

立法會
Legislative Council

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(These minutes have been seen
by the Administration)

Subcommittee on Rights of Ethnic Minorities

**Minutes of the meeting
held on Tuesday, 5 June 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 KWOK Wai-keung, JP Hon Dennis KWOK Wing-hang Dr Hon Fernando CHEUNG Chiu-hung 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 Hon Vincent CHENG Wing-shun, MH
Members absent	:	Hon LEUNG Che-cheung, SBS, MH, JP Dr Hon Helena WONG Pik-wan
Public Officers attending	:	Special Duty Unit, <u>Chief Secretary for Administration's Private Office</u> Ms Emily MO Yuen-ching Deputy Head

Working Family and Student Financial Assistance
Agency

Mr Esmond LEE Chung-sin, JP
Head

Social Welfare Department

Ms PANG Kit-ling
Assistant Director (Family and Child Welfare)

Employees Retraining Board

Mr Patrick PANG
Deputy Executive Director (Training Services)

Labour Department

Ms Catherine LAW Sui-fong
Senior Labour Officer (Employment Services)
(Policy)

**Attendance by
invitation**

Islands District Council Member, Ms Sammi FU

DAB

Ms Anita Kumari GURUNG
Senior Assistant Coordinator, Ethnic Minorities
Service Centre

Catholic Workers Centre

Mrs Sairah ABBAS
Assistant Program Officer

Catholic Diocese of HK Diocesan Pastoral Centre for
Workers - Kowloon

Mr TSENG Ka-chun
Program Officer

Ms Nimisha VANDAN

Cleaning Worker Union

Miss Rabina LIMBU
Organizer

Hong Kong Women Workers' Association

Miss LEUNG Tsz-yan
Organizer

Yan Oi Tong Community Centre

Mr Daniel MA
Chief Supervisor

Health Connection

Mrs Monica LIMBU
Community Health Educator

Kwai Chung Ethnic Minorities Rights Concern Group

Ms Farah BEGUM

A.I.M. Group

Mrs Indira MAGARNI

The Hong Kong Council of Social Service

Ms Lynn LAW
Officer (Family and Community Service)

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

Staff in attendance : Mr Dennis HO
Council Secretary (2) 3

Mrs Fonny TSANG
Legislative Assistant (2) 3

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I. Issues relating to ethnic minority women (including poverty and employment assistance)

[LC Paper Nos. CB(2)1496/17-18(01) and (02)]

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

2. The Subcommittee received views from 12 deputations/individuals. The Subcommittee noted the following major views/suggestions expressed by the deputations/individuals:

- (a) many ethnic minority ("EM") families were characterized by higher child dependency and lower employment earnings. Their household income could be raised by helping EM women to get employed. The Administration was requested to step up support measures for EM women to help release them to join the workforce, e.g. by enhancing child care services, providing language training and vocational skills training as well as tailored employment support to them;
- (b) the professional qualifications that some EM women obtained in their home countries were not recognized in Hong Kong;
- (c) the Government should take the lead in employing more EMs and review the language proficiency requirements ("LPRs") for its positions;
- (d) many EM women were engaged in casual jobs and were not covered by the statutory protection and benefits under continuous contracts of employment;
- (e) consideration could be given to providing training to EM women to enable them to work in the healthcare sector, which had been facing a shortage of manpower;
- (f) induction programme should be provided for EM new arrivals to facilitate their integration into the Hong Kong society; and
- (g) more EM women should be appointed to the Women's Commission ("WoC") as members, and the information on WoC's website should be provided in bilingual versions.

3. The Administration made the following initial response:

- (a) female EMs generally had to shoulder domestic duties such as taking care of their family members and household chores, so they

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were less likely to join the workforce or were only able to take up part-time jobs. Nevertheless, between 2011 and 2016, many ethnic groups posted higher labour force participation rates, particularly in the case of Pakistani women, with an increase of 6.9%, while there was an increase of 5.7% among South Asian women;

- (b) since the launch of the Employment Services Ambassador ("ESA") Programme for EMs in September 2014, the Labour Department ("LD") had employed 117 ESAs, of whom 86 (73.5%) were female EM trainees. In addition, since May 2017, LD had engaged two employment assistants proficient in EM languages at the Kowloon West Job Centre and the Employment in One-stop;
- (c) after conducting a review in 2017, the number of grades in the civil service that had lowered/would lower Chinese LPRs had increased by 22 to 53;
- (d) apart from the dedicated training courses for EMs, the Employees Retraining Board ("ERB") would select suitable healthcare service courses for developing English training materials in 2018-2019 to assist EM women who could speak and comprehend Cantonese to take up jobs in healthcare service through training;
- (e) the Community Care Fund provided subsidies for needy persons holding non-local qualifications, including eligible EM women, to conduct qualification assessment; and
- (f) measures to assist EMs in applying for the Working Family Allowance included arranging general briefing sessions and with the consent of relevant schools, setting up enquiry counters on campus to introduce the Working Family Allowance to EM students and their parents.

Admin 4. The Administration was requested to:

- (a) provide statistical information on the outreach efforts targeting EMs made by the Working Family Allowance Office of the Working Family and Student Financial Assistance Agency, and by the Integrated Family Service Centres and the Integrated Services Centres of the Social Welfare Department ("SWD");
- (b) consider a suggestion that SWD should subsidize EM organizations to run day child care centres for EMs;

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- (c) follow up on the Equal Opportunities Commission's recommendations that:
 - (i) an exception should be made for foreign domestic workers to be allowed public healthcare when they had a labour or employment case pending and were unable to leave Hong Kong despite termination or cancellation of contracts; and
 - (ii) SWD should collect systematic data on EM domestic violence cases and publish such data;
- (d) coordinate with ERB to provide the following supplementary information:
 - (i) the number of teaching assistants who were proficient in EM languages to provide assistance to EM participants of the dedicated training courses; and
 - (ii) the job types and salary levels of the placements secured by EMs who had completed the full-time placement-tied training courses; and
- (e) explore ways to promote ERB's dedicated training courses to more EMs.

II. Any other business

5. Members agreed to discuss "the work of the Ethnic Minorities Steering Committee and support measures for EMs" at the next meeting on 17 July 2018 at 10:45 am with deputations and the Administration.

(Post-meeting note: With the concurrence of the Subcommittee Chairman, the meeting originally scheduled for 17 July 2018 has been rescheduled for 9 July 2018 at 4:30 pm.)

6. There being no other business, the meeting ended at 6:11 pm.

**Proceedings of the meeting of the
Subcommittee on Rights of Ethnic Minorities
on Tuesday, 5 June 2018, at 4:30 pm
in Conference Room 2 of the Legislative Council Complex**

Time marker	Speaker(s)	Subject(s) / Discussion	Action required
<i>Agenda item I - Issues relating to ethnic minority women (including poverty and employment assistance)</i>			
001057 - 001250	Chairman	Opening remarks	
001251 - 001549	Islands District Council Member, Ms Sammi FU	Presentation of views	
001550 - 001914	DAB	Presentation of views [LC Paper No. CB(2)1603/17-18(01)]	
001915 - 002332	Catholic Workers Centre	Presentation of views	
002333 - 002725	Catholic Diocese of HK Diocesan Pastoral Centre for Workers - Kowloon	Presentation of views	
002726 - 003128	Ms Nimisha VANDAN	Presentation of views [LC Paper No. CB(2)1603/17-18(02)]	
003129 - 003437	Cleaning Worker Union	Presentation of views	
003438 - 003745	Hong Kong Women Workers' Association	Presentation of views	
003746 - 004041	Yan Oi Tong Community Centre	Presentation of views	
004042 - 004406	Health Connection	Presentation of views [LC Paper No. CB(2)1506/17-18(01)]	
004407 - 004841	Kwai Chung Ethnic Minorities Rights Concern Group	Presentation of views	
004842 - 005145	A.I.M. Group	Presentation of views	

Time marker	Speaker(s)	Subject(s) / Discussion	Action required
005146 - 005641	The Hong Kong Council of Social Service	Presentation of views	
005642 - 010411	Chairman Administration	The Administration's initial response to the views expressed by the deputations/individuals [LC Paper No. CB(2)1496/17-18(01)].	
010412 - 011145	Chairman Mr Andrew WAN Administration	<p>Mr Andrew WAN considered that simultaneous interpretation services in ethnic minority ("EM") languages should be provided for members of the public observing the proceedings of the Subcommittee. He expressed concern that EMs holding non-local professional qualifications acquired by EMs were not recognized in Hong Kong. The Administration advised that the "Subsidy for persons holding non-local qualifications to conduct qualifications assessment" was provided under the Community Care Fund for eligible persons (including EMs) with financial needs to apply for qualifications assessment for general purpose conducted by the Hong Kong Council for Accreditation of Academic and Vocational Qualifications.</p> <p>Mr WAN requested the Administration to provide statistical information on the outreach efforts targeting EMs made by the Working Family Allowance Office of the Working Family and Student Financial Assistance Agency ("WFAO"), and by the Integrated Family Service Centres ("IFSCs") and the Integrated Services Centres ("ISCs") of the Social Welfare Department ("SWD"). Mr WAN suggested that SWD should consider subsidizing EM organizations to run day child care centres for EMs.</p> <p>The Administration advised that SWD would keep the provision of day child care services under review. It clarified that the Mutual Help Child Care Centres were set up by non-governmental organizations without government subsidies.</p>	Admin (para. 4 of minutes)
011146 - 012043	Chairman Mr POON Siu-ping Administration Employees Retraining Board ("ERB")	<p>In response to Mr POON's enquiries, the Administration advised that to support the work of the EM Steering Committee, two focus group meetings had been held to gather views and suggestions from the stakeholders.</p> <p>ERB advised that 800 training places were reserved each year offering dedicated training courses for EMs, but only 312 places were taken up and 70 EMs completed the full-time placement-tied courses in 2017-2018. It was found that EM participants of the courses had a 50% placement rate, as compared with 70% for non-EM participants.</p>	

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		It was suggested that programmes similar to the Employment Services Ambassador Programme for EMs of the Labour Department ("LD") should be launched in other government departments to offer more on-the-job training opportunities for EM youths.	
012044 - 012722	Chairman Mr SHIU Ka-chun ERB	<p>With a view to facilitating Muslims to attend the Subcommittee meetings, Mr SHIU Ka-chun considered that the meeting times should avoid clashing with the fasting timetable during Ramadan.</p> <p>At Mr SHIU's request, ERB undertook to provide:</p> <ul style="list-style-type: none"> (a) the number of teaching assistants of the dedicated training courses who were proficient in EM languages and; (b) information on the job types and salary levels of the placements secured by the EMs who had completed the full-time placement-tied training courses. <p>In view of the lack of dedicated elderly homes for EMs, Mr SHIU suggested that appropriate training could be provided for EM women to enable them to become elderly home care workers serving EMs.</p>	ERB (para. 4 of minutes)
012723 - 013541	Chairman Dr Fernando CHEUNG ERB Catholic Diocese of HK Diocesan Pastoral Centre for Workers - Kowloon	<p>Dr Fernando CHEUNG expressed concern about the lack of support services for the 370 000 foreign domestic helpers ("FDHs") in Hong Kong. He urged the Administration to follow up on the Equal Opportunities Commission's [LC Paper No. CB(2)1527/17-18(01)] recommendations that:</p> <ul style="list-style-type: none"> (a) an exception should be made for FDHs to be allowed public healthcare when they had a labour or employment case pending and were unable to leave Hong Kong despite termination or cancellation of contracts; and (b) SWD should collect systematic information and data on EM domestic violence cases. <p>Dr CHEUNG expressed concern about the low participation rate of ERB's dedicated training courses for EMs. The Catholic Diocese of HK Diocesan Pastoral Centre for Workers – Kowloon suggested that ERB should:</p> <ul style="list-style-type: none"> (a) schedule their dedicated training courses at times that could cater for EMs who had to work for long hours; 	

Time marker	Speaker(s)	Subject(s) / Discussion	Action required
		<p>(b) collaborate with LD to promote the ERB training courses to employers with a view to boosting the recognition of such courses;</p> <p>(c) subsidize/arrange EM workers to attend language training courses during their working hours; and</p> <p>(d) reduce class sizes so that the courses could be arranged more frequently.</p>	
013542 - 014058	Chairman Dr Junius HO Administration	<p>Dr Junius HO suggested that the Administration should consider enlisting employment agencies' assistance in organizing language training to enhance the Cantonese language proficiency of EMs to raise their employability.</p> <p>The Administration advised that the EM Steering Committee would discuss how to use the \$500 million earmarked to strengthen support for EMs, including measures to enhance the Chinese proficiency of EMs.</p>	
014059 - 014455	Chairman Dr Fernando CHEUNG Administration	The Administration advised that SWD had already been collecting the relevant data relating to EM domestic violence cases. Besides, various frontline units of SWD, such as IFSCs, ISCs, the Family and Child Protective Services Units, and the Medical Social Services Units would render the appropriate assistance to FDHs in need. Welfare services were also provided to pregnant FDHs as appropriate.	
<i>Agenda item II - Any other business</i>			
014456 - 014515	Chairman	<p>Discussion item for next meeting</p> <p>Closing remarks</p>	