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By Mail

19 May 2005

The Secretariat
Constitutional Development Task Force
Constitutional Affairs Bureau
3/F., Main Wing
Central Government Offices
Lower Albert Road
Hong Kong

Dear Sirs,

**The Fourth Report of the Constitutional Development Task Force:
Views and Proposals of Members of the Community on the methods for
Selecting the Chief Executive in 2007 and for forming the Legislative Council in 2008**

In response to Government's efforts in soliciting public views on the constitutional development of Hong Kong, I write to support for the proposal in expanding the number of the Legislative Council Members and also introduction of an "Employer" seat in 2008.

In the current Legislative Council, there is a lack of representation of employers focusing purely on employment matters to balance the very professional and vocal employees' voices. I believe employers should be adequately represented so as to ensure employers' concerns are fully and properly being taken into account. As the Employers' Federation of Hong Kong represents hundreds of employers, both big and small, on employment matters in Hong Kong, I trust the Federation can play an active role in the following employment issues:

1. The "co-existence" of employer and employee representatives both focusing on employment matters in the Legislature can provide a level playing field for rational, constructive debates in related policies.
2. An "Employer" member focusing on employment matters in the Legislative Council will help to develop, maintain and retain the necessary human capital for the effective and efficient running of businesses.
3. To maintain Hong Kong's competitiveness, employers and employees should be complementary in seeking mutual benefits, working for the best interests of Hong Kong as a whole. This can be achieved through constant dialogue between employer groups and major unions in Hong Kong. While there are three members under the "Labour" Constituency in the Legislative Council, there is no direct counterpart representing employers' interest in employment matters. The presence of an "Employer" member with main focus on employment matters in the Legislature will further enhance cooperation between employers and employees.

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4. The Employers' Federation of Hong Kong has been well established for nearly sixty years with special focus on employment matters. It has demonstrated among employers its leadership and professionalism in maintaining a favourable business environment for investors through closely monitoring and whenever necessary being vocal on labour legislation development, advocating good employment practices, managing pay expectations, facilitating information exchanges, mobilising joint lobbying forces, etc.

In conclusion, I fully support the establishment of the "Employers" seat and the nomination of the Employers' Federation of Hong Kong as the electorate for the seat in the Legislative Council in 2008 in order to foster a productive and harmonious employment environment in Hong Kong.

Yours faithfully,

(Signed)

Mok Yee Man
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