



平等機會委員會
EQUAL OPPORTUNITIES COMMISSION

**Approach to
Addressing Ethnic Minorities ' Concerns
針對少數族裔人士關注事宜
的工作方針**

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平等機會委員會
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Strategic Priority 策略上優先考慮

Education and
Employment
Opportunities
for Ethnic
Minorities

少數族裔人士
教育及就業平等機會





Ethnic Minorities Unit

少數族裔事務組

Purposes :

- Improving equal educational opportunities for EM students
- Enhancing EMs' employment opportunities
- Deepening racial inclusion
- Educating providers of goods, services and facilities on cultural sensitivity

目的 :

- 改善少數族裔學生的教育機會
- 提升少數族裔人士的就業機會
- 加深不同族裔人士之間的共融
- 提高服務提供者的文化敏感度





Three-pronged Approach

三大策略

Policy 政策:

- Liaison with stakeholders 與各持分者保持聯繫
- Recommendation and monitoring on policy improvement
監察及優化政策

Training 培訓:

- Understanding of the RDO 加強對種族歧視條例的認識
- Cultural sensitivity 提升文化敏感度

Outreach 外展:

- Partnership with the EM communities 與少數族裔社群攜手合作
- Collection of feedback from the EM communities 聽取社群的意見



Team Composition

團隊組合

Manpower 人力資源

6 team members including 6名隊員，包括：

- Senior Equal Opportunities Officer 高級平等機會主任
- Training Officer 訓練主任
- Equal Opportunities Officer 平等機會主任
- Assistant Equal Opportunities Officer 助理平等機會主任

Ethnic Minority Languages 少數族裔語言

- Bahasa Indonesian, Hindi, Nepali, Punjabi, Thai & Urdu
印尼語、印度語、尼泊爾語、旁遮普語、泰語及烏都語



Major Concerns

重點關注

Education 教育

- Support measures for learning Chinese 學習中文的支援
- Pre-school education 學前教育
- Equal access to desired school 選校的平等機會
- Cultural sensitivity of the teachers and school management 學校教職員的文化敏感度
- Upward mobility and career development 持續及向上流的發展機會



Major Concerns

重點關注

Employment 就業

- Barriers in job-seeking 求職時所遇到的障礙
- Employers' motivation to hire EMs 僱主聘用少數族裔的意慾
- Discrimination in employment 在職時所出現的歧視
- Employment Support 就業支援

Provision of services 服務提供

- Rejection or Delay 遭拒絕或延誤
- Language barrier 語言障礙
- Cultural insensitivity 文化敏感度不足
- e.g. obtaining bank service, renting flats, applying for public housing, etc.
如申請銀行服務、租樓或申請公屋等



Policy : Education

政策：教育

- Regular meeting with EDB (Nov)
與教育局常任秘書長及有關官員會面（十一月）
- Recommendation on Free Kindergarten Education Policy (Aug)
就免費學前教育政策提供建議（八月）
- Press release on urging kindergartens not to use Chinese ability as a criterion for admission (Aug)
因應幼稚園入學收生發出新聞稿
要求幼稚園勿以中文水平作為
甄選準則（八月）





Policy : Employment

政策：就業

- Recommendation to the LegCo for employing more EMs in the civil service (July)
向立法會建議政府增加聘用少數族裔人士（七月）
- Recommendation to the LegCo for expanding employment opportunities for EMs (Nov)
向立法會建議政府帶頭開拓少數族裔人士的就業機會（十一月）



Policy : Goods, Services & Facilities

政策：貨品、服務及設施

Banking Service 銀行服務：

- Network & collaboration with HKMA, HKAB & HKIB (July)
與金管局、銀行公會、銀行學會聯繫和合作（七月）
- Suggested good practice to banks through HKMA & HKAB
(Aug)
就良好常規向銀行作出建議（八月）



Policy : Goods, Services & Facilities

政策：貨品、服務及設施

Public Service 公共服務:

- Recommendations to the LegCo on improving public service provision (July, October & November)
向立法會建議改善政府及公共機構的服務（七月、十月及十一月）
- Liaison with the Hospital Authority on the enhancement of support services for EM patients (Sep)
與醫管局聯繫，以促進醫療服務的優化（九月）

Survey 調查:

- Study on Discrimination against EMs in the Provision of Goods, Services and Facilities, and Disposal and Management of Premises (On-going)
就少數族裔人士在取得貨品、服務及設施，和處置或管理處所方面所面對的歧視作出調查（進行中）



Training 培訓

**Training to banking staff :
針對銀行業同工的訓練 :**

- » **Co-organized with HKAB & HKIB (July)
與銀行公會、銀行學會合作 (七月)**
- » **Customized training for individual bank (Oct)
為銀行度身訂做訓練
(十月)**



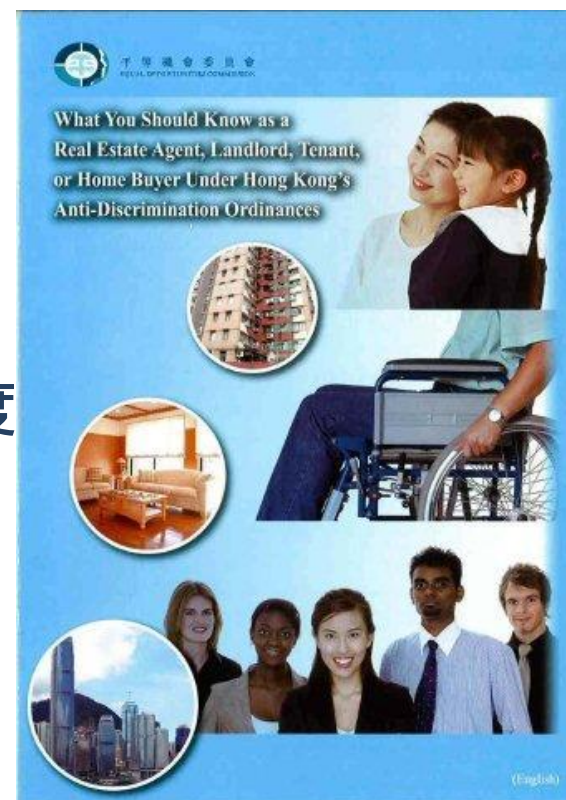


Training 培訓

Training to estate agents :

針對地產代理的訓練 :

- » Training on RDO and cultural sensitivity for estate agents (to be implemented in Jan)有關種族歧視條例和文化敏感度的課程 (明年一月)
- » E-learning learning programme for estate agents 網上培訓課程





Training 培訓

Training for the Education Sector

針對教育界的訓練

- Training sessions 講座及工作坊
 - for kindergarten and schools administrators (June)
幼稚園及中小學管理人員 (六月)
 - for teachers (Dec)
老師 (十二月)
 - for teaching assistants (Jan)
教學助理 (一月)





Training 培訓

Training to other sectors 針對其他界別的訓練

- **Human resource personnel (Regular)**
人力資源管理人員 (定期)
- **EM Youth Ambassadors from the Labour Department (Regular)**
勞工處少數族裔青年就業大使 (定期)
- **HK Hotels Association (Oct)**
香港酒店業協會 (十月)
- **Civil Servants (Jan)**
公務員 (一月)
- **Schools & universities (Regular)**
大、中、小學及幼稚園 (定期)



Outreach Activities

外展活動

(Jan-Sep 2015)

S.N	Activities 活動	No. of Sessions 節數
1	Attending community events 社區活動	39
2	Attending networking meetings 會議	61
3	Providing talks to ethnic minority communities and organisations 為少數族裔提供社區講座	30
4	Providing talks to schools & public 為學校及公眾人士提供的講座	16
TOTAL 總和		146

Outreach Activities

外展活動

(Jan-Sep 2015)

S.N	Activities 活動	No. of sessions 節數
1	Radio shows 電台節目	2
2	Articles on EM newspapers 報章	20
3	Mosque visits 拜訪清真寺	9
4	Other areas outreach 其他外展	3
TOTAL 總和		34





Future Work Focus

未來工作重點

Education

- Platform to monitor the Government on support and measures for EM students to learn Chinese
- Training workshops for educators on the development of a culturally inclusive learning environment
- Booklet on inclusive school policies and measures

教育

- 監察政府支援少數族裔學生學習中文
- 培訓教職員的文化敏感度以建設文化共融的學習環境
- 推出有關共融校園政策的小冊子



Future Work Focus

未來工作重點

Employment

- Training to EM communities on EO protection and employment resource
- Promotion campaign to employers on multicultural workforce

僱傭

- 就平等機會及勞工資訊向少數族裔社群提供培訓
- 向僱主推廣多元文化工作間



Future Work Focus

未來工作重點

Social Inclusion

- Training workshops on cultural sensitivity for providers of goods, services and facilities
- Improvement of service operation guidelines & suggestion of good practice on serving EM customers
- Roving exhibition to promote positive attitude in the interaction between Chinese and EMs
- Partnership project that facilitates multi-ethnic integration

社區共融

- 教育服務提供者的文化敏感度
- 提供及優化良好管理常規予服務提供者
- 透過流動展覽推廣和加強少數族裔人士和華裔人士之間的正面互動
- 透過在體育、康樂和或文化活動中的合作計劃以加強不同族裔人士的互動

THANK YOU 多謝



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