



**DAB Ethnic Minorities Committee**

**Submission on employment support services for ethnic minorities**

**7 March 2016**

In recent years, the government has paid a considerable effort on employment support to ethnic minorities (EMs) in Hong Kong, however, voices has still been heard from the ethnic minorities community that the employment situation is still not improved much as many of them still cannot have good access to employment supports by Labour Department (LD), Employees Retraining Board (ERB), Vocational Training Council (VTC), Construction Industry Council (CIC) and other government and NGO institutes. Hence, the following suggestions are made in order to improve the situation and make better use of government resources.

1. Enhancing the employment and vocational training support by ERB, VTC and CIC

It is noticed that the ERB has already organized a series of pilot schemes and courses dedicated for EMs' training and job searching. However, quite some of the EM communities reflected that they are not aware of these supports. It is suggested ERB should increase advertising their programme by setting up more ERB Service Centres besides the 3 centres in Sham Shui Po, Kwun Tong and Tin Shui Wai and increase the cooperation with the Ethnic Minorities Services Centres of Home Affairs Department as there are just one full-time placement-tied training course and one half-day or evening non-placement-tied course were offered as a pilot basis in 2015/16. Similar cooperation programme with the Ethnic Minorities Services Centres of Home Affairs Department is also suggested to VTC in order to better matching the needs and services.

Also, it is suggested that the CIC shall offer more training courses using English as teaching medium to help the EMs working in construction industry to improve their skills and attract more EMs entering the construction industry. This measure will increase the supply of skilled construction workers and help relieving the increasing need of construction workers in recent years.

2. Improve the employment matching service of LD

In our opinion, the pilot scheme “Employment Services Ambassador Programme for Ethnic Minorities” in 2014 was a big enhance to the employment services of LD to EMs job seekers. It is recommended that the LD shall hire full-time staff who can communicate in EMs’ languages and have good knowledge of EMs employment issues in job centres.

3. Set up Social Enterprise for ethnic minorities employee training and demonstration

Besides the enhancing the existing employment supports offered by the government, it may also be a good idea for the government to set up social enterprise for ethnic minorities employee training by cooperating with NGOs or vocational training institutes. This measure not only provides a good environment for providing job placement to EM trainees, but also acting as a demonstration of EMs’ working capacity to the employers and the society, improves the impression of EMs in the job market.

4. Increase hiring ethnic minorities as civil servant

The government shall also increase hiring EMs as civil servants, particularly to the services related to EMs. Other than the demonstration effect to the employers and public, this measure also can help improving the services to EMs as EMs themselves shall be the most knowledgeable people to the situation of EMs and, make better use of public resources in the long run.

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