



共融

Integration



提供申訴渠道—投訴處理及法律協助

香港四條反歧視條例（即《性別歧視條例》、《殘疾歧視條例》、《家庭崗位歧視條例》和《種族歧視條例》）禁止基於性別、懷孕和婚姻狀況的歧視；性騷擾；殘疾歧視、騷擾和中傷；家庭崗位歧視；以及種族歧視、騷擾和中傷等違法行為。

各條例中有關僱傭範疇的條文不僅保障僱員，同時也保障求職者和合約員工。此外，條例亦涵蓋職業介紹所、成為合夥人、加入專業團體和工會等活動。至於非僱傭範疇的條文，其涵蓋範圍則包括教育、提供貨品或服務、參與會社和體育活動、處所管理及政府活動等。

處理投訴程序

任何人士若認為自己在法例保障範疇內受到歧視，可親身或透過代表向平機會作出書面投訴。平機會調查投訴時，會研究與個案相關的資料，投訴人及答辯人雙方亦有充分機會作出回應和反駁。在認為合適的情況下，平機會將致力透過調停解決問題，以協助涉事雙方達成和解。若無法達成和解，投訴人可向平機會申請其他方式的協助。平機會將審視每宗申請，考慮有否涉及原則問題，和申請人在沒有協助下自行處理個案的能力。平機會提供的協助包括：法律意見、法律協助或其他平機會認為適當的協助。

Providing Redress – Complaint-handling and Legal Assistance

Hong Kong's 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), prohibit unlawful discrimination on the grounds of sex, pregnancy, and marital status; sexual harassment; disability discrimination, harassment and vilification; family status discrimination; and racial discrimination, harassment and vilification.

The employment-related provisions of the ordinances provide protection not only to employees, but also to job applicants and contract workers. Furthermore, they cover activities relating to employment agencies and admission to partnerships, professional bodies and trade unions. The non-employment-related provisions cover areas such as education, the provision of goods or services, participation in clubs and sporting activities, the management of premises, and Government activities.

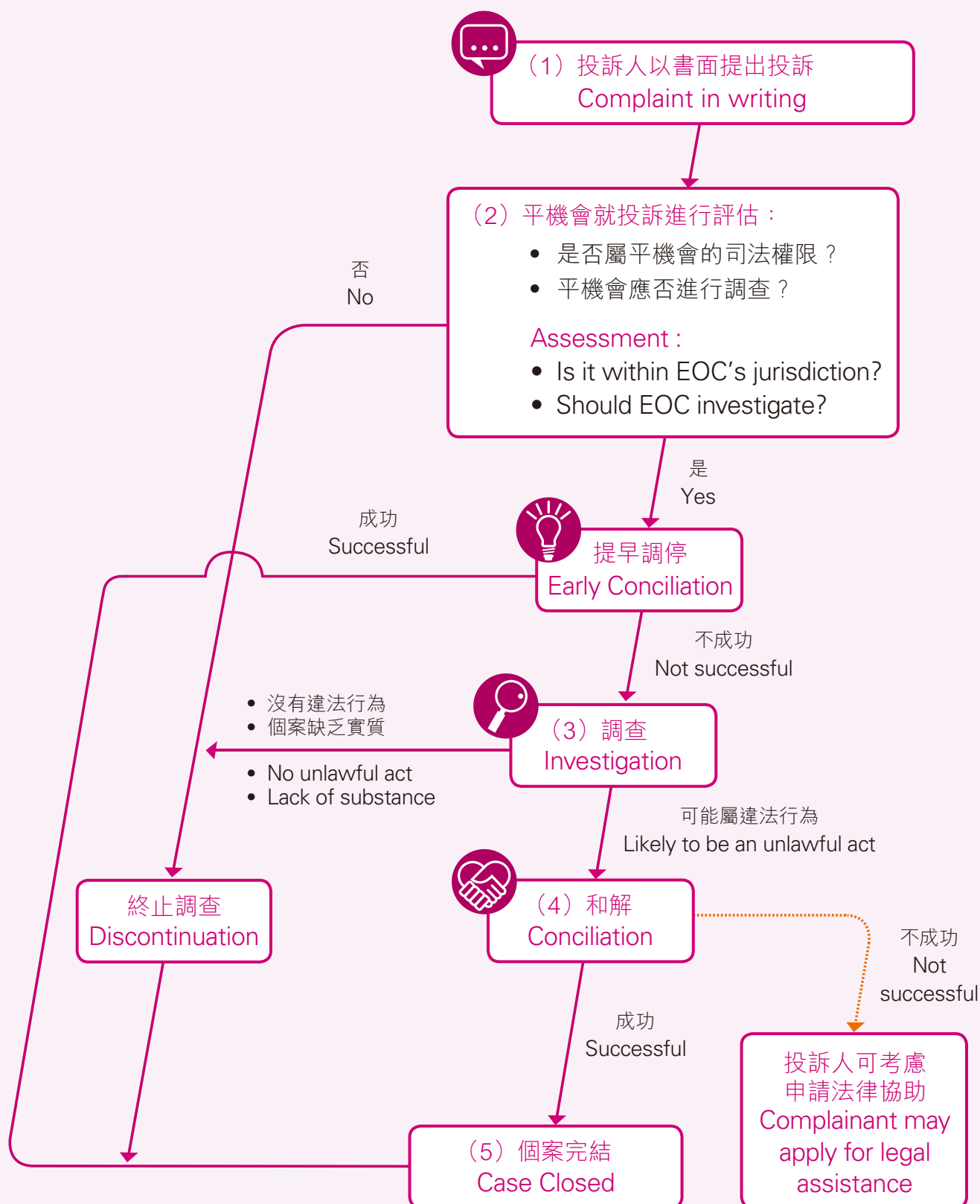
Complaint-handling Procedures

Any person who feels that they have been discriminated against on protected grounds can lodge a complaint in writing, either personally or through a representative, with the EOC. When investigating the complaint, the EOC will examine information relevant to the case and give parties adequate opportunities to respond and rebut. Where it is considered appropriate, the EOC will endeavour to resolve the matter through conciliation, helping the parties involved to reach a settlement. If a settlement cannot be reached, the complainant may apply to the EOC for other forms of assistance. The EOC will look at each application individually, considering issues of principle, as well as the ability of the applicant to deal with the case unaided. Assistance given can include legal advice, legal assistance, or any other forms of assistance deemed appropriate.

如何向平機會提出投訴 How to Lodge a Complaint with the EOC:

-  網上投訴表格(上載於平機會網站) Online Form at EOC website – www.eoc.org.hk
-  電郵 Email – eoc@eoc.org.hk
-  電話 Telephone – 25118211
-  書信 Letter – 19/F, Cityplaza Three, 14 Taikoo Wan Road, Taikoo Shing, Hong Kong
-  傳真 Fax – 2877 7600
-  親臨平機會 In Person

向平機會作出投訴 Taking a Complaint to the EOC



共處理16,756宗查詢

查詢服務是平機會的重要工作之一。2013/14年度，平機會處理了16,756宗查詢：其中8,434宗屬一般查詢，8,322宗屬具體事項查詢。大多數人選擇透過電話熱線作出查詢，其次是分別透過書面查詢和親臨平機會與職員面談。

一般查詢通常是指有關平機會活動和反歧視法例條文的詢問；具體事項查詢則是指查詢的情況或事件有可能變成投訴。在收到的8,322宗具體事項查詢中，2,623宗與《殘疾歧視條例》有關，1,265宗與《性別歧視條例》有關，454宗與《種族歧視條例》有關，317宗與《家庭崗位歧視條例》有關。而其餘3,663宗則屬其他範疇的查詢(表一)。

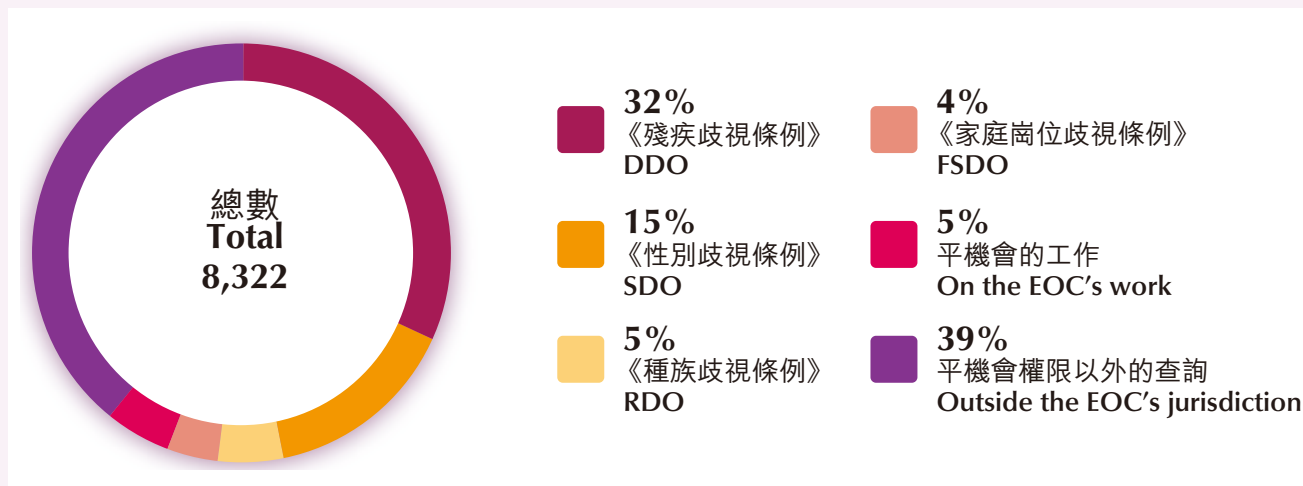
16,756 Enquiries Handled

Enquiry service is an important aspect of the EOC's work. In 2013/14, the Commission handled 16,756 enquiries: 8,434 general enquiries and 8,322 on specific situations. The largest proportion of enquiries was made through the EOC telephone hotline, followed by writing and face-to-face interviews respectively.

General enquiries normally relate to questions on the EOC activities and the provisions of the anti-discrimination laws, while specific enquiries cover questions on scenarios or incidents that may become complaints. Of the 8,322 specific enquiries received, 2,623 were related to the DDO, 1,265 to the SDO, 454 to the RDO and 317 to the FSDO, while the remaining 3,663 were about other issues (Figure 1).

表一：8,322宗具體事項查詢

Figure 1: 8,322 Specific Enquiries Handled



共處理827宗投訴

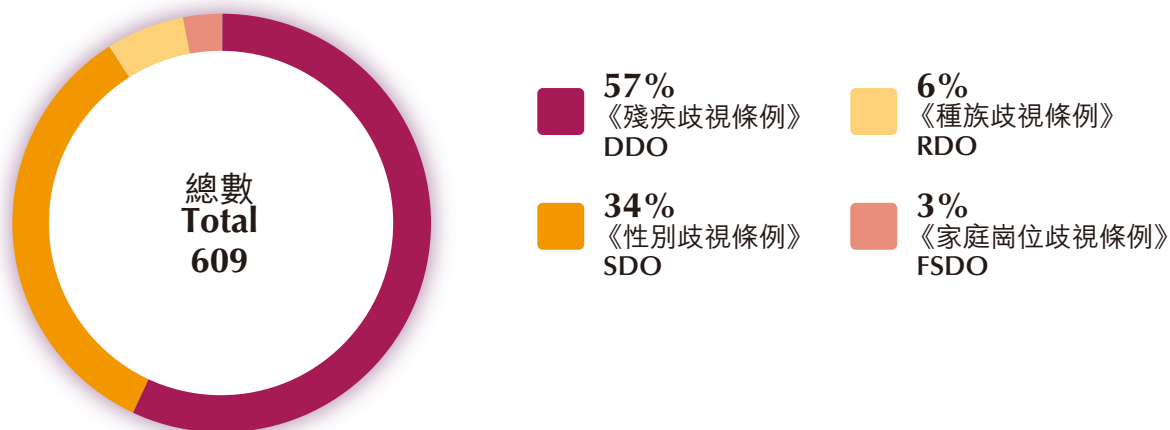
本年度平機會共收到609宗由個別投訴人提出涉及違法行為的新投訴(表二)，較上年度的710宗減少了14%。當中最多投訴與《殘疾歧視條例》有關(349宗)，其次為《性別歧視條例》(207宗)、《種族歧視條例》(34宗)和《家庭崗位歧視條例》(19宗)。

827 Complaints Handled

During the year under review, the EOC received 609 new complaints of allegedly unlawful acts lodged by individual complainants (Figure 2), a 14%-decrease from the previous year's figure of 710. The largest proportion of complaints was lodged under the DDO (349), followed by the SDO (207), RDO (34) and FSDO (19).

表二：共收到609宗新歧視投訴

Figure 2: 609 New Discrimination Complaints Received

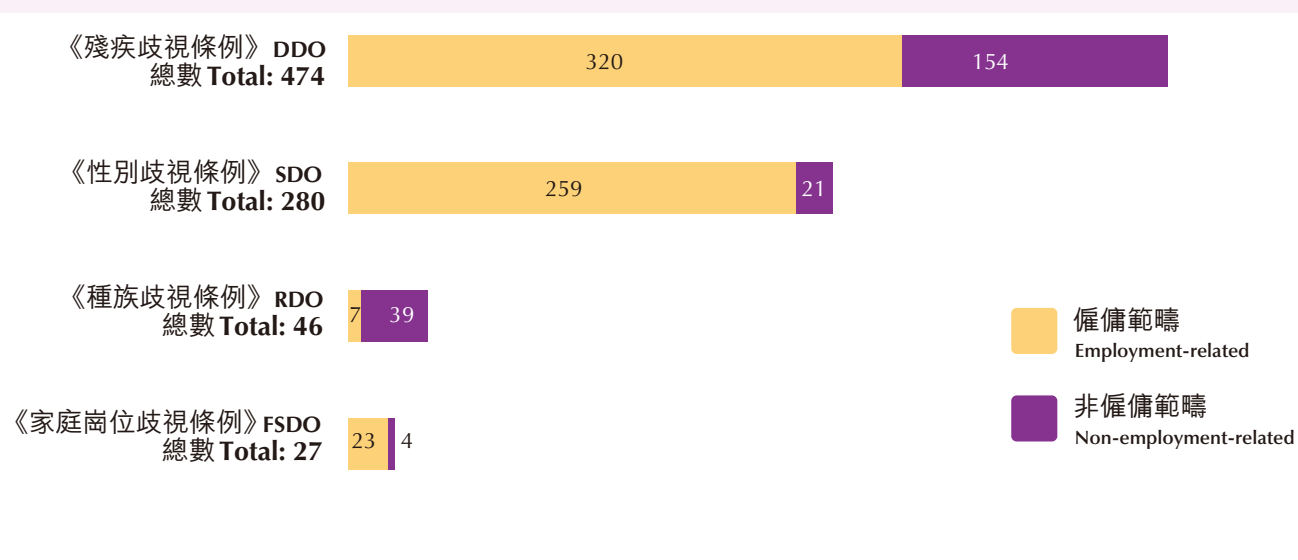


連同2012/13年度未完成的個案，平機會在2013/14年度共處理了827宗投訴（表三），較上年度減少11%。此外，平機會亦主動調查了65宗涉及潛在歧視的事件。

Together with cases carried over from 2012/13, the EOC handled a total of 827 complaints in 2013/14 (Figure 3), an 11%-decrease from the previous year's figure. Separately, the EOC initiated investigations into 65 incidents of potential discrimination.

表三：已處理的827宗投訴

Figure 3: 827 Complaints Handled



有關《殘疾歧視條例》的投訴

平機會於2013/14年度共調查了474宗投訴，其中320宗(68%)屬僱傭範疇，154宗(32%)屬非僱傭範疇。僱傭範疇的殘疾歧視個案大多數與病假及工傷有關，其主要爭論在於僱員履行工作固有要求的能力、以及僱主給予僱員的遷就或不合情理的困難。至於不屬僱傭範疇的個案，主要則涉及提供貨品、設施或服務，或處所通道問題。



Complaints related to the Disability Discrimination Ordinance (DDO)

A total of 474 complaints were investigated by the EOC in 2013/14, of which 320 (68%) were cases related to employment and 154 (32%) non-employment-related. For employment-related disability discrimination cases, the majority were in relation to sick leave and work injuries. The disputes were mainly over the ability to perform the inherent requirement of a job, accommodation given to an employee, or unjustifiable hardship. For those cases not related to employment, the majority involved the provision of goods, facilities or services or access to premises.

有關《性別歧視條例》的投訴

根據《性別歧視條例》提出的投訴中，懷孕歧視及性騷擾個案繼續高踞首兩位。常見的性騷擾行為包括：涉及性而不受歡迎的身體接觸；與性相關、令投訴人感到受冒犯的言論及玩笑。平機會本年度共調查了280宗就《性別歧視條例》提出的投訴，其中259宗屬僱傭範疇。這些投訴當中40%(104宗)屬懷孕歧視，而性騷擾的投訴則佔41%(107宗)。平機會亦調查了21宗非僱傭範疇的投訴，24%的個案(5宗)與性別歧視有關，71%的個案(15宗)與性騷擾有關，5%的個案(1宗)與婚姻狀況歧視有關。

Complaints related to the Sex Discrimination Ordinance (SDO)

Pregnancy discrimination and sexual harassment continued to occupy the top two ranks of cases lodged under the SDO. Common acts of sexual harassment included unwelcome physical contact of a sexual nature, verbal sexual comments, and suggestions and jokes which the complainants found offensive. In the reporting period, the EOC investigated a total of 280 SDO cases, of which 259 concerned employment-related allegations. Of these, 40% (104 cases) involved pregnancy discrimination, while 41% (107 cases) involved sexual harassment. Investigations were also made into 21 non-employment-related allegations, 24% (5 cases) of which were related to sex discrimination, 71% (15 cases) related to sexual harassment, and 5% (1 case) to marital status discrimination.



有關《種族歧視條例》的投訴

平機會本年度共調查了46宗根據《種族歧視條例》提出的投訴，其中7宗(15%)屬僱傭範疇，39宗(85%)屬非僱傭範疇。82%非僱傭範疇的投訴涉及提供貨品、設施及服務方面的種族歧視。

Complaints related to the Race Discrimination Ordinance (RDO)

During the year, the EOC investigated a total of 46 RDO cases, 7 (15%) of which were employment-related and 39 (85%) non-employment-related. For the latter category, 82% of the cases concerned the provision of goods, facilities and services.



有關《家庭崗位歧視條例》的投訴

2013/14年度，平機會調查了27宗家庭崗位歧視投訴，其中23宗(85%)屬僱傭範疇，4宗(15%)屬非僱傭範疇。僱傭範疇的投訴大部分(65%)指稱因其家庭崗位而被解僱。

Complaints related to the Family Status Discrimination Ordinance (FSDO)

In 2013/14, investigations were made into 27 FSDO allegations, 23 (85%) of which were employment-related and 4 (15%) non-employment-related. The majority (65%) of the allegations in the employment field concerned dismissal on the ground of family status.



平機會的主動調查

平機會亦就其觀察所得，或由一些不想直接參與調查或調停的受屈人或第三者所報告的違法行為，主動作出調查。這些情況下，平機會會聯絡有關人士查詢事件，解釋反歧視條例的條文，並建議他們加以糾正。本年度平機會處理了65宗此類個案，大多屬殘疾歧視類別(主要關於通道和提供服務的問題)，其次為性別歧視方面(主要是招聘和提供服務)的問題。

調停

平機會於2013/14年度調查的827宗個案之中，有627宗已完結(表四)。已完結個案中，殘疾歧視個案佔57%(355宗)，其次為性別歧視個案，佔33%(210宗)；種族歧視個案佔6%(40宗)和家庭崗位歧視個案佔4%(22宗)。整體調停成功率為74%，較2012/13年度上升兩個百分點。

EOC-initiated Investigations

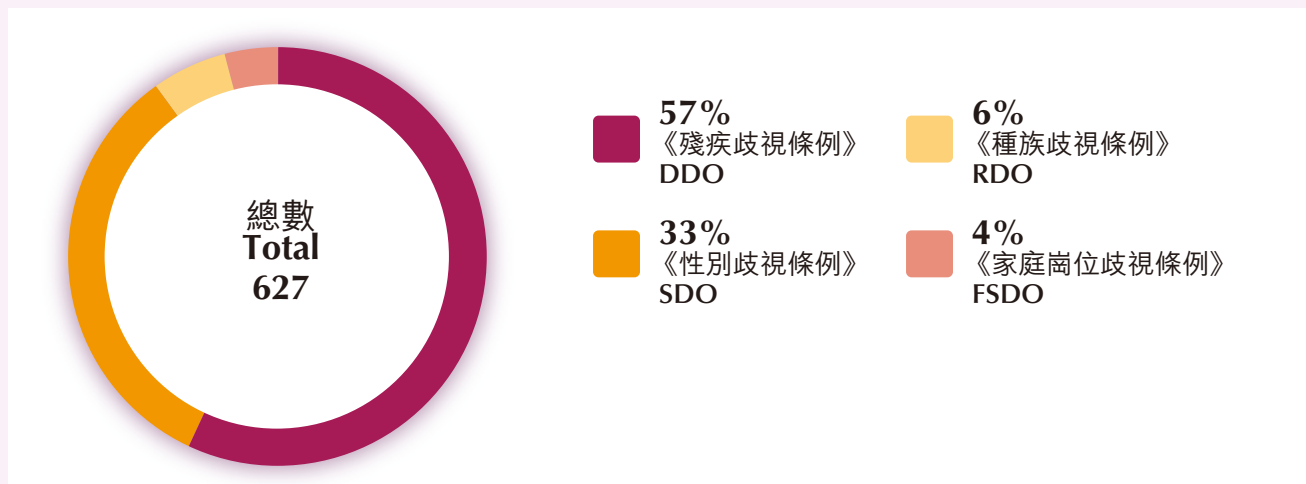
The EOC also initiated investigations into incidents involving unlawful acts. These incidents were noticed by the Commission, or brought to the attention of the EOC by third parties or aggrieved individuals who do not wish to be involved in the investigation or conciliation process. Under these circumstances, the EOC would approach the concerned parties to inquire into the matter, explain the relevant legislative provisions, and advise them to rectify the situation. During the year under review, the EOC handled 65 such cases, with the majority falling in the DDO category (mainly on accessibility and service provision), followed by the SDO (mainly on recruitment and service provision).

Conciliation

Of the 827 cases under investigation in 2013/14, the EOC concluded 627 cases (Figure 4). DDO cases made up 57% (355) of these concluded cases, followed by SDO cases at 33% (210), RDO cases at 6% (40), and FSDO cases at 4% (22). The overall successful conciliation rate was 74%, as compared to 72% in 2012/13.

表四：已完結個案－據條例分類

Figure 4: Concluded Cases – Breakdown by Ordinances



在627宗已完結的個案中，247宗進行了調停程序，其中183宗成功調停，調停成功率為74%。另有23宗個案則是雙方在完成調查前已提早解決。

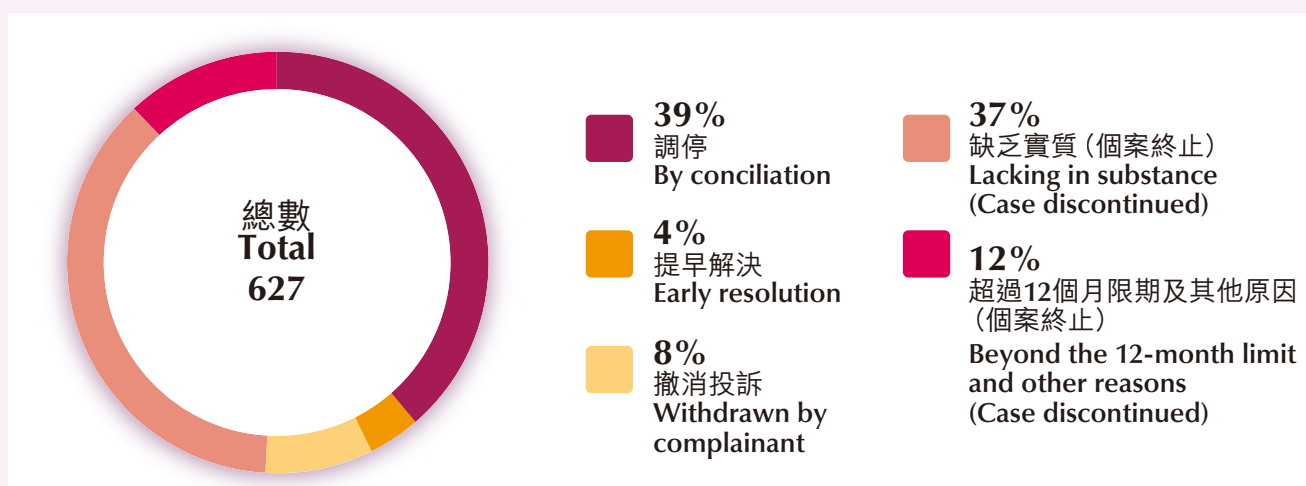
Of the 627 cases concluded, 247 proceeded to conciliation, with 183 being successfully conciliated. The successful conciliation rate was 74% during the year. Another 23 cases were resolved early between the parties before the investigation was completed.

此外，總共有53宗個案的投訴人因無意繼續追究，或在收到答辯人初步回覆，進一步理解情況後撤銷投訴。最後有304宗個案因各種原因(包括：缺乏實質、無發現違法行為、超過12個月追溯期才提出投訴等)而被終止。(表五)

A total of 53 cases were withdrawn due to complainants having no desire to pursue the case further or acquiring better understanding of the situation after receiving an initial response from the respondents. Finally, 304 cases were discontinued due to various reasons, including lacking in substance, no unlawful act found, and complaints lodged beyond the 12-month time bar. (Figure 5)

表五：已完結的個案－根據所採取的行動分類

Figure 5: Concluded Cases – Breakdown by Action Taken



法律協助

若投訴未能達致和解，投訴人可向平機會申請法律協助，以採取法律行動。平機會管治委員會轄下的法律及投訴專責小組，會根據平機會律師的意見，考慮及決定是否給予協助。

給予或不予法律協助的原因

法律及投訴專責小組的成員來自不同界別，包括學者、僱主、律師、立法會議員、非政府組織及職工會代表，以便平衡社會不同持份者的意見。他們決定是否給予法律協助時，會考慮多方面因素，包括個案是否涉及原則問題、個案的複雜程度及證據的強弱。每宗個案的情況不同，專責小組很多時會綜合考慮多方面因素才作出決定。

以下是給予法律協助的主要原因：

- 個案能就某些重要法律問題確立先例；
- 可引起市民對香港常見歧視問題的關注，如懷孕歧視及通道設施等問題；及
- 可推動制度改變，消除歧視。

另外，以下是不給予法律協助的原因：

- 證據不足，個案難以在法庭上獲勝訴；及
- 運用法律程序處理也無法達致有意義的結果。

平機會給予協助的形式包括：由平機會的律師向申請人提供法律意見、取得及評估更多的資料或證據、或由平機會的律師或平機會聘請的私人執業律師在訴訟中擔任申請人的法律代表。

Legal Assistance

When a complaint has been lodged, but not settled, the applicant concerned may apply to the EOC for assistance in taking legal action on the complaint. The Legal and Complaints Committee (LCC) under the EOC Board, based on legal advice from the EOC's lawyers, will consider and decide whether or not to give assistance in a case.

Reasons for Giving or not Giving Legal Assistance

The LCC is made up of members of diverse backgrounds and expertise, including academics, employers, lawyers, legislators, and NGO and trade union representatives, in order to present a balanced view of various stakeholders in society. In deciding whether or not to give legal assistance, the Committee considers a wide range of factors, such as whether a question of principle is involved, the complexity of the case, and the strength of evidence. The applicability of these factors can vary from case to case, and often a combination of reasons is involved in reaching a decision.

The main reasons for giving legal assistance may include the following:

- Establishing a precedent on important legal issues;
- Raising public awareness in areas of discrimination which are still prevalent in Hong Kong, such as pregnancy discrimination and accessibility to premises; and
- Encouraging institutional changes to eliminate discrimination.

On the other hand, the decision of not giving legal assistance may include the following reasons:

- The evidence is insufficient to support a good prospect for success in court; and
- No meaningful result can be achieved by way of legal proceedings.

The assistance given by the EOC may include legal advice to the applicant by EOC lawyers, legal services relating to the gathering and assessment of further information or evidence, or representation in legal proceedings by EOC lawyers or by lawyers in private practice engaged by the EOC.

申請協助

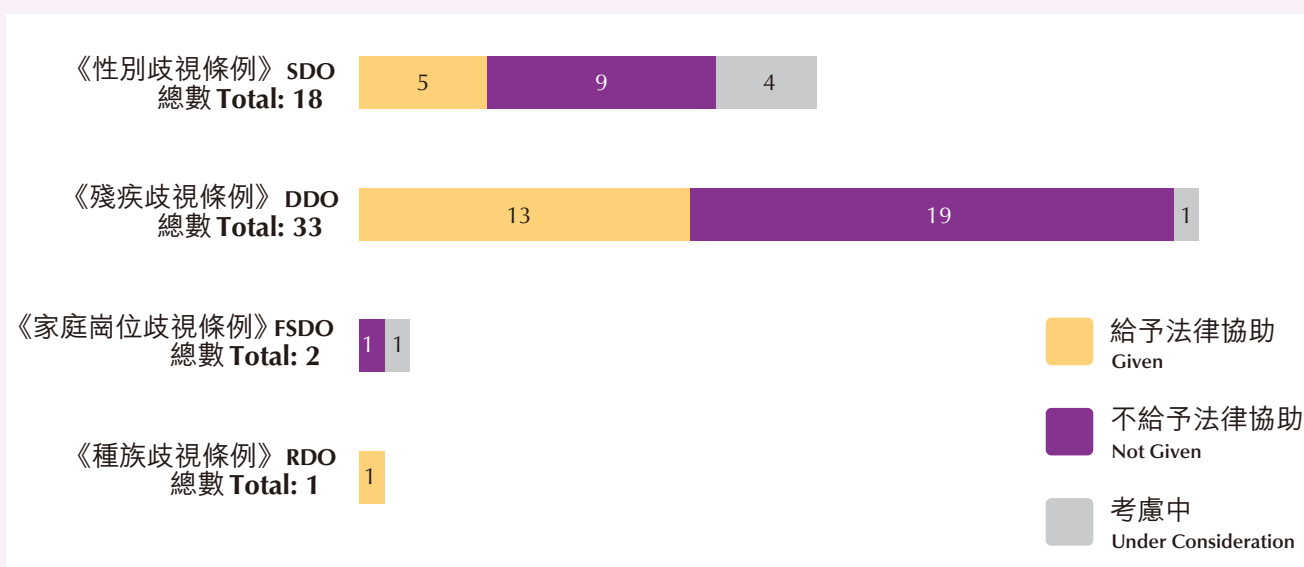
本年度，平機會共處理了54宗法律協助申請，較2012/13年度的34宗大幅增加。其中19宗獲得協助，29宗不獲給予法律協助，6宗仍在考慮中。（有關申請的分類詳情，見表六）

Applications for Assistance

During the year, the EOC handled 54 applications for assistance, a marked increase from the figure of 34 in 2012/13. Of these, 19 were given legal assistance, 29 not given, and 6 were still being considered at the end of the fiscal year. (See Figure 6 for the breakdown of applications by ordinance)

表六：按照條例分類的法律協助申請

Figure 6: Breakdown of Applications for Legal Assistance (by Ordinance)



法律協助個案

在2013/14年度，有6宗獲法律協助的個案在展開法律程序前已解決，毋需對簿公堂；或在平機會進一步研究及評估證據後不再給予協助。當中有2宗與《性別歧視條例》的僱傭範疇有關；1宗與《殘疾歧視條例》的僱傭範疇有關；3宗與《殘疾歧視條例》的通道／設施障礙範疇有關。

另有21宗於本年度或之前已獲法律協助的個案仍在處理中，截至2013/14年度結束為止，這些個案尚未有結果或尚未展開法律程序。

Legally Assisted Cases

In 2013/14, six cases in which legal assistance was given before and during the year were either resolved without the need to commence legal proceedings, or were given no further assistance upon further development and assessment of evidence. Of these, two were employment-related SDO cases; one was an employment-related DDO case and three were accessibility-related DDO cases.

A total of 21 other cases, for which legal assistance was given before and during the year, remained in process, with no outcome having been reached and no court proceedings having commenced yet at the end of the period under review.

沒有展開法律程序便已解決的個案：

Assisted cases concluded without commencing legal proceedings:

《性別歧視條例》SDO:	2
《殘疾歧視條例》DDO:	4
	6

法庭訴訟

在2013/14年度，平機會處理了11宗法庭訴訟，5宗涉及《性別歧視條例》，5宗涉及《殘疾歧視條例》，1宗同時涉及《性別歧視條例》和《殘疾歧視條例》。

在平機會律師的協助下，有2宗案件在條款保密下成功和解，毋需進行審訊。另外2宗案件的事主獲法庭判勝訴，獲金錢賠償及訴訟費用。截至2014年3月31日為止，尚有7宗案件仍未了結。

平機會也介入了一宗《種族歧視條例》的案件，指示資深大律師以法庭之友身份，協助法院瞭解在《種族歧視條例》下，警方作為服務提供者，在回應求助電話、進行調查和逮捕時所涉及的重要法律問題。

平機會一方面致力協助具重要性的案件進行法律訴訟，另一方面也透過和解平息糾紛。

經調停方式或提供法律協助後和解的條件如下：

- 修改政策／處事程序；承諾停止歧視措施；限制日後再做出某些行為；紀律處分；
- 提供福利，包括教育課程／培訓；提供貨品、服務及設施；或改善設施和提供無障礙設施；
- 發出推薦書；作出道歉；投訴人接受答辯人的解釋；及
- 金錢賠償；聘用；復職或慈善捐獻。

本年度，經調停方式及提供法律協助後所獲得的金錢賠償總額約為港幣462萬元。

Court Cases

In 2013/14, the EOC handled 11 court proceedings – five under the SDO; five under the DDO; and 1 involved both SDO and DDO.

With assistance from EOC's lawyers, two of these cases were successfully settled on confidential terms without proceeding to trial. The Court made ruling in favour of the assisted persons in another two cases and awarded compensation and legal costs. For the remaining seven cases, these were still ongoing as of 31 March 2014.

The EOC also intervened in one RDO case by instructing Senior Counsel as amicus curiae to assist the Court on important legal issues relating to the application of the RDO by the Police as a service provider in responding to calls for assistance, investigation and arrest.

While the EOC endeavours to assist warranted cases by way of commencing legal proceedings, the EOC appreciates the value of resolving disputes through settlement.

For those cases which were successfully conciliated or settled after legal assistance, the settlement terms included:

- Changes in policies/practices; undertaking to cease discriminatory practices; restrictions on future acts; disciplinary action;
- The provision of benefits, including education programmes/training; the provision of goods, services and facilities; or improvement in facilities and accessibility;
- Reference letters; apologies; complainants accepting respondents' explanation; and
- Monetary compensation; offers of employment; reinstatements or donations to charity.

The total amount of monetary compensation in the year under review through conciliation and legal assistance was approximately HK\$4.62 million.



為公義倡議—政策及研究

倡議工作一直是平機會重要的優先工作領域，從而令市民更關注社會上小眾所面對的不平等和歧視情況。平機會與不同的機構合作，包括非政府組織、關注團體及學界，致力透過其影響力，爭取改變法例及政策，以建立包容和沒有歧視的社會。平機會還致力於教育大眾和製作所需的學習資料及素材，推動公眾認識及捍衛自己的權益。

向聯合國委員會呈交意見書



平機會在2013/14年度就以下國際公約向聯合國相關委員會呈交意見書：

- 《消除對婦女一切形式歧視公約》
- 《經濟、社會與文化權利的國際公約》

意見書重點指出香港實施公約的情況，平機會提出的問題及建議。過去一年，平機會代表出席了多個立法會事務委員會及其下的小組委員會會議，就《經濟、社會與文化權利的國際公約》及《公民權利和政治權利國際公約》在香港的實施情況提出平機會的意見。

向民航處提交意見書

平機會於2013年12月安排了不同殘疾人士團體與民航處會面，商討為航空公司制定指引的可能性，以便航空公司在制定政策、措施及提供服務時，能顧及殘疾人士的需要和感受。

平機會其後於2014年2月向民航處提交意見書，就制定促進殘疾人士無障礙旅遊的指引提出建議。

Advocating for a Just Cause – Policy and Research

Advocacy remains an important priority of the EOC's work, to raise awareness of the inequality and discrimination faced by the minorities in the society. Working with different parties, including NGOs and concern groups, as well as academia, the EOC seeks to influence and change legislation and policies to accomplish the mission of creating an inclusive and discrimination-free society. The Commission also strives to educate and develop materials and resources necessary for facilitating members of the public to know and stand up for their own rights.

Submission to UN Committees

In 2013/14, the EOC made submissions to the corresponding committees of the United Nations in relation to the following international instruments:

- Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)
- International Covenant on Economic, Social and Cultural Rights (ICESCR)

These submissions highlighted the implementation of the instruments in Hong Kong, the issues and recommendations by the EOC. Representatives of the EOC also attended a number of Legislative Council panel/subcommittee meetings during the year to present the Commission's views on the implementation of the ICESCR and the International Covenant on Civil and Political Rights in Hong Kong.

Submission to the Civil Aviation Department

In December 2013, the EOC organised a meeting between various groups of persons with disabilities (PWDs) and the Civil Aviation Department (CAD) to discuss the possibility of formulating guidelines for airlines to develop policy and measures and to provide services sensitive to the needs and feelings of PWDs.



In February 2014, the EOC put forward a submission to the CAD with recommendations on the formulation of guidelines for promoting accessible air travel for PWDs.

研究項目

香港工作間的歧視之研究

為支持倡議工作，平機會在2013/14年度進行了多個研究項目。「香港工作間的歧視之研究」旨在評估工作間不同形式歧視和程度、識別共通的定型觀念、收集僱主和僱員對於有效處理歧視問題的意見和推廣平等機會理念。

研究分為兩部分，分別是定量電話調查和定質研究。在定量電話調查方面，研究小組以隨機抽樣方式用電話成功訪問了本港2,008個住戶。至於定質研究，以僱員為對象的研究包括焦點小組和單對單深入訪談，研究小組與18個曾受不同形式歧視的受害人進行了單對單深入訪問；至於對僱主的定質研究方面，研究人員分別為大企業和中小企的僱主與人力資源從業員進行了焦點小組討論，又深入訪問了四間跨國／上市公司的僱主和人力資源從業員。

平機會完成實地調查後，於2014年第二季進行數據分析，並於2014年9月向公眾發表研究結果。

Research Projects

Study on Discrimination in the Hong Kong Workplace

To support its advocacy work, the EOC conducted a number of research projects in 2013/14. The Study on Discrimination in the Hong Kong Workplace was aimed at assessing the types and degrees of discrimination in the workplace, identifying common stereotyping, and soliciting views from the employers and employees on efficient ways of redressing discrimination in the workplace as well as promoting the concept of equal opportunity.

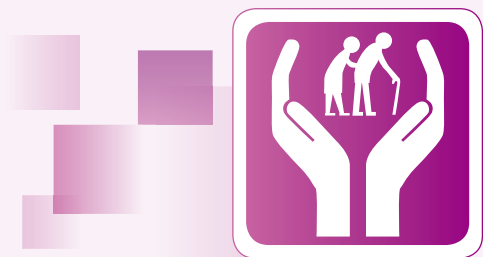
The study involved two parts, namely quantitative telephone survey and qualitative survey involving focus groups and one-to-one in-depth interviews. For telephone survey, a random sampling of 2,008 successful household interviews across the city was conducted. As for qualitative survey on employees, 18 in-depth interviews with victims having encountered discrimination were conducted, while qualitative survey on employers involved two focus groups of employers/human resource practitioners separately from small- and medium-sized enterprises and larger companies. Furthermore, in-depth interviews were conducted with human resource practitioners in four multi-national/listed corporations.

Having completed the fieldwork, data analysis would be conducted in the second quarter of 2014 and research findings scheduled for release to the public by September 2014.



僱傭範疇年齡歧視的探索性研究

鑒於社會上越來越多人關注並要求就年齡歧視立法，平機會於2013年12月宣布進行「僱傭範疇年齡歧視的探索性研究」。研究將提供職場年齡歧視的概況，探討香港是否需要立法禁止年齡歧視，並徵詢持份者意見，以瞭解年長人士繼續工作的誘因、其首選工作模式及僱主對年長僱員的顧慮。截至2013/14年年底，平機會已擬定了調查的詳細計劃，並準備尋找合適的研究機構負責進行研究。



平等機會研究項目資助計劃

為鼓勵合資格的學者和機構進行具創意的研究項目，平機會在2013/14年度推出全新的資助計劃，希望受資助的研究項目能推展香港反歧視條例的原則和應用。

在2013/14年度，有11間機構成功申請獲得資助（見附錄三之列表）。申請機構包括以獨立方式或合作方式遞交建議書的非政府組織、大學／大專院校之學術界。研究題目範圍廣泛，探討現時受四條反歧視條例保護的弱勢群體曾經歷的歧視及騷擾。這些資助項目預計將分階段完成，而第一項研究的結果將於2014年7月公布。

平機會稍後將與受資助機構舉行聯合新聞發布會，向公眾發表研究結果；並會新增專設網頁，向相關持份者公布研究項目成果。此舉有助動員更多社會支持，進一步推展平機會的目標，並在平等機會的進程上造就新的合作夥伴／意見領袖。

Exploratory Study on Age Discrimination in Employment

In the light of rising concern in the society and increasing call for legislation on age discrimination, the EOC announced in December 2013 that it would conduct an exploratory study on age discrimination in employment. The study would provide an overview on age discrimination in the workplace and explore the need for legislating against age discrimination in Hong Kong. It would also solicit views from stakeholders on the incentives for older people to be engaged in employment, their preferred modes of employment and employers' concern about an aging workforce. By the end of 2013/14, specifications of the study were drawn up, and potential research consultants would be identified for conducting the study.

Funding Programme of Research Projects on Equal Opportunities

To encourage eligible academia and organisations with inspiring ideas to undertake innovative research projects, the EOC launched a brand new funding programme in 2013/14. It is hoped that the funded research projects would promote the principles and applications of Hong Kong's anti-discrimination ordinances.

A total of 11 successful applications were funded under the funding programme in 2013/14 (see table in Appendix 3). The applicants comprised non-governmental organisations and academia in universities/tertiary institutions, which applied independently or submitted the proposals in joint venture. Innovative ideas on subjects relevant to the work of the EOC were received, and the research topics covered a wide spectrum of studies on discrimination and harassment experienced by disadvantaged groups who are currently protected under the four anti-discrimination ordinances. These funded projects are expected to be completed in stages, with the first project results scheduled to be released in July 2014.

To mobilise community support to further the objectives of the EOC, as well as create new partners/opinion leaders in the directives of equal opportunities, a press conference would be jointly held by the EOC and the funded parties to release research findings to the public in due course. Furthermore, a designated webpage will be set up on the EOC website to promulgate the fruitful project deliverables to relevant stakeholders.

宣揚平等訊息—公眾教育和宣傳

平機會採取綜合策略，透過不同的媒體和溝通渠道及利用互聯網和流動科技，向社會宣傳平等機會訊息。

傳媒宣傳運動

傳媒一直是平機會公眾教育的重要夥伴，協助宣傳和傳播信息給公眾。在2013/14年度，平機會處理了538宗傳媒查詢、安排了10場新聞簡報會及88個傳媒訪問，以及發放了28份新聞稿。



與香港電台聯合製作電視實況劇

2012/13年度，平機會和香港電台再度聯手製作第八輯電視實況劇「非常平等任務」。這一輯六集的實況劇，於2013年2月至3月底在無線電視翡翠台黃金時段內播出，估計每集吸引約100萬觀眾收看。

其中名為「少數」，主要講述少數族裔學生學習中文時遇到困難的一集，奪得2014年紐約電影節銀獎（電視電影／劇集）和美國第35屆特勒電視節銅獎（電視節目）。紐約電影節自1957年開始，每年世界首屈一指的評判團從全球各類媒體的作品中選出最優秀、最具創意的作品。而美國特勒電視節則在1978年創立，評選出最好的電影和短片、具突破性的網上廣告、短片和電影，以及地方、地區和有線電視廣告和節目。

Spreading the Message of Equality – Public Education and Publicity

The EOC adopted an integrated approach to raise awareness and promote the message of equal opportunities in the community, making use of different media and communication channels and harnessing the power of the Internet and mobile technology.

Media Publicity Campaigns

Media remains an important partner of the EOC in its public education efforts, helping to publicise and disseminate information to the public. During the year under review, the EOC handled a total of 538 media enquiries, organised 10 news conferences, arranged 88 media interviews and issued 28 news releases.



RTHK Docu-drama

In 2012/13, the EOC joined hands with Radio Television Hong Kong (RTHK) to produce the eighth series of the TV docu-drama, *A Mission for Equal Opportunities*. The six-episode series featuring various discriminatory cases was broadcast on TVB Jade Channel at prime time from February to end of March 2013, with an estimated 1 million viewers for each episode.

One of the episodes entitled “Minority”, which highlighted the challenges faced by ethnic minority students in learning Chinese, took away the Silver World Medal (TV Movie/Drama Special) in the New York Festivals 2014 and the Bronze Award (TV Programs) in the 35th Annual Telly Awards. The former has been honouring the world’s best works in all media since 1957. Their world-class judges review submissions in the most current and relevant categories to award creativity across all media. As for the Telly Awards founded in 1978, this premier award programme honours the finest film and video productions, groundbreaking web commercials, videos and films, and outstanding local, regional, and cable TV commercials and programmes.



為了持續宣傳和教育效應，平機會在電視播放完畢後將實況劇上載到平機會網站。此外，平機會製作了約1,500份《非常平等任務》教材套，當中包括一隻數碼光碟和一本資料小冊子。每一集亦加插了一個部分，由主持人講解在歧視條例下的相關原則和條文。教材套已分發至全港各學校、人力資源從業員和非政府機構作培訓用途。

平機會並把電視實況劇翻譯成英語及普通話版本，上載至平機會網站供公眾收看，及在交流活動時把配音版本致送給內地和海外的平等機會和人權組織。

平等機會多元共融行動－推廣平等機會的電台節目

香港電台第二台本年度繼續播出電台節目「平等機會多元共融行動」，為期一年。節目旨在推廣多元共融的訊息，內容包括每週專訪不同背景的嘉賓及介紹少數族裔人士的生活方式、語言及文化。節目共訪問了超過70位嘉賓，當中包括立法會議員、非政府組織、復康團體、婦女團體及少數族裔團體代表，以宣揚平等機會概念、互相接納，以及無分種族、性別、殘疾及家庭崗位的訊息。

In order to sustain the publicity and educational efforts, the episodes of the TV docu-drama were uploaded on the EOC website following their broadcast on TV. Furthermore, an educational module comprising a DVD and an information booklet was developed. For each episode, an additional segment was inserted, whereby a presenter explained the relevant principles and provisions under the anti-discrimination ordinances. About 1,500 copies of the module were produced and distributed to schools, human resource practitioners and NGOs for training purposes.

The docu-drama series had also been translated and dubbed in English and Putonghua, and uploaded on the EOC website for public viewing. These dubbed versions will be provided to the Mainland and overseas equal opportunities and human rights bodies during exchange activities.

EO Diversity Project – Radio Programme to Promote Equal Opportunities

The Equal Opportunities Diversity Project, a one-year radio programme aimed at promoting inclusion and diversity, continued during the reporting period. Broadcast on RTHK Radio 2, the programme featured weekly interviews with guests of different backgrounds, and radio segments introducing the lifestyles, languages and cultures of ethnic minorities. Over 70 guests including Legislative Councillors, representatives from NGOs, rehabilitation groups, women's groups and ethnic minority organisations were interviewed, helping to raise public awareness on the concept of equal opportunities and acceptance of all, irrespective of race, gender, disability, or family status.



香港電台節目宣揚性別平等

由平機會與香港電台合辦，香港各界婦女聯合協進會協辦的節目「七百萬人的先鋒」，在2012年4月7日至2013年4月20日在香港電台第一台逢星期六晚上10時20分至午夜12時播出。節目由前政府官員李麗娟女士和資深傳媒人區家麟先生擔任主持。節目專訪開拓新領域或克服性別定型和障礙的「女性先鋒」，以生動的方式啟發聽眾深入瞭解兩性平等的議題。

為了增強節目的影響力，共四集的「七百萬人的先鋒」電視版本於2013年8月逢星期日在無線電視及有線電視播出，專訪「女性先鋒」。



商業電台全新的宣傳聲帶

除了與香港電台合作，平機會亦在商業電台第一台推出全新的宣傳聲帶，以提高大眾對平等機會的關注。由2014年2月起播放的一分鐘宣傳聲帶共有十個版本，內容涵蓋平等機會的議題，包括消除殘疾和種族歧視、防止懷孕歧視和性騷擾、宣揚種族共融、工作生活平衡、平等教育機會、全民通達和平機會的智能手機應用程式。

推廣種族平等的電視宣傳短片及電台宣傳聲帶

平機會在2013/14年度在各電視台和電台播放關於種族共融的宣傳短片／聲帶，短片描述不同種族的人一起工作學習，以促進多元和種族融和。另外，平機會亦製作印尼語、尼泊爾語和烏都語的宣傳聲帶，在各少數族裔電台節目播出。

RTHK Programme on Gender Equality

The EOC also joined hands with the RTHK to broadcast another Cantonese radio programme named *Women Pioneers* from 7 April 2012 to 20 April 2013 with the support of the Hong Kong Federation of Women. Broadcast every Saturday from 10:20 pm to midnight on RTHK Radio 1 and hosted by former senior Government official Ms Shelley Lee and seasoned journalist Au Ka-lun, the programme featured interviews of women pioneers who have broken new ground or overcome gender stereotypes and barriers, offering listeners an inspirational and interesting way to learn more about gender equality issues.

To add on the impact of the radio programme, a series of four TV episodes featuring interviews of women pioneers was broadcast on TVB and Cable TV on Sunday in August 2013.



New Radio Segments on Commercial Radio 1

Other than RTHK, the EOC also arranged promotional segments on Commercial Radio 1 to build greater awareness and reach a larger audience. Aired from February 2014, the one-minute segment came with a total of 10 versions covering various equal opportunities issues, such as elimination of disability and racial discrimination, prevention of pregnancy discrimination and sexual harassment, promotion of racial harmony, work-life balance, equal education opportunities and accessibility, as well as the EOC smart phone apps.

TV and Radio APIs on Racial Equality

The EOC's TV and radio Announcements in the Public Interest (APIs), which showcase people of different races working and studying together, were broadcast on various TV and radio stations in 2013/14 to promote diversity and racial inclusion. Radio APIs in Indonesian, Nepali and Urdu languages were also aired on ethnic minority language radio programmes targeting these communities.

網上宣傳

平機會網站

平機會的雙語(中／英文)無障礙網站繼續是提供重要資訊和宣傳平機會活動的平台，在2013/14年，網站的每月點擊率平均達2,150,000次，每月有超過109,000人次瀏覽。

2013/14年度平機會網站新增了幾個功能，包括平機會網誌，與公眾分享平機會的最新動態，例如舉辦和參與的活動和媒體採訪。網誌與平機會的新聞稿、報章文摘、電台聲帶以及平機會主席、管治委員會委員和高級管理人員的訪問等會定期被上載到平機會網站，讓公眾和持份者瞭解平機會的日常運作。

另外，平機會網站新增有關性騷擾的專頁，形式與「無障礙生活」和「大同世界」的專頁相似。「無障礙生活」和「大同世界」的專頁提供大量有關全民通達和種族共融的資訊，而「反性騷擾專頁」則為公眾提供資訊和建議，協助他們在教育 and 僱傭界別預防性騷擾。

平機會YouTube頻道

平機會於2008年2月推出平機會YouTube頻道，透過這個受歡迎的網上平台提升公眾對平等機會及社會共融的關注。平機會於2013/14年度共上載了21齣新短片，令短片總數量增至224齣，點擊率更達到325,000次。平機會YouTube頻道的播放清單包括平機會活動的精華片段，例如青少年師友計劃「無定型新人類」、平機會論壇和新設的口述短片。

Online Promotions

EOC Website



The EOC's fully bilingual (Chinese/English) and accessible website continues to provide an important source of information and a platform for promoting the EOC activities. The website enjoyed an average monthly hit rate of 2.15 million throughout the year, and over 109,000 visitors a month.

A number of new features were added to the website in 2013/14. These included the EOC Blog, which shares the latest happenings of the Commission, such as activities organised, events attended and media interviews given. These posts, along with the EOC press releases, newspaper articles, the radio segments and interviews of the EOC Chairperson, Board Members and senior management, are regularly uploaded on the website to give the public and stakeholders glimpses into the EOC's daily operation.

Another new feature is a dedicated section on sexual harassment. Similar to the webpage on "Barrier-free Life" and "A World of Colours", which provide reservoirs of information and resources on accessibility and racial inclusion respectively, the Anti-Sexual Harassment webpage aims to offer the public information and advice on how to prevent sexual harassment – both in the education and employment sectors.

EOC YouTube Channel



To enhance public awareness about equal opportunities and social inclusion through popular online platforms, the EOC YouTube Channel was launched in February 2008. During the year under review, 21 new videos were produced and added by

the EOC to the channel, bringing the total number of videos to 224 and the viewership to 325,000 views. The playlist included video highlights of EOC's activities, such as the youth mentorship programme Career Challenge, EOC Forum, as well as the new initiative of videos with audio descriptions.

平機會的口述短片

平機會和香港盲人輔導會攜手製作的口述短片，旨在向視障人士宣揚平等機會的訊息。這些短片都是得獎的電視實況劇，在原有的聲效和對話上加入對動作和場景的描述。一連五集的口述電視實況劇和在「心聲和應短片比賽」中入圍的作品已上載到平機會YouTube頻道，給視障人士和長者更多資訊娛樂的選擇。

在2013年6月13日，香港盲人輔導會代表聯同短片口述者和視障人士一同出席記者招待會和口述短片啟播典禮。席間他們分享為這些得獎影片製作口語描述的經驗和製作過程的樂趣。

EOC Videos with Audio Descriptions

These videos were produced by the EOC in collaboration with the Hong Kong Society for the Blind (HKSB) to effectively spread the messages of equal opportunities among persons with visual impairment. Based on the EOC award-winning TV docu-dramas, these videos come with audio descriptions of the actions and scenes, on top of the original sound effects and dialogues. Altogether five episodes of the docu-drama and the winning entry from the EOC's short video competition were uploaded onto the YouTube channel, offering more infotainment/entertainment choices for people with visual impairment and the elderly.

On 13 June 2013, representatives from the HKSB, along with the audio describers and people with visual impairment, attended the press conference and launch ceremony of the audio videos, during which they shared their experiences and enjoyment in developing the EOC's award-winning videos with audio descriptions.

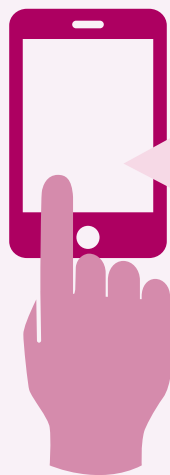


智能手機應用程式

平機會在2013年推出能夠支援iPhone和Android系統的智能手機應用程式。內容包括介紹平機會及其最新消息、四條反歧視條例的簡介、多媒體中心和小遊戲。

應用程式另一特色是提供無障礙支援，方便不同需要的人士使用。這個應用程式不只提供較大文字、圖片和黃底黑字的選擇，更支援現時iPhone的無障礙功能，如旁白。此外，「黑暗迷宮」小遊戲可供不同人士享用，包括視障和聽障人士。

為了宣傳這個應用程式，平機會在2013年12月16日至2014年3月8日推出幸運大抽獎。凡在宣傳期間用iPhone或Android下載此應用程式者可以參加大抽獎，獎品包括一部iPad mini和100個外置手機充電器。大抽獎在2014年3月圓滿舉行。



Smart Phone Applications

The EOC's smart phone app, which supports both the iPhone and Android system, was launched in 2013. It features an introduction and the latest news of the EOC, a brief description of the four anti-discrimination ordinances, a multimedia centre and a mini-game.

Another significant feature of the app is that it offers users "Barrier-Free Access Support" to cater to the special needs of users. Not only does it provide options of large text, large icons as well as yellow text on a black background, but it also supports existing iPhone accessibility functions such as voice-over. Also, the mini-game entitled "Dark Maze" can be played by different persons, including people with visual or hearing impairment.

In order to further promote the app, a lucky draw was launched between 16 December 2013 and 8 March 2014. Users who downloaded the iPhone/Android app during the promotional period were eligible to enter the lucky draw, which prizes included one iPad mini and 100 pieces of mobile phone portable chargers. The lucky draw was successfully concluded in March 2014.



戶外宣傳活動

巴士候車站廣告

平機會於2013年3月22日至4月4日在全港各區200多個巴士站推出廣告，宣揚家庭友善僱傭政策、消除懷孕歧視和預防性騷擾的訊息。

Outdoor Promotions

Bus Shelter Advertisement Campaign

The EOC bus shelter advertising campaign ran from 22 March to 4 April 2013. Over 200 bus shelter advertisements could be seen in different districts to promote the messages of family-friendly employment policy, preventing pregnancy discrimination and sexual harassment.

「尊重・關愛・共融」巡迴展覽

為宣揚共融和平等機會訊息，平機會於2014年1月推出一系列以「尊重・關愛・共融」為題的巡迴展覽，於博物館、商場和其他公共場所巡迴展出平機會的工作和四條歧視條例，並宣揚懷孕歧視、性騷擾、消除精神病負面標籤的重要性和人人有書讀等訊息。

Roving Exhibition on “An Inclusive Society Starts with Respect”

To promote the messages of inclusion and equal opportunities, the EOC launched a new series of roving exhibition with the theme “An Inclusive Society Starts with Respect” in January 2014. Touring museums, shopping malls and other public arenas, the exhibition showcased the EOC’s work and the four anti-discrimination ordinances, provided information on pregnancy discrimination, sexual harassment, and highlighted the importance of removing the stigma of mental illness and education for all.



講座和訪客接待

平機會每年接待不同團體和舉辦關於平機會的工作和香港反歧視條例的講座。2013/14年度，平機會舉辦了607場講座及培訓班，並招待了38個來自政府部門、本地及海外非政府組織團體、大專院校以至商界的訪客。

Talks & Visits

Each year, the EOC receives visits by different groups and delivers talks on the work of the EOC and Hong Kong’s anti-discrimination ordinances. In 2013/14, the EOC gave 607 talks and training sessions, and received 38 groups from Government departments, local and overseas NGOs, institutions, and business organisations.



刊物

平機會出版了一系列全新和定期刊物，內容涵蓋不同層面的反歧視法例和新趨勢，藉此提高市民的認知，提供資訊協助消除歧視。

《平等機會委員會個案實錄》

為闡明反歧視條例如何應用於日常生活中，從而加深公眾對自身權利和責任的認識，平機會於2013年9月出版《平等機會委員會個案實錄》。個案實錄涵蓋一系列由平機會處理的真實歧視個案，包括成功調停個案、平機會提供法律協助的個案和訴訟個案。此個案實錄亦包括平機會收到投訴後的處理程序和方法，希望藉此加深僱主及服務提供者對相關法律責任的瞭解，明白平機會處理投訴的程序和考慮因素。更重要的是，平機會希望面對類似情況的人士願意提出申訴。



《平機會半年刊》

平機會自2014年春季起革新了《平等機會委員會通訊》，改為出版《平機會半年刊》。這份中英對照的半年刊以全新面貌、嶄新內容和版面與讀者見面，就不同的平等機會議題提供更多深入見解和資訊，從而讓讀者瞭解平等機會如何與生活息息相關。半年刊的發行人數達52,000份，免費供市民索閱，訂戶多達12,000人。半年刊亦備有語音版、點字版和網上版。

Publications

The EOC publishes a range of new and perennial publications that cover different aspects of the anti-discrimination legislation, as well as new developments in the field, with the aim of raising awareness and providing information and assistance in eliminating discrimination.

Equal Opportunities Casebook

To clarify the application of the anti-discrimination ordinances and widen the community's awareness on their rights and responsibilities, the EOC published an *Equal Opportunities Casebook* in September 2013. The Casebook features a series of real-life discrimination cases handled by the EOC, including the conciliated cases, those with legal assistance from the Commission and the court cases. It also details the procedures and approach adopted by the EOC in handling the complaints. The EOC hopes that the Casebook can provide useful reference for employers and service providers to better recognise their responsibilities, and enhance understanding of the EOC's complaint-handling process and considerations. More importantly, the EOC hopes that those who face similar discriminatory acts would be encouraged to speak up and seek redress.



EOC Journal

The *EOC Journal*, which was revamped from the previous *EOC News*, was published in spring 2014. With a new format, new content and layout, this bilingual semi-annual publication aims to provide readers with more in-depth insights and information on different aspects of equal opportunities issues and how they relate to everyday life. It has a circulation of 52,000 and is available to the public for free with around 12,000 regular subscribers per issue. It is also available in audio, Braille, and online at the EOC website.

增進社群知識—培訓

平機會自2001年提供培訓及顧問服務以來，已舉辦了接近3,900節培訓課程，參加人數超過180,000人。

平機會於2013/14年度為不同界別，包括：政府部門、公營機構、商界、教育機構、非政府組織、少數族裔團體、工會及其他持份者團體提供了合共509節培訓課程，需求較前一年增加了13.9%，超過24,000人參加。

常設課程—平等機會工作坊

平機會每年舉辦定期培訓班和「度身訂造」培訓課程。定期培訓班分別於每年春季及秋季舉行。在2013/14年度，平機會為1,066位參加者開辦了41節定期培訓班。同時，又舉辦了430節「度身訂造」的培訓課程，參加人數超過19,300人。最多人參加的課程是反歧視條例，其次是關於性騷擾的課程。

Empowering the Community – Training

Since the EOC began its training and consultancy services in 2001, nearly 3,900 training sessions have been conducted for over 180,000 participants.

In 2013/14, the EOC provided a total of 509 training sessions, representing a 13.9%-increase over the figure in 2012/13. Organisations trained included Government departments, public bodies, business enterprises, educational institutions, non-governmental organisations (NGOs), ethnic minority groups, trade unions and other stakeholders. Altogether over 24,000 participants attended the training sessions.

Ongoing Training Activities – Equal Opportunities Workshops

The EOC offers two types of training workshops every year, namely the calendar training programmes, which are offered twice a year in spring and autumn, and the year-round customised training programmes that are tailor-made for organisations on request. In 2013/14, the EOC conducted 41 training sessions for 1,066 participants under the calendar training programmes. Another 430 customised training sessions were conducted for over 19,300 participants in the year, of which the most popular topic was the anti-discrimination ordinances, followed by sexual harassment.



為不同持份者提供培訓

為政府部門及公營機構提供培訓

政府是香港最大的僱主及服務提供者，因此公務員一直是平機會的主要培訓對象。其中一些決策局和部門，如公務員事務局、香港海關、食物環境衛生署、香港警務處、房屋署、社會福利署和司法機構都已把平等機會培訓納入部門的入職導引課程中，也作為員工發展課

Training for Different Stakeholders

Training for Government Departments and Public Bodies

As the largest employer and service provider, the civil service has been the EOC's major client of training. Indeed, some Government bureaux and departments, such as the Civil Service Bureau, Customs and Excise Department, Food and Environmental Hygiene Department, Hong Kong Police Force, Housing Department, Social Welfare Department and the Judiciary, have made equal opportunity or EO training a regular

程的一部份。平機會亦與公共機構或法定機構合作，如醫院管理局、市區重建局、香港房屋協會及香港城市大學等的大專院校提供平等機會培訓。

平機會與公務員事務局屬下的公務員培訓處合作，為不同部門的公務員提供了12場工作坊，當中幾次是專為新入職員工而設，探討不同的平等機會議題。平機會亦為行政主任提供良好管理常規的培訓，讓他們掌握必需的知識和技巧以處理與平等就業機會原則有關的人事安排。總括來說，本年度平機會應個別政府部門及公營機構的邀請，共舉辦了91節培訓。

為人力資源從業員提供培訓

應香港人力資源管理學會的邀請，平機會繼續為人力資源從業員提供有關平等機會的課程。這課程已獲學會認可為「專業會員資格」的其中一項必修課；又是學會所舉辦的「與僱傭有關的法例」證書課程的一部分。

為新任校長提供培訓

校長不單承擔教育重責，還兼負管理學校的角色，必須確保校內人人可享平等機會。平機會應教育局要求，自2002年至今已為661位新任校長提供有關平等機會的培訓課程。在2013/14年度，共有60位新任校長接受了平機會的培訓。

為非政府組織及工會提供培訓

非政府組織及工會是平機會推動平等機會的重要夥伴。這些機構為會員爭取利益，同時，受屈人遇到歧視或騷擾時，往往最先向非政府組織及工會求助。有見及此，平機會與非政府組織及工會緊密合作，為其服務對象及員工提供培訓，向他們講解相關的平等機會訊息。平機會在2013/14年度為非政府組織及工會舉辦了共31場工作坊。

practice, and offer the training to new recruits as part of their staff development programmes. Similarly, various public and statutory bodies, such as the Hospital Authority, Urban Renewal Authority and Hong Kong Housing Society, as well as tertiary institutions like the City University of Hong Kong, have also made EO training a regular practice.

Through the co-ordination of the Civil Service Training and Development Institute of the Civil Service Bureau, the EOC lined up 12 workshops on different topics for staff across the civil service sector during the year, some specifically for new recruits. The EOC also provided training on good management practices for Executive Officers to equip them with the necessary knowledge and skills for handling personnel matters that follow the principle of equal employment opportunities. In sum, a total of 91 training sessions were provided to different Government departments and public bodies upon request in 2013/14.

Training for Human Resource Practitioners

The EOC continued to provide EO training to human resource practitioners upon the request of the Hong Kong Institute of Human Resource Management (HKIHRM). The training course is part of an accredited programme leading to a certificate in employment law and employee engagement, which is a requirement for Professional Membership at the HKIHRM.

Training for Newly Appointed School Principals

School principals play a crucial role in creating and maintaining an inclusive school environment free of discrimination and harassment, by ensuring that appropriate policies are in place, and teaching staff receive proper training. Since 2002, the EOC has provided EO training for 661 newly appointed principals on the request of the Education Bureau, including 60 new principals who received training in 2013/14.

Training for NGOs and Trade Unions

Both NGOs and trade unions are important partners of the EOC in the promotion of equal opportunities. In addition to advocating for the rights of their members, they are usually the first point of contact for assistance for those suffering from discrimination and harassment. In view of this, the EOC works hand-in-hand with the NGOs and trade unions to put across the message of equal opportunities by providing training to their clients as well as their staff members. In 2013/14, a total of 31 workshops were organised for various NGOs and trade unions.

有關《種族歧視條例》的培訓課程

自《種族歧視條例》於2008年7月17日通過以來，截至2014年3月31日為止，平機會已舉辦了282節有關《種族歧視條例》的培訓課程，參加者約16,000人，分別來自少數族裔社群、非政府組織、政府部門、教育機構和公私營機構。

特別為少數族裔而設的培訓課程

除了常設課程外，平機會也舉辦了三節專為少數族裔而設的培訓課程。例如為了支援服務本港少數族裔的社區工作者向遇到性騷擾的人士提供協助，平機會與「風雨蘭」於2013年11月合辦了一個有關性騷擾的工作坊。工作坊討論了性別歧視條例與性騷擾相關之條文、平機會處理性騷擾投訴的機制，以及由關注婦女暴力協會風雨蘭主持的分享環節，討論如何處理性暴力個案。



「無障礙通道及設施」培訓課程

平機會舉辦了「無障礙設施與你」的定期培訓課程讓公眾人士參加。另外，平機會繼續為政府決策局與各部門的無障礙主任和其他前線員工提供了「無障礙通道及設施」培訓課程，讓他們更加認識到無障礙處所和平等機會對殘疾人士的重要性。在2013/14年度，平機會合共舉辦了七節關於無障礙通道及設施的培訓課程，共吸引近500人參加。



Training on the Race Discrimination Ordinance (RDO)

From the enactment of the RDO on 17 July 2008 to 31 March 2014, the EOC conducted 282 training sessions specifically on this ordinance for nearly 16,000 participants representing ethnic minority communities, NGOs, Government departments, public bodies, educational institutions and private enterprises.

Specific Workshops for Ethnic Minorities

Apart from the general workshops, the EOC also organised 3 special workshops for the ethnic minority communities during the year. For example, to assist community workers providing services for ethnic minorities in handling sexual harassment complaints, the EOC joined hands with RainLily to organise a workshop on sexual harassment in November 2013. The workshop covered provisions on sexual harassment under the Sex Discrimination Ordinance and the EOC's complaint-handling mechanism, as well as a sharing session by RainLily on how to deal with indecent assault cases.



Training on Accessibility

On top of running the course "Access for All" under the calendar training programme for the general public, the EOC continued to provide training on accessibility for designated officers handling accessibility matters, as well as frontline staff from Government bureaux and departments, with the aim of raising their awareness on the importance of barrier-free premises and equal opportunities for persons with disabilities. In 2013/14, a total of 7 courses were conducted with nearly 500 participants recorded.

性騷擾培訓課程

平機會早前進行了學界和商界性騷擾研究，結果顯示缺乏性騷擾政策和培訓不足。有見及此，平機會在2013/14年度進一步加強公眾教育和為持份者團體提供有關性騷擾的培訓課程。如平機會與醫院管理局合作，為各聯網提供預防性騷擾培訓課程。此特別培訓課程是為醫管局專責處理性騷擾事件的統籌人員和有可能被要求處理性騷擾投訴的職員而設。另外，平機會亦為所有醫管局職員及護理學生舉辦多個簡介會，旨在讓他們了解及預防工作間性騷擾。

網上培訓計劃

防止校園性騷擾網上課程

在2013/14年度，平機會繼續與13間本地大專院校合作，向校內學生及教職員推廣《防止校園性騷擾》網上課程。該課程是香港首個防止校園性騷擾的網上自學課程，除了講解性騷擾的定義及各種可能在校園環境發生的性騷擾外，更列舉了個人及教育機構須負上責任的例子。

為了宣傳這活動，平機會向各院校派發了海報及文件夾，並向成功完成課程的學員頒授電子證書及8GB電腦記憶棒。課程自推出以來，吸引了超過5,500位學生登記及完成網上課程。

此外，平機會在2013/14學年為超過1,800位大學生及教職員舉辦了一連串有關防止性騷擾培訓工作坊及簡介會，讓他們對性騷擾行為及性別平等概念有更深入的認識。

Training on Sexual Harassment

In light of the findings of the surveys on sexual harassment in the educational and business sectors, which showed a lack of policies and inadequate training, the EOC stepped up its educational effort and training on sexual harassment for various stakeholder groups in 2013/14. For example, the EOC collaborated with the Hospital Authority (HA) on anti-sexual harassment training across different clusters of the Authority. The special training programmes were provided for HA's designated co-ordinators on sexual harassment and for staff members who may be asked to handle sexual harassment complaints. There were also general briefing sessions on understanding and preventing workplace sexual harassment for all of HA's staff and nursing students.

Online Training Programmes

Online Programme to Prevent Sexual Harassment

In 2013/14, the EOC continued to work with 13 local tertiary institutions to promote the online training course on preventing sexual harassment to students and staff on the campus. This training module is Hong Kong's first online self-learning training module on preventing sexual harassment on campus. Besides explaining the definitions and various types of sexual harassment that could occur in school settings, it illustrates the liability of individuals and educational institutions.

To publicise the training module, the EOC distributed posters and plastic folders to the institutions, and awarded e-certificates and 8GB USB memory sticks to users who successfully completed the training module. Since the first introduction of the module, over 5,500 students already registered and completed the training online.

In addition, the EOC organised a series of training workshops and briefings on preventing sexual harassment for over 1,800 university students and staff during the 2013/14 school year. These workshops were aimed at helping the participants gain a deeper understanding of sexual harassment and the concept of gender equality.

