

**立法會 CB(2)1102/17-18(02)號文件**  
**LC Paper No. CB(2)1102/17-18(02)**

Subcommittee on Rights of Ethnic Minorities  
Issues relating to the employment of ethnic minorities  
Meeting on 27 March 2018

Submission from Baptist Oi Kwan Social Service

**Purpose of the Paper**

Baptist Oi Kwan Social Service has organized Ethnic Minority Ambassador with Labour Department since 2014. We facilitate ethnic minorities employment and work with different organizations and enterprises. Evaluating the needs of job seekers and the employment program, we make a few suggestions to enhance the effectiveness of employing ethnic minorities.

**1. Refined EM youth employment**

Labour Department launched an On-the-job Training Program-Employment Assistant for Ethnic Minorities since 2014. Stated by previous commissioner Mr. Cheung Kin Chong, the program aims at enhancing the employability of young people from ethnic minorities. Over 120 trainees were employed in this program. More than one-third of trainees were unemployed or remained manual work. The recruitment rate have been dropping. The trainees reflected that the program did not facilitate them to get solid and adequate working experience. They could not seek for relevant work position.

Hence, we suggest:

- (1) Extend working period to 1 year for work accommodation and accumulating working experience
- (2) Facilitate trainees to acquire richer and more solid working experience, including reaching community, schools, to promote EM employment among young job seekers
- (3) Start up internship and extend working program to other services in Labour Department (e.g. Labour Relation Division), or even more government department, to benefit more EM youth and enhance their work experience
- (4) Review the practice and effectiveness of On-the-job Training Program-Employment Assistant for Ethnic Minorities, whether the programs enhance the employability of EM youth.

## **2. Review the effectiveness of supporting employment service for ethnic minorities**

Labour Department dedicate to provide employment services catered to the needs of EM job seekers and facilitate EM employment. A good practice of EM employment can be shaped with adequate evidence. Hence, we suggest:

- (1) Collect data and review existing employment service for ethnic minorities, including:
  - What is the role of EM staff in employment service?
  - What is the impact of engaging staff proficient in EM languages at the two selected job centres to strengthen the services provided to EM job seekers?
  - How many employers provide vacancies to EM?
  - What are the positions and job nature for less Chinese speaking vacancies?
  - How many job seekers benefited from the service?
  - How many job seekers received suitable job positions and sustained their job over 6 months through the support of Labour Department?
- (2) Evaluate the outcome and suggest practical solution
  - Will Labour Department increase more manpower to facilitate EM employment and extend to more job centres?
  - Will Labour Department start up specify employment service for EM?

## **3. Promote cultural friendly working environment**

Labour Department encourages employment for ethnic minorities. Language requirements of the job vacancies are suggested to devise in accordance with the genuine need. To encourage more employers to hire ethnic minorities, we suggest the government to adopt a few measures:

- (1) Provide subsidy for ethnic minorities to improve language ability and acquire more work skills
- (2) Start job trial program and provide subsidy to employers
- (3) Create good work practice and promote cultural friendly working environment between enterprises

Thank you very much for your kind attention. We hope we can have further conversation on the above suggestions. Please kindly contact Mr. Leung Chun Hong at 3413 1674 or email by [chleung@bokss.org.hk](mailto:chleung@bokss.org.hk) for further discussion.