

**Committee on the Elimination of Racial Discrimination
Seventy-fifth session
Geneva, 3-28 August 2009**

**Response of the Hong Kong Special Administrative Region
to the List of Questions by the Country Rapporteur in connection
with the tenth to thirteenth periodic report of China**

Article 1

2. Please indicate if, and if applicable how, non-governmental organizations have been consulted in the preparation of the State party's tenth to thirteenth periodic reports to the Committee.

[HKSAR's response on how non-government organisations are consulted in the preparation of the HKSAR report -]

In preparing the Hong Kong Special Administrative Region (HKSAR) section of the report under the Convention, the Government of the HKSAR conducted a public consultation from 6 December 2006 to 8 January 2007 to seek the views of the public. To facilitate the consultation, we issued an outline of the topics to be included in the HKSAR section of the report. Copies of the outline were distributed to non-government organisations through various channels such as the Human Rights Forum. Copies of the outline were also distributed to the public through the District Offices of the Home Affairs Department in all 18 districts of the HKSAR. In addition, the outline was uploaded to the website of the Home Affairs Bureau. The proposed outline of the report was also discussed at the meeting of the Panel on Home Affairs of the Legislative Council on 12 January 2007, during which deputations from non-government organisations expressed their views on the outline and the implementation of ICERD in the HKSAR in general. The HKSAR Government had carefully considered all the views and comments received during the consultation before finalising the report.

3. Does the State party intend to establish a national human rights institution in accordance with the Paris Principles (General Assembly resolution 48/13/annex)?

[HKSAR's response on whether the HKSAR Government intends to establish a human rights institution -]

Human rights in Hong Kong are fully protected by law. The legislative safeguards are enshrined in the Basic Law, the Hong Kong Bill of Rights Ordinance and other relevant ordinances. They are buttressed by the rule of law and an independent judiciary. There is also an existing institutional framework of organisations in Hong Kong, including the legal aid services, the Equal Opportunities Commission, the Office of the Privacy Commissioner for Personal Data and the Ombudsman. The effectiveness of this system is monitored by the Legislative Council, the media and the public. Since the existing framework is operating well, the HKSAR Government does not see the need to establish a separate human rights institution to supersede or duplicate existing institutions.

6. Please provide detailed information on provisions in the national human rights action plan (released in April 2009) relating directly to the rights enshrined in the Convention. Did the State party consult with civil society in the development of the plan? Will it also be applicable in Hong Kong and Macau?

[HKSAR's contribution to the response to the last part of the question regarding whether the action plan will be applicable to Hong Kong :]

Under the "one country two systems" principle enshrined in the Basic Law of the HKSAR, the national human rights action plan does not apply to Hong Kong.

Human rights in Hong Kong are fully protected by law, including the Basic Law, the Hong Kong Bill of Rights Ordinance and other relevant legislation. HKSAR has in place a well established human rights protection mechanism. The HKSAR Government will continue to safeguard human rights in Hong Kong in accordance with the applicable laws under the existing framework.

11. Please provide updated information on the content and status of the non-discrimination legislation in Hong Kong (previous concluding observations, A/56/18 para. 247; State report, CERD/C/HKG/13, paras. 65-72)? Does the current text prohibit discrimination against migrants from mainland China as well as all discriminatory acts and practices on the basis of race or ethnicity by law enforcement officials and other public bodies?

Content and status of the Race Discrimination Ordinance

The Race Discrimination Ordinance (Chapter 602 of the Laws of Hong Kong) (RDO) was enacted by the Legislative Council in July 2008. The RDO is closely modelled on the three previous anti-discrimination ordinances, namely, the Sex Discrimination Ordinance, the Disability Discrimination Ordinance and the Family Status Discrimination Ordinance. As with the three ordinances, the RDO provides that it is unlawful to discriminate on the ground of race in specified areas, including employment, education and provision of goods, facilities, services and premises. The RDO also makes racial harassment unlawful (i.e. engages in unwelcome conduct, in circumstances in which a reasonable person would have anticipated that the other person would be offended, humiliated or intimidated by that conduct) in these fields. In addition, the RDO prohibits other unlawful acts relating to racial discrimination, including discriminatory practices and advertisements, aiding and causing others to discriminate, as well as vilification.

The Equal Opportunities Commission (EOC), an independent statutory body, is the enforcement authority of the RDO as well as other anti-discrimination ordinances. It is entrusted under the RDO with the functions and powers to work towards the elimination of discrimination and promote equality of opportunity and harmony between persons of different racial groups. In relation to racial discrimination, it has the power to conduct formal investigations and obtain information in accordance with the RDO. The EOC is empowered to deal with individual complaints and provide legal assistance. In addition, the EOC can make recommendations for changes in policies and procedures to a public authority, or recommendations to the Government on changes in the law or otherwise, in the light of the findings in its formal investigations.

Since the enactment of the RDO, the HKSAR Government has been working closely with the EOC to prepare for the full implementation of the Ordinance. Sections of the RDO relevant to empowering the EOC to discharge its functions on conducting public education programmes and promoting the RDO, as well as preparing the Code of Practice on Employment under the RDO, have been put into operation since October 2008.

The Code of Practice on Employment aims to give practical guidance on how to prevent racial discrimination and harassment; and to promote racial equality and harmony in the employment field. To allow the public, in particular employers and employees, to have a better understanding of the RDO when it is implemented, the HKSAR has adopted the approach of bringing the RDO into full operation at the same time when the Code of Practice on Employment, and related subsidiary legislation¹, come into operation. The EOC conducted wide public consultation on the draft Code of Practice on Employment from October 2008 to January 2009. The Code of Practice and the relevant subsidiary legislation were then submitted to the Legislative Council for scrutiny. The RDO, the Code and the subsidiary legislation were put into full operation on 10 July 2009.

Coverage of new arrivals from the Mainland

The RDO provides that “race”, in relation to a person, means the race, colour, descent or national or ethnic origin of the person. This is identical to the definition adopted in the International Convention on the Elimination of All Forms of Racial Discrimination (ICERD).

Insofar as protection against racial discrimination is concerned, the RDO applies equally to all persons in Hong Kong, and safeguards their rights against discrimination on the ground of race. It does not exclude from its ambit new arrivals from the Mainland. New arrivals from the Mainland are equally protected by the RDO against discrimination by other persons on the ground of race.

On the other hand, as the HKSAR Government has explained during the legislative process of the RDO, the difference between this group and other permanent residents in Hong Kong is not one based on “race”. The vast majority of the new arrivals from the Mainland are of the same ethnic origin as that of most permanent residents in Hong Kong. The difference among some in accent, dialect or certain personal habits do not

¹ They are, namely, the Race Discrimination (Proceedings by the Equal Opportunities Commission) Regulation, the Race Discrimination (Formal Investigation) Rules and the Race Discrimination (Investigation and Conciliation) Rules.

distinguish them as a separate racial group.

Despite the above, the HKSAR Government is concerned about the difficulties which some new arrivals may at times experience, which are largely similar to those faced by people who move their residence to another place and who have to adapt to a new environment. Hence, the Government has been active in providing the support services to new arrivals to facilitate their integration into the community.

The services for new arrivals from the Mainland involve a number of government departments in the HKSAR including the Home Affairs Department which has taken the role of coordinating the provision of these services. Other departments and bodies involved include the Labour Department, the Employees Retraining Board, the Education Bureau and the Social Welfare Department. Examples of services provided are at the Annex.

Application to public bodies and law enforcement agencies

The Basic Law of the HKSAR and the Hong Kong Bill of Rights Ordinance (HKBORO) guarantee the fundamental rights and freedoms of individuals in Hong Kong, including the right against discrimination. The HKBORO in general prohibits the Government and public authorities (including law enforcement agencies) from engaging in practices that would entail any form of discrimination, including discrimination on the grounds of race. These provisions are further buttressed by the rule of law in Hong Kong and by an independent and impartial judiciary. Avenues are available to address complaints against public authorities through the Ombudsman, the Complaints Against Police Office and complaint channels in Bureaux and Departments.

It should, therefore, be emphasised that public bodies, including law enforcement agencies, have always been prohibited from practising racial discrimination under our constitutional and legal framework.

Regarding the issue of application of the RDO to Government (paragraphs 11 to 15 of Annex III to the report of the HKSAR), the RDO as enacted provides that “this Ordinance binds the Government” (section 3 of the RDO). The RDO also provides that it is applicable to the services of any department of the Government, or any undertaking by or of the Government (section 27). The RDO, therefore, prohibits discriminatory acts and practices of law enforcement agencies and other public authorities in any areas specified in the Ordinance.

20. Please provide more information on the specific working conditions of foreign domestic workers in Hong Kong (previous concluding observations, A/56/18, para. 248). In particular, please indicate whether their minimum wage is equivalent to the national minimum wage (State report, CERD/C/HKG/13, para. 77), whether the live-in requirement continues to exist (CERD/C/HKG/13, para. 147), and whether they enjoy the same maternity protection as nationals (CERD/C/HKG/13, para. 150). Do they have access to health insurance on an equal footing with nationals (CERD/C/HKG/13, para. 151)? How does the State party ensure that working hour agreements for domestic workers do not amount to discrimination (CERD/C/HKG/13, para. 148)?

The HKSAR Government attaches great importance to protecting the rights of foreign domestic helpers (FDHs). It grants equal statutory rights and benefits to migrant workers (including FDHs) regardless of their race, and has long provided additional rights and benefits to migrant workers, especially FDHs, which are not enjoyed by local workers.

The Employment Ordinance (Chapter 57 of the Laws of Hong Kong) (EO) in Hong Kong is applicable to both local and foreign workers, including FDHs. As such, FDHs enjoy the same and full labour rights and benefits as local workers, e.g. maternity protection, rest days, statutory holidays, annual leave, long service payment, etc.

Contractual protection for FDHs not available to local workers

Apart from the statutory protection, FDHs in Hong Kong have long been protected by a standard employment contract especially crafted for them, which is a mandatory contract to be used by employers in hiring FDHs. The standard employment contract sets out the basic employment terms that the employers must provide to the FDHs, including e.g. a mandatory wage level not lower than the prevailing “minimum allowable wage” (please see below), provision of free accommodation with reasonable privacy, free food (or food allowance in lieu), free medical treatment, free return passage, etc. These benefits are not usually available to local workers.

Minimum wage for FDHs

The minimum allowable wage (MAW) for FDHs (currently at HK\$3,580 per month (US\$459) and subject to regular reviews) has been in place since the early 1970s to safeguard the interest of FDHs.

Since the inception of the MAW, there have been 23 adjustments so far, among which, all but two were upward adjustments and five of them represents increase of over 20% each. In reviewing the MAW, the HKSAR Government adheres to a long-established mechanism, taking account of the prevailing general economic condition and employment situation in Hong Kong, as reflected through a basket of economic indicators.

Across-the-board statutory minimum wage

The HKSAR Government has recently (8 July 2009) introduced a bill, the Minimum Wage Bill, on an across-the-board statutory minimum wage (SMW) to the Legislative Council. Having considered stakeholders' views and all the relevant circumstances, the Government proposes to exempt live-in domestic workers, local or foreign, from the SMW. One of the major considerations is the distinctive working pattern of live-in domestic workers, i.e. round-the-clock presence, provision of service-on-demand, working and living in the same place, multifarious household duties, the live-in nature of their work, etc. which renders calculating and logging of working hours practically impossible, while the SMW is to be denominated on an hourly basis.

This does not mean that live-in domestic workers are less protected than non-live-in workers, since their employment terms are distinctive, having in-kind benefits apart from wages. Hence, they enjoy higher degree of disposable income compared with non-live-in workers. Such in-kind benefits include provision of free accommodation and usually free food by the employers, savings from the transport cost, etc.

For FDHs in particular, the standard employment contract requires that employers must provide, apart from free accommodation and free food (or food allowance in lieu), free passage from and to the FDH's place of origin, free medical treatment, etc. Moreover, the MAW, while not statutory, has been mandatory since the 1970s, and has been proven

effective in giving wage protection to FDHs.

Working hours

At present, all employees (including FDHs) and their employers are free to negotiate on the terms and conditions of their employment, including the hours of work and compensation for overtime work, provided that the terms and conditions of service must not be worse than the provisions in the EO and the standard employment contract.

We appreciate that consistently long working hours may affect employees' health, their families and their social life. Therefore, current labour legislation has laid down provisions on work and rest day arrangements. Under the EO, FDHs (same as local employees) are entitled to at least one rest day, i.e. continuous period of not less than 24 hours, in every period of seven days, apart from statutory holidays and annual leave.

Since the same arrangements on working hours apply to both local workers (including domestic helpers) and FDHs, there is no question of discrimination.

Health care services for FDHs

FDHs are entitled to free medical treatment under the standard employment contract provided by the employer in the event that the FDH is ill or suffers from personal injury during the period of employment, except for the period during which the FDH leaves Hong Kong of his/her own volition and for his/her own personal purposes. Free medical treatment includes medical consultation, maintenance in hospital and emergency dental treatment.

In addition, FDHs are eligible for the heavily subsidized public health care services in Hong Kong². They pay the same subsidised fees and charges as other eligible persons such as local residents (e.g. HK\$45 per attendance at the general out-patient clinic, \$100 per attendance at the Accident and Emergency, \$50 admission fee plus \$100 per day for in-patient general acute bed) which are to be reimbursed by their employers.

² There is no public or compulsory health insurance scheme in HKSAR.

Furthermore, to enhance the support for the ethnic minorities in using public health care services, the Hospital Authority has arranged with a non-government organisation to provide free interpretation services at public hospitals and clinics under its management, which include languages spoken by the majority of FDHs in Hong Kong (Tagalog and Bahasa Indonesia).

Like employers of local workers, FDH employers must take out employees compensation insurance policy for their FDHs under the Employees' Compensation Ordinance (Chapter 282 of Hong Kong Laws). As such, FDHs are entitled to the same package of benefits as local employees in the unfortunate case of work-related injuries, for instance, if an FDH sustains an injury or dies as a result of an accident or prescribed occupational disease arising out of and in the course of his/her employment, his/her employer is liable to pay compensation including in general sick leave payment for temporary incapacity, lump sum compensation for permanent incapacity, medical expenses and/or funeral expenses.

Maternity Protection

The FDHs enjoy the same and full labour rights and benefits as local workers, including maternity protection. All provisions under the EO, including those on maternity protection, apply in full to live-in domestic helpers, foreign and local alike. Specifically about maternity protection, under the EO, all female employees, including FDHs, who (i) have been employed under a continuous contract for not less than 40 weeks immediate before the commencement of schedule maternity leave; (ii) have given notice of pregnancy confirmed by a medical certificate to their employers; and have produced a medical certificate specifying the expected date of confinement if so required by the employers, are eligible for 10 weeks' paid maternity leave. Except in cases of summary dismissal due to the employee's serious misconduct, an employer is prohibited from dismissing a pregnant employee from the date on which she is confirmed pregnant by a medical certificate to the date on which she is due to return to work on the expiry of her maternity leave.

Live-in requirement

FDHs are required to work and reside in the employer's residence as specified in the standard employment contract, except for those FDHs working for employers who have obtained exceptional approval of the Director of Immigration before 1 April 2003 to let their FDHs live-out and continue to employ them without a break of more than 6 months. This is one of the conditions that employers have to meet in submitting an application for FDHs.

The mandatory live-in requirement remains in place for good policy reasons - FDHs are admitted to address the problem of shortage in local supply of live-in domestic helpers. If the nature of services required by the employer does not require the domestic helpers to live at the contractual address, the services can be readily taken up by local workforce. This is in line with the well-established policy that non-local people are admitted for employment only if there is confirmed shortage in the local labour. Therefore, to allow FDHs to live out would virtually defeat the purpose of importing full-time live-in domestic helpers.

Question 21. With regard to Hong Kong and Macau, please provide information on the effectiveness of the measures taken to provide Chinese language training to persons who are not ethnically Chinese (State report, CERD/C/HKG/13, para. 177; State report, CERD/C/MAC/13, para. 15).

The HKSAR is committed to facilitating the integration of all non-Chinese speaking (NCS) students into the local education system and the wider community as early as possible. The Education Bureau (EDB) of the HKSAR has laid down a clear direction to achieve this. With the well-being of NCS students in mind, various educational support measures have been put in place and synchronised in a coherent manner since the 2006/07 school year. In formulating these measures to enhance the learning effectiveness of NCS students, views of stakeholders, in particular the ethnic minority groups, have been taken into account.

Given NCS students' vastly different ethnic backgrounds, family expectations and durations of residence in Hong Kong, the need for rendering additional support in the form of a supplementary guide to the Chinese Language Curriculum for NCS students is fully appreciated. This strategy has been widely accepted on sound pedagogical grounds. A Supplementary Guide, applicable to all primary and secondary schools which admit NCS students, was issued in November 2008. It supplements the Chinese Language curriculum framework with principles and recommendations for schools' adaptation in accordance with the aptitude of NCS students, to cater for their holistic and personalised development while facilitating them to build a good foundation in the Chinese language. As affected by their mother languages, NCS students are likely to encounter difficulties in learning Chinese graphemes, tones, vocabulary, classifiers, word order, etc. To overcome these hurdles, the Supplementary Guide has included specific learning and teaching strategies in the following aspects: to develop spoken language through imitation, to separate the teaching of recognition and writing of characters, to employ reading materials according to students' vocabulary and psychological development, to integrate reading with writing, to provide language learning context, to conduct peer learning, etc.

Following the issue of the Supplementary Guide, support measures have been stepped up including:

- (a) distribution of learning materials covering both primary and secondary levels to schools and NCS students, development of a series of packages of teaching reference materials for NCS

students learning the Chinese Language and development of assessment tools to support assessment for learning by schools: By June 2010, schools and NCS students should have received the full set of learning materials. The teaching reference materials including learning software and Chinese lexical items have already been distributed to schools from December 2008 to May 2009. The development of assessment tools is expected to complete in 2010. In tandem, courses and workshops on the Supplementary Guide are being provided to Chinese Language teachers;

- (b) strengthening the on-site focused support to schools which admit a critical mass of NCS students by increasing the number of designated schools and providing them with a special grant for developing supporting teaching materials for NCS students with a view that they would share experience with other schools admitting NCS students; and
- (c) reinforcing the after-school support services for NCS students through the establishment of more Chinese Language Learning Support Centres operating at different locations.

NCS parents have been informed of the education system of HKSAR and the above support measures through the Parent Information Package and relevant leaflets which have been translated into major ethnic minority languages.

It takes time for the above new measures to take root and to create sustainable impact on students. The EDB will continue to evaluate the effectiveness of these measures and refine them, if situation warrants, as part of the HKSAR Government's on-going efforts to enhance the learning and teaching of the Chinese language of NCS students.

Article 6

22. With reference to the previous concluding observations of the Committee (A/56/18, para. 249), please indicate whether judicial cases relating to the provisions of the Convention have been brought in the Courts of the State party (Core document, HRI/CORE/1/Add.21/Rev.2, para. 244; State report, CERD/C/HKG/13, para. 61; State report, CERD/C/MAC/13, para. 22).

Up till now, there have been no judicial cases in Hong Kong in which a violation of a provision of the Convention has been argued or established.

25. Please indicate whether a complaint mechanism against alleged abusive behaviour by members of the police force against ethnic minorities exists, including in Hong Kong (State report, CERD/C/HKG/13, paras. 116-119).

In the HKSAR, there is an independent mechanism, with effective checks and balances, for handling complaints against alleged abusive behaviour by members of the Hong Kong Police Force against any members of the public, including ethnic minorities. Under the existing two-tier police complaints system in Hong Kong, all reportable complaints against members of the police force, irrespective of the identity, background or ethnic origin of the complainant, are investigated by the Force's Complaints Against Police Office (CAPO), which operates independently from other Police formations to ensure its impartiality. The results of CAPO's investigations are subject to the monitoring and scrutiny of the Independent Police Complaints Council (IPCC), which became a statutory body on 1 June 2009 under the Independent Police Complaints Council Ordinance. The Ordinance sets out clearly the powers and functions of the statutory IPCC under the police complaints system. It also stipulates the obligations of the Police to provide assistance to the IPCC and to comply with other requirements made by the IPCC under the Ordinance.

The IPCC rigorously examines investigation reports submitted by CAPO in respect of reportable complaints. Where IPCC members have doubts about a particular investigation, they may invite the complainants, complainees and witnesses to interviews. The IPCC may also ask CAPO to submit for its reference documents or information relevant to a reportable complaint. In discharging their oversight responsibility, IPCC members and observers may attend any interviews to be conducted by the Police and observe the collection of evidence undertaken by the Police in respect of reportable complaints, with or without prior appointment at their discretion. If the IPCC is not satisfied with the result of a CAPO investigation, it may ask CAPO to clarify any doubts or re-investigate the complaint. It may also bring the case to the personal attention of the Chief Executive, together with recommendations as to its disposition. The IPCC, thus, has effective means to ensure that the investigations of all reportable complaints are conducted thoroughly and impartially.

26. Please provide updated information on the cases mentioned in the State report regarding foreign workers who were pressured into accepting discriminatory agreements by the Hong Kong Labour Tribunal (State report, CERD/C/HKG/13, para. 190).

We had asked the commentator in 2007 to provide details of the incident(s) which was before our submission of the Hong Kong's second report under the International Convention on the Elimination of All Forms of Racial Discrimination. We have not received any response from the commentator.

Article 7

29. Please provide the Committee with additional information on the work of the Committee on the Promotion of Racial Harmony and the Ethnic Minorities Forum in Hong Kong (State report, CERD/C/HKG/13, para. 74, 197).

Committee on the Promotion of Racial Harmony

The Committee on the Promotion of Racial Harmony was established by the HKSAR Government in 2002. The Committee is a consultative body appointed by the Secretary for Constitutional and Mainland Affairs. There are 16 non-official members who are appointed on an ad-personum basis, and including members of major racial minority groups in the HKSAR and from different non-government organisations involved in providing services for the ethnic minorities. There are also official representatives from relevant government departments of the HKSAR, including the Constitutional and Mainland Affairs Bureau (CMAB), Education Bureau, Home Affairs Department, Information Services Department and Labour Department.

The Committee formulates proposals for promotion of racial harmony, including provision of support services to ethnic minorities and race related public education and publicity. The Committee provides advice and input to Government departments and community organisations to promote racial harmony and equality and encourage the community, particularly the ethnic minorities, to promote awareness of the issues entailed.

In recent years, the Committee has initiated a series of promotional and educational measures, including a cross-cultural learning programme for non-Chinese speaking youth, radio programmes in minority languages, and “Culture in Motion” programme to showcase the unique culture and heritage of ethnic minorities. The Race Relations Unit of the CMAB serves as the secretariat of the Committee and is responsible for implementing the various support programmes and measures.

Ethnic Minorities Forum

The Ethnic Minorities Forum was established in 2003. It comprises more than 40 members, including representatives from Equal Opportunities Commission, migrant workers associations, ethnic minority religion and culture groups, non-government organisations serving ethnic minorities, human rights groups, etc. It provides a regular channel of communication between the Government of HKSAR and Hong Kong's minority communities and the organisations dedicated to serving them. The Forum serves to keep the Government of HKSAR informed of the concerns and needs of the ethnic communities and provides opportunities to discuss possible ways of addressing them.

Both the Committee on the Promotion of Racial Harmony and the Ethnic Minorities Forum serve as useful channels for the government to consult the ethnic minority communities on issues related to ethnic minorities. Recent issues of consultation include the draft Race Discrimination Bill and the proposal of establishing four support service centres for ethnic minorities. Feedbacks are also obtained from them on our support services and programmes for ethnic minorities. Where appropriate, CMAB would relay views of the members to relevant Government departments for consideration and follow-up actions.

Services for New Arrivals from the Mainland

Service Handbook

- The Home Affairs Department publishes and regularly updates a “Service Handbook for New Arrivals” to apprise the new arrivals of essential information, which includes the wide range of public services available to new arrivals and basic information about living in Hong Kong.

Employment

- The Labour Department provides comprehensive assistance and guidance for new arrivals through its job centres, telephone employment service hotline and interactive employment service website.
- Useful materials tailor-made for new arrivals are provided and regular tailor-made employment briefing sessions are conducted at the job centres to enhance new arrivals’ understanding of the local job market.
- New arrivals with special needs can also enroll in a variety of employment programmes including Job Matching Programme, Employment Programme for the Middle-aged and Work Trial Scheme.

Vocational Training

- The Employees Retraining Board offers full-time placement-tied training courses and part-time generic skills training courses which new arrivals can also enroll.
- Specially designed training course “Job Search Skills Course” are offered for new arrivals to help them adapt to the local labour market and enhance their employability.

Education

- Education Bureau (EDB) provides school placement service to the newly-arrived students. Students may attend a six-month full-time Initiation Programme that helps them integrate into the community and education system before their admission to the public sector schools.
- For those newly arrived students who enter public sector schools direct, EDB provides schools with a School-based Support Scheme Grant to run support programmes for the students concerned.
- EDB also provides subsidies for non-governmental organisations to run a 60-hour Induction Programme which covers personal development, social adaptation as well as basic learning skills for these students.

Welfare Services

- Social Welfare Department (SWD) and subvented non-government organisations (NGOs) operate 61 Integrated Family Service Centres to provide a continuum of preventive, supportive and therapeutic services for families with new arrivals from the Mainland and other families in need.
- These services include family life education, parent-child activities, enquiry service, volunteering training, outreaching service, various groups and programmes, and intensive counseling and referral service.
- Based on district needs, the 136 Integrated Children and Youth Services Centres also run various programmes to enhance the local knowledge of new arrival children and youth and facilitate their integration into the local community.