



收窄差距——少數族裔事務組 Narrowing the Gap — Ethnic Minorities Unit



2019冠狀病毒病第五波疫情肆虐，使本來已面對嚴峻困難和歧視的香港少數族裔人士的境況雪上加霜，外籍家庭傭工和外賣速遞員當然不能倖免。因此，平機會的少數族裔事務組在2022-23年度從各方面加強推廣種族平等共融，包括倡議政策改革、推行教育計劃及推動社會不同界別參與，目的是消除非華裔人士在教育、就業以及獲取貨品、服務和設施方面的障礙。

教育

在非華裔學生的教育方面，少數族裔事務組繼續呼籲政府改革目前的中國語文課程第二語言學習架構，並制定以中文作為第二語言的整全課程，涵蓋特定教學法，相應的教學工具和教科書。這樣有助非華裔學生擁有實用的語言能力，從而獲得更多就業機會。

另一項關注議題是非華裔學生在幼稚園收生程序中所受到的待遇。少數族裔事務組應教育局邀請，於2022年8月及9月為社區工作人員和學校管理人員舉辦了兩場分享會，講解一視同仁的幼稚園收生程序和在学校推動種族共融的重要。此外，少數族裔事務組在平機會的YouTube頻道上載了四條短片，兩條為尼泊爾語，另外兩條為烏爾都語，告知尼泊爾裔和巴基斯坦裔家長在申請幼稚園入學時的權利和重要資源。

In 2022-23, the Ethnic Minorities Unit (EMU) of the EOC stepped up its work to promote racial equality and inclusion on various fronts, as the fifth wave of the COVID-19 epidemic exacerbated the difficulties and discrimination faced by the ethnic minority communities, including the city's migrant domestic workers and food couriers. From advocating for policy changes to launching public education programmes and engaging different sectors of the community, the EMU worked to remove the barriers faced by non-ethnic Chinese (NEC) in education, employment and accessing goods, services and facilities.

Education

On education for NEC students, the EMU continued to call on the Government to overhaul the existing Chinese Language Curriculum Second Language Learning Framework, and put in place a comprehensive, full-fledged Chinese as a second language curriculum complete with specific pedagogy, teaching tools and textbooks. This would enable NEC students to acquire a practical level of language proficiency and in turn more job opportunities.

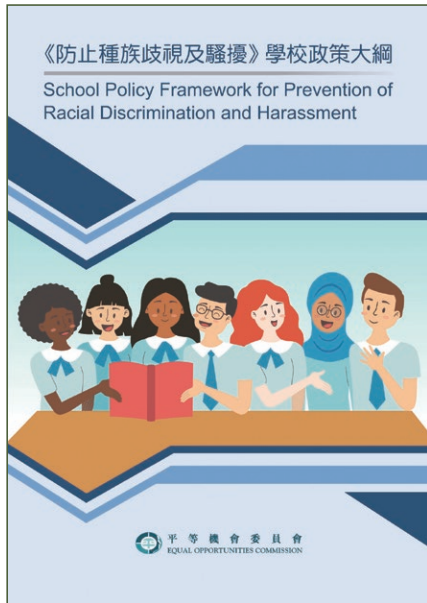
Another key concern is the treatment of NEC children in kindergarten admission. Upon the invitation of the Education Bureau, the EMU conducted two sharing sessions in August and September 2022 for community workers and school administrators on the importance of non-discriminatory kindergarten admission and the promotion of racial inclusion in schools. In addition, the EMU uploaded four videos, two in Nepali and two in Urdu, on its YouTube channel to inform Nepalese and Pakistani parents of their rights and essential resources in kindergarten application.

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為推廣種族共融的校園環境，少數族裔事務組於2023年3月18日舉行《共融校園、無分種族》研討會，吸引了來自接近70間學校共超過80名參加者，包括學校校長、教職員及學生。研討會上，資深的教育專業人員討論種族共融為何重要，以及如何達致種族共融，其後有兩名意見領袖暢談如何以有趣和目標清晰的方法推動種族共融。研討會除了解釋種族共融學校的重要，少數族裔事務組還公布了新推出的《防止種族歧視及騷擾》學校政策大綱及《種族連線》消除歧視教材套。

To foster the development of racially inclusive school environments, the EMU organised the 'All Races As One Seminar for Schools' on 18 March 2023, which attracted over 80 school principals, teachers, staff and students from nearly 70 schools. The event included a panel discussion with experienced educators on why racial inclusion is important and how to achieve it. This was followed by dialogue with two opinion leaders on engaging and purpose-driven means to promote racial inclusion. Apart from explaining the importance of racial inclusion in schools, the EMU also presented the newly released 'School Policy Framework for Prevention of Racial Discrimination and Harassment' and 'All Races As One: Learning Kit on Eliminating Racial Discrimination' during the seminar.





暑期實習計劃

平機會再次與小彬紀念基金會合作，透過其暑期實習計劃「EMerging Talent Internship Programme」，為非華裔大專學生提供實習機會。平機會邀請《種族多元共融僱主約章》（「《約章》」）的簽署機構為學生提供實習職位，讓學生增加工作經驗和擴闊視野，從而改善就業前景。有24間機構在暑假期間提供43個實習職位予38名非華裔學生，當中超過八成的實習職位由《約章》簽署機構提供。

EMerging Talent Internship Programme

The EOC partnered with Zubin Foundation for another year to provide NEC tertiary students with internship opportunities through the latter's EMerging Talent Internship Programme. Signatories of the EOC's Racial Diversity and Inclusion Charter for Employers were invited to provide placements for students, giving them opportunities to gain work experience and exposure with the aim to enhance their career prospects. The programme successfully created 43 placements for 38 students in 24 host companies over the summer. Over 80% of the internship positions were provided by signatories of the Charter.



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就業

《種族多元共融僱主約章》

《種族多元共融僱主約章》於2018年8月推出，共有九項良好常規，目的是協助僱主消除僱員和求職者在僱傭政策中的障礙，培育員工對不同文化的認識、敏感度和接納，並為僱員建立種族共融的環境。在2022-23年度，簽署機構數目突破了300間。截至2023年3月底，共有308間公私營機構簽署了《約章》，承諾支持種族多元共融的僱傭政策。平機會的網頁載列了簽署《約章》的機構名單：<https://www.eoc.org.hk/zh-hk/news-and-events/events-and-programmes/eoc-events/inclusion-charter>。



少數族裔事務組定期為簽署機構舉辦線上線下研討會和活動，例如在2022年8月及12月舉辦了兩場分享會，讓簽署機構互相聯繫和分享種族共融的常規。此外，少數族裔事務組還於2022年11月25日在香港金融大會堂舉辦「掌握脈搏 評估進度」活動，藉着活動慶祝《約章》成立四周年，還公布了進階版的《約章》簽署機構年度問卷。進階版問卷的問題更詳盡具體，內容關於種族多元共融措施的實施情況和影響，以讓簽署機構檢視進度，繼續努力在工作間推廣種族多元共融。

Employment

Racial Diversity and Inclusion Charter for Employers

Launched in August 2018, the Racial Diversity and Inclusion Charter for Employers provides a set of nine good practices for employers. It aims to help employers remove barriers in their employment policies for staff and job seekers, cultivate cultural awareness, sensitivity and acceptance among staff members, and establish a racially inclusive environment for employees. The year 2022-23 saw the number of signatories reach the 300-landmark. As at end-March 2023, 308 organisations from both the public and private sectors have signed the Charter, pledging their support to racially inclusive employment policies. Signatories of the Charter are listed on the EOC website: <https://www.eoc.org.hk/en/news-and-events/events-and-programmes/eoc-events/inclusion-charter>.



The EMU organised online and offline seminars and events for the signatories regularly. For example, two sharing sessions were organised in August and December 2022 to provide opportunities for the signatories to network and share racially inclusive practices. The EMU also organised the 'Tracking Racial Diversity & Inclusion Progress' event at the HKEX Connect Hall on 25 November 2022. Apart from celebrating the fourth anniversary of the Charter, the EMU launched the Advanced Annual Review Form of the Charter during the event. With more detailed and targeted questions on the implementation and impact of racial diversity and inclusion initiatives, the form aims to help signatories track their progress and sustain their effort on promoting racial diversity and inclusion in the workplace.



獲取貨品、服務及設施

鑑於非華裔社群在獲取服務和租住房屋時面對困難，少數族裔事務組在2022-23年度推出多項宣傳及推廣活動，包括：

- 2022年9月，少數族裔事務組推出「友善服務 無分種族」港鐵車廂廣告，呼籲貨品和服務提供者以平等和友善的態度，照顧顧客多樣化的需求；



Access to Goods, Services & Facilities

In light of the difficulties the NEC communities encounter in accessing services and renting accommodation, the EMU launched a series of publicity and promotional campaigns in 2022-23, including:

- In September 2022, the EMU ran an MTR compartment advertising campaign entitled 'Racially Friendly Customer Services for All', appealing to providers of goods and services to cater to the diverse needs of customers in an equal and friendly manner;



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- 2022年12月，少數族裔事務組推出「開明業主 無分種族」巴士車身廣告，鼓勵業主抱持開明態度，接納來自不同種族和背景的租客；
 - 於過去一年，少數族裔事務組繼續與地產代理監管局合作，為地產代理提供培訓課程；以及
 - 少數族裔事務組於年內推出九種語言版本的《不同族裔租客應認識的香港〈種族歧視條例〉》短片，協助少數族裔了解法例如何保障他們的租賃權益。
- In December 2022, the EMU ran a bus body advertising campaign entitled 'Open Your Doors to Tenants of All Ethnicities' to encourage all landlords to be open and welcoming to tenants from all ethnicities and backgrounds;
 - During the year in review, the EMU continued to work with the Estate Agents Authority to provide training sessions for estate agents; and
 - The EMU released a video entitled 'What You Should Know as a Tenant under the Race Discrimination Ordinance' in nine languages in 2022 to help EMs understand how their rights in tenancy are protected under the ordinance.

有關《種族歧視條例》的培訓

在報告期內，少數族裔事務組繼續為公私營界別的機構提供有關《種族歧視條例》及文化敏感度的培訓。2022年4月至2023年3月，共舉行了73場培訓，參加者達4 020人。

Training on RDO

During the year in review, the EMU continued to organise training on the RDO and cultural sensitivity for organisations in the public and private sectors. Between April 2022 and March 2023, a total of 73 training sessions were organised for 4 020 participants.



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社區外展及參與

在2019冠狀病毒病疫情期間，少數族裔事務組接觸不同非華裔社群，了解他們面對的困難。舉例來說，少數族裔事務組在2022年年初和2022年第三季，分別與孟加拉駐香港總領事館和斯里蘭卡佛學與文化中心合辦工作坊，講解反視條例的保障。2022年第四季，少數族裔事務組與香港社會服務聯會及印度協會會面，討論非華裔社群在求職和租住房屋時受到的歧視，並探討解決方法。此外，少數族裔事務組與非政府組織合辦研討會，探討如何為外籍家庭傭工創造沒有歧視的工作環境，又持續為外籍家庭傭工提供培訓，協助他們認識反歧視條例的保障。

Community Outreach and Engagement

Amid the COVID-19 epidemic, the EMU reached out to different NEC communities to understand the difficulties they face. For example, in early 2022 and in the third quarter of 2022, the EMU co-organised workshops with the Consulate General of Bangladesh and Sri Lankan Buddhist Cultural Centre respectively to explain the protections under the anti-discrimination ordinances. In the fourth quarter of the same year, the EMU met Hong Kong Council of Social Service and The India Association Hong Kong to discuss discrimination encountered by the NEC communities in seeking employment and renting accommodation, and to explore solutions. Moreover, the EMU co-organised seminars with NGOs to explore ways of creating a working environment free of discrimination for foreign domestic workers, and continued to provide training for foreign domestic workers to help them understand the protections under the anti-discrimination ordinances.



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報告期內少數族裔事務組撰寫了多篇推廣種族共融和諧的專欄文章，以主席名義在多個本地媒體刊登。

During the year in review, the EMU wrote a number of opinion articles to promote the message of racial inclusion and harmony, which were published in various local media outlets under the Chairperson's name.

國際消除種族歧視日

為響應2023年國際消除種族歧視日，少數族裔事務組以「推動平等 不分你我」為主題，開展一系列活動。首先於3月13日推出巴士車身廣告，其後於3月16日推出港鐵車廂廣告，兩者均以「消除偏見 無分種族」為宣傳口號。

International Day for the Elimination of Racial Discrimination

To mark International Day for the Elimination of Racial Discrimination (IDERD) 2023, the EMU organised a series of initiatives under the theme 'All Races as One'. A bus body advertising campaign was launched on 13 March, followed by an MTR advertising campaign from 16 March. Both advertisement campaigns carried the tagline, 'Interrupt Bias. All Races as One'.



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為了在學校推廣種族共融，少數族裔事務組在2023年3月推出種族友善校園嘉許計劃，邀請中小學在3月份推出多項響應國際消除種族歧視日的校本措施和活動，參與學校在訂明期限結束時會獲嘉許為「支持種族友善校園」。是次活動合共有63間學校和教育機構參與。

To promote racial inclusion in schools, the EMU launched the Racially Friendly Campus Recognition Scheme in March 2023, inviting primary and secondary schools to mark IDERD with school-based initiatives and activities during the month. Participating schools were recognised as Racially Friendly Campus Champions at the end of the prescribed period. A total of 63 schools and educational institutions signed up for the scheme.



2023年3月，平機會向行政長官提交意見書，就如何解決非華裔人士在教育 and 就業方面遇到的挑戰以及加強香港的種族共融給予建議。

A submission to the Chief Executive was also made in March 2023, laying out the EOC's recommendations on addressing the education and employment challenges facing the NEC population and ways to advance racial inclusion in Hong Kong.