

**Meeting of the Ethnic Minorities Forum**  
**22 November 2022 at 3:00 p.m.**  
**(Conduct through Webex)**

**Present**

**Government representatives**

Assistant Director of Home Affairs (3)	Mr Wilson Kwong (Chairperson)
Principal Assistant Secretary for Constitutional and Mainland Affairs(5)	Miss Cathy Li
Chief Executive Officer (3), Home Affairs Department	Ms Rebecca Chan

**Representatives of public bodies**

Equal Opportunities Officer, Equal Opportunities Commission	Ms Devi Novianti
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**Representatives of non-government organisations**

Caritas – Hong Kong	Mr Bill Lay
Hong Kong Christian Service	Mr Mike Cheung
Hong Kong Community Network Limited	Ms Karen So
Hong Kong Integrated Nepalese Society Limited	Mr Dhungana Seetaram
Hong Kong Lutheran Social Service	Mr Leung Sze Long Joseph
Hong Kong Nepalese Federation	Ms Rita Gurung
Hong Kong Unison	Dr Tse Wing Ling John
India Association Hong Kong	Mr Mohan Chugani
International Social Service Hong Kong Branch	Mr James Suen
Khalsa Diwan Hong Kong (Sikh Temple)	Mr Gurmel Singh
Muslim Youth Association	Mr Muhammad Din Malik
Nepali Social Service Hong Kong	Mr M B Thapa
New Home Association	Mr Chan Yee Fei
The Hong Kong Council of Social Service	Ms Angie Chan
The Neighbourhood Advice-Action Council	Ms Connie Wong
The Lok Sin Tong Benevolent Society, Kowloon	Ms Anna Tsoi

The Zubin Foundation

Mr Talha Qureshi

Muhammad

Yang Memorial Methodist Social Service

Ms Yu Wing-ki

### **Other attendees**

#### *For Agenda Item 1*

Assistant Secretary for Civil Service  
(Appointments)

Miss Christy Leung

#### *For Agenda Item 2*

Chief Inspector, Recruitment Division,  
Hong Kong Police Force

Ms Abby Chow

Senior Inspector, Regional Crime Unit,  
Kowloon West, Hong Kong Police Force

Mr Singh Gimandeeep

Police Sergeant, Police Community Relations  
Support (Ethnic Minority), Yau Tsim Police  
District, Hong Kong Police Force

Mr Hung Ka-wai

Senior Station Officer (Ethnic Minority),  
Fire Services Department

Mr Jeffrey Lai

Community Relations Assistant,  
Fire Services Department

Mr Ahmed Juneed

Chief Officer (Career Development),  
Correctional Services Department

Mr Mak Chi-shing

Officer (Human Resource)2,  
Correctional Services Department

Mr Tejnani Ravi-k

Inspector, Office of Training and Development,  
Customs and Excise Department

Ms Hilary Kwong

Customs Officer,  
Customs and Excise Department

Mr Sagar Mohammed

### **Secretary**

Senior Executive Officer (RRU),  
Home Affairs Department

Mr Clarence Ching

# **1 Introduction**

1.1 The Chairperson welcomed attendees to the meeting.

## **2 Measures to Facilitate Equal Employment Opportunity for Non-ethnic Chinese in Civil Service**

2.1 At the invitation of the Chairperson, Miss Christy Leung briefed the meeting on the Government's effort in facilitating non-ethnic Chinese (NEC) to pursue a career in civil service. Miss Leung informed the meeting that the Civil Service Bureau (CSB) had adopted various measures to provide equal employment opportunities for NEC, including conducting on-going review on the Chinese language proficiency requirements (LPRs) of all civil service grades; strengthening promotional efforts on access to governmental job opportunities for NEC and organising internship programme for NEC students in summer since 2019. After the comprehensive review on Chinese LPRs, the number of grades that lowered their Chinese LPRs increased from 31 to 53. About one third of them were degree/professional grades such as Analyst Programmer and Treasury Accountant.

2.2 Issues raised by attendees and the discussions were summarised below:

2.2.1 One attendee asked if further collaboration between Government and the non-governmental organisations (NGOs) could be done to enhance the employability of NEC. Miss Leung responded that many NECs treated Hong Kong as their permanent home and it was in their interest to be proficient in Chinese language. The Government and many NGOs had been putting in much effort to help NEC children to learn Chinese. She appealed to community leaders and attendees to disseminate the message on the importance of learning Chinese to NEC children. At the same time, the Government has been and will remain as an equal opportunities employer for persons of all ethnic origins.

2.2.2 The Chairperson added that the Government had been working towards facilitating NEC's integration into the community. For example, the Labour Department (LD) had been actively providing employment support services for ethics minority job seekers with a view to enhancing their employability. Moreover, the Home Affairs Department (HAD)

had been providing various kinds of support services to facilitate the NEC to integrate into the community. The multipronged approach was effective in facilitating ethnic minorities to live in Hong Kong and make contributions to the society.

- 2.2.3 Another attendee appreciated the review done by CSB but the number of ethnic minorities employed by the Government only increased from 31 to 53, which represented only a very small percentage of the total number of civil servants in the Government. He commented that the focus of CSB's review should not fall on lowering the Chinese LPRs. The Government should give additional merits to NEC if they were fluent in other languages. Just like flight attendants, they were given more credits in the employment process if they could master more languages. This would give NEC more chances in getting the civil service jobs.
- 2.2.4 Miss Leung clarified that it was the number of grades with lowered Chinese LPRs which increased from 31 to 53, not the number of NEC being employed by the Government. She added that the rationale for setting LPRs for civil service jobs was to ensure that Government employees could communicate effectively with the public. It was also the public's expectation that Government employees, while providing public services, were proficient in both Chinese and English which were both the official languages of Hong Kong. If some of the jobs required the use of other languages, applicants' knowledge of those languages would be considered as an advantage where appropriate. It was the Government's policy to ensure the LPRs for all the grades of the civil service were no more than necessary for satisfactory performance of the job, so NEC, like other applicants, have equal access to Government job opportunities.
- 2.2.5 The attendee followed up and asked if the Government could announce which civil service posts had lowered the Chinese LPRs and the number of NEC had been employed in the Government. Miss Leung responded that the Government did not have the exact number of NEC employees. To strengthen the promotional effort, Miss Leung said that recruitment advertisements of civil service posts with relatively lower/lowered Chinese LPRs had been regularly disseminated through HAD's support service centres for ethnic minorities, job centres of LD, two NGOs commissioned by LD under the Racial Diversity Employment

Programme, as well as the thematic webpage “Job Corner for NEC” on Government Youth Portal.

- 2.2.6 Another attendee suggested that the Government should keep the number of NEC employed by different departments as the key performance indicator so that the public could know the progress of the facilitation measures implemented by the Government. The Chairperson thanked for the views and suggestions of the attendees.

### **3 Recruitment of Non-ethnic Chinese in Disciplined Forces**

- 3.1 Chairperson said that disciplined services departments welcomed NEC permanent residents to join them and serve the public. The departments would accommodate the special needs of NEC staff as far as possible. At the invitation of the Chairperson, representatives from four disciplined forces, namely the Hong Kong Police Force (HKPF), the Fire Services Department (FSD), Correctional Services Department (CSD) and the Customs & Excise Department (C&ED), shared at the meeting on their work in promoting employment opportunities to NEC and the support measures for NEC staff in daily work.

- 3.2 Ms Abby Chow from the HKPF shared the Projects Gemstone, Himalaya and Star Making to help the NEC to pave their way to become a member of the Police. Mr Singh Gimandeep also shared his successful story of learning Chinese by attending trainings of the Project Gemstone before joining the HKPF.

- 3.3 Mr Jeffrey Lai from FSD also shared the stories of different NEC working in the FSD and the promotional effort of FSD in the recruitment of NEC staff. Mr Mak Chi-shing of CSD shared the work of NEC staff in resolving the conflict between person-in-custody of different races. He also shared the special arrangements in CSD to accommodate NEC staff with different religious beliefs and cultural backgrounds. Lastly, Mr Sagar Mohammed from C&ED shared with the meeting his story of joining and working in C&ED and the measures provided by the C&ED to accommodate the special needs of the NEC staff.

- 3.4 Issues raised by attendees and the discussions were summarised below:

3.4.1 One attendee said the Sikh culture required its people to wear turban, and not to cut his hair and beard. He asked if there were any measures to allow Sikh people to practise their religion after joining the HKPF. Ms Abby Chow responded that the HKPF would work with NEC staff to accommodate their cultural and religious needs, like providing vegetarian meals, adjustments in attire or the wearing of religious articles. She invited the attendees to relay the message and encourage ethnic minorities to apply for the posts in HKPF.

3.4.2 Another attendee asked if the NEC in Hong Kong Island could also join the Project Gemstone as it was provided by the Yau Tsim Mong Police District. Ms Abby Chow responded that the Project Gemstone, as well as other projects for NEC, welcomed participants from all districts in Hong Kong. They were encouraged to join any of these projects so as to pave their ways to a career in HKPF.

#### **4 Any Other Business**

4.1 There being no other business, the meeting was adjourned at 4:50 p.m.

4.2 For the date of next meeting, attendees would be duly informed nearer the time.

**Home Affairs Department  
December 2022**