

## Embracing Diversity with Innovation

### Construction Digitalisation

The Construction Industry Council (CIC) aspires to propel sustainable development in Hong Kong. This year, the CIC continues to promote innovative technology and the spirit to excel in the industry while advocating industry unity and embracing diversity. The CIC works hand in hand with the industry to serve the community at large and build a harmonious society.

To promote sustainable development of the construction industry, the CIC is committed to advocate the adoption of advanced technology and construction methods. Innovative ideas are welcomed for improving construction productivity to overcome potential challenges in the future. We believe digitalisation is the future of construction. The CIC is determined to be the advocate to boost the development of Building Information Modelling (BIM) and hence has driven a series of initiatives, including publication of the "Construction Digitalization Roadmap", research funding, and production of educational resources to encourage

adoption of BIM during planning, design, execution, facilities operation and management stage of construction projects, forging ahead the new era of construction digitalization.

Established by the CIC, "CIC BIM Space" demonstrates technology application and organize activities related to BIM technology for a broad spectrum of participants, such as professional seminar on BIM development, symposiums and workshops for industry practitioners and "BIM Competition" for tertiary students to familiarise them with BIM technology.



### Promote Modular Integrated Construction



Innovation to improve construction productivity is vital to address the challenges brought by manpower shortage in the industry. Therefore, the CIC is committed to promoting and supporting application of modular Integrated Construction (MiC) method. With its off-site prefabrication feature, MiC minimises manpower and material requirements, and is more environmentally friendly than traditional methods. As building components are prefabricated and assembled in factories before being transported to site for installation, MiC method effectively reduces the risks of working at heights and improves construction safety and working environment. MiC method is ideal for buildings with repetitive features such as school classrooms and staff dormitories; yet it still allows flexibility in design and is suitable

for private residential projects and other buildings. MiC technology provides diverse possibility in application and is conducive to the overall sustainable development.

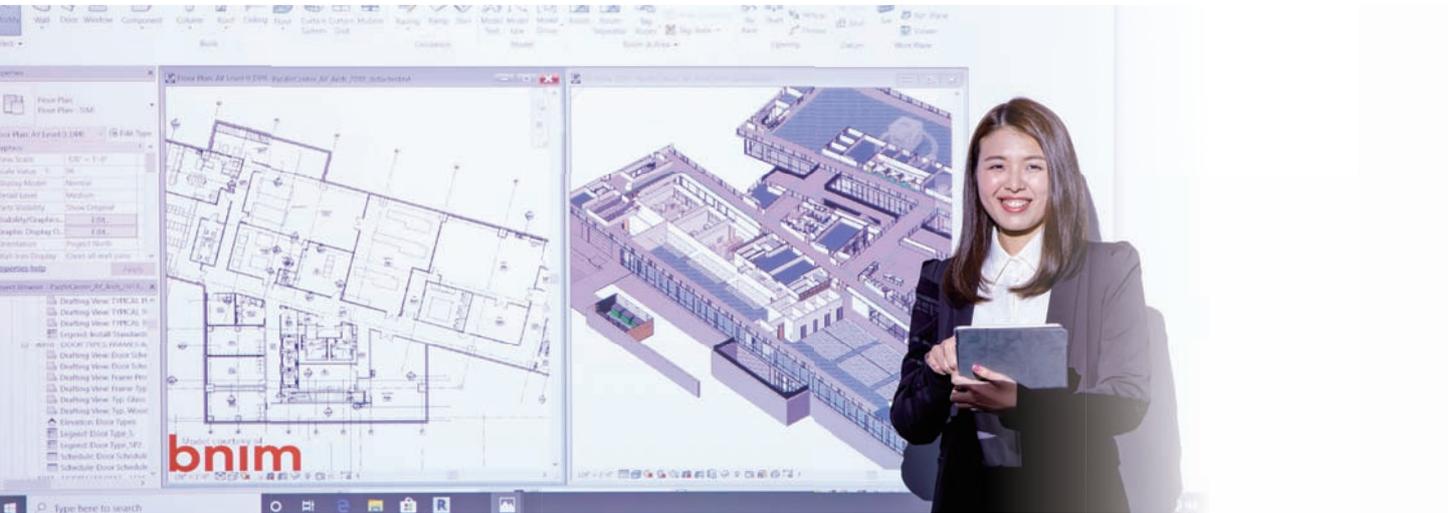


### CIC-Zero Carbon Park Sets an Example of Sustainable Development

The CIC firmly believes that endless possibilities can be created with innovative technology. Aiming to establish a test bed for advanced ecological building design and technology, the CIC established the CIC-Zero Carbon Park (CIC-ZCP) as an exhibition, education and information center to promote low-carbon living and smart construction, as well as to raise public awareness on sustainable living. The CIC hopes to set an example for the industry and inspire the industry to make good use of technology to reduce carbon emissions.

showcase low-carbon building technologies, new materials and best practices of smart cities, to bring inspiration to the construction industry in innovative technology application.





### Advocate Gender Equality in the Construction Industry

The construction industry was traditionally seen as a male-dominated industry. As our society progresses, we are seeing growth in the number of female employees in the industry. The CIC welcomes the change and seeks to break such gender stereotyping in the industry to build a fair working environment for all genders. The “CIC Power Talk” themed “Construction Women” in August 2021 invited three female leaders in the industry, including Ar. Winnie HO, Director of Architectural Services, Ms. Alice PANG, Director of Drainage Services and Ms. Rosana WONG, Executive Director of Yau Lee Holdings Limited to share their experience and how they overcame challenges.

In addition to these leaders, female takes up more than 15% of all frontline registered workers. To reflect such representation, the CIC also featured female industry practitioners in the CIC calendar. Themed “Construction Power”, the calendar invited

female practitioners to participate in the photo shoot to strengthen the awareness of gender equality and that contribution should not be bounded by our gender.



### Nurturing the Younger Generation

The younger generation today will become the leaders to navigate the industry tomorrow. Hence training is a major focus of CIC's work. We provide adequate opportunities to young practitioners to gain experience and reach their full potential. Interactive platforms are also made available for young practitioners to express their opinion and promote idea exchange and unity in the industry.

To provide a progression pathway for young practitioners and train knowledge-based skilled technical personnel, the Hong Kong Institute of Construction seeks accreditation for its training courses and completes the total study pathway for further study for its graduates. Under the "Progression Pathway" project, the HKIC offers a variety of courses at certificate, diploma, higher diploma and professional diploma levels. Together

with the Approved Technical Talents Training Programmes, students can earn professional skills and acquire professional recognition at the same time.

The biennial Hong Kong Young Construction Conference provides a platform to young construction practitioners to share their aspiration for the industry. The CIC organised the 2nd Construction Industry Outstanding Young Person Award in 2021 to recognise young construction practitioners' achievements. The CIC also promotes the "Youth Professional Network" as an interactive resources platform to encourage cross-discipline collaboration and nurture the new generation leader with vision for registered specialist trade contractors and registered sub-contractors.



## Embracing Our Differences

### Promote Racial Integration

The CIC is committed to building an inclusive working environment that welcomes diversity, and practitioners can enjoy equal employment opportunities and benefits regardless of cultural background or ethnicity. In order to encourage people of different ethnicity to join the construction industry, the CIC has established a Construction Industry Ethnic Minority Subcommittee to review the needs and rights of practitioners from ethnic minority groups. Relevant regular training courses for frontline staff and management personnel are arranged and representatives from Equal Opportunity Commission are invited to share on racial discrimination ordinance in vocational training and how to effectively implement the equal opportunity policy.

On the training front, the HKIC offers three full time short course and 15 part time safety courses in English while translators are also hired to assist teachers in class. The CIC has been offering Skill Enhancement Course for Ethnic Minorities since 2015 and five part time courses are currently on offer. Moreover, most trade tests and machinery operation qualification tests offers tests in English and allows translators to accompany students during tests.

Regular visits, career guidance talks, fun fairs, job matching fairs and family fun days are organised regularly to promote understanding of the construction industry to ethnic minority workers. English teaching materials for general studies are made available to students in need. The CIC collaborates with corresponding secondary schools and NGOs serving ethnic minorities to promote their understanding of the industry.

During the COVID-19 pandemic, the CIC published promotion posters in multilanguages to ensure workers speaking Urdu, Nepalese, Thai, Indian, Indonesian and Filipino can receive the anti-epidemic messages.



### Construction Industry Sports and Volunteer Programme

The CIC strives to establish a volunteering culture in the industry and encourages practitioners to participate in volunteering activities to serve people in need and build an inclusive society.

The CIC has set up the Construction Industry Sports and Volunteer Programme (CISVP) to encourage the industry to set up volunteer teams to contribute to the society with their professional skills, such as home repairs and community facilities repair works for the neighbourhood, distribution of Lo Pan Rice, gift bags, visiting elderly living alone and organising charity sales. 32,000 hot meal boxes are distributed while volunteers also contributed more than 100,000 hours of volunteer service in 2021. To elevate the

health and living standard of industry practitioners, CISVP organises events like Happy Run and Fun Fair, Dragon Boat Competition, Sports day and charity fun day to encourage friendly exchange and unity in the industry.





### Safety Message Promotion Via Multiple Channels

The CIC organises a variety of campaigns to promote the safety concept of “Life First is a Responsibility for All” to raise awareness among practitioners and create an ideal working environment in the industry. Our goal is to achieve “Zero Accidents” in construction sites.

The “Life First” campaign is launched again in 2021 to encourage inspection and review procedures of works at height and identify potential risks in operation to cultivate safety culture in construction sites. The campaign encourages senior management staff to visit their sites and convey safety messages. By strengthening the overall safety responsibility, we hope to lower construction risks. The CIC co-organises the “Safety Week” Campaign with the Development Bureau annually in the past decade to promote safety awareness. During the Construction Safety Week, activities including “Considerate

Contractors Site Award Scheme”, seminars, online sharing sessions, Zero Accident Ambassador Award were held to raise awareness among the industry to contribute to a “Zero Accident” workplace.

Education is the foundation of construction safety. HKIC offers a series of safety training courses tailored for management staff, site supervisor and site personnel to cultivate safety awareness and culture. The CIC publishes regular safety newsletters and has set up a one-stop promotion platform, Construction Safety App, for frontline workers and industry stakeholders.



### Pooling Professionals of Diversified Background

The CIC actively promotes the development of the construction industry and strives to build consensus on long-term strategic issues. The current council structure consists of a chairman and 24 members from relevant sectors of the industry. Members of the council come from diverse backgrounds, including employers, professionals, academics, contractors, workers, independents and government officials. The CIC brings together professionals from all walks of life that represents the voices of the 142 trades in the industry. A number of committees were established to look after various issues in the industry, to gather opinion of experts, management,

officials and frontline workers, raise innovative ideas, and work together to promote measure for the long-term development of the construction industry.

