



我們的承擔 Our Commitment

投訴處理

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。平機會有責任處理在這四條反歧視條例下因歧視、騷擾和中傷所引起的投訴。

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、參與會所和體育活動、處所管理及政府活動等。

處理投訴程序

任何人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，讓投訴人及答辯人均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，考慮原則問題，以及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。

Complaint Handling

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 EOC is mandated to deal with complaints of discrimination, harassment and vilification under these ordinances.

The employment-related provisions of these 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.

網上投訴表格（上載於平機會網站）
Online Form at EOC website - www.eoc.org.hk

親臨平機會 In Person

傳真 Fax -
2877 7600

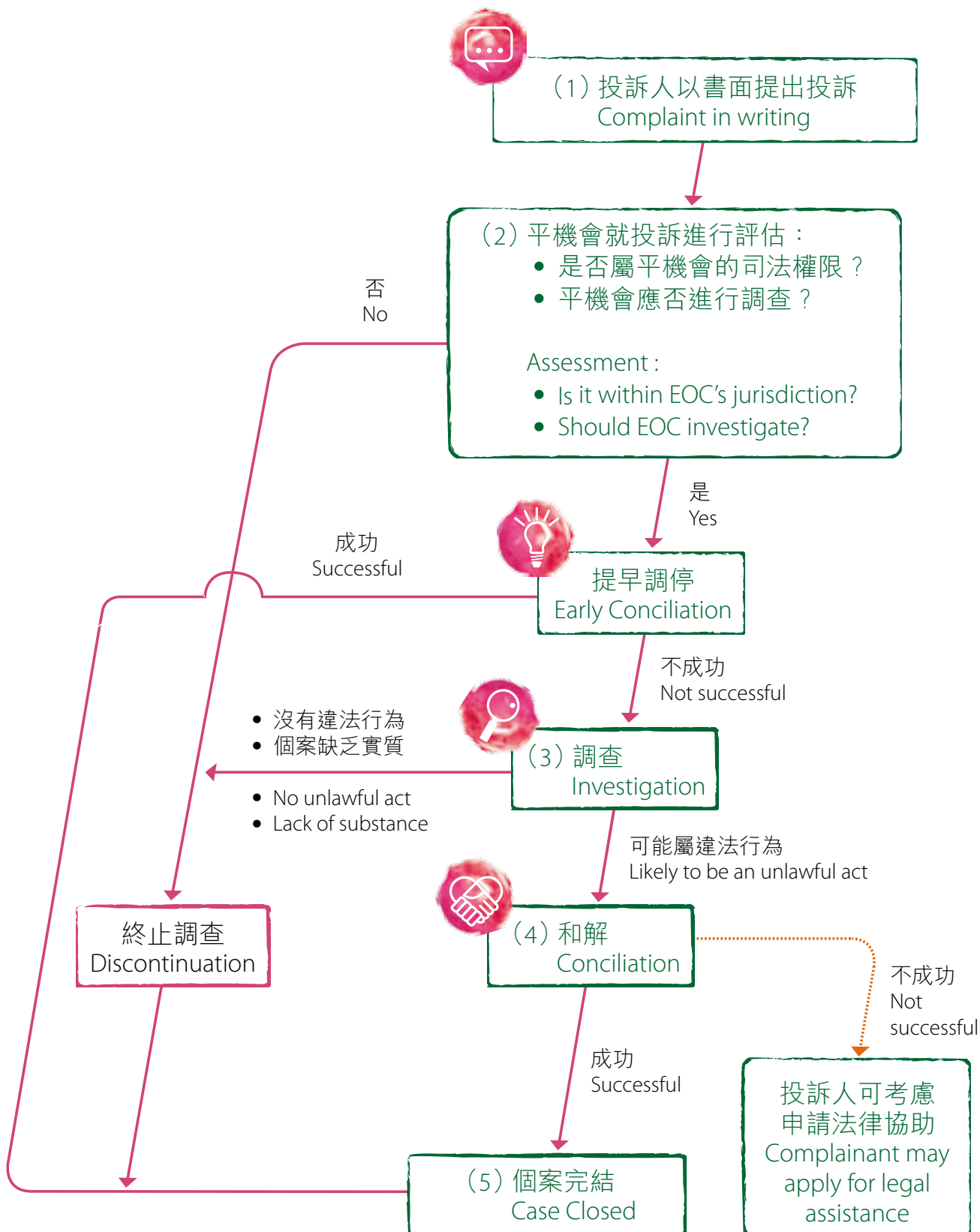
如何向平機會
提出投訴
How to Lodge a
Complaint
with the EOC

電郵 Email -
eoc@eoc.org.hk

電話 Telephone -
2511 8211

書信 Letter - 19/F, Cityplaza Three,
14 Taikoo Wan Road, Taikoo Shing, Hong Kong
香港太古城太古灣道 14 號
太古城中心三座 19 樓

向平機會提出投訴
Taking a Complaint to the EOC



共處理 17,781 宗查詢

查詢服務是平機會的重要工作之一。在 2014/15 年度，平機會處理了 17,781 宗查詢：其中 10,325 宗屬一般查詢，7,456 宗屬具體事項查詢。大多數人選擇透過電話熱線作出查詢，其次分別是透過書面查詢和親臨平機會與職員面談。

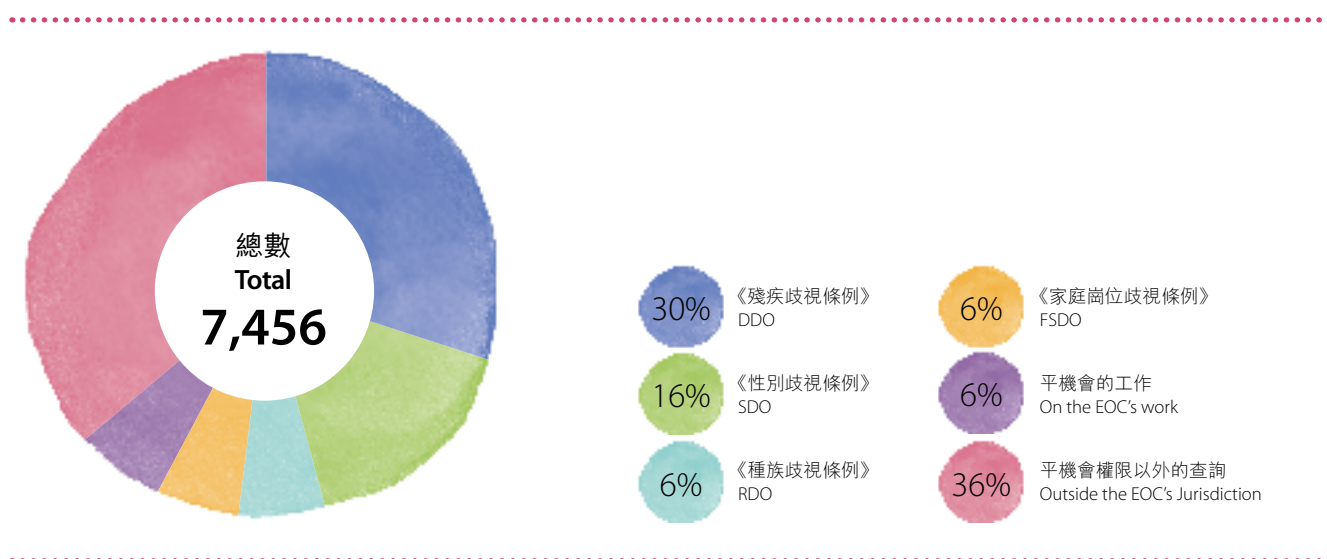
一般查詢通常是指有關平機會活動和反歧視法例條文的問題；具體事項查詢則是指查詢的情況或事件有可能變成投訴的問題。在收到的 7,456 宗具體事項查詢中，2,222 宗與《殘疾歧視條例》有關，1,158 宗與《性別歧視條例》有關，467 宗與《種族歧視條例》有關，428 宗與《家庭崗位歧視條例》有關，其餘 3,181 宗屬其他範疇的查詢（表一）。

Enquiries Handled: 17,781

Enquiry service is an important aspect of the EOC's work. In 2014/15, the Commission handled 17,781 enquiries: 10,325 general enquiries and 7,456 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 7,456 specific enquiries received, 2,222 were related to the DDO, 1,158 to the SDO, 467 to the RDO and 428 to the FSDO, while the remaining 3,181 were about other issues (Figure 1).

表一：共處理 7,456 宗具體事項查詢
Figure 1: 7,456 Specific Enquiries Handled

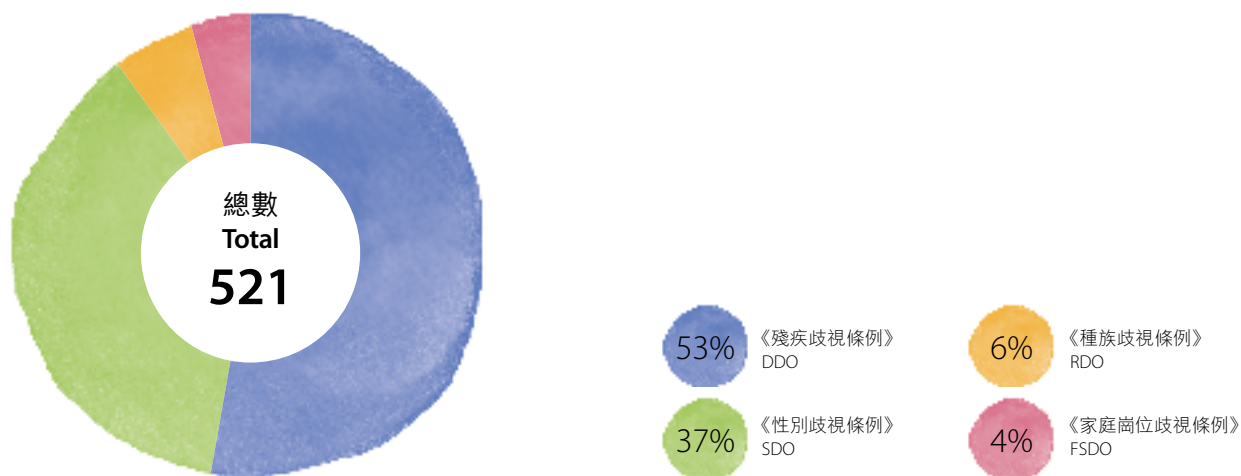


共處理 716 宗投訴

2014/15 年度平機會共收到 521 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 609 宗減少了 14%。當中最多投訴與《殘疾歧視條例》有關（275 宗），其次為《性別歧視條例》（190 宗）、《種族歧視條例》（33 宗）和《家庭崗位歧視條例》（23 宗）。

表二：共收到 521 宗新歧視投訴

Figure 2: 521 New Discrimination Complaints Received

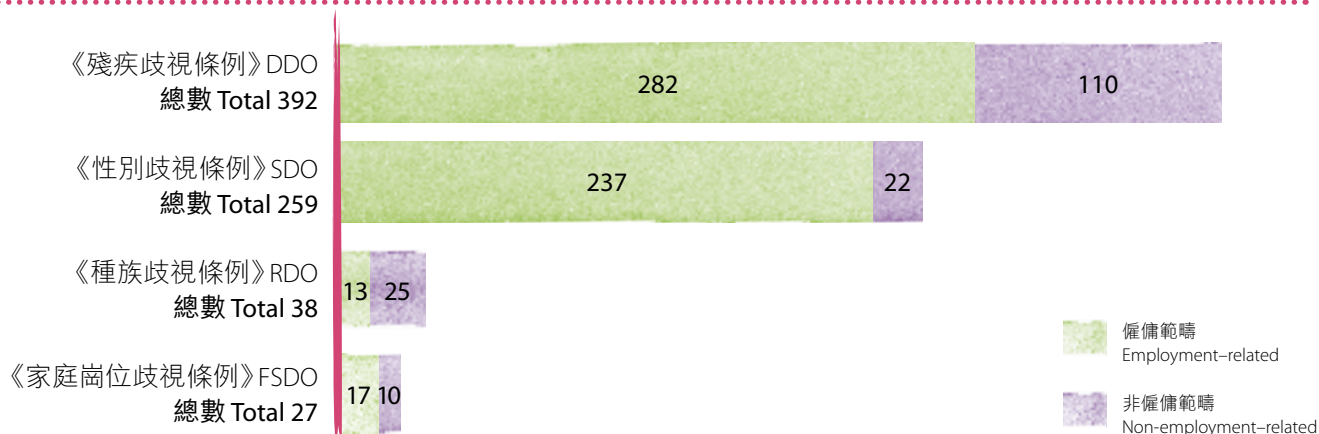


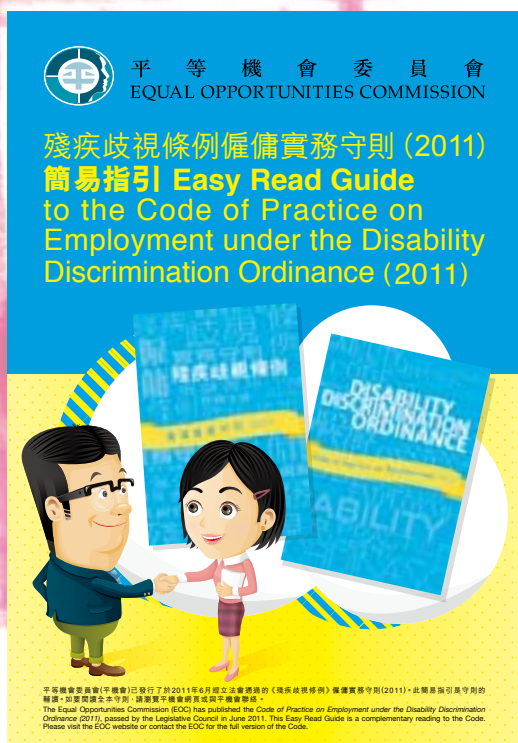
連同 2013/14 年度未完成的個案，平機會在 2014/15 年度共處理了 716 宗投訴（表三），較上年度減少 13%。此外，平機會亦主動調查了 90 宗涉及潛在歧視的事件。

Together with cases carried over from 2013/14, the EOC handled a total of 716 complaints in 2014/15 (Figure 3), 13% less than the previous year. In addition, the EOC initiated investigations into 90 incidents of potential discrimination.

表三：共處理 716 宗投訴

Figure 3: 716 Complaints Handled





有關《殘疾歧視條例》的投訴

平機會於2014/15年度共調查了392宗投訴，其中282宗(72%)屬僱傭範疇，110宗(28%)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，其糾紛主要關乎僱員履行工作固有要求的能力、僱主給予僱員的遷就，或合情合理的困難。至於不屬僱傭範疇的個案，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 392 complaints were investigated by the EOC in 2014/15, of which 282 (72%) were cases related to employment and 110 (28%) 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居首兩位。常見的性騷擾行為包括：不受歡迎並涉及性的身體接觸；與性有關的言論；令投訴人感到受冒犯的暗示和玩笑。平機會於2014/15年度共調查了259宗就《性別歧視條例》提出的投訴，其中237宗屬僱傭範疇。這些投訴當中43%(101宗)屬懷孕歧視，而性騷擾投訴則佔37%(88宗)。平機會亦調查了22宗非僱傭範疇的投訴，14%的個案(3宗)與性別歧視有關，68%的個案(15宗)與性騷擾有關，而18%的個案(4宗)與使人受害的歧視有關。

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 259 SDO cases, of which 237 concerned employment-related allegations. Of these, 43% (101 cases) involved pregnancy discrimination, while 37% involved sexual harassment (88 cases). Investigations were also made into 22 non-employment-related allegations, 14% (3 cases) of which were related to sex discrimination, 68% (15 cases) related to sexual harassment, and 18% (4 cases) to victimisation.

有關《種族歧視條例》的投訴

平機會於2014/15年度共調查了38宗根據《種族歧視條例》提出的投訴，其中13宗(34%)屬僱傭範疇，25宗(66%)屬非僱傭範疇。80%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。

有關《家庭崗位歧視條例》的投訴

在2014/15年度，平機會調查了27宗關乎《家庭崗位歧視條例》的投訴，其中17宗(63%)屬僱傭範疇，10宗(37%)屬非僱傭範疇。僱傭範疇的投訴大部分(59%)與因為家庭崗位而被解僱有關。

平機會的主動調查

平機會亦就其留意到，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。在此情況下，平機會會聯絡有關各方調查事件，解釋相關法例條文，並建議他們加以糾正。2014/15年度平機會處理了90宗此類個案，大多關乎《殘疾歧視條例》（主要與通道和提供服務的問題有關），其次是關乎《性別歧視條例》（主要是招聘和提供服務）的問題。

調停

在認為合適的情況下，平機會將致力透過調停，協助涉事雙方達成和解，以解決爭端。調停完全是自願性質的，和解條件可以是要求道歉、金錢賠償、更改政策和行事方式、檢討程序或其他安排。

平機會於2014/15年度調查的716宗個案之中，有495宗已完結。已完結個案中，《殘疾歧視條例》個案佔55%(273宗)，其次為《性別歧視條例》個案，佔37%(184宗)；《種族歧視條例》個案佔4%(18宗)和《家庭崗位歧視條例》個案佔4%(20宗)。

Complaints Related to the Race Discrimination Ordinance (RDO)

During the year, the EOC investigated a total of 38 RDO cases, 13 (34%) of which were employment-related and 25 (66%) non-employment-related. For the latter category, 80% of the cases concerned the provision of goods, facilities and services.

Complaints Related to the Family Status Discrimination Ordinance (FSDO)

In 2014/15, investigations were made into 27 FSDO allegations, 17 (63%) of which were employment-related and 10 (37%) non-employment-related. The majority (59%) of the allegations in the employment field concerned dismissal on the ground of family status.

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 90 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).

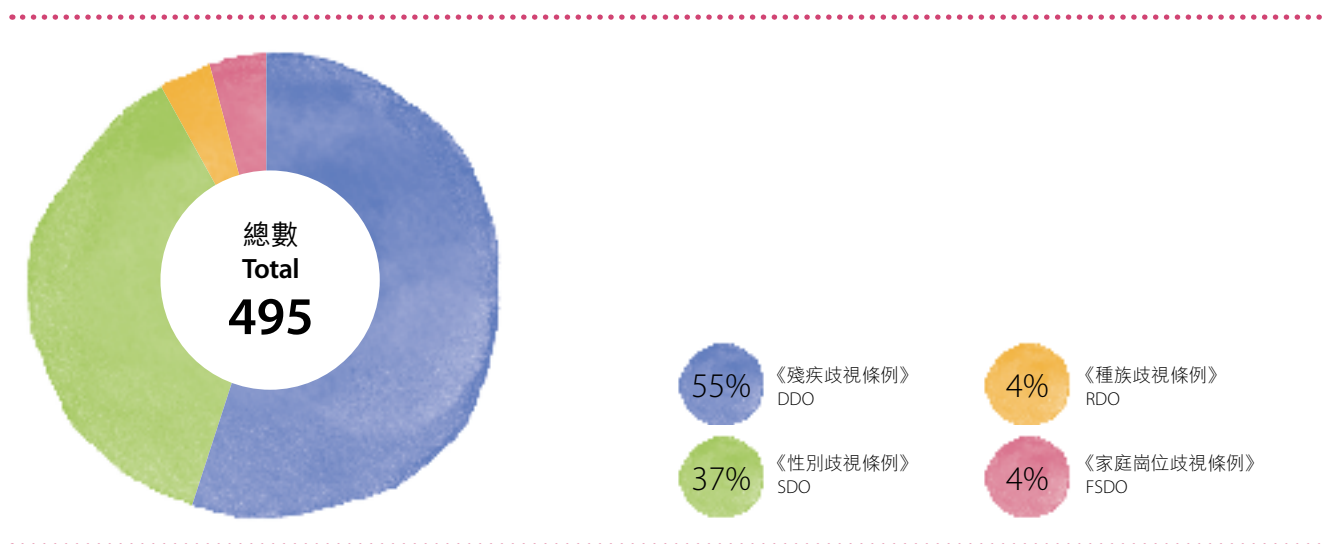
Conciliation

Where it is appropriate, the EOC will endeavour to help the parties concerned resolve the dispute through conciliation. Conciliation is completely voluntary, and the settlement can be in the form of apology, monetary compensation, change of policies and practices, review of work procedures and other arrangements.

Of the 716 cases handled in 2014/15, the EOC concluded 495 cases. DDO cases made up 55% (273) of these concluded cases, followed by SDO cases at 37% (184), RDO cases at 4% (18), and FSDO cases at 4% (20).

表四：已完結個案 — 據條例分類

Figure 4: Concluded Cases – Breakdown by Ordinances



在 495 宗已完結的個案中，175 宗進行了調停，其中 112 宗調停成功，調停成功率為 64%，而 2013/14 年度為 74%。另有 10 宗個案則是雙方在完成調查前已提早解決。調停不成功的主要因為涉事雙方未能就道歉和金錢賠償條件達成協議。

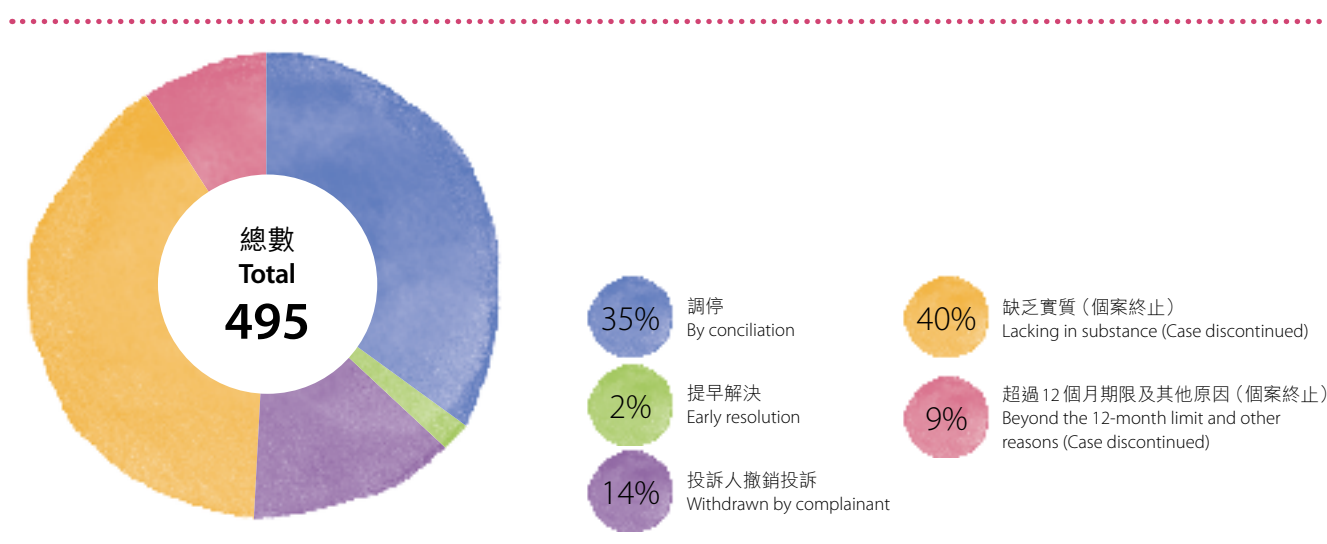
Of the 495 cases concluded, 175 proceeded to conciliation, with 112 being successfully conciliated. The successful conciliation rate was 64% during the year, as compared to 74% in 2013/14. Another 10 cases were resolved early between the parties before the investigation was completed. The major reason for unsuccessful conciliation was disagreement on the apology terms and the monetary terms among the parties concerned.

此外，總共有 67 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 243 宗個案因各種原因（包括：缺乏實質、無發現違法行為、超過 12 個月的時限才提出投訴等）而被終止。（表五）

A total of 67 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, 243 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 Actions Taken



法律協助

投訴人向平機會提出投訴後，若投訴未能達致和解，可向平機會申請法律協助，以便就投訴採取法律行動。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。

給予或不給予法律協助的原因

法律及投訴專責小組的成員各有不同背景及專業知識，他們包括學者、僱主、律師、立法會議員、非政府機構及職工會的代表，以便平衡社會不同持份者的意見。專責小組在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。這些因素在每宗個案的適用程度各有不同，專責小組很多時會綜合考慮各種原因才作出決定。

給予法律協助的主要原因包括以下各項：

- 個案能就某些重要法律問題確立先例；
- 可引起市民對香港目前仍然常見的歧視問題的關注，如懷孕歧視及處所通道等問題；及
- 可鼓勵制度變更，以消除歧視。

另一方面，不給予法律協助的原因可包括：

- 證據不足以令個案在法庭上獲勝；及
- 透過法律程序處理也不能達致有意義的結果。

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、收集及評估進一步資料或證據的法律服務、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。

法律協助申請

2014/15年度，平機會共處理了36宗法律協助申請。其中18宗獲給予法律協助，9宗不獲給予協助，另有9宗在財政年度完結時仍在考慮中。（有關按條例分類的申請數字，見表六）

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 of 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.

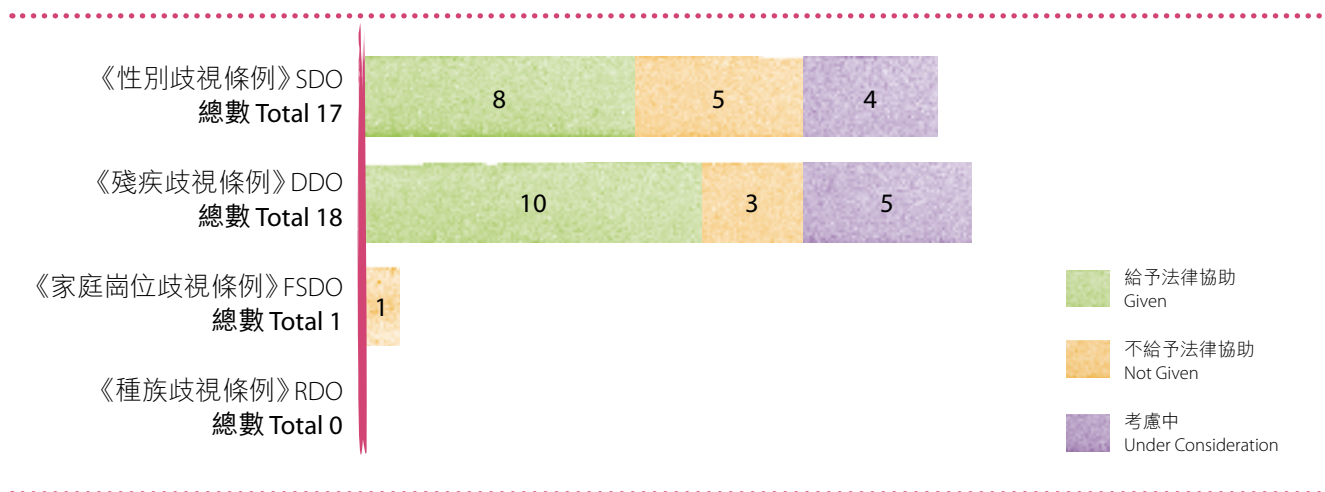
The assistance given by the EOC may include legal advice to the applicant by EOC lawyers, legal services relating to the gathering and assessment of further information or evidence, or representation in legal proceedings by EOC lawyers or by lawyers in private practice engaged by the EOC.

Applications for Assistance

During the year, the EOC handled 36 applications for assistance. Of these, 18 were given legal assistance, while nine were not given. Another nine cases were still being considered at the end of the fiscal year. (See Figure 6 for the breakdown of applications by ordinance.)

表六：按條例分類的法律協助申請數字

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



法律協助個案

在 2014/15 年度，有 6 宗在本年度或之前獲給予法律協助的個案，若不是因為已解決而無須展開法律程序，便是由於情況進一步發展及平機會評估證據後決定不給予進一步的協助。當中分別有 3 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；另有 2 宗與《殘疾歧視條例》的通道／設施障礙及提供服務有關。

此外，有共 30 宗於本年度或之前已獲給予法律協助的個案仍在處理中，截至 2014/15 年度結束為止，這些個案尚未有結果或尚未展開法律程序。

沒有展開法律程序便已解決的個案：

Assisted cases concluded without commencing proceedings:

《性別歧視條例》SDO:	3
《殘疾歧視條例》DDO:	3
	6

Legally Assisted Cases

In 2014/15, 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 more assistance upon further development and assessment of evidence. Of these, three were employment-related SDO cases; one was an employment-related DDO case and two were related to accessibility and the provision of services respectively under the DDO.

A total of 30 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.

法庭訴訟

在2014/15年度，平機會處理了11宗法庭訴訟，4宗涉及《性別歧視條例》，7宗涉及《殘疾歧視條例》。

在平機會律師的協助下，有2宗案件在保密條款下成功和解，無須進行審訊。另有1宗按原告人意願終止訴訟。截至2015年3月31日為止，尚有8宗案件仍未了結。

平機會於2015年2月13日按《殘疾歧視條例》代表一名行動不便的輪椅使用者在區域法院提出法律訴訟。該名殘疾人士投訴一間酒樓將附設的暢通易達洗手間用作儲物室存放雜物，令有需要人士未能使用，並且未有為洗手間進行維修，對使用者造成危險。平機會給予此個案法律協助的原因，是為了突顯提供獨立及足夠無障礙設施如暢通易達洗手間的重要性，加強市民對這問題的關注以及了解改善的需要。

Court Cases

In 2014/15, the EOC handled 11 court proceedings – four were under the SDO and seven under the DDO.

With assistance from EOC's lawyers, two of these cases were successfully settled on confidential terms without proceeding to trial. One case was discontinued by the Plaintiff on her own initiative, and eight cases were still ongoing as of 31 March 2015.

On 13 February 2015, the EOC issued legal proceedings in the District Court under the DDO on behalf of a person with impaired physical mobility. Using a wheelchair, the person was unable to access and use an accessible toilet in a restaurant, owing to the fact that the toilet concerned was used as a storeroom filled with sundry items, and was in conditions of disrepair that posed safety hazards to users. The EOC granted legal assistance in this case in order to highlight and raise public awareness of the importance of providing independent and adequate barrier-free access to facilities, notably accessible toilets, within premises.

平機會擔當法庭之友

在2014/15年度，平機會介入了一宗《種族歧視條例》的案件，指示資深大律師以法庭之友身份，協助法院瞭解警方作為服務提供者在回應求助電話、進行調查和逮捕時，《種族歧視條例》如何適用的重要法律問題。聆訊已於2014年9月完結，現有待法庭判決。

平機會亦以法庭之友的身份出席羅智遠訴教育局局長 HCAL 91/2011 的司法覆核程序。司法覆核於2015年3月9至11日進行聆訊，內容關乎教育局局長基於外籍英語教師計劃不涵蓋智障學生的學校而決定不為申請人及其學校提供外籍英語教師資源。平機會就《殘疾歧視條例》第6(a)條及第8條的詮釋，特別是訂明比較者須為「無殘疾人士」的第6(a)條，是否亦容許作出「不同殘疾之間」的比較，向法庭陳詞。案件仍待法庭判決。

EOC as Amicus Curiae

During 2014/15, the EOC intervened in a RDO case by instructing Senior Counsel as amicus curiae to assist the Court on important legal issues relating to the application of the RDO to the Police while acting as a service provider and responding to calls for assistance, investigation and arrest. The hearing was concluded in September 2014 with judgement pending from the Court.

The EOC also appeared in the judicial review proceedings of *Law Chi Yuen v Secretary for Education HCAL 91/2011* in the capacity of amicus curiae. The judicial review, which was heard on 9-11 March 2015, concerned the Secretary for Education's decision on not granting native English-speaking teacher (NET) resources to the Applicant and his school on the basis that schools for students with intellectual disabilities were not included in the NET Scheme. Submissions were made on the important legal issues relating to the construction of Section 6(a) and 8 of the DDO, and in particular, whether Section 6(a) of the DDO permitted an "inter-disability" comparison by its requirement that the comparator be a person who was "without a disability". The case is now awaiting the Court's judgment.

和解條件

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。

金錢賠償

2014/15 年度經調停方式及法律協助後所取得的金錢賠償總額約為 411 萬港元。

Settlement Terms

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.

Monetary Compensation

The total monetary compensation secured through conciliation and legal assistance during the year under review was approximately HK\$4.11 million.

政策及研究

平機會透過政策分析及倡議工作，致力讓社會大眾對小眾群體所面對的不平等和制度上的歧視問題有更深入認識。通過與民間團體、學者和相關人士分享和對話，以及向政府、立法會等相關團體提交意見，平機會冀為政策及立法方面帶來正面影響。

Policy and Research

Through research and advocacy, the EOC strives to raise the community's awareness and understanding of the inequality and systemic discrimination faced by minority groups in the society. The EOC also seeks to influence and bring about positive changes to policies and legislation, by participating in sharing sessions and discussion forums with NGOs, concern groups and academia, and by making presentations and submissions to the Government, legislature and relevant parties.



平機會向聯合國委員會提交意見書

2014/15 年度，平機會向聯合國屬下不同委員會呈交意見書，闡述國際人權公約在香港的執行情況以及相關議題，並就執行情況提出建議。

2014 年 5 月，平機會代表出席了在瑞士日內瓦舉行的經濟、社會與文化權利委員會第 52 次會議，並就《經濟、社會與文化權利國際公約》在香港的實施情況，提交了非政府報告。報告集中討論男女平等，以及享有公平與良好的工作條件、健康，和接受教育的權利。

聯合國「消除對婦女歧視委員會」於 2014 年 10 月在瑞士日內瓦舉行第 59 次會議，審議香港特別行政區政府就聯合國《消除對婦女一切形式歧視公約》提交的第三次報告。平機會代表於 2014 年 10 月 20 日在「消除對婦女歧視委員會」與人權機構代表的非正式會議上作出陳述，講述了香港婦女所面對的挑戰，並提出平機會所關注的事宜，包括本港女性的安全；妨礙女性經濟自立及在職場晉升的障礙；以及本港邊緣婦女群體所遇到的歧視等問題。

Submission to the United Nations Committees

In 2014/15, the EOC made a number of submissions to different Committees of the United Nations to highlight the implementation of the international instruments in Hong Kong, the related issues and recommendations by the EOC.

In May 2014, the EOC representatives presented an alternative report at the 52nd Session of the UN Committee on Economic, Social and Cultural Rights in Geneva regarding the implementation of the International Covenant on Economic, Social and Cultural Rights (ICESCR) in the Hong Kong Special Administrative Region (HKSAR). The EOC's alternative report focused on the equal rights of men and women, the right to enjoy just and favourable conditions of work, as well as the rights to health and to education.

In October 2014, the EOC made a submission to the UN Committee on the Elimination of All Forms of Discrimination against Women at its 59th session in Geneva, which examined the Third Report of the HKSAR on the implementation of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). Representatives of the EOC also gave an oral statement at the Committee's informal meeting with human rights institutions on 20 October 2014, highlighting the challenges faced by women in Hong Kong and the EOC's concerns, including the safety of women; the barriers that prevent women from being economically self-reliant and from advancing in the workplace; and the discrimination encountered by marginalised communities of women in the city.



平機會向政府及立法會提交意見書

平機會同時向政府和立法會提交意見書，就國際人權公約在香港的落實情況和相關政策提出見解。意見書包括：

- 平機會於2014年4月就《2014年婚姻（修訂）條例草案》向政府提交意見書，重申平機會不同意草案建議的法律規定，即變性人必須完成整項性別重置手術的過程才能以其確認性別登記結婚。
- 平機會於2014年6月向立法會衛生事務委員會提交意見書，探討如何改善香港的精神健康服務。
- 因應香港特別行政區政府就聯合國《消除對婦女一切形式歧視公約》提交的第三次報告，平機會於2014年7月向立法會民政事務委員會提交意見書。
- 平機會於2014年7月8日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，就推行融合教育的投訴處理機制及現行融合教育制度為有精神問題學生提供的支援，提出意見。
- 平機會於2015年2月就《自願醫保計劃及私營醫療機構規管的諮詢文件》向食物及衛生局提交意見書。平機會支持自願醫保計劃的目標，並歡迎設立由政府規管，以保證承保及終生續保而無需重新核保的私人醫療保險。然而，平機會關注承保機構的核保及保費釐訂準則，特別是保單條款及細則是否公平和沒有歧視成分。

研究項目

為支持倡議工作，平機會於2014/15年度進行了多項研究項目。除此，平機會於2013年7月推出《平等機會研究項目資助計劃》，旨在鼓勵合資格的學者和非牟利團體進行具創意的研究項目，推廣香港反歧視條例的原則和應用。

Submissions to the Government and the Legislative Council

The EOC also made submissions to the Government and the Legislative Council in Hong Kong to present the Commission's views on the implementation of the international instruments and various policy initiatives. These submissions included:

- Submission to the Legislative Council Bills Committee of the Marriage (Amendment) Bill 2014 in April 2014 to highlight the EOC's disagreement with the proposed legislative requirement for transgender persons to complete sex reassignment surgery before they can marry in their affirmed gender.
- Submission to the Panel on Health Services of the Legislative Council in June 2014, presenting the EOC's views on the enhancement of mental health services.
- Submission to the Panel on Constitutional Affairs of the Legislative Council on the Third Report of the HKSAR under the CEDAW in July 2014.
- Submission to the Subcommittee on Integrated Education of the Legislative Council Panel on Education on 8 July 2014. The EOC shared its views on the mechanism for handling complaints about the implementation of Integrated Education (IE) and the support for students with mental illness under the existing IE system.
- Submission to the Food and Health Bureau in response to the Consultation Documents on Voluntary Health Insurance Scheme (VHIS) and Regulation of Private Healthcare Facilities in February 2015. The EOC supported the objectives of the VHIS and welcomed a Government-regulated form of private health insurance that would guarantee acceptance for all and renewal for life without re-underwriting. Having said that, the EOC was concerned about the criteria used by insurers to determine underwriting and pricing of insurance policies, in particular whether policy terms and conditions will be fair and free of discrimination or not.

Research Projects

To support its advocacy work, the EOC conducted a number of research projects in 2014/15. Through the "Funding Programme of Research Projects on Equal Opportunities" launched in July 2013, the EOC also supported academia and not-for-profit organisations to undertake innovative research projects that would promote the principles and applications of Hong Kong's anti-discrimination ordinances.

《香港工作間的歧視之研究》

是項研究於2013/14年度提出，旨在評估工作間歧視的種類和程度、識別出常見的定型觀念，並就有效處理工作間歧視問題及推廣平等機會概念的有效方法，徵求僱主及僱員的意見。

研究於2014年1月至4月期間進行，以量性調查和質性調查收集數據。量性調查方面，研究小組在全港隨機抽樣並完成了2,008個電話訪問。質性調查方面，研究小組與18位曾受歧視/騷擾的員工進行了單對單深入訪談，同時亦與僱主/人力資源主管進行了焦點小組討論。

平機會於2014年9月4日的新聞發布會上公布了研究結果。電話調查結果顯示，18%的受訪者表示曾在求職或在職時受到歧視或騷擾。當中尤以年齡歧視(64%)最為嚴重，其次依比例為性別(21%)、性騷擾(17%)、家庭崗位(14%)、新移民身份(11%)、懷孕(10%)及婚姻狀況(9%)。受訪者年齡中位數介乎40至49歲。另外，結果亦顯示57%的工作間性騷擾事件發生在中小型企業。

Study on Discrimination in the Hong Kong Workplace

Initiated in 2013/14, this study aimed to assess the types and degrees of discrimination in the workplace, identify common stereotyping and solicit views from the employers and employees on efficient ways of redressing discrimination in the workplace and promoting the concept of equal opportunities.

The exploratory study adopted both quantitative and qualitative approaches, with data collected from January to April 2014. The quantitative part consisted of a random sampling of 2,008 successful household telephone interviews. The qualitative part included 18 one-to-one in-depth interviews with employees who had encountered various forms of discrimination/harassment, as well as focus group discussions with employers and human resource practitioners.

The research findings were released to the public at a press conference on 4 September 2014. The telephone survey revealed that 18% of the respondents alleged to have experienced discrimination or harassment when seeking a job or at work. Among them, the most common type of discrimination encountered was age discrimination (64%). Other types of discrimination/harassment encountered were related to gender (21%), sexual harassment (17%), family status (14%), the status of being new immigrants (11%), pregnancy (10%) and marital status (9%). The median age of the respondents was in the range of 40 to 49. The statistics also showed that 57% of workplace discrimination occurred in small and medium enterprises.





《職場年齡歧視的探索性研究》

是項研究旨在審視香港職場年齡歧視的概況，並探討就年齡歧視立法的可行性。此外，研究徵詢持份者的意見，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。研究的實地工作已於2014/15年度完成，預計會在2015年下旬公布研究報告。

《研究對少數族裔在提供貨品、服務和設施及處所的處置或管理方面的歧視》

是項研究旨在提供少數族裔群體在香港尋求服務和居所時受到歧視的概況。此外，研究徵詢服務提供者的意見，以瞭解他們對少數族裔的定型觀念，並諮詢持份者對如何糾正此等歧視的意見。平機會預期會在2015年下旬公布報告。

《中小型企業的懷孕歧視之研究》

是項研究旨在瞭解懷孕婦女在本港中小型企業受到歧視的情況。此外，亦會就預防在中小企發生懷孕歧視的措施，徵集僱主、人力資源從業員和相關持份者的意見。研究報告預期於2016年初就緒。

Exploratory Study on Age Discrimination in Employment

This study is intended to provide an overview of age discrimination in the Hong Kong workplace and probe for the feasibility of legislation on age discrimination. Furthermore, it served to solicit views from stakeholders on incentives for older people to engage in employment, their preferred modes of employment and employers' concerns about the aged workforce. The fieldwork of the study had been completed in 2014/15. It is expected that the report of the study will be available in late 2015.

Study on Discrimination against Ethnic Minorities in the Provision of Goods, Services and Facilities, and Disposal and Management of Premises

This study aimed to provide an overview of discrimination against ethnic minority groups in seeking services and securing an accommodation in Hong Kong. In addition, it solicited views from service providers about their perceived stereotypes of ethnic minorities, and consulted stakeholders on ways to redress the discrimination. The report of the study is expected to be available in late 2015.

Study on Pregnancy Discrimination in Small and Medium Enterprises

The study served to provide an overview of discrimination against pregnant women in small and medium-sized enterprises (SMEs) in Hong Kong. Furthermore, views from employers, human resource practitioners and relevant stakeholders were solicited about possible measures to redress pregnancy discrimination in SMEs. The study report is expected to be available in early 2016.

《關於香港精神健康綜合社區中心及其他社會福利設施選址所遇困難的研究》

是項研究的目的是從不同持份者收集第一手資料，以瞭解社福設施在不同地區選址時遇到困難的原因，並就如何除去障礙提出建議。研究的實地工作已經完成，研究小組現正擬備調查報告。報告將有助促進平機會有關反歧視的倡議工作，包括呼籲大眾不要歧視精神病人和康復者及/或殘疾人士。

《平等機會研究項目資助計劃 2013/14》

平機會於2013/14年度推出《平等機會研究項目資助計劃》，旨在鼓勵合資格的學者和非牟利團體進行具創意的研究項目，推廣香港反歧視條例的原則和應用。2013/14年度共有11個研究項目獲資助，所有研究項目都已完成，並於2014年7月至2015年7月期間，陸續公布調查結果，而有關發布會更吸引了不少傳媒採訪及廣泛報道。為方便大眾查閱報告，平機會已將所有研究報告書和新聞稿上載至平機會網站內有關《平等機會研究項目資助計劃》的專頁。

Study on the Siting of Integrated Community Centres for Mental Wellness and Other Social Welfare Facilities

This Study aimed to gather first-hand information from various stakeholders with a view to understanding the underlying causes of the difficulties in siting social welfare facilities in various districts, and making recommendations on how to remove the barriers. The fieldwork related to the study had already been completed, and a report is under preparation. The report will serve to support the EOC's advocacy on non-discrimination, such as against patients and ex-patients with mental illness and/or disability.

Funding Programme of Research Projects on Equal Opportunities 2013/14

The EOC launched this funding programme in 2013/14, with a view to encouraging eligible academia and organisations with inspiring ideas to undertake innovative research projects that promote the principles and applications of the anti-discrimination ordinances. Altogether 11 successful applications were funded under the programme in 2013/14. From July 2014 to July 2015, the research reports of all the 11 funded projects were released to the public. The press briefings on the announcements were well attended by the media, with extensive coverage on the research findings. To facilitate public viewing, the EOC also arranged for the reports and press statements to be uploaded on the dedicated webpage of the Funding Programme on the EOC website.



我們的承擔 Our Commitment

以下是2013/14年度受《平等機會研究項目資助計劃》所資助的項目：

Below were the projects funded under the “Funding Programme of Research Projects on Equal Opportunities” in 2013/14:

受資助機構 Organisation	受資助研究計劃名稱 Name of Funded Research Project
香港中華基督教青年會 Chinese YMCA of Hong Kong	《對本港不同行業聘用少數族裔人士情況之研究》 Research on Ethnic Minorities' Employment in Different Sectors in Hong Kong
香港城市大學公共政策學系 Department of Public Policy, The City University of Hong Kong	《對傷健殘疾的意識：物業管理行業的基線調查》 Disability Awareness: A Baseline Study in the Property Management Sector
香港樹仁大學社會學系 Department of Sociology, Hong Kong Shue Yan University	《打破界限：從少數族裔人士的成功故事檢討現行的反歧視政策》 “Breaking through the barriers — Ethnic minority success stories and their implications for policy intervention in Hong Kong”
香港教育學院特殊教育與輔導學系 Department of Special Education and Counselling, The Hong Kong Institute of Education	「同性／雙性戀及跨性別中學生在校園遇到的騷擾和歧視經歷」研究 Study on “Gender and Sexual-Orientation Harassment and Discrimination Experiences of LGBTQ Students in Secondary Schools”
香港城市大學專上學院社會科學部 Division of Social Sciences at the Community College of The City University of Hong Kong	《自強自立：南亞裔小企業在香港》 “Empowerment through Business: South Asian Entrepreneurship in Hong Kong”
香港失明人協進會 Hong Kong Blind Union	「公眾對視障人士常見的誤解」調查 Research on Misconceptions of the Visually Impaired by the General Public
香港婦女勞工協會 Hong Kong Women Workers' Association	《超市推廣員面對職場性騷擾的研究》 Study on Sexual Harassment Experienced by Sales Promoters Working in Supermarkets
新婦女協進會 The Association for the Advancement of Feminism	《反性騷擾政策檢視清單——大專院校及中小學研究報告》 Anti-Sexual Harassment Policy Checklist — Research Report on Tertiary Institutions and Primary and Secondary Schools
婦女基金會 The Women's Foundation	《香港傳媒中的性別定型觀念：範圍界定研究》 Gender Stereotypes in the Hong Kong Media: a Scoping Study
跨性別資源中心 Transgender Resource Center	《跨性別人士在保安部門遇到的性騷擾》 Security Services in the Work with Trans People that would Lead to Sexual Harassment
騁志發展基金有限公司 Unleash Foundation Limited	《僱主對聘請殘疾人士態度的基線調查》 Baseline Survey on Employers' Attitudes towards Employment of People with Disabilities

次序按研究機構英文名稱之字母排列

Listed by alphabetical order of names of funded parties

《平等機會意識公眾意見調查2015》

平機會一直定期進行《平等機會意識公眾意見調查》，以瞭解公眾對平等機會意識、反歧視條例、平機會工作、推廣渠道的效率和服務使用者的滿意度，以及對未來平等機會課題的看法。調查收集的數據經過整理，可供日後進行縱向比較之用。平機會於2015年再次進行是項調查，調查結果將於2016年第一季就緒。

Equal Opportunities Awareness Survey 2015

The EOC has been conducting this survey exercise on a regular basis to collate data for future longitudinal comparison. It collects opinions from the public in respect of their equal opportunity awareness, perception of anti-discrimination ordinances and the EOC's work, the effectiveness of its promotional channels and customer satisfaction, and views on forthcoming equal opportunity issues. In 2015, the EOC once again initiated this survey, which findings will be available in the first quarter of 2016.

社區參與及宣傳

平機會在2014/15年度繼續向社會不同界別傳達平等機會和消除歧視的訊息。平機會透過不同媒體和溝通途徑，以及多種形式的活動和公眾教育計劃，廣泛接觸社會上不同的社群。

傳媒宣傳

傳媒依然是平機會宣傳及公眾教育工作最重要的夥伴，有助向公眾傳播有關平等機會的資訊。平機會在本年度共答覆了518個傳媒查詢，舉辦了14場新聞發布會，安排88次媒體訪問，並發出32份新聞稿。當中，為廣泛宣傳歧視條例檢討公眾諮詢，平機會展開了大型全港性宣傳活動，以加深市民大眾對諮詢的認識。

在2014/15年度，平機會主席於本地報章發表了多篇專欄文章，探討不同歧視議題。而為了讓更多人能閱讀相關文章，所有專欄文章均已在報章刊登後上載至平機會網站。



電視電台宣傳

推廣平等機會的電台節目 — 「平等機會多元共融行動」

年內，平機會繼續每週電台節目「平等機會多元共融行動」，以提高大眾對多元共融的認識。該節目為期一年，每週於香港電台第2台播出。節目除了介紹少數族裔的生活方式、文化和語言外，每集更會邀請不同嘉賓接受訪問。

在2014/15年度，電台節目訪問了超過75位嘉賓，當中包括立法會議員、非政府機構、復康團體、婦女團體及少數族裔團體的代表，以宣傳平等機會，無分種族、性別、殘疾及家庭崗位、彼此互相接納的訊息。

Community Participation and Publicity

The EOC continued to disseminate the messages of equal opportunities and non-discrimination to various sectors of the community in 2014/15. Through different media and communication channels, as well as activities and educational programmes in wide-ranging formats, the EOC reached out extensively to the community.

Media Publicity

Media remains an important partner of the EOC in its publicity and public education efforts, helping to disseminate information to the public. During the year under review, the EOC handled a total of 518 media enquiries, organised 14 news conferences, arranged 88 media interviews and issued 32 news releases. In particular, an extensive citywide media campaign was launched to widely publicise the Discrimination Law Review Public Consultation.

Throughout the year, a series of opinion-editorial articles were prepared for publication in the local dailies. Published in the name of the EOC Chairperson, these articles examined various topics of discrimination. To expand access to and enhance readership of the articles, the articles were posted on the EOC's website following their publication in the newspapers.

TV and Radio Promotions

EO Diversity Project — Radio Programme to Promote Equal Opportunities

The Equal Opportunities Diversity Project, a one-year radio programme for promoting inclusion and diversity, continued during the reporting period. Broadcast on Radio Television Hong Kong (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.

During the year in review, over 75 guests including Legislative Councillors, representatives from NGOs, rehabilitation groups, women's groups and ethnic minority organisations were interviewed in the programme, helping to raise public awareness on the concepts of equal opportunities and acceptance of all, irrespective of race, gender, disability, or family status.



香港電台宣傳聲帶 —「通識六十秒」

除了推出每週電台節目外，平機會亦於2014年4月至2015年3月期間安排了29條宣傳聲帶於香港電台第二台頻密播放，這些聲帶的內容俱是借助已調停的個案來介紹反歧視條例。

商業電台全新宣傳聲帶

平機會的另一個電台夥伴是商業電台。平機會於2014年在商業電台第一台推出全新宣傳聲帶，以提高大眾對平等機會的認識，並讓訊息傳達至更多聽眾。宣傳聲帶每段長度皆為一分鐘，內容涵蓋不同平等機會議題，包括《性別歧視條例》下有關免受性騷擾的保障；對外籍傭工予以尊重和包容、消除殘疾和種族歧視，以及防止懷孕歧視的重要性，還有宣揚種族和諧、工作生活平衡、平等教育機會及全民通達等訊息。平機會將於2015/16年繼續製作和播出有關聲帶。

推廣種族平等的電視宣傳短片及電台宣傳聲帶

平機會於2014/15年度繼續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，融洽共處，以促進多元和種族共融。另外，平機會亦已製作印尼語、尼泊爾語和烏都語的宣傳聲帶，在各少數族裔電台節目中播出。

Radio Promotional Segments "One Minute — Know it All"

In addition to weekly radio programme, the EOC also arranged for 29 radio promotional segments to introduce the anti-discrimination ordinances on RTHK. Based on conciliated cases, these segments were produced and broadcast frequently on RTHK Radio 2 between April 2014 and March 2015.

New Radio Segments on Commercial Radio

Another radio partner of the EOC was Commercial Radio. In 2014, the EOC arranged promotional segments on Commercial Radio 1 to build greater awareness of equal opportunities and reach a larger audience. These one-minute segments highlighted various equal opportunities issues, including the protection from against sexual harassment under the Sex Discrimination Ordinance, the importance of inclusion and respect for foreign domestic workers, the elimination of disability and race discrimination, and prevention of pregnancy discrimination, as well as promoting racial harmony, work-life balance, equal education opportunities and accessibility. The EOC will continue to produce and broadcast these segments in 2015/16.

TV and radio APIs on racial equality

The EOC's TV and radio APIs (Announcements in the Public Interest), which showcase people of different races working and studying together, were broadcast on various TV and radio stations in 2014/15 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

平機會的全雙語（中／英文）、無障礙網站繼續擔當提供資訊的重要來源以及宣傳平機會活動的平台，本年度網站的每月點擊率平均達216萬次，每月有超過14.1萬人次瀏覽。平機會並為重點資訊提供不同少數族裔語言的版本。

平機會定期更新網頁，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。這些資訊連同平機會的新聞稿、報章撰文、電台聲帶以及平機會主席、管治委員會委員和高層管理人員的訪問，均已被上載到網站，以助公眾和持份者瞭解平機會的日常運作。此外，網站亦提供反歧視條例、案例和相關教材等資料。當中，「反性騷擾」、「無障礙生活」和「大同世界」三個專頁分別提供大量有關預防性騷擾、全民通達和種族共融的資訊。

平機會網站(www.eoc.org.hk)於2014年榮獲香港互聯網註冊管理有限公司舉辦的「2014最佳.hk網站獎」銀獎（非商業組別：員工少於100人）。該獎項旨在鼓勵企業使用優良的措施及網站設計，以提升競爭力，加強善用互聯網對社會的好處。獲獎的優秀網站不單是善用互聯網及相關科技的典範，更展示有關企業所作出的努力，透過互聯網提供卓越服務和滿足商業及社會需要。

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 2.16 million throughout the year, and over 141,000 visitors a month. The EOC also offers key information in various ethnic minority languages.

The EOC website is regularly updated with information about 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, give the public and stakeholders glimpses into the EOC's daily operation. In addition, the site offers important resources on the anti-discrimination ordinances, the case law and relevant educational materials. For example, the sections "Anti-Sexual Harassment", "Barrier-free Life" and "A World of Colours" provide reservoirs of information and resources on preventing sexual harassment, accessibility and racial inclusion respectively.

In 2014, the EOC website was awarded with the 2014 Top.hk Website Competition Silver Prize for Non-commercial Stream (<100 Staff). The competition was organised by the Hong Kong Internet Registration Corporation Ltd to encourage the use of good practices and design in website development with a view to increasing competitiveness and maximising the benefits brought by the Internet to society. The outstanding websites served as examples for promoting the proper use of the Internet and related technologies, and the awards were testimony of the contribution and effort made by the respective organisations in achieving service excellence and meeting business and social needs via the Internet.

我們的承擔 Our Commitment

平機會電子通訊

為了讓持份者和公眾得悉平機會的最新消息及活動，平機會定期向大約7,000位訂閱者發送平機會電子通訊。接收電子通訊的人士包括行政會議成員、立法會議員、區議員、領事以及來自各政府部門、民間團體、關注組、傳媒機構、少數族裔團體、學校及其他持份者團體的代表。



News from the EOC

To keep stakeholders, as well as the general public, abreast of the latest happenings and activities of the EOC, an electronic newsletter is sent out by the Commission to about 7,000 subscribers regularly. Recipients include Members of the Executive Council and Legislative Council, District Councillors, Consular Corps, as well as representatives of Government departments, non-governmental organisations, concern groups, media organisations, ethnic minority groups, schools and other stakeholder groups.

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認識。平機會於2014/15年度共製作並上載了9齣新短片，令短片總數量增至232齣，點擊率更達到357,000次。平機會YouTube頻道的播放清單包括平機會活動的精華片段，例如平機會論壇，以及由平機會和香港盲人輔導會攜手製作的口述短片，旨在更有效地向視障人士宣揚平等機會的訊息。

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, 9 new videos were produced and added by the EOC to the channel, bringing the total number of videos to 232 and the viewership to almost 357,000 views. The playlist included video highlights of EOC's activities, such as the EOC Forum, and videos with audio descriptions, which were produced by the EOC in collaboration with the Hong Kong Society for the Blind to effectively spread the messages of equal opportunities among persons with visual impairment.



智能手機應用程式

為透過新媒體平台加強與公眾的溝通，平機會於2013年推出智能手機應用程式，以方便公眾以手機瀏覽平機會的資訊。

應用程式支援iPhone和Android系統，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、多媒體中心及小遊戲。

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、圖標和黃底黑字的選擇，更支援現時智能電話的無障礙功能，如旁白。此外，不同人士，包括視障和聽障人士在內，均可嘗試名為「黑暗迷宮」的小遊戲。



Smart Phone Applications

To strengthen communication with the public by means of new media platforms, the EOC developed and launched a smart phone app in 2013. The app enables the general public to access information about the EOC conveniently through their mobile phones.

The EOC's smart phone app, which supports both the iPhone and Android systems, 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 smart phone 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.

講座和訪客接待

平機會每年均接待不同界別的人士和舉辦講座，以介紹平機會工作及香港的反歧視條例。在2014/15年度，平機會舉辦了666場講座及培訓班，亦接待了23組訪客，參與者分別來自政府部門、本地及海外的非政府機構、各院校以至商界團體。

Talks and 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 2014/15, the EOC gave 666 talks and training sessions, and received 23 groups from Government departments, local and overseas NGOs, institutions, and business organisations.



刊物

平機會出版一系列全新及長期刊物，內容涵蓋反歧視法例的不同層面，以及相關範疇的最新發展，藉以提高公眾意識，並提供資訊和協助消除歧視。

《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知，平機會於2013年9月出版了《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投訴，包括成功調停個案、由平機會提供法律協助的個案和訴訟個案。個案實錄詳細記錄平機會處理投訴的程序和手法，供僱主和服務提供者作參考之用，藉以加深他們對相關法律責任的認識，明白平機會處理投訴的程序和考慮因素。更重要的是，平機會希望鼓勵面對類似歧視情況的人士提出申訴。



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.

《平機會半年刊》

平機會於2014年春季將《平等機會委員會通訊》改革為《平機會半年刊》。中英對照的半年刊每年出版兩次，就不同平等機會議題提供深入見解和資訊，從而讓讀者明白平等機會與日常生活的關係。半年刊的發行量高達52,000份，免費供市民索閱，每期訂戶多達12,000人。半年刊亦備有語音版、點字版和網上版。



EOC Journal

The *EOC Journal*, which was revamped from the previous *EOC News*, was launched in spring 2014. Published bi-annually, this bilingual publication aims to provide readers with 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.



《種族平等與校服》指引

2014年，平機會製作了《種族平等與校服》指引，以協助學校制定和執行種族和文化共融的校服規則。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，以及印尼文。平機會已向本港所有中小學派發指引，另外亦於2014年6月及7月舉辦了三場講座，吸引約210位教師和學校管理人員出席。

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。

「尊重·關愛·共融」巡迴展覽

為了向社會各界宣揚平等機會的訊息，平機會於2014年舉辦了名為「尊重·關愛·共融」的巡迴展覽，於商場和政府場所等不同地點舉行展覽，以提高公眾對平等共融的認識。

平等機會社會參與資助計劃

平機會自1997年起推行社會參與資助計劃，鼓勵非政府機構、社區團體和學校舉辦有關平等機會的活動，推廣四條反歧視條例。2014/15年度，平機會共資助了50個項目，資助額達港幣1,366,042元。獲資助的活動包括研討會、戲劇表演、定向活動等等。2014/15年度社會參與資助計劃的參與機構名單已詳列於附錄2。



“Racial Equality and School Uniform” Guide

In 2014, the EOC produced a “Racial Equality and School Uniform” guide to assist schools in developing and implementing uniform rules that are racially and culturally inclusive. The guide was published in eight languages, namely Chinese, English, Urdu, Nepali, Tagalog, Thai, Hindi and Indonesian, and distributed to all the primary and secondary schools. In addition to distributing the guide to schools in Hong Kong, the EOC organised three talks for teachers and school administrators between June and July 2014, which were attended by about 210 participants.

Community Participation

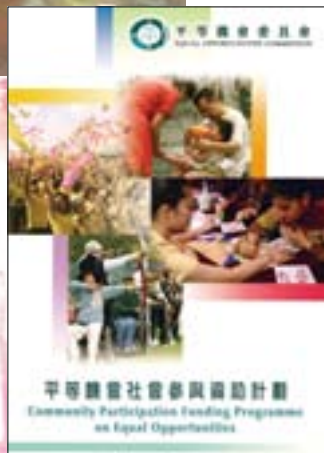
The EOC recognises the importance of engaging and involving members of the public in order to mainstream the value of equal opportunity across the community. Through year-round programmes and activities designed for different stakeholder and community groups, the EOC encourages the public to play an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

Roving Exhibition on “An Inclusive Society Starts with Respect”

To promulgate the message of equal opportunities among community members, a roving exhibition entitled “An Inclusive Society Starts with Respect” was organised in 2014. Touring different venues, including shopping centres and Government premises, the exhibition aimed to raise the public’s awareness on inclusion 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 2014/15, the EOC provided HK\$1,366,042 for 50 projects. Activities funded ranged from seminars to drama performances and orienteering programmes. The complete list of organisations under the Community Participation Funding Programme 2014/15 can be found in Appendix 2.



我們的承擔 Our Commitment



為學生舉辦話劇表演

考慮到向兒童灌輸平等機會及共融觀念的重要性，平機會邀請三間本地劇團在學校演出以平等機會及多元共融為題的話劇和木偶戲。2014/15年度，有關劇團共為69,729名學生演出劇目並取得正面評價。平均而言，99%的學校對演出的評語為「好」或「非常好」，並認為這些表演十分有趣和富教育意義。

Drama Performances for Students

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 2014/15, the troupes performed for 69,729 students and achieved positive feedback. On average, 99% of the schools found the plays to be “good” or “very good”, and felt that the performances were interesting, educational and meaningful.

青少年活動

「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，旨在為非華語青少年提供一個平台，啟發他們跨越障礙、打破定型觀念。

Youth Programme

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 non-Chinese speaking youths to get inspired, and to help them overcome barriers and break stereotypes.

為了吸引青少年入到「獨特的我！」的Facebook專頁，平機會在多個活動中設置標語照相攤位。青少年可以選擇一個標語牌，或自行設計一句能夠表達他們對平等機會的承擔和關注的標語在該照相攤位拍照。平機會會將照片上傳到「獨特的我！」的Facebook專頁供大家標記、讚好和分享。

In order to attract youths to the Uniquely Me! Facebook page, a slogan photo booth was organised at various EOC community events. Young people could take a photo with a slogan placard or come up with their own slogans to express their commitment and interest in equal opportunity issues. The photos were then uploaded onto the Uniquely Me! Facebook page, where young people can tag, like, and share these photos.



此外，在荷里活廣場舉行的2015國際消除種族歧視日慶祝活動中，平機會進行了「獨特的我！」特別巡迴活動，邀請兩位傑出少數族裔人士，分別是來自浸會大學國際教育學院的講師Dr Theresa CUNANAN和來自巴基斯坦學生會的教育顧問Dr Rizwan ULLAH，與觀眾分享他們在香港成長並克服障礙取得成功的經歷。這個小型分享會旨在打破社會大眾對少數族裔的定型觀念，鼓勵更多人肯定少數族裔社群所作的積極貢獻。

In addition, a special roving session of Uniquely Me! was held at the public event in celebration of the International Day for the Elimination of Racial Discrimination 2015 at Plaza Hollywood. Outstanding ethnic minority mentors, Dr Theresa CUNANAN, Senior Lecturer, College of International Education, Hong Kong Baptist University, and Dr Rizwan ULLAH, Educational Advisor, Pakistani Students Association, shared with the audience their experience of growing up in Hong Kong and overcoming barriers to find success. The mini-sharing session was aimed at breaking stereotypes about ethnic minorities and encouraging wider recognition of the positive contributions made by ethnic minority members of the community.



「無定型新人類師友計劃」

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克服性別、殘疾、家庭崗位和種族的障礙而達致他們的目標。2014年，「無定型新人類」計劃換上全新面貌。

平機會與新域劇團合作，為六間中學及一間非政府機構舉辦論壇劇場。其中包括新界喇沙中學、明愛粉嶺陳震夏中學、寶血會培靈學校、保良局甲子何玉清中學、高雷中學和東華三院李潤田紀念中學，以及香港青少年服務處。



Youth Challenge Programme

The EOC revamped the Cantonese-speaking youth mentorship programme — Youth Challenge (originally named Career Challenge) in 2014. The programme 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.

In collaboration with the Prospects Theatre, Forum Theatre activities were put together for students of six participating schools and one non-governmental organisation, namely De La Salle Secondary School, New Territories, Caritas Fanling Chan Chun Ha Secondary School, Pui Ling School of the Precious Blood, Po Leung Kuk Ho Yuk Ching Secondary School, Ko Lui Secondary School and Tung Wah Group of Hospitals Lee Ching Dea Memorial College, as well as the Hong Kong Children and Youth Services.

我們的承擔 Our Commitment



在這項計劃之下，學生需要接受新域劇團的戲劇訓練，包括劇本創作和演出訓練兩方面。完成訓練後，學生將會在各自學校的同學面前演出。學生們創作的劇目大都是源自他們日常生活中遇到的困難，例如在校園被欺凌、孤立。這些生活中的實例能夠幫助喚起觀眾的同感，並鼓勵學生就包容的重要性進行自我反思。除此之外，這種論壇劇場的互動模式也為觀眾提供機會，讓他們分享各自關於平等和歧視的看法。

Under the programme, students received training on drama by Prospects Theatre, including creating and writing drama script, as well as performing acts. Having completed the training, the students were then arranged to perform on stage in their respective schools in front of their classmates. Most of the plays created by the students were originated from the difficulties they faced in everyday life, such as bullying and being isolated at school. The real-life topics helped build rapport and encourage self-reflection on the importance of inclusion among the student audience. In addition, the interactive format also allowed audience to share their views and thoughts on equality and discrimination.

2015年3月7和8日，參加者在北區大會堂作公眾演出，吸引了約100名觀眾。活動參加者認為論壇劇場令他們加深對歧視的理解，並增強了他們的平等機會意識。

Student participants were also arranged to participate in public performances on stage at the North District Town Hall on 7 and 8 March 2015, which attracted an audience of about 100. Participants commented that the forum theatre deepened their understanding about discrimination, and advanced their awareness on equal opportunities.

平機會同時為無定型新人類參加者維持一個Facebook群組，上載影片、消息和社區活動資訊，藉以保持參加者的興趣和吸引更多青少年參與計劃。



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.

商界活動

為僱主和人力資源從業員而設的「平等機會之友會」

為了確保僱主和僱員有足夠知識和技能在機構內推行平等機會政策和良好管理措施，平機會於2006年成立了平等機會之友會，為會員提供交流意見和資訊的平台。平等機會之友會旨在提高會員對反歧視條例的認識，並協助僱主、人力資源從業員、職場主管和培訓人員推行良好管理措施，並遵守反歧視法例。

2014/15年度有約340名來自超過200間公司、政府部門、非政府機構、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，更可優先參與講座和活動，與專業人士交流預防歧視的心得。此外，會員每月會定期收到平機會電子通訊，掌握平等機會的最新消息。

2014年11月20日，平機會為平等機會之友舉辦了一場名為「如何透過調解處理工作間的糾紛」的研討會，邀請到香港和解中心創會會長及監事委員會委員梁海明教授作嘉賓講師，重點說明調解理念及如何在工作間進行調解。

Business Programme

Equal Opportunity (EO) Club for Employers and Human Resource Practitioners

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.

In 2014/15, some 340 human resource practitioners and employers from over 200 corporations, Government and non-governmental organisations, universities, small- and medium-sized enterprises (SMEs) participated in the EO Club. 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. In addition, members receive the EOC e-news regularly, which keeps them updated on the latest developments on equal opportunities.

On 20 November 2014, the EOC organised a seminar on “How to Resolve Disputes in the Workplace through Mediation” for EO Club members. Featuring Professor Raymond H M LEUNG, Founding President and Board Member of Hong Kong Mediation Centre as the guest speaker, the seminar highlighted the concepts of mediation and how to conduct mediation in the workplace.



我們的承擔 Our Commitment

「國際中小企博覽」

平機會於2014年12月4至6日再次參與由香港貿易發展局舉辦的年度活動——2014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93%受訪者認為平機會的展覽攤位「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，均是到場人士的正面評價。

World SME Expo

For another year, the EOC participated in the World SME Expo held from 4 to 6 December 2014 at Hong Kong Convention and Exhibition Centre. This annual event was organised by Hong Kong Trade Development Council to disseminate information to SME. 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 14th Expo, and distributed promotional publications and souvenirs to Expo visitors. Overall, nearly 93% 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.





少數族裔社群外展工作

平機會在本年度繼續努力接觸不同的少數族裔社群。透過能操不同語言及多元文化的團隊，平機會舉辦了49場為少數族裔而設的講座，吸引了2,037人出席；平機會並參與了44項社區活動和出席了33次聯繫聚會，及接受了11次電台節目訪問，節目以居港的少數族裔社群為對象。另外，平機會在本地不同少數族裔的刊物上刊登了27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22次外展活動，總共派發超過5,500本刊物。

Outreach to Ethnic Minorities

The EOC continued its outreach efforts towards different ethnic minority communities during the year. Supported by multilingual and multicultural team members, the EOC delivered 49 talks which were attended by 2,037 participants, took part in 44 community events and 33 networking meetings, attended 11 interviews on radio programmes targeting Hong Kong's ethnic minority communities, and published 27 articles in different ethnic minority-targeted publications. The EOC also partnered with the Indonesian Consulate General of Hong Kong to organise talks and workshops, and conducted 22 outreach activities across different parts of Hong Kong, distributing over 5,500 publications over the period.

我們的承擔 Our Commitment



此外，平機會繼續和九龍樂善堂合作，製作及主持6集屬社區廣播試驗計劃的泰語廣播節目——「泰想話你知」。節目以居港泰籍人士為對象，議題涵蓋性別、種族、懷孕及家庭崗位歧視和性騷擾，並透過真實個案講解4條反歧視條例，提升聽眾對相關議題的認識。

In addition, the EOC continued its partnership with Lok Sin Tong Benevolent Society, Kowloon to provide content to and co-host six episodes of their programme "Thai Easy," produced through RTHK's Pilot Project for Community Involvement Broadcasting Service (CIBS) and targeted at the Thai community in Hong Kong. Real life cases were used to enhance understanding of the anti-discrimination ordinances. Topics covered included discrimination on the basis of sex, race, pregnancy, and family status, as well as sexual harassment.

「國際消除種族歧視日 2015」

平機會於2015年3月14日與香港電台第二台攜手合作，並在明愛青少年及社區服務全力支持下，於鑽石山荷里活廣場舉行公眾活動，以慶祝「國際消除種族歧視日2015」。是次活動為平機會公眾教育的主要活動之一。

The International Day for the Elimination of Racial Discrimination (IDERD) 2015

On 14 March 2015, the EOC and RTHK Radio 2 jointly organised a public event in celebration of the International Day for the Elimination of Racial Discrimination (IDERD) 2015. One of the EOC's flagship public education initiatives, the event was held at Plaza Hollywood, with support from Caritas Youth and Community Service.



活動由香港特別行政區運輸及房屋局局長張炳良教授, GBS, JP 擔任主禮嘉賓。其他嘉賓包括勞工處處長唐智強先生, JP 及醫院管理局聯網服務總監張偉麟醫生。此外, 平機會主席周一嶽醫生, GBS、香港電台副廣播處長(節目)戴健文先生和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和支持機構出席活動。

活動有超過200人參加, 當中包括領事、政府決策局與部門代表、民間團體、校長, 以及少數族裔社群領袖和倡議者。觀眾除了欣賞文化歌舞表演外, 還聽取嘉賓就種族歧視和平等的議題分享意見。現場並設有資訊展覽。參加者對是次活動評價正面, 收回的問卷共86份, 當中88%認同是次活動可以宣揚平等機會, 87%對活動感到滿意。

Officiating at the launch ceremony was the Guest of Honour, Professor the Hon Anthony CHEUNG Bing-leung, GBS, JP, Secretary for Transport & Housing, HKSAR. Also joining the ceremony were Mr Donald TONG Chi-keung, JP, Commissioner for Labour and Dr W L CHEUNG, Director (Cluster Services) of the Hospital Authority. Dr York CHOW, GBS, the Chairperson of the EOC; Mr TAI Keen-man, Deputy Director of Broadcasting (Programme), RTHK; and Ms Maggie CHAN, Director, Caritas Social Work Services, Caritas Hong Kong represented the co-organisers and supporting organisation respectively in the ceremony.

The event was attended by over 200 participants, including Consuls-General; representatives of Government bureaux and departments as well as non-governmental organisations; school principals; and ethnic minority community leaders and advocates. The afternoon featured speeches and sharing on issues relating to racial discrimination and equality, information exhibitions, as well as cultural and singing performances. The event saw positive feedback from the participants. There were a total of 86 evaluation forms collected. Of these, 88% felt that this event can promote the messages of equal opportunities, and 87% found the event satisfactory.



持份者團體舉辦的社區活動

除了以上活動外，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2014/15年度已出席了近145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80項活動上發表演說，又為超過40份社區刊物撰文。再者，平機會亦支持了近60項社區活動，主要是透過平機會網頁和電子通訊作出宣傳。平等機會的夥伴機構名單已詳列在附錄3。

Community Events Organised by Stakeholder Groups

In addition to the above programmes, the EOC played an active part in the community events organised by stakeholder groups. In 2014-15 alone, the EOC Chairperson and Board Members attended almost 145 community events and functions organised by various stakeholder groups, in which the Chairperson delivered almost 80 public speeches and provided messages for over 40 community publications. Adding to these, the EOC supported almost 60 community initiatives, mainly by promoting and publicising them via the EOC website and e-news. Appendix 3 sets out the EOC's partners in equal opportunities.



於香港大學舉行的「2014平等機會節」

2014年11月5日，平機會參與於香港大學舉行的「2014平等機會節」。「平等機會節」每年舉辦一系列的活動，向香港大學的學生宣傳多元共融價值，活動包括講座、分享會、書展及視覺溝通劇場。2014年「平等機會節」的主題為「為你我建立無障礙社會」，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。

Equal Opportunities Festival 2014 at The University of Hong Kong

The EOC participated in the Equal Opportunities Festival 2014 at The University of Hong Kong (HKU) on 5 November 2014, by holding an activity booth to provide participants with more information about the work of the Commission and the anti-discrimination ordinances. The HKU Equal Opportunities Festival is an annual series of events, including talks, sharing session, book exhibition, and visual communication theatre, organised to promote the values of diversity and inclusion among HKU students. The theme of the event in 2014 was "To build a barrier-free society for all".





世界盲人聯會展覽 — 亞太區中期會議 2014

世界盲人聯會 — 亞太區中期會議2014於2014年11月21至24日假香港數碼港舉行。平機會亦有參與會議，並在場內設置宣傳攤位，為視障人士及其他殘疾人士推廣平等機會。攤位亦示範如何使用平機會推出的智能手機應用程式，並播放平機會製作的口述短片。

Exhibition of World Blind Union — Asia Pacific Mid-Term Regional General Assembly 2014

The World Blind Union — Asia Pacific Mid-Term Regional General Assembly 2014 was held in Hong Kong from 21 to 24 November 2014 in Cyberport. The EOC participated in the Assembly organised by Hong Kong Blind Union, by holding a booth to promote equal opportunities for people with disability, including visual impairment. Demonstrations on the EOC smart-phone apps and videos with audio descriptions were conducted and displayed at the EOC Booth.

培訓及顧問服務

平機會的培訓組於2014/15年度既忙碌且充實，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508節培訓課程，吸引近28,000人參加。平機會自2001年提供培訓及顧問服務以來，已舉辦了接近4,410節培訓課程，參加人數接近208,000人。



Training and Consultancy

The Training Unit of the EOC had another busy year in 2014/15. Altogether the EOC provided 508 training sessions for close to 28,000 participants. Organisations trained included Government departments, public bodies, business enterprises, educational institutions, non-governmental organisations (NGOs), ethnic minority groups, trade unions and other stakeholders. Since the EOC began its training and consultancy services in 2001 and up until March 2015, nearly 4,410 training sessions were already conducted for almost 208,000 participants.



常設課程 — 平等機會工作坊

平機會每年舉辦定期培訓課程和「度身訂造」培訓課程。定期培訓課程分別於每年春季及秋季舉行。在2014/15年度，平機會為966位參加者開辦了41節定期培訓班。同時，又舉辦了450節「度身訂造」的培訓課程，參加人數超過26,500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。

Ongoing Training Activities — Equal Opportunities Workshops

The EOC offers two types of training programmes 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 2014/15, the EOC conducted 41 training sessions for 966 participants under the calendar training programmes. Another 450 customised training sessions were conducted for over 26,500 participants in the year, of which the most popular topic was the anti-discrimination ordinances, followed by sexual harassment.



為不同持份者提供培訓

為政府部門及公營機構提供培訓

政府是香港最大的僱主及服務提供者，因此公務員一直是平機會的主要培訓對象。其中一些決策局和部門，如公務員事務局、香港海關、食物環境衛生署、香港警務處、房屋署、司法機構和社會福利署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，年內為不同部門的公務員提供了12場工作坊，當中包括專為新入職員工而設，探討不同平等機會議題的培訓。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，2014/15年度平機會應個別政府部門及公營機構的邀請，共舉辦了122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年至今已為超過700位新任校長提供有關平等機會的培訓課程。在2014/15年度，共有62位新任校長接受了平機會的培訓。

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, Judiciary and Social Welfare Department, have made equal opportunity training a regular 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 education institutions, 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 122 training sessions were provided to different Government departments and public bodies upon request in 2014/15.

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 Principals

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 over 700 newly appointed principals on the request of the Education Bureau, including 62 new principals who received training in 2014/15.

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權利，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2014/15年度為非政府組織及工會舉辦了共35場工作坊。

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2015年3月31日為止，平機會已舉辦了近290節有關《種族歧視條例》的培訓課程，參加者約16,700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。

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 2014/15, a total of 35 workshops were organised for various NGOs and trade unions.

Training on the Race Discrimination Ordinance (RDO)

From the enactment of the RDO on 17 July 2008 to 31 March 2015, the EOC conducted almost 290 training sessions specifically on this ordinance for some 16,700 participants representing ethnic minority communities, NGOs, Government departments, public bodies, educational institutions and private enterprises.





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。平機會於2014年秋季的定期培訓課程中更引入名為「工作間的多元文化」的全新培訓班。該培訓班於2014年11月25日首次進行，除了介紹《種族歧視條例》在工作間及僱傭範疇的應用情況，平機會更安排非政府團體及少數族裔代表作分享，藉此加深參與者對不同文化的了解，還有認識多元文化工作間的好處。

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. To promote racial inclusion, the EOC introduced a new course "Promoting Culturally Inclusive Workplace" in the Autumn 2014 calendar training programme. The inaugural course held on 25 November 2014 featured introduction of the RDO and its application in employment-related situations, as well as sharing by NGOs and ethnic minority individuals, with a view to enhancing participants' understanding of different cultures, and the advantages of a culturally diverse workplace.

「無障礙通道及設施」培訓課程

平機會於2014年繼續舉辦了「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「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2014/15年度，平機會共舉辦了六節關於無障礙通道及設施的培訓課程，共吸引超過300人參加。

Training on Accessibility

The EOC continued to offer the course "Access for All" under the calendar training programme for the general public in 2014. In addition, the EOC provided 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 2014/15, a total of 6 courses were conducted with over 300 participants recorded.

性騷擾培訓課程

平機會早前進行了不同的性騷擾研究，結果顯示性騷擾在不同界別依然經常發生。有見及此，平機會在2014/15年度進一步加強公眾教育，並為持份者團體提供有關性騷擾的培訓課程。例如平機會因應「職場性騷擾及歧視——空中服務員的問卷調查」結果，為空中服務員及航空公司職員舉辦培訓課程。

網上培訓計劃

防止校園性騷擾網上課程

在2014/15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。

為了宣傳有關課程，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。課程自推出以來至2015年3月31日為止，已吸引了超過6,400位學生登記及完成網上課程。

此外，平機會在2014/15學年為超過1,400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 various surveys on sexual harassment, which showed that this unlawful act remained prevalent in different sectors, the EOC stepped up its educational effort and training on sexual harassment for various stakeholder groups in 2014/15. For example, the EOC organised training for flight attendants and staff of various airline companies in view of the findings of the "Sexual Harassment and Discrimination in Employment — Questionnaire Survey for Flight Attendants".

Online Training Programmes

Online Training Programme to Prevent Sexual Harassment

In 2014/15, 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 introduction of the module and up until 31 March 2015, over 6,400 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 1,400 university students and staff during the 2014/15 school year. These workshops were aimed at helping the participants gain a deeper understanding of sexual harassment and the concept of gender equality.