



Unison's Achievements 我們工作的成果

	Category	Achievements 工作成果	Impacts 帶來影響	The Way Forward 展望
1.	Education	Before 2004, among 1,200 government-funded schools, only 7 primary schools and 3 secondary schools were willing to admit ethnic minority children, and the enrollment period normally took 6 months to 3 years. With the united efforts of Hong Kong Unison, parents and students over the years, the government subsequently revised the School Places Allocation Policy for Primary 1 and Secondary 1, allowing ethnic minority children to study in mainstream schools and to learn Chinese more comprehensively.	After 2004, ethnic minority children enjoy equal treatment on school places allocation with local Chinese students to get the chance to choose schools in their home net and to learn Chinese. At present, over 12,000 ethnic minority students are studying in government-funded schools, accounting for 5.1% of the total student population.	We will continue to press the government to provide ethnic minority students with education of the same quality, including a harmonious, inclusive and diversified learning environment. We also propose to add more racial and cultural elements to the general studies textbooks in primary education and Liberal Studies subject in secondary education.
2.		With sponsorship from the Kadoorie Charitable Foundation, a tailor-made IVE Foundation Diploma Course for ethnic minority students, the first of its kind, was launched in 2004/2005 and 2005/2006 respectively. In 2006, we successfully convinced the government to continue funding the course and open up more courses for ethnic minorities.	This Foundation Diploma Course enables the graduates after 2007 to further education on completing senior secondary studies. According to the report of Equal Opportunities Commission, around 16,000 local Chinese students are studying degree programmes in the first semester (2010/2011) compared to only 41 ethnic minority students. The chance to be admitted to the university for ethnic minorities is less than 1% of that offered to local Chinese.	We will continue to fight for more options to be offered to ethnic minority students after completing the senior secondary level.
3.		After our long-term advocacy with the help of school principals, teachers and ethnic minority students, we have drawn the attention and support from the government to the problem of inadequate supportive measures, which ethnic minority students are facing in Chinese language learning.	The Education Bureau has subsequently subsidised The University of Hong Kong to set up working teams since 2007 to give solid support to ethnic minority students in learning Chinese. Besides, universities and tertiary institutions organise training courses for teachers to raise their professional expertise in teaching non-Chinese speaking students.	We hope the government will develop a systematic Chinese as Second Language curriculum, coupled with quality teaching materials and assessment tools, organise teacher's training persistently, and provide Chinese language immersion classes for ethnic minority students in order to improve their Chinese standard and help them integrate into mainstream society.
4.		After more than a decade of our campaigning efforts with ethnic minority parents, students and schools, and communicating with various governmental bodies, Legislative Council and the media, we have convinced the Education Bureau to address the problem that ethnic minority students are facing more difficulties in learning Chinese than local	In 2009 the Education Bureau formulated a Supplementary Guide in Chinese language for teachers to make reference. Moreover, since 2006 the Bureau has provided an annual special grant of \$300,000 to \$600,000 to schools with enrollment of a critical mass of ethnic minority students for developing Chinese language programmes. Since	We hope the government will examine other practices of overseas countries to develop Chinese as Second Language policy and an appropriate assessment scheme so as to enable ethnic minority students to attain a certain level of Chinese proficiency leading to a



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		Chinese students.	2010 the local mainstream schools with enrollment of a small number of non-Chinese speaking students are entitled to apply for a Chinese coaching subsidy of \$50,000 to \$300,000 from the Education Bureau.	recognised qualification.
5.		Every year only a very small number of ethnic minority students are admitted to degree programmes. One of the reasons is that they lack Chinese proficiency. Following our lobbying efforts, GCSE Chinese examination taken by ethnic minority students was accepted as an alternative to Chinese language qualification for entry into tertiary institutions in 2008. This greatly helps to remove the barrier for them to get access to educational advancement.	With the revision of the entry requirement, ethnic minority students, who generally perform very well in public examinations but relatively not as good in Chinese language, have gained a greater chance to be admitted to the university.	In the long term, we suggest the government to develop an appropriate Chinese as Second Language curriculum and assessment scheme.
6.		In 2009, we petitioned with ethnic minority students for a reduction in GCSE Chinese examination fee (\$965). Finally, we pressed the government to lower the fee to \$194 in 2010, the same level as that of the HKCEE.	This initiative encourages more ethnic minority students to study Chinese and enroll in relevant Chinese examinations so as to acquire additional Chinese qualifications apart from HKCEE, which has enhanced their chances for educational advancement and employment opportunities, as well as their competitiveness.	We will continue to press the government to lower the HKALE Chinese examination fee (\$2,600) to \$540, the same level as that of HKDSE, in order to enable ethnic minority students to have equal opportunities to enroll in Chinese examinations of higher level. In the long term, we suggest the government to develop an appropriate Chinese as Second Language curriculum and assessment scheme.
7.		For the 4th year in a row, we have received sponsorship from various charity foundations since 2008. The funding allows us to jointly organise a Chinese language supportive programme for ethnic minority children with the Hong Kong Institute of Education (HKIED), where schools visits and training sessions for the soon-to-be teachers of HKIED are arranged and Chinese language after school classes for ethnic minority children are	So far, 672 ethnic minority students have benefited from the programme. According to the reports of kindergarten teachers and soon-to-be teachers, ethnic minority students have gained more interest and confidence in learning Chinese and got to know more Chinese vocabulary through the various activities organised. The soon-to-be teachers have also improved their racial and cultural sensitivity for ethnic minority students and teaching techniques.	In the future, we hope the Education Bureau can sponsor and take over this Chinese language supportive programme, which would provide a solid foundation for pre-primary ethnic minority children in learning Chinese.



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8.	Race Discrimination	With joint efforts of Hong Kong Unison and other concerned parties over a decade, the Race Discrimination Ordinance came into effect in July 2009.	The Race Discrimination Ordinance provides a legal framework to protect Hong Kong citizens including ethnic minorities from racial discrimination as well as channels for lodging complaints. According to the data from the Census and Statistics Department in 2006, around 400,000 members of ethnic minorities lived or worked in Hong Kong, which accounted to 5.1% of the total population.	We will organise education programmes for ethnic minority communities to help them better understand their legal rights under the scope of protection. Besides, we will monitor closely the Equal Opportunities Commission in the implementation of the Race Discrimination Ordinance.
9.		The Race Discrimination Bill contains many discriminatory provisions and is regarded as too weak. Together with Hong Kong Human Rights Monitor and some legislative councillors, we had flown to the United Nation office in Geneva several times to address our concern.	Our move has aroused awareness in the community and gained the support of some legislative councillors, eventually forcing the government to amend or delete some of the provisions. The Race Discrimination Ordinance passed is thus able to provide Hong Kong citizens with better protection.	The Race Discrimination Ordinance still has many defects. For instance, it excludes discrimination based on nationality from the scope of racial discrimination; it does not cover the government in performance of its functions or exercise of its powers. We will continue to advocate for further amendment in relevant provisions.
10.		The Race Discrimination Ordinance does not provide adequate protection due to the excessive exemptions. Through the joint efforts of Hong Kong Unison and Hong Kong Human Rights Monitor, the government has drawn up a set of Administrative Guidelines for 16 policy bureaux and departments.	In formulating policies or providing services, relevant departments have to observe the principles in relation to the promotion of equal opportunities and the elimination of racial discrimination.	We will follow closely the implementation of Administrative Guidelines and get them extended to law enforcement authorities, such as the Hong Kong Police Force and the Immigration Department.
11.	Public Education	We have received sponsorship from various charity foundations for the 5th consecutive year, which allows us to organise activities to promote racial harmony in more than 50 local mainstream schools. Since 2001 we have organised various activities with the theme of “International Day for the Elimination of Racial Discrimination” and we hand-made “Brown & Yellow Friendship ribbons” which symbolise racial friendship. All these initiatives aim at encouraging Hong Kong citizens to understand the cultures of ethnic minorities and their living	Participants have increased their knowledge of and sensitivity towards ethnic minorities. Many local Chinese children and ethnic minority children have developed friendship and live in harmony. With the promotion of racial harmony in the community, numerous schools have devised the annual theme in relation to respect, friendship and equality, exposing students to these core values through extra-curricular activities other than text books.	We hope the Education Bureau and Equal Opportunities Commission will devise systematic curriculums on racial harmony, so as to encourage Hong Kong citizens to better understand and accept ethnic minorities. We also expect to have more racial and cultural elements incorporated in the general studies textbooks in primary education and Liberal Studies subject in secondary education. Public education is an



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		<p>conditions, and promoting mutual exchange.</p> <p>In addition, we have organised numerous talks and workshops in various formats on racial sensitivity for a range of professionals, governmental departments and disciplinary authorities.</p>	<p>Moreover, many Chinese-speaking citizens are willing to be volunteers to serve ethnic minorities. They get along very well and have developed strong friendship. The media has put more focus on ethnic minorities, resulting in widespread coverage in terms of the size and frequency.</p>	<p>effective way to change one's mindset in the long run. We hope this kind of work can be carried out persistently to disseminate the message of racial equality and harmony to schools and every corner of the community.</p>
12.	Further Education	<p>More and more Hong Kong residents show their care and support to ethnic minorities by giving actions and donation. Over the years, philanthropists and charity foundations have made donation to Hong Kong Unison for setting up scholarship schemes for ethnic minorities, with the first of its kind in 2008, which aim at encouraging the ethnic minority youth to pursue tertiary education.</p> <p>Some of the philanthropists have even become mentors of ethnic minorities, giving them invaluable support, care and encouragement.</p>	<p>Since 2008 we have given out over 70 scholarships with a total amount of around \$880,000 to assist ethnic minority youngsters studying in tertiary institutions or universities to further their academic advancement.</p> <p>Encouraged by the support of kind-hearted people, the beneficiaries have more actively participated in society and gradually developed a sense of belonging. Some of them are outstanding students with admiring academic performance, who have become inspiring role models for the new generation of ethnic minorities.</p>	<p>Looking ahead, we will step up our efforts in fundraising for the maintenance and continuation of the scholarship schemes, in order to fulfill our goal of helping more ethnic minority youngsters with financial difficulties to further their studies.</p>
13.		<p>In the academic year 2010/2011, we assisted 2 ethnic minority young people to be admitted to the Associate Degree Programme in Social Work under the exemption of Chinese language qualifications. They are expected to be the first slot of non-Chinese speaking social workers in Hong Kong.</p> <p>Besides, we also partnered with The Hong Kong Confederation of Trade Union to run the Module Certificate in Community Networking and Programme Planning, the first of its kind tailored for ethnic minorities in Hong Kong. As part of the Skills Upgrading Scheme Plus of the Employees Retraining Board, the course aims to equip non-Chinese speaking trainees, who have work experience in social services industry, with essential knowledge and skills for community networking and programme planning, and prepare them for other social services programmes in the future.</p>	<p>These initiatives explored a new form of job opportunity and professional training for ethnic minorities who wish to serve the community, and helped them develop their potential and achieve their goal. We believe in return they will share the same vision of "helping people help themselves" with other social workers, and effectively help those in need, particularly ethnic minorities.</p>	<p>We will continue to help ethnic minorities explore different types of jobs in order to expand their job opportunities, such as nurses, firemen, immigration officers, etc. We will also maintain our communications with Civil Service Bureau to fight for revisions on Chinese language requirements on recruitment for civil service posts.</p>



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14.	Employment	<p>Since the handover of HKSAR, no minority resident has ever joined the civil service. The government revised English and Chinese language requirements on recruitment for all civil service posts in 2003, which in effect has shut the door for most minority applicants due to a lack of Chinese competency.</p> <p>Following our efforts with ethnic minority youth and other concerned groups, the Hong Kong Police Force eventually revised the recruitment procedures for police constables and probationary inspectors in 2011. As such, apart from English and Chinese competency, other language proficiencies for ethnic minorities will also be taken into consideration.</p>	<p>This revision has lightened the hope of ethnic minority youth and increased their chance for joining the police force and civil service. It also serves as a precedent for other governmental departments.</p> <p>Besides, the Hong Kong Police Force launched a pilot scheme in 2011 to hire ethnic minority youth as Police Community Liaison Assistants in 5 selected police districts.</p>	<p>We will go on to help ethnic minority youth apply for the posts in the police force and civil service.</p>
15.	Social Policy	<p>Through our lobbying efforts with several Executive Councillors and Legislative Councillors, the Financial Secretary John Tsang had incorporated two suggestions in the Budget 2008/2009 to help ethnic minorities. These included the increase in the number of designated schools and the set-up of 4 regional support service centres. This was the first time that the Budget mentioned about and addressed the needs of ethnic minorities since the handover of the HKSAR over a decade ago.</p>	<p>Currently, the 4 regional support service centres are operating to provide social services to ethnic minorities directly.</p>	<p>We will continue to address the concern of ethnic minorities and urge the government to provide more appropriate services to suit their needs.</p>
16.		<p>Ethnic minorities are often excluded from public services or the use of such services effectively due to the language barrier. Through the joint efforts with various concerned parties and the help of the media, some of the service providers have made improvements.</p>	<p>The Hospital Authority has funded non-governmental organisations to provide interpretation service in public hospitals; Employees Retraining Board and Labour Department have started to provide programmes and services to suit the needs of ethnic minorities; there are task forces on the prevention of drug abuse to serve ethnic minorities; in recent years drug rehabilitation organisations tend to be more willing to accept ethnic minorities.</p>	<p>We will continue to urge the government and non-governmental organisations to consider the needs of ethnic minorities when providing services such as interpretation, to ensure ethnic minorities receive the same quality of services with local Chinese residents.</p>