



$$2 + 3 = 5$$

一起踏上成長路  
啓迪潛能無界限

Children Knows no Limits  
Let them Learn and Grow Together

## 政策分析及倡議工作

### 無障礙議題

平機會成立了無障礙工作小組，在香港倡議「無障礙通達」。以下為政策及研究專責小組聯同無障礙工作小組的主要工作範疇。

#### 實際通道

政策及研究專責小組和無障礙工作小組成員於2012年6月與港鐵公司的高級管理人員進行會議，就提高港鐵車站的暢通易達程度交換意見，尤其是西九龍總站（廣深港高速鐵路香港段總站）以及金鐘站（南港島綫（東）項目以及未來沙中綫）的無障礙通道。

2012年8月，政策及研究專責小組和無障礙工作小組的成員參觀了禾輦廣場（由領匯管理），視察廣場內的無障礙設施，並與領匯的高級管理人員商討如何進一步改善公共屋邨和商場的無障礙設施。

## Policy Analysis and Advocacy

### Accessibility Issues

The Working Group on Access (WGA) of the EOC was formed to advocate “barrier-free access” in Hong Kong. The following paragraphs highlight the key areas of work carried out by the WGA in conjunction with the Policy and Research Committee (PARC).

#### Physical Access

Members of PARC and WGA had a meeting with senior staff of the Mass Transit Railway Corporation in June 2012 to exchange views on the enhancement of barrier-free access in MTR stations, in particular the West Kowloon Terminus (Guangzhou-Shenzhen-Hong Kong Express Rail Link [Hong Kong Section] Terminus), as well as the Admiralty Station (South Island Line [East] project and the future Shatin to Central Link).

In August 2012, Members of PARC and WGA paid a site visit to Wo Che Plaza (managed by The Link) to inspect the accessibility facilities in the Plaza, and discussed with The Link’s senior staff on ways to further improve the accessibility facilities in public housing estates and shopping arcades.



平機會於2012年2月就《2011年建築物消防安全守則》(《消防守則》)向屋宇署署長提交意見書，表達平機會關注《消防守則》欠缺為殘疾人士提供火警時逃生途徑的相關細則。為了解決問題，屋宇署其後於2012年8月成立了「為殘疾人士提供火警逃生途徑工作小組」。應平機會和相關持份者的意見，屋宇署承諾把為殘疾人士提供火警逃生途徑的要求納入《消防守則》中。

### 無障礙資訊及通訊科技

平機會與政府資訊科技總監辦公室攜手舉辦「無障礙網頁嘉許計劃」，以推廣無障礙網頁。平機會委員葉少康先生是嘉許計劃諮詢委員會的聯席主席，另一位平機會委員陳嘉敏女士則為諮詢委員會委員。

是次嘉許計劃於2012年10月至2013年4月舉行，超過100間來自不同界別的機構參與其中，包括學術、銀行、醫療、公共交通及社會服務機構。經過一輪評估後，頒發了44個金獎和26個銀獎，以表彰不同企業和機構採用無障礙網頁的設計和功能。

## 融合教育推廣工作

為推廣融合教育，讓有特殊教育需要的學童享有平等學習機會，平機會於2012年11月22至24日參與了由教育局舉辦的「學與教博覽2012」，於香港會議展覽中心設置攤位。

With respect to the Code of Practice for Fire Safety in Buildings 2011 (Fire Code), a written submission was sent to the Director of Buildings in February 2012 to express the EOC's concerns that the Fire Code lacked relevant provisions on the means of escape for persons with disabilities in case of fire. Subsequently, the Buildings Department (BD) formed a "Working Group on the Provisions of Means of Escape for Persons with Disabilities in Case of Fire" in August 2012 to address the issue. In response to the advice of EOC and relevant stakeholders, the BD undertook to incorporate requirements for the provision of means of escape for persons with disabilities in the Fire Code.

### Accessibility in Information and Communication Technology

The EOC worked in collaboration with the Office of the Government Chief Information Officer to organise the Web Accessibility Recognition Scheme to promote web accessibility. EOC Member, Mr Nelson Yip, is the Co-Chairperson of the Advisory Committee of the Scheme (the Advisory Committee), and another EOC Member, Ms Carmen Chan, is a Member.

The Scheme was launched from October 2012 to April 2013, and over 100 organisations from different sectors, including academia, banks, hospitals, transport service operators and public services participated in the Scheme. After assessment, 44 gold and 26 silver awards were presented to various enterprises and organisations in recognition of their websites' accessible design and content.

## Promotion of Integrated Education

To promote integrated education and equal learning opportunities for students with special educational needs, the EOC hosted a booth in the "Learning and Teaching Expo 2012" organised by the Education Bureau (EDB) from 22 to 24 November 2012 at Hong Kong Convention and Exhibition Centre.



平機會公布《融合教育制度下殘疾學生的平等學習機會研究》(《融合教育研究》)的調查結果後，平機會委員於2012年12月18日與教育局高級官員會面，就推行融合教育政策時面對的挑戰和困難，和提倡融合教育的方法等方面交換意見。教育局原則上同意為校長及教師加強特殊教育培訓，並且舉辦公眾教育活動，提高市民對平等教育機會的認識。

2013年2月19日，平機會代表應邀出席立法會教育事務委員會融合教育小組委員會的會議，深入討論《融合教育研究》的主要結果和建議。

平機會於2013年3月7日與教育局合辦研討會，吸引超過400位持份者出席，包括政府官員、校長、教師、家長和非政府機構代表。

## 反性騷擾運動

為了在教育機構、商界和衛生界推廣防止性騷擾，政策及研究專責小組成立了反性騷擾運動工作小組。以下為反性騷擾運動工作小組的主要工作範疇：

- 平機會於2012年8月14日與婦女事務委員會合辦「防止性騷擾大學論壇」。
- 平機會聯同香港教育專業人員協會和香港教育工作者聯會進行《性騷擾：學界問卷調查》快速意見調查，於2013年3月向全港中小學及本地大專院校派發關於反性騷擾政策的問卷，共收到321份填妥的問卷，並於2013年4月25日的新聞發布會上公布問卷調查的主要結果。

After the release of the results of the Study on Equal Learning Opportunities for Students with Disabilities under the Integrated Education (IE) System, EOC Members met with senior officials of the EDB on 18 December 2012 to exchange views on the challenges and difficulties in relation to the implementation of the IE policy, and ways to promote IE. The EDB agreed in principle to enhance special education training for principals and teachers, and to organise public education programmes to increase public understanding of equal opportunities in education.

On 19 February 2013, the EOC's representative was invited to attend the meeting of the Legislative Council Panel on Education – Subcommittee on Integrated Education, during which the main findings and recommendations of the IE Study were thoroughly discussed.

EOC collaborated with the EDB to hold a seminar on 7 March 2013 to raise public awareness of the issues relating to IE and explore the way forward. Over 400 stakeholders, including government officials, principals, teachers, parents and NGOs' representatives, attended the seminar.

## Anti-Sexual Harassment Campaign

To promote the prevention of sexual harassment in educational institutions, business sector as well as health sector, a Working Group on Anti-Sexual Harassment Campaign (WGASH) was formed under the Policy and Research Committee. The following points highlight the key areas of work carried out by the WGASH:

- The Forum on Preventing Sexual Harassment in Universities, jointly organised by EOC and Women's Commission, was held on 14 August 2012.
- As part of the work of the WGASH, a "Sexual Harassment – Questionnaire Survey for Education Sector" was conducted in collaboration with Hong Kong Professional Teachers' Union and Hong Kong Federation of Education Workers. The questionnaires on sexual harassment policies were distributed to local primary and secondary schools as well as local tertiary institutions in March 2013. A total of 321 completed questionnaires were received. Major findings of the survey were released at a press conference held on 25 April 2013.

### 立法會事務委員會／ 小組委員會會議

過去一年，平機會代表應邀出席多個立法會事務委員會／小組委員會的會議，討論的題目包括：

- 改善舊建築物的無障礙通道
- 融合教育制度下殘疾學生的平等學習機會研究
- 精神健康政策及服務

就下列題目向國際組織提交意見書：

- 殘疾人權利公約
- 公民權利及政治權利國際公約

### 研究項目

#### 「性別定型及其對男性的影響」探索性研究

是項研究旨在讓公眾對「男人之苦」的課題，以及不同年齡層男士在家庭、工作和社會面對的掙扎和憂慮有更多認識。研究收集的資料來自340份調查問卷、10個焦點小組討論、九個單獨訪談和2011年舉行的兩次公開研討會。研究結果已於2012年5月10日公布。

### Legislative Council Panel/ Subcommittee Meetings

In 2012/13, representatives of the EOC were invited to attend a number of Legislative Council panel/subcommittee meetings covering a range of topics, including the following:

- Retrospective Improvement to the Built Environment
- Study on Equal Learning Opportunities for Students with Disabilities under the Integrated Education System
- Mental Health Policy and Service Programmes

Submissions were made to international bodies in relation to international instruments:

- Convention on the Rights of Persons with Disabilities
- International Covenant on Civil and Political Rights

### Research Projects

#### Exploratory Study on Gender Stereotyping and Its Impacts on Male Gender

The study aims to raise public awareness of the issue of “Men in Pain” and men’s struggles and concerns in the family, workplace and society with respect to various age groups. The data were based on 340 questionnaires, 10 focus group discussion sessions, nine individual interviews and two open seminars conducted in 2011. Survey findings were released to the public on 10 May 2012.



研究結果顯示，所有受訪男士皆受傳統性別規範影響，自覺有必要滿足社會和文化中理想的男性行為規範。大部分受訪者仍然認為男士應比女伴成功。另外，家務和育兒等也對男士造成壓力。這些責任尤對雙職的基層家庭帶來困難，原因是他們缺乏資源，難以聘請他人協助。而由於男士的支援網絡較小，大部份男士有情緒問題或遇上家庭危機時，往往不願意、也羞於尋求協助，令問題雪上加霜。研究建議在制定社會政策時，應考慮到性別差異，同時應引入家庭友善政策如侍產假，以鼓勵男性更能投入家庭生活。

The findings reveal that all the men interviewed are influenced by traditional gender norms, and they feel that they have to fulfil the normative ideal of male behaviour according to the society and culture. Most respondents still think that it is essential for men to be more successful than their female partners. In addition, family constitutes another source of pressure for men with relation to the burdens of household chores and child care. These responsibilities become a hardship, especially for working-class, dual-income families who lack the resources to employ external help. To make matters worse, most men are reluctant and ashamed to seek help when they face emotional problems or family crisis, because they have fewer networks for support. It is recommended that gender differences should be taken into account in the development of social policies. Family-friendly labour policies, such as paternity leave, should be introduced to encourage men's participation in family.

### 融合教育制度下殘疾學生的平等學習機會研究

### Study on Equal Learning Opportunities for Students with Disabilities under the Integrated Education System

是項研究旨在評估殘疾學生在融合教育制度下的學習成效，以便提升融合教育計劃。平機會於2010-2011年進行調查研究，以量化問卷調查訪問了230間學校共5,136位受訪者；另外又進行質性個案研究，與20間學校的475位持份者進行訪談。平機會於2012年11月22日公布調查結果。

The study aims to evaluate the effectiveness of the implementation of integrated education/inclusive education (IE) for students with disabilities in a bid for its further advancement. The fieldwork, which was undertaken in 2010-2011, consisted of a quantitative questionnaire survey with 5,136 respondents from 230 schools, and qualitative case studies that featured interviews with 475 stakeholders from 20 schools. Survey findings were released to the public on 22 November 2012.

研究結果顯示，現時融合教育制度遠遠未如理想，主要由於資源、培訓和支援不足。有些學校未達到有一成老師接受特殊教育培訓的政策要求。接近四成受訪教職員(教師為甚)對融合教育欠缺知識。平機會提出多項建議，包括及早識別有特殊教育需要學生；增撥資源、人手和增加員工培訓；訂立反欺凌政策；促進公眾對於融合教育政策的認識。

The findings show that the present IE system is far from satisfactory, and the underlying problems are mainly inadequate resources, training and support. Some schools do not meet the policy requirement of having 10% of teachers with special education training. Nearly 40% of the interviewed teaching staff (particularly teachers) lack knowledge about inclusive education. The EOC subsequently proposed some recommendations, including early identification of students with special educational needs; increasing resources, manpower and staff training; adopting an anti-bullying policy; and promoting public awareness on the IE policy.

### 平等機會意識公眾意見調查2012

### Equal Opportunities Awareness Survey 2012

是項調查旨在估量公眾對平等機會概念和平機會消除歧視工作的看法，以及評估平機會服務的成效。調查分別以電話訪問和自填問卷方式，訪問了一共1,504名市民和341位平機會服務使用者。平機會於2013年1月17日公布調查結果。

The survey aimed at gauging public perception towards the concepts of equal opportunity, views on the EOC's work against discrimination, and the effectiveness of the EOC's services. A total of 1,504 respondents from the general public and 341 EOC's service users were enumerated by telephone interviews and self-administered questionnaires respectively. Survey findings were released to the public on 17 January 2013.

市民大致上對平機會的表現持正面態度，在1至最高10的級別上，平均得分為6.33。有6%的受訪者表示過去一年曾受歧視、騷擾或中傷，其中有38%的經歷與年齡有關、22%與性別有關。根據調查結果，平機會將定期與本地相關機構聯絡，透過公開對話和有效溝通，主動與持份者接觸，以便他們掌握主要歧視課題的最新情況。為促進市民對平等機會的認識，平機會將透過不同途徑加強公眾教育和宣傳工作，並不斷尋找新途徑接觸市民。

### 學生對性的態度及對性騷擾的看法之研究

是項研究旨在探討學生對性騷擾的認識程度和受到性騷擾時的反應，以及對援交、婚前性行為及少女懷孕等問題的看法。問卷調查於2011年5月至11月進行，共發出5,902份調查問卷，訪問了中、小學和大專院校的學生。另舉行了16場焦點小組討論，有131名學生、教職員、校長和家長參與。平機會於2013年3月5日向公眾公布調查結果。

研究顯示，半數受訪學生曾受過不同形式的性騷擾。當中有97%的受害者表示性騷擾者為他們的「男／女朋友」(在未得到同意下作出涉及性的行徑)；有21%為同學；14%為朋友。遇上性騷擾時，超過一半學生選擇「保持沉默」(58%)。調查發現，無論女同學還是男同學，他們被性騷擾時，心理和情緒均會受影響。受訪者表示，他們感到憤怒(40%)、害怕(38%)或難以與其他人和諧交往(36%)。研究建議教育界制定清晰且全面的反性騷擾政策，確立有效的執行機制，以防止性騷擾。有效的性騷擾政策能減少傷害，也可免除法律責任。

In general, members of the public were positive on the performance of the EOC, with a mean score of 6.33 on a scale of 1–10. Six percent of the general public claimed that they had experienced discrimination, harassment or vilification in the past year. Among these experiences, 38% were related to age and 22% were related to sex. Based on the findings, the EOC will regularly liaise with local relevant organisations and proactively engage stakeholders through open dialogue and effective communication to keep them abreast of concerns on key discrimination issues. To enhance public awareness of equal opportunities, the EOC will strengthen its work on public education and promotion through different channels and constantly look for new ways to reach the public.

### Study on Students' Sexual Attitudes and Views on Sexual Harassment

The study aims to explore students' awareness with respect to sexual harassment and their responses when they encounter sexual harassment, as well as their attitudes on issues such as compensated dating, premarital sex and teenage pregnancy. The survey was undertaken from May to November 2011. It was based on 5,902 questionnaires involving students of primary and secondary schools and tertiary institutions, 16 focus group discussion sessions involving 131 students, teaching staff, principals and parents. Survey findings were released to the public on 5 March 2013.

The study revealed that 50% of the interviewed students had experienced various forms of sexual harassment. Among them, 97% of the victims expressed that the harassers were their "boy/girl friends" (referring to non-consensual conduct of a sexual nature), 21% were classmates and 14% were friends. On encountering sexual harassment, over half of the students chose to "keep silent" (58%). It was found that when being sexually harassed, both female and male students were affected psychologically and emotionally. The respondents indicated that they felt angry (40%), scared (38%) and could not relate well to others (36%). It is recommended that educators can prevent many cases of sexual harassment by having a clear and comprehensive anti-sexual harassment policy and an effective implementation mechanism in place. An effective sexual harassment policy can limit harm and reduce liability.



## 分享會

平機會就一些影響整體社會政策的重要議題舉辦分享會，收集市民意見。

### 「香港男士的困境與出路」分享會

平機會於2012年8月25日舉行「香港男士的困境與出路」分享會，主要討論男士現今面對的困難，並就如何為男士充權交換意見。各參加者分享了對男性在財政、健康、婚姻和家庭角色等方面所遇到的困難。專題討論成員提出解決問題的策略，包括為男性提供更多「僱員再培訓」服務；加強為離婚男性而設的社會服務，以幫助他們面對精神壓力、房屋需求和關係破裂等問題；設立男士求助熱線；以及增設支援服務，以滿足父親照顧子女及工作生活平衡的需要。

## Sharing Session

The EOC organises sharing session regularly in order to gauge public views on territory-wide important issues that have policy implications.

### Sharing Session on Hong Kong Men's Plight and Way Out

The EOC organised the Sharing Session on Hong Kong Men's Plight and Way Out on 25 August 2012, focusing on the hardships faced by men nowadays, and exchanged views on how to empower them. The participants shared their views on men's hardships in matters related to finance, health, marriage and family role. The panellists proposed strategies to address men's problems, which included enhancing employee retraining services for men; strengthening social services for divorced men to cope with mental stress, housing needs and breakdown of relationships; setting up a special helpline for men; and enhancing supportive services for fathers to meet their needs in parenting and work-life balance.

