



我們的工作重點

Our Focuses

2014/15 年度策略性優先工作領域

平機會根據不同界別持份者的建議及意見，制定了2014/15年度多項策略性優先工作，以指引平機會的工作方向和優先次序，履行平機會促進人人平等的使命。工作計劃共有以下六個優先工作領域：

2014/15 Strategic Priority Work Areas

To fulfil its mission of advancing equality for all, the EOC developed a number of strategic priority work areas for 2014/15. These work areas were developed through consultation with key stakeholders, and were considered carefully and endorsed by the EOC Board. They served as the roadmap to guide the Commission's directions and focuses towards achieving its target. Below were the strategic priority work areas in 2014/15:

1 歧視法例檢討 Discrimination Law Review

2

立法保障性小眾免受性傾向、性別認同及因雙性人身份而引致的歧視
Legal Protection for Sexual Minorities (lesbian, gay, bisexual, transgender and intersex, or LGBTI persons) from Discrimination on the Basis of Sexual Orientation, Gender Identity and Intersex Status

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 and its Implication on Employment Opportunities

5

政府執行職能時，對「殘疾」採用最新且統一的定義
Adopting an Updated and Unified Definition of Disability in the Performance of Government Functions

6

反性騷擾運動
Anti-Sexual Harassment Campaign

平機會於2014年4月23日向立法會政制事務委員會簡介平機會的策略性優先工作領域。年內，平機會與不同界別的持份者會面，以收集意見，又透過不同溝通途徑向大眾公布平機會最新資訊。以下各篇章介紹了平機會在各項策略性優先工作領域中取得的進展，最新的主要活動，以及其他合作項目。

On 23 April 2014, the EOC presented its priority work areas and new initiatives to the Legislative Council Panel on Constitutional Affairs. Throughout the year, meetings with stakeholder groups of different sectors were held to gauge their feedback, and communications made through various channels to inform the public about the latest developments. The following sections highlighted the progress achieved in each of these work areas, as well as the major new initiatives and collaborative projects implemented.

歧視條例檢討

Discrimination Law Review (DLR)



“在過去漫長的歲月，我們一直致力擴闊市民免受歧視的保障。然而，制度上的不平等情況仍然普遍。根據平機會18年來執行反歧視法例的經驗，目前仍有不少法律漏洞及問題，在在都顯示我們有必要更新法例。

We have come a long way in developing our safeguards against discrimination, but systemic inequality remains widespread. Our own experience over the past 18 years has indicated problems and loopholes in the current law, which show the need for modernisation.

”

平機會於2014年7月8日正式展開歧視條例檢討的公眾諮詢。諮詢期原定三個月，其後延長至2014年10月31日。諮詢的目的是就四條反歧視條例，即《性別歧視條例》、《殘疾歧視條例》、《家庭崗位歧視條例》及《種族歧視條例》應如何更新及理順，以便更有效保障市民免受歧視，收集公眾的意見。

這是平機會首次就香港的反歧視條例進行全面性檢討。平機會研究了法例的各個層面，並參考其實際執行法例的經驗、持份者及相關組織的意見，以及其他普通法司法管轄區的發展，從而就法律改革的可能性提出了一系列問題。

The EOC officially launched the public consultation on the Discrimination Law Review (DLR) on 8 July 2014. Lasting initially for three months and later extended to 31 October 2014, the exercise aimed to seek the public's views on how the anti-discrimination laws, namely the Sex Discrimination Ordinance, the Disability Discrimination Ordinance, the Family Status Discrimination Ordinance and the Race Discrimination Ordinance, should be modernised and harmonised with a view to affording better protection to the community from against discrimination.

This was the first time the EOC conducted a comprehensive review of all the existing anti-discrimination laws in Hong Kong. The EOC studied all aspects of the legislation, drawing references from the Commission's actual implementation experiences, feedback from stakeholders and relevant groups, as well as developments in other common law jurisdictions, and came up with a series of questions on possible legislative reforms.

諮詢文件

為促進公眾討論，平機會出版了一份涵蓋八種語言的諮詢文件，即中文、英語、烏都語、尼泊爾語、菲律賓語、泰語、印度語及印尼語。除此之外，平機會亦編寫了簡易指南，簡介歧視法例檢討所探討的重要問題，為公眾提供快捷簡易的參考。平機會亦準備了點字版本及語音版本的諮詢文件，殘疾人士若有需要，可向平機會索取。以上文件皆可於民政事務處的諮詢服務中心及平機會辦事處索取，或從平機會網站下載。

The Consultation Documents

To facilitate discussion by the public, the EOC published a consultation document in eight languages, namely Chinese, English, Urdu, Nepali, Tagalog, Thai, Hindi and Indonesian. In addition, an easy-read guide, which summarised the important issues examined in the DLR, was prepared for quick and easy reference by the public. Braille and audio versions of the consultation document were also available for persons with disabilities upon request. These documents could be obtained from the Public Enquiry Service Centres of the Home Affairs Department and the EOC office, and downloaded from the EOC's website.



此外，平機會亦就歧視法例檢討建立了專設網頁，專頁採用無障礙設計，以便利殘疾人士使用。除了將諮詢文件上載到專頁，平機會更在網頁內設置了「常見問題」部分，向公眾解釋各項建議背後的相關問題及理念。公眾可透過網站就諮詢發表意見，包括把列明所有問題的網上表格下載，然後把已完成的表格以電郵或郵寄方式送交平機會；公眾亦可以直接在網上回答各條問題。

The EOC also created a dedicated website on the DLR, which included barrier-free access features for persons with disabilities. The website contained all the consultation documents, as well as a section called "Frequently Asked Questions", which was created to provide the public with explanation on the issues and rationales behind the proposals. Members of the public could respond to the consultation through the website: by downloading the online form listing all the questions and then emailing or sending the completed form to the EOC, or by answering the questions online.

宣傳及推廣

為廣泛推廣歧視條例檢討公眾諮詢及鼓勵公眾參與，平機會製作了粵語、英語及普通話的宣傳短片及聲帶，於電視及電台播放。除此之外，平機會亦撰寫及刊出新聞稿及專欄文章，並安排傳媒專訪。於2014年7月至12月期間，多個中英文媒體便刊出了超過150篇關於歧視條例檢討的報導。

Publicity and Promotion

To widely promulgate the exercise and encourage the public's participation, Announcements in Public Interest (APIs) in Cantonese, English and Putonghua were produced for broadcast on TV and radio. In addition, press releases and op-ed feature articles were prepared and published, and media interviews were arranged. Altogether over 150 reports related to the DLR were published by the Chinese and English media between July and December 2014.



公眾諮詢活動

平機會為廣泛收集公眾意見，舉辦了一連串公眾活動，包括：

- 4場公眾論壇：其中2場分別於2014年8月9及23日在港島舉行，另1場於2014年8月16日在九龍舉行，最後1場則於2014年8月30日在新界舉行。
- 為香港少數族裔舉行7場公眾諮詢會，供菲律賓裔、泰裔、印尼裔、錫克教徒、印度教徒、穆斯林，以及尼泊爾裔人士參加。諮詢會以相關的少數族裔語言及／或英語進行。
- 諮詢期內與不同持份者組織進行29次會面，參與者包括約234間機構或其代表。諮詢的機構包括代表殘疾人士、婦女及少數族裔的機構，也有人權組織、僱主及僱員組織、商會及工會、法律機構及法律界人士、教育機構，例如大學、學校及職業訓練學校、宗教團體、代表性小眾的組織、政黨及不同的公共機構。

平機會亦向立法會議員匯報歧視條例檢討的最新情況，包括在2015年3月16日舉行的政制及事務委員會會議上作出匯報。

Public Consultation Activities

In order to seek the public's views as widely as possible, the EOC organised a series of public activities citywide during the consultation period, including:

- 4 general public forums – two held on Hong Kong Island on 9 and 23 August 2014 respectively, one in Kowloon on 16 August 2014 and one in the New Territories on 30 August 2014.
- 7 public sessions for the Filipinos, Thais, Indonesians, Sikhs, Hindus, Muslims, and Nepalese in Hong Kong. These were conducted either in the respective ethnic minority language and/or English.
- 29 meetings with different stakeholder groups over the consultation period, involving approximately 234 organisations or their representatives. The organisations consulted ranged from those representing persons with disabilities, women and ethnic minorities to human rights organisations, employer and employee groups, chambers of commerce and trade unions, legal institutions and members of the legal profession, educational institutions such as universities, schools and vocational training bodies, religious groups, groups representing sexual minorities, political parties and various public bodies.

The EOC also updated Members of the Legislative Council on the DLR, such as at the meeting of the Panel on Constitutional Affairs on 16 March 2015.



公眾回應

社會人士對公眾諮詢反應熱烈，平機會共收到約125,000份公眾意見書，當中約有280份來自機構，其餘則是來自個人。

自2014年11月起，平機會就所收集到的意見進行數據庫記錄及分析；與此同時，並擬備向政府提交的意見書，當中將包含各項法律改革建議的詳細理據及原由。平機會預期將於2016年初完成報告，當中將涵蓋有關公眾意見的定量及定質分析，並完成草擬意見書。平機會計劃待有關報告及意見書備妥後，將一併把文件提交予政府。

Public Responses and Preparation of Reports

The public consultation exercise drew enthusiastic response from the community, with about 125,000 public responses made to the EOC. Out of these, about 280 were from organisations, while the remaining came from individuals.

Since November 2014, the EOC has been working on the analysis and recording of the responses in a database. The EOC has also been preparing the submission to the Government which will provide detailed reasoning on the recommended areas for law reform. It is expected that a draft report on responses, which provides a quantitative and qualitative analysis of the responses, and the submission to the Government will be ready by early 2016. The EOC plans to submit the report, along with the submission outlining the Commission's recommendations at the same time.



“藉著今次歧視條例檢討，我們可從不同層面採取更積極措施，不止為個別人士提供歧視申索，更將平等機會納入政策制定中，將平等機會主流化，從而解決社會上系統化的不公平現象。這一切轉變將為香港長遠的發展、為下一代創造更平等的未來。

The review is an opportunity to make substantive changes which would have reverberations for generations to come. To create real changes, we must look beyond providing redress for individual complaints to mainstreaming equal opportunity values into everyday policies and practices.

立法保障性小眾免受性傾向、性別認同及因雙性人身份而引致的歧視

Legal Protection for Sexual Minorities from Discrimination on the Basis of Sexual Orientation, Gender Identity and Intersex Status

“我們持開放的態度面對不同意見，並明瞭在一個包含不同文化的社會，必然存在多元觀點。但我們必須透過理性的對話尋求共識，並緊記我們共同渴求的東西——平等的機會去追逐夢想。

We are open to different views, in recognition that there will be diverse standpoints in a multicultural society. But we must find common ground through rational dialogue and remember that we all want the same thing: equal opportunities to pursue our dreams.

「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」

平機會於2014年5月委託香港中文大學的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」。

這項研究概述不同性傾向、性別認同(SOGI)及擁有雙性人身份的人士所遇到的歧視，這些人士包括來自香港各個階層的女同性戀者、男同性戀者、雙性戀者、跨性別人士和雙性人(LGBTI)。此外，研究亦會就立法禁止性傾向、性別認同及雙性人身份受到歧視的可行性，徵詢不同持份者的意見。

Feasibility Study on Legislating against Discrimination on the Grounds of Sexual Orientation, Gender Identity and Intersex Status

The EOC commissioned the Gender Research Centre (GRC) of the Hong Kong Institute of Asia-Pacific Studies at The Chinese University of Hong Kong (CUHK) to conduct the “Feasibility Study on Legislating against Discrimination on the Grounds of Sexual Orientation, Gender Identity and Intersex Status” in May 2014.

This Study serves to provide an overview of the discrimination encountered by people with different sexual orientation, gender identity (SOGI) and intersex status, including the lesbian, gay, bisexual, transgender and intersex (LGBTI) people, from all walks of life in Hong Kong. It also aims to solicit views from stakeholders on the feasibility of legislation to outlaw discrimination on the grounds of SOGI and intersex status.



這是香港同類研究中首個內容最全面及覆蓋最廣泛的研究，除了同性戀及雙性戀者外，研究並把跨性別人士和雙性人同時納入為研究對象。研究團隊採用混合式研究法，包括使用定量及定質方法，就三方面作出研究：(1)立法的需要；(2)公眾認知程度、態度、知識及理解；(3)立法的法律基礎。研究團隊於2014年6月至2015年2月期間進行了以下的調查工作：

- 回顧過去由本地非政府組織、政府委託顧問公司及學術界對香港LGBTI人士所受歧視的研究，及其他司法體系的政策與措施。
- 於香港不同地區舉辦三場公眾研討會，聽取公眾意見，合共有超過600位公眾人士參加。
- 組織了26個焦點小組會，並與包括LGBTI人士、宗教團體與家長團體代表在內的主要持份者進行訪談。
- 進行全港電話抽樣調查，抽樣訪問18歲或以上成人。
- 透過網上、郵寄或親身遞交方法收集了1,694份意見書。
- 與15位來自澳洲、香港、荷蘭、英國及美國的法律專家進行半開放式訪談，他們包括有人權倡議者、法律學者及法律執業者。
- 於網上向公眾收集不具名的歧視個案。
- Reviewed previous local studies conducted by non-governmental organisations, Government-commissioned consultants and academics on discrimination faced by LGBTI people in Hong Kong, and policies and practices in other jurisdictions.
- Organised 3 public forums in different parts of Hong Kong to hear opinions of the community, with attendance of over 600 members of the general public.
- Lined up meetings with 26 focus groups and interviews with individuals to collect views of key stakeholders including LGBTI people and representatives from religious groups and parental groups.
- Conducted a territory-wide telephone survey of representative sample of adults aged 18 or above.
- Collected 1,694 written opinions submitted online, by post or by hand.
- Conducted semi-structured interviews with 15 legal experts, who are human rights advocates, legal academics and legal practitioners coming from a range of jurisdictions, including Australia, Hong Kong, the Netherlands, the United Kingdom and the United States of America.
- Collected anonymous cases of discrimination from individuals online.



我們的工作重點 Our Focuses

研究團隊已完成相關調查工作，現正撰寫研究報告，並預計於2015年底提交平機會管治委員會審議。平機會將會向政府提交報告，以助政府考慮訂立法例、制定適當政策及其他措施應對LGBTI人士所受的歧視。平機會期望出版研究報告有助加深公眾對這議題的認識，讓社會可以理性地訂出處理方法。

性見共融國際研討會

為了加深公眾對LGBTI社群所受歧視的認識，促進理性討論，平等機會委員會、歐盟駐香港及澳門辦事處和香港中文大學香港亞太研究所性別研究中心於2014年8月28至29日聯合舉辦有史以來首個「性見共融國際研討會」，並且得到英國駐香港總領事館、英國文化協會及荷蘭駐港總領事館的支持。

研討會集本地及海外學術界、法律界專業人士、立法會議員、政府官員、LGBTI關注團體、非政府組織、人權專家代表濟濟一堂，探討香港及歐盟LGBTI社群平等權利的相關議題及經驗，並於兩日的研討會中分享他們的見解及專業知識。

The research team has already completed the relevant fieldwork and is now working on the Study report, which is expected to be available for consideration by the EOC Board in late 2015. The EOC will then present the report to the Government to facilitate its consideration of the appropriate legislative, policy and other steps for tackling the discrimination faced by LGBTI persons. The Commission is hopeful that the publication of the report will also be a key next step to deepening public understanding of this issue, thus enabling the society to map out Hong Kong's approach in a rational manner.

International Symposium "Working Together for an Inclusive Society: LGBTI Rights in Comparative Perspective"

In order to foster rational dialogue and public understanding of the discrimination faced by the LGBTI community, the EOC joined hands with the European Union Office to Hong Kong and Macao, and the GRC of The Chinese University of Hong Kong to organise the first-ever international symposium "Working Together for an Inclusive Society: LGBTI Rights in Comparative Perspective" on 28-29 August 2014 in Hong Kong, with support from the British Consulate-General Hong Kong, the British Council, and the Netherlands Consulate General in Hong Kong SAR and Macao SAR.

This symposium brought together local and overseas representatives from the academia and legal profession, legislators, Government officials, LGBTI concern groups, non-governmental organisations and human rights experts to examine the issues and experiences relating to equality of rights for LGBTI persons in Hong Kong and the European Union, as they shared their insights and expertise during the two days of events.





研討會首天舉行高層次圓桌會議，讓本地及海外這方面的權威人士、主要決策者和持份者有機會作非正式接觸及交流。翌日的會議分為四個專題小組，由專家主持帶領探討不同範疇的LGBTI權利，當中包括：(1)立法保障LGBTI權利的原因及方法；(2)跨性別人士的權利及重要法例的發展；(3)處理社會對性小眾法例的憂慮和法例帶來的社會影響；以及(4)持份者在爭取立法和向公民社會、商界、立法議員及宗教團體推廣性小眾權利的角色。

研討會得到非常正面的回應，77%的回應者非常認同或認同活動有助促進各方進行建設性對話。總括而言，87%回應者認為活動極佳或良好。

The first day featured a high-level roundtable meeting in order to provide an informal platform to connect local and overseas leading authorities on this issue with key decision-makers and stakeholders. The following day's conference saw four panels of experts who covered various aspects of LGBTI rights, including why and how to legislate for LGBTI rights; transgender people's rights and the development of key legislation; addressing community concerns and social impact of LGBTI legislation; and the roles of different stakeholders, including civil society, business, parliamentarians and religious groups, in securing legislation and promoting LGBTI rights.

The symposium saw very positive feedback, with 77 percent of the respondents saying they strongly agreed or agreed that the event could help promote constructive dialogue between different parties. Overall, 87 percent of the respondents rated the event as excellent or good.

平機會於研討會後編印了研討會報告，總結四個專家小組的匯報和討論要點。報告亦提及跟進做法。平機會希望報告可引發更多討論，進一步擴大活動成果。

倡議及社區活動

平機會於2014/15年度繼續促進社會就性小眾所面對的歧視作更深入對話及理性討論。雖然有部分社會人士質疑平機會參與這方面討論的合法性，指平機會的職權是根據現有條例處理基於性別、婚姻狀況、懷孕、殘疾、家庭崗位及種族歧視所作出的投訴，但平機會相信有需要透過研究及倡議去探討其他平等議題、為不公義發聲，以及提升大眾認識各範疇的不平等歧視，此舉對於建立一個真正包容及平等的社會來說非常重要。

平機會倡議性小眾平等權利的其中一個例子，就是密切監察《2014年婚姻（修訂）條例草案》的討論。條例草案規定，變性人必須在完成整項性別重置手術後，才可以他／她手術後的確性別註冊結婚。平機會認為此舉可能違反香港的國際人權責任，因為許多變性人不能夠或不選擇進行

Following the symposium, the EOC published a conference report to summarise the presentations and key discussion points from each of the symposium's four expert panels. The report also noted ideas for follow-up and next steps. It is the EOC's hope that the report can stimulate more dialogue and expand the reach of the knowledge gained during this event to a wider audience.

Advocacy and Community Initiatives

Indeed, the EOC continued to promote greater dialogue and rational discussion among the community on the discrimination faced by sexual minorities in 2014/15. Notwithstanding that some members of the community have cast doubts about the legitimacy of EOC's involvement in this area, given that the EOC's mandate is to handle complaints of discrimination on the grounds of sex, marital status, pregnancy, disability, family status and race under the existing ordinances, the EOC believes that there is a need to examine, to speak out and enhance the community's understanding of other areas of unfair discrimination through research and advocacy work, which is crucial for building a truly inclusive society with equal rights for all.

For instance, as part of its efforts to advocate the equal rights of sexual minorities, the EOC monitored closely the debate on the Marriage (Amendment) Bill 2014, which required a transsexual person to undergo full sex reassignment surgery (SRS) before he/she could marry in his or her affirmed gender. The EOC considered that the requirement might likely breach Hong Kong's international human rights obligations, and force the transgender community to face even greater hardships, since





性別重置手術，條例會迫使變性人群體面對更大的困境。平機會於2014年4月向立法會提交意見書，表明對法案的關注及反對通過法案，並就相關議題發表專欄文章。法案最終於2014年10月22日遭立法會否決。

many transgender persons cannot or choose not to undergo full surgery. To highlight the EOC's concerns and disagreement with the Bill, the EOC made a submission to the Legislative Council in April 2014, and published op-ed articles on the topic. On 22 October 2014, the Bill was vetoed by the Legislative Council.

平機會除了進行研究及倡議工作外，同時亦積極投入社會活動。例如，平機會支持由社商賢匯首創的「香港職場同志共融指數」。指數向企業提供基準，用以評估各公司為同／雙性戀及跨性別僱員而推行及實踐的政策，推動企業創造共融工作間。平機會深明要提升同志議題的關注及促進知識共享，推動跨界別合作十分重要，藉著推動政府與私營機構、非政府組織與專業機構等的合作，平機會期望能擴大協同效應，為社會帶來正面的改變。

Other than research and advocacy, the EOC also played an active part in community initiatives. For example, the EOC was a supporting organisation to the first-ever Hong Kong LGBT Workplace Inclusion Index launched by Community Business, which provides a benchmark on corporate policies and practices for creating inclusive workplaces for LGBT employees. The EOC acknowledges that in order to raise awareness and facilitate knowledge-sharing on this subject, it is important to mobilise cross-sector collaboration – from the Government to the private sector, from non-governmental organisations to professional bodies – so as to maximise the impact of the collective action and instigate positive change in the society.

“跨性別及變性人士都是我們社會的一份子。只因他們的性別認同與原生性別不符，他們要承受歧視及剝奪尊嚴的對待。我們的社會絕對需要增加對這方面的認識及廣泛對話，以確保他們都能得到平等對待。

Transgender and transsexual persons are fellow members of our humanity. Just because their gender identity does not match their biological sex, they are exposed to discrimination and constant indignities. Certainly, our society needs more public understanding and wider dialogue on the issue.

”

少數族裔的教育與就業機會

Education and Employment Opportunities for Hong Kong's Ethnic Minorities

“雖然《種族歧視條例》於2009年已經生效，但我們社會上仍有一些群體，基於他們的種族、語言及文化差異，在生活上遇到不少障礙，例如尋找居所、獲取醫療服務以及享有平等教育和就業機會等。我們極需要解決這些結構性的障礙，亦因此平機會把確保少數族裔得享平等教育與就業機會，定為我們未來幾年的策略性優先工作項目之一。Notwithstanding the fact that the Race Discrimination Ordinance came into force in 2009, there remains a need to address the structural barriers which continue to keep people of various ethnic backgrounds from accessing equal opportunities in education, employment, or attaining necessary services such as housing or healthcare in Hong Kong. This prompted the EOC to name ensuring equal opportunities in education and employment for ethnic minorities one of our strategic priority work areas over the next few years.”

成立「少數族裔事務組」

2014/15年度，平機會運用政府的額外經常性撥款（469萬元）成立了少數族裔事務組，就消除香港少數族裔所面對的系統性障礙，加強平機會的相關工作。該組的具體使命包括：

- 改善少數族裔學生的平等教育機會；
- 增加少數族裔的就業機會；
- 加強社會共融，深化少數族裔與華人之間的了解；
- 培養貨品、服務及設施提供者在服務少數族裔顧客時應有的文化敏感度

平機會聘請了不同族裔的人士加入少數族裔事務組。他們通曉多種語言，包括印尼語、印度語、尼泊爾語、旁遮普語、泰語，以及烏都語，並了解多元文化，能與少數族裔團體聯繫，幫助平機會與少數族裔建立夥伴關係，亦可擔當少數族裔和主流社群之間的橋樑。

Formation of the Ethnic Minorities Unit

With additional recurrent funding (\$4.69M) from the Government, the EOC set up an Ethnic Minorities Unit (the “Unit”) in 2014/15 to enhance the Commission’s work on removing the systemic barriers faced by ethnic minorities in Hong Kong. Specifically the missions of the Unit are:

- To improve the equal educational opportunities of ethnic minority students;
- To enhance ethnic minorities’ employment opportunities;
- To deepen social inclusion and understanding between ethnic minorities and Chinese; and
- To educate providers of goods, services and facilities on cultural sensitivity for serving ethnic minority customers.

The EOC has recruited staff from different ethnicities to join the Unit. They are able to connect with minority groups in Bahasa, Indonesian, Hindi, Nepali, Punjabi, Thai and Urdu. Such multilingual and multicultural capacities facilitate the EOC to build partnership and act as a bridge between the ethnic minority and mainstream communities.

事務組的策略及工作計劃

事務組的策略性目標是從政策、培訓和外展活動層面上處理少數族裔的需要。

在政策層面上，事務組會與相關的政策局及政府部門、商業組織和僱主聯繫，與他們合力制定和改善政策及指引，促進種族共融及少數族裔的平等機會。

在培訓層面上，事務組考慮到不少服務提供者對少數族裔的文化缺乏了解，致令少數族裔在享用公共服務時遇到困難，因此會為服務提供者設計提升文化敏感度的培訓。

在外展活動的層面上，事務組會與少數族裔團體的領袖建立定期溝通和聯絡網，以了解少數族裔的看法和需要，該組亦與社區團體、大專院校及其他持份者建立溝通網絡。

Strategies and Work Plan of the Unit

Strategically, the Unit aims to address the needs of ethnic minorities from the levels of policy, training and outreach.

At the policy level, the Unit regularly liaises with relevant Government bureaux and departments, business associations and employers, and work with them on developing and enhancing policies and guidelines that facilitate the inclusion and equal opportunities of ethnic minorities.

In terms of training, with due regard to the difficulties experienced by ethnic minorities in accessing public services, which often stem from misunderstanding of the culture of ethnic minorities, the Unit will devise and offer cultural sensitivity training for service providers.

On outreach, the Unit aims to establish regular communications and networks with ethnic minority leaders, as well as with community groups, tertiary institutions and other stakeholders, to solicit views and understanding of the needs of the ethnic minorities.



少數族裔的平等教育機會

支援少數族裔學生學習中文

推動少數族裔的平等教育機會是事務組主要工作範圍之一。有見政府於2014/15學年為非華語學生制定「中國語文課程第二語言學習架構」，並在香港中學文憑考試加入應用學習（中國語文）科，事務組一直密切監察上述措施的落實情況。除了與教育局保持聯繫外，也會定時諮詢學者、非政府機構、學校校長、老師、學生和家長，以了解這些措施的落實進度 and 成效。



Equal Educational Opportunities for Ethnic Minority Students

Support to Students in Learning Chinese

Promoting equal educational opportunities of ethnic minority students is one of the Unit's major areas of work. Following the Government's introduction of the Chinese Language Curriculum Second Language Learning Framework and the Applied Learning (Chinese) Subjects in the Hong Kong Diploma of Secondary Education Examination for non-Chinese speaking students in the 2014/15 school year, the Unit has been closely monitoring the implementation of these measures. As well as liaising with the Education Bureau, the EOC has been consulting scholars, NGOs, school principals, teachers, students and parents regularly on the progress and effectiveness of the enhanced measures.

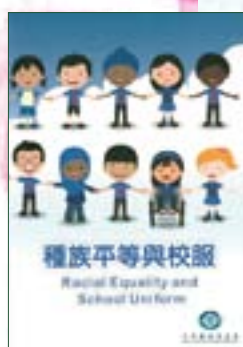


種族平等與校服指引

與此同時，平機會亦一直有為教育工作者提供培訓工作坊，對象包括教師和教學助理等，目的是協助他們締造文化共融的學習環境。為協助學校制定及推行符合平等原則的校服規則，平機會於2014年6月製作了「種族平等與校服」指引。該指引提供八種語言版本，分別是中文、英文、烏都文、尼泊爾文、菲律賓文、泰文、印度文及印尼文，並另有網上版本。至於內容方面，指引參考了外國的相關個案，提供制定校服規則的實用建議和例子。平機會除了向所有中小學派發指引外，更為校長和學校管理人員舉行了三場研討會，以增加他們對平等校服規則的認識。有關研討會分別於2014年6月30日、7月7日及9日舉行，合共吸引逾200位參加者出席。

Guide on Racial Equality and School Uniform

Simultaneously, the EOC has been providing training workshops to educators, including but not limited to teachers and teaching assistants, for the development of a culturally inclusive learning environment. To assist schools in the development and implementation of uniform rules in a way that accord with the principles of equality, the EOC produced a "Racial Equality and School Uniform" guide in June 2014. Published in eight languages, namely Chinese, English, Urdu, Nepali, Tagalog, Thai, Hindi and Indonesian, and available online, the Guide offers practical advice and examples on school uniform rules, with references to overseas cases where relevant. On top of distributing it to all the primary and secondary schools across Hong Kong, the EOC organised three seminars for the school administrators on 30 June, 7 and 9 July 2014 to widen understanding of this issue, which were well attended by over 200 participants.



少數族裔兒童的幼稚園教育機會

平機會大力支持幫助少數族裔兒童在學前階段學習中文的政策和措施。與本地家長不同，很多少數族裔家長並不清楚本地入學的機制和程序，當中更有家長指出部分幼稚園只提供中文版的入學資料，並只以中文進行甄別面試，因而令少數族裔錯過重要資訊和面試機會。有見及此，事務組已計劃在2015/16年出版公平共融的收生政策小冊子，內容包括制定沒有歧視的收生程序、語言要求及文化共融措施，並計劃向學校管理人員、師生及家長派發。



Kindergarten Education for Ethnic Minority Children

The EOC strongly supports policies and measures that facilitate ethnic minority children to learn Chinese from the pre-primary level. In view of the fact that many ethnic minority parents are not as well informed about local admission mechanisms and procedures as their Chinese counterparts, with some claiming that some kindergartens provide their school information and conduct selection interview in the Chinese language only, hence denying access by these parents to essential information and interview opportunities, the Unit has made plans to publish a booklet on fair and inclusive admission policies in 2015/16. Targeting school administrators, teachers, students and parents, this booklet will cover non-discriminatory admission process and language requirement, as well as culturally inclusive measures.



少數族裔的平等就業機會

為推廣少數族裔的平等就業機會，事務組一直與政策局及政府部門聯繫，合力游說僱主向少數族裔求職者提供更佳支援，例如提供雙語招聘廣告和放寬中文入職要求。此外，事務組亦為少數族裔提供培訓，以助他們更了解《種族歧視條例》賦予少數族裔僱員的保障。事務組並計劃進行推廣，介紹僱用少數族裔的模範大企業，藉此推動中小型企業聘請少數族裔員工。

Equal Employment Opportunities of Ethnic Minorities

To promote the equal employment opportunities of ethnic minorities, the Unit has been networking with Government bureaux and departments to lobby for better support to ethnic minority job-seekers, such as bilingual job advertisement and relaxation of Chinese entry requirements. In addition, training sessions have been conducted for ethnic minorities to increase their awareness of employment protection extended by the Race Discrimination Ordinance (RDO). The Unit is also planning to embark on promotions, which will feature those major enterprises that hire ethnic minority employees, as successful exemplars to other small and medium enterprises.

少數族裔獲取貨品、設施和服務的情況

平機會一直有為貨品、設施和服務提供者舉辦有關《種族歧視條例》和文化敏感度的培訓工作坊。針對少數族裔社群對使用銀行服務和租用樓宇方面的關注，平機會與香港銀行公會、香港銀行學會，以及地產代理監管局合作，向銀行從業員及地產中介人提供培訓。

除了提供培訓外，事務組亦致力與不同行業的組織和監管機構協力改善運作指引，或就服務少數族裔顧客的良好常規提出建議。平機會並會舉辦一系列巡迴展覽，向公眾推廣與少數族裔交流時的正面態度。另外，事務組亦計劃夥同大專院校及／或非政府機構推行共融計劃，透過體育、康樂和文化活動促進多元種族共融。

Access to Goods, Facilities and Services

The EOC has been providing training workshops on the RDO and cultural sensitivity for providers of goods, facilities and services. To address the concerns raised by the ethnic minority communities about accessing bank services and renting flats, the EOC has been collaborating with the Hong Kong Association of Banks, the Hong Kong Institute of Bankers and Estate Agents Authority on training for banking practitioners and estate agents.

Beyond training level, the Unit also aims to work with industry associations or regulatory bodies to enhance their operation guidelines and suggest good practices on serving ethnic minority customers. As for the general public, a series of roving exhibitions will be organised to promote positive attitude in the interaction between Chinese and ethnic minorities. On this front, the Unit is also planning to partner with tertiary institutions and/or NGOs to carry out a project that facilitates multi-ethnic integration through sports, leisure and cultural activities.



“少數族裔都是我們社會一份子，是『香港人』。跟我們一樣，他們都希望有個安定、和平、互相尊重和公平的生活環境，以及享受家的溫暖。我們每個人亦應珍惜在香港生活及發展的機會，並盡一分力，協助少數族裔們跨過障礙，融入本港生活，一起努力鞏固我們這個家園，實現種族平等的理想。

Like everyone of us, ethnic minorities want to have a stable, safe and peaceful living environment with mutual respect and equality, and feel the warmth of sharing Hong Kong as our home. They cherish the opportunities to live and pursue their dreams in Hong Kong. We all should cherish this place we call home. By working together, we can make racial equality a reality in our city.

有特殊教育需要學生的融合教育

Integrated Education for Students with Special Educational Needs

“教育不應只為向學生灌輸知識，而是應啟發學生的思維及潛能。可惜現時不少學生因著他們的種族、殘疾、性傾向或其他原因，得不到平等教育機會，這確實是平機會殷切關注的議題。

Education is so much more than instilling knowledge. Education is, and should be, about inspiration. At the moment, many students in Hong Kong still struggle for equal opportunities in education, perhaps due to their race, disability, or sexual orientation. Indeed, this is a priority area of concern for us at the EOC.

”

平機會一直高度關注有特殊教育需要及／或殘疾學生的教育問題。通過研究調查和倡議活動，平機會不斷促請當局改善現有的融合教育制度。雖然政府在2014及2015年的特首施政報告中宣佈推出一系列相關措施，以便對有關學生作出及早鑒別和介入，並加強對學生及家長的支援，但這些措施的效益還有待顯現，而平機會將密切監察這些措施的具體實施狀況。

2015年2月，平機會就香港融合教育的實施狀況向聯合國殘疾人權利委員會提交報告，指出香港現時的融合教育制度並不能妥善地照顧到這些學生的特殊教育需要，並再次強調應及早對學生作出鑒別和評估，以及向學生家長提供更有效的支援。此外，平機會亦向政府建議成立高層次的中央協調機制，以統籌不同部門之間的合作、資源分配及制定政策和策略。

平機會於2014年7月向立法會教育事務委員會融合教育小組委員會提交意見書，就關乎融合教育實施的投訴處理機制，以及現時融合教育制度對有精神病的學生的支援，提出了平機會的意見。

The EOC is deeply concerned about education for students with special educational needs (SEN) and/or disabilities. Through research and advocacy, the EOC has been urging for enhancement to the existing integrated education system. While the Government announced a series of initiatives in the Policy Address of the Chief Executive in 2014 and 2015 to facilitate early identification and intervention of students, and enhanced support for students and parents, the effectiveness of these measures is yet to be seen, and the EOC will continue to monitor closely their implementation.

During the year in review, the EOC made a submission to the UN Committee on The Rights of Persons with Disabilities in February 2015 regarding the implementation of integrated education in Hong Kong. The EOC highlighted in the submission that the integrated education system in Hong Kong could not properly cater for the needs of the students with SEN, and reinforced its call for early identification and assessment of students, and better support to parents. The EOC also proposed the HKSAR Government to set up a central coordinating mechanism at senior level to coordinate inter-departmental collaboration, allocation of resources and formulation of policies and strategies.

Locally, in July 2014, the EOC made a submission to the Subcommittee on Integrated Education of the Legislative Council Panel on Education, and presented its views on the mechanism for handling complaints about the implementation of integrated education and support for students with mental illness under the existing integrated education system.

與持份者的溝通

平機會在2014/15年度繼續與家長及關注組保持溝通，以加深了解有特殊教育需要學生的需要，並為其尋求解決方法。為探討此問題並促進持份者之間的交流，平機會在2014年11月的公眾論壇中加入了「倡導為有特殊教育需要學生提供有效的融合教育」為討論議題，並且邀請了教育局代表到場分享政府在這方面的最新工作情況。

社區活動

平機會利用不同社區活動的平台，提高公眾意識並呼籲對有特殊教育需要學生加強支援。在2014/15年度，平機會參加了不少與特殊教育相關的活動，例如，由香港關顧自閉聯盟於2014年4月2日舉行的2014香港關顧自閉日；由香港教育學院社會科學系於2014年10月3日舉行的「邁向平等的教育：挑戰與策略」專題研討會；以及由香港教育學院管治與公民研究中心於2014年12月12日舉辦的「共建香港教育藍圖：香港教育政策圓桌研討會」。

Communication with Stakeholders

Throughout the year, the EOC continued to maintain communications with parents and concern groups, in order to better understand the needs of students with SEN and how these could be addressed. To examine the issue and facilitate exchange between stakeholders, the EOC included the topic "Advocating for the Effective Implementation of Integrated Education for Students with SEN" as one of the discussion items at the Public Forum held in November 2014, and invited representatives from the Education Bureau to share update on the Government's initiatives.

Community Initiatives

Indeed, the EOC has been leveraging on the platforms of various community initiatives to raise awareness and call for increased support to students with SEN. For example, the EOC took part in the Hong Kong World Autism Awareness Day 2014 organised by the Hong Kong Autism Awareness Alliance on 2 April 2014; the "Education for Equality: Challenges and Strategies" Symposium organised by the Department of Social Sciences at The Hong Kong Institute of Education on 3 October 2014; and the Hong Kong Education Roundtable Forum organised by the Institute's Centre for Governance and Citizenship on 12 December 2014.



平機會又與教育局及其他相關團體合辦了「親子共融滿校園」嘉許計劃。透過表揚適切照顧有特殊教育需要子女的家庭，以及積極支援學校推動共融政策和措施的家庭或團隊，該計劃旨在營造和諧共融的校園文化，而共融的校園文化對確保有特殊教育需要的學生得到平等學習機會和身心健康，及讓他們融入主流課堂，是非常重要的。

本地專上教育學院平台

平機會亦積極與香港大專院校保持密切聯繫，為有特殊教育需要及／或殘疾的大學生提供支援。作為協作者，平機會促成了「本地專上教育學院平台」的成立，以討論共同關注的平等機會問題，並分享院校的最佳措施。2014年11月，大學教育資助委員會向受資助院校提供了港幣2,000萬元的一筆過撥款，以便在2015/16及2016/17年度加強對有特殊教育需要學生的支援，而院校在有需要時可就其支援措施諮詢平機會的意見。平機會將繼續發揮協作者的作用，促進專上教育界別的共融環境及平等教育機會。

Working together with the Education Bureau and other related parties, the EOC acted as a co-organiser of the “Home-school Cooperation in Building an Inclusive School Culture” Award Scheme. Through the commendation of families which provide appropriate support for their children with special educational needs, as well as families and parent teams which actively support schools in implementing inclusive policies and practices, the Award Scheme aimed to promote an inclusive school culture, which is crucial for ensuring the equal learning opportunities and well-being of students with SEN, and their integration into the mainstream classroom.

Local Tertiary Education Institutes Platform

The EOC has also been forging ties with the tertiary education institutions in Hong Kong on the support for university students with SEN and/or disabilities. Acting as a facilitator, the EOC has instigated the formation of a “Local Tertiary Education Institutes Platform”, which serves as a platform for discussing equal opportunity issues of common concern and sharing best practices among the institutions. In November 2014, the University Grants Committee allocated a special one-off funding of HK\$20 million for its funded institutions to enhance support for students with SEN in 2015/16 and 2016/17. Where necessary, the institutions might consult the EOC on their proposals. The Commission will continue to play the role of a facilitator in promoting an inclusive environment and equal learning opportunities in the tertiary education sector.



政府執行職能時，對「殘疾」採用最新且統一的定義

Adopting an Updated and Unified Definition of Disability in the Performance of Government Functions

“現在是時候讓我們作為社會的一份子，移除對殘疾的標籤並作出支援。雖然醫學進步令不少有殘疾或長期病患的人士可正常生活，但是社會上的歧視態度和缺乏了解，仍是牢牢的窒礙著他們的發展。

It is time for us, as a society, to break down the barriers of stigma and offer support. Despite medical advances which enable many people with disabilities or chronic conditions to live regular lives, poor attitudes and a lack of understanding remain a major disabling factor.

平機會一直促請政府在提供服務時，應考慮到殘疾人士受到態度和環境上的障礙，令他們無法充分參與社會，因此應採用更廣泛的「殘疾」定義，並劃一定義。

The EOC has been urging the Government to broaden and standardise the definition of “disability” for its services by taking into account the attitudinal and environmental barriers that hinder people with disabilities from participating in society.

平機會特地要求政府加快檢討「公共福利金計劃」下領取傷殘津貼的資格，以免受到法律挑戰和被市民提出殘疾歧視申索。平機會備悉政府已就此成立跨部門工作小組進行檢討，委員會將繼續監察政府康復政策的實施情況，評估有關政策是否符合《殘疾歧視條例》的規定。

In particular, the EOC has advised the Government to expedite action on reviewing the eligibility criteria for disability allowance under the Social Security Allowance Scheme, to avoid possible legal challenge and claims of disability discrimination. In this respect, the EOC noted that the Government has established an inter-departmental working group to conduct the review, and will continue to monitor the implementation of disability and rehabilitation policies by the Government, and assess their compliance with the Disability Discrimination Ordinance.

與此同時，平機會將繼續與關注團體和服務殘疾人士的非政府組織保持密切對話，參與他們年中舉辦的活動。例如：平機會於2014年11月便參與了世界盲人聯會亞太區中期會議舉行期間的展覽，以推廣「通用設計」的概念。

At the same time, the EOC continued to maintain close dialogue with concern groups and NGOs serving people with disabilities through meetings and participation in their events and activities throughout the year. For example, the EOC participated in the exhibition held during the World Blind Union – Asia Pacific Mid-Term Regional General Assembly 2014 in Hong Kong in November 2014 to promote the concept of “universal design for all”.



精神健康

平機會於2014年6月向立法會衛生事務委員會提交一份有關香港精神健康政策和服務的意見書。平機會在意見書中指出，本港缺乏相關服務及人手、基層醫療與公共精神科服務之間接軌未如理想、社會普遍歧視和標籤精神病，在在都妨礙精神病患者穩定就業和在危機發生前求助。

平機會建議政府規劃全面而長遠的精神健康政策，以促進和改善整體香港市民的精神健康，並制定策略和目標，處理與特定年齡有關的精神健康問題。政府又應擬定長遠人力計劃，培訓精神健康專業人士。平機會又建議政府考慮設立高層次且有廣泛基礎的精神健康局，積極統籌和監察各項政策和有關精神健康支援服務行動方案的制定和推行。

除了倡議政策改變，平機會亦積極參與公眾教育活動。2014年平機會再度鼎力支持於10月舉行的「精神健康月」。這項活動由勞工及福利局贊助，並得到多個政府部門、公共機構和非政府組織支持，以宣揚精神健康的重要性，提高市民對精神病人的認知、知識和接納。

平機會於2014年10月14日與精神健康月籌備委員會成員一起公布《精神健康指數調查》的結果。是項調查研究了香港人的精神健康狀況。在1,500位受訪者之中，約三分之一(33%)的精神健康指數低於50，與2013年的數值(25%)相比，顯示有精神健康風險的人增加。此外，受訪者精神健康指數的平均數值為55.93；較2013年的59.72低，反映整體精神健康轉差。工作小組建議在學校階段儘早向年輕人灌輸精神健康教育，讓他們學會處理壓力和管理技巧。至於工作間，建議僱主為員工提供適當的培訓課程，提高合作精神和改善人際關係能力。

Mental Health

In June 2014, the EOC made a submission to the Legislative Council Panel on Health Services regarding the mental health policy and services in Hong Kong. The EOC highlighted in its submission the shortage of related services and manpower in Hong Kong, the unsatisfactory interface between primary care and public psychiatric services, as well as the stigma and prevalent discrimination against mental illness, which prevent persons with mental illness from securing employment and seeking help until crisis occurs.

The EOC recommended the Government to map out a comprehensive and long-term mental health policy to promote and improve the mental health of the people of Hong Kong as a whole, with strategies to address age-specific mental health problems. In addition, the Government should map out the long-term manpower plans in relation to the training of mental health professionals. The EOC further suggested the Government to consider setting up a high-powered and broad-based Mental Health Commission to proactively co-ordinate and monitor the formulation and implementation of both policies and action plans related to mental health services.

Aside from advocating policy change, the EOC actively participated in public education and awareness programmes. For another year, the Commission remained a staunch supporter of the Mental Health Month held in October 2014. The initiative was sponsored by the Labour and Welfare Bureau and supported by a number of Government departments, public organisations and non-governmental organisations to publicise the importance of mental health, and to raise awareness, knowledge and acceptance of people with mental health issues.

On 14 October 2014, the EOC joined members of the Mental Health Month Organising Committee to announce the findings of the Mental Health Index Survey, which investigated the mental well-being of people in Hong Kong. Among the 1,500 respondents interviewed, approximately one-third (33%) scored lower than 50 in the Mental Health Index, reflecting a higher proportion of at-risk mental health when compared with the percentage (25%) in 2013. In addition, the mean score of respondents' mental health index stood at 55.93, as compared to 59.72 in 2013, reflecting a drop in overall mental health. The Working Group recommended the provision of mental health education early in school to equip young people with stress-coping and management skills. As for the workplace, employers are advised to provide proper staff training to enhance team-building and interpersonal skills.





「無障礙網頁嘉許計劃」

平機會連續第三年與政府資訊科技總監辦公室合辦「無障礙網頁嘉許計劃」，表彰在其網站和手機程式採用無障礙設計的企業及機構。平機會委員葉少康先生再次擔任本計劃2015年顧問委員會的聯席主席。

根據是項計劃，凡符合嘉許條件的網站和手機程式都會獲頒金獎或銀獎，並可展示得獎標誌，以表揚它們關愛共融社會，採用無障礙設計的成就。

2015年各界約有近200間機構（242個網站；61個手機程式）報名參與本計劃。經評審後，共有199個網站和45個手機程式獲嘉許，當中有195個獲金獎，49個獲銀獎。全部得獎網站和手機程式達244個，較2014年的數字增加52%，顯示社會對無障礙網絡的支持日增。



Web Accessibility Recognition Scheme

For the third consecutive year, the EOC co-organised the Web Accessibility Recognition Scheme with the Office of the Government Chief Information Officer. The Scheme served to commend enterprises and organisations for making their websites and mobile apps accessible to everyone, particularly persons with disabilities and special needs. Mr Nelson YIP Siu-hong, EOC Board Member, once again acted as the Co-Chairperson of the Advisory Committee of the 2015 Scheme.

Under the Scheme, websites and mobile apps meeting the prescribed accreditation criteria would be given gold or silver awards and can display the award logo as recognition for their outstanding achievement in adopting barrier-free designs and contributing to a caring and inclusive society.

In 2015, almost 200 organisations (242 websites, 61 mobile apps) from different sectors enrolled on the Scheme. After assessment, 199 websites and 45 mobile apps were recognised, with 195 gold and 49 silver awards presented to enterprises and organisations. The total number of awards, which reached 244, represented an increase of 52% over the figure in 2014, underlying the community's increasing commitment to web accessibility.

反性騷擾運動

Anti-Sexual Harassment Campaign

“我們必須認真處理性騷擾的根源問題。性騷擾往往源自兩性權力不平衡和性別定型觀念。至今仍有不少人怪責性騷擾受害者，指他們的衣著或行為舉止引致被人性騷擾。這種定型觀念和錯誤的態度根本不應出現在香港這個聞名遐邇的國際都會。

It is vital to address the root causes of sexual harassment, which are often related to the power differential between the sexes and fuelled by gender stereotyping. Far too often still, we hear people blame the victims of sexual harassment, saying that they invite such acts because of the way they dress. Such mischaracterisations have no place here if we are to live up to our reputation as a cosmopolitan city.”

性騷擾屬違法行為，會為個人和機構帶來沉重負面影響，因此，防止性騷擾一直是平機會的策略性優先工作項目之一。為提高不同界別對性騷擾的認識和了解預防的重要性，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」。2014/15年度，平機會反性騷擾運動的工作在多個方面都有良好進度。

Preventing sexual harassment remains one of the priority work areas of the EOC, given the serious impact of this unlawful act on both the individuals and the organisations. To promote the community's awareness of sexual harassment and the importance of preventing this unlawful act, the EOC formed a Working Group on Anti-Sexual Harassment Campaign under the Policy and Research Committee in 2012. In 2014/15, the EOC's Anti-Sexual Harassment Campaign achieved satisfactory progress on various fronts.



《2014年性別歧視（修訂）條例》

首先，就平機會促請政府修訂《性別歧視條例》，並進行了一系列問卷調查，以印證性騷擾問題在不同服務業仍然嚴重，政府作出了積極回應。2014年6月，政府向立法會提交了《2014年性別歧視（修訂）條例草案》，把條例的保障範圍擴大至服務提供者。經修訂的條例規定，任何顧客如向提供或可能提供貨品、設施或服務的人作出性騷擾，皆屬違法行為。立法會於2014年12月3日三讀通過條例草案，條例並於2014年12月12日刊憲當日生效。

為提升公眾對修訂條文的認識，平機會安排了一系列的宣傳和公眾教育活動，包括製作電視和電台的宣傳短片和聲帶。除了印製全新單張《性騷擾——性別歧視條例對貨品、設施或服務提供者的保障》之外，平機會更於2015年2月在網站上載了《防止職場性騷擾：中小型企業僱主小錦囊》，為中小型企業提供指引，以防止違法行為和處理相關投訴。

Sex Discrimination (Amendment) Ordinance 2014

First, the EOC's urge to the Government for legislative enhancement, as supported by a series of questionnaire surveys that showed the prevalence of sexual harassment in various service industries, had received positive response from the Administration. In June 2014, the Government introduced the Sex Discrimination (Amendment) Bill 2014 to the Legislative Council. The Bill sought to extend the protection against sexual harassment to cover service providers, making it unlawful for a customer to sexually harass a provider or prospective provider of goods, facilities or services. The Bill was passed by the Legislative Council on 3 December 2014 and became effective on the date of gazettal on 12 December 2014.

In order to widely publicise the legislation, the EOC lined up a series of publicity and public education initiatives, including the production of TV and radio API (announcement of public interest). Apart from a new leaflet "Sexual Harassment – The Sex Discrimination Ordinance Protects Providers of Goods, Facilities or Services", the EOC also prepared a set of easy-to-follow guidelines for small and medium-sized enterprises (SMEs) on how to prevent the unlawful act and handle related complaints. Entitled "Tips for SMEs on Prevention of Workplace Sexual Harassment", the guidelines have been uploaded onto the EOC website since its release in February 2015.



《性騷擾：學界問卷調查2014》

平機會於2015年1月宣布「性騷擾：學界問卷調查2014」的結果。與對上一次於2013年4月公布的調查結果比較，是次調查結果反映2014年已制定反性騷擾政策聲明的中小學的比例顯著地增加。

Sexual Harassment – Questionnaire Survey for Education Sector 2014

In January 2015, the EOC announced the results of the second "Sexual Harassment – Questionnaire Survey for Education Sector" conducted in 2014, which indicated a substantial increase in the number of schools that have an anti-sexual harassment policy since this survey was last published in April 2013.

是次「性騷擾：學界問卷調查2014」乃平機會與香港教育專業人員協會合作進行，向全港中、小學及本地大專院校派發了1,172份問卷，收回494份完成的問卷。在494名受訪者當中，有437名(88%)指出，他們的學校有制定反性騷擾政策聲明，跟2013年只有半數(53%)相比有所提高。而有制定反性騷擾政策聲明的小學比例更由2013年的47%升至2014年的86%，中學比例則由2013年的57%升至2014年的90%。

這些數據顯示平機會的工作取得成果，十分令人鼓舞。平機會將努力不懈，繼續與教育局及相關團體合作，舉辦不同活動，如研討會等，以提高辦學團體、校長及老師對預防校園性騷擾的認識。

以大專院校為本的反性騷擾運動

為了進一步防止發生於大專院校的性騷擾，平機會於2014年6月為本港大專院校的學生領袖舉辦了名為「玩得夠型：對性騷擾說不」的工作坊。活動旨在令學生在籌備和舉辦如迎新營等校園活動時，能提高對防止性騷擾的意識。

事實上，平機會一直積極於大專院校宣傳防止性騷擾的訊息。每個新學年，平機會都會為《防止校園性騷擾網上訓練課程》製作新宣傳物品，以鼓勵更多職員及學生完成網上訓練課程。自網上訓練課程於2007年7月推出後，截至2015年3月底，已有超過6,400位學生及職員登記成為學員，並完成訓練課程。

Conducted in partnership with the Hong Kong Professional Teachers' Union, the EOC collected 494 completed surveys out of a total number of 1,172 questionnaires distributed to all primary and secondary schools, as well as tertiary institutions across the city. Among the 494 responding schools, 437 (88%) had developed a policy statement on sexual harassment, as compared to only half (53%) of the respondents in 2013. In particular, the proportion of primary schools with an anti-sexual harassment policy statement rose considerably from 47% in 2013 to 86% in 2014, while a corresponding increase from 57% in 2013 to 90% in 2014 was also seen for secondary schools.

These encouraging findings showed that the efforts of the EOC to promote anti-sexual harassment in the educational sector had borne fruits. Building on the achievements, the EOC will continue to work closely with the Education Bureau and relevant parties, such as organising seminars to enhance the awareness of school sponsoring bodies, principals and teachers on preventing sexual harassment in schools.

Promotion Targeting the Tertiary Education Sector

To further the prevention of sexual harassment in the tertiary education sector, the EOC organised a workshop for university student leaders, "Play Smart: Say NO to Sexual Harassment", in June 2014. The workshop aimed to enhance students' understanding of preventing sexual harassment in planning and carrying out campus activities and events, including orientation camps.

Indeed, the EOC has been actively promoting the anti-sexual harassment message in tertiary institutions of Hong Kong. For each academic year, the EOC produces new promotional materials on the online training module "Preventing Sexual Harassment on Campus" to encourage greater use of the module by both staff and students. Since the training module was launched in July 2007, over 6,400 students and staff members already registered for and used the training module by the end of March 2015.



《職場性騷擾及歧視—外籍家庭傭工的問卷調查》

除了上述學界性騷擾問卷調查，平機會於2014/15年度亦公佈多份有關不同界別性騷擾問題的問卷調查結果，當中包括《職場性騷擾及歧視—外籍家庭傭工的問卷調查》。這項調查於2014年3月30日至4月13日期間進行，並於2014年11月公布結果。是次調查共收回981份有效問卷，當中525份來自菲律賓人，456份來自印尼人。調查數據顯示，6.5%（數目：60）受訪者報稱她們在調查前的12個月內，曾在工作時或與工作相關的情況下受到性騷擾。64%受訪者更表示從未收過任何有關反性騷擾的資訊。若以性騷擾性質分類，受訪者最常遇到的類別是言語／文字／電子訊息（44%），其次是涉及性的非言語暗示（17%）、有敵意的環境（17%）和身體接觸（14%）。調查結果亦記錄了四宗「強姦／性侵犯或企圖強姦／性侵犯」的個案。



因應調查結果，平機會加緊工作，透過為少數族裔而設的電台節目和刊物，向外籍家庭傭工宣傳防止性騷擾訊息。平機會亦將防止性騷擾單張翻譯成六種少數族裔語言，上載至網頁，同時放在領事館供市民免費索閱。此外，平機會亦與領事館和民間團體攜手合作，聯合舉辦工作坊，以提高外傭對法例下自身權利和保障的認識。

Sexual Harassment and Discrimination in Employment – Questionnaire Survey for Foreign Domestic Workers

Other than the above-mentioned survey for the education sector, the EOC released the findings of a number of surveys on sexual harassment in different sectors throughout 2014/15, such as one on foreign domestic workers. This Survey was conducted from 30 March to 13 April 2014 and received 981 completed questionnaires from 525 Filipino and 456 Indonesian domestic workers. Announced in November 2014, the survey findings showed that 6.5% (n = 60) of the responding foreign domestic workers had allegedly been sexually harassed at the workplace or at a work-related event in the preceding 12 months, and 64% of the respondents had never received any information on sexual harassment. Sexual harassment experienced by the foreign domestic workers was mostly manifested in the form of oral/textual/electronic messages (44%), non-verbal sex cues (17%), hostile environment (17%) and physical contacts (14%). The Survey also documented four cases of “actual or attempted rape or sexual assault”.



In view of the findings, the EOC enhanced its effort to spread the anti-sexual harassment message among foreign domestic workers, such as through radio programmes and publications targeting the ethnic minority communities. The EOC's anti-sexual harassment leaflets, which have been translated into six ethnic minority languages, have been uploaded onto the EOC website and provided to Consulates-General in Hong Kong. Through co-operation with the Consulates and NGOs serving the foreign domestic workers, workshops were organised for the workers to raise their awareness and knowledge of their right and protection under the law.

《職場性騷擾及歧視－服務業員工的問卷調查》

平機會與香港工會聯合會（工聯會）及香港職工會聯盟（職工盟）合作於2013年11月至2014年2月進行了《職場性騷擾及歧視－服務業員工的問卷調查》的量化調查研究和質性個案研究。量化調查研究方面，平機會透過工聯會及職工盟向6,000位服務業員工（包括零售／餐飲／醫療和護理等行業的員工）派發問卷，共收回472份已填妥的問卷。結果顯示，在調查過去12個月內，有19%（數目：72）受訪者受到性騷擾；另6%（數目：21）表示曾目睹或聽聞業內有性騷擾發生。此外，平機會在香港酒吧業協會的協助下進行了質性個案研究，於2014年3月12日分別訪問兩位在酒吧工作的女性。

因應調查結果，平機會安排了一系列的研討會和工作坊供僱主及僱員兩方參與，當中包括工會、專業團體、香港中小企業工商聯合會和其他相關團體，以提高他們對防止性騷擾的認識。平機會更於2015年2月7日為香港中小企業舉辦分享會。會上，平機會介紹了反歧視法例和研究案例，亦與參加者討論工作間可能發生的不平等議題如性騷擾等，同時向與會者分享如何建設共融的工作環境。

Sexual Harassment and Discrimination in Employment – Questionnaire Survey for Workers of Service Industries

This Survey was conducted in partnership with the Hong Kong Federation of Trade Unions (HKFTU) and Hong Kong Confederation of Trade Unions (HKCFU) from November 2013 to March 2014. The Survey consisted of both quantitative and qualitative elements. For the quantitative study, questionnaires were sent out through the HKFTU and the HKCFU to 6,000 workers of the service sector covering the retail, catering, healthcare and nursing industries, with 472 completed questionnaires returned. The findings revealed that 19% (n = 72) of the respondents had been sexually harassed when they were at work in the preceding 12 months, while about 6% (n = 21) indicated that they had either witnessed or heard about complaints of sexual harassment in the workplace. As for the qualitative study, it involved interviews with two female employees working separately in two bars, as conducted in March 2014 with the support of the Hong Kong Bar and Club Association.

Following the release of the Survey findings, the EOC lined up seminars and workshops on preventing sexual harassment for both the employer and employee sides, such as labour unions, professional organisations, the Hong Kong SME Development Federation and other related parties. On 7 February 2015, the EOC organised a sharing session for SMEs in Hong Kong. Featuring case study and introduction of the anti-discrimination ordinances, the sharing session examined sexual harassment and other equal opportunity issues in the working environment, and how SMEs could foster an inclusive workplace.

