

AUGUST 2022 ISSUE

The EO Beat

THE OFFICIAL PERIODICAL OF
THE EQUAL OPPORTUNITIES COMMISSION

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平等機會委員會
EQUAL OPPORTUNITIES COMMISSION

The EO Beat

Sexual harassment and the next generation

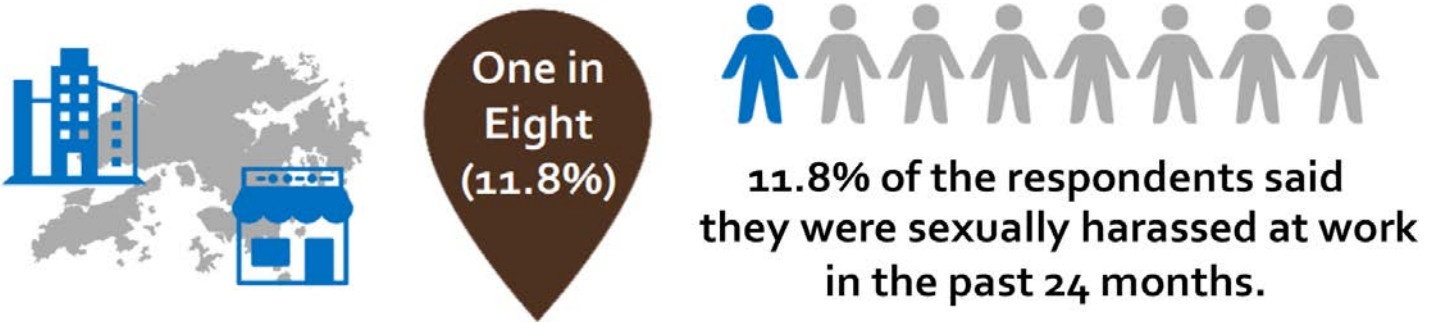


In May 2022, the Equal Opportunities Commission (EOC) released the findings of its [survey on sexual harassment in Hong Kong](#). Conducted in 2021 with over 5 000 people across the city, the survey is Hong Kong's first-ever territory-wide representative survey on sexual harassment.

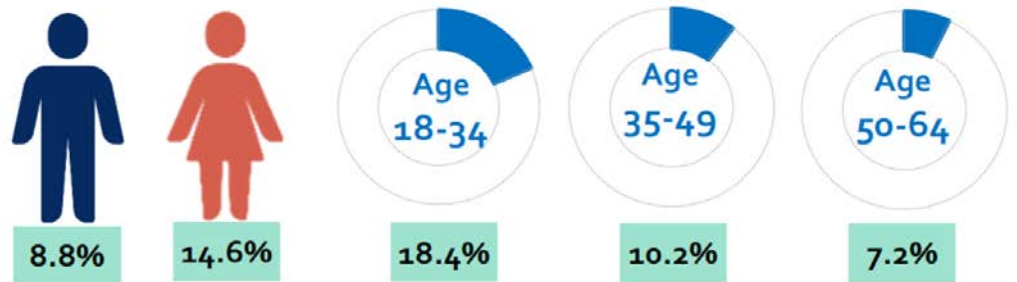
The survey provides important insights into the prevalence of sexual harassment in Hong Kong, the common forms of sexual harassment, the demographics of the victims and the actions taken, amongst other information.

In terms of the prevalence rate, 11.8% of the respondents reported having been sexually harassed in the workplace in the 24 months before the survey took place. The victims included not just women (14.6%), but also men (8.8%), indicating that sexual harassment affects both sexes. Similarly, both men and women could be the perpetrators or harassers, although the proportion of male harassers (66.7%) was much greater than that of female (16.8%).

Prevalence of Workplace Sexual Harassment (Base=3 928)



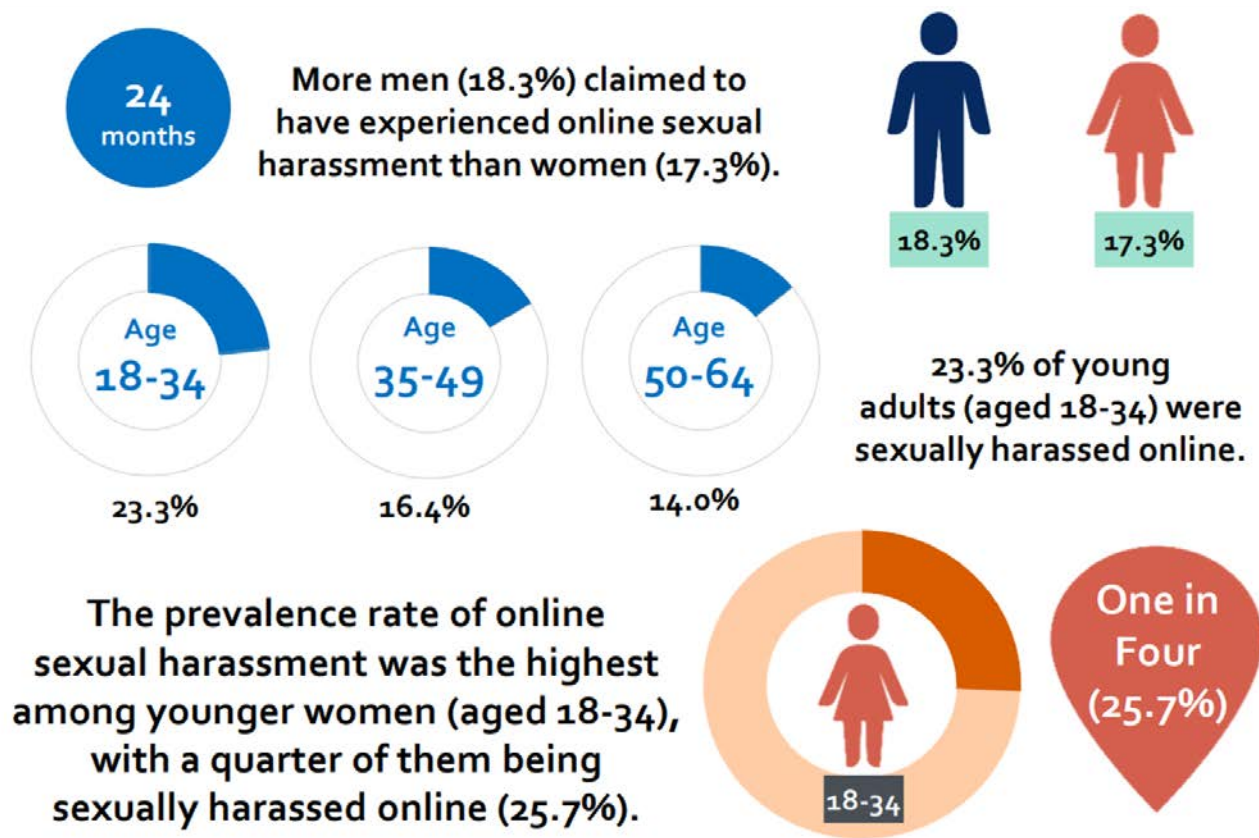
Disaggregated Prevalence by Sex and Age Groups



The study also looked into the prevalence of online sexual harassment, with due regard to social media trends and remote working arrangements in recent years, which increased substantially the number of hours people spend on the Internet. Accordingly, it was found that 17.8% of the respondents experienced online sexual harassment in the 24 months before the survey.

Whether it was workplace or online sexual harassment, young people were particularly vulnerable, as the study showed that the proportion of young adults (aged between 18 and 34) who encountered sexual harassment in the workplace (18.4%) and online (23.3%) was much higher than that of the general population. The chance of young women being sexually harassed was even higher, with 22.5% and 25.7% having encountered sexual harassment in the workplace and online respectively.





The higher prevalence of sexual harassment among young people is not unique to Hong Kong. A survey by the Australian Bureau of Statistics in 2016 ([Personal Safety, Australia, 2016](#)) found that one in six women (17%) and one in 11 men (9.3%) experienced sexual harassment in the 12 months prior to the survey. Those aged 18-24, unmarried, living with a disability or long-term health condition were more likely to encounter it, with approximately 38% of women and 16% of men aged 18-24 years having experienced sexual harassment in the previous 12 months.

In the [2020 Sexual Harassment Survey by the UK Government](#), 29% of the respondents in employment experienced some form of sexual harassment in their workplace or work-related environment in the last 12 months. Generally, the younger the age, the more likely to be sexually harassed: age 16-24 (42%), age 25-34 (44%), age 35-49 (30%), and age 50 or above (13%).

Another [survey](#) by the UN Women UK in 2021 found that 71% of women of all ages experienced some form of sexual harassment. The percentage rose to 86% for those aged 18-24.



Why are the millennials and Gen Z particularly vulnerable to sexual harassment? How can we reduce the risks and protect the younger generation from the harms of sexual harassment?



The reasons are manifold. First of all, many young people, as far as Hong Kong is concerned, are deprived of knowledge about sexual harassment with the lack of comprehensive sexuality education during childhood and adolescent years. Fed by a popular culture infused with gender misconceptions and misogyny, they may not have the right concepts and values of gender equality, or know the boundaries of unwelcome sexual behaviours.

Young workers, being beginners in the job market, may not be fully aware of their rights too. They may think that sexually suggestive jokes or comments made in their presence – the most common form of workplace sexual harassment behaviour according to the EOC survey – are probably a part of the organisational culture. Eager to gain acceptance from their peers and recognition from their supervisors, they may be reluctant to speak up against the behaviour even if they find it unwelcome, lest their career prospects are jeopardised.

Another reason and perhaps a more important one is the power dynamics behind sexual harassment, which often takes place in contexts of power imbalance. As explained in the EOC survey report, those with formal organisational power or in higher organisational roles may use their position to harass their subordinates, that is, those with less power and in lower ranks. Such power dynamic would lead to *quid pro quo* harassment, whereby sexual behaviours are exchanged for employment opportunities or job-related favours, in an abuse of power.

No matter what the reasons are, the trend is worrying. The negative experiences of sexual harassment will not only impede personal growth and development, but also cause economic loss as morale drops and productivity slows down within organisations. As future leaders of society and the young blood of our workforce, our next generation should equip themselves with knowledge of sexual harassment, such that they can become drivers of change, helping to create a safe and harassment-free workplace, and an equal, inclusive society.





To tackle the problem of sexual harassment in Hong Kong, the EOC has laid down a number of recommendations in the survey report. First and foremost, we strongly encourage employers, regardless of the size of their company or organisation, to develop a clear corporate anti-sexual harassment policy, and put in place an effective redress system to handle complaints. In addition, regular awareness training should be arranged for staff members.

On the legislative front, the EOC recommends the Government to explore the feasibility of introducing a positive duty on employers to take reasonable and proportionate steps on preventing workplace sexual harassment.

The Government may also consider amending the Sex Discrimination Ordinance to make employers legally liable for third-party harassment, when participants in common workplaces, customers, or clients are found to have sexually harassed their employees, unless employers have taken reasonably practicable steps to prevent the sexual harassment and unless they have no knowledge of the sexual harassment or allegation(s) of sexual harassment.





Legislation aside, the EOC believes that it is important to reform sexuality education at school with a view to equipping students with the skills and knowledge to respond to sexual harassment. In this respect, the EOC recommends that the Education Bureau consider reforming thoroughly the sexuality education in primary and secondary schools as soon as possible to give more emphasis on gender equality and relationship education, including sexual harassment in digital contexts and image-based sexual violence.

Sexual harassment is a widespread societal problem. It damages the lives and opportunities of individuals, and leads to loss in talents and productivity for the wider society. **We must put an end to the damages of sexual harassment.** It is time for our society to come together – to create a safe space and build a culture of respect, dignity and equality that enables everyone to thrive.

Anti-Sexual Harassment Hotline 2106 2222

We have heard this narrative too well: I am not sure if I have been sexually harassed... I don't know what I should do... I am afraid I will lose my job if I talk about it or file a complaint...

Do you have questions about sexual harassment? How the law can protect you? Contact the **EOC Anti-Sexual Harassment Unit Hotline 2106 2222** (Mondays – Fridays 8:45am to 5:45pm) to find out more.

Combating sexual harassment in the tertiary education sector



The EOC launched an Anti-Sexual Harassment Campaign in 2012 to promote the community's awareness against sexual harassment. Through a sector-specific approach, the EOC has been assisting different sectors, including the tertiary education sector, to combat sexual harassment – by highlighting prevalent trends and evidence based on research studies, advising organisations on policy frameworks and providing training for the personnel of the organisations.

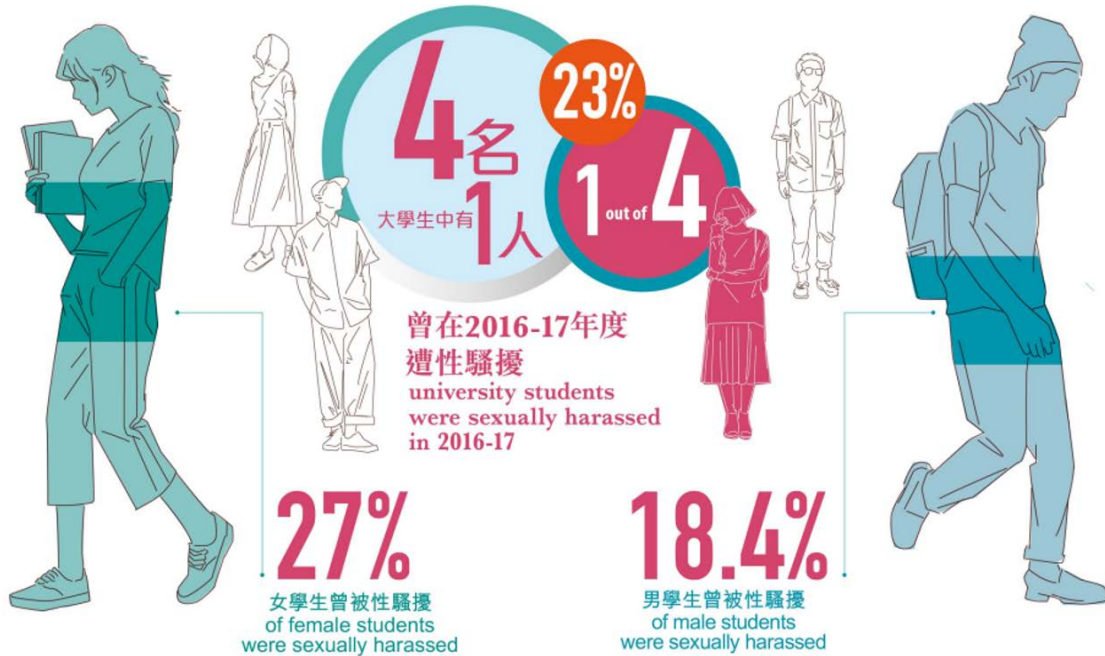
The EOC believes that it is important to tackle sexual harassment in the tertiary education sector, not only because educational institutions help shape the next generation of leaders and innovators, but also due to the fact that they are microcosms of the wider society. If we fail to address the problem on campuses, it will perpetuate in society.



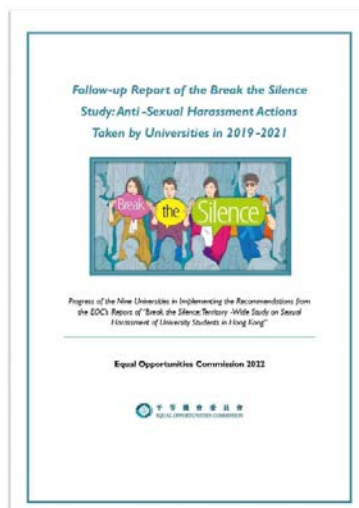
In January 2019, the EOC released findings of the [“Break the Silence: Territory-wide Study on Sexual Harassment of University Students in Hong Kong”](#) (“Break the Silence” study report). The study found that nearly one-fourth (23%) of university students were sexually harassed within 12 months before the survey. Some groups, such as female students, LGBTI individuals, people with disabilities and non-local students experienced sexual harassment more likely than others.

大學生遭性騷擾的普遍程度

Prevalence of Sexual Harassment



Yet only 2.5% of the students who experienced sexual harassment lodged a complaint with their university, as more than half of them (58.6%) were not aware of their university's anti-sexual harassment policy, while more than one-fourth (26.9%) said their university's effort on promoting anti-sexual harassment was "insufficient" or "very insufficient".



Subsequent to releasing the report, the EOC conducted rounds of meetings with the Presidents/Vice Presidents of the universities which participated in the study, to explore how they could scale up the preventive measures in their respective university. In May 2021, the EOC further wrote to the Presidents/Vice Presidents, inviting them to share the latest situation of their anti-sexual harassment measures. The EOC received their detailed replies in July 2021, and consolidated the information into a [follow-up report](#).

On 27 May 2022, the EOC released the report at a roundtable for tertiary institutions in Hong Kong. This roundtable was meant to provide a platform for the institutions to share experiences and challenges in tackling sexual harassment, and discuss how they could strengthen governance, policies and complaint-handling mechanism, and how to promote effectively anti-sexual harassment training and educational programmes.

On top of the nine universities which participated in the Break the Silence study, the EOC also invited representatives of other tertiary institutions and NGOs to join the roundtable so as to facilitate best practice sharing. Among them was The Association for the Advancement of Feminism, which highlighted findings of its [EOC-funded study](#) on anti-sexual harassment policies of Hong Kong's tertiary institutions during the roundtable.



As indicated in the follow-up report released by the EOC, overall the nine universities have implemented 13 out of the 16 recommendations made by the EOC in the 2019 Break the Silence study report, underlining their commitment to building a safe and harassment-free campus for university students. Especially notable is that all nine participating universities have implemented the EOC's recommendations in relation to the complaint-handling mechanism, by laying out clearly the division of labour among departments explicitly for handling sexual harassment complaints, and specifying that confidentiality and protection against victimisation are guaranteed in their anti-sexual harassment policy and complaint procedures.

The EOC will continue to work with the universities on promoting awareness and prevention of sexual harassment in the higher education sector. Indeed, the EOC has been commissioned by the eight universities funded by the University Grants Committee (UGC) to produce an online training module on prevention of sexual harassment for their students, which is expected to be launched later this year. Simultaneously, the EOC is developing another online module for students of the non-UGC-funded institutions, also planned to be launched in 2022.

In driving sector-wide commitment and collaboration, the EOC is hoping to bring about positive changes, so that universities become safer places to study, live and work for both students and staff.



Sexuality education – the key to eliminating sexual harassment



Let's admit it – sexual harassment is rife in our society, and it is happening to our children and youth – in text messages, in the social media pages they follow, in the school classrooms, on college campuses and other spaces – virtual or physical.

Nowadays children and young people are constantly exposed to inaccurate information about sex and relationships, some of which can be blatantly misogynistic and degrading. The media and culture around them are shaping their sexual attitudes, values and ultimately their future lives.

To safeguard the wellbeing of our children and youth and protect them from sexual harassment, we must equip them with the knowledge, skills, attitudes and values that will empower them to develop respectful social and sexual relationships, make responsible and well-informed choices, and lead healthy and fulfilling lives. To achieve all these, we need comprehensive sexuality education at an early age.

At present, there is no dedicated curriculum or guideline for sexuality education in Hong Kong. Rather, it is integrated into a mix of subjects, such as civic and moral education, science and liberal studies. In practice, what is taught and what is not are at the discretion of individual schools, resulting in inconsistency in both content and duration. Most often focus is placed on biological facts, with little or no mentioning of gender stereotypes, consent and bodily autonomy, the meaning of intimacy, the importance of safe sex, and sexual and gender diversity.





The silence creates a culture of taboo and sex-negativity where students have no proper way at school to understand and discuss real issues that are close to them. As a result, some turn to inappropriate jokes, sexist pornography and other sources of misinformation. Worse still, it leads to sexual harassment and underreporting in the wider society.

The EOC has been advocating for reform of sexuality education in Hong Kong. In October 2018, we made a [submission](#) to the Education Bureau, laying out our recommendations, which included:

- Develop a dedicated curriculum or guideline for schools, with gender equality being a core value of the curriculum, supplemented by regular updates that ensure topical issues affecting students are covered, such as dating violence, sexting and “part-time girlfriends/boyfriends”.
- Stipulate the recommended number of lesson hours for different elements of sexuality education.
- Require teachers and school management to enrol in professional development programmes before teaching sexuality education at school.
- Explore the setting up of a shared online platform among relevant organisations to consolidate various teaching materials, as a one-stop reference for educators.





On 6 May 2020, the EOC organised a Roundtable on Reforming Sexuality Education, which brought together legislators, scholars, school principals, teachers, social workers, and NGO representatives to exchange on effective policies and best practices.

The EOC has also been taking part in events and discussions on the topic, such as the 7th Cross-Strait, Hong Kong and Macau Conference on Adolescent Sexual and Reproductive Health organised by The Family Planning Association of Hong Kong in May 2021.

The need for comprehensive sexuality education was echoed in the recent Report on Youth Sexuality Study 2021 (Secondary School Survey) released by The Family Planning Association of Hong Kong in June 2022. Conducted among 8 343 secondary students in Hong Kong, the survey found that students’ sexual knowledge remained unsatisfactory, with an average score of 8 correct answers out of 12 questions for Form 3-6 students, and an even lower score of 5-6 for Form 1-2 students. Worryingly, students reported increased exposure to pornography and image-based sexual violence, and engagement in “naked video chats” online.

The importance of comprehensive sexuality education lies in the fact that not only does it give young people knowledge about their bodies and sexual health, but it also helps them build the right attitudes and values in relationships, including respecting others’ right to bodily autonomy. To stop the gender inequality that fuels sexual harassment and bring about cultural change, we need comprehensive sexuality education across all schools. The sooner this happens, the better.



“Equality and Respect: Stop Sexual Harassment” Sticker Design Competition 2022

In January 2022, the Anti-Sexual Harassment Unit (ASHU) of the EOC rolled out a sticker design competition entitled “Equality and Respect: Stop Sexual Harassment”. Riding on the popularity of stickers in day-to-day conversations on instant messaging applications, the competition aimed to encourage the use of creative and engaging ways to promote understanding of sexual harassment, especially among the younger generation.

Participants in the Open, Secondary School (Senior) and Secondary School (Junior) categories were required to each create a set of six non-animated stickers for instant messaging apps, echoing the title of the competition. Between January and March 2022, the EOC received close to 300 entries.



In April 2022, the EOC announced the winning results, which were selected by judges based on their relevance to the theme (50%); expression and potential impact (25%); and creativity and artistic presentation (25%). An award ceremony was held on 10 June 2022 at the EOC’s office, as winners collected their awards from the Guest of Honour, Under Secretary for Constitutional and Mainland Affairs, Mr Clement WOO Kin-man, MH, JP. Apart from showcasing the winning entries, the EOC also arranged for the champions to share their ideas for the winning designs, while the representative of the “Most Supportive School” also joined to share the experience in navigating this anti-sexual harassment education journey.



The winning entries have been uploaded onto the EOC Anti-Sexual Harassment Resource Platform [COMPASS](#) for the public to download and use. Join the EOC now to stop sexual harassment together!

尊重與平等, 停止性騷擾

楊民逸 YEUNG Man Yat

冠軍 Champion

中華基督教會協和書院
CCC Heep Woh College

初中組 Secondary School Junior

平等生活你我做到, 向性騷擾說不!

阮茵宜 YUEN Yan Yi

冠軍 Champion

香港道教聯合會青松中學
HKTA Ching Chung Secondary School

高中組 Secondary School Senior

齊心共創平等社區

潘卓瑤 POON Cheuk Yiu

冠軍 Champion

公開組 Open Group

To learn more about the list of winners and download the winning stickers, please scan the QR code to visit COMPASS, the EOC Anti-Sexual Harassment Resource Platform.

Court confirms EOC's complaint-handling as fair and reasonable



Judicial review is a process where the executive Government and public bodies can be held accountable by the courts for how they make their decisions. It is therefore often celebrated as an important manifestation of the rule of law, a mechanism that keeps power in check.

Much less talked about, however, is when an application for judicial review is plainly groundless and acknowledged by the courts as such. The lack of interest in these cases is unfortunate because it lets an opportunity go to waste: an opportunity to understand how a public body arrives at its decisions, with due care and under proper procedure.

Last month, the High Court [refused](#) an application from a citizen (the Applicant) for judicial review of various decisions made by the Equal Opportunities Commission (EOC) in handling a disability discrimination complaint.

The Applicant had lodged a complaint with the EOC in March 2018 under the Disability Discrimination Ordinance, alleging that his employer had unlawfully discriminated against him because of his depression and another illness. The employer was said to have deducted his salary for his absence from the office, refused to let him use his vacation leave to cover the absence, and assigned him to a new position despite his objections based on medical reasons.

Justice requires decision-makers to be unbiased. Parties affected by a decision need an appropriate chance to present their case before that decision is made. Accordingly, the EOC contacted the employer requesting a response to the allegations, as part of its established procedure.

The employer explained that it had rejected the Applicant's applications for sick leave because he had failed to submit medical certificates issued by a Government or Hospital Authority clinic, as required by the employer to prevent possible abuse of sick leave.

It also claimed that it had never forbidden the Applicant to use his vacation leave to cover his absence. On the contrary, the Applicant allegedly ignored repeated requests from the employer to make a valid application for vacation leave. It was on this basis that the employer eventually deducted his salary.



As for the job reassignment, the employer said it was merely implementing an existing policy, under which employees who had worked in the same unit for more than five years would be subject to a posting arrangement.

After reviewing all the information gathered from both parties, the EOC took the view that there was no sufficient evidence of any unlawful act – the employer's actions could not be said to be done as a result of the Applicant's disability.

The EOC then sent a letter to the Applicant by registered post, informing him that the Commission was considering discontinuing its investigation. Reasons were provided in the letter, including that the complaint appeared to be "lacking in substance" – one of the conditions stipulated by Hong Kong's anti-discrimination laws where the EOC can duly discontinue an investigation. In a further attempt to help the Applicant, the EOC asked him in the letter to furnish new information, if any, in 14 days before a final assessment was made.

Yet, the Applicant did not make any reply by the deadline. The EOC thus issued another letter, informing him that the investigation had been discontinued. One day afterwards, he emailed the EOC saying he had just received the first letter, and requested an extension of the deadline. Since he failed to provide any reason as to why he had not collected the letter in a timely manner, nor any new information regarding the complaint, the EOC declined the request.



Which takes us back to the application for judicial review. The Applicant essentially made three claims: (i) the EOC's refusal to extend the deadline was unfair; (ii) the EOC's decision to discontinue investigation was unreasonable; and (iii) the EOC had failed to provide adequate reasons in explaining the discontinuation decision.

In refusing leave to apply for judicial review, the court dismissed all three claims as untenable. In particular, it noted that prior to the EOC’s final decision, the Applicant had already been given an opportunity to provide comments on his employer’s response, as well as an extension of time on at least three occasions to share additional information if he so wished.

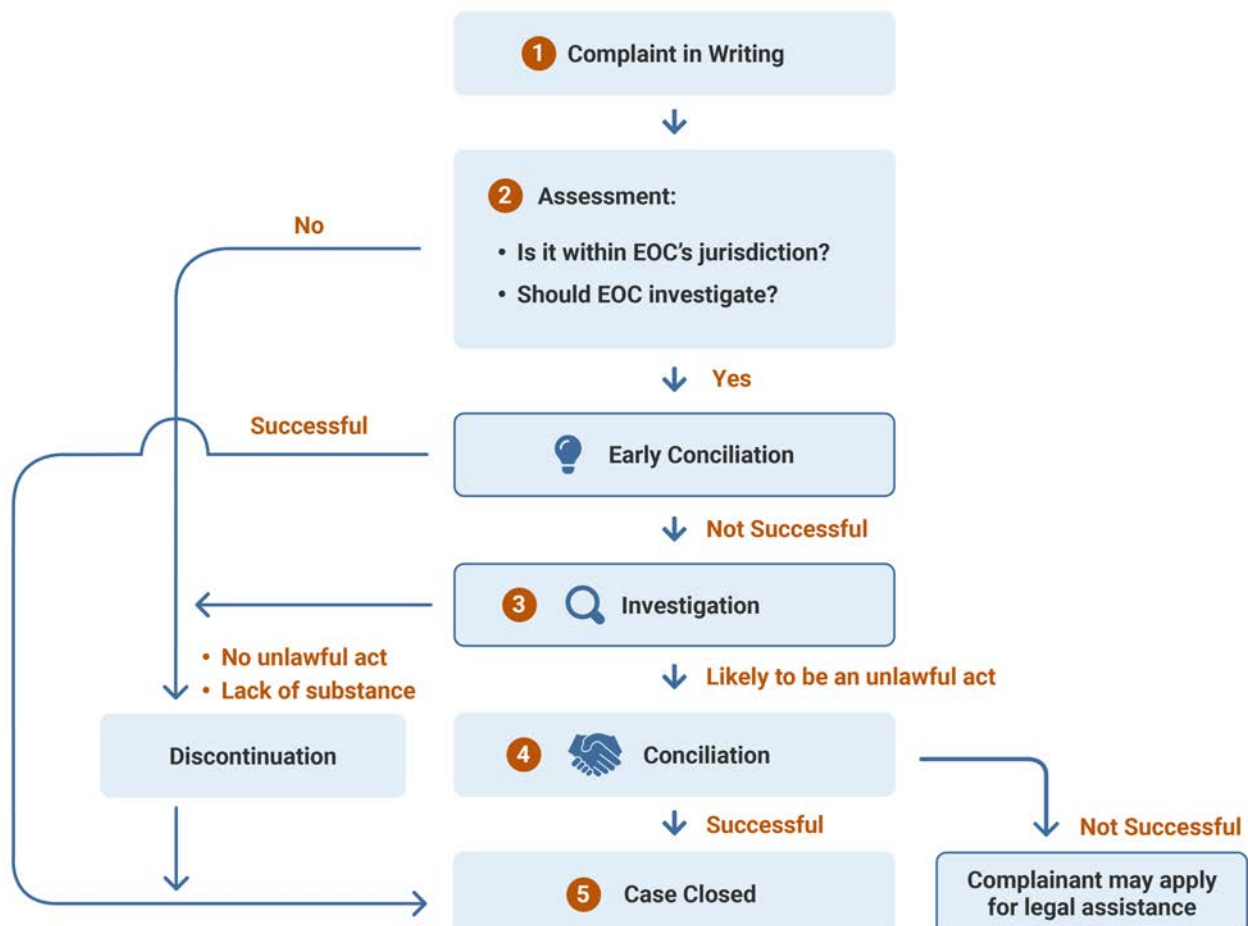
Nonetheless, never once did he indicate that he had new information to provide. Further, he had failed to show that he had suffered a substantive prejudice as a consequence of the EOC’s refusal to further extend the deadline. In these circumstances, there was nothing unfair about the EOC’s decision.

The court also agreed with the EOC’s assessment that there was insufficient evidence to establish a causal link between the employers’ actions and the Applicant’s disability, an essential ingredient of disability discrimination. It follows that it was not unreasonable for the EOC to have discontinued the investigation.

Last but not the least, the court reconfirmed the principle that reasons given by a decision-maker can be brief so long as they meet the requirement of fairness, meaning that the person adversely affected by a decision should have an adequate indication of the reasoning process.

In this case, the reasons given by the EOC in its letter were held to be clear and adequate. Indeed, the EOC had gone to the lengths of explaining to the Applicant why the alleged acts did not amount to disability discrimination, referring to relevant information throughout the explanation.

The EOC’s complaint-handling procedure





The court's decision is no doubt a welcome one for the EOC, but it carries significance for everyone in Hong Kong. While the EOC is here to serve the public, it has to do so impartially and properly. This means ensuring that both parties in a dispute have an opportunity to explain themselves, as illustrated in this recent case.

It also means making the prudent decision of discontinuing an investigation when there is no evidence of an unlawful act and no new information can reasonably be expected to emerge. Otherwise, complainants who do have a substantial case may have their complaints stuck in the backlog.

After all, as the saying goes, "justice delayed is justice denied". The public wants efficiency. In 2021-22, the EOC not only exceeded its pledge of concluding 75% of cases within six months, but also saw a decrease in the average time spent on a case to around 100 days.

We have also enhanced our complaint-handling procedure following a review in 2018, notably by abolishing the practice of reassigning a case from one officer to another when its classification changes from an enquiry to a complaint. Consistent with our victim-centric approach, this ensures that aggrieved persons would not feel distressed by repetitive requests for information.

Looking ahead, the EOC will earnestly address people's concerns and difficulties in daily life regarding equal rights by adhering to its core values of fairness and impartiality in serving Hong Kong. We are also confident that more people will begin to understand the meaning of the procedure we follow, and that it exists for the benefit of all.

Ricky CHU Man-kin
Chairperson, Equal Opportunities Commission

(This article was published in *China Daily* on 28 July 2022.)



We are confident that more people will begin to understand the meaning of the procedure we follow, and that it exists for the benefit of all.

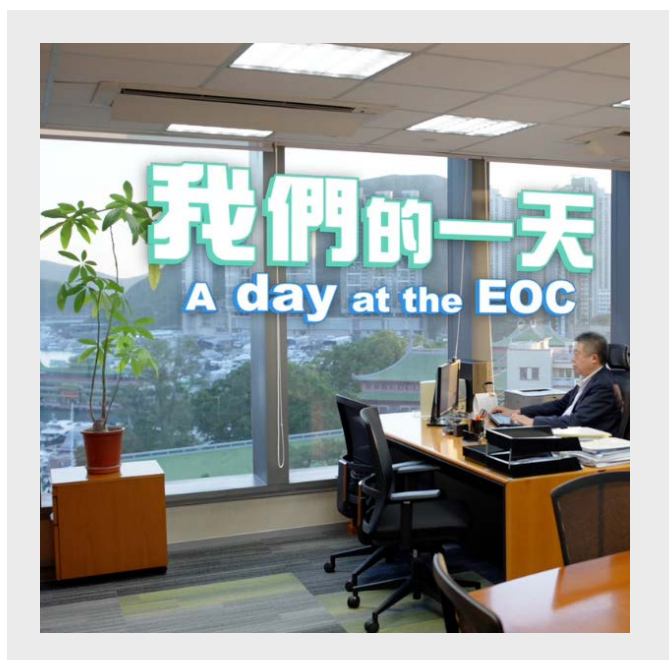
- Mr Ricky CHU Man-kin, EOC Chairperson

EOC launches Equal Opportunities Month: Together for an Equal and Inclusive Hong Kong

On 10 June 2022, the EOC launched a citywide awareness and promotional campaign “Equal Opportunities Month: Together for an Equal and Inclusive Hong Kong”. Beginning and extending beyond June 2022, the campaign featured a plethora of online and offline activities and promotions across multiple platforms to highlight the importance of equal opportunities in Hong Kong.



The campaign tied in with the celebrations for the 25th anniversary of the establishment of the Hong Kong Special Administrative Region. By engaging different sectors of the community, it served to build a sense of togetherness, and mobilise everyone to play a part in building a fairer, more caring and inclusive society, which will in turn contribute to the long-term stability and prosperity of Hong Kong.



To kick-start the campaign, the EOC launched a video about the work of the EOC – “[Walking in Solidarity: A Day at the EOC](#)”. The video offers an inside look at the work of the EOC, as staff members from different divisions walk viewers through their daily schedules – from handling and conciliating complaints, working on legally assisted cases, drawing up policy recommendations and research reports, providing administrative support to communicating with the media and stakeholders. Available on the EOC’s website, LinkedIn page and YouTube channel, the video enables the public to better understand the values and culture of the EOC and its indispensable role in society. It has attracted over 30 000 views to date.

In addition, the EOC released a series of animated videos “[Understanding the Disability Discrimination Ordinance \(DDO\)](#)” on its YouTube channel. The 18-episode video series explains the protection available under the ordinance against disability discrimination, harassment and vilification in the workplace.



The major highlight of the Equal Opportunities Month campaign is a series of short movies produced in collaboration with cross-media producer Mr Steven MA Chun-wai. Entitled “**Under the Same Sky**”, the series is crafted to depict experiences of prejudices and discrimination in different forms, and how these impact the lives and relationships of the people concerned.

On 22 June, the EOC held a press conference to announce details of the short movie series, as EOC Chairperson Mr Ricky CHU Man-kin and Executive Director (Operations) Dr Ferrick CHU Chung-man explained the purpose and rationale behind the new project. Also joining the press conference were Mr Gary WONG Chi-him, Convenor of Community Participation and Publicity Committee of the EOC and Mr Steven Ma, the producer, playwright and director of the short movie series, with the latter deliberating on the film content.

Consisting of eight episodes, the series will cover a broad range of topics about discrimination under the purview of the four anti-discrimination ordinances. These include disability, racial and breastfeeding discrimination and harassment; sexual harassment; pregnancy and family status discrimination; mental illness; and students with special educational needs. The production is expected to appeal to a wide audience, helping to generate dialogue and empower viewers to call out discrimination.

The content is based on the radio programmes under the “Employment Equality Project” in collaboration with Radio Television Hong Kong Radio 1, while the animation is created by members of the social enterprise Let’s Talk ADHD, which supports persons with attention deficit and hyperactivity disorder.

According to the EOC’s statistics, complaints filed under the DDO took up the largest share of complaints handled by the EOC each year, with the majority falling in the employment field. The animated videos serve to explain the rights and obligations of employers and employees under the DDO, so that they can take better preventive measures.



To promote the series, a theme song “I Believe” was produced and released for broadcast by local radio stations. Performed by Mr Steven Ma, the song was composed by local musician with visual impairment Mr LEE Hin, with lyrics written by Ms CHEUNG Mei-yin. The [music video](#) of the song has also been uploaded onto the EOC’s YouTube channel for public viewing.



The short movie series is scheduled for release in autumn 2022. The EOC is already planning on community and school screening to bring the conversation about discrimination to different parts of the community.

On top of raising public awareness through audio-visual materials, the EOC is also engaging different community segments through a range of activities and programmes. One of these is the **Equal Opportunity Youth Ambassadors Scheme** targeting tertiary students in Hong Kong. Conducted between September 2022 and June 2023, the Scheme is geared for increasing youth engagement and participation as drivers of equal opportunities and positive change. Information about the Scheme, including recruitment details, will be announced in due course.

餵哺母乳不容歧視
Say No to Breastfeeding Discrimination

侍應 Waiter:
麻煩唔好嘅餐廳人奶...
Please do not breastfeed in the restaurant.

上司 Boss:
經常搵工要奶, 好難俾聽工獎你...
You always pump milk during working hours. No bonus for you this year.

商場保安員 Security Guard:
嘅商場唔可以餵奶!
No breastfeeding in the shopping mall!

新修訂的《性別歧視條例》
保障婦女不會因為餵哺母乳而受到歧視和騷擾
The amended Sex Discrimination Ordinance
protects women against breastfeeding
discrimination and harassment

查詢
Enquiries 2511 8211
網址
Website www.eoc.org.hk

Other activities of the campaign include: presentation of awards of the “Equality and Respect: Stop Sexual Harassment” Sticker Design Competition 2022 (held on 10 June 2022); seminar on fair employment of migrant domestic workers (held on 16 June 2022); advertising on racially inclusive services on MTR and bus body (from June 2022); and MTR advertising on protection against breastfeeding discrimination and harassment and against sexual, disability and racial harassment in common workplace (July – September 2022).

The Equal Opportunities Month is an accredited event celebrating the 25th Anniversary of the Establishment of the Hong Kong Special Administrative Region. Further details can be found on the [Government’s website](#) and the [EOC website](#).

EOC Snapshots

EOC hosts first live show on Instagram



On 4 April 2022, the EOC hosted the first live show on its Instagram page “EO Matters”, ever since launching the account in September 2021. Featuring singer-songwriter Jay FUNG and Hong Kong-born Filipino talent Marla ENRIQUEZ, the half-hour live-streamed mini-concert enhanced the profile of the page, and gave viewers a much-needed break and positive distraction amid the epidemic.

Jay and Marla warmed the hearts of the audiences with their mellow singing. They also shared their experiences of learning Chinese as a second language, and their hopes and aspirations for the future. The EOC later uploaded highlights of the show with English and Chinese subtitles on IGTV, adding to the plethora of content available on its Instagram account.

From true stories of people who defy their limitations to achieve great feat to bite-sized law explainers, fun facts and event recommendations, the diverse range of content on EOC’s Instagram account had reached over 822 000 people and attracted almost 48 000 interactions (including likes, shares and comments) ever since the launch and up until end-June 2022. What’s more, a large number of the followers are youths, with over 90% aged 13-34.

Follow [EO Matters](#) now to discover news and events related to diversity, equality and inclusion.

EOC briefs Legislative Council on its work progress and upcoming plans

On 16 May 2022, EOC Chairperson Mr Ricky CHU Man-kin attended a meeting of the Legislative Council Panel on Constitutional Affairs to brief Panel Members on the Commission’s work in 2021-22 and its key focuses for 2022-23.

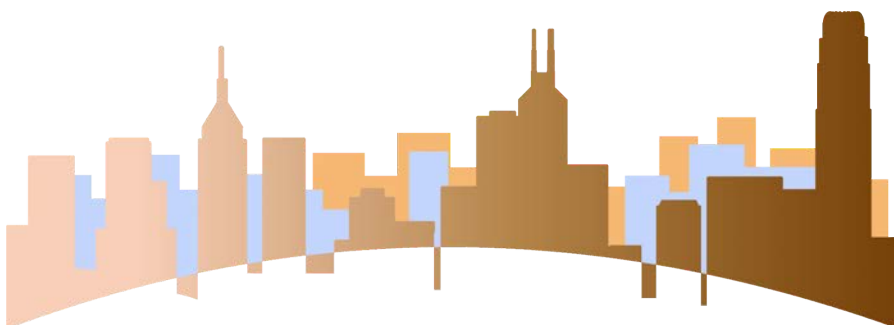


In 2021-22 the city remained under the shadow of COVID-19, with the EOC receiving 160 enquiries and 34 complaints concerning the epidemic, and 236 enquiries and 26 complaints relating to vaccination. In total, the EOC handled 1 266 complaints under the four anti-discrimination ordinances, with the majority (over 67%) of these employment-related.

Beyond law enforcement, the EOC continued to conduct policy research and advocacy in 2021-22, addressing issues that ranged from image-based sexual violence and representation of women on boards to support for non-Chinese-speaking students.

Leveraging its 25th anniversary, the EOC implemented a number of educational and promotional initiatives to spread the message of equal opportunity to different community sectors. The Commission also invested in a stronger presence on social media with a view to expanding its reach to the younger generation.

Moving into 2022-23, the EOC is continuing its three-pronged approach – encompassing law enforcement, prevention and education – in promoting diversity and inclusion (D&I) in Hong Kong. Some of its key focuses include advocating universal design, researching on sexuality education reform to raise awareness against sexual harassment among the younger generation, and encouraging more employers to exchange their knowledge and experience in creating culturally inclusive workplaces as signatories of the EOC Racial D&I Charter.



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Racial Diversity & Inclusion in the Workplace



Release of EOC-funded research studies

The EOC has been providing funding to eligible academic and not-for-profit organisations periodically to undertake research projects on discrimination issues that fall within the scope of the four anti-discrimination ordinances. In the 2020-21 Funding Programme of Research Projects on Equal Opportunities, nine research studies were funded.



In May and June 2022, the findings of three research studies were released, namely:

- A Study of Online Media Representation of Ethnic Minorities in Hong Kong and Their Experiences of Online Racial Discrimination conducted by the Department of Media and Communication, City University of Hong Kong;
- Anti-Sexual Harassment Policy Checklist – Research Report on Tertiary Institutions (2020-2021) by The Association for the Advancement of Feminism; and
- Admitting Ethnic Minority Kindergarteners: Overcoming Challenges and Identifying Opportunities conducted by the School of Education and Languages of Hong Kong Metropolitan University and Hong Kong Child-rity Association.

As well as taking part in the press conferences lined up by the research organisations to announce the findings, the Policy, Research and Training Division of the EOC also uploaded the reports onto the [EOC website](#) for public viewing.

