

主旨: Views on Population Policy  
附件: EM's response to Population Policy Consultation (2nd ed).docx

Dear Sir/Madam,

I tried to submit through the following link but in vain. Hence I sent this email to express my view.  
[http://www.hkpopulation.gov.hk/public\\_engagement/en/suggestion.html](http://www.hkpopulation.gov.hk/public_engagement/en/suggestion.html)

## **EM's Response to the Consultation Document on Population Policy**

1. The consultation paper seems to be focus on economic growth, however, we think the population policy should emphasis in making Hong Kong a preferred choice of residence in the world capable of creating equal opportunities for people with different ethnicity and multicultural background to attain a good quality of life.
2. A preferred choice of residence should be a secure and quality environment conducive for people to realizing their potentials, pursuing their dreams and aspirations, forming families and ageing in comfort.
3. To review the current integration policy and deliberate what kind of support and measure needed as an international city, so as to build up a preferred choice of residence for the local ethnic groups. Currently, the integration policy is rather piecemeal. Besides, the promotion, resource input and monitoring system for the Administrative Guidelines on Promotion of Racial Equality is very insufficient, hence, a more comprehensive integration policy should be established.
4. Proposed Strategies/ measures :
  - 4.1 Strengthen legislation against racial discriminations
  - 4.2 Enhance the prevention measures by building up a social inclusive society
  - 4.3 Education and employment supports to the ethnic minorities and reduce barriers to their full social and economic participation
5. Diversifying Education Structure and Curriculum for the Ethnic Minorities:

Education concerns the ethnic minorities in Hong Kong most as it shapes the life chance in Hong Kong. As our education structure and curriculum is based heavily on local Chinese culture, the ethnic minorities have experienced a lot of difficulties in language and schooling. The fundamental problem lies in the lack of policy to diversify our education structure and curriculum such that people of the ethnic minorities, including those who may be coming to Hong Kong, can be better educated and obtain a culturally relevant education qualification for their development in Hong Kong.
6. A more diverse education structure and curriculum implies taking special considerations of the different backgrounds of different cultural/ethnic groups in the planning and policies related to school placement, curriculum, teacher training, parent education and

qualification recognition. With regard to the Chinese as a Second Language (CSL) framework proposed in the 2014 Policy Address, we hope that it can facilitate non-Chinese students to learn Chinese language and obtain a better competency in Chinese language. However, we are concern about the monitoring system and the indicators to evaluate the policy and measures.

7. In the long run, we believe that schools designated for ethnic minorities should be phased out to promote ethnic/racial integration, though we consider individual designated schools may still be needed for the newly arrived ethnic minority for transitional purpose. All schools have to be provided with adequate resources to be ready, in terms of facilities and professional inputs (in teaching material, teacher's training, and social service), to take students of different ethnic groups and render them with adequate supports.
8. Many ethnic minority parents are not aware of the education system in Hong Kong, hence it would be difficult for them to assist their children to plan the education path or choose the suitable schools. The kindergarten, school and NGO should provide talks and workshops for ethnic minority parents. They usually require more support from the schools and teachers due to language barrier. Parent's group and network organized by school and NGO may help ethnic minority parents to increase information accessibility and facilitate parent's involvement.
9. Under the "Chinese as a Second Language" (CSL) policy, the teaching and assessment methods have to be adjusted to provide multi-entries and exits and demonstrate the language abilities in different aspects (including listening, speaking, reading and writing). The CSL curriculum is not a lower level or inferior to the local Chinese language standard, but the method of teaching is to help non-native Chinese speakers to learn Chinese. It provides a wider spectrum of entries and exits of different Chinese competency, so that even the newly arrived may learn Chinese language. The qualification should be well-recognized by universities, government and business sector.
10. For schools using Chinese language as the medium of instruction, should give learning support to all ethnic minority students who are not native Chinese users, so as to create a fair education environment and avoid unnecessary hurdle for ethnic minorities.
11. The training, assessment tool and qualification standard under the Chinese as a Second Language(CSL) Framework are to be made also available to ethnic minority adults who are

not in schools but in need of a proper Chinese language qualification for education or career advancement of various kinds.

12. **Barriers to Career and Advancement Against Ethnic Minorities:** As the Steering Committee notes, the ethnic minority groups in Hong Kong constitute a significant quantity of labour force in our economy. As much as our economy needs this labour force, the ethnic minorities are in need of opportunities for them to participate and contribute to our society and to develop their own potentials. Ethnic minority groups face many problems in employment. Part of these problems is related to language barriers, overseas qualifications and professional experience were not recognized in Hong Kong. Others are related to stereotypes and discrimination.
13. **Barriers to Ethnic Minorities' Full Social Participation:** In many other aspects of basic livelihoods and social participation, the ethnic minorities have experienced a lot of barriers and discrimination. Due primarily to language barrier, they have great difficulties in getting access to information about education, health, housing, and social service. Although Racial Discrimination Ordinance is enacted, equal access to information and hence services has yet been achieved. Interpretation and translation service is the most basic service that they are in need of. On top of this, many public services, which have long been designed based on the culture and social practices of local Chinese, are yet fully accessible to them due to social and cultural reasons. A lot more have to be done in those service settings and public facilities to accommodate the unique set of needs of the ethnic minorities before they can fully participate in our society.
14. **Measures for Employment of ethnic minorities:** we suggest that the government should seriously consider three complementary measures.
  - i. On one hand, the government should incentivize employers by introducing tax allowance for employers employing ethnic minorities, providing on job training and supporting them to attend Chinese language courses. With better Chinese language competence, ethnic minorities may have better job opportunities and career advancement.
  - ii. On the other hand, a quota system should be considered. For the latter, the government as the biggest employer in Hong Kong should act as a role model and pledge a reasonable target of employing ethnic minorities.
  - iii. The Labor Department should be more sensitive to the language barrier, such as translating the recruitment advertisement to English, hiring staff who can

answer enquiry and hotline in English, providing job matching for ethnic minorities and etc.

- iv. Many employers are not unwilling to employ ethnic minorities with professional skills and technique simply because they cannot read and write fluent Chinese. However, some of the job duties may not need such competence. We encourage the government to re-examine the Chinese language requirement of different job duties, in respect of listening, speaking, reading and writing, so that more ethnic minorities may enter the job market.
- v. The Qualification Framework can offer help to the newly arrived ethnic minorities to recognize their overseas qualification and professional experience.
- vi. ERB or VTC should provide after school Chinese language training courses and vocational Chinese classes which are well-recognized by employers. Currently, the language courses are not able to help them to obtain or secure a job. Furthermore, many ERB courses are not available for school leavers with associate degree or above which may block ethnic minorities who have overseas degrees to study Chinese language course.
- vii. NGOs can be engaged to provide job matching and support employers to employ ethnic minorities. Besides, NGOs can render community Chinese classes in a more structural way after the CSL framework and teaching material are ready.

15. How we should facilitate social inclusion among the old Hong Kong, the potential migrants, the newly migrated as well as the local ethnic groups in Hong Kong is a major question that the entire community of Hong Kong should carefully deliberate. The question to ask is not just what kind of support we should render to the cross-border families and those with new migrants but also what kind of livelihood that we can make available to those who have been here for long, such that all families can be raised without jeopardizing the resources and opportunities of the other. This inevitably calls for efforts on long-term social planning for Hong Kong.

16. **Setting up Social Development Commission for Long-term Social Planning:** we suggest that, in addition to the Economic Development Commission, the government should consider forming a Social Development Commission to conduct a long-term social planning and consider how to better employ different social policy tools to secure and improve the quality of life of the existing population while also make sure that the newly arrived population, be they from the mainland or other places, have equal opportunities to

develop their potentials and contribute to the society .

17. **Strengthen Legislation on Discriminations Against Minorities and Proactive Programme to Promote Social Inclusion** : Also, to protect those new comers (as well as different social groups) and to protect the existing population from expressing their sentiment in an extreme form of exclusive behaviors, the government should strengthen legislation on discriminations against specific population and make sure that the fundamental rights of all socially disadvantaged groups in Hong Kong are adequately protected. While protective measures are required, preventive measures are also needed to proactively engage different social groups at the community level, facilitate their exchange and interaction as well as mutual help, and thereby promote social inclusion in the community. As our community becomes more and more socially and culturally diverse, we suggest that the government should coordinate and communicate with related stakeholders, including the community-based service and support centres, so as to provide service according the needs of the community. The government should take the lead to mobilize and promote social inclusion among different social groups at different localities. Besides taking up a stronger leading role, the government should also review the subsidy model, as the time-limited contract for support centres would hinder the service planning and development.
  
18. For the domestic helpers who contribute to release the women workforce and give care support to the Hong Kong families, the government should look into the work condition of those domestic helpers and take up a more proactive role to protect their rights and step in if they are being exploited by the subcontractors and employers.

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