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EQUAL OPPORTUNITIES COMMISSION

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主席的話
Message from the Chairperson

2015年過得真快，自上一期半年刊出版至今，平機會的工作已取得新進展。今年對平機會來說，是別具意義的一年，因為正是香港第一條反歧視法例《性別歧視條例》通過二十周年，而平機會就是根據該條例於1996年成立。

在這二十年間，香港在平權發展方面出現了很大變化。新的反歧視法例陸續制定，保障我們在不同範疇免受歧視；新的對話渠道也開闢了，讓市民公開討論更多關於多元共融的議題。

在今期的不同篇章，我們會介紹平機會一些主要工作的最新進度，以及未來數月的發展。當中包括兩份即將發表的重要報告：其一是「有關立法禁止性傾向、性別認同及雙性人身份歧視的可行性研究」報告，此報告將全面探討性小眾在公共生活多個領域所面對的歧視情況；另一份是「歧視條例檢討」報告，有關報告將闡述公眾諮詢的結果及平機會準備提交予政府的法律改革建議。我們相信，這些報告能為社會提供良好基礎進行討論，促進平等機會的未來發展。

我們今期也邀請到平機會首任主席兼現任香港中文大學副校長張妙清教授，與我們分享她對促進性別平等的看法。張教授一直是香港爭取平權的先驅，對推動兩性平等及弱勢社群的平等機會不遺餘力。

藉著張教授以及不少男男女女同路人的共同努力，我們才能不斷進步，邁向更公平的社會。平機會很感謝這些人士，包括委員會過往及今年5月新上任的委員，他們都是帶動社會進步的先鋒及倡導者，憑著毅力及遠大目光，為我們開拓平等的道路，我們期盼後繼之士絡繹不斷。

誠言，我們社會的平等機會觀念正與日俱增，我們必須努力、攜手勇往直前，建立真正共融的社會。展望2016年，是平機會成立二十周年，我衷心感謝大家多年來與我們合作，共同推展平等機會。我與平機會的委員及同事，期望與你繼續這追求平等的旅程。

平等機會委員會主席
周一嶽

Already 2015 is flying quickly by, and much has been in motion since our last issue. It is worth noting that this is a special year for the EOC, as it marks two decades since the passage of the Sex Discrimination Ordinance (SDO), our city's first specific anti-discrimination law, which also established the Commission in 1996.

In the 20 years since the SDO was passed, the equal opportunities landscape of our city has changed dramatically. New laws have been instituted to safeguard our rights against non-discrimination. New avenues for dialogues have opened up, with new topics relating to diversity and inclusion emerging in public discussions and consciousness.

In the following pages, you will be able to learn about some of our initiatives on this front so far this year, and what we are looking towards for the upcoming months. These include the release of two important reports: the Feasibility Study on Legislating against Discrimination on the Grounds of Sexual Orientation, Gender Identity and Intersex Status, which will look comprehensively at the issue in a number of areas of public life; as well as the report on the public submissions on the Discrimination Law Review and the subsequent findings and recommendations we plan to make to the Government. We believe that their publication will help provide a strong foundation to shape the public conversation and further the frontiers of equal opportunities in the years to come.

You will also, in this issue, hear from the Commission's first Chairperson and current Pro-Vice-Chancellor/Vice-President of The Chinese University of Hong Kong, Professor Fanny M. CHEUNG, who has shared her insights and thoughts on the progress of gender equality here. Professor Cheung continues to be both a trailblazer, as well as a passionate advocate for gender equality and equal opportunities for disadvantaged groups here in our city.

It is through the individual and collective efforts of Professor Cheung and others like her, both male and female, that we can continue to make progress towards our goal of fostering a fairer society for all. The Commission is grateful that so many thought leaders and role models, including our ex-Members and new Members who came on board in May 2015, have already come to the fore; more will continue to be needed.

The momentum is building, and we must work together to carry this onwards. As we look ahead to the 20th anniversary of the establishment of the Commission in 2016, I express my heartfelt thanks to you for working with us over the years to broaden equal opportunities for all. On behalf of the EOC, I look forward to continuing the equality-seeking journey with you.

York Y. N. CHOW
Chairperson
Equal Opportunities Commission

平機會向立法會講述最新工作進度

平機會主席周一嶽醫生於2015年7月20日與平機會代表一起出席立法會政制事務委員會(委員會)會議，向議員講述平機會策略性優先工作領域的工作進度。

這是平機會為持續向立法機關和公眾交代工作，和提升透明度的舉措。事實上，平機會於2014年4月和2015年3月已分別向委員會介紹其工作計劃和歧視條例檢討的進度。

周醫生在會議上表示，平機會在以下策略性優先工作項目取得長足進展，分別是：

(i) 檢討反歧視條例

(ii) 研究立法保障性小眾(同性戀、雙性戀、跨性別人士、雙性人等)免受性傾向、性別認同及因雙性人身份而引致的歧視

(iii) 促進少數族裔的教育與就業機會

(iv) 關注有特殊教育需要學生的融合教育及其對就業機會的影響

(v) 更新及統一政府執行職能時對「殘疾」採用的定義

(vi) 推行反性騷擾運動

在歧視條例檢討方面，平機會正分析和記錄去年公眾諮詢期內收到的約130,000份公眾意見書，同時進行定量和定質分析，預期報告可於2015年稍後時間就緒。與此同時，平機會計劃於2015年底／2016年初向政府提交一份有關法律改革建議的意見書。

至於保障性小眾免受性傾向和性別認同歧視方面，平機會於2014年5月委託香港中文大學香港亞太研究所性別研究中心進行「立法禁止性傾向、性別認同和雙性人身份歧視的可行性研究」。待研究小組稍後完成草擬報告及平機會管治委員會通過後，平機會大約會在2015年第3季作出公布。

除了這兩項主要項目外，議員備悉平機會已加緊推廣少數族裔的平等教育與就業機會。在得到政府撥款資助下，平機會於2014年成立了少數族裔事務組。這個組別將透過政策倡議、培訓和外展工作，致力協助解決少數族裔的特殊需要和困難。

例如，平機會於2015年7月6日與香港銀行公會和香港銀行學會攜手，首次為銀行職員舉辦名為「與法定機構專員對話：公平待客之道 — 平等機會委員會分享會」的研討會，共同探討少數族裔人士在獲取銀行服務方面遭遇的困難。研討會反應熱烈，吸引了超過180位前線和後勤員工參加。講者向與會者介紹《公平待客約章》的原則和反歧視條例，也研究了一些少數族裔開立銀行戶口時的真實個案。

同樣地，平機會以多管齊下的方式，處理有特殊教育需要學生和殘疾學生面對的困難。對於平機會的倡議，政府推出了一連串有關改善特殊教育的措施，以及增加資源與人手，以便及早識別出有特殊教育需要的學生，並為學生與家長提供更好的支援。平機會將繼續密切監察這些措施的成效，同時會繼續進行倡議和公眾教育的工作。

至於殘疾人士方面，平機會再次促請政府將在態度上和環境上窒礙殘疾人士參與社會的障礙列入考慮因素，從而把「殘疾」的定義擴大和統一；平機會亦提倡讓殘疾人士有更大的就業機會，以及建設一個通達無障礙環境。

周醫生除了闡述平機會的工作外，他又強調需要掌握社會最新趨勢，正視社會需要不斷改變的重要性。「隨著香港社會的發展愈趨複雜，市民對平等公義的渴求亦愈趨強烈，對平機會的期望及要求亦日高。」周醫生說：「面對社會的變遷，平機會必須審時度勢，與時並進。雖然平機會的法定職能是處理性別、殘疾、家庭崗位及種族四條歧視法例下的投訴，但我們不能對社會上其他歧視問題就視而不見，即使我們沒有法定權力來處理，平機會亦有需要透過倡議，為弱勢發聲，並透過研究指出社會上的不公平現象，從而喚起市民大眾的關注，正視問題，這對建立一個真正共融、互相尊重，人人平等的社會，至為重要。」

周醫生又向議員簡略介紹平機會進行的組織架構檢討，以及作出改動的背後原委。這次架構改動包括重設營運總裁一職。周醫生說：「這些改動將加強機構的行政領導和管治，有利更完善地分工和權力制衡，而各科別也會協調得更好，致令平機會在未來日子能更有效率和更適切地服務市民。」

周醫生總結發言時，籲請議員、政府和社會人士支持平機會的工作，致力打擊歧視，把平等機會納入社會的主流價值。

如欲詳細閱覽平機會策略性優先工作領域和周一嶽醫生在立法會政制事務委員會的發言，請瀏覽平機會網站www.eoc.org.hk。

平機會歡迎新委員
The EOC Welcomes New Members

香港特別行政區行政長官於2015年5月委任了6名人士，成為平機會委員，他們分別為：陳智健先生、蔡玉萍教授、羅君美女士、梁頌恩女士、羅乃萱女士及余翠怡小姐。

此外，行政長官亦再度委任10名現任委員，他們分別為：趙麗娟女士、周浩鼎先生、孔美琪博士、李翠莎博士、李國麟教授、黎雅明先生、金志文先生、周素媚女士、曾潔雯博士及葉少康先生。

平機會歡迎各新任及連任委員，他們來自不同背景及專業領域，具備豐富的公共服務經驗，他們定能協助推進平機會的工作，以回應社會對平等機會的訴求。平機會亦對6位離任委員，包括：蔡杏時女士、雷添良先生、伍穎梅女士、謝偉俊議員、謝永齡博士及黃嘉玲女士，表達謝意，感謝他們多年來給予平機會非常寶貴的支持和指導。

In May 2015, the Chief Executive of the Hong Kong Special Administrative Region appointed 6 new Members to the EOC. They are: Mr. Ivan CHAN Chi-kin, Prof. Susanne CHOI Yuk-ping, Ms Elizabeth LAW, Ms Juan LEUNG Chung-yan, Ms Shirley Marie Therese LOO and Miss YU Chui-yee.

The Chief Executive also re-appointed 10 existing Members of the Commission. They are: Ms Susanna CHIU Lai-kuen, Mr. Holden CHOW Ho-ding, Dr. Maggie KOONG May-kay, Dr. Trisha LEAHY, Prof. Joseph LEE Kok-long, Mr. Amirali Bakirali NASIR, Mr. Zaman Minhas QAMAR, Ms Su-mei THOMPSON, Dr. Sandra TSANG Kit-man and Mr. Nelson YIP Siu-hong.

The EOC welcomes the new and re-appointed Members. With a diverse range of backgrounds and expertise, and extensive experience in public service, they will guide the Commission ahead to build a pluralistic and inclusive society free of discrimination, and respond to the needs of the society. The EOC is also grateful to the 6 outgoing Members, namely Ms CHOI Hing-shi, Mr. Tim LUI Tim-leung, Ms Winnie NG Wing-mui, Mr. Paul TSE Wai-chun, Dr. John TSE Wing-ling and Ms Garling WONG Ka-ling, for their important contributions, their immense efforts and valuable advice in the past years.

EOC Briefs Legislative Council on Latest Work Progress

On 20 July 2015, the EOC Chairperson Dr. York CHOW, along with representatives from the Commission, attended the meeting of the Legislative Council Panel on Constitutional Affairs, and updated Members on the latest progress of the Commission's strategic priority work areas.

This briefing followed the EOC's presentation of its work plan and progress of the Discrimination Law Review (DLR) to the Panel in April 2014 and March 2015 respectively, and was part of the EOC's continuous effort to enhance its accountability and transparency to the legislature and general public.

Speaking at the meeting, Dr. Chow said that much progress had been achieved in various priority work areas of the EOC, namely:

(i) Discrimination Law Review;

(ii) Legal Protection for Sexual Minorities (lesbian, gay, bisexual, transgender and intersex, or LGBTI persons) from Discrimination on the Basis of Sexual Orientation, Gender Identity and/or Intersex Status;

(iii) Education and Employment Opportunities for Ethnic Minorities;

(iv) Integrated Education for Students with Special Educational Needs (SEN) and its Implication on Employment Opportunities;

(v) Adopting an Updated and Unified Definition of Disability in the Performance of Government Functions; and

(vi) Anti-Sexual Harassment Campaign in the Community.

On the Discrimination Law Review, the EOC is in the process of analysing and recording the 130,000 public submissions received during the consultation period last year. It is expected that a draft report, which provides a quantitative and qualitative analysis of the responses, will be ready in the latter part of 2015. Simultaneously, the EOC plans to make a submission to the Government outlining the Commission's recommendations on the law reform proposals by end of 2015/early 2016.

On the legal protection for sexual minorities from discrimination based on the grounds of sexual orientation, gender identity and intersex status, the EOC commissioned the Gender Research Centre of the Hong Kong Institute of Asia-Pacific Studies at The Chinese University of Hong Kong to conduct a "Feasibility Study of Legislating against Discrimination on the Grounds of Sexual Orientation, Gender Identity and Intersex Status" in May 2014. The EOC will release the study report in the third quarter of 2015, after the research team has completed the report, and the EOC Board has endorsed it.

Aside from these two major projects, Members noted that the EOC has stepped up its efforts to promote the equal educational and employment opportunities of ethnic minorities. With funding from the Government, the EOC set up a Multi-Ethnic Unit in 2014. This Unit is dedicated to addressing the specific needs and difficulties of ethnic minorities through policy advocacy, training and outreach.

For example, in response to feedback that some ethnic minorities experienced difficulty in accessing banking services, the EOC joined hands with The Hong Kong Association of Banks and The Hong Kong Institute of Bankers on a first-ever seminar for banking staff on 6 July 2015. Entitled "Commissioners Dialogue – Treat Customers Fairly – Sharing from Equal Opportunities Commission", the seminar drew extensive attendance of over 180 bank staff from both front and backend offices, as they heard about the principles of the Treat Customers Fairly Charter and anti-discrimination ordinances, as well as cases of ethnic minorities' experiences in opening bank accounts.

Similarly, the EOC is adopting a multi-pronged approach to address the barriers faced by students with special educational needs (SEN) and/or disabilities. The Government has responded to the EOC's advocacy by introducing a series of measures and increasing the resources and manpower for special education, with a view to facilitating early identification of students with SEN and providing better support to both students and parents. The EOC will keep a close watch on the effectiveness of these measures while continuing its advocacy and public education efforts.

As for the difficulties encountered by persons with disabilities (PWDs), the EOC is once again urging the Government to broaden and standardise the definition of "disability" for its services by taking into account attitudinal and environmental barriers that hinder PWDs from participating in society, and will continue to advocate for greater employment opportunities and accessibility for PWDs.

While elaborating on the work of the EOC, Dr. Chow emphasised the importance for the Commission to keep up with the latest social trends and address the changing needs of the society. "As our society evolves and progresses, people are having stronger aspirations for equality and justice, and in turn greater expectations of the EOC to address areas of unfair discrimination," Dr. Chow remarked. "It is therefore important for the EOC to diligently monitor major issues relating to equal opportunities, even though they may be beyond our existing mandate under the four pieces of anti-discrimination legislation. We firmly believe there is a need for the EOC to examine, to speak out and enhance the community's understanding of other areas of unfair discrimination through research and advocacy work, which is indeed crucial for building a truly inclusive society with equal rights for all."

Dr. Chow also briefed Members on the structural review conducted by the EOC and the rationale behind the changes, including the reinstatement of the Chief Operating Officer post. "These changes will strengthen the organisation's executive leadership and governance. They will facilitate better delineation of duties and balance of power, as well as greater synergy between divisions, so that the Commission can perform even more effectively and efficiently in the days ahead."

In closing, Dr. Chow called on the support of the legislators, the Government and the community members, as the Commission strives to combat discrimination and mainstream the values of equal opportunities in the society.

For details about the EOC's strategic priority work areas and the remarks made by Dr. York CHOW at the meeting of the Legislative Council Panel on Constitutional Affairs, please visit the EOC website www.eoc.org.hk.

國際消除種族歧視日2015

「...歧視是由於看到其他人與別不同，本來有不同應是強項，集合不同是力量的泉源，但往往變成了我們的弱項，因我們對不同的東西都恐懼，有不同看待，或造成歧視。所以在反歧視、消除歧視方面，我們不應該停下來，不應該只停留在法例的層次，我們應該要主動促進、擁抱文化多元和包容。」*—香港特別行政區運輸及房屋局局長張炳良教授, GBS, JP*

平機會於2015年3月14日與香港電台第二台攜手，並在明愛青少年及社區服務全力支持下，在鑽石山荷里活廣場舉辦慶祝「國際消除種族歧視日2015」公眾活動。聯合國將每年3月21日定為「國際消除種族歧視日」，今年已是平機會第三年與社區夥伴合作舉辦這項主要公眾教育活動，以慶祝「國際消除種族歧視日」。

今年的活動主題是「平等機會多元共融行動」，旨在彰顯香港種族多元的特色，和表揚香港少數族裔對本地發展所作的重大貢獻，以期打破大眾對少數族裔的定型觀念，鼓勵大眾多接觸社會上不同的族裔社群，主動認識他們的文化，增進溝通。

活動由主禮嘉賓香港特別行政區運輸及房屋局局長張炳良教授, GBS, JP主持開幕典禮。其他嘉賓包括勞工處處長唐智強先生, JP及醫院管理局聯網服務總監張偉麟醫生。此外，平機會主席周一嶽醫生, GBS, JP、香港電台副廣播處長(節目)戴健文先生和明愛社會工作服務部部長陳美潔女士則分別代表合辦機構和支持機構出席活動。

張炳良教授致辭時表示，香港作為一個東西交匯、多元文化的國際都會，應在促進種族共融及反歧視方面更為進取，以作一個開放城市的典範。他指當局有必要不時檢討所做的是否足夠。張教授重申，消除種族不平等不能單靠法律，只做到法例要求、不違反法例並不足夠。

周一嶽醫生與張炳良教授見解相同。周醫生在致辭時表示，2015年適逢「國際消除種族歧視日」頒布五十周年，正是香港反思消除種族歧視進展的好機會。他促請每位市民在生活中實踐種族平等。他說：「少數族裔都是我們社會一份子，是『香港人』。跟我們一樣，他們都希望有個安定、和平、互相尊重及公平的生活環境，與我們一起感受『香港是我家』的溫暖。我們每個人亦應珍惜在香港生活及發展的機會，並盡一分力，協助少數族裔們跨過障礙，融入本港生活，一起努力鞏固我們這個家園，實現種族平等的理想。」

除了嘉賓致辭外，當日還有不同活動介紹平等機會的概念、平機會工作、少數族裔在香港的歷史和他們對香港社會發展所作出的貢獻，讓公眾認識實踐種族平等的重要性，並慶祝香港的主要優勢之一：多元共融。

此外，香港浸會大學持續教育學院高級講師Theresa CUNANAN博士，和香港巴基斯坦學生會教育顧問Rizwan ULLAH博士，以少數族裔港人身份，與在場觀眾分享自己曾遭遇的種族歧視，並抒發他們對香港應以「多元共融」作為核心價值的看法。

除了文化表演和遊戲外，觀眾亦欣賞了藝人C AllStar、側田和陳明恩的歌唱表演。整個下午的活動共有超過200位參與者出席，他們當中包括總領事、政府決策局／部門代表、非政府組織代表、校長以及少數族裔社群領袖和倡導者。

觀眾對是次活動的評價非常正面，約九成回應了問卷的觀眾認同活動可以有效宣揚平等機會。平機會對結果感到十分滿意，在此多謝各界的支持，期待我們在明年的「國際消除種族歧視日2016」再見！

活動主題歌曲「少數」
The event theme song "Minorities"

少數

主唱：C AllStar
作曲：Edmond Tsang@阿房宮
填詞：黃偉文

你在某天　放逐到宇宙那邊
怪異眼光　圍住你似畫了圈
你問句天　路人避得那樣遠
哪有人願意　來站到你站那邊

何以　當你不普遍
人家　先覺得此人煩或厭
傲慢與偏見
人性中　生出了弱點

誰也在　這一生某段落　做過少數
誰都知　呼天不應　那種冷漠殘酷
誰一個　漂亮轉身之後　做了多數
又會　能待那　孤軍　更好

誰會為　天空海闊　回頭　後退一步
誰也在　千夫所指裡頭　捍衛着城堡
即使我　只得　少數
但我　還是會　不相信　定數

International Day for the Elimination of Racial Discrimination (IDERD) 2015

"Individual differences can be a source of strength for society as a whole, but often they become our weakness because we might fear something that is different or looks different from what we know. Therefore, the elimination of discrimination should not stop at the level of legislation, but should also include the initiative to promote and foster cultural diversity and acceptance." – *Professor the Hon Anthony CHEUNG Bing-leung, GBS, JP, Secretary for Transport & Housing, HKSAR*

On 14 March 2015, the Equal Opportunities Commission (EOC) and Radio Television Hong Kong (RTHK) Radio 2 jointly organised a public event in celebration of the International Day for the Elimination of Racial Discrimination (IDERD) 2015 at Plaza Hollywood, with support from Caritas Youth and Community Service.

Observed annually on 21 March, the IDERD event is one of the EOC's flagship public education initiatives, with this marking the third year that the Commission commemorated the day in collaboration with a community partner. The theme of this year's event, "We Are Hong Kong: Racial Equality in Action", was formulated to highlight Hong Kong's diverse population and the crucial contributions made to this city by the various communities who call Hong Kong their home. In doing so, the aim was to challenge stereotypes about ethnic minorities and encourage a more inclusive definition of what makes a 'Hongkonger'.

Officiating at the launch ceremony was the Guest of Honour, Professor the Hon Anthony CHEUNG Bing-leung, GBS, JP, Secretary for Transport & Housing, HKSAR. Also joining the ceremony were Mr. Donald TONG Chi-keung, JP, Commissioner for Labour and Dr. W.L. CHEUNG, Director (Cluster Services) of the Hospital Authority. Dr. York CHOW, GBS, JP, the Chairperson of the EOC; Mr. TAI Keen-man, Deputy Director of Broadcasting (Programme), RTHK; and Ms Maggie CHAN, Director, Caritas Social Work Services, Caritas Hong Kong represented the co-organisers and supporting organisation respectively in the ceremony.

During his keynote remarks, Professor Cheung observed that, as a multicultural world city, Hong Kong attaches great importance to the values of equality and inclusion. He expressed his hope that more ethnic minority perspectives can be integrated into policy-making. Professor Cheung also emphasised his stance that, in order to fight racial inequality, society should go beyond legal requirements and work towards changing mindsets.

Such outlooks were echoed in Dr. York Chow's speech, in which he noted that 2015 marked the 50th year since the proclamation of the IDERD – presenting an opportune time to reflect on the progress of eliminating racial discrimination in Hong Kong. He urged everyone to put racial equality into action in their own lives.

"We all can do our part. We can speak out against everyday stereotypes and injustice. We can ensure that our workplaces and schools are inclusive environments that allow each individual to fulfil their potential. We can set policies and practices which express our commitment to non-discrimination. And we can proactively reach out to learn, to listen, and to exchange ideas," explained Dr. Chow. "After all, whatever our ethnic background, all of us want the same things. We want to be treated fairly and with respect. We want to be valued for our individual contributions to society. And we want equal opportunities to pursue our dreams."

In addition to speeches, the afternoon featured various activities to introduce concepts of equal opportunity and heighten public awareness about the importance of putting racial equality into action. These included information exhibitions, open to the public, to introduce the EOC's work, highlight ethnic minorities' history in Hong Kong and their vital contributions to society's development, and celebrate our diversity as one of the city's key strengths.

Additionally, Dr. Theresa CUNANAN, Senior Lecturer at the College of International Education of Hong Kong Baptist University, and Dr. Rizwan ULLAH, Educational Advisor of the Pakistani Students Association, shared with the audience their experience with racial discrimination as ethnic minority Hongkongers and their views on why diversity should be embraced as a key part of Hong Kong's identity.

The audience also enjoyed musical performances from artistes, including C AllStar, Justin Lo, and Corinna Chamberlain, in addition to cultural performances and games designed to enhance understanding about the benefits of an inclusive society. The afternoon saw over 200 participants, including Consuls-General; representatives of Government bureaux and departments as well as non-governmental organisations; school principals; and ethnic minority community leaders and advocates.

The EOC is pleased that this initiative continues to receive very positive feedback from the audience, with nearly 90% of respondents agreeing that the event could help to promote equal opportunities. We thank you for your support, and look forward to seeing you at IDERD 2016!

為性小眾平權發聲

如何確保性小眾(同性戀者、雙性戀者、跨性別人士和雙性人)享有平等權利仍然是香港社會熱熾討論的話題。誠然，香港一直為社會上的小眾提供支援，例如為殘疾人士提供康復服務；又制訂了一系列反歧視條例，保障市民免受性別、家庭崗位、殘疾和種族歧視。儘管如此，香港目前尚未有具體法例保障不同性傾向、性別認同和雙性人身份的人士免受歧視。

平機會一直深深關注香港性小眾受到歧視和騷擾，認為有需要檢視現時反歧視條例未有為性小眾提供足夠和具體的保障。事實上，平機會倡議不同性傾向及性別認同人士，以至所有香港市民及旅客，都應該得到更廣泛的平等對待，不受歧視。

今年6月25日，美國聯邦最高法院裁定所有州份必須接納同性婚姻。這個歷史性的裁決將對世界各地引起迴響。雖然平機會在法律上並無權力處理婚姻問題，但我們的職責是消除歧視，推動多元共融、互相尊重及包容的社會。鑑於本地及國際間的發展，平機會認為香港作為一個歡迎世界各地人士的國際都市，實在不可迴避討論同性婚姻的問題，有關持份者需要就議題展開理性及富有建設性的討論，從而考慮香港的未來路向。

為了促進討論，平機會去年五月委託了香港中文大學香港亞太研究所性別研究中心進行「立法禁止性傾向、性別認同及雙性人身份歧視的可行性研究」。研究小組採用了混合方法進行研究，包括進行文獻審閱、與主要持份者進行焦點小組討論、於2014年舉辦了三場公開研討會、與法律專家進行深入訪問，以及大規模電話訪問，以收集有關性小眾群體及他們受歧視經歷的全面資料，並諮詢持份者和公眾對如何透過立法或／及其他措施改善歧視情況的意見。研究小組已經完成相關調查，並正著手撰寫研究報告，預料將於2015下半年就緒。

無疑，社會對性小眾的誤解依然嚴重，導致偏見和歧視性的待遇。最近，兩項獲得平等機會資助的研究項目便公布研究結果，分別是香港教育學院特殊教育與輔導學系進行的「同性／雙性戀及跨性別中學生的性別及性傾向歧視經歷」研究；和跨性別資源中心進行的「跨性別人士在保安部門遇到的性騷擾」研究。這些研究蒐集了性小眾在不同範疇所面對的騷擾與歧視，凸顯現時保障性小眾權利的不足之處。

平機會希望藉著「立法禁止性傾向、性別認同及雙性人身份歧視的可行性研究」的報告，讓公眾更全面瞭解有關問題，及讓社會能理性地規劃未來路向。平機會將把研究報告呈交政府，以便考慮透過立法、制定政策和其他方法處理有關問題。

平機會認為，即使現時未有具體的反歧視法例，仍有必要透過研究、倡議，提高市民對其他不公歧視的認識。除進行研究和倡議活動外，平機會將繼續透過社區活動，積極接觸持份者。平機會明白到促進平等需要公私營機構的合作，所以很榮幸成為首屆「香港職場同志共融指數」的支持機構。「香港職場同志共融指數」由社商賢匯編製，是評估機構的政策和措施能否為性小眾僱員創造共融工作間的基準。平機會主席周一嶽醫生在2015年5月15日的頒獎典禮上致辭時，重申平機會為性小眾爭取平等權利和機會。周醫生指出，頒獎典禮在「國際不再恐同日」的前夕舉行，就是要紀念和感謝那些協助創造更美好世界、令性小眾不受歧視的人。周醫生亦讚揚得獎者和得獎公司的勇氣和倡議。

周醫生呼籲不同行業和群體進行更多交流，特別強調商界在這方面的重要角色及其措施如何起到承先啟後作用。周醫生表示：「我們認為有需要展開跨界別合作，從政府到私營機構、從非政府組織到專業團體，擴大這些行動的正面影響，再接再厲。我們需要更多平台，以邀請不同行業領袖集思廣益，推動性小眾平權。為了香港的未來，不同界別需要分享知識，彼此學習。」

為了加深公眾對議題的了解，平機會將2014年舉辦的國際會議「性見共融國際研討會」的討論輯錄成會議結集，並上載於平機會網站(www.eoc.org.hk)供公眾參考。這為期兩天的國際會議是於2014年8月由平機會、歐洲聯盟駐香港及澳門辦事處及香港中文大學亞太研究所性別研究中心合辦。結集旨在扼要報告研討會四個專家小組從不同方面探討性小眾權利的討論重點、跟進工作及未來行動的建議等。平機會希望這份報告能激發更多討論，並讓更多人認識有關問題。

Speaking Out for Equal Rights of Sexual Minorities

The issue of ensuring equal rights for sexual minorities continues to be a topic of public interest in Hong Kong. Certainly, Hong Kong has a strong track record in supporting minorities, such as rehabilitation services for people with disabilities, as well as having a set of discrimination laws, providing protection from discrimination on the basis of gender, family status, disability and race. Despite this, we still do not have specific legal protection against discrimination on the basis of sexual orientation, gender identity, and intersex status (SOGI).

The EOC has been seriously concerned that sexual minorities in the city continue to be vulnerable to discrimination and harassment. The Commission believes that there is a need to review the lack of adequate and specific protection against discrimination faced by the lesbian, gay, bisexual, transgender and intersex (LGBTI) community under the existing discrimination ordinances. Indeed, the EOC has been advocating that persons of different sexual orientations and gender identity should enjoy as many equal opportunities as possible, as with all citizens and visitors in Hong Kong.

On 25 June 2015, the US Supreme Court ruled in a landmark decision that same-sex marriage is a legal right across the United States. The ruling is set to have repercussions for same-sex marriage and LGBTI rights across the world. Although the EOC has no power to handle marriage laws, the Commission is mandated to promote non-discrimination, inclusion, diversity and mutual respect in the society. In view of the developments locally and internationally, the EOC believes that Hong Kong, being an international city which welcomes people from all over the world, can no longer avoid the discussion on same-sex marriage. It is time for the relevant stakeholders to engage in rational and constructive dialogue on this issue and consider Hong Kong's path ahead.

In order to provide a solid and objective base for discussion, the EOC commissioned the Gender Research Centre (GRC) of the Hong Kong Institute of Asia-Pacific Studies at The Chinese University of Hong Kong (CUHK) to conduct the "Feasibility Study of Legislating against Discrimination on the Grounds of Sexual Orientation, Gender Identity and Intersex Status" in May 2014.

Employing mixed methodologies, including literature review, focus group meetings with key stakeholders, three public forums organised in 2014, in-depth interviews with legal experts, and large-scale phone surveys, the study is intended to gather comprehensive information about the LGBTI community and their experiences, and to solicit views from stakeholders and the general public on how such experiences of discrimination may be redressed through legislation and/or other means. The research team has already completed the relevant fieldwork and is now working on the study report, which is expected to be released in the second half of 2015.

Certainly, misunderstanding about LGBTI individuals remains prevalent in society, which can result in bias and discriminatory treatment. Recently, the findings of two EOC-funded research studies were published, namely the study on "Gender and Sexual-Orientation Harassment and Discrimination Experiences of LGBTQ Students in Secondary Schools" conducted by the Department of Special Education and Counselling at The Hong Kong Institute of Education, and the report on "Security Services in the Work with Trans People that would Lead to Sexual Harassment", conducted by the Transgender Resource Centre. These studies further highlighted the various types of harassment and discrimination faced by members of the LGBTI community in different fields, and the inadequacy of existing arrangements to protect the rights of sexual minorities.

The Commission is hopeful that the publication of the report of the Feasibility Study will be a key next step to deepening public understanding on this issue in a comprehensive manner, thus enabling the society to map out Hong Kong's approach in a rational manner. The EOC will present the report to the Government to facilitate its consideration of the appropriate legislative, policy and other steps for tackling the issue.

Even in the absence of specific anti-discrimination legislation, the EOC believes there is a need for us to examine, to speak out on, and to enhance the community's awareness of other areas of unfair discrimination. Other than research and advocacy, the EOC continues to play an active part in engaging stakeholders through community initiatives. Recognising that advancing equality requires public-private sector cooperation, the EOC was proud to be a supporting organisation to the first *Hong Kong LGBT Workplace Inclusion Index*, an initiative of Community Business to provide a benchmark on corporate policies and practices for creating inclusive workplaces for LGBT employees. At the Awards Ceremony held on 15 May 2015, Dr. York CHOW, the EOC Chairperson, gave the welcome remarks and reiterated the Commission's commitment to fighting for equal rights and opportunities for sexual minorities. Noting that the ceremony was held in the advent of the International Day against Homophobia and Transphobia (IDAHOT), a day to commemorate and thank all those who help create a better world free of discrimination against sexual minorities, he praised the award nominees, both individuals and organisations, for their courage and advocacy.

Highlighting the importance of the business sector and their progressive initiatives on this front, Dr. Chow also urged for greater exchanges across different industries and groups. "To keep the momentum going and widen the positive impact of these actions, we believe that there must be cross-sectoral collaboration – from the Government to the private sector, from non-governmental organisations to professional bodies. We need more platforms that bring together leaders from all sectors to exchange thoughts on collective action and push this issue forward. We also need to facilitate knowledge-sharing, across sectors and borders, so that we may learn from one another as Hong Kong looks at the way ahead," said Dr. Chow.

To facilitate community understanding, the EOC has published the conference report on the international symposium, "Working Together for an Inclusive Society: LGBTI Rights in Comparative Perspective", which is available from the EOC website (www.eoc.org.hk). The two-day event, held in August 2014, was a joint initiative between the EOC, the European Union Office to Hong Kong and Macao, and the GRC. The report aims to summarise the presentations and key discussion points from each of the symposium's four expert panels, which looked at various aspects of LGBTI rights. The report also notes ideas for follow-up and next steps. It is the EOC's hope that the report can stimulate more dialogue and expand the reach of the knowledge gained during this event to a wider audience.

性別平等在香港的進程

《性別歧視條例》於1995年通過，至今已有二十年。它是香港第一條反歧視條例，為反歧視的工作奠定基礎；平等機會委員會(平機會)也是根據這條例於翌年成立。現時反歧視條例除了禁止性別、婚姻狀況及懷孕歧視外，亦涵蓋殘疾、家庭崗位及種族等方面。

在過去廿年，香港在提倡性別平等上有長足進展。然而，我們實際上走了多遠？現在又應何去何從呢？我們訪問了平機會首任主席，現為香港中文大學副校長的張妙清教授，討論有關問題。

平：平機會　　張：張妙清教授

立法初期

平：《性別歧視條例》於1996年生效，而聯合國《消除對婦女一切形式歧視公約》的適用地區亦於同年擴展到香港。你認為過去二十年，香港性別平等的進程如何？下一步又應怎樣做？

張：現今公眾對平等機會及反歧視的意識已提高，並認識到有關措施的重要性。例如註明性別要求的招聘廣告，以往佔了報紙廣告版面的三分一，現在已不見蹤影。另外，女性有更多機會投身以往不聘用女性的職位及行業，她們受聘和擔任管理／專業職位的比率都上升。

然而，晉身高層領導職位的女性始終不多，對性別的潛在偏見及性別定型觀念仍然普遍。要達至性別平等，兩性必須有平等的伙伴關係，並攜手改變社會對公共及個人生活中兩性角色的規範。

平：**作為平機會首任主席，身負消除歧視的使命，你當初在推廣性別平等時遇上甚麼挑戰？**

張：平等機會在九十年代的香港是個嶄新概念，由於當時大眾對它認識不多，又憂慮法例會帶來的反響，因此普遍都抱有懷疑態度，甚至抗拒它。

公眾常把性別平等理解為要將男性等同女性，基於此，有人指出男性與女性本來就不一樣，故此不應視為相同。基本上，平等機會是指以相同方式對待所有人；但若起步條件不一樣，便有需要給予有關人士不同或特別對待，以確保每個人都能有公平競爭的環境。「不分性別的性別盲點」(gender-blind)和「顧及性別需要」(gender-sensitive)之間的微妙差別並不容易理解。

有些男性覺得平機會只幫助女性。他們認為女性已很成功，甚至已超越或蓋過了男性，並列舉政府內一些位居要職的女性為例，他們覺得香港沒有需要推行新的平權措施。

僱主都擔心條例會為機構帶來衝突，引致更多勞資糾紛及訴訟，增加營運成本；他們亦擔心人力資源部門的員工欠缺處理法例要求的經驗。

另一方面，人權倡議者及傳媒都不大認識平機會的法定角色及處理歧視投訴的民事程序；他們期望平機會作為執法者，揪出犯法者作懲處。面對這些挑戰，平機會實行多管齊下的策略，透過宣傳、教育及培訓，推廣平等機會概念、良好管理常規和平機會的工作。

平： **平機會於1998年開展「香港中學學位分配辦法正式調查」，又於2001年就政府的相關政策進行司法覆核，以至該制度其後需要作出改變。時至今日，仍有人批評平機會的做法造成逆向歧視，令男生難以擠身第一組別學校。你又如何看平機會當年的行動？**

張： 此案清楚帶出，一些未有深思根本問題而訂立的措施，縱使出發點是好的，仍會構成違法歧視。當年，一般人認為男生較女生遲熟，因此需以不同標準及配額分配中學學位，以協助男生從後趕上。但這些信念已經過時；當局未考慮到男生在學能測驗公開試中平均分較高，而女生則在校內評核的平均分數較高的情況。近期科學研究已清楚顯示，男女生在認知能力上的性別差異較個人差異為少。但很可惜，男生智能較遲發展這種想法在不少人中（包括部份教育人員）仍是牢不可破。

隨著中學學位分配辦法的改變，當局應對小學的教學法及評核方法作出全面檢討。例如，評核方法是否可以不局限於三個科目的校內成績，而採用更廣泛的智能評核。小學加入更多以活動為本的教學方法，不單能提升男女生的學習動力，也對學習有所裨益。我們應放眼未來，考慮小學生的教育需要和應具備的能力，制定最適合的教學及評核方法。

雖然平機會的行動確立了存在歧視的事實，但解決歧視問題不能單靠法律訴訟。停留在爭論男生是否處於劣勢，並無助找出解決教育問題的方案。

現況

平： **有人認為，雖然今時今日很少人會公然歧視女性，但性別不平等（如兩性收入差距及女性擔任董事的人數鳳毛麟角）和性別定型在香港依然普遍。這種看法真確嗎？我們可如何消除性別不平等？**

張： 法律可以阻嚇公然的歧視行為及做法，但我們需要知道問題在哪裡，透過持續的教育及推廣活動糾正根深蒂固的定型偏見，採取顧及性別需要的措施，為兩性提供公平競爭的平台，以消除障礙。故此平機會一開始便奉行全面和綜合的做法，在執行反歧視法例的同時，也進行研究、培訓和公眾教育等工作。

平： **與過去相比，年青一代處身充滿「情色」資訊的環境，來自廣告、電影、電視、電動遊戲以至社交媒體的資訊加強了性別定型的觀念，導致女性被視為玩物和扭曲的體型審美標準。你認為社會對媒體帶來性別不平等影響的關注是否足夠？**

張： 媒體在灌輸性別觀念及價值觀方面有巨大影響力，社交媒體日益普及，會進一步加深其影響。平機會可與媒體營運者及專業人士聯手推廣性別平等，並協助年青人辨識摻雜性別價值觀的資訊。

平： **香港素以開明國際都會聞名於世，然而中國傳統仍盤踞我們生活的各方面。傳統思想認為「女主內」，女性作為主婦、母親和照顧者的角色仍然根深蒂固，這想法並未隨著女性也負擔生計而改變。你認為傳統文化價值對社會的觀念，以及對女性的工作與家庭角色有多大影響？我們的社會是否文化滯後？**

張： 社會價值觀和態度往往追不上法律及政策改革，出現文化滯後是常見事情。要推動公眾在態度上作出改變，我們需要提出未來憧憬。例如，二十世紀被喻為婦女解放的世紀，我們亦見證女性在許多範疇有更好的進展。與她們的祖母不一樣，現代女性已愈來愈多同時兼顧工作與家庭。現在我們應檢視現代男性相對於女性的互補角色，鼓勵男性一起分擔更重家庭角色，與女性建立真正的伙伴關係，令他們的生活更美滿。廿一世紀應為男性解放的世紀。

平： **特區政府已引入多項促進性別平等主流化的措施，如把委任諮詢及法定機構的女性比率由30%提升至35%。你認為這些措施是否有效及／或足夠？**

張： 制訂目標只是促進性別平等主流化的一種方法，但不一定能確保性別平等。我們需要改變高層領導人員的思維和機構文化，以便政策與措施更能顧及不同性別的需要。要達致性別平等的結果，制定政策措施時可能要特別為某性別作出考慮，並且為該性別制定符合他們需要的措施，而不一定是一律看待。然而，機構作出決策時多聆聽女性的不同聲音，有助機構瞭解推廣性別平等的深層複雜性。

平： **本地私營機構甚少採用彈性上班時間、兼職工作及居家工作等措施以挽留已為人母的婦女。你認為政府應帶頭做好榜樣嗎？**

張： 這情況與反歧視條例剛生效時相似，當時很多僱主對是否需要這些法例及做法有所懷疑，亦擔憂會增加營運成本。《性別歧視條例》已經實施二十年，普遍認為反歧視政策是良好管理常規。因此，政府及大企業應樹立典範，帶頭實施家庭友善政策，以證明這些政策及做法令機構及員工同樣受益。

展望未來

平： **香港正面對人口老化問題。你認為會對女性帶來甚麼影響？會進一步加劇性別不平等現象嗎（如：女性需要照顧年邁親人）？**

張： 倘若沒有充足的家庭支援，又不改變女性是家中主要照料者的定型觀念，那麼照顧長者的責任勢必落在婦女身上，就如照顧子女的責任一樣。女性要兼顧家庭與工作，將會面對更多限制。

平： **展望將來，你認為香港有潛力成為區內共融多元及性別平等的典範嗎？我們要怎樣做才可達致這目標？**

張： 平機會及婦女事務委員會都是本港推廣性別平等的中流砥柱。現有的法例、實務守則、公眾教育及培訓教材都是有用的資源及參考材料。我們可與鄰近國家和地區主動分享我們的良好措施，彼此學習，汲取別人的成功經驗和面對的挑戰。

平： **作為推動性別平等的先驅，你在性別範疇做過廣泛研究，又在1980年代設立首間婦女社區中心，和推出香港首個性別研究計劃。一直以來，是甚麼在推動你呢？**

張： 當我發現問題，我會研究其背後成因，嘗試找出全面的解決方案。當我於1970年代從個別病人得知她們受到的性侵犯的創傷，我決心發動一場反強姦運動，倡議改革當時的法律、服務、警方處事方式及醫療程序，爭取公眾保護及支持強姦案受害者。我從中意識到，有需要設立一站式服務中心，協助婦女提升本身能力，去處理社會上各種婦女問題。為了建立倡議性別平等的知識及證據，我在香港中文大學成立了性別研究中心和性別研究課程，作為研究基礎。也是這股為香港服務的動力使我出任平機會首任主席，及其後倡議成立婦女事務委員會，與平機會相輔相成推廣性別平等。

平機會支持#HeForShe 運動

HeForShe
UN Women Solidarity Movement for Gender Equality

聯合國的「他為她」運動(HeForShe)宣揚性別平等，旨在提高大眾意識，認識到男士和男孩都有責任消除對婦女一切形式的歧視，不可對婦女和女童使用暴力，並身體力行，支持平等。香港大學於2015年4月成為世界上首間簽署參與此運動的大學。

平機會主席周一嶽醫生在香港大學的啟動禮上致辭，重申平機會矢志爭取性別平等，並呼籲全社會一起參與。周醫生說：「性別平等不只是女性的權利，而是影響每個人的人權。我們需要在不同層面上聆聽女性的聲音，包括在家庭、學校、工作、制定政策上和日常生活中。我們每個人，不分年齡、地位或性別，現在就要坐言起行，投入參與，才能達致真正的性別平等。」

欲知詳情，請瀏覽 www.heforshe.org

The Progress of Gender Equality in Hong Kong

It has been two decades since the passage of the Sex Discrimination Ordinance in 1995, which became Hong Kong's first specific anti-discrimination law and established the Equal Opportunities Commission (EOC) the following year. Indeed, it laid the groundwork for the city's anti-discrimination framework, which has expanded to also cover the grounds of disability, family status, and race, in addition to sex, marital status, and pregnancy.

In the years since, our city has made considerable progress on promoting equality between women and men. But how far have we truly come, and where should we be focusing our efforts? We catch up with Professor Fanny M. CHEUNG, who was the EOC's founding Chairperson and currently the Pro-Vice-Chancellor/Vice-President at The Chinese University of Hong Kong to discuss her views on these questions. Excerpted below is the interview.

E: EOC
C: Professor Fanny Cheung

The Inaugural Years

E: The Sex Discrimination Ordinance came into force in 1996. In the same year, the UN Convention on the Elimination of All Forms of Discrimination Against Women was extended to Hong Kong. In your view, what progress has been made on gender equality in Hong Kong over the last 20 years, and what should come next?

C: There is now greater awareness of the importance of equal opportunities and non-discriminatory practices. For example, sex-specific job advertisements, which used to fill one third of newspaper job advertisement columns, were eliminated. There are more opportunities for women to enter occupations and positions which previously excluded women. The percentage of women who enter into paid employment as well as management and professional positions has increased.

However, there are still few women in senior leadership positions; implicit attitudes of gender bias and gender stereotypes still prevail. Gender equality requires equal partnership of men and women in changing the cultural norms of public and private gender roles.

E: As the founding Chairperson of the Equal Opportunities Commission championing the cause of eliminating discrimination, what were the challenges then, specifically in promoting gender equality?

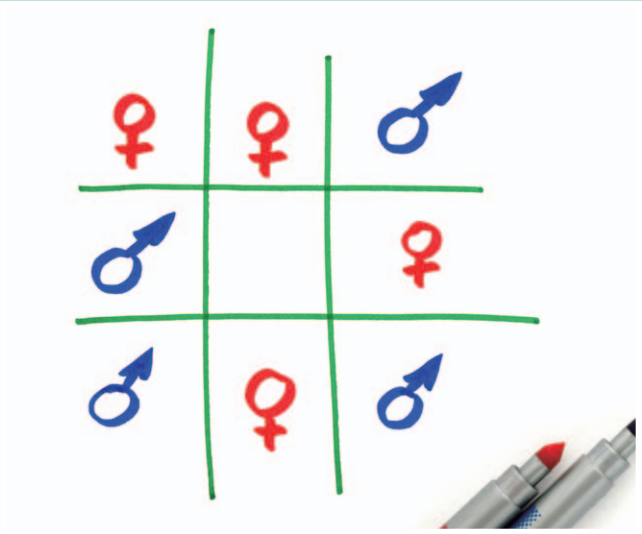
C: The concept of equal opportunities was very new in Hong Kong in the 1990s. There were a lot of scepticism and resistance due to lack of understanding and fears of repercussions of the law.

The public was sceptical as gender equality was interpreted as equating men and women while it is argued that men and women are not and should not be the same. Equal opportunities involve basically treating all people in the same way, but when the starting conditions are different, there is a need for differential or special treatment to raise the level-playing field. The complex differences between gender-blind and gender-sensitive approaches are not easily understood.

Some men believed that the EOC was only helping women, and argued that women were already doing so well, even to the extent of surpassing or dominating men, citing the few examples of exceptional women in the Government. So they felt there was no need for introducing these new measures.

The employers were concerned that there would be more labour disputes and litigation, and these laws would stir up conflicts in their organisations and increase their operating costs. They were concerned that their human resource personnel were not prepared to handle these requirements.

The advocates and media were not familiar with the statutory role of the EOC and the civil proceedings involved in addressing complaints of discrimination. They were keen to identify culprits and expected the EOC to play the role of law enforcement. Facing these challenges, the EOC adopted, at its outset, a multiple-pronged strategy of publicity, education and training to explain the concepts of equal opportunities, good management practice, and the work of the EOC.



E: The EOC launched a Formal Investigation into the Secondary School Places Allocation (SSPA) System in 1998, which led to the judicial review of the Government policy in 2001 and later changes in the SSPA System. To date, there remain criticisms against the EOC for reverse discrimination, putting boys in a disadvantage when competing for Band 1 co-educational school places. What do you think is the significance in the actions by the EOC?

C: This case has clearly delineated how well-intended measures without thoroughly understanding a fundamental problem can end up as unlawful discrimination. Boys were believed to be late bloomers and so, using different norms and quota to allocate the secondary school places was supposed to help them to catch up. These beliefs were outdated and did not recognise that the average scores for boys in the public aptitude test were higher whereas the average scores for girls in the internal school assessment were higher. Recent scientific research has clearly shown that there are less gender differences in cognitive abilities between boys and girls than there are individual differences, but unfortunately many people, including some educators themselves, still hold on to their beliefs.

Following the changes in the SSPA System, there should have been a more fundamental review of the primary school pedagogy and assessment methods. For example, the system should consider whether the assessment method could be based on a broader range of aptitudes, and not just on the internal school examination results of three subjects. Introducing more activity-based teaching methods in primary schools would also increase the motivation and benefit the learning of both boys and girls. We should look ahead to consider the future educational needs and competencies for primary school children, and the most appropriate pedagogical approaches to learning and assessment.

While the EOC action establishes the facts of discrimination, solving a discrimination problem requires more than just lawsuits. Getting stuck with the argument of whether boys are disadvantaged is not a useful solution for an educational problem.

Current State of Play

E: **Some say that while women may experience little overt discrimination nowadays, gender inequality (as in the form of gender pay gap and low representation of women in boardroom) and gender stereotypes remain rife in Hong Kong. Do you think this is true? How can we eliminate the barriers to gender equality?**

C: Laws may deter overt behaviours and practices, but we need to understand what the barriers are, address the more fundamental stereotypic biases through sustained education and promotion, and remove barriers by introducing gender-sensitive measures to provide a level-playing field. That is why the EOC has, from the start, adopted this comprehensive approach of research, training, and public education while implementing the anti-discrimination legislation.

E: **Compared to the past, our younger generation is exposed to a highly "sexualised" environment through advertisement, movies, TV, video games, as well as social media, which reinforces gender stereotypes and leads to negative consequences such as objectification of women and poor body image. Do you think that our society is giving enough attention to the impact of media on the gender disparity?**

C: The media is a powerful socialiser of gender norms and values, and its impact will be further increased with the proliferation of social media. The EOC could engage more media operators and professionals in promoting gender equality, while helping young people to evaluate the gendered messages to which they are exposed.

E: **Hong Kong is reputed for being an open, international city. Yet Chinese traditions remain deep-rooted in different aspects of life. The traditional mindset of women being the homemaker, the mother and the carer, even as they are also the breadwinner, remains deeply entrenched. How far do you think the traditional cultural values are influencing the perception of the community, and that of women on work and family? Is our city having a cultural lag?**

C: It is common to have cultural lag as values and attitudes may not catch up with changes in laws and policies. In promoting attitude changes, we need to provide a vision for the future. For example, the 20th century may be considered the century of women's liberation. We have witnessed the advancement of women in many domains. Unlike their grandmothers, contemporary women are increasingly taking up dual roles in work and the family. We should now review the complementary roles of contemporary men vis-à-vis those of women, and encourage men to share more family roles and build true partnerships with women, which would make their own lives more complete. The 21st century should be the century of men's liberation.

E: The SAR Government has introduced various measures to mainstream gender equality, such as raising the gender benchmark for appointing women to the advisory and statutory bodies (ASBs) from 30% to 35%. Do you think these measures are effective and/or adequate?

C: Setting targets is just a tool for promoting gender mainstreaming but does not guarantee gender equality. We need to change mindsets in senior leadership and organisational cultures to raise gender sensitivity. Equality in outcome may require gender-specific considerations and separate measures instead of equal treatment. Involving diverse voices from women in decision-making, however, would help organisations to appreciate the complex issues of promoting gender equality.

E: It seems that measures such as flexible work hours, working part-time and working from home, which can help retain women in the workforce after childbirth, are quite rare in the local business sector. Do you think the Government should take the lead to set good examples?

C: Similar to the situation when the anti-discrimination laws came into effect, many employers were sceptical about the need for these laws and practices and worried that they would be costly to their organisations. Now that the Sex Discrimination Ordinance has been enacted for 20 years, anti-discrimination policies are recognised as good management practices. Thus, the Government and major corporations should take the lead to provide role models and best practices in family-friendly policies to demonstrate that these policies and practices are in fact beneficial to the organisations as well as to their employees.

Looking Ahead

E: Hong Kong is facing an ageing population. Do you foresee any impact on women? Will gender inequality intensify further (such as women having to care for elderly relatives)?

C: Without adequate family support resources and the change in the stereotypic role of women as the primary caretaker in the family, caring for the ageing population will pose further demands on women similar to their childcare responsibilities. There will be more constraints for women in interfacing their family and work roles.

E: Looking into the future, do you see the potential of Hong Kong to be a role model for inclusion, diversity and gender equality in the region? What steps are needed to achieve this?

C: The EOC and the Women's Commission are the basic infrastructure for promoting gender equality. The legislation, codes of practice, public education and training modules that have been developed provide useful resources and references. We can take the initiative to share best practices in the region and learn from one another's successes and challenges.

E: As a pioneer on gender equality, you have done extensive gender research and instigated the setting up of the first community women's centre in the 1980s and the first gender research programme in Hong Kong. What has been the driving force behind your efforts?

C: When I see problems, I would consider the root causes and try to find comprehensive solutions. When I learned from individual patients about their history of sexual trauma back in the 1970s, I decided to launch a War-on-Rape Campaign to advocate for changes in legislation, services, police and medical procedures, and public attitudes to protect and support rape victims. That led me to realise the need for a one-stop service centre to help women empower themselves to address the broad range of women issues in the community. To build up the knowledge base and evidence for advocacy, we needed to establish the research infrastructure, and so I started the Gender Research Centre and the Gender Studies Programme at The Chinese University of Hong Kong. That was also the same driving force behind my decision to serve Hong Kong as the founding Chairperson of the EOC, and my subsequent advocacy for the establishment of the Women's Commission to fill the gap in the coverage of the EOC in promoting gender equality.

The EOC Supports #HeForShe Campaign

HeForShe is a United Nations campaign to promote gender equality, with the aims of spreading awareness and sparking action on the responsibility that men and boys have in eliminating all forms of discrimination against women and violence against women and girls. In April 2015, The University of Hong Kong (HKU) became the first university in the world to publicly sign up for the campaign.

At the launch of HKU's commitment to the HeForShe initiative, the EOC Chairperson, Dr. York CHOW, delivered a speech in which he reiterated the Commission's commitment to fighting for gender equality for all, and urged all of society to get involved. "Gender equality is a human right, not only women's right, and it impacts all of us. We need to shift the narrative at every level: in the family, in the classroom, at work, in policymaking, and in everyday conversations. And we can only do that if all of us, whatever our age, position or gender, get involved, starting now," said Dr. Chow.

For more information, please visit www.heforshe.org

發揮多元力量 — 平機會的少數族裔事務組

為加緊消除香港少數族裔所面對的系統性障礙，平機會獲得政府增撥經常性補助，成立少數族裔事務組。

少數族裔事務組（該組）包含不同種族和文化背景的成員，包括：華裔、印度裔、印尼裔、尼泊爾裔、巴基斯坦裔和泰國裔。正因成員背景多元化，少數族裔事務組擁有龐大網絡和多種技能，令他們更易瞭解少數族裔的特別需要和所面對的困難。

該組現正三管齊下，透過政策、培訓和外展工作，消除少數族裔所面對的歧視，推廣種族平等。

在政策層面，該組將與相關政府決策局、政府部門、商會及僱主合作，以制定和加強有助少數族裔共融平等的政策和指引。例如，平機會一直促請政府放寬招聘某些公務員職系的語文水平要求，亦會繼續爭取公務員體系和公營部門為少數族裔提供更多職位空缺。另外，該組亦計劃推出就業推廣運動，以銜接大機構和少數族裔求職者雙方的期望，並擴闊少數族裔的就業資源。

至於培訓方面，有見少數族裔在接受公共服務遇到的困難，往往是由於服務提供者不瞭解少數族裔文化而引起誤會，該組將為不同界別的從業員提供文化敏感度培訓，包括為物業管理和地產業界舉辦講座、工作坊以及網上培訓課程。另外，該組計劃為教育工作者和教職員舉辦工作坊，以幫助他們建立一個共融的學校環境。

鑑於少數族裔在銀行開戶和使用銀行服務時遇到困難，該組與香港銀行公會及香港銀行學會攜手合作，於2015年7月6日舉辦了「與法定機構專員對話：公平待客之道 — 平等機會委員會分享會」。

是次分享會吸引了超過180名銀行從業員參與，他們分別來自前線部門及合規部或服務途徑管理部。除了由平機會講解《公平待客約章》的原則和反歧視條例外，香港聖公會麥理浩夫人中心亦應邀派出資深社工，分享少數族裔人士開戶口的真實個案。

外展工作方面，該組與少數族裔領袖舉行定期會議和聯繫，以聆聽他們的意見和瞭解少數族裔需要。此外，該組又與社區團體、大專院校和其他持份者保持聯繫。該組正研究與不同少數族裔社群合作，例如為少數族裔青少年舉辦戲劇表演和師友計劃。

少數族裔事務組歡迎任何合作建議，以促進少數族裔的平等機會，建立一個共融的社會。

Leveraging Diversity – The Ethnic Minorities Unit of EOC

In stepping up its effort to address the systemic barriers faced by ethnic minorities in Hong Kong, the EOC has set up an Ethnic Minorities Unit (the "Unit") with additional recurrent funding from the Government.

Comprising staff members of different ethnicities and cultures, including Chinese, Indian, Indonesian, Nepalese, Pakistani and Thai, this Unit enjoys a diversity of background, network and skill, which put them in an even better position to understand and address the specific needs and difficulties of ethnic minorities.

The Unit is adopting a three-pronged approach that involves policy, training and outreach to combat the discrimination faced by ethnic minorities and promote racial equality.

At the policy level, the Unit will liaise with relevant Government bureaux and departments, business associations and employers, and work with them on developing and enhancing policies and guidelines that facilitate the inclusion and equal opportunities of ethnic minorities. For example, the EOC has been urging the Government to relax the language requirements for certain civil service positions, and will continue to seek for more openings in both the civil service and public sector for ethnic minorities. Consideration is also being given on launching an employment promotion campaign, which aims to bridge the expectations between major enterprises and job-seekers, and expand the employment resources for ethnic minorities.

In terms of training, with due regard to the difficulties experienced by ethnic minorities in accessing public services, which often stem from misunderstanding of the culture of ethnic minorities, the Unit will devise and offer cultural sensitivity training for service providers, including property management staff and real estate agents, through a series of talks, workshops and an online training module. In addition, workshops will be organised for educators and teaching staff with a view to building an inclusive school environment free of abuse.

In light of the difficulties of ethnic minorities in opening bank accounts and applying for other banking services, the Unit joined hands with The Hong Kong Association of Banks (HKAB) and The Hong Kong Institute of Bankers (HKIB) to co-organise a workshop "Commissioners Dialogue: Treat Customers Fairly – Sharing from Equal Opportunities Commission" on 6 July 2015.

The seminar attracted over 180 bank staff members from both front office as well as offices of compliance or channel management. Apart from introduction by the EOC on the principles of the Treat Customers Fairly Charter and the anti-discrimination ordinances, participants also heard from experienced social workers of the Hong Kong SKH Lady MacLehose Centre, as they shared cases of ethnic minorities' actual experiences in opening bank account.

On outreach, the Unit establishes regular communications and networks with ethnic minority leaders to solicit views and understanding of the needs of the ethnic minorities, as well as with community groups, tertiary institutions and other stakeholders. The Unit is also exploring partnership projects that target different ethnic minority groups, such as drama or mentorship project for ethnic minority youths.

The Unit welcomes suggestions for collaboration to advance the equal opportunities of ethnic minorities, and build an inclusive society for all.

放下偏見　摒棄歧視 — 認識腦癇症

一直以來，社會對腦癇症的了解不足，存着不少錯誤觀念，甚至抱有偏見和歧視。平等機會委員會主席周一嶽指出，無論是腦癇症、其他長期病患，以至罕有疾病的患者，都面對不少障礙，極需要我們的支持。

每年3月份是香港的「腦癇症關注月」，藉以提高社會對腦癇症的認識，關注腦癇症者的需要。

一直以來，我們的社會對腦癇症存着不少負面看法，即使香港是先進的國際都市，但普遍社會對腦癇症的了解還是不足，甚至抱有錯誤觀念和偏見。最常見的誤解是以為腦癇症是精神病，患者病發時會精神錯亂、失常，甚至傷害別人。

過往腦癇症被稱為「癲癇症」，又名「羊癇症」，俗稱「發羊吊」，前食物及衛生局和醫院管理局於2010年將癲癇症正式定名為「腦癇症」，就是希望避免公眾把該病誤解為精神病，減少歧視的狀況。

腦癇症並不罕見

事實上，腦癇症並不罕見，是繼偏頭痛、中風和阿茲海默氏症（認知障礙症）後，最普遍的腦神經病。現時全球約有6,500萬人患有此病，至於香港則有6至7萬名患者。一般來説，每100人中便有1人會於一生之中有過腦癇發作，而每200至500人中便有1人是持續性病發的腦癇症者。

腦癇症發病最常見於嬰孩及老人，就前者而言，成因包括腦部有缺陷又或出生時腦部缺氧或受傷；至於老人病發成因可以是中風、心血管病或退化症。其他成因包括頭部創傷、良性或惡性瘤，亦有不少病例是沒有明確成因。

腦癇症者在病發時腦內神經細胞會異常放電，出現陣發性短暫大腦神經紊亂，導致肌肉抽搐，身體反覆無故不受控制地痙攣，嚴重的甚至失去意識。過去數十年，腦神經科的研究取得重大進展，現時已有多種藥物治療腦癇症，約7成患者可靠藥物控制病情、減少病發，甚至斷尾，另外個別患者亦可透過手術治療。

對腦癇症的誤解與歧視

腦癇症並不可怕，可怕的只是社會上的不解、偏見和歧視。由於腦癇症者在病發時的身體狀況，令不少人感到恐懼、抗拒，又或排斥患者。以往便聽過有腦癇症的學生在學校被其他同學譏笑和欺淩，有上班一族被僱主以各種藉口辭退。又因坊間對病症認識有限，遇到患者病發時不懂如何施以援手。過往便有腦癇症者在街上病發，途人用紙巾及襪子塞進其口內進行急救，導致患者口腔受傷。

而正正就是這些誤解及負面態度，令腦癇症者對病患變得忌諱，甚至諱疾求醫。有些患者因害怕外間異樣的眼光，選擇隱瞞病情。更有些因害怕在人前病發，不願上學或上班，又或杜絕社交，終日活在焦慮與驚恐之中。

另一方面，一些父母因害怕子女受到欺淩，亦過分保護小孩，例如不讓子女參與課外活動，直接影響子女面對病患的態度。

這一切皆源於我們社會對腦癇症的認知不足。其實隨著醫學進步，大部份患者在服食一種抗腦癇藥後就能完全控制腦癇發作，其餘部份患者的發作次數亦有所減少。腦癇症患者也能如常人一樣過著豐盛的生活。

加強教育　摒棄偏見

要改變社會對腦癇症的負面標籤，有關當局包括政府及醫院管理局等必須加強教育，透過廣泛宣傳，讓大眾加深認識這個病的成因、症狀及影響，從而建立正面態度。在這方面，病人組織及志願機構可發揮輔助角色，例如安排病友分享經驗，以增加大眾的資訊。香港啟迪會便是香港關注腦癇症的主要慈善機構。啟迪會每年舉辦不少公開活動，旨在提高香港社會對腦癇症的關注。

另一方面，學校擔當的角色可謂非常重要，除了協助患病的學生面對困難，確保校園環境能切合學生的特殊需要，學校亦應向所有學生灌輸有關長期病患的正確知識，讓他們學習了解和接納，關愛別人。

一直以來，平等機會委員會（平機會）十分關注患病及有特殊教育需要的孩童面對歧視的狀況。我們認為，每個孩童都應享有平等教育的權利，在機會均等和沒有歧視的環境下學習和成長，好讓他們能夠充分發展潛能，增強他們獨立生活和適應能力，以融入社會，在不同的領域發揮所長和作出貢獻。

至於職場方面，僱主亦應為患病的員工作出合理遷就，例如安排彈性上班時間，讓員工前往覆診。除此，僱主應向所有員工灌輸正確知識及觀念，要求他們平等對待所有同事，並設立機制處理員工有關歧視的投訴。「殘疾歧視條例」自1996年起生效，保障殘疾人士，包括長期病患者，在僱傭範疇免受歧視、騷擾及中傷。因此，僱主們絕對有責任建立一個沒有歧視、平等共融的工作間，這對增加員工對機構的安全及歸屬感、推動士氣和生產力方面都有正面效應。

罕見疾病支援不足

其實無論是腦癇症、其他長期病患，以至罕有疾病的患者，都面對不少障礙，極需要我們的支持。上星期我便參與了「香港罕見疾病聯盟」的成立典禮。所謂罕見疾病，現時全球並沒有統一定義。至於香港方面，過往因為個案不多，發病率難以掌握，有關罕有疾病成因的可靠資料有限，因此亦未有界定罕有疾病。據估計，現時全球大約有6,000至8,000種罕見疾病，百份之75的罕有疾病會影響兒童。這些病大部分是與遺傳基因出現先天缺陷或突變造成，但亦有部分沒有成因。

一直以來，坊間稱這些罕見病為「孤兒病」，主要是因為患病的人數十分少，社會對疾病所知不多，造成支援不足。另一方面，因發病率低，不少藥商不願投資研發或引進藥物，令患病人士需支付昂貴的藥費，甚至無藥可醫，彷彿像孤兒一樣，孤立無援，被社會遺棄。

罕有疾病的患者除了要經歷病患的痛楚及漫長的醫療過程，更要應付沉重的經濟負擔，而他們的家人亦要承受照顧患者的疲累和壓力，他們極需要社會不同界別及大眾的支持。

結語

我在醫護界工作多年，深深體會疾病對患者及其家人於生活、情緒、人際關係等方面的影響。其實，我們每個人在生命歷程，都難免會經歷生病，又或遇到不同程度的困難。因此，我們都應抱著包容共濟的心，伸出援手、關愛別人。我衷心希望病者得治，愛在人間。

平等機會委員會主席
周一嶽

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Stigma of Illness

Dr. York CHOW, Chairperson of the Equal Opportunities Commission, says that misunderstandings about medical disorders such as epilepsy and other rarer conditions result in discrimination and inadequate support that add to patients' misery.

The last day of February is designated by the World Health Organization as Rare Disease Day, aimed at raising public awareness on a wide range of rare diseases and the impact on the lives of those living with them. Meanwhile, here in Hong Kong, we observe March as Epilepsy Awareness Month. Together, they give us an opportune moment to assess our own progress on addressing the barriers to equal opportunities faced by those living with chronic medical conditions.

Of course, epilepsy is not rare. One in every hundred people worldwide, including in Hong Kong, will have an epileptic seizure at some point in their lives. But for people living with epilepsy, other less-known neurological disorders as well as rare diseases, the challenges they continue to face remain similar and far too common. These include a lack of general awareness and understanding about their medical conditions, as well as discriminatory attitudes and stereotypical views about them.

It is time for us, as a society, to break down the barriers of stigma and offer support. At the moment, despite medical advances which enable many people with chronic conditions to live regular lives, poor attitudes and a lack of understanding remain a major disabling factor. For instance, it was less than five years ago that the term for epilepsy was renamed in Cantonese, to remove the negative connotation of madness that had been attached to this neurological condition.

Stigma can have a devastating impact both on the patients' willingness to seek, as well as on their ability to access, timely diagnosis and necessary treatment. It also means that many people living with chronic conditions regularly face social rejection. They have difficulties

finding work, or they often lose their jobs because of their conditions. They are also more likely to be ostracised or bullied in school.

Indeed, it is not surprising that even though conditions such as epilepsy are more common than most people realise, many of those who suffer from it may prefer to remain silent, fearful of bias and mistreatment. And the impact has many reverberations, affecting not only the patients, but also their family and carers.

The lack of awareness about such groups also feeds into the corresponding lack of much-needed assistance and resources. For example, Hong Kong does not have an official definition of what a "rare disease" is, which leads to insufficient, targeted support. To date, according to the Hong Kong Alliance for Rare Diseases, over 6,000 types of rare diseases have been identified globally. In Hong Kong, although the Hospital Authority's Expert Panel on Rare Metabolic Diseases was set up in 2007, only patients with six types of rare metabolic diseases can access the support of the Government, including funding on drugs and other forms of therapy. Many others with rare diseases continue to face limited treatment options and a high financial burden.

The hurdles are not undefeatable. We need to work together to heighten awareness and address this gap in existing services and support measures.

First, as individuals, we should speak out against prejudice and show visible support, whether as a colleague, friend, employer or service provider. We can educate ourselves against stereotypes and misinformation.

More importantly, each individual's visible attention can lead to collective action, which would shed light on the obstacles faced by patients with chronic medical conditions and help to push for greater resources for these groups.

Second, educational institutions and employers should have policies that ensure there is no discrimination and work to accommodate the needs of people with chronic medical conditions so they can reach their full potential. For instance, employers can implement clear policies that spell out zero tolerance of harassment on the basis of one's medical condition, and staff should have appropriate training and knowledge. Beyond meeting legal obligations, this can make a real impact on the working lives of employees, many of whom can manage their conditions with a small amount of accommodation.

Having such policies would set the company apart as a caring employer, which would in turn foster a productive work environment.

Finally, at the policy level, the Government should do more to heighten public understanding and eliminate the stigma attached to these medical conditions, with public education campaigns and by incorporating inclusive values into the local school curriculum.

There should also be more support to people living with rare diseases and neurological conditions such as epilepsy, including setting up support groups.

To strengthen access to timely diagnosis and treatment, the Government can provide more support for research into these conditions and widen the funding assistance for treatment.

The Government should also dedicate vital resources to training more manpower in this field, including in genetics and neurology.

We must do better to protect the more vulnerable among us, no matter how small the group. More can clearly be done to eliminate misunderstanding and lend a hand. By working together, the barriers of stigma are not insurmountable.

York Y. N. CHOW
Chairperson, Equal Opportunities Commission

(Note: A version of this article was originally published in the *South China Morning Post* on 7 March 2015.)

同播共融的種子

多年來，大眾傳媒對本港少數族裔群體的關注大多聚焦於他們的升學及就業情況，然而，他們在貨品、服務及設施的範疇裡，也會基於其種族而遇到重重障礙。平等機會委員會主席周一嶽為此撰文，呼籲大眾採納「多元共融」的價值觀，令不同種族的人也能平等地在香港生活。

1966年，第一屆聯合國大會通過將每年的3月21日訂為「國際消除種族歧視日」，為了慶祝這個日子，平等機會委員會(平機會)聯同香港電台第二台，於3月14日在鑽石山荷里活廣場合辦了一個大型活動「平等機會多元共融行動2015」，邀請了來自不同族裔的名人、青少年及兒童，一同透過分享會、表演及展覽，從而彼此認識和加深了解。很高興這個活動得到各方的持份者，包括多個政府部門、駐港領事、宗教團體及志願團體等鼎力支持，造就了這個難得的機會，讓更多人認識在港的少數族裔社群，並聆聽他們所關注的議題。

根據政府統計處資料，近年本港的非華裔居民已由2006年佔整體人口5%上升至2011年的6.4%，實際人數逾45萬人。在當中佔最多數的是來自菲律賓及印尼的外籍家庭傭工，其次便是南亞裔人士。多年來，大眾傳媒對本港少數族裔群體的關注大多聚焦於他們的升學及就業情況，然而，近日媒體亦注意到，其實他們在貨品、服務及設施的範疇裡，也會基於其種族而遇到重重障礙。

少數族裔在貨品、服務及設施的範疇所受的歧視

平機會負責執行的4條反歧視條例當中，以《種族歧視條例》最為「年輕」，在2009年7月才生效。其他3條反歧視條例的投訴通常有關僱傭範疇，但歷來《種族歧視條例》的投訴性質卻有73%都與僱傭範疇無關，主要涉及貨品、服務及設施的提供，最為人知的就是有南亞裔居民在申請銀行戶口時遭拒。

此外，近月亦有關於少數族裔租住房屋時遭受歧視的報導及討論。語言的隔膜令一般非華裔居民都較難獲取有利的市場資訊，加上不少業主和地產代理都可能基於種種偏見而不甚歡迎少數族裔租客，因此他們往往要以較高的價錢租住質素較低的單位。

無論是租住公共或私人房屋，少數族裔居民也很多時遭到不合理或不友善的對待，有住公屋的巴基斯坦家庭每逢外出遇到鄰居，都見有人掩鼻而行，亦有租住私人樓宇的非洲裔租客被業主濫收費用，他們卻不了解自己有什麼權益，亦不懂或不想投訴。限於消費能力、語言不通又擔憂被排斥，連到公園玩耍這唯一消閒活動，許多少數族裔家長都只會在入黑後才帶子女前往。又有南亞裔長者及婦女表示到公立醫院求診時，因為欠缺翻譯服務而未能順利接受診治，有些不懂中英文的病人，甚至未能遵照指示服藥及覆診而令病情惡化。

銀行拒絕部分少數族裔人士的開戶申請

除了語言障礙，一些對少數族裔的定型觀念及偏見亦令他們較難像普通香港居民般享用一些基本的日常服務。自《種族歧視條例》生效以來，平機會接獲過少數族裔居民的投訴，表示他們到銀行開立戶口時遭拒絕或留難。有些居港未滿7年但在港工作的少數族裔人士，無法把掙到的錢存入銀行，被迫把現金放在家裡或隨身攜帶，甚至有人已持有永久居民身分證，開戶時仍被要求提供海外的住址證明。

平機會非常關注部分少數族裔人士被拒開立銀行戶口的問題，《種族歧視條例》訂明，任何人在法例涵蓋的範疇內，如基於某人的種族而給予該人較差待遇，即屬違法，但基於「國籍」的歧視，目前卻並不在法例的保障範疇之內。有見及此，平機會在去年7月的「歧視條例檢討」公眾諮詢期間，其中一個探討的問題便是應否將「國籍」納入《種族歧視條例》的保障特徵，以加強法例的保障。此外，現行的《種族歧視條例》亦無規定政府在執行職能時，不得作出種族歧視。這跟其餘3條反歧視條例有不劃一之處，平機會認為有需要填補此缺漏，並釐定政府在執行職能時需有的責任及有關的豁免。

比法例更重要的平等共融價值觀

事實上，要令不同種族的人也能平等地在香港生活，並不能單靠法例，我們必須令所有人也認同「多元共融」正是香港一直以來賴以成功的寶貴核心價值。例如，透過參與社區各種教育和推廣活動，促進不同族裔居民的交流。

香港從來都是個匯聚四方人才的國際城市。為了吸引投資者及優秀人才、維護香港的良好形象、改善營商環境、提升競爭力，我們既然都認同應該友善對待來自世界各地的人士，那更何況是在香港土生土長及選擇長居於此的少數族裔人士？身為香港的一分子，我們每個人均有責任令到這個城市變得更美好，當中所指的「我們」，當然並不單指華裔居民，還包括了各個不同族裔、一同奮發求進的香港市民，我們其實全部都是香港人。

身處於21世紀的國際都會，全球資訊一秒即通，隨著有更多少數族裔的年輕一代融入主流學校接受教育，我期盼在不久的將來，不同族裔之間的隔閡會更快更易被打破。共融，是雙方面的，我們必須從小鼓勵下一代摒除種族偏見，以開放而平等的心態去待人接物。只有讓「多元共融」的普世價值植根於下一代的腦海裡，我們未來才可團結起來，同心凝聚力量，去耕耘出更壯碩的成果。

平等機會委員會主席
周一嶽

（原文刊於2015年3月20日明報）

Fight Discrimination that Robs Hong Kong's Ethnic Minorities of a Sense of Belonging

Hong Kong is a racially diverse society, and has historically been a refuge for people of different backgrounds. Yet many Hongkongers who have made this city their home and are positively contributing to our society continue to face prejudice and discrimination in the course of their daily lives. Dr. York CHOW, Chairperson of the Equal Opportunities Commission (EOC), urges action to combat problems non-Chinese face every day to access vital services.

The International Day for the Elimination of Racial Discrimination is observed around the world on 21 March each year to raise awareness on combating racism. On 14 March 2015, the Equal Opportunities Commission (EOC) held a public event with Radio Television Hong Kong RTHK to commemorate this important occasion. Indeed, as we enter the 50th year since this day was first proclaimed in 1966, it is worth taking stock of our progress in Hong Kong.

There has been much dialogue on the need for adequate support to enable ethnic minorities to learn Chinese as a second or third language, without which their long-term job prospects will remain limited. In recognition of this, the EOC has named the issue one of our priority work areas over the next few years.

But a less-discussed, though no less pervasive, problem is the difficulties facing many ethnic minorities in accessing vital services in their everyday life, from housing to banking and health care. In fact, since the Race Discrimination Ordinance came into effect in 2009, the majority of the complaints the Commission has received under this law have been related to the provision of goods, facilities and services.

Adequate housing is one of the most fundamental needs for a person. Yet for many from the ethnic minority communities, especially those who do not read and write Chinese or English fluently, finding a home continues to be a persistent concern, as applications for public rental housing must be made in writing and adhered to standardised formats and requirements. The language barrier also presents an issue as notices in private buildings are sometimes provided in Chinese only, causing those ethnic minority tenants to be left out on essential information.

Those renting private flats also face significant hurdles. In a 2012 study we commissioned, South Asian respondents reported that property agents refused to help them, discouraged them from looking, or offered only options that are less desirable to others. We have been informed of instances where the landlord pulled the offer or raised the price unreasonably after finding out that the prospective tenant was from an ethnic minority group. And leasing contracts are sometimes provided in Chinese only without any proper explanations in verbal or written formats.

Foreign domestic workers have also reported facing discrimination in their housing estates, such as not being permitted to use the building's facilities, including the clubhouse or the swimming pool, even if they have a resident's card and are accompanying the residents' family members who are in their care.

Another frequently heard concern is related to banking services. Recently, there has been some media attention on the fact that many ethnic minorities are refused when trying to open bank accounts or applying for a credit

card. They are often asked to provide more documentary evidence or subjected to more extensive questioning about their intent and background. The approval process can also take longer, which leaves the ethnic minority applicant stranded, sometimes for months, without the necessary financial services or funds.

Another major challenge is in accessing health services. Some ethnic minority patients only have basic knowledge of either English or Chinese, which means they may miss crucial health-related information when speaking to their doctors. Accompanying family or friends are often asked to interpret, but without medical interpretation training, the information that is passed on may be incomplete.

While medical interpretation services are available, they are not stationed at the clinic or hospital, and there is uncertainty about who has the authority to request their services. The confusion can significantly lengthen the waiting time for ethnic minority patients, particularly in the Emergency Room.

Hong Kong is a racially diverse society, and has historically been a refuge for people of different backgrounds. Yet many Hongkongers who have made this city their home and are positively contributing to our society continue to face prejudice and discrimination in the course of their daily lives. To repeatedly suffer these small indignities, day in and day out, inflicts real wounds on one's sense of belonging in a community. Such acts have no place in our city.

We must look beyond legal compliance towards proactively cultivating inclusive values and understanding about different cultures. What is needed is an open attitude and willingness to reach across different traditions and languages. This should be nurtured from an early age.

Moreover, Hong Kong has to maintain its cosmopolitan nature and international outlook as a key factor of its success.

The Government should lead the charge to advance racial integration, including in promoting inclusive values in schools. It should also ensure that everyone, irrespective of their race, has equal access to public services, and regularly review policies and practices, including providing training to frontline staff, to ensure they do not inadvertently discriminate on the basis of race.

Whatever our background, we all want the same things – to be treated with respect, to have a safe living environment, and to feel welcomed in this city that we all call home. As a cosmopolitan society, we surely can do better to enable all of us to pursue our dreams in Hong Kong.

York Y. N. CHOW
Chairperson, Equal Opportunities Commission

(Note: A version of this article was originally published in the *South China Morning Post* on 21 March 2015.)

向大專教育界推廣平等機會

「教育本身是人權，亦是實踐人權不可或缺的工具。」[1]

平機會明瞭高等教育在塑造香港未來的平等面貌上，扮演十分重要的角色。因此，平機會在公眾教育方面的一大重點，就是向大專院校宣揚平等、多元的訊息。

事實上，教育是一件力量宏大的工具，不單讓人學習到謀生本事、發揮潛能，更重要是改變人的態度和想法，讓人們能夠挺身為不公義發聲。尤其是大學，可讓學生接觸到不同文化、不同背景的人，從而培養學生包容與尊重的價值觀，孕育出未來領袖。

因此，平機會一直主動接觸各大專院校的校長／副校長，與他們舉行會議，因應各院校制定的平等機會政策與措施交流意見。平機會並促請各院校為有特殊學習需要及／或殘疾的學生提供更多遷就與協助；及更有彈性地處理少數族裔學生申請入讀某些學系或課程的語文要求。

在平機會的促成下，「本地大專院校推廣平等機會聯繫網絡」於2014年成立。網絡由各院校派出的高層職員組成，為各院校提供平台，討論共同關注的平等機會議題及分享反歧視措施。

另一方面，平機會不時為大學生及教職員舉辦講座及工作坊，促進他們對反歧視課題的認知和瞭解，培養強烈的平等觀念，於學園內創建尊重、多元及包容的氛圍。平機會亦定期參與各院校的活動，如平等機會節，直接向學生介紹平機會的工作及四條反歧視條例。

最近，平機會便連續第二年為大學生領袖舉辦工作坊，讓他們認識於迎新營等校園活動中防止性騷擾的重要性。工作坊於今年6月5日舉行，目標是向學生灌輸性別平等的概念，協助他們避免在無意或不知不覺間，製造「性」的環境。平機會亦鼓勵學生使用全港首創、透過自學的《防止校園性騷擾網上課程》。

展望未來，平機會將繼續與大專院校緊密合作，以培養學生多元共融的價值觀，建立人人平等的學習環境，這不單有助學生於瞬息萬變的社會中茁壯成長，也讓香港成為更平等、更美好的城市。

[1] 《教育的權利》聯合國經濟、社會及文化權利委員會一般評論，8/12/1999，第1段。瀏覽 http://www.unhchr.ch/tbs/doc.nsf/0/ae1a0b126d068e868025683c003c8b3b?Opendocument

Promoting Equal Opportunities in the Tertiary Education Sector

"Education is both a human right in itself and an indispensable means of realising other human rights."[1]

A key focus of the public education efforts by the Equal Opportunities Commission (EOC) is to spread the messages of equality and diversity in the tertiary education institutes, recognising the importance of higher education in shaping and defining the future equality landscape of Hong Kong.

Indeed, education is a powerful tool – not just for helping people to make a living and realising their potential, but more importantly, for changing people's attitudes and thinking, and empowering them to stand up and speak out against injustice. In particular, universities expose students to different cultures and people from various backgrounds. These are where the values of inclusiveness and respect are nurtured and consolidated, and where future leaders are groomed.

For these reasons, the EOC has been reaching out to the tertiary education institutes proactively through meeting with the Vice-Chancellors/Presidents. As well as exchanging thoughts on the equal opportunity policies and measures adopted by the respective institutes, the EOC has urged for greater accommodation and assistance to students with special educational needs and/or disabilities, and flexibility in the language requirement for admitting ethnic minority students to certain faculties and programmes.

With the facilitation of the EOC, a "Network for the Promotion of Equal Opportunities in Local Tertiary Education Institutes" was formed in 2014. Comprising senior officials from the institutes, the network provides a platform for the discussion of equal opportunity issues of common concern and sharing of best practices.

Meanwhile, the EOC has been arranging seminars and workshops for university students and staff to promote their awareness and understanding of non-discrimination, to foster a strong sense of equality, and to create an atmosphere of respect, diversity and inclusiveness on campus. The Commission also participates regularly in the activities by the institutes, such as their Equal Opportunity Festival, to directly introduce the work of the Commission and the four anti-discrimination ordinances to the students.

With due regard to the importance of preventing sexual harassment in campus activities, such as orientation camps, the EOC organised for the second year running a workshop for university student leaders on 5 June 2015. This workshop aimed to instil concepts of gender equality in students, and help them avoid the risk of creating a sexualised environment, either inadvertently or subconsciously. Students are also encouraged to make use of the EOC online module "A Matter of S/HE", which is Hong Kong's first web-based self-learning training on preventing sexual harassment.

Looking ahead, the EOC will continue to work closely with the tertiary education institutes in cultivating inclusive values, and building an equitable learning environment for all, which will not only help students thrive in this ever-changing world, but also make Hong Kong a fairer and better city.

[1] The Right to Education, General Comment, UN Economic and Social Council, Committee on Economic, Social and Cultural Rights, 8/12/1999, paragraph 1. At http://www.unhchr.ch/tbs/doc.nsf/0/ae1a0b126d068e868025683c003c8b3b?Opendocument

處所管理的種族歧視
Race Discrimination in Management of Premises

投訴內容

蘭茜*從東南亞來香港任職家庭傭工。她與僱主一家遷進新的私人屋苑。屋苑會所外有一處公用地方，蘭茜公餘時最喜歡在那裡閒坐，享受她的私人時間。

遷進新居約一年後，同屋苑另一位外籍家傭告訴蘭茜，保安員不許外傭坐在該公用地方。數星期後，蘭茜在一個休假日獨自坐在該公用地方看書。突然，一名保安員出現要求她離開，並聲稱該處「只供香港人使用」。她離開前，看到保安員向坐在該處不同角落的其他外傭說話。雖然她聽不到說話內容，但留意到其他外傭於對話後都立即離開。

蘭茜感到不高興，並將事情告知僱主。僱主表示，屋苑並沒有規則限制使用該公用地方，例如地產經紀可與準買家或租客坐在該處商談。她的僱主代表她向平機會投訴物業管理公司對她作出種族歧視。

雙方同意以「提早調停」方式嘗試解決爭議。物業管理公司承諾不再對任何人作出種族歧視後，投訴得以和解。

法理依據

根據《種族歧視條例》，任何人在管理處所時，若對另一人作出種族歧視，拒絕讓該另一人獲得或享用該處所的任何利益或設施，或拒絕或故意不讓該另一人獲得或享用該等利益或設施，即屬違法。

事實上，私人屋苑都受反歧視條例的規管。平機會促請物業管理人員在管理處所過程中（包括使用特定設施，如公用地方或公園），須確保不會無意中歧視了某種族群體。物業管理公司亦應定期檢討關乎使用屋苑設施的政策，以主動推廣鄰里和睦關係及避免法律責任。

*本文所用名字為化名

The Complaint

Nancy* is from Southeast Asia and works as a foreign domestic worker in Hong Kong. She and her employer's family had moved to a new private housing estate. There is a common area outside of the estate's clubhouse where Nancy enjoyed sitting during her free time.

Around one year after she and her employer moved in, another foreign domestic worker who also worked in the building told Nancy that the security guards did not allow foreign domestic workers to sit in the common area. A few weeks later, during one of her days off, Nancy was reading a book alone in the common area. Suddenly, a security guard appeared and told her to leave the area, saying that it was "for Hong Kong people only". Before she left, she saw the security guard speak to other foreign domestic workers who were sitting in another part of the common area. Though she could not hear what was said, she noted that the other domestic workers immediately departed the area after the conversation.

Nancy was unhappy and told her employer about the incident. Her employer claimed that there were no rules to restrict access to the common area. For instance, property agents and prospective buyers or tenants can take a seat in that area to have a discussion. Her employer represented her to lodge a complaint of race discrimination with the EOC against the property management company.

The parties agreed to try to resolve the dispute through early conciliation. The complaint was settled after the company promised not to discriminate against any person on the ground of race.

What the Law Says

Under the Race Discrimination Ordinance, it is unlawful for a person, in relation to premises managed by him or her, to racially discriminate against another person in affording access to any benefits or facilities, or by refusing or deliberately omitting to afford access to the benefits or facilities.

Indeed, private housing estates are not exempted from the anti-discrimination ordinances. The EOC urges property managers to ensure that they are not inadvertently discriminating against particular racial groups in the course of managing the premise, including in enabling access to particular facilities such as the public area or park. Policies related to access to the building's facilities should be regularly reviewed, in order to proactively promote amicable neighbourly relations and avoid legal liabilities.

*Names have been changed.

2015年上半年歧視投訴及查詢數字
Complaints and Enquiries in January – June 2015

平機會主要職能之一是處理公眾根據《性別歧視條例》、《殘疾歧視條例》、《家庭崗位歧視條例》及《種族歧視條例》所作出的投訴。

平機會於2015年1月至6月期間共收到317宗投訴，比去年同期增加了15%，其中有關殘疾歧視的投訴上升了29%，達176宗；而種族歧視的投訴則增加40%至35宗。連同平機會主動進行的調查及2014年未完成的個案，平機會於2015年1月至6月期間共處理了545宗投訴，而去年同期則有530宗。《殘疾歧視條例》之下的投訴仍然佔最大比重，達57%(312宗)。

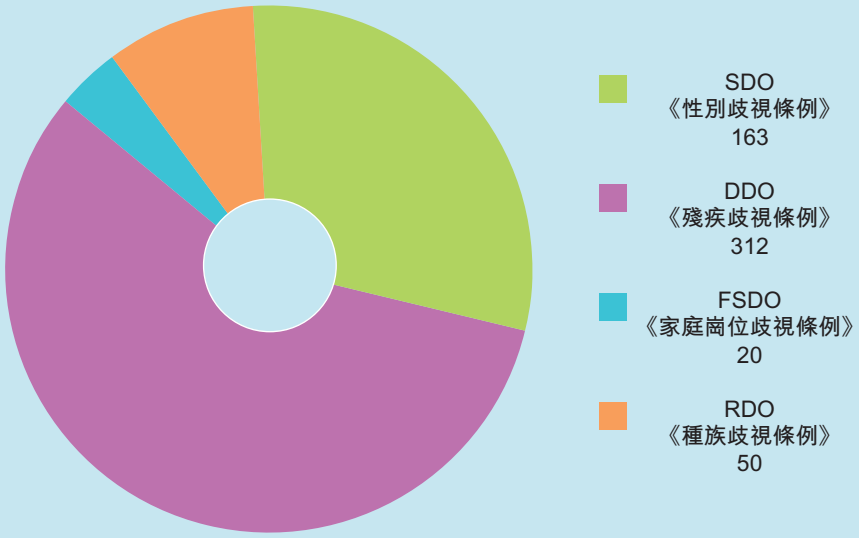
此外，平機會上半年處理了6,669宗查詢，較去年8,679宗下跌了約23.2%。其中3,913宗(58.7%)屬一般查詢，另外1,655宗(24.8%)屬可能發展成投訴的查詢，餘下的1,101宗(16.5%)則屬其他範疇的具體事項查詢。

One of the key functions of the EOC is to handle the complaints made by members of the public under the four anti-discrimination ordinances, namely the Sex Discrimination Ordinance (SDO), the Disability Discrimination Ordinance (DDO), the Family Status Discrimination Ordinance (FSDO) and the Race Discrimination Ordinance (RDO).

Between January and June 2015, the EOC received a total of 317 complaints, 15% more than the corresponding period in 2014. In particular, the number of complaints under the DDO surged by 29% to 176, while that of the RDO rose by 40% to 35. Together with the investigations initiated by the EOC and the complaints carried forward from 2014, the EOC handled a total of 545 complaints from January to June 2015. The number in the corresponding period of 2014 was 530. Complaints under the DDO continued to take up the largest share at 57% or 312 cases out of the total.

Apart from complaints, the EOC handled 6,669 enquiries in the first half of 2015, around 23.2% less than the 8,679 in 2014. More than half (58.7% or 3,913) of these enquiries were general in nature, while 1,655 (24.8%) were specific ones leading to prospective complaints. Another 1,101 (16.5%) were specific enquiries relating to other topics.

Complaints handled under the 4 anti-discrimination ordinances in Jan-Jun 2015
平機會於2015年1月至6月期間處理有關四條反歧視條例的投訴



永遠懷念勞永樂醫生
In memory of Dr. LO Wing-lok

前平機會委員兼傳染病學專家勞永樂醫生於2015年5月9日因肺癌病逝，享年60歲。

勞醫生一生積極參與公共事務，對公共衛生及社會議題尤其關注。除了於2000年至2004年期間擔任立法會議員外，勞醫生在2000年至2004年亦出任香港醫學會會長，並在2005年至2009年擔任平等機會委員會（平機會）委員。

勞醫生作為平機會委員期間，同時出任社會參與及宣傳專責小組召集人，引領平機會推行措施，以提高社會對反歧視條例的認識和瞭解，並把平等共融觀念融入主流。在勞醫生的帶領和指導下，平機會推出一系列新舉措，包括成立「平等機會之友會」，為僱主僱員提供資訊分享平台，介紹如何在工作間推行良好管理常規；又推出電台節目《平等機會多元共融行動》每週嘉賓專訪，以提高公眾對多元共融的認識。

我們衷心感謝勞醫生對平機會的貢獻，並會銘記他正直、不平則鳴的性格。秉承他為社會鞠恭盡粹的精神，我們將繼續致力促進人人共享平等機會。我們深切哀悼勞醫生離世，並對他的家人致以真切慰問。

On 9 May 2015, Dr. Lo Wing-lok, an infectious disease specialist and former EOC Member, passed away at the age of 60 after his battle with lung cancer.

Dr. Lo was known for his active participation in public affairs and his concerns about public health and social issues. As well as being a Legislative Councillor from 2000 to 2004, he was President of the Hong Kong Medical Association from 2000 to 2004, and a Member of the Equal Opportunities Commission (EOC) from 2005 to 2009.

During his tenure with the EOC, Dr. Lo acted as the Convenor of the Community Participation and Publicity Committee (CPPC), steering the Commission's measures to enhance the community's awareness and understanding of the anti-discrimination ordinances, and the initiatives to mainstream the concepts of equality and inclusion in the society. Under Dr. Lo's leadership and guidance, the Commission introduced a number

of new initiatives, including the inauguration of the EO Club, which provides an information-sharing platform for employers and employees to implement good management practices in the workplace, and the EO Diversity Project, a weekly radio programme to promote public awareness on inclusion and diversity.

We are deeply grateful for the contributions of Dr. Lo, and will remember his righteous character, his determination to speak out against injustice and his commitment to serving the community as we continue the Commission's work to advance equal opportunities for all. As we mourn the loss of Dr. Lo, our thoughts and prayers are with his family, and we offer them our sincere condolences.

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