



THE HONG KONG  
POLYTECHNIC UNIVERSITY  
香港理工大學

# Safety Management of Ethnic Minority Workers in the Hong Kong Construction Industry

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# Outline of the Presentation

- Introduction
- Background
- Research aim and findings
- Conclusions
- Q & A



# Introduction



# Research Team Members

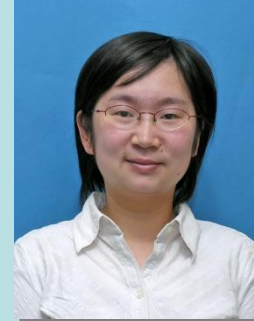
## Safety Research Group



**Prof Francis Wong**  
Co-Investigator



**Prof Albert Chan**  
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**Dr Carol Hon**  
Co-Investigator



**Ms. Sainan Lyu**  
Joint PhD student



**Dr. Arshad Ali Javed**  
Post-doctoral fellow



# Research Background






# Background

Age <25, only 6.8%

Age of registered construction workers in Hong Kong as at 17 August 2014	Number (%)
Below 20	1 893 (0.6%)
20-24	21 401 (6.5%)
25-29	23 569 (7.1%)
30-34	27 182 (8.2%)
35-39	33 519 (10.1%)
40-44	40 337 (12.1%)
45-49	41 394 (12.5%)
50-54	51 364 (15.5%)
55-59	51 095 (15.4%)
60 or above	39 959 (12.0%)
Total	333 995 (100.0%)

Age >50, 42.9%

# Background

Value of major works projects:  
  
 from HKD45.1 billion (2009/10) to HKD49.6 billion (2013/14)

## • Ten infrastructure projects

### Transportation Infrastructure

- West Island Line and South Island Line
- Shatin to Central Link
- Tuen Mun Western Bypass & Tuen Mun-Chek Lap Kok Link

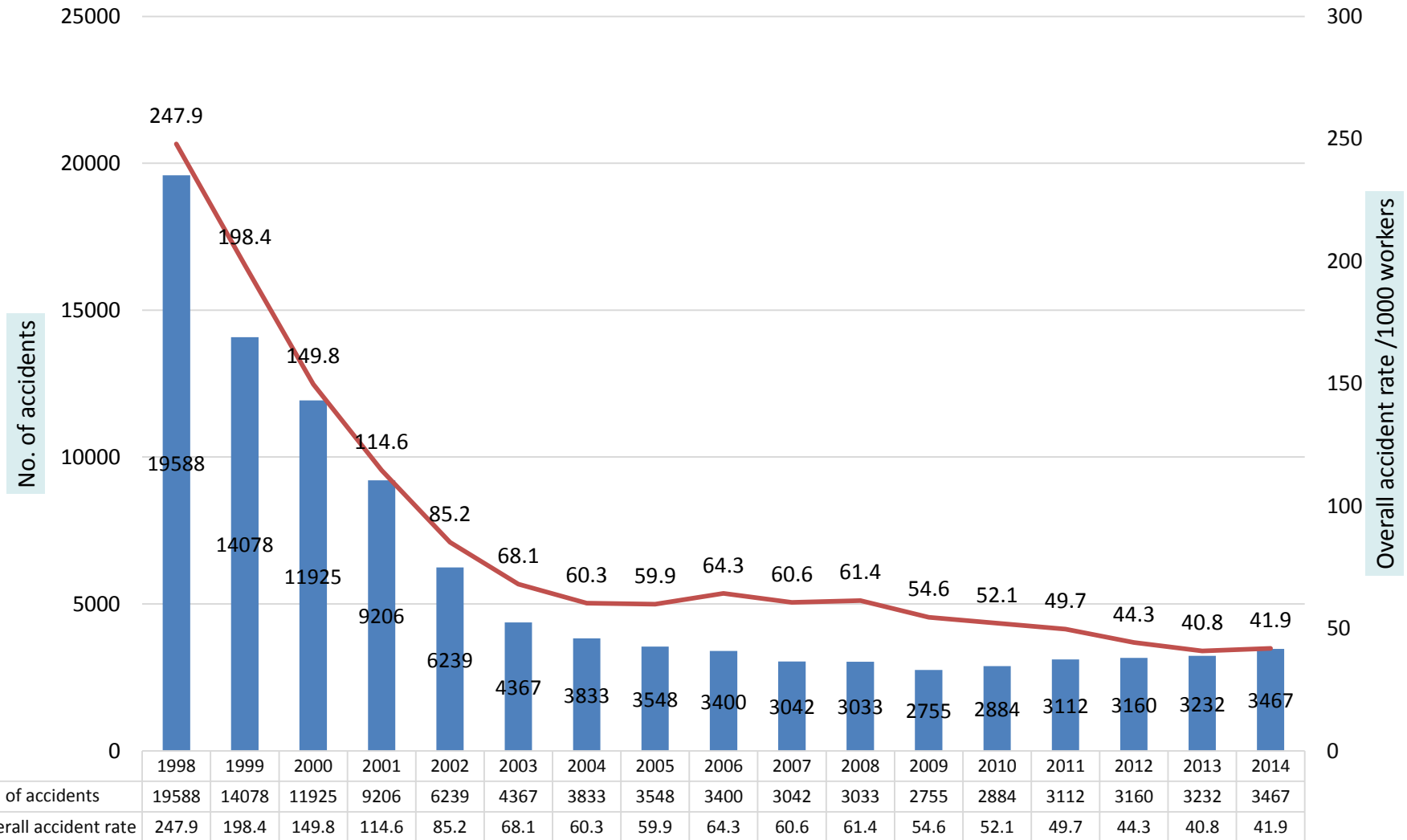
### Cross-boundary Infrastructure Projects

- Guangzhou-Shenzhen- HK Express Rail Link
- HK-Zhuhai-Macao Bridge
- HK-Shenzhen Airport Co-operation
- HK-Shenzhen Joint Development of Lok Ma Chau Loop

### New Urban Development Areas

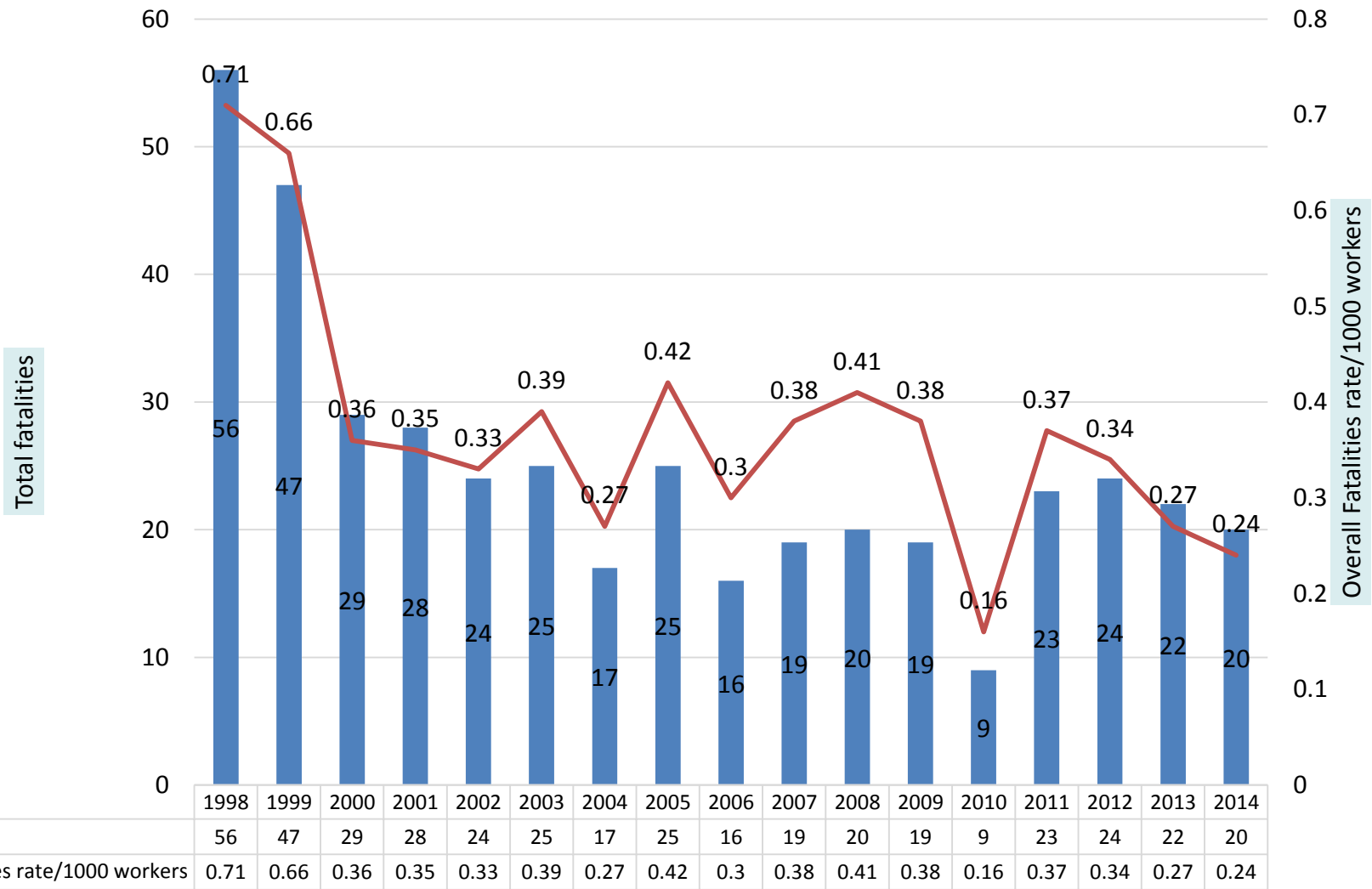
- West Kowloon Cultural District
- Kai Tak Development Plan
- New Development Areas

# Number of industrial accidents and accident rate per 1000 workers in construction industry from 1998 to 2014 (Labour Department)





# Number of industrial fatalities and fatality rate per 1000 workers in the construction industry from 1998 to 2014 (Labour Department)



- Ageing construction workers
- Few young new entrants

- Increasing number of construction projects

➤ Shortage of construction workers

# Background

- HK government has formulated strategies to encourage ethnic minorities to join the local construction industry
  - Construction Industry Council Training Academy (CICTA) of the Construction Industry Council (CIC) provides training courses in English for ethnic minorities
  - A new centre was set up at Tin Shui Wai to facilitate ethnic minorities training.
  - A recruitment day for ethnic minorities was jointly organized by HKCIEGU and CICTA.

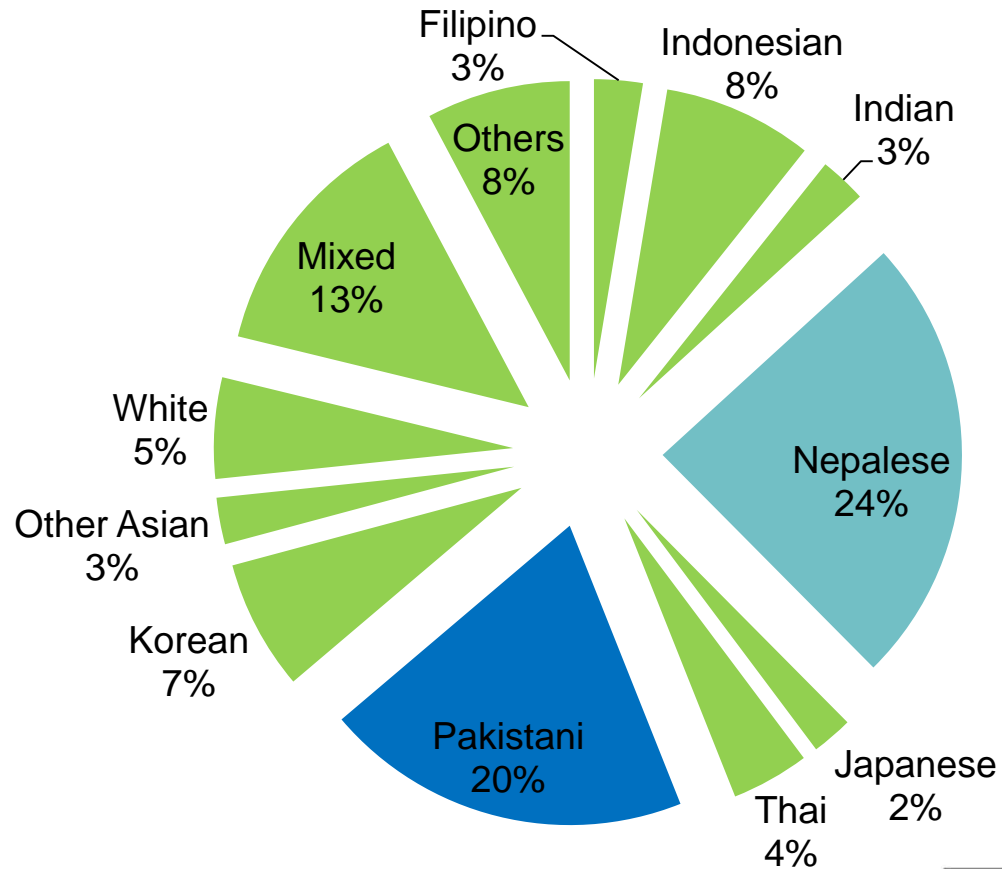
# Background

- 451,183 ethnic minority persons in 2011
- 6.4% of the population in Hong Kong
- 7.4% of ethnic minority males (4,656) worked in the construction industry; representing **1.5%** of the total workforce in construction



# Background

- Distribution of male ethnic minorities in the construction industry of Hong Kong



# Background

- Ethnic minority workers have high chances of construction accidents

- In the US, Hispanic construction workers were nearly 30% more likely to have work related injuries than local non-Hispanics workers between 1996 and 2002 (Dong et al. 2010)
- In Germany, foreign construction workers were *four times* more likely to be killed by falling objects than local counterparts (Arndt et al. 2004)
- In Portugal, the fatality rate was 4% higher for non-Portuguese construction workers (European Working Conditions Observatory 2011)

# Background

- Increasing number of construction accidents involved ethnic minorities in Hong Kong

**Vietnamese bar bender  
died from fall of person  
from height  
(7/12/2011)**

**Nepali died from  
struck by moving object  
(9/8/2011)**

**South Asian died from  
fall of person from height  
(11/7/2007)**

**Indian painter fell  
from scaffolding died  
(19/8/2010)**

**Pakistan worker died  
when repair air-conditioner  
(27/4/2009)**

**Vietnamese worker  
died from fall of person  
from height  
(25/03/2014)**

# Preliminary Findings

Year	Ethnicity	Trade	Causes of Accident
1998	Philippine	Painter	Fall of person from height
1999	Thai	Labour	Trapped by collapsing or overturning object
	Nepalese	Labour	Struck by falling object
	Nepalese	Labour	Slip, trip or fall on same level
	South Asian	Engineer	Fall of person from height
2000	Nepalese	Welder	Slip, trip or fall on same level
	South Asian	Engineer and Labour	Exposure to explosion
	South Asian	Welder	Exposure to fire
	Nepalese	Labour	Trapped in or between objects
	Nepalese	Labour	Struck by falling object
2001	Nepalese	Labour	Fall of person from height
	Indian	Labour	Struck by falling object
	Nepalese	Security	Others
	Nepalese	Bar bender	Struck by falling objects
2002	Vietnamese, Pakistani	Demolition worker	Trapped by collapsing or overturning object
	Nepalese	Labour	Fall of person from height
	Nepalese	Labour	Fall of person from height
	Nepalese	Labour	Struck by falling objects
2003	Nepalese	Repair & Demolition	Fall of person from height
	Nepalese	Labour	Fall of person from height
	Nepalese	Repair & Maintenance	Fall of person from height
	Nepalese	Labour	Struck by falling object



# Preliminary Findings

2004	Nepalese	Electrician	Struck by falling object
	South Asian	Labour	Slip, trip or fall on same level
2005	Nepalese	Labour	Fall of person from height
	Nepalese	Labour	Others
2006	South Asian	Labour	Exposure to explosion
	Nepalese	Labour	Exposure to or contact with harmful substance
	Pakistani	Labour	Trapped by collapsing or overturning object
2007	Nepalese	Labour	Fall of person from height
	Pakistani	Caretaker	Injured in workplace violence
	Nepalese	Labour	Fall of person from height
	Nepalese	Labour	Struck by falling object
	Nepalese	Labour	Struck by falling object
	2008	German,Pakistani	Engineer and technician
2009	Nepalese	Labour	Exposure to explosion
	South Asian	Repair & maintenance	Exposure to or contact with harmful substance
	Pakistani	Maintenance Labour	Fall of person from height
	Pakistani	Maintenance Labour	Struck by moving object
2010	Pakistani	Painter	Fall of person from height
	South Asian	Demolition worker	Fall of person from height
	South Asian	Plumber	Fall of person from height
	South Asian	Labour	Fall of person from height
	South Asian	Labour	Struck by moving object
	South Asian	Painter	Fall of person from height

# Preliminary Findings

2011	South Asian	Labour	Trapped by collapsing or overturning object
	Nepalese	Labour	Struck by falling object
	Nepalese	Labour	Struck by moving object
	Nepalese	Bar	Fall of person from height
2012		Labour	Fall of person from height
	South Asian	Labour	
	Nepalese		
	Philippine		
2013	Nepalese		
	Nepalese		
	Pakistani		
	Pakistani		
	German	Engineer	Struck by falling object or overturned object
	South Asian	Labour	Struck by falling object
	Nepalese	Plumber	Struck by moving object
	Nepalese	Labour	Contact with electricity or electric discharge; slip, trip or fall on same level
	South Asian	Labour	Exposure to explosion
	Philippine	Electrician	Contact with electricity or electric discharge
2014	Vietnamese	Labour	Fall of person from height
	Nepalese	Security	Others

- At least 69 accidents (including 20 fatal cases) involving ethnic minorities between 1998 and August 2014 (approx. **5%** of total fatalities in construction; **3.3 times** more likely than the local to get killed ).
- Fall of person from height was the top killer and 23 accidents were related to this cause.

# Background

- Principal causes for accidents:
  - Take up higher risk duties
  - Safety communication
  - Lack of proper safety training
  - Lack of safety awareness
  - Unaware of safety and health information in English or their languages produced by the Occupational Safety and Health Council


# 2011

香港少數族裔工人  
職業健康行動研究報告



# Background

- Occupational Safety and Health Council
  - Construction safety of ethnic minorities has been a recognized problem.
  - Safety talks in the language of the ethnic minorities were organized in 2009, 2011 and 2013
  - Organized events such as “1st Cantonese Challenge for South Asians on Construction Safety”



नेपाली निर्माण कामदारहरू 2013 को लागि सुरक्षा सम्बन्धि कुराकानी  
尼泊爾族裔建築僱員職業安全健康講座 2013  
Safety Talk for Nepali Construction Workers 2013

परिचय • 序言 • Introduction

हङ्कङको अर्थतन्त्रमा योगदान पुऱ्याउने क्षेत्रमध्ये निर्माण उद्योग एउटा प्रमुख हो । हाम्रो स्फूर्त निर्माण कार्यदल एउटा मूल्यवान बहुसांस्कृतिक स्वभावको छ । यिनीहरूमध्ये निकै मात्रामा नेपाली जातिका कामदारहरू रहेका छन् । उनीहरूलाई घोटपटकहरूबाट बाँच्न आवश्यक सुरक्षा ज्ञान दिनलाई श्रम विभाग पेशावर सुरक्षा तथा स्वास्थ्य परिषद् अनि हङ्कङ निर्माण संघ मिलेर पेशावर सुरक्षा नियमहरू, निर्माणस्थलका जोखिमहरूको पहिचान तथा व्यक्तिगत सुरक्षा उपकरणको सठिक प्रयोगबारे जानकारी प्रदान गर्नलाई एउटा सुरक्षा छलफल आयोजना गर्न गइरहेका छन् ।

建造業是香港經濟的重要支柱之一，建造業僱員來自多個族裔人士，其中尼泊爾族裔佔有一定數目，為了協助這些僱員能夠認識到建造業和健康的知識，預防意外發生，勞工處聯同職業安全健康局將會舉辦建造業安全講座，為與會者簡介建造業安全條例、地盤常見危害與及控制措施防止意外發生。

Construction Industry is one of the key sectors contributing to the economy of Hong Kong. Our vibrant construction workforce is of rich multicultural composition. Among them, a sizable proportion is of Nepali ethnic group. To equip them with the necessary safety knowledge for injury prevention, the Labour Department and Occupational Safety and Health Council is going to organize a safety talk providing information on occupational safety regulation, various hazards encounter at construction site and the control measures for prevention of accident.

勞工處 Labour Department

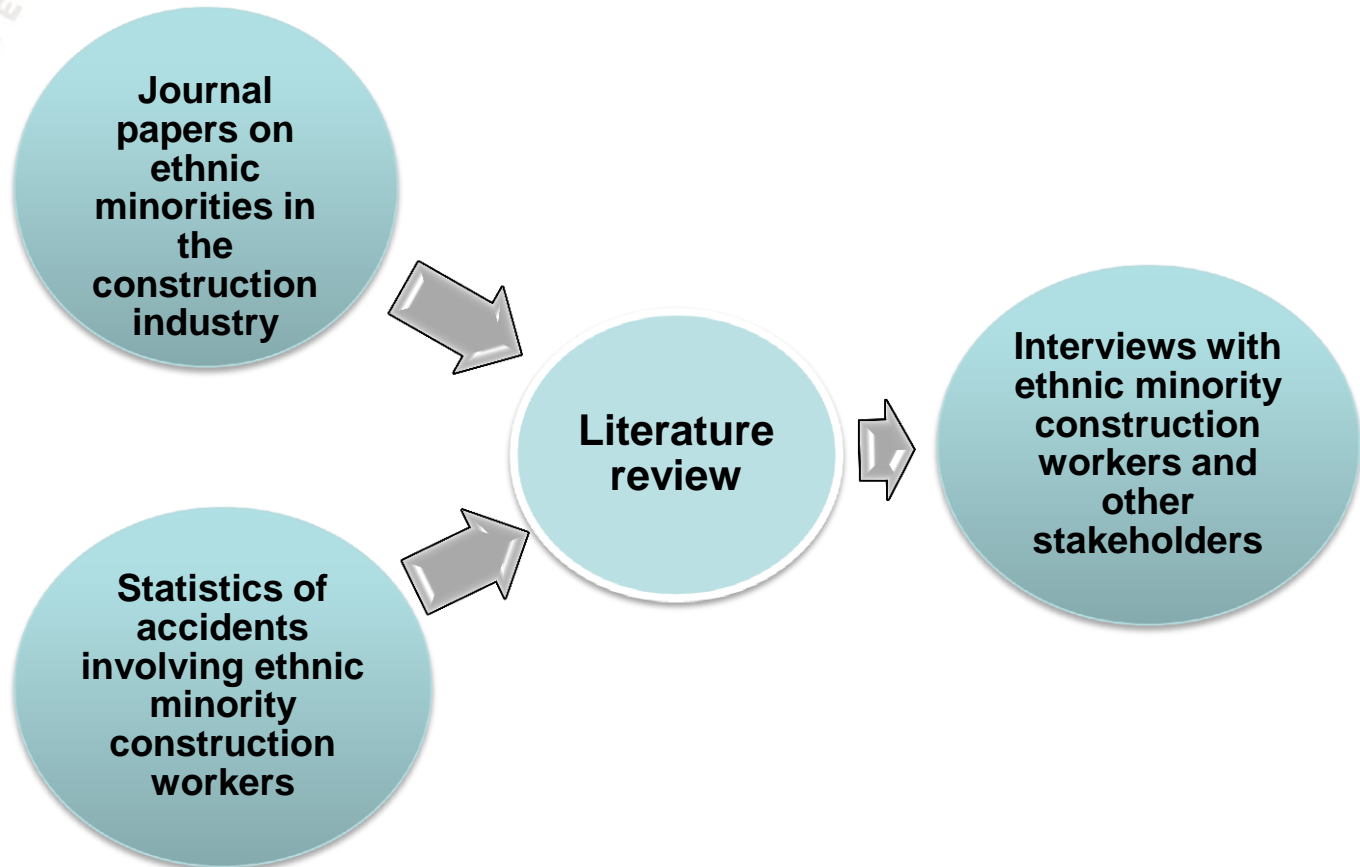
職業安全健康局 OCCUPATIONAL SAFETY & HEALTH COUNCIL



# Aim of the Research

To improve the safety management of ethnic minorities in the construction industry of Hong Kong

# Literature Review



# 22 Semi-structured Interviews





中國建築工程(香港)有限公司  
CHINA STATE CONSTRUCTION ENGINEERING (HONG KONG) LTD.



俊和發展集團  
CHUN WO DEVELOPMENT HOLDINGS LIMITED



香港寶嘉  
Dragages  
Hong Kong



A member of the **Bouygues Construction group**



**Gammon**



香港建造商會  
Hong Kong Construction Association



新昌  
HSIN CHONG



香港房屋委員會  
Hong Kong Housing Authority



MAEDA



K. WAH CONSTRUCTION MATERIALS  
嘉華建材

*We rely on our  
People to achieve  
Success and Growth*



土木工程拓展署  
Civil Engineering and  
Development Department



新鴻基地產  
Sun Hung Kai Properties

**LAING O'ROURKE**



職業安全健康局  
OCCUPATIONAL SAFETY & HEALTH COUNCIL



LEIGHTON  
禮頓



煤氣  
Towngas

香港中華煤氣有限公司  
The Hong Kong and China Gas Company Limited



SAMSUNG C&T CORPORATION

DEPARTMENT OF

BUILDING & REAL ESTATE

建築及房地產學系 24



# Interviewees details

No.	Position of interviewees	Organization	Nature of organization
1	Operational Safety Director	Dragages HK	Contractor
2	Safety & Environment Manager	China State Construction	Contractor
3	President	HK OSHA	
4	Safety Officer	Gammon-Leighton JV	Contractor
5	Director Safety Manger	Build Jet Engineering Ltd.	Contractor
6	Health, Safety and Compliance Support Manger	Leighton Contractors (Asia) Ltd	Contractor
7	Group HSEQ Manager	Hsin Chong Construction Company Limited	Contractor
8	Engineer/Safety&Environmental Advisor	Civil Engineering and Development Department	HKSAR government
9	Senior Manager/Safety & Health	Housing Department	HKSAR government
10	Director	Gammon Construction Limited	Contractor
11	HSEQ Manager	Laing O'Rourke-Hsin Chong-Paul Y. Joint Venture	Contractor
12	Senior Safety Manager	Maeda-China State Joint Venture	Contractor
13	Project HSEQ Manager	Samsung-Hsin Chong Joint Venture	Contractor
14	Senior HSE Manager	K.WAH Construction Materials	Construction material
15	Deputy General Manager-Safety&Security	Sun Hung Kai Properties Group	Private Developer
16	Consultant	Occupational Safety & Health Council	Construction Industry Institute-Hong Kong
17	Const Safety Engineer	HK Airport	
18	Director	Chun Wo Construction & Engineering Co., Ltd.	Contractor
19	Manager-Project Safety	MTR Corporation Limited/ MTR West Island Line Project	Semi government
20	Safety Manager	Paul Y. Management Limited	
21	Ganger	Laing O'Rourke, Hsin Chong, Paul Y J	Joint Venture
22	Head Corporate Health, Safety & Environment (President)(HK FOSHA)	Towngas	Utility company

- Interview with Mr. Paul C P Wong on 17/05/2014
- HSEQ Manager
- Laing O'Rourke-Hsin Chong-Paul Y. Joint Venture



- Interview with Mr. Alfred W.H. Leung on 03/07/2014
- Director
- Chun Wo Construction & Engineering Co., Ltd.

- Interview with Mr. Dilip Gurung on 4/06/2014
- Senior Safety Manager
- Maeda-China State Joint Venture



- Interview with Mr. Tom K.M. Wong on 22/07/2014
- Safety & Env Manager
- China State Construction

- Interview with Mr. Victor CL Kwong on 27/08/2014
- Head Corporate Health, Safety & Environment (President) (HK FOSHA)
- Towngas



- Interview with Mr. Nelson N S Tang (Safety Manager) on 25/11/2014
- West Kowloon Terminus Station South construction site
- Laing O'Rourke-Hsin Chong-Paul Y. Joint Venture

# Consolidating the interview results

Improve the safety communication for the ethnic minority workers in HK construction industry 4.nvp - NVivo

文件 首页 创建 外部数据 分析 查询 探索 布局 视图

转到 刷新 打开 特性 编辑 粘贴 复制 合并 剪切板 格式 段落 样式 选择 区域 编辑 PDF 选择 文本 查找 替换 删除 拼写 证明

节点 名称 材料来源 参考点 创建日期 创建人 修改日期 修改人

名称	材料来源	参考点	创建日期	创建人	修改日期	修改人
01 major SAFETY and HEALTH PROBLEMS confronted by ethnic minority workers	21	134	2014/7/30 14:43	L	2015/1/8 17:21	L
01. Low health and safety awareness and knowledge of EM workers	4	5	2014/9/11 20:06	L	2015/1/8 17:21	L
02. Safety communication problems	8	11	2014/9/11 20:10	L	2015/1/8 17:21	L
03. Different cultural background	2	2	2014/9/11 21:40	L	2015/1/8 17:21	L
04. Construction trade can affect safety performance	1	1	2014/9/12 21:11	L	2015/1/8 17:22	L
05. Safety culture or Institutional safety culture or Management commitment	1	2	2014/9/12 21:45	L	2015/1/8 17:22	L
06. Insufficient safety trainings, toolbox talk or morning briefing of EM workers in their native languages	12	19	2014/9/12 21:50	L	2015/1/8 17:22	L
07. Insufficient safety materials (poster, notice, rules, regulation, safety policy, method statement) in EM native languages	5	9	2014/9/12 22:02	L	2015/1/8 17:22	L
08. Lack of safety leadership	2	8	2014/9/15 17:03	L	2015/1/8 17:22	L
09. Problems about EM workers' recruitment and career development	4	5	2014/9/15 21:18	L	2015/1/8 17:23	L
10. Degree of understanding (safety trainings, rules and regulations, etc.)	2	2	2014/9/15 21:24	L	2014/10/6 23:21	L
11. Safety management challenges	2	2	2014/9/15 21:29	L	2014/10/6 23:21	L
12. No separate budget for safety management	1	1	2014/9/15 21:32	L	2014/10/6 23:21	L
13. Lack of government support	1	1	2014/9/15 21:46	L	2014/10/6 23:21	L
14. Pressure to finish the job on time	1	1	2014/9/15 22:24	L	2014/10/6 23:21	L
15. Difficulties for EM workers to COMPLY with safety rules and regulations	19	46	2014/10/6 23:21	L	2014/9/29 15:37	L
16. Personal characteristic of EM workers	4	5	2014/9/16 17:33	L	2014/10/6 23:21	L
17. Racial discrimination	1	1	2014/9/16 20:50	L	2014/10/6 23:21	L
18. Others	4	5	2014/9/12 22:03	L	2014/10/6 23:39	L
Same with local workers	6	8	2014/9/4 17:41	L	2014/10/6 23:21	L
02 Safety Management Strategies and Challenges for EM workers	20	106	2014/8/22 13:03	L	2015/1/8 17:23	L
Recommendations for improving safety performance of EM workers	20	87	2014/8/22 13:04	L	2014/8/22 11:44	L
1. Employ EM safety supervisors or officers or managers	8	14	2014/9/18 1:03	MR.	2014/9/29 15:26	L
10. Use interpreters and translators	2	2	2014/9/18 1:14	MR.	2014/9/29 15:26	L
11. Use pictogram, and safety signage in EM languages	4	6	2014/9/18 1:11	MR.	2014/9/29 15:26	L
12. Provide and inform communication channel	2	2	2014/9/18 13:40	L	2014/9/29 16:01	L
2. Encourage EM workers to learn local language	6	6	2014/9/18 1:19	MR.	2014/9/29 15:26	L
3. Government and industry associations' training initiatives	9	16	2014/9/17 17:06	L	2014/9/29 15:26	L
4. More open communication in EM native language	2	2	2014/9/18 13:46	L	2014/10/6 23:28	L

材料来源 节点 分类 集合 查询 报表 模型 文件夹

# Safety management problems of EM construction workers

1. Low health and safety awareness and knowledge of EM workers
2. Safety communication problems (e.g. inadequate language ability of EM workers)
3. Different cultural and religious background
4. Low skill level of ethnic minority workers
5. Lack of safety culture/management commitment for EM workers
6. Insufficient safety trainings (e.g. toolbox talk or morning briefing) for EM workers in their native languages
7. Insufficient safety materials (e.g. poster, notice, rules, regulation, safety policy, method statement) in EM native languages

# Safety management problems of EM construction workers

8. Insufficient safety staff, e.g. supervisors/officers/trainers of ethnic minority origin
9. Lack of opportunities for EM workers' recruitment and career development
10. Low level of understanding and compliance of safety rules and regulations, etc.
11. No separate budget and government subsidy for safety management of EM workers
12. Lack of government support for enhancing EM workers' construction safety performance
13. EM workers are assigned more laborious and dangerous/unsafe work
14. Personal characteristic of EM workers influences their safety performance (e.g. less outspoken, keep quiet etc.)
15. Racial discrimination against EM workers

# Measures to improve safety performance of EM workers

1. Employ EM safety supervisors, officers or managers
2. Encourage EM workers to learn local language
3. Government and industry associations should take an active role for promoting health and safety awareness of EM workers
4. Open and frequent safety communication in EM native language
5. Promote ethnic integration and respect EM workers' cultural and religious values
6. Provide career growth and development opportunities for EM workers
7. Provide safety training in EM native languages



# Measures to improve safety performance of EM workers

8. Safety materials (e.g. notice, rules, regulation, safety policy, method statement) in EM native languages
9. Allocation of safety budget for EM workers
10. Use interpreters and translators as if deemed necessary for communication with EM workers
11. Encourage to use more safety posters, pictograms, graphics and signage in EM languages
12. Encourage EM workers to use suggestion box more actively
13. Ensure that EM ganger is doing his job properly (e.g. communicating and explaining safety instructions into EM native language)
14. Identify language abilities of EM workers and manage them accordingly

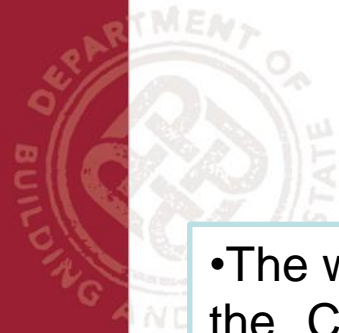
# Conclusions



Safety management problems of EM workers were identified.

Construction safety communication of ethnic minorities is of rising importance

Strategies on how to improve safety management of EM workers were recommended



# Acknowledgment

•The work described in this project was fully supported by a grant from the Central Policy Unit (Project No. K-QZ1F) entitled “Improving Safety Communication of Ethnic Minorities in the Construction Industry”.

•We also thank the anonymous interviewees for their valuable comments.

## Improving Safety Communication of Ethnic Minorities in the Construction Industry

▶ HOME ▶ TEAM ▶ EVENTS ▶ LINKS ▶ PUBLICATIONS ▶ CONTACT US

### Home

#### • Introduction

The construction workforce in Hong Kong is experiencing a severe ageing problem and labour shortage. One initiative to enhance the supply of manpower is to assist ethnic minorities joining the industry. It is foreseeable that the percentage of ethnic minorities in the construction workforce will keep increasing.

Statistics show that ethnic minorities were nearly 30% more likely to have work-related injuries than local workers in some developed countries. However, official statistics on the safety of ethnic minorities are not available in Hong Kong. A search in newspaper archive revealed that ethnic minorities in the construction industry of Hong Kong are subjected to higher fatality rate than local workers, just as is the case in many developed countries. This reflects that the safety of ethnic minorities has not received the attention it rightly deserves.

Safety communication has been one of the key factors leading to accidents. Safety communication barriers of ethnic minorities impede them from receiving safety training and acquiring safety information effectively. Research towards improving the safety communication of ethnic minorities in the construction industry of Hong Kong becomes more urgent.

This study will focus on improving the safety communication of ethnic minorities in the construction industry of Hong Kong.

#### • Objectives

- i. To evaluate the safety communication problems of ethnic minorities;
- ii. To evaluate the predominant safety communication structure and safety performance of ethnic minorities;
- iii. To identify effective safety communication structure for ethnic minorities;
- iv. To recommend measures to improve safety communication of ethnic minorities.

#### • Significance and Value

Construction safety for ethnic minorities, in particular safety communication, is a rather uncharted research area of pressing importance. Safety communication of ethnic minorities in the construction industry of Hong Kong deserves more attention by the research community and the society. Both culturally and linguistically appropriate safety interventions targeting the ethnic minority groups are needed. Significance of this study lies on filling the research gap in safety communication of construction ethnic minority workers in Hong Kong. Findings of this study will help remove safety communication barriers for ethnic minorities in the construction industry and thus enhance the effectiveness of the existing safety initiatives for ethnic minorities which in turn help improve safety performance.

### News

#### • November 2, 2015

The files of 38th Ethnic Minority Meeting Minutes are uploaded  
...

#### • October 14, 2015

The files of 37th Ethnic Minority Meeting Minutes are uploaded  
...

#### • September 30, 2015

The files of 36th Ethnic Minority Meeting Minutes are uploaded  
...

#### • September 8, 2015

The files of 35th Ethnic Minority Meeting Minutes are uploaded  
...

#### • August 25, 2015

The files of 34th Ethnic Minority Meeting Minutes are uploaded  
...

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Pages	7 447

# Research Outputs

## CPU Full Report

## Publications

### PUBLIC POLICY RESEARCH FUNDING SCHEME

#### 公共政策研究資助計劃

Project Number : 項目編號 :	2013_A6_007_13A
Project Title : 項目名稱 :	Improving Safety Communication of Ethnic Minorities in the Construction Industry 改善少數族裔在建造業的安全溝通
Principal Investigator : 首席研究員 :	Professor Albert P. C. CHAN 陳炳泉教授
Institution/Think Tank : 院校 / 智庫 :	The Hong Kong Polytechnic University 香港理工大學
Project Duration (Month): 推行期 (月) :	18
Funding (HK\$): 總金額 (HK\$) :	488,750.00

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中英文版本如有任何歧異,概以英文版本為準。

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22 April 2016

Postdoctoral Research Fellow  
University of Hong Kong  
[via email: arshad.javed@connect.polyu.hk]

Dear Dr. Javed and Ms. Sainan Lyu,

Presentation of your research findings to the EOC

Thank you for sparing time out of your busy schedules to share with us your survey findings.


Your presentation on 19<sup>th</sup> April was extremely insightful and informative. The EOC is constantly watchful of industry trends and practices that may be disadvantageous to any group or community. Your study of the construction industry with specific reference to health and safety concerns of ethnic minority workers is therefore of interest to us. Thank you once again for sharing the findings with the EOC.

We will look out for opportunities to bring the issues highlighted in the study to the concerned authorities.

Do keep us informed of further projects and studies you carry out that may be of relevance to our work. If there are any areas where the EOC may be of help, please do let us know.

Many thanks and regards,

Yours sincerely,

  
Michael Chan  
Chief Operations Officer  
Equal Opportunities Commission

Public Policy Research Funding Scheme  
Comments on Final Report

Project No.: 2013-A6.007-13A  
Project Title (English): Improving Safety Communication of Ethnic Minorities in the Construction Industry  
Project Title (Chinese): 改善少數族裔在建造業的安全溝通  
Principal Investigator: Professor Albert P. C. CHAN  
Institution/Think Tank: The Hong Kong Polytechnic University  
Project Duration (Month): 18  
Funding (HK\$): 188,750.00

Overall Comments from Reviewers:

Reviewer 1 (Rating: Satisfactory)

This is an exemplary report. The objectives are well achieved, including dissemination of findings and publications.

Reviewer 2 (Rating: Satisfactory)

Excellent research!



# Question & Answer





THANK  
YOU

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