

S. C. W. P.

18 Dec 1985

## Adviser holds back vote 15-3

Mr Pang Chun-hoi, who was elected from the labour functional constituency, abstained from voting on the Bill.

A Labour Advisory Board member, Mr Pang said the Bill was entirely contrary to the fundamental principle and spirit of long service payment.

"I have studied the labour legislations of our neighbouring countries as provided by the Labour Department.

"But I found no such unreasonable and demanding provisions as different rates of payment for different age groups.

"I do not feel that such provisions will be of any material benefit to employees," Mr Pang said.

He said the various strata of society, particularly the labour sector, was striving to maintain stability and prosperity and to eliminate anything which might affect the harmony of the community.

He noted that representations from both employers and employees had revealed "an obvious mutual distrust between both parties."

Because of this mutual distrust, Mr Pang said it was foreseeable that the implementation of the scheme could lead to many unnecessary disputes between the two sides.

Mr Pang said as 1985 is International Youth Year, "it is deeply regretted that we should have decided on such a piece of legislation which obviously discriminates against young workers."

He said employees under the age of 40 would only be eligible for 75 per cent or 50 per cent of the long service gratuity payment.

"There has never been a precedent for such a retrograde measure in the so-called bilateral agreements reached by the employees' and employers' representatives on Government's proposals put to the Labour Advisory Board," Mr Pang said.

He hoped the Government would review the Bill after a year.

He also called on the Government to consider, as soon as possible, the practicability of setting up a central provident fund.