P.R.A.I.S.E: PRoject for Adaptation, Inclusion and Social integration for Ethnic minorities
The Hong Kong inclusion and Diversity (HKiD) Index

Brief of HKiD Index and HKiD Index Indicators (as of Feb 2023)

1. Background
   1.1 **The Hong Kong inclusion and Diversity (HKiD) Index** is proposed as part of Project PRAISE, which is implemented by The Council, HKSKH Lady MacLehose Centre and Yuen Long Town Hall, funded by The Kadoorie Charitable Foundation.
   1.2 As one of milestones of the Project, the HKiD Index will be updated and released twice during pilot phase of three years from 2021 – 2024 of Vision 2030. The Index aims to record and keep track of the change of needs of the EM and their families in Hong Kong and progress of social inclusion and diversity in Hong Kong.
   1.3 To build a social intelligible and representative tool, focus groups and town hall forum will be conducted in terms of 6 life domains: Education, Employment, Health, Housing, Social and Political Participation, as well as Culture and Diversity. In November 2022, a new domain of Social Service is also added to the Index.

2. Objectives of the Index
   2.1 To assess and identify the factors constituting as well as the life domains concerning the social inclusion and diversity of Hong Kong.
   2.2 To monitor social inclusion development in Hong Kong and advocate for changes in various domains, hoping to bring about positive changes in social inclusion and diversity of Hong Kong.
   2.3 To project a proven roadmap for community-based EM's integration and holistic empowerment available for Hong Kong and for various districts in Hong Kong.

3. Definition of social inclusion
   3.1 Social inclusion is defined differently from different perspectives. From a social service and social policy angle, it tends to refer to how people of different backgrounds live together cohesively in a society having equal access to resources and opportunities in various domains of life to achieve a standard of living and well-being which is normally accessible to all. Social inclusion can be subjectively defined by looking at how the various groups of people in the society concerned subjectively feel and experience about they can live equally and cohesively with others. It can also be objectively assessed by the resource allocation to various groups of people concerned, and the output and outcome achieved by various groups of people objectively. As much as it is a goal in itself, related with "*Equality*", "Integration",

"Cohesion" or "Adaptation", social inclusion is also viewed as a process.

3.2 In the local policy context, the Hong Kong Government has attempted to develop its own strategies and organizational frameworks for an inclusive society in which individuals "can enjoy equality and respect in different areas of life" emphasizing access to community resources and integration of the community" for EM. Despite this definition implies significant involvement of various bureaus and departments, currently the affairs concerning the EM in Hong Kong is within the scope of work of the Home and Youth Affairs Department. This is not to say that other government bureaus and departments do not provide public services to the EM, in fact, under the Secretary for Administration, there is a Steering Committee on Ethnic Minority Affairs tasked to coordinate various bureaus and departments to support ethnic minorities.

3.3 In global context, European Union (2010) sees social inclusion as a process of accessing and gaining of opportunities and resources necessary for full participation in economic, social and cultural life, as well as a standard of living and wellbeing that is considered normal in the society in which they live. World Bank (2013) refers social inclusion to the process of improving the terms for individuals and groups to participate in society, and second, as the process of improving the ability, opportunity, and dignity of people, disadvantaged on the basis of their identity, to take part in society.

3.4 In both local and global context, socially inclusive society is developed for biggest interest for all, regardless ethnicities. Related local efforts on the similar subject can be found.[1]

3.5 Within the scope of HKiD, we have taken into consideration all the above definitions and understandings. We have identified 3 aspects where inclusion would manifest in our daily lives and have opted for a life domain approach. We would select 6 domains initially that are deemed most basic for the advancement of social, economic, and cultural rights in the daily lives of EM in Hong Kong. For an illustrative understanding of social inclusion and diversity please see the below *Figure 1*.

3.6 Based on a preliminary review of literature, especially two local research as described in footnote, 6 life domains are initially identified to better understand the social inclusion issues and gaps that the EM families in Hong Kong may be deprived of. The degree of diversity and inclusion of the local community and HK society in these domains can then be assessed. The list of life domains included are listed in *Table 1* below.

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[1] Chan, K. et al (2013) A Concept Mapping Study on Social Inclusion in Hong Kong. *Social Indicator Research.* Doi: 10.1007/s11205-013-0498-1
and Chan, K. et al (2015) Social Inclusion and Health Conditions Among Chinese Immigrants in Hong Kong and the United Kingdom: An Exploratory Study. *Social Indicator Research.* Doi: 10.1007/s11205-015-0910-0
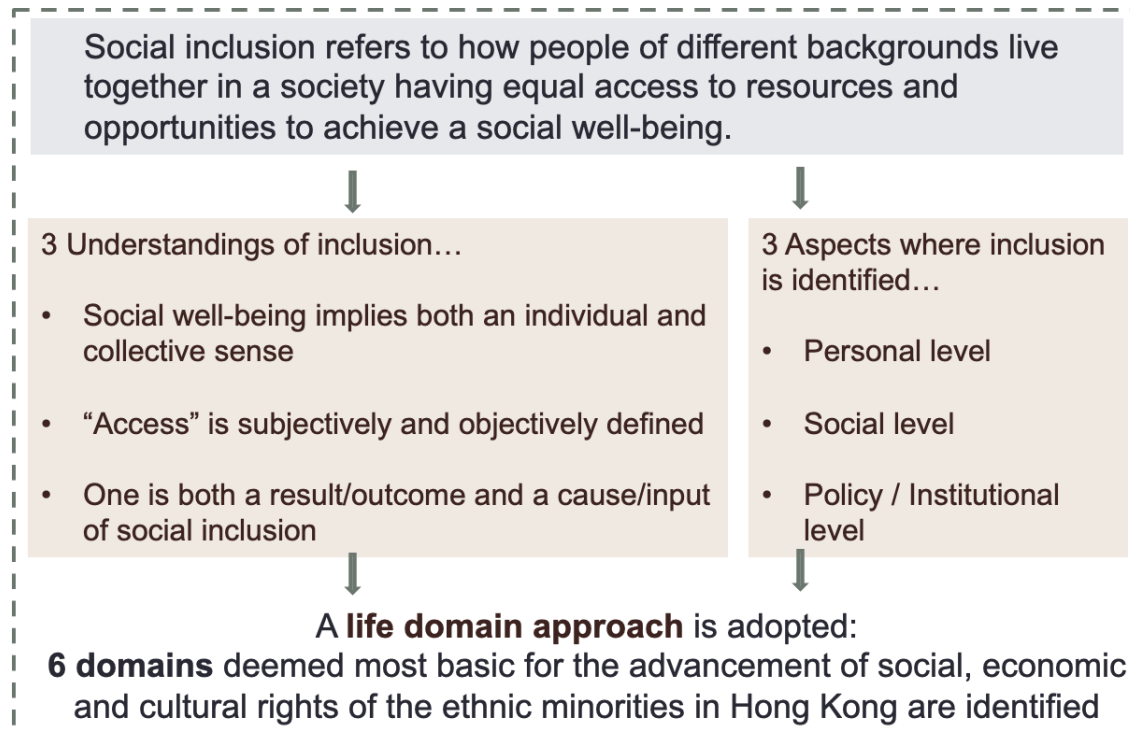
Social inclusion refers to how people of different backgrounds live together in a society having equal access to resources and opportunities to achieve a social well-being.

3 Understandings of inclusion…

- Social well-being implies both an individual and collective sense

- "Access" is subjectively and objectively defined

- One is both a result/outcome and a cause/input of social inclusion

3 Aspects where inclusion is identified…

- Personal level

- Social level

- Policy / Institutional level

A **life domain approach** is adopted:
6 domains deemed most basic for the advancement of social, economic and cultural rights of the ethnic minorities in Hong Kong are identified

Figure 1   An illustrative approach of social inclusion and diversity

Life Domains
Housing
Health
Employment
Education
Social & Political Participation
Culture & Diversity
Social Service (newly-added in Nov 2022)

Table 1 List of life domains included in HKiD

4. HKiD Progress and Methodology

4.1 Development of framework
- **September 2021:** An initial framework and a list of domains of social inclusion and diversity has been drafted by the Expert Group. A corresponding list of indicators was brainstormed.

4.1.1 First round of stakeholder engagement
- **December 2021 – January 2022**: Based on the framework drafted, a first series of 7 focus groups were conducted, with representatives from service providers and service users across as many ethnicities, occupation and age as possible. Due to social distancing measures imposed upon the 5th wave of Covid-19, the Townhall event back in January was postponed.

4.1.2 Continuation of Framework and indicators development
- **January 2022 – present**: Based on the opinions collected, further deliberation and refinement were made to the first draft of conceptual framework.

4.1.3 Second round of stakeholder engagement
- **September 2022**: The refined list of indicators was discussed and approved by the Expert Group. A second round of stakeholder engagement activities shall be conducted, including 6 focus groups.
- **October 2022**: Count Us In: Deliberation Day for Social Inclusion & Diversity was held to engage with stakeholders.

4.1.4 Initial confirmation and continuation of development of framework and indicators
- **November 2022**: The refined list of indicators was discussed and approved by the Expert Group. Data collection from government bureaus shall be launched.

4.1.5 Publication of HKiD
- The first release of HKiD is scheduled in the second quarter of 2023, subject to changes of research progress and project timeline.

4.2 Methodological Considerations
4.2.1 The index shall be a list of locally based objective indicators, with no composite index but shall make room for regional comparison.
4.2.2 Secondary data shall be collected, manly describing the entire territory of Hong Kong, with primary data of the 2 service districts (Kwai Tsing and Yuen Long) within Project PRAISE's pilot phase for supplementation.

4.3 Data collection
4.3.1 Secondary data collection:
- A feasibility test will be conducted and check wither the indicators listed are practically feasible in terms of the availability of data.

- Request for data from different government departments and institutions. Published sources will also be consulted for obtaining the data.
- Review of research reports to dig out relevant data. Potential sources for secondary data are:
  - 4.3.1.1 Government B/Ds including but not limited to the Social Welfare Department, Home Affairs Department, *Census and Statistics Department*, Hospital Authority, Employees Retraining Board, Legislative Council;
  - 4.3.1.2 Universities and institutions; and
  - 4.3.1.3 Non-Governmental Organizations.

4.3.2 Primary data collection:
- Community Survey: In total, 400 families from the two service districts are sampled for a community survey designed by the research team and the Expert Group. I.e. 100 Chinese families and 100 EM families in Kwai Tsing, 100 Chinese families and 100 EM families in Yuen Long shall complete this survey.
- The sampling is conducted through snowballing, in which 50 families (25 Chinese families and 25 EM families) are sampled in the district service provider. From there we would ask each survey participants to refer their non-household friends and relatives to take part in the survey.
- To engage EM who are interested in research to research to get involve in HKiD from HKSKH Lady MacLehose Centre and Yuen Long Town Hall. We have conducted research workshops explaining our work in the 2 service districts to youth leaders from HKSKH Lady MacLehose Centre and Yuen Long Town Hall. All the community surveys that are not conducted in the Chinese language are completed by EM youth leaders in Project PRAISE.

PRAISE HKiD Index

Life Domain: Employment (as of Feb 2023)

Domains	Level	Underlying Concepts		Objective Indicators
Employment	Individual Level	Access to job market	1	Labour force participation rate of ethnic minorities to that of Chinese
		Access to job advancement	2	Ratio of percentage of EM occupying job positions of "professional" and "managers and administrators" to that by Chinese
		Access to job market	3	Ratio of EM unemployment rate to that of Chinese
			4	Ratio of EM underemployment rate to that of Chinese
		Access to job advancement	5	Median income of EM working population
		Availability of employment support	6	Ratio of EM participants of the Racial Diversity Employment Programme who successfully job-matched and completed post placement follow-ups to the overall amount participants
			7	Ratio of EM participants of the Racial Diversity Employment Programme who were offered interviews and interviews conducted to the overall amount participants
			8	Number of working EM Employment Services Ambassadors at Labour Department job centres per 1000 EM population over the past one year since the start of pilot scheme
		Workplace inclusivity	9	Number of employers who sign the "Racial Diversity and Inclusion Charter"
		Availability of employment support	10	Number of EM trainees enrolled in Employees Retraining Board courses
			11	Number of accreditation conversion application received and converted from foreign countries (breakdown by South Asian countries & level of education: UG / PG above)
	Social Level	Association	12	Number of EM workers' trade union(s) member over labour force

PRAISE HKiD Index

Life Domain: Education (as of Feb 2023)

Domains	Level	Underlying Concepts		Objective Indicators
Education	Individual Level	Access to basic education	1	Enrollment rate of EM at primary schools to that of Chinese
			2	Enrollment rate of EM at secondary schools to that of Chinese
			3	Enrollment rate of EM in kindergarten to that of Chinese
		Knowledge of education planning	4	Percentage of EM students allocated a place of a school which is among their first 3 choices of priority to that of Chinese students in secondary schools
		Access to tertiary education	5	Ratio of EM students taking public examination (HKDSE) to that of Chinese students
			6	Ratio of no. of EM students of those in the designated age group enrolled in post-secondary higher education to that of the Chinese
			7	Enrollment rate of EM in vocational training programmes (VTC)
			8	Number of candidates taking HKDSE Applied Learning Chinese (for non-Chinese speaking students)
		Access to continuing education	9	Ratio of EM applicants of the Continuing Education Fund to that of Chinese applicants
	Policy/Institutional Level	Availability of education support	10	EM students participation rate referred to the Student Support Programme (SSP) for Non-Chinese Speaking (NCS) Students (after-school Chinese classes) over total no. of eligible EM student
			11	Percentage of register teachers who joined Professional Enhancement Grant Scheme for Chinese Language Teachers (Teaching Chinese as a Second Language) over the overall amount of registered teacher
			12	Number of EM registered teachers

PRAISE HKiD Index

Life Domain: Health (as of Feb 2023)

Domains	Level	Underlying Concepts		Objective Indicators
Health	Individual Level	Access to healthcare	1	Ratio of EM's Student Health Service participation rate in primary school to that of Chinese
			2	Ratio of under 5 EM immunization rate to that of that Chinese
			3	Percentage of health care voucher account registration rate of EM
			4	Life expectancy at birth of EM population
			5	Infant mortality rate of EM to that of Chinese
		Availability of health care, service and education	6	Ratio of % of EM registering in eHealth system to that of Chinese
		Access to healthcare	7	Under 5 mortality rate of EM to that of Chinese
	Policy/Institutional Level	Health inclusivity	8	Number of requested and completed medical interpretation service by HA per year
			9	Ratio of capacity of prayer rooms in public hospitals over total number of patient capacity
			10	Languages available in leaflets/ pamphlets published by HA
			11	EM representation in Hospital Authority and Department of Health (Breakdown by rank / level)
			12	EM representation in / Non-Chinese services provided in Integrated Community Centre for Mental Wellness (ICCMW)

PRAISE HKiD Index

Life Domain: Housing (as of Feb 2023)

Domains	Level	Underlying Concepts		Objective Indicators
Housing	Individual Level	Access to housing	1	Percentage of EM households living in PRH
			2	Ratio of EM homeless persons per 100 000 EM population
	Policy/Institutional Level	Access to housing	3	Ratio of EM who purchased under the Home Ownership Scheme to that of Chinese
			4	Rate of successful PRH allocation of EM applicants as a ratio to that of the Chinese
			5	Ratio of successful transitional housing allocation of EM households to the number of EM households applied
			6	Ratio of successful compassionate rehousing allocation of EM households to the number of EM households applied/referred
			7	No of EM PRH applications over no. of eligible EM households without PRH
			8	Number of requested and completed housing application interpretation service by Housing Authority and Housing Society each year

PRAISE HKiD Index

Life Domain: Social and Political Participation (as of Feb 2023)

Domains	Level	Underlying Concepts		Objective Indicators
Social and Political Participation	Individual Level	Participation	1	Ratio of % of registered voter of the eligible EM voter to that of Chinese at District Council Election by every 4 year
			2	Ratio of EM registered volunteers to that of Chinese
	Policy/Institutional Level	EM representation	3	Ratio of no. of EM candidates who stand for District Council Election to that of Chinese by every 4 year
			4	Ratio of no. of EM candidates who stand for Legislative Council Election to that of Chinese by every 4 year
			5	Ratio of no. of EM government advisory members over that of Chinese government advisory members
			6	Ratio of no. of EM statutory bodies member over that of Chinese government advisory members (No. of statutory bodies having EM members & No. of EM individuals in these statutory bodies)
		Participation	7	Ratio of no. of EM civil servants to that of Chinese by year
		Political representation (J)	8	Number of EM staff in Judiciary

PRAISE HKiD Index

Life Domain: Culture and Diversity (as of Feb 2023)

Domains	Level	Underlying Concepts		Objective Indicators
Culture and Diversity	Individual Level	Participation	1	Ratio of no. of EM registered reader account to that of Chinese at public library by year (breakdown into languages)
	Policy/Institutional Level	Feasibility of religious practice	2	Percentage of restaurants with Halal Certification over all restaurant with registered licence
			3	Ratio of no. of place(s) of worship to total no. of followers for each religion
		Access to leisure	4	No. of public accessible cricket pitch(es) per district
			5	No. of multi-purpose sportsground per district
			6	No. of radio programmes in EM languages
			7	No. of EM participated in LCSD classes to that of Chinese participants

PRAISE HKiD Index

Life Domain: Social Service (as of Feb 2023)

Domain	Level	Underlying Concepts		Indicators
Social Service	Individual Level	Access to social service	1	Percentage of EM members in Integrated Children and Youth Services Centres (ICYSCs) to that of the Chinese
			2	Percentage of EM members in District Elderly Community Centres (DECCs) to that of the Chinese
	Policy/Institutional Level	Access to social service	3	Ratio of EM elderly assessed under Standardised Care Need Assessment Management Offices (SCNAMO) to the whole EM elderly population
			4	Ratio of EM elderly receiving Old Age Allowance to that of the EM elderly population
			5	Ratio of eligible EM households receiving Working Family Allowance to that of the Chinese population
			6	Ratio of eligible EM receiving Comprehensive Social Security Assistance (CSSA) Scheme to that of the Chinese population
		Availability of social service	7	Number of drop-in in EM support centers to the number of EM population per year
		EM representation	8	Ratio of number of EM registered Social Workers to that of Chinese
			9	Number of EM staff in Social Welfare Department