

主席的話

Chairperson's Message

推動改變 創造未來

偏見滋長歧視，歧視孕育不公平，任由不公平蔓延，只會令人意志磨滅，放棄遠大理想，甚至妨礙社會進步。成立平等機會委員會（平機會），就是要打破這惡性循環。多年來我們一直致力改變歧視觀念，開啟新思維、倡導革新。

然而，要推動富意義的變革，我們必先從自己做起。2017/18年度正是平機會反思內省、外擴影響的一年——我們以實際行動加強問責，提升服務質素，同時繼續大力促進社會上邊緣群體的平等機會。

首先，平機會把辦事處從太古城搬遷至黃竹坑，從而大幅節省租金，將財政虧蝕的情況縮窄。不過，公眾人士前往平機會可能不及以前方便，而目前我們的財政資源，仍然不足以應付不斷上漲的租金和訴訟服務的需求。

Transforming for a Better Future

Prejudice breeds discrimination, discrimination perpetuates inequality, and inequality, when left unchecked, paralyses one's ability to dream big and stalls societal progress. Breaking that vicious cycle is the *raison d'être* of the Equal Opportunities Commission (EOC), and over the years we have always strived to be a thought leader and an agent of change.

We are aware that in order to bring about meaningful transformation, often times we must start by reinventing ourselves. The year 2017/18 was marked precisely by both inward reflection and outward impact – we took concrete action to enhance the accountability and quality of our services, while continuing to make strides in advancing equal opportunity for marginalised groups.

First and foremost, by moving from Taikoo Shing to Wong Chuk Hang, we have saved significantly on office rents and got closer to reversing our budget deficit. However, this also means a less convenient route for the public to come to the EOC, and financial resources remained inadequate to meet rising rental costs and demands for litigation services.



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辦事處的搬遷工作於2017年11月3日開始，至11月5日順利完成。在平機會職員通力合作下，期間並無影響向公眾提供的服務。當然，爭取平等不單要有強大意志力，也需要充裕資金。平機會必須具備良好的財政狀況，才可繼續推動平等。

誠然，平機會去年的重點就是進行改革，從而提升能力，開創新局面。因應持份者和服務使用者的寶貴意見，我們展開投訴事務科與法律服務科的工作程序檢討，力求更有效率地處理投訴和提供法律協助，使服務更臻完善。

為確保程序檢討嚴謹、獨立且具公信力，我們邀得前高等法院法官芮安牟教授負責檢討工作，並與立法會議員、非政府機構及其他主要持份者會面，坦誠交流。平機會管治委員會三名委員組成檢討委員會，在一名總項目經理支援下督導檢討工作。總項目經理其後亦被委派進行平機會的管治及管理架構檢討，平機會於2015年重組架構時已計劃會進行這項工作。

本文執筆之時，平機會正擬備檢討報告，並致力於2018年年底為報告作最後定稿。我們明瞭並且不諱言，公眾對平機會的工作和檢討的性質一直有不少問題、疑惑甚至批評——當中有些可以理解，也有些是出於誤會，但我們都會坦然接受，因為這正好反映公眾對平等的摯誠關心，與平機會一樣，對平等機會抱持堅定信念。集合持份者的寶貴意見、平機會管治委員會委員的緊密監督，與芮教授素有聲望的專門知識，我相信平機會能對準本地社群的需要，使服務更上層樓。

With the concerted effort of EOC staff, the moving exercise took place on 3 November 2017 and was completed on 5 November, with no disruption to our public services. Needless to say, the fight for equality requires as much willpower as a healthy cash flow, and we shall strive to maintain our financial strength to ensure the fight goes on.

Indeed, the past year was about transforming ourselves to put up a stronger fight and break new ground. To this end, we embarked on a review of the work process of the Complaint Services Division and Legal Service Division, with due regard to the feedback from our valued stakeholders and service users. The review seeks to identify areas of improvement in our complaint-handling and legal assistance work, with the ultimate aim of delivering an efficient service and a dignified experience for people who come to us for redress.

To ensure rigour, independence and credibility of the process review, we invited former High Court judge Prof Anselmo REYES to undertake the review and met with legislators, NGOs and other major stakeholders in the spirit of open exchange. A committee consisting of three EOC Board Members was set up to steer the review as well, supported by a Chief Project Manager, who was simultaneously tasked to conduct an additional review of the EOC's governance and management structure, as planned during our restructuring exercise in 2015.

As I am writing this message, we are aiming to finalise the report by the end of 2018. Dare I say there have been queries, doubts, even criticisms – some understandable, some misguided – about the nature of the reviews and the work of the EOC. We have embraced them all, for they reveal an honest, genuine concern for equality, an unflinching conviction shared just as much by the EOC. With such generous input from stakeholders, the close scrutiny by EOC Board Members and the reputed expertise of Prof Reyes, I am certain we will be able to evolve in lockstep with the needs of the local community and take our services to the next level.

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當然，我們不會因為進行檢討便停止其他工作。於2017/18年度，平機會繼續按照《2016至2019策略性工作規劃》各個既定目標邁進。

首先，我們在推動法例改革上取得了鼓舞性的進展。政府終於接納了平機會在《歧視條例檢討》中提出的八項建議，確定於2018年年底向立法會提交《歧視條例(雜項修訂)條例草案》。條例草案將保障公眾免受一些長期以來缺乏法律規管的歧視和騷擾。今後，平機會仍會不遺餘力促請政府跟進《歧視條例檢討》的其他建議，並爭取公眾支持，要求政府作出更全面的改革。

除了法律改革方面，平機會亦同樣鏗而不捨推動少數族裔的平等機會。由於在教育、就業和提供服務方面存在系統性歧視，令香港的少數族裔人士陷於跨代貧窮的困境。平機會透過出版多種語言的銀行服務指南、進行幼稚園收生政策的調查，以至與機構合辦共融工作常規研討會等，接連推出不同活動，以提高香港少數族裔社群的平等機會。與此同時，政府和平機會不斷倡議下，推出了一連串措施，例如增加放寬公務員22個職系的中文入職要求。然而，由於仍未有一整套學習中文作為第二語言的標準教科書，且有為數不少的少數族裔學生只集中於少數學校，政府必須努力移除這些根深蒂固、窒礙融合的障礙。

Of course, we have not stopped our engine from running just because we are enhancing some of its components. In 2017/18, we continued to make progress along the various goals set out in our Strategic Plan 2016 – 2019.

Above all, we succeeded in driving legislative change, with the Government finally confirming its plan to submit the Discrimination Legislation (Miscellaneous Amendments) Bill to the legislature by the end of 2018, which would incorporate eight of the EOC's recommendations under the Discrimination Law Review (DLR). While the bill would fill some of the long-standing gaps in legal protection against discrimination and harassment in Hong Kong, the EOC will make it a priority to urge the Government to act on other DLR recommendations and solicit public support for more comprehensive reforms.

Legislation aside, the EOC has been equally relentless in promoting equal opportunities for ethnic minorities (EM), whose inter-generational poverty is a proven result of systemic discrimination in education, employment and provision of services. From multi-language bank service guides to a survey on kindergarten admission policies and corporate seminars about inclusive workplace practices, we rolled out initiative after initiative to empower EM communities in Hong Kong. Meanwhile, the Government also introduced a series of measures upon our persistent advocacy, for instance by relaxing Chinese proficiency requirements for 22 additional grades in the civil service. Yet, the lack of a full, standardised set of textbooks for learning Chinese as a second language, as well as the concentration of EM students in a small number of schools, are entrenched hurdles to integration that the Government must work to dismantle.



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另外，平機會去年推出了新的全年電台節目，以提高公眾對殘疾人士受歧視的關注，及認識保障殘疾人士平等就業權利的重要性。平機會不但倡議殘疾人士的平等就業機會，更身體力行聘用殘疾人士，在2018年3月勞工及福利局舉辦的2017/18年度《有能者•聘之約章》及「共融機構嘉許計劃」，平機會便獲頒發「友善聘用獎」。

在性騷擾方面，2017/18年度#MeToo運動蔓延全球，香港亦先後爆出多宗性騷擾和性侵指稱，受害者包括本地運動員、教友、大學生、服務業從業員，以至不少曾受創傷卻勇敢不屈的人士。平機會的反性騷擾運動採取雙管齊下的方法打擊性騷擾問題，一方面透過在不同界別進行調查，評估性騷擾的範圍及嚴重程度；另一方面為僱主提供證據基礎、為行業特別設計培訓課程，教導他們如何制定和推行反性騷擾政策。

同樣重要的是提倡性小眾的權利和福祉，這是平機會的策略工作重點之一。除了催促政府立法禁止基於性傾向、性別認同與雙性人身份的歧視外，平機會亦向政府的「性別承認跨部門工作小組」提交意見書，清楚說明平機會支持具法律效力的性別承認制度，還有列出自我確認模式的好處，使跨性別人士毋須違反其意願接受醫療程序，亦可更改身份文件上的性別。

毫無疑問，平機會還有很多地方需要深耕細作。我擔任平機會主席後學到的一件事情，就是一份報章只消大字標題便能中傷南亞裔居民，但社會卻得花上多年時間才可消除定型印象。但儘管這是一場艱辛的仗，我對於能夠領導平機會，推動社會變革，仍深感榮幸和自豪。對於平機會委員的指引、同事們的專業與奉獻精神，以及平機會友儕和合作夥伴的支持，我深受感動。

The past year also saw the launch of a brand new year-long radio campaign by the EOC to raise public awareness of discrimination against persons with disabilities (PWDs) and the importance of safeguarding their right to equal employment opportunities. The EOC itself has been a staunch supporter of this cause, and was bestowed with the Friendly Employment Award in March 2018 under the 2017-18 Talent-Wise Employment Charter & Inclusive Organisations Recognition Scheme organised by the Labour and Welfare Bureau.

For a long while in 2017/18, all eyes were turned to the outburst of allegations of sexual harassment and assault – ignited by the global #MeToo movement – from local athletes, churchgoers, college students, service industry workers and many more traumatised but courageous souls. Under its Anti-Sexual Harassment Campaign, the EOC adopted a two-pronged approach to combat the problem, spearheading surveys across different sectors to gauge its scope and severity while providing employers with evidence-based, industry-specific training on the formulation and implementation of an anti-sexual harassment policy.

Last but not the least, advocating for the rights and well-being of the LGBTI community remained a strategic focus of the EOC's work. In addition to pushing for legislation against discrimination on the grounds of sexual orientation, gender identity and intersex status, the EOC made a submission to the Inter-departmental Working Group on Gender Recognition, which clearly stated our support for a gender recognition system with legal effect and the merits of a self-affirmation model where transgender persons need not undergo unwanted medical treatment to get their gender changed in identity documents.

Obviously, our work is not done yet. One thing I have learnt from my tenure as Chairperson of the EOC is this: it takes only one tabloid headline to vilify a fellow citizen who happens to be South Asian, but it takes years to undo a stereotype. As arduous as our battle may be, I feel privileged and proud to lead the EOC in bringing the change we wish to see. I am deeply indebted to the EOC Members for their guidance, to our staff members for their professionalism and commitment, and to our friends and partners for their support.

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我的長遠抱負是使平機會成為更堅定的反歧視法例執行者，以及更有影響力的公共政策推行者。固然，我們不時會因著平機會的倡議、職能與服務而捲入激烈辯論之中，但我們不會迴避，因為我們知道，一個真正多元共融的社會正正會是重視差異，和而不同。我相信社會不同界別與群體之間，相同的總比差異多，今天我們所討論和進行的工作，將會成為我們引以自豪的基石，使香港成為沒有偏見和歧視、真正平等的城市。

My long-term vision is for the EOC to become a more robust enforcer of the anti-discrimination laws and a more impactful influencer on public policy. Sure enough, every now and then we would find ourselves engulfed in heated debates – about our advocacy, our role and our services. Never do we shy away from these storms, for we know for a fact that a truly pluralistic and inclusive society does not come by without valuing and bridging differences. I am convinced that there is often more common ground than meets the eye, and that the conversations and strategies we engage in today will prove to be the building blocks of a city we all take pride in – free from prejudice, discrimination and inequality.

平等機會委員會主席
陳章明

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