

Thank you Chairman.

Sairah Abbas

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My name is Sairah and I have Master Degree and I also have done Bachelor in Education. Originally, I am Professionally Teacher. I was born in Hong Kong but broad up and studied back in Pakistan.

I have been working in this NGO from last almost 11 years. In my experience working in Yau Tsim Mong District, it is very easy to build up network among Ethnic Minority Community if you know their language.

This is a good step that Labour Department hired EM ambassadors and Employment Assistants. It is good for young generation training but not good or beneficial for service users.

But we notice that it seems to be not useful to hire someone with just secondary level education and also youngsters not mature enough to have understanding of EM employment and its difficulties.

There should be Employment Officers and Employment Assistants with ethnic minority background with at least University degree and experienced enough to tackle the employment problems of EM. Even in NGO who are

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-serving EMS they hire people with university degrees then why not Labour Department.

We do have many highly educated Ems and it will be great to utilize their talents in this way. And will be beneficial for service users too.

In our NGO, recently we initiated Employment service. We have counseling and case follow up services even we do not have enough manpower but we do try our best to provide designated employment service according to the individual needs of job seekers.

We urge Labour department to set up designated Employment centres for Ethnic Minorities up in districts densely populated by EMs, so that EM job seekers can gain access to the LD's case management and intensive employment support services.

There should be case managers, with some of them having EM ethnic backgrounds, to engage with EM job-seekers with intensive follow-up. Those Case managers should provide following support services.

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- Providing career counselling, exploring their job preferences commensurate with their qualification, experiences, interests and aspirations.
- giving information on local work culture and updated market situations
- matching job seekers with suitable vacancies within employer network in a more efficient manner
- addressing their vocational and non-vocational barriers to achieve sustainable employment
- connecting job seekers with activities or trainings that will improve their employment opportunities
- rendering post recruitment support to foster effective labour-employer communications on job experience

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