

# 策略重點

## Our Strategic Focuses

### 概述

平機會於2016/17年繼續跟進《歧視條例檢討》和立法保障性小眾(同性戀者、雙性戀者、跨性別及雙性人士)免受性傾向、性別認同及雙性人身份的歧視。同時又進行多項工作以推廣社會上邊緣化人士及弱勢社群(包括少數族裔、殘疾人士和婦女)的平等機會。下文重點介紹2016/17年推出的一些活動與項目。

### 《歧視條例檢討》

2016/17年本港社會發生了多宗餵哺母乳的婦女和殘疾人士受到騷擾的事件，備受社會關注。這些人士受到騷擾卻無法透過法律討回公道，在在顯示有迫切需要進行法律改革，以加強對弱勢社群的法律保障。年內平機會持續以不同途徑呼籲政府改革法例，例如在報章發表專題文章，以及會見不同持份者；又鏗而不捨地與政府跟進《歧視條例檢討》，促請政府考慮平機會建議的改革方案。

平機會於2015/16財政年度結束時，向政府提交了有關《歧視條例檢討》的全面建議，以理順香港現有的反歧視法例，使之與時並進。

為落實有關建議，平機會於2016/17年繼續與政府保持聯繫，向政府提供更多與改革建議相關的法律意見及佐證資料。2017年3月20日，政府於立法會政制事務委員會的會議上表示：「政府現時希望集中處理複雜性和爭議性較低的建議，以期逐步進行所需的法例修訂。」政府已從中識別出9項建議，包括引入明確條文禁止對餵哺母乳的直接和間接歧視。

### Overview

In 2016/17, the EOC continued to follow up on the Discrimination Law Review and the legal protection for sexual minorities (lesbian, gay, bisexual, transgender and intersex, or LGBTI persons) from discrimination on the basis of sexual orientation, gender identity and intersex status. Various programmes and initiatives were also undertaken to promote the equal opportunities of the marginalised and vulnerable in society, including ethnic minorities, people with disabilities (PWDs) and women. The following sections highlighted some of the programmes and projects rolled out in 2016/17.

### Discrimination Law Review

A number of high-profile incidents during the year where breastfeeding mothers and PWDs were harassed without being able to seek redress through the law demonstrated the urgent need for legislative reforms to strengthen legal protection for these vulnerable groups. As the EOC continued to call for legislative reforms through different channels, such as feature articles in newspapers and meetings with stakeholders, it tirelessly pursued the Discrimination Law Review (DLR) with the Government, urging it to consider the recommended reforms.

At the end of the 2015/16 fiscal year, the EOC submitted to the Government comprehensive recommendations under the DLR, which aimed at modernising and refining the existing anti-discrimination legislation in Hong Kong.

In 2016/17, the EOC continued to liaise with the Government on taking forward those recommendations by providing further legal advice and supporting information in relation to the proposed reforms. At the Legislative Council Panel on Constitutional Affairs meeting on 20 March 2017, the Government indicated that “we intend to focus on those recommendations that are relatively less complex or controversial at this juncture, with a view to taking forward legislative amendments in a step-by-step manner.” Nine such recommendations relating to an array of issues were identified, including the introduction of express provisions prohibiting direct and indirect discrimination on the ground of breastfeeding.

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平機會將繼續與政府合作落實有關改革建議，並促請當局推行《歧視條例檢討》內的其他所有建議，尤其是那些需優先處理的項目。

The EOC will continue to work with the Government on implementing those recommendations, and call for the implementation of the other recommendations under the DLR, particularly those that are deemed to be of high priority.



平機會根據《歧視條例檢討》於2016年3月向政府提交了73項法例改革建議，當中27項屬需優先處理的項目。平機會於2016/17年繼續促請政府研究及落實各項改革建議，而政府亦於2016/17財政年度結束前，首次表明了對有關建議的意見。

The EOC submitted 73 recommendations on legislative reforms to the Government in March 2016 based on the DLR. Among the 73 items, 27 are seen as high-priority areas. In 2016/17, the EOC kept on pursuing the Government on examining and taking forward the recommended reforms. By the end of the 2016/17 fiscal year, the Government expressed its views on the recommendations for the first time.

## 立法保障性小眾免受歧視

平機會自2016年1月公布與香港中文大學香港亞太研究所性別研究中心(下稱性別研究中心)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」結果後，於2016/17年度繼續與各界人士接觸，強調立法的必要。

2016年11月，平機會支持並參與由歐盟駐香港及澳門辦事處、性別研究中心和德國駐香港總領事館合辦的國際會議，討論性小眾權益與宗教自由的關係。平機會繼而於2017年1月就「防止基於性取向和性別認同的暴力和歧視公眾諮詢」向聯合國提交意見書。

## Legislation to Protect LGBTI Individuals from Discrimination

Following the release of the findings of the “Study on Legislation against Discrimination on the Grounds of Sexual Orientation, Gender Identity and Intersex Status” in January 2016, conducted by the EOC and the Gender Research Centre of the Hong Kong Institute of Asia-Pacific Studies at The Chinese University of Hong Kong (GRC), the EOC continued to engage different sectors and parties in 2016/17, highlighting the need for legislation.

In November 2016, the EOC supported and participated in an international conference organised by the European Union Office to Hong Kong and Macao, the GRC and the German Consulate General to Hong Kong on the relationship between LGBTI rights and freedom of religion. This was followed by a submission to the United Nations in response to their Public Consultation on Protection against Violence and Discrimination Based on Sexual Orientation and Gender Identity in January 2017.

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平機會在上述研究結果公布一年後再作出重要舉措，於2017年3月與性別研究中心發表聯合聲明，再次敦促政府盡快就立法禁止歧視性小眾進行公眾諮詢。有關聲明獲75間私人公司及公共機構支持，當中包括國際金融機構和律師事務所。

A major move was made in March 2017, when the EOC issued a joint statement with the GRC with support from 75 private and public companies and organisations, including international financial institutions and law firms. The statement was issued one year after the abovementioned study was published to once again urge the Government to launch public consultation on introducing LGBTI anti-discrimination legislation as soon as possible.



平機會與性別研究中心得到非志願組織及商界支持，於2017年3月發表聯合聲明，促請政府盡快就立法禁止歧視性小眾進行公眾諮詢。

Supported by NGOs and the business community, the EOC and the GRC issue a joint statement in March 2017, calling on the Government to launch a public consultation and introduce legislation against discrimination on the grounds of sexual orientation, gender identity and intersex status as soon as possible.



來自香港及國際的講者於2016年11月出席由歐盟駐香港及澳門辦事處、性別研究中心和德國駐香港領事館合辦，以及由平機會支持的國際會議，一起討論性小眾權益與宗教自由的關係。

Local and international speakers share the podium of the international conference on LGBTI rights and freedom of religion in Hong Kong and the European Union. The conference was co-organised by The European Union Office to Hong Kong and Macao, the GRC and the German Consulate General to Hong Kong, and supported by the EOC in November 2016.

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#### 促進少數族裔的平等權利

平機會於2015年成立少數族裔事務組（事務組），專責就種族共融進行倡議及公眾教育的工作，尤其是呼籲當局改善教育制度，在就業上提供更好的支援，協助易受種族歧視的人士融入社會。在2016/17年度，事務組推出了多項新舉措。

#### 推動「同一起跑線」上的平等機會

非華語學童在主流學校仍然面對重重困難，當局必須作出政策改善措施以扭轉困局。為此，平機會於2016/17年度繼續進行倡議工作，向立法會提交了多份意見書。在文件中，平機會促請教育局審視相關問題，包括為教師提供培訓、編寫教材以及提高「中國語文課程第二語言學習架構」評估方法的透明度。我們建議教育局成立一個專職單位，以全方位的手法檢視和處理非華語學童的教育問題。

另一方面，平機會持續為學校提供講座及培訓，提升他們對種族事宜的敏感度。我們輯錄了一些學校經常遇上的問題，在2016年8月出版《推動種族共融及預防種族歧視：學校及家長須知》。該書向家長和學校解釋《種族歧視條例》賦予他們的權利和責任，尤其為教師和其他學校員工提供有關《種族歧視條例》的基本知識，以及如何在學校推動種族共融政策。該書已上載到平機會和教育局的網站供公眾瀏覽。

#### Advancing the Equal Rights of Ethnic Minorities

In 2015, the Ethnic Minorities (EM) Unit was created within the EOC to work on advocacy and public education on racial discrimination issues. In particular, the dedicated unit has been calling for improvements to the education system and better employment support to help people susceptible to racial discrimination integrate into the community. In 2016/17, the unit rolled out several new initiatives.

#### Promoting Equal Opportunities at the “Starting Line”

Policy reforms are necessary to rectify the challenges facing non-Chinese-speaking (NCS) students studying in mainstream schools. To this end, the EOC carried on with its advocacy effort during the year, making multiple submissions to the Legislative Council. In the papers, the EOC urged the Education Bureau to look into the related issues, including training for teachers, development of teaching materials, and greater transparency in the assessment of the “Chinese Language Curriculum Second Language Learning Framework”. Above all, we recommended the creation of a dedicated unit within the Bureau to review and act upon all the education issues of NCS students in a comprehensive and holistic manner.

On a practicable level, the EOC continued to provide schools with talks and training on handling race-sensitive matters. Compiling some of the most common issues facing schools, we published the “Promotion of Racial Integration and Prevention of Racial Discrimination in Schools” booklet in August 2016. Available on the websites of the EOC and the Education Bureau, the guide explains to parents and schools their rights and responsibilities under the Race Discrimination Ordinance (RDO). Particularly, it provides teachers and other school staff with the fundamentals about race discrimination and how to promote racially inclusive policies in schools.



平機會少數族裔事務組在2016年8月為學校和家長出版《推動種族共融及預防種族歧視：學校及家長須知》。

The EOC's EM Unit published the booklet “Promotion of Racial Integration and Prevention of Racial Discrimination in Schools” in August 2016 as a guide for schools and parents.



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### 把非華裔社群與僱主聯繫起來

為了增加香港非華裔居民的就業和向上流動機會，平機會積極把他們與僱主聯繫起來。在2016/17年度，事務組進行了以下工作：

- 2016年7月與勞工處會晤，向該處反映非華裔市民使用就業支援服務時遇上的困難，包括語言障礙和文化敏感度等問題。其後，事務組提出數項建議，例如加強傳譯服務；又在2016年11月起為勞工處就業中心的前線員工舉辦多場提升文化敏感度的培訓課程；
- 2016年12月於香港專業教育學院，為非華裔中學生及負責生涯規劃教育的教師舉辦就業簡介會。平機會邀請了運輸業及護理等行業的機構，包括國泰航空、九龍巴士有限公司、博愛醫院及曉光護老服務等出席簡介會，介紹適合非華裔求職者的職位；

### Bridging the Gap between Non-ethnic Chinese Communities and Employers

To increase occupational opportunities and upward social mobility for some non-ethnic Chinese residents in Hong Kong, the EOC has been endeavouring to facilitate better matching between them and employers. During 2016/17, the EM Unit:

- Met with the Labour Department in July 2016 to reflect some of the challenges facing the non-ethnic Chinese users of the Department's employment support services, including language barrier and cultural sensitivity issues. Subsequently, the EM Unit made several suggestions, such as strengthening the provision of interpretation service. It also began to organise cultural sensitivity training sessions in November 2016 for the frontline staff of the Department's Job Centres;
- Organised a briefing session for non-ethnic Chinese secondary students and their schools' career masters in December 2016 at the Hong Kong Institute of Vocational Education. Companies from the transport and care services industries were invited, including Cathay Pacific Airways, Kowloon Motor Bus Company, Pok Oi Hospital and Hiu Kwong Nursing Service, where positions suitable for non-ethnic Chinese job applicants were available;



來自本地不同大型機構例如國泰航空、九龍巴士有限公司的講者，介紹他們公司為非華裔學生提供的就業機會。

Speakers from major local enterprises including Cathay Pacific Airways and Kowloon Motor Bus Company introduce the career opportunities available at their companies for non-ethnic Chinese students.

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- 向立法會提交意見書，促請有關當局為非華裔求職者或僱員提供更好的支援，包括僱主須提供英文合約和職業安全訓練及指引；及
- 於2017年2月為僱員再培訓局提供有關非華裔求職者職訓需要的培訓課程，讓他們了解非華裔求職者所面對的語言及社交障礙，尤其在閱讀及書寫中文方面。
- Made submissions to the Legislative Council to urge for better support for non-ethnic Chinese job seekers and employees, including the provision of English information on contracts and occupational safety training and instructions; and
- Offered a training session for the Employees Retraining Board in February 2017 on addressing the vocational training needs of non-ethnic Chinese job seekers, in view of the language and communication barriers they face, especially their lower level of proficiency in reading and writing Chinese.



事務組在勞工處就業中心為青年大使提供講座。  
Talks are delivered for youth ambassadors stationed at the Labour Department Job Centres.



少數族裔事務組為中學生舉辦就業講座。  
Secondary school students attend career talks organised by the EM Unit.

### 減少日常生活的不便

平機會於2016年9月公布「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，發現不少香港非華裔居民在日常生活中受到歧視，在尋找住屋和使用銀行服務方面的情況尤為嚴重。

因應研究結果，事務組與香港銀行公會和香港銀行學會合作，為銀行職員舉辦培訓工作坊，並向香港銀行派發一份建議常規清單。事務組亦與地產代理監管局合作，為地產代理提供文化敏感度的訓練。

### Making Everyday Life Less of an Ordeal

In September 2016, the EOC published the findings of the "Study on Discrimination against Ethnic Minorities in the Provision of Goods, Services and Facilities, and Disposal and Management of Premises". It was found that quite some non-ethnic Chinese residents of Hong Kong had experienced discrimination in their daily life, and it was worst when it came to finding accommodation and using banking services.

Acting on the findings, the EM Unit collaborated with the Hong Kong Association of Banks and the Hong Kong Institute of Bankers to organise training workshops for banking staff, and distributed a list of recommended practices to all banks in Hong Kong. It also worked with the Estate Agents Authority to provide property agents with cultural sensitivity training.

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### 凝聚公眾 共建包容社群

#### 平等機會日

平機會於2016年5月21日與元朗大會堂、伯特利中學及錦綉花園區議員杜嘉倫合辦「平等機會日」，活動主題為「齊來建設共融香港」，目標是促進種族共融。平機會選擇在元朗舉辦活動，因為該區是最多非華裔居民的新界地區。

當日的節目除了由平機會主席陳章明教授致辭外，三位在香港長大的非華裔年輕人(包括兩位警員和一位會計師)亦分享了他們在職業生涯中遇到的挑戰，和最終取得成功之道。另外，平機會又安排了遊戲攤位和文化表演與公眾同樂，無分種族。

### Engaging the Public in Building a Racially Inclusive Society

#### Equal Opportunities Day

On 21 May 2016, the EOC jointly organised an “Equal Opportunities Day” in Yuen Long with Yuen Long Town Hall, Bethel High School and the Office of District Councillor TO Ka-lun. With the objective of promoting racial harmony, the event was given the theme “Let’s Build an Inclusive Hong Kong Together”. We decided to organise the event in Yuen Long, as it has the highest population of non-ethnic Chinese residents in the New Territories.

In addition to a speech by EOC Chairperson Professor Alfred CHAN Cheung-ming, two young police officers and an accountant who grew up in non-ethnic Chinese communities in Hong Kong shared the challenges they encountered in pursuing their professional careers and how they succeeded in the end. The event also engaged and provided a platform for shared enjoyment for members of the public, be they Chinese or non-Chinese, with game booths and cultural performances.



嘉賓出席平機會於2016年5月在元朗大會堂舉辦的「齊來建設共融香港」活動。

Guests participate in the “Equal Opportunities Day” organised by the EOC in Yuen Long Town Hall in May 2016.

三名非華裔年輕人於2016年5月在元朗舉辦的「平等機會日」分享他們的成功故事。  
Three young people from non-ethnic Chinese communities share their success stories on the “Equal Opportunities Day” held in Yuen Long in May 2016.





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### 國際消除種族歧視日

平機會於2017年3月12日與香港電台合作，在九龍灣國際展貿中心舉辦活動，慶祝國際消除種族歧視日。

為了切合種族共融的主題，我們邀請了香港其中首位非華裔註冊社工Jeffrey ANDREWS先生、喇沙小學校長黎月兒女士暢談他們的勵志故事。又請來中菲韓混血兒歌手衛蘭分享她的經歷，和英國唱作歌手祈家恆講述他喜歡這個城市的原因。此外，香港流行曲歌手林欣彤和菊梓喬亦應邀演出。

非華裔人士和領袖亦參與推動不同種族文化，為觀眾上演了一場精彩絕倫的瑜伽示範和民族舞蹈。當日出席者包括政府官員、立法會議員、非政府組織的代表及市民大眾。

### *International Day for the Elimination of Racial Discrimination*

On 12 March 2017, we partnered with Radio Television Hong Kong (RTHK) to put together an event to celebrate International Day for the Elimination of Racial Discrimination (IDERD) at Kowloonbay International Trade & Exhibition Centre.

Aligning with the theme of racial inclusion, we invited Mr Jeffrey ANDREWS, one of the first registered non-ethnic Chinese social workers in Hong Kong, and Mrs Chandni RAKESH, the principal of La Salle Primary School, to recount their inspirational stories. We also invited singer Janice M VIDAL, who has Chinese, Filipino and Korean roots, to share her experience in Hong Kong, and Kashy KEEGAN, a British singer-songwriter, to talk about what he liked about the city. And to attract public attention, we lined up live performances by popular Cantonese singers, including Mag LAM and Hana KUK.

We were pleased that leaders and members of non-ethnic Chinese communities joined us to promote non-Chinese cultures by staging a breathtaking yoga demonstration and an ethnic dance for the audience, which was made up of Government officials, legislators, representatives from NGOs and members of the public.



國際消除種族歧視日活動包括精彩的文化表演和勵志分享。  
The IDERD event features fascinating cultural performances and inspiring sharing.



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### EMbRACE 運動

國際消除種族歧視日的公眾活動，正好是EMbRACE運動揭開序幕的好時機。這項運動為期一年，旨在提高公眾對於種族歧視課題的關注。除舉辦工作坊和講座外，平機會積極爭取非政府組織、商業機構、學校和其他相關機構的支持，透過他們宣揚種族共融的信息。平機會為運動推出了Facebook專頁，以發放有關種族平等的本地或國際新聞，並與有興趣的人士互動。

### EMbRACE Campaign

The IDERD public event offered a most befitting opportunity for our EM Unit to unveil the EMbRACE campaign, a year-long campaign aimed at raising awareness of racial discrimination issues. On top of organising workshops and talks, the campaign leverages the support and reach of NGOs, businesses, schools and other relevant organisations to spread the word. A Facebook page was launched to disseminate both local and international news related to racial equality and to engage interested parties.



EMbRACE的標誌象徵著不同種族能夠彼此包容，和諧共處。  
The logo of the EMbRACE campaign sends the message that different races can embrace one another and live in harmony.

EMbRACE的Facebook專頁截圖。  
A screen shot of the EMbRACE Facebook page.



不同界別的持份者，包括立法會議員葉劉淑儀女士，到場支持國際消除種族歧視日和EMbRACE活動。  
Stakeholders from various sectors, including Legislative Councillor The Hon Mrs Regina IP LAU Suk-ye, support our IDERD event and EMbRACE campaign.

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## 為殘疾人士爭取平等教育與就業機會和獲取公共服務

### 回應社會事件

2016/17年度本港發生了多宗事件，包括私營智障人士院舍發生性侵犯案件，以及一名自閉症人士被警方錯誤以謀殺罪拘捕。這些事件皆顯示，有必要加強各方在保障殘疾人士權利的工作。

部分殘疾人士(尤其是智障人士和精神病患者)的自我保護能力較弱，社會有責任保障他們免受不公平對待；亦因此，平機會竭力透過執行《殘疾歧視條例》和其他合適的反歧視法例，以捍衛殘疾人士的基本權利。

鑑於院舍的事件涉及性騷擾，平機會於事件曝光後，迅即在社會福利署和香港社會服務聯會的協助下，舉辦了一系列有關防止性騷擾和有關各方權利和法律責任的講座，對象包括殘疾人士的家長和照料者、服務殘疾人士的社工，以及任職於私營殘疾人士院舍和私營安老院的員工。

平機會主席亦在報章撰文，以提高公眾對智障人士福祉的關注，並建議有需要加強規管私營院舍。

## Promoting the Equal Education and Employment Opportunities and Access to Public Services for Persons with Disabilities

### Responding to Social Incidents

Various incidents in Hong Kong in 2016/17 signalled for renewed efforts from different parties to safeguard the rights of people with disabilities (PWDs). Among these incidents were the sexual assault cases involving a private residential care home for people with intellectual disabilities, and the wrongful arrest of a person with autism spectrum disorder for homicide.

Because of their conditions, some PWDs, particularly those with intellectual and mental disabilities, are less able to fend for themselves. Society has the responsibility to protect them from unfair treatment. The EOC, meanwhile, attempts to defend their basic rights by implementing the Disability Discrimination Ordinance and other anti-discrimination laws as appropriate.

Since the care home scandals touched upon sexual harassment, the EOC organised a series of talks on sexual harassment prevention and the rights and liabilities of different concerned parties with assistance from the Social Welfare Department and the Hong Kong Council of Social Service immediately after the incidents were exposed. The audience of the talks included the parents and carers of PWDs, social workers working with clients with disabilities, and those working at private residential care homes for PWDs and the elderly.

EOC Chairperson also wrote articles in newspapers to raise concern of the welfare of people with intellectual disabilities and the need to tighten regulation over private care homes.



## 策略重點 Our Strategic Focuses

香港法律改革委員會(法改會)在2016年11月發出有關涉及兒童和精神缺損人士的性罪行諮詢文件。平機會在細閱文件後已提交了意見書，對法改會建議修改涉及性虐待兒童和精神缺損人士的刑事罪刑法例表示歡迎。

同時，鑑於有自閉症人士被警方拘捕，平機會在廣徵專業人士意見後，於2016年11月出版了《執法人員與自閉症人士溝通指引》。指引提供了有助辨識自閉症人士的實用資料，和與自閉症人士面談時的宜忌，旨在提高執法人員執行職務時，與自閉症人士相處的敏感度，亦讓執法機構因應本身特定運作需要而制定指引和程序時有所依循。

In November 2016, the Law Reform Commission of Hong Kong released a consultation paper on sexual offences involving children and persons with mental impairment. After studying it carefully, the EOC made a submission in response to the paper, and expressed welcome to the proposals to improve the criminal offence laws relating to sexual abuse of children and persons with mental impairment in Hong Kong.

Meanwhile, in response to the arrest of a person with autism spectrum disorder by the police, the EOC sought input from professionals and published the "Autism: A guide for law enforcement officers communicating with persons with autism spectrum disorders" in November 2016. Aimed at raising the sensitivity of law enforcement officers in handling people with autism during the discharge of their duties, the guide provides practical information on how to identify autism and lays down specific dos and don'ts when officers interview persons with autistic conditions. It serves as a blueprint for law enforcement agencies to develop guidelines and protocols that cater for their specific operational needs.



平機會主席陳章明教授在記者會上公布《執法人員與自閉症人士溝通指引》。

EOC Chairperson Prof Alfred CHAN Cheung-ming announces the release of a guide for law enforcement officers regarding people with autism at a press conference.



## 策略重點

### Our Strategic Focuses

#### 識別精神健康綜合社區中心營辦機構面對的困難

除了迅速回應以上事件外，平機會亦繼續促進社會對精神病患者有更深入的了解。經仔細研究後，平機會於2016年7月發布了《本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》結果。

平機會根據研究結果向政府及其他持份者提出建議，包括改進公眾諮詢工作和加強對社區領袖及公眾的精神健康教育。平機會亦建議政府在尋找和提供社會福利用地時採取更主動的措施，以舒緩精神健康中心用地短缺的問題。

事實上，為向政府及其他持份者提出更具體可行的建議，平機會計劃在2017/18年度進行另一項名為《識別出減少公眾反對為精神健康綜合社區中心及其他精神健康設施選址的有效方法》之研究。

#### 協辦「2016精神健康月」

平機會於2016年再度與勞工及福利局、多個政府部門、公共機構和非政府組織攜手合辦「精神健康月」。作為籌備委員會研究工作小組的成員之一，平機會協助進行全港精神健康指數調查。2016年11月10日，小組於平機會辦事處公布了調查結果，顯示：

- 近三分一港人精神健康欠佳；
- 社會爭議對市民精神健康有非常大／頗大負面影響之比例則上升，其中又以15至45歲的受訪者最受影響；
- 有子女的父母「精神健康指數」平均分稍高於沒有子女的夫婦；及
- 不少家長對子女的健康和教育都感到憂慮。

#### Identifying Hurdles to Operators of Integrated Community Centres for Mental Wellness

Other than promptly reacting to the incidents above, the EOC continued to promote better understanding of people with mental disabilities. In July 2016, it published the findings of its “Study on Challenges Encountered in the Siting of Integrated Community Centres for Mental Wellness and Other Social Welfare Facilities in Hong Kong”, which investigated the reasons behind the difficulties in finding sites for building public mental health centres.

Based on the findings, the EOC made recommendations for action by the Government and other stakeholders, including the refining of the public consultation exercise, and better mental health education for community leaders and the public at large. The Government was also recommended to take a more proactive approach in identifying and supplying land for social welfare use to alleviate the shortage of land for mental wellness centres.

In fact, to offer more solid and practicable recommendations to the Government and other stakeholders, the EOC has planned to conduct another study, “Identifying Effective Approach in the Siting of Integrated Community Centres for Mental Wellness and Other Mental Health Facilities”, in 2017/18.

#### Co-organising Mental Health Month 2016

For another year, the EOC co-organised Mental Health Month with the Labour and Welfare Bureau, government departments, other public organisations, and NGOs. As a member of the Organising Committee’s Research Working Group, it assisted in the Mental Health Index survey, the findings of which were announced at the EOC office on 10 November 2016. Highlights of the survey included:

- About one-third of the local population had unsatisfactory mental health levels;
- Social divide had a greater negative impact on mental health compared to previously, especially among those aged 15 to 45;
- People with children averaged a slightly better mental health score than that of childless couples; and
- Nonetheless, some parents reported worries about the health and education of their children.

## 策略重點 Our Strategic Focuses



平機會聯同衛生界專業人士及持份機構代表於記者會上公布全港精神健康指數調查結果。

Professionals from the healthcare sector and stakeholder groups including the EOC announce the findings of the Mental Health Index survey at a media briefing.

### 支援有特殊教育需要的學生

在2016/17年度，平機會繼續監察政府和教育機構在推行特殊教育政策的情況。在大專教育方面，平機會在2014年促成了「本地大專院校推廣平等機會聯繫網絡」成立，鼓勵香港各大專院校互相交流，推廣平等機會的良好常規。2016年平機會與不同持份者合作在香港大學舉辦研討會，討論支援有特殊教育需要學生的特別措施，令大學教職員進一步認識有特殊教育需要學生的需要和提高敏感度。研討會並得到九所大專院校派代表出席。

### Supporting Students with Special Educational Needs

In 2016/17, the EOC continued to monitor the implementation of policies by the Government and educational establishments related to the access to education by students with special educational needs (SEN). At the tertiary level, the EOC facilitated the setting up of the "Network for the Promotion of Equal Opportunities in Local Tertiary Education Institutes" back in 2014 to encourage best-practice sharing among tertiary institutions in Hong Kong. In 2016, the Commission aligned the joint effort of different stakeholders by organising a seminar at The University of Hong Kong to discuss special measures for supporting SEN students and further enhance the awareness and sensitivity among university staff of the needs of SEN students. Representatives from nine tertiary institutions attended the seminar.



本地大專院校的代表出席於平機會舉行的會議，一起討論支援有特殊教育需要學生的措施。  
Representatives of various local tertiary educational institutions gather for a meeting at the EOC to discuss practices for supporting students with special educational needs.

## 策略重點 Our Strategic Focuses

### 支援殘疾人士就業

平機會不單提倡聘用殘疾人士，亦以身作則聘用殘疾人士。2017年3月，平機會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頒「友善聘用獎」。

### 推廣無障礙環境

對殘疾人士而言，香港雖然已比二十年前更通達無阻，但有很多方面仍需改善。例如：我們最近一項研究發現，香港只有0.5%的的士可接載輪椅使用者。我們於2017年3月向運輸及房屋局（運房局）和運輸署提交此項研究的報告，並於5月與運輸署署長和運房局首席助理秘書長開會跟進事件，就如何增加的士服務接載輪椅使用者交流意見。

除了改善陸地交通外，平機會亦為殘疾人士爭取改善航空交通服務。民航處經諮詢平機會和殘疾人士團體後，於2015年出版了《給香港航空公司的指引：協助行動不便人士使用航空服務》。平機會於2016/17年度著手擬備《無障礙航空簡易指引》，向殘疾人士說明他們使用航空服務的權利和提供一些航空旅行的提示。平機會現正就指引的草擬本諮詢民航處、香港機場管理局、四間在港註冊的商營航空公司及其他航空公司的意見。

### 鼓勵殘疾人士全面參與社交活動

平機會於2016年11月就政府的「香港殘疾人士體育發展」顧問研究報告提交了意見書，當中集中探討四項議題，分別是把體育活動主流化、把殘疾議題納入政府的主流政策以支持殘疾人士參與體育活動、殘疾學生在主流學校的體育活動參與，和防止體育界的性騷擾。平機會致力推動傷健平等，我們相信殘疾人士參與體育活動可改變外界對殘疾的成見。

### Championing the Employment of PWDs

The EOC not only advocates the employment of PWDs, but also acts as a good example by employing PWDs itself. The Commission received the Friendly Employment Award in the 2016/17 Talent-Wise Employment Charter and Inclusive Organisations Recognition Scheme organised by the Labour and Welfare Bureau in March 2017.

### Promoting Accessibility for PWDs

While Hong Kong is more accessible to PWDs compared to two decades ago, improvements remain much needed in many areas. For instance, one of our recent studies found that only 0.5% of the taxis in Hong Kong are accessible for wheelchair users. In March 2017, we submitted the report of this study to the Transport and Housing Bureau and Transport Department, and followed up with a meeting with the Commissioner for Transport and the Principal Assistant Secretary for Transport and Housing in May, to exchange views on ways to enhance wheelchair accessible taxi service.

Apart from ground travel, the EOC strived to improve air travel for PWDs. Earlier in 2015, the Civil Aviation Department (CAD), after consulting the EOC and disability stakeholder groups, published the "Guidance for Airline Operators in Hong Kong: Facilitation of Persons with Reduced Mobility in Air Travel". In 2016/17, the EOC started to prepare drafting the "Easy-to-Read Guide for Accessible Air Travel", offering PWDs insights into their rights and tips on air travel. The EOC is now collecting feedback from the CAD, the Airport Authority Hong Kong, the four Hong Kong-registered commercial airlines and other airline operators on the draft of this guide.

### Encouraging the Full Participation of PWDs in Social Life

In response to the Government's Consultancy Report on Sport for People with Disabilities in Hong Kong, the EOC made a submission in November 2016 with a focus on four issues, namely mainstreaming sport activities, mainstreaming the disability dimension in Government policies to support sports participation by PWDs, sports participation by students with disabilities in mainstream schools, and the prevention of sexual harassment in the sports sector. The EOC is dedicated to the promotion of equal opportunities between PWDs and able-bodied people, and we believe that participation in sports allows PWDs to overcome the stigma often associated with disabilities.



## 策略重點 Our Strategic Focuses

### 締造安全及零騷擾的環境

平機會收到的投訴個案顯示，同屬《性別歧視條例》規管的懷孕歧視及性騷擾在香港十分普遍。有見及此，平機會在2016/17年度採取以下行動。

#### 對付懷孕歧視

2016年5月，平機會公布了「中小企懷孕歧視狀況及對在職母親負面看法之研究」結果。研究發現服務業（特別是飲食業及酒店業）僱主對員工懷孕的看法較為負面。是次研究結果有助平機會制定相應的教育課程及其他活動，為懷孕婦女及初為人母者建立關愛友善的工作間文化。

#### 消除性騷擾

平機會近年採取針對性策略，向特定界別進行預防性騷擾的教育。過去數年，已在教育界、體育界及商界展開工作。在2016/17年度，我們把工作重點轉到經常接觸弱勢社群（如：長者及殘疾人士）的社福界。平機會在年內的反性騷擾工作包括：

#### 界別 Sector

社福界  
Social service

- 平機會與香港社會服務聯會在2016年8月及11月合辦了兩場研討會，讓社福機構的主管及管理層人員認識如何制定反性騷擾政策，合共有來自63間社福機構的186位機構主管和管理層人員參與。平機會向參加者派發自填式問卷，以調查社福界制定反性騷擾政策的情況。研究結果已於2017年7月公布。  
Organised two seminars with the Hong Kong Council of Social Service in August and November 2016 for heads and management of NGOs to gain knowledge on developing anti-sexual harassment policies. A total of 186 agency heads and management personnel from 63 NGOs took part. They were distributed self-administered questionnaires for the EOC's study on the development of anti-sexual harassment policies in the sector, the findings of which were announced in July 2017.
- 在研討會上派發平機會制定的《社福機構防止性騷擾政策大綱》，該文件亦上載至平機會網頁。  
Developed the "Framework for Sexual Harassment Policy in Social Service Agencies" which was distributed at the seminars and uploaded to the EOC website.

### Fostering a Safe and Harassment-free Environment

The complaints received by the EOC have shown that pregnancy discrimination and sexual harassment, which fall under the Sex Discrimination Ordinance, are commonplace in Hong Kong. In view of these issues, the EOC carried out the following actions in 2016/17.

#### To Combat Pregnancy Discrimination

The EOC conducted the "Study on Pregnancy Discrimination and Negative Perceptions Faced by Pregnant Women and Working Mothers in SMEs" and announced the findings in May 2016. It was found that employers in the service sector, especially restaurants and hotels, tend to perceive pregnancy among their employees more negatively. The study results helped the EOC formulate corresponding education and other programmes to foster a more caring and friendlier workplace culture for pregnant women and new mothers.

#### To Eliminate Sexual Harassment

In recent years, the EOC has been employing a sector-specific strategy to educate the public on sexual harassment prevention. In previous years, the sectors covered included education, sports and business. In 2016/17, we turned the focus to the social service sector, which deals a lot with disadvantaged groups, such as the elderly and people with disabilities. Some of the anti-sexual harassment initiatives by the EOC during the year included:

#### 平機會的工作 Work by the EOC

## 策略重點

### Our Strategic Focuses

界別 Sector	平機會的工作 Work by the EOC
	<ul style="list-style-type: none"> <li> <p>在香港社會服務聯會和香港復康聯會協助下，於2016年12月舉辦「保障智障人士免受性騷擾研討會」，有86位家長、照料者和社工參加。 With the support of the Hong Kong Council of Social Service and The Hong Kong Joint Council for People with Disabilities, the “Seminar on Protecting Persons with Intellectual Disabilities against Sexual Harassment” was organised in December 2016. Altogether 86 parents, carers and social workers attended the event.</p> </li> <li> <p>與社會福利署於2017年1月合辦「殘疾人士院舍防止性騷擾研討會」，邀請私營殘疾人士院舍的經營者和管理人員參加，讓私營院舍經營者了解如何防止院友被性騷擾和性侵犯，以及僱主就員工的性騷擾行為所負的法律責任。 In collaboration with the Social Welfare Department, the “Seminar on Anti-Sexual Harassment in Residential Care Home” was organised in January 2017, targeting operators and house managers of private residential care homes for persons with disabilities. The seminar aimed to inform the private care home operators about how to prevent sexual harassment and abuse from happening to the residents and also their liability for acts of sexual harassment conducted by their employees.</p> </li> </ul>
體育界 Sports	<ul style="list-style-type: none"> <li> <p>平機會應香港教練培訓委員會邀請，於2016年9月為「教練延續培訓計劃」主講兩小時的「防止性騷擾—教練的角色」研討會，共有241位教練參加。 Presented at the two-hour Continuing Coach Education Programme Seminar on “Prevention of Sexual Harassment — the Role of Coaches” in September 2016 upon invitation by the Hong Kong Coaching Committee, which was attended by 241 coaches.</p> </li> </ul>
教育界 Education	<ul style="list-style-type: none"> <li> <p>於2016年6月為約40位大專院校的學生領袖舉辦「玩得夠型：對性騷擾說不」工作坊，以防止迎新營發生性騷擾事件。 Organised the “Play Smart: Say NO to Sexual Harassment” workshop for around 40 university student leaders in June 2016 in a bid to prevent sexual harassment incidents at tertiary orientation camps.</p> </li> <li> <p>繼續應中小學和幼稚園的邀請，向教職員和學生提供培訓。 Continued to provide training to staff and students of schools and kindergartens upon request.</p> </li> </ul>

## 策略重點 Our Strategic Focuses

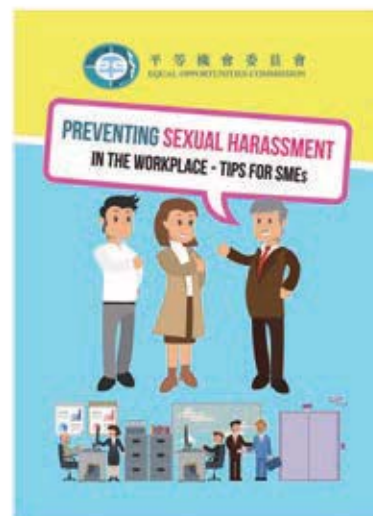
界別  
Sector

平機會的工作  
Work by the EOC

商界  
Business

- 於2016年5月出版《防止職場性騷擾：中小型企業僱主小錦囊》冊子，針對中小企的僱傭情況，為中小企僱主提供有用的參考資料和實用建議，包括制定和推行反性騷擾政策、處理投訴和可採取的合理可行措施等。此小冊子已發送予勞工處的就業中心和招聘中心，以及中小企的商會。

Published the “Tips for SMEs on Prevention of Workplace Sexual Harassment” booklet in May 2016, providing useful reference materials and practical advice geared towards SME employers and their specific employment context, including formulation and implementation of anti-sexual harassment policy, handling of complaints, and reasonably practicable measures that can be taken. Copies were sent to the Job Centres and Recruitment Centres of the Labour Department, and to business associations of SMEs.



少數族裔  
Ethnic minorities

- 為外籍家庭傭工和非華裔學生舉辦10場反性騷擾講座、會議和活動。  
Organised 10 anti-sexual harassment talks, meetings and events for foreign domestic workers and non-ethnic Chinese students.
- 在非華裔社群報章發表兩篇文章，講解《性別歧視條例》保障公眾免受性騷擾。  
Published two articles on protection offered by the SDO against sexual harassment in newspapers for non-ethnic Chinese communities.

