

2009年2月4日(星期三)舉行的立法會會議
“協助基層勞工抗衡經濟逆境”議案辯論

1. 葉偉明議員的原議案

本港經濟前景未見樂觀，經濟放緩、企業倒閉令僱員失業，某些企業即使有盈利仍然借金融海嘯之名減薪、裁員，令失業率趨升，僱員首當其衝，本會呼籲僱主向僱員承諾不減薪、不裁員，並促請政府：

- (一) 即時推動勞資雙方的集體談判、訂立集體協約、研究外地實行集體談判的經驗，並推行中央、行業及企業三個層面的集體談判權立法，為員工爭取與僱主平等的談判地位；
- (二) 資助低收入僱員強積金供款，以減輕員工負擔；
- (三) 改善社會企業的發展模式，讓更多團體和機構建立社會企業；
- (四) 於各區推行本土文化經濟，例如早市、晚市、假日跳蚤市場、藝墟等，發揮本土文化、創造就業機會；
- (五) 於各區撥出合適的空間，設立商業及家居廢物循環回收點，以推動二手物品交易、廢物循環再用；
- (六) 發展多元化產業結構，以開拓更多行業、更多層次的就業職位；及
- (七) 設立綜合經濟援助、就業培訓、職位介紹等措施的失業援助制度，使失業者不需要申領綜援以解經濟上的燃眉之急。

2. 經馮檢基議員修正的議案

最新失業率已升至4.1%，本港經濟前景未見樂觀，經濟放緩、企業倒閉令僱員失業，某些企業即使有盈利仍然借金融海嘯之名減薪、裁員，令失業率趨升，僱員首當其衝，本會呼籲僱主向僱員承諾不減薪、不裁員，並促請政府：

- (一) 即時推動勞資雙方的集體談判、訂立集體協約、研究外地實行集體談判的經驗，並推行中央、行業及企業三個層面的集體談判權立法，為員工爭取與僱主平等的談判地位；

- (二) 資助低收入僱員強積金供款，以減輕員工負擔；
- (三) 改善社會企業的發展模式，讓更多團體和機構建立社會企業；
- (四) 於各區推行本土文化經濟，例如早市、晚市、假日跳蚤市場、藝墟等，發揮本土文化、創造就業機會；
- (五) 於各區撥出合適的空間，設立商業及家居廢物循環回收點，以推動二手物品交易、廢物循環再用；
- (六) 發展多元化產業結構，以開拓更多行業、更多層次的就業職位；及
- (七) 設立**短期失業援助金計劃**，綜合經濟援助、就業培訓、職位介紹等措施的失業援助制度，**以發揮第二安全網效用**，使失業者不需要在未符合申領綜援以解的情況下，仍可解決經濟上的燃眉之急；及
- (八) **盡快落實立法會研究有關減貧事宜小組委員會在《有關在職貧窮的報告》中提出的建議和扶貧委員會報告內就失業人士和在職貧窮人士問題提出的建議。**

註：馮檢基議員的修正案以**粗斜字體**或刪除線標示。

3. 經方剛議員修正的議案

鑒於金融海嘯對經濟的影響將會逐步呈現，本港經濟前景未見樂觀，經濟放緩、企業經營日漸困難，甚至倒閉令僱員失業，某些企業即使現階段有盈利仍然借金融海嘯之名減薪、裁員，令失業率趨升，僱員首當其衝，本會呼籲僱主向僱員承諾，只要經營環境不再大幅度惡化，會竭力做到不減薪、不裁員，並促請政府：

- (一) **即時推動勞資雙方的集體談判、訂立集體協約、研究外地實行集體談判的經驗，並推行中央、行業及企業三個層面的集體談判權立法，為員工爭取與僱主平等的談判地位參考國家制訂振興經濟、拉動內需的做法，並根據此原則實行向每位香港市民派發消費券，透過促進消費刺激本地經濟，令企業能夠繼續經營下去，從而做到保就業、助基層的效果；**
- (二) **研究如何強化現時勞資糾紛的調解機制，以減少勞資矛盾，好讓勞資雙方集中精力共同對抗金融海嘯；**

- (二)(三) 資助低收入僱員強積金供款，以減輕員工負擔；
- (三)(四) 改善社會企業的發展模式，讓更多團體和機構建立社會企業；
- (五) **豁免基層小販的牌費一年，以減輕他們在目前經濟困境下的負擔；**
- (四)(六) **盡量保留現存所有露天市集和暫時擱置小販自願退牌計劃，讓販商得以繼續謀生；並按市場需要** 於各區推行本土文化經濟，例如早市、晚市、假日跳蚤市場、藝墟等，發揮本土文化、創造就業機會；
- (五)(七) 於各區撥出合適的空間，設立商業及家居廢物循環回收點，以推動二手物品交易、廢物循環再用；
- (六)(八) 發展多元化產業結構，以開拓更多行業、更多層次的就業職位；及
- (七)(九) 設立綜合經濟援助、就業培訓、職位介紹等措施的失業援助制度，使失業者不需要申領綜援以解經濟上的燃眉之急。

註：方剛議員的修正案以 **粗斜字體** 或刪除線標示。

4. 經張國柱議員修正的議案

本港失業率達到 4.1%，而經濟前景未見樂觀，經濟放緩、企業倒閉令僱員失業，某些企業即使有盈利仍然借金融海嘯之名減薪、裁員，令失業率趨升，僱員首當其衝，本會呼籲僱主向僱員承諾不減薪、不裁員，並促請政府：

- (一) 即時推動勞資雙方的集體談判、訂立集體協約、研究外地實行集體談判的經驗，並推行中央、行業及企業三個層面的集體談判權立法，為員工爭取與僱主平等的談判地位；
- (二) 資助低收入僱員強積金供款，以減輕員工負擔；**為月入 5,000 至 10,000 元的員工的強積金供款，直至經濟復蘇為止**；
- (三) 改善社會企業的發展模式，讓更多團體和機構建立社會企業；
- (四) 於各區推行本土文化經濟，例如早市、晚市、假日跳蚤市場、藝墟等，發揮本土文化、創造就業機會；

- (五) 於各區撥出合適的空間，設立商業及家居廢物循環回收點，以推動二手物品交易、廢物循環再用；
- (六) 發展多元化產業結構，以開拓更多行業、更多層次的就業職位；及
- (七) 設立綜合經濟援助、就業培訓、職位介紹等措施的失業援助制度，使失業者不需要申領綜援以解經濟上的燃眉之急。

註：張國柱議員的修正案以 **粗斜字體** 或刪除線標示。

5. 經何俊仁議員修正的議案

本港經濟前景未見樂觀，經濟放緩、企業倒閉令僱員失業，某些企業即使有盈利仍然借金融海嘯之名減薪、裁員，令失業率趨升，僱員首當其衝，本會呼籲僱主向僱員承諾不減薪、不裁員，並促請政府：

- (一) 即時推動勞資雙方的集體談判、訂立集體協約、研究外地實行集體談判的經驗，並推行中央、行業及企業三個層面的集體談判權立法，為員工爭取與僱主平等的談判地位；
- (二) 資助低收入僱員強積金供款，以減輕員工負擔；
- (三) 改善社會企業的發展模式，讓更多團體和機構建立社會企業；
- (四) 於各區推行本土文化經濟，例如早市、晚市、假日跳蚤市場、藝墟等，發揮本土文化、創造就業機會；
- (五) 於各區撥出合適的空間，設立商業及家居廢物循環回收點，以推動二手物品交易、廢物循環再用；
- (六) 發展多元化產業結構，以開拓更多行業、更多層次的就業職位；及
- (七) 設立綜合經濟援助、就業培訓、職位介紹等措施的失業援助制度，使失業者不需要申領綜援以解經濟上的燃眉之急；
- (八) **設立僱主津貼，鼓勵僱主聘用應屆中學畢業生為實習生，以協助畢業生進入勞動市場；及**
- (九) **研究僱員再培訓局畢業學員的就業情況，加強就業輔導服務，以增加學員就業的成功率，協助低技術及低學歷學員重投就業市場。**

註： 何俊仁議員的修正案以 **粗斜字體**或刪除線標示。

(Translation)

**Motion debate on
“Assisting grassroots workers in counteracting economic adversities”
to be held at the Legislative Council meeting
of Wednesday, 4 February 2009**

1. Hon IP Wai-ming’s original motion

That the economic outlook for Hong Kong is not optimistic, employees lose their jobs as a result of economic slowdown and closure of enterprises, some enterprises use the financial tsunami as the pretext to effect pay cuts and layoffs even when they are making profits, resulting in an increase in the unemployment rate, and employees are the first ones to be hard hit, this Council calls on employers to undertake not to effect pay cuts and layoffs and urges the Government to:

- (a) immediately promote collective bargaining between employers and employees, formulate collective agreements, study overseas experience in implementing collective bargaining, as well as legislate on the right to collective bargaining on the central, trade and enterprise levels, so as to strive for employees a bargaining position which is on an equal footing with their employers;
- (b) subsidize the Mandatory Provident Fund contributions of low-income employees to relieve their burden;
- (c) improve the mode of developing social enterprises to allow more bodies and organizations to establish social enterprises;
- (d) promote local community culture economy in various districts, such as morning and night markets, holiday flea markets and art fairs, etc, to bring into play the local community culture and create employment opportunities;
- (e) allocate suitable spaces in various districts to set up commercial and household waste recycling points, so as to promote the transaction of second-hand products and recycling of wastes;
- (f) develop diversified industrial structures to create positions in more trades and at more levels; and
- (g) establish an unemployment assistance system with integrated measures of financial assistance, employment training, employment placement, etc, so as to obviate the need for the unemployed to apply for Comprehensive Social Security Assistance to tackle imminent financial problems.

2. Motion as amended by Hon Frederick FUNG Kin-kee

That *the latest unemployment rate has risen to 4.1%*, the economic outlook for Hong Kong is not optimistic, employees lose their jobs as a result of economic slowdown and closure of enterprises, some enterprises use the financial tsunami as the pretext to effect pay cuts and layoffs even when they are making profits, resulting in an increase in the unemployment rate, and employees are the first ones to be hard hit, this Council calls on employers to undertake not to effect pay cuts and layoffs and urges the Government to:

- (a) immediately promote collective bargaining between employers and employees, formulate collective agreements, study overseas experience in implementing collective bargaining, as well as legislate on the right to collective bargaining on the central, trade and enterprise levels, so as to strive for employees a bargaining position which is on an equal footing with their employers;
- (b) subsidize the Mandatory Provident Fund contributions of low-income employees to relieve their burden;
- (c) improve the mode of developing social enterprises to allow more bodies and organizations to establish social enterprises;
- (d) promote local community culture economy in various districts, such as morning and night markets, holiday flea markets and art fairs, etc, to bring into play the local community culture and create employment opportunities;
- (e) allocate suitable spaces in various districts to set up commercial and household waste recycling points, so as to promote the transaction of second-hand products and recycling of wastes;
- (f) develop diversified industrial structures to create positions in more trades and at more levels; ~~and~~
- (g) establish an ~~unemployment assistance system~~ ***a short-term unemployment financial assistance scheme*** with integrated measures of financial assistance, employment training, employment placement, etc, ~~so as to obviate the need for the unemployed to serve as a second safety net, so that unemployed persons who are not eligible to apply for Comprehensive Social Security Assistance to tackle~~ ***can still tackle their*** imminent financial problems; ***and***
- (h) ***expeditiously implement the recommendations made by the Legislative Council Subcommittee to Study the Subject of Combating Poverty in its Report on Working Poverty and the recommendations on issues***

concerning the unemployed and the working poor put forward in the Report of the Commission on Poverty.

Note: Hon Frederick FUNG Kin-kee's amendment is marked in ***bold and italic type*** or with deletion line.

3. Motion as amended by Hon Vincent FANG Kang

That, *as the impact of the financial tsunami on the economy will gradually surface*, the economic outlook for Hong Kong is not optimistic, employees lose their jobs as a result of economic slowdown, ***increasing difficulties in operating businesses*** and ***even*** closure of enterprises, some enterprises use the financial tsunami as the pretext to effect pay cuts and layoffs even when they are making profits ***at the present stage***, resulting in an increase in the unemployment rate, and employees are the first ones to be hard hit, this Council calls on employers to undertake ***to make every effort*** not to effect pay cuts and layoffs ***so long as the business environment does not further deteriorate significantly*** and urges the Government to:

- (a) ~~immediately promote collective bargaining between employers and employees, formulate collective agreements, study overseas experience in implementing collective bargaining, as well as legislate on the right to collective bargaining on the central, trade and enterprise levels, so as to strive for employees a bargaining position which is on an equal footing with their employers~~ ***make reference to the practice of our country in boosting the economy and stimulating internal demand and, in accordance with this principle, distribute consumption vouchers to each Hong Kong citizen, so as to stimulate the local economy through promoting consumption, so that enterprises can continue their operations, thereby achieving the effects of protecting employment and assisting the grassroots;***
- (b) ***study how to strengthen the existing mechanism for mediating labour disputes to reduce conflicts between employers and employees, thereby enabling both parties to focus their strengths on counteracting the financial tsunami together;***
- ~~(b)~~(c) subsidize the Mandatory Provident Fund contributions of low-income employees to relieve their burden;
- ~~(c)~~(d) improve the mode of developing social enterprises to allow more bodies and organizations to establish social enterprises;
- (e) ***waive the licence fees of grassroots hawkers for one year to relieve their burden under the current economic predicament;***

- (d)(f) *retain as far as possible all existing open-air bazaars and suspend temporarily the Voluntary Surrender Scheme for hawkers so that they can continue to earn a living and, according to market demand,* promote local community culture economy in various districts, such as morning and night markets, holiday flea markets and art fairs, etc, to bring into play the local community culture and create employment opportunities;
- (e)(g) allocate suitable spaces in various districts to set up commercial and household waste recycling points, so as to promote the transaction of second-hand products and recycling of wastes;
- (f)(h) develop diversified industrial structures to create positions in more trades and at more levels; and
- (g)(i) establish an unemployment assistance system with integrated measures of financial assistance, employment training, employment placement, etc, so as to obviate the need for the unemployed to apply for Comprehensive Social Security Assistance to tackle imminent financial problems.

Note: Hon Vincent FANG Kang's amendment is marked in ***bold and italic type*** or with deletion line.

4. Motion as amended by Hon CHEUNG Kwok-che

That *as the unemployment rate has reached 4.1% and* the economic outlook for Hong Kong is not optimistic, employees lose their jobs as a result of economic slowdown and closure of enterprises, some enterprises use the financial tsunami as the pretext to effect pay cuts and layoffs even when they are making profits, ~~resulting in an increase in the unemployment rate,~~ and employees are the first ones to be hard hit, this Council calls on employers to undertake not to effect pay cuts and layoffs and urges the Government to:

- (a) immediately promote collective bargaining between employers and employees, formulate collective agreements, study overseas experience in implementing collective bargaining, as well as legislate on the right to collective bargaining on the central, trade and enterprise levels, so as to strive for employees a bargaining position which is on an equal footing with their employers;
- (b) subsidize the Mandatory Provident Fund contributions of low-income employees to relieve their burden; ***pay the Mandatory Provident Fund contributions for employees with monthly earnings between \$5,000 and \$10,000 until the economy has recovered;***

- (c) improve the mode of developing social enterprises to allow more bodies and organizations to establish social enterprises;
- (d) promote local community culture economy in various districts, such as morning and night markets, holiday flea markets and art fairs, etc, to bring into play the local community culture and create employment opportunities;
- (e) allocate suitable spaces in various districts to set up commercial and household waste recycling points, so as to promote the transaction of second-hand products and recycling of wastes;
- (f) develop diversified industrial structures to create positions in more trades and at more levels; and
- (g) establish an unemployment assistance system with integrated measures of financial assistance, employment training, employment placement, etc, so as to obviate the need for the unemployed to apply for Comprehensive Social Security Assistance to tackle imminent financial problems.

Note: Hon CHEUNG Kwok-che's amendment is marked in *bold and italic type* or with deletion line.

5. Motion as amended by Hon Albert HO Chun-yan

That the economic outlook for Hong Kong is not optimistic, employees lose their jobs as a result of economic slowdown and closure of enterprises, some enterprises use the financial tsunami as the pretext to effect pay cuts and layoffs even when they are making profits, resulting in an increase in the unemployment rate, and employees are the first ones to be hard hit, this Council calls on employers to undertake not to effect pay cuts and layoffs and urges the Government to:

- (a) immediately promote collective bargaining between employers and employees, formulate collective agreements, study overseas experience in implementing collective bargaining, as well as legislate on the right to collective bargaining on the central, trade and enterprise levels, so as to strive for employees a bargaining position which is on an equal footing with their employers;
- (b) subsidize the Mandatory Provident Fund contributions of low-income employees to relieve their burden;
- (c) improve the mode of developing social enterprises to allow more bodies and organizations to establish social enterprises;

- (d) promote local community culture economy in various districts, such as morning and night markets, holiday flea markets and art fairs, etc, to bring into play the local community culture and create employment opportunities;
- (e) allocate suitable spaces in various districts to set up commercial and household waste recycling points, so as to promote the transaction of second-hand products and recycling of wastes;
- (f) develop diversified industrial structures to create positions in more trades and at more levels; ~~and~~
- (g) establish an unemployment assistance system with integrated measures of financial assistance, employment training, employment placement, etc, so as to obviate the need for the unemployed to apply for Comprehensive Social Security Assistance to tackle imminent financial problems;
- (h) provide subsidies to employers to encourage them to employ secondary school students graduating this year as trainees, so as to help the graduates enter the labour market; and***
- (i) study the employment situation of graduates of the Employees Retraining Board and enhance the employment counselling service, so as to increase the success rate of trainees in securing employment and help those with low skills and low educational attainment to re-enter the employment market.***

Note: Hon Albert Ho Chun-yan's amendment is marked in ***bold and italic type*** or with deletion line.