技術員 Technicians		2 500 – 3 000	5 500 – 6 000
工地監督人員 Site Supervisory Personnel		1 000 – 1 500	2 000 – 2 500
專業人員 Professionals		4 000 – 4 500	6 000 – 6 500

註：上述人力短缺數字並未計及各項增加人力供應及應用先進建築技術和新科技等措施預計可帶來的效果。
Note: The above forecast shortage has not taken into account the effect of the mitigation measures for increasing manpower supply and adopting advanced construction techniques and innovative technologies.

輸入人員類別 Categories of personnel to be imported

- 技術工人 Skilled workers
- 技術人員和工地監督人員 Technicians and Site Supervisory Personnel (SSP)
合資格申請必須為**短缺的工種** (經參考建造業人力預測結果)
Eligible applications should be the **shortage trades** (having regard to the Construction Manpower Forecast result)

配額上限 Quota ceiling : 12 000

涵蓋範圍 - 合資格工程項目

Coverage - Eligible Works Projects

- 優先考慮公營工程項目以照顧廣大的公眾利益。項目價值須超逾某個指明金額門檻
According **priority to public sector construction works**, taking into account their nature as projects serving substantial public interests. The public sector construction works are required to exceed a specified project value
- 私營工程項目須具特殊需要，例如需要本地供應甚為有限的特殊範疇的建造業勞工
Private sector construction works must have **special needs**, e.g. involving construction personnel of special disciplines the local supply of which is very limited

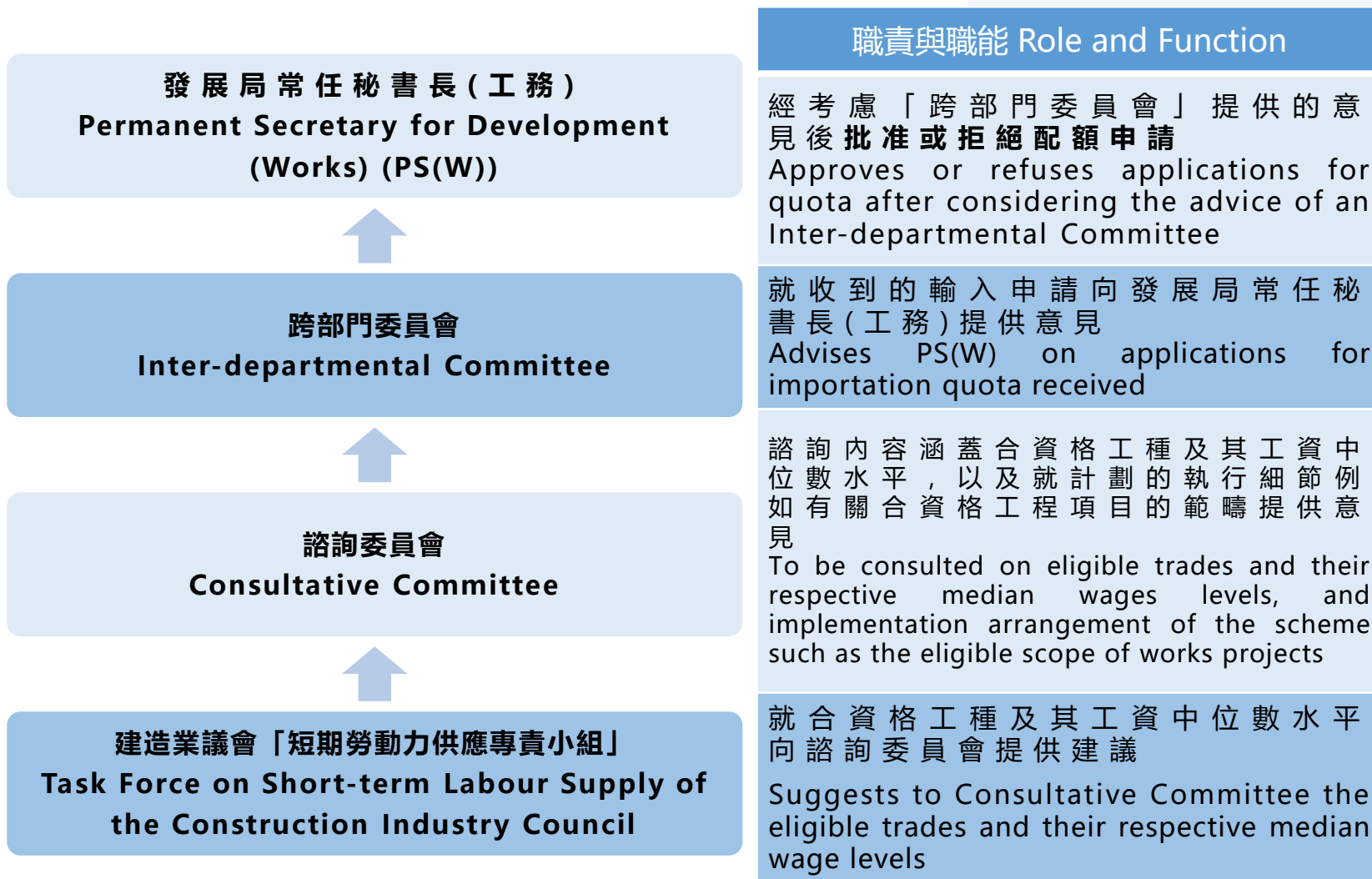
對本地勞工的保障

Assurance for local labour

- 要求申請人提供不少於獲批輸入配額的10%作為本地勞工額外培訓名額
Requiring applicants to provide **additional training places** for **local personnel** in a number no less than 10% of the approved quota for importation
- 之前可獲豁免的1:2人手比例會應用於所有獲批輸入勞工的工程項目
Applying the **1:2 manning ratio** to all works approved for importation including those previously exempted
- 有勞工界參與機制
Labour participation in the relevant mechanism

組織架構

Institutional framework



- 初步計劃每季接受申請 Initially planned to accept applications on a quarterly basis

適用於建造業的勞工住宿規定

Construction sector-specific accommodation requirements

僱主為建造業輸入勞工在香港提供的住宿，必須在指定地點包括：

Accommodation provided in Hong Kong for imported labour in construction sector should be at designated locations including:

- 工地宿舍; 或 On-site accommodation in Hong Kong; or
- 中央宿舍； Centralised quarter(s) in Hong Kong

考慮到建造業有別於其他行業的工作模式：

Considering the special mode of operation of construction industry:

- 屬人手密集的行業，工作主要集中於建造工地內進行

Being a labour-intensive industry with operations undertaken within clusters of construction sites

- 備有統一的工人註冊制度，加上建造業議會作為業界支援，較有條件協調輸入勞工的住宿安排，有助設施管理及方便照應

With centralised worker registration system and Construction Industry Council (CIC) as central platform supporting the industry, better placed to provide accommodation under a more coordinated arrangement under which there is better management of facilities and support for imported labour

加強本地工人培訓

Enhancing training of local workers

- 建造業議會會善用政府早前10億元的撥款，以增加培訓名額，培育新人和提升在職工人的技能
To train new intakes and upskill existing workers, CIC will increase the total number of training places by utilising the \$1 billion funding from the Government approved earlier
- 職業訓練局提供更多高級文憑課程名額培訓技術人員
Vocational Training Council will increase the high diploma programme places for training technicians
- 善用最近1億7百萬元的撥款推行先導計劃，為建造業相關的兼讀制學位課程學員及建造業安全主任課程學員提供在職培訓津貼
Utilising \$107 million from the recent appropriation to provide on-the-job training allowance to trainees enrolling in part-time construction-related degree programmes and trainees enrolling in Construction Safety Officer courses
- 推行建造業推廣計劃，宣傳行業專業形象和發展機會
To implement the Hong Kong Construction Industry Joint Promotion Campaign to promote the professional image and development opportunities of the construction industry

加強科技應用

Enhancing use of technology

- 透過2.2億元的「建造業創新及科技基金」推動科技應用，提升生產力
Through the \$2.2 billion of the Construction Innovation and Technology Fund to promote the adoption of innovation and technology and enhance productivity
- 透過早前7,500萬元的撥款，推行多項措施以推動行業使用創新科技及高效建築，包括研究成立研發及測試中心和產業大樓等
Earmarked \$75 million for implementing various measures to promote the use of innovation technology and high productivity construction in the industry, including studying on the establishment of the Building Testing and Research Institute and the construction of the Advanced Construction Industrial Building

運輸業輸入勞工計劃 (運輸業計劃) — 航空行業
Labour Importation Scheme for the Transport Sector
(Transport Sector Scheme) - Aviation Industry

運輸業計劃 — 航空行業

Transport Sector Scheme - Aviation Industry

人力需求

Labour Demand

- 航空交通復蘇：機場客運量2023年4月已達疫情前50%，估計至2023年底達80%，2024年底回復至疫情前水平

Air traffic recovery: Airport passenger throughput was 50% of pre-pandemic level in April 2023. Projected to reach 80% by end 2023 and pre-pandemic level by end 2024

預測人手短缺 Forecast Manpower Shortfall			
目前人手水平 Current manpower	至2023年底所需人手 Manpower required by end 2023	至2024年底 所需人手 Manpower required by end 2024	由現在至2024年底的 人手缺口 Manpower shortfall between now and end 2024
53 000	63 000	69 000	16 000 *

* 其中12 000人為前線非管理級機場員工（即75%）

Of which 12 000 are frontline non-supervisory airport staff (i.e. 75%)

- 本地招聘工作：雖然加大了本地招聘力度，但業界自2022年來所提供的超過 10 000個空缺，只吸引約2 000個申請

Local recruitment effort: Despite enhanced local recruitment effort, only about 2 000 applications have been received for over 10 000 positions on offer since 2022

運輸業計劃 — 航空行業

Transport Sector Scheme - Aviation Industry

涵蓋範圍及配額

Coverage and Quota

- 涵蓋範圍: 面對嚴峻人手短缺的10個前線非管理級機場工種

Coverage: 10 frontline non-supervisory airport job types with acute manpower shortage

地勤人員 Passenger services officers		機坪服務員 Ramp services agents	
機艙工作人員 Cabin workers		飛機維修技工 / 技術員 Aircraft maintenance mechanics / technicians	
倉務處理員 / 貨站服務員 Warehouse operators / cargo handlers	飛機拖車司機 Aircraft tug drivers	牽引車司機 Tractor drivers	
客戶服務員 Customer services agents	機械 / 升降台操作員 Equipment / loader operators	維修員 Maintenance technicians	

- 配額上限: **6 300**人 (即約所缺的前線非管理級機場員工總數的50%) , 每個工種均設附設配額

Quota Ceiling: **6 300** (about 50% of total shortfall of frontline non-supervisory airport staff), with provisional quotas to be assigned to each job type

運輸業計劃 — 航空行業

Transport Sector Scheme - Aviation Industry

主要特點及準則

Key Features and Parameters

- 申請資格：與香港機場管理局（機管局）有直接合約關係的航空業相關公司
Eligibility: Aviation-related companies with direct contractual relationship with the Airport Authority Hong Kong (AAHK)
- 配額分配準則：旨在支持業界在疫情後的業務復蘇。考慮因素包括申請人在相關工種的市場份額、員工總數及過往紀錄等
Quota allocation criteria: To support business recovery from the pandemic, with considerations on, among others, market share of applicants in the job types concerned, size of establishment, past performance of applicants
- 審批安排：運輸及物流局常任秘書長擔任主席，並由運輸及物流局、勞工處及機管局代表組成的跨部門聯絡小組將會負責審批申請
Approval arrangement: Applications will be assessed by an inter-departmental liaison group chaired by the Permanent Secretary for Transport and Logistics, with membership comprising representatives from Transport and Logistics Bureau (TLB), Labour Department (LD) and AAHK
- 審批時間：由收到申請起計一個月內完成
Processing time: To be completed within 1 month from receipt of an application
- 住宿安排：由於機場鄰近港珠澳大橋，所以大部份輸入勞工會於內地居住，即日來回：每天均有機管局統籌的跨境交通接送
Accommodation arrangements: In Mainland for most imported workers due to the airport's proximity to Hong Kong-Zhuhai-Macao Bridge. Day return: daily cross-boundary transportation coordinated by AAHK

加強支援本地勞工的措施

Measures for Supporting Local Labour

■ 紓緩交通費用

To alleviate transportation costs

- 參與行業計劃下航空業的僱主須就每名輸入勞工向機管局繳交每月400元的款項。機管局每年亦會撥出與僱主所付總額相若的款項

Employers participating in the sector-specific scheme for the aviation industry will be required to pay to AAHK an additional sum of \$400 per month for each imported worker. Each year, AAHK will separately contribute a lump sum in an amount of the same magnitude as the total amount paid by employers

- 機管局將運用由僱主所得的款項及其自身撥款，減輕本地前線機場員工的交通費負擔
AAHK will make use of the said payments from participating employers and its own contribution to alleviate the transportation fare burden on local frontline airport staff

■ 加強本地招聘

To step up local recruitment

- 相關工作會繼續，並會有更多大型招聘會舉辦
Such effort is ongoing with more large-scale job fairs in the pipeline

■ 加強培訓

To enhance training

- 香港國際航空學院(包括再培訓局課程)
HKIAA (including ERB courses)
- 海運及空運人才培訓基金
Maritime and Aviation Training Fund (MATF)

運輸業計劃 — 公共小型巴士 / 客車行業
Transport Sector Scheme -
Public Light Bus/Coach Trade

運輸業計劃 — 公共小型巴士 / 客車行業

Transport Sector Scheme - Public Light Bus/Coach Trade

人力需求

Labour Demand

- 提供安全、高效及優質的公共交通服務與民生息息相關，對支持經濟復蘇亦至關重要
The provision of safe, efficient, and quality public transport services is closely related to people's livelihood and pivotal to supporting the recovery of our economy
- 公共小巴 / 客車司機嚴重短缺，難以應付新發展區人口增長和跨境客流增加帶來新的公共交通服務需求，並會影響服務可靠性：
Acute shortage of public light bus (PLB)/coach drivers fails to meet the new demand for public transport services arising from population intake in new development areas and growth in cross-boundary traffic, and affects reliability of services:
 - ◆ 公共小巴行業司機長期不足及日益高齡化
Long-standing issue of driver shortage in PLB trade coupled with ageing problem
 - ◆ 客車司機在疫情期間大量流失
Significant loss of coach drivers due to COVID-19
 - ◆ 跨境直通巴士司機年過60 歲不能續領內地客車駕駛證
Age limit of 60 for cross-boundary coach (CBC) drivers on Mainland

運輸業計劃 — 公共小型巴士 / 客車行業

Transport Sector Scheme - Public Light Bus/Coach Trade

人力需求(續)

Labour Demand(Con't)

	公共小巴 Public Light Bus	客車 Coach
司機人手不足率 Driver Shortage	24% (1 980人) 24% (1 980 drivers)	18% (1 620人) 18% (1 620 drivers)
閒置車輛數目 Number of Idle Vehicles	700	500

- 本地招聘工作：雖然加大了本地招聘力度，但司機短缺依然嚴峻
Local recruitment effort: Despite enhanced local recruitment effort, driver shortage is still imminent

運輸業計劃 — 公共小型巴士 / 客車行業

Transport Sector Scheme - Public Light Bus/Coach Trade

涵蓋範圍及配額

Coverage and Quota

- 涵蓋範圍:公共小巴司機及客車(包括本地客車和跨境直通巴士)司機
Coverage: PLB drivers and coach (including local and CBC) drivers
- 配額上限: **1 700** (包括900個公共小巴司機配額及800個客車司機配額) (約佔司機空缺約50%)
Quota Ceiling: **1 700** (comprising 900 PLB drivers and 800 coach drivers) (about 50% of driver shortfall)

運輸業計劃 — 公共小型巴士 / 客車行業

Transport Sector Scheme - Public Light Bus/Coach Trade

主要特點及準則

Key Features and Parameters

- 申請資格: (a) 行走固定路線的公共小巴營辦商;及(b)行走預先指定路線的本地客車和跨境直通巴士營辦商
Eligibility: (a) operators of fixed PLB routes; and (b) coach (including local and CBC) operators serving on pre-assigned routes
- 審批安排: 由運輸署署長擔任主席, 並由運輸及物流局、運輸署和勞工處代表組成的跨部門聯絡小組將會負責審批申請
Approval arrangement: Applications will be assessed by an inter-departmental liaison group chaired by the Commissioner for Transport, with membership comprising representatives from TLB, Transport Department (TD) and LD
- 審批時間: 由收到完整申請後一至兩個月完成
Processing time: To be completed within 1 to 2 months upon receipt of full application
- 住宿安排: 預期大部分跨境直通巴士司機會於內地居住; 而其他公共小巴/客車營辦商則會在輸入司機的服務區域附近為他們安排住宿
Accommodation arrangement: we expect that majority of the imported CBC drivers will reside on the Mainland, while other relevant PLB/coach operators will arrange accommodation for the imported drivers in the vicinity of their servicing areas

運輸業計劃 — 公共小型巴士 / 客車行業

Transport Sector Scheme - Public Light Bus/Coach Trade

主要特點及準則 (續)

Key Features and Parameters (Con't)

- 入職要求：輸入司機須持有可駕駛車輛種類等同於私家車 / 輕型貨車的認可非本地駕駛執照一年或以上。運輸署會向合資格輸入司機直接發出香港私家車 / 輕型貨車正式駕駛執照
Entry requirement: The imported driver should hold a recognised non-local driving licence for driving motor vehicles of the class equivalent to private car / light goods vehicle for one year or more. TD will direct issue full driving licence for private car/light goods vehicle to the eligible imported drivers
- 駕駛培訓及執照要求：輸入司機須參加並通過公共小巴或公共巴士駕駛考試及相關職前課程；並接受駕駛實習訓練
Training and licensing requirements: Imported drivers should attend and pass the driving test for PLB or public bus and pre-service courses, as well as receive practical driving training

加強支援本地勞工的措施

Measures for Supporting Local Labour

- 加強本地招聘：放寬申請商用車輛駕駛執照的規限、協調業界參加各種就業計劃，以及促進業界開拓多元化的本地招聘渠道等
To boost local recruitment : relaxing driving licence application requirement for commercial vehicles, coordinating the trade's participation in different employment schemes, promoting diversified local recruitment channels, etc
- 加強培訓：為本地司機提供輸入司機接受的培訓。運輸署會與再培訓局合作為本地司機訂製培訓課程
To enhance training: The training provided for imported drivers will be offered to local drivers. TD will work with ERB to design training programme for local drivers

「補充勞工優化計劃」 ESLS

「補充勞工優化計劃」 ESLS

- 除建造業和運輸業外，我們亦需要**採取行動**解決其他行業人手嚴重短缺的問題
Apart from the construction and transport sectors, we also need to **take action** to address acute manpower shortages across other sectors
- 我們建議**優化「補充勞工計劃」的現有安排**，在確保本地勞工優先就業及容許僱主有較大彈性申請輸入屬技術員級別或以下的勞工之間取得適當平衡
We propose to **refine the current arrangements under SLS**, in order to strike a proper balance between ensuring employment priority for local labour and allowing employers with greater flexibility in applying for importation of labour at technician level or below
- 「補充勞工計劃」會易名為「**補充勞工優化計劃**」，反映經優化的措施
SLS will be renamed as “**Enhanced Supplementary Labour Scheme**” (**ESLS**) to reflect its enhanced features

「補充勞工優化計劃」 ESLS

優化措施

Enhancement Measures

■ 涵蓋範圍： Coverage:

- 暫停執行「補充勞工計劃」下**26個職位類別及非技術 / 低技術職位**一般不得輸入勞工的規定，為期兩年
To suspend the general exclusion of the **26 job categories** and **unskilled/low-skilled posts** from SLS for two years
- 上述26個職位類別包括：營業代表、售貨員、侍應生、接待員、收銀員、初級廚師、食品加工工人、文員、銀行櫃檯員、電腦 / 打孔機操作員、電話接線生、布草房服務員、洗衣工人、整熨工、髮型師、貨倉管理員、裁剪工、裁床工、檢查工、送貨員、駕駛員、清拆工、石工、噴漆工、渠工、補漏工
The above-mentioned 26 job categories include: Sales Representative, Sales Assistant, Waiter/Waitress, Receptionist, Cashier, Junior Cook, Food Processing Worker, Clerical Worker, Teller, Computer/Key Punch Operator, Telephone Operator, Linen Attendant, Washer, Presser, Hair Stylist, Warehouse Keeper, Cutter, Cutting Room Operative, Inspection Operative, Delivery Worker, Driver, Demolition Worker, Mason, Spray Paint Worker, Drain Layer, Leakage Worker
- 「補充勞工計劃」的**其他主要規定**，包括四星期本地招聘、就每宗經甄別的申請分析 / 評估實際人手需要、在職本地僱員的數目等，以及諮詢勞顧會的安排，將**維持不變**
The **other key requirements** of SLS, including the four-week local recruitment requirement , analysis / assessment of its genuine need for manpower, size of its local workforce, etc; and consultation with LAB for each screened-in application, will **remain unchanged**

「補充勞工優化計劃」 ESLS

優化措施 (續)

Enhancement Measures (Con't)

■ 運作:

Operation:

(a) **加強**向僱主發放申請資訊

Enhance dissemination of application information to employers

(b) **精簡**申請資料的核實程序

Streamline verification of application information

(c) **優化**諮詢勞顧會的工作流程

Fine-tune the workflow of consultation with LAB

「補充勞工優化計劃」 ESLS

優化措施 (續)

Enhancement Measures (Con't)

■ 其他:

Others:

- 公布績效指標，在**三個月內**完成處理該計劃下通過甄別的申請;及
To promulgate a key performance indicator of completing the processing of an application to ESLS **within three months** after the screening in of the application; and
- 「補充勞工計劃」**不接受行業計劃所涵蓋行業的輸入勞工申請**
SLS **will not accept applications from sectors covered by the sector-specific schemes**

謝謝
Thank You