

Ceesay Lang Tombong

Hello everyone,

My name is Tom and I have Diploma in Banking and Finance. I have had experience working in bank and established an NGO serving youth in my home country.

After I came to Hong Kong in 2014, it has been extremely difficult to find a suitable job. In 2016, I applied and was offered a job of costumed character performer based on my audition in Hong Kong Disneyland. I was glad to have this opportunity but after three months I was sort of push to resign from the position. My salary was two times less than that of my Caucasian colleagues for the same post; and worst of all, even the co-workers would use discriminatory language for me simply due to my race, leaving aside customers. It hurt me and I felt undignified.

I have attended numerous recruitment days and job expos organised by the Labour Department but employers present there just ask to leave contact details and never get back to me. My observations and experiences show that the employers simply use Chinese as mean to reject even I believe some job post really do not require reading and writing Chinese. I also went to Recruitment Centre for the Retail Industry but it was not helpful.

We are left with no options but elementary jobs. How ironic it is that Hong Kong is said to be international finance centre but neither government nor employers appreciate multiculturalism and diversified workforce.

My friends also expressed that visiting Labour Department is a waste of time due to staff's inactive attitude, ineffective support and introduction of low paid elementary jobs. Government and specially Labour Department should provide comprehensive employment support to ethnic minorities (EMs) regardless of factors like race, skin colour and so on. Government should hire EMs to set an example for private sector to encourage them to look at EMs' talent and potential but not our origin.

I strongly demand that Labour Department should setup designated employment service centres for EMs. These centres should include well-trained case managers providing dignified employment services including intensive case follow up, job-matching, career counselling and Hiring Specialist Employment Advisers to proactively open up employment opportunities in diverse sectors as well as Enhancing employers' awareness on racial discrimination issues.