

少數族裔事務組：消除共融障礙

Ethnic Minorities Unit: Removing Barriers to Integration

2024-25年度，平機會的少數族裔事務組繼續從多方面推動種族平等及共融。少數族裔事務組致力消除非華裔人士在教育、就業，以及獲取貨品、服務及設施時所面對的障礙，所進行工作包括倡議政策改革、推行公眾教育活動，以及與社會不同界別人士溝通。

《種族歧視條例》15周年

2024年是《種族歧視條例》生效15周年，平機會舉辦一系列有關種族多元共融的活動，以促進非華裔社群融入社會。重點活動之一是於2024年4月21日在香港恒生大學舉行的「種族多元共融運動日」，活動旨在促進不同種族社群之間的互動，加強互相尊重和彼此合作的價值觀。

運動日獲各界積極支持，超過300名不同族裔、背景、年齡和職業的參加者，參與了不同運動項目，加強彼此的認識和接納。例如16間中小學參與了六人閃避球比賽，地利亞修女紀念學校的隊伍奪得中學組冠軍，而青衣商會小學則奪得小學組的殊榮。同時，十間企業隊伍競逐三人籃球賽，結果由安永拿到冠軍。由藝人和紀律部隊中不同族裔的代表組成的隊伍，亦參加了閃避球嘉賓邀請賽。此外，運動日亦設立了適合不同能力人士參加，學習基本動作技能的攤位及遊戲。

In 2024-25, the Ethnic Minorities Unit (EMU) of the EOC continued its work to promote racial equality and inclusion on various fronts. From advocating for policy changes to launching public education initiatives and engaging different sectors of the community, the EMU endeavoured to remove the barriers that non-ethnic Chinese individuals face in education, employment, and accessing goods, services and facilities.

15th Anniversary of the Race Discrimination Ordinance

As 2024 marked the 15th anniversary of the enforcement of the RDO, the EOC launched various initiatives related to racial diversity and inclusion to facilitate the integration of non-ethnic Chinese communities in society. One of the flagship events was the Racial Diversity & Inclusion Sports Day, which took place on 21 April 2024 on the campus of the Hang Seng University of Hong Kong. The event aimed to promote the values of racial integration, mutual respect and collaboration among people of diverse races.

The Sports Day received enthusiastic responses from various sectors, with over 300 participants of different ethnicities, backgrounds, ages and occupations connecting through various sports, which strengthened mutual understanding and acceptance. For example, sixteen primary and secondary schools participated in the 6-on-6 dodgeball competition. The team from Delia Memorial School (Glee Path) won the championship in the Secondary division, while Tsing Yi Trade Association Primary School came out on top in the Primary division. Meanwhile, 10 corporates took part in the 3-on-3 basketball tournament, with EY emerging as the champion. Teams including celebrities and multi-racial representatives from the disciplinary forces played an invitational dodgeball game as well. Aside from the competitions, the EOC also set up booths and games related to fundamental movement skills, allowing individuals of all abilities to participate in the event.

教育

在改善非華裔學生的教育質素方面，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，教學工具及教科書。這樣有助非華裔學生獲取實用的語言能力，從而獲得更多就業機會。

為鼓勵更多學校建立種族多元共融的校園，平機會繼續推出「種族友善校園嘉許計劃」。這項獲教育局支持的計劃鼓勵參與的學校透過學生活動及宣傳活動，推廣種族共融信息。參加的學校數目由第一屆的60間，增加逾一倍至第二屆的158間。平機會於2024年7月5日舉行了嘉許典禮，表揚參與計劃的學校致力推動多元文化學習環境。

Education

To improve the quality of education for non-ethnic Chinese 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. These changes would enable non-ethnic Chinese students to acquire a practical level of language proficiency, which would in turn lead to more job opportunities.

To encourage more schools to foster racially inclusive and diverse campuses, the EOC continued to organise the Racially Friendly Campus Recognition Scheme. Supported by the Education Bureau, the Scheme encouraged participating schools to promote the message of racial inclusion through student activities and publicity campaigns. The number of schools participating in the scheme more than doubled from 60 in the inaugural edition to 158 in the second edition of the scheme. On 5 July 2024, the EOC organised a recognition ceremony to commend the participating schools for their efforts in fostering multicultural learning environments.

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平機會於2024年9月宣布推出第三屆「種族友善校園嘉許計劃」。計劃進一步擴大，並新增三個獎項，包括「支持種族友善星級校園」、「種族多元共融伙伴老師獎」，「年度種族友善校園活動獎」，以表揚籌辦具創意活動的學校以及在校園推動平等共融方面有傑出表現的老師。

在報告期內，少數族裔事務組積極在大專院校推動種族共融，為各大專院校的學生和教職員，舉辦了多次的工作坊和分享會。

就業

《種族多元共融僱主約章》

2024年11月，平機會慶祝《種族多元共融僱主約章》（「約章」）六周年。約章共有九項良好常規，目的是協助僱主消除在僱傭政策中推動種族共融的障礙，培育員工對不同文化的認知、敏感度及接納，並為僱員建立種族共融的環境。截至2025年3月31日，共有524間機構簽署了約章，承諾支持種族多元共融的僱傭政策。簽署約章的機構名單載於平機會網頁：<https://www.eoc.org.hk/zh-hk/news-and-events/events-and-programmes/eoc-events/inclusion-charter>。

In September 2024, the EOC launched the third edition of the scheme. It has been expanded to include three new awards, namely the Racially Friendly Campus Star Champion Award, the Racial Diversity & Inclusion Teacher Partner Award and the Racially Friendly Campus Activity Award of the Year, to recognise schools with creative activities and teachers with outstanding performance in promoting equality and inclusion in schools.

During the year in review, the EMU actively engaged with tertiary institutions to promote racial inclusion, organising workshops and sharing sessions for students and staff members from various tertiary institutions.

Employment

Racial Diversity and Inclusion Charter for Employers

In November 2024, the EOC celebrated the sixth anniversary of the Racial Diversity & Inclusion Charter for Employers. The Charter provides a set of nine good practices to help employers remove barriers to racial inclusion in their employment policies, cultivate cultural awareness, sensitivity and acceptance among staff members and establish a racially inclusive environment for employees. As of 31 March 2025, 524 organisations became signatories, 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>.

為慶祝約章成立六周年，平機會於2024年11月29日舉辦了名為「Marking Milestones」的活動，吸引了180名來自不同界別的參加者。活動設有分享環節，請來三名業界領袖分享在各自機構推行種族多元共融政策及措施的挑戰和好處。平機會亦在活動上宣布推出「種族多元共融僱主嘉許計劃」，以表揚致力為不同種族的僱員建設種族平等工作間的機構。嘉許計劃設有「種族平等招聘獎」、「共融工作環境獎」及「社區參與獎」三個獎項類別，以表揚僱主在各主要範疇推動種族平等和共融方面作出的正面影響。計劃合共收到來自97間機構合共240個申請。

On 29 November 2024, the EOC organised an event called 'Marking Milestones' to celebrate the sixth anniversary of the Charter. The event, which attracted 180 participants from various sectors, featured a panel discussion with three industry leaders on the challenges and advantages of launching policies and initiatives to promote racial inclusion in their organisations. To recognise organisations that demonstrate a significant commitment to creating inclusive work environments for employees of all races, the EOC also announced the launch of the inaugural Racial Diversity & Inclusion Employers Award Scheme during the event. The Scheme features three award categories, namely the Racial Equity in Hiring Award, Inclusive Workplace Award and Community Engagement Award, covering key areas where employers can make positive impact in advancing racial equality and inclusion. The Scheme received 240 applications from 97 organisations.

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近年，越來越多中小型企業簽署約章。2025年3月18日，平機會舉行了約章簽署儀式，歡迎中小企可持續發展學會旗下14間企業會員加入成為約章簽署機構。在活動中，平機會同時公布了第二輪約章進階版年度問卷的結果。這份報告邀請簽署機構填報問卷，詳述它們推行的種族多元共融政策及措施的資料。報告合共收到42個回應，填報問卷的中小企比例大幅增加，反映即使是規模較小的企業及機構，亦有能力並願意實施促進種族就業平等的措施及政策。

In recent years, there has been a growing number of small and medium-sized enterprises (SMEs) becoming signatories of the Charter. On 18 March 2025, the EOC held a signing ceremony to welcome 14 SMEs from the SME Sustainability Society as new signatories. At the event, the EOC also released the findings from the second round of Advanced Annual Reviews submitted by Charter signatories. The review, which included 42 responses, invited signatories to fill in an 'Advanced Annual Review Form' to provide details of the policies and practices they have adopted to promote racial diversity and inclusion. There was a significant growth in the number of SMEs participating in the review, highlighting that even smaller enterprises and organisations are capable of and willing to implement practices and policies that promote racial equality in employment.

平機會亦鼓勵約章簽署機構為本地就學的非華裔青年提供實習機會。平機會連續第五年邀請簽署機構參加小彬紀念基金會舉辦的「EMerging Talent實習計劃」，本年度共有21間簽署機構為35名非華裔大專生提供暑期實習機會。

Signatories are encouraged to offer internship opportunities for locally educated, non-ethnic Chinese young people. For the fifth consecutive year, the EOC recruited signatories to join the EMerging Talent Internship Programme organised by the Zubin Foundation. Under this scheme, 21 signatory companies provided summer internship experiences to 35 non-ethnic Chinese tertiary students.

平機會於2024年10月20日在灣仔錫克廟舉行「種族多元共融招聘會」，為非華裔人才配對合適僱主。活動與香港族裔共融聯會合辦，亦是慶祝中華人民共和國成立75周年的活動之一。招聘會提供超過500個涉及不同行業及技能水平的職位空缺予香港的非華裔求職者。參與的僱主包括多個政府部門及約章簽署機構。超過800人參加了是次招聘會。

In order to better connect non-ethnic Chinese talents with prospective employers, the EOC organised the Racial Diversity & Inclusion Recruitment Fair on 20 October 2024 at the Gurdwara Khalsa Diwan (Sikh Temple) in Wan Chai. Organised in collaboration with the Federation of Hong Kong Ethnic Communities, the event was part of the celebration of the 75th National Day. The fair offered over 500 vacancies across various industries and skill levels for non-ethnic Chinese communities in Hong Kong. Participating employers included Government departments and Charter signatories. Over 800 people attended the event.

與勞工處合作

平機會於2024年11月13日參加由勞工處及民建聯少數族裔委員會合辦的「共創多元文化工作間招聘會」。招聘會為非華裔求職者提供了不同行業的多個職位空缺。平機會在會上設置攤位展示來自22間約章簽署機構的70個職位空缺，收集了68個職位申請。此外，平機會在場內舉辦了兩場求職講座，介紹法律、執法及科技行業，吸引超過80人參加，當中包括兩間學校的中學生。

Collaboration with the Labour Department

On 13 November 2024, the EOC participated in Building a Multicultural Workplace Job Fair co-organised by the Labour Department and the Democratic Alliance for the Betterment and Progress of Hong Kong Ethnic Minorities Committee. The job fair offered a variety of positions across different industries for non-ethnic Chinese candidates. The EOC set up a booth to display 70 job vacancies from 22 Charter signatories and collected a total of 68 job applications. It also organised two career talks for the legal, law enforcement and technology sectors at the job fair, attracting over 80 participants, including students from two secondary schools.

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為外籍家庭傭工及有關機構提供培訓

2024年，香港有超過36萬名外籍家庭傭工（「外傭」），外傭的工作和貢獻對不少家庭甚至是香港的經濟發展，皆至關重要。報告期內，少數族裔事務組舉辦不同活動，協助他們應付各種挑戰，並加深他們對反歧視條例的認識。

例如，平機會於2024年8月25日舉辦了「打破隔閡：《殘疾歧視條例》與外籍家庭傭工及少數族裔婦女精神健康工作坊」，加強外傭對有關精神健康需要的法律保障，以及向僱主介紹有效的方法，支援有精神健康需要的外傭。

Training for Foreign Domestic Workers and Relevant Organisations

In 2024, there were over 360 000 foreign domestic workers (FDWs) in Hong Kong. Their work and contributions are essential for the wellbeing of many families and the economy. During the year in review, the EMU organised various activities to address the challenges they face and enhance their understanding of the anti-discrimination ordinances.

For example, on 25 August 2024, the EMU held the Breaking Barriers: Disability Discrimination Ordinance and Mental Health Workshop for Migrant Domestic Workers and EM Women. The workshop strengthened FDWs' understanding of the legal protections related to mental health needs and introduced effective ways for employers to support FDWs with mental health needs.

獲得貨品、服務及設施以及租賃物業的平等機會

鑑於非華裔社群在獲取服務和租住房屋時面對困難，少數族裔事務組與地產代理監管局合作，建議地產代理採取預防種族歧視的措施。平機會為逾200名代理舉行了合共四場網上課程。

Access to Goods, Services & Facilities and Equal Opportunities in Tenancy

In response to the difficulties non-ethnic Chinese communities encounter in accessing services and renting accommodation, the EOC collaborated with the Estate Agents Authority to advise practitioners on preventive actions against racial discrimination. The EOC organised a total of four online sessions for over 200 agents.

平機會亦為政府部門及公營機構舉辦定期的培訓課程，以提升公共服務提供者在種族平等的意識和文化敏感度。在報告期內，平機會合共為1 838名公職人員舉辦了25場培訓。

有關《種族歧視條例》的培訓

少數族裔事務組定期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。2024年4月至2025年3月，共舉行了116場培訓，參加者達5 773人。

社區外展及參與

少數族裔事務組經常與不同持份者及不同非華裔社群接觸，了解他們在香港的需要。

例如，在2024年6月，平機會主席參觀九龍清真寺，與香港回教信託基金總會代表會面，平機會在會上介紹了其工作，並和穆斯林社群交流。

平機會主席於2025年2月23日在油尖旺區議會議員Aruna GURUNG女士的辦公室，與尼泊爾裔社群領袖會面。會面加強了平機會與尼泊爾裔社群的連繫，更有助了解他們的需要。在報告期內，平機會主席亦與香港印度協會、孟加拉國駐香港總領事館、印度尼西亞駐香港總領事館及其他為非華裔社群提供服務的社區團體會面。

In addition, the EOC organised regular training sessions for Government departments and public bodies to promote racial equality awareness and cultural sensitivity of public service providers. During the year in review, 25 sessions were provided to 1 838 public officers.

Training on Race Discrimination Ordinance

The EMU regularly provides training on the RDO and cultural sensitivity for organisations in the public and private sectors. Between April 2024 and March 2025, a total of 116 training sessions were organised for 5 773 participants.

Community Outreach and Engagement

The EMU frequently engages with various stakeholders and different non-ethnic Chinese communities to understand their needs in Hong Kong.

For example, the EOC Chairperson visited the Kowloon Mosque to meet with the Incorporated Trustees of the Islamic Community Fund of Hong Kong in June 2024. The meeting allowed the EOC to introduce its work and exchange views with the Muslim community.

On 23 February 2025, the EOC Chairperson met with leaders of the Nepalese community at the Yau Tsim Mong District Councillor Ms Aruna GURUNG's office. The meeting strengthened the EOC's connections with the Nepalese community, allowing the EOC to better understand their needs. The EOC Chairperson also met with the India Association of Hong Kong, the Consulate General of the People's Republic of Bangladesh, the Consulate General of the Republic of Indonesia in Hong Kong and other community organisations that provide services to non-ethnic Chinese communities during the year in review.

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為了響應2025年國際婦女節，平機會於2025年3月15日在香港非洲中心舉辦以「為女性充權：健康、權利及福祉」為題的活動。活動匯聚不同非華裔社群的女性領袖，探討來自不同族裔及文化背景的女性所面對的獨有挑戰，並提高她們對反歧視條例保障權利的關注。活動除了有演講和專題討論環節，亦有大笑瑜珈班及曼陀羅填色班。

On 15 March 2025, the EMU organised an event titled 'Empowering Women: Rights, Health and Wellbeing' at the Africa Center Hong Kong to commemorate International Women's Day 2025. The event brought together female leaders from various non-ethnic Chinese communities to address the unique challenges faced by women from diverse ethnic and cultural backgrounds while raising awareness of their rights under the anti-discrimination legislations. The event featured talks and panel discussions as well as laughter yoga and mandala colouring sessions.

在2024-25年，少數族裔事務組定期與不同的非政府組織及領事館合作，舉辦反歧視培訓及工作坊，為接近1 800名非華裔社群成員和社區工作者提供39場的培訓。

In 2024-25, the EMU regularly organised anti-discrimination training and workshops in partnership with various non-governmental organisations and consulate offices. A total of 39 sessions were conducted for nearly 1 800 non-ethnic Chinese community members and community workers.