



CONSTRUCTION  
INDUSTRY COUNCIL  
建造業議會

Our ref 本會檔號: (531) in E/ADM/COR/EXN (6)

Your ref 來函檔號:

21 February 2014

Secretariat of the Steering Committee on Population Policy  
26/F, Central Government Offices,  
2 Tim Mei Avenue, Tamar,  
Hong Kong

Dear Sir/Madam,

**Feedback on Public Engagement Exercise on Population Policy**

We refer to the captioned public engagement exercise, inviting the society and stakeholders to provide views and suggestions to the Steering Committee on Population Policy (SCPP), with the aim to develop and nurture a population that will continuously support and drive Hong Kong's socio-economic development as Asia's world city.

As the organisation overseeing the development and regulation of the construction industry in Hong Kong, The Construction Industry Council (CIC) is accountable and responsive to the Hong Kong population policy. On this basis, we hereby submit our feedback with strategic directions and measures to tackle the population challenges faced by the Hong Kong construction industry, and more importantly, to strengthen the workforce to be capable of delivering high quality construction services and products. A full discussion paper to elucidate the strategic directions and measures will be conveyed to SCPP shortly.

Should you have any enquires please do revert back to me or contact my colleague Manager-  
for assistance.

May we wish you every success with this public engagement exercise.

Yours faithfully,

Christopher TO  
Executive Director

## Feedback on Public Engagement Exercise on Population Policy by Construction Industry Council

Challenges and Issues	Strategies and Measures
<b><u>Short-Term</u></b>	
<ul style="list-style-type: none"> <li>▪ <b>MANPOWER SHORTAGE</b> (e.g. bar bender &amp; fixer; drainlayer; leveler carpenter, rigger/metal formwork erector)</li> <li>▪ <b>CHANGING DEMOGRAPHICS</b> (i.e. ageing; lack of new blood)</li> <li>▪ <b>SKILL MISMATCH</b> (65% of the registered construction workers are general workers)</li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>ATTRACT &amp; RETAIN</b> <ul style="list-style-type: none"> <li>✓ Promote and inform (e.g. inspire interest among the young generation and their parents; strengthening the promotion of CIC's training programmes)</li> <li>✓ Career promotional campaign</li> <li>✓ Expand opportunities for students to get exposure in the industry</li> <li>✓ Adopt progressive employment practices to support continued contribution of mature workers</li> <li>✓ Provide better social welfare benefits (e.g. improve work-life balance)</li> <li>✓ Improve working conditions</li> </ul> </li> <li>▪ <b>COMPLEMENT WITH FOREIGN WORKFORCE</b> <ul style="list-style-type: none"> <li>✓ Flexibly import workforce through the prevailing Supplementary Labour Scheme (SLS) for specific trades facing shortages</li> <li>✓ Identify trades with short-term manpower shortage and compile standard recruitment requirements including the prevailing market wage levels for the shortage trades</li> </ul> </li> </ul>
<b><u>Long-Term</u></b>	
<ul style="list-style-type: none"> <li>▪ <b>NECESSITY TO ENHANCE COMPETITIVENESS</b> (i.e. labour intensive practices, large pool of unskilled labour, low productivity)</li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>DEVELOP &amp; SUSTAIN A STRONG CORE WORKFORCE</b> <ul style="list-style-type: none"> <li>✓ Review and enhance various CIC's training programmes</li> <li>✓ Enhance manpower forecasting and planning</li> <li>✓ Expand workforce by increasing the participation of under-represented groups (e.g. immigrants, underemployed persons and women)</li> <li>✓ Attract foreign talents</li> <li>✓ Uplift industry's image and improve work environment</li> </ul> </li> <li>▪ <b>ENHANCE INDUSTRY'S PRODUCTIVITY</b> <ul style="list-style-type: none"> <li>✓ Improve the upward mobility of low-skill workers</li> <li>✓ Promote the use of new technologies (e.g. pre-fabrication, modularization, BIM, etc.) with proper incentives to achieve high efficiency in construction processes</li> <li>✓ Advocate innovation by increasing support for applied research related to new technologies and innovative construction practices to enhance productivity of the industry.</li> </ul> </li> </ul>

*Note: A full discussion paper to elucidate the above strategic directions and measures will be conveyed to SSCP shortly*