



主席的話

Chairperson's Message

多元 • 共融

一年將盡，我懷着感謝的心，回顧這繁忙而挑戰重重、同時又收穫豐富的一年。雖然前路仍多障礙，但平等機會委員會對於建設共融社會的決心一直堅定不移。

一如以往，我們根據現行的反歧視法例，協助遭受歧視的人士討回公道。我們今年共收到超過16,000宗查詢，比去年增加了22%，亦處理了超過1,000宗的歧視投訴；平機會並向24名投訴人提供法律協助，對比去年增加了85%。在我們的幫助下，不同的受屈人合共獲得港幣280萬元的金錢賠償及其他方式的補償。

過去幾年，平機會一直密切關注殘疾人士的通道和權利問題，以及少數族裔的平等教育機會。我們希望讓社會人士更瞭解這些群體所面對的困境，並明白到只要能提供一個公平的競爭環境，他們也可為社會作出寶貴的貢獻。我們樂見平機會的工作已取得相當進展。

We as ONE

As another year comes to a close, I look back with gratitude at what we have accomplished. It has been a busy and challenging, yet fruitful year. Though many hurdles still lie ahead, the Equal Opportunities Commission's (EOC) commitment to building an inclusive Hong Kong is unwavering.

We remain committed to providing redress under the existing legislation for those aggrieved by discrimination. We received over 16,000 enquiries this year – a 22 percent increase from the previous year, and handled over 1,000 complaints. We also extended legal assistance to 24 complainants, marking an 85 percent jump from last year. With our help, HK\$2.8 million in monetary compensation was secured, along with other remedies.

Over the past couple of years, the EOC has been paying close attention to the issues of accessibility and rights of persons with disabilities, as well as equal education opportunities for ethnic minorities. Our objective is to raise public awareness on the difficulties faced by these communities and on the valuable contributions they can make if the playing field can be leveled. We are delighted to see some of our efforts bearing fruit.



政府就跟進平機會在2010年6月發布的正式調查報告中所提出有關改善及提升殘疾人士無障通道的建議時，確認政府處所內的3,500宗改善工程中，有90%已於2012年6月完成。此外，政府亦於8月公布會推行一項新計劃，在不少於230個公眾地點安裝載客升降機，以締造能方便所有人的無障礙環境。

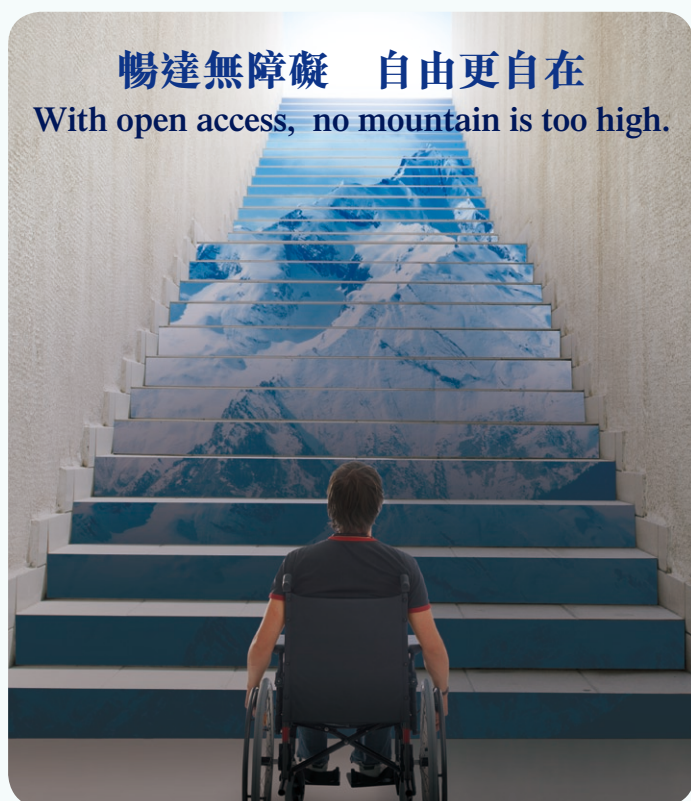
平機會以15年的執法經驗作為基礎，向持份者就《殘疾歧視條例僱傭實務守則》修訂本進行全面諮詢，及後修訂本於2011年6月生效，守則就消除工作場所的殘疾歧視提供了實用指引。

一個月後，我們的少數族裔學生教育工作小組於7月發布了報告，就改善所有學童的平等教育機會提出建議。這項倡議工作得到社會廣泛認同，立法會並於2012年2月通過支持議案。

Following up on the EOC's recommendations to improve and enhance access for persons with disabilities in its Formal Investigation Report published in June 2010, the Government has confirmed that 90% of the 3,500 improvement projects in Government premises had been completed by June 2012. In addition, a new scheme to install passenger lifts at no less than 230 public locations has also been announced in August to provide a universally accessible environment for all.

The Revised Code of Practice on Employment under the Disability Discrimination Ordinance came into effect in June 2011. The revision, undertaken with full consultation with key stakeholders and based on about 15 years of enforcement experience, provides practical guidance to facilitate the elimination of disability discrimination from the workplace.

One month later in July, our Working Group on Education for Ethnic Minorities released its Report, with recommendations on enhancing equal education opportunity for all. The initiative has received wide support from the community, including a Motion passed by the Legislative Council in February 2012.



During the year, we broke new frontiers in our research initiatives, attempting to shed light on previously little-discussed topics such as the impact of gender stereotypes on Hong Kong's men, and the racial encounters and discrimination experienced by South Asians. The gathered data is useful in focusing our advocacy efforts.



在這一年內，我們在研究工作方面開拓了新的領域，嘗試探討過往較少論及的議題，例如性別定型觀念對香港男性的影響，以及南亞裔人士與不同種族接觸及受到歧視的經驗。收集所得的數據有助平機會為倡議工作訂立更明確的目標。



在回顧各項工作成果時，我們對於所獲得的認同或獎項，均以謙卑之心面對。其中，平機會管治委員會的成員不遺餘力貢獻時間和心力去達成平機會的目標，並於去年獲得香港董事學會頒發傑出董事獎。委員的領導才能和熱誠投入，令我深受啟發。

我亦希望向平機會的員工表達我摯誠的謝意，在我擔任主席期間，他們努力不懈地給予我支援，並盡心竭力為建設一個更公平的社會而奮鬥。

我有信心，香港在推動全民機會平等方面正循着正確的方向進發。平機會期望與各界持份者繼續積極合作，共同建設多元共融的社會。

林煥光

平等機會委員會主席
林煥光 GBS, JP

As we look at our achievements, we have also been humbled by the recognition we have received. In particular, Members of our Board, who have unstintingly given their time and energy to further the Commission's cause, were recognised when the EOC was named a winner of the Directors of the Year Award from the Hong Kong Institute of Directors. I have been deeply inspired by their leadership and dedication.

I would also like to express my heartfelt thanks to the Commission's staff, who have given me their untiring support throughout my tenure and fought hard for a fairer society for all.

I am confident that Hong Kong is on the right track to advancing equal opportunities for everyone. The EOC looks forward to continuing our rewarding cooperation with our stakeholders as we work towards fostering an inclusive community – We as One.



Lam Woon-kwong, GBS, JP
Chairperson
Equal Opportunities Commission