

# 多元共融

## 每年3月21日為聯合國國際消除種族歧視日

平等機會委員會(平機會)的其中一項使命是促進社會共融，無分種族。平機會透過一系列的活動加深公眾對《種族歧視條例》的認識，以及在日常生活的不同範疇促進種族平等。歡迎瀏覽平機會網站[www.eoc.org.hk](http://www.eoc.org.hk)，認識你的權利，網站除了備有中、英文版外，亦提供印尼文、印度文、尼泊爾文、菲律賓文、泰文及巴基斯坦文版本。如有需要，我們亦可提供其他語言的傳譯。

### 主席的話：林煥光GBS, JP

在今天國際消除種族歧視日，讓我們一同反思香港存在的意義。我們大都來自五湖四海，我們的城市一向充滿文化的差異。多元的背景令我們更具創意，茁壯發展。然而，狹隘的民族及地域觀念，仍間歇性地侵蝕我們這個多元城市所擁抱的平等價值觀，使部份人未能享受平等機會，無法盡展所長。歷史告訴我們，每個人都會因歧視而蒙受損害。

平機會將繼續努力，與港人共建設多元、平等及共融的社會。



平等機會委員會呼籲政府迅速作出實質行動，處理少數族裔兒童面對的教育問題。



我們鼓勵受到違法歧視的市民向我們作出申訴。平機會的法定職責是處理基於種族、性別、懷孕、婚姻狀況、殘疾或家庭崗位歧視的投訴。我們會根據四條反歧視條例展開調查，若有需要，亦會為雙方進行調解。

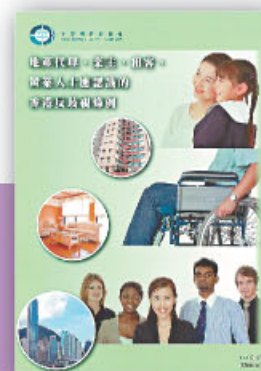


### 《種族歧視條例》與我

《種族歧視條例》能提供甚麼保障？若受到種族歧視，應該怎樣做？可到那裡討回公道？根據《種族歧視條例》，基於種族而作出歧視、騷擾或中傷屬於違法。《種族歧視條例與我》小冊子以簡易方法介紹有關條文、其適用範圍和法例下的例外情況。

### 《種族歧視條例僱傭實務守則》

《種族歧視條例》規定，僱主若因某人的種族而拒絕聘請他/她，即屬違法。求職者和僱員均受到法律保障。如欲了解有關如何預防僱傭範疇出現種族歧視及騷擾的實際指引，請參閱《種族歧視條例僱傭實務守則》。



### 《給外籍家庭傭工及其僱主的指引》

外籍傭工在港逗留期間，均受到香港反歧視條例的保障。《給外籍家庭傭工及其僱主的指引》闡釋了《種族歧視條例》下的權責問題，更以實例解釋《種族歧視條例》如何適用於僱主及外傭，並解答各種相關的疑難，如：招聘、終止合約、休息日/假日等問題；好讓你認識各種良好措施，確保家中種族和諧。

### 《地產代理、業主、租客、置業人士應認識的香港反歧視條例》

若你因某人的種族而拒絕將物業租給他/她，便可能違法。詳情請參閱關於物業出租與出售的反歧視條例小冊子。當中解釋現行四條反歧視條例(包括《種族歧視條例》)的條文，確保物業代理及業主了解有關條例，並概述條例賦予租客和買家的權利。



### 《人人有書讀》和《少數族裔教育工作小組報告》

教育是每個兒童的基本權利。然而，不少少數族裔學生在求學方面遇上重大障礙。為研究措施確保少數族裔學生在現行教育制度下享有公平機會，平機會的工作小組發布了《少數族裔教育工作小組報告》，向教育局提出9項行動建議。家長也可參考《人人有書讀》單張認識香港教育制度，瞭解《種族歧視條例》賦予子女的教育權利。

### 有關種族的良好管理常規

在甚麼情況下，種族是「真正的職業資格」？如何構成種族騷擾？平機會為《良好管理常規》系列增添兩個新項目：「種族作為真正的職業資格」和「甚麼是種族騷擾？」，促請僱主建立一個沒有歧視的工作間，讀者可在平機會網站閱讀及下載兩份單張。這單張為僱主和人力資源從業員介紹《種族歧視條例》下的具體概念。

### 社區推廣活動：

- ◆ 平等機會社會參與資助計劃
- ◆ 與香港電台第二台合作的「平等機會多元共融行動」(歡迎於2012年4月14日蒞臨元朗廣場參加節目的閉幕禮，當日主題是「平等就業機會」)
- ◆ 與商業一台合作的電台節目「奇人歧事週報」
- ◆ 電視宣傳短片及電台宣傳片段
- ◆ 「非常平等任務」平機會電視實況劇
- ◆ 數碼廣播有限公司大同台的少數族裔電台節目
- ◆ 「獨得的我！」- 青少年發展計劃
- ◆ 平等機會條例巡迴展覽
- ◆ 戶外及港鐵宣傳計劃
- ◆ 為僱主、僱員、教育機構、非政府組織及社區團體舉辦有關《種族歧視條例》的講座
- ◆ 以多種少數族裔語文印製有關四條反歧視條例的刊物
- ◆ 與社區及宗教機構進行的恆常外展活動
- ◆ 平機會網上資源中心關於種族議題的網頁：「大同世界」
- ◆ 學校戲劇表演
- ◆ YouTube短片製作比賽



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平機會在 EOC on YouTube  
[www.youtube.com/user/hkeoc](http://www.youtube.com/user/hkeoc)





# We As ONE — Racial Equality for ALL



March 21 marks the International Day for the Elimination of Racial Discrimination.

One of the missions of the Equal Opportunities Commission (EOC) is to promote an inclusive society for all irrespective of racial origins. The EOC has created a range of initiatives to advance public understanding of the Race Discrimination Ordinance (RDO) and promote racial equality in various aspects of daily life. Please visit our website at [www.eoc.org.hk](http://www.eoc.org.hk) to learn more about your rights. Information is available in Chinese, English, Hindi, Indonesian, Nepali, Tagalog, Thai, and Urdu. Interpretation in other languages is available as necessary upon request.

## A Message from the Chairperson: Mr. LAM Woon-kwong, GBS, JP

Today provides an opportune moment for us to reflect upon the common ties that bind us. Throughout its history, Hong Kong's rich mix of cultures and backgrounds has propelled us to innovate and grow. Yet many are still unable to equally access or contribute to this city's future because of unjust stereotypes. Discrimination is everyone's loss, for together, our possibilities multiply to the benefit of all.

The EOC will continue to work with all people towards our shared goal of an inclusive city, where we can prosper as one.



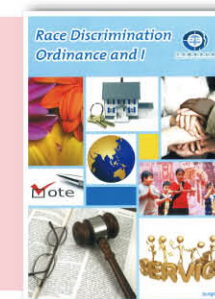
## We urge those who have faced unlawful discrimination to seek redress with us.

The EOC is statutorily tasked to handle complaints of discrimination based on race, sex, pregnancy, marital status, disability, or family status. We investigate and attempt conciliation between relevant parties as appropriate under the four anti-discrimination ordinances.



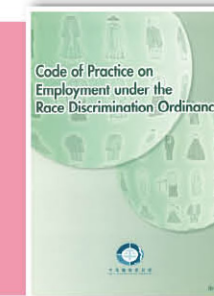
### The RDO and I

Do you know how the RDO can help? Do you know what to do if you face racial discrimination? Do you know where to seek redress? The RDO protects people against discrimination, harassment and vilification on the ground of their race. Please have a look at our booklet, the RDO and I, for concise and easy-to-understand explanation on the law, its protection, application, and exceptions.



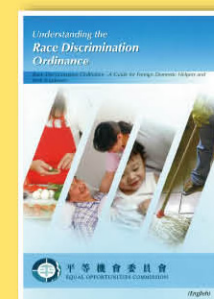
### RDO Code of Practice on Employment

Denying someone a job because of his or her race is unlawful under the RDO. The law offers protection to both job applicants and employees against race discrimination. Please refer to the RDO Code of Practice on Employment for practical guidance on how to prevent discrimination and harassment based on race in employment.



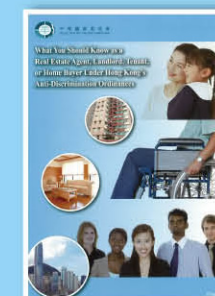
### Guide for Foreign Domestic Helpers and their Employers

Hong Kong's anti-discrimination ordinances provide protection to foreign domestic helpers during their stay. To ensure good relations in your household, check out the guide to learn more about your rights and responsibilities under the RDO. The guide explains in practical terms the applicability of the RDO to foreign domestic helpers and their employers. Get answers to questions on topics including recruitment, termination of contract, and rest days/holidays in relation to the RDO, and learn about good practices to maintain racial harmony at home.



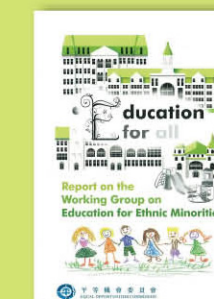
### What You Should Know as a Real Estate Agent, Landlord, Tenant, or Home Buyer

If you refuse to rent an apartment to someone because of his or her race, it may be unlawful. Check out the leaflet on the anti-discrimination ordinances for real estate leasing and sales. The leaflet explains the provisions of the existing four anti-discrimination ordinances, including the RDO, to ensure compliance by real estate agents and landlords and outlines the rights of tenants and buyers under these laws.



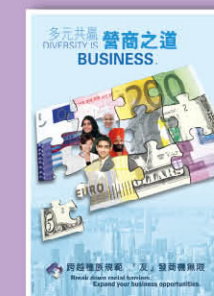
### Education for All Leaflet and Report of the Working Group on Education for Ethnic Minorities

Education is a basic right of every child. Yet many ethnic minority students face significant barriers in their academic pursuit. To explore measures to provide these students with a level playing field in the education system, the EOC's Working Group released a Report with nine recommendations for action by the Education Bureau. Parents can also check out the leaflet 'Education for All', with information about Hong Kong's education system and their children's right to education under the RDO.



### Good Management Practices on Race

Do you know in what circumstances is race a genuine occupational qualification? Do you know what constitutes racial harassment? To support a discrimination-free workplace, the EOC has developed two new items for the Good Management Practice series: "Race as a Genuine Occupational Qualification" and "What is Racial Harassment?". Both are available on the EOC's website and provide a useful and easy-to-understand introduction into specific concepts under the RDO for employers and human resource practitioners.



### Our community outreach programmes:

- ◆ Community Participation Funding Programme
- ◆ Equal Opportunities Diversity Project with RTHK Radio 2 (Join us to celebrate the show's finale at Yuen Long Plaza on 14 April 2012. The theme will be "Equal Employment Opportunity for All")
- ◆ Radio Programme with Commercial Radio 1
- ◆ TV and Radio Announcements of Public Interest
- ◆ "A Mission for Equal Opportunities" - EOC docu-drama
- ◆ Regular segments on ethnic minority radio shows on the Digital Broadcasting Corporation's Digital We Channel
- ◆ Roving exhibitions on the Equal Opportunities Ordinances
- ◆ Outdoor and MTR advertisement campaigns
- ◆ Uniquely Me! - A Youth Development Programme
- ◆ Talks on the RDO for employers, employees, educational institutions, NGOs, and community groups
- ◆ Publications in various ethnic minority languages covering the four anti-discrimination ordinances
- ◆ Regular outreach activities with community and religious organisations
- ◆ "A World of Colours" - the EOC's resource webpage on race issues
- ◆ School drama performances
- ◆ Youtube video competition



The Equal Opportunities Commission called for prompt and concrete action by the Government to address the issue of education for ethnic minority children.



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同心展關懷  
caringorganisation  
Awarded by The Hong Kong Council of Social Service  
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