



香港社會服務聯會
The Hong Kong Council of Social Service

貧窮焦點 2013:

南亞及東南亞少數族裔的貧窮情況

Poverty in Focus 2013: Poverty Situation of South & Southeast Asian Ethnic Minorities

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隨著政府訂立貧窮線及每年公佈貧窮數字，市民對香港整體的貧窮情況會有一定的掌握；然而，對特定組群的貧窮狀況則缺乏數據及了解。因此，社聯希望透過出版主題式的研究，增加社會各界對選定貧窮組群或課題的關注及認識。

本小冊子是社聯「貧窮焦點研究系列」的第一期，討論南亞及東南亞少數族裔的貧窮情況。過往不少民間團體表示在港居住的少數族裔人士，往往面對就業、教育、生活上種種的社會融入困難，難以向上流動，容易導致貧窮。同時，社會上亦缺乏有關少數族裔貧窮情況的數據或報告。是次社聯透過向政府統計處索取2001、2006及2011年人口普查的相關數據進行研究，希望能提供這方面的資料。

研究發現，少數族裔社群的貧窮率情況相對整體香港的貧窮嚴重，並有惡化的趨勢；而現時協助他們改善生活或脫貧的支援不足。故此，社聯建議就業、就學、及增強社會和公共服務的支援，協助少數族裔群體融入社會及向上流動。

社聯期望透過研究的資料，協助市民及政策制定者對少數族裔的貧窮狀況有更深入的认识，並共同努力，採取有效措施，協助改善他們的生活。

With the setting up of the poverty line and release of poverty statistics by government annually, people can have a general picture of poverty situation in Hong Kong. There is little knowledge on the poverty situation of specific target groups or on a specific topic related to poverty. In light of this, HKCSS would publish thematic reports, to enhance public understanding and discussion on the related topics.

This is the first publication of Poverty in Focus, studying the poverty situation of the South and Southeast Asian ethnic minorities (EM). It has long been the concern that EM who are living in Hong Kong face difficulties in social integration and upward mobility in terms of employment, education and livelihood aspects. At the same time, there is a lack of statistics and studies on the poverty situation of EM. In order to fill in the gap, HKCSS conducted a study on the related figures gathered from 2001, 2006, and 2011 Census.

The study found that the poverty situation of the EM is more serious than that of the overall Hong Kong population. At the same time, the trend of EM poverty is worsened over the years. On the other hand, there is not sufficient support in improving their living or help them move out of poverty. HKCSS suggested the government to enhance support in the aspects of employment, education, social and public services for the EM groups. These measures could facilitate EM integrate into the society and their upward mobility.

Through these research statistics, HKCSS hopes this booklet can facilitate the public and policy makers to get more in-depth understanding on the poverty situation of EM. Through collaborated effort and effective measures, it is hoped that EM's livelihood can be improved.

行政摘要

居於香港的少數族裔人士在生活、升學及就業等融入社會的方面都遇到不少困難，如何協助他們融入社會是一個重要的社會議題。另外，政府於2013年9月公佈的《2012年香港貧窮情況報告》亦未有包括少數族裔群組的數據及分析。

社聯根據2001、2006及2011年香港人口普查的數據，以貧窮線（即住戶每月入息中位數的50%）作為分析工具，找出香港六個南亞及東南亞少數族裔¹的貧窮情況和特徵，並提出相關的政策建議。

在2011年，香港的六個少數族裔的住戶人數共有113,815人，佔全港人口的1.7%。與2001年比較，相關人數增加了4千多人。若與全港家庭住戶的住戶人數比較，南亞及東南亞少數族裔的住戶人數一般較多；而且，除印尼人外，其餘五個族裔大部分是四人或以上的家庭。

在貧窮率方面，巴基斯坦裔(51.1%)、印尼裔(29.4%)、泰國裔(27.4%)的貧窮率均較全港的平均(20.4%)為高；而尼泊爾裔(16.4%)、印度裔(11.4%)、菲律賓裔(17.1%)的貧窮率則較全港的平均為低。

在10年間，南亞及東南亞少數族裔的貧窮率有惡化的趨勢，貧窮率由2001年的17.3%上升至2011年的23.9%，升幅較全港貧窮率的升幅更加明顯。其中巴基斯坦人的貧窮率由2001年的27.4%大幅增至2011年的51.1%。

如比較不同年齡群組的貧窮狀況，兒童(0-14歲)是南亞及東南亞少數族裔貧窮人數最多的群組。2011年香港有8,863名貧窮的南亞及東南亞少數族裔兒童，貧窮率為32.5%。若跟2001年的數字比較，兒童貧窮人數增加了約3,000人，兒童貧窮率也上升了接近9%。

南亞及東南亞少數族裔的在職貧窮的情況亦十分嚴重，數據顯示不少貧窮的南亞及東南亞少數族裔均有成員工作，但工資低、兒童數目多，即使家庭有人工作但仍不能脫貧。

少數族裔在生活、升學及就業方面都遇到不同的困難，而當中語言障礙是其中一個關鍵因素。社聯建議政府及僱主提供更多語言支援、職業培訓及就業機會；在教育方面，由學前教育階段起培養兒童的中文能力及營造學習環境、設立「中文作為第二語言」政策、加強教師培訓、並加強支援少數族裔家庭。社會服務方面，政府亦應加強公共服務及地區服務對少數族裔的支援。以上建議目的是協助少數族裔人士減低主要因語言問題所帶出的生活問題，從而協助他們就學、就業、或使用社會服務，以融入社會及向上流動。

¹ 這六個南亞及東南亞少數族裔分別是：巴基斯坦人、尼泊爾人、印度人、印尼人、菲律賓人及泰國人。

Ethnic minorities (EM) who are living in Hong Kong face social inclusion difficulties in livelihood, education and employment. How to enhance their social inclusion and realize their potentials is an important social agenda. Besides, the “Hong Kong Poverty Situation Report 2012”, released by the Government in September 2013 did not include statistics and analysis for the EM groups.

Based on the data from 2001, 2006, and 2011 Population Census, The Hong Kong Council of Social Service (HKCSS) adopted poverty line (50% of median domestic household income) to analyze the poverty situation of 6 EM groups² in Hong Kong, and to suggest policy recommendations.

In 2011, there were 113,815 South and Southeast Asian EM persons, which constituted 1.7% of total population in Hong Kong. There were 4,000 persons more when compared to 2001. By comparing the household size, EM groups generally had a larger household size than the overall population. Besides, except Indonesian, most of the EM households in that of other 5 ethnicities were with 4 persons or more.

The poverty rate of Pakistanis (51.1%), Indonesians (29.4%), Thais (27.4%) was higher than that of the whole population (20.4%); while that of Nepalese (16.4%), Indians (11.4%) and Filipinos (17.1%) was lower than the rate of the overall population.

By comparing figures of 2001 to 2011, the poverty rate of EM groups worsened, it rose from 17.3% in 2001 to 23.9% in 2011, higher than the figure of Hong Kong as a whole. For Pakistani, the poverty rate even rose from 27.4% in 2001 to 51.1% in 2011.

When examining the poverty situation among all age groups, children (aged 0-14) was the largest group with poverty population. In 2011, there were 8,863 children living in low income families, which constituted the poverty rate 32.5%. In 10 years' time, there were around 3,000 more children fell in poverty, and the poverty rate of children had also increased by 9%.

The working poor situation among low income South and Southeast Asians was also serious. Working families with more dependent children and engaged in low income jobs make it difficult for them to move out from poverty.

As EM faced difficulties in livelihood, education and employment, language barrier is the key factor in affecting their aforesaid activities as well as upward mobility. HKCSS recommended that the government and employers to provide job opportunities, language and vocational training for EM persons. In the education side, the government should ensure support for learning Chinese language starting from pre-primary education, develop the curriculum on “Chinese as a Second Language”, strengthen support to teachers for teaching Chinese as a second language, and enhance support to parents of EM students in order to provide information and establish networks. On the public and social services, the government should also ensure the accessibility to those services. All the above recommendations aim at facilitating EM persons to reduce difficulties in livelihood, employment and education due to language barrier, consequently assist them to social inclusion and upward mobility.

² The 6 ethnic minorities groups are: Pakistani, Nepalese, Indian, Indonesian, Filipino, and Thai.

香港南亞及東南亞少數族裔的貧窮情況

1. 背景

如何促進少數族裔人士融入本港的生活，可以發展所長，投入社會，是公眾一直關心的課題。過往有不少例子反映少數族裔人士在生活、升學及就業等方面均遇到困難，難以融入社會。

政府最近公佈的《2012年香港貧窮情況報告》未有包括香港少數族裔人士的貧窮情況，未能協助了解少數族裔人士現時的處境。

社聯根據2001、2006及2011年香港人口普查的數據，以貧窮線(即住戶每月入息中位數的50%)作為分析工具，找出香港六個南亞及東南亞少數族裔的貧窮情況和特徵，並提出相關的政策建議。

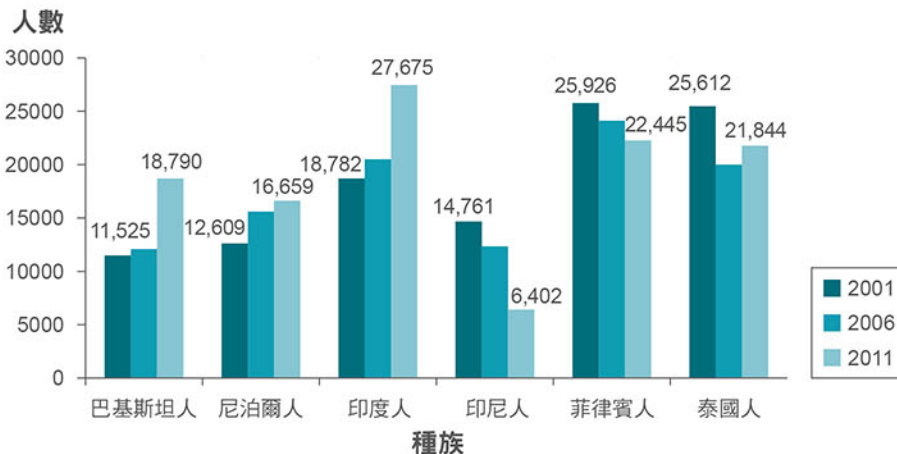
2. 南亞及東南亞少數族裔的狀況及特徵

2.1 住戶人數

是次研究分析了36,298個南亞及東南亞少數族裔住戶³的住戶特徵。在2011年，這些少數族裔的住戶人數有113,815人，佔全港人口的1.7%⁴。

比較2001及2011年，整體的南亞及東南亞少數族裔人數有所增長，由109,215人升至113,815人。其中巴基斯坦人、尼泊爾人及印度人的人數都有所增長；而印尼人、菲律賓人及泰國人的人數則下降。

圖一 2001、2006及2011年南亞及東南亞少數族裔住戶的人數



³ 六個南亞及東南亞少數族裔包括巴基斯坦、尼泊爾、印度、印尼、菲律賓及泰國。南亞及東南亞少數族裔住戶人數指家庭住戶內最少有一名成員為少數族裔人士的住戶(外籍家庭傭工除外)。

⁴ 數字不包括外籍家庭傭工。

表一 2001, 2006及2011年南亞及東南亞少數族裔住戶的人數百分比

年份	南亞及東南亞少數族裔住戶的人數	佔全港人口百分比
2001	109,215	1.7%
2006	104,948	1.6%
2011	113,815	1.7%

在2011年，比較全港家庭住戶的住戶人數，南亞及東南亞少數族裔的住戶人數一般較多，除印尼人以外，其餘五個族裔中大部分是四人或以上的家庭。

表二 2011年按住戶人數劃分的南亞及東南亞少數族裔住戶數目

	1人住戶	2人住戶	3人住戶	4人或以上住戶	總計
巴基斯坦人	576 (12.5%)	618 (13.4%)	570 (12.4%)	2,840 (61.7%)	4,604 (100%)
尼泊爾人	546 (10.9%)	952 (19.0%)	1,277 (25.5%)	2,227 (44.5%)	5,002 (100%)
印度人	1,657 (17.7%)	2,146 (23.0%)	2,274 (24.3%)	3,262 (34.9%)	9,339 (100%)
印尼人	485 (20.0%)	889 (36.6%)	455 (18.8%)	597 (24.6%)	2,426 (100%)
菲律賓人	1,535 (19.6%)	2,120 (27.1%)	1,713 (21.9%)	2,452 (31.4%)	7,820 (100%)
泰國人	800 (11.3%)	1,911 (26.9%)	1,791 (25.2%)	2,605 (36.7%)	7,107 (100%)
全港人口	422,676 (17.9%)	615,762 (26.0%)	613,468 (25.9%)	715,296 (30.2%)	2,367,202 (100%)

2.2 收入情況

在2011年，全港的工作人口主要職業收入中位數是12,000元，除了印度裔以外，其餘五個族裔的每月主要職業收入中位數較全港工作人口的主要職業收入中位數低。

表三 2011年按性別、種族及每月主要職業收入劃分的少數族裔每月主要職業收入中位數

種族	性別劃分的每月主要職業收入中位數 (不包括外籍家庭傭工) (元)		
	男性	女性	合計
巴基斯坦人	10,000	10,000	10,000
尼泊爾人	12,000	8,000	10,000
印度人	25,500	15,000	22,500
印尼人	15,000	7,000	8,000
菲律賓人	13,000	9,000	10,000
泰國人	12,500	7,800	8,500
全港工作人口	13,000	10,900	12,000

如以住戶人數劃分，巴基斯坦人的住戶收入並沒有因住戶人數上升而有明顯增幅，較多人數的住戶入息中位數與全港住戶相距十分遠；如上表所示，他們的每月主要職業收入中位數為10,000元，估計這些家庭只是倚靠家中一名家庭成員工作賺取收入。

另外，雖然印度人的入息中位數較全港為高，可能是反映了有部分在港印度人的收入高⁵；在稍後篇幅的貧窮分析顯示，即使有不少印度人收入高，但仍有一些印度裔住戶屬貧窮住戶。

表四 2011年按住戶人數劃分的南亞及東南亞少數族裔住戶入息中位數

種族	住戶收入中位數 (元)			
	1人住戶	2人住戶	3人住戶	4人或以上住戶
巴基斯坦人	9,000	11,020	12,000	13,000
尼泊爾人	11,500	19,000	21,000	25,700
印度人	38,750	38,000	52,000	40,000
印尼人	5,000	10,000	18,600	30,000
菲律賓人	10,000	19,500	32,750	30,000
泰國人	9,000	13,000	18,000	20,600
全港	8,500	16,040	23,000	28,000

2.3 貧窮人數及貧窮率⁶

在2011年，巴基斯坦裔(51.1%)、印尼裔(29.4%)、泰國裔(27.4%)的貧窮率均較全港的平均(20.4%)為高；而尼泊爾裔(16.4%)、印度裔(11.4%)、菲律賓裔(17.1%)的貧窮率則較全港的平均為低。

貧窮率較高的巴基斯坦裔的住戶中，貧窮率為51.1%，貧窮人數有9,607人；貧窮率較低的印度裔的住戶中，貧窮率為11.4%，貧窮人數有3,162人。

⁵ 在2011年，有34.9%的印度工作人口的每月主要職業收入達30,000元或以上，較全港工作人口的15.2%為高。資料來源：2011年人口普查主題性報告：少數族裔人士。

⁶ 貧窮人數指生活於低收入住戶的人口。而低收入住戶指按不同住戶人數劃分，收入少於或等於全港相同人數住戶入息中位數一半的住戶，2011年按住戶人數劃分，入息中位數一半的數額為：1人家庭：4,250元、2人家庭：8,020元、3人家庭：11,500元、4人或以上家庭：14,000元。

表五 2011年按種族劃分的少數族裔人士數目及住戶數目

種族	貧窮住戶數目 (百分比)		貧窮人數 (貧窮率)	
巴基斯坦人	2,207	(47.9%)	9,607	(51.1%)
尼泊爾人	731	(14.6%)	2,728	(16.4%)
印度人	940	(10.1%)	3,162	(11.4%)
印尼人	885	(36.5%)	1,880	(29.4%)
菲律賓人	1,416	(18.1%)	3,834	(17.1%)
泰國人	1,921	(27.0%)	5,989	(27.4%)
以上南亞及東南亞少數族裔合計	8,100	(22.3%)	27,200	(23.9%)
全港	547,215	(23.1%)	1,356,593	(20.4%)

南亞及東南亞少數族裔的貧窮率有惡化的趨勢，貧窮率由2001年的17.3%升至2011年的23.9%，升幅較全港貧窮率的升幅更加明顯。其中巴基斯坦人的貧窮率由2001年的27.4%大幅增至51.1%。

表六 2001、2006、2011年按種族劃分的少數族裔人士貧窮率

種族	2001年	2006年	2011年	比較2011年及2001年
巴基斯坦人	27.4%	35.4%	51.1%	↑
尼泊爾人	3.7%	17.0%	16.4%	↑
印度人	7.9%	13.3%	11.4%	↑
印尼人	31.9%	26.0%	29.4%	↓
菲律賓人	11.6%	16.8%	17.1%	↑
泰國人	23.6%	22.8%	27.4%	↑
以上南亞及東南亞少數族裔合計	17.3%	20.5%	23.9%	↑
全港	19.1%	20.5%	20.4%	↑

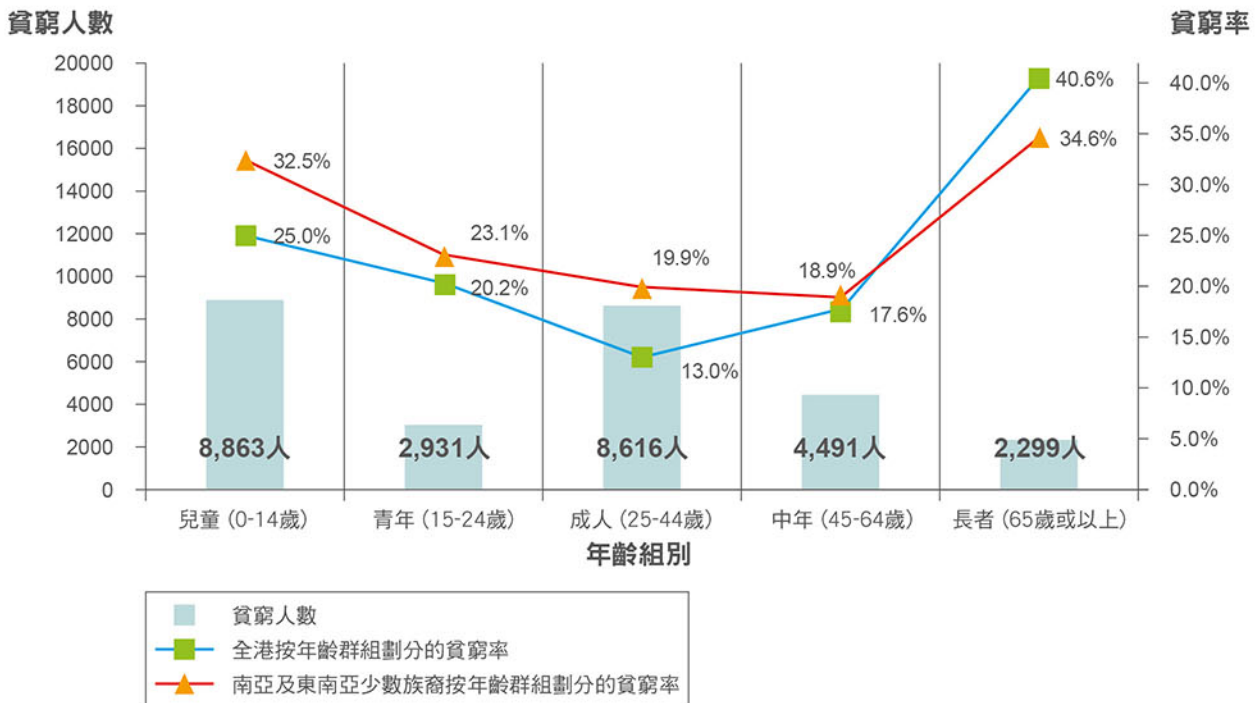
2.4 按年齡分析的貧窮狀況

如比較不同年齡群組的貧窮狀況，兒童是南亞及東南亞少數族裔貧窮人數最多的群組。2011年香港有8,863名貧窮的南亞及東南亞少數族裔兒童，貧窮率為32.5%，即每三位南亞及東南亞少數族裔兒童中便有一位兒童生活在貧窮戶中。

長者是南亞及東南亞少數族裔貧窮率最高的群組，貧窮率為34.6%，有2,299名南亞及東南亞少數族裔長者生活於貧窮住戶。青年的貧窮率為23.1%，人數為2,931人。25-44歲南亞及東南亞成人的貧窮率為19.9%，有8,616人；45-64歲成人的貧窮率最低，為18.9%，有4,491人生活於貧窮住戶。

在南亞及東南亞貧窮住戶中，除65歲或以上的長者組群外，其他年齡組群的貧窮率都較全港人口為高。

圖二 2011年按年齡組群劃分的南亞及東南亞少數族裔的貧窮住戶人數和貧窮率



表七 2001、2006及2011年按年齡組群劃分的南亞及東南亞少數族裔的貧窮住戶人數和貧窮率

	2001年	2006年	2011年
兒童(0-14歲)人數 (兒童貧窮率)	5,706 (23.7%)	6,613 (27.6%)	8,863 (32.5%)
青年(15-24歲)人數 (青年貧窮率)	2,124 (14.0%)	1,934 (18.2%)	2,931 (23.1%)
成人(25-44歲)人數 (成人貧窮率)	6,574 (14.1%)	7,011 (16.0%)	8,616 (19.9%)
中年(45-64歲)人數 (中年貧窮率)	3,255 (17.5%)	4,039 (19.2%)	4,491 (18.9%)
長者(65歲或以上)人數 (長者貧窮率)	1,209 (26.1%)	1,921 (34.7%)	2,299 (34.6%)
南亞及東南亞少數族裔合計人數 (南亞及東南亞少數族裔貧窮率)	18,868 (17.3%)	21,518 (20.5%)	27,200 (23.9%)

2.5 在職貧窮住戶

2011年本港共有8,100個南亞及東南亞少數族裔貧窮住戶，當中5,099戶為最少有一人工作的在職貧窮住戶，在職貧窮住戶佔整體南亞及東南亞少數族裔貧窮住戶的63%，較全港貧窮住戶中的在職貧窮住戶比例為高(41.0%)，顯示在職貧窮情況在南亞及東南亞少數族裔中相當普遍。

表八 2011年按種族劃分的在職少數族裔人士住戶人數及比率

種族	(a)有成員工作的 低收入住戶數目	(b)低收入住戶數目	貧窮住戶中 在職住戶的百分比 [(a) / (b)]
巴基斯坦人	1,513	2,207	68.6%
尼泊爾人	514	731	70.3%
印度人	555	940	59.0%
印尼人	504	885	56.9%
菲律賓人	817	1,416	57.7%
泰國人	1,196	1,921	62.3%
以上南亞少數族裔合計	5,099	8,100	63.0%
全港	224,324	547,215	41.0%

2.6 18區的貧窮少數族裔分佈

下表顯示南亞少數族裔的貧窮住戶在各區人數。18區中有10區有1,000名以上人士居於貧窮少數族裔住戶，包括東區、油尖旺、深水埗、九龍城、黃大仙、觀塘、葵青、屯門、元朗及離島。

值得注意的是，不同族裔有不同的地區性，在貧窮的南亞及東南亞少數族裔中，最多巴基斯坦人聚居在元朗；最多尼泊爾人居住在油尖旺區；最多印度人居住在九龍城；最多印尼人居住在深水埗；最多菲律賓人居住在離島；最多泰國人居住在觀塘。

表九 2011年按區議會分區劃分的少數族裔貧窮住戶的住戶人數

	巴基斯坦人	尼泊爾人	印度人	印尼人	菲律賓人	泰國人	以上南亞及東南亞少數族裔合計
中西區	349	-	88	30	345	20	832
灣仔	46	242	40	6	23	103	460
東區	1,128	18	186	123	299	139	1,893
南區	349	-	136	37	131	249	902
油尖旺	1,098	1,186	246	225	359	332	3,446
深水埗	564	-	72	307	110	292	1,345
九龍城	425	-	459	270	203	504	1,861
黃大仙	570	-	65	55	90	569	1,349
觀塘	412	40	445	112	400	898	2,307
葵青	1,345	48	331	28	199	482	2,433
荃灣	163	117	144	34	16	80	554
屯門	609	44	344	112	185	265	1,559
元朗	1,388	878	161	212	514	595	3,748
北區	121	-	-	26	18	198	363
大埔	10	-	78	68	50	581	787
沙田	315	-	123	10	15	290	753
西貢	441	-	116	79	69	196	901
離島	274	155	68	146	808	196	1,647
總計	9,607	2,728	3,162*	1,880	3,834	5,989	27,200*

* 由於統計原因，18區分區少數族裔住戶的人數相加的數字與整體少數族裔住戶人數有差別。

2.7 總結

南亞及東南亞少數族裔的貧窮情況較全港人口嚴重，比較2001年及2011年的數字，貧窮的南亞及東南亞少數族裔住戶人數有所增長；貧窮率亦顯示貧窮情況有惡化的趨勢。

兒童是南亞及東南亞少數族裔貧窮人數最多的群組。2011年香港有8,863名貧窮的南亞及東南亞少數族裔兒童，兒童貧窮率為32.5%，即每三位南亞及東南亞少數族裔兒童中便有一位兒童生活在貧窮戶中。比較2001年及2011年的數字，兒童貧窮人數及貧窮人數均有惡化的趨勢。

南亞及東南亞少數族裔的在職貧窮的情況亦十分嚴重，數據顯示不少貧窮的南亞及東南亞少數族裔均有成員工作，但工資低、兒童數目多，即使家庭有人工作但仍不能脫貧。

不同種族的貧窮南亞及東南亞少數族裔有不同的地區性，分析顯示18區中有10區有1,000名以上的貧窮少數族裔人士居住，包括東區、油尖旺、深水埗、九龍城、黃大仙、觀塘、葵青、屯門、元朗及離島。

3. 建議

少數族裔人士在生活、升學⁷及就業等方面均遇到困難，而語言障礙是一個關鍵的因素。如未能掌握語言，則難以全面發展所長，融入社會及向上流動。

3.1 增加少數族裔人士的語言和職業培訓及就業機會

- ▶ 建議僱員再培訓局及建造業議會等機構改善或增加為少數族裔人士提供的培訓計劃，支援少數族裔人士提升語文能力及獲取更高資歷。例如在較多少數族裔人士希望報讀的現有課程中提供中文翻譯；協助僱主，鼓勵少數族裔員工報讀部分時間制與工作相關的應用中文課程（例如為僱主提供津貼）；
- ▶ 建議勞工處及社會服務機構為少數族裔人士提供專業的就業輔導、工作選配、轉介及跟進等較深入的就業支援服務；
- ▶ 呼籲僱主可重新審視職位要求的中文水平，調整過高的中文水平要求，增加少數族裔人士的工作機會。

3.2 支援少數族裔學童

- i) 確保由學前教育階段開始的中文語言學習支援和環境
 - ▶ 語言學習應由學前教育階段開始，建議為就讀幼稚園的少數族裔兒童及其家長提供語言支援，從小培養少數族裔兒童學習中文的能力；另外，提供家長教育工作坊，盡早幫助少數族裔家長認識香港文化及教育制度。
- ii) 協助少數族裔學生融入主流學校；並加強支援有非華語學生就讀的學校
 - ▶ 建議教育局加強支援取錄非華語學生的學校，包括提供資源，讓學校可以聘請輔助教學人員；發展切合非華語學生的中文課程、教材及評估工具；以及為非華語學生和家長提供支援。
 - ▶ 長遠應減少指定學校的數目；但仍可保留少部份，給新來港少數族裔學生作為適應課程及過渡性安排。
- iii) 設立「中文作為第二語言」政策，讓少數族裔學生可以獲得認可及足夠的中文能力以達至升學及就業的要求
 - ▶ 建議教育局設立「中文作為第二語言」政策，按非華語學生的能力和需要，發展以中文作為第二語言的課程、教材及能力評估工具，提供合適的學習階梯讓少數族裔學生可以獲得認可及足夠的中文能力，目標是達至升學及就業的要求。

⁷ 例如在2010/11、2011/12及2012/13學年，透過「大學聯合招生辦法」入讀資助學位的本地非華語學生只有51、60及120人。資料來源：香港立法會，審核2013-14年度開支預算 答覆編號EDB539 問題編號4114。

iv) 加強支援教授非華語學生的教師

- ▶ 教育局的《中國語文課程補充指引(非華語學生)》只提供了基本的指引，坊間亦欠缺有關教材，以致教授非華語學生的中文老師需要自行編寫課程及準備教材。建議教育局為教師提供針對如何有效為非華語學生教授中文(如「中文作為第二語言」的課程)的統一課程、教材、評核機制及教師培訓。
- ▶ 建議教育局加強支援教授非華語學生的教師，包括提供所需的語文和文化敏感度的培訓及教材發展，讓老師可以有效地協助少數族裔學生學習中文。

v) 加強支援少數族裔家長，減低因語言障礙和缺乏網絡造成資訊封閉

社聯於2009年進行的少數族裔及本地家長比較研究報告，顯示資訊落差與語言障礙和缺乏社區網絡有關，有七成多少數族裔家長因語言障礙，難以從學校獲取升學的資訊。這些落差會影響少數族裔家長對子女在學業上的支援和指導，不利他們的升學及前途⁸。

- ▶ 建議教育局增加為少數族裔學生家長提供的教育工作坊，幫助少數族裔家長全面及深入地認識香港文化及教育制度，讓少數族裔家長和學生可以掌握所需資訊，進行規劃升學或就業的計劃。建議可於社區提供成人的中文課程，令家長可以透過學習中文，加強對社區的連繫。

3.3 增強公共和社會服務照顧少數族裔群體的能力

由於語言不通，少數族裔人士往往缺乏資訊，阻礙獲得需要的公共及社會服務。

i) 增強公共服務對少數族裔人士的支援

- ▶ 建議增加翻譯服務及有關的宣傳，確保少數族裔人士可使用必要的公共服務，包括醫管局、衛生署、社會福利署、勞工處、房屋署等單位的服務。

ii) 增強地區中的社會服務單位照顧少數族裔群體能力

- ▶ 建議在現時7區外有1,000名或以上貧窮少數族裔人士居住的地區增設少數族裔人士支援服務中心，包括東區、九龍城和黃大仙和葵青區；此外，建議政府提供資源予主流的社會服務單位以聘請少數族裔員工，加強服務少數族裔群組的能力。

⁸ 香港社會服務聯會 (2010)「家長對子女升學的參與：少數族裔及本地家長比較研究」。

4. 民間團體及學者對2014年施政報告中支援少數族裔措施的意見

政府在2014年施政報告中公佈了數項支援少數族裔的措施，主要是教育、就業及社會服務範疇的措施。就此，社聯邀請了民間團體及學者分享他們對這些措施的意見。

以「中國語文第二語言學習架構」學習中文是一個正確的方向，但政府未有提供可量度的政策目標及成效指標，希望政府盡快提供相關資料。教育局在諮詢教育專家的意見以外，亦應向社會不同團體、少數族裔家長及其學生搜集意見，了解他們的需要及關注。

我們要求政府公佈每個少數族裔人士支援服務中心的華裔及少數族裔服務使用者數字，以便檢討服務效能，若大部分服務使用者都只是少數族裔人士，中心未必有效幫助少數族裔融入社會。

政府部門有檢討公務員的入職語文要求，但於2010-13年間，只有很少量職位有調整語文要求，期望今年情況有所改善。有關檢討，應根據職位的實際要求修訂，以給予非華語應徵者平等機會應徵及工作。

政府曾在人口政策諮詢時表示，香港或需加強競爭力而輸入外勞，並藉此協助不同種族人士共融。其實，很多少數族裔都是土生土長的香港人，我們應體現對人的尊重，以人權為由(而非因為經濟發展理由)協助他們共融。

香港融樂會倡議主任 李敏

我希望「中國語文作為第二語言學習架構」(「架構」)可以協助少數族裔向上流動，但該計劃將於九月推行，政府應盡快公佈推行的詳情(例如成效指標)、以及提供足夠支援予學校；「架構」亦應在幼稚園推行。

教育局於2013/14學年修訂學校資助模式，為取錄了10名或以上非華語學生的學校提供30萬元起的資助，並將於2014/15學年增加額外撥款。不過，錄取了少於10名非華語學生的學校則不能受惠於這項新措施，政府應考慮支援這些學校，當所有學校都有足夠教學支援時，少數族裔學生的升學選擇便可得以擴闊。

施政報告對少數族裔家長的支援少，政府應在地區設立一站式資訊平台，方便家長接觸升學及就業資訊；並且應主動接觸家長，舉辦講座及研討會等活動。

政府應理順少數族裔支援中心與其他主流服務的定位，由於支援中心的資源有限，難以提供深入的服務，中心可扮演橋樑角色提供基本支援，及在有需要時轉介至其他非政府機構的主流服務以作跟進，避免資源重疊。

香港基督教服務處總主任 陳頌皓

施政報告在支援少數族裔方面的措施相對比以前多，但仍需改善。我期望「中國語文課程第二語言學習架構」能夠成功，但擔心少數族裔人士難以應付中學文憑試的中文科，尤其是讀、寫方面；如政府效法中學文憑試的英文科考試，容許所有考生可根據程度選擇深或淺的試卷作答，便可避免標籤效應。

政府部門應繼續檢討政府職位的語文能力入職要求，使少數族裔享有平等的就業機會。另外，部份僱主願意聘請少數族裔人士，尤其是人力短缺的工種，勞工處應主動聯絡僱主及聯繫地區層面的非政府機構，為少數族裔人士作配對工作。

此外，為少數族裔人士提供的傳譯服務未被充分利用，房屋署、勞工處、民政事務署應加以使用，協助少數族裔人士接觸及使用公共服務。

香港聖公會麥理浩夫人中心高級服務協調主任 陳清華

歡迎政府推行「中國語文課程第二語言學習架構」，讓少數族裔學生可以有平等的中文學習機會，協助他們最終能達致應考中學文憑試中文科的水平，融入社會。但新學習架構亦應包括幼稚園，令幼童在語文學習的黃金期得到應有支援。

但政府仍保留少數族裔學生可以跨區選擇「指定學校」的派位制度，會令他們過度集中在這些學校，政府須讓更多學生到主流學校上課。

我們支持少數族裔人士投考政府職位時享有平等機會，並修訂各政府職系的語文能力要求，特別是一些較著重技能的崗位(如：康體、駕駛等)，令擁有相關技能的少數族裔人士也可以應徵及勝任。

樂施會總裁 余志穩

政府首次就「中國語文課程第二語言學習架構」作出肯定的答覆是一項進步，但政府亦需為學校提供全面支援及資源，以及釐清考核安排。

少數族裔人士因語言障礙而較少使用公共服務，政府部門應多使用傳譯服務，協助他們得到平等機會使用公共服務。

政府應不時檢視投考公務員職位的語文要求，若有關崗位可以以英文履行其職責，而中文又並非必需時，此等崗位應給予少數族裔平等機會應徵，這並可為商界作出示範；另外，應同時爭取保障少數族裔人士同工同酬。

更重要的是，政府需釐清少數族裔政策目標是融入還是共融。傳統上，香港政府只有做同化及融入的工作，但未重視能容讓差異、尊重多元的共融政策目標。事實上很多居港少數族裔的第二代或第三代都是土生土長的本地人，政府的未來方向應是建構共融社會，促使社會人士理解及接納差異，不同種族也會互相尊重並和諧共處。

香港中文大學社會工作學系副教授 黃洪

Poverty Situation of South and Southeast Asian Ethnic Minorities in Hong Kong

1. Background

There is increasing concern on how to enhance the social inclusion and allow the ethnic minorities (EM) to realize their potentials in order to participate fully in the society. All these years, there were cases showing EM groups face difficulties in aspects of livelihood, education and employment.

The “Hong Kong Poverty Situation Report 2012” recently released by government did not include statistics and analyses on the poverty situation of EM groups, and hence cannot give reference for the public and the government to work on related policies or measures for improvement.

Based on data from 2001, 2006 and 2011 Population Census, HKCSS adopted poverty line (50% of median domestic household income) to analyze the poverty situation of 6 EM groups in Hong Kong, and to provide policy recommendations.

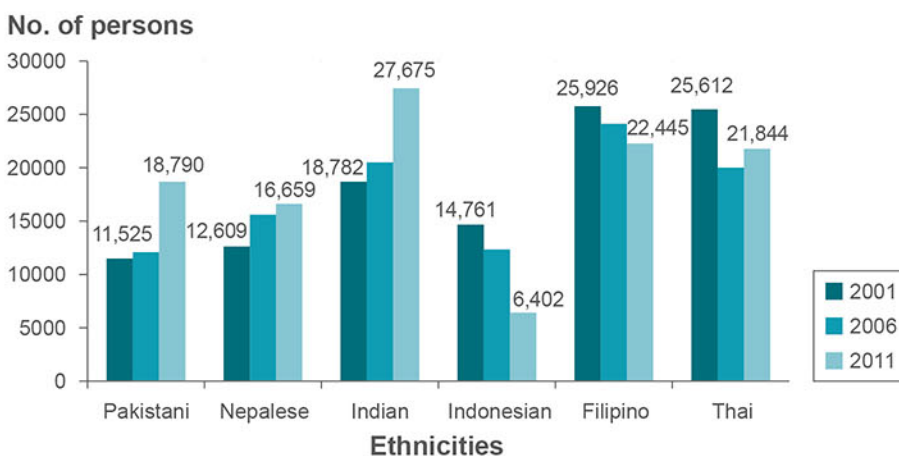
2. Situation and characteristics of South and Southeast Asian Ethnic Minorities

2.1 Number of persons and household size

There were 113,815 persons in 36,298 South and Southeast Asians households⁹ in 2011. It consisted of 1.7% of the total population in Hong Kong¹⁰.

There was an increase in number of persons in South and South East Asian households from 2001 to 2011 (from 109,215 increased to 113,815); there was an increase in the number of Pakistanis, Nepalese and Indians in these households, while there was a decrease in number of Indonesians, Filipinos and Thais.

Figure 1 Number of persons in households with South and Southeast ethnic minorities, 2001, 2006 & 2011



⁹ Six South and Southeast Asians ethnic minority groups in this study refer to Pakistani, Nepalese, Indian, Indonesian, Filipino and Thai. Households of South and Southeast Asians include households with at least 1 member of South or Southeast Asian ethnic minorities.

¹⁰ Figures in this study do not include foreign domestic helpers.

Table 1 No. of persons in households with South and Southeast ethnic minorities and % to the whole population, 2001, 2006 & 2011

Year	No. of persons in the 6 EM households	% to the whole population
2001	109,215	1.7%
2006	104,948	1.6%
2011	113,815	1.7%

In 2011, except for Indonesians, a large proportion of the other 5 South and Southeast Asian EM households were with 4 persons or above.

Table 2 Number of domestic households by ethnicities and by household size, 2011

	1-person	2-person	3-person	4-person or above	Total
Pakistani	576 (12.5%)	618 (13.4%)	570 (12.4%)	2,840 (61.7%)	4,604 (100%)
Nepalese	546 (10.9%)	952 (19.0%)	1,277 (25.5%)	2,227 (44.5%)	5,002 (100%)
Indian	1,657 (17.7%)	2,146 (23.0%)	2,274 (24.3%)	3,262 (34.9%)	9,339 (100%)
Indonesian	485 (20.0%)	889 (36.6%)	455 (18.8%)	597 (24.6%)	2,426 (100%)
Filipino	1,535 (19.6%)	2,120 (27.1%)	1,713 (21.9%)	2,452 (31.4%)	7,820 (100%)
Thai	800 (11.3%)	1,911 (26.9%)	1,791 (25.2%)	2,605 (36.7%)	7,107 (100%)
Whole Population	422,676 (17.9%)	615,762 (26.0%)	613,468 (25.9%)	715,296 (30.2%)	2,367,202 (100%)

2.2 Income situation

In 2011, except Indian, the median monthly income from main employment of the remaining 5 South and Southeast Asian groups, was lower than that of the whole population (\$12,000).

Table 3 Median monthly income from main employment by ethnicity and by sex, 2011

Ethnicities	Median monthly income from main employment(HK\$) (excluding foreign domestic helpers)		
	Male	Female	Both sexes
Pakistani	10,000	10,000	10,000
Nepalese	12,000	8,000	10,000
Indian	25,500	15,000	22,500
Indonesian	15,000	7,000	8,000
Filipino	13,000	9,000	10,000
Thai	12,500	7,800	8,500
Whole working population	13,000	10,900	12,000

Among the Pakistanis, the household income did not rise significantly when the household size increased; and the median monthly household income of larger household size was lower than the figure of the whole population in Hong Kong. The Pakistanis' median monthly income from main employment was \$10,000 - probably reflecting that there was/were only 1 or 2 breadwinner(s) in the families.

We found that the median monthly household income of Indians was higher than that of the whole population. It showed that a portion of Indians had higher income¹¹. We noted that, which would be discussed in the latter part of this study, the income difference was large between the high income and the low income group of Indian households. Thus, the analysis that followed showed that there were also Indian households living in poverty.

Table 4 Median monthly household income by household size of EM groups, 2011

Ethnicities	Median monthly household income (\$)			
	1-person	2-person	3-person	4-person or above
Pakistani	9,000	11,020	12,000	13,000
Nepalese	11,500	19,000	21,000	25,700
Indian	38,750	38,000	52,000	40,000
Indonesian	5,000	10,000	18,600	30,000
Filipino	10,000	19,500	32,750	30,000
Thai	9,000	13,000	18,000	20,600
Whole population	8,500	16,040	23,000	28,000

2.3 The poverty population and poverty rate¹²

The following table shows the poverty rate and the poverty population in households of the 6 EM groups in 2011. The poverty rate of Pakistanis (51.1%), Indonesians (29.4%) and Thais (27.4%) was higher than that (20.4%) in the whole population, while that of Nepalese (16.4%), Indians (11.4%) and Filipinos (17.1%) was lower than the figure of the whole population.

The Pakistani group was with highest poverty rate of 51.1%, with 9,607 people living in low income households. In contrast, Indian was the group with lowest poverty rate of 11.4%. It was noted that the income disparity among high income and low income group of Indians was high. The figure showed that there were still 3,162 Indians living in low income families.

¹¹ In 2011, 34.9% of Indians had their median monthly income from main employment equal to or more than HK\$30,000, which was higher than the whole population (15.2%). Source: 2011 Population Census Thematic Report: Ethnic Minorities.

¹² Low-income households refer to those domestic households with monthly household income less than or equal to half of the median monthly domestic household income of the corresponding household sizes. In 2011, half of the median monthly domestic household income according to the household sizes: 1-person household - \$4,250; 2-person household - \$8,020; 3-person household - \$11,500; 4-person household - \$14,000.

Table 5 Number of low income households and persons by ethnicities in 2011

Ethnicities	No. of low income households (household poverty rate)		No. of persons in low income households (poverty rate)	
Pakistani	2,207	(47.9%)	9,607	(51.1%)
Nepalese	731	(14.6%)	2,728	(16.4%)
Indian	940	(10.1%)	3,162	(11.4%)
Indonesian	885	(36.5%)	1,880	(29.4%)
Filipino	1,416	(18.1%)	3,834	(17.1%)
Thai	1,921	(27.0%)	5,989	(27.4%)
Overall of South and Southeast Asian groups	8,100	(22.3%)	27,200	(23.9%)
Whole population of HK	547,215	(23.1%)	1,356,593	(20.4%)

By comparing the figures of 2011 to 2001, the poverty rate of EM groups worsened, it rose from 17.3% in 2001 to 23.9% in 2011, higher than the figure of Hong Kong as whole. For Pakistanis, the poverty rate even rose from 27.4% in 2001 to 51.1% in 2011.

Table 6 Poverty rate by ethnicities in 2001、2006、2011

Ethnicities	2001	2006	2011	Comparing 2011 with 2001
Pakistani	27.4%	35.4%	51.1%	↑
Nepalese	3.7%	17.0%	16.4%	↑
Indian	7.9%	13.3%	11.4%	↑
Indonesian	31.9%	26.0%	29.4%	↓
Filipino	11.6%	16.8%	17.1%	↑
Thai	23.6%	22.8%	27.4%	↑
Overall of South and Southeast Asian groups	17.3%	20.5%	23.9%	↑
Whole population of HK	19.1%	20.5%	20.4%	↑

2.4 Poverty rate by age

By comparing the poverty situation of different age groups, the group of children had the largest poverty population. In 2011, there were 8,863 children aged below 15 living in low income families (the poverty rate was 32.5%), which means around one out of 3 EM children was living in low income households.

Elderly was the group with highest poverty rate (34.6%), with 2,299 elderly lived in low income households. Youth poverty rate was 23.1%, with 2,931 youth in poverty; poverty rate of adults aged 25-44 was 19.9%, with 8,616 of them living in poverty; and adults aged 45-64 were with the lowest poverty rate of 18.9%, with 4,491 persons living in poverty households.

Except the elderly group (aged 65 or above), the poverty rate of all other age groups was higher than that of the whole population in 2011.

Figure 2 Poverty rate and number of persons in South and Southeast Asian households by age group, 2011

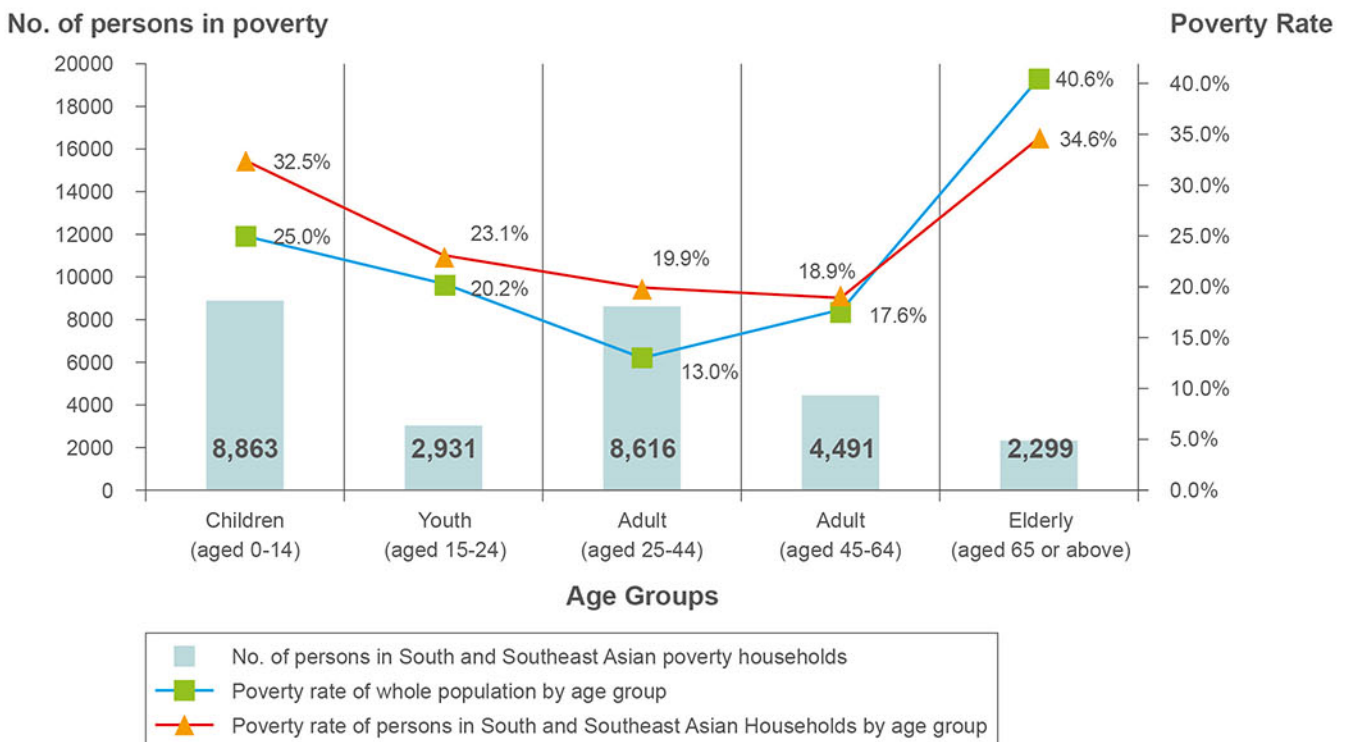


Table 7 Poverty rate and number of persons in South and Southeast Asian households by age group, 2001, 2006 & 2011

	2001	2006	2011
Children (aged 0-14) (Poverty rate of children)	5,706 (23.7%)	6,613 (27.6%)	8,863 (32.5%)
Youth (aged 15-24) (Poverty rate of youth)	2,124 (14.0%)	1,934 (18.2%)	2,931 (23.1%)
Adult (aged 25-44) (Poverty rate of adult)	6,574 (14.1%)	7,011 (16.0%)	8,616 (19.9%)
Adult (aged 45-64) (Poverty rate of adult)	3,255 (17.5%)	4,039 (19.2%)	4,491 (18.9%)
Elderly (aged 65 or above) (Poverty rate of elderly)	1,209 (26.1%)	1,921 (34.7%)	2,299 (34.6%)
Overall of the 6 South and Southeast Asian groups	18,868 (17.3%)	21,518 (20.5%)	27,200 (23.9%)

2.5 Working Poor Households

In 2011, among 8,100 low income households, there were 5,099 households with at least 1 employed member. The percentage of working poor among low income the overall South and Southeast Asian groups households was 63%, which was higher than the figure (41%) as a whole in Hong Kong. The figures reflected the working poverty problem was serious among the EM groups.

Table 8 Number of and percentage of working poor population of the six South and Southeast Asian groups by ethnicities in 2011

Ethnicities	(a) No. of low income households with at least 1 employed member	(b) No. of low income households	Percentage of low income households with at least 1 working member (a) / (b)
Pakistani	1,513	2,207	68.6%
Nepalese	514	731	70.3%
Indian	555	940	59.0%
Indonesian	504	885	56.9%
Filipino	817	1,416	57.7%
Thai	1,196	1,921	62.3%
Overall of South and Southeast Asian groups	5,099	8,100	63.0%
Whole population of HK	224,324	547,215	41.0%

2.6 Distribution of low income persons in 18 districts

The table below shows the number of persons in low income households by districts. There were 10 districts with more than 1,000 poverty population, those districts were: Eastern, Yau Tsim Mong, Sham Shui Po, Kowloon City, Wong Tai Sin, Kwun Tong, Kwai Tsing, Tuen Mun, Yuen Long and Island.

It should be noted that, different ethnic groups stayed in different districts. For example, there were most Pakistanis living in Yuen Long; most Nepalese were living in Yau Tsim Mong; most Indians living in Kowloon City; most Indonesians living in Sham Shui Po; most Filipinos living in Island; and most Thais living in Kwun Tong.

Table 9 Number of persons from low income EM households in 18 districts, 2011

	Pakistani	Nepalese	Indian	Indonesian	Filipino	Thai	Overall
Central and Western	349	-	88	30	345	20	832
Wanchai	46	242	40	6	23	103	460
Eastern	1,128	18	186	123	299	139	1,893
Southern	349	-	136	37	131	249	902
Yau Tsim Mong	1,098	1,186	246	225	359	332	3,446
Sham Shui Po	564	-	72	307	110	292	1,345
Kowloon City	425	-	459	270	203	504	1,861
Wong Tai Sin	570	-	65	55	90	569	1,349
Kwun Tong	412	40	445	112	400	898	2,307
Kwai Tsing	1,345	48	331	28	199	482	2,433
Tseun Wan	163	117	144	34	16	80	554
Tuen Mun	609	44	344	112	185	265	1,559
Yuen Long	1,388	878	161	212	514	595	3,748
Northern	121	-	-	26	18	198	363
Tai Po	10	-	78	68	50	581	787
Shatin	315	-	123	10	15	290	753
Sai Kung	441	-	116	79	69	196	901
Island	274	155	68	146	808	196	1,647
Total	9,607	2,728	3,162*	1,880	3,834	5,989	27,200*

* The column does not add up to the total of the rows due to statistical reason.

2.7 Summary of Findings

The poverty situation of South and Southeast Asian households was more serious than that of the whole population. By comparing the figures of the past decade (2011 and 2001), both the number and the poverty rate of low income South and Southeast Asian ethnic minority groups have increased, the poverty rate was also worsened.

Among all age groups, children was the group with largest poverty population. In 2011, there were 8,863 children below 15 living in low income families (the poverty rate is 32.5%), it means that one out of 3 EM children were living in poverty households. Both the number and the poverty rate of children in 2011 were worse than that of 2001.

The working poor situation among low income South and Southeast Asians was also serious. Working families with more dependent children and engaging in low income jobs may make it difficult for these families to move out of poverty.

Different ethnic groups stayed in different districts. There were 10 districts having more than 1,000 people in poverty, those districts included were: Eastern, Yau Tsim Mong, Sham Shui Po, Kowloon City, Wong Tai Sin, Kwun Tong, Kwai Tsing, Tuen Mun, Yuen Long and Island.

3. Recommendations

EM groups face difficulties in livelihood, education¹³ and employment. Language barrier is the key factor affecting their education, employment and upward mobility. If they cannot command the Chinese language, they could hardly realize their potentials in order to participate fully in the society as well as upward mobility.

3.1 Provide more language and vocational training and job opportunities for EM

- ▶ It is recommended that the Employees Retraining Board and the Construction Industry Council, etc, to improve or to increase training and retraining for the EM; support them to command better language capacity and achieve higher professional standard. For instance, Chinese translation could be provided in existing courses that are popular among the EM groups; and to provide support to employers (such as providing subsidies for employers), so as to encourage their EM employees to join part-time day release courses on Applied Chinese language.
- ▶ Labour Department and NGOs to provide in-depth employment assistance for EM groups including vocational counselling, job-matching, referral of jobs and follow up.
- ▶ Employers can review the job requirement of Chinese language in the existing posts, consider to adjust the Chinese language requirement if it is set at too high level, so as to increase job opportunities for EM groups as long as they can fulfil the qualities that the job required.

3.2 Support EM students

- i) **Ensure support for learning Chinese language starting from pre-primary education**
 - ▶ The learning of Chinese language for children should start as early as in the pre-primary stage. It is recommended to develop an encouraging environment and offer effective assistance in Chinese language learning for EM students and their parents. Also, workshops should be conducted to assist parents of EM students understanding the culture and education system in Hong Kong.
- ii) **Encourage the inclusion of EM students in mainstream schools; strengthen support to schools with EM Students**
 - ▶ The Education Bureau can strengthen support to schools with non-Chinese Speaking (NCS) students, such as providing resources for schools to employ teaching assistants; developing Chinese curriculum that suits the learning need of NCS students, with teaching kits and assessment tools; as well as offering support to NCS students and their parents.
 - ▶ Decrease the number of designated schools in long term; some of the designated schools can be reserved for transition of newly arrived EM students.
- iii) **Develop “Chinese as a Second Language” curriculum in order to enhance the Chinese learning capability of EM students and to meet the requirement for future study and employment**
 - ▶ Based on the NCS students’ ability and needs, the Education Bureau should develop “Chinese as a Second Language” curriculum with relevant teaching kits and assessment tools, so as to provide learning ladder for EM students to achieve satisfactory level of Chinese language with recognized qualifications for future studies and employment.

¹³ For example, in 2010/11, 2011/12 and 2012/13 academic years, only 51, 60, and 120 local non-Chinese speaking students were respectively admitted to the UGC-funded degree programs through the “Joint University Programmes Admission System”. Source: Legislative Council of the HKSAR. Examination of Estimates of Expenditure 2013-14, Reply Serial No. EDB539, Question Serial No. 4114.

iv) **Strengthen support to teachers in teaching non-Chinese speaking students**

- ▶ The “Supplementary Guide to the Chinese Language Curriculum for Non-Chinese Speaking Students” by the Education Bureau only provided basic guideline for teachers of NCS students. There is lack of teaching materials in the society. Teachers had to produce their own teaching materials, with the standard and level differed among schools. The Education Bureau is recommended to provide a standard curriculum, teaching kits, assessment mechanism and thus training for the teachers.
- ▶ Education Bureau to increase support to teachers, including the language and cultural sensitivity training, curriculum development, so as to equip them for helping the EM students effectively.

v) **Strengthen support to parents of EM students to minimize blockage in information due to language barrier or lack of social network**

According to the study “Parent Involvement for Children’s Education Advancement: A Comparison between Local Chinese and Ethnic Minority Parents” conducted by HKCSS in 2009, there was an obvious knowledge gap between EM parents and local parents; about 70% parents of EM students found difficulty in getting related information because of language barrier. The information gap would affect the parents of EM students to provide guidance and support to their children, which was not favourable for their future.

- ▶ Education Bureau should conduct more educational workshops to assist parents of EM students for ensuring that they have adequate understanding of the culture and education system in Hong Kong, and thus facilitating their planning with children on children’s future studies and career path. It is also recommended that Chinese courses for EM parents could be provided in the community, these will enhance their connections with the community.

3.3 Increase the capacity of public services and social services to serve EM groups

EM groups may not be able to get necessary public and social services due to language barriers.

i) **Enhance accessibility to necessary public service**

- ▶ Increase the translation services and promotion in order to ensure their accessibility to necessary public service such as services in Hospital Authority, Department of Health, Social Welfare Department, Labour Department and Housing Department, etc.

ii) **Enhance accessibility to necessary social service**

- ▶ Strengthen the capacity of social service units in community, including set up additional Support Service Centres for Ethnic Minorities in districts with more than 1,000 persons in poverty, apart from the existing service centres (including Eastern, Kowloon City, Wong Tai Sin & Kwai Tsing); and thus provide resources for the NGOs to employ EM employees to serve the community in districts.

4. Comments of civil groups and scholar on measures introduced in the 2014 Policy Address to support the ethnic minorities

The government has announced some measures to support the EM groups in the 2014 Policy Address, these measures covered the education, employment and social services aspects. In light of this, HKCSS has invited some civil groups and scholar to share their views on these measures.

The establishment of Chinese Language Curriculum Second Language Learning Framework is a right direction to assist EM learning Chinese language. However, the government has not yet provide any policy goal and outcome indicators. The government should give more information as quickly as possible. Apart from consulting education experts, the government should engage different civil groups, EM parents and students to collect their feedback.

We urge the government to release the figures of local and EM users in each Support Service Centres for Ethnic Minorities, so that we can evaluate the effectiveness. If most of the users are EM, then these centres may not be effective in facilitating social integration.

The government has reviewed the entry language proficiency requirement for the civil service posts. In 2010-2013, very few government posts had the language requirement adjusted, we wish the situation would improve this year. It is important that the language requirement should base on the actual job needs. This can provide equal opportunities to non-Chinese speakers in applying and performing the job.

In the Population Policy consultation, there is a saying that we may need to import labour in order to enhance our competitiveness, and the social integration of different ethnicities. However, social integration of different ethnicities should be based on human rights concern, not for economic development.

Annie Li
Campaign Officer, Hong Kong Unison

I wish the Chinese Language Curriculum Second Language Learning Framework ("Framework") could facilitate upward mobility of EM. The government should release the implementation details (such as the outcome indicators) quickly and provide sufficient support to schools as the Framework would be launched in September. The Framework should also be started from kindergartens simultaneously.

Schools admitting 10 or more non-Chinese speaking (NCS) students had received governmental grant starting from \$0.3million in 2013/14 academic year, and there would be additional grant in 2014/15 academic year. The government should also consider providing support to those schools having less than 10 NCS students. It can widen the choice of schools for the EM to choose when all schools have sufficient educational support and resources.

There was little support to EM parents provided. The government should set up one-stop information platform in districts, so that EM parents can have access to necessary education and employment information. Also, the government should proactively engage EM parents through activities such as talks and seminars.

Besides, the government should clarify the roles of Support Service Centres for Ethnic Minorities against other mainstream services. Since Support Service Centres have limited resources, they can only play a bridging role in providing basic support to EM and referring them to mainstream services whenever necessary. This arrangement can avoid duplication of resources.

Karrie Chan
Chief Supervisor, Hong Kong Christian Service

It is good that the Policy Address provides more supporting measures to EM groups than in the previous years, yet further enhancement is needed. I wish the Chinese Language Curriculum Second Language Learning Framework could be successful. However I wonder whether the EM students could cope with the Chinese Language examination in the Hong Kong Diploma of Secondary Education (HKDSE) Examination, especially on aspects of reading and writing. The assessment method of English Language in HKDSE could be referred to for consideration - that separate papers of varied levels be provided to candidates to choose. This arrangement would minimize labeling effect.

The government should continue to review the language proficiency requirement of government jobs, so that EM could have equal opportunity in application. Besides, some employers are willing to employ EM, especially in those industries that are short of manpower. Labour Department should proactively liaise with employers and obtain more local information on EM through communicating with NGOs in the districts; and conduct job matching for EM.

Moreover, the interpretation services for EM were under-utilized. Government departments should make better use of these services, which can facilitate EM in accessing and utilizing public services.

Chan Ching Wa
Senior Service Coordinator, HKSKH Lady MacLehose Centre

We welcome government's initiative in setting up Chinese Language Curriculum Second Language Learning Framework, EM students can have equal opportunities in learning Chinese. It can also assist them to deal with the Chinese Language examination in the Hong Kong Diploma of Secondary Education Examination, and facilitate social integration ultimately. However, language learning support should also be provided as early as pre-school level since they can learn better at earlier age.

The Education Bureau still allows EM parents to select "designated schools" in other districts, this will lead to concentration of EM students in these schools. The government should facilitate students to attend mainstream schools rather than designated schools.

We support the government in reviewing language proficiency requirement in government jobs and provide equal opportunities to EM, especially for those jobs that primarily require specific skills only (e.g. sports, management of leisure facilities, driving, etc.), so that EM who fulfill the job requirements could also apply for the job and discharge the duties.

Stephen Fisher
Director General, Oxfam Hong Kong

It is an improvement for the government to implement Chinese Language Curriculum Second Language Learning Framework. Yet, the government should provide comprehensive and sufficient support to schools and clarify the assessment arrangements.

EM seldom seek support from public services as they encounter language barriers, government departments should make better use of the current interpretation services which can facilitate equal opportunities of EM in accessing public services.

Government should review the language proficiency requirement for applying civil service posts. If one can perform the duties by English and where Chinese is not a must, EM should have equal opportunities in applying these posts. This can also set examples to the business sector. Moreover, there should be equal pay for the equal job.

More importantly, the government should make clear whether the policy goal is on integration or inclusion. In the past, the government only works on assimilation and integration, while the policy goal towards acceptance in diversity leading to inclusion is not emphasized. Actually many 2nd and 3rd generation EM were born in Hong Kong, the government should aim at building a socially inclusive society, that people would understand and accept plurality, and thus respect mutually and live with harmony with different ethnicities.

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