

中華人民共和國
香港特別行政區政府
政務司司長辦公室



**CHIEF SECRETARY
FOR ADMINISTRATION'S OFFICE**

Government of the Hong Kong
Special Administrative Region
of the People's Republic of China

10 October 2018

Ms Joanne MAK
Clerk to Subcommittee on Rights of Ethnic Minorities
Legislative Council

Dear Ms Mak,

**2018 Policy Address
Strengthening Support for Ethnic Minorities**

I write to inform the Subcommittee on Rights of Ethnic Minorities (the Subcommittee) of the enhanced support measures for ethnic minorities (EMs) as announced in the Chief Executive's Policy Address delivered today.

The Government is committed to building a caring and inclusive society. EMs form an integral part of our community and we have been implementing various measures to facilitate their integration into the local community and creating an equal and caring society for all who make Hong Kong their home.

To address the increasingly diversified needs of the EM communities, we have put forward a comprehensive package of new initiatives in the 2018 Policy Address to further enhance the support for EMs. The key initiatives include supporting non-Chinese speaking students in learning Chinese and assisting those with special educational needs; supporting EM job-seekers through a case management approach; setting up outreaching teams to proactively connect the needy EMs with the mainstream welfare services; providing additional support for parents of EM children with special needs; enhancing interpretation services including introducing new services in Vietnamese; and strengthening

engagement of EM new arrivals and youths as well as encouraging interaction of EM and local communities. These initiatives will be rolled out starting from 2019-20 and will incur an expenditure of over \$500 million.

I am appreciative of the various service organisations, concern groups and stakeholders which I met in the past few months and provided valuable views and suggestions on how we should further promote the well-being of our EMs. The Steering Committee on Ethnic Minorities Affairs (the Steering Committee) under my chairmanship will steer and closely monitor the implementation of these initiatives.

I enclose herewith an information leaflet which provides a handy reference of the new initiatives to support EMs. An online version is also available at the dedicated website of the 2018 Policy Address at www.policyaddress.gov.hk. Meanwhile, should you have any questions, please feel free to contact Ms Angelina Kwan, Head of Human Resources Planning and Poverty Coordination Unit of the Chief Secretary for Administration's Office (Tel. no.: 2810 2691 or email: akwan@cspo.gov.hk).

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Matthew Cheung Kin-chung', with a long horizontal flourish extending to the right.

(Matthew Cheung Kin-chung)
Chief Secretary for Administration

Encl.



2018

施政報告
Policy Address

加強支援
少數族裔人士
Strengthening
Support
for Ethnic Minorities

香港

是一個國際大都會，多元文化族群是社會的重要成員。政府致力建立一個公平及關愛的社會。

少數族裔人士積極貢獻香港。然而，基於文化差異及語言障礙，他們在教育、就業以至社會融合等各方面可能面對挑戰。

少數族裔人士是香港重要成員

少數族裔人口持續上升，現佔全港人口約3.8%。

263 000
少數族裔人士

30.4%(80 000)
南亞裔人士

(包括印度、巴基斯坦及尼泊爾裔)

2014年支援措施

自2014年起，政府在不同範疇推行一系列措施，以確保少數族裔人士可以平等使用公共服務，並協助他們融入社會，每年涉及的開支超過2億元。

主要推行措施

- 在中小學實施「中國語文課程第二語言學習架構」
- 持續檢視公務員職系的中文語文能力要求
- 勞工處加強為少數族裔求職人士提供就業服務
- 僱員再培訓局提供為少數族裔人士專設的課程
- 增設一間少數族裔人士支援服務中心
- 在公立醫院及診所加強傳譯及翻譯服務

措施漸見成效

- 小學非華語學生在中文閱讀及寫作的整體表現有平穩進步
- 錄取少數族裔學生的學校數目持續增加，當中錄取10名或以上非華語學生而獲額外撥款加強支援中文學習的學校數目在4年間增加近三成
- 已有/將有53個公務員職系降低其中文語文能力要求
- 超過100名少數族裔青年學員獲聘為就業服務大使，接受在職培訓
- 共有8間中心為少數族裔人士提供協助融入社區的服務，中心共聘用超過50名全職少數族裔員工，每年服務超過90 000人次

加強支援少數族裔人士的措施

少數族裔社群的需要越趨多元化。有見及此，政府成立了由政務司司長出任主席的少數族裔事務督導委員會，以加強跨局協作，並會由2019至2020年度起動用超過5億元加強支援少數族裔人士。

- 加強對錄取非華語學生的幼稚園的資助，按錄取非華語學生的人數分五個層階提供資助，以取代現時對錄取8名或以上非華語學生的幼稚園提供劃一資助 —



- 繼續委託專上院校為學校就非華語學生在中文的學與教提供專業支援服務

1至4名學生

5至7名學生

8至15名學生

16至30名學生

31名或以上學生

新增現金資助每年**5萬元**

新增與**0.5**名幼稚園教師薪酬相若的資助額

資助額與**1**名幼稚園教師的薪酬相若(即現有安排)

增加資助額至與**1.5**名幼稚園教師的薪酬相若

增加資助額至與**2**名幼稚園教師的薪酬相若

教育

新措施



- 對錄取有特殊教育需要的非華語學生的公營普通學校提供分三個層階發放的額外財政援助 —

- 向錄取非華語學生的中學提供財政援助，支援非華語學生以中文學習中國歷史

1至9名學生

新增現金資助每年**10萬元**

10至25名學生

新增現金資助每年**20萬元**

26名或以上學生

新增現金資助每年**30萬元**



- 政府將為少數族裔大學生提供短期實習計劃

就業

新措施

- 繼續檢視不同公務員職系的中文語文能力要求
- 加強招聘及外展的工作，鼓勵少數族裔人士加入紀律部隊



- 加強勞工處人手，推行試點計劃，透過非政府機構以個案管理方式為少數族裔求職人士提供就業服務

- 擴展僱員再培訓局專設的語文及特定行業培訓課程，並就部分課程的入讀規定增加靈活性



- 委託非政府機構設立專責外展隊，主動接觸及協助有需要的少數族裔人士與主流福利服務聯繫
- 加強預防及支援服務，協助少數族裔人士對抗家庭暴力及性暴力



- 按錄取有特殊需要的學前少數族裔兒童數目，為特殊幼兒中心及早期教育及訓練中心提供額外資助

社會福利

新措施

- 於5間殘疾人士家長/親屬資源中心設立少數族裔專屬單位



- 優化《促進種族平等行政指引》以適用於所有為少數族裔人士提供服務的政策局、部門和有關機構
- 為新入職公務員及前線員工提供更多文化敏感度/平等機會的訓練課程



- 提升「融匯中心」的傳譯及翻譯服務，並增設越南語服務

社會共融

新措施

- 加強少數族裔人士支援服務中心的服務，尤其為新來港少數族裔人士及青年而設的服務
- 在地區層面舉辦更多推動少數族裔與本地社群溝通和交流的活動



- 透過紀律部隊的到校外展及少年警訊的活動，增加與少數族裔兒童及青少年的互動

政務司司長將帶領少數族裔事務督導委員會，**督導**推行新措施，與持份者保持**溝通**，並**檢視**新措施的有效落實。

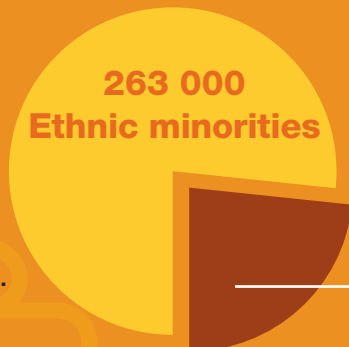
Hong Kong

is a cosmopolitan city where the culturally diverse groups form an integral part of our community. The Government places great emphasis on creating an equal and caring society for all.

Ethnic minorities (EMs) are actively contributing to Hong Kong. However, owing to cultural differences and language barriers, they may encounter difficulties in various areas including education, employment and social integration.

Ethnic minorities are important members of Hong Kong

EM population has been increasing steadily and now makes up about 3.8% of the whole population.



Enhanced Support Measures for Ethnic Minorities

In view of the increasingly diverse needs of our EM communities, the Government has set up a Steering Committee on Ethnic Minorities Affairs chaired by the Chief Secretary for Administration to enhance cross-bureau collaboration, and will be spending over \$500 million starting from 2019-20 to strengthen support for EMs.

30.4% (80 000) South Asians
(including Indians, Pakistanis and Nepalese)

2014 Support Measures

Since 2014, the Government has been implementing measures in various areas to ensure that EMs can enjoy equal access to public services and facilitate their integration into the community. The annual expenditure involved exceeds \$200 million.

Key measures implemented

- Implementing the “Chinese Language Curriculum Second Language Learning Framework” in primary and secondary schools
- Continuously reviewing the Chinese language proficiency requirements (LPRs) of civil service jobs
- Strengthening the Labour Department’s employment services for EM job seekers
- Offering dedicated training courses for EMs by the Employees Retraining Board (ERB)
- Setting up an additional support service centre for EMs
- Enhancing interpretation and translation services in public hospitals and clinics

Measures are producing results

- Steady improvement in the overall performance of non-Chinese speaking (NCS) students at primary levels in Chinese reading and writing
- The number of schools admitting EMs has been increasing. Among them, the number of schools admitting 10 or more NCS students and hence provided with additional recurrent funding to enhance support for Chinese learning has increased by about 30% in 4 years’ time
- 53 civil service grades have lowered/will lower their Chinese LPRs
- Over 100 EM young trainees have been engaged as Employment Services Ambassadors to undergo on-the-job training
- A total of 8 centres provide support services for EMs to facilitate their integration into the community. The centres employ over 50 full-time EM staff and serve over 90 000 persons annually



- Provide funding to secondary schools admitting NCS students to support their learning of Chinese History using the Chinese language

- Enhance the subsidy for kindergartens admitting NCS students by replacing the original flat-rate subsidy for kindergartens admitting 8 or more NCS students with a 5-tiered subsidy for different levels of NCS student admission —

1 - 4 students

New cash grant of
\$50,000 per year

5 - 7 students

New subsidy at a rate of
0.5 kindergarten teacher

8 - 15 students

Subsidy at a rate of
1 kindergarten teacher
(i.e. the current arrangement)

16 - 30 students

Increased subsidy at a rate of
1.5 kindergarten teachers

31 or more students

Increased subsidy at a rate of
2 kindergarten teachers

New Measures in Education



- Continue to commission tertiary institutions to provide professional support services for schools on Chinese language learning and teaching of NCS students

- Provide additional funding support under a 3-tiered structure to public sector ordinary schools admitting NCS students with special educational needs —

1 - 9 students

New grant of
\$100,000 per year

10 - 25 students

New grant of
\$200,000 per year

26 or more students

New grant of
\$300,000 per year



New Measures in Employment

- Provide a short-term internship programme in the Government for EM university students

- Review the Chinese LPRs of civil service grades on an ongoing basis
- Enhance recruitment promotion and outreaching efforts to encourage EMs to consider a career in the disciplined forces



- Enhance manpower support to the Labour Department to launch a pilot programme in conjunction with non-governmental organisations (NGOs) to provide employment services for EM job seekers through a case management approach

- Expand the range of dedicated language and industry-specific training courses for EMs provided by ERB and enhance the flexibility of enrolment requirements for certain courses



- Commission NGOs to set up designated outreaching teams to proactively reach out to EMs in need and connect them to mainstream welfare services
- Strengthen prevention and support service for EMs against domestic and sexual violence



- Provide additional subsidy for special child care centres and early education and training centres according to the number of pre-school EM children with special needs admitted



New Measures in Social Welfare



- Set up specialised EM units in 5 parents/relatives resources centres for persons with disabilities

- Improve the Administrative Guidelines on Promotion of Racial Equality for application to all Government bureaux and departments as well as related organisations providing services to EMs
- Provide more cultural sensitivity/equal opportunities training for civil service new recruits and front-line staff



- Enhance interpretation and translation services in the CHEER Centre and introduce new services in Vietnamese

New Measures in

Social Integration

- Strengthen services of support service centres for EMs, particularly those services catering for EM new arrivals and youths
- Organise more district-based activities to encourage interaction and exchange between the EM and local communities



- Strengthen engagement of EM children and youth through outreaching to schools by the disciplined forces and Junior Police Call programmes

The Chief Secretary for Administration will lead the Steering Committee on Ethnic Minorities Affairs in **STEERING** the implementation of the new measures, **ENGAGING** stakeholders and **MONITORING** their effective implementation.