

## 策略重點

# Our Strategic Focuses

### 推動法律改革

#### 《歧視條例檢討》

平機會於2017/18年繼續與特區政府保持聯繫，以落實有關《歧視條例檢討》中的建議。《歧視條例檢討》的報告早於2016年3月已提交予政府，年內平機會透過不同途徑，例如於報章上發表專題文章、出席不同持份者舉辦的研討會及講座等，促請政府考慮平機會提出、載於意見書內的73項建議，尤其是當中27項需要優先處理的建議。

行政長官於2017年10月發表的《施政報告》內宣布，政府將於2017–18年度立法會會期向立法會提交修訂法例建議，以落實《歧視條例檢討》中九項需要優先處理的建議。

政府其後於2018年6月確定，將於2018年底向立法會提交八項法例修訂建議，包括：

- 禁止基於餵哺母乳的直接和間接歧視，並將集乳列入餵哺母乳的定義中；
- 修訂《種族歧視條例》的條文，以「有聯繫人士」取代「近親」；
- 禁止因被假設或當為某特定種族群體的人而受到直接歧視；
- 擴闊性騷擾、殘疾騷擾和種族騷擾的保障範圍，保障共同工作間內一起工作的人免受騷擾；
- 保障服務提供者在《種族歧視條例》及《殘疾歧視條例》下，免受服務使用者的種族騷擾和殘疾騷擾；

### Driving Legislative Improvement

#### Discrimination Law Review

In 2017/18, the EOC continued to liaise with the SAR Government on taking forward the recommendations in the Discrimination Law Review (DLR), which report was submitted to the Government in March 2016. Making use of different channels, such as feature articles in newspapers, as well as seminars and talks organised by stakeholders, the EOC urged the Government to consider the 73 recommendations in the EOC's submission, in particular the 27 high-priority areas.

In October 2017, the Chief Executive announced in the Policy Address that the Government would submit legislative amendment proposals to the Legislative Council in the 2017–18 legislative session for implementing nine priority recommendations under the DLR.

Subsequently in June 2018, the Government confirmed that legislative amendments would be put forward to the legislature before the end of 2018 to implement eight recommendations. These include:

- Prohibit direct and indirect discrimination on the ground of breastfeeding, and include expression of milk in the definition of breastfeeding;
- Replace the reference to “near relative” in the Race Discrimination Ordinance (RDO) with reference to “associate”;
- Prohibit direct discrimination on the ground of race by imputation;
- Expand the scope of protection from sexual, disability and racial harassment to cover situations of harassment between persons in a common workplace;
- Protect service providers from racial and disability harassment by customers under the RDO and Disability Discrimination Ordinance (DDO);

## 策略重點

### Our Strategic Focuses

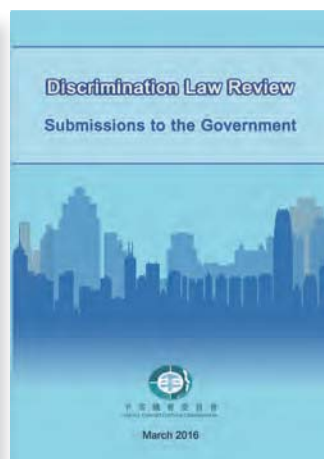
- 保障服務提供者在香港註冊的船舶和飛機上也免受服務使用者的種族騷擾和殘疾騷擾，即使有關船舶和飛機在香港境外；
- 保障會社成員或準成員在《性別歧視條例》及《殘疾歧視條例》下，免受會社管理層的性騷擾和殘疾騷擾；以及
- 廢除《性別歧視條例》、《種族歧視條例》和《家庭崗位歧視條例》中規定，判給間接歧視申索人賠償時須證明有歧視意圖的條文。
- Protect service providers from racial and disability harassment by customers, where the acts happened outside Hong Kong, but on Hong Kong registered aircraft and ships;
- Protect members or prospective members of a club from sexual and disability harassment by the management of the club under the Sex Discrimination Ordinance (SDO) and the DDO; and
- Repeal the provisions in the SDO, RDO and Family Status Discrimination Ordinance, which disallow the award of damages if the respondent in an indirect discrimination case can prove that the requirement or condition was not applied with intention to discriminate.

平機會對政府承諾落實上述建議表示歡迎，同時促請政府儘早認真考慮並落實其他需要優先處理的建議。事實上，立法會少數族裔權益事宜小組委員會於2017年11月6日的會議上，在席議員一致表決贊成動議，促請政府落實有關《種族歧視條例》的修訂建議，包括禁止政府在執行職務及行使職權時作出種族歧視，以及廢除有關職業訓練及教育在授課語言安排方面的例外情況。

平機會將繼續與政府跟進落實有關改革建議及相關條例的修訂草案。

While welcoming the Government's undertaking to take forward these recommendations, the EOC urged the Government to seriously consider and implement the other priority recommendations at an early date. In fact, at the meeting of the Legislative Council Subcommittee on Rights of Ethnic Minorities on 6 November 2017, Members voted unanimously for a motion, urging the Government to take forward the recommendations related to the RDO, including prohibiting race discrimination in the exercise of Government functions and powers and repealing the exception in vocational training and education in relation to medium of instruction.

The EOC will continue to follow up with the Government on the implementation of these recommendations and the introduction of the amendment Ordinance(s) to the legislature.



## 策略重點

### Our Strategic Focuses

#### 促進少數族裔的平等權利

平機會一直致力改善香港少數族裔的平等機會。自2008年《種族歧視條例》(《條例》)獲通過以來，至今已經十年。平機會於2017年11月向立法會少數族裔權益事宜小組委員會提交意見書，檢討了《條例》的執行情況，重點指出過去多年來平機會所處理的投訴，以及重申平機會在「歧視條例檢討」中有關改進《條例》的建議。

為消除少數族裔於教育、就業，以及貨品、服務或設施提供等範疇，還有社區融合方面所面對的障礙，平機會的少數族裔事務組於2017/18年度繼續採取三管齊下的策略，提出政策建議、提供培訓及進行外展工作。

#### 教育

##### 政策建議

年內平機會向政府和立法會提交多份意見書，闡述少數族裔學生面對的教育問題，以及平機會從持份者與少數族裔社群收集到的意見和看法。

政府自2014/15學年開始推行「中國語文課程第二語言學習架構」(學習架構)。平機會根據持份者的意見和看法，向政府提出以下建議：

- 定出清晰的表現指標，用以評估學習架構的成效；
- 確保學校有一定比例的教師已受過正規培訓，具備必須技能；及
- 為非華語學生編寫和出版適當的教材。

#### Advancing the Equal Rights of Ethnic Minorities

The EOC is committed to enhancing the equal opportunities of ethnic minorities (EMs) in Hong Kong. With the Race Discrimination Ordinance (RDO) enacted for 10 years since 2008, the EOC made a submission to the Legislative Council Subcommittee on Rights of Ethnic Minorities in November 2017 to review the implementation of the ordinance, highlighting the complaints handled by the EOC through the years and the areas of enhancement needed, as recommended by the EOC under the Discrimination Law Review.

To tackle the barriers encountered by EMs in the areas of education, employment, provision of goods, services or facilities, and community integration, the EM Unit of the EOC continued to adopt a three-pronged approach of policy recommendation, training and outreach in 2017/18.

#### Education

##### Policy Recommendations

During the year, the EOC made a number of submissions to the Government and the Legislative Council to highlight the educational issues encountered by EM students, and the views and feedback collated by the EOC from stakeholders and EM community groups.

In relation to the Chinese Language Curriculum Second Language Learning Framework (“Learning Framework”), which was introduced by the Government in the 2014/15 school year, the EOC — based on comments and feedback from stakeholders — recommended the Government to:

- Make clear the performance targets of the Learning Framework in order to evaluate its effectiveness;
- Ensure the schools have a certain percentage of teachers equipped with the necessary skills through formal training; and
- Undertake the development and publishing of more appropriate teaching materials for non-Chinese-speaking (NCS) students.

## 策略重點

### Our Strategic Focuses



教育局隨後委託一間大專院校與小學合作，編寫一系列與學習架構第二及第三階掛鈎的教科書，目標在2017/18學年為學校和學生發行第一套教科書；並藉此鼓勵出版商為非華語學生出版更多中國語文科教科書。

除了學習架構，政府亦於2014/15學年開始為高中非華語學生設立兩個新的應用學習(中文)科目，分別為「服務業中文」及「款待實務中文」。為拓闊少數族裔青年在服務業及款待業以外的就業出路，平機會建議政府在應用學習(中文)科目中涵蓋更多行業，例如商業及資訊科技，期望最終可為一般工作間設立應用中文課程。

#### 幼稚園對非華語申請人的收生政策和態度之調查

平機會在2018年3月14日公布了《幼稚園對非華語申請人的收生政策和態度之調查》結果，是次調查是跟進一項由香港融樂會於2015年進行的同類調查，目的是量度幼稚園在收生措施及政策上對少數族裔(特別是南亞裔)申請人的公平與開放程度有何改善。

Subsequently, the Education Bureau (EDB) commissioned a tertiary institution to develop, in collaboration with primary schools, a series of textbooks pegged at Levels 2 and 3 of the Learning Framework, with the objective of issuing the first textbook to schools and students in 2017/18. It is hoped that this would motivate publishers in the market to develop and publish more Chinese language textbooks for NCS students.

Other than the Learning Framework, the Government also introduced two Applied Learning (Chinese) (“ApL(C)”) subjects — Chinese for the Service Industry and Practical Chinese in Hospitality — since the 2014/15 school year for NCS students at senior secondary level. In order to broaden the employment prospects of EM youths beyond the service and hospitality sectors, the EOC recommended the Government to extend the ApL(C) subjects to a broader spectrum of industries, such as commercial industry and information technology, and ultimately develop a Chinese curriculum applicable for the general workplace.

#### Survey on Kindergarten Admission Policies and Attitudes towards Non-Chinese Applicants

On 14 March 2018, the EOC released the findings of the survey on kindergarten admission policies and attitudes towards non-Chinese applicants. The survey aimed to assess whether there is any improvement in the fairness and openness of kindergarten admission practices targeting EM children, particularly South Asians, since a similar survey was conducted by NGO Hong Kong Unison in 2015.



## 策略重點

### Our Strategic Focuses



是次調查由平機會職員以「神秘家長」身份向179間提供本地課程的幼稚園進行電話查詢。所有受訪幼稚園均參與了教育局推行的「免費優質幼稚園教育計劃」。在計劃下，幼稚園若取錄八名或以上非華語學生，可獲額外撥款資助。調查結果發現：

- 每四間幼稚園中，便有一間會拒絕少數族裔兒童的申請、勸退申請人，或對有關查詢含糊其詞；
- 逾三成幼稚園坦言並無為學生提供學習中文作為第二語言的支援；
- 逾兩成幼稚園會以中文水平作為甄選標準；
- 逾七成的幼稚園網頁完全或大部分只以中文撰寫，重要資料如學費、學校設施、班級結構和課程等均只有中文版本，少數族裔家長根本無法從中取得所需資訊；及
- 逾七成幼稚園稱入學面試以廣東話進行，他們大多數(73.1%)在追問下才表示能改以英語進行。

The survey took the form of telephone enquiries, made by EOC staff posing as parents to 179 kindergartens under the EDB's Free Quality Kindergarten Education Scheme, which grants additional funds to kindergartens admitting eight or more NCS students. The findings showed that:

- One in four kindergartens gave a rejecting, discouraging or ambiguous response when asked if they would accept applications from NCS children;
- Over 30% stated upfront that they did not provide support for NCS students to learn Chinese as a second language;
- Over 20% considered Chinese proficiency a selection criterion;
- Over 70% of kindergarten websites were either totally or mostly inaccessible to NCS parents, with essential information — tuition fees, school facilities, class structure, curriculum designs, etc. — available in Chinese only; and
- Over 70% of the kindergartens surveyed said admission interviews would be conducted in Cantonese, most of them (73.1%) agreed to switch to English only when probed for alternative arrangements.

## 策略重點

### Our Strategic Focuses

因應調查結果，平機會敦促教育局加強支援及監管幼稚園，確保校方沒有採用歧視性的收生方法，並加強誘因，向取錄少於八名非華語學生的幼稚園提供資助。

平機會亦鼓勵幼稚園檢討及改進收生政策。同時，平機會已出版《種族平等校園簡易指南—幼稚園收生》小冊子，供幼稚園教職員及行政人員與家長參考，指南並已上載至平機會網站 [www.eoc.org.hk](http://www.eoc.org.hk) 供公眾閱覽。

## 就業

### 政策建議

為推動少數族裔的平等就業機會，平機會一直敦促政府帶頭聘用更多少數族裔。透過向立法會提交政策意見書及與公務員事務局及其他部門會面，平機會不斷要求政府定期檢討公務員的中文語文能力入職要求。

政府於2017年10月發表的《施政報告》內承諾，公務員事務局會全面檢討公務員所有職系的中文語文能力入職要求，以提高少數族裔加入政府工作的機會。經檢討後，政府宣布降低22個職系的中文入職要求，使已降低中文入職要求的職系數目增至53個。

另外，香港警務處定期舉辦「跨紀律部隊少數族裔青少年訓練計劃」，為他們提供紀律、體能及團隊精神培訓，而「寶石計劃」及「喜馬拉雅項目」則為少數族裔青年提供中文訓練及活動，為有志投身警隊或其他紀律部隊的少數族裔青年做好準備。

In view of the survey findings, the EOC called on the EDB to step up support and monitoring of kindergartens, with a view to ensuring that their admission practices are discrimination-free. The EOC also recommended the Government to enhance the incentive mechanisms by covering kindergartens with less than eight NCS students.

As for the kindergartens, they were encouraged to review and refine their admission policies. The EOC also published a leaflet titled “Easy Guide on Promoting Racial Equality in Schools: Kindergarten Admission”, which provides reference to kindergarten staff and administrators, as well as parents. The booklet is available on the EOC website [www.eoc.org.hk](http://www.eoc.org.hk).

## Employment

### Policy Recommendations

To promote equal employment opportunities of EMs, the EOC has been urging the Government to take the lead and recruit more EMs. Through policy submission to the Legislative Council and meeting with the Civil Service Bureau (CSB) and other departments, the EOC has repeatedly asked the Government to review critically the Chinese language proficiency requirement (LPR) for civil service posts on a regular basis.

As committed in the Policy Address announced in October 2017, the CSB conducted a comprehensive review of the entry requirements relating to Chinese proficiency for all the grades of the Civil Service, with a view to increasing Government job opportunities for EMs. After the review, the number of grades that have lowered Chinese proficiency levels increased by 22 to 53.

Besides, the Hong Kong Police launched a regular cross-disciplined forces training programme targeting EM youths to provide them with discipline, physical and team-building training. This new initiative, along with the ongoing Project Gemstone and Project Himalaya that provide Chinese language training and activities to EM youths, serve to empower EM youths who want to pursue a career in the Police and other disciplined services.

## 策略重點

### Our Strategic Focuses

#### 聯繫僱主

為確保少數族裔能得到充足就業支援，平機會與勞工處保持緊密聯繫，跟進在就業中心聘用全職少數族裔職員和提供傳譯服務，並為就業中心所有前線職員及青年大使提供培訓。勞工處自2017年起已增加新職位，專責為少數族裔求職者提供服務。

在私營機構方面，隨著人口老化及近十年來年逾55歲的少數族裔人口迅速增長，平機會探討少數族裔加入護理行業的可行模式，從而為少數族裔人士開拓更多就業選擇。平機會於2017年成立工作小組，研究護理界(例如護士、保健員及護理員)的中文能力基本要求；設計備語言支援的培訓課程；又為社會福利署及護士管理局等註冊機構提供建議，檢討相關職位的中文能力註冊要求。由於護理界人手短缺，增加少數族裔任職該行業，無論對少數族裔還是主流社會而言，均是雙贏局面。

#### Liaison with Employers

To ensure adequate employment support to EMs, the EOC has been liaising closely with the Labour Department on the provision of interpretation services and dedicated full-time EM staff at the department's Job Centres, besides offering training to all front desk staff and youth ambassadors stationed at the centres. Since 2017, the department has created new job positions dedicated to serving EM job seekers.

As for the private sector, in order to broaden the career choices of EMs, the EOC has been exploring a model for mainstreaming employment of EMs in the health care service sector, in view of the ageing population and the sharp growth of EMs aged 55 and above over the past decade. To this end, the EOC set up a working group in 2017 to examine the essential Chinese requirements for positions in the health care service sector, such as nurses, health workers and care workers; devise training programmes for EMs with language support; and advise relevant registration bodies, such as the Social Welfare Department, Nursing Council, etc. on reviewing the registration requirements on Chinese proficiency for related posts. In light of the manpower shortage in the health care service sector, increasing the employment of EMs will certainly be a win-win solution for both the EM and mainstream communities.





## 策略重點

### Our Strategic Focuses

#### 「推動種族共融 • 企業有責」研討會

平機會為響應「國際消除種族歧視日」，於2018年3月21日舉辦「推動種族共融 • 企業有責」研討會。活動獲滙豐銀行支持，吸引了百多位來自跨國企業、中小企、社會企業及非政府組織的代表參加，探討多元共融措施如何幫助業務發展，以及僱主如何在工作間推動種族共融。

研討會設有兩場座談會，分別由《南華早報》總編輯Yonden LHATOO先生和前任立法會議員吳靄儀女士主持，講者來自不同界別，包括滙豐銀行、奧雅納工程顧問公司、香港上海大酒店有限公司、電訊盈科有限公司、大快活集團有限公司和中華煤氣有限公司的管理層代表。講者異口同聲表示，聘用和培育少數族裔員工絕對符合商業原則，因為不同文化背景的員工不單為公司帶來新思維，更有助開拓及服務不同客群市場。

#### Seminar on “Corporate Role in Promoting Racial Diversity”

On 21 March 2018, the EOC organised a seminar on “Corporate Role in Promoting Racial Diversity” with the support of HSBC to mark International Day for the Elimination of Racial Discrimination. Over 100 representatives from multinational corporations, SMEs, social enterprises and NGOs turned up to hear insights into how diversity could drive business growth and what practices could be implemented to better engage ethnic minorities in the workplace.

Moderated by *South China Morning Post* Chief News Editor Mr Yonden LHATOO and former legislator Ms Margaret NG, the multi-sector panels featured senior management from HSBC, Arup Group Limited, The Hongkong and Shanghai Hotels, Limited, PCCW, Fairwood Holdings Limited and Towngas, as they shared some of the corporate practices on promoting a racially inclusive workforce. Participants all agreed that hiring and grooming ethnic minorities makes business sense, as they could bring innovative perspectives to the table with their diverse cultural backgrounds and enable companies to open up and serve different customer segments and markets.





## 策略重點

### Our Strategic Focuses

#### 獲取貨品、服務及設施

平機會一直與銀行界合作，致力消除少數族裔使用銀行服務的障礙。除了為銀行界舉辦培訓及提供良好常規的建議，平機會與香港銀行公會（銀行公會）及香港金融管理局（金管局）於2017年12月聯合發出以七種少數族裔常用語文（包括印尼文、印度文、尼泊爾文、泰文、他加祿文、烏爾都文及旁遮普文）翻譯成的銀行服務資訊。翻譯的資訊包括：《銀行營運守則》內的一般原則；《公平待客約章》；有關開戶的一般資訊；使用自動櫃員機的保安提示；認識不動賬戶；穩健理財；以及存款保障計劃。有關資訊已載於銀行公會、金管局及平機會的網站，以供瀏覽。

#### 公眾教育

平機會分別以主流社會及少數族裔社群為對象，進行與種族課題相關的培訓。少數族裔事務組於2015年4月至2018年3月之間，為不同界別及機構舉行了271節培訓，其中135節的對象為主流社會，例如政府官員、教師及學校行政人員，以及企業的管理層等。接受培訓的對象包括：

- 學生資助處、勞工處就業中心及鼓勵就業交通津貼科的所有前線職員；
- 與金管局、銀行公會及香港銀行學會合作，為銀行職員提供課程；
- 透過地產代理監管局，安排地產代理參與課程；及
- 為教師及學校行政人員舉行有關融合教育政策的培訓。

#### Access to Goods, Services & Facilities

The EOC has been working with the banking sector to tackle the barriers faced by EMs in acquiring banking services. In addition to training sessions and suggestions on best practices provided to the banking sector, the EOC, along with the Hong Kong Association of Banks (HKAB) and Hong Kong Monetary Authority (HKMA), jointly published information on banking services in seven languages commonly used by EM community in December 2017. The seven EM languages are: Bahasa Indonesia, Hindi, Nepali, Thai, Tagalog, Urdu and Punjabi. The translated materials include information on the general principles of the Code of Banking Practice; the Treat Customers Fairly Charter; general information about account opening; security tips on using Automated Teller Machines; understanding dormant accounts; improving financial health; and Deposit Protection Scheme. The materials are available on the respective websites of HKAB, HKMA and EOC.

#### Public Education

The EOC's training on race-related topics targets both the mainstream and EM communities. From April 2015 to March 2018, the EM Unit conducted 271 training sessions for various sectors and organisations. These included 135 training sessions for the mainstream community, such as Government officials, teachers and school administrators, as well as managerial staff of enterprises. For example, training was conducted for:

- all front desk staff of Student Finance Office, as well as Labour Department's Job Centres and Work Incentive Transport Subsidy Division;
- banking staff through the collaboration with the HKMA, HKAB and The Hong Kong Institute of Bankers;
- real estate agents through the arrangement of the Estate Agents Authority; and
- teachers and school administrators on inclusive school policies.

## 策略重點

### Our Strategic Focuses

平機會亦為少數族裔社群舉辦培訓課程，以加深他們對《種族歧視條例》所賦予的權利和義務的認識。例如，為少數族裔家長及非政府組織舉辦講座，闡述幼稚園公平收生政策。此外，又為銀行、教育及其他界別制訂一系列指引。

The EOC also organises training for the EM communities, with a view to enhancing their knowledge of their rights and obligations under the RDO. For example, talks were given to EM parents and NGOs on fair kindergarten admission policies. In addition, the EM Unit has developed a series of guidance materials for the banking, education and other sectors.



### 外展活動

除了培訓及教育工作外，平機會亦主動與少數族裔社群聯繫，包括舉辦和參與社區活動及聯絡聚會，從而瞭解他們的需要和關注問題。平機會亦借助社交媒體擴大影響力。2017年3月，平機會推出全港性的EMbRACE運動，透過Facebook及影片宣傳種族共融信息。平機會於Facebook上載了37套短片，吸引了超過13,000人次收看，短片表達了各持份者包括立法會議員、宗教領袖及非政府組織負責人等對種族多元的支持。

### Outreach

Other than training and education, the EOC also actively engages the EM communities in order to understand their concerns and needs. In addition to networking meetings and community events, the EOC leverages on social media to expand its reach. In March 2017, the EOC launched a citywide EMbRACE campaign featuring Facebook and video promotions to spread the messages of racial integration. Since then, 37 video messages on embracing racial diversity by different stakeholders, including legislators, religious leaders and NGO heads, have been uploaded on the Facebook, which generated over 13,000 view counts from the public.





## 策略重點

### Our Strategic Focuses

平機會亦推動成立少數族裔社區領袖小組，讓族群成員擔任大使，傳達平等機會的信息和資訊，並且向平機會反映其社群所關注的事宜。當中包括一個尼泊爾社群小組、一個巴基斯坦裔婦女小組和一個錫克教婦女小組。平機會又於2017年成立「推動種族平等共融青年諮詢小組」，透過學校及大學提名華裔和非華裔青少年擔任諮詢小組組員。小組會收集年輕人對關乎少數族裔政策的看法，亦幫助他們充權，讓年輕一代提出他們關注的問題。

The EOC also instigated the formation of leadership groups within different EM communities, including a Nepalese community group, a Pakistani women's group and a Sikh women's group. Members of these groups act as ambassadors to raise awareness of equal opportunities and provide information to members of their communities, and channel feedback to the EOC. Furthermore, a Youth Consultative Group on Racial Equality and Integration was formed in 2017. Bringing together both Chinese and non-Chinese youths, who were nominated by their schools and universities, the Group gathers perspectives from young people on EM-related policies, while empowering the younger generation to raise their causes.



平機會於2017年12月與非政府組織基督教勵行會、風雨蘭及國際移民組織合作，展開名為“Are you OK?”(你還好嗎?)運動，鼓勵遭剝削及受虐的外傭勇於發聲。平機會招募了80名印尼及菲律賓傭工作為活動大使，經培訓後於三個星期日前往外傭的聚集熱點，向超過1,000名外傭宣揚有關處理工作間性騷擾的信息。



In December 2017, the EOC, through collaboration with NGOs Christian Action, RainLily and the International Organization for Migration, launched a campaign called “Are you OK?”, which called on foreign domestic workers (FDWs) to voice out when they were in distress. Under the campaign, 80 Indonesian and Filipino domestic workers were recruited as ambassadors to promote awareness of discrimination and sexual harassment in the workplace among their peers. Having undergone a training programme, they reached out to FDWs at their popular gathering places on three Sundays and conveyed anti-sexual harassment messages to over 1,000 workers.



## 策略重點

### Our Strategic Focuses

#### 政府額外撥款推動少數族裔平等機會

政府於2017年10月向平機會一次過撥出300萬元，用於促進少數族裔人士平等機會的工作。有關工作包括：

- 舉辦以主流人口為對象的傳媒宣傳活動，籲請他們不要囿於種族定型觀念；
- 為主流人口出版《種族歧視條例》的教育刊物及以少數族裔語言出版反歧視資料；
- 夥拍研究機構，探討為少數族裔語言傳譯員引入資歷認證與規管制度；及
- 就少數族裔人士的教育、升學和就業途徑進行綜合研究。

其中傳媒宣傳活動涵蓋地鐵站廣告宣傳、電台節目及於2018年3月慶祝「國際消除種族歧視日」的大型公眾活動，有關活動獲得正面迴響和傳媒廣泛報道。此外，平機會就推動學校及工作間的種族多元平等制定了三份新指引，並一直主動與各大專院校和研究團隊合作，進行綜合研究。

#### Additional Funding from the Government for Promotion of Equal Opportunities for EMs

In October 2017, the Government granted a one-off allocation of \$3M to support the EOC on a series of initiatives for promoting equal opportunities of EMs. The initiatives included:

- Media campaign targeting mainstream population to break down racial stereotypes;
- Production of educational publications on the RDO for the mainstream community and on anti-discrimination protection in EM languages for the EM community;
- Partnership project to explore the prospect of introducing an accreditation and regulation system for interpreters and translators in EM languages; and
- Integrated research on EM education, academic and employment pathway.

The media campaign, which encompassed advertisement at MTR stations, radio programme and a flagship public event to celebrate International Day for the Elimination of Racial Discrimination in March 2018, gained positive feedback and extensive media coverage. In addition, the EOC developed three new guidelines on suggested practices for promoting racial diversity and equality in schools and the workplace, and has been actively engaging the tertiary institutions and research teams to collaborate and work on integrated research projects.





## 策略重點

### Our Strategic Focuses

#### 為殘疾人士爭取平等權利

#### Promoting the Equal Rights of Persons with Disabilities (PWDs)

#### 提倡殘疾人士的就業權利

#### Advocating Employment of PWDs

平機會不單提倡聘用殘疾人士，亦以身作則聘用殘疾人士。2018年3月，平機會在勞工及福利局(勞福局)舉辦的2017/18年度《有能者•聘之約章》及共融機構嘉許計劃中榮獲「友善聘用獎」。

The EOC not only advocates the employment of PWDs, but also acts as a good example by employing PWDs. In March 2018, the Commission received the Friendly Employment Award in the 2017/18 Talent-Wise Employment Charter and Inclusive Organisations Recognition Scheme organised by the Labour and Welfare Bureau (LWB).

平機會一直使用不同途徑，呼籲包括政府在內的公營及私營機構，為殘疾人士提供更多就業機會。例如於2017年10月在非政府機構CareER舉辦的「共融招聘展」上擺設攤位，向有殘疾的大學畢業生及僱主介紹《殘疾歧視條例》。

Utilising different channels, the EOC has consistently called on both public and private organisations including the Government to increase job openings for PWDs. For example, at the Fair Opportunities Career Fair organised by NGO CareER in October 2017, the EOC hosted a booth to introduce the Disability Discrimination Ordinance (DDO) to university graduates with disabilities and employers.



#### 推廣無障礙公共交通工具

#### Promoting Accessibility of Public Transport

平機會早前進行「香港無障礙的士研究」，發現全港只有0.5%的的士可接載輪椅使用者。為跟進此事，平機會於2017年5月與運輸署署長和運輸及房屋局官員會面，促請政府採取適當措施，提升的士服務的無障礙程度。

As a follow-up to the Study on Taxi Accessibility of Hong Kong conducted by the EOC, which showed that only 0.5% of the taxis in Hong Kong are accessible for wheelchair users, the EOC met the Commissioner for Transport and officials of the Transport and Housing Bureau in May 2017, urging the Government to take appropriate measures to enhance the accessibility of taxi services.

## 策略重點

### Our Strategic Focuses

對此，運輸署署長承諾會考慮增加香港可供輪椅上落之的士數目，並為的士司機提供培訓，提升他們對殘疾乘客的敏感度。政府亦計劃為現職的士司機設計培訓課程，課程將包括殘疾歧視和騷擾的資訊。

2018年3月，平機會印製了該研究報告，供市民參考，並將報告派發予勞福局、運輸署，以及主要持份者，包括香港的士業議會、「鑽的」及「星群的士」的營運商，以喚起業界關注無障礙的士之重要性。

#### 推廣無障礙航空

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。早於2015年，民航處經諮詢平機會和殘疾人士團體後，出版了《給香港註冊航空公司的指引：協助行動不便人士使用航空服務》。平機會於2017年12月更推出《香港無障礙航空簡易指引》(下稱《簡易指引》)，簡述乘搭飛機的行動不便人士及殘疾人士在《殘疾歧視條例》及《殘疾人權利公約》下享有的權利與義務，並提出實用建議，讓飛行旅程暢順無阻。

平機會透過不同復康團體、香港國際機場以及其他持份者，派發了超過1,600本《簡易指引》。香港盲人輔導會亦已徵求平機會許可，製作該指引的點字版本。

In response, the Commissioner for Transport undertook to consider increasing the number of wheelchair accessible taxis in Hong Kong and providing training to taxi drivers to increase their sensitivity towards passengers with disabilities. The Government also planned to devise a training course for existing taxi drivers. The course would cover information about disability discrimination and harassment.

In March 2018, the EOC published the report of the study for reference by members of the public. Copies of the report were also sent to the LWB and Transport Department, as well as key stakeholders including Hong Kong Taxi Council and operators of Diamond Cab and Syn Cab to arouse the trade's awareness of the importance of taxi accessibility.

#### Promoting Barrier-free Air Travel

Apart from ground travel, the EOC also strived to improve air travel for PWDs. Earlier in 2015, the Civil Aviation Department, 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 December 2017, the EOC released an "Easy-to-Read Guide for Accessible Air Travel in Hong Kong", which provides an overview of the rights and obligations of PWDs and those with reduced mobility as air passengers under the DDO and the Convention on the Rights of Persons with Disabilities, and offers tips on planning a safe and smooth journey.

More than 1,600 copies of the guide were distributed through groups of PWDs, Hong Kong International Airport and other stakeholders. The Hong Kong Society for the Blind also sought permission from the EOC to produce a Braille version of the guide.



## 策略重點

### Our Strategic Focuses

#### 精神健康

平機會繼於2016年7月公布《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》結果後，於2017/18年度委託研究機構進行另一項名為《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，務求向政府及其他持份者提出更具體可行的建議。研究結果將於2018年第四季公布，在眾多的政策建議之中，研究小組建議為精神健康綜合社區中心選址進行的公眾諮詢內容及時間表制訂藍本。

#### 協辦「2017精神健康月」

平機會於2017年再度與勞福局、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，並於2017年10月26日的記者招待會上公布調查結果。除此之外，平機會亦協助推廣「精神健康月」的不同活動，如於2017年11月11日舉行的「精神健康微型博覽會」。

#### Mental Health

Following the release of the 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” in July 2016, the EOC commissioned another study “Identifying Effective Approaches to Reduce Public Opposition in the Siting of Integrated Community Centres for Mental Wellness and Other Mental Health Facilities” in 2017/18, with a view to offering more solid and practicable recommendations to the Government and other stakeholders on the siting of Integrated Community Centres for Mental Wellness (ICCMWs). Research findings would be released in the fourth quarter of 2018. Among different policy recommendations, the research team has proposed to develop a public consultation protocol outlining the time-frame and contents to be included for the siting of ICCMWs.

#### Co-organising Mental Health Month 2017

For another year, the EOC co-organised the Mental Health Month with the LWB, Government departments, other public organisations and NGOs. As a member of the Organising Committee’s Research Working Group, the Commission assisted in the Mental Health Index survey, the findings of which were announced at a press conference on 26 October 2017. The EOC also helped promote the various initiatives under the Mental Health Month campaign, including the Mental Health Mini-Expo on 11 November 2017.





## 策略重點

### Our Strategic Focuses

#### 營造沒有騷擾的安全環境

#### 打擊性騷擾

從平機會收到的投訴可見，性騷擾在香港仍然禁之不絕，尤其是工作間的性騷擾。平機會的反性騷擾運動自2013年開始採取針對個別界別的策略，為不同界別提供防止性騷擾的培訓教育。隨著#MeToo運動蔓延全球並成為群眾運動，平機會亦加強打擊性騷擾。以下是平機會於過去一年推展的工作：

#### 界別 Sector

社福界  
Social service



#### Fostering a Safe and Harassment-free Environment

#### Combat Sexual Harassment

The complaints received by the EOC have consistently shown that sexual harassment remains prevalent in Hong Kong, especially in the workplace. Since 2013, the EOC has been employing a sector-specific strategy under its Anti-Sexual Harassment Campaign, providing different sectors with training and education on sexual harassment prevention. With the #MeToo campaign spreading across different corners of the globe and becoming mass movement, the EOC stepped up its effort to combat sexual harassment. Below were the initiatives by the EOC during the year in review:

#### 平機會工作 Work by the EOC

- 於2017年7月11日公布「社福界防止性騷擾政策問卷調查」結果，顯示只有51%的受訪非政府機構已制訂了書面反性騷擾政策（調查結果詳情請參閱第38頁）。Announced findings of the “Sexual Harassment — Questionnaire Survey for Social Service Sector” on 11 July 2017, which showed that only 51% of the responding non-governmental organisations (NGOs) had developed a written anti-sexual harassment policy (please refer to P. 38 for detailed findings).
- 在公布調查結果之後，與香港社會服務聯會於2017年8月至10月為社福機構合辦四場有關處理性騷擾投訴的工作坊，吸引了189名來自91間社福機構的職員參與。工作坊後交回問卷的參加者之中，幾乎全部表示工作坊有助加深他們對性騷擾的認識。  
Following the release of the survey findings, collaborated with the Hong Kong Council of Social Service on organising four rounds of workshop on preventing sexual harassment and handling related complaints in the social service setting from August to October 2017, with 189 staff members from 91 social welfare agencies attended. Almost all participants who returned the questionnaire indicated that the workshops enhanced their understanding of sexual harassment.



## 策略重點

### Our Strategic Focuses

界別  
Sector

平機會工作  
Work by the EOC

社福界  
Social service

- 特別為非政府機構編寫了《社會服務機構性騷擾政策大綱》以供參考，大綱已在工作坊派發，並上載至平機會的網站。  
Developed a “Framework for Sexual Harassment Policy in Social Service Agencies” for reference by the NGOs, which was distributed at the seminars and uploaded to the EOC website.
- 於2017年1月6日與社會福利署合辦「殘疾人士院舍防止性騷擾研討會」，約有50名來自40家私營殘疾人士院舍的經營者、院舍經理及職員參與研討會。  
Co-organised the Seminar on Anti-Sexual Harassment in Residential Care Home for Persons with Disabilities (RCHDs) with the Social Welfare Department on 6 January 2017. About 50 private home operators, house managers and staff from nearly 40 private RCHDs attended the seminar.

體育界  
Sports



- 因應香港運動員呂麗瑤於2017年11月指稱被前教練性騷擾，立即聯絡中國香港體育協會暨奧林匹克委員會（港協暨奧委會），並於2017年12月與港協暨奧委會及政府相關部門舉行會議。各方同意與平機會合作，繼2015年9月第一輪反性騷擾運動後，在體育界推行第二輪運動。  
In response to the revelation by Hong Kong athlete Vera LUI in November 2017 that she was sexually harassed by her former coach, immediately contacted the Sports Federation & Olympic Committee of Hong Kong, China (SF&OC) and conducted a meeting with the Committee and relevant Government departments in December 2017, with the parties agreed to start a second round of anti-sexual harassment campaign in the sports sector in collaboration with the EOC, following the first round in September 2015.

### Our Strategic Focuses

#### 界別 Sector

#### 平機會工作 Work by the EOC

#### 體育界 Sports

- 於2018年1月30日與港協暨奧委會合辦「提倡奧林匹克精神：體育界消除歧視及防止性騷擾」研討會，吸引了超過200名來自不同體育機構的代表及職員參與。港協暨奧委會同意於2018年3月再合辦兩場工作坊。  
Co-organised with the SF&OC the event “To Foster the Olympic Spirit: Seminar on Eliminating Discrimination and Anti-sexual Harassment in Sports Sector” on 30 January 2018, which was attended by more than 200 representatives and staff members of various sports organisations and their affiliates. SF&OC agreed on co-organising two more rounds of workshops in March 2018.
- 於2018年2月1日在香港浸會大學舉辦的「保護年輕運動員不受性騷擾」研討會中，向體育系師生發表演說。  
Gave a talk to staff and students of the Hong Kong Baptist University Department of Physical Education during its symposium “Protect Young Athletes against Sexual Harassment” on 1 February 2018.
- 港協暨奧委會同意與平機會合作，於2018年7月就本港體育總會制定反性騷擾政策進行問卷調查。  
Agreed with SF&OC to collaborate on a questionnaire survey on the formulation of anti-sexual harassment policy by National Sports Associations (NSAs) in July 2018.

#### 教育界 Education

- 因應學校及幼稚園要求，繼續為教職員及學生提供培訓。  
Continued to provide training to staff and students of schools and kindergartens upon request.
- 於2017年6月為各大學約40名學生領袖舉辦「玩得夠型：對性騷擾說不」工作坊，目的是防止大專院校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 2017 in a bid to preventing sexual harassment incidents at tertiary orientation camps.
- 於2018年3月至4月進行「性騷擾：大學生問卷調查」，動員了九間大學參與調查。  
Commissioned a study on sexual harassment experienced by university students in Hong Kong in March and April 2018, and mobilised nine universities to participate in the survey.

## 策略重點

### Our Strategic Focuses

#### 界別 Sector

#### 平機會工作 Work by the EOC

內地新來港婦女  
Newly arrived  
Mainland Chinese  
female immigrants

- 於2018年3月公布「對性騷擾的認識和服務業的性騷擾情況：比較內地新來港婦女及本地出生婦女之異同」研究結果，顯示14.6%的本地出生受訪婦女及9.6%的內地新來港受訪婦女表示，曾在職場遭受性騷擾(調查報告詳情請參閱第37頁)。Released in March 2018 findings of the “Study on Knowledge of Sexual Harassment and Experience of being Sexually Harassed in the Service Industries: Comparing Recent Female Mainland Chinese Immigrants with Locally-born Women”, which showed that 14.6% of locally-born women and 9.6% of recently arrived Mainland Chinese female immigrants had been sexually harassed in the service workplace (please refer to P. 37 for detailed findings).



- 於2018年4月及5月分別與新家園協會及同根社合作，為其成員舉辦講座，協助新來港內地婦女認識性騷擾。  
Collaborated with the New Home Association and the New Arrival Women League to give talks to their members in April and May 2018 respectively, with a view to equipping newly arrived Mainland women with knowledge of sexual harassment.

少數族裔  
Ethnic minorities

- 招募了80名印尼及菲律賓家庭傭工擔任大使，向外傭宣傳，提高她們對工作間歧視及性騷擾的認識。有關傭工在接受為期三整日的培訓後，在三個星期日出動到外傭聚集熱點，向超過1,000名外傭宣揚反性騷擾的信息。  
Recruited 80 Indonesian and Filipino domestic workers as ambassadors to promote awareness of discrimination and sexual harassment in the workplace among their peers. Having undergone three whole days of training, the ambassadors reached out to foreign domestic workers at their popular gathering places on three Sundays and conveyed anti-sexual harassment messages to over 1,000 workers.

## 策略重點

### Our Strategic Focuses

界別  
Sector

平機會工作  
Work by the EOC

- 為外籍家庭傭工及非華語學生舉辦了16場反性騷擾講座。  
Organised 16 anti-sexual harassment talks for foreign domestic workers and non-ethnic Chinese students.



其他  
Others

- 於2018年3月5日與香港中文大學香港亞太研究所性別研究中心合辦「提升社會各界對性騷擾關注研討會」。來自教育界、商界、非政府組織及社會福利署的代表於會上發言。  
Co-organised with the Gender Research Centre, Hong Kong Institute of Asia-Pacific Studies of The Chinese University of Hong Kong a "Seminar on Enhancing Awareness of Sexual Harassment in Different Sectors" on 5 March 2018. Representatives from the education and business sectors, NGOs and the Social Welfare Department spoke at the seminar.





### Our Strategic Focuses

#### 推廣多元共融價值 保障性小眾免受歧視

平機會一直提倡立法保障性小眾(包括同性戀者、雙性戀者、跨性別人士以及雙性人)免受基於性傾向、性別認同及雙性人身份的歧視，並積極與各持份者及廣大社會就此議題展開理性對話。

政府的性別承認跨部門工作小組(工作小組)於2017年6月發出諮詢文件，平機會於2017年11月向工作小組提交了意見書，就諮詢文件提出的議題表達詳細意見。

平機會在意見書中重申支持訂立全面的性別承認法，以及儘快立法禁止基於性傾向、性別認同和雙性人身份的歧視。平機會相信有關法例不單關乎香港履行國際及本地人權責任，亦可明確界定跨性別人士的權利和責任，因此有必要立法。

平機會經小心研究諮詢文件內所列出的各種模式，以及日本、新加坡、南韓、台灣和內地等其他地方和司法管轄區的法例及措施後，認為香港宜採用沒有或只有極少醫學規定的模式，即不須醫學診斷。具體而言，就是與國際的發展趨勢一致，不應規定有關人士必須進行醫學診斷。此外，有關制度亦不應規定跨性別人士須進行實際生活體驗和完成性別重置手術，才可更改性別。聯合國認為有關完成手術的規定屬不人道和有辱人格，應予廢除。

#### Promote Diversity and Inclusion and Protect LGBTI Individuals from Discrimination

The EOC has been advocating for the introduction of legislation to protect LGBTI (lesbian, gay, bisexual, transgender and intersex) communities from discrimination on the grounds of sexual orientation, gender identity and intersex status, and actively engaging stakeholders and the larger community in rational discussion of the issues.

In response to the Consultation Paper on Gender Recognition issued by the Inter-departmental Working Group on Gender Recognition (“IWG”) in June 2017, the EOC made a Submission to the IWG in November 2017, detailing its views on the issues raised in the Consultation Paper.

The EOC reaffirmed its support for comprehensive gender recognition legislation, as well as legislation against discrimination on the grounds of sexual orientation, gender identity and intersex status as soon as possible in the Submission. The EOC is convinced that such legislation is necessary, not only for ensuring compliance with Hong Kong’s human rights obligations — both internationally and locally — but also for establishing legal certainty in addressing the rights and obligations of transgender people.

Having carefully examined the various gender recognition models outlined in the Consultation Paper and the legislation and practices in other places and jurisdictions, such as Japan, Singapore, South Korea, Taiwan and mainland China, the EOC considers that there should be no or minimal medical requirement in Hong Kong’s gender recognition system. Specifically, there should be no requirement for medical diagnosis, in line with the international development of depathologisation of transgenderism by the World Health Organization and other bodies. In addition, there should be no requirement for real-life test, and the existing requirement for completion of sex re-assignment surgery to change gender, which has been considered inhumane and degrading by the United Nations, should be removed.

## 策略重點

### Our Strategic Focuses

反之，當局可考慮要求跨性別人士的醫生或心理醫生作出聲明，證明有關人士正接受適當治療；又或以其屬意性別生活了若干月。當局亦可要求有關跨性別人士作出宣誓，表明打算以其屬意性別生活的決心。這不但符合國際趨勢，亦可避免制度被濫用。

平機會將繼續與政府跟進立法禁止基於性傾向、性別認同及雙性人身份歧視的事宜。

Alternatively, a statutory declaration may be required from a medical practitioner or psychologist, confirming that the transgender person has been receiving appropriate treatment in relation to changing gender, or living in their affirmed gender for at least several months. The person concerned may also be required to make a statutory declaration that he/she intends to live permanently in his/her affirmed gender. Such an approach is in line with international developments, and can avoid possible abuse of the system.

The EOC will continue to follow up with the Government on the introduction of legislation against discrimination on the grounds of sexual orientation, gender identity and intersex status.

