

# RACIAL EQUALITY IN HONG KONG: WHAT YOU NEED TO KNOW ABOUT HONG KONG'S ETHNIC MINORITIES

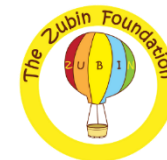
#racialequalityhk



The Zubin Foundation

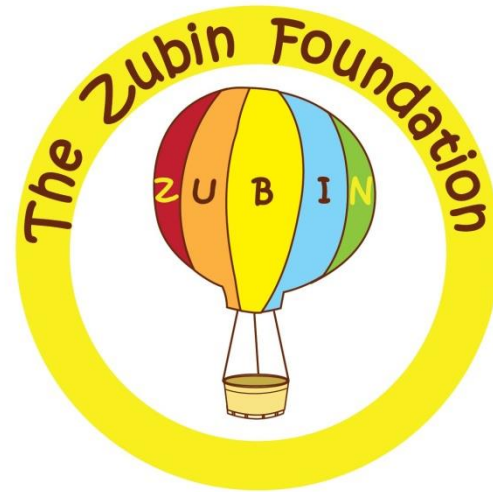
Improving the lives of Hong Kong's marginalised ethnic minorities.

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The Institute of  
**Racial Equality**  
in Hong Kong

an initiative of The Zubin Foundation



Improving the lives of Hong Kong's marginalised ethnic minorities by providing opportunities and reducing suffering

We do this by:

1. Conducting **research**
2. Developing and implementing **impactful projects**
3. Influencing **public policy** to drive systemic change





# 'The Status of Ethnic Minorities in Hong Kong 1997-2014'

By Puja Kapai at HKU (commissioned by TZF)

## » Major Needs in the Community Identified



**1 Women & Girls**



**2 Opportunity**  
- Jobs  
- Scholarships



**3 Children**  
- Special Needs  
- Pre K



**4 Representation**  
- On Statutory and Advisory Bodies  
- Policy Recommendations



**5 Mental Health**  
- For adults  
- For children



**6 Changing Mindsets**  
- Of EM parents  
- Of the majority population



**7 COVID Emergency Relief**



# Services and Projects

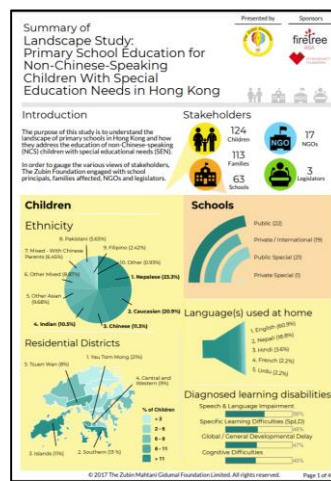
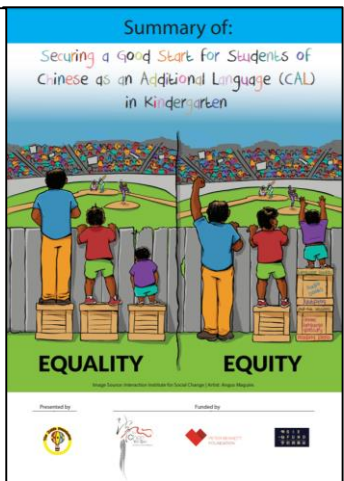
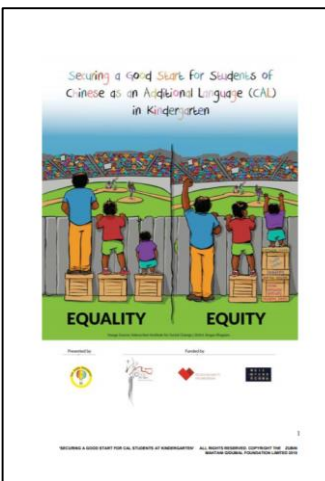
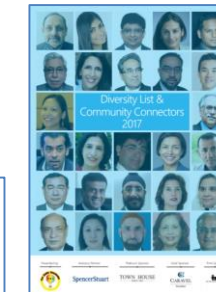
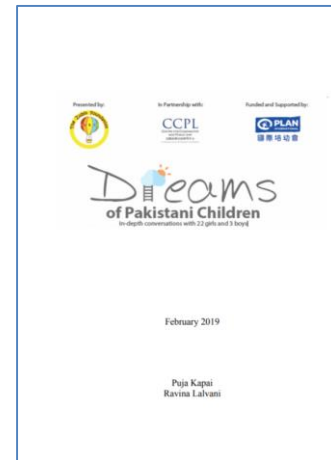
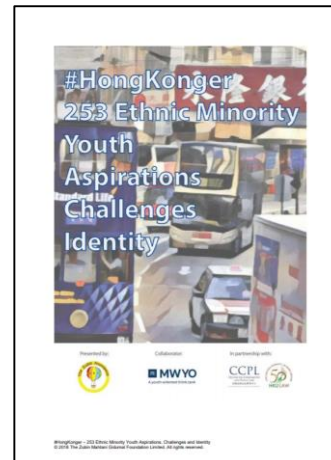
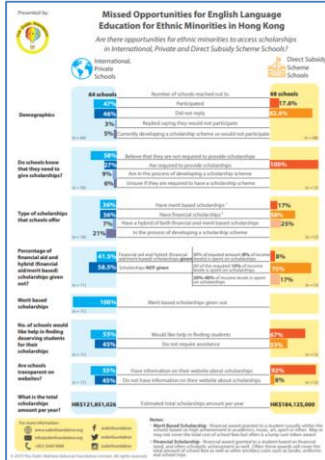


<b>Women &amp; Girls</b>  <i>Providing women and girls with support and skills.</i>	<b>Opportunities</b>  Providing opportunities so that EMs may meet their potential	<b>Children</b>  Ensuring the most vulnerable children in HK are given a chance.	<b>Representation</b>  Including ethnic minority voices in public policy .	<b>Mental Health</b>  Ensuring EMs have access to mental health help.	<b>Changing Mindsets</b>  Raising awareness of ethnic minorities and their issues in Hong Kong.	<b>Covid -19</b>
Call Mira (Helpline)  Desi Girl Friendship Circle (Mentoring)  Support Groups for women and girls in crisis	<p style="text-align: center;"><b>Jobs</b></p> <ul style="list-style-type: none"> <li>• Job matching</li> <li>• Internships</li> <li>• Networking Events</li> <li>• Training</li> <li>• CV writing</li> </ul> <p style="text-align: center;"><b>Scholarships</b></p> <ul style="list-style-type: none"> <li>• Scholarships</li> <li>• Tertiary Institute Scholarship Fair</li> <li>• International School Scholarship Fair</li> </ul>	<p style="text-align: center;"><b>SEN Children</b></p> <ul style="list-style-type: none"> <li>• Smart Parenting</li> <li>• Support Groups for parents</li> </ul> <p style="text-align: center;"><b>Pre-K children</b></p> <ul style="list-style-type: none"> <li>• Little Dragon videos</li> </ul>	<p style="text-align: center;">Diversity Lists</p> <p style="text-align: center;">Policy Recommendations</p>	<p>EM Well Being Centre (for those 16 years +)</p> <p>EM Well Being Centre for Kids (pending) Age 5 to 15</p>	<p>Let's Talk Mama Papa</p> <p>Institute for Racial Equality in Hong Kong</p>	<p>Care Boxes</p> <p>Period Poverty (Pending)</p>





# Research



# The Institute of Racial Equality Hong Kong

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- Conducts research on racial equality in Hong Kong with a focus on ethnic minorities.
- Makes policy recommendations to government.
- Raises awareness through talks and webinars.
- Hosts webinars and talks to corporates, NGOs and others.
- Conducts training for leadership and management - for corporates, NGOs, educational institutes, foundations and academia.
- Assists in race-based issues with companies and other organisations on an advisory basis.



# Schedule of Talks

Date	Topic
July	<b>What you need to know about Hong Kong's ethnic minorities</b> The topics covered will be the ethnic minority landscape, how ethnic minority youth feel about their treatment and ways forward to build an inclusive Hong Kong.
August	<b>How is Covid-19 impacting ethnic minorities?</b> The disproportionate impact of Covid-19 on poverty and joblessness in Hong Kong's ethnic minority community.
September	<b>What is the Status of Women and Girls in the ethnic minority community?</b> The Status of Ethnic Minority Women and Girls and CALL MIRA, the only helpline for women and girls in crisis
October	<b>What is the Double Discrimination that SEN children face in public schools?</b> The issues faced by ethnic minorities parents of special needs children.



# Agenda

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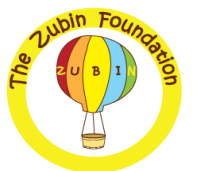
- Background: History, Size, Age
- 12 Observations
- So much you can do
- Q&A



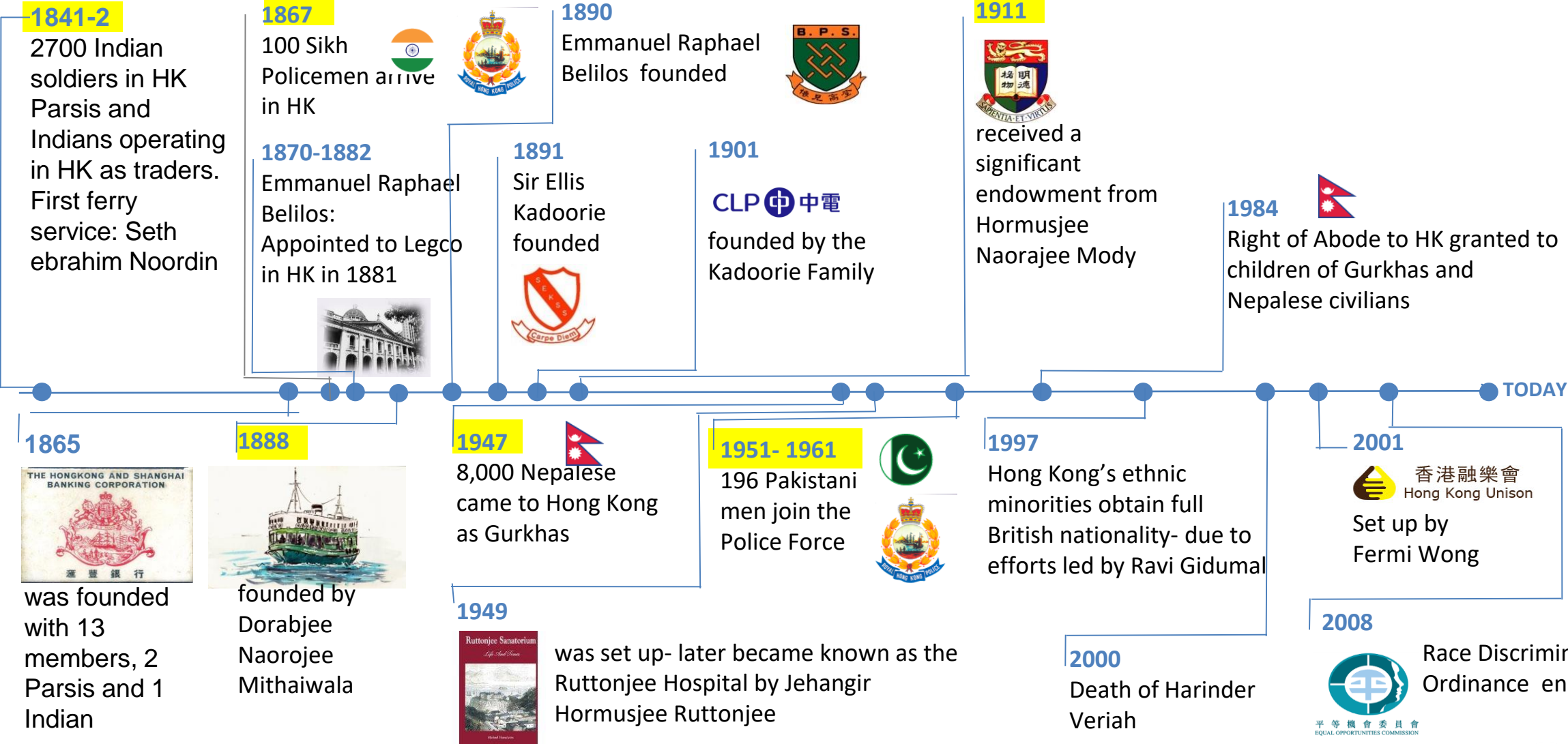




# Background



# History

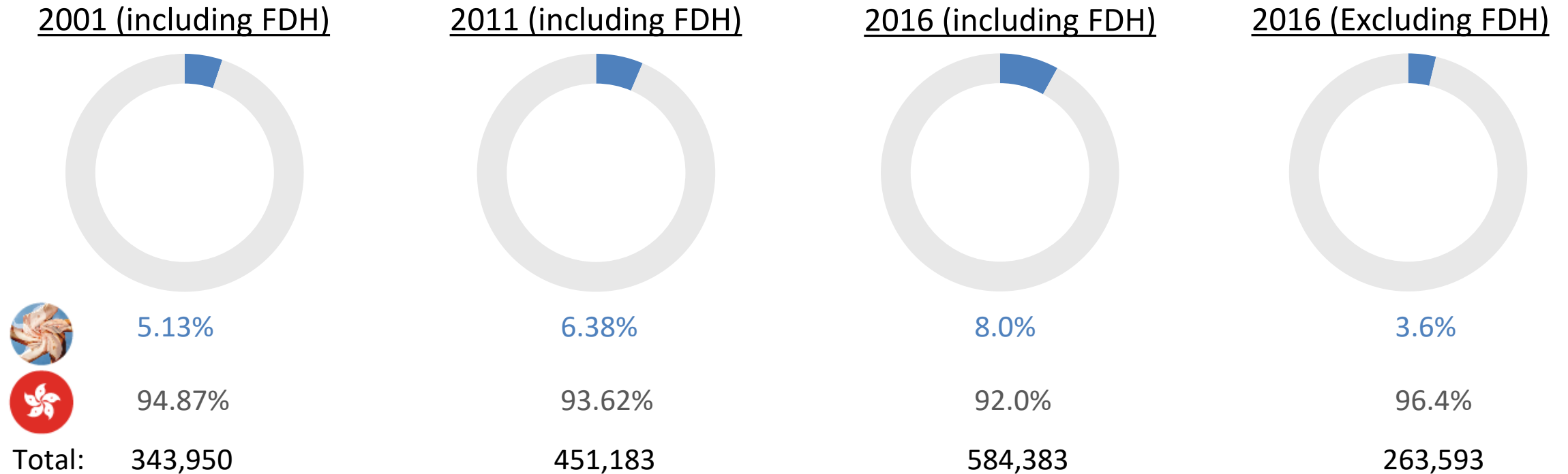


Source: TZF, Puja Kapai; "The Status of Ethnic Minorities in Hong Kong 1997-2014" 2015.



# Size of Population

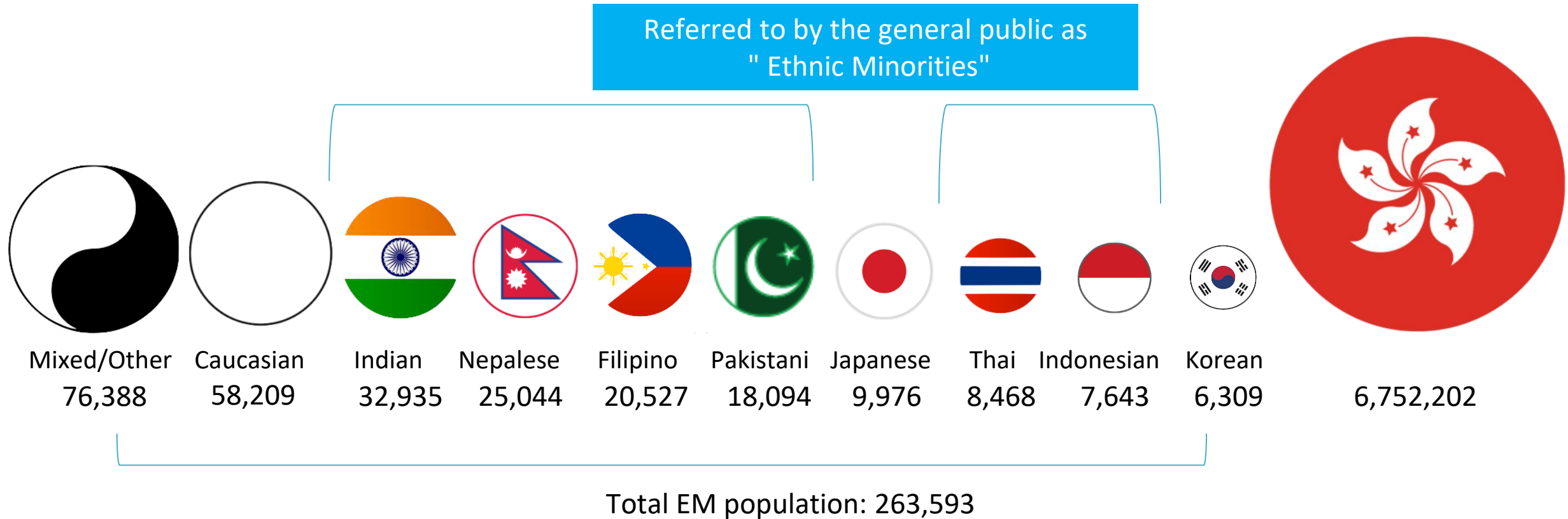
FDH: Foreign Domestic Helpers



Source: Hong Kong Census; Nationality and Ethnicity, 2016.

# Breakdown of Population and Terminology

Excluding Foreign Domestic Helpers



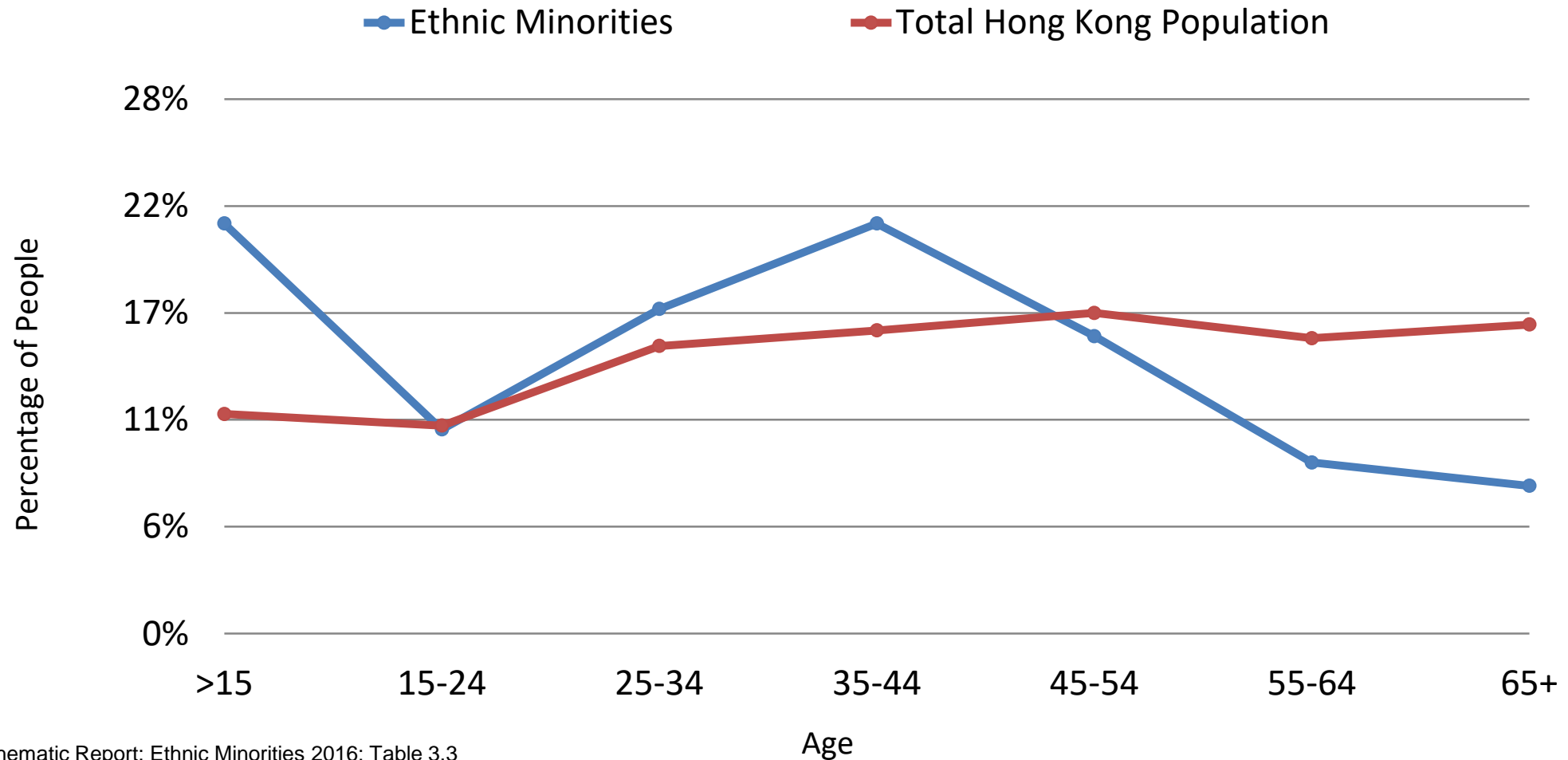
Source: Hong Kong Census; Nationality and Ethnicity, 2016.





# Population by Age

Excluding Foreign Domestic Helpers

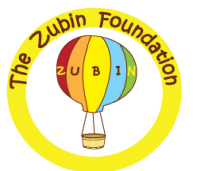


Source: Thematic Report: Ethnic Minorities 2016; Table 3.3





# Key Observations



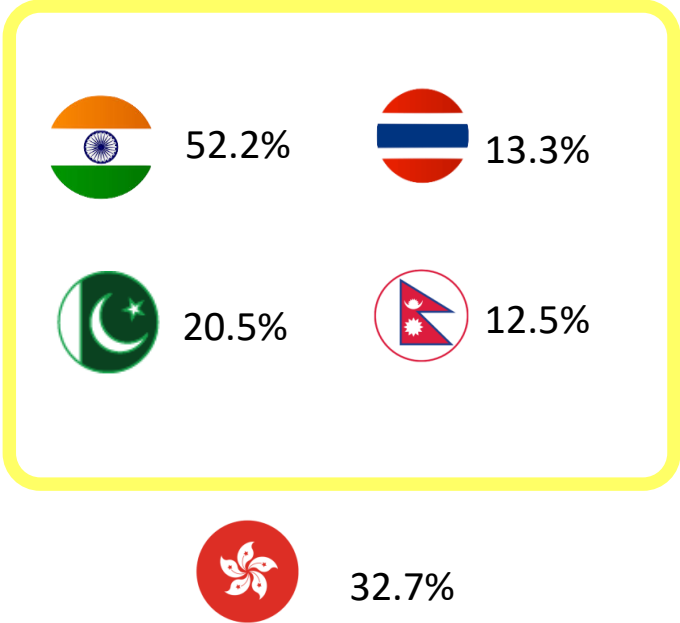
# 1. Not All Ethnic Minority Children Have the Same Opportunities.

(Excluding Foreign Domestic Helpers)

School attendance rates of ethnic minorities aged 3 and over by age group and sex, 2016

Age	EM		Whole Population	
	Male	Female	Male	Female
3-5	90	91.4	92.7	92.3
6-11	100	100	100	100
12-17	<b>95.8</b>	<b>96.5</b>	97	98
18-24	<b>41.9</b>	<b>44.8</b>	50.8	54.4

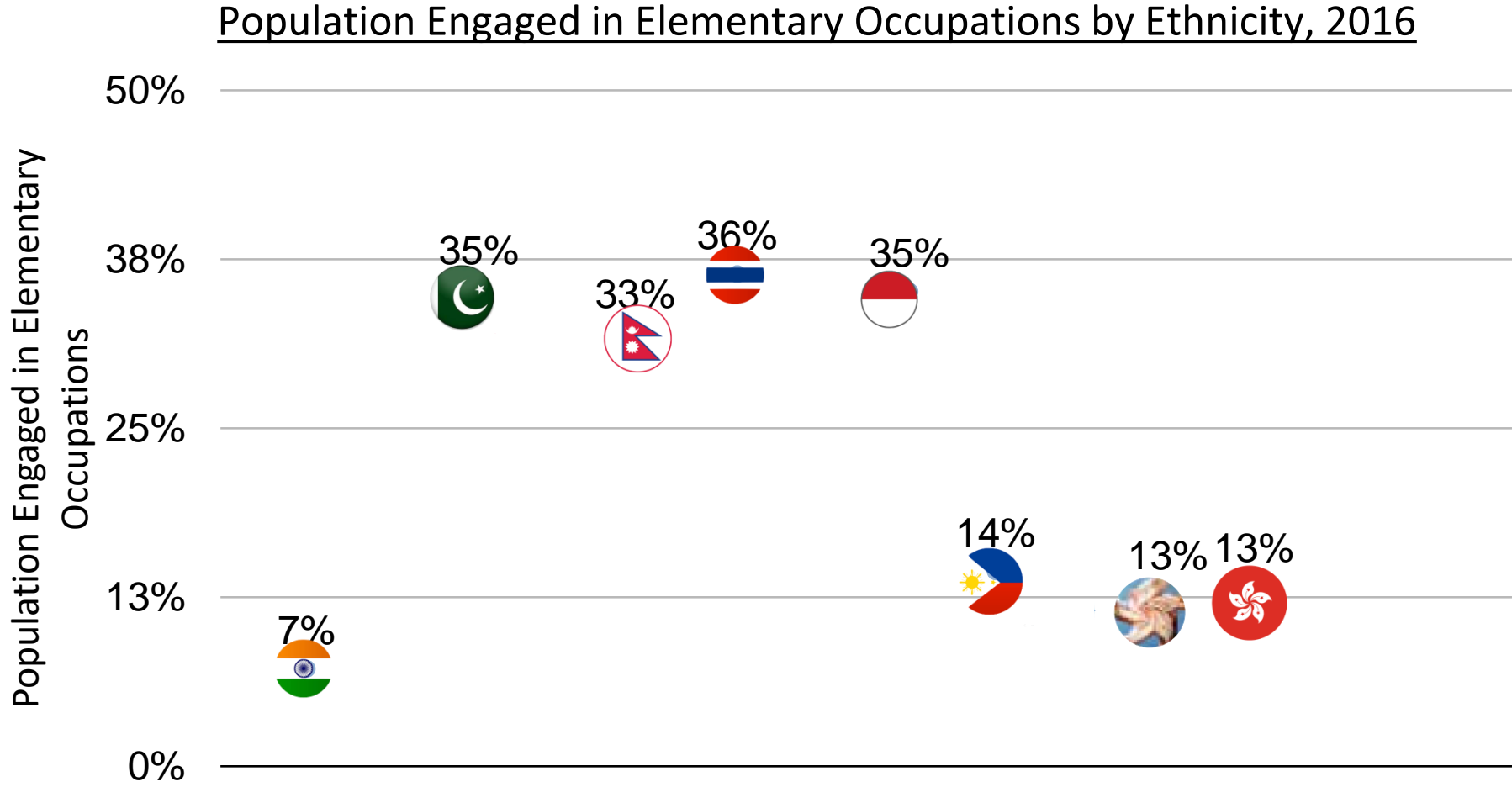
Post-Secondary (PS) education attained



Source: Thematic Report: Ethnic Minorities 2016; Table 5.1 and Table 5.2



## 2. Ethnic Minorities (Except Indians) Have a Much Higher Chance of Ending up in Elementary Occupations.



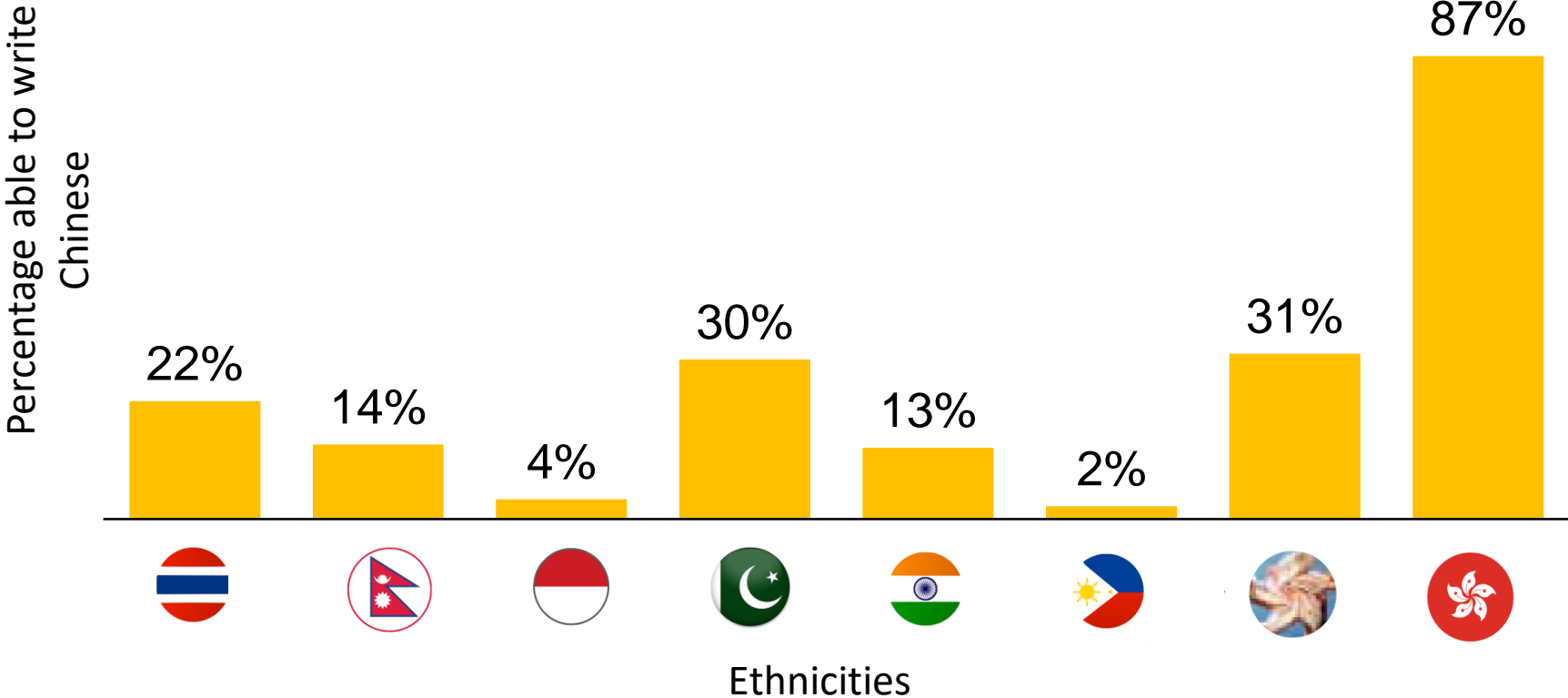
Source: Hong Kong Poverty Situation Report on Ethnic Minorities 2016; Figure 2.5





# 3. Chinese Language is a Barrier to Employment.

Proportion of Ethnic Minorities aged 5 and over able to write Chinese



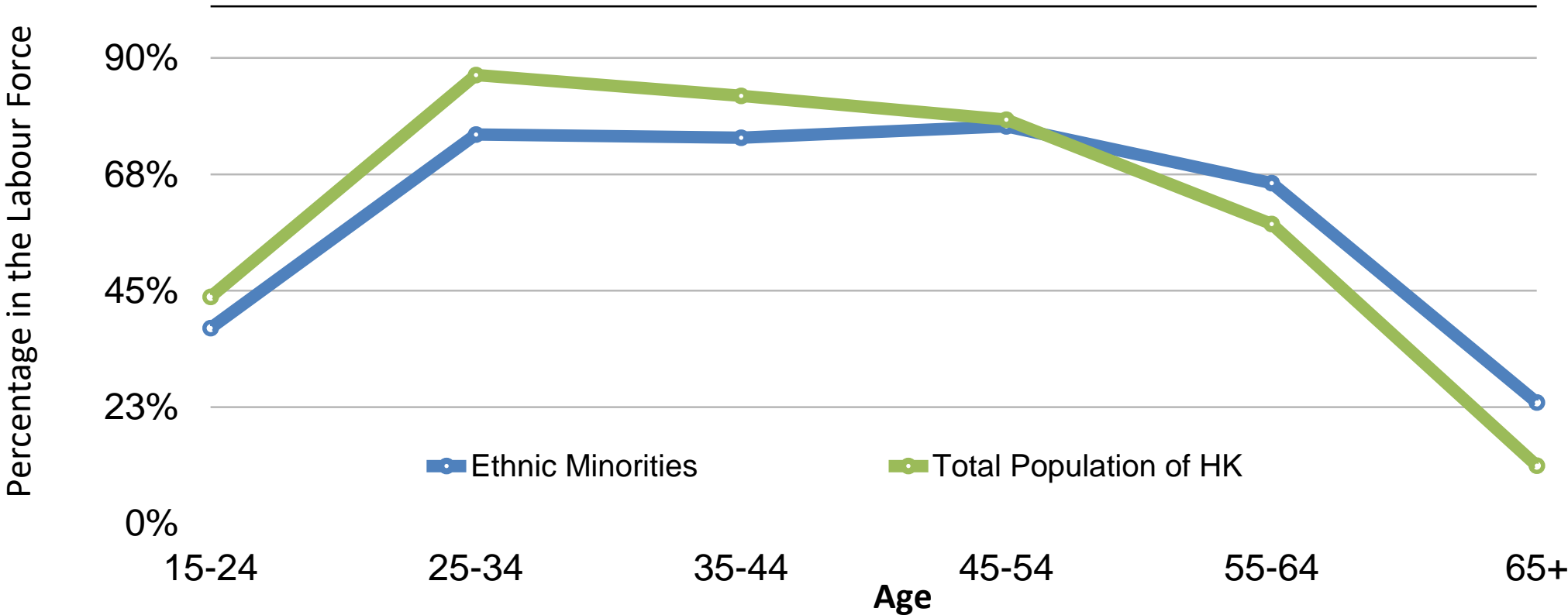
Source: Thematic Report: Ethnic Minorities 2016; Table 4.9



# 4. Younger Ethnic Minorities are Not in the Labour Force

Excluding Foreign Domestic Helpers

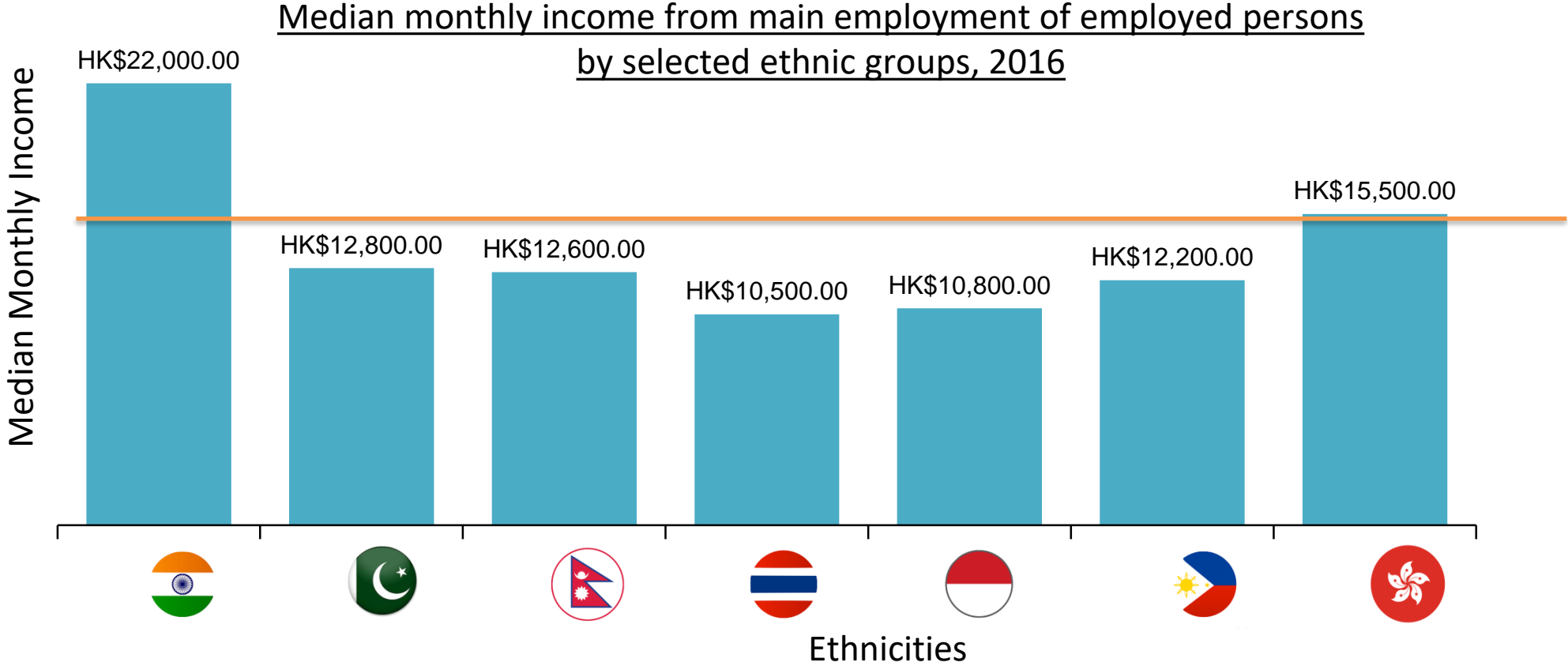
Labor force Participation (%)



Source: Thematic Report: Ethnic Minorities 2016; Table 6.1



# 5.Ethnic Minorities (Except Indians) Earn Less than the Hong Kong Average

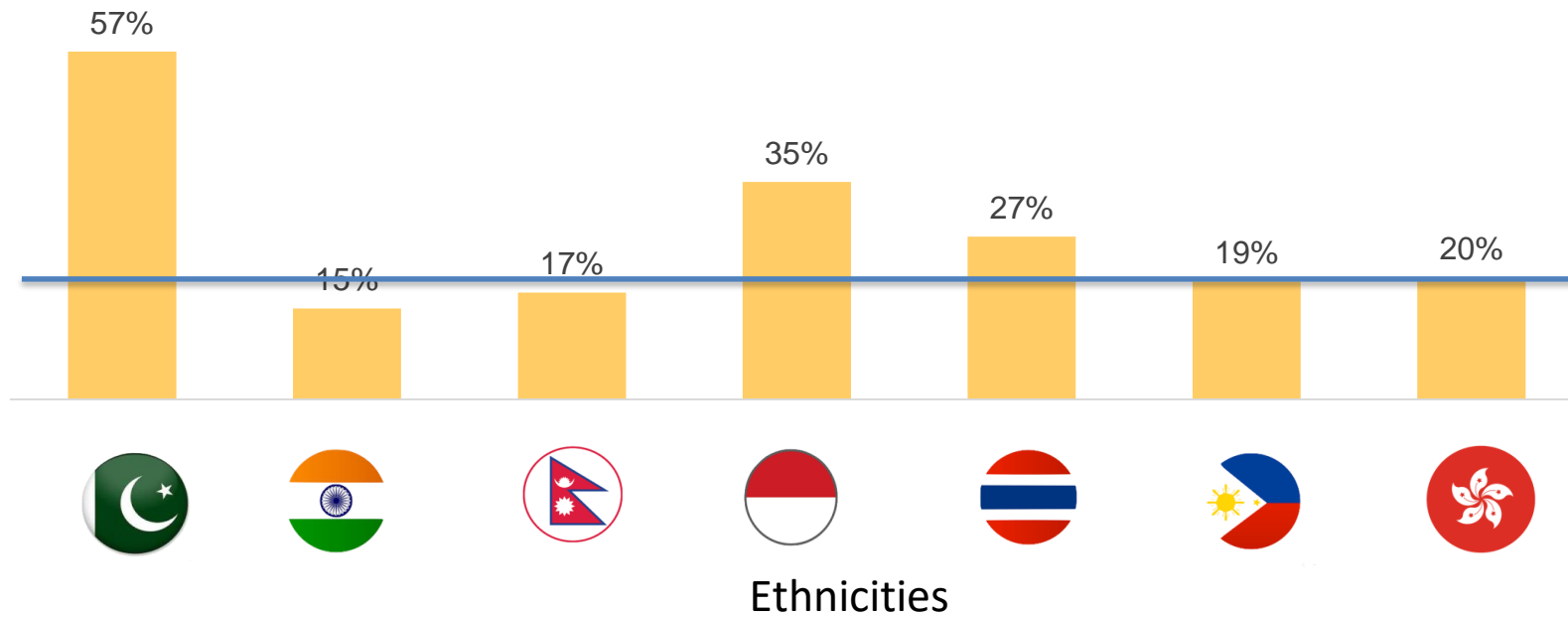


Source: Hong Kong Poverty Situation Report on Ethnic Minorities 2016; Figure 2.7



# 6. Poverty is a Serious Problem

## Poverty Rate of Ethnic Minorities in Hong Kong



## Poverty line thresholds by household size, 2016

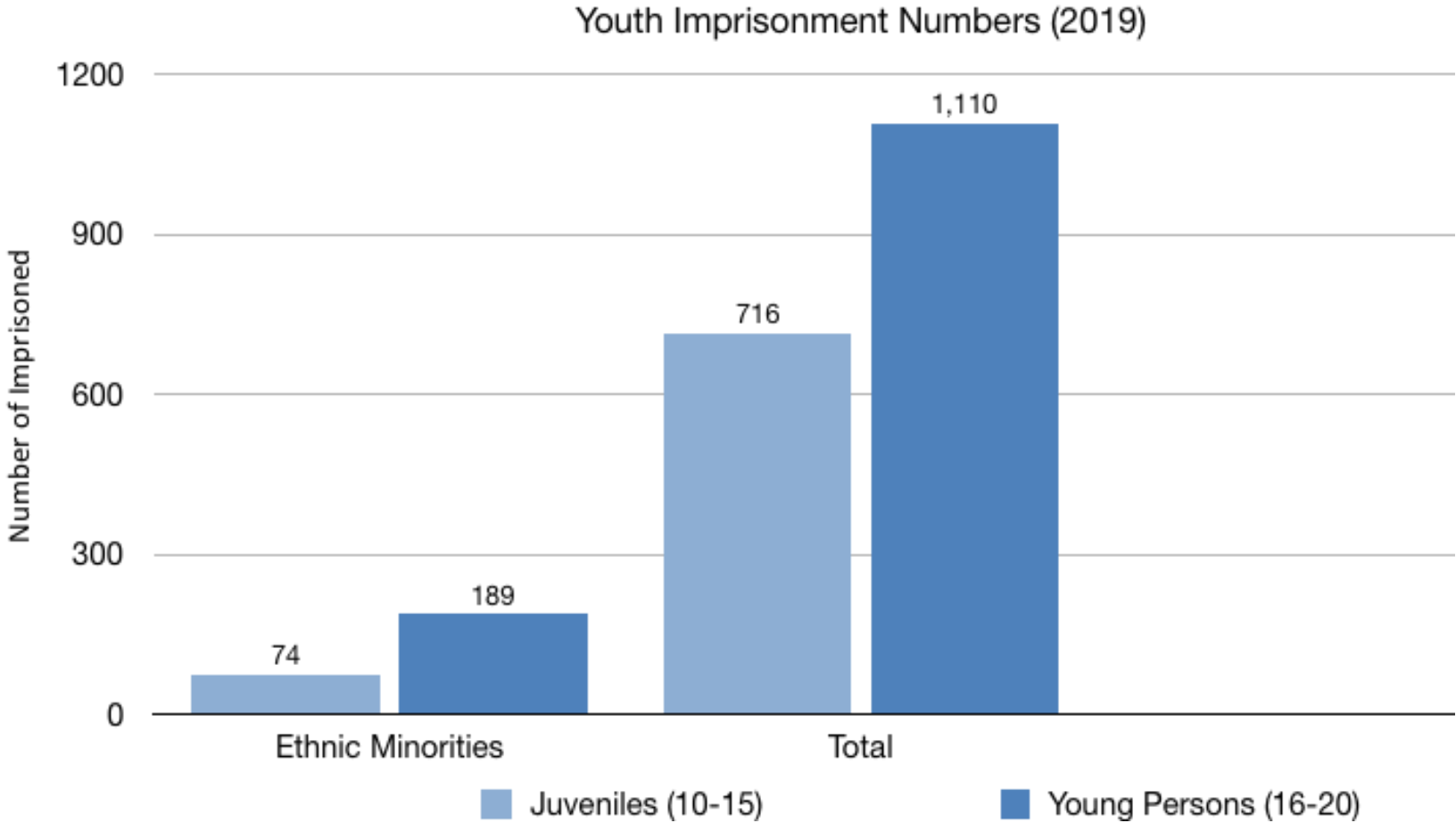
Household size	HK\$, per month
1-person	4,000
2-person	9,000
3-person	15,000
4-person	18,500
5-person	19,000
6-person-and-above	20,000

Source: Hong Kong Poverty Situation Report on Ethnic Minorities 2016; Figure 3.1





# 7. Ethnic Minority Youth Imprisonment is Disproportionately High



10% of juveniles imprisoned (ages 10-15) are ethnic minorities.

17% of young persons imprisoned (ages 16-20) are ethnic minorities

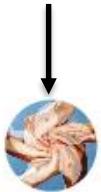
Source: Hong Kong Police Force; Crime Statistic Comparison 2018-2019



# 8. Special Needs Children Face Double Discrimination

Special Education Needs (SEN) dropout rates  
from public sector mainstream Primary to  
Secondary.

57%



(ethnic minorities SEN students)

vs

5%



(all SEN students)

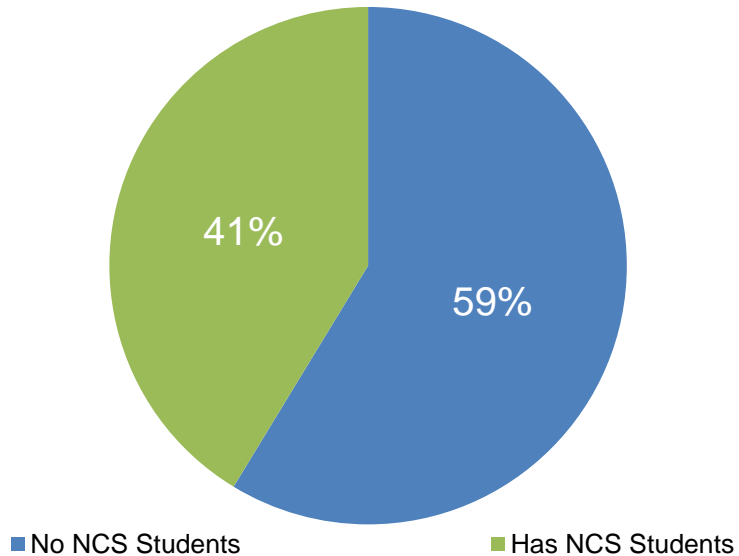
TZF research based on 22 primary public schools plus 21 public special schools found that:

- Schools have no idea what to do about the Cantonese language deficit plus the SEN.
- Schools are assessing EM children later than they are assessing HK Chinese kids.
- Schools are struggling with engaging with EM parents.

Source: TZF; "Status of Ethnic Minorities in Hong Kong 1997-2014, Education Chapter.

# 9. Discrimination Against EM Children Starts Young

Percentage of Kindergartens in 6 Highly populated EM districts that have ethnic minority children (n=278)



- Clustering effect- many ethnic minorities in some kindergartens and almost none in others- this is not good for learning the Cantonese language
- Going to a Cantonese speaking kindergarten is very important to going to a CMI primary school.
- There is NO PEDAGOGY for teaching Cantonese as an Additional Language for ethnic minorities.
- Kindergartens often separate ethnic minority children from Chinese children.

“Chinese parents think the EM kids are naughty and wild.”

“If we are labelled as ‘a school where the EM children go’ the relatives and friends of the current EM children will all want to come here. That’s not a good thing.”

Source: TZF; “Securing a Good Start for Students of Chinese as an Additional Language (CAL) in Kindergarten,” 2018.

# 10. Ethnic Minorities Think Poorly of Some Ethnicities

Based on n= 253

## Hierarchy of Race amongst EM youth



Source: TZF; "Ethnic Minority Youth - Aspirations, Challenges, and Identity," 2018.



# 11. Women and Girls are Amongst the Worst Off

## Forced Marriage

For many Hong Kong Pakistani girls the typical age of engagement is 14 to 15 and the typical age for marriage is 18 to 22.

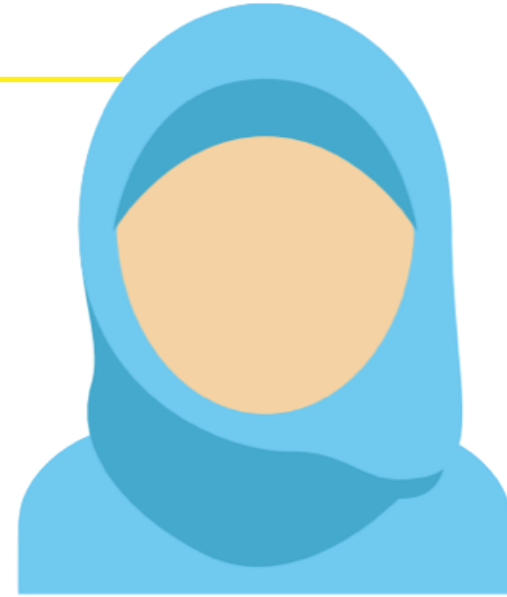
Many girls are forced into marriage by their parents to:

- Retain family '*izzat*' or honour
- Strengthen bonds with the wider family
- “Gain face” in the ancestral village
- Help get a ‘green card’ [HKID] for a family member

## Domestic Violence

Is a serious problem. Over 80% of the helpline's 730 callers on Call Mira have cited that they are physically or emotionally abused by their husband.

Source: TZF, Puja Kapai and Ravina Lalvani; “Dreams of Pakistani Children,” 2019.



## 12. The Term "Ethnic Minority" is Not Inclusive

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89.3% of youth would prefer to be called something other than "ethnic minority"

42.2% of youth would like to be called a Hong Konger

Source: TZF; "Ethnic Minority Youth - Aspirations, Challenges, and Identity," 2018.



Thank you

# Simple Ways to Help Us

- It costs just HK\$500 to pay for 2 child trauma counselling sessions with a counsellor in Hindi, Urdu or English. Each session is 45 minutes.
- It costs just HK\$10,000 to pay for one laptop to replace one of our second-hand ones.
- It costs HK\$20,000 to contribute to one month's rent at The Zubin Foundation.
- It costs just HK\$60,000 for a scholarship to cover tuition and other essential fee for an ethnic minority student for one year to attend one of the eight UGC funded universities in Hong Kong.



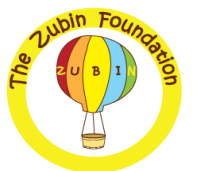
<https://www.zubinfoundation.org/donate>







# Q&A





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# Thank you!

With thanks to Sanaya Parakh, 2020 summer intern for assistance with the presentation slides.

For further information, please contact Shalini Mahtani at [mummy@zubinfooundation.org](mailto:mummy@zubinfooundation.org)

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