

主席的話

Chairperson's
Message



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共享平等

我就任平機會主席已有一年，誠然，這是繁忙而充實的一年。

作為平機會新的一員，我的首要工作是與不同界別的持份者會面。過去一年，我參與了超過110場會議，聆聽不同人士對平機會需優先處理的工作的意見。這過程至關重要，因為平機會執行工作時不能單靠自身力量，而是需要各持份者和廣大市民通力合作。

事實上，平機會十分重視與持份者和公眾的溝通。例如我們在2013年9月舉辦平機會論壇，吸引超過300人參加，這個全年最大型的公眾活動，讓市民對如何在港推動平等機會提出建議。另外，平機會全年透過超過400項社區活動和其他項目與不同界別人士接觸，以建立關係。

為進一步向市民負責，平機會另一重點措施是主動公布平機會的三年策略工作計劃，並且把計劃呈交予立法會。計劃詳細闡述我們的優先工作領域與方向，也制定了衡量平機會工作成果的框架。

Equal Rights for All

It has been over a year since I assumed my role as Chairperson of the Equal Opportunities Commission (EOC). It has, indeed, been an eventful and fruitful first year.

As a newcomer to the Commission, I made it my top priority to meet with a wide range of stakeholders in over 110 meetings in order to hear their views on the imminent tasks of the Commission. I felt that this was a crucially important exercise, for the EOC cannot work alone in carrying out our role, but rely on the joint efforts of key stakeholders and the wider public.

We take this responsibility seriously. For instance, the EOC organised a Public Forum with over 300 participants in September 2013. As our largest outreach event of the year, it provides a platform for members of the public to share their suggestions on promoting equal opportunities in Hong Kong. And throughout the year, we continued to build our relationships with different sectors through over 400 community projects and other activities.

Another key measure we have instituted to improve our accountability to the public is the proactive release of the Commission's three-year strategic work plan, which was also submitted to the Legislative Council. The plan maps out the priorities and directions of our work, and provides an overarching framework for measuring our achievements.



今年我們為工作計劃中兩大主要項目定下基礎，即「歧視法例檢討」和「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」。這兩個項目對未來改善社會平等情況將起著重大的影響。

除了以上兩項工作，我們亦為少數族裔學生和有特殊教育需要學生爭取平等學習機會。這兩類學生向來備受忽視，但他們既是社會未來不可或缺的成員，理應享有平等機會。另外，我們公布了學界與工商界性騷擾情況的調查結果；又透過新的宣傳或培訓活動，加深市民對歧視議題的認識。例如我們與明愛青少年及社區服務聯合舉辦慶祝國際消除種族歧視日2014的大型公開活動，鼓勵社會憧憬種族平等的未來，活動得到政府的大力支持。在宣傳上，平機會亦應用嶄新科技和社交媒體如新的手機應用程式，向年輕人傳播不應歧視的訊息。這一切工作將帶領我們一步步邁向真正包容的社會。



然而，我們的工作並不局限於現行四條反歧視條例。事實上，平機會相當關心社會上被邊緣化的小眾，包括性小眾(男女同性戀、雙性戀、跨性別人士和雙性人)、長者和新移民。我們明白如要有效地解決這些小眾所面對的歧視問題，不應只為個別投訴人提供申訴途徑，而是要通過改變政策以解決制度上的障礙。舉例來說，我們主張增加聘用少數族裔和殘疾人士成為公務員，並且爭取平等價值在各行各業成為主流。



During the year, we laid the groundwork for two major initiatives in our work plan: the Discrimination Law Review and the Feasibility Study on Legislating against Discrimination on the Grounds of Sexual Orientation, Gender Identity and Intersex Status. These two undertakings will have significant bearing on Hong Kong's equality landscape in the years to come.

We also spoke up for equal learning opportunities for ethnic minority students and those with special educational needs. These two groups, long neglected, are crucial parts of our collective future, and they deserve equal chances. Additionally, we published a number of survey findings on sexual harassment in the educational and business sectors, and sought new ways to broaden public understanding of discrimination issues, whether through training or publicity measures. For instance, to encourage our society to envision a future of racial equality, we co-organised a major public event in celebration of the International Day for the Elimination of Racial Discrimination (IDERD) 2014, in collaboration with Caritas Youth and Community Service and with staunch support from the Government. We also made use of the latest technology and social media to spread the message of non-discrimination especially to the younger generation, including through our new mobile apps. Each of these initiatives is an important step towards our goal of a truly inclusive society.

Our efforts are not just confined to the protected areas under the existing four anti-discrimination ordinances. Indeed, the EOC has legitimate concerns for our society's marginalised minority groups, including LGBTI (lesbian, gay, bisexual, transgender and intersex) persons, the elderly, and new immigrants. We recognise that, to effectively tackle discrimination faced by such groups, we should not only aim to provide redress for individual complaints, but also look to address systemic barriers by seeking policy changes. For instance, we advocated for expanded employment opportunities for ethnic minorities and persons with disability in the Civil Service, and for the value of equality to be mainstreamed in all sectors.

雖然我們的工作充滿挑戰，經常面對外界質疑或批評我們的工作方式和目標，但平機會仍感謝所有持份者與我們分享看法。我們堅信只有透過理性和公開的討論，才能達成共識，制定出各方認同的方案。

在此我衷心感謝平機會委員的指導和各位同事的努力，他們協助平機會規劃未來工作大綱，克服了不少挑戰。平機會將繼續致力以專業的知識和態度服務市民，讓員工有更多機會接受培訓、接觸多元範疇和增進知識。

香港今日正處於歷史上的重要時刻，站在變革的十字路口。過去一年，我們目睹社會醞釀衝擊的緊張局面，人與人之間越來越欠包容，這個趨勢令人擔憂。平機會支持言論自由及捍衛人人發表意見的權利。然而，在這個社會分化的時刻，我們相信有迫切需要推廣平等、包容和接納的價值，以增加社會的凝聚力。

但單靠立法並不能實現社會平等，我們需要政府的承擔，商界、社會領袖、教育工作者及各界人士攜手合作，建立互相尊重、彼此諒解的文化，確保人人享有平等機會。我們社會上每個人均有責任為下一代建立沒有歧視和偏見的未來。我期待在未來的日子與你同行，建構人人共享平等的社會。

Our work is not without challenges. Often, we face questions and criticisms from those who disagree with our means and ends. The EOC is grateful for the willingness of all stakeholders to share their positions with us. We strongly believe that through rational and open discussions, we can find common ground and chart out a common course.

We are committed to being a professional organisation by continuing to provide staff with more training, exposure and knowledge. In plotting our path and overcoming these challenges, I would like to offer my sincere thanks to the EOC Board for their guidance, and to my colleagues for their efforts.

As I pen this message, Hong Kong is standing at the crossroads of change and an extraordinary moment in its history. Over the last year, we saw simmering tensions and a worrying trend of increasing intolerance. The EOC supports freedom of speech and the right of all to express their views. Yet, at this juncture of potential divisiveness, we believe it has never been more necessary to promote the value of inclusion, equality and acceptance, without which there can be no social cohesion.

Indeed, equality cannot be achieved by legislation alone. We need the commitment of the Government, business and community leaders, educators, and so many others to work in partnership, to build a culture of respect and understanding, and to ensure equal opportunities for all. All of us have a responsibility to build, for our children, a future without discrimination and prejudice. I look forward to acting together with you towards this common goal in the days ahead.



周一嶽

平等機會委員會主席
周一嶽

York Y.N. Chow
Chairperson
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