



Labour Department (Headquarters)

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5 May 2017

Ms Joanne MAK
Clerk to Subcommittee on Rights of Ethnic Minorities
Legislative Council
Legislative Council Complex
1 Legislative Council Road
Central, Hong Kong

Dear Ms MAK,

Legislative Council Subcommittee on Rights of Ethnic Minorities

Thank you for your letter of 15 February 2017 to the Secretary for Labour and Welfare concerning the captioned Subcommittee. The Labour Department is authorised to reply. At the Subcommittee's request, we enclose herewith a follow-up response for the meeting held on 13 February 2017 (Annex).

Yours sincerely,

(Charles HUI)

for Commissioner for Labour

c.c. Secretary for Constitutional and Mainland Affairs (Attn: Ms Cathy LI)
Secretary for Labour and Welfare (Attn: Ms Crystal HUI)

**Follow-up response for the meeting of Legislative Council Subcommittee
on Rights of Ethnic Minorities held on 13 February 2017**

Paragraph 4 of the minutes of the meeting

(a) Large-scale and district-based inclusive job fairs

In 2016, the Labour Department (LD) organised two large-scale inclusive job fairs and 12 district-based inclusive job fairs. Breakdowns on the numbers of participating employers and job offers made to ethnic minority (EM) job seekers by industry are provided below:

(i) Participating employers

Industry	Number of participating employers	
	Large-scale inclusive job fairs	District-based inclusive job fairs
Manufacturing	-	2
Construction	3	-
Wholesale, retail and import/export trades	11	8
Restaurants and hotels	26	14
Transport, storage and communications	7	6
Financing, insurance, real estate and business services	17	6
Community, social and personal services	13	7
Others	3	-
Total	80	43

(ii) Job offers made to EM job seekers

Industry	Number of job offers made to EM job seekers	
	Large-scale inclusive job fairs	District-based inclusive job fairs
Wholesale, retail and import/export trades	13	3
Restaurants and hotels	23	1
Transport, storage and communications	11	6
Financing, insurance, real estate and business services	6	22
Community, social and personal services	2	3
Total	55	35

(b) Experience-sharing sessions for employers

2. LD organises experience-sharing sessions regularly to encourage employers to engage job seekers with different employment needs, including EM job seekers. In 2016, LD invited non-governmental organisations (NGOs) serving EMs to participate in three of these experience-sharing sessions so as to help employers better understand the cultures of EMs and acquire the skills to communicate with them. A breakdown on the number of employers participating in these three experience-sharing sessions by industry is provided below:

Industry	Number of participating employers
Manufacturing	10
Construction	4
Wholesale, retail and import/export trades	9
Restaurants and hotels	7
Transport, storage and communications	6
Financing, insurance, real estate and business services	8
Community, social and personal services	6
Others	8

Total	58
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(c) Engaging staff proficient in EM languages

3. In 2017, LD will engage a total of two employment assistants proficient in EM languages at the Kowloon West Job Centre in Sham Shui Po and the Employment in One-stop in Tin Shui Wai on a pilot basis to strengthen employment support for EM job seekers (especially those of South Asian origins). By engaging staff conversant with EM languages and cultures, this pilot service aims to enhance LD's employment services for EM job seekers and facilitate effective mutual communication. It also aims to help LD proactively reach out to EMs with employment needs and encourage them to make use of LD's employment services.

4. The main duties of these employment assistants for EMs include: (i) to partner with experienced employment officers in providing employment advisory services to EM job seekers who have special employment needs; (ii) to assist in organising employment briefings and providing various employment services to job seekers, especially those related to EM job seekers; (iii) to assist in canvassing vacancies suitable for EM job seekers and organising job fairs; and (iv) to assist in producing publicity materials, reaching out to and maintaining liaison with members of the EM communities to promote LD's employment services. LD commenced the recruitment process in February 2017, and hopefully the two employment assistants will report for duty in the second quarter of 2017.

(d) Complaints against employers advertising job vacancies at LD

5. In 2016, LD's job centres and industry-based recruitment centres had not received complaints against any particular employer advertising job vacancies at LD for discriminating against EM job applicants.

(e) Views and suggestions of deputations which were outside the ambit of LD

6. LD has relayed the views and suggestions of deputations which were raised at the meeting on 13 February 2017 but outside the ambit of LD to the

relevant bureaux for consideration.

Paragraph 5 of the minutes of the meeting

7. LD has all along been providing dedicated employment services such as special counters, resource corners and employment briefings, etc. to cater for the employment needs of EM job seekers. LD operates 13 job centres across the territory to facilitate the use of employment services by job seekers (including EM job seekers) living in various districts.

8. Since September 2014, LD has implemented the Employment Services Ambassador (ESA) Programme for EMs under which trainees of the Youth Employment and Training Programme who can communicate in EM languages are employed as ESAs at job centres, industry-based recruitment centres and job fairs to help EM job seekers make use of various job search facilities and services. EM job seekers may also meet employment officers at job centres to obtain personalised employment advisory service. Experienced employment officers who are familiar with the local employment market and proficient in English will provide EM job seekers with job search advice and employment information in accordance with their individual needs and preferences, and match them to suitable jobs. At the same time, LD has been making ongoing efforts to canvass and disseminate vacancies suitable for EM job seekers, and to organise inclusive job fairs to enhance their employment opportunities. LD has also made arrangements with NGOs to provide interpretation services for EM job seekers who speak neither Chinese nor English.

9. LD will continue to provide employment services suited to the needs of EM job seekers in different districts through its existing job centres, wide-ranging services, employer network and support of ESAs for EMs, and to coordinate strategies for providing its employment services for EM job seekers on an ongoing basis. As mentioned in paragraphs 3 and 4 above, LD will in 2017 engage two employment assistants proficient in EM languages at the Kowloon West Job Centre and the Employment in One-stop on a pilot basis to strengthen employment support for EM job seekers. At present, the Government has no plan to establish an EM Employment Division in LD.