

**立法會**  
**Legislative Council**

Ref : CB2/HS/2/16

LC Paper No. CB(2)1983/17-18  
(These minutes have been seen  
by the Administration)

**Subcommittee on Rights of Ethnic Minorities**

**Minutes of the meeting**  
**held on Tuesday, 27 March 2018, at 4:30 pm**  
**in Conference Room 2 of the Legislative Council Complex**

- Members present** :
- Hon Paul TSE Wai-chun, JP (Chairman)
  - Hon Alice MAK Mei-ken, BBS, JP (Deputy Chairman)
  - Hon Abraham SHEK Lai-him, GBS, JP
  - Hon Claudia MO
  - Hon LEUNG Che-cheung, SBS, MH, JP
  - Hon KWOK Wai-keung, JP
  - Hon Dennis KWOK Wing-hang
  - Dr Hon Fernando CHEUNG Chiu-hung
  - Dr Hon Helena WONG Pik-wan
  - Hon IP Kin-yuen
  - Hon POON Siu-ping, BBS, MH
  - Dr Hon CHIANG Lai-wan, JP
  - Hon Andrew WAN Siu-kin
  - Hon CHU Hoi-dick
  - Dr Hon Junius HO Kwan-yiu, JP
  - Hon Holden CHOW Ho-ding
  - Hon SHIU Ka-chun
- Public Officers attending** :
- Miss Mabel LI Po-yi, JP  
Deputy Commissioner (Labour Administration)  
Labour Department
  
  - Mr Charles HUI Pak-kwan, JP  
Assistant Commissioner (Employment Services)  
Labour Department
  
  - Miss Cindy YIM Lai-kwan  
Senior Labour Officer (Employment Services)  
(Operation)  
Labour Department

Vocational Training Council

Professor Ronald CHUNG Chi-kit  
Deputy Executive Director

Employees Retraining Board

Mr Patrick PANG  
Deputy Executive Director (Training Services)

Construction Industry Council

Mr CHU Yin-lin  
Assistant Director (Training)

Ms Eve CHENG  
Manager (Corporate Communications)

**Attendance by :  
invitation**

Session One

Mr Bhujel DALBAHADUR

Miss Bhattal Iban KAUR

A.I.M. Group

Mrs Subba SABITA  
Member

Hey Group

Mr Gharib NUMAN  
Member

Employment Concern Group

Mr Muhammad QADEER  
Member

EM Group for Employment

Mr NG Chi-yuen

Equal Access Group

Mr Zaffar IQBAL  
Member

Women Concern Group

Mrs SHUMAILA  
Member

We Are Superwomen

Mrs Bibi TABASSUM  
Member

Superwomen Group

Miss Ayub SEEMA  
Member

EAG Group

Mr Raoul Carlo Alangui BARTHAKUR  
Member

Catholic Diocese of HK Diocesan Pastoral Centre

Mrs Abbas SAIRAH  
Assistant Program Worker

The League of Social Democrats

Mr NG Man-yuen  
Chairman

Alliance of Social Democrats

Mr CHOW Nok-hang  
Vice-Chairman

Community March

Ms WU Sui-shan  
Community Organizer, Yau Ma Tei South

Labour Party

Mr KWOK Wing-kin  
Chairman

The Civic Party

Miss Gloria NG Hiu-man  
District Developer of Kowloon West

Ms Shweta ANAND

Health In Action

Miss LAU Karen  
Advocacy and Research Coordinator

Mrs Naseem AKHTAR

Hong Kong Catholic Commission for Labour Affairs

Mr TSENG Ka-chun  
Program Officer

EM Employment Group

Mr Amraz KHAN  
Member

*Session Two*

DAB

Mr Assudomal Thakurdas CHUGANI  
Member of DAB Ethnic Minority Committee

Mr Lang Tombong CEESAY

Mr Kumar Anoj ROKKA

Mr Raheel SIRAJ

Catholic Diocese of HK Diocesan Pastoral Centre for  
Workers (Kowloon)

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Mr Shoaib HUSSAIN  
Assistant Program Officer

Socialist Action

林子龍先生  
幹事

社會主義難民行動

Mrs HALIMAH  
Refugee Member

Caring For Ethnic Minorities Organization

Mr Baljinder SINGH  
Deputy Director General

Hong Kong Unison

Ms Phyllis CHEUNG Fung-mei  
Executive Director

The Hong Kong Council of Social Service

Ms LAW Lam  
Officer (Family & Community Service)

Mr Syed M. AGHA

Miss Sammi FU  
Member of Islands District Council

Mr MA Wan-ki

Ms Nimisha VANDAN

Mr Danilo Andres REYES

Mr LAU Chak-chun

Mr Abdull Ghafar KHAN

United Muslim Association of Hong Kong

Ms Luisa CASTRO  
Honorary Treasurer

Baptist Oi Kwan Social Service

Mr LEUNG Chun-hong  
Training & Employment Service, Service Supervisor

Mansyun Association

Mr LAO Ka-hang  
Project Director

EduTable Foundation

Mr Mickey WONG  
Programme Coordinator

Mr POON Wing-lok

**Clerk in attendance** : Ms Joanne MAK  
Chief Council Secretary (2) 3

**Staff in attendance** : Miss Cindy HO  
Senior Council Secretary (2) 3

Mrs Fanny TSANG  
Legislative Assistant (2) 3

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Action

**I. Issues relating to the employment of ethnic minorities**  
[LC Paper Nos. CB(2)1089/17-18(01) and (02)]

The Subcommittee deliberated (index of proceedings attached at **Annex I**).

- Admin 2. Referring to a letter dated 20 March 2018 from Ms Claudia MO [LC Paper No. CB(2)1131/17-18(01)] on Budget measures to strengthen support for ethnic minorities ("EMs"), the Chairman directed that the Administration be requested to provide a written response.

*(Post-meeting note: The Administration's response to the letter from Ms Claudia MO was circulated to members on 3 May 2018 vide LC Paper No. CB(2)1329/17-18(01).)*

3. The Subcommittee received views from 44 deputations/individuals

attending the meeting. The Subcommittee noted the following major views expressed by the deputations:

*Difficulties encountered by ethnic minorities in seeking employment*

- (a) proficiency in Chinese language was the major barrier to integration and seeking employment in Hong Kong as mentioned in the Hong Kong Poverty Situation Report on Ethnic Minorities (2016) published in February 2018. The phenomenon was more discouraging in that some EMs had high education levels, but a relatively large proportion of them were working as labourers in elementary jobs, with low salaries. Some deputations criticized that the education system in Hong Kong did not effectively teach non-Chinese speaking ("NCS") students the requisite level of proficiency in Chinese that could meet their job needs and these students were not provided with career planning support;
- (b) other reported difficulties hindering EM job placement included qualifications from home countries not being recognized in Hong Kong, lack of network or assistance for introduction to available jobs, cultural and/or religious differences, lack of requisite skills etc.;
- (c) the high level of Chinese language proficiency required for civil service jobs made it difficult for EMs to become civil servants. Even though the Government had relaxed the language proficiency requirements of some professional grades, there were still many NCS people who failed to meet the Chinese language proficiency requirements;

*Employment assistance*

- (d) a number of EM deputations who had visited the Labour Department ("LD") job centres for seeking employment complained that they were not informed of the "personalized employment advisory service" claimed by LD. Even those who had the chance to meet the Employment Officers were not consulted about their career aspiration or provided with any pathways to their career ladder. They were of the view that jobs offered through LD were mainly manual workers at construction sites or dish washers. The recent study on "Study on Ethnic Minorities' Awareness and Satisfaction towards Selected Public Services" ("the Study") showed that the LD's services were

insufficient to enhance EM's employment opportunities. Furthermore, mismatches between EM job seekers' talents and the employers' demands constantly came to light;

- (e) there were also incidents cited by some deputations that even though ability to read and write Chinese was not stated as one of the requirements in the job advertisements prepared in English and intended for EM job seekers, such requirement was verbally conveyed to EM job seekers when they attended job interviews with the employers. It was suggested that LD should proactively follow up such cases and verify these job advertisements before posting them in the job centres;
- (f) some deputations also cited incidents that EM persons who got injuries at work had tried to seek help from LD but the LD's staff were unable to fully communicate with them in English and did not provide interpretation service to solve the language barrier;

*Enhancing employment opportunities for ethnic minorities*

- (g) some deputations considered that a genuine personalized employment advisory service for EM job seekers should be provided, with case managers who had abundant knowledge of both EM cultures and local labour market to provide intensive vocational counseling and follow-ups;
- (h) some deputations suggested that the Administration should make reference to the "On the Job Training Programme for People with Disabilities" and the "Support Programme for Employees with Disabilities" to launch incentive and supportive schemes for employers to hire EMs;
- (i) subsidies should be provided to small and medium enterprises to make special arrangements (e.g. translation of internal notices, instructions and safety precautions) to cater for the specific needs of EM employees, and to encourage employers to allow their EM employees to attend Chinese language courses during working hours;
- (j) many EM women wanted to work but they were not provided with sufficient child care services as well as opportunities to learn Cantonese and join courses to upgrade their skills;
- (k) the Government should be more proactive in employing EMs,



including hiring them as EM ambassadors in various government departments, so as to increase EMs' awareness about the public services available and to strengthen multi-cultural understanding amongst relevant bureaux and departments;

- (l) the Chinese language proficiency requirements set for all grades of the civil service should be regularly reviewed to ensure that they were no more than necessary for performance of the job to ensure that EMs, like other applicants, had equal access to government job opportunities. There was a suggestion that the Chinese written test requirement for the Immigration Department should be waived so that more EMs could be hired to assist at the airport immigration counters and detention centres;
- (m) torture/non-refoulement claimants should be allowed to work in Hong Kong to ease the shortage of labour in Hong Kong;

*Difficulties encountered by ethnic minorities in the workplace*

- (n) there were studies showing that EM workers suffered higher work injury and fatality rates compared to local workers by some 30%. It was reported by some deputations that instructions for operating machines were only provided in Chinese and the content of which was not clearly communicated to EM workers before they were assigned to operate dangerous machines;
- (o) LD should strengthen promotional efforts and provide information related to work injury and occupational safety in EM languages;

*Courses for working ethnic minorities*

- (p) more flexibility should be allowed in respect of the admission criteria and the tuition hours of the courses for working EMs;
- (q) apart from the catering, construction and language programmes, Employees Retraining Board ("ERB") had not provided other skills training suitable for the local labour market. Furthermore, deputations considered that ERB should relax its entry requirements instead of refusing some applications for admission from EM applicants whose higher academic qualifications obtained in their home countries were not recognized in Hong Kong; and
- (r) referring to the findings of the Study, some deputations highlighted that language courses offered by the Support Service Centres were

pitched at the very basic level and language courses by ERB had not been effective. The collection of data would assist in informing strategies for suitable support measures.

4. The Administration made the following initial response to the views and concerns expressed by deputations:

- (a) in response to deputations' concerns about the \$500 million earmarked to strengthen support for EMs as mentioned in the 2018-2019 Budget Speech, the Administration advised that a cross-bureau steering committee chaired by the Chief Secretary for Administration would be responsible for co-ordinating, reviewing and monitoring work in this area and enhancing internal collaboration. Views of deputations and members would be relayed to the relevant bureaux and the steering committee for consideration;

*(Post-meeting note: The agenda item on "The work of the Ethnic Minorities Steering Committee and support measures for ethnic minorities" was discussed at the meeting of the Subcommittee on 9 July 2018.)*

- (b) on occupational safety, LD recently printed a new poster on complaint hotline in six EM languages. At the same time, LD worked in partnership with other organizations, such as the Occupational Safety and Health Council and workers' unions, to promote occupational safety to EM workers. Leaflets in major EM languages for promoting occupational safety and publicizing employees' statutory rights in case of work injury respectively were also available. In response to deputations' concern regarding the handling of work injury cases by the Employees' Compensation Division of LD, deputations were requested to provide details of specific cases to facilitate follow-up by LD;
- (c) LD had made arrangements with a non-governmental organization, i.e., the Centre for Harmony and Enhancement of Ethnic Minority Residents, to provide free interpretation services at job centres and industry-based recruitment centres for EM job seekers who spoke neither Chinese nor English. In 2017, staff of LD's job centres and recruitment centres had proactively introduced interpretation services to 2 844 EM job seekers and, in light of their needs, arranged interpretation services on 20 occasions. Most of the EM job seekers who did not require the interpretation services had indicated that they could communicate either in Chinese or

English;

- (d) LD had been actively canvassing vacancies suitable for EMs and constantly reminded employers to consider the genuine occupational qualifications of the vacancies when specifying the language requirements. The job vacancy database of LD also covered non-manual posts. For instance, in 2017, 4 733 vacancies which were posted by employers welcoming EM job seekers and having no or little Chinese language requirements belonged to professional/ associate professional posts;
- (e) on safeguarding the employment rights of foreign domestic helpers ("FDHs") in Hong Kong, LD organized a string of promotional and educational activities to ensure that FDHs were aware of their rights under the Employment Ordinance (Cap. 57). These included, among other things, publishing various guidebook/leaflets in EM languages in addition to Chinese/English and distributing them for free to the relevant parties widely (e.g. staging information kiosks at FDHs' popular gathering places during their rest days). These publications were also available on LD's dedicated FDH Portal;
- (f) on the suggestion of setting up designated employment centres/ division for EMs, LD had all along been providing dedicated employment services catered to the employment needs of EM job seekers at each of its 13 job centres and industry-based recruitment centres across the territory to facilitate the use of comprehensive and free employment services by EMs living in various districts. EM job seekers might meet Employment Officers at all job centres to obtain personalized employment advisory service. The staff of job centres, including the two employment assistants who were proficient in EM languages, also contacted registered EM job seekers regularly to follow up on their employment needs; and
- (g) key information of all job vacancies was translated and displayed bilingually on the Interactive Employment Service ("iES") website, its mobile application and vacancy search terminals installed at various locations to facilitate EM job seekers to search vacancies which matched their backgrounds and career aspirations. A dedicated webpage for EM job seekers had also been set up on the iES website to provide EM job seekers with employment information and facilitate their job search. There were often about 900 job vacancy orders which were posted by employers welcoming EM job seekers and having no or little Chinese

language requirements displayed on the dedicated webpage.

Follow-up actions required of the Administration

- Admin 5. The Administration was requested to provide:
- (a) supplementary information in writing in response to the deputations' major views and concerns; and
  - (b) information on the placement figures of EM job seekers who had received LD's referral services.

Motion

- Admin 6. A motion (at **Annex II**) was moved by Ms Claudia MO at the meeting. Members present unanimously voted for the motion. The Chairman declared that the motion was passed. The Administration was requested to provide written response to the motion.

*(Post-meeting note: The Administration's response to the motion was circulated to members vide LC Paper No. CB(2)1281/17-18(01) on 25 April 2018.)*

**II. Any other business**

7. Members agreed to discuss the "Difficulties encountered by EMs in applying for the Hong Kong Special Administrative Region Passport" at the next meeting on 7 May 2018 at 4:30 pm with deputations and the Administration.

8. There being no other business, the meeting ended at 8:00 pm.

Council Business Division 2  
Legislative Council Secretariat  
6 September 2018

**Proceedings of the meeting of the  
Subcommittee on Rights of Ethnic Minorities  
on Tuesday, 27 March 2018, at 4:30 pm  
in Conference Room 2 of the Legislative Council Complex**

<b>Time marker</b>	<b>Speaker(s)</b>	<b>Subject(s) / Discussion</b>	<b>Action required</b>
<i>Agenda item I - Issues relating to the employment of ethnic minorities</i>			
000903 - 001014	Chairman	Opening remarks	
001015 - 001228	Chairman Ms Claudia MO	Referring to a letter dated 20 March 2018 from Ms Claudia MO [LC Paper No. CB(2)1131/17-18(01)] on the Budget measures to strengthen support for ethnic minorities ("EMs"), the Chairman directed that the Administration be requested to provide a written response.	Admin (paragraph 2 of minutes)
001229 - 001609	Mr Bhujel DALBAHADUR	Presentation of views [LC Paper No. CB(2)1231/17-18(01)]	
001610 - 001925	Miss Bhettal Iban KAUR	Presentation of views	
001926 - 002218	A.I.M. Group	Presentation of views [LC Paper No. CB(2)1231/17-18(02)]	
002219 - 002556	Hey Group	Presentation of views [LC Paper Nos. CB(2)1111/17-18(01) and CB(2)1231/17-18(03)]	
002557 - 003200	Employment Concern Group	Presentation of views [LC Paper No. CB(2)1231/17-18(13)]	
003201 - 003526	EM Group for Employment	Presentation of views	
003527 - 003823	Equal Access Group	Presentation of views [LC Paper No. CB(2)1231/17-18(04)]	
003824 - 004123	Women Concern Group	Presentation of views [LC Paper No. CB(2)1231/17-18(05)]	
004124 - 004356	We Are Superwomen	Presentation of views [LC Paper No. CB(2)1231/17-18(06)]	
004357 - 004644	Superwomen Group	Presentation of views [LC Paper No. CB(2)1231/17-18(07)]	

<b>Time marker</b>	<b>Speaker(s)</b>	<b>Subject(s) / Discussion</b>	<b>Action required</b>
004645 - 005002	EAG Group	Presentation of views [LC Paper No. CB(2)1231/17-18(08)]	
005003 - 005313	Catholic Diocese of HK Diocesan Pastoral Centre	Presentation of views [LC Paper No. CB(2)1231/17-18(09)]	
005314 - 005716	The League of Social Democrats	Presentation of views	
005717 - 010116	Alliance of Social Democrats	Presentation of views	
010117 - 010424	Community March	Presentation of views	
010425 - 010757	Labour Party	Presentation of views	
010758 - 011110	The Civic Party	Presentation of views [LC Paper No. CB(2)1137/17-18(01)]	
011111 - 011407	Ms Shweta ANAND	Presentation of views	
011408 - 011814	Health In Action	Presentation of views [LC Paper No. CB(2)1102/17-18(01)]	
011815 - 012159	Mrs Naseem AKHTAR	Presentation of views [LC Paper No. CB(2)1231/17-18(10)]	
012200 - 012538	Hong Kong Catholic Commission for Labour Affairs	Presentation of views [LC Paper No. CB(2)1231/17-18(11)]	
012539 - 013153	EM Employment Group	Presentation of views [LC Paper No. CB(2)1231/17-18(12)]	
013154 - 013449	Chairman Ms Claudia MO Administration	The Administration's initial response to the views and concerns expressed by the deputations/individuals.	
013450 - 013632	Chairman Ms Claudia MO	Motion moved by Ms Claudia MO	
013633 - 013944	Chairman Ms Claudia MO Administration	Ms Claudia MO's views and suggestions as follows:  (a) according to the feedback provided by the deputations who had approached the Labour Department ("LD") job centres for employment assistance, the specialized services for EM job	

Time marker	Speaker(s)	Subject(s) / Discussion	Action required
		<p>seekers claimed to be provided by LD were actually not delivered at the front end;</p> <p>(b) EM youths were employed to serve as Employment Services Ambassadors ("ESAs") only for six months. These posts should be made permanent in LD's establishment; and</p> <p>(c) designated employment centres for EMs should be set up.</p> <p>The Administration advised that the implementation of "ESA Programme for EMs" was an ongoing initiative of LD to help EM job seekers make use of various job search facilities and services.</p>	
013945 - 014451	Chairman Mr Andrew WAN Administration	<p>Mr Andrew WAN pointed out that while non-skilled workers in Hong Kong constituted about 19.5% of the total workforce, they made up 75.8% of the EM working population in Hong Kong. The Administration was urged to do more in poverty alleviation and to facilitate their upward social mobility. His views and questions were as follows:</p> <p>(a) the funding of \$500 million earmarked for enhancing support for EMs was grossly insufficient to cover all policy areas pertaining to EMs, including education, employment and other structural issues;</p> <p>(b) noting that EM workers suffered work injury at construction site 30% more than local workers, he asked what further measures would be taken by LD to enhance EMs' knowledge of occupational safety; and</p> <p>(c) LD should take the initiative to strengthen collaboration with the business sector and employers to provide EMs with a more diversified range of job opportunities. In addition, the Government should be more proactive in recruiting more EMs to the civil service.</p> <p>The Administration advised that:</p> <p>(a) members' views related to the \$500 million earmarked for strengthening support for EMs as mentioned in the 2018-2019 Budget Speech would be relayed to relevant policy bureaux for</p>	

Time marker	Speaker(s)	Subject(s) / Discussion	Action required
		<p>consideration;</p> <p>(b) LD worked in partnership with other organizations, such as the Occupational Safety and Health Council and workers' unions, to promote occupational safety to EM workers. Relevant promotional leaflets were translated into EM languages, and lunch-time briefing sessions, roving exhibitions as well as talks had been conducted for workers in the construction industry, including workers of South Asian origins; and</p> <p>(c) LD had been making continuous efforts to canvass vacancies to enhance the employment opportunities of EMs and encourage employers to relax their language requirement so as to enable more EMs to apply for their vacancies. For instance, over 90 000 of the vacancies received by LD in 2017 did not require proficiency in speaking Cantonese and over 90 000 vacancies did not require the applicants to be able to read or write Chinese.</p> <p>While appreciating the above efforts made by LD, Mr WAN remarked that the problems encountered by EMs involved issues straddling across different policy areas which required further efforts to be made by relevant bureaux/departments.</p>	
014452 - 015250	Chairman Dr Fernando CHEUNG Administration	<p>Dr Fernando CHEUNG's views and suggestions as follows:</p> <p>(a) the findings of the latest studies released by the Government revealed that the poverty situation of EMs in Hong Kong was getting worse, and the poverty rate was high even after policy intervention. He asked about the unemployment rate of EMs, in particular South Asians, in Hong Kong;</p> <p>(b) the Administration was urged to put in additional resources to eliminate the gap between the unemployment rates of EM and the general population. He asked about the amount of additional resources to be allocated to this area; and</p> <p>(c) referring to the low success rate (about 7.5%) in job placements for EMs through LD's referral service, he enquired whether the Administration had any performance indicators in this regard.</p>	



Time marker	Speaker(s)	Subject(s) / Discussion	Action required
		<p>The Administration advised that:</p> <p>(a) according to the 2016 Population By-census, excluding foreign domestic helpers, the overall unemployment rate of the EM population was 4.6% and that of the South Asians was 5.3%. The unemployment rates of Indians, Pakistanis and Nepalese were 5.2%, 9.2% and 4.1% respectively;</p> <p>(b) as employment support for EM job seekers and related promotion efforts were an integral part of LD's ongoing work, the resources involved could not be separately identified; and</p> <p>(c) job seekers needed not register for the use of most facilities and services provided at LD's job centres and they might be placed into employment either through LD's referral services or by direct application to employers who advertised vacancies via LD. Job seekers who were placed into employment through direct application were not required to report their employment status to LD. LD therefore did not have figures on the placement rate of EM job seekers. In 2017, among the 151 EM job seekers who were offered employment through LD's referral services, 94 accepted the offer eventually.</p> <p>At the suggestion of Dr CHEUNG, the Administration was requested to provide information on the placement figures of EM job seekers who had received LD's referral services.</p>	Admin (paragraph 5 of minutes)
<i>Break</i>			
015735 - 015806	Chairman	Opening remarks	
015807 - 020231	DAB	Presentation of views [LC Paper No. CB(2)1231/17-18(18)]	
020232 - 020551	Mr Lang Tombong CEESAY	Presentation of views [LC Paper No. CB(2)1231/17-18(14)]	
020552 - 020923	Mr Kumar Anoj ROKKA	Presentation of views [LC Paper No. CB(2)1231/17-18(15)]	
020924 - 021207	Mr Raheel SIRAJ	Presentation of views	

<b>Time marker</b>	<b>Speaker(s)</b>	<b>Subject(s) / Discussion</b>	<b>Action required</b>
021208 - 021552	Catholic Diocese of HK Diocesan Pastoral Centre for Workers Kowloon	Presentation of views [LC Paper No. CB(2)1231/17-18(16)]	
021553 - 021910	Socialist Action	Presentation of views	
021911 - 022253	社會主義難民行動	Presentation of views	
022254 - 022456	Caring For Ethnic Minorities Organization	Presentation of views [LC Paper No. CB(2)1111/17-18(03)]	
022457 - 022838	Hong Kong Unison	Presentation of views [LC Paper No. CB(2)1137/17-18(02)]	
022839 - 023231	The Hong Kong Council of Social Service	Presentation of views [LC Paper No. CB(2)1137/17-18(03)]	
023232 - 023450	Mr Syed M. AGHA	Presentation of views [LC Paper No. CB(2)1231/17-18(17)]	
023451 - 023754	Miss Sammi FU	Presentation of views	
023755 - 024148	Mr MA Wan-ki	Presentation of views	
024149 - 024540	Ms Nimisha VANDAN	Presentation of views [LC Paper No. CB(2)1089/17-18(03)]	
024541 - 024855	Mr Danilo Andres REYES	Presentation of views [LC Paper No. CB(2)1231/17-18(19)]  <i>(extension of meeting)</i>	
024856 - 025226	Mr LAU Chak-chun	Presentation of views [LC Paper No. CB(2)1231/17-18(20)]	
025227 - 025534	Mr Abdull Ghafar KHAN	Presentation of views [LC Paper No. CB(2)1090/17-18(01)]	
025535 - 030032	United Muslim Association of Hong Kong	Presentation of views [LC Paper No. CB(2)1137/17-18(04)]	
030033 - 030416	Baptist Oi Kwan Social Service	Presentation of views [LC Paper No. CB(2)1102/17-18(02)]	

Time marker	Speaker(s)	Subject(s) / Discussion	Action required
		<i>(further extension of meeting)</i>	
030417 - 030716	Mansyun Association	Presentation of views [LC Paper No. CB(2)1089/17-18(04)]	
030717 - 031041	EduTable Foundation	Presentation of views [LC Paper No. CB(2)1089/17-18(05)]	
031042 - 031433	Mr POON Wing-lok	Presentation of views	
031434 - 032423	Chairman Administration	<i>(further extension of meeting)</i>  The Administration's initial response to the views and concerns expressed by the deputations/individuals.	
032424 - 032812	Chairman Ms Claudia MO Administration	Ms Claudia MO said that a number of deputations complained that there were inadequacies in the work of LD (e.g. frontline officers could not communicate with EMs in English, job seekers had to wait for a very long time for interpretation). She called on LD to put in more efforts to strengthen its work in this regard. The Administration was urged to step up efforts to canvass vacancies for EM job seekers in industries (e.g. hospitality and catering) which required better English proficiency where EMs were strong in those areas.  The Administration clarified that in 2017, staff of LD's job centres and industry-based recruitment centres had proactively introduced interpretation services to 2 844 EM job seekers and, in light of their needs, arranged interpretation services on 20 occasions and the average waiting time for the interpretation services was less than five minutes.	
032813 - 033218	Chairman Mr SHIU Ka-chun	Mr SHIU Ka-chun's views and questions as follows:  (a) the views and suggestions provided by deputations at the meeting should be taken into account by LD for continuous service improvement. The Administration was requested to respond to deputations' views and suggestions in writing; and  (b) LD should examine whether the high Chinese proficiency requirements of some job vacancies were justified, and whether there was a diversity of jobs available for EM job seekers.	Admin (paragraph 5 of minutes)

<b>Time marker</b>	<b>Speaker(s)</b>	<b>Subject(s) / Discussion</b>	<b>Action required</b>
<i>Agenda item II - Any other business</i>			
033219 - 033259	Chairman	Closing remarks Date of next meeting and discussion item	

Council Business Division 2  
Legislative Council Secretariat  
6 September 2018

**少數族裔權益事宜小組委員會**

**在 2018 年 3 月 27 日的會議上**

**就議程第 I 項"少數族裔就業相關事宜"通過的議案**

(議案中文譯本)

本小組委員會促請政府為少數族裔人士設立指定就業中心，提供個人化的個案管理服務、深入的職業輔導和就業跟進服務，以及適切的策略，提升少數族裔人士的就業能力。

動議人：毛孟靜議員

**Subcommittee on Rights of Ethnic Minorities**

**Motion passed under agenda item I**

**"Issues relating to the employment of ethnic minorities"  
at the meeting on 27 March 2018**

This Subcommittee urges the Government to set up designated employment centres for ethnic minorities with personalized case management, intensive vocational counselling and follow-up, as well as tailor-made strategies to enhance ethnic minority employability.

Moved by : Hon Claudia MO