

## **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 provide equal access to job opportunities for non-ethnic Chinese (NEC), the government will review the language proficiency entry requirements of civil service grades from time to time to ensure that they commensurate with requirements of the jobs while maintaining the quality of public service, so as to allow talents of different backgrounds to join the Government. At present, over 50 grades have adjusted their Chinese language proficiency entry requirement (LPR).
- We regularly disseminate information on civil service vacancies with relatively lower 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.

- The Civil Service College under CSB has developed e-learning resources jointly with the Equal Opportunities Commission. The resources cover topics on racial diversity and inclusion and equal opportunities to enhance civil servants' cultural sensitivity.
- 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 ● CSB will continue to implement the existing measures and consider making refinements as appropriate.

Additional Measures Taken/To Be Taken ● To provide an additional way for civil service job applicants to meet the appointment requirement in respect of language proficiency, departments may design their own job-oriented language tests according to the requirements of individual grades where appropriate.

The Government will step up recruitment work so talents of various backgrounds (including NEC) could receive government recruitment information in a more direct and efficient manner.

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

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 May 2024**