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立法會 CB(2)1231/17-18(03)號文件
LC Paper No. CB(2)1231/17-18(03)

2018/3/26

Good afternoon everyone,

I'm a Hong Kong Born Pakistani, I am from "Hey Group, a youth concern group about EM employment in Hong Kong and over the years I am coming across the same problems and the same experience of not being hired in most of the workplaces because of the same issue which is language. The government is responsible to encourage greater flexibility in Chinese language requirement in order to improve EM employment. **I believe a diverse city like HK is still lacking of cultural and religious understanding.**

Today I will talk about some incentives which can benefit all of us.

1. Provide subsidies to Small and Medium Enterprise (SME) for adopting positive accommodating measures

In respond to the phenomenon, the ERB is recommended to establish a funding for 'On-the-job Training Incentive' to encourage employers allowing EM employees attending reasonable number of both language and vocational courses during working hours on the basis that both the employers and employees can benefit from the arrangement. There are jobs such as In IT Sector, Business Sector & in Transport Industry Hospitality Industry where Chinese should not be a major requirement.

2. Establish a funding for 'Positive Measures' encouraging employers to create bilingual work environment such as translating internal notices and adopting respective adjustments in office setup. Most of the notices in big companies are in Chinese which discourage EM job seekers to apply for that job.

Studies showed that EMs were discouraged to take some ERB courses mainly because of the long course hours that easily clash with their work time (longest working hours in the world) and the low expectation to achieve career advancement upon course completion. **> no jobs to be found after completion of course.**

Review all resources including application forms of the ERB website to make sure they are bilingual and equally accessible to the EM community, the ERB should also accept EMs to attend subsidized vocational courses regardless of their employment status and education attainment.

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2018/3/26

3. **My experience on ERB course applying >Tertiary/studying students not allowed>I wanted to upgrade my skills. Online application is in Chinese and print form in English.**

The ERB should coordinate with the Labour Department to provide more variety of subsidized courses to align with the above-suggested measures, particularly the demands to be arisen from the 'newly explored opportunities that does not require high proficiency of Chinese Language'. And the Labour Dept should also coordinate with other companies such as Hospitality Industry or Transport Industry to create more job opportunities for Ethnic Minorities. Last but not the least we want a designated employment centre for Em's in HK.