



主席的話

Chairperson's
Message

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共融新一代 平等建未來

時光飛逝！轉眼又度過了繁忙的一年。這一年，無論是香港或全球的平等狀況都取得重大進展，世界上許多國家，包括我們身處的亞洲，都出現了法律改革和意見轉向的情況。不論在公私營界別，有關多元共融的議題仍是社會不同層面所熱議的話題，市民大眾一直對免受歧視的權利保障深表關注。

回顧過去十二個月，平機會為提升香港的平等機會進行了多項重要工作，對於期間取得的進展，我感到欣慰。

在年內，平機會回答了超過17,700項查詢，並處理了716宗投訴。我們亦為18宗個案提供了法律協助，並在兩宗不同的個案中擔當「法庭之友」的角色。

為受屈人士提供申訴途徑是平機會的職能之一。另一項職能是教育公眾，提高市民的平等機會意識，使之成為主流價值。為此，平機會繼續舉辦及參與各式各樣的公眾教育活動，例如巡迴展覽，並透過廣播及網媒等進行宣傳。去年，我們亦透過「平等機會社會參與資助計劃」，為50個項目提供合共1,366,042元的資助，以協助不同團體及機構在他們的社群內推廣平等機會的價值觀。

Equality for the Future

Another busy year has passed in the equality landscape of both Hong Kong and globally. We have seen legislative reforms and the shifting tide of opinion in many countries around the world, including here in Asia. Issues relating to diversity and inclusion are often at the front and centre of social dialogue, both in the public and private sectors. Certainly, we have seen consistently strong interest from the public towards the protection of their right to non-discrimination.

As I look back over the past 12 months, I am proud of the strides we have made through our major undertakings to enhance equal opportunities here in Hong Kong.

During the year, the Equal Opportunities Commission (EOC) answered over 17,700 enquiries and handled 716 complaints. We also gave legal assistance to 18 cases, and acted in the capacity of amicus curiae in two separate cases.

Providing individual means of redress is one function of the EOC. Another is to educate the public and mainstream equal opportunities into the public consciousness. The EOC has continued to engage in a wide range of public education activities, from roving exhibitions to broadcast and web media. We have also sought to facilitate different groups and organisations to promote equal opportunity values in their own communities through our Community Participation Funding Programme, providing a total of \$1,366,042 in funding for 50 projects.

在2014/15年度，我們組成了一個專職小組，以應對本港少數族裔社群的具體需要及推動種族平等。在這段期間，我們亦發布了若干項關乎平等機會的主要研究，並在倡議更包容政策的工作上取得正面回應，當中尤以我們的反性騷擾運動取得相當重要的進展。年內我們進行了一連串以教育界、商界及服務提供者等不同界別為對象的反性騷擾工作，更喜見《2014年性別歧視（修訂）條例草案》於2014年12月獲立法會通過，堵塞了從前的法例漏洞，保障服務提供者免受顧客性騷擾，亦見證平機會多年來倡議的成果。

在展望平等機會的未來發展時，我們必須緊記，權利並不是一成不變的，它隨着社會向前發展，亦因應人類思想的改進而不斷演變。我們必須理解這些轉變，並作好準備，加以應對。平機會的第一步是有系統地審視現時反歧視條例的保障，綜合委員會在過去二十年來的運作經驗，識別出條例需要改善之處。我們在2014年7月就歧視條例檢討展開公眾諮詢，在這為期三個多月的諮詢期內，市民表達了廣泛的關注，而我們亦收到了約125,000份回應。這次檢討帶來了理想契機讓我們作出實質改變，好讓香港作好準備，應付日後社會上不平等的情況及挑戰。

In 2014/15, we formed a dedicated unit to address the specific needs of Hong Kong's ethnic minority communities and advance racial equality. This period also saw the release of a number of key pieces of research on equal opportunities, as well as positive developments in the advocacy for more inclusive policies. In particular, we have seen progress made on the anti-sexual harassment front through our ongoing campaign targeting a variety of sectors, including education, business, and service provision. A major achievement during this period was the passage in December 2014 of the Sex Discrimination (Amendment) Bill, which closed a major loophole in the protection of service providers against sexual harassment by customers. Indeed, this was a culmination of many years of advocacy by the Commission.

As we look to our equality landscape for the future, it is important to bear in mind that rights are not static, but are constantly evolving as our society moves forward and we evolve as people. It is imperative for Hong Kong to comprehend these changes, and prepare ourselves to approach them. The Commission started by systematically looking at our own operational experience over the last two decades and identifying areas for improvement in the existing protection extended by the anti-discrimination ordinances. We launched in July 2014 the public consultation on the Discrimination Law Review, which saw broad public interest over the three-month period of consultation, resulting in some 125,000 responses received. We feel strongly that the review is an opportunity to make substantive changes which will better prepare Hong Kong to deal with the challenges of inequality in the years to come.



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除了檢討現法例，我們亦必須對現時缺乏具體保障的範疇予以優先考慮。平機會在過去一年於這方面進行了若干項新工作，以喚起公眾關注。例如，考慮到本港人口老化迅速，我們在2014年6月推出了「職場年齡歧視的探索性研究」，以加深對本港情況的了解。我們亦把這個主題帶到2014年平機會公眾論壇，與接近400名來自不同背景的持份者共同商討議題。

此外，平機會在過去數年亦把性小眾的法律保障定為我們的策略性優先工作領域。我們明白到，社會上對於這個議題有不同觀點，而且很多人都陷於既有的定型觀念之中。另一方面，終審法院就W案的判決以及很多國家在同性婚姻法例上的發展，亦凸顯了性小眾應有的權利，並對香港產生了漣漪效應，引起了不同社群熱烈討論和表達意見。

為了有系統地收集性小眾受歧視的證據，並為日後進行理性及以事實為基礎的討論作好準備，平機會於2014年5月委託了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」。

Beyond this, we must also accord priority to areas that presently lack specific protection. To set the stage and engage public interest, the EOC undertook a number of new initiatives on this front over the past year. We launched in June 2014 the “Exploratory Study on Age Discrimination in Employment” in order to better understand the situation in Hong Kong, particularly given that our city is rapidly ageing. We also made this issue a theme at our EOC Public Forum in 2014, which was attended by almost 400 stakeholders from a variety of backgrounds.

The Commission has also made legal protection for sexual minorities one of our strategic priority areas over the last few years. We are cognisant that this is an issue that sees divergent standpoints and is often mired in stereotypes. The rights of the sexual minorities were also highlighted by the “W” case ruling by the Court of Final Appeal, and the development of same-sex marriage laws in many countries. These have caused a ripple effect on Hong Kong and resulted in energetic expression of views from different community groups.

In order to systematically gather evidence of discrimination and set the foundation for rational and fact-based discussion, in May 2014, we commissioned the Gender Research Centre of the Hong Kong Institute of Asia-Pacific Studies at The Chinese University of Hong Kong to conduct the “Feasibility Study on Legislating against Discrimination on the Grounds of Sexual Orientation, Gender Identity and Intersex Status”.

與此同時，平機會亦希望汲取其他地方的經驗，我們於2014年8月與歐洲聯盟駐香港及澳門辦事處和性別研究中心合作，舉辦了一場關乎歐洲和香港的性小眾權利的國際研討會。而我們更進行倡議工作，包括向立法會提交意見書，表明有需要為跨性別人士制定一個不必強制他們完成整項性別重置手術的性別承認程序。

近年，本港社會的分歧日益擴大，每每因於紛亂意見和長期誤解之中。在推動社會前進時，我們必須要以互相尊重的態度作為基礎，才能進行有建設性的對話。我們需加強各方領袖，包括政治、商界及社會領袖和市民大眾對多元共融價值的意識，並讓他們明白到，這些價值觀對本港的持續發展和成功至為重要。畢竟，人們不管遇到甚麼逆境，只有在得到公平對待時，才能夠過著愉悅滿足的生活。政府和其他公共機構確實有責任確保香港市民（包括不同小眾人士在內）的權利受到保障。然而，單憑他們的努力並不足夠，我們必須建立平台及營造機會，讓不同界別之間進行溝通和交流，以便攜手合作找出解決方法，並確保我們的社會上沒有人會遇到不公平的歧視。

The EOC also sought to learn from the experience of others. With the collaboration of the European Union Office to Hong Kong and Macao and the Gender Research Centre, an international symposium on sexual minority rights in Europe and Hong Kong was organised in August 2014. And we spoke out, including in a submission to the Legislative Council, on the need for a gender recognition process that does not require transgender people to undergo full sex reassignment surgery.

To move forward as a society, what is needed is constructive dialogue grounded in mutual respect. In recent years, our city has witnessed widening divisiveness due to differences in opinion and persistent misunderstanding. We need to raise the awareness of leaders – political, business, and social – as well as of members of the public on the values of diversity and inclusion, and why they are vital to our city's continuous growth and success. After all, people, notwithstanding the various forms of adversities encountered, can only lead happy and contented lives if they feel that they are being treated justly. The Government and other public bodies do have a duty to ensure the protection of the rights of Hongkongers, including all minority groups. But they cannot work alone. We must, therefore, create platforms and opportunities for inter-sectoral channels of communication and exchanges, in order to jointly arrive at a solution and ensure that no one faces unfair discrimination in our society.



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平機會在彌補不同界別之間的縫隙，以及促進社會公開及持續討論平等議題方面，均擔當着一個非常重要的角色。平機會的抱負乃建基於香港的核心價值和力量，我深信我們現在所做的事情，將為日後的社會帶來變革，我們定將繼續參與推動香港蓬勃和新的發展。一如既往，我衷心感謝各位平機會委員的貢獻、指導和支持，亦要多謝平機會的同事，為達到這個遠大理想，竭誠盡心盡力地工作。

為了實現日後的平等，我們現在就必須坐言起行，作出規劃、合作和行動。我在此感謝各位與我們一起努力，為現在以至將來世世代代建設一個更公平包容的社會。我期望各位在這條平等路上與我們並肩同行。

A handwritten signature in black ink, appearing to read '周亦嶽' (Zhou Yik).

平等機會委員會主席
周一嶽

The EOC has a key role to play to bridge this divide between different sectors, and facilitate open and ongoing discussions on issues of equality. What we are doing will have great transformative potential. Our vision, drawing on Hong Kong's core values and strengths, will continue to shape our city's development in new and exciting ways. With these achievements, I am, as always, grateful to the EOC Members for their input, guidance and support, as well as to the Commission's staff, who continue to work with dedication, determination and commitment for this cause.

Equality for the future must begin with planning, collaboration, and action today. I thank all of you for working with us as we strive to build a fairer and more inclusive society, both for now and for the generations to come. We look forward to having your company on this journey.

A handwritten signature in black ink, appearing to read 'York Y.N. Chow'.

York Y.N. Chow
Chairperson
Equal Opportunities Commission