

**2024 – 2025 Setting Description**

Placement Setting: **Multicultural Social Work**

Target Groups:

- a) **Ethnically Diverse Residents** 少數族裔居民 (EDR)
- b) **Asylum Seekers and Refugees** 難民 (ASR)
- c) **Foreign Domestic Workers** 外籍家庭傭工 (FDW)

Choices of MCSW Placement Services:

1) **Project for Ethnic Diverse Residents** 少數族裔居民

Society and NGOs have nowadays become more aware of meeting the specific needs of ethnically diverse residents fostering their social integration and also promoting racial harmony and equality in Hong Kong, especially in areas of language, education, social inclusion, employment support as well as equal access to public and mainstream social services. Majority of ethnically diverse residents are locally-born and newly arrived South Asians, such as: Pakistani, Indian, Nepalese, while other ethnically diverse residents in need are Thai, Indonesian and Filipinos.

Direct placement services may include women support group, parent-child activity, youth empowerment, parenting education, labor rights and employment support programs. Social inclusion programs may include public education and cultural sensitivity trainings for local Chinese and/or ethnically diverse communities. In macro practice, students play educator and enabler roles to empower ethnically diverse residents advocating policy changes and non-discrimination practices pertaining to education and equal access to public and employment services, in forms of concern group, political lobbying and social actions.

Self-initiatives and flexibility are required to do community outreaching (e.g. home visits, street stations, truck services) with ethnically diverse workers. Other than English proficiency and transcultural skills, Cantonese proficiency is preferred to conduct social inclusion programs with local Chinese. Occasional night and Saturday shifts are required.

2) **Centre for Asylum Seekers** 尋求庇護者 / **Refugees** 難民

To seek non-refoulement protection from persecution or life threats experienced in own countries, around 14,961 protection claimants in 2022 mostly from Africa, South Asia and Middle-East struggled to meet basic daily needs in Hong Kong, mostly without the rights to work and vocational training. Even though Hong Kong is not a signatory to the “UN Refugee Convention”, asylum seekers can seek protection from refugee persecution, or from torture, cruel, inhuman or degrading treatment or punishment through Hong Kong Immigrant Department under the new Unified Screening Mechanism (USM) since 2014. Despite getting humanitarian and basic welfare services from very few NGOs and English-speaking churches, asylum seekers or non-refoulement claimants face basic need deprivation, especially among new arrivals on travel visas and may have experienced post-traumatic-stress disorder and no future certainly after getting stranded in Hong Kong for few years. Stereotypes and racial discrimination are commonly experienced among them, especially under negative public sentiment in recent years.

Placement students are recommended to get to know local refugee issues and refugee application procedures faced by protection claimants who undergo lengthy refugee determination screening in Hong Kong. Most importantly, protection of their basic welfare, human rights and the creative utilisation of their idle time would be essential, as they depend on institutions for basic survival. Thus, direct placement services may include casework with tangible support (e.g. temporary housing, free meals, healthcare, education), children education, consultation and service referral especially for new arrivals, traumatic stress counselling, and employment assistance for substantiated refugees. Group work may include women & parent-child support, social acculturation and empowerment groups. Mass programs may be run via summer family activities, public education, human library and political lobbying to promote capacity building, social inclusion and racial equality.

Students’ flexibility, high initiative, open-mindedness, transcultural skills and maturity in working with multi-ethnic teams and members in a small non-subvented, less resourceful and culturally diverse organization are needed. The service hours are usually in the daytime during weekdays.

### 3) Centre for Foreign Domestic Workers 外籍家庭傭工

Services for foreign domestic workers (FDWs) are mostly rendered in non-subvented, small NGO, like the Mission for Migrant Workers. Members of the domestic helper community mostly come from Indonesia and the Philippines. What they may suffer in

Hong Kong are owing to possible job exploitation & violation of employment contracts by local employers, overcharging by employment agencies, as well as legal case, abuses, live-in, personal debts and stereotype problems, owing to employer maltreatment, language barrier, their low legal awareness and low bargaining power.

Services of placement students may include casework of labour right education, emotional support, pregnancy assistance, legal follow-up and escort to court, Labour Tribunal and police station. The provision of support group and supportive counselling for exploited or abused clients in women shelters would be helpful. Running mass programs by interventions of life skill training, support groups, anti-discrimination talk, community inclusion activities and social action for labour and legal rights advocacy are sometimes required.

High initiative, adaptability, labor rights knowledge and trans-cultural skills in working with multi-ethnic, multi-discipline teams and clients in a small non-subsidized organization are required. Other than English proficiency, Cantonese speaking is needed to communicate with majority of Indonesian workers. Sunday and occasional evening shifts are required.

### **Uniqueness of Multicultural Social Work Setting:**

There are many learning opportunities for students to work with social workers and non-Chinese-speaking staff in this Multicultural Social Work setting, under less structural and less resourceful environments. This setting offers students **challenging and rewarding learning experiences** to step out of their comfort zone for working with service users and staff from diverse ethnic, cultural, religious, language and training backgrounds.

### **Special Requirements:**

1. **Show genuine interest** in actively learn, respecting and communicate with clients and staff from diverse ethnic, language, cultural and religious backgrounds
2. **Readiness and proficiency to speak & communicate in English. Able to speak Cantonese is certainly an advantage and is often required** to communicate with Indonesian and Thai clients
3. Be **self-initiated & courageous** to try new methods, ask under uncertainty & engage people under an unfamiliar environment
4. Be **open-minded** to respect cultural differences
5. **Be culturally sensitive** to cultural and religious taboos/ strengths/ festivals

6. Be **helpful** to take up occasional ad-hoc and sometimes drop-in duties
7. Be **flexible** to work under less structural & less resourceful settings
8. Be **passionate** about promoting equal opportunities, racial harmony and equality

**Possible Partnership with Placement Agencies** (to be confirmed):

- Christian Action- Centre for Refugees
- HKSKH Lady MacLehose Community Centre (EM unit)
- Catholic Diocese of HK Diocesan Pastoral Centre for Workers (Kowloon)
- Mission for Migrant Workers
- Hong Kong Christian Service – Centre for Harmony and Enhancement of Ethnic Minority Residents (CHEER)
- The Neighbourhood Advice-Action Council B Square Outreaching Team for ethnic Minorities(B-square)
- HKSKH Outreaching Team for Multi-Cultural Community (OTEM)
- International Social Service Hong Kong Branch - HOPE Support Service Center for Ethnic Minorities
- International Social Service Hong Kong Branch – Administering and delivery of assisting for non-refoulement claimants
- Yan Oi Tong Community Centre – ethnic minority team
- Health In Action – ethnic minority project
- Caritas Asian Migrant Workers Social Service Project

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