



Labour Department (Headquarters)

勞工處 (總處)

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25 April 2018

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 28 March 2018 concerning the captioned Subcommittee. At the Subcommittee's request, we enclose herewith a written response to the motion passed at its meeting on 27 March 2018 (Annex).

Yours sincerely,


(Catherine LAW)
for Commissioner for Labour

c.c. Secretary for Labour and Welfare (Attn: Ms Crystal HUI)

Legislative Council Subcommittee on Rights of Ethnic Minorities
Response to the motion passed under agenda item I
“Issues relating to the employment of ethnic minorities”
at the meeting held on 27 March 2018

The Labour Department (LD) has all along been providing dedicated employment services such as special counter, resource corner, employment briefings, etc. to cater for the employment needs of ethnic minority (EM) job seekers at each of its 13 job centres across the territory to facilitate the use of comprehensive and free employment services by EMs living in various districts. EM job seekers may obtain job referral services and employment information at job centres and attend tailor-made employment briefings to better understand the latest labour market situation and enhance their job search skills.

2. EM job seekers may also meet employment officers at all job centres of LD 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. The staff of job centres also contact EM job seekers registering for employment advisory service regularly to follow up on their employment needs. At the same time, LD has been making ongoing efforts to canvass and disseminate vacancies suitable for EM job seekers, and organise inclusive job fairs to enhance their employment opportunities. LD actively promotes the working abilities of EMs among employers and constantly reminds the latter to consider the genuine occupational qualifications of the vacancies when specifying the language requirements. To help employers better understand the EM cultures and acquire the skills to communicate with EMs, experience sharing sessions are organised for employers, and non-governmental organisations (NGOs) serving EMs are invited to participate. LD has also made arrangements with NGOs to provide interpretation services for EM job seekers who speak neither Chinese nor English.

3. Since September 2014, LD has implemented the Employment Services Ambassador (ESA) Programme for EMs, under which trainees of the Youth Employment and Training Programme¹ 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. Moreover, since May 2017, LD has engaged 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).

4. 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 and employment assistants proficient in EM languages. LD will also continue to keep its strategies in view from time to time for enhancing the relevant services. We consider strengthening the employment support to EM job seekers provided through the existing job centres in different districts will be more efficient and convenient to users than setting up designated employment centre(s) for them.

¹ The Youth Employment and Training Programme implemented by LD provides one-stop pre-employment and on-the-job training for young school leavers aged 15 to 24 with educational attainment at sub-degree level or below.