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Cheung Ming, Alfred CHAN

*Lingnan University, Hong Kong, sscmchan@ln.edu.hk*

Hon Yui, Eric WONG

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**MONOGRAPH SERIES No. 9 (May 2005)**

**SURVEY ON PUBLIC ATTITUDE AND PERCEPTION TOWARDS  
ETHNIC MINORITIES 2004**

**CHAN CHEUNG MING, ALFRED      Ph.D.**

**WONG HON YUI, ERIC      BSoc Sc., MPhil**

## **Acknowledgements**

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### **Research Team:**

Principal Investigator: Professor Alfred Cheung Ming Chan  
Director of Asia-Pacific Institute of Ageing Studies (APIAS)  
Lingnan University

Co-investigator(s): Mr. Eric Hon Yui Wong  
Project Officer of Asia-Pacific Institute of Ageing Studies  
(APIAS) Lingnan University

Research supporting team: Mr. Calvin Hoi To Wong, Project Officer, APIAS

# Survey on Public Attitude and Perception towards Ethnic Minorities 2004

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## **Executive Summary**

### **1. Methodology of Survey**

Oxfam Hong Kong commissioned Asia-Pacific Institute of Ageing Studies (APIAS), Lingnan University to conduct a telephone survey and concealed participatory observation in order to recognize the public (Hong Kong people) attitude and perception towards ethnic minorities. Telephone numbers were selected at random from up-to-date residential phone directories and the target population of the study comprised Chinese speaking male and female adults aged 16 or over. The telephone interviews were conducted on 4 and 5 of August 2004 from 6:00pm to 10:00pm. 512 interviews were completed from the randomly chosen 917 households, and the response rate was 55.8%. Results are subject to a maximum sampling error (MSE) of  $\pm 4.3\%$  at the 95% confidence level. The questionnaire is divided into seven parts with 33 items, including Hong Kong people's attitudes and perceptions towards ethnic minorities in areas of work and employment, education, utilization of public services, rent and accommodation, friendship and marriage, general perception and the sources of perception formation.

A concealed participatory observation was conducted in August 2004 with the aim of understanding the actual employment situation of ethnic minorities in Hong Kong and recognizing whether racial background would be a cause for not being offered job interviews and opportunities. Two female Hong Kong residents with age 19 and similar socio-economic background were employed; one of them is originated from Pakistanis and can speak fluent Cantonese with some Pakistanis accent, the other one is a native Chinese. Both of them applied 50 identical jobs through the Labour Department's web sites. All of them were elementary occupations in 5 broad categories, including clerk, service employee workers, shop sales worker, office assistant and promoter.

### **2. Sample Profile**

Amongst the 512 respondents, 50.4% were male and 49.6% were female, and over half of the respondents (53.5%) were in the age group of 30-54. 46% of the respondents had completed higher secondary to post-secondary education. 42.3% of the respondents did not earn any monthly income or earn lower than \$3,000 per month, and 33% earned within \$10,000 to \$ 29,999 per month. Nearly half of the respondents (45.4%) were students, housewives, the unemployed and retired. About one-third of the respondents worked in non-professional occupation

### **3. Survey Findings**

#### **3.1 Hong Kong people's general attitudes and perceptions towards ethnic minorities**

The research shows that over 60% of the respondents agreed that Hong Kong people have negative perceptions towards ethnic minorities, while nearly 30% of them disagreed. On the other hand, about 60% of the respondents disagreed that Hong Kong people have serious racial discrimination towards ethnic minorities, while nearly 30% of the respondents agreed that racial discrimination was serious in Hong Kong

When asking if you are willing to let your children study in schools which have ethnic minorities, 27.6% of the respondents disagreed and around one-fourth of the respondents agreed that Hong Kong people have higher priority in applying public services. 22.2% of the respondents agreed that they have higher priority in applying Comprehensive Social Security Allowances (CSSA) and 21.2% of the respondents agreed that they have higher priority in applying public government housing. Regarding legislation to combat any forms of racial discrimination, half of the respondents disagreed while also nearly 50% of the respondents agreed.

#### **3.2 Correlations between Hong Kong people's attitudes and perceptions towards ethnic minorities and the education attainment level, age level and acquaintance with ethnic minorities**

The current research reveals that there are statistically significant correlations between Hong Kong people's attitudes and perceptions towards ethnic minorities and the education attainment level and age level. Generally speaking, people with higher education attainment level are more aware of the negative perception and the seriousness of racial discrimination that Hong Kong people have towards ethnic minorities. The respondents with higher education attainment level tend to hold more positive perception towards ethnic minorities, and vice versa. As for the correlations between perception and age level, people with higher age tend to be less aware of the negative perception and seriousness of racial discrimination held by the Hong Kong people, but they tend to hold more positive perception towards ethnic minorities, and vice versa

Besides, the current research also reveals that there are statistically significant correlations between Hong Kong people's attitudes and perceptions towards ethnic minorities and the acquaintance with ethnic minorities. Generally speaking, the

people who acquaint with ethnic minorities tend to hold more positive perception towards ethnic minorities, and vice versa.

Furthermore, those respondents who acquaint with ethnic minorities were less uncomfortable in interacting with ethnic minorities in work settings and social activities, and their superiority in applying CSSA.

### 3.3 Concealed Participatory Observation

The findings from concealed participatory observation shows that employers would choose workers based on their merits. This is good news (a good sign) since it represents that in actual situation, the acceptance level of native Hong Kong people toward ethnic minorities is high. However, the analysis of interviews makes us feel a bit worry because interviewee shared with us their negative experiences due to their cultural background, showing the situation is not as good as we wish to be. See the brief discussion on the following case:

*“I saw an advertisement recruiting waitress in the Labour Department. The employment conditions are fluent in Cantonese and English, and don’t require working experience as a waitress. I truly believe that I am qualified in applying this job. When I first came to the Japanese restaurant, He (the owner of that restaurant) asked a waiter to tell me that he had employed somebody already. After a few minutes later, after I left there, my colleague (another fieldwork researcher) applied for the same job, the owner of the restaurant asks her to fill in an application form (I was told that she was hired after two days). I thought I had done something wrong to be somehow unqualified, so I went back to the restaurant again. However, the owner once again had a waiter to tell me to leave because he had hired somebody else already” (This paragraph was written by Nabela).*

The example above shows that some employers still hold a discriminatory attitude towards ethnic minorities yet similar cases are seldom brought to the court because it is difficult to get such circumstantial evidences.

## 4. Conclusions and Recommendations

- a. Generally speaking, the acceptance level of Hong Kong people towards ethnic minorities is high, However, being an advanced country in the world, and the signed and applicable country of The International Convention on the Elimination of All Forms of Discrimination and International Covenant on Economic, Social and Cultural Rights, it is no doubt that we cannot accept any

level of racial discrimination. Based on this argument, we support the Hong Kong government to have legislation to prohibit racial discrimination in Hong Kong and suggest that Hong Kong government should address racial discrimination issues in a greater scale.

- b. The current research revealed that there are statistically significant correlations between Hong Kong people's attitudes and perceptions towards ethnic minorities and the education attainment level and age level. The respondents with higher education attainment level and higher age tend to hold more positive perception towards ethnic minorities, and vice versa. Based on the findings above, we would like to suggest that courses about racial cultures, concepts of social solidarity should be introduced starting from secondary school.
- c. The current research also revealed that there are statistically significant correlations between Hong Kong people's attitudes and perceptions towards ethnic minorities and the acquaintance with ethnic minorities. Based on the findings above, we would like to suggest that government and NGOs should strengthen their promotion and exhibitions in the community regarding cultural understanding and lifestyles of ethnic minorities and should consider inviting ethnic minorities to participate in volunteer work. In addition, government, NGOs and tertiary institutions should take the lead to break the ice between ethnic minorities and the native Hong Kong people. For example, APIAS has joined hands with Social Welfare Department (SWD) since 2001 to launch the Lingnan Angels Programme to provide caring activities at Tuen Mun and Yuen Long's village schools.
- d. We would suggest adopting policies to protect ethnic minorities from ethnic discrimination. For instance, the government should put more resources for providing basic Cantonese language training classes for ethnic minorities and encouraging them to retain their ethnic backgrounds and language use. As for the employment, government and NGOs should provide equal employment opportunity for ethnic minorities.



## 摘要

### 1. 調查方法

這次問卷調查是由樂施會(Oxfam Hong Kong)委託嶺南大學亞太老年學研究中心(Asia-Pacific Institute of Ageing Studies, Lingnan University)，分別以電話訪問和實地研究的形式，訪問香港人對少數族裔人士觀感。調查計劃先以隨機抽樣方式，在電話簿中選取電話樣本，然後以隨機數字代替電話號碼的最後兩個數字。接通電話後，再以隨機抽樣方式選取被訪者。本計劃在2004年8月4日和5日兩個晚上，進行電話訪問，對象是年滿十六歲或以上的中國籍香港居民。我們從被選中的917個住戶中，完成了512份問卷，回應率為55.8%。以百分之九十五的信心水平為準，抽樣誤差約為 $\pm 4.3\%$ 。問卷共有33題，內容包括七部份，分別針對香港人對少數族裔人士的就業、教育、政府服務、租屋、人際關係的建立、整體觀感，乃至觀感形成的途徑等各方面。

為了更全面地了解少數族裔人士在港尋找工作的實際情況，與及一般僱主會否因為應徵者的種族背景而拒絕給予面試或工作機會，我們在2004年8月，在就業方面進行了一項實地研究。我們僱用了兩名學歷背景及工作經驗相若，同樣是19歲的香港居民，其中一名是操流利廣東話但略帶巴基斯坦口音的巴裔香港人，另一名則是華裔香港人。他們透過勞工處求職網頁搜尋合適職位，一同申請了50份非技術性的工作，包括5類工種，分別是文員、服務工作、商店銷售員、辦公室助理及推廣員。

### 2. 被訪者資料

被訪者當中，男性(50.4%)及女性(49.6%)各佔一半。53.5%的被訪者介乎30-54歲，46%的被訪者屬高中至預科程度，42.3%的被訪者沒有收入或收入少於\$3,000，其次是\$10,000至\$29,999(33%)。45.4%的受訪者是學生、家庭主婦、失業及退休人士，其次是一般性行業的工作人員，佔31.8%。

### 3. 調查結果

#### 3.1 香港人對少數族裔的整體觀感

研究指出，六成多的被訪者同意一般人對少數族裔人士的觀感比較差，接近三成不同意。但另一方面，大約六成的被訪者不同意香港社會對少數族裔人士的歧視問題嚴重，但約有二成多(接近三成)人同意問題嚴重。

當問及如果你有子女，你會願意他們入讀一間有少數族裔人士就讀的學校時，27.6%的被訪者表示不同意；當問及有關申請政府提供的服務上，港人應比少數族裔人士優先時，24%的被訪者表示同意；當問及在申領綜援方面，你自己應比

少數族裔人士優先時，22.2%的被訪者表示同意；當問及在申請入住公屋方面，你自己應比少數族裔人士優先時，21.2%的被訪者表示同意。關於立法禁止種族歧視，五成的被訪者表示不同意，但亦有四成多(接近五成)人贊成。

### 3.2 香港人對少數族裔人士觀感與教育程度、年齡及是否認識少數族裔人士的關聯測試

研究發現，教育程度及年齡的高低對於少數族裔人士的觀感，在統計學上有顯著的分別。整體來說，教育程度愈高，愈意識到香港人對少數族裔人士的觀感比較差及歧視問題嚴重。受訪者的教育程度與其對少數族裔人士的觀感成正比，即是教育程度越高，觀感越佳，反之亦然。至於年齡方面，年紀愈大，則愈不認為香港人對少數族裔人士的觀感比較差及歧視問題嚴重；受訪者的年齡與其對少數族裔人士的觀感同樣成正比，即是年紀越大，觀感越佳，反之亦然。

為了解被訪者對少數族裔人士的認識，會否影響他們對少數族裔人士的觀感，本研究亦按認識／不認識分類差異作出分析，發現認識與否是一個影響他們對少數族裔人士觀感的因素。整體來說，認識少數族裔人士的被訪者持比較正面的態度，不認識少數族裔人士的被訪者則傾向負面的態度。

其中在認識少數族裔的受訪者，工作及社交上與少數族裔接觸，亦會較少感到不自在，亦在較少認為自己在申請綜援應比少數族裔優先。

### 3.3 實地研究結果

實地研究結果亦顯示，一般僱主都願意因才予用（見表十一）。這是可喜的現象，表明香港在實際情況中，本土人士對少數族裔的容納性也相當高。然而，在面試事例的分析，亦顯示出一種令人擔憂的情況，以下概略一二：

“我看見勞工處刊登了一份有關聘請侍應的工作，條件是懂流利的中英文及不需要任何工作經驗。我覺得自己的條件很合適，便前往應徵。當我到達那一間日本餐廳應徵時，他(餐廳的負責人)一見到我就立刻叫其他侍應跟我說請了人。在我離開之後的大概兩分鐘，我的同事應徵(另一位實地研究人員)同一份工作，餐廳的負責人就叫她填寫申請表。我在想，可能是他們弄錯吧！故此我再次回到餐廳應徵，餐廳的負責人再一次叫其他侍應跟我說：「我地請左人喇！！」（以上經驗由 Ms. Nabela 親自撰寫）。

以上的事例，不單顯示出仍然有一少撮僱主對應徵者有種族歧視的傾向，而應對手法實難以透過舉証執法來懲處。

#### 4. 總結及建議

1. 整體來說，大部份香港人對少數族裔人士有一定程度的容納，10 人當中，只有約兩成半受訪者認為歧視問題嚴重，但另一方面，卻有大概六成多人認為香港人對少數族裔人士的觀感比較差，另有兩成多的人有種族歧視態度。然而，香港作為一個國際城市，亦是多份人權公約，包括「消除一切形式歧視公約」和「經濟、文化、社會權利國際公約」的簽署地區及適用地區，絕不應該容納任何程度的種族歧視。基於此，我們贊成香港政府立法制止種族歧視。
2. 研究亦發現，教育程度與年齡的高低，對少數族裔人士的觀感有顯著分別。總體而言，教育程度較高者對少數族裔人士有比較正面的觀感；而年齡方面，年紀較大者對少數族裔人士有比較正面的觀感，亦較少有歧視態度(見表九)。基於以上發現，我們作出以下建議在小學的課程中，應該開始教授一些有關香港種族文化的課程及提供社區共融的知識及概念，令青少年從小對少數族裔人士有所了解，並建立正確的態度和全面的認識，與及矯正一些錯誤的觀念。
3. 研究亦發現，認識少數族裔人士與否亦有顯著的分別。整體來說，認識少數族裔人士的被訪者傾向持有正面的態度，不認識少數族裔人士的被訪者則傾向負面的態度。基於以上發現，政府和非政府機構應多作社區宣傳及展覽及考慮多邀請少數族裔人士作義工服務，介紹少數族裔的生活習慣及他們對社會的貢獻。

另一方面，本地的香港人亦應主動地認識他們，政府、非政府機構及大專院校可以起帶頭作用，例如嶺南大南老年學研究中心與社會福利署自 2001 年合作推行的嶺南天使計劃，就是培訓一群嶺南大學生及長者，到屯門和元朗區的村校，為少數族裔小朋友提供愛心服務（包括功課輔導、關懷電話和名勝遊覽），以積極的態度打破種族隔膜。

4. 我們建議，在法例未全面落實及推行初期，需要以積極的政策措施來協助保障少數族裔人士，例如：在教育方面，保證投放資源，提供基礎語言課程，讓少數族裔學習廣東話及鼓勵學習母語，以保留其文化之餘，亦免受排斥，在就業方面，政府及非政府機構應以身作則，保證少數族裔皆能獲得平等的機會和應有的服務，免受歧視。



## **Section 1: Introduction**

### **1.1 Background of the research**

Hong Kong claims to be an “Asia’s World City”, where various cultures and people of different races are present and welcomed. Cultivating a multicultural society is key to realizing Hong Kong’s World City aspiration. It is believed that a world city should be a place where there is a depth of diversity in peoples and cultures, and where human enterprise, job generation and quality of life, and provide an equal and fair opportunity working environment for people, regardless of their color, race, gender and age. However, past researches have identified that certain sorts of unfair treatments and negative attitudes towards ethnic minorities could be found in everyday life and tackling this problem has never been easy (Loper, 2001). Although the Broadcasting Ordinance states that it is an offense to incite hatred against any group of persons on the grounds of colour, race or ethnic origins, persons of ethnic minorities usually acted as thieves, robbers or fools in TV programmes. Moreover, some even reported in the media that a Filipino domestic helper would be insulted by a bakery shopkeeper as a “troublesome Bun Mui” loudly. A Pakistani, living in a district with relatively high number of minorities, missed a medical examination appointment in a public hospital due to the absence of bilingual signage. Indians and Pakistanis were rejected from viewing flats by real estate agents because of their race (Hong Kong Human Rights Monitor, 1998; Ku, 2003).

Hong Kong has an international obligation to prohibit all forms of racial discrimination and Hong Kong is the signature and applicable area of the International Convention on the Elimination of All Forms of Racial Discrimination and the International Covenant on Economic, Social and Cultural Rights. However, there is as yet no comprehensive proscription on racial discrimination in the private sector. There have been voices discussing locally and internationally to require for legislature to fill in the deficiency.

Due to the increasing signs of unfair treatment or even racial discrimination in Hong Kong towards ethnic minorities, the Government has committed to introduce the equal opportunities legislation prohibiting racial discrimination by 2006 and a draft bill has been published for consultation in September 2004. It is believed the forthcoming discussion on the new legislation is an ideal opportunity for the community to review and reconsider some possible unequal treatments of ethnic minorities in the social and administrative practices.

It is based on this background that Oxfam Hong Kong commissioned Asia-Pacific

Institute of Ageing Studies (APIAS), Lingnan University to conduct a telephone survey and concealed participatory observation in order to recognize the public (Hong Kong people) attitude and perception towards ethnic minorities. The result of the survey would possibly alert the public the discriminative attitudes and practices prevail in our society. It would also help the authorities and concerned groups in planning community education programme for the society to combat any forms of racial discrimination in Hong Kong.

## 1.2 Demographic profile

Hong Kong is a largely homogeneous society, with about 95% of its people being Chinese (ethnically speaking, Han Chinese). According to the 2001 Population Census, the population of ethnic minorities (excluding British and Japanese) – non-Chinese – made up about 5% (343,950) of the total population (6,708,389). The population of South Asian ethnicities, i.e. Filipinos Indians, Indonesians, Nepalese, Pakistanis and Thais, was about 73% (249,516) of the total ethnic minorities population; approximately 52% (181,315) of which were domestic helpers (Census and Statistics Department, 2001). Diagram 1 and Table 1 below shows the distribution of ethnic minorities in 2001.

If we deducted the number of foreign domestic helpers in Hong Kong, the ethnic minorities (excluding British and Japanese) that permanently settled in Hong Kong only occupied by about 1.1% (70,786) (See Table 1).

Diagram 1: Demographic distribution of ethnic minorities in HK in 2001

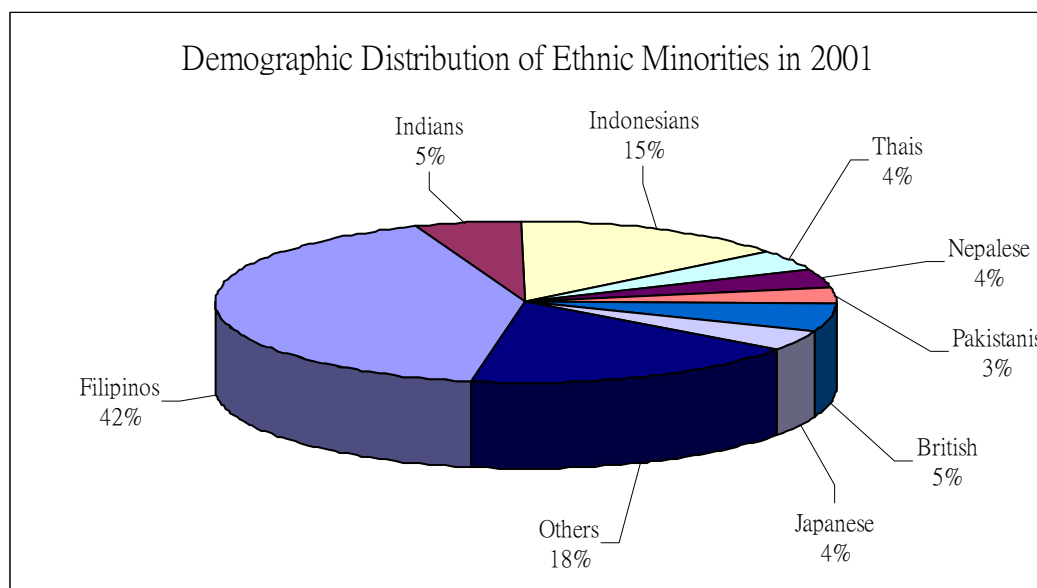


Table 1: Total number and percentage of ethnic minorities in HK in 2001

<b>Ethnic origins</b>	<b>Total number</b>	<b>Percentage of total population (6,708,389)</b>	<b>Percentage of Non-Chinese population (343,950)</b>	<i>Total number excluding foreign domestic helpers</i>
Filipinos	142,556	2.1	41.4	<i>16,251</i>
Indians	18,543	0.3	5.4	<i>17,357</i>
Indonesians	50,494	0.8	14.7	<i>4,800</i>
Thais	14,342	0.2	4.2	<i>9,357</i>
Nepalese	12,564	0.2	3.7	<i>12,012</i>
Pakistanis	11,017	0.2	3.2	<i>11,009</i>
<b>Total</b>	<b>249,516</b>	<b>3.7</b>	<b>72.5</b>	<b><i>70,786</i></b>

Sources: Partially adopted the 2001 Population Census, HKSAR

Generally speaking, South Asians came to Hong Kong for employment opportunity and family reunion (Census and Statistics Department, 2002). Indians were among the first South Asians to settle in Hong Kong. During British invasion on Hong Kong in 1841, Indian troops and merchants began to settle in Hong Kong with the British forces. Indians were largely engaged in business, trade, jewellery, catering and tailoring sectors. (Endacott, 1964; Vaid, 1974; White, 1994; Kwok and Kirti, 2003). Nepalese soldiers, generally called Gurkhas, were deployed by British government to Hong Kong after World War II (Oxfam, 2004). Pakistanis began to come to Hong Kong for work in the 60s after the independence of their country in 1948 (Chan, 2003). Since the Immigration Department announced the acceptance of domestic helpers from overseas in 1974, Filipinos started coming to Hong Kong, and they were followed by Thais and Indonesians in the last decade (French, 1986, Ohashi, 1989). More than 40% of South Asians, in addition to Indians, engaged in elementary occupations, e.g. security guards, construction workers and domestic helpers (Census and Statistics Department, 2002).

### **1.3 Integration barrier**

South Asians' limited ability to speak and listen to Cantonese hindered their communication with the Chinese (Census and Statistics Department, 2002). A number of latest surveys showed that they had difficulties in making friends with Hong Kong Chinese, finding jobs and social services, and learning in public schools where the medium of instruction is mainly Cantonese. The failure of integrating into the community usually led to unhappiness, frustration and even financial problems. The ethnic majority (Loper, 2001; Yang Memorial Methodist Social Service Yau Tsim Mong Integrated Centre for Youth Development, 2002; Chak, 2003; Ku et al., 2003; Department of Applied Social Studies, City University of Hong Kong & Unison Hong Kong – For Ethnic Equality, 2003, 2004; Society for Community Organization, 2004).

Moreover, past researches also showed that there are misperceptions over the ethnic minorities in Hong Kong that creates a potential barrier for them get integrated into the society and make the situation even worse. People often assume that any racial discrimination that exists only affects a small minority of the population and therefore cannot be considered serious. However, the mentality should be no level of discrimination should be tolerated towards ethnic minorities. In fact, the racial discrimination also covers those newly arrival Mainlanders, which make up a larger percentage of Hong Kong than most people realize. In addition, another common misperception is that claims of racial discrimination are not base on race, but result from economic discrimination (Loper, 2001). Nevertheless, forms of discrimination based on economic status and race are difficult to separate and are actually mutually reinforcing. In other words, people coming from developing nations may face discrimination because they are perceived as poor and eventually poverty and a race become associated in people's mind. The misperceived and unnoticed discrimination over the people is a factor that undermining them to integrate into the society.

#### **1.4 Individual discrimination/institutional discrimination**

This part outlines some major dimensions of discrimination in the society, including the individual discrimination, institutional discrimination, and direct and indirect discrimination.

1. **Individual discrimination** is defined as the actions taken by individuals or groups of limited size to injure or deny something to a given ethnic group. This can be taken place in an isolated context, for instance in a bar or a shop. Individual discrimination is intentional. The background for such behaviour can either be prejudice or simply some kind of calculated behaviour without a prejudiced attitude. For instance when a bar owner doesn't allow Indians to enter the bar, it may be out of commercial reasons. However, the result is still discriminatory.
2. **Institutional discrimination** could take place in the institutions of society and can be either legally imposed or just due to custom. Institutional discrimination can be divided into direct institutional discrimination and indirect institutional discrimination.
3. **Direct institutional discrimination** is incorporated into the normative system of the society and is legitimised. A system such as apartheid is very overt and incorporated into most of the institutions of society. For example, an employer rejected the employment of an ethnic minority because he perceives that that people do not share the Chinese work ethic. This is a kind of direct institutional



discrimination.

4. **Indirect institutional discrimination** is on the other hand is very subtle. It does not have a conscious goal of discriminating but rather it is just a product of the normal functioning of an institution. However, the result is discriminatory. For instance the health services can be said to exert indirect institutional discrimination. Because there might not be any measures taken to meet the needs of ethnic minorities such as communication problems, the ethnic minorities are disadvantaged. This might lead to poorer service because the given person may not understand the doctor and vice versa.

### **1.5 Legislation**

The Hong Kong Government is obliged to observe the International Convention on the Elimination of All Forms of Racial Discrimination (ICERD) by the extension of PRC's ratification of the convention. Therefore, in 1997, the Home Affairs Bureau of Hong Kong Government (HAB) launched the first consultation with the publication a consultation paper entitled "Equal Opportunities: A Study of Discrimination on the Ground of Race", especially for commercial and non-government organizations (NGOs), in order to explore the legislation against racial discrimination. The government, however, did not propose any legislation because over 80% of respondents, particularly the local chambers of commerce, opposed such legislation. In 1998, in order to raise public awareness over this issue, HAB published and distributed service guidebooks and codes of practice for employers and the general public. In the same year, the HAB launched the Equal Opportunities Funding Scheme to support projects that promoted equal opportunities in sexual orientation or racial harmony. In 2001, the HAB began the second consultation. The result was encouraging. Of the 80 commercial and NGOs, about 90% (71) were in favour of passing legislation against racial discrimination. About two-third of the 25 local or overseas chambers of commerce, which responded to the consultation, supported the legislation while approximately one-fourth of which opposed it. It showed that the commercial sector was responding in more positive manner. All 55 NGOs and other interested organizations consulted supported the legislation. In June 2002, HAB took a positive and encouraging step towards eliminating racial issues; the Committee on Promotion of Racial Harmony and the Race Relations Unit were set up by HAB to enhance racial harmony in the community and improve public services to the ethnic minorities. In June 2003, under the increasing pressure from the United Nation (CERD, the UN Committee on Economic, Social and Cultural Rights [CESCR], and the UN Human Rights Committee [HRC]), and various ethnic minorities' organizations and NGOs, HAB planed to consult the

public and propose legislation against racial discrimination in the 2004-2005 legislative session (Legislative Council Brief – Proposed Legislation against racial discrimination, 2003, Home Affairs Bureau. 2004).

### **1.6 Objective of the survey**

In Hong Kong, most of the people are not highly aware of the discrimination against ethnic minorities. They are not sure whether they hold a discriminative attitude or simply deny of it. The aims of the present survey are to:

1. Gauge the general public's attitude towards ethnic minorities in OHK.
2. Understand whether there exists a discriminative attitude (if yes, in what extent) towards the ethnic minorities among the general public in Hong Kong.
3. Identify the sources and channels that the impression towards ethnic minorities formulated.
4. Assist OHK and NGOs in formulating effective program strategies in anti-discrimination practice

## **Section 2: Literature Review**

Past and current researches and surveys have been revealing ethnic minorities in Hong Kong frequently face discrimination in a number of areas in the private and public sectors including work and employment, renting and accommodation, public government services, friendship and marriage, education, immigration policy, public transport, law enforcement and even in political participation (Loper, 2001; Centre for Social Policy Studies, HK Polytechnic University & S.K.H. Lady Maclehole Centre, 2003). There are basically two main types of surveys, which are conducted by the government and a number of non-governmental organizations (NGOs).

There were only two core consultations conducted by the Home Affairs Bureau (HAB) to understand the Hong Kong people's attitude and perceptions towards ethnic minorities in Hong Kong. The first consultation exercise in 1996/1997 had concluded racial discrimination was not a serious problem in Hong Kong (HAB, 1997; Loper, 2001). The results provided the basis for a decision not to introduce legislation. The majority of respondents were members from Hong Kong Chinese; they did not face the discrimination that ethnic minorities have been experiencing. Another one was conducted through telephone survey with a sample of 1,954. The survey found that 47.5% of the respondents perceived that there was a problem of racial discrimination in Hong Kong and 59.1% of the respondents supported the introduction of legislation to prohibit racial discrimination in Hong Kong (HAB, Legislation against racial discrimination, a consultation paper). Regarding the discriminatory attitudes towards areas including provision of goods and services (a shop refuses to provide goods or services to a customer because of his / her racial background), school admission (a school refuses admission to a student because of his / her racial background), pay (two colleagues in identical jobs get different salaries because of their different racial backgrounds), employment (An employer refuses to employ a qualified person because of his / her racial background), club membership (a social club refuses to admit a person as member because of his / her racial background) and renting accommodation (a landlord refuses to let a vacant flat to a person because of his / her racial background). The unacceptable level ranged from 70.5% to 89.3%. Moreover, the survey also sought the respondents' views on having a friend, colleague or superior of a different racial background. The respondents had very high acceptance levels (ranging from 85.4% to 93.7%) in these areas.

On the other side, researchers have been conducted by NGOs regarding the difficulties faced by the ethnic minorities in Hong Kong. Many of them surveyed ethnic minorities themselves for better understanding of their difficulties and

discrimination faced in their daily life (Hong Kong Human Rights Monitor, 1998; Society for Community Organization, 2001). Some other researches regarding the Newly Arrival Migrants were also included (Asian Migrant Centre, 2001; Caritas, 2000 & Society for Community Organization, 2001).

Some recent researches also covered a range of topics regarding the ethnic minorities, City University of Hong Kong and Unison Hong Kong initiated to launch a Social Integration Project for Ethnic Minority People in Hong Kong in January 2003 and the purposes were to understand the employment situation of South Asian people in Hong Kong and the difficulties they have encountered. A total of 402 respondents were interviewed. The results showed that the majority of the respondents worked in low-skilled or elementary occupations, such as construction workers (30%) and security guards (15.9%). The average weekly working hours was 51.7 hours which was over 8 hours per day. 30% of the respondents were not satisfied with the present job and about half of them wanted to change their current job. The main reasons were not satisfied with the long working hours, the job is unstable, the salary is too low and it is not the expected job. Regarding the problems and difficulties in employment, about 60% of the respondents (60.7%) were unemployed in the past two years. Among the unemployed respondents, during the past two years, the average number of unemployment was more than 3. 30% of them had been unemployed for over 4 times and the average duration of unemployment lasted for 8 months. Moreover, more than half of the respondents expressed that they found it difficult to communicate with the Chinese supervisor and colleagues. About 40% found it difficult to gain cooperation from Chinese colleagues and could not receive salary on time. About 30% of the respondents had the experience of being bullied by the supervisors and / colleagues and of being unreasonably fired because they are not Chinese (City University of Hong Kong & Unison, Hong Kong, 2003).

A similar research was conducted again by the City University of Hong Kong and the Unison Hong Kong on the protection of labour rights among South Asian People in Hong Kong. A quantitative descriptive design was adopted with a total of 403 respondents (ethnic minorities) were successfully interviewed. Among the 403 respondents, most of the respondents worked in low-skilled or elementary occupations, such as construction workers (39.1%) and security guards (18%). The average amount of the respondents' monthly salary was about \$10,000. About 18.6% of the respondents received less than \$7,000 per month. Regarding access to the information about the Labour Ordinance, 42.9% had found it slightly difficult or very difficult because information was not written in their own languages, occupied

by 74.4% and lack of publicity of the information to South Asian People, occupied by 72.7%. As for the protection of labour rights among them, 53.9% of the respondents found their labour rights not protected equally as the local Chinese (City University of Hong Kong & Unison, Hong Kong, 2003).

Another two recent research reports on ethnic minorities were conducted by the Centre for Comparative and Public Law, University of Hong Kong and Unison Hong Kong regarding the equality of Hong Kong's education system in February 2004 and Department of Applied Social Sciences, the Hong Kong Polytechnic University and S.K.H. Lady MacLehouse Centre in 2003. The first project included 14 discussion conducted in 2003 with 10 students and 6 parents or relatives of 12 other students all from ethnic minority groups living in Hong Kong. The purpose of the interviews was to document the issues these particular families faced when attempting to access education in Hong Kong. The research found that schools appear to place limits on their intake of ethnic minority students. Some students miss years of school while waiting for places at school. In addition, the mother-tongue teaching policy has limited the number of schools available for non-Chinese speaking students, and much of the information about the education system is only in Chinese (Centre for Comparative and Public Law and Unison Hong Kong, 2004).

Hong Kong Polytechnic University and S.K.H. Lady MacLehose Centre conducted a questionnaire survey between February and May of 2002 and have completed 200 questionnaires through snowball sampling. The questionnaire covered five broad areas: social activities and friendship, utilization of community resources, work and employment, children's education and sense of belonging to Hong Kong.

Work and Employment and children's education were two major aspects that they had difficulties. Most respondents identified not knowing Cantonese and low educational qualifications as the major difficulties. Some employers systematically eliminate them from selection and treat them unfairly at work. In their work place, they somehow even bullied by supervisors. On children's education, the respondents encountered various difficulties including unreasonably long waiting times in finding school places, conflicts due to cultural and / or religious practices, and being rejected because they are Pakistanis.

Besides, the research also revealed that they had difficulties to make Hong Kong friends. Cultural and language differences are some of the major barriers to making friends with Hong Kong people and to participating in social activities. Furthermore,

some of them say that they had a problem communicating with property agents in Cantonese and believe that they are rejected by landlords simply because they are Pakistanis. Besides, the research found that they have poor access to various community resources and the reasons are not being language problems only, but also because many government departments, educational institutes and social service centers do not target non-Chinese needy.

### **Section 3: Survey Methods**

The assessment of Hong Kong people's attitude towards ethnic minorities would be divided into two parts, including core and supplementary. Please see the following detailed survey methods.

#### **3.1 Survey Method (Core and Supplementary)**

Oxfam Hong Kong commissioned Asia-Pacific Institute of Ageing Studies (APIAS), Lingnan University to conduct a telephone survey and concealed participatory observation in order to recognize the public (Hong Kong people) attitude and perception towards ethnic minorities. Telephone numbers were selected at random from up-to-date residential phone directories and the target population of the study comprised Chinese speaking male and female adults age 16 or over. The telephone interviews were conducted at nights on 4 and 5 of August 2004 from 6:00pm to 10:00pm in order to avoid over-sampling of homemakers, unemployed makers, etc, who are more likely to stay at home in the morning or afternoon. 512 interviews were completed from the randomly chosen 917 households, and the response rate was 55.8%. Results are subject to a maximum sampling error (MSE) of  $\pm 4.3\%$  at the 95% confidence level. The questionnaire is divided into seven parts with 33 items, including Hong Kong people's attitudes and perceptions towards ethnic minorities in areas of work and employment, education, utilization of public services, rent and accommodation, friendship and marriage, general perception and the sources of perception formation.

Additional 50 samples will be collected to assess whether there is any discrimination in work and employment. A concealed participatory observation was conducted in August 2004 with the aim of understanding the actual employment situation of ethnic minorities in Hong Kong and recognizing whether racial background would be a cause for not being offered job interviews and opportunities. Two female Hong Kong residents with age 19 and similar socio-economic background were employed; one of them is originated from Pakistanis and can speak fluent Cantonese with some Pakistanis accent, the other one is a native Chinese. Both of them applied 50 identical jobs through the labour department's web sites. All of them were elementary occupations with 5 broad categories, including clerk, service employee workers, shop sales worker, office assistant and promoter. The brief steps are:

1. Select 50 cases of elementary occupations
2. Use two of interviewers: one speaks with clear Cantonese ascent, the other speaks with regional/country ascents
3. Both call the same target (employer) using the same conversation contents or fax

personal information to employer (e.g. application letter and resume)

4. Note the success and failure rates between the two groups in terms of chances of getting interviews and offering job opportunities.

The superiority of such procedure represents the actual, not the perceptual, reactions of the key holders of racism who, if not educated for the issues, will perpetuate the situation. The additional part will be used as a supplement to the core survey so as to realize the actual levels of discrimination towards ethnic minorities in terms of work and employment aspect.

### **3.2 Data Analysis**

Simple descriptive statistics, correlation analysis and chi-square test was performed to test for statistically significant between attitudes and perceptions of Hong Kong people and education attainment level, age levels and acquaintance with ethnic minorities. A p-value < 0.05 was considered statistically significant and SPSS for windows (version 11.0) was used for statistical analyses.



## Section 4: Survey Findings

### 4.1 Respondent profile

#### 4.1.1 Sex, age, and educational level

Amongst the 512 respondents, 50.4% were male and 49.6% were female, and over half of the respondents (53.5%) were in the age group of 30-54. 46% of the respondents had completed higher secondary to post-secondary education. 42.3% of the respondents did not earn any monthly income or earn lower than \$3,000 per month, and 33% earned within \$10,000 to \$ 29,999 per month. Nearly half of the respondents (45.4%) were students, housewives, the unemployed and retired. About one-third of the respondents worked in non-professional occupation (see Table 1).

Table 3.1: Sample profile

<b>Sex</b>	<b>Frequency</b>	<b>Percentage (%)</b>
Male	258	50.4
Female	254	49.6
<b>Age</b>	<b>Frequency</b>	<b>Percentage (%)</b>
16-29	161	32.7
30-54	264	53.5
55-65 or over	68	13.8
<b>Education Level</b>	<b>Frequency</b>	<b>Percentage (%)</b>
Lower secondary or below	155	30.6
Higher secondary to post-secondary	233	46.0
College, tertiary to postgraduate	118	23.3
<b>Monthly Income</b>	<b>Frequency</b>	<b>Percentage (%)</b>
No income or below \$3,000	196	42.3
\$3,000-\$9,999	84	18.1
\$10,000-29,999	153	33.0
\$30,000-74,999	24	5.2
\$75,000-99,999	6	1.3
<b>Occupation</b>	<b>Frequency</b>	<b>Percentage (%)</b>
Professional category (Managers and Administrators, professionals and associate professionals)	111	22.9
Non-professional category (clerks, service workers, shop sales workers, fishing and agriculture workers, craft and related workers, plant and machine operators and assemblers, elementary occupations)	154	31.8
Others (student, housewife, unemployed, retired and others)	220	45.4

#### 4.1.2 Acquaintance with ethnic minorities

Table 2 shows that around two-third of the respondents (58.4%) know people from ethnic minorities while 40.8% of them did not know them (see Table 3.2).

Table 3.2 Do you know people of ethnic minorities?

	<b>Frequency (%)</b>	<b>Percent (%)</b>
Yes	299	58.4
No	209	40.8
Unanswered	4	.8
<b>Total</b>	512	100.0

Table 3.3 shows that over half of the respondents' relatives (53.3%) know people from ethnic minorities while 31.8% did not know.

Table 3.3 Do your relatives know people of ethnic minorities?

	<b>Frequency</b>	<b>Percent (%)</b>
Yes	163	31.8
No	273	53.3
Unanswered	76	14.8
<b>Total</b>	512	100.0

## 4.2 Descriptive data analysis

The questionnaire covered five broad areas to measure whether discrimination has been existed in Hong Kong towards the minority group, they include some general items regarding Hong Kong people over ethnic minorities and some specific items in areas including, Work and Employment, Social activities and friendship, Children's education, Utilization of Community Resources and the process of purchasing and renting a home, taking into consideration of researches conducted in Hong Kong (Hong Kong Human Rights Monitor, 1988; Department of Applied Social Sciences, The Hong Kong Polytechnic University, 2003).

### 4.2.1 General perception of Hong Kong people over ethnic minorities

Table 3.4 shows that over half of the respondents (54.7%) did not agree that Hong Kong has serious racial discrimination over the ethnic minorities while 22.5% of the respondents agreed that Hong Kong has serious racial discrimination. These figures revealed that the every 10 Hong Kong people, two of them were aware that Hong Kong has the problems of racial discrimination. A larger figure was found by a survey conducted by HAB with a total of 1,954 respondents (HKSAR Home Affairs Bureau 2004). It was revealed that (47.5%) perceived that there was a racial discrimination problem in Hong Kong.

Table 3.4 Hong Kong people have serious racial discrimination

	<b>Frequency</b>	<b>Percent (%)</b>
Strongly disagree	22	4.3
Disagree	280	54.7
Neutral	60	11.7
Agree	115	22.5
Strongly agree	12	2.3
Unanswered	23	4.5
Total	512	100.0

Table 3.5 is about whether legislation in Hong Kong is necessary or not. The figure shows that 44.3% of the respondents did not support legislation to combat racial discrimination while a rather similar but lesser percentage of the respondents agreed on it (38.9%). The percentage of the respondents supported for legislation and objected to legislation was very similar. In comparison with the Home Affairs Bureau in March 2004, it stated that “more than half (59.1%) of the respondents support the introduction of legislation to prohibit racial discrimination, and more than six in ten (64.7%) believed that a race discrimination law would not have a negative impact on the Hong Kong economy” (HKSAR Home Affairs Bureau, 2004).

Table 3.5 Legislation is required in Hong Kong to combat any forms of racial discrimination

	<b>Frequency</b>	<b>Percent (%)</b>
Strongly disagree	18	3.5
Disagree	227	44.3
Neutral	19	3.7
Agree	199	38.9
Strongly agree	23	4.5
Unanswered	26	5.1
Total	512	100.0

Table 3.6 shows that more than half of the respondents (58.4%) did agree that Hong Kong people have a negative perception towards ethnic minorities while 25% of the respondents did not agree on that. In comparison with the Table 3.4, it reflected that over half (54.7%) of the respondents disagreed with serious racial discrimination in Hong Kong but the respondents (58.4%) did accept that Hong Kong people have negative perception towards ethnic minorities.

Table 3.6 Hong Kong people has a negative perception towards ethnic minorities

	Frequency	Percent (%)
Strongly disagree	7	1.4
Disagree	128	25.0
Neutral	45	8.8
Agree	299	58.4
Strongly agree	16	3.1
Unanswered	17	3.3
Total	512	100.0

#### 4.2.2 Hong Kong people's perception towards ethnic minorities in work and employment

Table 3.7 presents that over half (55.3%) of the respondents agreed that Legislation is required to provide equal opportunity for ethnic minorities while nearly 30% of the respondents did not agree on it. Researches and Surveys (Hong Kong Polytechnic University, 2003) have been discovered that people from ethnic minorities always face with discrimination in job applications. However, 29.7 % of the respondents did not want to have legislation.

Table 3.7 Legislation is required to provide equal employment opportunity for ethnic minorities

	Frequency	Percent (%)
Strongly disagree	11	2.1
Disagree	152	29.7
Neutral	23	4.5
Agree	283	55.3
Strongly agree	27	5.3
Unanswered	16	3.1
Total	512	100.0

Table 3.8 shows that the respondents have a rather high acceptance rate (26.6%) in specifying the specific races / nationalities while 53.5 % of the respondents did not think that it is acceptable. Comparing with the figure presented by the Home Affairs Bureau (2004) with the “percentage who rated in unacceptable of a recruitment advertisement specifics that only persons of a certain race can apply for the job was 71.4%”. Ours figure is much lower than one revealed by the government.

Table 3.8 Recruitment advertisement could specific employment from races / nationalities

	Frequency	Percent (%)
Strongly disagree	43	8.4
Disagree	274	53.5
Neutral	27	5.3
Agree	136	26.6
Strongly agree	6	1.2
Unanswered	26	5.1
Total	512	100.0

Table 3.9 shows that a majority of the respondents (71.5%) did not accept a rejection of employment due to the applicants' ethnic background. However 10.5% of the respondents agreed that it was acceptable. This figure was rather similar to that conducted by the HAB (2004) regarding "an employer refuses to employ a qualified person because of his / her racial background with unacceptable rate of 78.8%".

Table 3.9 You will not employ a worker because he / she is a ethnic minority

	<b>Frequency</b>	<b>Percent (%)</b>
Strongly disagree	40	7.8
Disagree	366	71.5
Neutral	31	6.1
Agree	54	10.5
Strongly agree	3	.6
Unanswered	18	3.5
Total	512	100.0

Table 4.0 shows that 73% of the respondents disagree that he or she would feel uncomfortable if they always get in touch with ethnic minorities in their working environment while 10.2 % of them agreed that they would not feel uncomfortable.

Table 4.0 You will feel uncomfortable if you always get in touch with ethnic minorities in your working environment

	<b>Frequency</b>	<b>Percent (%)</b>
Strongly disagree	50	9.8
Disagree	374	73.0
Neutral	18	3.5
Agree	52	10.2
Strongly agree	4	.8
Unanswered	14	2.7
Total	512	100.0

Table 4.1 shows similar findings to that of Table 4.0. 71.9% of the respondents disagreed that they would feel uncomfortable if their superior was an ethnic minority while 10.9% of the respondents did feel uncomfortable in working with a superior in different racial background. The acceptance rate was a little bit lower than the survey conducted by HAB (2004) concerning "95% acceptance rate with a superior".

Table 4.1 You will feel uncomfortable if your superior is an ethnic minority

	Frequency	Percent (%)
Strongly disagree	46	9.0
Disagree	368	71.9
Neutral	22	4.3
Agree	56	10.9
Strongly agree	5	1.0
Unanswered	15	2.9
Total	512	100.0

### 4.2.3 Hong Kong people's perception towards ethnic minorities in education

Table 4.2 shows that a relatively high rate of acceptance amongst the respondents to provide equal opportunity for ethnic minorities in education. 80.1% of the respondents agreed and 14.5 % of the respondents strongly agreed over the statement. Only 2.3% of the respondent disagreed with the statement.

Table 4.2 Ethnic minorities should enjoy equal opportunity in education

	Frequency	Percent (%)
Strongly disagree	3	.6
Disagree	12	2.3
Neutral	11	2.1
Agree	410	80.1
Strongly agree	74	14.5
Unanswered	2	.4
Total	512	100.0

Table 4.3 also shows the similar results in regard to the statement on whether learning institutions / school should provide sufficient space for ethnic minorities. 78.7% of the respondents agreed and 11.9% of the respondents strongly agreed with the statement. Only 3.7% of the respondents disagreed with the statement.

Table4.3 Learning institutions / schools should provide sufficient space for ethnic minorities

	Frequency	Percent (%)
Strongly disagree	1	.2
Disagree	19	3.7
Neutral	11	2.1
Agree	403	78.7
Strongly agree	61	11.9
Unanswered	17	3.3
Total	512	100.0

Table 4.3 shows that 75.6 % of the respondents did not agree with the statement on “you would mind sitting next to ethnic minorities in learning institution / school” and 12.7% of them stated that they strongly disagreed over the statement. Only 6.8% agreed with the statement.

Table 4.3 You would mind sitting next to ethnic minorities in learning institution / school

	<b>Frequency</b>	<b>Percent (%)</b>
Strongly disagree	65	12.7
Disagree	387	75.6
Neutral	9	1.8
Agree	35	6.8
Strongly agree	2	0.4
Unanswered	14	2.7
Total	512	100.0

Table 4.4 shows a totally different picture in comparison with the Table 4.3. Only 57.4 % of the respondents agreed that they would let their children to study in schools with ethnic minorities, and a portion of the respondents (24.2%) did not agree that they would let their children to study with ethnic minorities. That means 1 in four parents would not consider their children to study in schools with ethnic minorities.

Table 4.4 Imagine that you were the parents; you would let your children to study in schools with ethnic minorities

	<b>Frequency</b>	<b>Percent (%)</b>
Strongly disagree	12	2.3
Disagree	124	24.2
Neutral	32	6.3
Agree	294	57.4
Strongly agree	31	6.1
Unanswered	19	3.7
Total	512	100.0

#### **4.2.4 Hong Kong people's perception towards ethnic minorities in utilization of public services**

Table 4.5, 4.6 and 4.7 show some similar results in relation to the application of public services. Table 4.5 shows that 21.7% of the respondents agreed that Hong Kong people have higher priority in applying government services while 59.6% disagree with the statement.

Table 4.6 and 4.7 states the two most frequent public services, which are the social services allowances and government public housing. The results were similar; regarding the CSSA, 18.6% of the respondents agreed that they have higher priority in the application while 60.2 disagree. In respect to the application of government public housing, 18.6% of the respondents agreed that they have higher priority while 63.5% of them disagreed with it.

Table 4.5 Hong Kong people have higher priority in applying government services

	<b>Frequency</b>	<b>Percent (%)</b>
Strongly disagree	36	7.0
Disagree	305	59.6
Neutral	32	6.3
Agree	111	21.7
Strongly agree	7	1.4
Unanswered	21	4.1
Total	512	100.0

Table 4.6 You have higher priority in applying comprehensive social services allowances (CSSA)

	<b>Frequency</b>	<b>Percent (%)</b>
Strongly disagree	39	7.6
Disagree	308	60.2
Neutral	32	6.3
Agree	95	18.6
Strongly agree	13	2.5
Unanswered	25	4.9
Total	512	100.0

Table 4.7 You have higher priority in applying public government housing

	<b>Frequency</b>	<b>Percent (%)</b>
Strongly disagree	37	7.2
Disagree	325	63.5
Neutral	28	5.5
Agree	95	18.6
Strongly agree	10	2.0
Unanswered	17	3.3
Total	512	100.0

#### **4.2.5 Hong Kong people's perception towards ethnic minorities in accommodation and renting house**

Table 4.8 shows 67.4 % of the respondents agreed that they would not mind letting property to ethnic minorities while 16.6% of the respondents agreed with it.

Table 4.8 Imagine that you were the owner of property, you would mind letting to ethnic minorities

	<b>Frequency</b>	<b>Percent (%)</b>
Strongly disagree	37	7.2
Disagree	345	67.4
Neutral	32	6.3
Agree	85	16.6
Strongly agree	2	.4
Unanswered	11	2.2
Total	512	100.0

Table 4.9 and the following 5.0 would like to know whether the significant others (relatives) and the respondents themselves would mind residing with ethnic minorities. It was found that the acceptance level of the respondents were relatively high. A



majority of the respondents (79.3%) disagreed that they would feel uncomfortable if their relatives reside next to ethnic minorities; while only 7.8% of them would feel uncomfortable, just a very small proportion.

Table 4.9 You would feel uncomfortable if ethnic minorities live next to your relatives (not living together)

	Frequency	Percent (%)
Strongly disagree	45	8.8
Disagree	406	79.3
Neutral	17	3.3
Agree	40	7.8
Strongly agree	1	.2
Unanswered	3	.6
Total	512	100.0

Table 5.0 shows that most of the respondents would not mind living with ethnic minorities on the same floor in a building while only 5.3 % of them do mind living with them on the same floor.

Table 5.0 You would mind living with ethnic minorities on the same floor in a building

	Frequency	Percent (%)
Strongly disagree	48	9.4
Disagree	414	80.9
Neutral	16	3.1
Agree	27	5.3
Strongly agree	4	.8
Unanswered	3	.6
Total	512	100.0

#### 4.2.6 Hong Kong people's perception towards ethnic minorities in friendship and marriage

Table 5.1 shows that the majority of the respondents (61.9%) perceived that most people in Hong Kong would make friends with ethnic minorities while 18.2 % of the respondent thought that they would make friends with them.

Table 5.1 Most people would not make friends with ethnic minorities

	Frequency	Percent (%)
Strongly disagree	34	6.6
Disagree	317	61.9
Neutral	31	6.1
Agree	93	18.2
Strongly agree	8	1.6
Unanswered	29	5.7
Total	512	100.0

Table 5.2 shows that a majority (84.2%) of the respondents did not mind their relatives making friends with ethnic minorities and only a very small proportion of the respondents (2.7%) disagreed with the statement.

Table 5.2 You would mind your relatives making friends with ethnic minorities

	<b>Frequency</b>	<b>Percent (%)</b>
Strongly disagree	46	9.0
Disagree	431	84.2
Neutral	13	2.5
Agree	14	2.7
Strongly agree	2	.4
Unanswered	6	1.2
Total	512	100.0

Table 5.3 shows that a majority of the respondents (80.3%) did not feel uncomfortable to socialize with ethnic minorities and only a very small proportion of the respondents (6.6%) disagreed with the statement.

Table 5.3 You would feel uncomfortable to socialize with ethnic minorities

	<b>Frequency</b>	<b>Percent (%)</b>
Strongly disagree	44	8.6
Disagree	411	80.3
Neutral	15	2.9
Agree	34	6.6
Strongly agree	2	.4
Unanswered	6	1.2
Total	512	100.0

Table 5.4 shows a different picture comparing with the previous table 5.2 and 5.3. Over than half of the respondents (59.6%) disagreed that they would mind their relatives to get married with ethnic minorities. But a proportion of the respondents (17.2%) agreed with the statement. In comparison with Table 5.7 regarding respondents' relatives in making friends with ethnic minorities, only 2.7% of did not accept such behavior, however in terms of marriage, 17.2 % of them did not accept.

Table 5.4 You would mind your relatives to get married with ethnic minorities

	<b>Frequency</b>	<b>Percent (%)</b>
Strongly disagree	28	5.5
Disagree	305	59.6
Neutral	36	7.0
Agree	88	17.2
Strongly agree	13	2.5
Unanswered	42	8.2
Total	512	100.0

#### 4.2.7 The formation of HK people's perception towards ethnic minorities

Table 5.5 shows that 40.8 % of the respondents develop their perceptions over the ethnic minorities from Daily interaction, then TV programme (18.8%) and the third major source of information was from newspaper, which contributed to 11.2 %

Table 5.5 What are the major sources for you to form perceptions over ethnic minorities?

	<b>Frequency</b>	<b>Percent (%)</b>
TV programme	129	18.8
Daily interaction	280	40.8
Movie	22	3.2
Education in school	22	3.2
Information from book	25	3.6
Newspaper	77	11.2
Magazine / Journal	36	5.2
Relative	12	1.7
Friend	67	9.8
Radio programme	16	2.3
Total	686	100.0

Table 5.6 shows that more than half (53.5%) of the respondents heard / read information regarding ethnic minorities while 44.7% of them did not hear / read any information about them.

Table 5.6 Have you ever heard / read any information regarding ethnic minorities?

	<b>Frequency</b>	<b>Percent (%)</b>
Yes	274	53.5
No	229	44.7
Unanswered	9	1.8
Total	512	100.0

Table 5.7 outlines the major sources of the news of ethnic minorities, 42.1% of the respondents learnt them from the newspaper, while 39.2% of them learnt them from the TV programme.

Table 5.7 How do you learn the news?

	<b>Frequency</b>	<b>Percent (%)</b>
TV programme	161	39.2
Movie	9	2.2
Textbook	3	.7
Book for leisure	19	4.6
Newspaper	173	42.1
Magazine / Journal	35	8.5
Radio programme	11	2.7
Total	411	100.0

#### 4.2.8 Hong Kong people’s perception of difficulties faced by the ethnic minorities

Table 5.8 shows that there were four major difficulties that they were perceived to be facing in their daily life, they are language (including character), which contributed by 23.8%; communication / integration with majority (21.7%); living habit (11.9%) and others (10.9%).

Table 5.8 What do you think of their expected difficulties in daily life?

	Frequency	Percent (%)
Food	17	2.4
Language (including character)	170	23.8
Dressing	14	2.0
Communication / integration with majority	155	21.7
Living habit	85	11.9
Religious activity	25	3.5
Social activity	56	7.8
Entertainment	7	1.0
Unanswered	93	13.0
No difficulties	14	2.0
Others	78	10.9
Total	714	100.0

Others include discrimination in employment, education cultural adaptation and not receiving their full rights

Table 5.9 addresses the issue on whether the government / NGOs should provide positive action to help ethnic minorities. Nearly 70% of the respondents supported the government / NGOs to provide such actions; while 11.3% of them did not support.

Table 5.9 Government / NGOs should provide “affirmative actions” to help ethnic minorities to get integrated into Hong Kong society

	Frequency	Percent (%)
Strongly disagree	13	2.5
Disagree	58	11.3
Neutral	20	3.9
Agree	354	69.1
Strongly agree	40	7.8
Unanswered	27	5.3
Total	512	100.0

#### 4.3 Relationships between education attainment level, age level and attitude and perceptions towards ethnic minorities

Correlation analysis was used to explore the relationships between education, age and income with each individual item. A number of items listed below correlated significance with the education attainment level and age level, ranging from (-0.095 to -0.22).

Regarding the education attainment level, generally speaking, people with higher education attainment level are more aware of the negative perception and the seriousness of racial discrimination that Hong Kong people have towards ethnic minorities, reflecting from items a to c (ranging from 0.096 to 0.131). On the other side, items d to m reflects that the respondents with higher education attainment level tend to hold more positive perception towards ethnic minorities, and vice versa (ranging from -0.095 to -0.150).

As for the correlations between attitude and perception and age level, people with higher age tend to be less aware of the negative perception and seriousness of racial discrimination held by the Hong Kong people, reflecting from items a to c (ranging from -0.135 to -0.205). Nevertheless, they tend to hold more positive perception towards ethnic minorities, and vice versa (ranging from -0.098 to -0.162) (see Table 6.0). It is interesting to note that the respondents with higher age level tend to less support providing affirmative actions towards ethnic minorities (item n), more researches should be taken to know the underlying reason for this.

Table 6.0 The correlations between Hong Kong people's attitudes and perceptions towards ethnic minorities and education attainment level and age level

Items	Education attainment level	Age level
a. Hong Kong people have serious racial discrimination towards ethnic minorities	<b>.096 (*)</b>	<b>-.191(**)</b>
b. Legislation is required in Hong Kong to combat any forms of racial discrimination	<b>.154(**)</b>	<b>-.205(**)</b>
c. Hong Kong people have negative perceptions towards ethnic minorities	<b>.131(**)</b>	<b>-.135(**)</b>
d. You will not employ a worker because he / she is an ethnic minority	-.095(*)	
e. You will feel uncomfortable if you always interact with ethnic minorities in your working environment	<b>-.095(*)</b>	<b>-.140(**)</b>
f. You will feel uncomfortable if your superior is an ethnic minority	<b>-.150(**)</b>	<b>-.098(*)</b>
g. Hong Kong people have higher priority in applying public services	-.147(**)	
h. You have higher priority in applying CSSA		-.159(**)
i. You have higher priority in applying public government housing	<b>-.100(*)</b>	<b>-.145(**)</b>
j. You will feel uncomfortable if ethnic minorities live next to your relatives (not living together)	-.123(**)	
k. You will mind living with ethnic minorities on the same floor of a building	<b>-.131(**)</b>	<b>-.146(**)</b>
l. You will mind your relatives making friends with ethnic minorities	-.101(*)	
m. You would feel uncomfortable to socialize with ethnic minorities	-.117(**)	
n. Government / NGOs should provide "affirmative actions" to help ethnic minorities get integrated into Hong Kong society		-.162(**)

\*\* Correlation is significant at the 0.01 level (2-tailed).

\* Correlation is significant at the 0.05 level (2-tailed).

Besides, the current research also revealed that there are statistically significant correlations between Hong Kong people's attitudes and towards ethnic minorities and the acquaintance with ethnic minorities (see Table 6.1). Generally speaking, the people who acquaint with ethnic minorities tend to hold more positive perception towards ethnic minorities, and vice versa.

Furthermore from Table 6.1, those respondents who acquaint with ethnic minorities were less uncomfortable in interacting with ethnic minorities in work settings and social activities, and their superiority in applying CSSA.

Table 6.1 The correlations between Hong Kong people's attitudes and perceptions towards ethnic minorities and acquaintance with ethnic minorities

Item	Acquaintance / Not acquaintance with ethnic minorities
o. You will not employ a worker because he / she is a ethnic minority	( $\chi^2=15.616$ , $p=0.048$ )
p. You will feel uncomfortable if you always interact with ethnic minorities in your working environment	( $\chi^2=33.546$ , $p=0.000$ )
q. You will feel uncomfortable if your superior is an ethnic minority	( $\chi^2=15.792$ , $p=0.045$ )
r. You will mind sitting next to ethnic minorities in learning institution / school	( $\chi^2=16.703$ , $p=0.033$ )
s. You are willing to let your children study in school which have ethnic minorities	( $\chi^2=16.923$ , $p=0.031$ )
t. Ethnic minorities should enjoy equal opportunity in education	( $\chi^2=19.166$ , $p=0.014$ )
u. You have higher priority in applying CSSA	( $\chi^2=23.415$ , $p=0.003$ )
v. You will feel uncomfortable if ethnic minorities live next to your relatives (not living together)	( $\chi^2=17.232$ , $p=0.028$ )
w. You would feel uncomfortable to socialize with ethnic minorities	( $\chi^2=28.130$ , $p=0.000$ )
x. Government / NGOs should provide "affirmative actions" to help ethnic minorities to get integrated into Hong Kong society	( $\chi^2=15.689$ , $p=0.047$ )

\* Correlation is significant at the 0.05 level (2-tailed)

#### 4.4 Concealed Participatory Observation

Table 6.2 is the summary of the concealed participatory observation. Five types of elementary occupation were applied by Ms Li (native Chinese) and Ms. Nabela (Pakistanis but born in Hong Kong). Basically the times of interview were the same amongst both people. In sum, Ms Li got 10 jobs while Ms. Nabela got 8 jobs, the difference of the success rate between them were only two jobs. The results could not be implied as any level of racial discriminatory in jobs and employment. In addition, this observation only focus on elementary occupations and the results could not be extended to other categories of occupations (for instances, professional occupations).

The findings from concealed participatory observation shows that employers would choose workers based on their merits and no obvious racial discrimination observed in the current studies. This is good news since it represents that in actual situation, the acceptance level of native Hong Kong people toward ethnic minorities is high.

Table 6.2 Concealed participatory observation (N=50)

<b>Types of jobs</b>	<b>Process of application</b>	<b>Ms. Li</b>	<b>Ms. Nabela</b>
Clerk	Telephone Interview / Fax applicants information	7 / 3	7 / 3
	Times of interview	5	5
	Successful case	1	2
Service employee workers	Telephone Interview / Fax applicant information	10 / 0	10 / 0
	Times of interview	6	6
	Successful case	4	2
Shop sales workers	Telephone Interview / Fax applicants information	10 / 0	10 / 0
	Times of interview	5	5
	Successful case	1	0
Office assistant	Telephone Interview / Fax applicants information	3 / 7	3 / 7
	Times of interview	1	1
	Successful case	0	0
Promoter	Telephone Interview / Fax applicants information	10 / 0	10 / 0
	Times of interview	4	4
	Successful case	4	4

However, the analysis of interviews makes us feel a bit of worrying because interviewee shared with us their negative experiences due to their cultural background, showing the situation is not as good as we wish to be. See the brief discussion on the following case:

*"I saw an advertisement recruiting waitress in the Labour Department. The employment conditions are fluent in Cantonese and English, and don't require working experience as a waitress. I truly believe that I am qualified in applying this job. When I first came to the Japanese restaurant, He (the owner of that restaurant) asked a waiter to tell me that he had employed somebody already. After a few minutes later, after I left there, my colleague (another fieldwork researcher) applied for the same job, the owner of the restaurant asks her to fill in an application form (I was told that she was hired after two days). I thought I had done something wrong to be somehow unqualified, so I went back to the restaurant again. However, the*

*owner once again had a waiter to tell me to leave because he had hired somebody else already” (This paragraph was written by Ms. Nabela).*

The example above shows that some employers still hold discriminatory attitude towards ethnic minorities, and it is seldom in a court since it is difficult to get such circumstantial evidences.



## **Section 5: Discussions and Recommendations**

In this section, we are going to highlight the important findings in the questionnaire survey. The survey statistics portray a general picture of the Hong Kong people's attitude towards ethnic minorities in areas of work and employment, education, utilization of public services, rent and accommodation, friendship and marriage. In spite of the limited cases of the experiment in the concealed participatory observation, it can provide some insights for the discrimination work and employment.

### **5.1 Discussions**

#### **5.1.1 Work and Employment**

In terms of work and employment situation of ethnic minorities in Hong Kong, one third (31.8%) of the respondents disagreed that legislation be enacted to enhance equal employment opportunity in Hong Kong while around two-third (60.6%) of the respondents agreed with such statement. It is also surprising to find that around one-third (27.8%) of the respondents agreed that recruitment advertisement could specify races / nationalities as job requirements. It should be noted that past researches have identified that work and employment is one of the major difficulties of people from ethnic minorities (Hong Kong Polytechnic University and Unison Hong Kong, 2003; City University of Hong Kong and Unison Hong Kong, 2003). A number of unequal treatments have been revealed in areas such as lower salary, poorer working benefits, less chances to be employed and promoted, heavier workload and higher chances to be laid off (City University of Hong Kong and Unison Hong Kong, 2003). Even though the current research did not address these issues, a proportion of the respondents disagreed on enacting legislation to protect equal employment opportunity and agreed on the discriminatory recruitment advertisement are the signals for existing discriminatory attitudes of Hong Kong people towards ethnic minorities in this aspect. Government should take a proactive attitude and policies to maintain an equal employment opportunity, especially in private and business sectors.

#### **5.1.2 Education**

As for the education opportunity for ethnic minorities, most of the respondents expressed that they generally agreed on providing equal education opportunity for ethnic minorities (around 80%) and the respondents themselves did not mind sitting next to ethnic minorities during schooling (around 80%). Nevertheless, considering that their children study in schools which have ethnic minorities, 26.5% of respondents disagreed on the statement. This obviously represents (shows) that

Hong Kong people have a certain level of discriminatory attitude towards ethnic minorities in education. Hong Kong people agree on providing equal education opportunity for ethnic minorities, but they did not support the integration of their family members (significant others) with them. They would undermine the chances for ethnic minorities to integrate with the Chinese majority in the community, since they are not perceived to be welcomed by the majority of the parents. Research by Loper (2004) identified that there is limited school choice and places for the intake of ethnic minorities. In addition, children from ethnic minorities has been facing a number of difficulties in schooling such as facing difficulties in integrating into mainstream schools, where cultural sensitivity in the curriculum and in extra-curricular activities are generally lacking. Codes on school uniform, the provision of food in canteens and religious practices, all those make them feel uncomfortable ((Hong Kong Polytechnic University and Unison Hong Kong, 2003). Further researches should be conducted on how the negative perceptions of parents are formed and the possible methods to alleviate such mentality.

### **5.1.3 Renting and Accommodation**

It is generally found that respondents have a relatively high acceptance level (over 80%) in terms of being the neighborhood of ethnic minorities. Respondents also did not mind their close relatives to live next to ethnic minorities. However, when asking if they were willing to let a property to ethnic minorities, 17% of the respondents did mind letting to them. It is interesting and also important to find out the reasons for why, as this situation has also been revealed in the past research. In reality, “some Pakistanis have experienced discrimination in looking for private housing. Some real estates agents refuse to serve Pakistanis or charge them a higher commission. Some landlords refuse to let their flats to Pakistanis or ask for a rent that is much higher than the market price” ((Hong Kong Polytechnic University and Unison Hong Kong, 2003). The government might require considering legislation against racial discrimination in this aspect.

### **5.1.4 Friendship and Marriage**

It is generally found that respondents have a relatively high acceptance level (over 80% or even over 90%) in terms of making friends with ethnic minorities or socializing with them in social activities. These results were similar to that conducted by HAB (2004) regarding the attitude towards having a friend, colleague or superior of a different racial background, their acceptance level was over 90%. However, the respondents perceived that “other Hong Kong people” would mind making friends with ethnic minorities (19.8%) and also they would mind their family

members to get married with ethnic minorities (19.7%). These showed that more education on promoting the concept of multiculturalism is important in Hong Kong.

### **5.1.5 Utilization of public services**

There are consistent results with regards to the agreement level on their priority in applying public services, around 20% of the respondent agreed that Hong Kong people have higher priority in applying public services, CSSA and public housing. These results reinforce (support) the previous discussions on work and employment and education, in which discriminatory attitudes have been existed amongst native people.

## **5.2 Recommendations**

Generally speaking, the acceptance level of Hong Kong people towards ethnic minorities is generally high, only one-fourth of the respondents agreed that Hong Kong people have serious racial discrimination towards ethnic minorities. These findings are basically in line with the one conducted by HAB in March 2004, in which the majority of respondents did not accept racial discrimination in areas of retail, school admission, pay, employment, club membership and renting accommodation, ranging from 60.5% to 89.3%.

Nevertheless, around 60% of the respondents agreed that Hong Kong people have negative perceptions towards ethnic minorities, and over 20% of the respondents had discriminatory attitude. Moreover, as discussed in section 5.1, discriminatory attitudes have been found in all five aspects. Being an advanced metropolitan in the world and one of the signatories and applicable countries (region) of the Convention on the Elimination of All Forms of Discrimination and the International Covenant on Economic, Social and Cultural Rights, it is no doubt that we cannot accept any level of racial discrimination, not even say around 20% of the Hong Kong people have such intention. In fact, serious social problems would arise in Hong Kong if the racial discrimination issues were not tackled well, for example the Brixton riot in UK in year 1981. Furthermore, it is also found that racial discrimination might result in exclusion of normal social and economic activities of ethnic minorities, and this might as well result in poverty. Based on this argument, we support the Hong Kong government to enact the legislation to prohibit racial discrimination in Hong Kong and suggest that Hong Kong government should address racial discrimination issues in a greater scale. The consultation paper by the Hong Kong government on legislating against racial discrimination in Hong Kong can be regarded as the first step towards a society with equal opportunity for all people in regardless of the colour,

race, gender and age.

The current research revealed that there are statistically significant correlations between Hong Kong people's attitudes and perceptions towards ethnic minorities and the education attainment level and age level. The respondents with higher education attainment and higher age tend to hold more positive perception towards ethnic minorities, and vice versa. They are the interesting findings in this research but further research should be conducted to recognize the causes. Based on the findings above, we would like to suggest that:

- a. Cultures of different ethnic groups in Hong Kong should be introduced in secondary schools curriculum. This can help teenagers to establish a positive and comprehensive knowledge over ethnic minorities and correct the Chinese youngsters' misconceptions towards them.
- b. Concepts of social solidarity should be promoted to those young teenagers who have quitted school in early age, for example, to integrate some related elements in youth pre-employment training programme and project Yi Jin.

The current research also revealed that there are statistically significant correlations between Hong Kong people's attitudes and perceptions towards ethnic minorities and the acquaintance with ethnic minorities. Generally speaking, the people that acquaint with ethnic minorities tend to hold more positive perception towards ethnic minorities, vice versa. Amongst the respondents, about 40% of them were acquainted with ethnic minorities. This shows that people in the community have a certain level of understanding towards the ethnic minorities. Nevertheless, it is noted that around 60% of the respondents don't know anybody from ethnic minorities, and therefore, it tends easy for them to hold a negative perceptions towards ethnic minorities. Based on the findings above, we would like to suggest that:

- a. Government and NGOs should strengthen their promotion and exhibitions in the community regarding cultures and lifestyles of ethnic minorities. Government should also take a proactive role in producing promotion kits (including Announcement of Public Interest and video scripts) to broadcast in the media to enhance understanding of ethnic minorities of people in the community.
- b. Besides, government and NGOs should consider inviting ethnic minorities to participate in volunteer work. This can help them get integrated into the society and establish a positive and healthy image in the community.

- c. In addition, government, NGOs and tertiary institutions should take the lead to break the ice between ethnic minorities and the native Hong Kong people. For example, APIAS has joined hands with Social Welfare Department (SWD) since 2001 to launch the Lingnan Angels Programme. The purpose of the programme is to train the volunteers from university (youth and elderly) to provide (assistance and caring activities to students in the village schools at Tuen Mun and Yuen Long. The assistance and caring activities include after-school tutorials, caring telephone calls and (visits) mass programmes to scenic spots in Hong Kong.

However, it should be pointed out that legislation alone is not enough to eliminate racial discrimination. We need a comprehensive review on most social policies and extensive programme of public education to promote culturally sensitive practices. For instance, the government should put more resources for providing basic Cantonese language training classes for ethnic minorities and encourage them to retain their ethnic cultures and languages. As for the employment, government and NGOs should provide equal employment opportunity for ethnic minorities. Policies in various government departments should be reviewed thoroughly against any discriminatory practices.

A Committee on the Promotion of Racial Harmony, a joint body between the government and NGOs, and its secretariat, the Race Relations Unit, were both established in June 2002 under the Home Affairs Bureau (HAB). It is hoped that the unit can advocate for the development of a multicultural society in which different ethnic groups could voice out their needs via the unit and their rights and opportunity, particularly employment and education could be protected. Moreover, the concept of solid solidarity should be further enhanced in the society and thereby the culture of different ethnic groups could be respected and their needs be met. Last but not least, studies on the needs of ethnic minorities should be supported for the community to have a better understanding of the actual situation of the ethnic minorities in Hong Kong.

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## Appendix 1 (附件一): Questionnaire(問卷)

您好！我係嶺南大學打來的。

現在正在進行一項關於香港人對少數族裔人士的觀感的意見調查。

請問府上的電話號碼是否 XXXXXXXX(電話)?

請問府上有多少位 16 歲或以上的中國籍香港居民呢?

有，直接輸入合格者人數，並找電腦所抽取的那個人來訪問

沒有，說謝謝，中止訪問，按 ESC

我們以下所指的少數族裔人士包括以下六種國籍的香港居民，分別是印度、巴基斯坦、尼泊爾、印尼、泰國和菲律賓，並不包括內地新移民。以下的問題純粹是個人意見不會記名。取得的所有資料，只會用作統計分析之用途，多謝你的意見。

1. 請問你同不同意：香港社會對少數族裔人士的歧視問題嚴重？  
(1) 非常不同意 (2) 不同意 (3) 一半一半 (4) 同意 (5) 非常同意  
(6) 不知道 (8) 不願回答
2. 請問你同不同意：香港需要立法禁止任何形式的種族歧視？  
(1) 非常不同意 (2) 不同意 (3) 一半一半 (4) 同意 (5) 非常同意  
(6) 不知道 (8) 不願回答
3. 請問你同不同意：一般人對少數族裔人士的觀感比較差？  
(1) 非常不同意 (2) 不同意 (3) 一半一半 (4) 同意 (5) 非常同意  
(6) 不知道 (8) 不願回答
4. 請問你同不同意：香港需要立法保障少數族裔人士有平等的就業機會？  
(1) 非常不同意 (2) 不同意 (3) 一半一半 (4) 同意 (5) 非常同意  
(6) 不知道 (8) 不願回答
5. 請問你同不同意：如果你是僱主，你會因為應徵者是少數族裔人士而不考慮聘用？  
(1) 非常不同意 (2) 不同意 (3) 一半一半 (4) 同意 (5) 非常同意  
(6) 不知道 (8) 不願回答
6. 請問你同不同意：如果你的工作時常跟少數族裔人士有接觸，你會感到不自在？

- (1) 非常不同意 (2) 不同意 (3) 一半一半 (4) 同意 (5) 非常同意  
(6) 不知道 (8) 不願回答

7. 請問你同不同意：招聘廣告上可以指定聘用特定種族或國籍的人士？  
(1) 非常不同意 (2) 不同意 (3) 一半一半 (4) 同意 (5) 非常同意  
(6) 不知道 (8) 不願回答
8. 請問你同不同意：如果你的上司是少數族裔人士，你會感到不自在？  
(1) 非常不同意 (2) 不同意 (3) 一半一半 (4) 同意 (5) 非常同意  
(6) 不知道 (8) 不願回答
9. 請問你同不同意：如果你在教育機構 / 學校就讀，  
你會介意坐在少數族裔人士旁邊？  
(1) 非常不同意 (2) 不同意 (3) 一半一半 (4) 同意 (5) 非常同意  
(6) 不知道 (8) 不願回答
10. 請問你同不同意：如果你有子女，  
你會願意他們入讀一間有少數族裔人士就讀的學校？  
(1) 非常不同意 (2) 不同意 (3) 一半一半 (4) 同意 (5) 非常同意  
(6) 不知道 (8) 不願回答
11. 請問你同不同意：少數族裔人士應與本地學童享有同樣的教育機會？  
(1) 非常不同意 (2) 不同意 (3) 一半一半 (4) 同意 (5) 非常同意  
(6) 不知道 (8) 不願回答
12. 請問你同不同意：香港的教育機構 / 學校  
應提供足夠入學機會給少數族裔人士？  
(1) 非常不同意 (2) 不同意 (3) 一半一半 (4) 同意 (5) 非常同意  
(6) 不知道 (8) 不願回答
13. 請問你同不同意：在申請政府提供的服務上，港人應比少數族裔人士優先？  
(1) 非常不同意 (2) 不同意 (3) 一半一半 (4) 同意 (5) 非常同意  
(6) 不知道 (8) 不願回答
14. 請問你同不同意：在申領綜援方面，你自己應比少數族裔人士優先？  
(1) 非常不同意 (2) 不同意 (3) 一半一半 (4) 同意 (5) 非常同意  
(6) 不知道 (8) 不願回答

15. 請問你同不同意：在申請入住公屋方面，你自己應比少數族裔人士優先？  
(1) 非常不同意 (2) 不同意 (3) 一半一半 (4) 同意 (5) 非常同意  
(6) 不知道 (8) 不願回答
16. 請問你同不同意：如果你是業主，你會介意出租樓宇給少數族裔人士？  
(1) 非常不同意 (2) 不同意 (3) 一半一半 (4) 同意 (5) 非常同意  
(6) 不知道 (8) 不願回答
17. 請問你同不同意：如果少數族裔人士住在你家人（不同住）的隔鄰，  
你會感到不自在？  
(1) 非常不同意 (2) 不同意 (3) 一半一半 (4) 同意 (5) 非常同意  
(6) 不知道 (8) 不願回答
18. 請問你同不同意：你會介意跟少數族裔人士住在同一層樓？  
(1) 非常不同意 (2) 不同意 (3) 一半一半 (4) 同意 (5) 非常同意  
(6) 不知道 (8) 不願回答
19. 請問你同不同意：大部份人都會因對方是少數族裔人士而不跟他做朋友？  
(1) 非常不同意 (2) 不同意 (3) 一半一半 (4) 同意 (5) 非常同意  
(6) 不知道 (8) 不願回答
20. 請問你同不同意：你會介意你的家人跟少數族裔人士做朋友？  
(1) 非常不同意 (2) 不同意 (3) 一半一半 (4) 同意 (5) 非常同意  
(6) 不知道 (8) 不願回答
21. 請問你同不同意：如果在一般社交場合與少數族裔人士交往時，  
你會感到不自在？  
(1) 非常不同意 (2) 不同意 (3) 一半一半 (4) 同意 (5) 非常同意  
(6) 不知道 (8) 不願回答
22. 請問你同不同意：你介意你的家人與少數族裔人士結婚？  
(1) 非常不同意 (2) 不同意 (3) 一半一半 (4) 同意 (5) 非常同意  
(6) 不知道 (8) 不願回答
23. 你自己是否認識少數族裔人士？  
(1) 認識 (2) 不認識 (3) 不知道 (8) 不願回答

24. 你的家人是否認識少數族裔人士？  
 (1) 認識 (2) 不認識 (3) 不知道 (8) 不願回答
25. 你對少數族裔人士的觀感最主要來自下列哪些方面？ [最多可選 10 項]  
 (01) 電視節目 (02) 日常接觸 (03) 電影 (04) 學校教育  
 (05) 書本資料 (06) 報紙 (07) 刊物 (08) 親戚  
 (09) 朋友 (10) 電台  
 (11) 其他方面 [請註明]： \_\_\_\_\_  
 (12) 不知道  
 (98) 不願回答
26. 你是否曾經閱讀 / 收看有關少數族裔的報導？  
 (1) 曾經閱讀過  
 (2) 未曾經閱讀過 [跳到 28 題]  
 (3) 不知道 [跳到 28 題]  
 (8) 不願回答 [跳到 28 題]
27. 請問你是從什麼途徑接觸那些報導？ [最多可選 7 項]  
 (01) 電視節目 (02) 電影 (03) 課本  
 (04) 書本資料 [課外書籍] (05) 報紙 (06) 刊物  
 (07) 電台  
 (08) 其他途徑 [請註明]： \_\_\_\_\_  
 (98) 不願回答
28. 你認為少數族裔人士在香港的日常生活中會遇到什麼困難？  
 [最多可選 8 項]  
 (01) 食物 (02) 語言 [包括文字] (03) 衣著  
 (04) 跟本地人溝通 / 融合 (05) 生活習慣 (06) 宗教活動  
 (07) 社交活動 (08) 娛樂 / 消閒活動  
 (09) 不知道  
 (10) 其他困難 [請註明]： \_\_\_\_\_  
 (11) 沒有困難  
 (98) 不願回答
29. 請問你同不同意：政府 / 社會服務機構應提供特別服務，  
 協助少數族裔人士融入社會？  
 (1) 非常不同意 (2) 不同意 (3) 一半一半 (4) 同意 (5) 非常同意

(6) 不知道 (8) 不願回答

30. 請問你現時的個人月入多少？

- (00) 無收入 (01) \$3,000 以下 (02) \$3,000-4,999  
(03) \$5,000-7,499 (04) \$7,500-9,999 (05) \$10,000-14,999  
(06) \$15,000-19,999 (07) \$20,000-29,999 (08) \$30,000-49,999  
(09) \$50,000-74,999 (10) \$75,000-99,999 (11) \$100,000 或以上  
(98) 不願回答

31. 請問你的年齡大約是

- (01) 16-19 歲 (02) 20-24 歲 (03) 25-29 歲  
(04) 30-34 歲 (05) 35-39 歲 (06) 40-44 歲  
(07) 45-49 歲 (08) 50-54 歲 (09) 55-59 歲  
(10) 60-64 歲 (11) 65 歲或以上  
(98) 不願回答

32. 請問你的教育程度

- (01) 未接受正規教育 (02) 小學  
(03) 中一至中三 (初中) (04) 中四至中五 (高中)  
(05) 預科 (06) 大專 (文憑)  
(07) 大學或以上 (08) 其他[請註明]： \_\_\_\_\_  
(98) 不願回答

33. 您的職位是

- (01) 經理及行政人員 (02) 專業人員  
(03) 輔助專業人員 (04) 文員  
(05) 服務工作人員 (06) 商店銷售人員  
(07) 漁農業工人 (08) 工藝和有關人員  
(09) 機台和機械操作員和裝配員 (10) 非技術工人  
(11) 學生 (12) 家庭主婦  
(13) 失業、待業 (14) 退休  
(15) 其他職位，[請說明] \_\_\_\_\_  
(98) 不願回答

----- 訪問已經完結，多謝你接受訪問 -----

Appendix 2 (附件二):

Log Sheet for Concealed Participatory Observation (測試員紀錄表)

樂施會及嶺南大學亞太老年研究中心合作  
香港人對少數族裔人士的態度及觀感調查

測試員紀錄表

測試員姓名: \_\_\_\_\_ (中文) \_\_\_\_\_ (英文)  
國籍: \_\_\_\_\_ 性別: \_\_\_\_\_  
年齡: \_\_\_\_\_ 教育程度: \_\_\_\_\_  
工作經驗 (年資): \_\_\_\_\_  
曾參與工作類別及性質: \_\_\_\_\_

---

此測試是整個調查的一部份，目的是想深入了解少數族裔居民在港尋找工作的情況及一般僱主會否因為應徵者的種族背景而不給予面試或工作機會。測試主要是針對非技術性質的工作，而工作的資料來源主要是勞工處 (labour department) 網頁中刊登出來的工作 [http://www.jobs.gov.hk/eng/jobseeker/enquiry/select\\_type.asp](http://www.jobs.gov.hk/eng/jobseeker/enquiry/select_type.asp)。測試包括 50 個職位，工作種類包括以下五方面：

1. 文員 (clerk) - (C)
2. 服務工作 (service worker) - (SW)
3. 商店銷售員 (shop sales worker) - (SSW)
4. 辦公室助理 (office assistant) - (OA)
5. 推廣員 (promoter) - (P)

本測試邀請了二位女性作測試員，每類型的工作大概作出 10 項的申請，為清楚了解僱主會否因應徵者的種族背景而不給予面試或工作機會，測試將會以一個帶有口音的少數族裔居民及一個純正的廣東話口音的中國籍女性作測試，以了解以下三方面：

1. 經電話應徵後，僱主要求進一步提供資料的比例
2. 經電話應徵後，僱主要求面試的比例

### 3. 面試後成功獲得工作的比例



編號	空缺 編號	申請 日期	工作種類 編號 (C, SW, SSW, OA & P)	職位刊登日期	工作地點	工作性質	聯絡人 及電話	有否要求進一 步提供資料?	有否約見面試?	是否成功獲得工作?
1										
2										
3										
4										
5										
6										
7										
8										
9										
10										

## **Asia-Pacific Institute of Ageing Studies (APIAS) at Lingnan University**

### **HISTORY**

The Asia-Pacific Institute of Ageing Studies (APIAS) was established as a University-wide institute in 1998 and has been operating as one of the research centers in the Institute of Humanities and Social Science (IHSS) since September 2001. The mission of APIAS is to facilitate and develop research in gerontology and issues related to population ageing in Hong Kong and the Asia-Pacific region.

### **OUR MISSION**

“To develop a better environment for older people and their families in Hong Kong and the Asia-Pacific region.”

### **OUR OBJECTIVES**

- To develop an area of research excellence in programme evaluation and action research; both quantitative and qualitative research methodologies.
- To strengthen our collaboration within the Lingnan University and the local communities, particularly in relation to student learning.
- To strengthen the collaboration and network amongst the Asia-Pacific region.

For further information on APIAS and opportunities for research collaboration and affiliations with the Centre, please contact us :

Lingnan University  
Tuen Mun, Hong Kong

ISBN: 988-97594-3-8

Tel: (+852) 2616-7425

Email: [apias@ln.edu.hk](mailto:apias@ln.edu.hk)

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