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A STUDY OF
THE EMPLOYMENT PROBLEM OF CLIENTS
WITH DRUG USE EXPERIENCE OF
THE SOCIETY FOR THE REHABILITATION OF OFFENDERS,
HONG KONG

A study of the employment
with drug use experience of the Society for the Rehabilitation



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Chapter One: Introduction

Background

Founded in 1957, The Society for the Rehabilitation of Offenders, Hong Kong (SROHK) is a non-governmental organisation providing multifarious services to discharged prisoners and ex-offenders convicted in local law courts to help them re-integrate into society. Services provided include Social Therapy Centre Service, Pre-release Preparation Service, Court Social Work Service, Psychiatric Rehabilitation Service, Clinical Psychology Service, Hostel Service, Employment Development Service, Community Education Service, Recreation Service and Volunteer Development Service. The Social Welfare Department and the Community Chest are our primary funding providers.

The 1998 statistics of SROHK show that among the 3,570 clients under our aftercare service, 77.2 per cent have drug use experience and only 22.7 per cent of them are employed including those working full-time, part-time or irregularly.

Test of dependency between employment status and drug use experience based on the data of our Clientele Information System shows that the employment rate of clients with drug use experience is significantly lower (Chi-square = 12.2, $p = 0.0004$).

Experience shows that the ability of a client to secure a stable employment is an important element for his successful rehabilitation. It is worthwhile to investigate into the employment problems among ex-offenders with drug use experience in order to help them address the problem realistically.

Research objectives

The objectives of the research are:

1. to understand the characteristics of ex-offenders with drug use experience regarding their past and present work patterns, work motivation, as well as their perception and expectation towards employment;
2. to find out factors relating to their unemployment; and

3. to find out the problems they are facing in securing and maintaining an employment.

It is expected that the results of the research will provide useful information for formulation of effective strategies to tackle the employment problem among ex-offenders with drug use experience.

Use of terms

Throughout the report of this research, the terms "Drug Use Experience", "Current Drug Users", "Non-current Drug Users" and "Never Users" are used. Operationally, they are defined as follows:-

Drug Use Experience *refers to any previous use of drugs or substances (for non-prescription purpose)*

Ever Drug Users *refer to those with drug use experience*

Current Drug Users *refer to those claiming to have drug use habit at the time of the research*

Non-current Drug Users *refer to those claiming to be drug free at the time of the research*

Non-drug Users *refer to those claiming they have never used drugs or substances (for non-prescription purposes)*

Chapter Two: Research Methodology

Research target

The targets of the present research are male clients of SROHK who are between the age of 15 and 60. They all have records of criminal offence in Hong Kong.

Although the primary purpose of the present research is to study the employment problems of clients with drug use experience, clients without drug use experience will also be studied for comparison purpose.

Sampling method

Random sampling is considered a more desirable method for such a research. However, there are difficulties in adopting such a method because many of our clients are not easily located and they do not contact our social workers as regularly as expected. Convenience sampling was therefore employed instead so that eligible clients being contacted during the data collection period were selected as the sample of the research.

Date collection method

Eligible clients were interviewed face-to-face by interviewers using a structured questionnaire. Three interviewers were recruited from a local university. They were provided with training and field study to acquire a general understanding of the profiles and characteristics of our clients before they were assigned to service units of SROHK to conduct the interviews. In the research, four Social Therapy Centres, two Recreation Centres and five Hostels were involved.

All interviews were conducted between June and July 1998.

Sample size

A sample size of $N = 302$ was achieved. It represented roughly 8.5% of the active caseload of SROHK in 1998. The result indicates that 80.8% or 245 of the respondents are with drug use experience while 19.2% or 57 are without drug use experience.

Data analysis methods

Frequency distribution was used for analysis of individual variables. Cross-tabulation was used for testing of dependency for nominal and ordinal variables. ANOVA was used for testing of the differences in groups for ordinal variables.

Chapter Three: Discussion of Findings

A. Socio-demographic characteristics of the respondents

1. Age

Table 1 shows that over one-third (36.3%) of the target population, i.e. ex-offenders with drug use experience, belong to the 41-50 age group. The second largest is the 31-40 age group, which accounts for 34.3% of the target population. These two groups together represent 70.6% of the target population.

The comparison group of non-drug users has a similar age distribution, but they spread more evenly among different age groups. The two age groups 31-40 and 41-50 combine to form about 50% of the comparison group.

Table 1 Age of the respondents

Age	Ever drug users (N = 245)	Non-drug users (N = 57)
20 or below	-	3.5% (2)
21-30	14.3% (35)	22.8% (13)
31-40	34.3% (84)	26.3% (15)
41-50	36.3% (88)	24.6% (15)
51-60	13.1% (33)	15.8% (8)
Over 60	2% (5)	7% (4)
Total	100% (245)	100% (57)

2. *Education level*

Over half of the target population have an education level of primary school or below. Another 35.5% have received junior secondary education. Only less than 10% of the target population have received senior secondary or post-secondary education.

The comparison group of non-drug users has a relatively higher education level. The percentage of non-drug users having received senior secondary or post-secondary education is three times that of the ever drug users.

Table 2 Education level of the respondents

Education level	Ever drug users (N = 245)	Non-drug users (N = 57)
No formal education	5.3% (13)	5.3% (3)
Primary	50.6% (124)	35.1% (20)
Junior secondary	35.5% (87)	33.3% (19)
Senior secondary	8.2% (20)	21.1% (12)
College and above	0.4% (1)	3.5% (2)
Others	-	1.7% (1)
Total	100% (245)	100% (57)

3. *Marital status*

Only 18.8% of the target population are married/cohabited while the remaining are either single or separated/divorced. The percentage of respondents who are single is more or less the same between the ever drug users and the non-drug users. The marriage rate of the non-users is higher than the ever users while the divorce rate of the ever users is higher than the non-users.

Table 3 Marital status of the respondents

Marital status	Ever drug users (N = 245)	Non-drug users (N = 57)
Single	59.2% (145)	56.1% (32)
Married/cohabited	18.8% (46)	28.1% (16)
Separated/divorced	21.2% (52)	15.8% (9)
Others	0.8% (2)	-
Total	100% (245)	100% (57)

4. *Family association*

Table 4 shows that more than one-third (34.7%) of the target population are living with their families. Others are either living alone or in shared rooms/apartments with friends, co-workers or other tenants. The percentage of the comparison group, who are living with their family, is much lower, which accounts for 22.8% only.

Table 4 Family association of the respondents

Living with family	Ever drug users (N = 245)	Non-drug users (N = 57)
Yes	34.7% (84)	22.8% (13)
No	65.3% (161)	77.2% (44)
Total	100% (245)	100% (57)

5. *Family responsibility*

Among the target population, 24.6% of ever drug users claimed to support one or more members of their families financially. Comparatively speaking, the non-drug users have a high percentage (36.8%) to make contribution to their families financially.

Table 5 Family responsibility of the respondents

Financially dependent family members	Ever drug users (N = 245)	Non-drug users (N = 57)
Yes	24.6% (60)	36.8% (21)
No	75.4% (185)	63.2% (36)
Total	100% (245)	100% (57)

6. *Major source of income*

46.1% of the target population depend on CSSA as their major source of income. Only 19.2% claimed salaries/wages as their major source of income. This may probably be due to the relatively higher rate of unemployment among the ever drug users.

Table 6 Major source of income of the respondents

Major source of income	Ever drug users (N = 245)	Non-drug users (N = 57)
Salaries/wages	19.2% (47)	36.8% (21)
CSSA	46.1% (113)	31.6% (18)
Family/friends	8.2% (20)	5.3% (3)
Loan	2.9% (7)	3.5% (2)
Illegal trade	0.4% (1)	3.5% (2)
Savings	9.7% (24)	5.3% (3)
Others	13.5% (33)	14% (8)
Total	100% (245)	100% (57)

7. *Type of accommodation*

40% of the target respondents are living in public housing. The second and third largest groups which account for 15.9% and 15.1% respectively live in hostel and bedspace/cubicle. Comparatively, there are more non-drug users living in hostels (40.3%) than the ever users but fewer non-drug users are living in public housing than the ever users.

Table 7 Type of accommodation of the respondents

Type of accommodation	Ever drug users (N = 245)	Non-drug users (N = 57)
Private housing	8.6% (21)	5.3% (3)
Public housing	40.1% (98)	21.1% (12)
Hostel	15.9% (39)	40.3% (23)
Bedspace/cubicle	15.1% (37)	17.5% (10)
Street-sleeper	12.2% (30)	12.3% (7)
No fixed abode	1.6% (4)	-
Others	6.5% (16)	3.5% (2)
Total	100% (245)	100% (57)

8. Vocational training

About one-third (33.2%) of the target population claimed to have received some sort of vocational training in the past.

Most of the vocational training they received, as revealed from the findings, is of apprenticeship in nature. The more common kinds are painting and decoration, tailoring, hair-dressing, metal work, car-repairing, and beverage and catering, etc.

Table 8 Vocational training among the respondents

Vocational training	Ever drug users (N = 245)	Non-drug users (N = 57)
Yes	33.2% (81)	24.6% (14)
No	66.8% (163)	75.4% (43)
Total	100% (245)	100% (57)

9. Chronic illness

About one-fifth (20.4%) of the target population suffer some sort of chronic illness, including physical and mental disability.

Table 9 Chronic illness among the respondents

Chronic illness	Ever drug users (N = 245)	Non-drug users (N = 57)
Yes	20.4% (50)	26.3% (15)
No	79.6% (195)	73.7% (42)
Total	100% (245)	100% (57)

B. Drug use pattern among respondents

10. *Drug use experience*

Table 10 and Table 11 show that there are 80.8% or 245 of the respondents are with drug use experience, among them 41.2% or 101 are current drug users.

Among the 58.8% or 144 non-current drug users, they have, on average, quit the drug use habit for 30 months.

Table 10 Drug use experience among the respondents (N = 302)

Drug use experience	All respondents
Never used	19.2% (57)
Ever used	80.8% (245)
Total	100% (302)

Table 11 Current drug use status among the respondents with drug use experience (N = 245)

Current drug use status	Ever-drug users
Current drug users	41.2% (101)
Non-current drug users	58.8% (144)
Total	100% (245)

11. Type of drug use

Among the 101 respondents who are current drug users, 60.4% use heroin and 51.5% use methadone/physeptone. Only 5.0% use other drugs including cannabis. Among these current drug users, 19.4% reported that they were currently using more than one type of drug.

The researchers of the project consider that the heroin usage were under-reported because of the deficiency of questionnaire design, which resulted in the dual users of heroin and methadone being included in the methadone/physeptone user group.

Table 12 Type of drug use among the respondents who are current drug users
(N = 101)

Type of drug use	Current drug users
Heroin	60.4% (61)
Methadone /physeptone	51.5% (52)
Cannabis	1% (1)
Cough mixture	-
Multiple use	19.4% (20)
Others	4% (4)

* Respondents may choose more than one answer.

12. Frequency of drug use

90% of the respondents who are current drug users take drug at least once a day. This is consistent with the fact that the effect of heroin and methadone, which are used by the majority of the respondents, could only last for a few hours to one day. They must take another dose of the drug in order to avoid from the withdrawal symptoms.

Table 13 Frequency of drug use among the respondents who are current drug users
(N = 101)

Frequency of drug use	Current drug users
Once a day or more	90.1% (91)
Once every 2-3 days	5.9% (6)
Once every 4-7 days	3% (3)
Less than once a week	1% (1)
Total	100% (101)

13. Length of drug use

It is worth noting that 77.2% of the respondents with drug use experience have used drug for at least 10 years, including 44.5% who have a drug use history of 20 years or above.

Table 14 Length of drug use of the respondents with drug use experience (N = 245)

Length of drug use	Ever drug users
one year or below	2.9% (7)
2-5 years	11.8% (29)
6-9 years	8.2% (20)
10-19 years	32.7% (80)
20 years or above	44.5% (109)
Total	100% (245)

14. Number of drug-related criminal records

It is noted that the overwhelming majority (96.3%) of the respondents with drug use experience have at least one criminal record of drug-related crime. 21.5% of the respondents even have over 10 drug related criminal records.

Table 15 Number of drug-related criminal records of the respondents with drug use experience (N = 245)

Number of records	Ever drug users
0	3.7% (9)
1	6.5% (16)
2-4	29% (71)
5-7	29.4% (72)
8-9	4.9% (12)
10 or above	26.5% (65)
Total	100% (245)

15. Relationship between drug use and crime involvement

The relationship between drug addiction and criminal involvement always leads to the question as to whether drug addiction causes criminal involvement or criminal involvement causes drug addiction. 60.2% of the respondents reported to have used drug before committing the first crime, while 39.8% reported to have committed the first crime before the use of drug.

From these figures, it seems logical to believe drug use may lead to committing of crime.

Table 16 First drug use before or after the first crime committed (N = 245)

	Ever drug users
Drug use before committing 1 st crime	60.2% (147)
Drug use after committing 1 st crime	39.8% (98)
Total	100% (245)

C. Employment status and job seeking effort

16. *Current employment status*

As Table 17 shows, only 20.0% of the target population compared to 45.6% of the non-drug users are currently employed. One-third of these employed ever drug users are working full-time, others are working part-time or they are employed irregularly.

The employment status of the non-drug users is also better in that almost half of the employed are engaged in full time employment.

Table 17 Employment status of the respondents

Employment status	Ever drug users (N = 245)	Non-drug users (N = 57)
Working full-time	6.1% (15)	21% (12)
Working part-time	2.5% (6)	8.8% (5)
Working irregularly	11.4% (28)	15.8% (9)
Unemployed	80% (196)	54.4% (31)
Total	100% (245)	100% (57)

17. *Unemployment rate of respondents with different drug use status*

Table 18 indicates that 80.2% of the current drug users are unemployed. The rate of unemployment for respondents with drug use experience is significantly higher than the non-drug users. It is interesting to find that the unemployment rate is almost identical for the current and ex-drug users.

Table 18 Employment status vs. drug use status

	Current drug users (N = 101)	Ex-drug users (N = 144)	Non-drug users (N = 57)
Employed	19.8% (20)	20.1% (29)	45.6% (26)
Unemployed	80.2% (81)	79.9% (115)	54.4% (31)
Total	100% (101)	100% (144)	100% (57)

18. Duration of unemployment

Table 19 shows that 56.9% of the current drug users have been unemployed for over 1 year. Comparatively speaking, the duration of unemployment is shorter for the non-drug users, nearly 50% of them have been unemployed for no more than three months and only 25% of them have been unemployed for over 1 year.

Table 19 Duration of unemployment among the unemployed respondents

Duration of unemployment	Unemployed Current drug users (N = 81)	Unemployed Ex-drug users (N = 115)	Unemployed Non-drug users (N = 31)
Less than 1 month	7.4% (6)	12.2% (14)	28.1% (9)
1 month to 3 months	18.5% (15)	16.5% (19)	18.8% (6)
Over 3 months to 6 months	4.9% (4)	15.7% (18)	18.8% (5)
Over 6 months to 1 year	12.3% (10)	7.8% (9)	9.4% (3)
Over 1 year	56.9% (46)	47.8% (55)	24.9% (8)
Total	100% (81)	100% (115)	100% (31)

19. Number of jobs applied in the past three months

Among those unemployed respondents, about one-third of the ever-drug users have not applied for any job at all. On the other hand, non-drug users pay more effort in job seeking by applying for more jobs than those with drug use experience.

Table 20 No. of jobs applied in the past three months by the unemployed respondents

	Unemployed Current drug users (N = 81)	Unemployed Ex-drug users (N = 115)	Unemployed Non-drug users (N = 31)
0 job	33.4% (27)	33.9% (39)	16.1% (5)
1-6 jobs	54.3% (44)	48.7% (56)	38.7% (12)
7 jobs or above	12.3% (10)	17.4% (20)	45.2% (14)
Total	100% (81)	100% (115)	100% (30)

D. Employment situation of the currently employed respondents

20. *Industrial sector involved*

The majority of the respondents engaged in employment are involved in the transportation, cleaning and construction industries where more unskilled jobs are available. Yet, such unskilled jobs usually require greater physical strength to the extent that current drug users may not be able to meet the job requirements.

Table 21 Industrial sector in which the respondents are employed

Type of industry	Ever drug users (N = 49)	Non-drug users (N = 26)
Catering/hotel	12.2% (6)	19.2% (5)
Cleaning	26.5% (13)	7.7% (2)
Construction/decoration	22.5% (11)	15.4% (4)
Manufacturing	-	7.7% (2)
Security	4.1% (2)	7.7% (2)
Transportation	30.6% (15)	11.5% (3)
Retail/wholesale	-	3.8% (1)
Repair and maintenance	-	-
Hair dressing	2% (1)	3.8% (1)
Others	10.2% (5)	23.1% (16)

* Respondents may choose more than one answer.

21. Monthly income

It is observed that over half (56.7%) of the employed target population have a monthly income not more than \$6,000. Only 4.6% of them earn more than \$10,000 each month. This may be partly attributed to the fact that they are mostly engaged in unskilled jobs and partly because a majority of them are working part-time or doing odd jobs which are only available occasionally. As a result, about one quarter of them could only earn less than \$2,000 a month, which is less than the standard rate of CSSA, including rental allowance, for a single person.

Among those in employment, the non-drug users do not earn more than the ever drug users.

Table 22 Monthly income of the currently employed respondents (N = 75)

Monthly income	Employed Ever drug users (N = 49)	Employed Non-drug users (N = 26)
\$2,000 or below	26.5% (13)	26.9% (7)
\$2,001 - \$4,000	18.6% (9)	3.8% (1)
\$4,001 - \$6,000	11.6% (6)	30.8% (8)
\$6,001 - \$8,000	23.3% (11)	11.5% (3)
\$8,001 - \$10,000	16.3% (8)	23.1% (6)
Over \$10,000	4.6% (2)	3.8% (1)
Total	100%	100%

22. Major areas of expenditure

Food, transportation and housing are the three major areas of expenditure both to the target group and the comparison group. For respondents who include drug as one of their major expenditure items, they spend an average of 56.7% of their income on drug.

Table 23 Major areas in which the currently employed respondents spend their salary

Major expenditure area	Ever drug users (N = 49)	Non-drug users (N = 26)
Clothing	44.9% (22)	34.6% (9)
Food	83.7% (41)	69.2% (18)
Housing	49% (24)	57.7% (15)
Transportation	57.1% (28)	28.1% (7)
Contribution to family	28.6% (14)	42.3% (11)
Medical expenses	8.2% (4)	7.7% (2)
Entertainment	30.6% (15)	15.4% (4)
Drug	55%** 22.5% (11)	-
Gambling	10.2% (5)	11.5% (3)
Others	4.1% (2)	3.8% (1)

* Respondents may choose more than one answer.

** Among the current drug users with employment (N = 20), the figure is as high as 55%.

23. Level of job satisfaction

In general, respondents are satisfied with the various aspects of their present job as more than half of them indicate that they are satisfied or very satisfied in most of these areas. We can see that, relatively speaking, they are satisfied with the supervisor's attitude, co-worker relationship and working hours in their present jobs, but less satisfied with wages and fringe benefits.

Table 24 Satisfaction level on present job among the currently employed respondents

a. Ever drug users (N = 49)

	Very satisfied	Satisfied	Dissatisfied	Very dissatisfied	No comment
Wages	2.0%	40.8%	32.7%	8.2%	16.3%
Working hours	4.1%	57.1%	18.4%	8.2%	12.2%
Co-worker relationship	6.4%	66.0%	2.1%	-	25.5%
Fringe benefits	-	39.1%	30.4%	-	30.4%
Supervisor's attitude	4.3%	58.7%	8.7%	-	28.3%

b. Non-drug users (N = 26)

	Very satisfied	Satisfied	Dissatisfied	Very dissatisfied	No comment
Wages	-	57.7%	23.1%	3.8%	15.4%
Working hours	7.7%	53.8%	15.4%	3.8%	19.2%
Co-worker relationship	-	44.0%	4.0%	8.0%	44.0%
Fringe benefits	7.1%	64.3%	-	-	28.6%
Supervisor's attitude	4.3%	60.9%	4.3%	-	30.4%

24. Perceived fairness of treatment on present job

Compared with other factors including working hours, fringe benefits and supervisor's attitude, significantly more respondents find that they are being discriminated at work in terms of their wages.

Basically, no significant difference in perception is observed between the ever drug users and the non-drug users.

Table 25 Perceived fairness of treatment on their present job by the currently employed respondents

a. Ever drug users (N = 49)

	Worse	No difference	Better	Don't know	No comment
Wages	25.5%	42.6%	2.1%	12.8%	17.0%
Working hours	4.3%	73.9%	-	8.7%	13.0%
Fringe benefits	13.6%	72.7%	-	4.5%	9.3%
Supervisor's attitude	8.5%	53.2%	8.5%	10.6%	19.1%

b. Non-drug users (N = 26)

	Worse	No difference	Better	Don't know	No comment
Wages	26.1%	39.1%	4.3%	21.7%	8.7%
Working hours	9.1%	59.1%	4.5%	13.6%	13.6%
Fringe benefits	4.8%	47.6%	-	23.8%	23.8%
Supervisor's attitude	4.8%	47.6%	-	23.8%	23.8%

25. *Expected length of maintaining the present job*

Over half of the target respondents with an employment are not certain how long they will remain in their present job. Almost all the rest, except two percent, do not think they will continue with the present job for more than one year.

A clear uncertainty and instability of the present job are evidenced both to the drug users and non-drug users.

The situation of the comparison group is not any better.

Table 26 Expected length of maintaining the present job by the currently employed respondents

Expected length of working in the present job	Employed Ever drug users (N = 49)	Employed Non-drug users (N = 26)
Not more than one month	8.2% (4)	7.7% (2)
2-3 months	12.2% (6)	7.7% (2)
4-6 months	4.1% (2)	3.8% (1)
6-12 months	22.4% (11)	19.2% (5)
More than 1 year	2% (1)	-
Don't know	51.1% (25)	61.6% (16)
Total	100% (49)	100% (26)

E. Past working experience of the unemployed

26. *Industrial sector involved*

For those unemployed respondents among the target population, construction, catering and transportation are the three major industrial sectors that they were engaged in. When compared with the distribution of the present job of those currently employed (Table 27), we can easily identify a shift in the availability of job opportunity in some industrial sectors. There is a significant increase in the job available in cleaning service but a significant decline of job available in manufacturing and catering sectors.

Table 27 Last occupation of the unemployed respondents in terms of the industrial sector (N = 227)

Type of industry	Unemployed Ever drug users (N = 196)	Unemployed Non-drug users (N = 31)
Catering/hotel	34.7% (68)	38.7% (12)
Cleaning	11.7% (23)	9.7% (3)
Construction/decoration	39.3% (77)	25.8% (8)
Manufacturing	21.4% (42)	9.7% (3)
Security	4.6% (1)	16.1% (5)
Transportation	34.2% (67)	38.7% (12)
Retail/wholesale	11.7% (23)	16.1% (5)
Repair and maintenance	4.6% (9)	9.7% (3)
Hair dressing	5.1% (10)	-
Others	21.9% (43)	25.8% (8)

* Respondents may choose more than one answer.

27. Duration of last job

Nearly half of the unemployed respondents among the target population could maintain their last job for more than one year. This when compared with the only 2.0% (from Table 26) of the currently employed who think that they could maintain their present job for over one year indicates either they have low confidence in maintaining a job for a longer period or they foresee some significant changes in the environment which have greatly affected their confidence in maintaining their jobs.

Table 28 Duration of the last job for the unemployed respondents

Duration of job	Unemployed Ever drug users (N = 196)	Unemployed Non-drug users (N = 31)
Less than one month	6.6% (13)	16.1% (5)
1 to 3 months	18.4% (36)	29% (9)
Over 3 months to 6 months	10.7% (21)	3.2% (1)
Over 6 months to 1 year	15.8% (31)	3.2% (1)
Over 1 year	48.5% (95)	48.4% (15)
Total	100% (196)	100% (31)

28. Reasons for losing/quitting last job

Table 29 shows that “being arrested” (21%) and “drug problem” (17.6%) are the two major personal reasons for the unemployed respondents to lose their last jobs. The negative impacts of the target respondents’ drug use habit and criminal behavior/background on their employment are obvious.

Other important reasons include “being fired” (7.7%), which may be related to one’s working ability or interpersonal relationship, and “interpersonal conflict” (9.2%). These respondents may require training on job skills and work efficiency, and interpersonal skills if they are to avoid being fired in future.

It is worth noting that 20.4% of the target respondents cited “economic downturn/high unemployment rate” as the major reason for quitting/losing their last jobs.

Table 29 Reasons for quitting/losing the last job for the unemployed respondents

Reason	Unemployed Ever drug users (N = 196)	Unemployed Non-drug users (N = 31)
Being fired	7.7% (15)	20% (6)
Low wages	5.1% (10)	-
Unsuitable work setting	6.7% (13)	6.7% (2)
Unsuitable job nature	4.6% (9)	6.7% (2)
Drug problem	17.6% (34)	-
Being arrested	21% (41)	26.7% (8)
Interpersonal conflict	9.2% (18)	6.7% (2)
Criminal record being known	3.1% (6)	-
Being found using drug	2.1% (4)	-
Having another job offer	1% (2)	-
Others:		
Economic downturn/high unemployment rate	20.4% (40)	41.9% (13)
Changing job/resign	4.1% (8)	9.7% (3)
No job license	3.1% (6)	-
Ill health	2.6% (5)	3.2% (1)

* Respondents may choose more than one answer.

29. *Drug use situation on last job*

Only about 22.5% of the respondents with drug use experience were free from drug in their last jobs, the remaining 77.5% of them used drug frequently or occasionally. Taking into consideration the close relationship between drug use and criminal involvement, it can be explained that respondents chose to select why “drug problem” and “being arrested” as the first two major reasons to quit their last jobs.

Table 30 Drug use situation on the last job by the unemployed respondents with drug use experience (N = 196)

Drug use situation	Unemployed ever-drug users
Frequent use	40.8% (80)
Occasional use	36.7% (92)
Didn't use	22.5% (44)
Total	100% (196)

30. *Perceived reasons for remaining unemployed*

Self-assessment by the unemployed respondents with drug use remaining unemployed indicates that 30.4% of them state economic downturn/high unemployment rate as one of the major reasons. Old age, lack of knowledge/skills and no suitable jobs available are other major reasons stated by the respondents. Having criminal records and look like a drug addict are each stated by 10% of the respondents as the major reasons for remaining unemployed.

Table 31 Reasons for remain unemployed as stated by the unemployed respondents
(N = 196 unemployed ever drug users)

Reason	Unemployed ever-drug users (N = 196)
No suitable jobs	15.5 %
Lack of knowledge/skills	19.5%
Lack of self-confidence/skills for job interviews	0.9%
Poor communication skills	0.9%
Prejudice/discrimination of employers	2.7%
Lack of job seeking skills	0.5%
Lack of connections	6.4%
Look like a drug addict	10%
Having criminal records	10.9%
Old age	19.5%
Others:	
Economic downturn/high unemployment rate	30.4%
Illness or health problems	11.2%
Drug problem	8.7%
Low salary	3.8%

31. *Anticipated time required for finding a job*

Only 20.6% of the unemployed respondents among the target population are optimistic enough to anticipate that they could find a job within one month. 20% think that it would take them at least a few months to find a job. For both the ever drug users and the comparison group, nearly 60% of the respondents have no confidence in obtaining an employment.

Table 32 Anticipated time required for finding a job by the unemployed respondents

Time required	Ever drug users (N = 196)	Non-drug users (N = 31)
Less than 1 month	20.6% (40)	35.5% (11)
1-2 months	6.9% (14)	3.2% (1)
2-3 months	3.7% (7)	-
3-6 months	3.7% (7)	3.2% (1)
More than 6 months	6.4% (13)	-
Difficult to anticipate	58.7% (115)	58.1% (18)
Total	100% (196)	100% (31)

F. Perception towards employment and unemployment

32. *Expectations towards employment*

“To be financially self-supported” is what 93.9% of the target respondents expect from having a job. The second and third popular choices of the respondents is “to avoid being looked down upon” and “to make life less boring”.

These reflect that the respondents are conscious of the value of employment in both serving the subsistence purpose and ones’ need for self-respect.

The perception towards employment between the ever drug users and non-drug users are similar.

Table 33 Expectation of the respondents on having a job

	Ever drug users (N = 245)	Non-drug users (N = 57)
To be financially self-supported	93.9% (230)	93% (53)
To make life less boring	45.7% (112)	38.6% (22)
To avoid being looked down upon	49.8% (122)	38.6% (22)
To learn social skills	29.4% (72)	31.6% (18)
To learn a trade skill	33.9% (83)	35.1% (20)

33. Perception towards employment

The target respondents perceive employment positively because they conceive employment to be associated with:

- Income for ones' daily expenses (96.3%)
- Opportunity to contact the community and other people (89.4%)
- Having something to attach to (87.8%)
- Fulfilling living (85%)
- Satisfaction (63.7%)

On the other hand, they also feel the pressure (59.2%), boredom (53.7%), embitterment and restriction which a job brings along. There is almost no difference in perceptions towards employment between the ever-drug users and the non-users.

Table 34 Perception towards employment

Statement	Ever drug users (N = 245)		Non-drug users (N = 57)	
	Agree	Disagree	Agree	Disagree
A job brings pressure	59.2%	25.3%	59.7%	24.6%
A job brings satisfaction	63.7%	12.7%	63.2%	14.0%
A job provides me with opportunity to contact the community and other people	89.4%	3.7%	80.7%	5.3%
A job gives me something to attach to	87.8%	7.4%	77.2%	17.6%
A job brings income for daily expenses	96.3%	1.2%	100%	-
A job is fulfilling	85%	4.5%	84.2%	7.0%
Job is boring	53.7%	32.4%	45.6%	38.6%
Job gives me restriction	32.7%	56.7%	45.6%	38.6%
A job makes me embittered	44.1%	40%	57.9%	22.8%

34. Perception towards unemployment

Similar to most other ordinary people, the target respondents perceive negatively towards unemployment — feeling bored, worried, depressed, unhappy except 14.3% of them feel relaxed.

There is virtually no difference in perceptions towards unemployment between the ever-drug users and the non-users.

Table 35 Perception towards unemployment

Statement	Ever drug users (N = 245)		Non-drug users (N = 57)	
	Agree	Disagree	Agree	Disagree
I am worried	84.9%	7.4%	84.2%	10.5%
I feel depressed	77.9%	14.3%	72%	14.0%
I feel bored	91%	5.7%	89.5%	5.26%
I feel relaxed	14.3%	77.2%	8.8%	80.7%
I feel unhappy	77.6%	15.1%	78.9%	7.0%

G. Perception of own problems and ways of handling employment problems

35. *Perceived importance of selected factors on job seeking*

90% of the respondents with drug use experience claimed drug use would hinder their job seeking. In fact, over half (54.6%) even claimed that such a behaviour would greatly hinder their job seeking. Besides, over three quarter of them considered it adversely affecting their job seeking by having criminal records.

Table 36 Impact of some selected factors on job seeking as perceived by the respondents (N = 245 respondents with drug use experience)

	Great impact	Some impact	No impact	No comment
Having criminal records	38.8%	37.6%	18.8%	4.9%
Drug addiction	54.6%	35.4%	8.7%	1.3%
Old age	21.2%	44.5%	31%	3.3%
Lack of knowledge/ job skills	35.5%	46.1%	13.9%	4.5%
Insufficient physical strength	29.2%	40.7%	23.9%	6.2%

36. Problems most concerned about

The few problem areas that the ever drug user respondents most concerned about are:

- Employment 62.0%
- Finance 42.9%
- Housing 34.7%
- Drug use habit 11.9%

The fact that only 11.9% of the drug users consider their drug use habit as one of the problems they are most concerned about is not surprising. Since most of them have formed the drug use habit for over ten years, they have taken it as part of life and is something they can do little about. As more immediate concerns, they tend to worry about other more tangible problem in day to day living such as employment, finance and housing.

Table 37 Problem areas that the ever-drug users most concerned about
(N = 245 respondents with drug use experience)

	First mention	Other mentions	Total
Employment	41.6%	20.4%	62.0%
Finance	22.9%	20.0%	42.9%
Housing	19.6%	15.1%	34.7%
Drug	8.2%	3.7%	11.9%
Others	6.9%	3.3%	10.2%
Family	0.8%	6.5%	7.3%

37. Self-assessment of working ability

Only one fifth of the target respondents consider their working ability weaker than others while close to 70% consider they are as competent as others.

Table 38 Self-assessment of working ability compared with other people

Working ability compared with other people	Ever drug users (N = 245)	Non-drug users (N = 57)
No difference	69.3%	63.6%
Better	5.3%	12.7%
Worse	21.3%	16.4%
Don't know	4.1%	7.3%
Total	100%	100%

38. Ways of job seeking

Most target respondents seek jobs through friends and family members (71.4%) and through looking up job advertisement (69.4%). The service of Labour Department and welfare agencies are only used by 14.3% and 11.4% respectively.

Table 39 Ways of job seeking

Way of job seeking	Ever drug users (N = 245)	Non-drug users (N = 57)
Job advertisement	69.4%	80.7%
Job placement service of Labour Department	14.3%	28.1%
Job introduced by friends/family members	71.4%	45.6%
Job placement service of welfare agencies	11.4%	15.8%
Others	2.5%	3.5%

* Respondents may choose more than one answer

39. *Ways of handling job related problems*

Again, when facing job related problems, the target respondents tend to use his own way to solve the problems (42.4%), or seek help from friends and co-workers (40.4%). While another 16.9% feel helpless in solving his problem, only less than 15% will turn to social workers for assistance.

Table 40 Ways of handling job related problems

Way of problem solving	Ever drug users (N = 245)	Non-drug users (N = 57)
By self effort	42.4%	52.6%
Seeking help from family members	4.1%	1.8%
Seeking help from friends	30.9%	17.5%
Seeking help from co-workers	9.5%	12.3%
Seeking help from social workers	14.8%	19.3%
No way to deal with the problem	16.9%	15.8%

* Respondents may choose more than one answer

40. *Factors affecting choice in job seeking*

Factors affecting the respondents' choice in the job seeking process in descending order of their importance are as follows:

<u>Most important factor</u> <u>(No. of mentions)</u>	
1. Wages	135
2. Job stability	39
3. Working environment	30
4. Personal interest	15
5. Personal ability	8
6. Working hours	7
7. Learning opportunity	5
8. Traffic time	4
9. Promotion prospect	2
Total	245

It is noted that wages and job stability are ranked the two most important factors by the respondents in choosing their jobs while promotion prospect, traffic time and learning opportunity are ranked the least important. It is consistent with their job expectation as shown in Table 33 where 93.9% of the respondents expect to be financially self-supported by having a job while only 33.9% expect to learn a trade skill by having an employment.

H. Vocational Training

41. *Choice of vocational training*

Table 41 shows that if they were given the opportunity to receive vocational training, 38.0% of the respondents would like to receive training in the construction industry. Other popular choices of the respondents include training in computer (11.8%), catering (11.0%) and transportation (9.0%).

Table 41 Vocational training preferred by the respondents

Training area	Ever drug users (N = 245)
Catering/hotel	11% (27)
Cleaning	0.4% (1)
Construction	38% (93)
Manufacturing	2.9% (7)
Security	0.8% (2)
Transportation	9% (22)
Retail/wholesale	-
Clerical works	3.3% (8)
Computer	11.8% (29)
English	6.9% (17)
Hair dressing	3.3% (8)
Others	13.9% (66)
No training need	26.9% (34)

Chapter Four: Service Implications

Based on the above research findings on the background of the target respondents, drug use pattern, and various aspects of employment, there are a number of areas of consideration regarding service implications.

1. Ex-offenders with drug use experience are facing a myriad of inherent problems which demand social workers to pay extra efforts in the course of intervention. Most of these ex-offenders are in their middle age with weak family support, low education and little prior vocational training. The fact that they have a drug use experience of more than 10 years with a habit of daily usage has further lowered their employability, resulting in heavy reliance on CSSA to maintain a living. In order to help this group of people tackle their employment problem, intensive counselling aiming at improving their general social functioning and changing their drug use behaviour should first be rendered.

2. Among the target respondents who are ex-offenders with drug use experience, 80% are unemployed. While over half of them have been unemployed for over one year, one third have made no attempt to look for a job in the interim. This finding suggests our clients with drug use experience generally have little motivation in job search and they seem to be accustomed to a lethargic lifestyle. Efforts should be considered to boost up their motivation in this regard. Life skills training with incentive payment might be used to encourage clients for positive changes.

3. The findings indicate that half of the employed target respondents are receiving a monthly income of less than \$6000. Being generally unskilled, most of them could only engage in the trades of transportation, cleaning and construction work with relatively low income. In order to improve the financial situation of these clients, it is essential to enhance their employability through improvement of their education, with appropriate vocational training and expanding job opportunities.

4. Despite being ex-offenders with drug use experience, the target respondents report no obvious discrimination by colleagues and supervisor at work. The co-worker relationship is depicted generally satisfactory and they are quite satisfied with the job conditions. The lack of obvious discrimination might be associated with the fact that the kind of jobs these clients engage in are of low profile and not infrequently are

drug users employed. Ex-offenders with drug use experience still have opportunities in the job market should they be consistently encouraged to continue to pay efforts in job-seeking and enlist assistance from social workers. Discrimination should not be accepted as a plausible excuse for any failure to do so.

5. Many of the target respondents express uncertainty about retaining their job for long. This finding seems to reflect their sense of insecurity and low self-confidence which might be associated with the unstable economic situation and job market, as well as their low self-expectancy to persist. On the job counselling is essential to help these clients resolve any problems encountered at work and make better planning to prepare for possible changes.

6. From the findings, it is gathered that the last job reported among most of the unemployed respondents with drug use experience are in the field of construction, catering, transportation and manufacturing. As the manufacturing business has been declining over the years as a result of the structural change of the Hong Kong economy, retraining programmes for our clients is necessary to facilitate their job search.

7. As reported by the ex-offenders with drug use experience, drug problem, being arrested and interpersonal conflict are the three major reasons of losing their last job. Thus, in helping them to break away from the vicious cycle of unemployment, intervention should focus on the following aspects:

- (i) Drug rehabilitation programme: to motivate clients to change their drug habit using various strategies of Harm Reduction, Relapse Prevention and Motivational Interviewing.
- (ii) Behavioural change programme: to instill in clients a proper sense of righteousness and alternative coping mechanisms to discourage them from resorting to illegitimate means to solve their problems. Reinforcement should be used to connote positive changes.
- (iii) Social skills training: to teach clients effective ways to resolve interpersonal conflicts and improve communications.

8. Having a resemblance of drug addict and criminal record are reported by the ex-offenders with drug use experience as the major reasons for remaining unemployed, and 60% of them express diffidence in getting a job within a few months. The drug rehabilitation and behavioural change programmes stated in item 7 could be employed

to strengthen their employability.

9. Ex-offenders with drug use experience are found to have similarly positive perception towards employment and unemployment as that of ordinary people. This means they can cognitively acknowledge the meanings and benefits of employment. Service programmes should be planned to enable them to take necessary actions to obtain the job rather than enlightening them the meaning of employment.

10. About 90% of ex-offenders with drug use experience anticipate obstacles in job-seeking. Counselling should be geared toward confidence building, promoting better understanding of the actual job market and employers' expectations among clients, and preparing them for job interviews.

11. Ex-offenders with drug use experience tend to assess themselves as having the same ability as other ordinary people and such perception may not be totally accurate. Social workers should help these clients realise that certain discrepancies actually exist and they should be realistic in matching their job expectations in accordance with their ability and aptitude.

12. The research findings indicate that ex-offenders, particularly those with drug use experience seldom consider approaching welfare agencies for employment assistance. More often, they turn to their friends or family members for help, or rely on job advertisement. Social workers should be trained to provide employment counselling and life skill training to enable them to reach out to clients with unemployment problem to offer available assistance while encouraging them to discuss their problems for possible solutions and remedies especially at the early stage.

13. The findings that more than 60% of ex-offenders with drug use experience start using drugs before committing the first offence suggests early identification and intervention is important to help prevent them from developing further into a criminal career with attendant social consequences by addressing to their addiction behaviour.

Chapter Five: Conclusions and Recommendations

The subject of this research is a group of very disadvantaged people who bear the dual label and suffer the consequences of being an offender and a drug user. In a competitive society like Hong Kong, anyone having either one of the above statuses — being an offender or a drug user — will find it difficult to live an independent life without a strong will-power to overcome all the obstacles and problem, and available support from significant people. The hardship and difficulty of someone with both a criminal record and a drug use habit or history will be multiple.

Based on the present research, we are more certain that the drug users with criminal records are likely to possess the following characteristics:

- Middle age
- Low education level
- Little social and family support
- Long history and frequent use of drug
- High unemployment rate
- Long unemployment period
- Little motivation / confidence to look for job
- Heavy reliance on CSSA
- Heavy expenditure on drug use
- Low-paid non-skilled job
- Conscious of the disadvantage of being an offender and drug user

The above portraits the psycho-social profile of the target population who live in a unique lifestyle which make them vulnerable in competing for survival in the community.

As far as their working ability is concerned, most of them regard themselves as competent as other people.

Furthermore, the research findings indicate that most of the target respondents with employment are not discriminated against by their boss or colleagues. This is explainable as people in the industries in which they are engaged, for example, cleaning, transportation, construction, and repairs and decoration, etc., do not usually

care about ones' background but their experience, ability and performance.

As far as their perceptions towards employment are concerned, it is found that they perceive employment in such positive way as most of all other people. They know what benefits an employment can bring along. Apart from the fact that one can obtain income for subsistence by having a job, it is important to note that they regard employment can help to regain self respect as well.

Though unable to achieve the goal of securing and maintaining an employment, the target respondents know quite well cognitively what benefits an employment would bring to them. The point is how to transform their cognition to actual behavior in terms of taking the initiative to get themselves prepared to look for a job, to maintain the job for a reasonable length of time, and to seek career advancement through job training and self-development.

Being ex-offenders, the target respondents are less favourable in many respects in comparison with their non-drug user counterpart. These aspects include:

- Long period of unemployment
- Higher rate of unemployment
- Lower percentage of working full-time
- Higher percentage receiving CSSA
- Lower motivation to look for jobs
- Lower education level

On the other hand, both the drug users group and the non-drug users group are similar in wages earned, type of industries engaged in, perceptions towards employment and unemployment, and expected length of maintaining the present job.

The findings also indicate a general tendency that the current drug users are slightly worse off than the non-current drug users in many respects.

With regard to the factors contributing to the unemployment of the target respondents and problems they are facing in serving and maintaining an employment, we can draw certain insights from the research findings.

First of all, we must reiterate that the target respondents are very disadvantaged and vulnerable because of their background of being drug users and ex-offenders. In fact,

a high percentage of the target respondents lose their jobs because of their drug use behaviour and their involvement in crime. The same reasons also largely account for their failing to obtain a job after having been unemployed for a certain period. Furthermore, 90% of the target respondents consider their drug use habit and 60% consider their criminal records will have adverse effect on their job seeking.

Apart from the above main reasons why the target respondents can be easily put out of job, there are other factors which adversely attribute to their employment situation.

1. Low self-confidence/efficacy:

Not only that the majority of the unemployed have no confidence to get a job in the next few months, those who are in employment are not sure how long they will be able to remain in the job. Taking away some who will leave the job on their own accord, others are largely not sure when they will be dismissed.

2. Job seeking method:

While the service of the Labour Department and social welfare agencies are largely unused, most of the target respondents seek jobs through the help of friends and relatives, and through reading job advertisement. As their associates are largely with similar background and limited in their knowledge and resources, their assistance tends to be less effective.

3. Pattern of solving job related problems:

Again, most of the target respondents do not turn to social welfare workers but their friends, colleagues and relatives for solving their job-related problems. Quite a number of them also keep the problems to themselves without finding a way of solving them. As such, the quality of the problem solving effort is entirely undesirable.

4. Long period of unemployment:

Almost seventy percent of the unemployed target respondents have been out of job for six months including over half even over one year. It is likely that these people will have lost most of their interest and confidence to work at all being in the jobless lifestyle for so long. Actually, the longer they remain unemployed, the more

difficult they can obtain and secure a job.

5. Low motivation/confidence to look for a job

Among those unemployed target respondents, over one third of them have not made any attempt to look for a job. Again, this indicates their weak motivation and lack of confidence and skill.

6. Possession of job skill

Although one third of the target respondents have undergone some kind of job skill training before, most of them are of apprenticeship in nature. Since society has changed in many ways and rapidly and with the improved technology and quality of life, some of the job skills learned have become out-dated. Drug users, as they spend most of their time in drug taking and obtaining money for such a purpose, it is likely to believe that they are not enthusiastic in up-keeping their job skills to be at par with the contemporary demand. As a result, their competitiveness in the job market is further disadvantaged.

7. Provision of CSSA

It is definitely true that CSSA provides timely and needy assistance to people including the target respondents, in time of financial hardship. Yet the researchers are not sure whether the provision has also led to some kind of dependency and further weaken the motivation of the unemployed target respondents who have not been in employment for a long period of time. This research does not mean to provide an answer to this issue but it should be a worthwhile topic for further investigation.

Here, the researchers of the present study have a few words in reaction to the Report on Review of the Comprehensive Social Security Assistance Scheme (1998). In the Report, it is recommended that staff of the Social Security Field Units will help the recipients to develop an individual action plan to find work and will arrange regular follow-up interviews to monitor the progress of their job search. They will also be arranged to engage in some unpaid community work. It is further proposed that SWD should strictly enforce the policy to terminate CSSA payment to an unemployed CSSA recipient who, without acceptable reasons, does not actively seek work, or declines a job interview or a job offer, or refuses to undertake community work.

While the above actions do in a certain extent drive the unemployed to speed up the job-seeking purpose, care must be exercised in implementing the proposed actions with drug users, especially those with criminal records, who have unique difficulties pertaining to their physical psycho-social background. Certain understanding and acceptance are necessary in order to be able to really get them into employment. We suggest SROHK, which is the agency experienced in rendering social services to this particular group of clientele, should be involved in undertaking this important task.

Having mentioned the above, and despite the many disadvantages imbedded with the ex-offenders with drug use experience, the prospect of helping this group of clientele in the area of employment is not really pessimistic. The last chapter on Service Implications has contained an outline of the direction of service we should follow up.

Before we end the report, we have a few more points to make:

First, we must set a realistic goal to assist the target clients with their employment problem. We should take it a success if we can encourage the target clients move even one small step forward. Such things as starting to take action to look for a job, or to keep a job longer, or to change to a job with better prospect through further job training are some of the desirable and realistic progress.

Second, while recognizing their weaknesses and limitation, we must not always hold the myth that the drug abusers and/or ex-offenders are being discriminated against. After all, they have to be held responsible for their own living, and indeed, they are the ones who can really help themselves. Though small in number, there are still some who could secure and maintain a job with good income. We should focus our effort to really understand and enhance their capability, and to help solve their job-related problems and difficulties. We should aim for small but real progress and build on it.

Third, while Hong Kong is undergoing economic downturn and unemployment rate is on the increase, the impact on the employment situation of the target clients is yet to be observed. The researchers are, however, of the view that the situation may not be too much worsened in the very near future. The reason is that since our target clients are largely engaging in low-paid non-skilled jobs which are less attractable to those newly unemployed in other industries. Besides, since our target clients are generally competent in meeting the requirements of these jobs, their job position will not be easily taken over as long as they can cope with their drug use behaviour and avoid

getting involved in crime again.

Fourth, helping the target clients in the area of employment can not be achieved in a vacuum. Service intervention into their whole lifestyle is necessary because many problem issues are inter-related and inter-locking with one another. Employment service to them is not the entirety but one of the total service elements which they require in the course of rehabilitation. In order to assist them effectively, a comprehensive service package is therefore necessary. Such a service package should include programmes for helping to meet the target clients' tangle subsistence needs, counselling to tackle their social, emotional and psychological problems, training to enhance their problem solving skills and programmes for tackling their drug use behaviour.

Finally, it seems obvious by now that social services including employment service to the target clients require specialized knowledge and skills which a generalist social worker does not have. Logically, in order to maximize the service effectiveness to meet the needs of this particular client group, tailor-made training programmes are essential for social workers and other personnel involved in serving these target clients.

- *END* -

Appendix: Questionnaire

善導會

服務對象的就業問題調查

訪問者請注意：請提醒被訪者此問卷調查只用作統計分析及報告，個人資料及答案，本會將絕對保密。訪問過程請盡量口語化，務使被訪者能明白問題要點及明確回答。如有任何特殊情況及回答，請予以記錄並向是次研究負責人報告。

A. 個人資料

1. 請問你而家幾多歲？

- | | |
|-----------------------------------|-----------------------------------|
| 1. <input type="checkbox"/> 20或以下 | 2. <input type="checkbox"/> 21-30 |
| 3. <input type="checkbox"/> 31-40 | 4. <input type="checkbox"/> 41-50 |
| 5. <input type="checkbox"/> 51-60 | 6. <input type="checkbox"/> 61或以上 |

2. 請問你的教育程度係.....

- | | |
|---------------------------------------|---|
| 1. <input type="checkbox"/> 從未入學 | 2. <input type="checkbox"/> 小學 |
| 3. <input type="checkbox"/> 初中（中一至中三） | 4. <input type="checkbox"/> 高中（中四至中七） |
| 5. <input type="checkbox"/> 專上 | 6. <input type="checkbox"/> 其他（請註明：_____） |

3. 請問你現在的婚姻狀況係.....

- | | |
|-------------------------------------|-------------------------------------|
| 1. <input type="checkbox"/> 未婚 | 2. <input type="checkbox"/> 已婚 / 同居 |
| 3. <input type="checkbox"/> 離婚 / 分居 | 4. <input type="checkbox"/> 喪偶 |

4. 請問你而家同什麼人一起住？

- | | |
|-----------------------------------|---|
| 1. <input type="checkbox"/> 自己居住 | 2. <input type="checkbox"/> 與家人居住 |
| 3. <input type="checkbox"/> 與朋友居住 | 4. <input type="checkbox"/> 其他（請註明：_____） |

5. 請問你有沒有家人需要供養？

- | | |
|-------------------------------|--------------------------------|
| 1. <input type="checkbox"/> 有 | 2. <input type="checkbox"/> 沒有 |
|-------------------------------|--------------------------------|

6. 你而家最主要的收入係靠咩野呢？

- | | |
|---|---|
| 1. <input type="checkbox"/> 人工 | 2. <input type="checkbox"/> 綜援（大圍金） |
| 3. <input type="checkbox"/> 家人 / 朋友供給 | 4. <input type="checkbox"/> 借貸 |
| 5. <input type="checkbox"/> 從事非法行業（請註明：_____） | |
| 6. <input type="checkbox"/> 積蓄 | 7. <input type="checkbox"/> 其他（請註明：_____） |

7. 請問你而家住緊咩野屋呢？

- | | |
|---|---|
| 1. <input type="checkbox"/> 私人樓宇 | 2. <input type="checkbox"/> 公營房屋（居屋或公屋） |
| 3. <input type="checkbox"/> 宿舍（請註明：_____） | |
| 4. <input type="checkbox"/> 床位 / 房間 | 5. <input type="checkbox"/> 露宿 |
| 6. <input type="checkbox"/> 居無定所 | 7. <input type="checkbox"/> 其他（請註明：_____） |

8. 請問你有沒有受過任何的職業訓練？

1. ☐ 有 (請註明: _____) 2. ☐ 無

9. 請問你有沒有長期病患？

1. ☐ 有 (請註明: _____) 2. ☐ 無

10. 你在善導會接受那些服務 (出示卡片、可選多項)？

1. ☐ 輔導 2. ☐ 金錢 3. ☐ 住宿 4. 脫癮復康 ☐
5. ☐ 精神復康 6. ☐ 職業輔導 7. ☐ 康樂
8. ☐ 其他 (請註明: _____)

11. 你而家最憂慮的事情是什麼？還有呢？還有呢？(請不要說出答案)

	首項提及	曾提及
1. 家庭	<input type="checkbox"/>	<input type="checkbox"/>
2. 金錢	<input type="checkbox"/>	<input type="checkbox"/>
3. 工作	<input type="checkbox"/>	<input type="checkbox"/>
4. 健康	<input type="checkbox"/>	<input type="checkbox"/>
5. 住宿	<input type="checkbox"/>	<input type="checkbox"/>
6. 社會	<input type="checkbox"/>	<input type="checkbox"/>
7. 朋友	<input type="checkbox"/>	<input type="checkbox"/>
8. 毒品	<input type="checkbox"/>	<input type="checkbox"/>
9. 其他(請註明: _____)	<input type="checkbox"/>	<input type="checkbox"/>

12. 請問你有幾多次與毒品有關的刑事紀錄次數？

1. ☐ 無 2. ☐ 1次 3. ☐ 2-4次
4. ☐ 5-7次 5. ☐ 8-9次 6. ☐ 10次或以上

13. 請問你有冇曾經吸毒 / 濫用藥物？

1. ☐ 曾經 2. ☐ 不曾 (跳答B部份第19題)

14.a 請問你目前有冇吸毒 / 濫用藥物？

1. ☐ 有(續答第15題) 2. ☐ 沒有(跳答第17條問題)
3. ☐ 已戒除(續答第14.b)

14.b 戒左幾耐 _____ 月(跳答第17條問題)

15. 請問你目前吸服邊種或邊幾種藥物 (可選多項)？

1. ☐ 海洛英 2. ☐ 菲仕通 / 美沙酮
3. ☐ 大麻 4. ☐ 咳水
5. ☐ 其他 (請註明: _____)

16. 請問你目前吸毒 / 濫用藥物的次數是.....

1. ☐ 每日一次或以上 2. ☐ 兩至三日一次
3. ☐ 四日至一星期一次 4. ☐ 一星期少過一次

17. 請問你吸左毒 / 濫用藥物有幾耐？

1. ☐ 1年或以下 2. ☐ 2—5年
3. ☐ 6—9年 4. ☐ 10至19年
5. ☐ 20年或以上

18. 請問你第一次吸毒 / 使用藥物時是在_____歲？

1. ☐ 首次犯事前 2. ☐ 首次犯事後

B. 工作情况

19. 請問你而家的工作情況係.....

1. ☐ 全職 2. ☐ 兼職
3. ☐ 散工 4. ☐ 無工作 (跳答第27題)
5. ☐ 其他 (請註明: _____)

20. 請問你而家做緊邊行呀？(可選多項)

1. ☐ 飲食 / 酒店 (侍應 / 廚房) 2. ☐ 清潔
3. ☐ 建築 / 裝修 (地盤 / 水電) 4. ☐ 製造 (工廠)
5. ☐ 保安 / 護衛 6. ☐ 運輸 (跟車 / 司機)
7. ☐ 零售 / 批發 (售貨 / 小販) 8. ☐ 維修 / 保養
9. ☐ 髮型屋 10. ☐ 其他 (請註明: _____)

21. 你而家每月收入大約係.....

1. ☐ 2000元及以下 2. ☐ 2001-4000元
3. ☐ 4001-6000元 4. ☐ 6001-8000元
5. ☐ 8001-10000元 6. ☐ 10000元以上

22. 你的薪酬主要用在邊方面呢？(出示卡片、可選多項)

1. ☐ 衣服 2. ☐ 食物 3. ☐ 住屋 4. ☐ 交通 5. ☐ 家用
6. ☐ 醫療 7. ☐ 娛樂 8. ☐ 毒品 9. ☐ 賭博
10. ☐ 其他 (請註明: _____)

※(如有選答毒品)請問你用係毒品方面的金錢佔你收入的多少 _____%

23. 你對而家份工滿唔滿意呢？例如：

(請逐項讀出)

	非常 滿意	滿意	不滿 意	非常 不滿	無意 見	不適 用
1. 工資	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. 工作時間	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. 同事關係	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. 福利(如假期、退休金)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. 上司態度	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

24. 就你所知，你同其他同事的待遇有否不同？

(請逐項讀出)

	比他 人差	無分 別	比他 人好	唔知 道	無意 見	不適 用
1. 工資	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. 工作時間	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. 福利(如假期、退休金)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. 上司態度	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

25. 你做緊而家份工，你覺得有咩野困難呢？還有呢？(追問)

1. _____ 2. _____
3. _____ 4. _____

26. 呢份工你估計你會做幾耐呢？

1. ☐ 一個月或以下 2. ☐ 二至三個月
3. ☐ 四至六個月 4. ☐ 六個月至一年
4. ☐ 一年或以上

(有工作的被訪者完成此問題後請跳答第36題)

27. 你無做長工幾耐呢？(不計算在獄中時間)

1. ☐ 少過1個月 2. ☐ 1至3個月
3. ☐ 3個月以上至6個月 4. ☐ 半年以上至1年
5. ☐ 1年或以上 (請註明: _____)

28. 你以前通常做開邊行呀？(可選多項)

1. ☐ 飲食 / 酒店 (侍應 / 廚房) 2. ☐ 清潔
3. ☐ 建築 / 裝修 (地盤 / 水電) 4. ☐ 製造 (工廠)
5. ☐ 保安 / 護衛 6. ☐ 運輸 (跟車 / 司機)
7. ☐ 零售 / 批發 (售貨 / 小販) 8. ☐ 維修 / 保養
9. ☐ 髮型屋 10. ☐ 其他 (請註明: _____)
11. ☐ 無做過野

29. 你上一份工做左幾耐呀？

1. ☐ 少過1個月 2. ☐ 1至過3個月
3. ☐ 3個月以上至6個月 4. ☐ 半年以上至1年
5. ☐ 1年或以上 (請註明: _____)

30. 你離開上一份工的主要原因係.....重有呢？重有呢？(可選多項)

1. ☐ 被人炒 2. ☐ 人工低 / 待遇差
3. ☐ 工作環境不適應(時間 / 規則)
4. ☐ 工作性質不適合(工作壓力太大 / 工作量太多)
5. ☐ 毒癮問題 6. ☐ 被捕
7. ☐ 與僱主或同事不和 8. ☐ 被發現有犯罪紀錄
9. ☐ 被發現吸毒 10. ☐ 搵到新工
11. ☐ 疾病 / 受傷 12. ☐ 其他 (請註明: _____)

31. 你對上一份工有咩滿意或者唔滿意的地方呢？例如：

(請逐項讀出)	非常滿意	滿意	不滿意	非常不滿	無意見	不適宜
1. 工資	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. 工作時間	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. 同事關係	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. 福利(如假期、退休金)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. 上司態度	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

32. 當你在上一份工作時，你的吸毒 / 濫用藥物情況是怎樣的呢？

1. ☐ 經常吸食毒品 2. ☐ 間中吸食毒品 3. ☐ 沒有吸食毒品

33. 你無做工以來，有冇試過搵野做呢？

1. ☐ 有 2. ☐ 無

↓

咁你曾經為搵工作做過什麼呢？重有呢？

1. _____ 2. _____
3. _____ 4. _____

34. 你認為由於什麼原因/困難，令你仍然未搵到工做呢？重有呢？(可選多項)

1. ☐ 沒有理想的職位 2. ☐ 沒有足夠學識、技能
3. ☐ 沒有足夠信心、沒有見工技巧 4. ☐ 難與別人溝通 / 面試失利
5. ☐ 僱主偏見 / 歧視 6. ☐ 不懂得尋找工作
7. ☐ 沒有人介紹 8. ☐ 外貌似吸毒者
9. ☐ 有案低 10. ☐ 年紀大
11. ☐ 其他(請註明: _____)

35. 你預計你要用多幾耐時間先至搵到工呢？

1. ☐ 一個月以內 2. ☐ 一至兩個月
3. ☐ 兩至三個月 4. ☐ 三個月至半年
5. ☐ 半年以上 6. ☐ 估計唔到

36. 你認為你的工作能力同其他人有咩野唔同？

1. ☐ 無分別 2. ☐ 比其他人好
3. ☐ 比其他人差 4. ☐ 唔清楚 / 唔知道

37. 你通常搵工的途徑係..... (可選多項)

1. ☐ 招聘廣告(報紙、街招) 2. ☐ 勞工處
3. ☐ 家人 / 朋友介紹 4. ☐ 社會服務機構轉介 / 介紹
5. ☐ 其他(請註明: _____)

38. 當你工作上 / 搵工遇到困難時，你通常會怎樣處理？(可選多項)

1. ☐ 自己解決 2. ☐ 找家人傾訴 / 協助
3. ☐ 找朋友傾訴 / 協助 4. ☐ 找同事傾訴 / 協助
5. ☐ 找社工協助 6. ☐ 無法處理
7. ☐ 其他(請註明: _____)

39. 以下因素對你搵工有幾大影響呢？

(請逐項讀出)

1. 有犯罪紀錄

2. 有毒癮

3. 年齡問題

4. 缺乏學識 / 技能

5. 體力不足

6. 其他(請註明: _____)

很大 影響	有影 響	無影 響	無意 見	不適 用
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

40. 你現在 / 上一次的僱主知不知你有刑事記錄？

1. ☐ 知 2. ☐ 唔知 3. ☐ 不肯定

41. 你現在 / 上一次的僱主知不知你有吸毒 / 使用藥物的習慣？

1. ☐ 知 2. ☐ 唔知 3. ☐ 不肯定 4. ☐ 不適用

C. 工作意慾、感覺及期望

42. 在過去的四個月，你搵過幾多份工呀？

1. ☐ 0

2. ☐ 1-3

3. ☐ 4-6 4. ☐ 7-9 5. ☐ 10或以上

43. 你希望從工作中可以得到咩野呢？(出示卡片、可選多項)

1. ☐ 自己賺到錢、自食其力

2. ☐ 可以消磨時間 / 解悶

3. ☐ 唔會比其他入歧視 / 睇唔起

4. ☐ 學習與人相處

5. ☐ 學到一技之長

6. ☐ 其他(請註明: _____)

44. 以下係一D對“工作”的睇法，你同唔同意呢？(請全答)

請問你同唔同意……(請逐項讀出)

1. 工作帶來壓力

2. 工作帶來滿足感

3. 工作使人保持與社會及與人的接觸

4. 工作是一種寄托

5. 工作可以提供生活開支

6. 工作可以充實自己

7. 工作是刻板的

8. 工作是一種束縛

9. 工作使人受氣

非同 常意	不 同意	無 意 見	同 意	非同 常意
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

45. 當你無工作的時候，你覺得（請全答）

請問你同唔同意，當無工做時你會覺得……
（請逐項讀出）

1. 不安
2. 意志消沉
3. 無聊
4. 輕鬆
5. 唔開心

非常同意	不同意	無意見	同意	非常同意
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

46. 當你搵工的時候，你會考慮以下那些條件呢？（出示卡片）
請跟據它們對你的重要性，由第一位排至第三位。

- | | | |
|------------|------------|----------|
| 1. 人工 | 4. 交通時間 | 7. 學習新技能 |
| 2. 工作環境 | 5. 工作穩定性 | 8. 個人興趣 |
| 3. 工作時間及假期 | 6. 前途及晉升機會 | 9. 個人能力 |

第一位

第二位

第三位

47. 如果有機會的話，你希望接受咩野訓練呢？（可選多項）

1. ☐ 飲食 / 酒店（侍應 / 廚房）
2. ☐ 清潔
3. ☐ 建築（地盤 / 水電 / 裝修）
4. ☐ 製造（工廠）
5. ☐ 保安 / 護衛
6. ☐ 運輸（跟車 / 司機）
7. ☐ 零售 / 批發（售貨 / 小販）
8. ☐ 文書工作
9. ☐ 電腦
10. ☐ 英文
11. ☐ 剪髮
12. ☐ 其他（請註明：_____）
13. ☐ 沒有

<問卷完，多謝合作>