

For information on  
16 February 2016

**Legislative Council Panel on Manpower**  
**Construction Industry Recruitment Centre of**  
**the Labour Department**

**Introduction**

This paper briefs Members on the latest development of the Construction Industry Recruitment Centre (CIRC) set up by the Labour Department (LD).

**Background**

2. The construction industry is facing the problem of manpower shortage and ageing of skilled workers. In the third quarter of 2015, there were 327 200 employed persons in the construction industry, accounting for about 8.6% of all employed persons in Hong Kong. Their unemployment rate stayed at a low level of 3.5%, signifying that the manpower resource balance remained tight. As compared to the same period in 2014, the number of employed persons in construction industry had increased 7 500 and the unemployment rate of construction workers had dropped 0.4 percentage point. Among the employed persons in the construction industry in the third quarter of 2015, 5.5% were aged 15-24, 26.4% aged 25-39 while 68% were aged 40 or above.

3. The Chief Executive announced in the 2015 Policy Address the establishment of the CIRC to facilitate employers of the industry to recruit workers and local construction workers to find jobs. This is LD's third industry-based recruitment centre, following the establishment of the Recruitment Centre for the Catering Industry and Recruitment Centre for the Retail Industry.

## **Services and Facilities**

4. Located at the Construction Industry Council (CIC) Kowloon Bay Training Centre in Kowloon Bay, the CIRC was officially opened on 11 January 2016. It provides employers and job seekers of the construction industry a free and user-friendly employment service platform. With a multi-purpose room and 10 interview rooms, the CIRC facilitates employers in organising job fairs and conducting on-the-spot interviews with job seekers, thereby enhancing the efficiency of job search and recruitment. The CIRC widely publicises these job fairs through LD's Interactive Employment Service (iES) website, the CIC and relevant trade unions, etc. so as to attract job seekers to look for jobs thereat.

5. The CIRC is equipped with "Job Easy" vacancy search terminals and job card panels for displaying construction job vacancies by category. Besides, computers with printers, fax machines and telephones are available to assist job seekers in job search or contacting employers. To provide job seekers with more comprehensive employment and related information on the construction industry, the Employment Resource Corner of the CIRC displays information on training and workers' registration, occupational safety and health, and employees' rights and benefits, etc. The CIRC also provides reference books, multimedia CDs, newspapers and publications to assist job seekers in self-improvement. Photographs on some of these facilities are at the Annex.

6. To complement the launch of the CIRC, LD has set up a new dedicated webpage for the construction industry under the iES website. Through the webpage, job seekers can better understand the services of the CIRC, look for construction job vacancies and obtain details of latest job fairs and training information, etc.

7. To facilitate ethnic minorities in joining the construction industry, the CIRC dedicates an area in its premises for displaying posters and leaflets in their languages. Such information is available in seven ethnic minority languages including Nepali, Urdu, Hindi, Sinhala, Indonesian, Tagalog and Thai. Staff of the CIRC will also maintain contact with the Support Service Centres for Ethnic Minorities to provide interpretation service for those ethnic minorities in need. In addition, as in other Job

Centres of LD, trainees of the Youth Employment and Training Programme who can communicate in ethnic minority language are deployed to the CIRC as employment services ambassadors to provide suitable employment services to job seekers, especially ethnic minorities.

### **Strengthening Collaboration with CIC**

8. Now that the CIRC is co-located with CIC's Kowloon Bay Training Centre, it is able to foster closer cooperation with the CIC to achieve better synergy of the services between LD and the CIC. For instance, the CIRC can help refer job seekers interested in joining the construction industry, those who want to change jobs, or serving construction workers to the CIC for training and skills upgrading. The CIRC can also assist CIC trainees to find suitable construction jobs. Arrangements are made for CIC trainees to visit the CIRC and be briefed on its various employment services. The CIRC also promotes its job fairs through CIC's network of trainees, alumni and construction workers. Moreover, the CIRC and the CIC can co-organise job fairs from time to time to strengthen mutual collaboration and enhance the job fairs' effectiveness.

### **Publicity**

9. At present, some employers or job seekers of construction work rely on personal connections for recruitment or employment. These methods may at times inadvertently restrict the circulation of job vacancy information and pose difficulties to those newcomers looking for job opportunities to enter the industry. The CIRC can help cultivate a new employment culture for the industry. Job seekers can make use of "Job Easy" vacancy search terminals at the CIRC or the new iES dedicated construction webpage, or mobile application to find suitable job vacancies; and employers can also organise job fairs at the CIRC. This is conducive to diversifying the job search and recruitment channels of the construction industry.

10. LD maintains close contact with industry stakeholders, and widely publicises the services and facilities of the CIRC through different means

to employers' associations, contractors and subcontractors, and appeals for their support in placing job vacancies and organising job fairs at the CIRC. LD also promotes CIRC's services to construction workers through relevant trade unions. With the support of the Development Bureau, works departments and the Housing Department, LD encourages contractors and sub-contractors in the construction industry to recruit staff through the CIRC and display posters of the CIRC at construction sites of their works projects. Concurrently, LD displays posters and leaflets at its 13 Job Centres, and makes available these publicity materials at the CIC, training organisations, Public Enquiry Service Centres of Home Affairs Department, and relevant trade organisations.

11. The CIRC services are advertised in different media and channels, such as public transport, Chinese and English newspapers, mobile applications and websites of newspapers, social network, and broadcasts radio publicity messages so that the promotional messages can reach out to employers, job seekers and the general public.

12. For the ethnic minorities, LD distributes posters and leaflets in ethnic minority languages to organisations serving the ethnic minorities, including the Support Service Centres for Ethnic Minorities. LD also regularly publicises its employment services (including those of the CIRC) through four radio programmes in ethnic minority languages (Nepali, Urdu, Hindi and Thai) and advertisements in two newspapers for the ethnic minorities (Nepali and Urdu).

### **Utilization of the CIRC**

13. As at the end of January 2016, there were 1 205 visitors using various facilities and services of the newly opened CIRC. In January 2016, LD recorded 3 614 job vacancies from the construction industry, a 24% increase compared to the 2 908 vacancies recorded during the same period last year. The CIRC organised four job fairs in January (one of which was co-organised with CIC) involving 13 employers and providing over 220 job vacancies. The main posts involved are technicians, foremen and electricians.

## **Conclusion**

14. LD will continue to work closely with industry stakeholders to enhance the services of the CIRC. Members are invited to note the content of this paper and give their views.

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## Photographs of CIRC facilities

### Reception area



### Vacancy Search Terminals



## Multi-purpose room



## Interview room



## Area designated for ethnic minority job seekers

