

# 全年摘要

## Highlights of the Year

### 2016/17 重要數字一覽

#### Figures at a Glance 2016/17



答覆共 **15,156** 個查詢  
enquiries answered

處理 **799** 宗投訴  
complaints handled

調停成功率  
Conciliation success rate

**71%**



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

**\$6,520,000**



**\$1,086,742**

資助予  
funding for



**34**

個推廣平等機會的社區項目  
community projects

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舉辦 Held

**445** 培訓課程予近  
training sessions for nearly

**21,000** 人次  
participants



**99.6%** 對培訓表示滿意  
participants were satisfied with EOC training



舉辦了 Organised

**101** 個大型推廣活動  
major promotional activities



**66,000** 名學生

觀看了宣傳平等機會信息的話劇表演  
students watched dramas on equal  
opportunities

每月瀏覽平機會網頁的平均人次

Over **115,000**  
visitors to EOC website per month

全年點擊率超過

Website yearly hit rate exceeded  
**24,300,000**



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### 2016/17 年度獎項及嘉許 Awards & Recognition 2016/17

#### 5/2016



社商賢匯香港同志共融大獎 — 最具影響力同志共融倡議得獎機構之一

Co-winner of the LGBT Advocacy Award in the LGBT Inclusion Awards organised by Community Business

#### 7/2016

香港母乳育嬰協會舉辦「我最喜愛的集乳室選舉」企業獎  
Corporate Award in the “My Favourite Breast Milk Collection Room”  
contest organised by the Hong Kong Breastfeeding Mothers’  
Association



#### 10/2016



香港管理專業協會最佳年報獎 — 優秀小型機構參賽年報獎  
(2014/15年報)

Excellence Award for Small Size Entries in the Best Annual Reports Competition organised by Hong Kong Management Association (2014/15 Annual Report)

#### 12/2016

平機會影片「我要闖前途」獲選在聯合國賦能影展播映  
EOC video “Recharting My Destiny” selected for screening at the United Nations Enable Film Festival

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### 1/2017

社會福利署的義工運動 — 金嘉許獎狀

Gold Certificate in the Volunteer Movement organised by the Social Welfare Department

### 3/2017

在勞工及福利局舉辦的2016-17年度《有能者 • 聘之約章》及共融機構嘉許計劃中獲得「友善聘用獎」

Friendly Employment Award under the 2016-17 Talent-Wise Employment Charter & Inclusive Organisations Recognition Scheme organised by the Labour and Welfare Bureau



獲僱員再培訓局頒發「人才企業」的獎項

Manpower Developer Award organised by the Employees Retraining Board

## 全年摘要 Highlights of the Year

### 2016/17 主要活動 Major Events & Activities 2016/17

#### 4/2016



陳章明教授履任平機會主席。

Professor Alfred CHAN Cheung-ming assumed office as Chairperson of the EOC.

#### 5/2016

平機會憑著委託香港中文大學香港亞太研究所性別研究中心進行的「立法禁止性傾向、性別認同及雙性人身份歧視的研究」，在香港非牟利機構社商賢匯所主辦的「香港同志共融大獎」中榮獲「最具影響力同志共融倡議獎」。

EOC named co-winner of the “LGBT Advocacy Award” in the LGBT Inclusion Awards organised by Community Business for the “Study on Legislation against Discrimination on the Grounds of Sexual Orientation, Gender Identity and Intersex Status” commissioned to the Gender Research Centre of the Hong Kong Institute of Asia-Pacific Studies at The Chinese University of Hong Kong.

公布「中小企懷孕歧視狀況及對在職母親負面看法之研究」結果。

Announced findings of the “Study on Pregnancy Discrimination and Negative Perceptions Faced by Pregnant Women and Working Mothers in Small and Medium Enterprises”.



#### 6/2016



推出平機會二十周年多媒體創作比賽。

Launched the 20th anniversary multi-media competition.

向立法會政制事務委員會介紹平機會的工作計劃。

Presented work plan to the Legislative Council Panel on Constitutional Affairs.

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### 7/2016



公布「平等機會意識公眾意見調查2015」結果。  
Announced findings of the 2015 Equal Opportunities Awareness Survey.

公布「香港精神健康綜合社區中心及其他社福設施選址所遇困難的研究」結果。  
Published findings of the “Study on the Challenges Encountered in the Siting of Integrated Community Centres for Mental Wellness and Other Social Welfare Facilities in Hong Kong”.



### 8/2016

為社會福利界舉辦反性騷擾講座。  
Organised seminar on sexual harassment prevention for the social service sector.

為學校及家長推出《推動種族共融及預防種族歧視：學校及家長須知》。

Released guidance booklet on racial integration and racial discrimination prevention for schools and parents.



### 9/2016

公布「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」結果。  
Announced findings of the “Study on Discrimination against Ethnic Minorities in the Provision of Goods, Services and Facilities, and Disposal and Management of Premises”.

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### 10/2016



就一宗私營殘疾人士院舍發生的性侵案作出回應，並加強平等機會的教育和倡議工作。

Responded to a sexual assault case at a private residential care home for persons with disabilities and stepped up educational and advocacy efforts.

### 11/2016

為平機會二十周年會慶舉辦慶祝聚會。

Organised a reception to commemorate the 20th anniversary milestone.



發布《執法人員與自閉症人士溝通指引》。

Released "Autism: A guide for law enforcement officers communicating with persons with autism spectrum disorders".

### 12/2016



舉辦少數族裔就業及培訓機會簡介會。

Held briefing session on job and training opportunities for ethnic minority students.

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### 1/2017

政府在《2017年施政報告—施政綱領》中表示，將與立法會展開討論平機會在《歧視條例檢討》中提出的優先改革建議。

Government mentioned in its 2017 Policy Address — Policy Agenda that it would initiate discussion with the Legislative Council on the high-priority recommendations under the Discrimination Law Review as proposed by the EOC.

### 2/2017



就少數族裔人士的就業問題，向立法會少數族裔權益事宜小組委員會提交意見書。

Made submission to the Legislative Council Subcommittee on Rights of Ethnic Minorities regarding the employment of ethnic minorities.

### 3/2017

與香港中文大學香港亞太研究所性別研究中心發表聯合聲明，促請政府立法禁止性傾向、性別認同和雙性人身份的歧視。

Issued joint statement with the Gender Research Centre of the Hong Kong Institute of Asia-Pacific Studies at The Chinese University of Hong Kong to urge for legislation against discrimination on the grounds of sexual orientation, gender identity and intersex status.



舉辦公開活動慶祝「國際消除種族歧視日」並推出EMBRACE運動宣傳種族多元共融。

Celebrated International Day for the Elimination of Racial Discrimination with a public event and launched the EMBRACE campaign to promote racial diversity and inclusion.





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### 廿載奮進平權路

#### 平機會與社會一起慶祝重要里程碑

平機會於1996年5月20日根據香港首條反歧視條例《性別歧視條例》成立，肩負起推行反歧視條例和教育公眾認識平等機會的責任。我們於2016年慶祝二十周年，這不單是平機會的里程碑，亦標誌著香港社會的發展進程。

際此機會，我們邀請各界領袖及社會賢達聚首，回顧過去20年來平等機會的發展，一同展望未來香港人人享有平等機會，能夠盡展所長。

### 20 Years on the Road towards Equality

#### The EOC Shared a Landmark Moment with the Community

The EOC was set up on 20 May 1996 under the Sex Discrimination Ordinance, the first-ever anti-discrimination ordinance that came into being in Hong Kong. The year 2016, marking the 20th anniversary of this statutory body charged with the duty of implementing the anti-discrimination legislation and educating the public on equal opportunities, was a milestone for not merely the EOC, but also the Hong Kong society.

At this checkpoint, we took the opportunity to invite leaders and members of the community to join us in reflecting on the development of equal opportunities over the last two decades, and in envisioning a future where all in society have access to equal opportunities to realise their potential to the fullest.

### 二十周年標誌

### The 20th Anniversary Logo



平機會的二十周年標誌是由香港大學計算機科學系名譽教授兼平機會社會參與及宣傳專責小組增選委員謝俊謙教授設計，取材自平機會的標誌，以「平」字隱含「二十」的意思，「二十」這兩個字更出現於標誌右方，令信息更為突出。

平機會於2016/17年度在網站及各種刊物中均採用了二十周年的標誌。

The 20th anniversary logo was designed by Prof TSE Tsun-him, honorary professor in computer science at The University of Hong Kong and Co-opted Member of the EOC's Community Participation and Publicity Committee. Adapted from the EOC logo, it stylised the Chinese word "平" (equality) to incorporate the concept of "二十" (20). The stylised characters "二十" (20) are then repeated in the banner right next to the logo to make the message obvious.

During the year, the 20th anniversary logo was featured on the EOC's website and in its various communication channels and publications.

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### 二十周年慶祝聚會

### 20th Anniversary Reception



我們非常榮幸得到社會各界領袖蒞臨於2016年11月17日在香港灣景國際酒店舉行的平機會二十周年慶祝聚會，當中嘉賓包括：立法會前任主席曾鈺成先生、立法會現任主席梁君彥議員、行政會議及立法會的前任議員、駐港總領事、四位平機會前任主席、非政府組織首長、少數族裔領袖、其他政界精英和社會賢達，以及傳媒朋友，濟濟一堂。

We were very honoured that many of the city's leaders joined us at the anniversary reception held at The Harbourfront hotel on 17 November 2016 to celebrate the milestone. Those who graced the event included former Legislative Council President The Hon Jasper TSANG Yok-sing, current Legislative Council President The Hon Andrew LEUNG Kwan-yuen, former Members of the Executive Council and the Legislative Council, Consuls-General, four former EOC Chairpersons, heads of NGOs, leaders of ethnic minority communities, other political and social elites, as well as the media.

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主禮嘉賓手持七彩卡板展示共融社會包含的元素，並合照留念。  
The officiating guests hold colourful signs showing the values for shaping an inclusive society and pose for a photo.

由左至右：  
平機會第五任主席鄧爾邦先生  
平機會創會主席張妙清教授  
香港教育局前任局長吳克儉先生  
香港運輸及房屋局前任局長張炳良教授  
立法會現任主席梁君彥議員  
平機會現任主席陳章明教授  
立法會前任主席曾鈺成先生  
平機會第二任主席胡紅玉女士  
勞工及福利局前任局長及  
現任政務司司長張建宗先生  
政制及內地事務局前任副局長陳岳鵬先生  
平機會第四任主席朱楊珀瑜女士

From left to right:  
Fifth EOC Chairperson Mr Raymond TANG  
Founding EOC Chairperson Prof Fanny M CHEUNG  
Former Secretary for Education Mr Eddie NG Hak-kim  
Former Secretary for Transport and Housing Prof Anthony CHEUNG Ping-leung  
Current Legislative Council President The Hon Andrew LEUNG Kwan-yuen  
Current EOC Chairperson Prof Alfred CHAN Cheung-ming  
Former Legislative Council President The Hon Jasper TSANG Yok-sing  
Second EOC Chairperson Ms Anna WU Hung-yuk  
Former Secretary for Labour and Welfare and current Chief Secretary for Administration The Hon Matthew CHEUNG Kin-chung  
Former Under Secretary for Constitutional and Mainland Affairs Mr Ronald CHAN Ngok-pang  
Fourth EOC Chairperson Mrs Patricia CHU



四位平機會前任主席一起閒談，回顧昔日平機會的美好時光，以及在他們任內的貢獻。平機會現任主席陳章明教授向各人贈送二十周年紀念特刊。  
The four former Chairpersons of the EOC recall their fond memories of the EOC and the organisation's major achievements during their tenures at an informal chit-chat session. Current Chairperson Prof Alfred CHAN Cheung-ming presents to each of them a copy of the 20th anniversary commemorative book.

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各嘉賓、平機會委員及平機會持份者聚首一堂，歡度愉快的晚上。  
The guests, along with EOC Members and stakeholders from different sectors, gather under one roof for an enjoyable evening.



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### 平等共融多媒體創作比賽

在慶祝二十周年之際，平機會不忘透過多媒體創作比賽鼓勵公眾和我們攜手推動平等機會。比賽分為攝影、短片及海報三大組別，公眾可發揮創意，提交屬於任何一組別的作品參賽，以帶出反歧視法例和創建關愛共融社會的重要性。

各組別的冠軍已於2016年11月17日平機會二十周年慶祝聚會上從平機會委員手上接過獎項。其餘優勝者亦於2016年12月1日在平機會辦公室舉行的頒獎禮上領獎。

### Multi-media Competition

As the EOC celebrated its anniversary, the Commission had not forgotten to engage the public to join us in promoting equal opportunities through a multi-media competition. Members of the public were invited to showcase their creative talent and vision by submitting works in any of three categories, namely photography, short video and poster, that corresponded to the anti-discrimination legislation and promoted the importance of creating a more caring and inclusive society.

The champions received their prizes from the hands of EOC Board Members at the anniversary reception on 17 November 2016. A separate prize presentation ceremony was held on 1 December 2016 at the EOC office to present the awards to the other winners.

海報組冠軍：下一站：平等(吳芷嫣)  
Next Station: Equality by NG Tsz-yin, champion in the poster category.



攝影組冠軍：傷健齊享櫻花節(楊華興)  
Sakura Festival by YEUNG Wah-hing, champion in the photography category.



短片組冠軍：共融•生活(黃學文)  
Harmony Life by WONG Hok-man, champion in the short video category.

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### 二十周年紀念特刊

我們打開平機會的時間錦囊，掏出珍貴片段，輯錄成紀念特刊《廿載奮進平等路》，為公眾細說平機會二十年來的發展歷程。特刊收錄了歷任主席、前任和現任委員以及重要持份者的勉勵說話和分享，同時列出平機會的重要里程碑，配以扣人心弦的全頁照片，展示香港社會的多元面貌，不同背景的人匯聚為一，同心同德。

特刊內其中一幀照片是平等共融多媒體創作比賽攝影組亞軍隋彪先生的作品，該照片獲選於2016年12月在紐約舉行的聯合國展能攝影展上展出。

### 20th Anniversary Commemorative Book

We unearthed and unlocked the EOC's "time capsule", turning memories from the past 20 years into a hardcover commemorative publication titled *20 Years and Beyond: The Road to Equality*. This book carries messages from all the Chairpersons of the EOC since its inception, as well as messages from current and former Board Members and key stakeholders. The publication also lists out the major achievements of the EOC and includes awe-inspiring full-page photographs that show the diverse facades of life in Hong Kong where people from different backgrounds converge and collaborate.

One of the photographs featured in the commemorative book is by Mr TSUI Piu, the first runner-up in the multi-media competition (photography category). The image was selected by the UN Enable Photographic Exhibition for display in New York in December 2016.

