

DIVERSITY AND INCLUSION



Diversity and Inclusion

Our mission at the Construction Industry Council (CIC) is to foster diversity, equality, and inclusion within the organisation and the construction industry at large, ensuring that all individuals have the opportunity to both contribute to and benefit from a thriving sector. We firmly believe that achieving these goals is not only an ethical imperative but also a means to contribute to the industry's sustainable development.

In the CIC, we are committed to cultivating a culture that celebrates diversity, by embracing different perspectives regardless of ethnicity, age, gender, or personal experience. We encourage collaborations among construction industry players to address the diverse needs of our communities and create spaces that cater to everyone.

Encouraging Understanding

Encouraging understanding is a powerful tool for improving diversity and inclusion within society. To create a space for initiating communications between different stakeholders, the CIC organised a series of "CIC - See What I See" events in 2023, aimed at promoting the latest developments in technology, advocating for industry collaboration and fostering open discussions among the industry players. Regular articles featuring the luncheon series were also published on the CIC's public channels to communicate with the community on the latest developments of technological advancement in the construction industry.

Harnessing the launch of the "Design for Future, Build for Life" industry-wide promotion campaign in 2022, the CIC continues the effort to encourage collaborations and contributions from different sectors and professionals to promote public understanding of the construction industry in 2023. Through TV infotainment programmes, roadshows, and promotional trucks, we aim to promote the public's understanding of the industry while providing a platform for industry practitioners to exchange views with the general public.



"CIC-See What I See" events



"Design for Future Build for Life" Roadshows and Promotional Truck

Promoting Equality and Participation of All

Attracting and engaging youth in the construction industry is essential for its long-term sustainability, growth, and competitiveness. The CIC set up the Construction Industry Council Youth Affairs Committee (CICYAC) which comprises young representatives from different sectors, to introduce voices from different ages into the CIC while at the same time it serves as a platform to promote industry advancement to the younger generation through different initiatives. By having young members join the Committee, they can serve as relatable role models for young individuals considering a career in construction. This representation can inspire and encourage greater participation from diverse youth backgrounds in future.



GBA Exchange Tour organised by the Construction Industry Council Youth Affairs Committee

Non-Chinese Speaking (NCS) practitioners are a vital and valued force in the construction industry, bringing cultural diversity, specialised skills, and innovative perspectives. HKIC provides Enhanced Construction Manpower Training Scheme and Skills Enhancement Courses for Ethnic Minorities, more English teaching materials will be released in the future. The CIC currently offers four full-time short courses in English to equip trainees who wish to pursue a career in the construction industry with specific craft skills. Students will receive daily allowances during training. Apart from the full-time courses, part-time courses in English are organised for in-service or registered workers to sharpen their knowledge and skills. By removing language obstacles, we empower NCS practitioners to actively participate in the construction industry and encourage inclusivity.

Fostering Collaboration

Promoting collaboration with different stakeholders enhances diversity and inclusion efforts by incorporating diverse perspectives, fostering knowledge sharing, and collectively advocating for change. By engaging a wide range of stakeholders, the CIC organised webinars, exhibitions and forums to promote collaboration with Mainland China and overseas.

In 2023, the CIC organised the Global Construction Sustainability Forum and Exhibition 2023 (GCSFE 2023), which served as an expertise-sharing and information-exchange platform, with business opportunities and local-to-global interactions for the construction sector, promoting the importance of sustainability, digitalisation, high productivity, and safe construction. Over 40 worldwide speakers and around 40 exhibitors participated respectively in the 3-day forums and exhibitions. The event, which was well-recognised and received by the industry and the public, attracted over 10,000 physical and online visits.



Ms. Bernadette LINN, Secretary for Development, and Ir Hon CHAN Siu-hung, Member of the Legislative Council, visited the booths at the GCSFE 2023



The CIC also put lots of emphasis on facilitating collaboration between Mainland China and local industry players. Through organising the “China Con-Tech Development and the Future of Hong Kong Construction Industry” Forum, we were able to attract 1,600 guests to attend the event in person and online. The CIC looks forward to leveraging this forum as a platform for knowledge and experience sharing and encouraging the construction industry in Mainland China and Hong Kong to seize the opportunities in the Greater Bay Area.

Responding to the Needs of Different Groups

At CIC, we place great importance on community engagement and fostering a sense of unity. One of our key initiatives is the Construction Industry Sports & Volunteering Programme (CISVP), our dedicated charity arm. We aim to ripple our impact by engaging industry members in year-round volunteer work through CISVP, catering to the needs of different groups in the community, such as the Construction Industry Lo Pan Rice Campaign where we collaborate with various NGOs, to distribute “Lo Pan Rice” to the disadvantaged groups on every Fridays. We also rallied industry members to join us in helping senior citizens for home repairing and moving services, utilising our skills to help the needy.

The CIC understands that diversity may bring challenges to our equal opportunity principle and is eager to eliminate such hurdles to address needs of different groups. As such, participants are divided into different age groups in CISVP sports games to ensure fair competition.



Construction Industry Table Tennis Competition



Construction Industry Sports Day and Charity Fun Day

We also make good use of the premises as a venue resource to organise different kinds of activities to address different needs of the society. CIC-Zero Carbon Park (CIC-ZCP) organised a wide variety of activities to promote green living and to showcase the latest construction technology, including green markets, music performances, workshops, etc., bringing people closer together through music and cultural exchange. Other outdoor events including the ZCP Outdoor Electric Vehicles Exhibition and the “Construction Month” series of events, were also successfully organised with enthusiastic participation from children, young people and the general public.

Recognising the well-being and diverse needs of its employees, the CIC continues the implementation of the “Alternate 4-Day Work Week” arrangement in 2023, which provides extra days off every two weeks for staff to take care of their families or to pursue further education according to their needs. This flexibility can be particularly valuable for individuals with diverse backgrounds or family status, such as parents, caregivers and individuals with disabilities.

By implementing the aforementioned initiatives, the CIC demonstrated its dedication to promoting diversity and inclusion in our endeavours, our partnership with the industry and society, and our contributions to the industry.



CIC-ZCP serves as a platform for promoting green living and latest technology