

## Issues Relating to Ethnic Minority Women

### Problems and background of female EM's

Hong Kong local ethnic minorities' women especially Pakistani & Nepalese age groups 20 above are not able to speak fluent Chinese and some of them are not very good in English either. So, a majority of them are engaging in **Elementary occupations**. Mostly, ethnic minorities' females are working in the "Accommodation and food services" sector (20.5%) in the job market, and older female are working as cleaners. Hence, the low income in general is thought to be the main reason of poverty among ethnic Minorities women.

The labour force participation rates among Nepali, Indian and Pakistani are 63.8%, 55.3%, and 18.5% respectively. Pakistani origin female participant rate are much lower than whole population's labor force participant rate which is 54.5%. A big reason behind this huge difference may relate to their religious practice, they have to put hijab to cover their head. So, there is a prejudice and discrimination in the workplace for skin color & dress up. Another reason, If some of them wanted to find job or other information not easily viable due to various reasons. The female EM are also socially responsible to take care of their children and family as well as maintain household chores.

With reference to census in 2016, Nepali, Indian and Pakistani female EM's median monthly incomes from main employment are HK\$11,000 to 15,000 for. If they wish to join the labour force by letting their children and family under supervision of foreign domestic helper, it is not affordable with their low income.

### Steps for tackle the problem

I believe, by providing more career specified trainings, women empowering programs, and confident building programs designated for ethnic minorities women will help them to participate more in the labour market. Building career ladder in their respective working fields also motivate them.

If EM women can also set foot in the job market other than elementary occupations, it will help to reduce financial burden of the family, improve health and wellbeing of the women and society as a whole, reduce the Government expenditure on unemployment related welfare, and it will definitely allow more integration in the society.

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