



MULTI-CULTURAL SOCIAL WORK PLACEMENT BRIEFING(2024-2025)

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SAY HELLO TO ANYONE

Three placement choice in Multi-cultural social work setting

Constitute 8.4% population in HK (Population By-census, 2021)

1) Ethnically diverse residents 多元族裔居民

- The majority of low-income clients are local South Asians (e.g. Pakistani, Nepalese, Indian), then Southeast Asians (e.g. Thai, Filipino) , including locally born residents & and new arrivals

2) Refugees 難民/ Asylum seekers 尋求（政治）庇護者

- The majority are Vietnamese, Africans, South Asians & and Egyptians, with around 14,800 (2022)

3) Foreign Domestic Workers 外籍家庭傭工

- Over 98% FDWs are Indonesians & Filipinos, on working visas
- Over 330,000 FDWs (about 4.5% of HK population)

Placement Agencies (2024-25) *Examples*

1) Project for Ethnically Diverse Residents 多元族裔居民服務(EDR)

- Neighbourhood Advice-Action Council B-square – Outreaching Team for ethnic minorities
鄰舍輔導會少數族裔外展服務隊
- HKSKH LMC (ethnic minority unit) – Kwai Chung <Non-subsented and project-base>
香港聖公會麥理浩夫人中心 (少數族裔服務)
- HKCS (CHEER centre) –Kwun Tong <subsented by Home Affair Department>
基督教服務處 (匯融-少數族裔人士支援服務中心)
- Catholic Diocese of HK Diocesan Pastoral Center for Workers (Kowloon)
天主教香港教區 勞工牧民中心 – 九龍
- International Social Service (HK Branch) (Hope Center) – Wan Chai<subsented by Home Affair Department> (國際社會服務社 – 少數族裔支援服務中心)

Placement Agencies (2024-25) *Examples*

2) Centre for Asylum Seekers / Refugees 尋求庇護者/ 難民服務 (ASR)

- Christian Action 基督教勵行會 – Centre for Refugees, TST
- International Social Service (HK Branch) – Project Assistance for the non-refoulement claimants

3) Centre for Foreign Domestic Workers 外籍家庭傭工服務(FDW)

- Mission For Migrant Workers
- Caritas Asian Migrant Workers Social Services Project

1. SERVICES FOR ETHNICALLY DIVERSE RESIDENTS

多元族裔居民

- 1) Placed in either government-subsidized or non-subsidized Specialized Centres/ projects.
- 2) Clients mainly suffer from **language, education, employment, racial discrimination** and **equal access** to public & mainstream services problems, affecting their tertiary education admission, employability, social integration, poverty coping and civil participation
- 3) Some clients face **social exclusion, discrimination, prejudice, and cultural identity issues**, and some **lack a social supportive network** (e.g. Pakistani women)
- 4) Clients possess **cultural strengths** (e.g. arts & crafts, cooking, dancing, language), as well as close family & intra-ethnic bonds
- 5) Placement services are mainly rendered in **Case, Group Work** (e.g. women empowerment, youth/employment groups) **and Community Work** (e.g. concern group, social inclusion activities, political lobbying), often **in cooperation with EM staff/ interpreters**
- 6) **Outreaching and Shift duties** (e.g. weekend, weekday evening) are sometimes required

NEW SERVICE INITIATIVES



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2. SERVICES FOR FOREIGN DOMESTIC WORKERS (FDW)

外籍家庭傭工

- 1) Placed in a non-subsidized centres, with **drop-in office and/or shelters** serving **Indonesian & Filipino** FDWs
- 2) Most service users suffer from exploitation & violation of employment contracts by local employers, over-charging by employment agencies, debts, job performance conflicts & legal issues, thereby **in need of labor rights & compensation protection, legal case follow-up & escort, supportive counseling and shelter services**
- 3) Basic understanding of **labor rights and legal knowledge** would be essential
- 4) **Casework and group work** are commonly practiced during weekdays. **Mass programs** (e.g. life skill training, anti-discrimination, social action) are rendered on Sundays (for MMW)
- 5) Besides regular office hours, evening & Sunday shift duties are required to work in the shelters (for MMW) and in outdoor outreaching
- 6) **Bilingual in English and Cantonese** is needed to communicate with some Indonesians & local employers, escort them to police station, Labor Dept. & Tribunal

3. REFUGEES 難民/ ASYLUM SEEKERS 尋求 (政治) 庇護者

Refugee definition:

UNHCR spells out that a refugee is someone who, "owing to a well-founded fear of being persecuted for reasons of Race, Religion, Nationality, Membership of a particular Social group or Political opinion, is outside the country of his nationality, and is unable to, or owing to such fear, is unwilling to avail himself of the protection of that country."

- Determined by the Immigrant Department under the new Unified Screening Mechanism (USM) 統一審核機制 since 2014
- Hong Kong is NOT a signatory to the Refugee Convention

(Mandated refugees will be resettled in a third country)

UNCAT反酷刑公約 protection:

Claimants are protected in Hong Kong under the UNCAT

Immigration Department for non-refoulement protection (from being returned to places where their lives or freedoms could be threatened) in Hong Kong to go through the new Unified Screening Mechanism under the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (Substantiated torture claimants will NOT be repatriated but without third country's resettlement)

3. SERVICES FOR Refugees 難民/ Asylum seekers 尋求 (政治) 庇護者

- 1) Work with **multi-ethnic team and clients** in a non-subsidized centre (CA-CR, at 重慶大廈)
- 2) Clients suffer from **basic need deprivation**, especially among new arrivals before visa expiry (e.g. housing, shelter, health, food, transportation), **children education**, **long legal processing, emotional/ mental problems** (e.g. PTSD, depression) , **and lack of meaningful time use** (e.g. no right to work, except mandated refugees & substantiated asylum seekers) **when stranded in HK for years**
- 3) Without judging whether they are genuine refugees or not, placement student provides **basic humanitarian care and social services**, in forms of casework (tangible, counseling & employment support), **group work** (e.g. women empowerment & concern groups, skills training, parenting workshops) **and community project** (human library, advocacy group, community education) **and sometimes in-kind donations**
- 4) Mostly regular office hours 9 am-6 pm and Sat am

UNIQUE LEARNING OPPORTUNITIES (MCSW)

- 1) **Meaningfully work** with one of the most disadvantaged and oppressed minorities being stereotyped against, regardless of race, religion, culture, language & social class
- 2) Communicate with **multi-ethnic teams** from diverse cultural & training backgrounds to learn about Racial Diversity
- 3) Practice cultural sensitivity and polish your **spoken English and transcultural communication skills**
- 4) **Challenging** (e.g. language barrier, cultural shock, stereotype) **but Rewarding** (e.g. eyes opening, racial harmony or equality ambassador)
- 5) **Local students** are likely more advantaged in linking up local resources and getting familiar with local policies. **Non-local students**, as new arrivals, may be more able to show empathy to those EM clients who face language barrier & social adaptation problems

SPECIAL REQUIREMENTS (MCSW)

- 1) Show/ Develop **genuine interest to actively learn, respect & communicate** with clients and staff from diverse ethnic, cultural & religious backgrounds
- 2) Proficiency and dare to **communicate in English** in order to co-work with EM clients & staffs from diverse backgrounds. Able to **speak Cantonese is needed** to communicate with some Indonesians & Thai
- 3) Be **self-initiated & courageous to do outreaching or proactive recruitment** for securing stable attendance
- 4) Be **open-minded** to respect cultural differences, and be **culturally sensitive** to **cultural & religious taboos**, strengths & festivals (e.g. **Islamic holy month**)
- 5) Be **flexible** to work under less structural & less resourceful settings
- 6) Be **helpful** to take up ad-hoc & drop-in duties occasionally
- 7) Be **keen** to empower EM clients & EM/ local Chinese volunteers promoting racial harmony and equality

Enjoy “Colourful”
Learning Opportunities!



Colour your placement life

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