

RACIAL EQUALITY IN HONG KONG: HOW IS COVID-19 IMPACTING ETHNIC MINORITIES?



The Zubin Foundation

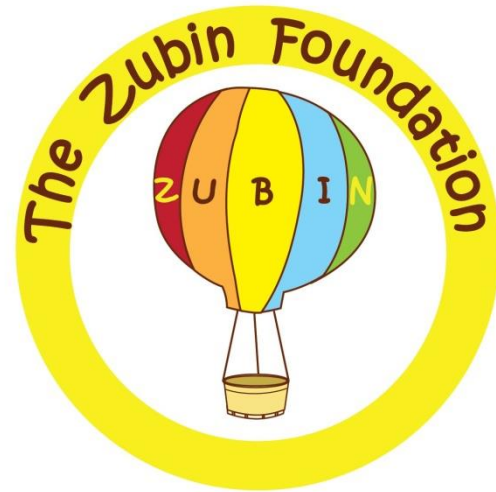
Improving the lives of Hong Kong's marginalised ethnic minorities.

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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



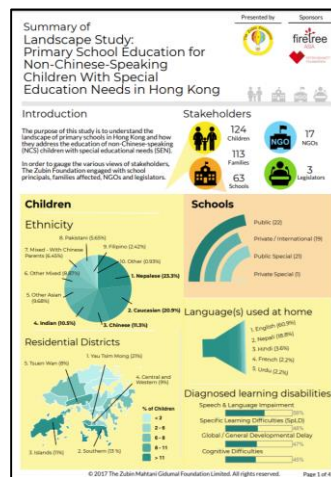
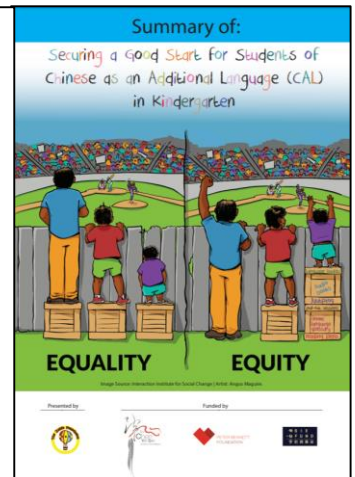
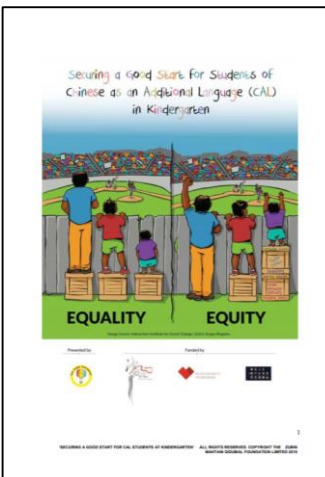
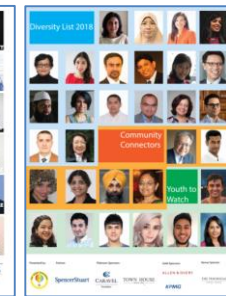
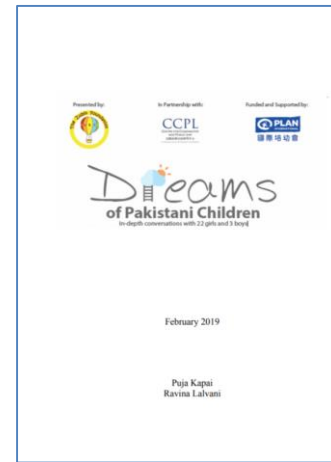
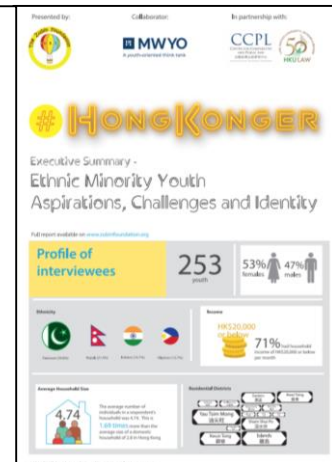
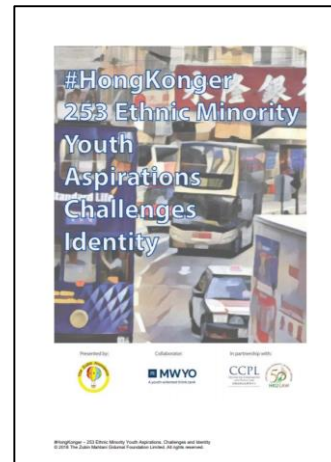
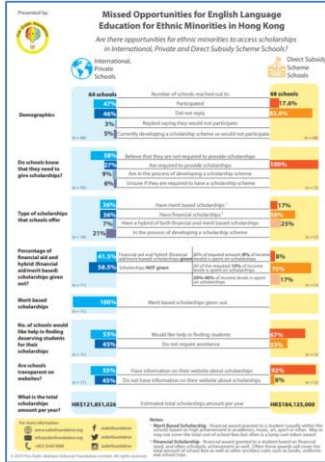
Services and Projects



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



Research



The Institute of Racial Equality Hong Kong

- 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 24, 2020 Friday	What you need to know about Hong Kong's ethnic minorities 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 24, 2020 Monday	How is Covid-19 impacting ethnic minorities? The disproportionate impact of Covid-19 on poverty and joblessness in Hong Kong's ethnic minority community.
September 25, 2020 Friday	What is the Status of Women and Girls in the ethnic minority community? The Status of Ethnic Minority Women and Girls and CALL MIRA, the only helpline for women and girls in crisis
October 23, 2020	What is the Double Discrimination that SEN children face in public schools? The issues faced by ethnic minorities parents of special needs children.



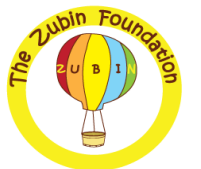
Agenda

- **Background**
- **Observations**
- **Summary**
- **How to help**
- **Q&A**

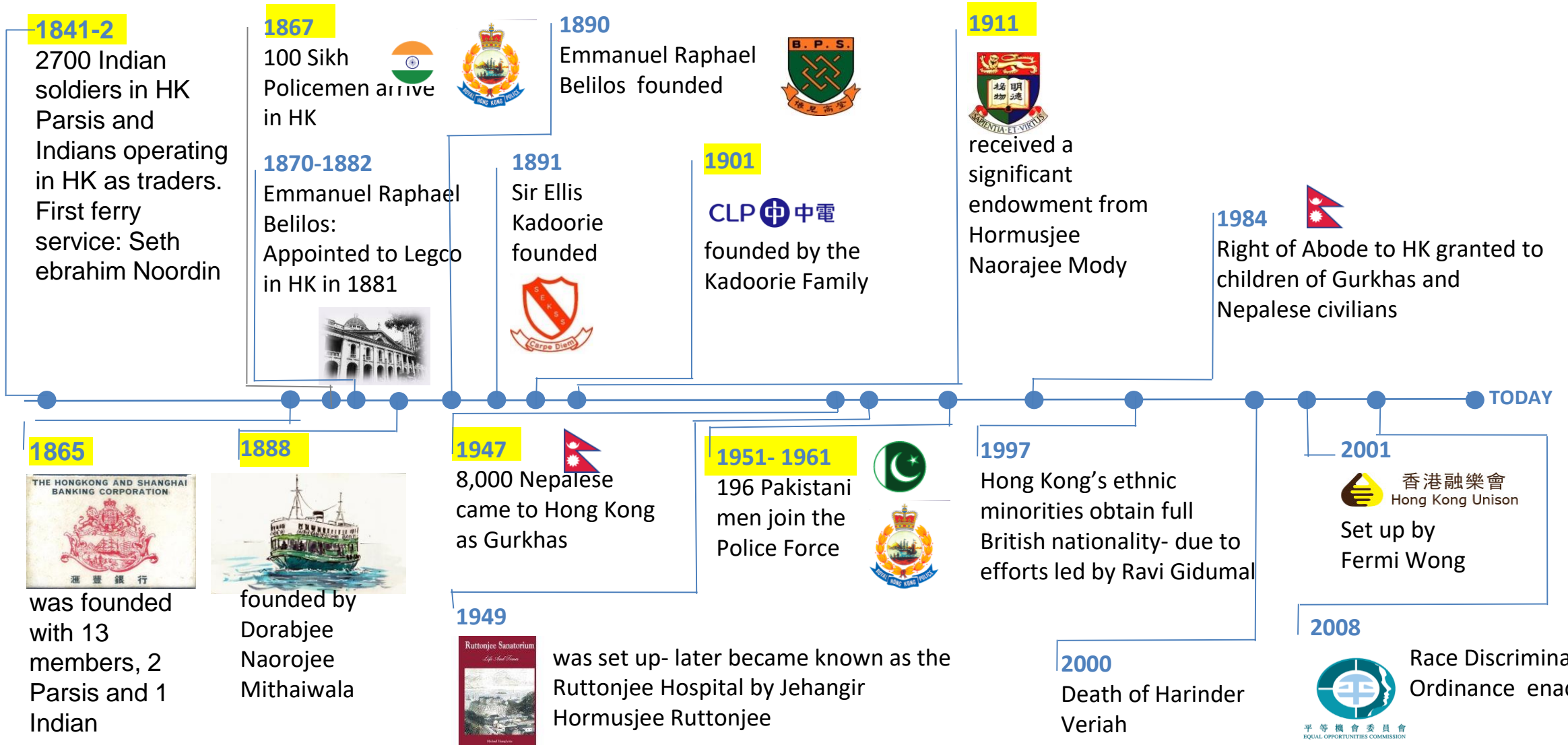




Background

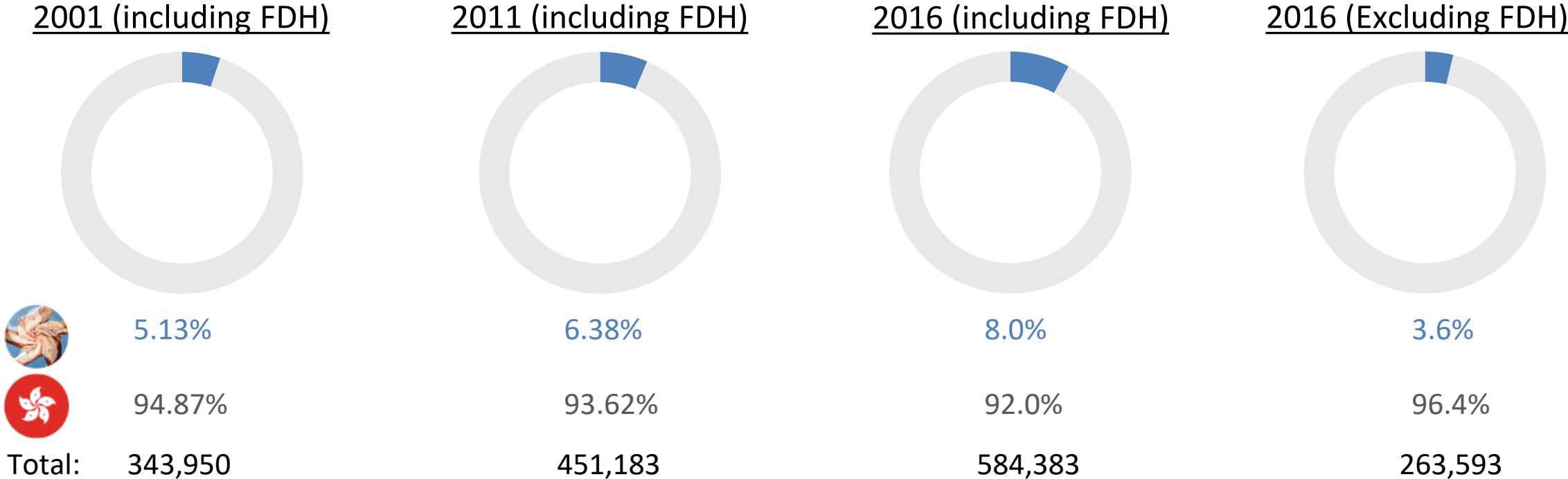


History



Size of Population

FDH: Foreign Domestic Helpers



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



Breakdown of Population and Terminology

Excluding Foreign Domestic Helpers

Referred to by the general public as
" Ethnic Minorities "



Total	76,388	58,209	32,935	32,935	20,527	18,094	9,976	8,468	7,643	6,752,202
Female population	42,684	21,193	15,434	11,942	12,657	7,706	5,904	7,156	2,537	3,513,259
Percentage	55.8%	36.5%	46.9	47.5%	61.7%	42.6%	46.9%	84.5%	77.8%	52%

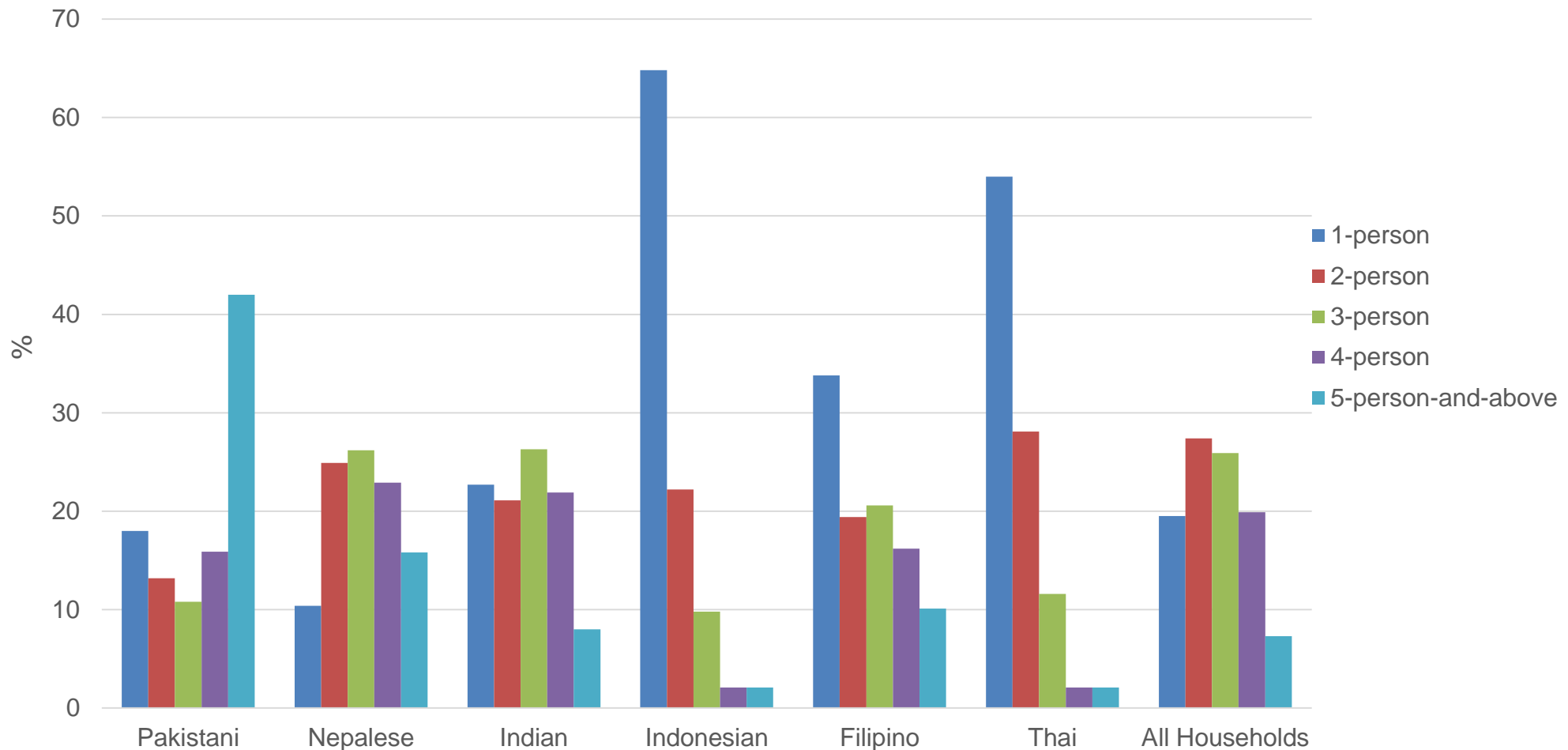
Total Female EM Population: 127,213

Total EM population: 263,593

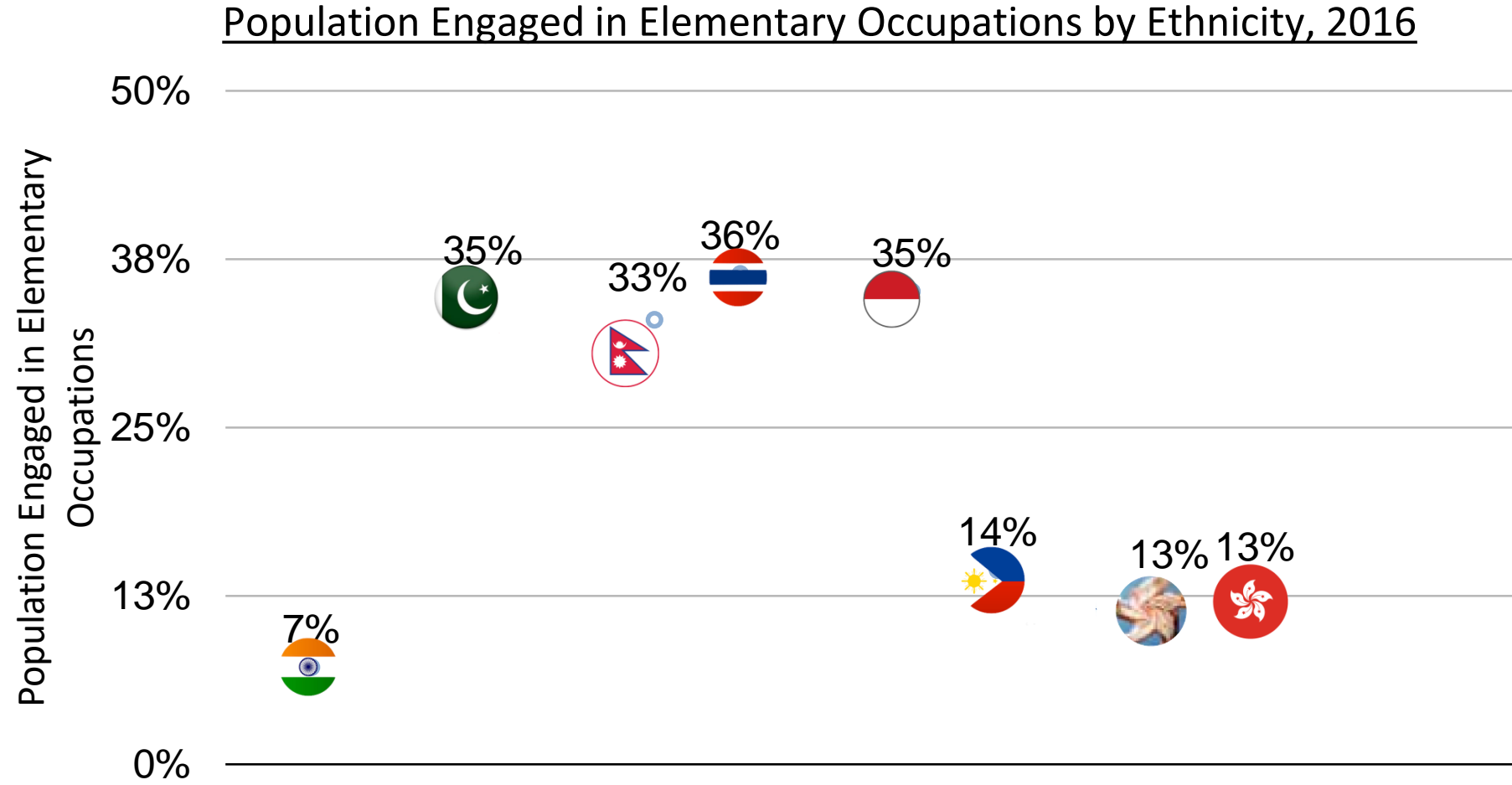
Source: Hong Kong Census; Nationality and Ethnicity, 2016.

Ethnic Minority Households are Larger

Total Number of Domestic Households Among 6 Ethnic Minority Groups, 2016



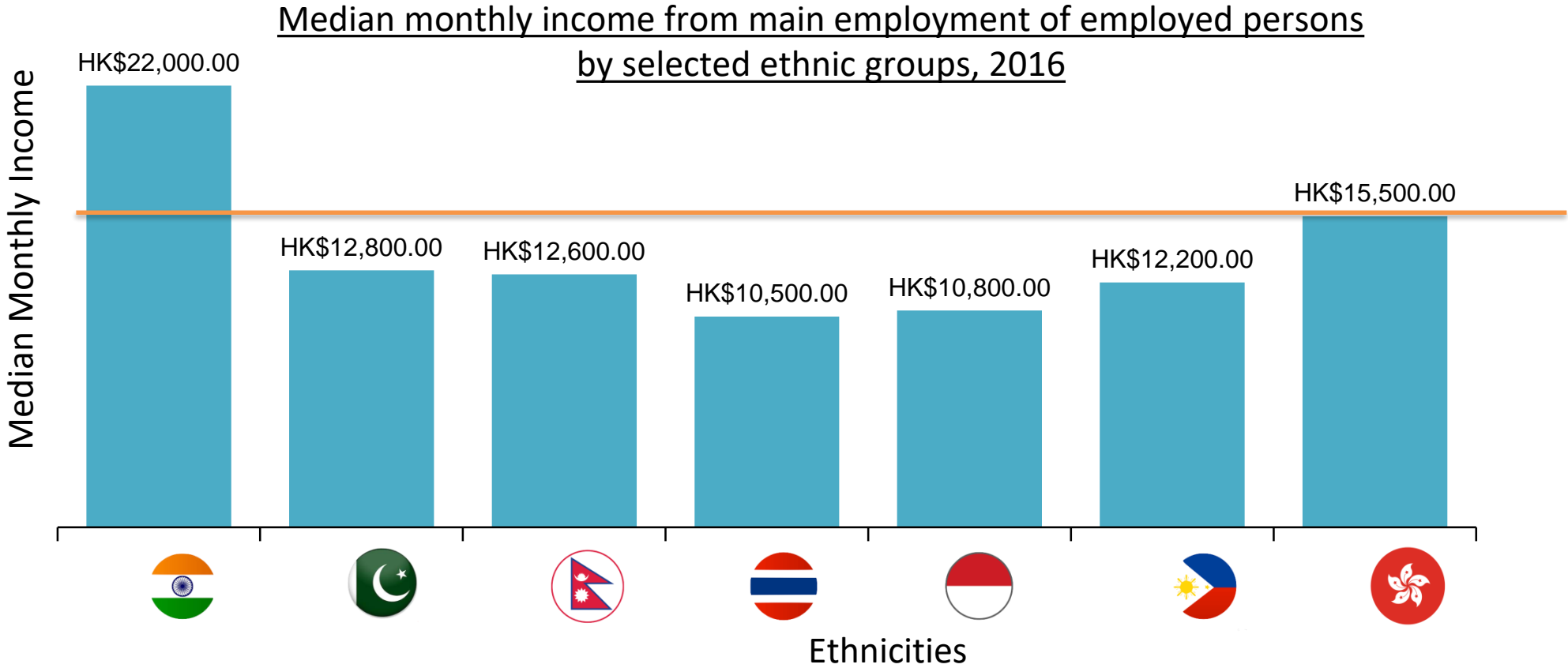
Ethnic Minorities and Elementary Occupations



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



Ethnic Minorities Earn Less than the Hong Kong Average

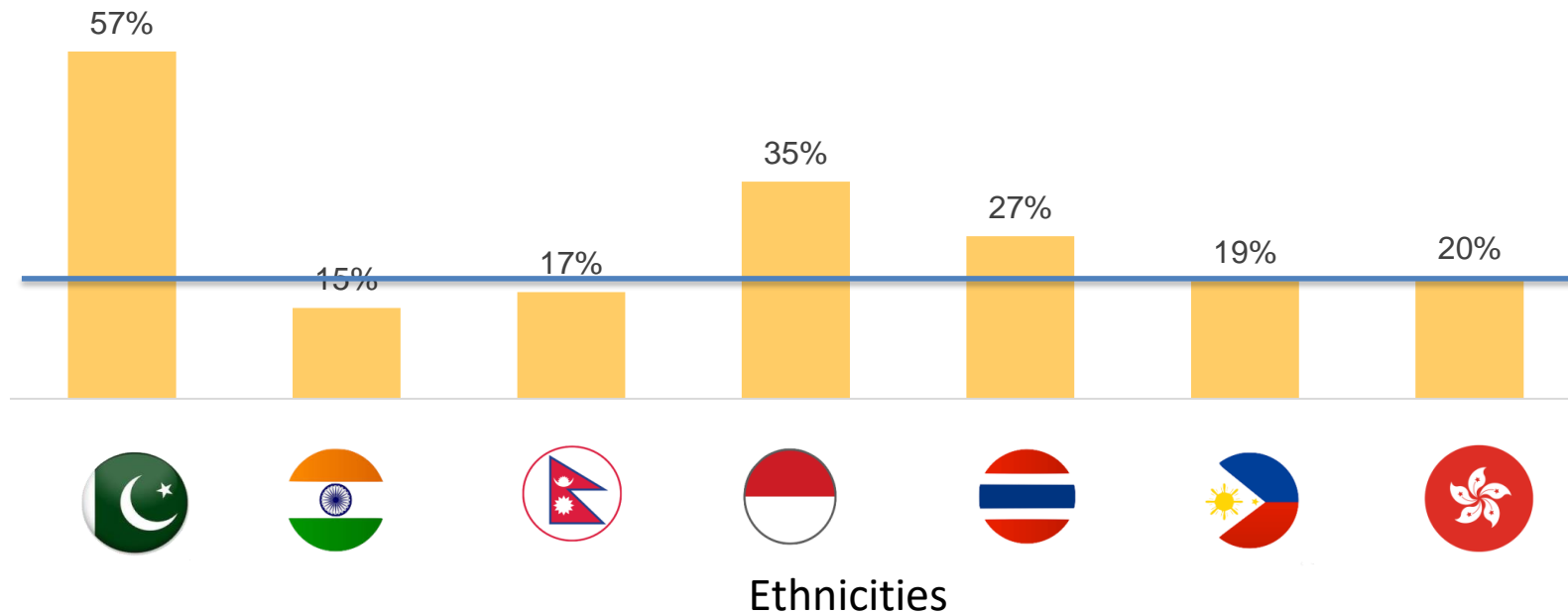


Source: Hong Kong Poverty Situation Report on Ethnic Minorities 2016; Figure 2.7



Poverty Pre-Covid-19 was high

Poverty Rate of Ethnic Minorities in Hong Kong



Poverty line thresholds by household size, 2016

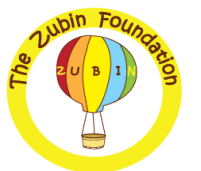
Household size	HK\$, per month
1-person	4,000
2-person	9,000
3-person	15,000
4-person	18,500
5-person	19,000
6-person-and-above	20,000

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

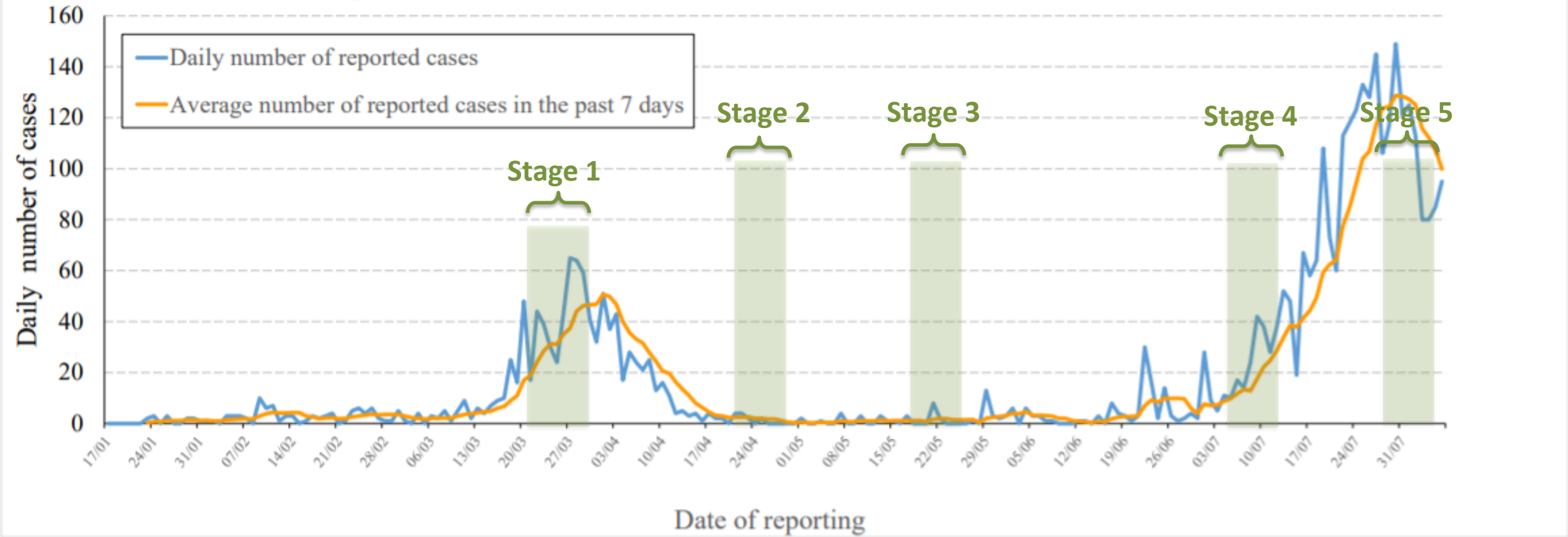




COVID-19



Covid-19: Daily Cases and Stages



Source: https://www.chp.gov.hk/files/pdf/local_situation_covid19_en.pdf



Hierarchy of Needs




Maslow's hierarchy of needs

Covid- 19 has forced us to address the the needs of the community at the most basic physiological level



Reflecting the changing needs in the community

Different stages of COVID-19



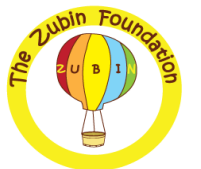
	Stage 1	Stage 2	Stage 3	Stage 4	Stage 5
	March 2020	April 2020	May 2020	July 2020	August 2020
Masks	✓	✓	✓	✓	✓
Food		✓	✓	✓	✓
Add Milk			✓	✓	✓
Kids masks			✓	✓	✓
Kids activity sets			✓	✓	✓
Kids books (for young readers)			✓	✓	✓
Kids books for aged 0 - 16				✓	✓
Total packs	3,000	740	420	201	606
	Masks	Food and Masks	Food, Masks and Milk, Kids	Food, Masks, Milk and Kids (very tailored)	

Needs-based additions

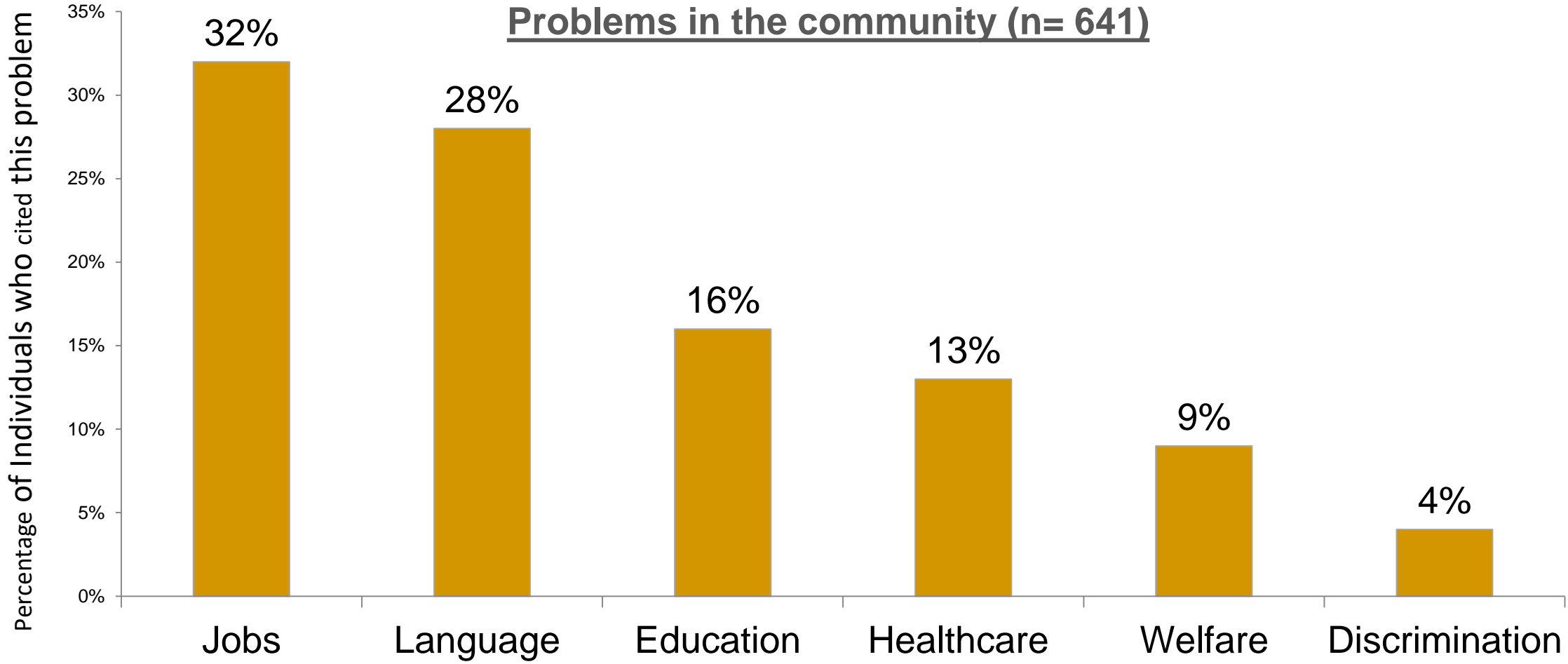




At the beginning: Stage 1



April 2020: The problems faced in the community



Problems faced by Individuals (could site more than one problem). March 2020.



Understanding the Problems

JOBS

- Lost jobs – leading to financial difficulties
- Suboptimal contracts- No paid sick leave

LANGUAGE

- Important information should also be communicated in English
- Lack of communication with others at workplace

EDUCATION

- Online learning has been difficult
- Need computers for Home Learning
- Require tutoring for children
- Wish to learn Chinese separately from locals in schools
- High University Fees
- Lack of Scholarships & Internships

HEALTHCARE

- Scared of the COVID-19 virus
- Shortage of masks and other medical supplies
- Mental health issues
- Struggling with medical supplies & medicines.

WELFARE

- Lack of government housing
- High cost of living- High rents, small homes
- Desire more spaces/parks for the kids to play
- Children developing bad habits – smoking, taking drugs, etc.

DISCRIMINATION

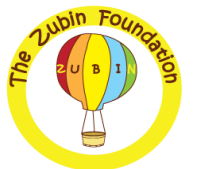
- Lack of understanding of cultural differences
- Shortage of Halal food
- NCS students chased around in schools





Observations

May 2020 to August 2020



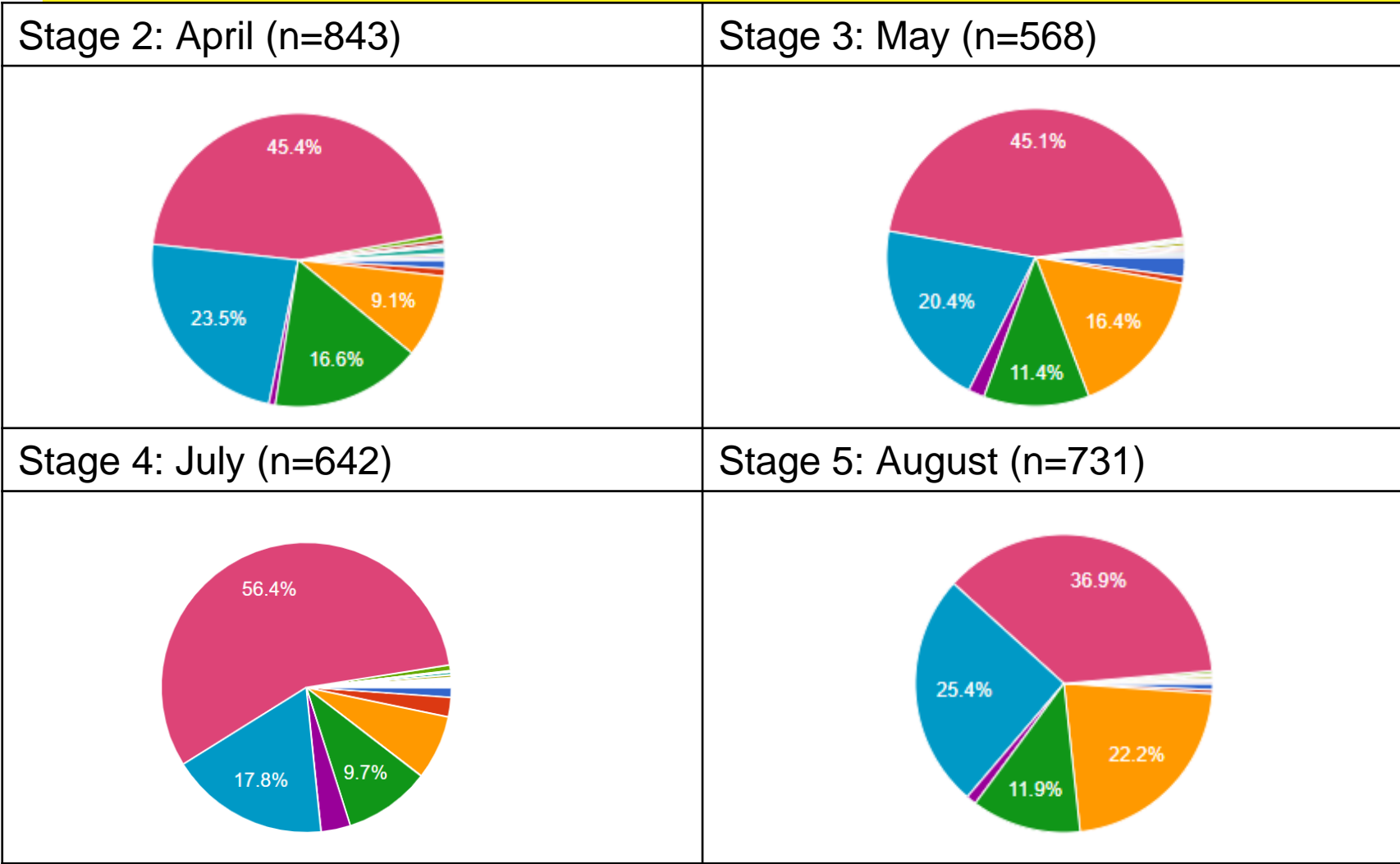
1. Demand for food is increasing: supply cannot meet demand

	Data collected	Delivery made	Registration open	No. of Applications	Unique Applicants	Average no. of Family Members	Total Unique Individuals Impacted	No. of Families Benefited
Stage 2 - Care Box 1	Apr	Apr/ May	8 days	843	843	5.26	4,434	740
Stage 3 - Care Box 2	May	May/ Jun	5 days	568	403	4.84	1,951	420
Stage 4 - Care Box 3	Jul	Aug	3 days	642	421	5.05	2,126	201
Stage 5 - Care Box 4	Aug	Aug	3 days	731	385	4.44	1,709	606
Total				2,784	2,053		10,220	1,967

We have to manage numbers by closing applications. Supply cannot meet demand.



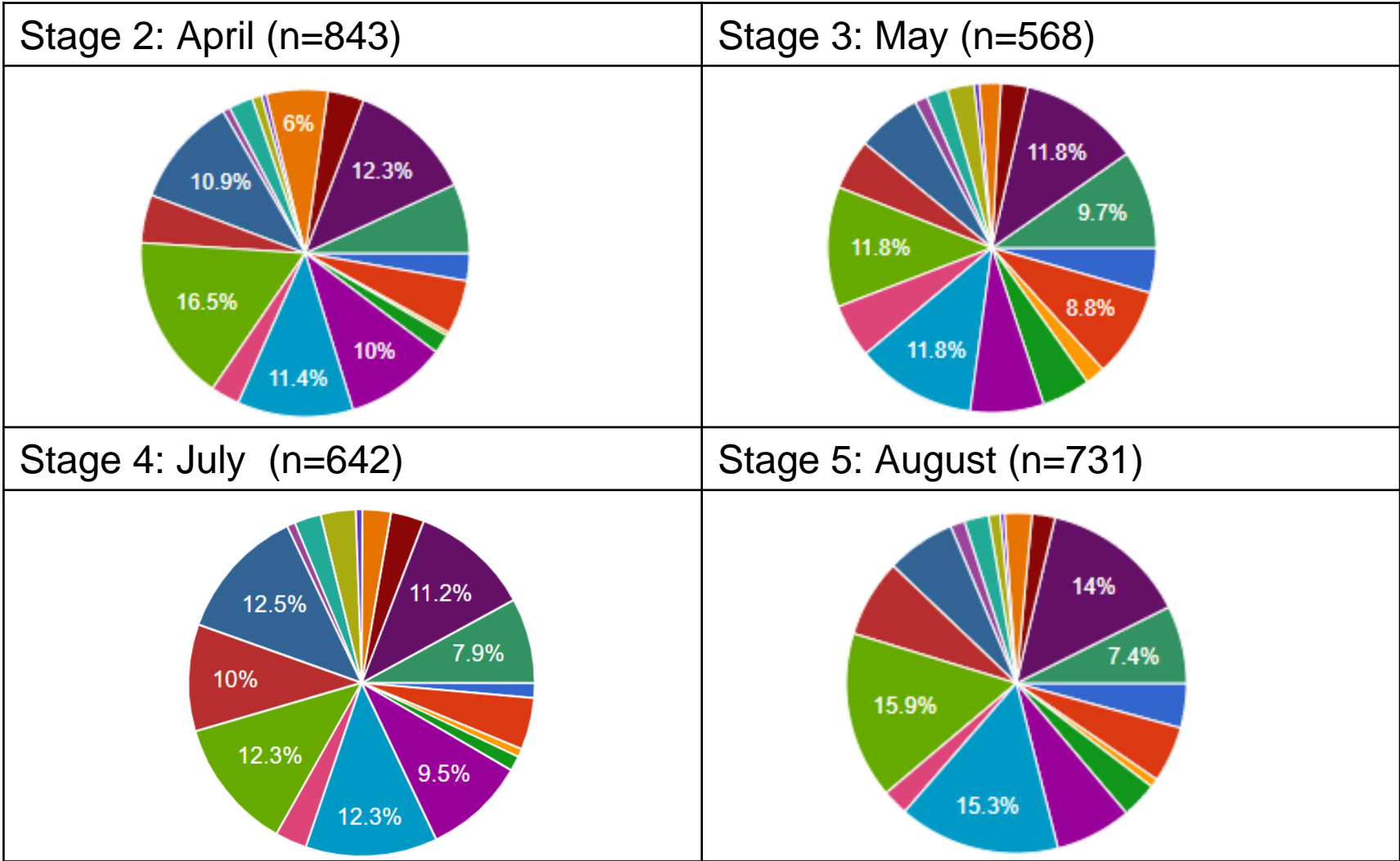
2. The poorest communities are impacted the most



- African
- Bangladeshi
- Filipino
- Indian
- Indonesian
- Nepalese
- Pakistani
- Sri Lankan



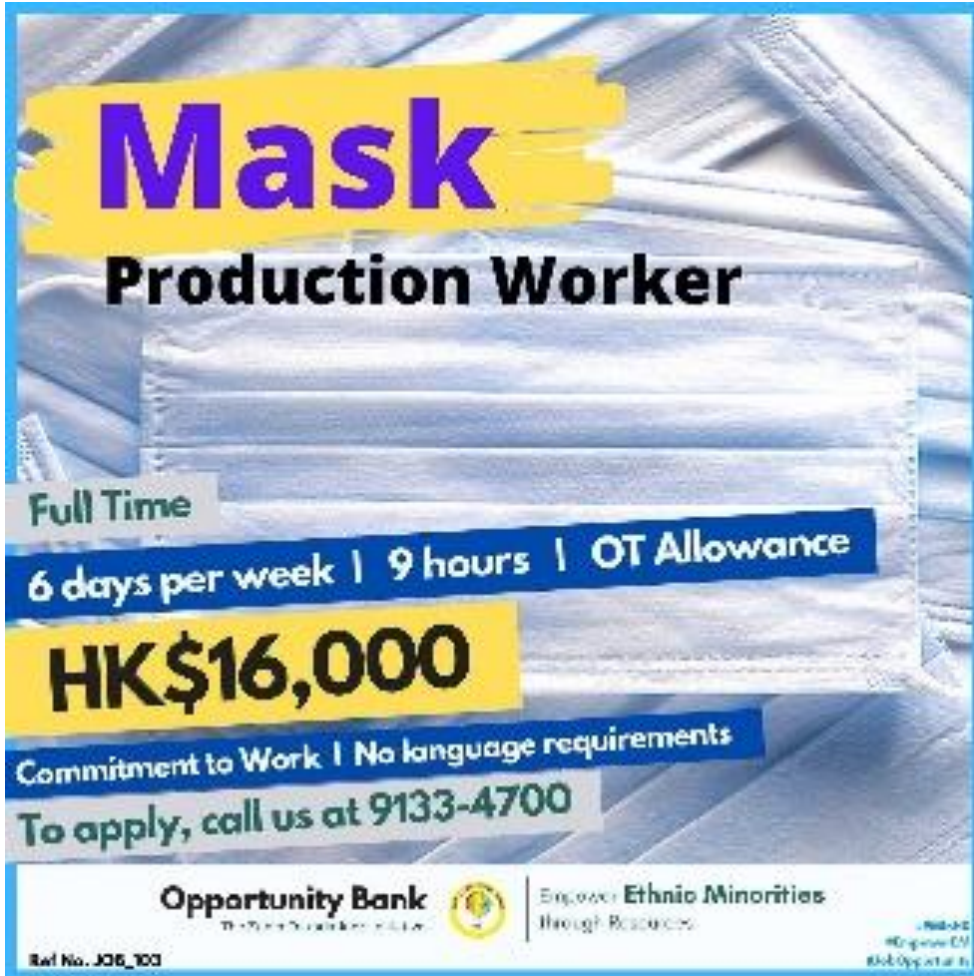
3. The poor are geographically spread out



- Yuen Long ←
- Kwun Tong ←
- Sham Shui Po ←
- Kowloon City ←
- Yau Tsim Mong ←
- Islands ←
- Kwai Tsing ←
- Tsuen Wan ←



4. People are desperate for jobs



Mask
Production Worker

Full Time
6 days per week | 9 hours | OT Allowance
HK\$16,000
Commitment to Work | No language requirements
To apply, call us at 9133-4700

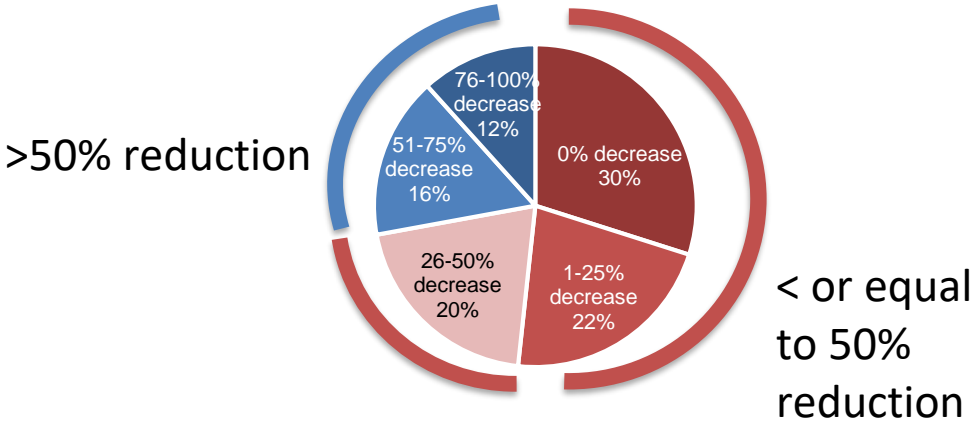
Opportunity Bank
Empower Ethnic Minorities
through Resources

Ref No. JOB_100

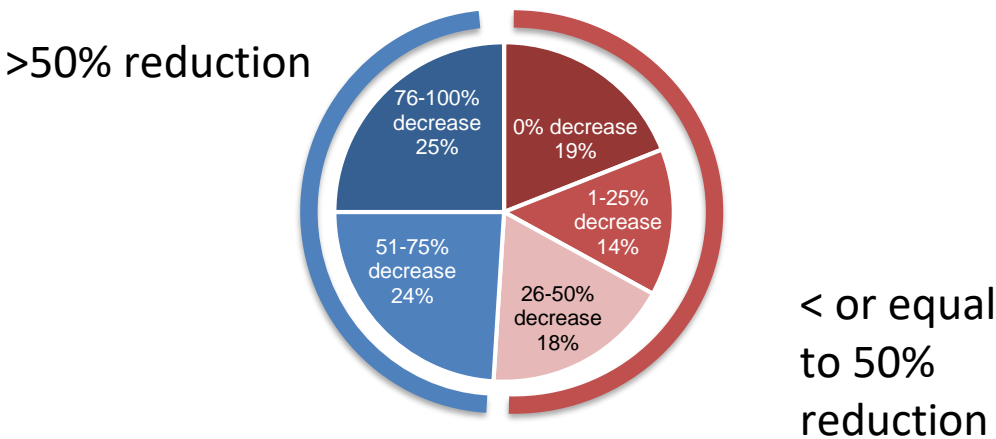
- April 2020: We received over 400 applications from ethnic minorities for 3 positions in a new mask factory in Hong Kong.
- Call Mira: Callers mostly want jobs
- On average, 50 calls/messages per day on job enquiries.

5. Household Income is decreasing

Has your household income been reduced in the past 6 months?



Stage 4
July 2020
N= 642



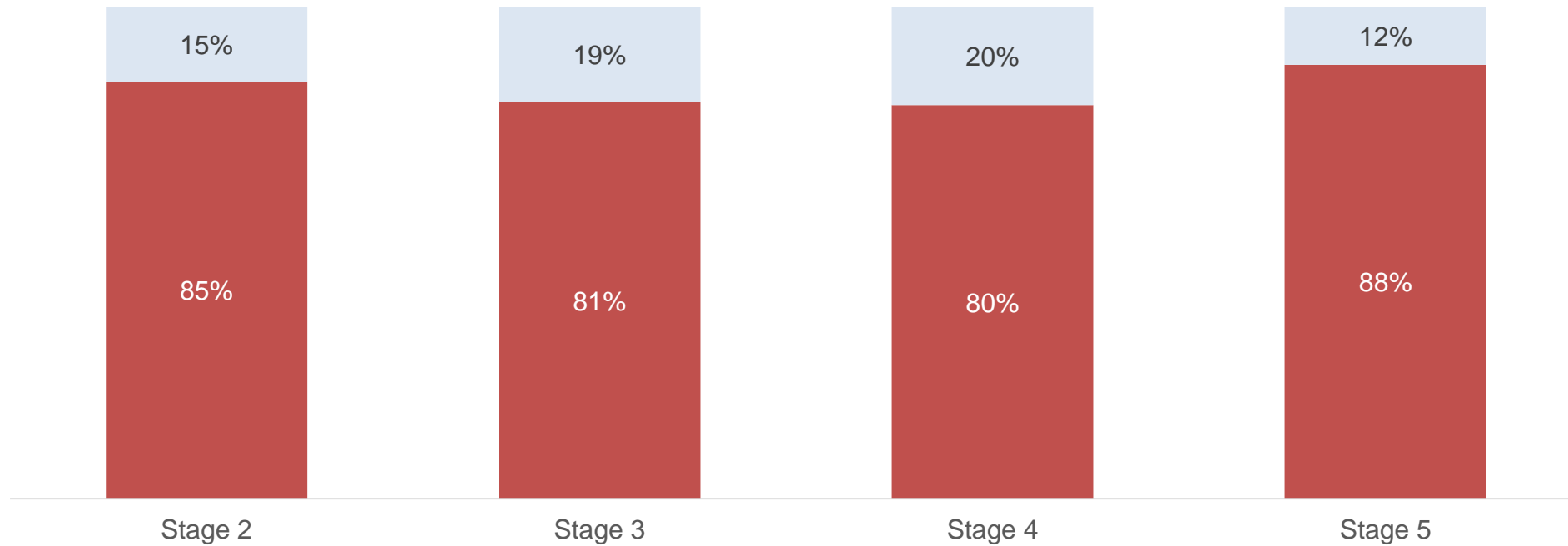
Stage 5
Aug 2020
N=731



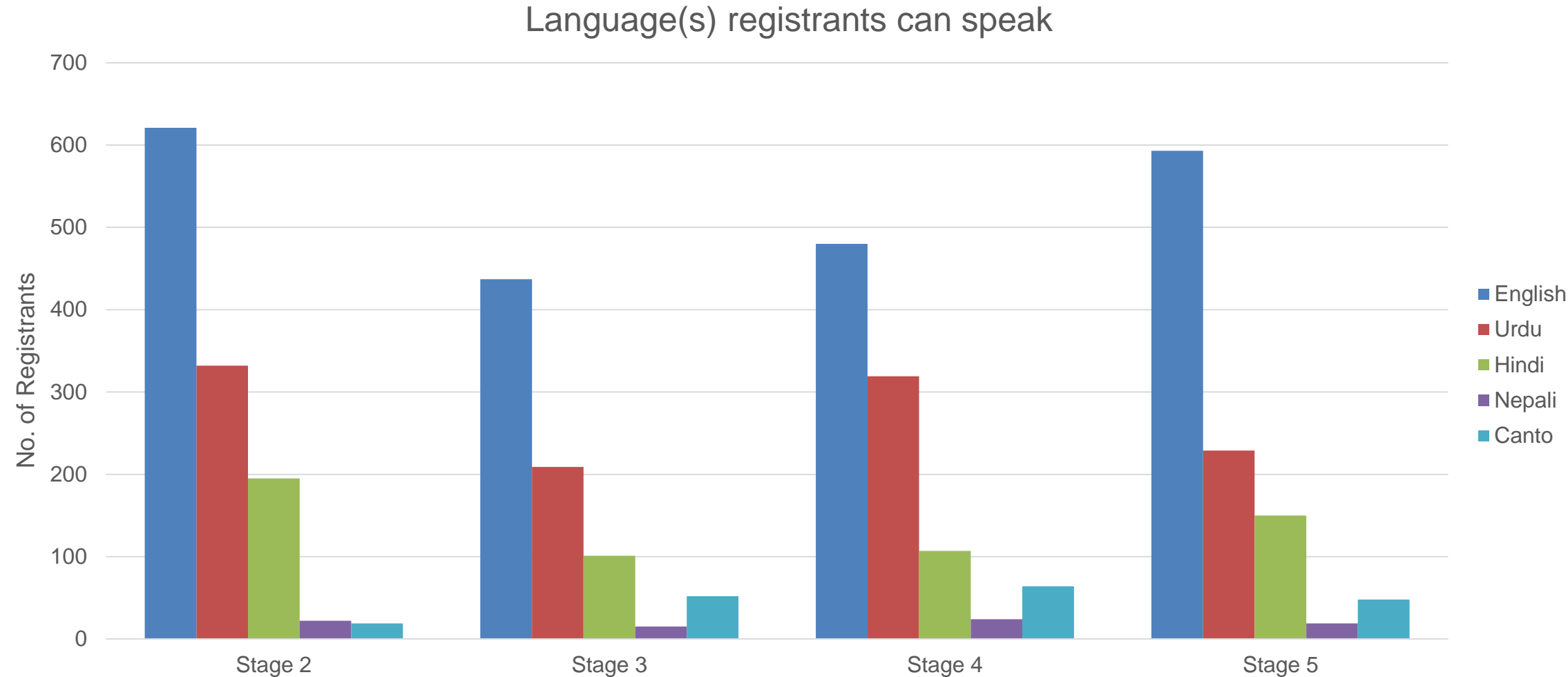
6. Meeting basic needs is more difficult

Do you have financial difficulty in meeting your household expenses of rent, food, utilities and children's education?

■ Yes, have difficulties ■ No, we are fine



7. Lack of Cantonese is a barrier for jobs



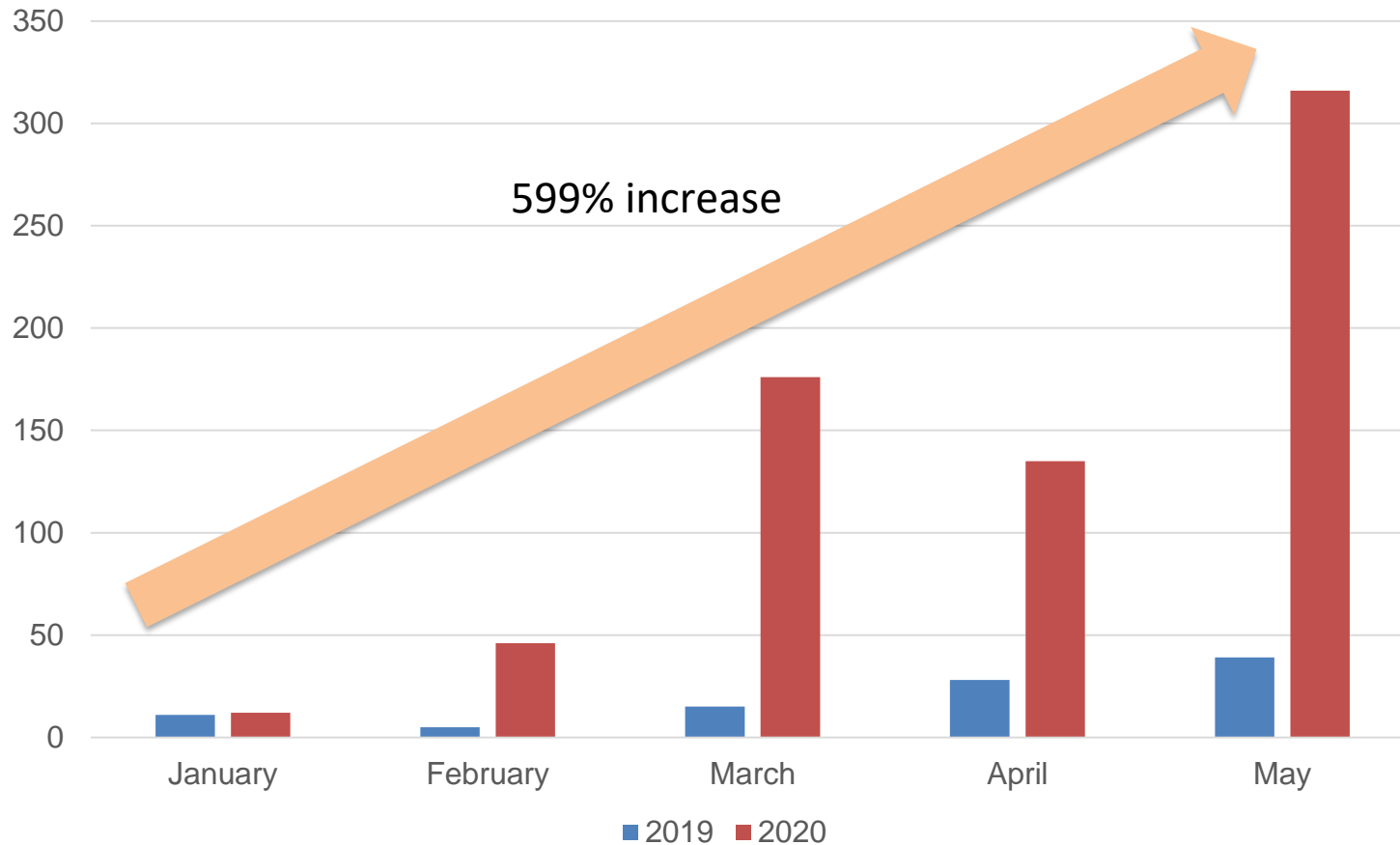
8. Financial difficulties result in less education for children

- Many students are discouraged by their parents from having summer internships with top companies. Instead, they are encouraging them to get work immediately.
 - Can earn more at McDonalds (HK\$44/per hour)
- Many have been discouraged to continue their further studies.
 - Family decision to prioritise earning immediately
- Families that had previously allowed their daughters to study, are now changing their mind, wanting them to marry instead.



9. Women are vulnerable and may be on the verge of a crisis

Number of Calls Received Through Call Mira



- On average 200 calls per month
- Top issues: Food employment, domestic violence
- Forced marriage has increased.

10. Children are directly impacted



- Increase of phone calls from social workers and parents asking for counselling services for children because children are showing signs of depression and anxiety.
- Trauma has increased because of the domestic violence increase
- Women are more stressed and so their children are more stressed
- Children lack food, internet access, laptops, and books
- Girl children are being forced to marry earlier.

Summary

1. Demand for food is increasing: Supply cannot meet demand
2. The poorest communities are impacted the most
3. The poor are geographically spread out
4. People are desperate for jobs
5. Household Income is decreasing
6. Meeting basic needs is more difficult
7. Lack of Cantonese is a barrier for jobs
8. Financial difficulties result in less education for children
9. Women are vulnerable and may be on the verge of a crisis
10. Children are directly impacted



Thank you

Simple Ways to Help Us

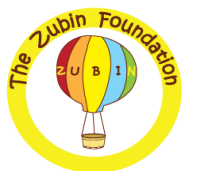
- It costs just **HK\$500** to pay for 2 child trauma counselling sessions with a counsellor in Hindi, Urdu or English. Each session is 45 minutes.
- It costs **HK\$1,000** to feed a family of 6 for 3 months.
- It costs **HK\$20,000** to contribute to a scholarship to support an EM girl for tertiary education.

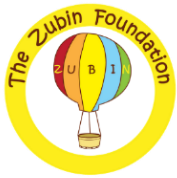
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Q&A





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Thank you!

For further information, please contact Shalini Mahtani at mummy@zubinfoundation.org

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