



平等機會委員會  
EQUAL OPPORTUNITIES COMMISSION

# 2013/14

年報 ANNUAL REPORT



EQUAL RIGHTS FOR ALL



# 共享平等

EQUAL RIGHTS FOR ALL



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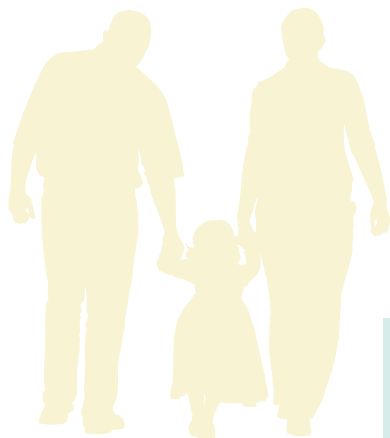
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# 主席的話

Chairperson's  
Message



# 主席的話

## Chairperson's Message

### 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少數，包括性少數（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少數所面對的歧視問題，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  
Equal Opportunities Commission

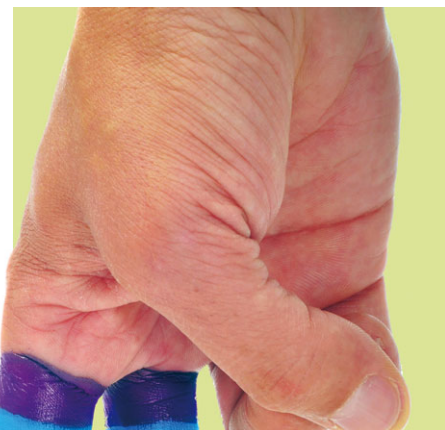




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# 尊重

## Respect



# RESPECT

# 我們的抱負和使命

## Our Vision and Mission



### 我們的抱負

建設一個沒有歧視、崇尚多元、包容共濟的社會，人人共享平等機會。

### 我們的使命

平等機會委員會是一個法定機構，於1996年成立，負責執行《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》。我們有責任為小眾及弱勢社群發聲，以推動社會共融及平等觀念主流化。

### 我們的工作

- 就根據四條反歧視條例作出的投訴進行調查，並鼓勵雙方調停以解決紛爭；
- 為受屈人士提供法律協助；
- 宣揚反歧視和平等機會的價值觀及政策；
- 推行教育活動和提供資源；
- 檢討法例並提供指引；及
- 就與歧視及平等機會相關的議題進行研究。

### Our Vision

To create a pluralistic and inclusive society free of discrimination, with no barriers to equal opportunity.

### Our Mission

The EOC is a statutory body set up in 1996 to implement the Sex Discrimination Ordinance (SDO), the Disability Discrimination Ordinance (DDO), the Family Status Discrimination Ordinance (FSDO) and the Race Discrimination Ordinance (RDO). We have the responsibilities to speak out for the minorities and those vulnerable, to mainstream equality and promote inclusiveness in society.

### Our Work

- Investigate complaints lodged under the four anti-discrimination ordinances and encourage conciliation between parties in dispute;
- Provide legal assistance to aggrieved persons;
- Promote anti-discrimination and equal opportunity values and policies;
- Develop educational programmes and resources;
- Review legislation and provide guidelines; and
- Conduct research on issues relevant to discrimination and equal opportunities.

## 我們如何實踐理念

- 與社會各界攜手，建立夥伴關係；
- 提高公眾對多元共融及平等機會的關注，加深他們的認識和接納；
- 進行教育，以預防歧視；
- 執行反歧視條例；及
- 為歧視的受屈人提供途徑，討回公道。

## 我們與政府的關係

平機會雖然受香港政府資助，但在運作上乃獨立於政府。根據《性別歧視條例》第63(7)條，平機會「不得被視為政府的僱員或代理人，亦不得被視為享有政府的任何地位、豁免權或特權。」因此，平機會在管理、運作和預算上享有自主權。與此同時，平機會亦有責任確保其運作、行政及管理制度與常規，都以最有效且審慎的方式運用政府資源。

政府與平機會的工作關係框架已於《行政安排備忘錄》(《備忘錄》)中列出。《備忘錄》的條文是根據平機會在使用資金方面享有自主權及彈性的原則而寫成。平機會與政制及內地事務局(即負責平機會事宜的政策局)舉行定期會議，檢視平機會的工作進度。平機會又向政制及內地事務局提交每月開支報告、已審核帳目，以及有關財務及運作表現的每季工作進度報告，供其審閱。

## Our Strategy

- Establish partnerships with all sectors in the community;
- Promote awareness, understanding, and acceptance of diversity and equal opportunities;
- Provide education to prevent discrimination;
- Enforce compliance with provisions in the anti-discrimination legislation; and
- Provide access to redress for discrimination.

## Our Relationship with the Government

Although funded by the Hong Kong Government, the EOC operates independently in carrying out its tasks and duties. As per Section 63(7) of the Sex Discrimination Ordinance, the EOC “shall not be regarded as a servant or agent of the Government or as enjoying any status, immunity or privilege of the Government”. Accordingly, the EOC has autonomy over the management and control of its activities and budget. At the same time, the EOC has the responsibility to ensure that its operational, administrative, and management systems and practices reflect the most effective and prudent use of Government subventions.

The framework for the working relationship between the Government and the EOC is laid out in the Memorandum of Administrative Arrangements (MAA). The provisions of the MAA are based on the principle that the EOC should have autonomy and flexibility in how to use its funds. The EOC holds regular progress review meetings with the Constitutional and Mainland Affairs Bureau (CMAB), the focal point of contact between the Government and the EOC. The EOC also provides monthly expenditure reports and audited accounts, as well as quarterly progress review reports, on its financial position and operational performances to the CMAB for its review.





## 我們的價值觀 Our Organisational Values

### 活力

我們會敬盡所能、主動追究歧視問題。

### Energy

We will be energetic and proactive in pursuing issues of discrimination.

### 獨立性

我們會按照法例的規定，獨立自主地行事，不屈服於任何壓力或受不當影響。

### Independence

We will act freely and independently within the confines of the law and will not be subject to undue influence or pressure.

### 平等機會

我們是維護平等機會原則的先鋒。

### Equality

We will be at the forefront to uphold the principle of equal opportunities.

### 誠信

我們尊重真相，以誠信處事。

### Integrity

We will respect the truth and act with integrity.

### 敏感度

我們會以有禮、敏銳和熱誠的態度為市民服務，摒除官僚作風。

### Sensitivity

We will be courteous, sensitive, and helpful to our clients and will do away with unnecessary bureaucracy.

### 責任承擔

我們會對我們的決定及行動，向公眾負責，並準備接受任何對於我們職務上的監察。

### Accountability

We will be accountable for our decisions and actions to the public and will submit ourselves to whatever scrutiny as appropriate.

### 透明度

我們保持高度透明，以便市民更瞭解我們的工作和表現。

### Transparency

We will operate with a high degree of transparency to enable the public to better understand our work and performance.

### 效率

我們講求工作效率，並以負責任的態度善用資源。

### Efficiency

We will carry out our functions and responsibilities with efficiency and will use our resources efficiently, effectively, and responsibly.

### 公平

我們會以公平公正的程序執行反歧視法例，作出正確的判斷。

### Fairness

We will implement fair and impartial procedures and act with sound judgment in administering the anti-discrimination legislation.

認同

Recognition





# 我們的團隊

## Our Team

### 平機會管治委員會

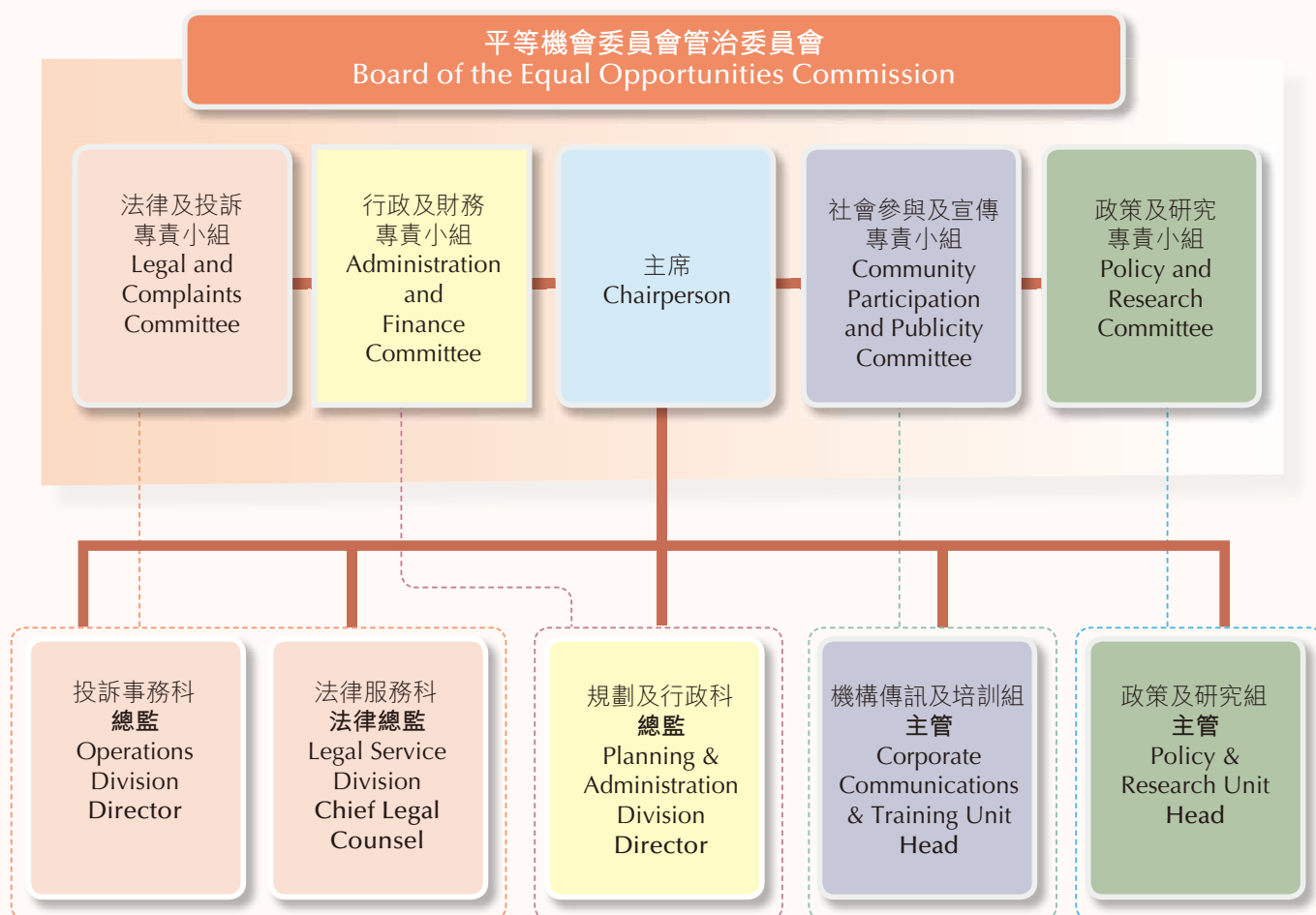
管治委員會領導和指引平機會的發展策略與表現和履行法定責任。現時管治委員會由主席及16位委員組成，他們均由香港特別行政區行政長官委任，來自不同背景，各具豐富的專業知識，當中計有婦女、殘疾人士、少數族裔、僱主及僱員團體、法律、會計及社會服務界專才、學者和社會人士等。委員積極投入平機會各方面的工作，憑藉他們對推廣平等機會的熱忱及所作出的貢獻，2013/14年度平機會推出了不少新項目，工作上取得了平穩進展。

### EOC Board

The Board provides guidance and leadership for the strategic directions and performance of the EOC and the discharge of its statutory duties. The current Board is comprised of a Chairperson and 16 Members, all appointed by the Chief Executive of the Hong Kong Special Administrative Region. They represent a diversity of background and expertise, including women, persons with disabilities, ethnic minorities, employment groups, professionals of the legal, accounting and social service sectors, academics, and the community at large. With their devotion and contribution to all aspects of the EOC's work, and their enthusiasm for the promotion of equal opportunities, the EOC undertook a number of new initiatives and made steady progress in its work in 2013/14.

### 平等機會委員會辦事處的組織架構(截至2014年3月31日)

### Organisational Structure of the Equal Opportunities Commission (as at 31 March 2014)





## 管治委員會會議

2013/14年度，平機會舉行了五次管治委員會會議，整體平均出席率超過90%。每位委員的出席記錄已列載於第21頁。平機會會定期檢討管治委員會的運作模式，各委員亦須向管治委員會申報任何存在的利益。

## 策略研討會議

周一嶽醫生於2013年4月1日正式履任平機會主席後，隨即與各界持份者會面，以瞭解他們對平機會工作的意見及期望，並以此為基礎擬定了為期三年的策略工作計劃，有關計劃其後已獲得管治委員會通過。

落實工作計劃有賴管治委員會委員與員工共同努力。有見及此，平機會於2013年9月6日為委員及高層管理員工舉辦策略研討會議，以討論工作策略和目標、尋求共識，促進彼此（特別是新任委員）間的瞭解。研討會共有12位委員及13位平機會管理層和高級職員出席，深入探討了平機會的工作及今後的發展方向。

## Board Meetings

During the year under review, five Board meetings were held, with an overall average attendance rate of over 90%. Attendance records of individual Members are on page 21. The modus operandi of the Board is reviewed from time to time, and Members are required to declare their interests in matters, if any, to be considered by the Board.

## Strategic Retreat

On 1 April 2013, Dr York CHOW assumed the role of Chairperson of the EOC. As soon as he commenced office, he met with a wide range of stakeholders to understand their expectations and views of the work of EOC, based on which a three-year strategic work plan for the Commission was developed and subsequently endorsed by the Board.

As concerted efforts of Board Members and staff were vital for taking forward the initiatives in the work plan, a Strategic Retreat was organised for EOC Board Members and senior management on 6 September 2013 to discuss the objectives and strategies, and to align views and foster understanding, especially among the newly appointed Board Members. Altogether 12 Board Members, along with 13 EOC management and senior staff members, participated in the Retreat, when they engaged in in-depth discussions on the future directions and work of the EOC.

為了進一步把工作計劃的目標傳達到主任級職員，以及提升平機會辦事處的內部溝通與合作，平機會於2014年1月28日舉辦了一次員工策略研討會議，讓全體主任級職員討論如何有效落實已得到管委治委員會通過的策略計劃，並就應付未來的挑戰交換新構思。職員亦討論了影響平機會工作的香港最新社會趨勢，以及公眾對平機會的期望。

## 專責小組

平機會管治委員會轄下有四個專責小組，包括行政及財務專責小組、社會參與及宣傳專責小組、法律及投訴專責小組以及政策及研究專責小組。專責小組分別負責平機會的不同事務，其工作範圍已列載於第18–19頁。

To further cascade the objectives of the work plan to the officer level, and to enhance both internal communication and collaboration within the EOC office, an Officer Retreat was separately held on 28 January 2014. The Retreat offered an ideal forum for all EOC officers to share their views on how to effectively implement the strategic work plan as endorsed and agreed by the EOC Board, and to exchange new ideas and initiatives to cope with future challenges. Officers also discussed the latest social trends in Hong Kong that would impact the EOC's work, as well as the public's expectation on the EOC.

## Committees

Under the EOC Board, there are four committees appointed to pursue the goals of the Commission, namely the Administration and Finance Committee (A&FC), the Community Participation and Publicity Committee (CPPC), the Legal and Complaints Committee (LCC) and the Policy and Research Committee (PARC). Their respective scope of work is detailed in page 18–19.



## 平機會管治委員會 The EOC Board

### 主席 Chairperson



周一嶽醫生  
**Dr CHOW Yat-ngok, York,**  
GBS

### 平機會委員 EOC Members



趙麗娟女士  
**Ms CHIU Lai-kuen,**  
**Susanna, MH**  
利豐發展(中國)有限公司董事  
香港會計師公會上屆會長  
青年會計師發展交流協會  
創會主席  
Director, Li & Fung  
Development (China) Ltd  
Immediate Past President, Hong  
Kong Institute of Certified Public  
Accountants  
Founding President, Institute of  
Accountants Exchange



蔡杏時女士  
**Ms CHOI Hing-shi, MH**  
香港工會聯合會工人醫療所  
行政總監  
香港工會聯合會婦女事務  
委員會顧問  
Executive Director, Hong  
Kong Federation of Trade  
Unions Workers' Medical  
Clinics  
Advisor, Hong Kong  
Federation of Trade Unions  
Women Affairs Committee



周浩鼎先生  
**Mr CHOW Ho-ding,**  
**Holden**  
離島區議會議員  
District Councillor, Islands  
District Council



孔美琪博士  
**Dr KOONG May-kay,**  
**Maggie, BBS**  
維多利亞幼兒園暨幼稚園總校長  
婦女事務委員會委員  
家庭議會委員  
Chief-Principal, Victoria  
Nurseries & Kindergartens  
Member, Women's  
Commission  
Member, Family Council



李翠莎博士  
**Dr Trisha LEAHY, BBS**  
香港體育學院院長  
婦女事務委員會成員  
個人車牌審訂委員會委員  
Chief Executive, Hong Kong  
Sports Institute  
Member, Women's Commission  
Member, Personalized Vehicle  
Registration Marks Vetting  
Committee



李國麟教授  
**Prof Hon LEE Kok-long, Joseph,**  
**SBS, JP**  
立法會議員  
香港公開大學護理及健康學部教授及主任  
廉政公署審查貪污舉報諮詢委員會委員  
Member, Legislative Council  
Professor & Head, Division of Nursing  
& Health Studies, The Open University  
of Hong Kong  
Member, Operations Review  
Committee of Independent  
Commission Against Corruption





**雷添良先生**  
**Mr LUI Tim-leung, Tim,**  
BBS, JP

香港羅兵咸永道會計師事務所  
高級顧問  
Senior Advisor,  
PricewaterhouseCoopers  
Hong Kong



**黎雅明先生**  
**Mr Amirali Bakirali NASIR,**  
JP

律師  
黎雅明律師行創辦人  
Anjumane Burhani Hong Kong  
Dawoodi Bohra Association  
義務秘書  
Solicitor  
Founder, Nasirs Solicitors  
Hon Secretary, Anjumane  
Burhani Hong Kong Dawoodi  
Bohra Association



**伍穎梅女士**  
**Ms NG Wing-mui, Winnie**

九龍巴士董事  
路訊通董事會副主席  
威爾斯親王醫院管治委員會主席  
Director, Kowloon Motor Bus  
Deputy Chairman,  
RoadShow  
Chairman, Hospital  
Governing Committee of  
Prince of Wales Hospital



**金志文先生**  
**Mr Zaman Minhas**  
**QAMAR**

香港回教信託基金總會會長  
香港巴基斯坦協會主席  
Chairman, The  
Incorporated Trustees of  
the Islamic Community  
Fund of Hong Kong  
President, The Pakistan  
Association of Hong Kong  
Ltd



**周素媚女士**  
**Ms Su-Mei THOMPSON**

婦女基金會行政總裁  
香港30% Club創辦人  
The Cheltenham Ladies  
College 校董會成員  
Chief Executive Officer, The  
Women's Foundation  
Founder, The 30% Club  
Hong Kong  
Council Member, The  
Cheltenham Ladies College



**曾潔雯博士**  
**Dr TSANG Kit-man,**  
**Sandra, JP**

香港大學社會工作及社會行政學  
系副教授  
社會福利諮詢委員會成員  
Associate Professor,  
Department of Social Work  
& Social Administration, The  
University of Hong Kong  
Member, Social Welfare  
Advisory Committee



**謝偉俊議員**  
**The Hon TSE Wai-chun,**  
**Paul, JP**

立法會議員  
謝偉俊律師行創辦人及合夥人  
Member, Legislative Council  
Founder and Partner, Paul W  
Tse Solicitors



**謝永齡博士**  
**Dr TSE Wing-ling, John,**  
**MH**

香港城市大學應用社會科學  
系副教授  
Associate Professor,  
Department of Applied  
Social Studies, City  
University of Hong Kong



**黃嘉玲女士**  
**Ms WONG Ka-ling, Garling**

輝煌復康產品製造有限公司企業發展高級經理  
新希望網絡副主席  
香港女障協進會義務司庫  
Corporate Development Senior Manager, FH Rehabilitation  
Products Manufacturing Co Ltd  
Vice Chairperson, HOPE  
Honorary Treasurer, Association of Women with Disabilities  
Hong Kong



**葉少康先生**  
**Mr YIP Siu-hong, Nelson, MH**

商策顧問有限公司董事  
職業訓練局殘疾弱能人士職業訓練委員會委員  
社會福利署整筆撥款督導委員會委員  
Director, EP Venture Co Ltd  
Member, Committee on Vocational Training for People  
with Disabilities of the Vocational Training Council  
Member, Lump Sum Grant Steering Committee of the  
Social Welfare Department



## 管治委員會轄下四個專責小組 Four Committees under the Board

### 行政及財務專責小組 Administration and Finance Committee (A&FC)

行政及財務專責小組每季舉行一次會議，職責包括審閱平機會預算、帳目、運作表現及年報；成立招標委員會和批准他們的建議；決定首長級別員工的人事聘用；和檢討人手需要和行政政策。

The A&FC holds meetings every three months, and its responsibilities include reviewing the EOC's budget, accounts, operational performances, and the annual report; setting up tender boards and approving their recommendations; deciding on personnel matters related to staff employed on the Directorate pay scale; and reviewing staffing and administrative policies.

### 社會參與及宣傳專責小組 Community Participation and Publicity Committee (CPPC)

社會參與及宣傳專責小組每季舉行一次會議，負責就加強宣傳、教育、傳媒關係和社會參與等工作提供意見和審閱報告；就與政府、非政府組織、關注團體保持聯繫的方法提供意見；審批由平機會委託其他人士進行的研究或教育項目；和監察社會對平機會工作的回應。

The CPPC holds meetings every three months, and is responsible for advising and receiving reports on measures related to strengthening publicity, education, media relations and community participation; providing advice on measures to connect with organisations, both government and non-government, as well as concern groups; considering and approving assistance for research or educational projects undertaken by other persons; and monitoring the community's response to the work of the EOC.



## 法律及投訴專責小組 Legal and Complaints Committee (LCC)

法律及投訴專責小組每兩月舉行一次會議，負責多種職務，包括就香港四條反歧視法例的調停工作、正式調查、法律協助申請和執行通知提出意見，並作出監察和進行評估。此外，法律及投訴專責小組亦會就正式調查和修訂四條反歧視條例等事宜提出建議。

The LCC holds meetings every two months, and is responsible for a variety of activities, including providing advice on, monitoring and evaluating conciliation, formal investigations, applications for legal assistance, and enforcement notices. In addition, the LCC makes recommendations on issues relating to formal investigations and on proposals for amending the four anti-discrimination ordinances.

## 政策及研究專責小組 Policy and Research Committee (PARC)

政策及研究專責小組每季舉行一次會議，負責帶引平機會的政策及研究工作，包括就政策分析及所倡議的觀念提出意見；審批各項研究和培訓教材套項目；和審閱政策及研究的報告。

The PARC holds meetings every three months, and is responsible for directing the EOC's policy and research efforts, which includes advising on policy analysis/advocacy; considering and approving research and training modules; and evaluating policy and research reports.



平等機會委員會四個專責小組成員名單如下(截至2014年3月31日)：  
Memberships of the four Committees (as of 31 March 2014) are as follows:

行政及財務專責小組	Administration and Finance Committee
趙麗娟女士(召集人)	Ms CHIU Lai-kuen, Susanna, MH (Convenor)
雷添良先生(副召集人)	Mr LUI Tim-leung, Tim, BBS, JP (Deputy Convenor)
孔美琪博士	Dr KOONG May-kay, Maggie, BBS
黎雅明先生	Mr Amirali Bakirali NASIR, JP
謝永齡博士	Dr TSE Wing-ling, John, MH
周一嶽醫生	Dr CHOW Yat-ngok, York, GBS

社會參與及宣傳專責小組	Community Participation and Publicity Committee
黃嘉玲女士(召集人)	Ms WONG Ka-ling, Garling (Convenor)
孔美琪博士(副召集人)	Dr KOONG May-kay, Maggie, BBS (Deputy Convenor)
蔡杏時女士	Ms CHOI Hing-shi, MH
周浩鼎先生	Mr CHOW Ho-ding, Holden
李國麟教授	Prof Hon LEE Kok-long, Joseph, SBS, JP
雷添良先生	Mr LUI Tim-leung, Tim, BBS, JP
伍穎梅女士	Ms NG Wing-mui, Winnie
謝永齡博士	Dr TSE Wing-ling, John, MH
周一嶽醫生	Dr CHOW Yat-ngok, York, GBS
碧樺依博士(增選委員)	Dr Raees Begum BAIG (Co-opted Member)
王繼鋒先生(增選委員)	Mr WANG Kai-fung (Co-opted Member)
謝俊謙教授(增選委員)	Prof TSE Tsun-him (Co-opted Member)

法律及投訴專責小組	Legal and Complaints Committee
黎雅明先生(召集人)	Mr Amirali Bakirali NASIR, JP (Convenor)
謝偉俊議員(副召集人)	The Hon TSE Wai-chun, Paul, JP (Deputy Convenor)
蔡杏時女士	Ms CHOI Hing-shi, MH
李翠莎博士	Dr Trisha LEAHY, BBS
曾潔雯博士	Dr TSANG Kit-man, Sandra, JP
葉少康先生	Mr YIP Siu-hong, Nelson, MH
周一嶽醫生	Dr CHOW Yat-ngok, York, GBS

政策及研究專責小組	Policy and Research Committee
謝永齡博士(召集人)	Dr TSE Wing-ling, John, MH (Convenor)
葉少康先生(副召集人)	Mr YIP Siu-hong, Nelson, MH (Deputy Convenor)
周浩鼎先生	Mr CHOW Ho-ding, Holden
李翠莎博士	Dr Trisha LEAHY, BBS
李國麟教授	Prof Hon LEE Kok-long, Joseph, SBS, JP
金志文先生	Mr Zaman Minhas QAMAR
周素媚女士	Ms Su-Mei THOMPSON
曾潔雯博士	Dr TSANG Kit-man, Sandra, JP
謝偉俊議員	The Hon TSE Wai-chun, Paul, JP
黃嘉玲女士	Ms WONG Ka-ling, Garling
周一嶽醫生	Dr CHOW Yat-ngok, York, GBS
劉俊泉先生(增選委員)	Mr LAU Chun-chuen, Karl (Co-opted Member)
劉丹娜女士(增選委員)	Ms Agnes LAU (Co-opted Member)
苗澤文先生(增選委員)	Mr Behzad MIRZAEI (Co-opted Member)

有關上述四個專責小組的詳細職權範圍，請瀏覽平機會網站：

For complete terms of reference of the above four committees, please refer to the EOC website:

[www.eoc.org.hk/eoc/graphicsfolder/showcontent.aspx?content=organization](http://www.eoc.org.hk/eoc/graphicsfolder/showcontent.aspx?content=organization)

# 平機會定期及特別會議的出席記錄(截至2014年3月31日)

## Attendance Record of Regular and Special EOC Meetings (up to 31 March 2014)

整體出席率超過90% Overall attendance rate was over 90%

	委員 Members	18/4/2013 特別會議 Special	20/6/2013 定期會議 Regular	19/9/2013 定期會議 Regular	19/12/2013 定期會議 Regular	20/3/2014 定期會議 Regular
1.	周一嶽醫生(主席) Dr CHOW Yat-ngok, York, GBS (Chairperson)	✓	✓	✓	✓	✓
2.	趙麗娟女士 Ms CHIU Lai-Kuen, Susanna, MH	缺席 Abs.	✓	✓	✓	✓
3.	蔡杏時女士 Ms CHOI Hing-shi, MH	✓	✓	✓	✓	✓
4.	孔美琪博士 Dr KOONG May-kay, Maggie, BBS	✓	✓	缺席 Abs.	✓	✓
5.	雷添良先生 Mr LUI Tim-leung, Tim, BBS, JP	✓	✓	✓	✓	✓
6.	黎雅明先生 Mr Amirali Bakirali NASIR, JP	✓	✓	✓	✓	✓
7.	伍穎梅女士 Ms NG Wing-mui, Winnie	✓	✓	✓	✓	✓
8.	金志文先生 Mr Zaman Minhas QAMAR	✓	✓	✓	✓	✓
9.	曾潔雯博士 Dr TSANG Kit-man, Sandra, JP	✓	✓	✓	✓	缺席 Abs.
10.	謝偉俊議員 The Hon TSE Wai-chun, Paul, JP	缺席 Abs.	✓	✓	✓	缺席 Abs.
11.	謝永齡博士 Dr TSE Wing-ling, John, MH	✓	✓	✓	✓	✓
12.	黃嘉玲女士 Ms WONG Ka-ling, Garling	✓	✓	✓	✓	✓
13.	葉少康先生 Mr YIP Siu-hong, Nelson, MH	✓	✓	✓	✓	✓
14.	周浩鼎先生 Mr CHOW Ho-ding, Holden	任期由 20/5/2013 開始 Appointment became effective on 20/5/2013	✓	缺席 Abs.	✓	缺席 Abs.
15.	李翠莎博士 Dr Trisha LEAHY, BBS		✓	✓	✓	✓
16.	李國麟教授 Prof Hon LEE Kok-long, Joseph, SBS, JP		✓	✓	✓	缺席 Abs.
17.	周素媚女士 Ms Su-Mei THOMPSON		✓	✓	✓	✓

\*Abs. = Absent

註： 若委員連續兩次缺席會議，秘書處會給予書面提示。

Note: A reminder is issued to Members who have been absent for two consecutive meetings.

# 我們的里程碑

## Our Milestones

### 1. 工作成果 Achievements

# \$4,618,000

為受歧視人士取得約港幣4,618,000 元賠償金額

Secured about HK\$4,618,000 in compensation for complainants



每月平均109,000人次瀏覽平機會網站

109,000 people visited the EOC's website per month on average

# 109,000



# 74%

調停成功率達74%

Achieved 74% successful conciliation rate



提供超過港幣1,599,000元以資助63項社區計劃來推廣平等機會訊息

Granted more than HK\$1,599,000 to fund 63 community projects for promoting equal opportunities



# \$1,599,000

# 16,700

# 820

答覆了超過 16,700 個查詢及處理了超過 820 宗投訴

Answered over 16,700 enquiries and handled over 820 complaints





# 72,800

72,800位學生觀看了平等機會話劇

72,800 students watched the EOC's equal opportunity plays



超過55,000位僱主、僱員及團體參與平機會的培訓課程及講座

More than 55,000 employers, employees and interested parties attended the EOC's training and talks



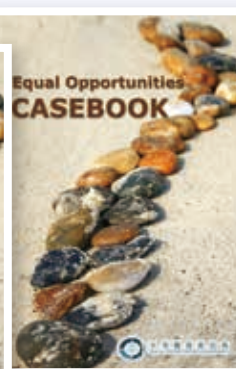
# 55,000

# \$431,000

提供超過港幣 431,000 元以資助 11 項研究計劃來推廣平等機會訊息

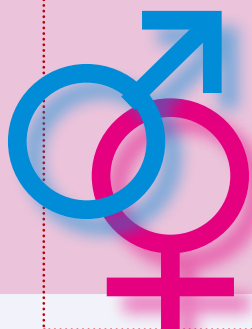
Granted more than HK\$431,000 to fund 11 research projects relating to promotion of equal opportunities

# 11



出版了《平等機會委員會個案實錄》第二版

Published the 2nd version of the Equal Opportunities Casebook



發表有關(1)《性騷擾－學界問卷調查》(2013年4月)；(2)《性騷擾－商界問卷調查》(2013年8月)；及(3)《職場性騷擾及歧視－空中服務員的問卷調查》(2014年2月)的結果

Release of findings of (1) Sexual Harassment – Questionnaire Survey for Education Sector (April 2013); (2) Sexual Harassment – Questionnaire Survey for Business Sector (August 2013); and (3) Sexual Harassment and Discrimination in Employment – Questionnaire Survey for Flight Attendants (February 2014)

## 2. 重要事項及工作 Events and Actions

# 4/2013

- 周一嶽醫生接替林煥光議員為平機會主席，任期三年。
- Dr CHOW Yat-ngok, York, GBS succeeded The Hon LAM Woon-kwong as Chairperson of the EOC for a three-year term.



- 公布《性騷擾－學界問卷調查》結果，促請所有學校制定和執行反性騷擾政策，並為僱員提供合適訓練。
- Announced findings of the “Sexual Harassment – Questionnaire Survey for Education Sector”, urging all schools to formulate and implement an anti-sexual harassment policy and provide proper training for staff.

# 5/2013

- 與香港精神健康議會在5月9日合辦研討會，籲請政府制定全面的長遠政策，加強精神健康服務。
- 向聯合國提交報告，提出一連串問題，以供審議香港特別行政區就履行《經濟、社會與文化權利的國際公約》提交的第三次報告時考慮。
- Co-operated with the Hong Kong Mental Health Council to organise a seminar on 9 May, advocating for the Government to formulate comprehensive, long-term policy for the enhancement of mental health services.
- Made a submission to the United Nations to present a list of issues for the consideration of the Third Report of the Hong Kong Special Administrative Region (HKSAR) on the implementation of the International Covenant on Economic, Social and Cultural Rights (ICESCR).



## 6/2013

- 在6月17日向立法會政制事務委員會介紹平機會的工作，包括三年策略工作計劃。
- 推出了iPhone手機應用程式，以便市民更容易獲取有關平機會和反歧視條例的資訊。
- Presented the work of the EOC, including its three-year Strategic Plan, to the Legislative Council Panel on Constitutional Affairs on 17 June.
- Launched an iPhone app to facilitate the public's convenient access to information of the EOC and the anti-discrimination ordinances.



- 推出全新的「平等機會研究項目資助計劃」，讓學術機構和非牟利機構進行推廣反歧視的研究項目。
- Introduced a new Funding Programme of Research Projects on Equal Opportunities for academia and non-profit-making organisations to undertake research projects for promoting anti-discrimination.

## 7/2013

## 8/2013

- 公布《性騷擾－商界問卷調查》結果，促請僱主制定清晰指引，預防工作場所的性騷擾。
- Released findings of the “Sexual Harassment – Questionnaire Survey for the Business Sector”, urging employers to develop clear policies on preventing sexual harassment in the workplace.



## 9/2013

- 在9月23日舉行平機會論壇，超過300位持份者參與，提出他們對於平機會工作的意見。
- Staged a public forum with over 300 participants on 23 September to engage and seek stakeholders' views on the work of the EOC.



## 10/2013

- 在10月1至3日於卡塔爾多哈出席第18屆國家人權機構亞太論壇周年大會及雙年研討會，分享了平機會在香港處理歧視的經驗和專業知識。
- Participated in the 18th Annual Meeting and Biennial Conference of the Asia Pacific Forum of National Human Rights Institutions in Doha, Qatar on 1-3 October and shared experiences and expertise of the EOC in addressing discrimination in Hong Kong.



## 11/2013

- 與教育局和其他學校團體合辦「親子共融滿校園」嘉許計劃，以表揚一些適切照顧有特殊教育需要子女、以及積極配合學校推動共融政策和措施的家庭。
- 在11月16日舉辦「獨特的我！」青少年發展計劃分享會，在席間公布「獨特的我！攝影及標語創作比賽2013」的得獎者。
- Co-organised the Home-school Co-operation in Building an Inclusive School Culture Award Scheme with the Education Bureau and other school associations to commend families that provided support for children with special educational needs and worked with schools on inclusive practices.



- Organised a sharing session of the "Uniquely Me!" youth development programme on 16 November, and announced winners of the Uniquely Me! Youth Photo and Slogan Competition 2013 during the occasion.

# 12/2013

- 推出全新的職場年齡歧視探索性研究。
- 為學校校長和高級職員舉辦如何制定反性騷擾政策的研討會。
- 在2013年12月5至7日參與「國際中小企博覽」，推廣工作間的平等機會。
- Launched a new exploratory study on the issue of age discrimination in employment.
- Organised a seminar on the formulation of anti-sexual harassment policy for school principals and senior staff.
- Participated in the World SME Expo on 5-7 December 2013 to promote equal opportunities in the workplace.



# 1/2014

- 展開名為《尊重 • 關愛 • 共融》的巡迴展覽。第一站為香港文化博物館。
- 推出了全新刊物《平機會半年刊》，對平等議題作出深入分析和報告。
- Kick-started roving exhibition themed on “An Inclusive Society Starts with Respect”, with the first stop at Hong Kong Heritage Museum.
- Launched a new publication “EOC Journal” to provide in-depth analysis and reports on equality issues.





## 2/2014

- 公布《職場性騷擾及歧視－空中服務員的問卷調查》結果，重點指出需要保障服務提供者免受顧客或客戶的性騷擾。
- 向聯合國提交報告，提出一連串問題，以供審議香港特別行政區根據《消除對婦女一切形式歧視公約》提交的第三次報告時考慮。



- Published findings of “Sexual Harassment and Discrimination in Employment – Questionnaire Survey for Flight Attendants”, highlighting the need for protecting service providers from sexual harassment by customers or clients.
- Made a submission to the United Nations to present a list of issues for the consideration of the Third Report of the HKSAR on the implementation of the Convention on the Elimination of All Forms of Discrimination against Women.

## 3/2014

- 與明愛青少年及社區服務在3月16日合辦公開活動《我們的香港：2020年憧憬》，慶祝國際消除種族歧視日。
- 向聯合國提交報告，就香港特別行政區根據《經濟、社會與文化權利的國際公約》提交的第三次報告，提出平機會的意見。



- Staged a public event “Hong Kong for All: Vision 2020” with Caritas Youth and Community Service on 16 March in observation of the International Day for the Elimination of Racial Discrimination.
- Made a submission to the United Nations to offer views on the Third Report of the HKSAR on the implementation of the ICESCR.

## 平機會的工作及社會服務榮獲獎項 Recognition for the EOC's Work and Service to the Community



- 平機會獲得社會福利署頒發金獎狀，以表揚平機會義工於2013年積極參與義務工作。超過90名義工包括平機會員工與其家人和朋友一同參與2013年的義務工作，服務總時數達2,200小時。
- The EOC was awarded the Gold Award for Volunteer Service by the Social Welfare Department, in appreciation of the Commission's participation in volunteer service to the community in 2013. Over 90 volunteers, including EOC employees, their families and friends, participated in the EOC volunteer service in 2013, performing 2,200 hours of service.

- 平機會的2011/12年報於2013年9月公布的第27屆國際年報大獎中獲得榮譽獎(獲獎類別：整體報告、傳統格式、公共服務、非牟利機構)。國際年報大獎是一項國際比賽，以嘉許製作年報有傑出表現的機構。
- The EOC's Annual Report 2011/12 was bestowed with an Honours Prize at the 27th ARC Awards in the category of "Overall Presentation – Tradition Format, Public Services, Non-Profit Organisation" in September 2013. The ARC Awards programme is an international competition which honours outstanding achievement in annual reports.



- 平機會的2012/13年報於2014年3月公布的2013/14年度國際水星獎中奪得銅獎(獲獎類別：整體報告、非牟利公共資助)。這個著名的獎項在公關及市場推廣行業享負盛名，評選準則包括創意、效率、表現和成就。
- The EOC's Annual Report 2012/13 received the Bronze Prize in the 2013/14 Mercury Awards Competition ("Annual Reports – Overall Presentation, Publicly Funded Non-Profit" category) in March 2014. The renowned competition is well-established in the public relations and marketing industry and honours outstanding achievement in professional communications, with judging based on the values of creativity, effectiveness, performance and success.

- 平機會於2013年播放的電視實況劇集，當中名為《少數》、有關少數族裔學生學習中文的一集，於紐約電視節2014的「電視劇集／特輯」組別中獲得銀獎，並於第三十五屆美國特勒電視節的「電視節目」組別獲得銅獎。紐約電視節由1957年起一直表揚全球所有媒體中的優異作品，至於美國特勒電視節則頒發獎項予出色的電影及短片製作、開創新河的網上廣告和短片，以及地區、區域和有線電視廣告、短片和節目等。
- An episode of EOC's TV Docu-drama Series 2013 entitled "The Minority", which depicted the difficulty of ethnic minority students in learning Chinese, was awarded a Silver World Medal (TV Movie/Drama Special) in the New York Festivals 2014 and a Bronze Award (TV Programmes) in the 35th Annual Telly Awards. The former has been honouring the World's Best Work in all media since 1957, while the latter is the premier award honouring the finest film and video productions, groundbreaking web commercials, videos and films, and outstanding local, regional, and cable TV commercials and programmes.



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# 諒解

## Understanding





# 我們的工作重點

## Our Focuses

### 2013/14工作計劃 — 策略性優先工作

平機會根據不同界別持份者的建議及意見，於2013/14年度制定了「三年策略工作計劃」，規劃出平機會工作的方向和重點。工作計劃共有以下五個優先工作領域：

### 2013/14 Work Plan – Strategic Priorities

Based on the input and views of stakeholders from different sectors, the EOC developed a Three-year Strategic Work Plan in 2013/14, which mapped out the directions and focuses of the work of the Commission. There are five priority work areas in the work plan, namely:

1

歧視法例檢討  
Discrimination Law Review

2

立法保障不同性傾向和性別認同人士免受歧視  
Legal Protection for Sexual Minorities from Discrimination on the Basis of Sexual Orientation and Gender Identity (SOGI)

3

少數族裔的教育與就業機會  
Education and Employment Opportunities for Ethnic Minorities

4

有特殊教育需要學生的融合教育及其對就業機會的影響  
Integrated Education for Students with Special Educational Needs (SEN) and its Impact on Employment Opportunities

5

促請政府以功能角度處理殘疾人士的需要  
Functional Approach in Addressing the Needs of Persons with Disabilities (PWD) by the Government

除此之外，工作計劃也包括了下列三項持續進行的重點工作：

In addition, the work plan included three major ongoing undertakings, which are:

1

反性騷擾運動  
Anti-Sexual Harassment Campaign

2

《性別歧視條例僱傭實務守則》檢討  
Review of the Code of Practice on Employment under the Sex Discrimination Ordinance

3

繼續跟進《公眾可進出的處所無障礙通道及設施正式調查報告》  
Follow-up on the Formal Investigation Report on Accessibility in Publicly Accessible Premises



## 優先工作領域1：歧視法例檢討

## Strategic Priority 1 – Discrimination Law Review



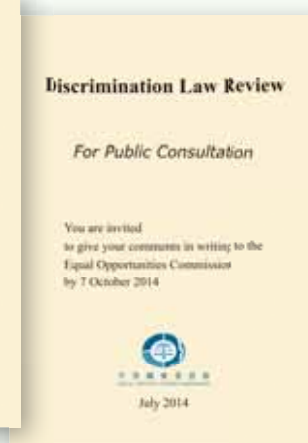
## 歧視法例檢討 Discrimination Law Review

平機會有法定責任檢討香港所有反歧視法例。平機會多年運作經驗顯示，現行反歧視法例有不足及不一致之處，受歧視條例保障的人士仍面對各種歧視及不平等情況，進一步突顯有必要加強現有保障，同時亦確保法例與時並進，與國際平等法的發展趨勢及步伐看齊，從而促進維護人權。

有見及此，平機會決定就四條反歧視條例進行全面檢討，首階段是透過內部評估來檢視現時各歧視條例中的受保障特徵、不同形式的違法歧視行為及違法歧視的範疇。在2013/14年度內，平機會與相關持份者多次進行會面，就法例上的不足和可作出的改革，收集他們的意見。平機會於2013/14年度結束前制定了一份詳盡的諮詢文件，文件提出了各項重要議題及可考慮的法律改革，以用於2014/15年第二季度展開的歧視條例檢討全港公眾諮詢。

The EOC has a statutory duty to review the anti-discrimination laws in Hong Kong. Based on the EOC's years of operational experiences, there are certain limitations and inconsistencies in the current ordinances. Continued discrimination and inequality for groups protected under the ordinances further highlighted the need to strengthen the existing level of protection. Simultaneously, there is also a need to ensure Hong Kong keeps pace with the international developments in respect of modernisation of equality laws and advancement of human rights protection.

In view of the above, the EOC decided to embark on a thorough review of the four anti-discrimination ordinances. This was initially done through an internal evaluation to examine the protected characteristics under the current discrimination law, the different forms of prohibited conduct, and the fields in which discrimination is prohibited. Throughout 2013/14, meetings were held with relevant stakeholders to solicit their views on the inadequacies and possible improvements to the legislation. By the end of 2013/14, a comprehensive document was formulated to present the important issues and possible legislative changes, as the EOC geared up to roll out a citywide public consultation exercise on the Discrimination Law Review in the second quarter of 2014/15.



## 優先工作領域2：立法保障不同性傾向和性別認同人士免受歧視

儘管聯合國一再建議，香港目前仍未有禁止性取向和性別認同歧視的條例。而即使終審法院於2013年5月裁定一個接受變性手術後成為女子的W小姐有權與其男性伴侶根據《婚姻條例》結婚，標誌著香港跨性別人士的平權有重大發展，但香港仍未有全面的《性別承認條例》，為跨性別人士的權利提供法律承認和保障。

平機會深信任何人都應該因為他們的性傾向及性別認同而受歧視和不平等對待。為了提倡有需要立法保護性小眾或男女同性戀者、雙性戀者、跨性別人士和雙性人，並讓公眾加深認識和理解這些人所面對的困難，平機會於2013/14年度向立法會提交了有關《2014年婚姻（修訂）條例草案》的意見書，並在各大報章撰文，討論此議題。此外，平機會於2013年12月會見了「消除歧視性小眾諮詢小組」，和全年約見了不同的性小眾關注團體、宗教和捍衛家庭團體，以聽取他們的關注和意見。

## Strategic Priority 2 – Legal Protection for Sexual Minorities from Discrimination on the Basis of SOGI

Despite repeated recommendations by the United Nations, there is currently no anti-discrimination legislation relating to sexual orientation and gender identity in Hong Kong. In May 2013, the Court of Final Appeal decided in the W case that a post-operative transsexual woman had the right to marry her male partner under the Marriage Ordinance. Notwithstanding this milestone development, there remains a lack of legal recognition and protection of the rights of transsexual persons in Hong Kong, notably through a comprehensive Gender Recognition Law.

The EOC is convinced that all persons, irrespective of their sexual orientation and gender identity, should be free from discrimination and unequal treatment. To advocate the need for legislation to protect sexual minorities or LGBTI (lesbian, gay, bisexual, transgender and intersex) persons, and raise public awareness and understanding of the challenges faced by them, the EOC made a submission on the Marriage (Amendment) Bill 2014 to the Legislative Council, and published a number of articles on the subject in the newspapers in 2013/14. Further to these, a presentation was made to the Advisory Group on Eliminating Discrimination against Sexual Minorities in December 2013, and meetings held with LGBTI concern groups, as well as with religious and family groups, throughout the year to hear their concerns and views.



平機會於2013年12月宣布進行一項研究，研究旨在有系統地識別出性小眾在公共範疇（如：僱傭、教育及培訓、社交、公眾通道、服務及設施以及處所管理等）所受到的歧視、騷擾和中傷的情況；並收集有關如何透過立法或其他方法糾正歧視的各種意見。平機會在甄選小組作出決定後，於2014年5月宣布委託香港中文大學香港亞太研究所性別研究中心進行「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」。這研究採用不同的方法，如：公眾研討會、焦點小組及電話問卷調查收集意見，預計會於2015年第2季完成。

In December 2013, the EOC announced the plan to conduct a study to systematically identify the discrimination, harassment and vilification encountered by the LGBTI persons in the public domain, such as employment, education and training, social interaction, public access, services and facilities, as well as management of premises, and to solicit views on how such experiences of discrimination may be redressed through legislation or other means. Following the formation and decision of the selection board, the EOC announced in May 2014 the appointment of 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 on Legislating against Discrimination on the Grounds of Sexual Orientation, Gender Identity and Intersex Status. Deploying mixed modes of methodologies including public forums, focus groups as well as telephone questionnaire survey, the study is expected to be completed in the second quarter of 2015.

### 優先工作領域3：少數族裔的教育與就業機會

很多少數族裔學生在求學時遇上系統性障礙，窒礙他們接受高等教育與就業的機會，其主要原因是他們在學習中文時，沒有得到適當的支援。

### Strategic Priority 3 – Education and Employment Opportunities for Ethnic Minorities

Many ethnic minority students face systemic barriers in pursuing education, which limit their ability to access higher education and employment opportunities. These barriers stem primarily from the lack of proper support for these students to learn Chinese in schools.





平機會認為只能透過政策和措施的系統性改變，才可消除有關障礙。為此，平機會於2013/14年度多次與政府和相關組織進行會議，以期改變政策。例如：平機會與教育局會面，呼籲為非華語學生制訂另一中文課程及評估準則，並檢討指定學校的政策；又要求各大專院校檢視特定院系收生時對中文能力的要求，以便在錄取少數族裔學生時更富靈活性。有見政府是最大的僱主，平機會亦要求公務員及公營機構招聘時彈性處理對求職者中文能力的要求。

行政長官於2014年1月的《施政報告》中宣布，為非華語及／或少數族裔學生提供一系列支援措施，包括：由2014/15學年起提供「中國語文課程第二語言學習架構」和在高中階段提供與資歷架構掛鈎的應用學習（中國語文）科。平機會歡迎政府的承諾，並將繼續密切監察政府的工作和措施的成效。

#### 優先工作領域4：有特殊教育需要學生的融合教育及其對就業機會的影響

繼2012年發表《融合教育制度下殘疾學生的平等學習機會研究》，平機會繼續指出與融合教育制度有關的問題，如：輪候評估時間過長、師資培訓不足及專業人員（包括教育心理學家、職業及語言治療師和輔導專業人才）人手不足。

平機會於2013/14年度向立法會教育事務委員會融合教育小組提交了兩份意見書，分享了平機會對殘疾學生應該得到平等學習機會重要性的意見。其他倡議活動及公眾教育工作包括：2013年11月參與由香港教育學院主辦的「關顧學障周2013」講座；與教育局、津貼小學議會、官立小學校長協會、香港津貼中學議會、政府中學校長協會、香港特殊學校議會及家庭與學校合作事宜委員會合辦

Recognising that these barriers can only be removed through systemic changes in policies and practices, the EOC engaged in rounds of meetings with the Government and relevant organisations in 2013/14 to seek for policy changes. For instance, meetings were held with the Education Bureau to appeal for the introduction of an alternative standardised Chinese-language curriculum and an assessment framework for non-Chinese speaking students, as well as for a review of the policy of designated schools. Also, local universities were lobbied to review their Chinese language requirements for particular faculties and exercise flexibility in the admission of ethnic minority students. In a similar move, the Government – being the largest employer – was urged to exercise flexibility in the Chinese language requirement in the recruitment of candidates for the civil service and public organisations.

In January 2014, the Chief Executive announced in the 2014 Policy Address a series of support measures for non-Chinese speaking and/or ethnic minority students. These included the provision of a “Chinese Language Curriculum Second Language Learning Framework” and an Applied Learning (Chinese Language) subject at senior secondary level pegged to the Qualification Framework from the 2014/15 curriculum year. The EOC welcomed the undertakings by the Government and will continue to monitor closely the effectiveness of these measures.

#### Strategic Priority 4 – Integrated Education for Students with Special Educational Needs

Following up on its “Study on Equal Learning Opportunities for Students with Disabilities under the Integrated Education System” released in 2012, the EOC continued to highlight the issues associated with the integrated education system, such as the long waiting time for assessment, the lack of training for teachers, and the inadequate supply of professionals including educational psychologists, occupational and speech therapists, and counselling professionals.

During the year under review, the EOC made two submissions to the Subcommittee on Integrated Education of the Legislative Council Panel on Education, sharing the Commission’s views on the importance of promoting equal learning opportunities for students with disabilities. Other advocacy and public education work included: participating in the forum during the Awareness Week in Specific Learning Disabilities 2013 organised by the Hong Kong Institute of Education in November 2013, and co-organising the “Home-school Co-operation in Building an





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「親子共融滿校園」嘉許計劃，以表揚能適切照顧有特殊教育需要子女的家庭及積極配合學校推動共融政策和措施的家庭或團隊。此外，平機會亦透過於報章刊登文章及公開活動以提高公眾對此課題的認識。

另一方面，平機會與本地大專院校管理高層多次會面，鼓勵各院校為殘疾及有特殊教育需要的大專學生提供更多支援。平機會鼓勵各大專院校發展共同平台，以便交流經驗、分享科技與教學資源，藉此提升學生的學習能力，令大學生活無障礙和更充實。

### 優先工作領域5：促請政府以功能角度處理殘疾人士的需要

目前《殘疾歧視條例》下對「殘疾」的定義，與政府各決策局和部門所採取的定義並不一致，例如一些受傷的人由於不屬於指定類別，因而喪失申領傷殘津貼的資格。

有見及此，平機會一直促請政府劃一採用更廣的「殘疾」定義，以體察殘疾人士所面對的態度上和環境上的障礙，致令他們無法充分參與社會。例如可應用世界衛生組織的《國際功能、殘疾和健康分類》，為所有殘疾類別進行客觀的功能評估。

Inclusive School Culture Award Scheme” with the Education Bureau, the Subsidized Primary Schools Council, the Union of Government Primary School Headmasters and Headmistresses, the Hong Kong Subsidized Secondary Schools Council, the Association of Principals of Government Secondary Schools, the Hong Kong Special Schools Council and the Committee on Home-School Co-operation to commend families providing appropriate support for children with special educational needs, as well as families or parent teams that actively co-operated with schools in implementing inclusive policies and practices. In addition, through newspaper articles and public events, the EOC aimed to raise greater awareness of the subject.

Another attempt by the EOC was to encourage greater support for tertiary students with disability and special educational needs during a series of meetings with the senior management of local universities. The institutions were invited to develop a common platform for sharing experiences, technology and teaching resources that would contribute to enhancing students' learning capabilities and making their university life even more accessible and fulfilling.

### Strategic Priority 5 – Disability Discrimination in the Performance of Government Functions

At present there are discrepancies in the definition of “disability” between the Disability Discrimination Ordinance and those adopted by different policy bureaux and departments of the Government. One example is the eligibility criteria for Disability Allowance, which excludes people with injuries not falling within the specified types.

In view of the gap, the EOC has been urging the Government to standardise and adopt a broader definition of “disability”, by taking into account the attitudinal and environmental barriers that hinder persons with disabilities from full participation in society. For instance, the International Classification of Functioning, Disability and Health adopted by the World Health Organization offers an objective functional assessment that can be applied regardless of the type of disability.



平機會於2013年5月與由68個團體組成的「殘疾人士監察特首施政大聯盟」會面，聆聽他們對現行復康政策不足的意見。整個年度，平機會與不同非政府組織及復康團體會面，密切關注事態的發展。

In May 2013, the EOC had a meeting with the representatives of an alliance of 68 concern groups (殘疾人士監察特首施政大聯盟), to listen to their views on the inadequacy of the existing policies on disability. Further meetings were held with other NGO and rehabilitation groups throughout 2013/14, as the EOC maintained its close watch on the development of the matter.

## 持續進行的重點工作

### 重點工作1：反性騷擾運動

為了在不同界別推廣對性騷擾的認識及預防性騷擾，政策及研究專責小組於2012年成立了「反性騷擾運動工作小組」（工作小組）。工作小組於2013/14年度的主要工作如下：

#### 教育界

- 平機會聯同香港教育專業人員協會和香港教育工作者聯會進行了《性騷擾：學界問卷調查》，並於2013年4月公布調查結果。平機會一共收到321份填妥的問卷，近半數(47%)作出回應的學校沒有制定性騷擾政策，主要原因為：(i)缺乏員工培訓，難以制定相關政策；和(ii)沒有急切需要制定政策。

## Ongoing Major Undertakings

### Undertaking 1 – Anti-sexual Harassment Campaign

In order to promote the awareness and prevention of sexual harassment in various sectors of the society, the Working Group on Anti-Sexual Harassment Campaign (WGASH) was formed under the Policy and Research Committee in 2012. Highlights of the work carried out in 2013/14 are listed as follows:

#### Education Sector

- The EOC conducted the “Sexual Harassment – Questionnaire Survey for Education Sector” in collaboration with the Hong Kong Professional Teachers’ Union (HKPTU) and the Hong Kong Federation of Education Workers (HKFEW), and released the findings in April 2013. Altogether 321 completed questionnaires were returned. Out of these, nearly half (47%) of the responding schools did not have a sexual harassment policy and the main reasons were: (i) lack of training for school staff to formulate such a policy; and (ii) there appeared to be no urgency to formulate a policy.

- 鑑於調查結果，平機會聯同香港教育專業人員協會和香港教育工作者聯會於2013年7月進行了四場「制定校園性騷擾政策研討會」，約800位教育專業人員參加。平機會並與教育局合作，於2013年12月為辦學團體合辦類似研討會，藉他們鼓勵學校制定性騷擾政策，研討會共有123個辦學團體的155名代表出席，佔香港辦學團體的半數。而為了方便學校可自行制定全面而有效的性騷擾政策，平機會於2013年7月為學校制定「校園性騷擾政策大綱」，詳細內容可以在平機會網站瀏覽，或點擊教育局網站上的超連結。
- 此外，為協助教師掌握制定關於性騷擾政策和處理相關投訴的技巧，平機會於2013年11月舉行了兩場「校園性騷擾之預防及處理工作坊」，共有75位教師和學校社工參與。
- 經過一系列的研討會及工作坊，不少學校邀請平機會代表為教職員提供有關預防性騷擾的講座，作為員工培訓項目之一。2013年8月，平機會便為沙田12間中小學約400位教師提供培訓課程。
- In light of the survey findings, the EOC organised four rounds of Seminar on Formulation of Sexual Harassment Policies in Schools in July 2013 in collaboration with the HKPTU and HKFEW. Around 800 teaching professionals attended. To motivate schools to develop a sexual harassment policy through their sponsoring bodies, a similar seminar was co-organised with the Education Bureau (EDB) in December 2013 for 155 representatives from 123 school sponsoring bodies, representing half of all the sponsoring bodies in Hong Kong. And to facilitate schools to develop comprehensive and effective sexual harassment policy of their own, the EOC developed a Framework for Sexual Harassment Policies in Schools in July 2013, which was available on the EOC website, with hyperlink on the EDB website.
- In addition, the EOC organised two rounds of Workshop on Preventing Sexual Harassment & Handling Related Complaints in November 2013 to equip teachers with practical skills for formulating a school policy on sexual harassment and handling related complaints. Altogether 75 teachers and school social workers joined the two workshops.
- After a series of seminars and workshops, a number of schools invited the EOC representatives to deliver talks on preventing sexual harassment as part of their staff training. For example, in August 2013, a training session was arranged by the EOC for around 400 teachers from 12 primary and secondary schools in Shatin.





## 商界

- 平機會於2013年6月至8月初進行《性騷擾－商界問卷調查》。平機會向全港各區公司派出約6,000份問卷，但只收回198份。調查發現，57%受訪者(113間公司)有性騷擾政策，而43%(85間公司)沒有。在沒有政策的公司之中，46%表示沒有迫切性制定性騷擾政策。
- 為提高商界防止性騷擾的意識，平機會聯絡各專業機構和商會合辦午餐會討論此課題，例如：於2013年9月出席香港總商會的人力小組午餐會，和於2013年10月出席持續專業進修聯盟午餐講座。此外，又於2013年12月出席香港人力資源管理學會舉辦的半日課程「防止工作間性騷擾工作坊」。
- 平機會為公司制定《公司性騷擾政策大綱》，並已於2013年10月底上載到平機會網站。政策大綱不單為私營公司提供政策架構，以便他們制定本公司的性騷擾政策，更可作為對照清單，跟已制定／即將制定的性騷擾政策比較。

## Business Sector

- The EOC conducted a “Sexual Harassment – Questionnaire Survey for Business Sector” from June to early August 2013. Around 6,000 questionnaires were distributed to companies across the city, but only 198 questionnaires were returned. The Survey found that 57% of the respondents (113 companies) maintained a policy statement on sexual harassment, whereas 43% (85 companies) did not. Among the companies without a policy statement, 46% indicated that there was no urgency to formulate one.
- In order to raise awareness on the prevention of sexual harassment in the business sector, the EOC liaised with various professional organisations and chambers of commerce to deliver luncheon talks on the topic, such as to the Manpower Committee of the Hong Kong General Chamber of Commerce in September 2013 and the Continuing Professional Development Alliance in October 2013. In addition, a half-day seminar on “Preventing Sexual Harassment in the Workplace” was organised through the Hong Kong Institute of Human Resource Management in December 2013.
- A Framework for Corporate Policy on Sexual Harassment was prepared by the EOC and posted on the EOC website in late October 2013. The Framework not only provides a structure for private companies to formulate their own sexual harassment policies, but also serves as a checklist for sexual harassment policy to be or has been adopted.





## 服務業

- 平機會與香港空中服務員工會聯盟於2013年11月底至2014年1月初合作進行有關空中服務員受到性騷擾的問卷調查，共收回392份問卷，回應率約有4%。根據2014年2月公布的調查結果顯示，約27%(106名)回應者表示，過去12個月內曾受性騷擾，大多數騷擾者都是乘客。68%回應者表示，沒有接受過任何有關防止性騷擾的培訓；而受過培訓的32%回應者當中，有86%主要透過「公司的網上自學課程／教材」接受培訓。
- 平機會將繼續與航空公司保持聯繫，為航空服務業員工提供相關培訓。

## Service Sector

- The EOC partnered with the Hong Kong Flight Attendants Alliance to conduct a survey on the prevalence of sexual harassment among flight attendants from late November 2013 to early January 2014. A total of 392 questionnaires were returned and the response rate was roughly 4%. According to the survey findings, which were released in February 2014, about 27% (106) of the respondents indicated that they had been sexually harassed in the past year and the most common harassers were the customers. Sixty-eight per cent of the respondents had not received any training courses on anti-sexual harassment. For those 32% who had received training, 86% were trained mainly through the “company online self-learning course/materials”.
- As part of its ongoing effort, the EOC will continue to liaise with the airline companies on providing related training for airline staff members.

## 少數族裔

- 平機會已將有關預防性騷擾的單張翻譯成六種少數族裔語言(印度語、尼泊爾語、烏都語、泰語、印尼語及菲律賓語)，並上載至平機會網站。平機會亦透過不同機構派發單張，例如透過香港國際社會服務社的機場大使計劃於機場向新來港人士派發，以及透過駐港領事館分發。除此，平機會更於少數族裔的報章刊登有關性騷擾的文章及為不同社群舉辦講座。



## Ethnic Minorities

- The EOC's anti-sexual harassment leaflets have been translated into six ethnic minority languages (Hindi, Nepalese, Urdu, Thai, Indonesian and Tagalog) and uploaded on the EOC website. They are also distributed to members of the ethnic minority community through different channels, such as to new arrivals at the airport through the International Social Service – Hong Kong Airport Ambassador Scheme and through the Consulates General. In addition, articles on sexual harassment were published in newspapers targeting ethnic minorities and workshops conducted for the communities.



## 預防性騷擾資源庫

- 為方便各界擬備全面的性騷擾政策，以及易於取得關於性騷擾的資料，平機會網站於2013年12月推出性騷擾專頁，內容包括各式各樣關於性騷擾的資訊和材料，例如：常見問題、簡報、個案、調查和新聞稿。網頁同時結連到各大專院校性騷擾政策，以及不同非政府組織的支援及輔導熱線。

## Dedicated Resource Webpage

- In order to facilitate the preparation of a comprehensive policy on sexual harassment by various sectors and to give the public easy access to information related to sexual harassment, the EOC launched a dedicated webpage on sexual harassment on the EOC's website in December 2013. This webpage brings together different types of information and materials related to sexual harassment, such as FAQs, presentations, cases, surveys and press releases. There are also links to sexual harassment policies of tertiary institutions, as well as support and counselling hotline/ services operated by NGOs.



## 重點工作2：檢討《性別歧視條例僱傭實務守則》

《性別歧視條例僱傭實務守則》(實務守則)自1996年起一直沿用至今。平機會已根據多年積累的運作經驗和案例，著手修訂實務守則，以便繼續為僱主和僱員提供清晰指引，建立良好僱用措施。

本年度其中一項重要發展是政府決定按照平機會的建議，修訂《性別歧視條例》，把顧客對提供貨品、設施及服務的人員作出性騷擾，定為違法行為。政府已於2014年6月向立法會提出《2014年性別歧視(修訂)條例草案》，預期於2014年10月新立法年度進入法案委員會審議階段。平機會修訂實務守則時會考慮到有關事宜的發展。

## Undertaking 2 – Review of the Code of Practice on Employment under the Sex Discrimination Ordinance

The Code of Practice on Employment issued under the Sex Discrimination Ordinance (the Code) has been in place since 1996. Based on the operational experiences and case law accumulated over the years, the EOC has embarked on revising the Code so that it continues to provide clarity to employers and employees on the application of the law and instil good employment practices.

One important development during the year under review was the Government's decision to amend the Sex Discrimination Ordinance based on the recommendations of the EOC. The amendment seeks to render any sexual harassment by customers against providers or prospective providers of goods, facilities or services unlawful. In June 2014, the Sex Discrimination (Amendment) Bill 2014 was introduced into the Legislative Council and the Bills Committee is expected to examine the Bill when the new legislative session begins in October 2014. The EOC will take into account this development in revising the Code.

### 重點工作3：跟進《公眾可進出的處所無障礙通道及設施正式調查報告》

平機會於2010年6月公布《公眾可進出的處所無障礙通道及設施正式調查報告》，為回應該報告，政府及房屋委員會（房委會）承諾進行改善計劃和改造工程。平機會在2013/14年度繼續監察政府及房委會的工作。截至2014年3月31日止，所有甲級項目（共3,058個處所／設施）之中，政府已完成99.9%的工程（3,056個處所／設施），尚未完工的兩個甲級項目預計將於2014年6月底前完成。



至於乙級項目（379個處所／設施），截至2014年3月31日止，政府已完成所有處所／設施的實地勘查和可行性研究；357個處所／設施（94.2%）已展開工程，而當中約55.4%已完成工程，預計乙級項目大致會如期於2014年6月底完成。

至於房委會的改善工程計劃，包括：公共屋邨、商場、停車場及工廠大廈，定於2012年6月30日完成的改善工程已全部竣工。為顧及工程進度，同時避免滋擾租戶或妨礙服務，房委會安排部分改善工程在2014年6月30日前完成。另外，為配合房委會的更換升降機計劃，小部分改善工程將延至2016至2017年度完成。截至2014年3月31日止，在96個處所／設施中，有93個處所／設施的工程已完成，餘下處所／設施的工程有80%或以上已完成。

### Undertaking 3 – Follow-up on the Formal Investigation Report on Accessibility in Publicly Accessible Premises

The EOC continued to monitor the improvement programmes and retrofitting works by the Government and the Housing Authority (HA), in response to the EOC's Formal Investigation Report on Accessibility in Publicly Accessible Premises released in June 2010. As at 31 March 2014, among all Class A items (3,058 premises/facilities), the Government had completed the works for 99.9% of them (3,056 premises/facilities). The remaining two items under Class A were expected to be completed before end of June 2014.



As for Class B items (379 premises/facilities), the Government had completed both the site survey and feasibility studies for all premises/facilities as at 31 March 2014, while works at 357 premises/facilities (94.2%) had commenced and works at about 55.4% of them had been completed. It was anticipated that in general all Class B items would be completed by end of June 2014 as scheduled.

For the retrofitting programme devised by the HA, which covers public housing estates, commercial centres, car parks and factory buildings, all improvement works scheduled to be implemented by 30 June 2012 were completed. To strike a balance between the progress of improvement works and service interruption/nuisances to tenants, HA has scheduled some of the improvement works for completion by 30 June 2014. To tie in with HA's lift modernisation programme, a small proportion of the improvement works will be completed by 2016–17. As at 31 March 2014, among these 96 premises/facilities, improvement works for 93 premises/facilities have been fully completed while works for the remaining sites have been completed 80% or more.



## 無障礙網頁

平機會除了倡導無障礙環境外，也積極推動無障礙資訊和通訊科技，包括無障礙網頁。自2012起，平機會聯同政府資訊科技總監辦公室推出「無障礙網頁嘉許計劃」，平機會成員葉少康先生更擔任「無障礙網頁嘉許計劃」諮詢委員會的聯席主席。

在2013年，超過160間來自不同界別的機構，包括學術界、銀行、醫院、運輸服務營辦商及公共服務界參與了「無障礙網頁嘉許計劃」。因應流動設備日益普及，嘉許計劃增設「流動應用程式組」，讓公眾更加認識在流動應用程式上須採用無障礙設計。經過評審，117間機構獲發金獎、19間獲發銀獎，以表揚企業和機構在其網站採用無障礙網頁設計。至於應用程式組別，23間機構獲發金獎、8間獲發銀獎。

## Web Accessibility

As well as advocating accessibility in built environment, the EOC also actively promotes accessibility in information and communication technology, including web accessibility. Since 2012, the EOC has been collaborating with the Office of the Government Chief Information Officer (OGCIO) to plan and implement the “Web Accessibility Recognition Scheme” (the Scheme), with EOC Board Member Mr Nelson YIP acting as the Co-Chairperson of the Advisory Committee of the Scheme.

In 2013, over 160 organisations from different sectors, including academia, banks, hospitals, transport service operators and public services participated in the Scheme. In view of the growing popularity of mobile devices, a new Mobile Application Stream was introduced to raise public awareness of the accessibility of mobile applications. After assessment, 117 gold and 19 silver awards were presented to various enterprises and organisations in recognition of their websites’ accessible design and content. As for the Mobile Application Stream, 23 gold and 8 silver awards were presented to the participating enterprises and organisations.







# 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.

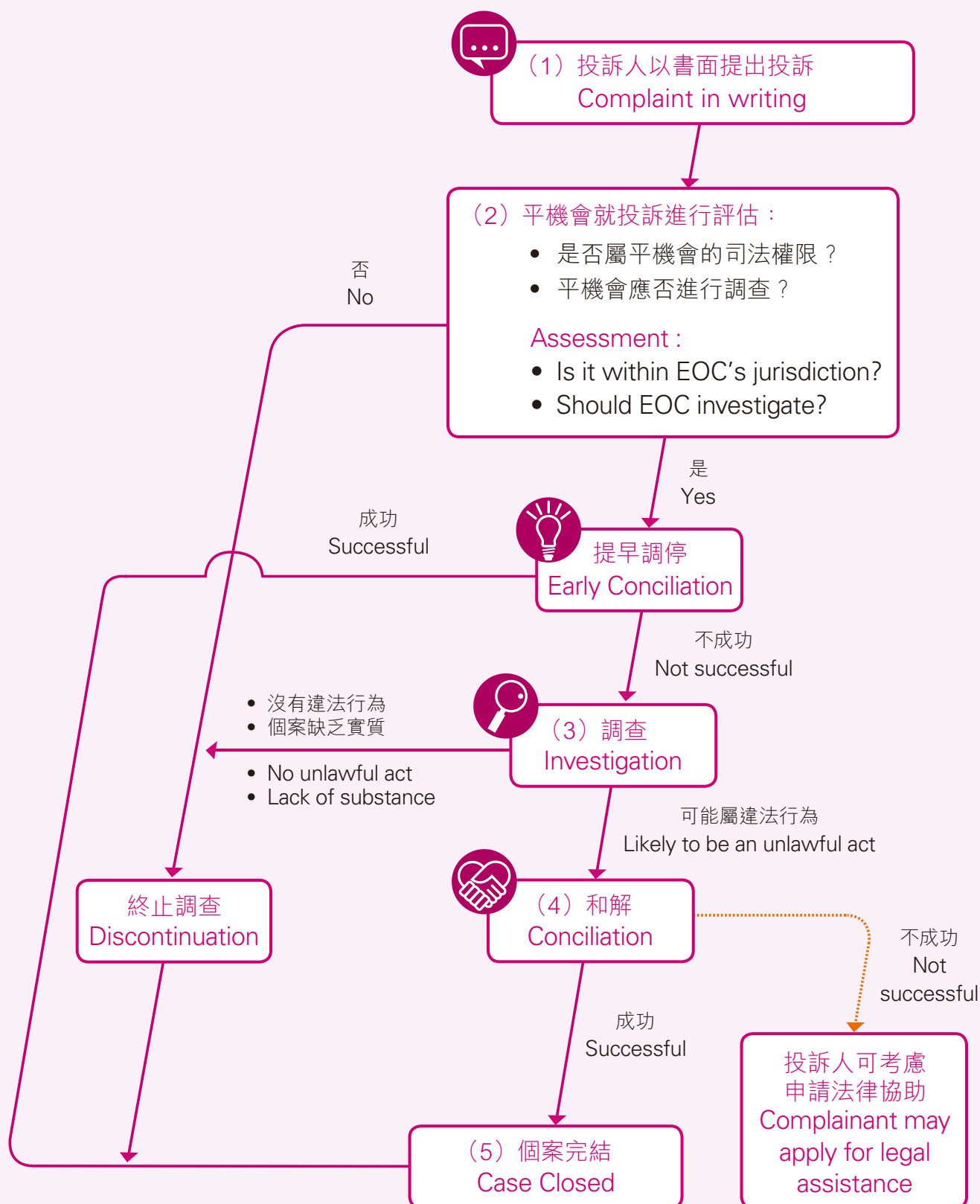
#### Complaint-handling Procedures

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](http://www.eoc.org.hk)
-  電郵 Email – [eoc@eoc.org.hk](mailto: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)。

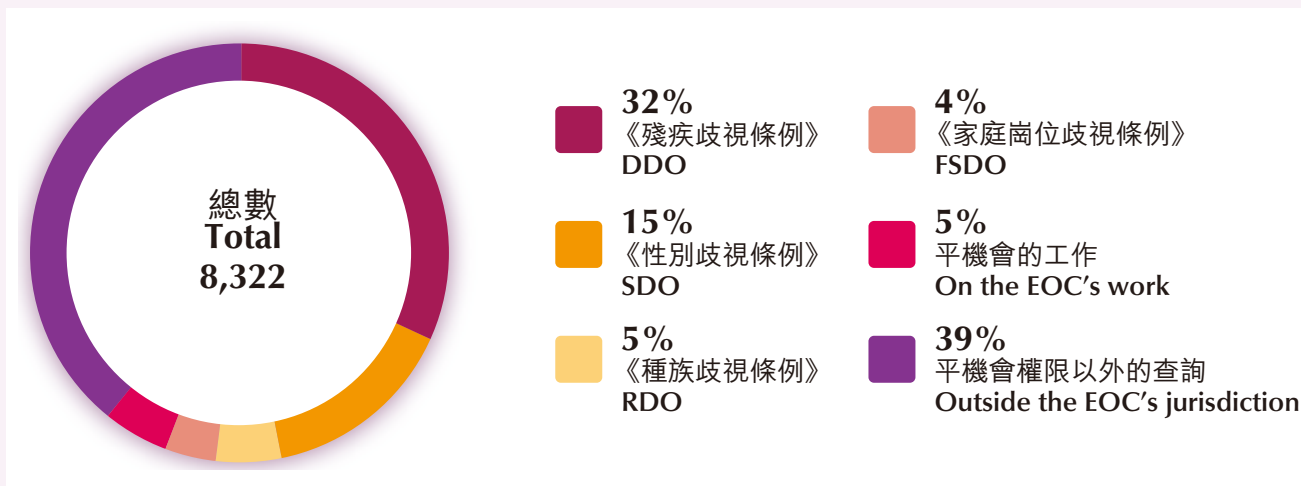
## 16,756 Enquiries Handled

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)。

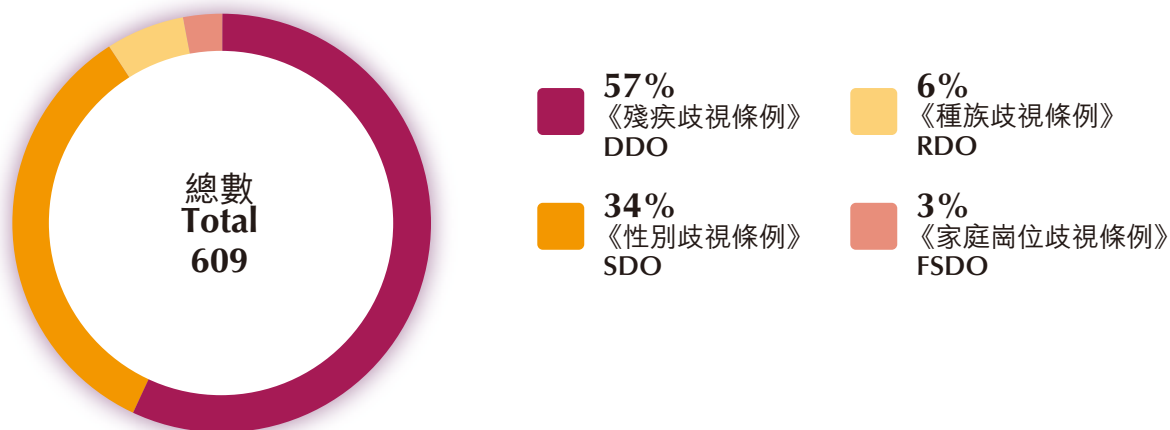
## 827 Complaints Handled

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

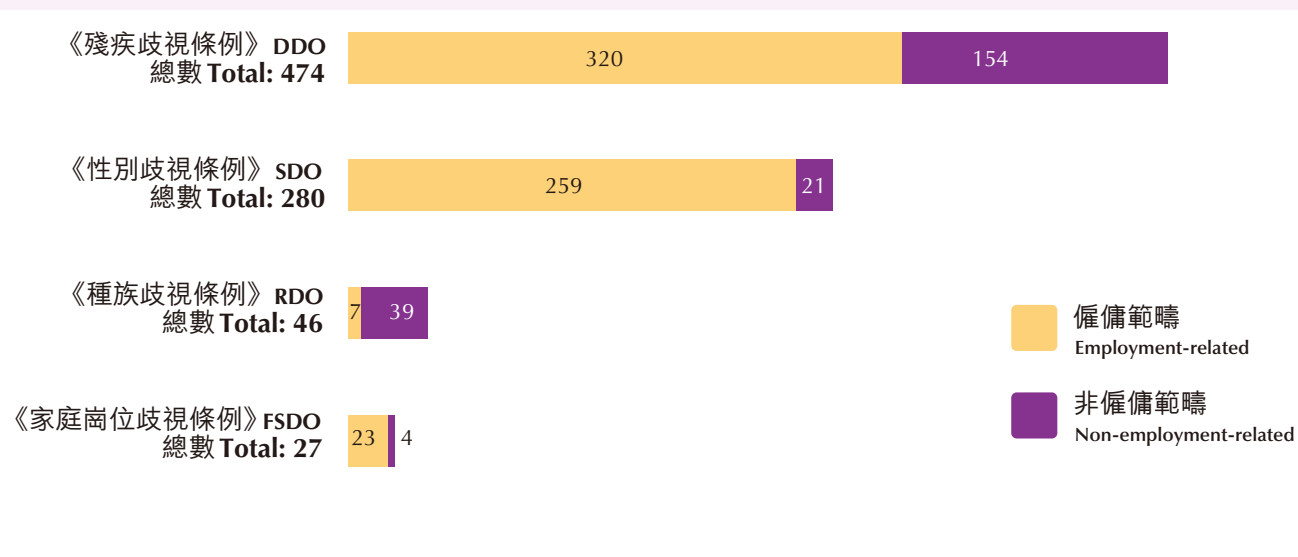


連同2012/13年度未完成的個案，平機會在2013/14年度共處理了827宗投訴（表三），較上年度減少11%。此外，平機會亦主動調查了65宗涉及潛在歧視的事件。

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

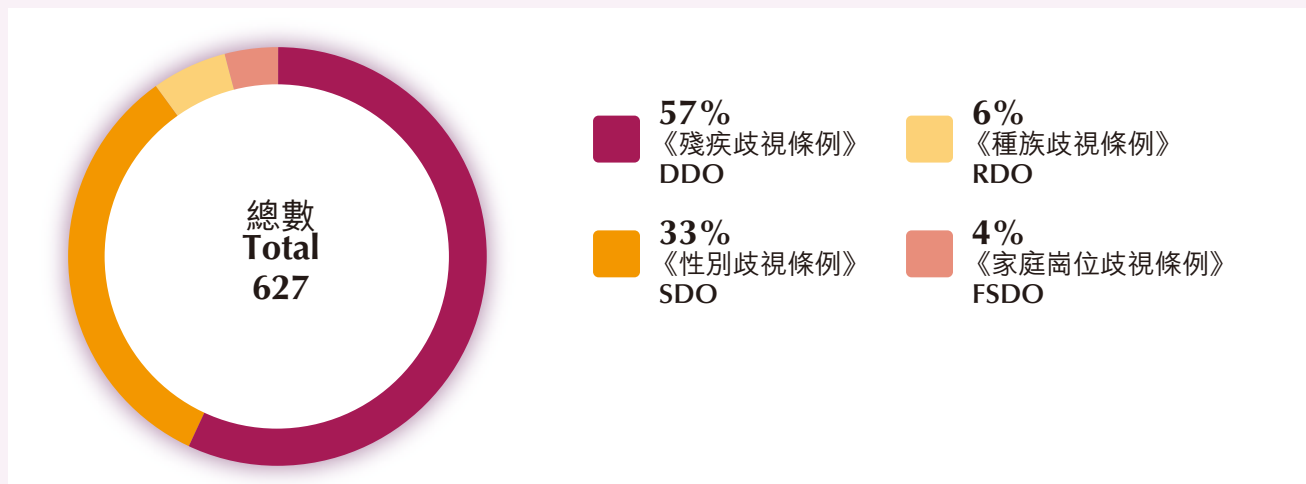
The EOC also initiated investigations into incidents involving unlawful acts. These incidents were noticed by the Commission, or brought to the attention of the EOC by third parties or aggrieved individuals who do not wish to be involved in the investigation or conciliation process. Under these circumstances, 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。

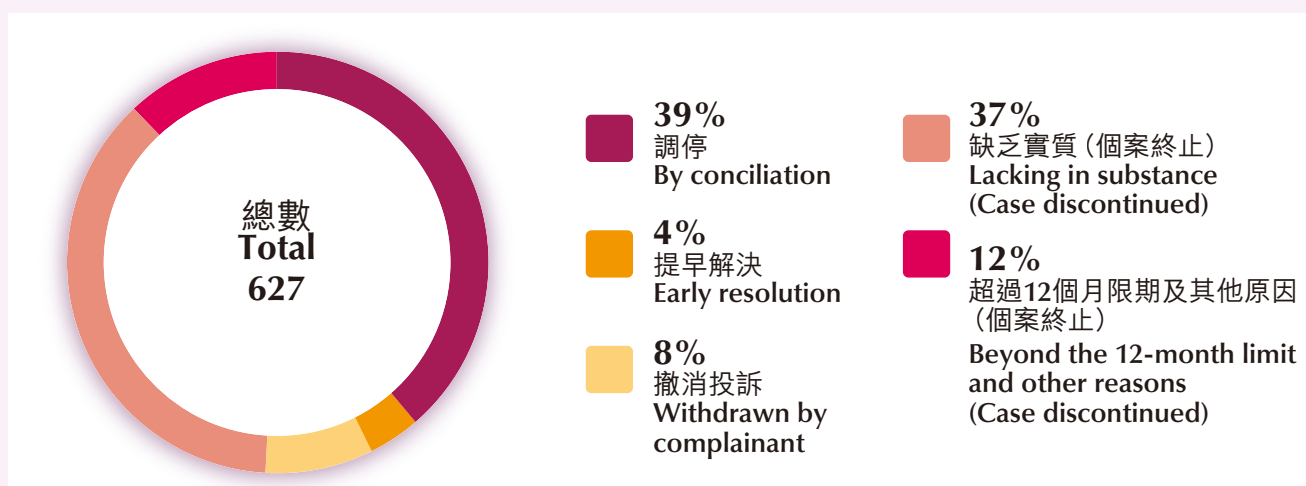
Of the 627 cases concluded, 247 proceeded to conciliation, with 183 being successfully conciliated. The successful conciliation rate was 74% during the year. Another 23 cases were resolved early between the parties before the investigation was completed.

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

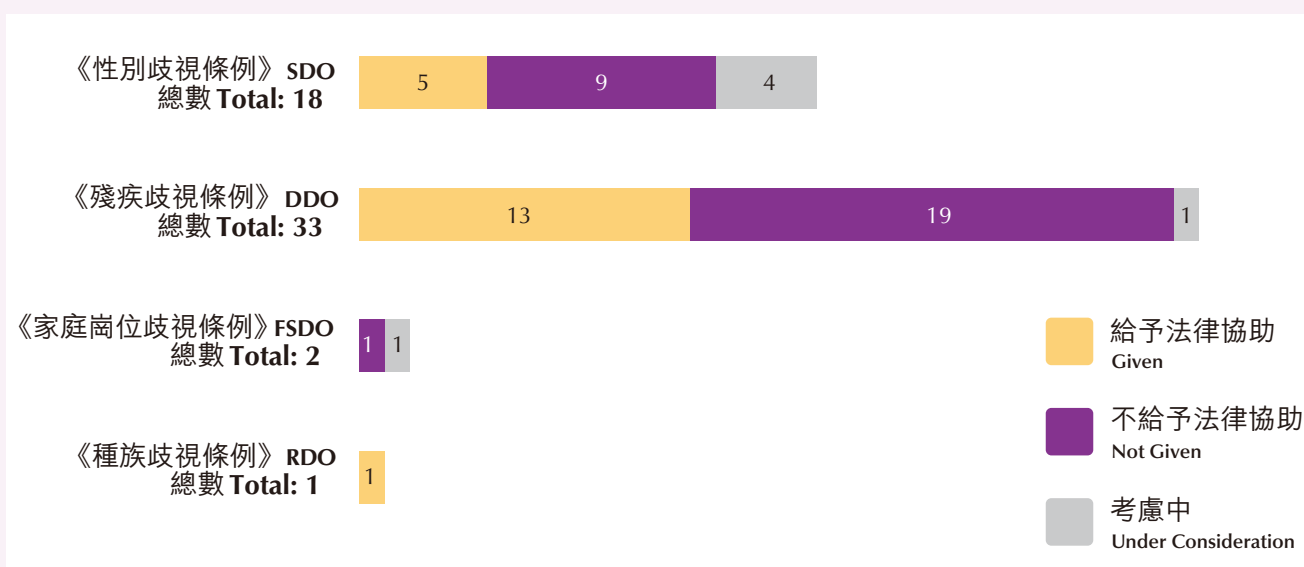
本年度，平機會共處理了54宗法律協助申請，較2012/13年度的34宗大幅增加。其中19宗獲得協助，29宗不獲給予法律協助，6宗仍在考慮中。（有關申請的分類詳情，見表六）

## 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.

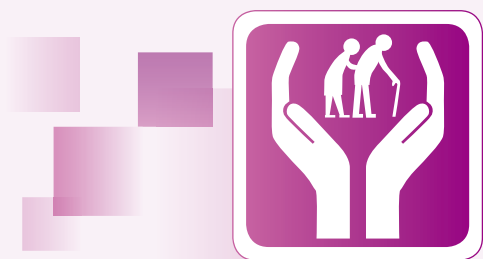
The study involved two parts, namely quantitative telephone survey and qualitative survey involving focus groups and one-to-one in-depth interviews. For telephone survey, a random sampling of 2,008 successful household interviews across the city was conducted. As for qualitative survey on employees, 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.



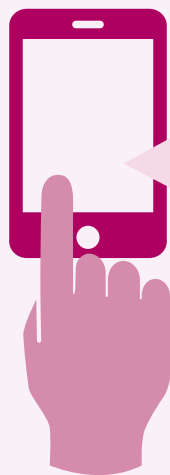


## 智能手機應用程式

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.

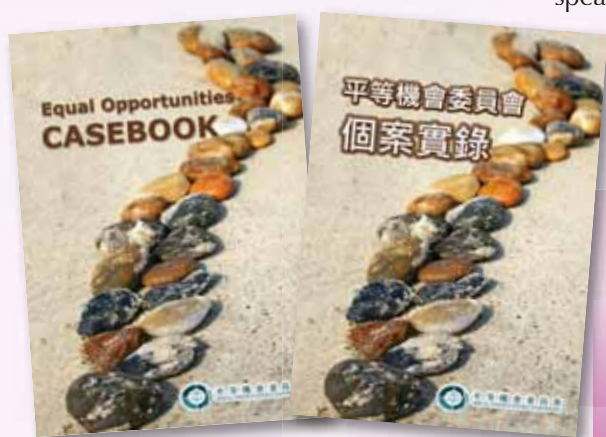


## 刊物

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。半年刊的發行量達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。



### 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

## 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.



### 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.





# 支持

Support





# 我們的合作夥伴

## Our Partners

### 與持份者聯繫及合作

接觸持份者是平機會推動平等的重要策略，有助外界認識及支持平機會工作、加強公開溝通、協調各方工作，以發揮最大影響和效果。在本年度，平機會廣泛地接觸不同社群。

在制訂工作計劃的過程中，平機會與很多組織、關注團體、領事館、非政府組織，以及學術和專業機構會面。在2013/14年度平機會主席便與超過210個社區及關注團體舉行了超過110次會議。持份者就他們所服務的社區的需要，和平機會的工作成效提供了重要觀點，平機會十分重視他們的意見。

### Stakeholder Outreach and Co-operation

Stakeholder outreach and co-operation remains an important strategy of the EOC to promote understanding and support of the work of the Commission, to enhance open communication, and to coordinate efforts and maximise the impact of initiatives for the cause of equality. During the year under review, the EOC reached out extensively to different sectors of the community.

In the course of developing the EOC's work plan, the Commission conducted meetings with numerous associations, concern groups, consulates, NGOs, as well as academic and professional institutions. Throughout the year, the EOC Chairperson met with over 210 community and concern groups at more than 110 meetings. The EOC values the feedback from stakeholders, which provides important perspectives on the needs of the communities they serve and the effectiveness of the EOC's work.



## 平機會論壇2013

平機會繼2012年舉行論壇後，於2013年9月23日再度舉行有關活動，讓持份者和公眾可以加深認識平機會的工作，從而提升透明度、問責性和機構管治。平機會亦藉此場合爭取公眾對平機會三年策略工作計劃的支持，並聽取他們對計劃的意見。三年策略工作計劃包括五個優先工作領域和三個持續工作重點。

儘管論壇舉行當天早上懸掛八號風球，但近四百名報名者中仍有超過三百人出席論壇，出席率達75%。與2012年僅超過一百位參加者相比，出席率實在令人振奮。

平機會透過問卷調查收集參加者的意見，結果同樣令人鼓舞。在125位交回問卷的參加者中，70%支持平機會的三年策略工作計劃；88%認為平機會論壇有助加強與持份者及公眾的溝通；更有92%認為平機會應繼續舉辦類似的論壇，以加強與持份者的溝通和收集意見。

## EOC Forum 2013

Building on the EOC Forum in 2012, the 2013 Forum was conducted on 23 September 2013 to enable stakeholders and the public to better understand EOC's work, with a view to promoting transparency, accountability and corporate governance of the Commission. The EOC also leveraged on the occasion to enlist public support and solicit their views on its 3-Year Strategic Work Plan which includes 5 priority areas and 3 ongoing major undertakings.

Out of the almost 400 registrations, around 75%, or over 300 participants, attended the Forum, despite the hoisting of typhoon signal No. 8 in the morning of the event. The turnout was even more encouraging, when compared with the attendance rate of slightly over 100 participants in 2012.

Feedback from participants, which was collected through a questionnaire survey, was equally encouraging. Among the 125 respondents who returned the questionnaires, 70% expressed support to the EOC's 3-Year Strategic Work Plan, 88% considered that the EOC Forum could enhance communication with stakeholders and members of the public, and 92% considered that the EOC should continue to organise similar forums to enhance communication and solicit views from stakeholders.





## 與夥伴的合作項目

### 「無障礙網頁嘉許計劃」及「銀徽企業嘉許計劃」

在2013/14年度，平機會在多個工作範疇，包括研究、公眾教育和宣傳方面，與不同公私營機構合作。例如平機會與政府資訊科技總監辦公室合辦「無障礙網頁嘉許計劃」；又於2014年3月參與香港社會服務聯會推出的「銀徽企業嘉許計劃」，成為支持機構之一，此計劃旨在鼓勵商人或中小企推出切合長者需要的產品及服務。



### 「精神健康月」

多年以來，平機會一直積極參與由勞工及福利局聯同多個政府部門、公共機構和非政府機構合作舉辦的「精神健康月」，協助宣傳活動，推動本港精神健康。

## Partnership Projects

### “Web Accessibility Recognition Scheme” and “Silver Emblem Recognition Scheme”

The EOC teamed up with organisations in the public and private sectors in various aspects of its work, such as research, public education and publicity in 2013/14. For example, the EOC has been co-organising the “Web Accessibility Recognition Scheme” with the Office of the Government Chief Information Officer, and was a supporting organisation of the “Silver Emblem Recognition Scheme” launched by the Hong Kong Council of Social Service (HKCSS) in March 2014 to motivate merchants or SMEs to cater for the needs and demands of the elderly.



### Mental Health Month

For years, the Commission has been playing a part in the annual Mental Health Month jointly organised by the Labour and Welfare Bureau, various Government departments and NGOs every October, and helps publicise the series of events held during this month to promote mental well-being in Hong Kong.





## 「調解為先」承諾書運動

平機會一向致力透過調停以解決糾紛，也是律政司推出的「調解為先」承諾書運動的支持機構。這個運動鼓勵企業若發生商業紛爭，在採取其他方法或提出法庭訴訟前，先進行調解以解決糾紛。平機會政策及研究主管朱崇文博士代表平機會成為「調解督導委員會」及該委員會屬下公眾教育及宣傳小組的成員。除了提供有關調解的資料外，平機會亦支持及贊助由律政司與香港貿易發展局於2014年3月合辦的「調解為先・互利雙贏」研討會。研討會上，國際和本地知名的調解專家與超過1,000位來自不同界別的參加者分享他們的經驗。這個研討會也是律政司於2014年3月20至27日舉行的「調解周」的活動之一。「調解周」的目的是加強市民對調解的認識、推廣更多方面應用調解，並進一步發展香港的調解服務。

## “Mediate First” Pledge Campaign

As a practitioner of conciliation and alternative dispute resolution, the EOC was a supporting organisation of the “Mediate First” pledge campaign launched by the Department of Justice (DoJ), which aims to encourage the use of mediation for resolving disputes that arise in businesses and commerce before pursuing other alternative dispute resolution processes or litigation before the courts. Dr Ferrick Chu, Head of the Policy and Research Unit, represented the EOC on both the Steering Committee on Mediation and its Education and Publicity Sub-committee. Apart from providing input to matters related to mediation, the EOC also supported and sponsored the “Mediation First for a Win-Win Solution” Conference jointly organised by the DoJ and the Hong Kong Trade Development Council in March 2014, during which renowned international and local mediation experts shared their experience with over 1,000 participants from various sectors. The Conference was part of the Mediation Week activities organised by the DoJ between 20 and 27 March 2014, which was intended to enhance public understanding of mediation, promote its wider use for resolving disputes and further develop Hong Kong’s mediation services.



相片提供 Source: 律政司 Department of Justice

## 深入社群和社會參與

平機會非常重視與社會不同界別的接觸和聯繫，藉此提高公眾對平等機會的認識，令平等機會成為社會主流價值。平機會全年為不同持份者及社群舉辦多元化的社區計劃和活動，鼓勵市民參與，一起建構共融社會。

### 有關平等機會的社會參與資助計劃

平機會自1997年起設立資助計劃，鼓勵非政府組織、社會團體及學校舉辦與平等機會有關的活動，促進市民對四條反歧視條例的認識。2013/14年度，平機會共收到92份申請，其中63項活動獲批准，資助總額達港幣1,599,250元。2013/14年度所有社會參與資助計劃的參與機構名單已詳列於附錄三內。

### 特別合作計劃：出版新刊物《我的聾人朋友》

平機會支持的另一項計劃，是於2013年10月由圓桌會議出版的《我的聾人朋友》。這本書介紹了八位聽障朋友促進平等機會的故事，加深大眾對聽障朋友的認識和支持。《我的聾人朋友》已入選「第25屆中學生好書龍虎榜十本好書候選書目」。平機會除了透過特別合作計劃資助印製該書外，更派代表出席新書發布會，及於電子通訊和香港電台第二台廣播節目宣傳這書。

## Community Participation

The EOC recognises the importance of engaging and involving members of the public in order to mainstream the value of equal opportunity across the community. Through year-round programmes and activities designed for different stakeholder and community groups, the EOC encourages the public to play an active part in creating an inclusive society and equality for all.

### Community Participation Funding Programme on Equal Opportunities

The EOC has been running this programme since 1997 to encourage NGOs, community groups, and schools to initiate projects on the subject of equal opportunities, and promote understanding of the principles and applications of the four anti-discrimination ordinances. In 2013/14, the EOC provided \$1,599,250 for 63 projects out of 92 applications. The complete list of organisations under the Community Participation Funding Programme 2013/14 can be found in Appendix 3.

### Special Partnership Project: New Publication Entitled “My Friends with Hearing Impairment”

Another project supported by the EOC through the Special Partnership Project was the publication of the book “My Friends with Hearing Impairment” by the Roundtable Institute in October 2013. The book highlights the stories of eight people with hearing impairment in advancing equal opportunities, and was considered to have helped increase understanding and support for people with hearing impairment. It has also been selected as one of the shortlisted titles of the 25th Secondary School Students’ Best Ten Books Election. As well as taking part in the launch ceremony, the EOC helped promote the publication through the e-News and radio programme on RTHK Radio 2.



以下段落闡釋平機會為不同持份群體舉辦的活動。

## 目標：學校和學生

### 活動：校園話劇表演

為了向孩子灌輸平等機會和社會共融的重要性，平機會與三間本地劇團合作，在學校演出以平等機會及多元共融為題的話劇和木偶戲。在2013/14年度，有72,800名學生觀看過劇團表演並給予正面評價。平均而言，接近99%學校把活動評為「好」或「非常好」，並認為這些表演十分有趣和富教育意義。

The paragraphs below highlight the key programmes designed for different stakeholder and community groups.

## Target: Schools & Students

### Initiative: School Drama Performances

Given the importance of instilling the values of equal opportunities and inclusion in children, the EOC has engaged three local theatrical troupes to stage plays and puppet shows on equal opportunities and diversity issues at schools. In 2013/14, the troupes performed for 72,800 students and achieved positive feedback. On average, nearly 99% of the schools found the plays to be "good" or "very good", and felt that the performances were interesting, educational and meaningful.





## 活動：「獨特的我！」青少年發展計劃

平機會的英語青少年發展計劃——「獨特的我！」於2010年12月推出，旨在提供一個平台，啟發青少年跨越障礙、打破定型。2013/14年度，平機會舉辦了不同類型的活動，如在2013年11月16日邀請嘉賓導師包括總督察Mr Rohit BHAGAT和香港浸會大學國際學院高級講師Dr Theresa CUNANAN於分享會講解。參加者對活動的評價正面，當中91%把活動評級為「好」或「非常好」，而94%表示會將活動推介給朋友。

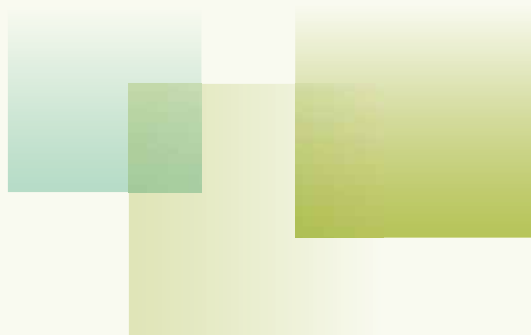
## Initiative: Uniquely Me! Youth Development Programme

The EOC's English-language youth development programme "Uniquely Me!" was launched in December 2010 to provide a platform for youngsters to get inspired, to help them overcome barriers and break stereotypes. During 2013/14, the EOC organised a variety of activities under the programme, including a sharing session on 16 November 2013 featuring guest mentors, Mr Rohit BHAGAT, Chief Inspector of Police, and Dr Theresa CUNANAN, Lecturer at the College of International Education of the Hong Kong Baptist University. The event was well-received by the participants, with 91% rating the sharing session as "good" or "excellent", and 94% indicating that they would recommend their friends to join the programme.



為鼓勵青少年憧憬香港種族共融，平機會與明愛青少年及社區服務於2014年1月合辦2014年國際消除種族歧視日青年寫作比賽，比賽主題為「我們的香港：2020年憧憬」。中文和英文類別一共收到176篇參賽作品。頒獎儀式於2014年3月16日慶祝國際消除種族歧視日的公開活動上舉行。得獎作品已上載到平機會網站讓公眾閱讀。

To encourage young people to envision racial equality in Hong Kong, the EOC co-organised with Caritas Youth and Community Service the International Day for the Elimination of Racial Discrimination (IDERD) 2014 Youth Writing Competition, which was launched in January 2014 with the topic "Hong Kong for All: Vision 2020". A total of 176 entries were received in both the Chinese and English categories. The Award Presentation Ceremony of the competition was held on 16 March 2014 at the public event in celebration of IDERD, and the winning essays are available for public viewing on the EOC website.



此外，2014年國際消除種族歧視日當日亦舉辦了「獨特的我！」巡迴講座。平機會邀請香港少數族裔青少年分享經驗，包括香港城市大學專上學院社會工作系學生Ms Sadia BIBI和匯豐銀行全球託管主任及前平機會實習生Mr Sandeep SINGH。Sadia和Sandeep都在香港長大，他們向觀眾分享為了追求夢想而跨越障礙的故事以及對香港平等的憧憬。

### 活動：「無定型新人類」

平機會於2002年首次推出為粵語青少年舉辦的師友計劃——「無定型新人類」，旨在幫助青少年學習如何跨越有關性別、殘疾、家庭崗位和種族的障礙。「無定型新人類」於2013/14年度換上全新面貌，在一間專業劇團的協助下，學生會參與互動話劇表演，通過藝術引領青少年追求平等機會。

平機會繼續更新「無定型新人類」的Facebook群組，上載影片、新聞和社會活動資訊，藉以保持參加者的興趣和吸引更多青少年參與平機會的活動。

### 目標：大專院校

#### 活動：大專院校聯繫網絡

平機會亦與本地不同大專院校合作，向學生及職員推廣平等機會。平機會於2012年與八所受大學教育資助委員會資助的大學，以及香港公開大學和樹仁大學成立聯繫網絡。這個網絡為各院校的代表提供了寶貴的平台，可以就促進本地大專院校的平等機會分享經驗及交換意見。



In addition, a special roving session of “Uniquely Me!” was held at the IDERD 2014 event, and featured experience-sharing from Hong Kong ethnic minority youths, Ms Sadia BIBI (student in Social Work at Community College of The City University of Hong Kong) and Mr Sandeep SINGH (Officer in Global Custody, HSBC and former EOC intern). Both Sadia and Sandeep were raised in Hong Kong. They shared with the audience their tales of overcoming challenges in order to pursue their dreams and their vision for equality in Hong Kong.



### Initiative: Youth Challenge Programme

Meanwhile, the EOC's Cantonese-speaking youth mentorship programme – Youth Challenge (originally named Career Challenge) – which was first launched in 2002 to help young people learn how to overcome barriers of gender, disability, family status or race to reach their goals, underwent a revamp in 2013/14. Plans were made to engage the students, with the help of a professional theatrical troupe, in interactive drama performances, which are designed to empower them to pursue equal opportunities through artistic expressions.

In parallel with this programme, the EOC maintains a Facebook group for Youth Challenge mentees with videos, news and community events updated in order to maintain the level of interest and to attract more young people to join the programme.

### Target: Tertiary Education Institutions

#### Initiative: Communication Network

The EOC also works closely with different tertiary education institutions to promote equal opportunities to both students and staff. To this end, a network comprising eight universities funded by the University Grants Committee, The Open University of Hong Kong and Shue Yan University was formed in 2012.



自2013年第3季開始，平機會主席及高層管理人員與不同院校舉行了一連串會議，研究相互合作的機會，以進一步推廣平等機會。會議上，各院校的校長或副校長都肯定平等機會的重要性，承諾會實施適當的政策和措施，確保學生和教職員都享有平等的學習和就業機會。

The network has provided a valuable platform for representatives from the institutions to share experience and exchange views on ways to enhance equal opportunities in local universities and tertiary institutions.

Since the third quarter of 2013, the EOC Chairperson, joined by senior management of the Commission, initiated a series of meetings with the institutions to explore mutual co-operation to further promote equal opportunities. During the meetings, the Vice-Chancellors/Presidents all affirmed their commitment to the value of equal opportunities, and to implementing appropriate policies and measures to ensure equal learning and employment opportunities of students and staff.



### 活動：「平等機會節」

2013年11月，平機會參與香港大學的「平等機會節」。平機會在活動中設置一個攤位，向參加者提供有關平機會工作及反歧視條例的資訊，亦為學生舉辦了一場有關性騷擾的講座。

### Initiative: Equal Opportunities Festival

In November 2013, the EOC took part in the Equal Opportunities Festival organised by The University of Hong Kong. As well as putting up a booth to provide participants with information about the work of the Commission and the anti-discrimination ordinances, the EOC lined up a workshop on sexual harassment for the students.

### 目標：僱主和人力資源從業員

### Target: Employers & Human Resource Practitioners

### 活動：平等機會之友會

### Initiative: Equal Opportunity (EO) Club

為了確保僱主和僱員有足夠準備在機構內推行平等機會政策和管理措施，平機會於2006年成立了平等機會之友會，提供資訊交流的平台予會員。平等機會之友會旨在提高會員對反歧視條例的認識，協助僱主、人力資源從業員、職場主管和培訓人員推行良好管理措施，遵守反歧視法例。

To ensure that employers and employees are well equipped to implement equal opportunity and good management practices in their workplace, the EOC set up an EO Club in 2006 to provide a platform for exchange and information sharing. The Club aims to improve understanding of the anti-discrimination ordinances and help employers, human resource practitioners, workplace supervisors, and trainers implement good management practices and comply with the laws.



2013/14年度有約400名來自超過220間公司、政府部門、非政府組織、大學和中小企的人力資源從業員和僱主加入了平等機會之友會。會員除了有機會參與平機會的培訓課程外，更有權優先參與講座及交流會，與專業人士交流預防歧視的心得，例如在2013年10月10日平機會特為友會的會員舉辦「香港反歧視法例的未來路向」和於2014年2月24日舉辦了「推動殘疾人士就業機會」研討會，分享聘用殘疾人士的經驗。

About 400 human resource practitioners and employers from over 220 corporations, government and non-governmental organisations, universities, small- and medium-sized enterprises (SMEs) participated in the EO Club in 2013/14. As well as having the opportunities to join the EOC calendar training programmes, members enjoyed the privilege of participating in seminars and activities, and exchanging with professionals on the experience of preventing discrimination. For instance, a gathering on “Hong Kong’s Anti-Discrimination Law: the Future” was organised exclusively for EO Club members on 10 October 2013, and a seminar on “Enhancing Employment Opportunities for Persons with Disabilities” on 24 February 2014 allowed members to share experiences on hiring persons with disabilities.



會員每個月會定期收到平機會電子通訊，掌握平等機會的最新消息。

In addition, members receive the EOC e-news regularly, which keeps them updated on the latest developments on equal opportunities.

Another attempt of reaching out to the employers and human resource practitioners was through feature articles in publications and websites of related organisations. For example, the EOC provided a number of common discrimination cases in the workplace for uploading on the CTgoodjobs website that served to clarify the day-to-day application of the anti-discrimination ordinances and provide practical tips on dealing with discrimination

at work, and contributed a feature article on preventing sexual harassment in the Human Resources magazine of the Hong Kong Institute of Human Resource Management.

此外，平機會又透過在相關機構的網站和刊物撰文，向僱主和人力資源從業員傳遞訊息，例如：在CTgoodjobs網站提供工作間一些常見的歧視個案，闡明日常生活中如何有效應用反歧視法例，提供處理工作間的歧視問題的實用參考；又在香港人力資源管理學會的Human Resources雜誌撰寫一篇有關防止性騷擾的專題文章。



## 活動：國際中小企博覽

平機會於2013年12月再次參與由香港貿易發展局舉辦的年度活動——2013年「國際中小企博覽」，向中小企推廣資訊。平機會今年推廣「勞資雙贏：平等機會工作間」及「建立平等機會工作間：有賴勞資雙方」的訊息，並向到場人士派發宣傳刊物和紀念品。整體而言，近89%受訪者認為平機會的展覽「非常好」或「好」。另外，職員態度友善、攤位布置吸引和能夠提供實用資料，都獲得到場人士的正面評價。

## Initiative: World SME Expo

For another year, the EOC participated in the World SME Expo in December 2013, an annual event organised by Hong Kong Trade Development Council to disseminate information to small- and medium-sized enterprises. The EOC promoted the messages of “Want a win-win employment relationship? An equal opportunities workplace can help you” and “An equal opportunities workplace relies on the contributions of employers and employees” at the Expo, and distributed promotional publications and souvenirs to Expo visitors. Overall, almost 89% respondents considered the EOC booth “very good” or “good”. Positive feedback was also received for the welcoming attitude of the EOC staff, the presentation of the booth, and the usefulness and helpfulness of the information provided.





## 目標：少數族裔

### 活動：少數族裔社群外展工作

平機會在本年度繼續努力接觸少數族裔社群。透過能操印度語、印尼語、尼泊爾語、旁遮普語、泰語及巴基斯坦語的團隊，平機會舉辦了46場為少數族裔而設的講座，吸引了2,855人出席；平機會並參與了51項社區活動和出席了30次聯繫聚會。此外，平機會接受了24次電台訪問，包括香港電台社區參與廣播的「泰想話你知」和香港數碼廣播有限公司「數碼大同台」的訪問。另外，平機會在本地不同少數族裔的刊物上刊出28篇文章；又與印尼駐港領事館合辦講座和工作坊，並在香港不同地方進行23次外展活動。

### 活動：2014年國際消除種族歧視日

為慶祝2014年國際消除種族歧視日，平機會於2014年3月16日聯同明愛青少年及社區服務合辦「我們的香港：2020年憧憬」公開活動，是次活動亦得到新城電台作為媒體合作夥伴支持。活動由香港特別行政區政務司司長林鄭月娥女士主持開幕典禮。其他主禮嘉賓包括保安局局長黎棟國先生；教育局局長吳克儉先生及公務員事務局局長鄧國威先生。此外，平機會主席周一嶽醫生、明愛社會工作委員會主席羅致光博士以及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出席。



## Target: Ethnic Minorities

### Initiative: Outreach Activities

The EOC continued its outreach efforts towards different ethnic minority communities during the year. Supported by members of the team who are able to communicate in Hindi, Indonesian, Nepali, Punjabi, Thai and Urdu, the EOC delivered 46 talks which were attended by 2,855 participants, took part in 51 community events and 30 networking meetings, attended 24 radio interviews, including the Thai Easy programme of the Channel Community Involvement Broadcasting Service on RTHK, and on the "Digital We" channel of the Digital Broadcasting Corporation, and published 28 articles in different ethnic minority publications. The EOC also partnered with the Indonesian Consulate General of Hong Kong to organise talks and workshops, and conducted 23 outreach activities across different parts of Hong Kong.

### Initiative: The International Day for the Elimination of Racial Discrimination (IDERD) 2014

On 16 March 2014, the EOC and Caritas Youth and Community Service co-organised a public event "Hong Kong for All: Vision 2020" to celebrate the International Day for the Elimination of Racial Discrimination 2014, with the support of Metro Radio as the media partner. Officiating at the launch ceremony was the Guest of Honour, The Hon Mrs Carrie LAM CHENG Yuet-ngor, GBS, JP, Chief Secretary for Administration, Hong Kong SAR. Other officiating guests included The Hon LAI Tung-kiok, SBS, IDSM, JP, Secretary for Security; The Hon Eddie NG Hak-kim, SBS, JP, Secretary for Education; and The Hon Paul TANG Kwok-wai, JP, Secretary for the Civil Service. In addition, Dr York CHOW, GBS, Chairperson of the Equal Opportunities Commission; Dr C K LAW, SBS, JP, Chairman of the Social Work Committee of Caritas; and Ms Maggie CHAN, Director of Social Work Services of Caritas represented the co-organisers in the ceremony.





除了典禮外，公開活動還有關於種族歧視和平等議題的演講及分享會、2014年國際消除種族歧視日青年寫作比賽頒獎儀式、受歡迎的本地歌手的歌唱表演、文化表演和資訊展覽。主禮嘉賓當日參觀了不同的文化攤位，並與少數族裔青年作出交流，聆聽他們所關注的議題。大約300人參與是次活動，活動收到正面評價：88%受訪者認為活動能夠幫助推廣平等機會，而83%受訪者滿意是次活動。

The afternoon featured speeches and sharing on issues relating to racial discrimination and equality, prize-giving ceremony for winners of the IDERD 2014 Youth Writing Competition, singing by popular local performers, as well as cultural performances and information exhibitions. The officiating guests were also led through a private tour of cultural booths, where they had the opportunity to interact with ethnic minority youths and hear their concerns. Approximately 300 people attended the event, which received encouraging feedback: 88% agreed that this event can promote the message of equal opportunities, and 83% found the event satisfactory.

## 持份者團體舉辦的社區活動

## Community Events Organised by Stakeholder Groups

除了以上活動，平機會亦積極參與由持份者團體舉辦的社區活動。平機會主席及管治委員會委員單在2013/14年度已出席了超過220項由不同持份者團體所舉辦的社區活動或聚會。平機會主席更在其中約100項活動上發表演說，又為45份社區刊物贈言。再者，平機會為超過90項社區活動提供支持，主要是透過平機會網頁和電子通訊為它們進行宣傳。平等機會的夥伴機構名單已詳列在附錄四。

In addition to the above programmes, the EOC played an active part in the community events organised by stakeholder groups. In 2013/14 alone, the EOC Chairperson and Board Members attended over 220 community events and functions organised by various stakeholder groups, in which the Chairperson delivered almost 100 public speeches and provided messages for 45 community publications. Adding to these, the EOC supported over 90 community initiatives, mainly by promoting and publicising them via the EOC website and e-news. Appendix 4 sets out the EOC's partners in equal opportunities.



## 與內地及海外機構交流

平機會不時與內地及海外相關機構進行會議及拜訪活動，藉此討論及交流有關平等機會的政策和觀點，分享良好措施及探討合作機會。例如：平機會於2013年4月22至26日接待了河北省新樂市促進平等就業委員會兩位官員。在為期一周的訪問期間，除與他們分享平機會處理投訴方面的經驗和不同部門的工作外，更安排他們參觀非政府組織和電台節目。

## Exchange with the Mainland and Overseas Organisations

The EOC maintains liaison with relevant Mainland and overseas authorities through meetings and visits. These activities provided a platform to discuss and exchange on views and policies relating to equal opportunities, to share best practices and explore possibilities of collaboration. For example, the EOC received two officials from the Xinle Employment Equality Promotion Commission, the Xinle municipal government of Hebei Province on 22-26 April 2013. During their one-week visit, the EOC shared with them the Commission's experience on complaint handling, as well as the work of different divisions/units. The EOC also arranged for the two officials visits to NGO and radio programme.



平機會代表於2013年9月11日，向美國一群教育工作者組成的研究小組介紹了平機會促進平等教育機會的工作。這次訪問是由ASCD國際教育協會舉辦，研究小組希望更深入瞭解香港少數族裔學生的情況，以及他們在爭取平等教育機會所面對的障礙，特別是他們在學習中文方面的系統上障礙。會上平機會並與代表交流美國在處理類似情況的手法及經驗。

除此，2013年11月平機會接待了中國殘疾人聯合會及國家信訪局代表到訪，分享平機會反殘疾歧視的工作；又於2014年1月與澳門特區政府精神衛生委員會代表會面，討論香港精神健康政策。

On 11 September 2013, the EOC representatives gave a briefing on the Commission's work to promote equal education opportunity to a study team of educators from the United States. The visit was organised by ASCD, an international education association, to gain deeper insights into the situation of the ethnic minority students in Hong Kong and their quest for equal education opportunities, given the institutional barriers they face in learning Chinese. The meeting also saw an exchange of ideas and approaches as related to the comparable situations in the United States.

In addition, the EOC received a visit by representatives of the China Disabled Persons' Federation and the State Bureau for Letters and Calls in November 2013 to share its work on combating disability discrimination, and conducted a meeting with the Mental Health Commission of the Macau SAR Government in January 2014 to exchange on the mental health policy.

另外，平機會主席周一嶽醫生聯同平機會行政及財務專責小組召集人趙麗娟女士及平機會規劃及行政總監陳奕民先生，於2013年10月1至3日出席了在卡塔爾多哈舉行的第十八屆國家人權機構亞太論壇周年大會及雙年研討會。是次研討會有超過150位包括公民社會成員在內的海外代表出席，旨在討論在亞太區各國促進人權的機會、挑戰及策略。平機會向與會人士介紹委員會的工作計劃和優先工作領域，希望藉著分享在香港消除歧視方面的經驗和專門知識，在國際層面上為平等機會的發展作出貢獻，並提升對區內平權議題的工作和認識。

Outside Hong Kong, the EOC Chairperson, along with EOC Board Member and Convenor of the Administration and Finance Committee Ms Susanna Chiu, and Mr Michael Chan, Director of Planning and Administration of the EOC, took part in the 18th Annual Meeting and Biennial Conference of the Asia Pacific Forum of National Human Rights Institutions (APFNHRI) held in Doha, Qatar on 1-3 October 2013. Attended by over 150 overseas delegates including members of the civic society, the Conference considered the opportunities and challenges, as well as strategies for advancing human rights in Asia Pacific countries. The opportunity was taken to present the EOC's work plan and strategic priorities to the delegates. It was also hoped that by sharing the experience and expertise of the EOC in addressing discrimination in Hong Kong, the Commission would be able to expand the capacity and knowledge of equality in the region, and contribute to the development of equal opportunities on the international front.







相片提供 Source: 國際青年商會香港總會 Junior Chamber International Hong Kong

# 關愛

## Care



# 我們的承諾

## Our Pledge

### 責任承擔與符規

#### 保持高透明度

平機會致力維持良好的機構管治，這有賴高透明度的運作及穩健的財政管理。在保持透明度方面，平機會一直以開放的態度向市民和持份者提供有關平機會工作表現和運作情況的資料。除定期召開新聞發布會外，平機會亦在網站公開平機會管治委員會的會議紀錄，上載新聞稿、聲明和其他刊物例如年報，讓市民瞭解平機會的工作。為加強透明度，平機會主動披露平機會管治委員會和專責小組的會議出席紀錄。

平機會又透過網站、出版半年刊(前稱為平機會通訊)和電子通訊，定期報告工作進度。半年刊的公眾發行量共達52,000份，而透過電郵接收平機會電子通訊的用戶約6,500個，包括行政及立法會議員、區議員，以及領事館、政府及非政府組織、關注團體、傳媒機構、少數族裔組織、學校和其他相關持份者機構的代表等。以上措施有助促進市民認識平機會的工作，加強平機會與公眾和持份者的溝通。

### Accountability and Compliance

#### Transparency to the Community

The EOC is committed to maintaining high standards of corporate governance, as underpinned by its transparent operation and prudent financial management. In terms of transparency, the EOC strives to provide information related to the Commission's performance and operations in an open manner to the public and stakeholders. In addition to holding regular press briefings on its work, a range of other initiatives, including making available the minutes of the EOC Board meetings and uploading press statements, media releases, and other publications such as the annual report on the EOC website, are implemented. Furthermore, to advance a corporate culture of openness, the EOC voluntarily discloses the attendance records of EOC Board and Committee meetings.

The Commission also makes regular update reports on its operations through such channels as the EOC website, the printed *EOC Journal* (previously named as *EOC News*), and the electronic news. Altogether 52,000 copies of the printed *EOC Journal* are widely distributed to the public, while the EOC e-News is sent by email to around 6,500 subscribers, including Members of the Executive Council and Legislative Council, District Councillors, as well as representatives of Consulates General, Government and non-governmental organisations, concern groups, media organisations, ethnic minority groups, schools, and other relevant stakeholder groups. All these measures serve to promote understanding of the EOC's work and effective communication with stakeholders and the public at large.



## 操守標準

作為協助市民對違法歧視行為討回公道的法定機構，平機會深明維持高質素服務和道德標準的重要性。為此，平機會全體員工必須遵守機構的「行為守則」。守則列出可接受的道德及專業行為標準、相關法律責任和如何處理機密資料及投訴等問題的指引。所有平機會員工甫上任便獲告知守則內容，並可隨時透過平機會的內聯網重溫。此外，平機會採納「雙層」利益申報機制，避免出現潛在利益衝突。

## Standard of Conduct

As a statutory body tasked with providing redress to the public for unlawful discrimination, the EOC recognises the importance of maintaining the highest possible level of quality service and ethical standards. To this end, all EOC staff members are required to comply with a Code of Conduct, which sets out the standards of acceptable, ethical and professional behaviour, relevant legal obligations, and guidelines on issues such as maintaining confidentiality and handling complaints. All EOC staff members are briefed on the Code upon their commencement of duties at the EOC, and may access the document easily at any time through the EOC's intranet. In addition, the EOC has adopted a two-tier reporting system on declaration of interest as a safeguard against potential conflicts of interests.



## 財政監控

作為獨立的法定機構，平機會按照「適度和保守原則」使用公帑。平機會內的採購程序以《採購物品及服務手冊》（《手冊》）為指引。此《手冊》乃經過由平機會管治委員會委員組成的工作小組審議，然後獲得平機會管治委員會通過。

平機會致力確保採購程序保持高透明度和問責，以公平及價錢合理的原則進行採購。所有使用者和負責採購的員工都必須確保所購物品物有所值，並符合下述三方面的原則：經濟（價錢最低）、具效率（改善生產力）及效益（達到預期目的）。

## Financial Control

The EOC, as an independent and statutory organisation, applies the “moderate and conservative principle” when spending public money. The procurement process within the EOC is guided by the Procurement of Stores and Services Manual (PSSM), which was endorsed by the EOC Board after consideration by the Working Group comprising EOC Board Members.

The EOC endeavours to ensure that the purchasing process is carried out in a competitive and equitable manner while keeping the process transparent and accountable. All users and staff members responsible for the purchase must ensure that the purchases represent value for money by focusing on three main aspects of performance – economy (minimising cost), efficiency (improving productivity), and effectiveness (achieving objectives).



## 內部管控制

平機會有一套內部管控制度，目的在於提高工作效率、確保工作符合既有政策和評估其效益。平機會特地編製相關的工作程序手冊，保持審慎的財政管理，並在可行的情況下執行節約措施。平機會認為目前的內部管控制機制既充足亦具透明度。

在內部管控制框架下，管理層職員舉行定期會議，跟進平機會內的最新情況，以便各科／組能通力合作處理，及商討主要工作進度和策略。平機會各科／組的員工也經常舉行部門會議，以確保工作上不同的意見和其他相關事情得以有效和迅速處理。另外，平機會各專責小組每季會向平機會管治委員會提交報告，以便管治委員會掌握會務的最新發展。

行政及財務專責小組負責審閱平機會的財政資料及運作表現。該專責小組審閱平機會的全年預算草案後，會提交給平機會管治委員會。同時，又會向管治委員會提交每季的進度報告、每季財政報表，以及在財政年度結束時提交固定資產狀況報告。平機會管治委員會負責審閱平機會的全年預算草案、半年財政狀況報告和通過已審核的財務報表。

## 獨立制衡措施

根據《性別歧視條例》附表6第18條，平機會須委任外聘核數師，2013/14財政年度所委任的核數師是畢馬威會計師事務所。平機會雖然是獨立的法定機構，但根據《行政安排備忘錄》規定，需向作為平機會管制人員的政制及內地事務局定期匯報和提交資料。政制及內地事務局常任秘書長可以「管制人」身份隨時查閱平機會的記錄和帳目（但不包括平機會投訴個案的個人資料或受法治精神所定義及／或規管的特許保密事宜）。平機會有責任向政制及內地事務局常任秘書長解釋任何收入、支出或保管政府資助金額的事宜。

## Internal Control

The EOC has put in place an internal control system, with the goals of promoting operational efficiency, ensuring adherence to the policies in place, and assessing their effectiveness. Specifically, the EOC has created procedural manuals for activities related to the performance of the Commission's duties, maintains prudent financial management, and undertakes cost reduction measures whenever possible. The EOC considers that the current mechanism is both sufficient and transparent for the purposes of internal control.

Under the internal control framework, regular meetings are conducted by the management team to follow up on any rising concern across the Commission. These meetings also facilitate synergy between divisions/units, as well as discussion on major work progress and strategies. The EOC staff members also meet frequently within their respective divisions/units to make certain that ideas and issues relating to the performance of duties are effectively and promptly handled. Furthermore, quarterly reports by respective EOC Committees are made to keep the EOC Board abreast of the latest developments.

The Administration and Finance Committee (A&FC) is in charge of reviewing the EOC's financial information and operational performance. The A&FC reviews the EOC's draft annual budget before submission to the EOC Board, the quarterly progress review reports, the quarterly financial statements, and the position of its fixed assets as at the end of the fiscal year. The EOC Board reviews the EOC's draft annual budget, the half-yearly reports on its financial position, and endorses the audited financial statements.

## External Checks and Balances

KPMG is the EOC's external auditor for the financial year 2013/14. The appointment of KPMG was made in accordance with Section 18 of Schedule 6 to the SDO. Although the EOC is an independent statutory body, it is subject to regular reporting and provision of information to its Controlling Officer, the Constitutional and Mainland Affairs Bureau, as laid out by the Memorandum of Administrative Arrangements. The Permanent Secretary for Constitutional and Mainland Affairs (PSCMA) has unhindered access to the records and accounts of the EOC as the Controlling Officer, but this does not include personal data pertaining to the EOC's complaint cases or privileged matters as defined and/or governed by the rule of law. The EOC is obliged to explain to the PSCMA any matters relating to the receipt, expenditure, or custody of any money derived from the subvention.

此外，審計署署長可在任何一個財政年度進行審計，查看平機會在運用資源以履行職務或行使權力時，是否合乎經濟、是否高效率及具效益。審計署署長如認為有合理需要，有權查閱平機會的記錄和文件。

In addition, the Director of Audit may, in respect of any financial year, conduct an examination into the economy, efficiency, and effectiveness with which the EOC has expended its resources in performing its functions and exercising its powers. The Director of Audit has a right of access to the EOC's records and documents as he considers reasonably necessary.

## 持續檢討 力求進步

## Continuous Review and Improvement

### 顧客服務滿意度調查2013

### Customer Satisfaction Survey 2013

平機會非常重視公眾的意見，自2009年起一直定期進行顧客服務滿意度調查(滿意度調查)，以監察服務表現。考慮到政府效率促進組的建議，平機會於2012年起更聘請外間顧問進行滿意度調查。

The EOC values feedback from the public. Since 2009, the EOC has been conducting a Customer Satisfaction Survey (CSS) as a regular service monitoring exercise. In light of the recommendations by the Efficiency Unit of the SAR Government, an external consultant was engaged from 2012 to conduct the CSS.

2013年的滿意度調查分兩輪進行，共訪問了881位平機會服務使用者，他們的個案於2012年8月1日至2013年7月31日期間已完結或仍在處理，整體回應率為53.3%。調查發現，曾作出查詢和投訴個案的當事人(即投訴人和答辯人)中，有60%滿意平機會服務；當中「員工態度友善」得到的評價最高，而最影響平均滿意分數的是「員工明白顧客需要」。

For the CSS in 2013, a total of 881 customers with cases concluded/attended to between 1 August 2012 and 31 July 2013 were surveyed in two rounds of fieldwork, with an overall response rate of 53.3% achieved. The survey showed that 60% of the parties involved in complaints (the complainants and the respondents) and enquiries were satisfied with the services provided by the EOC. Among all survey respondents, "staff friendliness" achieved the highest rating, while "staff's understanding of customers' needs" was the most influential factor affecting their overall mean satisfaction rating.

## 服務表現

## Performance Pledge Results

為了向市民提供高效率和高質的服務，平機會制定了一套主要以回應時間衡量的服務標準。透過這些服務承諾，市民可得知平機會的服務標準水平。平機會過去一年(截至2014年3月31日)在大多數的服務承諾中均達標，部分項目更有出色表現，詳情如下：

In order to render efficient and quality service to members of the public, the EOC maintains a set of performance standards, which are expressed generally in terms of responding times. Through these performance pledges, members of the public are informed of the standards of service which they can expect from the EOC. In the year ended 31 March 2014, the EOC achieved the targets in most of the performance pledges, and excelled in some of the targets, as shown in the following paragraphs.

## 查詢

與平機會工作有關的查詢可以電話、親臨或書面方式進行。數字顯示，最多人透過電話作出查詢，佔全部的81%。因應各類查詢方法，平機會的服務目標是於指定時間內回覆95%的查詢，而平機會的實際表現為100%（總數：10,383宗），全部達標。

## Enquiries

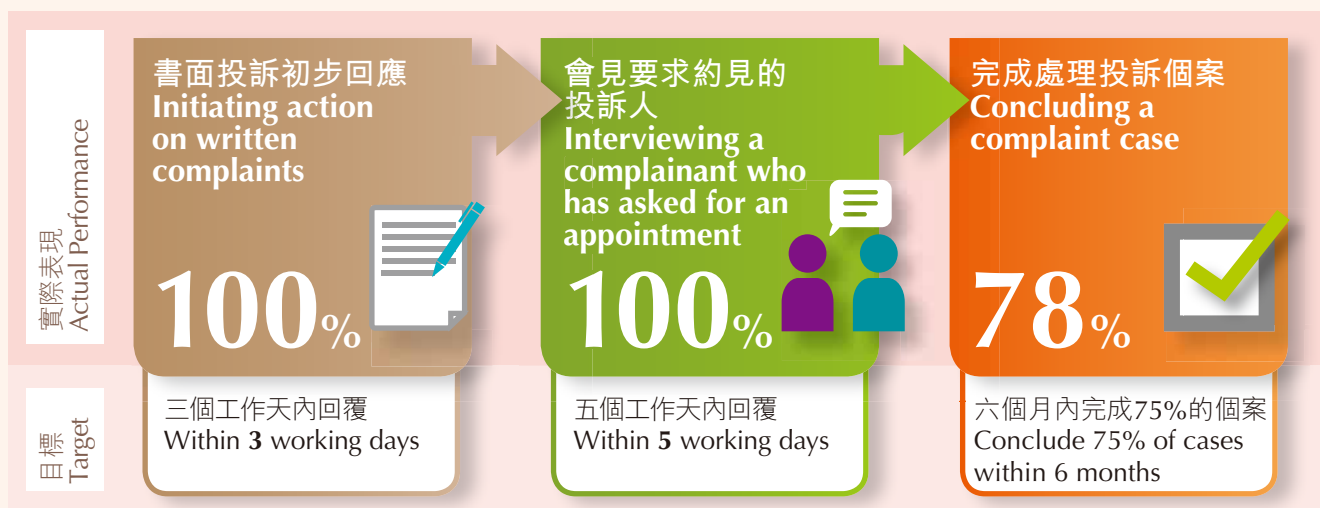
This figure covers enquiries related to the EOC's work by telephone, in person and in writing. The largest category by a wide margin is telephone enquiries – 81% of the total. In all categories, the performance target of responding to the enquiries within specified time was set at 95% which was met in all cases, with an actual performance rating of 100% (total: 10,383).

## 對歧視投訴個案採取的行動

有關行動包括對書面投訴作出初步回應、會見要求約見的投訴人、和完成處理投訴個案。前兩類的目標回應時間（即三至五個工作天內回覆）均100%達標。第三類的回應時間（即六個月內完成）則78%達標，超越了預定的表現目標（75%）。至於平機會未能在目標回應時間內完成的個案，原因可能是個案性質複雜、有關人士要求較長時間回應提問或考慮調停條款，或個案在調查期間有其他新發展等。

## Action on Discrimination Complaint Cases

This includes initiating action on written complaints, interviewing a complainant who has asked for an appointment, and concluding a complaint case. In the first two categories, the service pledge of responding within 3 and 5 working days respectively was met 100%. In the third, the pledge of responding within 6 months was met 78% of the time, surpassing the performance target of 75%. In instances where the actual response time exceeded the service pledge, the reasons might include complexity of the case, the length of time required by parties to respond to enquiries or consider conciliation terms, or new developments which were unveiled in the course of investigation.





## 法律協助

法律協助的服務標準是於三個月內就法律協助申請作出決定，並把結果通知申請人。這項服務的表現目標定為85%，不過，由於部分案件比較複雜，需要更多時間仔細考慮，令平機會只能於指定時間內回應79%的案件。

## 公眾教育及宣傳

公眾教育及宣傳的第一類服務承諾是在指定時間內回應市民要求，包括：(i)舉辦講座(六個星期)(ii)索取刊物(三個工作天)和(iii)團體探訪(五個工作天)。平機會定下的表現目標為95%，而實際上全部服務都超標，100%達到指定時間。

第二類為舉辦主要宣傳活動，目標為一年內舉辦60項活動。過去一年(截至2014年3月31日)平機會舉辦共99項活動，達到目標。

第三類是關乎參加了平機會培訓課程人士的評估，平機會的目標滿意率為80%；而實際滿意率接近100%。

## Legal Assistance

This involves making a decision and informing an applicant of the outcome of an application for legal assistance within three months, and the performance target was set at 85%. Nevertheless, owing to the complexity of the cases, further time was needed for consideration and the EOC was only able to respond to 79% of the cases within the specified time.

## Public Education and Promotion

The first performance pledge for public education and promotion involves meeting requests for (i) talks within six weeks, (ii) for publications within three days, and (iii) for guided group visits within five days. The performance pledge of 95% was exceeded in each case, with all targets met 100% of the time.

The second involves convening major promotional events. In this respect, the 12-month goal of organising 60 activities was met, with 99 activities carried out in the year ending 31 March 2014.

The third performance pledge deals with achieving satisfactory rating from participants of EOC training programmes. The performance target was set at 80%, and the actual performance was almost 100%.

回應舉辦講座、索取刊物及探訪的要求  
Meet requests for talks, publications and visits

實際表現  
Actual Performance **100%**

目標  
Performance Target **95%**

舉辦主要宣傳活動  
Convene major promotional events

實際表現  
Actual Performance **99**

目標  
Performance Target **60**

對平機會的培訓服務感到滿意  
Satisfied with EOC Training

實際表現  
Actual Performance **100%** Almost 近

目標  
Performance Target **80%**

## 平機會服務承諾2013年4月1日至2014年3月31日 EOC's Performance Pledge from 1 April 2013 to 31 March 2014

	服務標準 Service Standard	服務表現目標 Performance Target	實際表現 Actual Performance	
			(百分比) (Percentage)	(數字) (Number)
查詢 Enquiry				
在辦公時間內回覆電話查詢 Answer telephone enquiries during office hours	即時 Immediately	95%	100%	總數： Total: 8,434
接見到辦事處查詢的人士 Interview a walk-in enquirer at EOC office	30 分鐘內 within 30 minutes	95%	100%	總數： Total: 376
回覆複雜的書面查詢 Reply to written enquiries on complex issues	14 工作天內 within 14 working days	95%	100%	總數： Total: 1,573
投訴 Complaint				
對書面投訴作出初步回應 Initiate action on a written complaint	3 工作天內 within 3 working days	100%	100%	總數： Total: 668
經預約安排，接見有意提出投訴的人士 Interview a prospective complainant asking for an appointment	5 工作天內 within 5 working days	95%	100%	總數： Total: 1
完成處理投訴個案 Conclude a complaint case	6 個月內 within 6 months	75%	78%	總數： Total: 679
法律協助 Legal Assistance				
審批法律協助的申請並回覆申請者 Make a decision and inform an applicant of the outcome of application for legal assistance	3 個月內 within 3 months	85%	79%	總數： Total: 47
公眾教育及宣傳 Public Education and Promotion				
安排有關平等機會課程及法例的講座 Meet requests for talks on equal opportunity issues and legislation	6 星期內 within 6 weeks	95%	100%	總數： Total: 446
處理市民以郵寄或傳真方式索取平機會刊物 Meet requests by mail or fax for EOC publications	3 工作天內 within 3 working days	95%	100%	總數： Total: 363
回應團體探訪要求 Meet requests for guided group visits	5 工作天內 within 5 working days	95%	100%	總數： Total: 39
舉辦主要宣傳活動 Convene major promotional events	12 個月內 within 12 months	60 項活動 * 60 activities*	100%	總數： Total: 99
參加者對平機會舉辦的培訓服務感到滿意 Participants satisfied with the training services provided by the EOC	滿意 satisfactory	80%	接近 100% almost 100%	總數： Total: 6,728

\* 這是每年目標(即在12個月內舉辦60項主要活動)。2013/14年度已舉辦了99項活動(第一季：16項，第二季：27項，第三季：26項，第四季：30項)。

\* This is an annual target (to convene 60 major activities within 12 months). For 2013/14, 99 activities have been convened (Q1: 16, Q2: 27, Q3: 26, Q4: 30).



# 接納

Acceptance





# 我們的僱員

## Our People

### 員工發展及留才政策

員工的重要性是絕不能低估。為建立一支投入、有幹勁的團隊服務社群，平機會非常重視員工的發展和身心健康，為員工提供具關懷、公平的工作環境。

### Staff Development and Retention

The importance of human resources to the EOC cannot be overstated. In striving to build a committed and dynamic team to serve the community, the EOC attaches great importance to the development and well-being of staff members by providing a caring and equitable working environment for them.

平機會自2011/12年度起，獲香港社會服務聯會選為「同心展關懷」機構，以表揚平機會在關懷社會、僱員和環境三方面的承擔。

Since 2011/12, the EOC has been named a Caring Organisation by the Hong Kong Council of Social Service for its commitment to caring for the community, employees and the environment.



在2013/14年度，平機會榮獲家庭議會選為「傑出家庭友善僱主」。評審團根據參選機構所推行的家庭友善僱傭政策及措施、對機構及僱員所帶來的好處，以及該等政策背後的理念和管理層的承諾等作出評審。

In 2013/14, the EOC was bestowed with the Distinguished Family-Friendly Employer Award by the Family Council, based on its family-friendly employment policies and practices, the benefits brought to the organisation and employees, as well as the rationale behind these policies and the management commitment.



平機會亦獲僱員再培訓局嘉許為2013-15年度其中一間「人才企業」，以表彰平機會在人才培訓及發展方面的成就和致力推廣重視人才培訓的機構文化。事實上，為重申承諾，平機會透過不同溝通渠道協助推廣「ERB人才企業嘉許計劃」，並繼續支持僱員再培訓局及此嘉許計劃所舉辦的活動，例如安排員工參與一些專題研討會並加入一個共享人才培訓及發展資源的平台：「人才企業資料庫」。而為表揚平機會的努力，僱員再培訓局於2013/14年度向平機會頒發嘉許狀。



The EOC was also accredited as a Manpower Developer (MD) in 2013-15 by the Employees Retraining Board (ERB), in recognition of its dedication to cultivating a corporate culture focusing on manpower training and development. Indeed, to reaffirm its commitment, the EOC assisted in promoting the MD scheme via its various communication channels, and continuously supported the activities organised by the ERB and the Scheme, such as co-ordinating colleagues to participate in several thematic seminars and signing up for the MD Resources Hub, a platform to share the manpower training and development resources. As a token of recognition for the EOC's effort, a Certificate of Appreciation was issued to the EOC by the ERB in 2013/14.

## 員工培訓

隨著社會大眾對平機會等法定機構的責任承擔和透明度有愈來愈高的期望，平機會必須確保員工能勝任工作、回應社會不時出現的訴求，同時充分發揮自己的潛能。平機會的人力資源策略之一，是致力為所有員工提供持續進修、培訓及發展機會，包括但不限於內部或外間舉辦的培訓及發展計劃。

平機會於2013/14年度舉辦了不同類型的講座，邀請同事及／或客席講者分享關於《個人資料(私隱)條例》、歧視條例檢討、健康講座等議題，藉以增進員工的知識，擴闊他們的視野。此外，平機會管治委員會委員亦應邀與員工分享他們的成功經歷和他們對平等的看法。



在特別技能培訓方面，平機會安排了澳洲人權聯委會，為投訴事務科新入職員工和其他部門感興趣的同事提供為期五天的「調查及調停培訓課程」。另外，數位高級主任和主任員工參加了分別由公務員培訓處和香港科技大學舉辦的領導才能培訓／管理發展課程。其他培訓活動包括普通話、心理健康和急救課程。

## Staff Training

With rising public expectation on the accountability and transparency of statutory organisations such as the EOC, the Commission needs to ensure that staff can deliver their duties competently and respond to the community's evolving needs, while having their potential fully maximised. To this end, the EOC is committed to providing continuing education, training and development opportunities to all EOC staff members as part of its human resources strategy, including but not limited to in-house or external training and development programmes.

During the year, various briefing sessions, such as on The Personal Data (Privacy) Ordinance and the Discrimination Law Review, as well as wellness and health seminars by internal and/or external speakers were organised to enhance staff members' work-related knowledge and widen their exposure to new information. Furthermore, EOC Board Members were invited to act as speakers for sharing sessions, allowing staff members to gain new insights into their roadmap for success and their perspectives on equality.

In terms of skill-specific training, a five-day investigation and conciliation training course by the Australian Human Rights Commission was arranged for newly employed staff members of the Operations Division, as well as interested staff members from other functions. In addition, several staff members at the Senior Officer or Officer level attended leadership development programmes organised by the Civil Service Training and Development Institute and The Hong Kong University of Science and Technology. Other training activities included classes on Putonghua, mental health and first aid.



另一項培訓課程為危機處理。社會愈趨複雜，平機會對持份者所承擔的責任更大。員工能識別、處理及管理潛在風險和危機很重要，若果能轉危為機就更好。有鑑於此，平機會為26位前線職員舉辦半日研討會，為他們介紹風險管理、識別潛在風險及轉危為機的技巧。另外，平機會又計劃在2014年5月為主任／高級主任或以上級別員工提供為期三天的風險管理工作坊，內容包括對持份者的分析、客戶關係管理、團隊訓練、領導及傳媒策略等。

Another aspect of training was on risk management. As the society becomes increasingly complex and the EOC holds greater responsibility to stakeholders, it is important that staff members are well prepared to identify, handle and manage possible risks and threats, or even better, to turn crises into opportunities. In view of this, a half-day seminar was organised for 26 frontline staff members, giving them a general understanding of risk management and introducing them to the techniques of identifying potential risks and turning them into opportunities. Separately, a three-day risk management workshop covering stakeholder analysis, relationship management, team-building exercises, leadership and public communication strategy was lined up for staff members at officer/senior officer level and above in May 2014.



除了內部安排的培訓外，平機會也鼓勵員工主動參加與平機會工作相關的培訓課程，完成課程後可獲發還學費。這些培訓活動都是為了提升員工的專業技能、培養潛能，裝備他們應付未來挑戰，做出成績。

Other than training arranged by the Commission, staff members were also encouraged to attend self-initiated and reimbursable training programmes related to the work of the EOC. All these training activities served to sharpen staff's professional skills, nurture their potential and prepare them for greater challenges and achievements ahead.



## 具透明度的管理

平機會亦致力保持和加強員工之間有效溝通。平機會管理人員定期舉行會議，並把會上討論的事項和有關決定通知全體同事；各部門亦會定期舉行會議，以確保透明度，讓員工更瞭解其他部門的工作。平機會每年皆舉辦員工旅行、周年晚宴等非正式聚會，促進員工在日常工作以外的溝通。

## Management with Transparency

The EOC is also dedicated to maintaining and enhancing effective staff communications through regular meetings among senior management staff, with the discussions and decisions made known to all EOC employees to ensure transparency and understanding of the work of different divisions, and through regular divisional and unit meetings. Informal gatherings, such as staff outing and annual dinner, are organised each year as well to facilitate staff communication outside the daily work routines.



## 員工諮詢組

另一個員工溝通渠道是員工諮詢組，乃由平機會主席委任的管理層代表及經員工選舉產生的代表組成。諮詢組提供定期、直接的溝通及諮詢渠道，讓平機會員工一起商討對大家有影響的事務，並藉此推動員工的合作精神，提升平機會服務社群的效率。

諮詢組又加深員工對平機會的政策及各項工作程序的認識。本年度曾討論的內容包括：為員工提供設備和設施、保持辦公室清潔以及檢討平機會政策(例如：閉路電視監控政策和緊急事故處理政策)。

## 內聯網

內聯網向平機會員工提供各部門的最新資訊及更新資料，例如：「平機會活動日程」列出平機會各項重要活動，包括專責小組會議、資助項目活動、內部培訓時間表及到訪活動等。內聯網亦備有參考資料和常用表格，方便員工下載使用。

## 員工支援計劃

平機會在2013/14年度繼續聘請外間顧問為員工提供支援計劃。計劃旨在協助員工處理工作與個人生活的不同需要，從而取得工作與生活的平衡。支援計劃設有24小時熱線，向員工提供專業顧問服務及各種資源和資訊。同時又舉辦身心健康講座，主題包括有愛笑瑜伽、建立一個幸福家庭及健腦操等。

## Staff Consultative Group (SCG)

Another staff communication channel is the SCG, which consists of management representatives appointed by the Chairperson and staff representatives elected by the staff. The Committee aims to provide a recognised and direct channel of communication and consultation on issues that affect the interests of EOC staff. It also serves to promote a spirit of co-operation in securing and improving the EOC's efficiency in delivering services to clients.

The SCG enables employees to have a better understanding of the EOC's policies and procedures. Initiatives discussed in the SCG during the year under review included the provision of staff equipment and facilities, maintenance of office cleanliness, as well as review of policy issues, such as the CCTV Surveillance Policy and the Handling of Emergency Cases Policy.

## Intranet

The Intranet is a platform to provide information and updates from various divisions and units of the EOC. Some examples include the EOC Activities Calendar, which lists the major functions and activities held and attended by the EOC, such as committee meetings, EOC-funded activities, the in-house training schedule, and visits to the EOC. Reference materials and commonly used or administrative forms are also available on the Intranet for staff to download and use.

## Employee Assistance Programme

During 2013/14, the EOC continued to engage an external consultant to provide an Employee Assistance Programme for staff. The programme aims to help staff manage the diverse needs of their work and personal life in order to achieve work-life balance. Services under the Programme include a 24-hour hotline that provides professional counselling services and various resources and information, as well as wellness seminars on topics such as laughter yoga, building a happy family, and brain gym.

## 企業社會責任

### 員工義工活動

平機會支持員工參與義工服務，以行動實踐平機會的價值觀，即「建設崇尚多元、包容共濟的社會」。

平機會義工隊在2013/14年度保持傑出表現，義工聯同他們的親友於2013年服務社會2,200小時，時數較2012年倍增，並憑此獲社會福利署頒發金獎嘉許狀。此外，有14位義工整年服務時數分別超過200小時、100小時及50小時，因而分別獲頒金、銀及銅嘉許狀。



## Corporate Social Responsibility

### Staff Volunteer Programme

The EOC also supports employees in volunteering. Through the EOC Volunteer Team, the Commission's values and mission of "creating a pluralistic and inclusive society" were put into action.

The EOC volunteers enjoyed another remarkable year in 2013/14. Joined by their families and friends, they performed 2,200 hours of service to the community in 2013, almost double that of the previous year. As a result, the EOC was awarded a Gold Award for Volunteer Service by the Social Welfare Department. In addition, 14 volunteers were individually awarded Gold, Silver and Bronze Certificates for having done over 200, 100 and 50 hours of community service respectively during the calendar year.





平機會所參與的義工項目包括定期探訪和帶嚴重智障學生外出；擔任少數族裔學生的導師；以及參與其他非政府組織舉辦的籌款或賣旗活動。

The EOC's volunteering activities included: conducting regular visits and outing with students with severe mental disabilities; acting as mentors of ethnic minority school children and participating in various fundraising and flag-selling activities of non-governmental organisations.



## 籌款活動

平機會一直支持不同的籌款活動。2013/14年度平機會參與了八項籌款活動，包括賣旗、耆樂餅義賣、「世界視覺日」和「公益行善『折』食日」等籌款活動。

## Fundraising Activities

The EOC has been supporting fund-raising activities for different causes. In 2013/14, EOC participated in 8 fundraising events, including flag-selling and cookies-selling for NGOs, the World Sight Day and Skip Lunch Day.



## 環境保護措施

平機會致力在日常運作及維持常規標準方面，以保護環境為原則。平機會採取了多項措施減少浪費及推廣循環再用，務求成為「環境友善」的機構。

除了繼續使用再造紙及回收廢紙外，平機會參加了政府於2014年推出的「室內溫度節能約章」，承諾辦公室全年平均室溫將維持在24至26度，以有利節約能源和應對氣候變化。



平機會將繼續推行其他環保措施，為建造綠色世界出一分力。

## 持份者心聲

### 嘉許與投訴

平機會本年度共收到28份書面嘉許及14宗投訴，當中5宗是市民向香港申訴專員公署提出投訴再交平機會處理的，平機會已處理及完成調查所有投訴。此外，平機會收到八名市民對平機會服務和工作程序的反饋／意見。

上述14宗投訴，投訴人不滿平機會處理歧視投訴的手法和程序。經調查後發現全部證據不足，平機會決定不再跟進個案。然而，為了力求進步，平機會會加強員工的溝通技巧、適當地向相關人士及機構反映公眾意見，並且提醒所有員工，接聽電話和出席會議時需保持警覺和敏感度。

## Environmental Protection Measures

The EOC strives to maintain operational standards and practices which respect the protection of the environment. The Commission has been exercising a number of measures to reduce waste and promote recycling, and to operate as a more environmentally-friendly organisation.

Apart from the continued use of environmentally-friendly paper and recycling of waste paper, the EOC joined the Energy Saving Charter on Indoor Temperature launched by the Government in 2014. By participating in the Charter, the EOC pledged to maintain the average indoor temperature of the office within the range of 24-26 degrees throughout the year, which will help save energy and combat climate change.

The EOC will continue to pursue other environmentally-friendly measures to ensure that the Commission is doing its part towards a greener world.

## Stakeholders' Feedback

### Compliments and Complaints

During the period under review, the EOC garnered 28 written compliments. The Commission also received and concluded the investigation of 14 complaints, five of which were lodged via the Ombudsman. In addition, feedback/views were received from eight members of the public on the EOC's services and procedures.

All the above-mentioned 14 complaints – in which the complainants expressed dissatisfaction on the handling of discrimination complaints and the procedures of the EOC – were found to be unsubstantiated after investigation, with no follow-up action required. Nevertheless, for the purpose of continuous improvement, the EOC has undertaken and will further enhance the communication skills of the EOC staff, reflect the public's views to relevant parties/organisations where appropriate, and remind all EOC staff to be mindful and sensitive to the response of different parties in handling phone calls or attending meetings.

## 持份者的鼓勵／嘉許 Stakeholders' Encouraging Feedback/Compliments

- 謝謝您對本人的諒解，著實深受感動！您，及貴會實在非常善解人意！！願您們工作順利，愉快！

- Thank you for your understanding. I am really touched. You and the EOC are really good at understanding the needs of others. Wish you work smoothly and happily.

- 我很感激平機會提供既豐富又有趣的平等機會法例／投訴處理／調停講座。講座資訊和參考材料都很有趣和適時。

- I am writing to express my gratitude for the informative and interesting talk on Equal Opportunities Legislation/Complaints Handling/Conciliation. The information in the said talk and the reference material provided were both fascinating and timely.

- 從我們收到的意見來看，講座很成功。參加者覺得內容很有用和有見地，可實際應用於日常生活。.....感謝你抽出寶貴時間和與參加者分享你的專業知識。

- From the feedback we've received, the workshop was a great success. Participants found it very useful and highly insightful as it had very practical applications for their lives...We thank you for your time and for sharing your knowledge and expertise with our attendees.

- 本人在此再一次感謝平機會之詳細調查和專業分析，本人心裡面不為人知的痛苦亦因為平機會的幫助而舒緩了，香港有平機會，是我們香港人之福。

- Once again I thank the EOC for the thorough investigation and professional analysis. My heartfelt pain which was not known by others was relieved under the assistance of the EOC. We are lucky to have the EOC in Hong Kong.

- 我感到他們非常專業，我透過他們有技巧和客觀的分析，令我明白到我的申訴權利、原則之外，還能令我感受到他們的工作熱誠、人與人之間的人情味及體諒別人的心！這是難能可貴的！

- I feel that they are very professional. Through their skilful and objective analysis, I understand my rights and principles. In addition, I feel their passion for their work, their kindness and understanding, which are praiseworthy.

- 請接受我的衷心謝意，並感謝你耐心和有效率地處理我的投訴個案。你公正和專業的建議，使我的個案得以圓滿解決，節省雙方精力。感謝你在整個過程中保持公正的判斷和態度。

- Please accept my sincere thanks and gratitude for your patience and efficiency in handling my complaint. Your unbiased and professional advice has helped tremendously in concluding this case satisfactorily in an effective manner thus saving a lot of effort for both parties. Your impartial judgement and attitude throughout the entire process are greatly appreciated.





## 財務報告

## Financial Statements

平等機會委員會  
截至二零一四年  
三月三十一日止  
財政年度的財務報表

Equal Opportunities Commission  
Financial Statements  
for the year ended 31 March 2014

獨立核數師報告  
致平等機會委員會管治委員會  
成員

(依據《性別歧視條例》在香港成立)

Independent auditor's report to the Commission  
Members of Equal Opportunities Commission

(Established in Hong Kong pursuant to the Sex Discrimination Ordinance)

本核數師(以下簡稱「我們」)已審核列載於第107至第135頁平等機會委員會(「委員會」)的財務報表，此財務報表包括於二零一四年三月三十一日的資產負債表，截至該日止年度的收支結算表、全面收益表、資金變動表和現金流量表以及主要會計政策概要及其他附註解釋資料。

We have audited the financial statements of Equal Opportunities Commission ("the Commission") set out on pages 107 to 135, which comprise the statement of assets and liabilities as at 31 March 2014, the statement of income and expenditure, statement of comprehensive income, statement of changes in funds and cash flow statement for the year then ended and a summary of significant accounting policies and other explanatory information.

委員會就財務報表須承擔的  
責任

委員會須負責根據香港會計師公會頒佈的《香港財務報告準則》編製財務報表，以令財務報表作出真實而公平的反映及落實其認為編製財務報表所必要的內部控制，以使財務報表不存在由於欺詐或錯誤而導致的重大錯誤陳述。

The Commission's responsibility for the financial  
statements

The Commission is responsible for the preparation of financial statements that give a true and fair view in accordance with Hong Kong Financial Reporting Standards issued by the Hong Kong Institute of Certified Public Accountants and for such internal control as the Commission determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

核數師的責任

我們的責任是根據我們的審計對該等財務報表作出意見。我們是按照雙方同意的受聘條款，僅向委員會報告。除此之外，我們的報告不可用作其他用途。我們概不就本報告的內容，對任何其他人士負責或承擔法律責任。

Auditor's responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. This report is made solely to you, as a body, in accordance with our agreed terms of engagement, and for no other purpose. We do not assume responsibility towards or accept liability to any other person for the contents of this report.

我們已根據香港會計師公會頒佈的《香港審計準則》進行審計。該等準則要求我們遵守道德規範，並規劃及執行審計，以合理確定財務報表是否不存在任何重大錯誤陳述。

We conducted our audit in accordance with Hong Kong Standards on Auditing issued by the Hong Kong Institute of Certified Public Accountants. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

審計涉及執程序以獲取有關財務報表所載金額及披露資料的審計憑證。所選定的程序取決於核數師的判斷，包括評估由於欺詐或錯誤而導致財務報表存在重大錯誤陳述的風險。在評估該等風險時，核數師考慮與該機構編製財務報表以作出真實而公平的反映相關的內部控制，以設計適當的審計程序，但目的並非為對機構內部控制的有效性發表意見。審計亦包括評價委員會所採用會計政策的合適性及作出會計估計的合理性，以及評價財務報表的整體列報方式。

我們相信，我們所獲得的審計憑證能充足和適當地為我們的審計意見提供基礎。

### 意見

我們認為，該等財務報表已根據《香港財務報告準則》真實而公平地反映委員會於二零一四年三月三十一日的事務狀況及截至該日止年度的虧損及現金流量。

#### 畢馬威會計師事務所

執業會計師  
香港中環  
遮打道10號  
太子大廈8樓  
二零一四年九月十一日

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of the financial statements that give a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Commission, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### Opinion

In our opinion, the financial statements give a true and fair view of the state of the Commission's affairs as at 31 March 2014 and of its deficit and cash flows for the year then ended in accordance with Hong Kong Financial Reporting Standards.

#### KPMG

Certified Public Accountants  
8th Floor, Prince's Building  
10 Chater Road  
Central, Hong Kong  
11 September 2014



# 收支結算表

## 截至二零一四年 三月三十一日止 財政年度

(所有數額均以港元為單位)

# Statement of income and expenditure for the year ended 31 March 2014

(Expressed in Hong Kong dollars)

		附註 Note	2014	2013
<b>收入</b>	<b>Income</b>			
政府補助	Government subventions	3	<b>94,631,325</b>	95,436,630
法律訴訟費用的補償	Reimbursement of costs from legal litigation		–	1,490
其他收入	Other income		<b>2,644,130</b>	2,206,242
			<b>97,275,455</b>	97,644,362
<b>支出</b>	<b>Expenditure</b>			
職員薪酬	Staff salaries		<b>57,339,189</b>	49,531,051
職員約滿酬金、其他福利 及津貼	Staff gratuity, other benefits and allowances		<b>19,372,102</b>	17,481,997
強積金供款	Mandatory provident fund contributions		<b>1,317,175</b>	1,121,488
未使用年假的準備之增長	Increase in provision for unutilised annual leave		<b>575,087</b>	255,123
法律費用	Legal fees		<b>1,273,340</b>	911,931
宣傳及公眾教育支出	Publicity and public education expenses		<b>4,203,005</b>	10,822,355
研究計劃	Research projects		<b>797,826</b>	976,940
涉及辦公室物業的營運 租賃租金	Operating lease rentals in respect of office premises		<b>12,096,794</b>	12,112,862
折舊	Depreciation	4	<b>833,774</b>	720,673
職員本地及外訪、會議 及培訓	Staff local and overseas visits, conferences and training		<b>669,292</b>	555,090
核數師酬金	Auditor's remuneration		<b>92,400</b>	87,950
其他經營費用	Other operating expenses		<b>2,676,870</b>	2,698,848
			<b>101,246,854</b>	97,276,308
<b>財政年度(虧損)/盈餘</b>	<b>(Deficit)/surplus for the year</b>	10	<b>(3,971,399)</b>	368,054

第112至135頁之附註為本財務報表的一部分。

The notes on pages 112 to 135 form part of these financial statements.

### 全面收益表 截至二零一四年 三月三十一日止 財政年度

(所有數額均以港元為單位)

委員會於任一所呈列的年度期間，除「財政年度(虧損)/盈餘」以外便沒有全面收益的組成項目。因此，委員會於兩個年度期間均沒有分開呈列全面收益表，委員會的「全面收入總額」和「財政年度(虧損)/盈餘」相同。

### Statement of comprehensive income for the year ended 31 March 2014

(Expressed in Hong Kong dollars)

The Commission had no components of comprehensive income other than “(deficit)/surplus for the year” in either of the years presented. Accordingly, no separate statement of comprehensive income is presented as the Commission’s “total comprehensive income” was the same as the “(deficit)/surplus for the year” in both years.

# 資產負債表 於二零一四年 三月三十一日

(所有數額均以港元為單位)

# Statement of assets and liabilities as at 31 March 2014

(Expressed in Hong Kong dollars)

		附註 Note	2014	2013
<b>資產</b>	<b>ASSETS</b>			
<b>非流動資產</b>	<b>Non-current asset</b>			
物業、機器及設備	Property, plant and equipment	4	776,879	1,347,560
<b>流動資產</b>	<b>Current assets</b>			
應收政府的未使用 年假補助	Unutilised annual leave subventions receivable from the Government		3,379,887	2,804,800
其他應收帳款、按金 及預付款項	Other receivables, deposits and prepayments	5	4,119,704	5,373,041
存款期超過3個月的 銀行存款	Bank deposits with original maturity over three months		21,216,938	21,000,000
現金及現金等價物	Cash and cash equivalents	6	25,523,903	21,626,623
			<u>54,240,432</u>	<u>50,804,464</u>
<b>總資產</b>	<b>Total assets</b>		<u>55,017,311</u>	<u>52,152,024</u>
<b>負債</b>	<b>LIABILITIES</b>			
<b>非流動負債</b>	<b>Non-current liabilities</b>			
職員約滿酬金的準備	Provision for staff gratuity	7	4,999,384	7,879,168
預收政府補助	Government subventions received in advance	3	1,190,820	3,444,242
			<u>6,190,204</u>	<u>11,323,410</u>
<b>流動負債</b>	<b>Current liabilities</b>			
職員約滿酬金的準備	Provision for staff gratuity	7	11,408,411	2,391,539
未使用年假的準備	Provision for unutilised annual leave		3,379,887	2,804,800
預收政府補助	Government subventions received in advance	3	9,999,405	7,603,221
其他應付帳項及應計費用	Other payables and accruals	8	5,245,540	5,263,791
			<u>30,033,243</u>	<u>18,063,351</u>
<b>總負債</b>	<b>Total liabilities</b>		<u>36,223,447</u>	<u>29,386,761</u>
<b>基金</b>	<b>FUNDS</b>			
儲備	Reserves	10	18,793,864	22,765,263
<b>總基金</b>	<b>Total funds</b>		<u>18,793,864</u>	<u>22,765,263</u>
<b>總基金及負債</b>	<b>Total funds and liabilities</b>		<u>55,017,311</u>	<u>52,152,024</u>

於2014年9月11日批准並  
授權公布本財務報表。

Approved and authorised for issue on 11 September 2014 by

周一嶽醫生  
Dr York CHOW Yat-ngok  
委員會主席  
Chairperson of the Commission

趙麗娟女士  
Ms Susanna CHIU Lai-kuen  
行政及財務專責小組召集人  
Convenor of the Administration and  
Finance Committee

鄧伊珊小姐  
Miss Kerrie TENG  
會計師  
Accountant

第112至135頁之附註為本財務報表的一部分。

The notes on pages 112 to 135 form part of these financial statements.



# 財務報告

## Financial Statements

### 資金變動表 截至二零一四年 三月三十一日止 財政年度

(所有數額均以港元為單位)

### Statement of changes in funds for the year ended 31 March 2014

(Expressed in Hong Kong dollars)

		收支結算表 Statement of income and expenditure	儲備 Reserves (附註10) (note 10)	總數 Total
於2012年4月1日之結餘	Balance at 1 April 2012	–	22,397,209	22,397,209
2012/2013年度 資金變動：	Changes in funds for 2012/2013:			
財政年度盈餘及全面 收入總額	Surplus and total comprehensive income for the year	368,054	–	368,054
轉撥	Transfer	(368,054)	368,054	–
於2013年3月31日及 2013年4月1日之結餘	Balance at 31 March 2013 and 1 April 2013	–	22,765,263	22,765,263
2013/2014年度 資金變動：	Changes in funds for 2013/2014:			
財政年度虧損及全面 收入總額	Deficit and total comprehensive income for the year	(3,971,399)	–	(3,971,399)
轉撥	Transfer	3,971,399	(3,971,399)	–
於2014年3月31日之結餘	Balance at 31 March 2014	–	18,793,864	18,793,864

第112至135頁之附註為本財務報表的一部分。

The notes on pages 112 to 135 form part of these financial statements.

# 現金流量表

## 截至二零一四年三月三十一日止財政年度

(所有數額均以港元為單位)

# Cash flow statement

## for the year ended 31 March 2014

(Expressed in Hong Kong dollars)

	附註 Note	2014	2013
<b>營運活動</b>	<b>Operating activities</b>		
財政年度(虧損)/盈餘	(Deficit)/surplus for the year	(3,971,399)	368,054
調整：	Adjustments for:		
折舊	Depreciation	833,774	720,673
利息收入	Interest income	(388,628)	(563,072)
<b>營運資金變動前經營(虧損)/盈餘</b>	<b>Operating (deficit)/surplus before changes in working capital</b>	<b>(3,526,253)</b>	<b>525,655</b>
應收政府的未使用年假補助之增加	Increase in unutilised annual leave subventions receivable from the Government	(575,087)	(255,123)
其他應收帳款、按金及預付款項之減少/(增加)	Decrease/(increase) in other receivables, deposits and prepayments	1,265,501	(880,693)
其他應付帳項及應計費用之(減少)/增加	(Decrease)/increase in other payables and accruals	(192,111)	850,702
職員約滿酬金的準備之增加	Increase in provision for staff gratuity	6,137,088	2,322,084
未使用年假的準備之增加	Increase in provision for unutilised annual leave	575,087	255,123
預收政府補助之增加/(減少)	Increase/(decrease) in Government subventions received in advance	142,762	(1,838,507)
<b>營運所得的現金淨額</b>	<b>Net cash generated from operating activities</b>	<b>3,826,987</b>	<b>979,241</b>
<b>投資活動</b>	<b>Investing activities</b>		
已收利息	Interest received	376,464	609,163
存放存款期超過3個月的銀行存款	Placement of bank deposits with original maturity over three months	(21,216,938)	(21,000,000)
支用存款期超過3個月的銀行存款	Release of bank deposits with original maturity over three months	21,000,000	23,301,664
購置物業、機器及設備	Payment for the purchase of property, plant and equipment	(89,233)	(408,226)
<b>投資活動所產生之現金淨額</b>	<b>Net cash generated from investing activities</b>	<b>70,293</b>	<b>2,502,601</b>
<b>現金及現金等價物之增加</b>	<b>Increase in cash and cash equivalents</b>	<b>3,897,280</b>	<b>3,481,842</b>
<b>年初之現金及現金等價物</b>	<b>Cash and cash equivalents at beginning of the year</b>	<b>21,626,623</b>	<b>18,144,781</b>
<b>年末之現金及現金等價物</b>	<b>Cash and cash equivalents at end of the year</b>	<b>25,523,903</b>	<b>21,626,623</b>

第112至135頁之附註為本財務報表的一部分。

The notes on pages 112 to 135 form part of these financial statements.

### 財務報表附註

(所有數額均以港元為單位)

### Notes to the financial statements

(Expressed in Hong Kong dollars)

#### 1 背景

平等機會委員會(「委員會」)是一個法定機構，於一九九六年成立，負責執行《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》。委員會致力消除基於性別、婚姻狀況、懷孕、殘疾、家庭崗位及種族而產生的歧視。此外，委員會亦致力消除性騷擾及基於殘疾及種族的騷擾及中傷行為，並促進男女之間、傷健之間、不同家庭崗位及不同種族人士之間的平等機會。

委員會是按法例在香港成立，辦事處註冊地址為香港太古城太古灣道14號太古城中心三座19樓。

#### 2 主要會計政策

##### (a) 遵例聲明

本財務報表乃根據香港會計師公會頒佈所有適用的《香港財務報告準則》(此統稱包括適用的個別《香港財務報告準則》、《香港會計準則》及詮釋)，以及香港公認會計原則而編製。委員會採納的主要會計政策概述如下。

#### Background

Equal Opportunities Commission ("the Commission") is a statutory body set up in 1996 to implement the Sex Discrimination Ordinance, the Disability Discrimination Ordinance, the Family Status Discrimination Ordinance and the Race Discrimination Ordinance. The Commission works towards the elimination of discrimination on the grounds of sex, marital status, pregnancy, disability, family status and race. The Commission also aims to eliminate sexual harassment, and harassment and vilification on the grounds of disability and race, and promote equality of opportunities between men and women, between persons with and without a disability and irrespective of family status and race.

The Commission is established by statute in Hong Kong. The address of its registered office is 19/F, Cityplaza Three, 14 Taikoo Wan Road, Taikoo Shing, Hong Kong.

#### Significant accounting policies

##### (a) Statement of compliance

These financial statements have been prepared in accordance with all applicable Hong Kong Financial Reporting Standards ("HKFRSs"), which collective term includes all applicable individual Hong Kong Financial Reporting Standards, Hong Kong Accounting Standards ("HKASs") and Interpretations issued by the Hong Kong Institute of Certified Public Accountants ("HKICPA") and accounting principles generally accepted in Hong Kong. A summary of the significant accounting policies adopted by the Commission is set out below.



## 2 主要會計政策(續)

### (a) 遵例聲明(續)

香港會計師公會已頒佈數項新增及經修訂的《香港財務報告準則》，並於本年度委員會的會計期間首次生效。採納該新訂及修訂的財務報告準則對委員會的財務報表未有重大影響。委員會於本會計期間並無採用任何尚未生效的新訂準則或詮釋(參見附註16)。

### (b) 財務報表編製基準

本財務報表是以歷史成本作為計量基準而編製的。

在編製符合香港財務報告準則的財務報表時，管理層需要作出影響會計政策的應用及資產、負債、收入和支出的呈報數額的判斷、估計和假設。這些估計和相關假設是根據過往經驗及管理層因應當時情況下乃屬合理的各項其他因素為基礎而作出，所得結果乃構成管理層就目前未能從其他資料來源即時得知資產及負債帳面值時所作出判斷的基礎。實際的結果可能與這些估計有差異。

管理層會不斷修訂各項估計及相關假設。如果會計估計的修訂僅影響某一期間，則該修訂會在該期間內確認入帳，或如果會計估計的修訂同時影響當前及未來期間，則該修訂會在修訂期間及未來期間內確認入帳。

## Significant accounting policies (continued)

### (a) Statement of compliance (continued)

The HKICPA has issued certain new and revised HKFRSs that are first effective for the current accounting period of the Commission. The adoption of these new and revised HKFRSs did not have material impact on the Commission's financial statements and the Commission has not applied any new standard or interpretation that is not yet effective for the current accounting period (see note 16).

### (b) Basis of preparation of the financial statements

The measurement basis used in the preparation of the financial statements is the historical cost basis.

The preparation of financial statements in conformity with HKFRSs requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets, liabilities, income and expenditure. The estimates and associated assumptions are based on historical experience and various other factors that are believed to be reasonable under the circumstances, the results of which form the basis of making the judgements about carrying values of assets and liabilities that are not readily apparent from other sources. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

### 財務報表附註

(所有數額均以港元為單位)

### Notes to the financial statements

(Expressed in Hong Kong dollars)

## 2 主要會計政策(續)

### (c) 物業、機器及設備與折舊

物業、機器及設備是以成本減去累計折舊及減值虧損後列帳。

折舊是在扣減物業、機器及設備的預計剩餘價值(如有)後，按預計可用年限以直線法沖銷其成本，計算方法如下：

— 租賃物業裝修	租賃期或六年 (以較短者準)
— 辦公室傢俬及設備	分別為五年及三年
— 汽車	七年
— 電腦軟件	三年
— 電腦硬件	四年
— 即時傳譯及擴音系統	六年

資產的可使用年限及其剩餘價值(如有)會每年檢討。

## Significant accounting policies (continued)

### (c) Property, plant and equipment and depreciation

Property, plant and equipment are stated at cost less accumulated depreciation and impairment losses.

Depreciation is calculated to write off the cost of items of property, plant and equipment, less their estimated residual value, if any, using the straight-line method over their estimated useful lives as follows:

– Leasehold improvements	The shorter of the lease term and 6 years
– Office furniture and equipment	5 and 3 years respectively
– Motor vehicles	7 years
– Computer software	3 years
– Computer hardware	4 years
– Simultaneous interpretation and public address equipment	6 years

Both the useful life of an asset and its residual value, if any, are reviewed annually.

## 2 主要會計政策(續)

### (c) 物業、機器及設備與折舊(續)

委員會在每個匯報期間終結時審閱物業、機器及設備的帳面金額，以確定有否減值跡象。減值虧損只限於當資產或所附屬的現金產生單位的帳面金額超過可收回金額時在收支結算表內確認。資產或所附屬的現金產生單位的可收回金額是其公允價值減清理費用與使用值兩者中的較高額。在評估使用值時，估計未來現金流量會按折讓率折讓至現值，而該折讓率應反映市場當時所評估的貨幣時間價值和該資產的獨有風險。假如用以釐定可收回數額的估計基準出現利好的變化，有關的減值虧損便會撥回。

報廢或出售任何物業、機器及設備所產生的損益以出售所得淨額與資產的帳面金額之間的差額釐定，並於報廢或出售日在收支結算表內確認入帳。

## Significant accounting policies (continued)

### (c) Property, plant and equipment and depreciation (continued)

The carrying amounts of property, plant and equipment are reviewed for indications of impairment at the end of each reporting period. An impairment loss is recognised in the statement of income and expenditure if the carrying amount of an asset, or the cash-generating unit to which it belongs, exceed its recoverable amount. The recoverable amount of an asset, or of the cash-generating unit to which it belongs, is the greater of its fair value less costs of disposal and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a discount rate that reflects current market assessments of the time value of money and the risks specific to the assets. An impairment loss is reversed if there has been a favourable change in the estimates used to determine the recoverable amount.

Gains or losses arising from the retirement or disposal of an item of property, plant and equipment are determined as the difference between the net disposal proceeds and the carrying amount of the item and are recognised in the statement of income and expenditure on the date of retirement or disposal.



### 財務報表附註

(所有數額均以港元為單位)

### Notes to the financial statements

(Expressed in Hong Kong dollars)

## 2 主要會計政策(續)

### (d) 營運租賃

凡擁有權所涉及的風險及利益大部分由租賃人承擔的租賃，均作為營運租賃入帳。根據營運租賃所支付的費用，在扣除收到租賃人提供的任何優惠之後，以直線法按租賃期在會計期間在收支結算表中進行攤銷。

### (e) 其他應收帳款

其他應收帳款初值按公允價值確認及隨後採用實際利率法按攤銷成本減呆帳減值作出的撥備列帳，惟在貼現的影響不重大或由於有關的應收款項為借給關連人士的免息及無固定償還年期的貸款以致無法計算貼現時除外，在此情況下，應收帳款按成本減呆帳減值列帳。

呆壞帳的減值虧損於有客觀因素導致有減值證據時確認，按金融資產的帳面價值與(若貼現的影響重大)根據資產的原有實際利率貼現的預期未來現金流量之間的差額計算。客觀的減值證據包括委員會注意到影響資產的預計未來現金流量的事件，如債務人出現重大財務困難的可觀察數據。

## Significant accounting policies (continued)

### (d) Operating leases

Leases where substantially all the risks and rewards of ownership of assets remain with the lessor are accounted for as operating leases. Payments made under operating leases net of any incentives received from the lessor are charged to the statement of income and expenditure on a straight-line basis over the accounting periods covered by the lease term.

### (e) Other receivables

Other receivables are initially recognised at fair value and thereafter stated at amortised cost using the effective interest method, less allowance for impairment of doubtful debts, except where the receivables are interest-free loans made to related parties without any fixed repayment terms or the effect of discounting would be immaterial. In such cases, the receivables are stated at cost less allowance for impairment of doubtful debts.

Impairment losses for bad and doubtful debts are recognised when there is objective evidence of impairment and are measured as the difference between the carrying amount of the financial asset and the estimated future cash flows, discounted at the asset's original effective interest rate where the effect of discounting is material. Objective evidence of impairment includes observable data that come to the attention of the Commission about events that have an impact on the asset's estimated future cash flows such as significant financial difficulty of the debtor.

## 2 主要會計政策(續)

### (e) 其他應收帳款(續)

可收回性被視為可疑，但並非完全沒有可能的應收帳項，委員會採用準備帳來記錄減值虧損。當委員會認為收回的可能性極低時，被視為不可收回的金額便會直接沖銷應收帳款，與該債務有關而在準備帳內記錄的相關數額也會轉回。其後收回早前計入準備帳的數額及其後收回早前直接沖銷的數額會在收支結算表內確認。

### (f) 其他應付帳項及應計費用

其他應付帳項及應計費用初值按公允價值確認，其後按攤銷成本列帳；除非在貼現的影響非常微小時，則按成本列帳。

### (g) 現金及現金等價物

現金及現金等價物包括銀行存款及現金、存放於銀行及其他財務機構的活期存款，及短期和高流動性的投資，此等投資可隨時換算為已知的、價值變動方面的風險不大，及於購入後三個月內到期的現金額。

## Significant accounting policies (continued)

### (e) Other receivables (continued)

Impairment losses for other receivables whose recovery is considered doubtful but not remote are recorded using an allowance account. When the Commission is satisfied that recovery is remote, the amount considered irrecoverable is written off against the receivable directly and any amounts held in the allowance account relating to that debt are reversed. Subsequent recoveries of amounts previously charged to the allowance account and subsequent recoveries of amounts previously written off directly are recognised in the statement of income and expenditure.

### (f) Other payables and accruals

Other payables and accruals are initially recognised at fair value and subsequently stated at amortised cost unless the effect of discounting would be immaterial, in which case they are stated at cost.

### (g) Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and in hand, demand deposits with banks and other financial institutions, and short-term, highly liquid investments that are readily convertible into known amounts of cash and which are subject to an insignificant risk of changes in value, having been within three months of maturity at acquisition.

### 財務報表附註

(所有數額均以港元為單位)

### Notes to the financial statements

(Expressed in Hong Kong dollars)

## 2 主要會計政策(續)

### (h) 僱員福利

- (i) 僱員假期及約滿酬金享有權

僱員應享有的年假及約滿酬金於確立時確認。截至年結日止，因僱員已提供服務而產生的未放年假及約滿酬金已撥出準備。

僱員應享有的病假、分娩假及侍產假於放假時才確認。

- (ii) 退休金責任

委員會已在香港成立一個強制性公積金計劃(「計劃」)。該計劃之資產分開存放於信託人管理之基金內。委員會支付供款後便沒有進一步的付款責任。當供款到期時確認為僱員福利。只有能確定現金退款或將來付款的減少時，預繳的供款才可確認為資產。

## Significant accounting policies (continued)

### (h) Employee benefits

- (i) Employee leave and gratuity entitlements

Employee entitlements to annual leave and gratuities are recognised when they accrue to employees. A provision is made for the estimated liability for untaken annual leave and gratuities as a result of services rendered by employees up to the year end date.

Employee entitlements to sick leave, maternity leave and paternity leave are not recognised until the time of leave.

- (ii) Pension obligations

The Commission has established a mandatory provident fund scheme ("MPF Scheme") in Hong Kong. The assets of the MPF Scheme are held in separate trustee-administered funds. The Commission has no further payment obligations once the contributions have been paid. The contributions are recognised as employee benefit expense when they are due. Prepaid contributions are recognised as an asset to the extent that a cash refund or a reduction in the future payments is available.



## 2 主要會計政策(續)

### (i) 準備及或有負債

假如委員會須就已發生的事件承擔法律或推定義務，而履行該義務預期會導致含有經濟效益的資源外流，並且可作可靠的估計，便會就該時間或數額不定的負債計提準備。如果貨幣時間價值重大，則準備會按預計履行義務所需資源的現值列帳。

假如含有經濟效益的資源外流的可能性較低，或是無法對有關數額作出可靠的估計，該義務便會披露為或有負債，但如果資源外流的可能性極低則除外。須視乎會否發生某宗或多宗未來事件才能確定存在與否的義務，亦會披露為或有負債，但如果資源外流的可能性極低則除外。

## Significant accounting policies (continued)

### (i) Provisions and contingent liabilities

Provisions are recognised for liabilities of uncertain timing or amount when the Commission has a legal or constructive obligation arising as a result of a past event, it is probable that an outflow of economic benefits will be required to settle the obligation and a reliable estimate can be made. When the time value of money is material, provisions are stated at the present value of the expenditure expected to settle the obligation.

Where it is not probable that an outflow of economic benefits will be required, or the amount cannot be estimated reliably, the obligation is disclosed as a contingent liability, unless the probability of outflow of economic benefits is remote. Possible obligations, whose existence will only be confirmed by the occurrence or non-occurrence of one or more future events are also disclosed as contingent liabilities unless the probability of outflow of economic benefits is remote.

### 財務報表附註

(所有數額均以港元為單位)

### Notes to the financial statements

(Expressed in Hong Kong dollars)

## 2 主要會計政策(續)

### (j) 收入的確認

收入按已收取或應收的報酬的公允價值計算。倘若有經濟效益的資源可能流入至委員會，而收入及支出(如適用)能夠作可靠的計算時，有關收入將在收支結算表內確認為：

#### (i) 政府補助

如能合理確定政府補助將收到、且委員會將遵照附帶條件時，於收支結算表內初始確認政府補助。補償委員會開支的政府補助，會在開支產生同期有系統的在收支結算表內確認為收入。

#### (ii) 法律訴訟費用的補償

法律訴訟費用的補償是以確立收款的權利時確認。

#### (iii) 利息收入

利息收入按照實際利率法累計確認。

#### (iv) 雜項收入

雜項收入是以應計制確認。

## Significant accounting policies (continued)

### (j) Income recognition

Income is measured at the fair value of the consideration received or receivable. Provided it is probable that the economic benefits will flow to the Commission and the income and expenditure, if applicable, can be measured reliably, income is recognised in the statement of income and expenditure as follows:

#### (i) Government subventions

Government subventions are recognised initially when there is reasonable assurance that they will be received and that the Commission will comply with the conditions attaching to them. Government subventions that compensate the Commission for expenses incurred are recognised as income in the statement of income and expenditure on a systematic basis in the same periods in which the expenses are incurred.

#### (ii) Reimbursement of costs from legal litigation

Reimbursement of costs from legal litigation is recognised when the right to receive payment is established.

#### (iii) Interest income

Interest income is recognised as it accrues using the effective interest method.

#### (iv) Sundry income

Sundry income is recognised on an accruals basis.

## 2 主要會計政策(續)

### (k) 關聯人士

- (a) 個人或該個人之近親家庭成員，如該個人在以下情況下視為與委員會有關聯：
  - (i) 可控制或共同控制委員會；
  - (ii) 對委員會有重大影響力；或
  - (iii) 是委員會或委員會之母公司的主要管理人員之成員。
- (b) 在以下任何情況下，一實體會視為與委員會有關聯：
  - (i) 該實體及委員會皆是同一集團成員(即每一間母公司、附屬公司及同系附屬公司與其他有關聯)。
  - (ii) 一實體是另一實體的聯營公司或合營公司(或該聯營公司或合營公司與該另一實體均屬同一集團)。

## Significant accounting policies (continued)

### (k) Related parties

- (a) A person, or a close member of that person's family, is related to the Commission if that person:
  - (i) has control or joint control over the Commission;
  - (ii) has significant influence over the Commission; or
  - (iii) is a member of the key management personnel of the Commission.
- (b) An entity is related to the Commission if any of the following conditions applies:
  - (i) The entity and the Commission are members of the same group (which means that each parent, subsidiary and fellow subsidiary is related to the others).
  - (ii) One entity is an associate or joint venture of the other entity (or an associate or joint venture of a member of a group of which the other entity is a member).

### 財務報表附註

(所有數額均以港元為單位)

### Notes to the financial statements

(Expressed in Hong Kong dollars)

## 2 主要會計政策(續)

### (k) 關聯人士(續)

(b) 在以下任何情況下一實體會視為與委員會有關聯：  
(續)

(iii) 兩個實體是同一第三者的合營公司。

(iv) 一實體是一第三者的合營公司而另一實體則是該第三者的聯營公司。

(v) 該實體是提供福利予委員會或與委員會有關聯之實體的僱員離職後之福利計劃。

(vi) 該實體受在(k)(a)項中所辨別的個人所控制或共同控制。

(vii) 在(k)(a)(i)項中所辨別的個人而該個人對該實體有重大影響力，或該個人是該實體(或是該實體的母公司)的主要管理人員之成員。

個人的近親家庭成員指可影響，或受該個人影響，他們與該實體交易的家庭成員。

## Significant accounting policies (continued)

### (k) Related parties (continued)

(b) An entity is related to the Commission if any of the following conditions applies: (continued)

(iii) Both entities are joint ventures of the same third party.

(iv) One entity is a joint venture of a third entity and the other entity is an associate of the third entity.

(v) The entity is a post-employment benefit plan for the benefit of employees of either the Commission or an entity related to the Commission.

(vi) The entity is controlled or jointly-controlled by a person identified in (k)(a).

(vii) A person identified in (k)(a)(i) has significant influence over the entity or is a member of the key management personnel of the entity (or of a parent of the entity).

Close members of the family of a person are those family members who may be expected to influence, or be influenced by, that person in their dealings with the entity.



### 3 政府補助及預收政府補助

政府補助代表政府撥款予委員會提供服務的資金。預收政府補助是有關於年結日後才提供的各項服務而預收的款項。

財政年度獲批的政府補助與在收支結算表內確認的政府補助對帳表：

### Government subventions and Government subventions received in advance

Government subventions represent the funds granted by the Government for the Commission's services. Government subventions are received in advance in connection with various services to be provided after year end.

Reconciliation between Government subventions granted for the year and Government subventions recognised in the statement of income and expenditure:

		2014	2013
財政年度獲批的政府補助	Government subventions granted for the year	<b>94,199,000</b>	93,343,000
調整：	Adjustments for:		
未使用年假之增加	Increase in provision for unutilised annual leave	<b>575,087</b>	255,123
預收政府補助之(增加)/減少	(Increase)/decrease in Government subventions received in advance	<b>(142,762)</b>	1,838,507
在收支結算表內確認的政府補助	Government subventions recognised in the statement of income and expenditure	<b>94,631,325</b>	95,436,630

# 財務報告

## Financial Statements

### 財務報表附註

(所有數額均以港元為單位)

### Notes to the financial statements

(Expressed in Hong Kong dollars)

#### 4 物業、機器及設備

#### Property, plant and equipment

		租賃物業 裝修 Leasehold improvements	辦公室傢俬 及設備 Office furniture and equipment	汽車 Motor vehicles	電腦軟件 Computer software	電腦硬件 Computer hardware	即時傳譯及 擴音系統 Simultaneous interpretation and public address equipment	總數 Total
<b>成本：</b>	<b>Cost:</b>							
於2012年4月1日	At 1 April 2012	8,684,439	4,501,689	819,601	3,152,860	2,375,597	481,043	20,015,229
增置	Additions	224,140	73,286	–	1,950	108,850	–	408,226
有關修復成本的 調整	Adjustment in relation to reinstatement costs	(173,860)	–	–	–	–	–	(173,860)
減少	Disposals	–	(12,417)	–	–	–	–	(12,417)
於2013年3月31日	At 31 March 2013	8,734,719	4,562,558	819,601	3,154,810	2,484,447	481,043	20,237,178
於2013年4月1日	At 1 April 2013	8,734,719	4,562,558	819,601	3,154,810	2,484,447	481,043	20,237,178
增置	Additions	23,501	61,532	–	–	4,200	–	89,233
有關修復成本的 調整	Adjustment in relation to reinstatement costs	173,860	–	–	–	–	–	173,860
減少	Disposals	–	(430,180)	–	(1,173,570)	(33,109)	–	(1,636,859)
於2014年3月31日	At 31 March 2014	8,932,080	4,193,910	819,601	1,981,240	2,455,538	481,043	18,863,412
<b>累積折舊：</b>	<b>Accumulated depreciation:</b>							
於2012年4月1日	At 1 April 2012	7,138,315	4,452,415	673,269	3,098,921	2,344,023	474,419	18,181,362
年度折舊	Charge for the year	551,919	37,179	79,817	23,688	26,083	1,987	720,673
減少時撥回	Written back on disposals	–	(12,417)	–	–	–	–	(12,417)
於2013年3月31日	At 31 March 2013	7,690,234	4,477,177	753,086	3,122,609	2,370,106	476,406	18,889,618
於2013年4月1日	At 1 April 2013	7,690,234	4,477,177	753,086	3,122,609	2,370,106	476,406	18,889,618
年度折舊	Charge for the year	657,072	51,245	66,515	23,455	33,500	1,987	833,774
減少時撥回	Written back on disposals	–	(430,180)	–	(1,173,570)	(33,109)	–	(1,636,859)
於2014年3月31日	At 31 March 2014	8,347,306	4,098,242	819,601	1,972,494	2,370,497	478,393	18,086,533
<b>帳面淨值：</b>	<b>Net book value:</b>							
於2014年3月31日	At 31 March 2014	584,774	95,668	–	8,746	85,041	2,650	776,879
於2013年3月31日	At 31 March 2013	1,044,485	85,381	66,515	32,201	114,341	4,637	1,347,560

## 5 其他應收帳款、按金及預付款項

## Other receivables, deposits and prepayments

		2014	2013
按金及預付款項	Deposits and prepayments	3,940,648	5,201,289
其他應收帳款	Other receivables	946,733	939,429
減：呆帳準備	Less: Allowance for doubtful debts	(767,677)	(767,677)
		179,056	171,752
		4,119,704	5,373,041

除按金無(2013年：2,846,976元)預期於一年以上收回外，所有其他應收帳款、按金及預付款項預期於一年內收回或確認為支出。

All of the other receivables, deposits and prepayments are expected to be recovered or recognised as expense within one year except for deposits of \$Nil (2013: \$2,846,976) which are expected to be recovered after more than one year.

## (a) 帳齡分析

未被視為個別或整體減值的其他應收帳款的帳齡分析如下：

## (a) Ageing analysis

The ageing analysis of other receivables that are neither individually nor collectively considered to be impaired are as follows:

		2014	2013
未逾期或減值	Neither past due nor impaired	179,056	171,752

未逾期或減值的應收帳項涉及第三方，該等第三方最近均沒有拖欠記錄。

Receivables that were neither past due nor impaired relate to third parties for whom there was no recent history of default.

## 財務報表附註

(所有數額均以港元為單位)

## Notes to the financial statements

(Expressed in Hong Kong dollars)

## 5 其他應收帳款、按金及預付款項(續)

## (b) 其他應收帳項減值

委員會採用準備帳來記錄其他應收帳項的減值虧損，但在委員會認為收回的可能性極低時，則會將減值虧損的數額直接沖銷其他應收帳項(附註2(e))。

於2014年3月31日，委員會已個別釐定為減值的其他應收帳項為767,677元(2013年：767,677元)。個別減值的應收帳項與第三方遇上財政困難有關，據管理層評估，金額不能夠收回。因此，委員會已於過往數年確認呆帳特定準備金額767,677元。年內呆帳準備沒有變動。

## Other receivables, deposits and prepayments (continued)

## (b) Impairment of other receivables

Impairment losses in respect of other receivables are recorded using allowance account unless the Commission is satisfied that recovery of that amount is remote, in which case the impairment loss is written off against other receivables directly (see note 2(e)).

At 31 March 2014, the Commission's other receivables of \$767,677 (2013: \$767,677) were individually determined to be impaired. The individually impaired receivables related to a third party for which the recoverability as assessed by management is uncertain. Consequently, specific allowances for doubtful debts of \$767,677 were recognised in previous years. There were no movements in the allowance for doubtful debts during the year.

## 6 現金及現金等價物

## Cash and cash equivalents

		2014	2013
銀行結存及現金	Bank balances and cash	3,347,381	2,586,507
原本存款期不超過3個月的 短期銀行存款	Short-term bank deposits with original maturity not more than three months	22,176,522	19,040,116
現金及現金等價物	Cash and cash equivalents	25,523,903	21,626,623



## 7 職員約滿酬金的準備

## Provision for staff gratuity

		2014	2013
於2013/2012年4月1日	At 1 April 2013/2012	<b>10,270,707</b>	7,948,623
撥出準備	Provisions made	<b>10,270,760</b>	9,413,867
取消	Forfeitures	<b>(13,042)</b>	(238,423)
財政年度已支付之金額	Amounts paid during the year	<b>(4,120,630)</b>	(6,853,360)
於3月31日	At 31 March	<b>16,407,795</b>	10,270,707
減：流動部份	Less: Current portion	<b>(11,408,411)</b>	(2,391,539)
非流動部份	Non-current portion	<b>4,999,384</b>	7,879,168

職員約滿酬金的準備是為了支付由受僱日期起計已完成三年合約之委員會僱員的約滿酬金而設立的。

Provision for staff gratuity is set up for the gratuity payments which will be payable to employees of the Commission who complete their three-year contracts commencing from the date of their employment.

## 8 其他應付帳項及應計費用

## Other payables and accruals

		2014	2013
其他應付帳項	Other payables	<b>2,899,810</b>	2,965,287
應計費用	Accrued expenses	<b>2,306,280</b>	2,213,701
預收款項	Receipts in advance	<b>39,450</b>	84,803
		<b>5,245,540</b>	5,263,791

### 財務報表附註

(所有數額均以港元為單位)

### Notes to the financial statements

(Expressed in Hong Kong dollars)

#### 9 法律費用的準備

#### Provision for legal fees

		2014	2013
於2013/2012年4月1日	At 1 April 2013/2012	–	–
撥出準備	Provisions made	<b>1,273,340</b>	911,931
財政年度已支付之金額	Amounts paid during the year	<b>(1,273,340)</b>	(911,931)
於3月31日	At 31 March	<b>–</b>	–

法律費用的準備是因應由委員會提出或向委員會提出的法律訴訟所涉及的法律開支而設立，其使用的時間及金額將取決於個別法律訴訟的進展。

Provision for legal fees is set up for legal expenses to be incurred in respect of litigation raised by or against the Commission. The timing and amount to be utilised will depend on the progress of the respective litigation.

#### 10 儲備

#### Reserves

		2014	2013
於2013/2012年4月1日	At 1 April 2013/2012	<b>22,765,263</b>	22,397,209
由收支結算表轉入	Transfer from statement of income and expenditure	<b>(3,971,399)</b>	368,054
於3月31日	At 31 March	<b>18,793,864</b>	22,765,263

## 10 儲備(續)

委員會界定儲備為總資金。委員會在管理資金時，基本目的是確保委員會的財政持續穩健。財政年度終結時的儲備上限為委員會下個財政年度每年的經常性資助的25%，加上物業、機器及設備帳面淨額，和減去應計的修復成本(「儲備上限」)。儲備可作一般用途，委員會有權自行運用上限內的儲備，超出的金額需歸還政府，除非得到政制及內地事務局常任秘書長的批准，或獲政制及內地事務局常任秘書長，經諮詢財經事務及庫務局局長後提高儲備額上限。

## 11 主要管理層報酬

		2014	2013
職員福利	Employee benefits	12,360,269	11,974,094
聘用期結束後福利	Post-employment benefits	2,242,704	2,166,893
		<b>14,602,973</b>	14,140,987

## 12 所得稅支出

委員會是政府補助機構，可根據《稅務條例》(香港法例第112章)豁免繳交稅務局之一切徵稅。

## Reserves (continued)

The Commission defines reserves as Total Funds. The Commission's primary objectives when managing its funds are to safeguard the Commission's ability to continue as a going concern. The reserves at the end of the financial year are capped at 25% of the Commission's annual recurrent subvention of the next financial year, plus the net book value of property, plant and equipment less accrued reinstatement cost ("the reserve ceiling"). The reserves are available for general use and can be spent at the discretion of the Commission within the reserve ceiling, exceeding which would need to be returned to the Government, except with the approval of the Permanent Secretary for Constitutional and Mainland Affairs ("PSCMA") or the reserve ceiling is raised by PSCMA following consultation with the Secretary for Financial Services and the Treasury.

## Key management compensation

## Taxation

The Commission is a Government subvented body exempted from payment of all taxes administered by the Inland Revenue Department by virtue of the Inland Revenue Ordinance (Chapter 112).

### 財務報表附註

(所有數額均以港元為單位)

### Notes to the financial statements

(Expressed in Hong Kong dollars)

#### 13 承擔

##### (a) 資本性承擔

物業、機器及設備未在財務報表內提撥準備於2014年3月31日的資本性承擔如下：

#### Commitments

##### (a) Capital commitments

Capital commitments outstanding at 31 March 2014 in respect of property, plant and equipment not provided for in the financial statements were as follows:

		2014	2013
已簽約	Contracted for	32,000	88,184
已核准但未簽約	Authorised but not contracted for	400,000	300,000
		<b>432,000</b>	<b>388,184</b>

##### (b) 營運租賃承擔

於2014年3月31日計算，按照辦公室樓宇不可撤銷之營運租賃合約應繳付的最低租賃付款總額如下：

##### (b) Operating lease commitments

At 31 March 2014, the total future aggregate minimum lease payments under non-cancellable operating leases in respect of office premises are payable as follows:

		2014	2013
於1年內繳付	Within 1 year	6,883,440	9,736,272
在1年後至5年內繳付	After 1 year but within 5 years	–	6,883,440
		<b>6,883,440</b>	<b>16,619,712</b>



## 14 財務風險管理及金融工具的公允價值

風險管理由財務部根據委員會的行政及財務專責小組核准的程序指導方針執行。財務部鑑別和評估財務風險，就整體的風險管理訂定程序指導方針，例如利率風險、金融工具的運用，以及額外流動資金的投資方式。

委員會的運作，並不涉及外匯風險、信貸風險及資金周轉風險。至於利率風險，除按固定利率計算利息的短期銀行存款外，委員會並無其他重大計息資產及負債。因此，委員會的收入及營運現金流量大部分都不受市場利率變動的影響，須面對的現金流量及公允價值利率風險亦較低。

### (a) 信貸風險

委員會的信貸風險主要來自銀行存款、現金及現金等價物。委員會在信貸評級良好的金融機構存放現金，以盡量減低信貸風險。鑒於他們的信貸評級良好，委員會預期沒有任何這些金融機構不能履行責任。

委員會所承受的信貸風險上限為資產負債表中每項金融資產的帳面金額。委員會沒有提供任何可引致委員會承受信貸風險的擔保。

## Financial risk management and fair value of financial instruments

Risk management is carried out by the finance department under the procedural guidelines approved by the Members of the Administration and Finance Committee of the Commission. The finance department identifies and evaluates financial risks and provides procedural guidelines for overall risk management such as interest-rate risk, use of financial instruments and investing excess liquidity.

The Commission's activities do not expose it to foreign exchange risk, credit risk and liquidity risk. For interest-rate risk, except for the short-term bank deposits which bear interest at market rates, the Commission has no other significant interest-bearing assets and liabilities. Accordingly, the Commission's income and operating cash flows are substantially independent of changes in market interest rates and the exposure to cash flow and fair value interest rate risk is low.

### (a) Credit risk

The Commission's credit risk is primarily attributable to bank deposits and cash and cash equivalents. Cash is deposited with financial institutions with sound credit ratings to minimise credit exposure. Given their high credit ratings, the Commission does not expect any of these financial institutions will fail to meet their obligations.

The maximum exposure to credit risk is represented by the carrying amount of each financial asset in the statement of assets and liabilities. The Commission does not provide any guarantees which would expose the Commission to credit risk.

### 財務報表附註

(所有數額均以港元為單位)

### Notes to the financial statements

(Expressed in Hong Kong dollars)

#### 14 財務風險管理及金融工具的公允價值(續)

##### (b) 資金周轉風險

委員會的政策是定期監察現時及預計的資金周轉需要，以確保維持足夠現金儲備應付短期及較長期的資金周轉需要。

下表詳述委員會金融負債在財政年度結算日當日之剩餘合約年期，乃根據未貼現合約現金流及委員會可能被要求付款之最早日期編製：

#### Financial risk management and fair value of financial instruments (continued)

##### (b) Liquidity risk

The Commission's policy is to regularly monitor its current and expected liquidity requirements to ensure that it maintains sufficient reserves of cash to meet its liquidity requirements in the short and longer term.

The following table details the remaining contractual maturities at the financial year end date of the Commission's financial liabilities, which are based on contractual undiscounted cash flows and the earliest date the Commission can be required to pay:

		2014				
		未貼現合約現金流				
		Contractual undiscounted cash outflow				
		一年以下或 即時到期 Within 1 year or on demand	一年以上但 兩年以下 More than 1 year but less than 2 years	兩年以上但 五年以下 More than 2 years but less than 5 years	總計 Total	帳面金額 Carrying amount
職員約滿酬金的準備	Provision for staff gratuity	11,408,411	4,395,926	603,458	16,407,795	16,407,795
未使用年假的準備	Provision for unutilised annual leave	3,379,887	–	–	3,379,887	3,379,887
預收政府補助	Government subventions received in advance	9,999,405	1,073,355	117,465	11,190,225	11,190,225
其他應付帳項及應計費用	Other payables and accruals	5,245,540	–	–	5,245,540	5,245,540
		30,033,243	5,469,281	720,923	36,223,447	36,223,447

14 財務風險管理及金融工具的公允價值(續)

Financial risk management and fair values of financial instruments (continued)

(b) 資金周轉風險(續)

(b) Liquidity risk (continued)

		2013 未貼現合約現金流 Contractual undiscounted cash outflow			總計 Total	帳面金額 Carrying amount
		一年以下或 即時到期 Within 1 year or on demand	一年以上但 兩年以下 More than 1 year but less than 2 years	兩年以上但 五年以下 More than 2 years but less than 5 years		
職員約滿酬金的準備	Provision for staff gratuity	2,391,539	6,620,595	1,258,573	10,270,707	10,270,707
未使用年假的準備	Provision for unutilised annual leave	2,804,800	–	–	2,804,800	2,804,800
預收政府補助	Government subventions received in advance	7,603,221	3,444,242	–	11,047,463	11,047,463
其他應付帳項及應計費用	Other payables and accruals	5,263,791	–	–	5,263,791	5,263,791
		18,063,351	10,064,837	1,258,573	29,386,761	29,386,761

### 財務報表附註

(所有數額均以港元為單位)

### Notes to the financial statements

(Expressed in Hong Kong dollars)

#### 14 財務風險管理及金融工具的公允價值(續)

#### Financial risk management and fair values of financial instruments (continued)

##### (c) 利率風險

###### 敏感度分析

估計假若利率整體上升／下調100(2013年：100)個基點，而其他變數均維持不變，不預期對委員會的(虧損)／盈餘及儲備於2014年3月31日有重大影響。

上述敏感度分析乃假設利率的變動於財政年度結算日當日出現並已用於計算該日引致委員會承受利率風險的金融工具。100點子的增加或減少幅度，是管理層評估直至下一個年度的財政年度結算日當日期間有可能出現的合理性利率變動。2013年的分析亦是根據上述基準進行。

##### (d) 貨幣風險

委員會所有的交易均以港元計價，委員會因而沒有承受貨幣風險。

##### (e) 公允價值

委員會的金融工具按成本或攤銷成本列帳的帳面金額與其於2014年及2013年3月31日的公允價值並無重大差異。

##### (c) Interest rate risk

###### Sensitivity analysis

At 31 March 2014, it is estimated that a general increase/decrease of 100 (2013: 100) basis points in interest rates, with all other variables held constant, the impact on the Commission's (deficit)/surplus and reserves is not expected to be material.

The sensitivity analysis above has been determined assuming that the change in interest rates had occurred at the financial year end date and had been applied to the financial instruments which expose the Commission to interest rate risk at that date. The 100 basis points increase or decrease represents management's assessment of a reasonably possible change in interest rates over the period until the next annual financial year end date. The analysis is performed on the same basis for 2013.

##### (d) Currency risk

The Commission has no exposure to currency risk as all of the Commission's transactions are denominated in Hong Kong dollars.

##### (e) Fair values

The carrying amounts of the Commission's financial instruments carried at cost or amortised cost are not materially different from their fair values as at 31 March 2014 and 2013.



## 15 比較數字

若干比較數字已作出調整，以配合本年度的列報方式。

## Comparative figures

Certain comparative figures have been adjusted to conform to current year's presentation.

## 16 截至2014年3月31日止年度會計期間已頒佈但尚未生效的修訂、新準則及詮釋可能帶來的影響

截至本財務報表公布日期止，香港會計師公會已頒佈數項修訂及新準則，惟於截至2014年3月31日止年度尚未生效，本財務報表亦沒有採納該等新準則。

委員會現正評估該等修訂及新準則對首次應用期間所造成的影響。至目前為止，委員會認為採納該等修訂不大可能對委員會的財務報表構成重大影響。

## Possible impact of amendments, new standards and interpretations issued but not yet effective for the year ended 31 March 2014

Up to the date of issue of these financial statements, the HKICPA has issued a few amendments and new standards which are not yet effective for the year ended 31 March 2014 and which have not been adopted in these financial statements.

The Commission is in the process of making an assessment of what the impact of these amendments and new standards is expected to be in the period of initial application. So far it has concluded that the adoption of them is unlikely to have a significant impact on the Commission's financial statements.



參與

Participation



相片提供 Source: 樂施會 Oxfam Hong Kong

## 附錄 Appendix 1

### 平機會專責小組會議的出席記錄(由2013年4月1日至2014年3月31日)

#### Attendance Record of EOC Committee Meetings for the period 1 April 2013 to 31 March 2014

根據平機會的會議程序，會議如需取消，應盡快在一個月內重新安排另一會議；如不可行，召集人需決定哪些項目應送交委員傳閱，以徵詢意見或作為參考；以及哪些項目可以推遲至下次定期會議商討。

According to the EOC's procedures for meetings, cancelled meetings are to be rescheduled as soon as possible and within one month. If not possible, the Convenor is to decide which agenda items should be circulated for advice or information, and which items can be pushed back to the next regular meeting.

### 行政及財務專責小組會議的出席記錄

#### Attendance Record of Administration and Finance Committee (A&FC) Meetings

整體出席率超過85%

Overall attendance rate was over 85%

		16/5/2013	16/8/2013	7/11/2013	21/2/2014
1	趙麗娟女士(召集人) Ms CHIU Lai-kuen, Susanna, MH (Convenor)	✓	✓	✓	✓
2	雷添良先生(副召集人)(註1) Mr LUI Tim-leung, Tim, BBS, JP (Deputy Convenor) (Note 1)	缺席 Abs.	✓	✓	✓
3	陳嘉敏女士(註2, 3) Ms CHAN Ka-mun, Carmen, JP (Note 2, 3)	✓	不適用 N/A	不適用 N/A	不適用 N/A
4	孔美琪博士(註4) Dr KOONG May-kay, Maggie, BBS (Note 4)	不適用 N/A	✓	✓	✓
5	李鑾輝先生(前召集人)(註3) Mr LEE Luen-fai (Ex-Convenor) (Note 3)	✓	不適用 N/A	不適用 N/A	不適用 N/A
6	黎雅明先生(註4) Mr Amirali Bakirali NASIR, JP (Note 4)	不適用 N/A	✓	✓	缺席 Abs.
7	周素媚女士(註4, 5) Ms Su-Mei THOMPSON (Note 4, 5)	不適用 N/A	缺席 Abs.	缺席 Abs.	不適用 N/A
8	謝永齡博士 Dr TSE Wing-ling, John, MH	✓	✓	✓	✓
9	周一嶽醫生 Dr CHOW Yat-ngok, York, GBS	✓	✓	✓	✓

Abs. = Absent

N/A = Not Applicable

註 Note 1 : 由2013年6月20日起為副召集人

Became Deputy Convenor since 20/6/2013

註 Note 2 : 副召集人任期至2013年5月19日屆滿

Deputy Convenor appointment up to 19/5/2013

註 Note 3 : 任期至2013年5月19日屆滿

Appointment up to 19/5/2013

註 Note 4 : 此委員由2013年6月20日起加入行政及財務專責小組

This Member joined the A&FC since 20/6/2013

註 Note 5 : 此委員由2014年2月13日起離任行政及財務專責小組

This member withdrew from the A&FC since 13/2/2014

# Appendices

## 社會參與及宣傳專責小組會議的出席記錄

## Attendance Record of Community Participation and Publicity Committee (CPPC) Meetings

整體出席率超過78%

Overall attendance rate over 78%

		18/4/2013	18/7/2013	17/10/2013	23/1/2014
1	黃嘉玲女士(召集人) Ms WONG Ka-ling, Garling (Convenor)	✓	✓	✓	✓
2	孔美琪博士(副召集人)(註1) Dr KOONG May-kay, Maggie, BBS (Deputy Convenor) (Note 1)	✓	缺席 Abs.	✓	✓
3	蔡杏時女士(前副召集人)(註2) Ms CHOI Hing-shi, MH (Ex-Deputy Convenor) (Note 2)	✓	✓	✓	✓
4	周浩鼎先生(註3) Mr CHOW Ho-ding, Holden (Note 3)	不適用 N/A	✓	缺席 Abs.	✓
5	李國麟教授(註3) Prof Hon LEE Kok-long, Joseph, SBS, JP (Note 3)	不適用 N/A	✓	✓	缺席 Abs.
6	雷添良先生 Mr LUI Tim-leung, Tim, BBS, JP	✓	✓	✓	✓
7	伍穎梅女士 Ms NG Wing-mui, Winnie	✓	✓	✓	缺席 Abs.
8	謝偉俊議員(註4) The Hon TSE Wai-chun, Paul, JP (Note 4)	✓	不適用 N/A	不適用 N/A	不適用 N/A
9	謝永齡博士 Dr TSE Wing-ling, John, MH	✓	缺席 Abs.	缺席 Abs.	✓
10	周永康先生(註5, 6) Mr CHOW Wing-hong, Alvin (Note 5, 6)	✓	不適用 N/A	不適用 N/A	不適用 N/A
11	碧樺依博士(註6) Dr Raees Begum BAIG (Note 6)	✓	缺席 Abs.	缺席 Abs.	✓
12	謝俊謙教授(註6, 7) Prof TSE Tsun-him (Note 6, 7)	不適用 N/A	不適用 N/A	✓	缺席 Abs.
13	王繼鋒先生(註6) Mr WONG Kai-fung (Note 6)	缺席 Abs.	✓	✓	✓
14	周一嶽醫生 Dr CHOW Yat-ngok, York, GBS	✓	✓	✓	✓

Abs. = Absent

N/A = Not Applicable

註 Note 1 : 由2013年6月20日起為副召集人

Became Deputy Convenor since 20/6/2013

註 Note 2 : 副召集人任期至2013年5月19日屆滿

Deputy Convenor appointment up to 19/5/2013

註 Note 3 : 此委員由2013年6月20日起加入社會參與及宣傳專責小組

This Member joined the CPPC since 20/6/2013

註 Note 4 : 此委員由2013年6月20日起離任社會參與及宣傳專責小組

This member withdrew from the CPPC on 20/6/2013

註 Note 5 : 任期至2013年5月20日屆滿

Appointment up to 20/5/2013

註 Note 6 : 增選委員

Co-opted Members

註 Note 7 : 任期由2013年9月19日生效

Appointment became effective on 19/9/2013



## 法律及投訴專責小組會議的出席記錄

### Attendance Record of Legal and Complaints Committee (LCC) Meetings

整體出席率超過75%

Overall attendance rate was over 75%

		15/4/2013	19/8/2013	21/10/2013	16/12/2013	17/2/2014
1	黎雅明先生(召集人)(註1) Mr Amirali Bakirali NASIR, JP (Convenor) (Note 1)	✓	✓	✓	✓	✓
2	謝偉俊議員(註2) The Hon TSE Wai-chun, Paul, JP (Deputy Convenor) (Note 2)	缺席 Abs.	缺席 Abs.	✓	缺席 Abs.	缺席 Abs.
3	李鑾輝先生(前召集人)(註3) Mr LEE Luen-fai (Ex-Convenor) (Note 3)	✓	不適用 N/A	不適用 N/A	不適用 N/A	不適用 N/A
4	陳曼琪女士(註3) Ms CHAN Man-ki, Maggie, MH (Note 3)	✓	不適用 N/A	不適用 N/A	不適用 N/A	不適用 N/A
5	蔡杏時女士 Ms CHOI Hing-shi, MH	✓	✓	✓	✓	✓
6	李翠莎博士(註4) Dr Trisha LEAHY, BBS (Note 4)	不適用 N/A	✓	✓	缺席 Abs.	✓
7	曾潔雯博士 Dr TSANG Kit-man, Sandra, JP	✓	缺席 Abs.	缺席 Abs.	✓	✓
8	葉少康先生 Mr YIP Siu-hong, Nelson, MH	缺席 Abs.	缺席 Abs.	✓	✓	✓
9	周一嶽醫生 Dr CHOW Yat-ngok, York, GBS	✓	✓	✓	✓	✓

Abs. = Absent

N/A = Not Applicable

註 Note 1 : 副召集人任期至2013年6月19日屆滿，並由2013年6月20日起為召集人。  
Deputy Convenor appointment up to 19/6/2013. Became Convenor since 20/6/2013.

註 Note 2 : 由2013年6月20日起為副召集人  
Became Deputy Convenor since 20/6/2013

註 Note 3 : 任期至2013年5月19日屆滿  
Appointment up to 19/5/2013

註 Note 4 : 此委員由2013年6月20日起加入法律及投訴專責小組  
This Member joined the LCC since 20/6/2013

# Appendices

## 政策及研究專責小組會議的出席記錄

## Attendance Record of Policy and Research Committee (PARC) Meetings

整體出席率超過72%

Overall attendance rate was over 72%

		25/4/2013	27/6/2013	29/8/2013	24/10/2013	12/12/2013	20/2/2014
1	謝永齡博士(召集人) Dr TSE Wing-ling, John, MH (Convenor)	✓	✓	✓	✓	✓	✓
2	葉少康先生(副召集人) Mr YIP Siu-hong, Nelson, MH (Deputy Convenor)	✓	✓	✓	缺席 Abs.	✓	✓
3	陳嘉敏女士(註1) Ms CHAN Ka-mun, Carmen, JP (Note 1)	✓	不適用 N/A	不適用 N/A	不適用 N/A	不適用 N/A	不適用 N/A
4	周浩鼎先生(註2) Mr CHOW Ho-ding, Holden (Note 2)	不適用 N/A	缺席 Abs.	✓	✓	✓	✓
5	孔美琪博士(註3) Dr KOONG May-kay, Maggie, BBS (Note 3)	✓	不適用 N/A	不適用 N/A	不適用 N/A	不適用 N/A	不適用 N/A
6	李翠莎博士(註2) Dr Trisha LEAHY, BBS (Note 2)	不適用 N/A	缺席 Abs.	✓	缺席 Abs.	缺席 Abs.	✓
7	李國麟教授(註2) Prof Hon LEE Kok-long, Joseph, SBS, JP (Note 2)	不適用 N/A	缺席 Abs.	✓	✓	缺席 Abs.	缺席 Abs.
8	黎雅明先生(註3) Mr Amirali Bakirali NASIR, JP (Note 3)	✓	不適用 N/A	不適用 N/A	不適用 N/A	不適用 N/A	不適用 N/A
9	金志文先生 Mr Zaman Minhas QAMAR	缺席 Abs.	✓	✓	✓	缺席 Abs.	✓
10	曾潔雯博士(註2) Dr TSANG Kit-man, Sandra, JP (Note 2)	不適用 N/A	✓	✓	缺席 Abs.	✓	✓
11	謝偉俊議員(註2) The Hon TSE Wai-chun, Paul, JP (Note 2)	不適用 N/A	缺席 Abs.	缺席 Abs.	✓	✓	缺席 Abs.
12	周素媚女士(註2) Ms Su-Mei THOMPSON (Note 2)	不適用 N/A	✓	✓	缺席 Abs.	✓	✓

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		25/4/2013	27/6/2013	29/8/2013	24/10/2013	12/12/2013	20/2/2014
13	黃嘉玲女士 Ms WONG Ka-ling, Garling	✓	✓	✓	✓	缺席 Abs.	✓
14	劉丹娜女士(註4) Ms LAU Dan-nor, Agnes (Note 4)	✓	✓	✓	✓	✓	✓
15	劉俊泉先生(註4) Mr LAU Chun-chuen, Karl (Note 4)	✓	缺席 Abs.	缺席 Abs.	✓	✓	缺席 Abs.
16	苗澤文先生(註4) Mr Behzad MIRZAEI (Note 4)	缺席 Abs.	✓	缺席 Abs.	✓	缺席 Abs.	缺席 Abs.
17	周一嶽醫生 Dr CHOW Yat-ngok, York, GBS	✓	✓	✓	✓	✓	✓

Abs. = Absent

N/A = Not Applicable

註 Note 1 : 任期至2013年5月19日屆滿

Appointment up to 19/5/2013

註 Note 2 : 此委員由2013年6月20日起加入政策及研究專責小組

This Member joined the PARC since 20/6/2013

註 Note 3 : 此委員由2013年6月20日起離任政策及研究專責小組

This member withdrew from the PARC on 20/6/2013

註 Note 4 : 增選委員

Co-opted Members

## Appendices

### 政策及研究專責小組轄下工作小組名單

### Membership of Working Groups under the Policy and Research Committee

#### 反性騷擾運動工作小組

#### Membership of Working Group on Anti-Sexual Harassment Campaign

1.	謝永齡博士 Dr TSE Wing-ling, John, MH
2.	孔美琪博士 Dr KOONG May-kay, Maggie, BBS
3.	黃嘉玲女士 Ms WONG Ka-ling, Garling
4.	葉少康先生 Mr YIP Siu-hong, Nelson, MH
5.	金志文先生 Mr Zaman Minhas QAMAR
6.	劉俊泉先生 Mr LAU Chun-chuen, Karl
7.	周素媚女士 Ms Su-Mei THOMPSON
8.	李翠莎博士 Dr Trisha LEAHY, BBS
9.	蔡惠琴女士(註^) Ms CHOI Wai-kam, Virginia (Note ^)
10.	梁若芊博士(註^) Dr Eugenie LEUNG (Note ^)
11.	馮偉華博士(註^) Dr FUNG Wai-wah (Note ^)
12.	莊耀洸先生(註^) Mr CHONG Yiu-kwong (Note ^)
13.	陳蘇美娟女士(註^) Mrs Ivy CHEN (Note ^)
14.	梁麗清博士(註^) Dr LEUNG Lai-ching (Note ^)

註 Note ^ : 工作小組增選委員  
Working Group Co-opted Members



## 附錄 Appendix 2

平等機會委員會辦事處管理小組(截至2014年3月31日)  
Management Team of the Equal Opportunities Commission  
(as at 31.3.2014)

### 主席

周一嶽醫生

### 總監(規劃及行政)

陳奕民先生

### 總監(投訴事務)

李紹葵先生

### 法律總監

潘力恆先生

### 政策及研究主管

朱崇文博士

### 機構傳訊及培訓主管

王珊珊女士

### Chairperson

Dr CHOW Yat-ngok, York, GBS

### Director (Planning & Administration)

Mr CHAN Yick-man, Michael

### Director (Operations)

Mr LI Siu-kwai, Joseph

### Chief Legal Counsel

Mr POON Lik-hang, Herman

### Head, Policy & Research

Dr CHU Chung-man, Ferrick

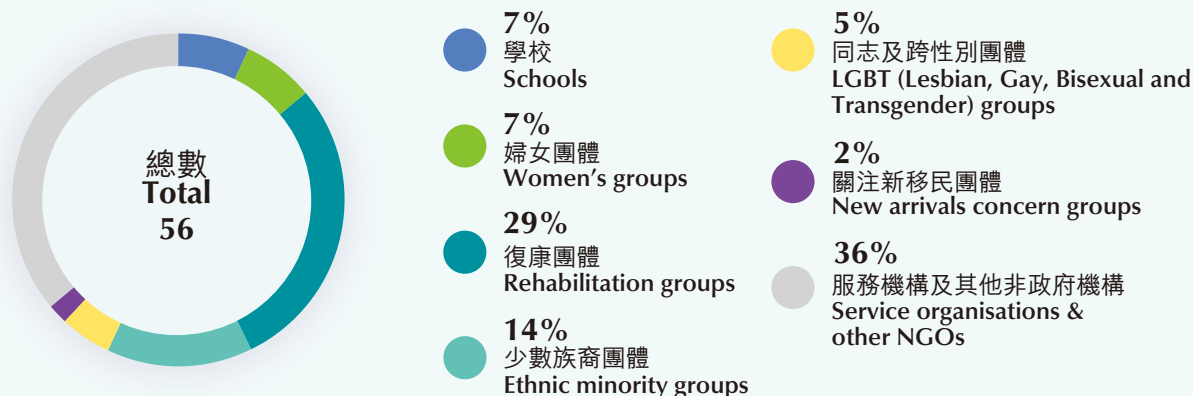
### Head, Corporate Communications and Training

Ms WONG Shan-nar, Shana

### 附錄 Appendix 3

56個團體獲「平等機會社會參與資助計劃」撥款

56 Organisations Funded under the Community Participation Funding Programme



自1996/97年起，平機會每年均推行資助計劃，旨在鼓勵非政府機構、社區組織及學校舉辦與平等機會有關的活動，並促進大眾認識反歧視條例的原則及應用。本年度，社會參與資助計劃共收到92份申請，其中由56個機構舉辦的63項活動獲批准，資助總額達港幣\$1,599,250元。資助項目的類型包括講座、表演、展覽、比賽、工作坊及刊物製作。

The EOC has provided funding every year since 1996/97 to encourage NGOs, community groups and schools to initiate their own projects on the subject of equal opportunities and promote public understanding of the principles and applications of the anti-discrimination ordinances. During 2013/14, the Community Participation Funding Programme attracted 92 applications, of which 63 projects by 56 organisations were approved for funding that totalled HK\$1,599,250. Types of funded programmes included talks, performances, exhibitions, competitions, workshops, and production of publications.

## 「平等機會社會參與資助計劃」所資助的機構2013/14 List of Organisations Funded under the Community Participation Funding Programme 2013/14

### 學校 Schools

機構名稱	Organisation
匡智屯門晨崗學校法團校董會	Incorporated Management Committee of Hongchi Morninghill School, Tuen Mun
地利亞修女紀念學校(協和)	Delia Memorial School (Hip Wo)
景林天主教小學	King Lam Catholic Primary School
保良局陳百強伉儷青衣學校	PLK Mr. & Mrs. Chan Pak Keung Tsing Yi School

### 婦女團體 Women's groups

機構名稱	Organisation
關注婦女性暴力協會(Anti-480反性暴力資源中心)	Association Concerning Sexual Violence Against Women (Anti-480 Sexual Violence Resource Centre)
香港職工會聯盟婦女事務委員會	Hong Kong Confederation of Trade Unions, Women Affairs Committee
香港婦女中心協會	Hong Kong Federation of Women's Centres
香港工會聯合會婦女事務委員會	The Hong Kong Federation of Trade Unions Women Affairs Committee

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## 復康團體 Rehabilitation groups

機構名稱	Organisation
明愛全樂軒	Caritas Wellness Link – Tsuen Wan
路德會長青群康中心	Cheung Ching Lutheran Centre for the Disabled
香港中華基督教青年會聯青聾人中心	Chinese Young Men’s Christian Association of Hong Kong Y’s Men’s Centre for the Deaf
扶康會	Fu Hong Society
香港精神健康促進會	Hong Kong Association for the Promotion of Mental Health
香港失明人互聯會	Hong Kong Federation of the Blind
香港復康聯會	Hong Kong Joint Council for People with Disabilities
香港復康力量	Hong Kong Rehabilitation Power
葵涌醫院病人資源及交誼中心	Patient Resource and Social Centre, Kwai Chung Hospital
香港視網膜病變協會	Retina Hong Kong
香港耀能協會富東訓練中心及宿舍	SAHK Fu Tung Training Centre and Hostel
香港路德會社會服務處一路德會石硤尾失明者中心	Shek Kip Mei Lutheran Centre for The Blind
香港復康會社區復康網絡	The Hong Kong Society for Rehabilitation, Community Rehabilitation Network
香港聾人福利促進會默言社	The Hong Kong Society for the Deaf Volunteer Group
愛滋寧養服務協會	The Society for AIDS Care
香港善導會—朗澄坊	The Society of Rehabilitation and Crime Prevention, Hong Kong Placidity Place

## 少數族裔團體 Ethnic minority groups

機構名稱	Organisation
香港斯里蘭卡人協會(譯名)	Association of Sri Lankans in Hong Kong
個人發展增益協會(譯名)	Enrich Personal Development
遠東海外尼泊爾人協會	Far East Overseas Nepalese Association
香港尼泊爾人綜合協會(譯名)	Hong Kong Integrated Nepalese Society Limited
泰國移工工會(譯名)	Thai Migrant Workers’ Union
移民工牧民中心	The Mission for Migrant Workers
香港尼泊爾家務勞動者工會(譯名)	Union of Nepalese Domestic Workers in Hong Kong
香港菲律賓人聯會(譯名)	United Filipinos in Hong Kong



### 同志及跨性別團體 LGBT (Lesbian, Gay, Bisexual and Transgender) groups

機構名稱	Organisation
大同	Gay Harmony
原色人	Primaco Productions
香港彩虹	Rainbow of Hong Kong

### 關注新移民團體 New arrivals concern groups

機構名稱	Organisation
新家園協會—九龍東服務處	New Home Association Kowloon East Service Centre

### 服務機構及其他非政府機構 Service organisations & other NGOs

機構名稱	Organisation
香港仔街坊會社會服務賽馬會綜合服務處	Aberdeen Kai-Fong Welfare Association Social Service Jockey Club Integrated Service Centre
明愛香港仔社區中心	Caritas Community Centre – Aberdeen
香港大學比較法與公法研究中心	Centre for Comparative and Public Law, The University of Hong Kong
文化豆芽	Culture Seeds
基督教香港信義會葵涌長者鄰舍中心	ELCHK, Kwai Chung Neighbourhood Elderly Centre
節日統籌協會	Festival Organizing Association
香港郵務職工會	Hong Kong Postal Workers Union
香港性教育會	Hong Kong Sex Education Association
香港基督教女青年會沙田綜合社會服務處	Hong Kong Young Women's Christian Association Shatin Integrated Social Service Centre
拉闊劇團	Live Theatre
好戲量有限公司	M Theatre Power Ltd
開拓者有限公司(譯名)	PathFinders Limited
聖雅各福群會灣仔綜合服務隊	St. James' Settlement Wan Chai Integrated Services Team
青躍	Teen's Key
香港小童群益會賽馬會石蔭青少年綜合服務中心	The Boys' and Girls' Clubs Association of Hong Kong Jockey Club Shek Yam Children and Youth Integrated Services Centre
港九勞工社團聯會	The Federation of Hong Kong & Kowloon Labour Unions
鄰舍輔導會賽馬會大埔北青少年綜合服務中心	The Neighbourhood Advice-Action Council Jockey Club Tai Po North Integrated Children & Youth Services Centre
香港民用航空事業職工會	The Staffs & Workers Union of Hong Kong Civil Airlines
仁愛堂社區中心	Yan Oi Tong Community Centre
元朗大會堂管理委員會有限公司	Yuen Long Town Hall Management Committee Ltd

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「平等機會研究項目資助計劃」所資助的機構2013/14

List of Organisations Funded under the Funding Programme of Research Projects on Equal Opportunities 2013/14

機構名稱	Organisation
香港中華基督教青年會	Chinese YMCA of Hong Kong
香港城市大學公共政策學系	Department of Public Policy, City University of Hong Kong
香港樹仁大學社會學系	Department of Sociology, Hong Kong Shue Yan University
香港教育學院特殊教育與輔導學系	Department of Special Education and Counselling, Hong Kong Institute of Education
香港城市大學專上學院社會科學部	Division of Social Sciences, Community College of City University of Hong Kong
香港失明人協進會	Hong Kong Blind Union
香港婦女勞工協會	Hong Kong Women Workers' Association
新婦女協進會	The Association for the Advancement of Feminism
婦女基金會	The Women's Foundation
跨性別資源中心及Dr. Sam WINTER (香港大學教育學院)	Transgender Resource Center and Dr. Sam WINTER (Faculty of Education, The University of Hong Kong)
騁志發展基金有限公司	Unleash Foundation Limited

## 附錄 Appendix 4

### 平等機會夥伴

#### Our Partners in Equal Opportunities

2013/14年度，平機會的合作夥伴包括不同的團體及組織，當中有復康團體、婦女團體、少數族裔團體、學校、其他非政府機構及個別人士。此外，參與過平機會與香港電台第2台的電台節目的嘉賓亦是平機會的重要夥伴。

本年度共有兩位來自不同行業的傑出人士擔任「獨特的我！」師友計劃的嘉賓導師，與學生分享他們的成功故事。

Our partners in 2013/14 consisted of different groups and organisations, including rehabilitation groups, women's groups, ethnic minority groups, schools, other NGOs, and individuals. Moreover, guests who attended the EOC radio programme on RTHK Radio 2 were also EOC's valuable partners.

Two outstanding achievers from different professions were invited to serve as "Uniquely Me!" Mentors of the EOC's youth mentorship programme in 2013/14.

包毅嘉先生 香港警務處總督察	Mr Rohit BHAGAT Chief Inspector of Hong Kong Police Force
Theresa CUNANAN博士 香港浸會大學國際學院高級講師	Dr Theresa CUNANAN Senior Lecturer at the College of International Education of the Hong Kong Baptist University

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## 平機會電台節目嘉賓

## Guests who attended the EOC radio programmes

嘉賓	Guests
區念英女士 港龍航空機組人員資源經理	<b>Ms Doris AU</b> <i>Crew Resources Manager of Hong Kong Dragon Airlines Limited</i>
陳炳煥律師 律政司調解督導委員會成員	<b>Mr CHAN Bing-woon</b> <i>Member of the Steering Committee on Mediation of the Department of Justice</i>
陳智恆先生 香港男士協會國際及公共事務負責人	<b>Mr Henry CHAN Chi-hang</b> <i>Secretary of the Hong Kong Men's Association</i>
陳意軒先生 《我的聾人朋友》的健聽作者	<b>Mr Dennis CHAN</b> <i>Author of "My Friends with Hearing Impairment"</i>
陳頌皓小姐 香港基督教服務處少數族裔服務總主任	<b>Ms Karrie CHAN</b> <i>Chief Supervisor of Ethnic Minority Services, Hong Kong Christian Services</i>
陳寶瓊女士 香港母乳育嬰協會代表	<b>Ms Kelly CHAN</b> <i>Representative from the Hong Kong Breastfeeding Mothers' Association</i>
陳雅麗校長 天保民學校校長	<b>Ms CHAN Ngai-lai</b> <i>Principal, Mary Rose School</i>
陳文剛先生 糊塗戲班藝術總監	<b>Mr Rensen CHAN</b> <i>Artistic Director of the Nonsensemakers</i>
陳懷康先生 警察義工	<b>Mr CHAN Wai-hong</b> <i>Police Volunteer</i>
陳偉文先生 香港大學教育學院中文教育研究中心教學顧問(課程發展主任)／少數族裔造星計劃教學及課程顧問	<b>Mr CHAN Wai-man</b> <i>Curriculum Development Officer, Centre for Advancement of Chinese Language Education and Research, Faculty of Education, The University of Hong Kong/Curriculum and Course Advisor of Star Making Project for Ethnic Minorities</i>
周峻任先生 香港小童群益會「性向無限計劃」負責社工	<b>Mr CHAU Chun-yam</b> <i>Social worker of "Project Touch" from The Boys' &amp; Girls' Clubs Association of Hong Kong</i>
周張貞美女士 香港教育學院助理學生事務處處長	<b>Mrs Jamie CHAU</b> <i>Senior Student Affairs Officer, Hong Kong Institute of Education</i>
張漢華先生 九龍樂善堂裔群社少數族裔支援服務計劃統籌	<b>Mr Brian CHEUNG</b> <i>Project Coordinator of Ethnic Minority Support Service, The Lok Sin Tong Benevolent Society Kowloon</i>
張溢明先生 自閉症人士福利促進會委員會副主席及教育心理學家	<b>Mr CHEUNG Yat-ming</b> <i>Vice-chairperson of Society for the Welfare of The Autistic Persons and educational psychologist</i>



嘉賓	Guests
招莫慧英女士 智障人士老齡化關注組家長代表	<b>Mrs CHIU MOK Wai-ying</b> <i>Parent representative of the concern group on aging issues of people with intellectual disabilities</i>
蔡劍華先生 香港社會服務聯會發展及協作業務總監	<b>Mr Cliff CHOI</b> <i>Business Director, Public Engagement and Partnership, The Hong Kong Council of Social Service</i>
蔡黛群女士 鄰舍輔導會執行幹事	<b>Ms Eva CHOI</b> <i>Managing Director, The Neighbourhood Advice-Action Council</i>
周清心女士 城市女青年商會上屆會長暨第一屆「時尚專業女性選舉」指導副會長	<b>Ms Dora CHOW</b> <i>Ex-President of Junior Chamber International CITY LADY cum Vice-President of First Hong Kong Professional Elite Ladies Selection</i>
周毅剛總督察 元朗警區警民關係主任	<b>CIP Ian CHOW Ngai-kong</b> <i>Police Community Relations Office, Yuen Long District</i>
周榮富先生 再生會董事局秘書長	<b>Mr CHOW Wing-fu</b> <i>Director of the Regeneration Society</i>
朱世明先生 新生精神康復會專業服務經理	<b>Mr Thomas CHU</b> <i>Professional Service Manager (Vocational Rehabilitation and Employment Services) of the New Life Psychiatric Rehabilitation Association</i>
方永豪博士 香港教育學院學生事務處處長	<b>Dr Tom FONG Wing-ho</b> <i>Director of Student Affairs, Hong Kong Institute of Education</i>
馮祥添博士 「2013精神健康月」籌備委員會主席	<b>Dr FUNG Cheung-tim</b> <i>Chairman of the Mental Health Month 2013 Organizing Committee</i>
何小燕小姐 2012-13年度十大再生勇士	<b>Ms HO Siu-yin</b> <i>Regeneration Warrior 2012-13</i>
何遂心小姐 香港青年協會青年工作幹事	<b>Ms HO Sui-sum</b> <i>Youth Work Organiser of the Hong Kong Federation of Youth Groups</i>
許加恩主任 路德會啟聾學校手語輔助教學計劃 – 計劃統籌	<b>Mr HUI Ka-yan</b> <i>Chief Coordinator of the Sign Assisted Instruction Programme, Lutheran School for the Deaf</i>
洪肇賢先生 香港電台編導	<b>Mr Lester HUNG</b> <i>Producer, Radio Television Hong Kong</i>
林小鳳女士 香港青年協會業務總監	<b>Ms Anita LAM</b> <i>Coordinator of the Hong Kong Federation of Youth Groups</i>
林先生 愛滋病感染人士	<b>Mr Duncan LAM</b> <i>Person with HIV</i>
林智聰女士 關懷愛滋政策及傳訊總監	<b>Ms Irene LAM</b> <i>Director of Policy and Communications, AIDS Concern</i>

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嘉賓	Guests
劉國勳先生 北區區議員	<b>Mr LAU Kwok-fan</b> <i>Member of the North District Council</i>
賴仁彪先生 明愛青少年及社區服務明愛九龍社區中心 社會工作督導主任	<b>Mr Bill LAY</b> <i>Social Work Supervisor, Youth &amp; Community Service of Caritas Community Centre-Kowloon</i>
李軒先生 《音階起跌》音樂劇男主角兼主題曲創作人/ 視障鋼琴家	<b>Mr LEE Hin</b> <i>Main character and composer of the musical 'Love, Life and Music, A Story of Ups and Down'/Pianist with visual impairment</i>
李慶容先生 獲表揚的炬光父親	<b>Mr LEE Hing-yung</b> <i>Awardee of the Ten Respectable Fathers Selection 2013</i>
李子瑜先生 香港復康聯盟環境設施及通道監察委員會 (環監會)召集人	<b>Mr Leo LEE</b> <i>Convenor of Access and Built Environment Group, Rehabilitation Alliance Hong Kong</i>
李文耀先生 音樂劇伴奏樂隊吉他手/失明人士	<b>Mr LEE Man-yiu</b> <i>Guitar player of musical/Person with visual impairment</i>
李婉嫻小姐 香港家庭計劃指導會教育主任	<b>Ms LEE Yuen-han</b> <i>Education Officer, The Family Planning Association of Hong Kong</i>
梁昌球先生 駐港台北經濟文化辦事處資深專案主任	<b>Mr LEUNG Cheong-kau</b> <i>Senior Project Supervisor of the Taipei Economic and Cultural Office (Hong Kong)</i>
梁志強先生 香港男士協會主席	<b>Mr LEUNG Chi-keung</b> <i>Chairperson of the Hong Kong Men's Association</i>
梁壽興先生 商場巡查大使(失明人士)	<b>Mr LEUNG Sau-hing</b> <i>Access auditor (person with visual impairment)</i>
梁錫麟先生 香港婦女中心協會員工	<b>Mr LEUNG Shek-lun</b> <i>Staff from Hong Kong Federation of Women's Centres</i>
梁盈慧女士 基督教香港信義會葵涌地區支援中心 中心主任/智障人士老齡化關注組成員	<b>Ms Wendy LEUNG</b> <i>Centre-in-Charge of Kwai Chung District Support Centre, Evangelica Lutheran Church/Member of the concern group on aging issues of people with intellectual disabilities</i>
李林女士 基層媽媽	<b>Ms LI Lam</b> <i>Mother from grassroot family</i>
廖珮珊女士 香港婦女中心協會總幹事	<b>Ms Sisi LIU</b> <i>Director of Hong Kong Federation of Women's Centres</i>
呂漢輝先生 九龍總商會公關部主任	<b>Mr Vicky LUI</b> <i>Secretary of Public Relations Department, Kowloon Chamber of Commerce</i>
郭俊泉先生 香港復康聯會秘書長	<b>Mr KUO Chun-chuen</b> <i>Secretary General of Hong Kong Joint Council for People with Disabilities</i>

嘉賓	Guests
關朗曦先生 患有讀寫障礙青年人	<b>Mr Matthew KWAN</b> <i>Young man with Dyslexia</i>
麥永接醫生 精神科專科醫生	<b>Dr Ivan MAK</b> <i>Specialist in Psychiatry</i>
莫遠君先生 香港復康聯盟總幹事	<b>Mr Marcus MOK</b> <i>General Secretary, Rehabilitation Alliance Hong Kong</i>
吳韻怡小姐 音樂劇女演員 (視障人士)	<b>Ms NG Wan-yee</b> <i>Musical Actress (Person with visual impairment)</i>
魏寶瑩女士 香港母乳育嬰協會代表	<b>Ms Ellen NGAI</b> <i>Representative from the Hong Kong Breastfeeding Mother Association</i>
魏綺珊小姐 糊塗戲班行政總監	<b>Ms Jo NGAI Yee-shan</b> <i>Executive Director of Nonsensemakers</i>
<b>Lachhemi RANA</b> 小姐 香港電台社區參與廣播服務試驗計劃 尼泊爾裔節目主持	<b>Ms Lachhemi RANA</b> <i>Radio Television Hong Kong Community Involvement Broadcasting Service Nepalese DJ</i>
<b>Kisan RAI</b> 先生 香港電台社區參與廣播服務試驗計劃 尼泊爾裔節目主持	<b>Mr Kisan RAI</b> <i>Radio Television Hong Kong Community Involvement Broadcasting Service Nepalese DJ</i>
<b>Shamaila</b> 小姐 香港融樂會職員	<b>Ms Shamaila</b> <i>Staff of Hong Kong Unison</i>
<b>石美寶</b> 女士 香港教育學院特殊教育與輔導學系 高級專任導師	<b>Ms Mabel SHEK Mei-po</b> <i>Senior Teaching Fellow, Department of Special Education and Counselling, Hong Kong Institute of Education</i>
<b>盛李廉</b> 先生 香港失明人互聯會中心主任	<b>Mr Tony SHING</b> <i>Centre-in-charge of the Hong Kong Federation of the Blind</i>
<b>單嘉玫</b> 女士 初級副機長	<b>Ms Eva SIN</b> <i>Junior First Officer</i>
<b>SRIKHUN, Sudsawat</b> 女士 香港電台社區參與廣播服務試驗計劃 泰國裔DJ	<b>Ms SRIKHUN, Sudsawat</b> <i>Radio Television Hong Kong Community Involvement Broadcasting Service Thai Presenter</i>
<b>鄧子聰</b> 先生 啟勵扶青社行政總監	<b>Mr Chung TANG</b> <i>Executive Director of Kely Support Group</i>
<b>鄧耀光</b> 先生 香港同志遊行代表	<b>Mr Francis TANG</b> <i>Representative from Hong Kong Pride Parade</i>
<b>鄧嘉玲</b> 小姐 2012-13年度十大再生勇士	<b>Ms TANG Ka-ling</b> <i>Regeneration Warrior 2012-13</i>

# Appendices

嘉賓	Guests
鄧家彪議員 香港工會聯合會代表	<b>The Hon TANG Ka-piu</b> <i>Representative of The Hong Kong Federation of Trade Unions</i>
董志發先生 鄰舍輔導會總幹事	<b>Mr TUNG Chi-fat</b> <i>Executive Director of the Neighbourhood Advice-Action Council</i>
小強 跨性別資源中心成員	<b>Kaspar WAN</b> <i>Member of the Transgender Resource Centre</i>
黃詩韻女士 城市女青年商會財務長暨候選會長	<b>Ms Anna WONG</b> <i>Financial Secretary cum Candidate for Presidency of Junior Chamber International CITY LADY</i>
黃慧賢小姐 香港社會服務聯會政策研究及倡議主任	<b>Ms Dorothy WONG</b> <i>Policy research and advocacy officer from Hong Kong Council of Social Service</i>
黃慧蘭女士 伊利沙伯醫院青少年醫療中心臨床社會工作者	<b>Ms Eve WONG</b> <i>Social Worker of Adolescent Medical Centre, Queen Elizabeth Hospital</i>
王惠芬女士 香港融樂會總幹事	<b>Ms Fermi WONG</b> <i>Executive Director of the Hong Kong Unison</i>
黃培烽先生 圓桌精英出版社編輯	<b>Mr Gary WONG</b> <i>Editor from the Roundtable Synergy Books</i>
王見好女士 智樂總幹事	<b>Ms Kathy WONG</b> <i>Executive Director of Playright</i>
黃瀨賢女士 香港電台編導	<b>Ms Kaydence WONG</b> <i>Producer, Radio Television Hong Kong</i>
黃敬文先生 政府資訊科技總監辦公室數碼共融部主管	<b>Mr Kingsley WONG</b> <i>Chief System Manager (Digital Inclusion) of the Office of the Government Chief Information Officer (OGCIO)</i>
黃吳創輝女士 自閉症人士福利促進會主席及自閉症學童家長	<b>Mrs WONG NG Chong-fai</b> <i>Chairperson of the Society for the Welfare of the Autistic Persons and parent of a child with autism</i>
黃偉健先生 香港洲際酒店人力資源總監	<b>Mr Ricky WONG</b> <i>Director of Human Resources of InterContinental Hong Kong</i>
黃然小姐 啟勵扶青社傳播及資源發展主任	<b>Ms Victoria WONG</b> <i>Communications and Development Coordinator of the Kely Support Group</i>
黃英娟女士 香港婦女中心協會會員	<b>Ms WONG Ying-kuen</b> <i>Member of Hong Kong Federation of Women's Centres</i>
胡愷晞小姐 自閉症人士福利促進會項目統籌主任	<b>Ms Gloria WU</b> <i>Project Coordinator of the Society for the Welfare of the Autistic Persons</i>



嘉賓	Guests
胡盛財先生 智障人士老齡化關注組代表	<b>Mr WU Shing-choi</b> <i>Representative from the concern group on aging issues of people with intellectual disabilities</i>
丘梓謙先生 鄰舍輔導會學員	<b>Mr YAU Chin-him</b> <i>Student from the Neighbourhood Advice-Action Council</i>
邱素華女士 香港婦女中心協會會員	<b>Ms YAU Shui-wah</b> <i>Member of Hong Kong Federation of Women's Centres</i>
楊嘉欣女士 城市女青年商會會長	<b>Ms Kathy YEUNG</b> <i>President of Junior Chamber International CITY LADY</i>
楊媚女士 同根社總幹事	<b>Ms YEUNG Mei</b> <i>Chief Executive from New Women Arrivals League</i>
葉志榮先生 香港傷健協會「照顧者專線」代表	<b>Mr Frederick YIP</b> <i>Representative from the Physically Handicapped and Able-Bodied Association "Care for carers" service</i>
葉皓鈴小姐 融樂會署理總幹事(政策倡議)	<b>Ms Holing YIP</b> <i>Acting Executive Director (Advocacy), Hong Kong Unison</i>
葉榮先生 商場巡查大使(四肢傷殘人士)	<b>Mr YIP Wing</b> <i>Access auditor (person with physical disability)</i>
余妙虹女士 基層媽媽	<b>Ms YU Miu-hung</b> <i>Mother from grassroot family</i>
余寶燕小姐 香港家庭計劃指導會教育主任	<b>Ms YU Bo-yin</b> <i>Education Officer, The Family Planning Association of Hong Kong</i>
阮玉鳳姑娘 香港傷健協會「照顧者專線」代表	<b>Ms Kitty YUEN</b> <i>Representative from the Physically Handicapped and Able-Bodied Association "Care for carers" service</i>
袁益萍小姐 路德會啟聾學校手語輔助教學計劃 －計劃經理	<b>Ms YUEN Yik-ping</b> <i>Project Manager of the Sign Assisted Instruction Programme, Lutheran School for the Deaf</i>
煒煒小姐 香港同志遊行代表	<b>Ms Waiwai</b> <i>Representative from Hong Kong Pride Parade</i>

# Appendices

## 其他夥伴

## Other Partners

AECOM	AECOM
關懷愛滋	AIDS Concern
香港中文大學AIESEC	AIESEC, The Chinese University of Hong Kong
Adesiflava Private Limited (A-Desiflava)	Adesiflava Private Limited (A-Desiflava)
義務工作發展局	Agency for Volunteer Service
天使化粧品國際有限公司	Angel Cosmetics
Anti480 – 反性暴力資源中心	Anti-480 – Anti Sexual Violence Resource Centre
香港展能藝術會	Arts with the Disabled Association Hong Kong
亞洲社企創新獎	Asia Social Innovation Award
關注婦女性暴力協會	Association Concerning Sexual Violence Against Women
香港印尼移工協會(譯名)	Association of Indonesian Migrant Workers in Hong Kong
香港移工協會(譯名)	Association of Migrant Workers in Hong Kong
中國香港世界公民協會(譯名)	Association of World Citizens Hong Kong China
自閉症兒童基金協會	Autism Children Foundation
香港自閉症聯盟	Autism Hong Kong
自閉症復康網絡	Autism Recovery Network
香港孟加拉人協會(譯名)	Bangladesh Association of Hong Kong
浸信會愛群社會服務處	Baptist Oi Kwan Social Service
大愛同盟	Big Love Alliance
基恩之家	BMCF Blessed Minority Christian Fellowship
英國文化協會	British Council
香港明愛	Caritas Hong Kong
明愛粉嶺綜合家庭服務中心	Caritas Integrated Family Service Centre – Fanling
明愛賽馬會荔景社會服務中心	Caritas Jockey Club Lai King Rehabilitation Centre
香港明愛康復服務及特殊教育服務	Caritas Rehabilitation Services and Special Education Services
明愛青少年及社區服務	Caritas Youth and Community Service
夏威夷大學馬諾阿分校殘疾研究中心(譯名)	Center on Disability Studies, University of Hawaii at Manoa
特許行政管理協會	Charter Management Association
特許行政管理遙距學校(譯名)	Chartered Management School of Distance Learning

香港中華基督教青年會	Chinese Young Men's Christian Association of Hong Kong
基督教勵行會	Christian Action
珠海學院	Chu Hai College of Higher Education
鐘聲慈善社胡陳金枝中學	Chung Sing Benevolent Society Mrs Aw Boon Haw Secondary School
香港城市大學	City University of Hong Kong
思匯政策研究所	Civic Exchange
公務員事務局公務員培訓處	Civil Service Training and Development Institute, Civil Service Bureau
香港印尼移工聯盟(譯名)	Coalition of Indonesian Migrant Workers in Hong Kong
宣傳聯合國《殘疾人權利公約》的委員會	Committee on the Promotion of the UN Convention of the Rights of Persons with Disabilities
社商賢匯	Community Business
孔聖堂中學	Confucius Hall Secondary School
政制及內地事務局	Constitutional and Mainland Affairs Bureau
印尼領事館	Consulate General of the Republic of Indonesia
CTgoodjobs.com	CTgoodjobs.com
香港海關	Customs and Excise Department
地利亞修女紀念學校(協和)	Delia Memorial School (Hip Wo)
律政司	Department of Justice
衛生署	Department of Health
香港城市大學媒體與傳播系	Department of Media and Communication, City University of Hong Kong
無聲對話	Dialogue in Silence Hong Kong
黑暗中對話	Dialogue in the Dark Hong Kong
鑽的	Diamond Cab
香港數碼廣播有限公司 – 數碼大同台	Digital Broadcasting Corporation – Digital WE Channel
路向四肢傷殘人士協會	Direction Association for the Handicapped
教區生命倫理小組	Diocesan Committee for Bioethics
心光盲人院暨學校	Ebenezer School and Home for the Visually Impaired
教育局	Education Bureau
僱員再培訓局	Employees Retraining Board
香港僱主聯合會	Employers' Federation of Hong Kong

# Appendices

香港啟迪會	Enlighten Hong Kong Limited
Facebook	Facebook
遠東海外尼泊爾人協會	Far East Overseas Nepalese Association
菲律賓移工工會(譯名)	Filipino Migrant Workers Union
食物環境衛生署	Food and Environment Hygiene Department
泰國人之友	Friends of Thai
耳聽心言基金	Hear Talk Foundation
香港聖公會麥理浩夫人中心	H.K.S.K.H. Lady MacLehose Centre
香港聖公會麥理浩夫人中心少數族裔服務	H.K.S.K.H. Lady MacLehose Centre – Service for Ethnic Minorities
恒生管理學院	Hang Seng Management College
和諧之家	Harmony House
協康會	Heep Hong Society
民政事務總署	Home Affairs Department
匡智會	Hong Chi Association
香港藝術中心	Hong Kong Arts Centre
專注不足/過度活躍症(香港)協會	Hong Kong Association for AD/HD
香港聾人協進會	Hong Kong Association of the Deaf
香港關顧自閉聯盟	Hong Kong Autism Awareness Alliance
香港浸會大學	Hong Kong Baptist University
香港浸會大學人力資源策略及發展研究中心	Hong Kong Baptist University's Centre for Human Resources Strategy and Development
香港盲人體育會	Hong Kong Blind Sports Association Ltd.
香港失明人協進會	Hong Kong Blind Union
香港天主教勞工事務委員會	Hong Kong Catholic Commission for Labour Affairs
香港基督教協進會性別公義小組	Hong Kong Christian Council Gender Justice Group
香港基督徒學會	Hong Kong Christian Institute
香港基督教服務處	Hong Kong Christian Service
香港文職及專業人員總會	Hong Kong Clerical and Professional Employees General Union
香港精神科醫學院	Hong Kong College of Psychiatrists
商業電台	Hong Kong Commercial Broadcasting Co. Ltd.
香港職工會聯盟	Hong Kong Confederation of Trade Unions
香港聾人節籌委會	Hong Kong Deaf Festival Organising Committee



香港唐氏綜合症協會	Hong Kong Down Syndrome Association
香港教育城	Hong Kong Education City
香港家庭福利會	Hong Kong Family Welfare Society
香港傷殘青年協會	Hong Kong Federation of Handicapped Youth
香港失明人互聯會	Hong Kong Federation of the Blind
香港婦女中心協會	Hong Kong Federation of Women's Centres
香港導盲犬協會	Hong Kong Guide Dogs Association
醫院管理局	Hong Kong Hospital Authority
香港伊斯蘭青年協會	Hong Kong Islamic Youth Association
香港兆基創意書院	Hong Kong Institute of Contemporary Culture
香港董事學會	Hong Kong Institute of Directors
香港人力資源管理學會	Hong Kong Institute of Human Resource Management
香港尼泊爾人綜合協會(譯名)	Hong Kong Integrated Nepalese Society
香港復康聯會	Hong Kong Joint Council for People with Disabilities
香港精神健康議會	Hong Kong Mental Health Council
香港金融管理局	Hong Kong Monetary Authority
香港黏多醣症暨罕有遺傳病互助小組	Hong Kong Mucopolysaccharidoses & Rare Genetic Diseases Mutual Aid Group
香港傷健共融網絡有限公司	Hong Kong Network for the Promotion of Inclusive Society Ltd
香港傷健協會	Hong Kong PHAB Association
香港警務處	Hong Kong Police Force
香港同志遊行2013籌委會	Hong Kong Pride Parade 2013 Organising Committee
香港生產力促進局	Hong Kong Productivity Council
香港出版有限公司(譯名)	Hong Kong Publications Ltd (Hong Kong News)
香港紅十字會甘迺迪中心	Hong Kong Red Cross John F. Kennedy Centre
香港復康力量	Hong Kong Rehabilitation Power
香港性教育會	Hong Kong Sex Education Association
香港樹仁大學	Hong Kong Shue Yan University
香港手語協會	Hong Kong Sign Language Association
香港單親協會	Hong Kong Single Parents Association
香港社會工作人員協會	Hong Kong Social Workers Association
香港執業精神科醫生協會	Hong Kong Society of Psychiatrists

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香港聾人福利促進會	Hong Kong Society for the Deaf
香港貿易發展局	Hong Kong Trade Development Council
香港融樂會	Hong Kong Unison
香港女工商及專業人員聯會	Hong Kong Women Professionals & Entrepreneurs Association
香港平等機會婦女聯席	Hong Kong Women's Coalition on Equal Opportunities
房屋署	Housing Department
印尼移工會(譯名)	Indonesian Migrant Workers Union
政府新聞處	Information Services Department
香港洲際酒店	InterContinental Hong Kong
香港國際社會服務社少數族裔大使計劃	International Social Service – Ambassador Scheme for Ethnic Minorities
香港國際社會服務社少數族裔人士支援服務中心	International Social Service – Hong Kong Branch HOPE Centre
互聯網專業協會	Internet Professional Association
伊斯蘭脫維善紀念中學	Islamic Kasim Tuet Memorial College
賽馬會思覺健康計劃	Jockey Club Early Psychosis Project
大細路劇團	Jumbo Kids Theatre
國際青年商會香港總會	Junior Chamber International Hong Kong
經緯青年商會	Junior Chamber International Queensway
九龍清真寺	Kowloon Mosque
啟勵扶青會	KELY Support Group
香港錫克廟	Khalsa Diwan (Sikh Temple) Hong Kong
Kirat Yatthung Chumlung Hong Kong	Kirat Yatthung Chumlung Hong Kong
印尼報章Klick	Klick, an Indonesian newspaper
九龍婦女聯會	Kowloon Women's Organisations Federation
勞工及福利局	Labour and Welfare Bureau
勞工處	Labour Department
香港洗衣商會	Laundry Association of Hong Kong
涼粉士多	Learn Fun Store
康樂及文化事務署	Leisure and Cultural Services Department
嶺南大學	Lingnan University
九龍樂善堂	The Lok Sin Tong Benevolent Society, Kowloon

路德會啟聾學校	Lutheran School for the Deaf
Malayali Association	Malayali Association
精神健康月籌備委員會	Mental Health Month Organising Committee
新城廣播有限公司	Metro Broadcast Corporation Limited
尼泊爾移工會(譯名)	Nepalese Domestic Workers Union
新生精神康復會	New Life Psychiatric Rehabilitation Association
同根社	New Women Arrivals League
女同學社	Nu Tong Xue She
政府資訊科技總監辦公室	Office of the Government Chief Information Officer
奧迪慈善基金	Otic Foundation
同志公民	Out & Vote
開拓者(譯名)	Pathfinders
堅毅忍者 • 障殘人士國際互助協會	People of Fortitude • International Mutual-aid Association for the Disabled
粉紅同盟	Pink Alliance
寶覺小學	Po Kok Primary School
原色人	Primaco Productions
新域劇團	Prospects Theatre
香港電台	Radio Television Hong Kong
風雨蘭	RainLily
復康資源協會	Rehabaid Society
再生會	Regeneration Society
香港復康聯盟	Rehabilitation Alliance Hong Kong
香港視網膜病變協會	Retina Hong Kong
圓桌研究及教育協會	Roundtable Institute
泰國駐香港總領事館	Royal Thai Consulate-General, Hong Kong
泰國駐香港總領事館(勞工部)	Royal Thai Consulate-General, Hong Kong – Labour Section
香港耀能協會	SAHK
香港童軍總會	Scout Association of Hong Kong
龍耳	Silence
官立嘉道理爵士中學(西九龍)	Sir Ellis Kadoorie Secondary School (West Kowloon)
香港社會創投基金	Social Ventures Hong Kong

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社會福利署	Social Welfare Department
香港大學學生會社會工作及社會行政學會	Social Work and Social Administration Society, University of Hong Kong Student Union
香港扶幼會	Society of Boys' Centres
聖雅各福群會	St. James' Settlement
聖約翰座堂「愛之家」諮詢及服務中心	St. John's Cathedral HIV Education Centre
香港聖瑪加利女書院	St. Margaret's Girls' College
嘉諾撒聖瑪利書院	St. Mary's Canossian College
渣打銀行	Standard Chartered Bank
自由之聲(譯名)	Suara Newspaper
Sum Digital (Virsa The Culture)	Sum Digital (Virsa The Culture)
電視廣播有限公司	Television Broadcasts Limited
泰國移工工會(譯名)	Thai Migrant Workers Union
泰國地區聯盟(譯名)	Thai Regional Alliance
泰國婦女協會(譯名)	Thai Women's Association
香港小童群益會	The Boys' and Girls' Clubs Association of Hong Kong
香港中華總商會	The Chinese General Chamber of Commerce
香港中華廠商聯合會	The Chinese Manufacturers' Association of Hong Kong
香港中文大學	The Chinese University of Hong Kong
香港中華基督教青年會顯徑會所	The Chinese YMCA of Hong Kong (Hin Keng Centre)
歐洲聯盟	The European Union
香港家庭計劃指導會藍田婦女會	The Family Planning Association of Hong Kong Lam Tin Women's Club
港九勞工社團聯會	The Federation of Hong Kong & Kowloon Labour Unions
正言匯社	The Forthright Caucus
香港中文大學香港亞太研究所性別研究中心	The Gender Research Centre, Hong Kong Institute of Asia Pacific Studies of The Chinese University of Hong Kong
香港演藝學院	The Hong Kong Academy for Performing Arts
香港過敏協會	The Hong Kong Allergy Association
香港物業管理公司協會	The Hong Kong Association of Property Management Companies
香港印尼外傭工會聯盟	The Hong Kong Coalition of Indonesian Migrant Workers Organisation



香港社會服務聯會	The Hong Kong Council of Social Service
香港工會聯合會	The Hong Kong Federation of Trade Unions
香港婦女聯合協進會	The Hong Kong Federation of Women
香港青年協會	The Hong Kong Federation of Youth Groups
香港建築師學會	The Hong Kong Institute of Architects
香港教育學院	The Hong Kong Institute of Education
香港設施管理學會	The Hong Kong Institute of Facility Management
香港賽馬會	The Hong Kong Jockey Club
香港理工大學	The Hong Kong Polytechnic University
香港復康會	The Hong Kong Society for Rehabilitation
香港盲人輔導會	The Hong Kong Society for the Blind
香港科技大學	The Hong Kong University of Science & Technology
街坊小子	The Kids on the Block
香港律師會	The Law Society of Hong Kong
香港路德會	The Lutheran Church Hong Kong Synod
香港心理衛生會	The Mental Health Association of Hong Kong
香港移工社會組織(譯名)	The Mission for Migrant Workers (Hong Kong) Society
香港公開大學	The Open University of Hong Kong
傑出生命計劃	The Outstanding Givers Association Ltd
菲律賓總領事館	The Philippine Consulate General Hong Kong
救世軍	The Salvation Army
愛滋病寧養服務協會	The Society for AIDS Care
太陽報(為菲律賓人印製的英文報)	THE SUN (Newspaper in English for Filipinos)
香港大學	The University of Hong Kong
婦女基金會	The Women's Foundation
東華越峰成長中心	TWGHS Cross Centre
基督教聯合那打素社康服務	United Christian Nethersole Asian Community Health Service
香港菲律賓人聯會(譯名)	United Filipino in Hong Kong
職業訓練局	Vocational Training Council
婦女服務聯會	Women Service Association
婦女事務委員會	Women's Commission

## Appendices

循道衛理楊震社會服務處	Yang Memorial Methodist Social Service Centre
油尖旺民政事務處	Yau Tsim Mong District Office
YouTube	YouTube
元朗大會堂少數族裔人士支援服務中心	Yuen Long Town Hall Support Service Centre for Ethnic Minorities
九龍崇德社	Zonta Club of Kowloon





平等機會委員會  
EQUAL OPPORTUNITIES COMMISSION



香港太古城太古灣道十四號太古城中心三座十九樓  
19/F, Cityplaza Three, 14 Taikoo Wan Road, Taikoo Shing, Hong Kong  
電話 Tel: 2511 8211 | 網址 Website: [www.eoc.org.hk](http://www.eoc.org.hk)  
傳真 Fax: 2511 8142 | 電郵 Email: [eoc@eoc.org.hk](mailto:eoc@eoc.org.hk)

短訊查詢服務 SMS Enquiry Service: 6972566616538  
(供聽障/有語言障礙人士使用 For people with hearing impairment/speech difficulties)

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