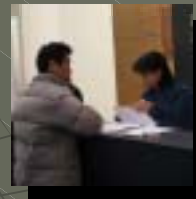
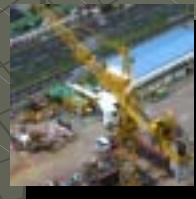
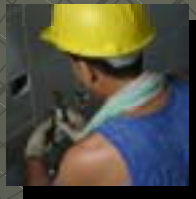


Paper No. CIC/009

[For information]

Construction Workers Registration

Background, Latest Progress and Proposed Implementation Programme

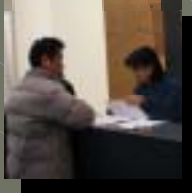


建造業工人註冊管理局

Construction Workers Registration Authority

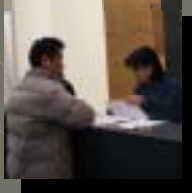
Background

- ◆ July 1999 The then Construction Advisory Board formed a Working Group to study the proposal
- ◆ March 2003 Construction Workers Registration Bill introduced into the LegCo
- ◆ July 2004 The Construction Workers Registration Ordinance (Cap 583) was enacted
- ◆ 18 September 2004 The Construction Workers Registration Authority was established



Objectives

- ◆ Ensure quality of construction works through assessment and certification of the skill levels of all construction workers;
- ◆ Ensure availability of more reliable labour supply data to facilitate manpower planning and training;
- ◆ Raise status of construction workers by statutorily recognising their skill levels;
- ◆ Provide workers with a clear career path, motivate them to aim at higher skill levels and higher positions, and hence fostering a quality culture in the construction industry;
- ◆ Assist in reducing wage disputes between contractors and workers with the availability of site attendance records; and
- ◆ Help combat hiring of illegal workers on construction sites

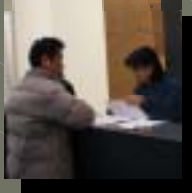


Construction Workers Registration Authority

- ✓ Constitution
- ✓ Functions and Powers
- ✓ Sources of Income

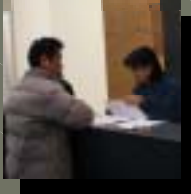
Constitution

- ◆ 19 members appointed by SETW as follows:
 - ◆ Chairman
 - ◆ Representative of the SETW
 - ◆ 3 public officers
 - ◆ 2 persons from training institutes in the construction industry
 - ◆ 3 persons from professional bodies connected with the construction industry
 - ◆ 2 persons from contractors in the construction industry
 - ◆ 3 persons from trade unions
 - ◆ 1 person from a real estate developers association
 - ◆ 3 persons connected with the construction industry



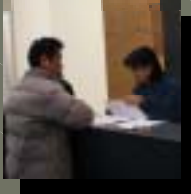
Functions and Powers

- ◆ Administer the Ordinance and supervise the registration of construction workers
- ◆ Set qualification requirements for registration or renewal of registration
- ◆ Make recommendations on the rate of levy



Sources of Income

- ◆ Levy imposed on construction operations
- ◆ Registration/Renewal fees paid by construction workers
- ◆ Start-up loan provided by the Government

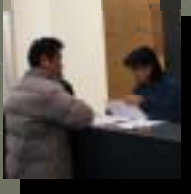


Construction Workers Registration System

- ✓ Registrar of Construction Workers
- ✓ Registration Categories and Requirements
- ✓ Construction Workers Registration Card
- ✓ Progress of Registration

Registrar of Construction Workers

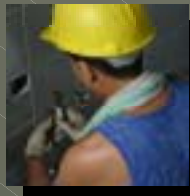
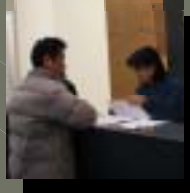
- ◆ The Authority appointed CITA as the Registrar in February 2005
- ◆ Responsible for matters relating to registration
- ◆ Delegated to collect levy



Registration Categories and Requirements (i)

Full Registration

Categories	Qualifications for Registration
Registered Skilled Worker (for a designated trade)	Hold a trade test certificate or other qualifications specified.
Registered Semi-skilled Worker (for a designated trade)	Hold an intermediate trade test certificate, or other qualifications specified.
Registered General Worker	Hold a valid "Green Card" only.



Registration Categories and Requirements (ii)

Provisional Registration

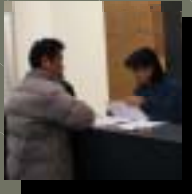
Registered Skilled Worker (Provisional) (for a trade)

- ◆ Possess 6 years relevant experience
- ◆ Must **complete a specified training course (STC) or pass a relevant trade test within 3 years after registration** for full registration

(Note: STC are condensed courses with practical assessment to be provided by CITA)

Registered Semi-skilled Worker (Provisional) (for a trade)

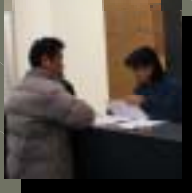
- ◆ Possess 2 years' relevant experience
- ◆ Must **pass a relevant intermediate trade test within 3 years after registration** for full registration



Registration Categories and Requirements (iii)

Designated Trades

- ◆ 99 designated trades for registered skilled/ semi-skilled workers
- ◆ Schedule 1 of the Ordinance contains descriptions of work and qualifications for registration



Construction Workers Registration Card (i)

- ◆ Printed with worker's portrait, registration number, categories, and validity period
- ◆ Registration data in electronic form stored in embedded chip
- ◆ Smart contactless card with security printing features

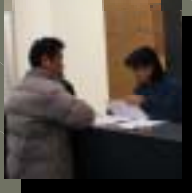
Registered categories are listed here



Construction Workers Registration Card (ii)

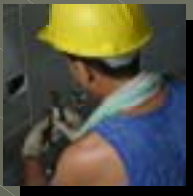
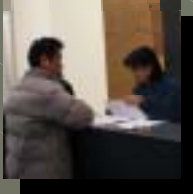
After commencement of relevant provisions in the Ordinance,

- ◆ Workers to produce registration card when carrying out construction work on site
- ◆ Contractors/Site Controllers require to establish a proper system to verify worker's registration (e.g. Card Reading System)
- ◆ Contractors/Site Controllers to keep workers' site attendance records for submission to the Authority



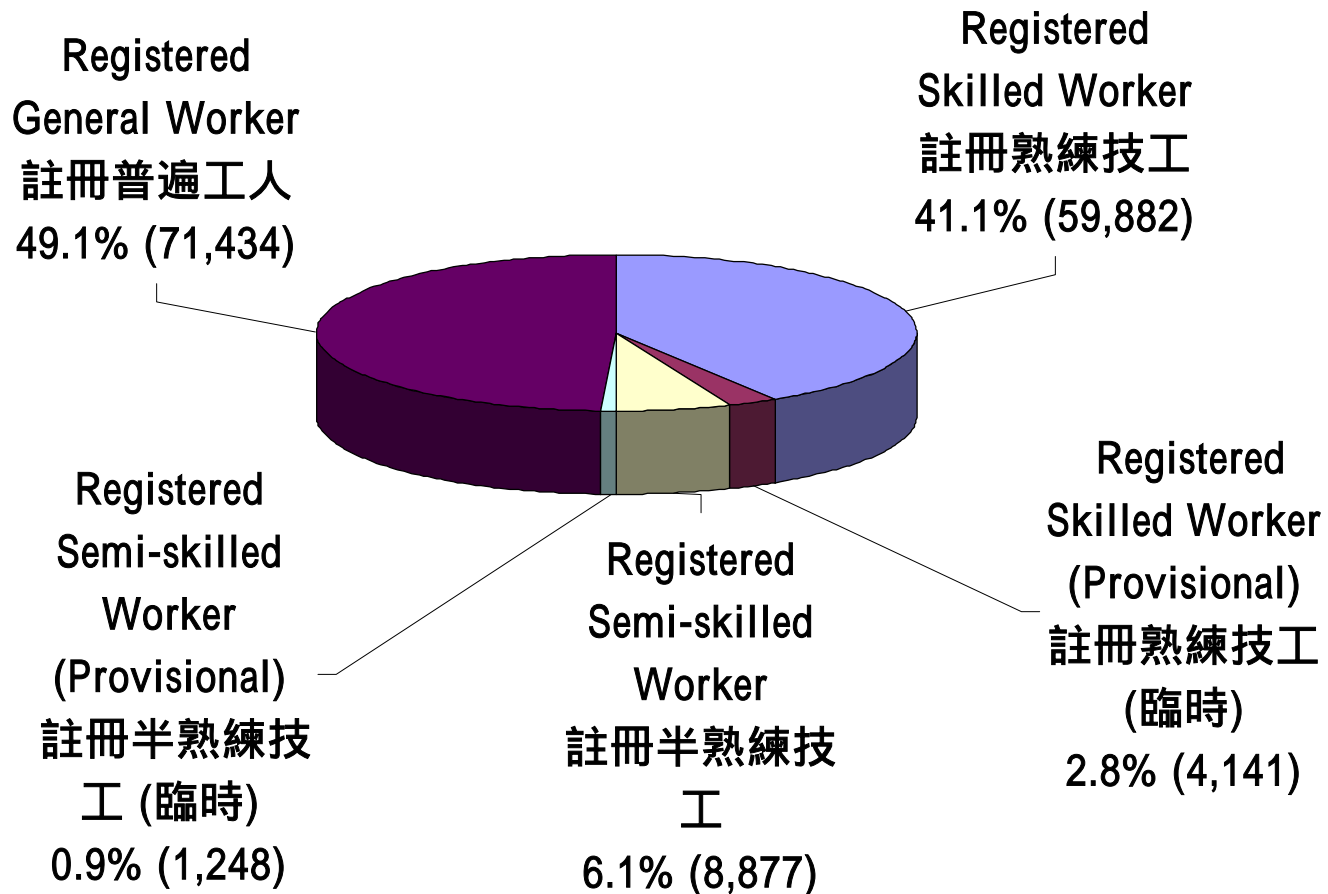
Progress of Registration (i)

- ◆ Registration commenced on 29 December 2005
- ◆ About 160,000 workers need to obtain registration
- ◆ As at 11 March 2007, over 145,000 applications received and 140,000 workers registered



Progress of Registration (ii)

Total number of Applications by registration category
(as at 11 March 2007)

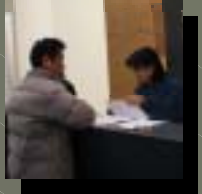


Formation of Registration Implementation Committee

- ◆ The Authority formed a Registration Implementation Committee (RIC) to:
 - ✓ Promote progress of registration work
 - ✓ Facilitate registration of skilled workers in individual trades
 - ✓ Review implementation programme of prohibitions

Proposed Implementation Programme

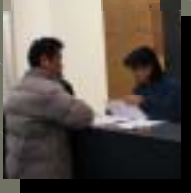
- ✓ Commencement of Prohibitions
- ✓ Expiry of Provisional Registration
- ✓ Implementation Schedule
- ✓ Publicity Plan



Commencement of Prohibitions (i)

Prohibitions to be implemented in two phases to

- ◆ Allow time for the industry to gradually adapt to the prohibitions
- ◆ Allow time to implement measures to ensure adequate numbers of registered skilled/ semi-skilled workers in individual trades



Commencement of Prohibitions (ii)

1st Phase

- ◆ Construction workers personally carry out construction work on construction sites shall be registered
- ◆ Employers shall only employ registered construction workers for carrying out such work

Commencement Date: 1 September 2007

Commencement of Prohibitions (iii)

2nd Phase

- ◆ Only registered skilled/semi-skilled workers (provisional registration included) of a trade can carry out work of that trade on a construction site

[Note: Registered general workers shall not carry out such construction work unless under the supervision and instruction of registered skilled/semi-skilled workers for the trade.]

Commencement Date: 1 June 2008

Expiry of Provisional Registration

- ◆ 3 months after implementation of 1st phase of prohibitions
- ◆ Allow extra time for workers with specified experience to obtain provisional registration

Expiry date for accepting Provisional
Registration Applications:
30 November 2007

Implementation Schedule

March 2007	Brief relevant trade unions, trade associations and inform CIC
April 2007	Brief LegCo Panel on Planning, Lands and Works and Panel on Manpower
May 2007	Gazette the notice and table it on LegCo for approval (1st phase of prohibitions & provisional registration)
1 September 2007	Commencement of 1st phase of prohibitions
30 November 2007	Expiry date for accepting applications for provisional registration
1 June 2008	Commencement of 2nd phase of prohibitions

Publicity Plan

- ◆ CWRA will implement a comprehensive publicity plan to publicize the registration scheme and the implementation programme

For workers, the industry and public	Feb to Nov 07 - press conferences/briefings Mar to Dec 07 - briefing sessions for trade unions/associations Mar to Dec 07 - posters, banners on sites (incl. HK-Macau ferry) Apr to Dec 07 – Radio API Jul to Dec 07 – TV API Mar to Nov 07 - press releases and advertisements Jul to Dec 07 - MTR, KCR, Roadshow and bus/truck body advertisements
For contractors	Mar 07 - booklet Mar to Dec 07 - briefing sessions & workshops May, Sep 07 – leaflets

Thank you!



建造業工人註冊管理局
Construction Workers Registration Authority

