

聯合國前秘書長科菲·安南
Kofi Annan,
*former Secretary-General
of the United Nations*

「我們或許有不同的宗教信仰、
不同的語言、不同膚色，但我們
都屬於同一人種。」

“We may have different religions,
different languages, different
colored skin, but we all belong
to one human race.”

主席的話

Chairperson's Message



尊重 ■ 關愛 ■ 共融

自我擔任平等機會委員會(平機會)主席以來已有六個月，回顧這段工作的日子，我不得不感謝上屆主席林煥光議員對平機會的竭誠投入和傑出領導，憑著他卓越的工作，確立了平機會在香港作為平等守護者的地位。

的而且確，平機會於2012/13年度，在平等機會範疇引領了多項正面的發展。

我們出版了數份與平等機會議題有關、具先導性的研究報告，包括性別定型觀念對男性的影響、學生對性的態度及對性騷擾的看法和融合教育制度下殘疾學生的平等學習機會。這些研究報告加上其他研究的結果，成為了我們倡議工作的基礎。

平機會一直致力提高透明度。在2012年9月，平機會舉辦了一場公眾論壇，讓持份者與我們一起就平機會的工作進行對話，交流意見。論壇吸引了超過100名持份者參加，他們分別來自關注組織、公營機構、非政府組織、政黨、以及立法會和區議會議員。

An Inclusive Society Starts with Respect

In reviewing the past six months in my position as Chairperson of the Equal Opportunities Commission (EOC), I would like to thank my predecessor, The Hon Lam Woon-kwong, for his exemplary dedication and outstanding leadership. He has done a remarkable job in securing the EOC's position as a defender of equality in Hong Kong.

Indeed, the year 2012/13 saw the EOC leading a number of positive developments in the equal opportunities landscape.

We published a number of pioneering research reports on equal opportunities-related subjects, including gender stereotypes' impact on men; students' sexual attitudes and views of sexual harassment; and equal learning opportunities for students with disabilities under the Integrated Education system. These and other studies form the foundation of our advocacy efforts.

The Commission is committed to enhancing our transparency. In September 2012, the EOC organised a public forum to enable stakeholders to dialogue with us on our work. The Forum drew the attendance of more than 100 stakeholders from concerned groups, public organisations, non-governmental organisations, political parties as well as Legislative and District Councillors.



我們看到市民對促進共融社會愈表興趣和關注。在2012/13年度，平機會回覆了超過16,600宗查詢；處理了共929宗投訴，為受到違法歧視的人提供申訴渠道。為了伸張公義，平機會向10宗個案提供了法律協助。我們為投訴人爭取到的賠償金額接近港幣一千萬元。

為了喚起社會人士對平等議題的意識，平機會進行了各式各樣的公眾教育工作，由廣播及網上媒體宣傳和戶外廣告，以至為青少年、少數族裔、商界及其他群體而推行的不同外展活動皆為數不少。我們透過社會參與資助計劃，向64項推廣平等機會價值的活動提供了港幣1,600,000元的資助。

另一方面，我們繼續外展工作，自我在2013年4月上任以來，我經常與平機會的持份者團體和組織會面，對於他們無私坦誠地與我分享知識和經驗，我深表感激。

我亦感謝平機會各委員的指導和支持。此外，我更要向平機會員工致謝，他們為了實現人人平等的理想，勤奮不懈地工作。

展望將來，平機會已確定了多項未來數年進行的優先工作領域。

隨着外界對平機會的角色有更高的期望，以及世界發展日益進步，香港必須維持作為國際城市和商業樞紐的競爭力。平機會委員在2013年3月通過建議，就現行反歧視條例進行全面檢討，以便更新和理順各條例，從而加強對每個人的保障，免受歧視。

We have seen increasing public interest in fostering an inclusive society. In the year 2012/13, the EOC answered over 16,600 enquiries and handled a total of 929 complaints, as we sought to provide redress for those who have been aggrieved by unlawful discrimination. To further the cause of justice, the EOC gave legal assistance to 10 cases. We secured nearly HK\$10 million in compensation for complainants.

To arouse the community's awareness on equality-related issues, the EOC conducted a wide range of public education initiatives, from broadcast and web media alongside outdoor advertisements to various outreach activities for youths, ethnic minorities, businesses, and many others. Through our Community Participation Funding Programme, we provided HK\$1,600,000 in funding for 64 projects to promote equal opportunity values.

To continue with our outreach efforts, since taking up my position in April 2013, I met regularly with our stakeholder groups and organisations. I deeply appreciate the knowledge and experiences that have been selflessly and frankly shared with me.

I am also grateful to the EOC Members for their guidance and support. In addition, I would like to express my thanks to the Commission's staff, who continue to work diligently and untiringly for the cause of equality for all.

Looking ahead, the EOC has identified a number of priority areas for our work in the coming years.

As expectations rise on the EOC's role and the world moves forward, so too must Hong Kong in order to maintain our competitiveness as an international city and business hub. In March 2013, the EOC Members endorsed the proposal to undertake a comprehensive review of the existing anti-discrimination legislation, with a view to modernising and harmonising the ordinances in order to strengthen everyone's protection from discrimination.



In relation to this, the EOC is advocating for a specific anti-discrimination legislation on the basis of sexual orientation and gender identity. We are mindful that sexual minorities continue to experience significant discrimination and harassment, which necessitates their protection under the law. The EOC will seek the public's views on both the Discrimination Law Review and a new anti-discrimination ordinance on sexual orientation and gender identity.

有關這方面，平機會現正倡導一項針對性傾向和性別認同的反歧視法例。我們注意到性小眾仍繼續受到嚴重的歧視和騷擾，因此他們有需要獲得法例保護。平機會將會就歧視法例檢討和就性傾向及性別認同的新法例，徵詢公眾意見。



教育是我們兒童未來的基石，然而，很多學生在獲取教育機會方面仍然受到不平等對待，當中尤以少數族裔學生和有特殊教育需要的學生為甚。這情況嚴重影響他們整个人生的前途。平機會將繼續促請政府採取實質行動解決這些問題。

最後，平機會將鼓勵政府在其職能上消除殘疾歧視，包括更新「殘疾」的定義以及相關支援服務範疇，這些支援計有傷殘津貼計劃以及其他收入支援計劃等。

除了以上工作領域，平機會亦會繼續推展我們目前在宣傳反性騷擾、檢討《性別歧視條例僱傭實務守則》，和跟進《公眾可進出的處所無障礙通道及設施正式調查報告》等方面的工作。

平機會將繼續提倡與公眾對話，以促進人與人之間的諒解和互相尊重。諒解和尊重是實現平等機會不可或缺的元素。我樂觀地相信，只要我們共同努力，由尊重做起，定可令香港成為真正包容共濟、讓我們引以為傲的城市。

A handwritten signature in black ink, appearing to read '周焯'.

平等機會委員會主席
周焯



Education is the cornerstone of our children's future. However, inequality remains for many students in their access to equal educational opportunities, particularly ethnic minority students and children with special educational needs. This seriously impacts their prospects over their entire lifetime. The EOC will continue to urge the Government to take concrete action to address these issues.

Finally, the EOC will encourage the Government to tackle disability discrimination in its functions, including an update on the definition of "disability" and the scope of support services, as well as the Disability Allowance Scheme and other income support schemes for persons with disabilities.

Aside from these, the EOC will push ahead with our ongoing initiatives on promoting anti-sexual harassment, reviewing the Code of Practice on Employment under the Sex Discrimination Ordinance, and following up on the Formal Investigation Report on Accessibility in Publicly Accessible Premises.

The EOC will continue to promote public dialogue to foster understanding and mutual respect, without which equal opportunities will not be possible. I am optimistic that, by working together and starting with respect, we can make Hong Kong a truly inclusive city of which we can all be proud.

A stylized handwritten signature in black ink.

York Y.N. Chow
Chairperson
Equal Opportunities Commission