

平等機會期刊  
EOC Journal

平等

# 點線面 Equality Perspectives

2019  
SPRING 春季 | 免費贈閱  
FREE COPY



積極行動  
實現種族平等

Step up for  
Racial Equality



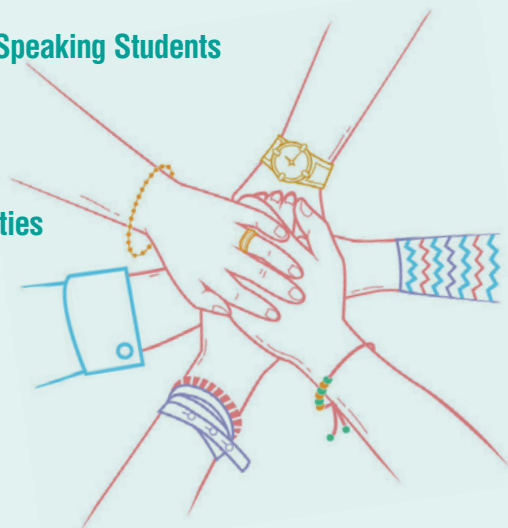
平等機會委員會  
EQUAL OPPORTUNITIES COMMISSION



## 目錄 Content

2 主席的話  
Chairperson's Message

## Spotlight 焦點

3 為言論負責：防止社交媒體成為仇恨溫床  
Crossing a Line: Hate Speech on Social Media Must Be Stopped7 語言決定一切？非華語學生的學習困難  
Breaking the Language Barrier: The Plight of Non-Chinese Speaking Students12 上流無望？如何促進少數族裔平等就業機會  
Ending the Poverty Cycle:  
Promoting Equal Employment Opportunity for Ethnic Minorities15 誰來照顧少數族裔長者？  
Doubly Marginalised: Ethnic Minority Elders in Hong Kong18 我有話說  
The Way I See It

## News Update 平機會近況

21 平機會推出《種族多元共融僱主約章》  
EOC launches Racial Diversity & Inclusion Charter for Employers

香港黃竹坑香葉道41號16樓  
16/F, 41 Heung Yip Road, Wong Chuk Hang, Hong Kong

電話 Tel: 2511 8211 傳真 Fax: 2877 7600  
網頁 Website: www.eoc.org.hk 電郵 E-mail: eoc@eoc.org.hk

短訊查詢服務 SMS Enquiry Service: 6972566616538  
(供聽障 / 有語言障礙人士使用 For people with hearing impairment/speech difficulties)



平機會在  
EOC on YouTube f

YouTube 頻道 YouTube channel:  
www.youtube.com/user/hkeoc

Facebook 專頁 Facebook pages:  
共融世代 Generation i  
Uniquelyme HK  
Embrace Campaign

平機會流動應用程式  
EOC Mobile App



在小朋友眼中，慶祝農曆新年最開心的事情，莫過於有機會分享和品嚐不同的糖果、曲奇和糕點。猶記得小時候，我盯著桌上各式各樣的禮盒、來自不同產地的美食，琳琅滿目，心中充滿著好奇、期待和喜悅，盼望來一場味覺新體驗。但不知為何，在長大後，當遇上不同膚色、不同種族的人，不少人彷彿失去了那顆單純的心，漸漸地思想甚至封閉起來，不再欣賞差異，拒絕認識新事物。

誠然，香港人的排外思想仍根深蒂固。今期《平等點·線·面》首先聚焦網絡世界裏針對少數族裔的仇恨言論(hate speech)，指出《種族歧視條例》下，這些言論或構成「種族中傷」，屬違法行為；文章亦會分析言論背後的意識形態，拆解大眾對少數族裔仍存有的種種誤解，並強調社交媒體營運者應積極把關，打擊散播仇恨的言論。

只有放下偏見，方能設身處地，了解少數族裔所面對的困難。他們佔香港總人口約8%，對社會和經濟發展均有貢獻，但卻持續在求學、就業和安老方面遇到障礙。期刊的三篇專題文章，將集中討論如何透過政策和法律改革扭轉局面，確保他們在不同的人生階段均可免受歧視、有尊嚴地生活。

最後，適逢新年伊始，我們邀請了平機會「推動種族平等共融青年諮詢小組」的成員分享對香港的期盼。雖然他們各人來自不同背景，但卻有著同一個願景，就是社會各界展示更大的承擔，攜手合作，推廣種族平等和共融。你準備好響應他們的呼籲嗎？

平等機會委員會主席  
陳章明教授  
2019年2月

One of the greatest joys of celebrating Lunar New Year is getting to exchange and gorge on sweets, be they cakes, cookies or candy bars. When I was small, I used to look forward to savouring them all, because inside every shimmering box, beneath that tantalising wrapping paper, lies a unique promise of delight, surprise and fulfilment. Which makes me wonder, why does it seem so hard for us to appreciate differences with the same open mind and the same big heart when we interact with people, especially those who don't share our skin colour or ethnicity?



We thus begin this year's *Equality Perspectives* by tackling one of the most outrageous forms of racism in Hong Kong head-on – hate speech on social media. We try to unpack stereotypes of ethnic minorities (EMs) that fuel these spiteful remarks, explain why they may be unlawful and amount to vilification under the Race Discrimination Ordinance, and urge online platforms to step up their commitment to a hate-free Internet.

Indeed, only when we take off our tinted glasses can we begin to discern the barriers to a dignified life for EMs in Hong Kong. Despite making up 8% of the total populace and playing a part in the city's social and economic development, they continue to struggle to find a good school, make a living, and get through old age. Through three feature articles, we diagnose the problems and explore solutions that could empower EMs to enjoy education opportunities, career prospects and elderly care on an equal basis with others.

We end with messages of hope and aspiration from members of our Youth Consultative Group on Racial Equality and Integration. Their heartfelt words all share an emphasis on collective effort – from the Government, businesses, NGOs and every one of us as individuals. Are you ready to echo their call for change?

Professor Alfred CHAN Cheung-ming  
Chairperson  
Equal Opportunities Commission  
February 2019

為言論負責：

# 防止社交媒體成為仇恨溫床

Crossing a Line:

## Hate Speech on Social Media Must Be Stopped

「XX狗南亞裔，仆來向香港打劫香港資源，  
打靶南亞狗裔好食懶做！全部XX死！」

“You damn South Asian dogs, why the hell did you come to Hong Kong?  
All you do is rob us of our resources, you greedy, lazy dirtbags.  
You should all be executed and f\*\*king die!”



香港融樂會是服務本地少數族裔的機構，

其Facebook專頁於2017年收到不少惡意中傷南亞裔人士的留言，上文引述的言論只是其中之一。

針對種族的仇恨言論(hate speech)固然不是新鮮事，但在這個社交媒體主導的年代，  
人們發表和轉發帶有偏見和歧視的言論，變得前所未有地輕易、便捷。

The malicious remark above, originally in Chinese,  
was one of the many blood-curdling comments left on the Facebook page of Hong Kong Unison,  
an NGO serving ethnic minorities (EMs), in 2017.

While racism and hate speech are certainly not new to the human condition, under the reign of social media,  
the ease and speed with which people can now publish and retweet messages of  
bigotry and prejudice is unprecedented.

平機會於2017及2018年合共收到逾50宗有關種族中傷的投訴，  
遠超2015至2016年同類投訴數字（6宗）。

>50 complaints about racial vilification received by  
EOC from 2017 to end of 2018, up from six in 2015-2016

在德國，如一個城鎮的人均Facebook使用率

高於全國平均值達一個標準差，

當地針對難民的襲擊事件亦會增加50%。

（資料來源：英國華威大學於2018年發布的研究）

50% increase in anti-refugee attacks

in German towns where per-person

Facebook use is one standard deviation

above the national average

(Source: 2018 study by University of Warwick)

路透社在Facebook發現超過1000幅貼文和圖像，

內容主要針對居於緬甸的羅興亞伊斯蘭教徒，全部含攻擊成分。

聯合國指出，必須徹底檢視羅興亞人於現實世界中受到的暴力對待，

與社交媒體上的仇恨言論之間的關係。

>1000 posts and images found by Reuters  
on Facebook attacking Rohingya Muslims in Myanmar, whose links  
to real-world violence need to be “thoroughly examined”,  
according to the United Nations

## 行使言論自由，也不能散播仇恨

### From free speech to hate speech

言論自由無疑是民主社會的基石，但並非  
絕對的權利。《公民權利和政治權利國際公  
約》（《公約》）第19條第三項指出，發表意  
見的自由同時帶有義務和責任。為確保公共秩  
序，以及他人的權利得到尊重，此權利可受到  
限制。《公約》第20條第二項進一步列明，締  
約國應透過法律禁止任何鼓吹民族、種族或宗  
教仇恨、構成煽動歧視、敵意或暴力的主張。

當中關鍵正在於「煽動」一詞：純粹抱持  
某些意見，與挑起公眾對特定群體的仇恨、甚  
至公開鼓吹暴力行為，性質上有根本的分別。  
作為《公約》的締約方，香港透過《種族歧視  
條例》明文禁止此等言論：

For sure, freedom of expression is a building block of  
democracy, but is it an absolute right? Under Article 19(3)  
of the International Covenant on Civil and Political Rights  
(ICCPR), States may limit this right in pursuit of a legitimate  
aim, such as respect of the rights of others, and the  
protection of public order. Article 20(2) of the ICCPR further  
obliges States to outlaw “any advocacy of national, racial or  
religious hatred that constitutes incitement to discrimination,  
hostility or violence”.

The keyword here is *incitement*. It is one thing to hold  
an opinion, and another to arouse hatred among a public  
audience towards a social group, let alone openly calling for  
targeted violence. As a signatory of the ICCPR, Hong Kong  
outlaws hate speech with specific provisions in the Race  
Discrimination Ordinance (RDO):

**第45條 - 中傷：**「任何人如藉公開活動，  
煽動基於另一人的種族或屬某類別人士的成員的  
種族的、對該另一人或屬該類別人士的成員的仇  
恨、嚴重的鄙視或強烈的嘲諷，即屬違法。」

**Section 45 – Racial vilification:** “It is unlawful for a person,  
by any activity in public, to incite hatred towards, serious contempt for, or  
severe ridicule of, another person or members of a class of persons on the  
ground of the race of the person or members of the class of persons.”

**第46條：**中傷行為如包含威脅傷害他人身體，  
或損害其處所或財產，可被判處最高罰款  
100,000元及最高監禁兩年。

**Section 46:** If the concerned act involves threat of physical harm to  
persons, their property or premises, it becomes a criminal offence and is  
liable to a maximum penalty of \$100,000 and imprisonment for up to two  
years.



## 網上第三方平台責任為何？

### Rethinking the role of online intermediaries

那麼，社交媒體和其他網上平台需為用戶發布的內容負上多大責任？各國政府尚未有一致的答案，加上用戶數據的存放和管理分散於不同司法管轄區，令情況變得更複雜。

部分國家執意採取強硬手段，防止網上出現仇恨言論。德國早前便立法規定，社交媒體須於收到用戶舉報後的24小時內，刪除明顯非法的內容，否則可能被判處最高五千萬歐羅的罰款。法例於去年一月正式生效；但亦有評論指，商業機構不應擔起判斷內容是否違法的責任，而且刪除內容或會令持有極端思想的人感到被進一步孤立，無助解決分歧，社會更趨兩極化。

誠然，各國仍在摸索如何在保障言論自由和消除仇恨言論之間取得平衡。平機會認為，社交媒體營運者可採取更積極的態度，透過具體行動，防止仇恨言論在網上散播，例如提高舉報機制的透明度；檢視將用戶資料發放給執法機關的現有政策和程序，以協助有關機構的調查；以及重整決定「動態消息」（News Feed）內容的演算法，確保用戶接觸到不同立場的觀點，避免同溫層現象加劇。

#### 填補法律漏洞 Plugging loopholes in the law

目前，《種族歧視條例》對種族的定義並未包括國籍、公民身份和居民身份。鑑於香港的不少網上仇恨言論均針對尋求庇護者和新移民，政府必須研究擴闊條例對種族的定義，加強法律保障，確保這些社群同樣免受歧視、騷擾和中傷。平機會早於2016年向政府提交《歧視條例檢討》意見書，當中列出了73項建議，包括將上述特徵納入種族的定義。

There is currently no protection from discrimination, harassment or vilification under the RDO on the grounds of nationality, citizenship or citizenship status. Given that a significant portion of online hate speech in Hong Kong is directed at asylum seekers and new immigrants, the Government should consider expanding the definition of race under the ordinance. Indeed, this was among the 73 recommendations the EOC made to the Government under the Discrimination Law Review in 2016.

To what extent are social media and other online platforms liable for user-generated content? There seems to be no uniform answer across the globe; the scattered storage and management of user data in separate jurisdictions only further compounds the situation.

Still, some countries have taken a strong-arm approach. In January 2018, a law went into effect in Germany that requires social media to delete law-breaking content within 24 hours of being reported by users, or be fined up to 50 million Euros. Critics opine that determining the legality of content should never be the job of private entities, adding that censorship would agitate rather than pacify extremists since it reinforces their feelings of marginalisation.

As the world learns to strike the delicate balance between freedom of expression and protection from hate speech, the EOC believes there are concrete steps social media operators could take to fulfil their commitment to ending cyberhate. These include enhancing the transparency of report mechanisms, reviewing procedures of releasing data to better aid investigations by law enforcement agencies, and reformulating algorithms to ensure users be introduced to alternative viewpoints through a diversity of content in their feeds.



## 化解仇恨，還需治本清源

### Untangling root causes

平機會明白，仇恨言論很多時候只是表徵，背後隱藏著更大的社會問題，而這些言論承載著的情緒——無力感、恐慌、不安等，雖常因誤解而起，但也並非空穴來風。因此，單靠法律打擊仇恨言論只是治標，公眾教育才是治本的方法。在這個假新聞橫行、點擊率至上的世代，我們更應提醒自己和身邊人遠離偏頗的訊息，回歸事實，客觀地了解不同的社群。以下是一些針對香港少數族裔的常見迷思，必須一一打破：

The EOC recognises that the sentiments behind hate speech – be they fear, insecurity or a sense of powerlessness – are often real, though misinformed. As much as the law can exert a deterrent effect, education remains the key to unlocking our potential for empathy. And in the era of fake news and click baits, effective education means exposing disinformation, allowing facts to resurface, and shifting perception. Below are some of the myths about EMs in Hong Kong that need immediate debunking:

誤解 Myth	事實 Fact
少數族裔全部都是懶人，對香港經濟和社會造成不必要的負擔。 EMs are slackers. They are a burden to our economy and society.	不計外傭，本港少數族裔勞動人口參與率為65.6%，高於整體人口的59.7%。 (資料來源：政府統計處，香港2016年中期人口統計——主題性報告：少數族裔人士)  The labour force participation rate of EMs (excluding foreign domestic workers) is 65.6%, higher than that of the general populace (59.7%). (Source: 2016 Population By-census Thematic Report: Ethnic Minorities, Census and Statistics Department)
不懂中文，就不要留在香港。 If you do not understand Chinese, there is no place for you in Hong Kong.	懂得寫中文，或是說得一口純正的廣東話並非所有職位的必要條件。不少工作只需員工具備基本的中文水平，少數族裔同樣可以勝任。 Many jobs do not require a high level of Chinese proficiency. EMs can contribute in these positions as much as others do.
推動種族平等，即是給予少數族裔「著數」。優待他們也算是平等？ Racial equality means putting EMs at an advantage over others.	推動平等不是要賦予特定族群任何專利，而是消除障礙，讓不同人都享有平等機會，接受教育、就業、使用公共服務和設施，以至參與社會其他領域。 Equality isn't about granting privileges to minority groups; it is about removing barriers for people of different backgrounds to get a fair chance in education, employment and using public facilities and services, among other areas of life.

只有結合法律保障、公眾教育、企業支持和個人行動，我們才能建立最完善的防護，防止網上世界淪為種族仇恨的溫床。當你下次在Facebook看到網民中傷他人的留言時，不如嘗試挺身而出，展開理性討論？

Only through a combination of legal protection, public education, corporate involvement and individual action can we provide the strongest safeguard against racism and hate speech. Next time you spot a hateful comment on Facebook, why not lay out the facts and try to bring some sense to the online world?



# 語言決定一切？

非華語學生的學習困難

## Breaking the Language Barrier:

The Plight of Non-Chinese Speaking Students



「中文學不好，留在香港幹嗎？」  
這是不少香港人對少數族裔的看法。  
先不談「不懂中文就不能貢獻香港」這個假設，  
其實很多少數族裔決心學好中文、融入社會，  
卻因得不到平等的教育機會或是完善的配套，而面對重重困難。

“What are you doing in Hong Kong if you can’t speak our language?”

This is one of the most common criticisms hurled at ethnic minorities (EMs) in our city. Putting aside the problematic assumption that one must know Chinese in order to contribute to Hong Kong, many EM youths are determined to master the language and wish to be better integrated into society.

What is stopping them is not a lack of willpower, but entrenched restrictions on access to education and a deficient support system.

幼兒期是兒童發展的重要階段，基本的認知、語言和社交能力均在此時期建立。在香港，當少數族裔家長（特別是南亞裔，包括印度人、巴基斯坦人和尼泊爾人）安排小孩入讀幼稚園時，卻不時遇到各種障礙。平機會於2018年3月公布《幼稚園對非華語申請人的收生政策和態度之調查》報告，發現經調查的179間幼稚園中，每四間便有一間拒絕或勸退非華語學童之申請，或給予極含糊的答覆。

Early childhood is an important life stage where children begin to develop basic cognitive, language and social skills. Sadly, for EM children in Hong Kong, access to kindergarten education is fraught with challenges. In particular, South Asian, including Indian, Pakistani and Nepali parents often struggle to find a place for their children. In March 2018, the EOC released a study named “Kindergarten Admission Policies and Attitudes Towards Non-Chinese Applicants”, revealing that among the 179 kindergartens surveyed, one in every four kindergartens gave a rejecting, discouraging or highly ambiguous response when asked if non-Chinese speaking (NCS) applicants would be accepted.

**20.5%** 幼稚園以申請人的中文程度作為篩選準則  
of the kindergartens took Chinese proficiency as a selection criterion

超過 Over **70%** 幼稚園的網頁全部或大部分資料只提供中文版本  
kindergarten websites were mostly/completely in Chinese

**72.6%** 幼稚園指入學面試以廣東話進行，當中73.1%在追問下才表示可改以英語進行  
said admission interviews would be in Cantonese, among which 73.1% agreed to switch to English when probed for alternative arrangements

已錄取非華語學生的幼稚園中，超過 **30%** 表示沒有提供中文學習支援  
Over of kindergartens with NCS students said they did not provide support for Chinese language learning

在《種族歧視條例》下，如幼稚園基於學童種族而拒絕安排面試或取錄他們，即屬違法。即使向所有學童實施相同要求（如中文須達一定水平），表面一視同仁，但如無合理理據，且對某些種族群體造成不利，亦可能構成間接歧視而違法。

平機會樂見政府在去年施政報告中提出，加強資助取錄非華語學生的幼稚園，按學生人數提供五個層階的撥款（最低每年五萬元、最高則與兩名幼稚園教師薪酬相若），以取代過往不論學生人數、凡取錄8名或以上非華語學生均得到劃一資助的做法。然而，幼稚園必須善用這些資源，才能促進少數族裔學童的學習機會。具體措施包括：在網站提供英文版本的學校資訊（如學費、課程、設施、班級結構等）、確保通告均附中、英文版本、為非華語學生提供正規的語文學習支援，以及為職員安排培訓，提升文化敏感度，以免對少數族裔造成不必要的障礙（如不需申請人查詢就主動表示面試可用英語進行）。

Under the Race Discrimination Ordinance, it is unlawful for kindergartens to refuse to interview or admit an applicant on the ground of race. Even when the same condition is applied to all applicants (e.g. requiring a certain level of Chinese proficiency), it may constitute indirect discrimination and break the law – if that condition cannot be reasonably justified and places people of a certain race at a disadvantage.

One piece of good news from the 2018 Policy Address was the Government’s plan to enhance subsidies for kindergartens admitting NCS students, replacing the original flat-rate subsidy for those with eight or more NCS students with a five-tiered grant system for different levels of NCS student admission (from a minimum of \$50,000 per year to a maximum roughly equivalent to the salaries of two kindergarten teachers combined). More importantly, the Government must ensure kindergartens use these additional resources to implement measures truly beneficial for EM children, such as developing an English version of crucial school information for their websites (e.g. tuition fees, curriculum design, facilities, class structure, etc.), preparing school notices in both Chinese and English, providing formal Chinese learning support and fostering cultural sensitivity among staff through regular training, so that enquiry-handling staff, for example, would take the initiative to mention to EM parents the possibility of conducting interviews in English.

幼稚園可參考平機會的《種族平等校園簡易指南——幼稚園收生》，確保收生政策不含歧視  
Kindergartens are welcome to refer to the EOC’s *Easy Guide on Promoting Racial Equality in Schools: Kindergarten Admission* in developing non-discriminatory admission policies





## 改善中文學與教 Learning and teaching the Chinese language

幼兒教育只是起步。要幫助非華語學生提升中文能力，先決條件之一，是「語境」——一個能讓他們經常運用中文、與華裔學生交流的校園環境。政府於2013/14學年起向取錄10名或以上非華語學生的中小學提供額外津貼，而2014/15學年起，取錄1至9名非華語學生的學校亦可申請每年五萬元的撥款。政策旨在鼓勵更多中小學招收非華語學生，避免他們集中於一小撮學校，產生隔離效應。但實情是，由於部分獲資助的學校沒有在學校概覽、官方網頁等平台列出具體的支援措施和教學模式，令少數族裔家長未能掌握充足資訊，因此不少人仍報讀一些傳統以來非華語學生比例較高的學校。

於2016/17年度，有40.6%非華語小學生及36.2%非華語中學生就讀於非華語學生人數佔70%或以上的學校。

In the 2016/17 school year, 40.6% of NCS primary students and 36.2% of NCS secondary students were studying in schools where 70% of the students or above were NCS.

課程設計是另一要素。教育局自2014/15學年起在中小學實施「中國語文課程第二語言學習架構」，涵蓋讀、寫、聽、說四個範疇，將主流中文課程共八個階段的學習目標拆細。以寫作為例，在「書面語表達」方面，第四階段目標包括「能運用所學詞語寫通順的文句，標點符號正確」及「能運用簡單的修辭手法寫作，如設問和誇張」。架構旨在幫助非華語學生盡早銜接主流中文課堂，至於課程設計則交由學校自行處理。視乎非華語學生人數，學校每年可獲五萬至150萬元的資助，推行「學習架構」。教育局亦推出了「中國語文校內評估工具」，讓學校追蹤學生進度。「校本」的概念理論上是基於校情各異（如非華語學生人數、土生土長和新來港學生的比例等），讓學校自選教學模式，例如為非華語學生設獨立中文班、將年級不同但能力相近的學生編入同

Early education is only the beginning of the uphill climb. To enable NCS students to have a better grasp of Chinese, fostering a campus environment where they can readily mingle with Chinese students and use the language every day is of paramount importance. Since the 2013/14 school year, the Government has subsidised primary and secondary schools with 10 or more NCS students. From 2014/15 onwards, an annual subsidy of \$50,000 has also been made available to schools with one to nine NCS students. The policy seeks to incentivise more schools to admit NCS students and alleviate the segregation effect resulting from the concentration of NCS students in a few schools. Nevertheless, since some of the subsidised schools do not mention on their profiles and websites the support measures and teaching methods developed for NCS students, EM parents stay uninformed; many continue to choose schools with a traditionally high proportion of NCS students.

Introduced by the Education Bureau (EDB) in the 2014/15 school year, the “Chinese Language Curriculum Second Language Learning Framework” (Framework) consists of target learning outcomes modelled after the mainstream curriculum and is divided into eight levels, covering reading, writing, listening and speaking. Level 4 learning outcomes in writing, for example, include crafting coherent sentences with taught vocabulary, using punctuation correctly, and applying simple literary devices, such as rhetorical questions and hyperbole. While the Framework was designed to help NCS students bridge over to mainstream Chinese classes, schools are expected to develop their own curriculum. Depending on the number of NCS students, schools may be granted an annual subsidy of \$50,000 to \$1.5 million to implement the Framework. The EDB has also issued the “Chinese Language Assessment Tool” for schools to track students' progress. In theory, this approach is necessitated by the different circumstances of individual schools. The number of NCS students and the proportion of locally born students versus recent arrivals may affect the choice of teaching methods, whether it is setting up separate classes for NCS students, placing students at similar levels but from different

一班、跨學科中文學習等。然而，並非所有學校均有資源自行研發教材。因應平機會和民間團體呼籲，教育局委託了高等院校發展一套初小級教材，小一版已發給學校，預計在今年8月完成整套教材。

如何運用教材才能培養學生對中文的興趣？口語與書面語教學如何互補？這些問題突顯了師資培訓的重要性。教育局雖推出了「『教授中文作為第二語言』專業進修津貼計劃」，但參加人數相對偏低。平機會一直主張局方規定取錄非華語學生的學校，按指定比例安排老師修讀課程。培訓機制更應正規化，與現時為教導有特殊教育需要學生的教師而設的三層培訓系統（基礎、高級及專題課程）看齊。長遠而言，每名任教非華語學生的中文科老師均應受過培訓。此外，教育文憑課程亦需加設相關單元為必修科之一，確保所有畢業教師具備教授非華語學生的技能。

「學習架構」推出近五年，成效如何？政府曾指，每年均委託大專院校按「評估工具」分析非華語學生的閱讀和寫作能力；在2014/15和2015/16學年，小學學生表現有平穩進步，而中小學在這兩年亦分別有9.5%和13.3%非華語學生過渡至主流中文課堂。平機會認為，政府不但應定期和主動公開檢討結果，更須制定更完整的評估架構，按不同學習領域，以及不同背景的非華語學生（如在港出生、中途來港等）訂下獨立的指標和預期目標。事實上，有同學曾表示中學課程比小學更淺，畢業時中文仍停留在小二或更低程度，亦有民間團體提出政府應為土生土長的非華語學生制訂劃一的教材和學習目標。唯有透過更全面的評估，政府才能及早找出「學習架構」的不足，進而改善教材設計，以至整體政策。

forms in the same class or incorporating Chinese learning into other subjects. Yet, not all schools have the resources to prepare teaching materials in the first place. In response to calls from the EOC and NGOs, the EDB has commissioned a tertiary institution to develop a set of teaching materials for lower primary students, with P.1 materials already delivered to schools and the rest expected to be completed this August.

How can these resources be used to inspire interest in Chinese learning? Is there a best mix of Cantonese and written Chinese in giving lessons? These pedagogical questions point to the need for more professional training for teachers. Given the lukewarm response to the EDB's Professional Enhancement Grant Scheme for Chinese Teachers (Teaching Chinese as a Second Language), the EOC has insisted that the EDB require schools with NCS students to arrange training for a stipulated percentage of teachers. Reference should be made to the current three-tier training system for teachers of students with special educational needs, comprised of Basic, Advanced and Thematic courses. Ideally, all staff teaching Chinese to NCS students should have undergone training. In addition, a compulsory module on teaching NCS students should be introduced under the Postgraduate Diploma in Education, so that all graduates would be equipped for the challenge.

How effective is the Framework after all? A tertiary institution has been commissioned to gauge the reading and writing abilities of NCS students annually, using the assessment tool developed by the EDB. In the 2014/15 and 2015/16 school years, primary students showed steady improvement, while 9.5% and 13.3% of NCS students (primary and secondary levels combined) bridged over to mainstream Chinese classes respectively. The EOC believes that not only should the Government release results of the review proactively and regularly, it should also formulate a more comprehensive evaluation framework, with specific indicators and targets for different learning areas and students of different backgrounds (e.g. locally born NCS students versus new arrivals). In fact, some students found the secondary curriculum easier than the primary one, adding that their Chinese level remained at P.2 or below when they graduated. Some NGOs have also urged the Government to develop a standardised set of teaching materials and learning targets for all locally born NCS students. Evidently, the Government must embark on more comprehensive reviews in order to develop more effective teaching resources and policies.



## 升學路難行 The bumpy road to higher education

根據2016年中期人口統計，撇除外傭後，18至24歲的少數族裔就學率僅為43.3%，低於全港人口同一年齡層的就學率（52.6%）。歸根究底，仍是中文能力的問題。眾所周知，文憑試（DSE）中文科被稱為「死亡之卷」，很多學生因未能考獲3級或以上而不合資格升讀大學。雖然非華語學生現時可改考初小程度的普通教育文憑（GCE）、普通中學教育文憑（GCSE）或國際普通中學教育文憑（IGCSE），或是較深的DSE「應用學習中文」科（課程以職業導向，包括「服務業中文」和「款待實務中文」等），但各專上院校只公布了最低成績要求，從未透露各級成績如何換算成DSE分數，令非華語學生難以像一般學生一樣，掌握到自己的競爭力，從而調整選科策略。之前就有媒體報導，一位名列前茅的巴基斯坦裔學生渴望考入港大醫科（獲取錄學生的DSE最佳六科平均成績為39分），但因無從知曉大學如何換算GCSE中文成績而感徬徨，可見提升計分機制的透明度乃刻不容緩。



香港並非沒有針對少數族裔的教育政策，但資源是否投放到位、監督機制是否有效、前線員工意識有否提升、調適措施是否貫徹始終等，都是不容忽視的問題，直接影響著非華語學童的福祉。政府和教育界必須重視問題癥結，方能確保少數族裔在教育方面享有真正的平等機會，發展所長，融入社會。

According to the 2016 Population By-census, the school attendance rate among EMs aged 18-24, excluding foreign domestic workers, is only 43.3%, much lower than that of the same age group in the overall population (52.6%). Again, it comes down to a matter of Chinese proficiency. The Diploma of Secondary Education (DSE) Chinese Language examination is notoriously difficult; many candidates fail to obtain Level 3 or above and so are not eligible for a place at university. NCS students are allowed to apply with alternative qualifications, including the much less demanding General Certificate of Education (GCE), General Certificate of Secondary Education (GCSE), International General Certificate of Secondary Education (IGCSE) and Applied Learning Chinese (ALC) under DSE, which features a practical, career-oriented curriculum with courses like "Chinese for the Service Industry" and "Practical Chinese in Hospitality". The problem is, universities have only specified the required minimum grades for these alternatives, without explaining how many DSE points each grade would be converted into. NCS students thus cannot strategise their programme choices based on an informed understanding of their competitiveness, as other students do. A Pakistani student was once interviewed by the media about his frustrations with this problem. A top student at his school, he had his eye on the Bachelor of Medicine and Bachelor of Surgery programme at The University of Hong Kong, known for admitting students with an average score of 39 under the DSE (best six subjects). He grew hesitant, however, when he found out there was no way to know how his GCSE Chinese score would be converted. Stories like this testify to the urgent need for greater transparency of the admission system.

It would be unfair to say that there is no education policy targeting EMs in Hong Kong. Despite good intentions, nonetheless, issues such as resource allocation, monitoring mechanisms, awareness of frontline personnel, and whether accommodating measures are constantly followed through are of equal significance. The Government and the education sector must commit to addressing these issues if they truly wish to empower EM children to realise their potential and go on to thrive in society.

## 上流無望？ Ending the Poverty Cycle:

Promoting Equal Employment  
Opportunity for Ethnic Minorities

如何促進少數族裔  
平等就業機會

政府去年2月發表《2016年香港少數族裔人士貧窮情況報告》，發現每五個少數族裔住戶中便有一個活在貧窮之中。即使在恆常現金資助政策介入後，仍有17.6%住戶處於貧窮線下，南亞裔兒童貧窮率更高達33.6%。與2011年調查相比，少數族裔的貧窮率和貧窮人口均顯著上升，究竟問題出在哪？如何才能打破跨代貧窮的惡性循環？

One in every five ethnic minority (EM) households in Hong Kong live in poverty, according to the "Hong Kong Poverty Situation Report on Ethnic Minorities 2016" released by the Government last February. The poverty rate still stands at an alarming 17.6% after recurrent cash-based interventions are taken into account, with South Asian children suffering particularly harsh conditions (33.6%). Indeed, both the percentage and number of poor EM households increased from 2011. What went wrong exactly, and how could we put an end to this vicious cycle of intergenerational poverty?

我們必須認清，少數族裔是自力更生的一群。不計外傭，他們的勞動人口參與率為65.6%，高於整體人口的60%。但礙於中文能力和學歷所限，他們往往從事非技術職位，收入偏低。根據2016年中期人口統計，74.7%少數族裔在職人口為「非技術工人」，遠超全港工作人口的相應數目（20.9%）；南亞裔人士收入尤低，以巴基斯坦男性為例，月入中位數僅得\$12,800，遠低於全港工作人口的相應入息（\$16,890）。

The truth is, EMs are striving to make their own living. Excluding foreign domestic workers, the labour force participation rate of EMs is 65.6%, higher than that of the general populace (60%). However, a majority continue to work at menial jobs and earn a meagre salary because of limited Chinese proficiency and relatively low educational level. The 2016 Population By-census revealed that 74.7% of working EMs were engaged in "elementary occupations", as opposed to 20.9% of the overall population. South Asians earned notably less – Pakistani men, for instance, had a median income of \$12,800 per month, far lower than that of the general population (\$16,890).





政府固然必須審視教育政策，幫助非華語學生升學和提升中文程度（詳見上文），進而增加競爭力。同時，已投入勞動市場的少數族裔應享有平等機會，報讀職業訓練課程，以取得專業資格，向上流動。然而，平機會曾收到一些有關職訓課程的投訴，即使不少申請人表示希望以英文授課，機構仍只以中文提供訓練，令少數族裔難以參與。雖然《種族歧視條例》現時將職訓授課語言列入豁免範圍，但如無合理目的，此等做法或構成間接歧視。

平機會早於2016年向政府提交《歧視條例檢討》意見書，建議廢除授課語言作為例外的情況。其實，不少行業均可透過招聘少數族裔解決人手短缺的問題，但偏偏培訓課程只以中文授課，造成雙輸局面。例如護理及院舍照顧業長期缺乏人手，但目前所有保健員培訓課程均以中文授課，導致少數族裔不能註冊成為保健員，白白浪費潛在的勞動力。

此外，僱主亦有責任確保所有職位的申請條件與實際工作內容相稱。在不少工作場所，中文主要用於日常溝通；會議紀錄、計劃書以至報告等則以英語撰寫，不少少數族裔均能勝任。可是，部分僱主以「一刀切」方式釐定入職中文要求，如須持香港中學文憑考試（DSE）中文成績，為少數族裔設下不必要的障礙。作為香港最大僱主，政府雖於2018年進一步調低了22個公務員職系的中文程度要求（學位或專業職系申請人須於綜合招聘考試中文運用試卷中考獲一級成績，相等於DSE第4級），但如上文所述，大部分非華語學生接觸的中文課程屬簡易版本，經調整的職系中文要求仍遠高於他們的水平，足見政策即使具備良好意願，也需教育支援等實質配套。

The long-term solution to raising EMs' competitiveness lies, without doubt, in improving the education system to enhance their Chinese language skills and access to higher education (see previous article). The path to upward mobility can also be opened up by fairer access to vocational training that leads to professional qualifications. Over the years, the EOC has received complaints about vocational training courses being conducted in Chinese only, even when a significant number of applicants had indicated their wish to be taught in English. While the Race Discrimination Ordinance currently exempts discrimination in vocational training by way of medium of instruction, this may amount to indirect discrimination against non-Chinese speaking (NCS) EMs in the absence of a legitimate aim, given that they are being excluded *de facto* from applying.

In 2016, the EOC recommended the Government to repeal this very exception under the Discrimination Law Review. In fact, many industries facing manpower shortage would benefit from hiring EMs, but this win-win situation has yet to materialise precisely because EMs cannot receive the training they need. The healthcare sector, for example, is in dire need of manpower. Yet, all existing training programmes for aspiring health workers are conducted in Chinese only, making it impossible for most EMs to register as health workers and contribute their productivity.

What is more, it is imperative that employers ensure the Chinese proficiency requirements set out for all job openings are based on actual job duties and genuinely called for. While day-to-day communication in most workplaces may be in Chinese, minutes, proposals and reports are often prepared in English and so can be handled by EMs just as well. Still, employers tend to adopt a "one-size-fits-all" approach to recruitment, requiring all candidates to have taken the Hong Kong Diploma of Secondary Education (HKDSE) Chinese Language examination, for example, thus creating unnecessary barriers for EM applicants. As the



可幸的是，越來越多企業意識到少數族裔員工獨有的文化背景和語言能力，有助公司開啓新思維、開拓新客群。簽署了平機會《種族多元共融僱主約章》的宏利香港，就致力建立多元的團隊，成員來自超過30個國家。宏利香港首席人力資源總監及亞洲區員工關係主管高紫萍指：「多元文化能帶來創新，促進公司業務發展，因此我們一直積極吸納擁有不同經驗、背景、能力和技能的人才。」

另一簽署機構滙豐在2017年便成立了「Embrace」員工資源小組，確保不同種族和文化背景的員工能健康發展。滙豐人力資源香港區主管林靄欣解釋道：「滙豐致力締造尊重多元共融價值的工作環境。無論從機構、團隊、員工個人、以至社區的角度而言，這都十分重要。」

最後，「一帶一路」的基建項目亦可被視為提升少數族裔就業機會的另一契機。他們比較熟悉沿線國家的語言、文化，對有意在當地投資的企業，可謂極有潛質的人力資源。能否善用少數族裔人才保持香港優勢，還看政府會否加強向業界宣傳，同時完善法律保障，確保少數族裔享有平等的就業機會。

largest employer in Hong Kong, the Government announced in 2018 its decision to lower the Chinese proficiency requirements for 22 additional grades in the civil service (among which the degree/professional grades require candidates to have obtained Level 1 in the Use of Chinese paper of the Common Recruitment Examination, equivalent to Level 4 under HKDSE). But as the previous article pointed out, the Chinese language curriculum being taught to most NCS students today is simplified and hardly equips them for meeting even the lowered standard. The initiative shown by the Government may be encouraging, but it will go in vain without the support of a solid education policy.

On a more positive note, more and more enterprises are realising that their business may benefit from the unique cultural backgrounds and language abilities of EM employees, especially in terms of developing fresh perspectives and expanding into new markets. Take Manulife, a signatory of the EOC's Racial Diversity & Inclusion Charter for Employers, as an example. Committed to building a diverse team, their talents hail from over 30 countries. "We believe that diversity continues to play a key role in driving innovation and growth within our company," said Selina KO, Chief Human Resources Officer Hong Kong & Head of Employee Relations Asia. "That's why we're investing in a workforce with a diverse range of experiences, backgrounds, abilities and skill sets."

HSBC, another signatory, set up Embrace in 2017, an employee network that helps ensure the bank is a place where people of different ethnic and cultural backgrounds can thrive. Betty LAM, Head of Human Resources, Hong Kong, HSBC, explained, "Diversity and inclusion are important to us as an organisation, as teams, as people, and as part of the communities in which we live and work."

Last but not the least, the development projects under the "Belt and Road Initiative" may present exciting prospects for EMs in Hong Kong. Familiar with the languages and cultures of the countries along the "belt and road", they could prove to be valuable assets for companies looking to invest in the initiative. In order to unleash their full potential and maintain Hong Kong's competitive edge, the Government must further engage various industries and sectors, while stepping up legal protection for EM rights in employment.



# 誰來照顧少數族裔長者？

## Doubly Marginalised: Ethnic Minority Elders in Hong Kong

近年香港的安老政策和服務備受議論，面對高齡海嘯來勢洶洶，社會各界均關注本港的安老服務是否足夠應付需求。對於護理業界人手不足，坊間便出現不少建議，包括聘用外傭、引入外勞和應用高科技等。然而，社會鮮有談論針對少數族裔長者的安老服務、醫療以至護理需要。

Elderly policies and services in Hong Kong have come under the spotlight in recent years. Of particular concern is whether the social service sector is equipped to address the heightened demand for elderly care from a rapidly ageing population. Whether the solution lies in engaging foreign domestic workers, importing labour, leveraging innovation and technology, or all of the above remains a topic of heated debate. Amid the buzz, however, little has been said about the medical and healthcare needs of ethnic minority (EM) elders in the city.

事實上，一直以來，社會的焦點集中在主流社會的人口老化問題，忽略了少數族裔人口亦一樣出現老齡化。根據2016年香港中期人口統計，65歲以上的少數族裔人口（撇除外籍家庭傭工）便從2011年接近9,700人增加至2016年的兩萬多人，增幅超過一倍。這些說不同語言、擁有不同文化背景的長者，可說是少數中的少數，社會對他們的景況所知甚少。

為了探視少數族裔長者的安老需要，平機會資助了一項「香港少數族裔長者的文化適應和需求評估：定性研究」，由香港大學社會科學學院社會工作及社會行政學系連同香港基督教服務處進行，研究結果已於2018年11月公布。

是次研究的對象主要是在香港居住了10年或以上的尼泊爾長者。研究團隊訪問了30位60歲或以上的尼泊爾長者及五位長者照顧者，希望能透過研究，幫助大眾了解尼泊爾長者在經濟、社會、文化、心理和生理健康各方面的需求，以及辨識目前服務的漏洞，並探索可行的方法，促進少數族裔長者融入社會。

研究發現，大部分受訪長者傾向居家或社區安老，對入住安老院舍表示抗拒。不少長者患有高血壓、糖尿病等慢性疾病，部分人亦有早期認知障礙的跡象，因此可預期他們對社區長期護理服務有一定需求。可是，語言障礙和文化差異令他們與社區的聯繫薄弱，以致未能獲取或享用公共資源。舉例說，他們對公共醫療系統、社區中心的護理服務，以及相關申請方法均缺乏認識。他們也不熟悉公共交通網絡，故減少外出，加上不諳中文，難與其他本地人溝通，進一步影響社交生活。由於缺乏工作機會，他們收入亦有限，難以應付日常生活的龐大開支，尤其是住屋

Population ageing is a challenge affecting the EM community as much as the Hong Kong society overall. According to the 2016 Population By-census, the number of EMs aged over 65 (excluding foreign domestic helpers) went up from about 9,700 in 2011 to over 20,000 in 2016, registering more than a two-fold increase. Facing old age while being different from mainstream society in terms of the languages they speak and the backgrounds they come from, EM elders are a minority within a minority, often forgotten and forsaken by the rest of us.

To better understand the needs of EM elders, the EOC funded a research carried out by the Department of Social Work and Social Administration of the Faculty of Social Sciences, The University of Hong Kong (HKU) and Hong Kong Christian Service (HKCS), entitled "Acculturation and Needs Assessment of the Elderly Ethnic Minorities in Hong Kong: A Qualitative Study". The findings were published in November 2018.

The research team conducted in-depth interviews with 30 Nepalis aged 60 or above who had resided in Hong Kong for at least 10 years, as well as five carers. The study aimed to assess their financial, social and cultural needs and the state of their psychological and physical health, and to identify current service gaps in order to shed light on ways to facilitate integration of EM elders into society.

The majority of respondents expressed a strong preference towards ageing-in-place and family or community-based care, as opposed to being sent to institutions like elderly homes. Many of them are chronically ill, suffering from hypertension and diabetes, for example; some also showed early signs of cognitive impairment. Despite a demand for community-based, long-term healthcare services, they encounter difficulties in accessing public resources owing to language barriers, cultural differences, and weak ties with the community. Generally, they have poor knowledge of the public healthcare system, the services available at community centres, and the relevant application procedures. Neither are they familiar with the public transport system, which is why they seldom go out. This state of social isolation is further exacerbated by the fact that they do not know Chinese and thus rarely interact with other locals. Job opportunities for EM elders are also extremely scarce. With a limited income, they can hardly make ends meet and often struggle with housing costs. All these lead to a strong reliance



方面。種種原因令尼泊爾長者需依賴其他家庭成員或年輕一代的支援，未能透過社區的支援網絡，真正居家安老。

如何才能改善少數族裔長者的生活？首先，各界必須認同和尊重少數族裔長者獲取資訊和服務的平等權利，在制定政策和規劃服務時，考慮他們的需要、衡量他們受到的影響。服務提供者可採取更積極的措施，例如加強宣傳現有的翻譯或傳譯服務、制定前線人員工作守則、為員工提供文化敏感度的培訓等，而有關機構亦可在社區舉辦一些交流活動，透過公眾教育和跨文化互動，幫助少數族裔長者與社區人士建立更緊密的聯繫，促進融合。

少數族裔是香港社會不可或缺的一部分。與主流社會一樣，他們視香港為家，對社會作出不少貢獻。政府和社區應為少數族裔長者創造更有利的環境，讓他們有尊嚴地安享晚年。

on their children or other immediate family members, making it impossible to age healthily amid a supportive, closely-knit community.

What can be done to help EM elders improve their quality of life? Above all, all sectors and industries must recognise that it is a fundamental right for EMs to access information, goods, services and facilities on an equal basis with others, and that relevant policies and services planned must be assessed in terms of their impact on EM elders. Service providers should implement concrete measures, such as strengthening publicity for existing translation and interpretation services, devising codes of practices for frontline personnel, and providing cultural sensitivity training for staff. Public education programmes and cultural exchange activities connecting EM elders and Chinese locals will also go a long way in empowering the former to build stronger ties with the local community and integrate into society.

The EM community is an integral part of our society. Like all of us, they call Hong Kong home and continue to contribute to the city's development. The Government and the local community can – and should – be more proactive in creating a favourable environment for EM elders to lead a meaningful, dignified life.

## 少數族裔長者支援計劃 Support to Ethnic Elderly (SEE) Project

為了協助少數族裔長者融入社會，香港基督教服務處於2016年開展了「耆望－少數族裔長者支援計劃（SEE）」，一方面加強少數族裔長者對公共服務的認識，幫助他們獲取所需服務，另一方面提升主流長者服務提供者對服務少數族裔長者的意識和能力。凡年滿60歲或以上的少數族裔長者均可成為會員享用服務，費用全免。

### 聯絡方法 Contact Information

地址： 九龍深水埗元州邨元雅樓地下  
Address: G/F, Un Nga House, Un Chau Estate, Sham Shui Po, Kowloon

電話 Tel: 2777 6188 電郵 E-mail: see@hkcs.org

網址：www.hkcs.org/tc/services/project-see  
Website: www.hkcs.org/en/services/project-see

## 我有話說 The Way I See It

已故美國總統富蘭克林·羅斯福曾說：  
「或許我們不能向年輕人保證將來如何美好，  
但我們可以幫助他們裝備自己，迎接未來。」

The late US president Franklin D. Roosevelt once said,  
“We cannot always build the future for our youth,  
but we can build our youth for the future.”

平機會於2017年成立「推動種族平等共融青年諮詢小組」，成員由本地中學、大學及非政府組織提名，包括14位非華裔和六位華裔學生。透過定期會議，我們收集年輕一代對少數族裔政策的看法，同時鼓勵他們透過具體行動，將種族共融的訊息帶進校園內外，感染身邊人。

今期《平等點·線·面》有幸邀得其中四位非華裔組員，淺談為何香港社會仍未達至真正平等，而兩位華裔組員亦分享了他們關注種族共融議題的原動力。

In 2017, the EOC formed the Youth Consultative Group on Racial Equality and Integration, which consists of 14 non-Chinese and six Chinese students nominated by local secondary schools, universities and NGOs. Through regular meetings, they share revealing anecdotes from their daily life, offer us new perspectives on policies related to EMs, and discuss ways to spread the message of racial inclusion to their peers both inside and outside the classroom.

In this issue, we have the pleasure of hearing from four non-Chinese and two Chinese members of the group. The former tell us why Hong Kong is still far from an equal city and the changes they would like to see, while the latter open up about what inspires their commitment to racial inclusion.



「雖然香港有著多元的文化，又有不同種族的人在這裏居住，但少數族裔仍然難以融入社會。一直以來，我特別關注教育議題，因為我畢業後想當教師。我在中學時面對的最大難題之一，就是中文課程設計得不夠好。作為少數族裔，我固然慶幸中文功課量比其他學生較輕，但對我們大部分少數族裔學生而言，課程內容未免過分顯淺。我認為課程一方面不宜太深，但另一方面須讓我們在日常生活中能夠流利地表達自己、寫一份完整的報告等。我相信，透過更嚴謹的課程規劃、為教授中文作為第二語言的老師提供更多合適的培訓，我們會更容易學習中文，從而融入這個社會。」

I believe that whilst Hong Kong is culturally and ethnically diverse, it is weak in terms of integrating the EM community into its society. My focus has always been on education as I want to be a teacher when I graduate. One of the biggest problems I had as a secondary student in Hong Kong is the poor setup of our Chinese Language curriculum. We EMs are grateful for having an easier workload than local students. However, the content is too basic for most of us. I believe our syllabus shouldn't be excessively difficult but it should enable us to learn to speak fluently on the streets and to write decent reports. I do think more rigorous planning and more appropriate training for teachers wanting to teach Chinese as a second language will help us adapt relatively better to our society.

顏歌怡  
Chloe Denise  
ALQUITRAM



「我雖然生於香港，但我感到香港人仍帶著異樣的眼光看待少數族裔。我曾有一次極不愉快的經歷：我和兄弟姊妹去沙田一個公園玩耍，但那兒的人讓我感到不受歡迎，還用很差的字眼形容我們。他們說少數族裔無權使用公園設施，但明明我們在那裏活動並不受限制。我希望能消除大眾對少數族裔的負面觀感。就是因為他們存有既定觀念，我們才會受到不平等的對待。」

I was actually born in Hong Kong. Some Hongkongers still see us – EMs – differently. I had a really bad experience once. My siblings and I were at a park in Shatin. The people there didn't welcome us and described us with some bad language, saying EMs do not have the right to use these places in Hong Kong, when in fact there is no restriction for us. I would like to eliminate the negative perception of EMs among Hongkongers. Because of their perception, we are always treated unequally.



Zakia

「種族共融是和諧社會的必備條件。一旦有群體被孤立，社會就不會和平。事實上，多元文化讓我們的城市更添色彩。無論是飲食文化或是其他生活習俗，每個群體都有自己的特色，為社會作出獨特的貢獻。跟來自不同地方的人做朋友，更有助我們擴闊視野，增廣見聞，是一件非常美好的事。」

Racial inclusion is crucial to social harmony. A society can't be peaceful if some groups are isolated. Also, diversity makes our culture more colourful because each group has something to contribute, whether it's food or other customs. It's really good to have friends from around the world – you can learn a lot and broaden your vision.

陳建龍  
Rodney CHAN



「我關注種族多元和共融，是因為每個香港人都應享有發揮潛能的機會，不分種族。我接觸過的少數族裔朋友不但非常友善，而且非常聰明，能力也相當高。例如進行小組討論和研究時，他們會經常提出新的觀點和想法。香港雖稱得上是一個多元的地方，但要達至真正的文化共融，我們必須積極主動地與他人連繫。如果我們繼續漠視少數族裔得不到平等機會的問題，只會造成大家的損失。」

I care about racial diversity and inclusion because every member of Hong Kong, regardless of their race, deserves the opportunity to fulfil their potential. Many EMs I've interacted with are not only extremely kind but also smart and capable. For example, during group discussions and projects, they often provide many fresh perspectives and new ideas. Hong Kong is not as inclusive as it is diverse and cannot truly be called a multicultural city until we begin to actively engage with each other. It will be our loss if we continue to neglect EMs' access to equal opportunities.



羅采琳  
Candace LAW

Simran GURUNG



「香港尚未達至種族平等。雖然社會很努力邁向這個目標，但始終未能完全接納其他文化、來自不同背景的人。少數族裔仍在爭取基本的權利。如果我可以帶來一點改變，我希望能促進少數族裔的福祉，確保他們在教育、就業和住屋等方面享有平等機會，於人生的不同階段均能有尊嚴地生活。」

Hong Kong is not a racially equal city. It's trying to become one, but hasn't quite been able to completely accept other cultures and people. EMs are still struggling for fundamental rights. If I could change one thing about Hong Kong, it would be ensuring equal opportunities in education, employment and housing for EMs and enhancing their well-being, so that they could lead a dignified life throughout all stages.



Suruti  
Hangma LIMBU

「少數族裔仍蒙受各種標籤和污名。我們在相對落後或發展中國家得到的學歷資格，來到香港後大多不獲承認，導致工作機會減少，令我們難以向上流動。如有機會，我希望能幫助少數族裔進一步融入社會。政府應研究更多促進共融的措施，例如鼓勵僱主在評核求職者時，了解和認受他們在其他地區獲取的學位和證書。」

There is stigma against EMs. Since educational qualifications obtained in less developed or developing countries are often not recognised in Hong Kong, EMs have fewer job opportunities and rarely succeed in moving up the social ladder. If I could change one thing about Hong Kong, it would be helping EMs better integrate into society. The Government should explore more measures to enhance inclusion, for example by promoting employers' recognition of degrees or diplomas from other countries in reviewing job applications.



# 平機會推出 《種族多元共融僱主約章》

## EOC launches Racial Diversity & Inclusion Charter for Employers

越來越多企業銳意建立一支多元共融的團隊，不是為了「裝門面」或進行形象工程，而是有實際的業務需要。推動多元共融能為公司帶來不少有形和無形的好處，包括激發創意思維、引入嶄新的觀點、讓不同背景的員工發揮獨特的技能，以及加強他們的歸屬感等。透過提升團隊的凝聚力、創造力和合作精神，公司業務得以進一步發展。

More and more companies are looking for ways to build a diverse and inclusive workforce, which has become a business necessity instead of a PR slogan. There are indeed myriads of tangible and intangible benefits from workplace diversity and inclusion: new ideas, fresh perspectives, diverse skills, a more engaged workforce... you name it. By building a cohesive, collaborative and creative work environment, companies stand a greater chance of achieving success.



11間《約章》簽署機構代表與嘉賓於啟動禮上合照。

Guests and representatives from 11 Charter signatories pose for a group photo at the launch ceremony.

平機會於2018年8月推出《種族多元共融僱主約章》（《約章》），就企業如何落實多元共融原則，向本地僱主提供具體指引。《約章》羅列了九項指引，涵蓋政策、文化及工作環境三大領域，旨在鼓勵機構採取措施，推動種族多元共融，同時對他們所作的努力予以肯定。平機會亦希望藉此促進少數族裔的就業機會，幫助他們融入社會。

To provide guidance to local employers on building a diverse and inclusive workplace, the EOC launched the Racial Diversity & Inclusion Charter for Employers in August 2018. Encompassing nine guidelines in three major areas, namely policy, culture and work environment, the Charter is designed to encourage organisations to adopt measures for promoting racial diversity and inclusion, and recognise their efforts in doing so. The EOC is also hoping to enhance the employment opportunities of ethnic minorities, and facilitate their integration into society.

平機會鼓勵所有合資格的企業簽署《約章》，包括於本港營運超過一年或以上並持有獨立公司註冊證書之商業機構、慈善機構、教育團體、醫療機構、商會及專業團體等。平機會將以顧問身份協助機構制定和推行相關措施和政策，以創建一個多元共融的工作環境。

首批參與的11間企業於2018年12月6日出席了啟動禮，他們來自不同行業和界別，當中包括奧雅納、AXA安盛、中電控股有限公司、社商賢匯、大快活集團有限公司、曉光、香港金域假日酒店、滙豐、怡中航空服務集團、宏利人壽保險（國際）有限公司和信德集團有限公司。

承諾支持《約章》的企業陸續有來，第二輪簽署儀式將於2019年3月舉行。簽署機構除了可在工作場地展示官方簽署的《約章》，更可在出版物和招聘廣告中使用專用的「種族多元共融」標誌，展示對多元共融的支持。



在專題討論環節上，AXA安盛及香港金域假日酒店的代表一同探討企業在推動種族多元共融工作間所面對的挑戰和好處；大快活集團的少數族裔員工則分享了他們的工作點滴。

Representatives of AXA and Holiday Inn Golden Mile discuss the challenges and benefits of promoting racial diversity and inclusion in the workplace, while ethnic minority employees from Fairwood Holdings Limited open up about their work experience.

The Charter is open to companies holding a Business Registration and having been operated in Hong Kong for at least a year, charitable organisations, educational establishments, medical institutions, chambers of commerce and professional bodies, among others. The EOC will act as an advisor and help the participating organisations formulate and implement measures and practices for creating a diverse and inclusive working environment.

At a signing ceremony on 6 December 2018, 11 enterprises spanning across different industries and sectors pledged their support to the Charter, including Arup, AXA, CLP Holdings Limited, Community Business, Fairwood Holdings Limited, Hiu Kwong Group, Holiday Inn Golden Mile Hong Kong, HSBC, Jardine Aviation Services Group, Manulife (International) Limited and Shun Tak Holdings Limited.

Another batch of companies and organisations are ready to sign the Charter in March 2019. As signatories to the Charter, participating organisations can showcase their commitment by displaying the official signed Charter in their office, and use the dedicated Racial Diversity & Inclusion logo in their publications and job advertisements.

## 慶祝「國際消除種族歧視日」 Commemoration of IDERD

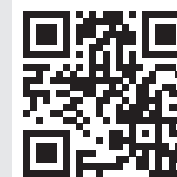
為推廣種族多元的重要性，平機會將再度與香港電台第二台攜手合辦公眾活動，以慶祝每年3月21日的「國際消除種族歧視日」。今年活動將於3月3日（星期日）下午2時30分假九龍灣國際展貿中心舉行，以「種族多元共融工作間」為主題，節目精彩豐富，包括特別嘉賓分享、文化和歌唱表演等。

歡迎你於3月3日到場，跟我們一起支持種族多元與共融！

To promote the importance of racial diversity, the EOC will for another year co-organise a public event with Radio Television Hong Kong Radio 2 to commemorate the International Day for the Elimination of Racial Discrimination (IDERD), which is observed annually on 21 March. This year, the public event will take place on 3 March (Sunday) at 2:30pm at Kowloonbay International Trade & Exhibition Centre. Themed around "racially diverse and inclusive workplace", programmes include sharing sessions by special guests, as well as cultural and singing performances.

Come join us on 3 March and show your support for racial diversity and inclusion!

了解《約章》詳情：  
Learn more about  
the Charter:





A close-up photograph of several hands in business attire holding and fitting together four interlocking puzzle pieces in red, orange, green, and blue. The background is a soft-focus office setting.

# THE RACIAL DIVERSITY & INCLUSION CHARTER FOR EMPLOYERS

## 《種族多元共融僱主約章》

了解更多  
Find out more:



**EMBRACE**

Respect, value, support racial equality

種族平等 • 由尊重開始

A Campaign by the Equal Opportunities Commission  
由平等機會委員會推動



平等機會委員會  
EQUAL OPPORTUNITIES COMMISSION