

Diversity and Inclusion Report

The Construction Industry Council celebrates diversity in the organisation as well as within the industry as it brings in new perspective and encourages flexibility. Great importance is attached to embracing differences between ethnicity, age, gender, personal experience and background etc. in CIC, narrowing the communication gap and providing equal opportunity to all.

Encourage Understanding

Understanding our differences is fundamental to achieving inclusivity, hence CIC strives to encourage community's understanding of the industry. In 2022, various large scale campaigns were launched to promote the community's interest in the construction industry. The "Design for Future, Build for Life" industry wide promotion campaign primarily aims to promote the industry image to the general public. Apart from industry professionals, student groups and public audiences are also invited to visit the CIExpo2022 to understand latest development of the industry. EM (ethnic minority) Culture Day were also organised to foster communications between Chinese-speaking and non-Chinese Speaking (NCS) community. It incorporated elements of exhibition, art, music and language, as well as raising public awareness of the life and culture of NCS people.

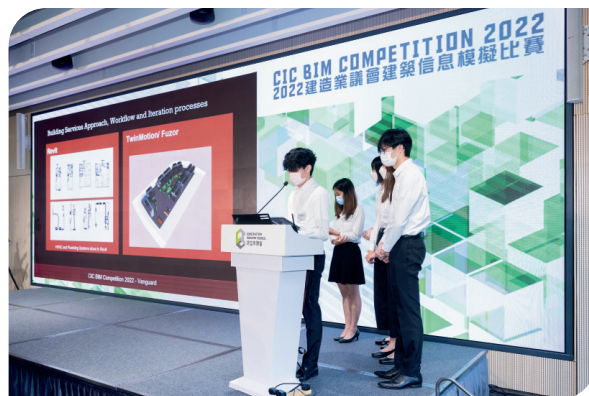


Regular articles under the columns "Safety Walk with Thomas" and "CIC – See What I See" were also published on CIC's public channels to communicate with the community on the latest development of technological advancement of the construction industry.

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Encourage Participation of All

Apart from conveying our message to stakeholders, CIC is also actively listening to opinion and needs of different stakeholders. New committees are set up to address the needs of different groups and trades, the Committee on RMAA and Youth were set up in 2022. Starting 2022, representatives from the youth segment is invited to join a number of committees to collect their views on the development of the industry.



The CIC also provides ample opportunities for all to participate in the construction industry. Activities targeting younger groups were organised to invite participation of different age groups, the annual BIM Competition attracted 278 full-time higher education (post-secondary) students while the CIC-ZCP Minecraft Competition – “Construct Your Sustainable City” attracted approximately 900 secondary and primary students. CIC-ZCP hosts regular activities that is open to public that encourages participation from the whole of the community.

Addressing Needs of Different Groups

The CIC understands 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.

CIC – ZCP also makes good use of the venue resources to organise different kinds of activities, including green markets, music performances, workshops, etc., bringing people closer together through music and cultural exchange. Other outdoor events including ZCP Outdoor Electric Vehicles Exhibition and A“MAZE”ing Summer, were also successfully organised with enthusiastic participation from children, young people and the general public.



Recognizing the different needs of its staff, CIC has introduced the “four-day work week” arrangement in 2022, 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.



Collaboration for Success

The CIC is also eager to foster synergy within the construction industry through collaboration. To achieve such, experts of a wide spectrum of professions were invited to share insights with fellow industry practitioners in CIC’s regular webinars. In 2022, over 100 webinars are organised covering topics including development policies, advanced technology application, sustainability development, safety culture and manpower planning.

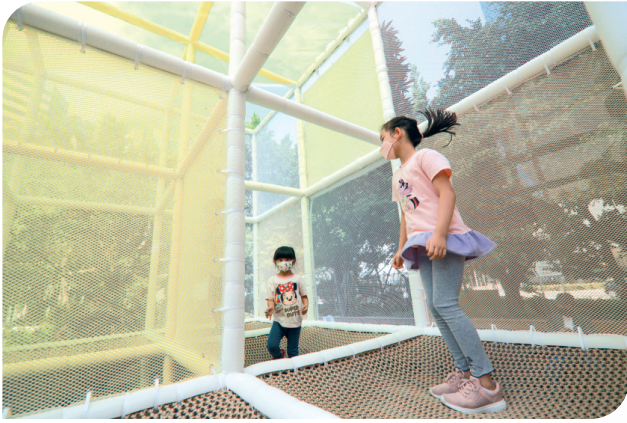
To encourage further idea exchange and experience sharing, the CIC launched the master class series in 2022 covering topics such as common data environment, modular integrated construction, design for safety and temporary works. Industry practitioners with certain experience attending the courses will be given the chance to exchange idea with experts in the particular field and the CIC hopes to pool professionals together to join forces in bringing advancement to the industry.



To encourage collaboration across industries, the CIC joint hands with the Hong Kong Science and Technology Park to launch the ConTech Accelerator to line up construction companies and technology firms to drive industry trials and collaboration on diverse new ideas to solve specific pain points throughout the building processes, from design and construction with innovations of site monitoring, green materials and robotic welding.

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Serving the Community



While we embrace diversity in the construction industry, we also show care to the community at large. The principal of the construction industry is to build a better home for the citizens, hence the CIC continues to push the boundary for technological advancement in bring better, more efficient and safer build environment in Hong Kong. For instance, the CIC has been actively promoting the Modular Integrated Construction method to help ease the housing shortage in Hong Kong, contributing to the society with our professional knowledge.

Our heart is also with the community in need especially during the pandemic. The Construction Industry Caring Campaign – Fight Against Novel Coronavirus has been extended into its 2.0 phase in order to provide continued support to workers affected by the pandemic.

Through the compilation of initiatives illustrated above, the CIC is committed to advancing diversity and inclusion in our work, our collaboration with the industry and the society as well as our service to the industry.

