

# Be A FRIENDLY Employer

## To Build A Multi-cultural Environment

### 友善聘用少數族裔人士



## Multi-cultural Employment Service

### 多元文化就業服務

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# Multi-Cultural Ethnicity in Hong Kong

Ethnicity 民族	Key Language 主要語言	Greetings 打招呼	Religion Majority 主要宗教	Important Dates in 2021 and 2022 (Festive) 2021-2022年的重要日子 (傳統節日)	Special Dietary 飲食特式	Population in HK (Reference from 2016 census) 在港人口 (節錄 自2016普查)	
Pakistani 巴基斯坦人	Urdu 烏爾都語	Aslamm-alaikum (a-Sa-laam a-lik-kum) Peace be upon you 祝你平安	Muslim 回教	13 April -13 May 2021 2 April - 1 May 2022  13 May 2021 3 May 2022	Ramadan 齋戒月*[3]  Eid al-Fitr開齋節	Muslims 穆斯林： Halal* [1] (no pork); No alcohol and smoking 清真食品 *[1] (不吃豬肉)；不可喝酒及吸煙	3% (18,094)
Indian 印度人	Hindi 印地語	Namaste (na-ma-stei) I bow to the divine in you 我向你敬禮	Hinduism/ Sikhism 印度教/ 錫克教	29 March 2021 19 March 2022  4 November 2021 24 October 2022	Holi 彩色節  Diwali 排燈節	Hinduism 印度教： No beef *[2]/ Vegetarian; No alcohol and smoking 不吃牛肉 *[2]/素食  Sikhism 錫克教： Allow to eat meat; No alcohol and smoking 可吃肉類；不可喝酒及吸煙	6% (36,426)
Nepalese 尼泊爾人	Nepalese/ Hindi 尼泊爾語/ 印地語		Buddhism/ Hinduism 佛教/ 印度教	21 August 2021 31 July 2022  15 October 2021 5 October 2022	Teej 婦女節  Dashain 達善節	-	4% (25,472)
Indonesian 印尼人	Bahasa 印尼語	Selamat slang (suh-lah-math see yang) Good day 美好的一天	Islam 回教	13 April -13 May 2021 2 April - 1 May 2022  13 May 2021 3 May 2022  19 July - 23 July 2021 9 July — 13 July 2022	Ramadan 齋戒月*[3]  Eid al-Fitr開齋節  Eid al-Adha宰牲節	Halal* [1] (no pork) 清真食品 *[1] (不吃豬肉)	26% (153,299) (including domestic helpers 包括家庭傭工)
Filipino 菲律賓人	Tagalog 塔加路語	Kamusta (kam-musta) Hello, how are you? 你好嗎?	Catholic 天主教	-	-	-	32% (184,081) (including domestic helpers 包括家庭傭工)
Thai 泰國人	Thai 泰語	Sawasdee kha/khap Hello (" Sawasdee Khap " is for males, and " Sawasdee Kha " is for females.) 你好 (依男女性別會在語尾加上「Kha」或「Khap」。)	Buddhism 佛教	13 April — 15 April 2021 13 April — 15 April 2022	Songkran 潑水節	-	2% (10,215)

[1] HALAL refers to food or task which is permissible to Islam. Meat (except pork) slaughtered after forming a prayer is permitted to eat. Haram is the opposite, meaning forbidden, including pork and alcohol.

清真指回教徒准許食用或可做的事。肉類 (除了豬肉) 經祈禱後屠宰便可食用。回教徒不能接觸非清真物品，包括豬肉和酒。

[2] Most Hindus avoid meat sourced from cow as cows are treated as a motherly giving animal. Sikhs who have taken Amrit (BAPTIST) refrain eating eggs, fish and meat. Dairy products are acceptable, e.g. yogurt and cheese.

牛在印度被視為神聖的動物，不得食用。已受浸的錫克教徒對飲食較嚴謹，除奶類食品外，肉類、蛋和海鮮均不能進食。

[3] RAMADAN is the most sacred month of the year in Islamic culture. During Ramadan, Muslims fast, abstain from pleasures and pray to become closer to God. Eating habits depend on personal choice or religion's belief. Their eating habits may vary.

齋戒月是回教最神聖的月份。齋戒月期間，回教徒需在日出後至日落前禁食，禁煙和禁止親密關係。教徒飲食習慣因個人選擇及信仰虔誠度而異。

Remark 註: Islam promotes modest dress among women. Many Muslims women wear a Hijab (headscarf). Dressing habits depend on personal choices and religious belief.

回教徒鼓勵女性穿著端莊。很多女性回教徒穿著頭巾，覆蓋頭髮和身體。教徒穿著習慣因個人選擇及信仰虔誠度而異。



# Multi-cultural working tips 與少數族裔工作小貼士

**Having a sense of cultural diversity in workplace**  
工作間備有文化觸覺

**Build up trust and acceptance between workers**  
同儕間建立信任和接納的氣氛

**Promote bilingual working environment**  
推廣雙語工作環境

**Work adjustment on cultural differences**  
多元化差異工作調適

**Assess their language abilities and assign appropriate work positions**  
評估語文能力，並安排合適工作崗位

**Create fair working conditions**  
創造公平的工作條件

**Use simple and clear instructions for work**  
運用簡潔而清晰的工作指示

**Clearly state the company policies and employment terms**  
清晰列明公司制度和合約條件

