

CHAPTER 4 CIVIC AND ADVOCACY ORGANIZATIONS

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I. Definition, Methodology and Background

Definition

- 1 The Civic and Advocacy Organizations subject area, for the purposes of this study, has been defined to include those Third Sector organizations that actively engage in campaigning and/or lobbying for the protection/promotion of the rights of specific groups of people. This group includes the elderly, the physically handicapped, children, women and members of diverse ethnic backgrounds. Also included in this sector are civil rights associations - organizations that work to protect or preserve individual civil liberties and human rights and civic associations and organizations that initiate programmes and services to encourage and spread civic mindedness.
- 2 The Civic and Advocacy Organizations sector in Hong Kong includes a wide variety of NGOs, working in different areas with different groups of people. Given this heterogeneity the sector has been divided into sub-sectors for easier analysis. These include organizations working to protect and promote the rights of specific groups, like women, children, the disabled and the elderly. Human rights, civil rights, equal opportunities, press freedom, ethnic minority organizations and civic associations make up the other sub-sectors. The size of the Advocacy sector in Hong Kong is not too large. The estimated size and the sub-sector division is given below:

Civic and Advocacy Organizations

S.no.	Sub-sectors	Population size
1.	Women	23
2.	Children	17
3.	Human Rights/Civil Rights	10
4.	Ethnic	52
5.	Disabled	21
6.	Elderly	1
7.	Press Freedom	3
8.	Civic	0
	Total:	127

Methodology

- 3 Problems in classification and criteria for selection:
Initial research on NGOs in this subject area brought out that there are few “pure” advocacy organizations in Hong Kong today. Though the primary activity of organizations in this sector should be advocacy, many offer welfare services along with carrying out advocacy work. There is thus a great degree of overlap

between organizations in this sector with some other sectors such as Health and Welfare. An attempt has been made to identify and exclude organizations that do not fall into this sector. However, we have included organizations that engage in some degree of advocacy work, even if that does not form their core activity. For instance, an ethnic minority organization that primarily engages in providing social, psychological, welfare and educational services and only occasionally engages in campaigns to promote and protect the rights of the specific minority community will be included in the Civic and Advocacy Organizations sector.

4 Rationale of selection for Interviews:

Given the heterogeneity of the various sub-sectors making up the Civic and Advocacy Organizations sector, the selection of the number and nature of organizations is based on different criteria. For instance, among ethnic organizations, a sample of organizations doing general ethnic work along with organizations working for specific ethnic minorities has been included. As for women's groups, organizations working on different aspects of women's rights and a mix of big and small NGOs have been selected. In addition, representative organizations seeking to protect the rights of children, the disabled and the elderly have been selected. A few NGOs, both big and small, working on human rights/civil rights have also been included. Another criterion adopted was selection on the basis of scope and nature of activities of the organizations. For instance, apart from pure human rights and civil rights organizations those advocating inter-religious dialogue and equal opportunities have also been chosen. From the small group working on press freedom, the most representative organization was selected.

Background

History of Development

- 5 The Civic and Advocacy Organizations sector in Hong Kong is still in a nascent stage. Unlike most Western countries where advocacy groups are fairly mature and are deeply involved in trying to influence the political process, the Hong Kong advocacy sector appears at present to be comparatively lightly populated by such advocacy activity. But, with the passage of time, Hong Kong's political system has embraced many of the democratic institutions of the West, and has been increasingly subject to views and opinions prevalent in Western societies, so it has also seen the emergence of a vibrant and growing advocacy sector. This development is recent, and has its roots in activism "imported" from the democracies of the West, but this will prompt advocacy groups in Hong Kong's Third Sector to grow¹.
- 6 In terms of historical background, the scholar C.K. Wong has pointed out that pressure groups generally came about after 1966 (following the protest about the increase of Star Ferry fares in April 1966). He defines pressure groups as either protective of a particular interest (trade union) or promotional as in promoting a certain cause. Pressure groups are not generally concerned with political power and are involved in lobbying, public campaigns, petitions and peaceful demonstrations. Such groups, he says, are often anxious to preserve their good reputation and public image, which is an asset when they bargain.² Pressure

group leaders of today were politically aware students of yore who harboured “radical” thoughts.

- 7 As mentioned earlier, most of the organizations of the advocacy sector carry on other welfare work along with advocacy work and this is especially true of the non-political advocacy groups working with the disabled, children and the elderly. This characteristic also provides insight into the history of development of the sector. Given the diversity of the work of NGOs within this sector, the background of the advocacy groups will be examined in relation to sub-sectors.

Ethnic/equal opportunity groups

- 8 NGOs working with ethnic minority groups began emerging in the 1980s. Among these were groups like UNIFIL (United Filipinos in Hong Kong), set up in May 1985. But most other ethnic groups gained momentum in the 1990s. Expansion and growth for these NGOs remained a challenge given the lack of resources, both in terms of manpower and money. Given that the focus of their work was confined to migrant workers and not mainstream community issues, access to funding was and is a problem.
- 9 The issues around which ethnic minority NGOs emerged centred on the prevention of exploitation and on concerns related to their general welfare and needs in Hong Kong. In 1984 11 migrant organizations united to form the United Filipinos Against Forced Remittance (UNFARE) to fight against an executive order (EO-857) issued in Manila that decreed that all Filipino migrant workers would have to remit 50-70% of their salary. EO-857 was abolished and, encouraged by the effectiveness of their campaign, UNFARE’s members regrouped under the name of UNIFIL in May 1985. UNIFIL was thus set up to raise awareness about migrant issues and to mobilize Filipino migrants to fight for their rights on such issues as the minimum allowable wage issue and the “two week rule.” NGOs working with the Filipino ethnic community were among the first to emerge.
- 10 Far East Overseas Nepalese Association (FEONA) was set up in 1993 with the social objective of assisting the Nepalese community in Hong Kong. In the 1990s, the Nepalese population in Hong Kong increased from a few hundred to several hundred thousand, as large-scale infrastructure projects, such as the new airport, attracted huge numbers of migrant workers. Today FEONA provides terminated Nepalese workers shelter and assists migrant workers with the immigration process. FEONA also examines government policies in the Nepalese context and provides paralegal training. As can be seen, for most ethnic minority NGOs, advocacy work and provision of various services are carried on side by side.
- 11 Groups advocating racial equality and equal opportunities are even more recent in origin. Hong Kong Against Racial Discrimination (HARD) was set up in 1997. In April 2001, CMR (the Coalition for Migrants Rights) joined other advocates to form the Coalition for Racial Equality (CORE), “an informal network of human rights advocates intent on promoting public awareness about racial discrimination and urging the government to enact a Racial Discrimination Ordinance (RDO).”³ CORE was formed from a variety of migrant organizations,

notably the Coalition for Migrants' Rights (CMR), which has Filipino, Indonesian, Thai, Nepalese, Indian and Sri Lankan members.

- 12 Both HARD and CORE were formed as advocacy organizations to focus on raising awareness about racial discrimination in Hong Kong and to lobby for legislation against racial discrimination. The Movement Against Discrimination (MAD), another group working on equality, is involved in the Global Signature Campaign: The Enactment of Laws Against Racism in Hong Kong.⁴ MAD plans to petition the Government to legislate in favour of outlawing racism through the collection of signatures on a global scale.
- 13 These groups, in contrast to the ethnic groups, are solely involved in advocacy work and do not provide services to the community they work with. The continuing insistence of the Government that legislation against racial discrimination is unnecessary as racism is not a serious problem in Hong Kong forms the core area of protest of these NGOs. The debate over a race law increased after November 2000 following the death of Harinder Veriah in a local hospital. Veriah had told her husband she was receiving negligible care in hospital because of her skin colour. Following this incident, the Hong Kong Coalition for Racial Equality organized a petition (Aug. 2001) after the Government announced that there was a lack of community support for laws.⁵

Children/Disabled/Elderly

- 14 Children: The extension of the UN Convention on the Rights of the Child (UNCRC) to Hong Kong through China has increased support for NGOs concerned with children's rights. China ratified the convention on March 2, 1992. Hong Kong therefore also became a signatory with the handover in 1997.⁶ The emergence of NGOs such as Against Child Abuse and the Hong Kong Committee on Children's Rights are also linked to individual cases of local child abuse. In October 1978 the media covered the case of Lai Shuk Mee, a severely abused 10 year old. Against Child Abuse was established in July 1980 to focus on the removal of all forms of child abuse.⁷
- 15 Against Child Abuse emphasizes the community education approach, empowering children, mobilizing the community and public awareness building. In January 1993, the NGO became a Government subvented agency, and now focuses on the prevention of child abuse, for instance through the Healthy Start Programme (social workers educate couples who are expecting). In the late 1980s, Against Child Abuse addressed the issue of children left unattended at home while parents worked. A concern group recognized that the problems children faced were much more complex and multi-disciplinary in nature and in 1992 formed the Hong Kong Committee on the Rights of the Child.⁸ In collaboration with Against Child Abuse it began promoting children's rights. In mid-1995, the committee became an independent body, and now monitors the implementation of the UNCRC in Hong Kong, examines existing government policy—for example, the adoption of children policy—and holds local conferences on child rights.

- 16 Disabled/Elderly: Disability and Elderly groups have had a longer history of development vis-à-vis NGOs from other sectors. Because their work is largely non-controversial, they have been more successful in getting support from the Government. Among the earliest groups in this sub-sector is the Hong Kong Blind Union, set up in 1964 as a self-help voluntary agency run by visually impaired persons to promote rights and opportunities in the areas of education, employment and social integration.⁹ The Society of Homes for the Handicapped was set up in 1978 to advocate equal rights for the disabled through education, policy and legislative changes. The core philosophy is that the disabled are individuals with human rights that should be recognized and respected.¹⁰ The Association for the Rights of the Elderly (ARE) was established as early as 1979. At the time there was no comprehensive policy to protect the rights of the elderly. ARE was formed as a pressure group to raise community concern for the rights of the elderly. ARE also offers suggestions to the Government regarding policies related to the elderly.¹¹

Women

- 17 It was not until the 1980s that a number of vocal grassroots women's groups emerged. Before that, the women's movement in Hong Kong was dominated by the wives of prominent Chinese men and by expatriate women. The earliest attempt made by the local Chinese community, in conjunction with expatriates, was the campaign in the 1920s and early 1930s for the abolition of the *mui tsai* system, under which young girls were sold and bonded to families.¹² In 1938, the Hong Kong Chinese Women's Club was established. The post-World War II period saw the emergence of groups such as the Hong Kong Council of Women (1947) and the Zonta Club of Kowloon (1977). Most of these groups comprised a number of district-level women's organizations and various professional women's groups. The former provided social services and activities to grassroots women but were seldom involved in changing the gender structure of society. The latter provided mutual support for professional women and worked for gender equality at the work place.¹³ In the 1980s, more radical grassroots oriented women's groups were formed including the Association for the Advancement of Feminism (1984), the Hong Kong Women Worker's Association (1989), the Federation of Women's Centre and the Hong Kong Women Christian Council (1988). These were the leading NGOs that championed women's rights and made women's issues more visible in Hong Kong.¹⁴ Unlike the pre-1980s groups, these NGOs were more aggressive in articulating their demands and in mobilizing other social forces to support their agendas.
- 18 The history of women's groups is inextricably linked to the issues they campaigned for over the last few decades. The Hong Kong women's movement has pushed for legal and institutional changes on issues such as reform of the marriage law and the abolition of concubinage (1947 to 1970), equal pay for equal work (1950s to 1971), abortion legislation (1969 to 1981), maternity leave benefits (1979 to present), separate taxation (1981 to 1990), campaign for a Women's Commission and Women's Convention (1990s), and land inheritance rights for women (1994).¹⁵

- 19 Initially the public discourses about women's issues and rights focused on familial/maternal welfare. A woman's primary duty was seen to be toward the home and the family; she was a nurturer and at no cost were these responsibilities to be sidelined. For instance one of the first issues that women advocacy groups took up was the abolition of concubinage. The arguments put forward in favour of abolition by the Hong Kong Council of Women cited preservation of family welfare as the key reason. The struggle for women's rights was primarily waged not on the grounds of equal rights and gender equality, but on the roles of women as wives and mothers and their impact on the Chinese family.¹⁶ Similar lines of debate surrounded other women's issues through the 1980s.
- 20 However, gradually and especially through the 1990s the terms of debate taken up by women advocacy groups moved toward women's rights and gender equality. As has been argued in a recent study, "the collective identity of 'Hong Kong women' emerges today as a political actor based on women's gender, independent of and superseding their familial roles as wives or mothers and their class memberships as professionals or workers."¹⁷

Human Rights/Press Freedom

- 21 The origin of human rights organizations in Hong Kong is a recent development with the earliest groups emerging in the 1980s. However, it has been argued that the work done by grassroots organizations, in the previous decades were an important force in pushing for greater concern and respect for the people, particularly the different marginalized sectors. This was crucial in forming the groundwork for the advancement of human rights in Hong Kong.
- 22 In the early 1970s, there began a tide of civic protests over social inequalities. Issues raised that were pertinent to the public's increasing awareness of rights include government corruption, exploitation of workers, business monopoly in the provision of public services, and the lack of proper housing and welfare for needy groups. Seldom were the words human rights mentioned, but the practice was related to protesting against the existing oppressive structures.¹⁸
- 23 Hence, until the late 1970s, few Hong Kong NGOs were concerned with the discourse of human rights or with political issues. The pioneering Hong Kong Observers, active in the late 1970s and 1980s, was concerned with discussion of public affairs and the issue of government accountability. The organization became inactive around the time of the first Legco elections, which led to the commencement of political parties. The introduction of local district government, partially elected district boards, a better-educated population and a larger public sector with more interaction with different aspects of social life, contributed to an increase in pressure groups in the early 1980s. In the 1990s, a wide variety of pressure groups were established which worked on issues such as the environment, political affairs, press freedom, women's rights, homosexual rights, refugee and minority rights. International NGOs such as Amnesty International also organized local chapters in Hong Kong.¹⁹

- 24 Among the earliest to emerge was the Society for Community Organization (SOCO)²⁰, formed in 1972 by church members. SOCO believes in increasing civic power through community work, for example, through civic education programmes. It also argues that Hong Kong's economic development has brought greater social inequity. SOCO works with different types of deprived communities, including occupants of so-called "cage" homes, boat dwellers, squatters, the elderly and new immigrants.
- 25 The Hong Kong Christian Institute (HKCI) was started in 1988 to take on the social and political role that churches were unwilling to undertake. The organization was formed as a voluntary agency that would work alongside the church to help provide guidance about Hong Kong's future and to be a symbol for the promotion of human rights, democracy and justice.²¹
- 26 In 1988, the Hong Kong Human Rights Commission (HKHRC) was founded by religious leaders, women's groups as well as and community and student groups. A number of NGOs also formed the Coalition for the Establishment of a Human Rights Commission to put pressure on the Government to implement its previous proposal.²² Since its founding the HKHRC has lobbied for amendments to the Bill of Rights Ordinance, submitted reports to United Nations treaty bodies such as the International Covenant for the Elimination of Racial Discrimination and attended international hearings.²³
- 27 The Hong Kong Human Rights Monitor was established in April 1995. Founded to improve protection of human rights and increase awareness of human rights through education, it also engages in advocacy, research, and casework. It focuses both on local human rights issues and participates in human rights activities and conferences at the international (UN) level.²⁴
- 28 Prior to 1989 the Hong Kong Government did little in the area of human rights protection. The June 4 Tiananmen Square incident prompted the Government to introduce the Hong Kong Bill of Rights Ordinance (BORO). There was a proposal to set up a Human Rights Commission as an accompaniment to BORO, which would take on the roles of educator, arbitrator, reviewer of legislation and investigator of complaints. But this was not done and this work was instead assigned to the Committee for Promotion of Civic Education.²⁵

II. Current picture from the study

- 29 The NGOs belonging to the Civic and Advocacy Organizations subject area are mostly of recent origin. The oldest is less than 25 years. However, the age of the NGOs varies according to the sub-sector. For instance, there are many older organizations concerned with the disabled or the elderly. However, organizations working on press freedom, human rights and ethnic/equal opportunities tend to be younger. Geographically, the NGOs surveyed in this sector concentrate their activities in Hong Kong.

Role in Society

- 30 Activities: The core activity of NGOs in this sector is advocacy. They engage in championing the rights of the specific groups of marginalized people they work with, such as the elderly, children, women, the disabled and ethnic minorities. They also campaign and lobby for the promotion and protection of human rights, social justice and freedom of expression. Apart from advocacy, most NGOs in this sector also play other functional roles in society and for the communities they work within.
- 31 For the purposes of this study we have used the definition of six broad functional roles that NGOs can perform in civil society developed by the scholars Lyuba Zarsky and Simon Tay.²⁶ These functional roles are defined as: intellectual and visionary; advocacy; problem solving; service provision; critics and watchdogs, and financial support.
- 32 Among the Civic and Advocacy sector organizations interviewed, advocacy is a core activity, but most NGOs also engage in one or more of the above-mentioned functions. Given below is the activity list by sub-sector.

(a) Child/ Disabled/ Elderly

Apart from engaging in advocacy work to protect/promote the rights of children, the disabled and the elderly, NGOs also provide other services.

- i) Educational/Trainer: Training is conducted for parents and children. Counseling is offered for abused children and for parents of children with disabilities. Training manuals such as the Child Protection Manual are also published. Against Child Abuse is concerned with the intervention and prevention of child abuse but through a non-punitive approach to service delivery. Greater focus is laid on counseling and training. The NGO believes that early notification of abuse cases to the police results in stress to the family and the victim.
- ii) Critic and watchdog: This function is performed by examining social policy in Hong Kong specific to children or the elderly and also by working with similar self-help groups to create a strong voice to speak with the Government.

(b) Ethnic/equal opportunity

Advocating equal rights of ethnic minorities and pressurizing the Government for legislation against racial discrimination are the core activities of NGOs in this sub-sector. They also function as:

- i) Critics and Watchdogs: They examine Government policy and measures regarding migrant workers, education for ethnic minorities, labour policies, immigration policies, etc.
- ii) Educational/Trainer: They conduct educational seminars, hold exhibitions, organize mutual help groups and offer counseling services for domestic helpers and other ethnic groups. They also offer language training, cultural orientation programmes and legal consultation services.
- iii) Intellectual/Visionary: They create greater awareness on the issue of racial equality and harmony through publications, seminars, forums

and other campaigns. NGOs also engage in building networks and allying with other NGOs for a more powerful and unified voice. Publications include research reports, surveys, proceedings of seminars, and reports such as a comparative study on education of new arrivals (South Asian and mainland migrants).

- iv) Service provision: They occasionally provide shelter and financial aid to terminated migrant workers and other marginalized groups.

(c) *Women*

Advocacy on the issue of gender equality in society is the core activity. Some NGOs specifically deal with protection and promotion of the rights of battered women and victims of sexual abuse or violence. The other functions are:

- i) Critics and watchdogs: They examine and monitor government policies with regard to women.
- ii) Educational/ Trainer: They organize educational programmes, workshops and talks for students, professionals and the wider community as well as awareness-building talks for women. Counseling services are provided for victims of sexual violence.
- iii) Intellectual/ Visionary: They conduct research covering the whole spectrum of women's issues. Women's issues and their life experiences are documented as they are rarely talked about. Other activities include publishing books and newsletters on women's issues. They also network with other women's NGOs to work on women's rights issues.
- iv) Service provision: They provide help for women suffering from sexual harassment or sex discrimination. Association Concerning Sexual Violence Against Women has set up a crisis intervention centre especially for rape victims (Rainilly crisis center). The centre works closely with different professionals such as medical doctors, forensic pathologists and police officers.

(d) *Human Rights/Press freedom*

Advocacy work on human rights, social justice and press freedom are the core activities of these NGOs. They also engage in other roles largely with the purpose of furthering awareness of the core issues. These include:

- i) Educator/Trainer: The focus is on building awareness of human rights and social justice. Schools are also targeted and summer camps and workshops are organized for young people to build awareness for participation in community affairs and civil society.
- ii) Intellectual/Visionary and c) Critics and watchdogs: The Hong Kong Human Rights Commission, a coalition of 11 NGOs, performs these two roles together. Its major duty is to compile reports on social and human rights situations and prepare submissions to the United Nations committees responsible for the International Covenant on Economic, Social and Cultural Rights and the International Covenant on Civil and Political Rights. Publications of these NGOs include annual reports, books on social justice, journals, and newsletters. The Hong Kong Journalists Association publishes a periodical on ethical issues and press freedom.

- iii) Service provision: No direct social services are provided, but platforms are created for social activists to come together to discuss issues related to poverty and the Public Order Ordinance. The focus is on enabling people to actively take part in discussions and encouraging people to participate.

III. Links among the Government, the market and the Third Sector

- 33 The response of interviewees indicates that they find the level of interaction among the public, private and the Third Sector minimal. The pattern so far shows these sectors as functioning independently of each other. Interaction is limited to that between the Government and the Third Sector and the nature of this interaction is not equal. It appears that the Government lays down the rules, for example, for obtaining funding, and NGOs have to structure their proposals to fit Government's requirements. There is lack of flexibility in the procedure, as has been pointed out by almost all NGOs interviewed. Moreover, there is lack of a healthy two-way communication between NGOs and the Government. Though the Government occasionally solicits NGO opinion on various issues, it is not always taken into account. In fact, it was felt that, very often, the Government chose to quote or use only those opinions that matched its own policy objectives and ignored differing views.
- 34 The pattern of interaction of the Third Sector with the private sector was seen as non-existent, by most NGOs. Only if some corporate bodies provided donations or monetary support would there be interaction, and this, too, was limited.
- 35 The views of the interviewees and any significant issues raised on this pattern of interaction are covered in greater detail in the next section on major issues facing the sector.

IV. Major issues facing the sector

- 36 The concerns facing the Advocacy sector, as they emerge from interviews, are mentioned below. Views of some NGOs have also been quoted to highlight their specific concerns. A literature review has been included in this discussion. In most cases, it was found that the secondary sources reinforce or raise the same issues and concerns as the interviewees.

Funding

- 37 Main sources: There is no single major source of funding for the sector. Funding varies, depending on the work done by the organization. Funding sources include:
 - * Community Chest: largely for the disabled, children, elderly sub-sectors, a few women's organizations (Caritas) and a few ethnic organizations (Caritas Asian Migrant Project). However stand-alone ethnic minority groups do not receive any subvention.
 - * Jockey Club
 - * Oxfam

- * HK University Social Service Fund
 - * Social Welfare Department
 - * Equal Opportunities Commission: for ethnic and women's groups (for specific projects or part of a project)
 - * Women's groups also receive funding from the American Women's Association, overseas foundations, church foundations and women's foundations.
- 38 NGOs, especially ethnic groups and human rights groups, are also dependent on donations from members, membership fees and local fund-raising activities.
- 39 For some groups like the Hong Kong Human Rights Commission, funding is irrelevant as it is a coalition of NGOs which finance themselves. For specific projects, ethnic minority groups apply to the Home Affairs Bureau and the Equal Opportunities Funding Scheme. Sometimes the funding from Government or quasi-government sources is only for part of specific projects. Government funding is very minimal. Human Rights groups do not receive money from the Government.
- 40 The main problems faced by NGOs in securing Government funding include difficulties in completing applications; some NGOs find the language and format difficult to deal with. Second, the issues specific to a particular ethnic minority are of not much concern to the Government, which prefers to fund projects that include the local community as well or those promoting racial harmony. Often organizations, such as HARD or UNISON, fund themselves with volunteers' contribution to carry out most of the work.
- 41 Corporate/ private individual donations: Small amounts of funding are received from private individuals. Corporate bodies do not generally fund ethnic or human rights organizations. However, a study conducted for the CPU showed that 35% of corporates targeted disabled/aged and 30% children for corporate donations.²⁷
- 42 Private donations tend to be quite irregular. Sometimes money comes in after a newspaper article is published highlighting an issue. NGOs emphasized that few people realize the importance of protecting the rights of marginalized groups. Migrants' issues are particularly of low priority for donors as they are seen as outsiders who should not rely on local resources. In fact some NGOs like UNIFIL feel that there is no point approaching corporate sources for funding because they often exploit migrant workers.
- 43 Public fund-raising: Groups interviewed noted that it was difficult to obtain money from public fund-raising for the following reasons. First, the work involved in organizing fund-raising from the public needs manpower and time, resources NGOs are often short of. Second, the general economic decline means that individuals are less generous in donating these days. Third, issues supported by NGOs in this sector such as ethnic minority rights, human rights and gender issues are not popular among the Hong Kong public. Fourth, while it is possible for some disabled and children's NGOs to raise money through raffle sales, there is increasing competition from other NGOs.

- 44 Major issues regarding funding: NGOs in this sector are faced with many problems in gaining access to funds. Manpower and time resources are in short supply, which makes allocating resources for fund-raising activities difficult. There is also growing competition among NGOs for the same sources of funding. Most donors, and even the Government, provide funding for specific projects and not for recurrent staff expenses. This is a problem for organizations that need staff to drive their programmes. Also preference is given to action-oriented projects and not for remedial or preventive programmes. Getting long-term financial support is a challenge for NGOs working with ethnic minorities. Money is difficult to obtain for research or any programme that falls beyond the definitions prescribed by the Home Affairs Bureau or Equal Opportunities Commission. Flexibility in planning projects or launching research programmes is hence limited. Gender and equal opportunity issues are not a priority for the Government. The Community Chest is reducing its grants because they too are not getting enough money due to the economic slowdown.
- 45 For organizations like Intellectually Disabled Education and Advocacy League, or IDEAL, a continuous, regular source of funding is required, which is absent so far. The same applies to the Association for the Rights of the Elderly (ARE). A Hong Kong University research thesis pointed out that ARE social workers have to finance every activity, there is no full-time staff and these factors negatively affect the development of the organization. The author believes that in a competitive society such as Hong Kong, the social status of the elderly is lowered.²⁸ Groups like HARD, which campaign for legislation against racial discrimination, feel that given the sensitive nature of the issue they deal with, many sources of funding are in any case closed. They also prefer not to approach the Government given that their core activity is in opposition to the Government's stand. Most questions on funding were not answered by human rights/press freedom groups, as they decided not to disclose this information. In a nutshell, funding is a major issue for this sector with very little coming from Government sources. Operations are financed by members or carried out by volunteers.

Staffing / Management

- 46 Key management issue: Demands and expectations are rising but manpower and resources remain the same. Part-time staff have a high turnover so managing consistency is an issue. For ethnic and equal opportunity groups, funding and finance management emerge as key concerns. It is difficult to afford necessary staff due to lack of funding (FEONA). For some ethnic, gender and human rights organizations that function wholly with volunteers, there is always the issue of lack of time. In some cases, like UNIFIL, most of the work only gets done on Sundays. There is also lack of staff for administration work, documentation and liaising. Some NGOs mentioned that they would like support from the Government for leadership training programmes or funding support for NGOs to train newcomers in the specific areas of sexual violence and gender issues. Division of work responsibilities between coalition members for organizations like the Hong Kong Human Rights Commission, as well as the lack of training and development programmes for human rights issues, also emerge as key concerns.

- 47 Staff management: Given the limited resources the increasing community demands have to be met by existing staff. Short-term funding affects the stability of the team as no job security is provided. Furthermore, limited funding restricts the recruitment of more experienced staff. The same applies for training as it is difficult to release the limited staff for training and there is a resource shortage as well. Some organizations have managed to train staff, however. For instance, UNIFIL mentioned organizational management training programmes, training on para-legal issues to make members more self-reliant in addressing issues. Most human rights groups believe in imparting "on-the-job training". Formal training from external sources is dependent on availability of suitable courses and monetary resources. Among women's groups, whenever possible training is provided for staff on topics related to gender issues, although there are only limited courses available in this area. Recruiting and training staff to work on issues like violence against women is a problem, given the lack of awareness and lack of time for training. Groups like the Hong Kong Human Rights Commission are finding it difficult to recruit research experts for preparing submissions to the UN. Society for Community Organization finds that it is increasingly difficult to recruit young people to work.
- 48 Volunteer management: The work of most of these organizations is heavily dependent on volunteers. As the volunteers can spare only limited amounts of time, activities need to be structured accordingly. Some of the organizations interviewed said that they could do with more volunteers. NGOs, like ACSVAW, the Association Concerning Sexual Violence Against Women, need volunteers from professional fields but such people being busy have little time to spare. Even human rights groups complained of shortage of volunteers. For research and writing, which require specialized knowledge, volunteer help is even more limited.
- 49 Office space/equipment: Groups in this sector need more space for meetings, computers, and money to replace certain obsolete and dysfunctional office equipment.

Government Policies

- 50 Opinion on separate legal status for NPOs/NGOs: Differing opinions were expressed on this question by the interviewees. Some NGOs felt that if the Government sets up a separate ordinance to regulate non-profit organizations, it would facilitate the formation of more self-help and non-profit/charitable organizations to serve the community. Other responses emphasized that it could be beneficial, as at present registering as a corporate body has other costs. It could also make government interactions with NGOs easier. Organizations belonging to the child, disability and elderly sub-sector, mostly charities, said that they have no problem with the current status and have no opinion on a change. Women's groups like ACSVAW (the Association Concerning Sexual Violence Against Women), said that the main issue is not a separate legal status but what will be helpful is if application procedures for obtaining funding from the Government and from various trusts can be relaxed. Several other groups, including the Association for the Advancement of Feminism and the Hong Kong

Christian Institute, felt that a homogeneous category would be inappropriate for the diversity of NGOs and would stifle their ability to grow, develop, and function freely. The Hong Kong Human Rights Commission felt redefining non-profit/governmental organizations would add further constraints to the sector without any tangible benefits.

- 51 Problems encountered in advocacy work: Limited manpower and time were cited as the main problems, as the same staff had to do many jobs: administration, project management, etc. Lack of funding was another problem. Secondly, advocacy works well when the community is “aware”. So far basic awareness is still lacking which makes the work of advocacy more difficult. For migrant organizations, it was felt that some Legislative Council members had an anti-migrant attitude, so lobbying was difficult. Similarly, women’s groups said that there were difficulties due to the Government’s attitude. Often the Government has its own set policy and only listens to the NGO when what they say matches their policy. It was also felt that the number and variety of NGOs involved in advisory bodies for consultation with Government was not adequate.
- 52 Language was pointed out as another barrier for ethnic minority groups who wanted to interact with Cantonese speaking groups. It was also felt that some people do not understand why these services are provided to migrants. The community thinks that once the minorities become united, they will endanger the welfare of the majority, in this case, the local labour force and the local employers.
- 53 Lack of human resources and difficulties in getting people to have an active interest in the race issue was a problem for groups dealing with race discrimination and equal opportunities. These groups pointed out that Hong Kong lacks a culture of involvement in issues beyond what affects people’s daily lives. This makes the situation of equal opportunity groups more difficult as they deal with an even narrower issue of equality for ethnic minorities. The Hong Kong Journalists Association noted the difficulties in lobbying the Government to uphold press freedom and the Government’s failure to really safeguard press freedom.
- 54 Access to information: NGOs working in the various sub-sectors had differing experiences with regard to this issue. Some NGOs felt that the Government should employ proper data collection methods and centralize data, such as child related data. Others pointed out that governmental bodies like the Equal Opportunities Commission and the Women’s Commission have an incomplete database of information; hence it was difficult to get full and comprehensive information. It was also pointed out that despite the vast amount of information provided on Government websites, it was not organized. Ethnic groups noted the problems in getting specific information such as the size of a specific ethnic minority’s population in Hong Kong, or statistics on ethnic minority criminals. Others found they were passed from one department to another for the “two week rule” document. Payment was needed for certain information, such as census statistics. The Education Department did not reveal vacancy numbers in schools and difficulties were also found in getting information from the Immigration Department such as reasons for withdrawing a visa.

- 55 Interaction with the Government: The NGOs interviewed made submissions on Government policy and maintained contacts with Government departments related to their area of work. These include the Social Welfare Department, Education Department (on schooling for ethnic minorities), Labour Department (on wage-cuts), Immigration Department (on the “two-week rule”), Home Affairs Bureau on the race issue, Women’s Commission, Health, Welfare and Food Bureau, and with the police or forensic services. The Government occasionally consults NGOs but more often goes through the Legislative Council. NGOs expressed the view that more consultation and open discussion with Government is needed.
- 56 Representatives of NGOs sit on various consultative committees including the Guardianship Board and the Committee on Child Abuse, the Labour Advisory Board, Vocational Training Board Sub-Committee, Sub-committee of Occupational Safety Board (HKJA), Long-Term Housing Advisory Committee, the Sub-Committee of the Housing Authority (SOCO), Committee on the Promotion of Racial Harmony, the Race Relations Committee, the Equal Opportunities Commission and the Working Group on Combating Violence.
- 57 Despite this interaction, groups felt that their opinion was not always valued. In fact many NGOs take offence at the Government’s claim that it consults them, for such consultations are perceived as window dressing to gain legitimacy for predetermined social and public policies.²⁹
- 58 Problems/disagreements with Government policy: The groups noted a problem with allocation of resources, since the Government allocates more for remedial and less for preventive projects. It was felt that there was a need for a long-term strategic plan from the Government for resource allocation. On specific issues such as children’s advocacy, NGOs mentioned the lack of a clear child policy. Though the UNCRC had been ratified, Against Child Abuse noted that local legislation to support the charter had not been enacted in Hong Kong and appeals for a Child Commission have been ignored.
- 59 Ethnic/equal opportunity:
NGOs mentioned that the implementation of the Equal Opportunities Policy needs much improvement and that the Government is still unwilling to enact legislation against racial discrimination, and does not take the issue seriously. Furthermore, there is no multi-ethnic education policy, no systematic Chinese curriculum for ethnic minority students, and most vocational training/retraining courses are in Chinese. Chinese is also a necessary requirement for job positions in institutions of education but ethnic minorities do not have access to Chinese in high school. NGOs are also concerned about the proposal for reducing the minimum allowable wage of migrant workers, which will seriously affect them, and the provision in the Immigration Ordinance, which only allows foreign domestic helpers seven days to find another employer following the settlement of a labour dispute, and two weeks after a finished contract.
- 60 Some NGOs opined that the Government has generally played down the problem of race discrimination. It was pointed out that in a response to the case studies

which Hong Kong Human Rights Monitor has conducted on racial discrimination, the Chief Executive implied that racial discrimination was not an extensive problem in Hong Kong (Television Broadcast Ltd. 1999).³⁰ However the results of a survey conducted by the Home Affairs Bureau in late 2001 showed that 13 of the 33 business chambers and professional bodies consulted supported legislation against race discrimination.³¹

- 61 Groups such as HARD find existing bodies such as the Equal Opportunities Commission and the Women's Commission restricted in the scope of their power to assist victims of discrimination.³² They support the creation of an independent Human Rights Commission to promote human rights, handle complaints, monitor the implementation of international agreements and push for legislation in necessary areas.
- 62 Women:
Groups noted that there is no comprehensive set of policies on women and that government policies lack a gender perspective. The Women's Commission is placed under the Health, Welfare and Food Bureau. This is criticized by women's groups as reinforcing the traditional framework in which women's interests or issues were viewed, and contradicts efforts made by NGOs to raise women's equality issues and to accord them their own importance. Further, the Commission's members are appointed and reflect a bias towards business and professional backgrounds.³³ On July 21, 2001, in an open forum organized by the commission, grassroots women's groups reiterated that they would like to be included in the agency. This went unheeded so that the Women's Commission is now seen as an advisory committee of part-time volunteers with staff members not connected to any women's organization. The efficacy of the Women's Commission is therefore limited as it is dependent on the goodwill of the current governing elite, which lacks a feminist agenda.³⁴
- 63 It has been pointed out in recent writings that Hong Kong is facing three major obstacles in moving toward adoption of gender equality in the social substratum. These obstacles are the governing elite, the business sector and the legislature. Conservative forces dominate in the three bodies that are influential in formulating social and political policies. The three mutually reinforce each other in sustaining patriarchal patterns and hence pose a challenge for feminist activists to overcome.³⁵
- 64 The other issues raised by NGOs include:
 - * Failure of the Government to address the needs of middle-aged unemployed women, especially those in the manufacturing sector;
 - * Violence against women has not been given adequate attention by the Government;
 - * The exclusion of women from the contributory retirement scheme; and
 - * The rigidity of the Social Welfare Department in approving applications by single mothers for Compassionate Rehousing, even though the Housing Department has indicated it had sufficient resources if the Social Welfare Department made the request.

- 65 **Human Rights:**
Issues raised by human rights groups as areas of concern include right of abode, democracy, Public Order Ordinance and the proposal to implement Article 23 of the Basic Law. They felt that Government was defensive in discussing these issues. Concerns were also expressed that the housing policy does not take into account ordinary people's housing rights; that the Government is not properly protecting press freedom, that there is no legislation on access to information and that the Government has failed to set up a Human Rights Commission after the passing of the Bill of Rights. There is great concern about Article 23 and fears that freedom of expression may be curbed. There was scepticism that Government would respect or listen to opposing views.
- 66 **Improvement in Government policies:** Groups recommended that resource allocation needs to be better planned, and that the Government needs to give higher priority to children, women, equal opportunities and human rights issues.
- 67 **Child/Disabled/Elderly:**
Since 1978 the Hong Kong Society for Rehabilitation has been providing the Rehabus Service, funded by the Transport Department, which provides door-to-door transportation services for people with disabilities who cannot take public transport.³⁶ However transportation is still a concern for the disabled in that not enough of the public transportation available is user-friendly for people with disabilities.³⁷ IDEAL suggested that public transportation for disabled children and adults should be half price and that there should be more than nine years of free education for disabled children.
- 68 **Ethnic/equal opportunity:**
Groups noted with concern the Government's decision to cancel education subsidies for children of migrant workers. UNIFIL wants the Government to revoke this policy and provide free education for these children. Groups also suggested that the Immigration Ordinance should be revised so that foreign domestic helpers are allowed to seek jobs even when they are involved in labour disputes.
- 69 **Other groups noted the need for the Government to be more aware of minorities such as Indians, Filipinos and the Nepalese who may not enjoy equal opportunity in education and welfare services.** It was suggested that the Government should develop an integration policy and an education policy for the promotion of social cohesion. This is important for a pluralistic and heterogeneous society aiming at the development of democracy and the promotion of equal opportunities. One group recommended that the Government legislate to outlaw racism and be more responsive to the demands laid down by ethnic minority groups.
- 70 **A review of external sources corroborates much of the information gained from the interviews.** Foreign domestic worker pressure groups have failed to exert any influence on government policy making. They have no direct participation in the policy-making process. Lobbying and organized protests, such as against the "two week rule" demonstration in 1987 and the protest in October 1998 against the proposed pay reduction for foreign domestic helpers were largely ignored.³⁸

- 71 A recent study by SOCO examined the issue of racial discrimination in Hong Kong. Seventy-two percent of the minorities interviewed agreed that legislation was the way forward to fight discrimination. Furthermore, the report recommended that the Government needs to put much more resources into educating the general public and civil servants in particular.³⁹
- 72 Women:
The NGOs want the Government to be more committed to gender issues, and have a gender angle when evaluating and designing policies. They suggest that the educational curriculum of schools should include measures for building greater gender awareness, and that the Government should consider positive discrimination for women in the form of menstruation leave, maternity leave and retirement protection for housewives.
- 73 NGOs noted that the Government has to fulfil its obligations under CEDAW (the Convention on the Elimination of All Forms of Discrimination Against Women). Groups also expressed the view that there needs to be a more powerful and active Women's Commission to oversee the Government's policy. The Association Concerning Sexual Violence Against Women suggested the need for a comprehensive service and support system for victims of sexual violence, which includes legal, medical and social services as well as an educational policy to promote gender equality and an anti-sexual violence culture.
- 74 Human Rights:
Interviewees emphasized that human rights and social justice principles were essential for a better quality of life. However the Government is heavily influenced by the business sector and hence groups feel that its responsiveness to their demands will be on the decline.⁴⁰
- 75 Groups were also concerned about the issue of integrating different ethnic groups and communities in Hong Kong, which were often marginalized.
- 76 Some groups also expressed concern that the Government violated the one country two systems principle, for example in dealing with the Falun Gong. There were also concerns that Article 23 legislation would curb freedom of expression. These groups have expressed concern that the Government would use "national security" as an excuse to silence freedom of speech. This would obstruct the development of civil society and deprive people of basic human rights protection. They feared that Article 23 would criminalize free speech and restrict both freedom of the press and freedom of expression. Some NGOs also found the restrictions in the Article 23 bill regarding connections with foreign organizations unacceptable and believed that this violated freedom of association and speech. They felt this would also limit opportunities for people to participate in public affairs and to gain access to human rights protection through NGOs.⁴¹
- 77 It was argued that the Government should set up more channels for the public and the NGOs to participate in policy formulation. Policy impact assessment should also be carried out in detail.

- 78 Press freedom: The Hong Kong Journalists Association noted that many of its suggestions to improve legislation on press freedom had not been accepted and urged the Government to adopt a more open attitude towards press freedom.

Public Awareness

- 79 Degree/level of public awareness on work of NGOs: NGOs interviewed said that although there was public awareness of the work being done by them, it was largely limited to those who interacted and visited their centres. Awareness about the rights of children, women and the elderly, NGOs felt, was still very low. The Hong Kong community, it was pointed out, was less ready to be involved in sensitive issues.

- 80 Women:
According to the NGOs, despite a gradual increase in awareness on gender issues over the years, inequality still persists. In general, they said, the public feels that women's status has improved a lot, and thus it is unreasonable for women to ask for more. However, the NGOs said, women are aware and find the work of NGOs useful, but even among women there are differences in awareness levels according to age and class. Women in districts and most housewives are still not aware of the issue of gender consciousness.

- 81 Human Rights:
It was indicated that political and human rights awareness is in general limited to people who have had interactions with NGOs working in the area of human rights. In the post-handover period, political worries such as freedom and stability have diminished as compared to the pre-handover levels, whereas issues threatening fundamental living conditions concern most people. Of these, worry over Hong Kong's economic prospects dominates by far. Concerns over environmental pollution and the rule of law, also persist.⁴² Interviewees felt that though there is a growing awareness among people of their own human rights, this does not extend to society as a whole and hence there is a need for education and awareness-raising.

- 82 Nature of media coverage: Though there is media coverage on most issues, it was pointed out that sometimes the media is more interested in covering "sensational" issues (for example sexual exploitation of children). Such sensational coverage, it was felt, may do a disservice to children and the community as it conveys the wrong message for shaping values and concepts. Women's groups felt that the media mostly lacks a gender perspective so while dealing with the press they often have to play an educative role. On the race issue, it was perceived that only the English language media provided good coverage (print, visual as well as audio).

- 83 Role of the Private sector: It was felt that the private sector was not supportive, and that some private organizations even held a hostile attitude. Interviewees said that the private sector should realize the need to contribute to society as well, and that that should not be just through donations. It was pointed out that unlike a number of corporate organizations overseas that are involved in community work and are contributing to social development in one way or another, Hong

Kong's private sector has yet to take the plunge. There is scope for synergies; the private sector can offer expert professional advice/assistance to NGOs that need help in specialized areas, set an example by incorporating principles such as gender equality into the management of their companies and help with publicity by providing space for banners or adverts (for example, in MTR stations) at a low cost. More collaborative work is therefore required between the private sector and the Third Sector.

- 84 Views on the Third Sector and the obstacles it faces: It was felt that the main issues are insufficient funding and manpower. With availability of funding, other issues become easier to solve. Often, NGOs say, they have to justify to overseas funders why Hong Kong does not support its own NGOs, despite the affluence of the society. In terms of organizational effectiveness, HARD felt that the Third Sector in Hong Kong today was highly unprofessional and inefficient, but that it was gradually moving in the right direction. In recent years a small group of efficient, well-run and focused NGOs have emerged, which bodes well for the future.
- 85 Other obstacles to the emergence of a stronger Third Sector include the low participation levels of Hong Kong people in social affairs. Hong Kong people are too busy with their jobs and daily livelihood activities. In comparison with Western countries, Hong Kong people do not take much interest in voluntary associations or voluntary work and their levels of informal sociability are low.⁴³ Another opinion expressed was that the increasing diversity of the Third Sector creates a lot of unhealthy competition between different organizations, which results in inefficiencies. NGOs also pointed out that the absence of a democratic mechanism is an additional impediment because there is no structural impetus that will push the Government to listen to the NGOs.
- 86 What would help the Third Sector to emerge stronger:
- (a) Government policy: Interviewees said that the most important factor that will help the Third Sector's growth is a more open and encouraging Government policy. The focus of Government policies needs to be more pro-people rather than pro-capital. The need for a platform for the Government and NGOs to interact and exchange views was also highlighted. The Government can also help by setting an example for the private sector and the Third Sector by promoting, for instance, gender sensitivity/gender mainstreaming within its own structure. Government, it was suggested, should also encourage the private sector to be more aware of the importance of interacting with the Third Sector.
 - (b) Private sector: Groups felt that cooperation with the private sector should be further enhanced and developed. Companies should be willing to provide staff, volunteers and professional knowledge (such as legal and accounting help) to NGOs that require such assistance. Corporate bodies along with NGOs need to work together to build Hong Kong into a better home for all.
 - (c) Efforts of Third Sector: Interviews also brought out the importance of the efforts that need to be made by NGOs themselves. It was felt that groups in

the Third Sector need to sustain their autonomy and flexibility and that they should also identify and create self-financing options rather than be entirely dependent on the Government. Some NGOs, it was felt, had begun seeing their work as a business by laying too much emphasis on financial management. This tendency, it was felt, should be kept in check as NGOs need to stay faithful to their original objectives. It was also pointed out that greater interaction was required among the diverse groups that make up the Third Sector. At present this was seen as minimal, or confined to sectors doing similar work. For instance most women's groups being multi-functional and involved in different areas of work do not have much contact with each other. Loose coalitions are sometimes formed for specific campaigns, but there is no one organization or platform that can really speak for the large women's groups in Hong Kong.⁴⁴ This, it was felt, must change. Groups felt that just as there exist avenues for business organizations to interact, like chambers of commerce, similar avenues should be created for people working in the Third Sector to interact and exchange views.

- (d) Encouragement of user's participation: It was also pointed out in interviews that the Third Sector should encourage people who use the services of NGOs to join in advocating the needs of the community and to give feedback on Government policy. This would tell the Government if the policy was responding to the needs of the community and whether improvement was required. NGOs, it has been emphasized, should not just lead the people but should also concentrate on empowering them.⁴⁵

87 A recent analysis by Rose Wu of the local social movements points out their weaknesses. In addition to being issue-oriented instead of people-oriented, the movements are also divided by their interests and strategies into political groups, socio-economic groups and cultural groups. These groups rarely work together to empower the community with a more holistic approach to its problems. Activists, it is pointed out, also fail to make the link between social issues and political issues. There is less realization that the work of social movements can translate into strong political action that results in change.⁴⁶ Wu asserts that we must integrate within our movements what we profess. "If we are for gender equality and support the marginalized, we should see a reflection of this in the leadership and membership of our movements and parties. Our internal practices should mirror our words."⁴⁷

Ethics

88 The issue of ethics doesn't figure in the interviews conducted with NGOs of this sector. It is important for them but is not an issue.

V. Conclusion

89 Significance and contribution: The Advocacy sector is relatively young in comparison to other sectors in Hong Kong, but its importance is gradually increasing. There is growing realization of the importance of preserving and promoting human rights, gender equality and minority rights for Hong Kong's

future development. Campaigning and lobbying the Government for the protection and promotion of such rights has emerged as the key focus area for Third Sector organizations. Though the number and strength of organizations working in this area is not substantial, their work has gradually helped in creating and spreading awareness of the rights of marginalized people, human rights issues and the importance of civic responsibilities.

- 90 The interviews and the secondary literature have provided a better understanding of the key issues and areas of concern facing advocacy groups in Hong Kong today. Lack of funding is the key obstacle that NGOs in this sector encounter. Government aid for their activities is limited and so are other sources of funding. This lack of monetary resources places limitations on their ability to expand activities by initiating new programmes and projects or by employing more staff. Often, activities are self-financed by contributions from members and/or volunteers. With regard to staff, advocacy groups felt that there was a dearth of well-qualified people willing to join their groups. A career in the voluntary sector does not appear as a popular option among the youth of Hong Kong. Lack of volunteers with professional expertise was another concern for some NGOs working in specialized areas like medical or psychiatric fields.
- 91 Almost all NGOs in this sub-sector pointed out that there was limited interaction with the Government. Communication was restrictive in nature as there exist minimal dialogue opportunities for NGOs to freely express their needs and opinions on policy matters. The Government's attitude was described as being rather unresponsive to the issues faced by Third Sector groups. To ensure a healthier growth of the Third Sector, better interaction with the Government was cited as a necessary component.
- 92 The private sector's interaction with the Third Sector is also minimal. This needs to improve as, increasingly, given the dearth of funding from Government sources, the Third Sector will turn to the private sector for monetary as well as human resource needs. Lack of public awareness on issues related to human rights, women's issues and minority rights was also seen as an obstacle by most NGOs. Advocacy work, they say, works well in an aware and supportive society. Hong Kong people are not sensitive to the needs of marginalized sections of society, women and to the importance of freedom of expression or preservation of human rights. Awareness hence needs to be built through better education.

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Priscilla Liu, Against Child Abuse

Ho Hei Wah, SOCO & Hong Kong Human Rights Commission

Mak Yin-ting, Hong Kong Journalists Association

Prem Chandra Rai, Far East Overseas Nepalese Association (FEONA)

Connie Bragas-Regalado, United Filipinos in Hong Kong (UNIFIL-HK)

Ng Wai Ching and Ms. Phyllis Wong, Association Concerning Sexual Violence Against Women
Fermi Wong, Unison Hong Kong-For Ethnic Equality
Rose Wu, Hong Kong Christian Institute

NGOs selected for interview:

Against Child Abuse
Association Concerning Sexual Violence Against Women
Association for the Advancement of Feminism
Caritas Asian Migrant Workers and the Filipino Social Services Project
Caritas Women Development Project
Far East Overseas Nepalese Association
Hong Kong Against Racial Discrimination
Hong Kong Christian Institute
Hong Kong Human Rights Commission
Hong Kong Journalists Association
Intellectually Disabled Education and Advocacy League
Unison Hong Kong-For Ethnic Equality
United Filipinos in Hong Kong (UNIFIL-HK)
Society for Community Organization (SOCO)

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