

## 2015/16年回顧 Year in Review

### 重要數字一覽 Figures at a Glance



答覆共 **14,680** 個查詢  
Enquiries answered

Over  
處理逾 **610** 宗投訴  
complaints handled



為投訴人取得的賠償總額達  
Compensation secured for complainants

**\$4,638,523**



調停成功率達  
Successful conciliation rate reached

**67%**



**\$1,370,000**

資助予  
Funding for **45**

個旨在推廣平等信息的社區計劃  
community projects



近 Nearly

**24,000** 人參加平機會提供的定期培訓、「度身訂造」課程及講座  
participants took part in EOC's calendar and customised training programmes and talks



舉辦了 Organised **120** 個  
大型推廣活動  
major promotional activities



超過 Over

**70,000** 個學生  
觀看了宣傳平等機會信息的話劇表演  
students watched EOC's equal opportunity plays



每月瀏覽平機會網頁的平均人次超過  
Number of monthly visitors to EOC website exceeded

**124,000**

全年瀏覽人次接近 150 萬  
1.5 million visitors in the year



發表了以下的調查報告：

- (1) 《性騷擾—體育界問卷調查》(2015年5月)
- (2) 《職場年齡歧視的探索性研究》(2016年1月)
- (3) 《立法禁止性傾向、性別認同及雙性人身份歧視的研究》(2016年1月)

Released the findings of:

- (1) Questionnaire Survey on Sexual Harassment for the Sports Sector (May 2015)
- (2) Exploratory Study on Age Discrimination in Employment (January 2016)
- (3) Study on Legislation against Discrimination on the Grounds of Sexual Orientation, Gender Identity and Intersex Status (January 2016)

## 主要活動 Major Events and Activities

### 4/2015



於2015年4月13日出席「無障礙網頁嘉許計劃」頒獎典禮。嘉許計劃由平機會和政府資訊科技總監辦公室合辦，旨在表彰企業及機構採用無障礙設計網頁或流動應用程式，讓殘疾人士獲取有關資訊。

Attended the awards presentation ceremony of the annual Web Accessibility Recognition Scheme on 13 April 2015, co-organised by the Office of the Government Chief Information Officer and the EOC to recognise enterprises for making their websites and mobile apps accessible to people with disabilities.

平機會網站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)，該獎項旨在表揚本地網站的優良措施。

Received the Silver Award (Non-commercial stream) under the "2014 Best.hk Website Awards", organised by Hong Kong Internet Registration Corporation Limited to showcase good practices in local website development.



### 5/2015

於2015年5月14日公布《性騷擾—體育界問卷調查》的結果，調查由平機會與中國香港體育協會暨奧林匹克委員會(港協暨奧委會)合作進行。

Announced the findings of the "Sexual Harassment – Questionnaire Survey for the Sports Sector", conducted by the EOC in partnership with the Sports Federation & Olympic Committee of Hong Kong, China (SFOC), on 14 May 2015.

於2015年5月23及24日出席清華大學—香港法定機構「國家治理現代化」主題研討會。研討會由清華大學主辦、中央人民政府駐香港特別行政區聯絡辦公室協辦，目的是讓內地官員加深了解香港法定機構的運作及管治模式。

Attended a seminar themed "Modern Governance of China" for Hong Kong statutory bodies on 23 and 24 May 2015, organised by Tsinghua University and co-organised by the Liaison Office of the Central People's Government in the Hong Kong SAR for Mainland officials to gain insight into the operation and governance models of Hong Kong statutory bodies.



## 6/2015

於2015年6月5日為47位來自八所大專院校的學生領袖舉辦「玩得夠型：對性騷擾說不」防止性騷擾工作坊。

Organised the “Play Smart: Say NO to Sexual Harassment” workshop for 47 university student leaders from eight tertiary institutions on 5 June 2015.

由特區行政長官任命的六位新平機會委員於2015年6月18日首次參與平機會管治委員會會議，期間委員亦就各專責小組推選召集人。

Welcomed six new Members appointed by the Chief Executive of the Hong Kong SAR at the EOC Board meeting on 18 June 2015, during which the convenors of the various committees were elected.



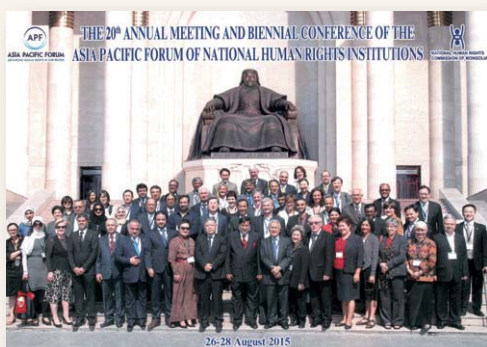
## 7/2015



與香港銀行公會及香港銀行學會於2015年7月6日合辦首個「與法定機構專員對話：公平待客之道——平等機會委員會分享會」，幫助銀行界加深了解小眾顧客在使用銀行服務時的需要。

Co-organised with the Hong Kong Association of Banks and the Hong Kong Institute of Bankers the first-ever “Commissioners Dialogue – Treat Customers Fairly” seminar on 6 July 2015, to deepen banking staff’s understanding of the needs of minority groups relating to banking services.

於2015年7月20日出席立法會政制事務委員會會議，就平機會的工作進度及架構檢討向議員作出報告。  
Attended the meeting of the Legislative Council Panel on Constitutional Affairs on 20 July 2015 to update Members on the progress of the EOC’s work and structural review.



## 8/2015

於2015年8月26至28日出席在蒙古烏蘭巴托舉行的第二十屆國家人權機構亞太論壇周年大會及第三屆雙年研討會。

Attended the 20th Annual Meeting and third Biennial Conference of the Asia Pacific Forum of National Human Rights Institutions held in Ulaanbaatar, Mongolia from 26–28 August 2015.

## 9/2015



與港協暨奧委會舉辦「體育界制定防止性騷擾政策」研討會，研討會獲康樂及文化事務署支持，旨在討論如何採取有效措施，對應「性騷擾—體育界問卷調查」的結果。

Organised the “Formulation of Anti-Sexual Harassment Policy in Sports Sector” seminar with the SFOC, with support from the Leisure and Cultural Services Department, to address findings of the “Sexual Harassment — Questionnaire Survey for the Sports Sector”.

發出新聞稿，歡迎政府採用公開及透明的程序招聘下一任平機會主席。

Issued statement to welcome the Government’s recruitment of the next EOC Chairperson through open and transparent procedures.

## 10/2015

舉辦以「消除歧視 由你我開始」為主題的微電影比賽，邀請有興趣的市民拍攝微電影，表達他們對平等機會相關議題的看法。

Launched a microfilm competition themed “Stop Discrimination Now • Starting with You and Me”, inviting members of the public to produce microfilms for expressing their views on equal opportunities-related issues.



支持由勞工及福利局贊助、每年一度的「精神健康月」活動，以提高大眾對精神健康的關注，並於2015年10月29日聯同籌備委員會的其他成員公布最新的精神健康指數調查結果。

Supported Mental Health Month, an initiative sponsored by the Labour and Welfare Bureau to raise awareness on mental health, and released the results of the latest Mental Health Index Survey with the other members of the Organising Committee on 29 October 2015.



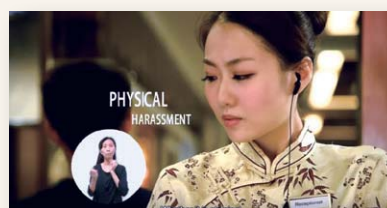
## 11/2015

於2015年11月24日舉行第4屆平機會公眾論壇，以加強與持份者的溝通，並就平機會的工作及相關議題聽取他們的意見。是次論壇的主題是少數族裔在教育及就業方面所遇到的挑戰。

Organised the fourth EOC Public Forum on 24 November 2015 to engage stakeholders and solicit their views on the EOC's work and relevant issues, with the forum's theme being the educational and employment challenges facing ethnic minorities.

在2015年11月27日推出名為「遇到性騷擾 千萬別啞忍」的全新電視宣傳短片和電台聲帶，其目的是讓公眾了解到服務提供者在經修訂的《性別歧視條例》之下免受顧客性騷擾的保障。

Launched a new TV and radio API (announcement in the public interest) entitled "Fight Sexual Harassment: Speak out!" on 27 November 2015 to arouse public awareness on the enhanced protection under the Sex Discrimination Ordinance for service providers against sexual harassment by customers.



## 12/2015

於2015年香港貿發局國際中小企博覽設置攤位，推廣工作間的多元共融舉措。

Set up a booth at the 2015 World SME Expo to promote inclusion in the workplace to businesses.

於商業一台FM881推出一系列「消除歧視 人人平等」的一分鐘宣傳聲帶，播放至2016年4月。

Launched a series of one-minute radio segments on issues relating to equal opportunities on Commercial Radio 1 (FM881), which were broadcast until April 2016.

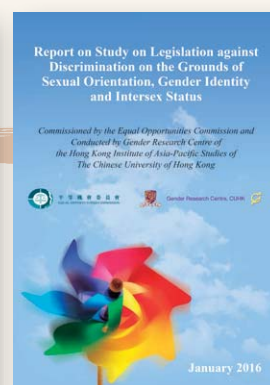




## 1/2016

於2016年1月7日公布「職場年齡歧視的探索性研究」結果。  
Released the findings of the “Exploratory Study on Age Discrimination in Employment” on 7 January 2016.

於2016年1月26日公布「立法禁止性傾向、性別認同及雙性人身份歧視的研究」結果。  
Announced the findings of the “Study on Legislation against Discrimination on the Grounds of Sexual Orientation, Gender Identity and Intersex Status” on 26 January 2016.



與本港十間大專院校合辦「平等•共融 攝影比賽」，邀請學生提交作品。  
Co-organised the Equal Opportunities Photo Competition with 10 local tertiary institutions, inviting photo entries on “Equal Opportunities & Inclusivity” from students.

## 2/2016

推出平等機會標語創作比賽，邀請市民創作有關種族及性別平等、傷健共融及尊重有家庭崗位人士的標語。  
Launched the Equal Opportunities Slogan Competition, inviting slogans on racial and gender equality, inclusion of people with disabilities, and respect for people with different family statuses.



於2016年2月15日出席立法會政制事務委員會會議，向議員簡介「立法禁止性傾向、性別認同及雙性人身份歧視的研究」結果。  
Presented the findings of the “Study on Legislation against Discrimination on the Grounds of Sexual Orientation, Gender Identity and Intersex Status” to the Legislative Council Panel on Constitutional Affairs on 15 February 2016.

## 3/2016



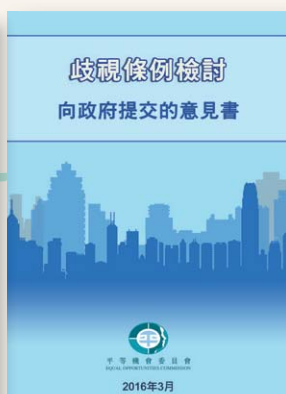
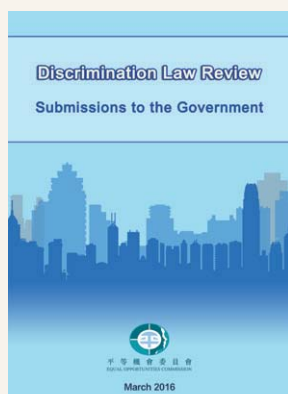
於2016年3月18日舉辦「齊來建設 共融香港」巡迴展覽，宣揚種族共融；及於2016年3月21日與香港電台第2台舉行公眾活動，慶祝「國際消除種族歧視日」。

Organised the “Let’s Build an Inclusive Hong Kong Together” roving exhibition on 18 March 2016 to promote racial inclusion, and staged a public event with Radio Television Hong Kong Radio 2 on 21 March 2016 to celebrate International Day for the Elimination of Racial Discrimination.



平機會歡迎政府委任陳章明教授，SBS, JP為平機會新任主席，其任期由2016年4月11日起生效。

Welcomed the appointment of Professor Alfred CHAN Cheung-ming, SBS, JP as the new EOC Chairperson by the Government, with effect from 11 April 2016.



發布《歧視條例檢討：向政府提交的意見書》，就全面改革反歧視條例向政府提出建議。

Released the “Discrimination Law Review – Submissions to the Government”, providing the Government with recommendations on reforms to the anti-discrimination ordinances.

在這一年，平機會亦向數個立法會事務委員會及小組委員會提交建議書，並就若干議題出席會議，當中包括：

During the year, the EOC also made submissions to various Legislative Council panels and subcommittees and attended their meetings on a number of issues, including:

- (i) 分別於2015年7月及10月向福利事務委員會處理家庭暴力及性暴力的策略和措施小組委員會提交意見書；
- (ii) 於2015年7月就聘用少數族裔人士為公務員向公務員及資助機構員工事務委員會提交意見書；及
- (iii) 於2015年11月就處理少數族裔的貧窮問題向扶貧小組委員會提交意見書。

- (i) Submission to the Panel on Welfare Services Subcommittee on Strategy and Measures to Tackle Domestic Violence and Sexual Violence in July and October 2015;
- (ii) Submission to the Panel on Public Service on employment of ethnic minorities in the civil service in July 2015; and
- (iii) Submission to the Subcommittee on Poverty on tackling poverty problems of ethnic minorities in November 2015.

## 獎項及殊榮 Awards and Accolades



### 「同心展關懷」機構 Caring Organisation

平機會於2015/16年度再獲香港社會服務聯會選為「同心展關懷」機構，以肯定平機會在關懷社會、僱員和環境三方面的努力。此項殊榮亦重點顯示了平機會履行其企業社會責任的承擔。

The EOC was again named a **Caring Organisation** in 2015/16 by the Hong Kong Council of Social Service, in recognition of its effort in caring for the community, its employees and the environment. The accolade also underlined the EOC's commitment to fulfilling its corporate social responsibility.

平機會亦於2015/16年度獲香港社會服務聯會選為「無障礙」機構，以表揚平機會的持續努力，為照顧不同社群的需要而發展和推廣無障礙環境及文化。這項殊榮為期三年，由2016年3月1日至2019年2月28日。

The EOC was also recognised by the Hong Kong Council of Social Service as a **Barrier-free Organisation** in 2015/16, in view of the Commission's continuous effort in developing and promoting a barrier-free environment and culture to cater for the needs of different community groups. The recognition is valid for 3 years from 1 March 2016 to 28 February 2019.





### 「人才企業」嘉許 Manpower Developer Award

平機會再次獲僱員再培訓局嘉許為「人才企業」，有效期為兩年，由2015年4月1日至2017年3月31日為止，這是對平機會在員工培訓及發展方面的持續成果予以肯定。

The Employee Retraining Board has extended the EOC's **Manpower Developer (MD)** status for two years from 1 April 2015 to 31 March 2017, in recognition of the EOC's continuous achievements in manpower training and development.

### 申訴專員嘉許獎 The Ombudsman's Award

來自平機會服務改善組的職員石冰心女士於2015年10月獲頒「**2015申訴專員嘉許獎**」，是49位來自政府部門及公營機構的獲獎者之一。評選小組根據不同準則作出評選，例如考慮有關人士是否處事盡責、細心聆聽、合情合理、公平公正、不偏不倚和從善如流。



Ms Kitty SHEK, staff member of the EOC's Service Improvement Team, was presented with **The Ombudsman's Award 2015** by the Ombudsman, Hong Kong in October 2015. Ms Shek was one of 49 awardees coming from the Government and public organisations, who were selected by a panel based on various criteria, such as responsibility, receptiveness, reasonableness, fairness, impartiality and readiness to improve.