

Existing and planned measures on the promotion of racial equality

Civil Service Bureau

Civil Service Bureau (CSB) assumes overall policy responsibility for the management of the civil service, including such matters as appointment, pay and conditions of service, staff management, manpower planning, training and discipline.

Appointment to the civil service is based on the principle of open and fair competition. All candidates in an open recruitment exercise are assessed on the basis of their ability, performance and character, and having regard to the stipulated entry requirements (including language proficiency) set according to the job requirements of the grade concerned. Race is not a relevant consideration in the selection process.

Existing measures

- To increase government job opportunities for non-ethnic Chinese (NEC), CSB completed in 2018 a comprehensive review on the entry requirements relating to Chinese language proficiency for all the civil service grades, increasing the total number of grades that have lowered/will lower their Chinese language proficiency requirements (LPRs) from 31 to 53. CSB will continue to monitor the recruitment situation of these grades and remind Heads of Departments/Grades to keep on reviewing and ensuring that the Chinese LPRs of related government jobs are no more than necessary for performance of the job on the basis of maintaining satisfactory public services.
- We regularly disseminate information on civil service vacancies with relatively lower/lowered Chinese LPRs through the Home Affairs Department's (HAD) support service centres for ethnic minorities, the Labour Department's (LD) job centres located across the territory, the non-governmental organisations commissioned by LD under the Racial Diversity Employment Programme and the "Job Corner for Non-ethnic Chinese" on the Youth.gov.hk webpage.

- Since 2019, CSB has organised the Internship Programme for NEC Students with a view to enabling young NECs to gain work experience and strengthen their competitiveness in job seeking. The NEC interns will be posted to different B/Ds for an internship lasting for around eight weeks.
- Civil Service Training and Development Institute (CSTDI) of CSB has been implementing various measures since April 2019 to enhance training for civil servants on cultural sensitivity and related equal opportunities issues. Such measures include increasing the number of training places for new recruits and front-line staff; developing in collaboration with the Equal Opportunities Commission training cases on cultural sensitivity for incorporation to other suitable training courses; and providing more online learning resources on cultural sensitivity and racial equality.
- Official Languages Division of CSB maintains, for reference by public authorities, a List of Translation Firms and a List of Freelance Translators that mainly offer translation of documents between Chinese and English. Public authorities could ascertain the scope of services with translation firms or freelance translators before engaging translation or interpretation services in other languages.

Assessment
of Future
Work

- CSTDI will continue to collect feedback on the relevant training courses, with a view to monitoring and improving their quality in an ongoing manner.
- We will continue to monitor the employment situation of NECs in the civil service.

Additional
Measures
Taken/To
Be Taken

- CSB will continue to implement the existing measures and consider making refinements as appropriate.

For enquiries concerning the existing and planned measures on the promotion of racial equality, please contact Ms Helen LEE, Chief Executive Officer (Administration) via the following channels -

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