

TRANSFORMING

推動改變 FOR A BETTER FUTURE
創造未來



平等機會委員會
EQUAL OPPORTUNITIES COMMISSION

2017/18

年報 Annual Report





以上點字內容為：
The above Braille reads:

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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.



主席的話

Chairperson's Message

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，對平等的機會抱持堅定信念。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.

主席的話

Chairperson's Message

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，平機會亦同樣鍥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.



主席的話

Chairperson's Message

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.

主席的話

Chairperson's Message



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

Alfred CHAN Cheung-ming
Chairperson
Equal Opportunities Commission

平機會簡介

About Us

抱負及使命

我們的抱負

建設一個沒有歧視、崇尚多元、包容共濟的社會，人人共享平等機會。

我們的使命

平等機會委員會(平機會)是於1996年成立的法定機構，負責執行反歧視法例。目前香港的反歧視法例包括《性別歧視條例》、《殘疾歧視條例》、《家庭崗位歧視條例》及《種族歧視條例》。

平機會致力執行反歧視條例，為受歧視的人士提供途徑，討回公道；促進社會人士對平等機會和多元化的關注、認識和接納，並進行教育，以預防歧視。

我們與政府的關係

平機會雖然受香港特區政府資助，但在運作上乃獨立於政府。根據《性別歧視條例》第63(7)條，平機會「不得被視為政府的僱員或代理人，亦不得被視為享有政府的任何地位、豁免權或特權。」因此，平機會在管理、運作和預算上享有自主權。與此同時，平機會亦有責任確保其運作、行政及管理制度與常規，都以最有效且審慎的方式運用政府資源。

政府與平機會的工作關係框架已於《行政安排備忘錄》(《備忘錄》)中列出。《備忘錄》的條文是根據平機會在使用資金方面享有自主權及彈性的原則而寫成。平機會與政制及內地事務局(即負責平機會事宜的政策局)舉行定期會議，檢視平機會的工作進度。平機會又向政制及內地事務局提交每月開支報告、已審核帳目，以及有關財務及運作表現的每季工作進度報告，供其審閱。

Vision and Mission

Our Vision

To create a pluralistic and inclusive society free of discrimination, with no barriers to equal opportunities.

Our Mission

Set up in 1996, the EOC is a statutory body tasked with implementing the anti-discrimination legislation, which currently includes the Sex Discrimination Ordinance (SDO), the Disability Discrimination Ordinance (DDO), the Family Status Discrimination Ordinance (FSDO) and the Race Discrimination Ordinance (RDO).

The EOC is committed to enforcing compliance with the anti-discrimination legislation; providing access to redress for discrimination; promoting awareness, understanding and acceptance of diversity and equal opportunities; and providing education to prevent discrimination.

Our Relationship with the Government

Although funded by the Hong Kong Special Administrative Region Government, the EOC operates independently in carrying out its tasks and duties. As per Section 63(7) of the Sex Discrimination Ordinance, the EOC "shall not be regarded as a servant or agent of the Government or as enjoying any status, immunity or privilege of the Government". Accordingly, the EOC has autonomy over the management and control of its activities and budget. At the same time, the EOC has the responsibility to ensure that its operational, administrative, and management systems and practices reflect the most effective and prudent use of Government subventions.

The framework for the working relationship between the Government and the EOC is laid out in the Memorandum of Administrative Arrangements (MAA). The provisions of the MAA are based on the principle that the EOC should have autonomy and flexibility in how to use its funds. The EOC holds regular progress review meetings with the Constitutional and Mainland Affairs Bureau (CMAB), the focal point of contact between the Government and the EOC. The EOC also provides monthly expenditure reports and audited accounts, as well as quarterly progress review reports on its financial position and operational performances to the CMAB for its review.

平機會簡介

About Us

我們的工作

為達致使命，平機會進行以下工作：

- 就根據四條反歧視條例作出的投訴進行調查，並鼓勵雙方透過調停以解決紛爭；
- 為受歧視的人士提供法律協助；
- 進行教育和宣傳活動及提供有關資源；
- 檢討法例並提供指引；及
- 就與歧視相關的議題進行研究及調查，並根據結果作出政策建議。

Our Work

The EOC seeks to fulfil its mission by:

- Investigating complaints lodged under the four anti-discrimination ordinances and encouraging settlement by conciliation between parties in dispute;
- Providing legal assistance to persons facing discrimination;
- Implementing educational and publicity programmes and offering related resources;
- Reviewing legislation and providing guidelines; and
- Conducting research studies and surveys on discrimination issues and making policy recommendations based on findings.

平機會2016至2019年策略性工作規劃

平機會於2016年編製了《2016至2019年策略性工作規劃》(工作規劃)，定出未來數年需優先處理的工作領域和應採取的相應行動。根據機構目標，平機會為2016至2019年制定了下列五項策略性優先工作領域：

- (1) 與政府跟進平機會的《歧視條例檢討》建議；
- (2) 倡議少數族裔享有平等教育與就業機會和使用服務的權利；
- (3) 提倡殘疾人士獲取平等教育與就業機會以及公共服務；
- (4) 營造沒有歧視和騷擾的安全環境；及
- (5) 為市民提供卓越服務。

平機會已為每項策略性優先工作領域定出預期結果和績效指標，以評估推行有關工作的進度及成果。

EOC Strategic Plan 2016–19

The EOC devised a Strategic Plan in 2016, having identified the work areas that deserve top priority in the next few years and the corresponding actions. Based on the EOC's corporate goals, the following five strategic priority areas have been set for 2016 to 2019:

- (1) Pursue with the Government on the EOC's recommendations under the Discrimination Law Review;
- (2) Advocate equal education and employment opportunities and access to services for ethnic minorities;
- (3) Advocate equal education and employment opportunities and access to public services for persons with disabilities;
- (4) Foster a safe environment free from discrimination and harassment; and
- (5) Deliver better services for the community.

Each strategic priority area entails a set of expected results and performance indicators to assess progress and outcome.

平機會簡介

About Us

我們的價值觀

Our Organisational Values

敏感度 Sensitivity

我們會以有禮、敏銳和熱誠的態度為市民服務。

We will be courteous, sensitive and helpful to our clients.

平等機會 Equality

我們是維護平等機會原則的先鋒。

We will be at the forefront to uphold the principle of equal opportunities.

誠信 Integrity

我們尊重真相，以誠信處事。
We will respect the truth and act with integrity.

公平 Fairness

我們會以公平公正的程序執行反歧視法例，作出正確的判斷。

We will implement fair and impartial procedures and act with sound judgment in administering the anti-discrimination legislation.

責任承擔 Accountability

我們會對我們的決定及行動，向公眾負責，並準備接受任何對於我們職務上的監察。

We will be accountable for our decisions and actions to the public and will submit ourselves to whatever scrutiny as appropriate.

活力 Energy

我們會竭盡所能、主動追究歧視問題。

We will be energetic and proactive in pursuing issues of discrimination.

獨立性 Independence

我們會按照法例的規定，獨立自主地行事，不屈服於任何壓力或受不當影響。

We will act freely and independently within the confines of the law and will not be subject to undue influence or pressure.

效率 Efficiency

我們講求工作效率，並以負責任的態度善用資源。
We will carry out our functions and responsibilities with efficiency and will use our resources efficiently, effectively and responsibly.

透明度 Transparency

我們保持高度透明，以便市民更瞭解我們的工作和表現。

We will operate with a high degree of transparency to enable the public to better understand our work and performance.



我們的架構

Our Organisation

平機會管治委員會

管治委員會領導和指引平機會的發展策略與表現和履行法定責任。根據《性別歧視條例》，管治委員會由主席及不多於16位委員組成，他們均由香港特別行政區行政長官委任，來自不同背景，各具豐富的專業知識。

主席 Chairperson

EOC Board

The EOC Board provides guidance and leadership for the strategic directions and performance of the EOC and the discharge of its statutory duties. According to the Sex Discrimination Ordinance, the Board shall comprise of a Chairperson and no more than 16 Members. Appointed by the Chief Executive of the Hong Kong Special Administrative Region, they represent a diversity of background and expertise.



陳章明教授
Prof CHAN Cheung-ming, Alfred, SBS, JP

平機會委員 EOC Members



陳麗雲教授
Prof CHAN Lai-wan, Cecilia, JP
香港大學思源基金講座教授
婦女事務委員會委員
香港復康會執行委員會主席
Si Yuan Chair Professor in Health and Social Work, The University of Hong Kong
Member, Women's Commission
Chair of Executive Committee,
Hong Kong Society for Rehabilitation



趙文宗教授
Prof CHIU Man-chung, Andy
北京師範大學法學院嚴元浩講座教授
中國法學會理事
Tony Yen Chair Professor of Law, Law School,
Beijing Normal University
Director, China Law Society



蔡玉萍教授
Prof CHOI Yuk-ping, Susanne
香港中文大學社會學系教授
香港中文大學亞太研究所
性別研究中心前主任
Professor, Department of Sociology,
The Chinese University of Hong Kong
Former Director, Gender Research Centre,
Hong Kong Institute of Asia-Pacific Studies,
The Chinese University of Hong Kong

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周浩鼎議員

The Hon CHOW Ho-ding, Holden

立法會議員

律師

離島區議會議員

Member, Legislative Council

Solicitor

District Councillor, Islands District Council



高朗先生

Mr Mohan DATWANI

律師、認可調解員及特許管治專業人員

破產欠薪保障基金委員會委員

香港電台顧問委員會成員

Solicitor, Accredited Mediator and Chartered

Governance Professional

Member, Protection of Wages on

Insolvency Fund Board

Member, Radio Television Hong Kong

Board of Advisors



何超蓮小姐

Miss HO Chiu-ha, Maisy, BBS

信德集團有限公司執行董事

公民教育委員會委員

香港演藝學院校董會委員

Executive Director, Shun Tak Holdings Limited

Member, Committee on the Promotion of

Civic Education

Council Member, The Hong Kong Academy for
Performing Arts



孔美琪博士

**Dr KOONG May-kay, Maggie,
BBS, JP**

滬江維多利亞學校創辦人

維多利亞(中國)教育集團有限公司

總校長

香港傷健協會副主任

Founder, Victoria Shanghai Academy

Chief-Principal, Victoria (China) Education

Group Limited

Vice Chairperson, PHAB Physically Handicapped
and Able Bodied Association



羅君美女士

Ms Elizabeth LAW, MH, JP

羅思雲羅君美會計師事務所有限公司

執業董事

香港女會計師協會有限公司創會主席

香港職業發展服務處主席

Managing Director, Law & Partners CPA Ltd

Founding President, Association of Women

Accountants (Hong Kong) Limited

Chairman, Hong Kong Employment

Development Services Limited

Association



李翠莎博士

Dr Trisha LEAHY, BBS

香港體育學院院長

個人車牌審訂委員會委員

職業訓練局酒店業、飲食業及旅遊業

訓練委員會委員

Chief Executive, Hong Kong Sports Institute

Member, Personalized Vehicle Registration

Marks Vetting Committee

Member, Hotel, Catering and Tourism Training

Board, Vocational Training Council

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李國麟教授

Prof Hon LEE Kok-long, Joseph,
SBS, JP

立法會議員

香港公開大學護理及健康學院院長及教授
市區重建局非執行董事(非官方成員)

Member, Legislative Council

Dean and Professor, School of Nursing & Health
Studies, The Open University of Hong Kong

Non-Executive Director (non-official),

Urban Renewal Authority



梁頌恩女士

Ms LEUNG Chung-yan, Juan

香港工會聯合會副會長

婦女事務委員會委員

香港生產力促進局理事會成員

Vice President, The Hong Kong Federation of
Trade Unions

Member, Women's Commission

Council Member,

Hong Kong Productivity Council



羅乃萱女士

Ms Shirley Marie Therese LOO,
BBS, MH, JP

家庭發展基金總幹事

公共圖書館諮詢委員會副主席

語文教育及研究常務委員會委員

General Secretary,

Family Development Foundation

Vice-Chairman,

Public Libraries Advisory Committee

Member, Standing Committee on

Language Education and Research (SCOLAR)



謝偉鴻博士

Dr SHIE Wai-hung, Henry

安老服務業行業培訓諮詢委員會副主席

香港買位安老服務議會主席

香港認知障礙症協會義務秘書

Vice Chairman, Elderly Care Service Industry

Training Advisory Committee

Chairman, Association of Bought Place

Elderly Services

Honorary Secretary, Hong Kong Alzheimer's
Disease Association



Rizwan ULLAH博士

Dr Rizwan ULLAH

青年發展委員會委員

教育局政府助學金聯合委員會委員

香港巴基斯坦協會理事

Member, Youth Development Commission

Lay Member, Joint Committee on

Student Finance, Education Bureau

Council Member, Pakistan Association of

Hong Kong



余翠怡小姐

Miss YU Chui-ye, BBS, MH

殘疾人士奧運會輪椅劍擊香港代表

體育委員會成員

Hong Kong Paralympics representative in
wheelchair fencing

Member, Sports Committee

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管治委員會會議

2017/18年度，平機會舉行了四次管治委員會會議，整體平均出席率超過87%。每位委員的出席紀錄已列載於下表(註1)。平機會會定期檢討管治委員會的運作模式，如有需要，委員亦須向管治委員會作出利益申報。

Board Meetings

During the year under review, four Board meetings were held, with an overall average attendance rate of over 87%. Attendance records of individual Members are listed in the table below (Note 1). The modus operandi of the Board is reviewed from time to time, and Members are required to declare their interests in matters, if any, to be considered by the Board.

	15/06/2017	21/09/2017	21/12/2017	15/03/2018
陳章明教授(主席) Prof CHAN Cheung-ming, Alfred, SBS, JP (Chairperson)	✓	✓	✓	✓
陳麗雲教授(註2) Prof CHAN Lai-wan, Cecilia, JP (Note 2)	缺席 Abs.	✓	✓	✓
趙文宗教授(註2) Prof CHIU Man-chung, Andy (Note 2)	缺席 Abs.	✓	✓	缺席 Abs.
蔡玉萍教授 Prof CHOI Yuk-ping, Susanne	✓	✓	✓	✓
周浩鼎議員 The Hon CHOW Ho-ding, Holden	✓	✓	✓	✓
高朗先生(註2) Mr Mohan DATWANI (Note 2)	✓	✓	✓	✓
何超薏小姐(註2) Miss HO Chiu-ha, Maisy, BBS (Note 2)	✓	✓	✓	✓
孔美琪博士 Dr KOONG May-kay, Maggie, BBS, JP	✓	✓	✓	✓
羅君美女士 Ms Elizabeth LAW, MH, JP	缺席 Abs.	✓	✓	✓
李翠莎博士 Dr Trisha LEAHY, BBS	✓	✓	✓	✓
李國麟教授 Prof Hon LEE Kok-long, Joseph, SBS, JP	✓	缺席 Abs.	✓	✓
梁頌恩女士 Ms LEUNG Chung-yan, Juan	✓	✓	✓	✓
羅乃萱女士 Ms Shirley Marie Therese LOO, BBS, MH, JP	缺席 Abs.	✓	✓	✓
謝偉鴻博士(註2) Dr SHIE Wai-hung, Henry (Note 2)	✓	✓	✓	✓
Rizwan ULLAH博士(註2) Dr Rizwan ULLAH (Note 2)	✓	✓	✓	✓
余翠怡小姐 Miss YU Chui-ye, BBS, MH	缺席 Abs.	✓	缺席 Abs.	✓

Abs. = Absent

註1：若委員連續兩次缺席會議，秘書處會給予書面提示。

Note 1: A reminder is issued to Members who have been absent for two consecutive meetings.

註2：任期於2017年5月20日生效

Note 2: Appointment became effective on 20/5/2017

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管治委員會轄下四個專責小組

平機會管治委員會轄下有四個專責小組，包括行政及財務專責小組、社會參與及宣傳專責小組、法律及投訴專責小組以及政策、研究及培訓專責小組。專責小組分別負責平機會的不同事務，以下為各專責小組的工作範圍。

行政及財務專責小組

行政及財務專責小組每三個月舉行一次會議，職責包括審閱平機會預算、帳目、運作表現及年報；成立招標委員會和批准他們的建議；決定首長級別員工的人事聘用；和定期檢討平機會的僱員及行政政策。

社會參與及宣傳專責小組

社會參與及宣傳專責小組每三個月舉行一次會議，負責就加強宣傳、教育、傳媒關係和社會參與等工作提供意見和審閱報告；就與政府、非政府組織、關注團體保持聯繫的方法提供意見；審批由平機會委託其他人士進行的研究或教育項目；和監察社會對平機會工作的回應。

法律及投訴專責小組

法律及投訴專責小組每兩個月舉行一次會議，負責多種職務，包括就調停工作、正式調查、法律協助申請和執行通知提出意見，並作出監察和進行評估。此外，法律及投訴專責小組亦會就正式調查和修訂四條反歧視條例等事宜提出建議。

Four Committees under the Board

Under the EOC Board, there are four committees appointed to pursue the goals of the Commission, namely the Administration and Finance Committee (A&FC), the Community Participation and Publicity Committee (CPPC), the Legal and Complaints Committee (LCC) and the Policy, Research and Training Committee (PRTC). Their respective scope of work is listed below.

Administration and Finance Committee (A&FC)

The A&FC holds meetings every three months. Its responsibilities include: reviewing the EOC's budget, accounts, operational performances, and the annual report; setting up tender boards and approving their recommendations; deciding on personnel matters related to staff employed on the Directorate pay scale; and reviewing staffing and administrative policies.

Community Participation and Publicity Committee (CPPC)

The CPPC holds meetings every three months, and is responsible for advising and receiving reports on measures related to strengthening publicity, education, media relations and community participation; providing advice on measures to connect with organisations, both Government and non-government, as well as concern groups; considering and approving assistance for research or educational projects undertaken by other persons; and monitoring the community's response to the work of the EOC.

Legal and Complaints Committee (LCC)

The LCC holds meetings every two months, and is responsible for a variety of activities, including providing advice on, monitoring and evaluating conciliation, formal investigations, applications for legal assistance, and enforcement notices. In addition, the LCC makes recommendations on issues relating to formal investigations and on proposals for amending the four anti-discrimination ordinances.

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政策、研究及培訓專責小組

政策、研究及培訓專責小組每三個月舉行一次會議，負責帶引平機會的政策及研究工作，包括就政策分析及所倡議的觀念提出意見；審批各項研究和培訓教材套項目；和審閱政策及研究的報告。

Policy, Research and Training Committee (PRTC)

The PRTC holds meetings every three months, and is responsible for directing the EOC's policy and research efforts, which entails advising on policy analysis/advocacy; considering and approving research and training modules; and evaluating policy and research reports.

有關上述四個專責小組的詳細職權範圍，請瀏覽平機會網站：

For complete terms of reference of the above four committees, please refer to the EOC website:

www.eoc.org.hk/eoc/graphicsfolder/showcontent.aspx?content=organization

以上四個專責小組的成員名單及會議出席紀錄列載於附錄1。

Memberships and attendance records of the above four committees are included in Appendix 1.

平等機會委員會辦事處管理小組(截至2018年3月31日)

Management Team of the Equal Opportunities Commission (as of 31 March 2018)

主席

陳章明教授

Chairperson

Prof CHAN Cheung-ming, Alfred, SBS, JP

營運總裁

陳奕民先生

Chief Operations Officer

Mr CHAN Yick-man, Michael

總監(投訴事務)

懸空*

Director, Complaint Services

Vacant*

法律總監

陸志祥先生

Chief Legal Counsel

Mr LUK Chi-cheung, Ivan

總監(政策、研究及培訓)

朱崇文博士

Director, Policy, Research and Training

Dr CHU Chung-man, Ferrick

機構傳訊主管

王珊娜女士

Head, Corporate Communications

Ms WONG Shan-nar, Shana

機構規劃及服務主管

李錦雄先生

Head, Corporate Planning and Services

Mr LI Kam-hung, Oska

* 營運總裁自2017年12月起署任總監(投訴事務)的職位。

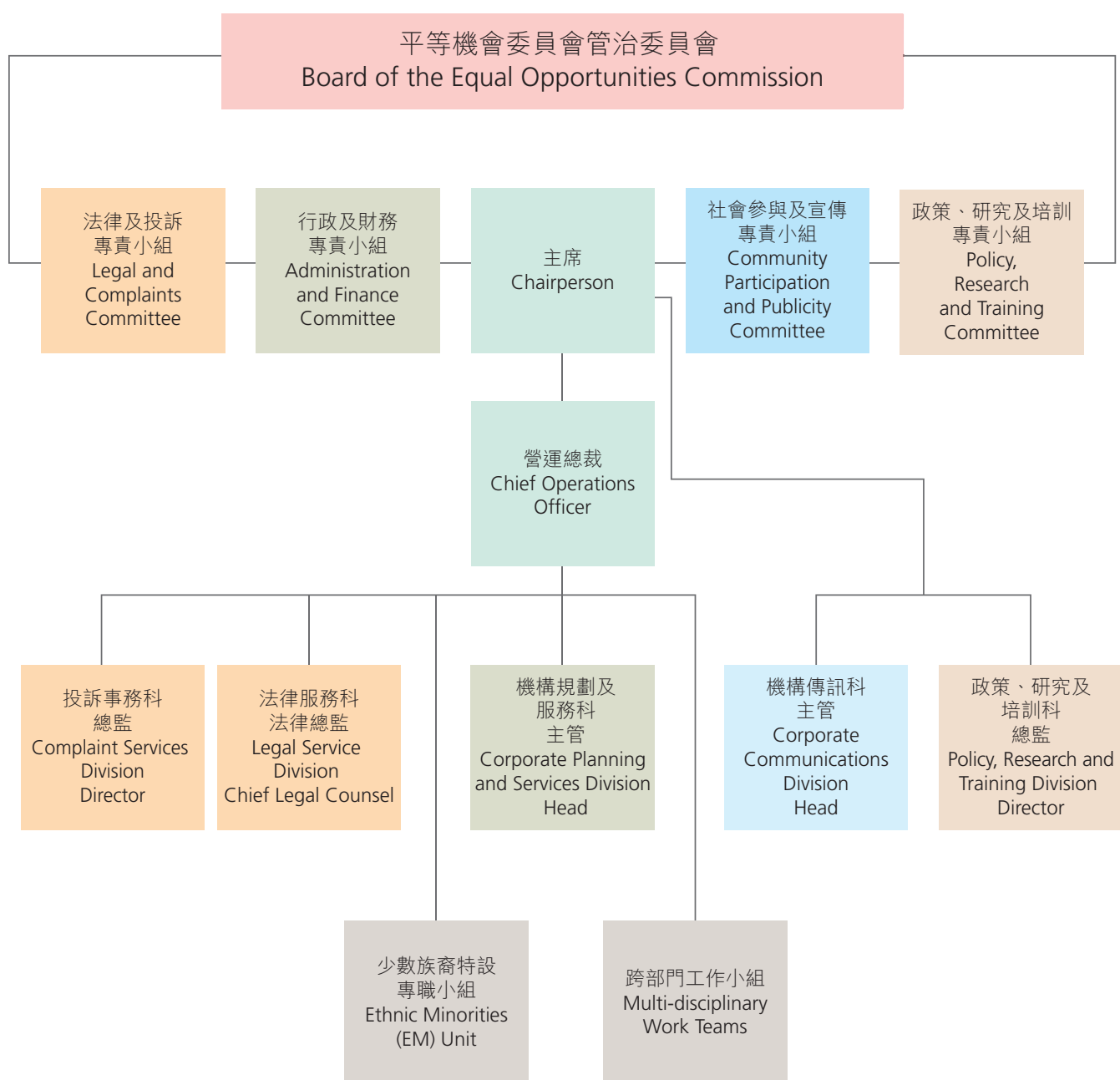
The Chief Operations Officer has been doubling down the post of Director, Complaint Services since December 2017.

我們的架構

Our Organisation

平機會辦事處的組織架構(截至2018年3月31日)

Organisational Structure of the Equal Opportunities Commission (as of 31 March 2018)



全年摘要

Highlights of the Year

2017/18 重要數字一覽
Figures at a Glance 2017/18

處理 **821** 宗投訴
Complaints handled



答覆共 **12,497** 個查詢
Enquiries answered



調停成功率 **67%**
Conciliation success rate



為投訴人取得的賠償總額達

\$9,762,426

Compensation secured for complainants

\$1,178,686

資助予
Funding for

35

個推廣平等機會的社區項目
community projects



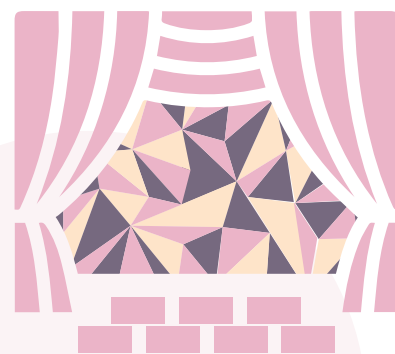
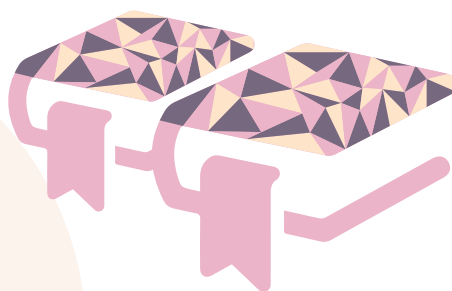
全年摘要

Highlights of the Year

舉辦 **478** 節培訓課程予近
training sessions for nearly

24,000 人次
participants

99.6% 的參加者對
participants satisfied with 平機會培訓
EOC training 表示滿意



舉辦了 **118** 個推廣活動
promotional activities
organised

66,000 名學生

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



>17,000,000

網頁全年點擊率
Website yearly hit rate

全年摘要

Highlights of the Year

2017/18 年度獎項及嘉許 Awards & Recognition 2017/18

8/2017

平機會2015/16年報榮獲美國通訊公關職業聯盟舉辦的2016年 Vision Awards 年報大獎金獎

Gold Award in the 2016 Vision Awards Annual Report Competition organised by the League of American Communications Professionals LLC for the EOC's Annual Report 2015/16



11/2017

平機會2015/16年報榮獲香港管理專業協會最佳年報獎—優秀小型機構參賽年報獎

Excellence Award for Small Size Entries in the Best Annual Reports Competition organised by Hong Kong Management Association for the EOC's Annual Report 2015/16

1/2018

獲社會福利署頒發義工運動—金嘉許獎狀

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



3/2018

在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中獲得「友善聘用獎」
Friendly Employment Award under the 2017-18 Talent-Wise Employment Charter & Inclusive Organisations Recognition Scheme organised by the Labour and Welfare Bureau

4/2018 – 3/2019

獲僱員再培訓局頒發「人才企業」的獎項，表揚平機會持續提升員工的能力、發展人才和建設有助終生學習的機構文化。

Manpower Developer Award by the Employees Retraining Board in recognition of the EOC's continuous effort to promote capacity building, workforce development, and foster an organisational culture conducive to life-long learning.

全年摘要

Highlights of the Year

2017/18 主要活動

Major Events & Activities 2017/18

4/2017

於4月19日向立法會政制事務委員會介紹策略計劃。

Presented the strategic plan to the Legislative Council Panel on Constitutional Affairs on 19 April.



5/2017

歡迎六位新委員加入平機會管治委員會。

Welcomed six new Members to the EOC Board.

6/2017

於6月12日分別就支援非華語學生學習中文向立法會教育事務委員會提交意見書；和就少數族裔的貧窮問題向立法會少數族裔權益事宜小組委員會提交了意見書。

Made submission to the Legislative Council Panel on Education on the progress of supporting non-Chinese-speaking students on learning Chinese, and to the Subcommittee on Rights of Ethnic Minorities on poverty problems of ethnic minorities, both on 12 June.

7/2017

於7月11日公布《社福界防止性騷擾政策的問卷調查》結果。

Announced findings of the "Sexual Harassment — Questionnaire Survey for Social Service Sector" on 11 July.



全年摘要

Highlights of the Year



8/2017

在香港電台第一台推出新的電台宣傳項目「平等就業・豐盛生活」行動，以推動公眾關注殘疾歧視的議題。

Launched new radio campaign "Employment Equality Project" with Radio Television Hong Kong Radio 1 to promote community awareness of disability discrimination issues.

9/2017

政制及內地事務局局長聶德權先生於9月6日探訪平機會辦事處。

Secretary for Constitutional and Mainland Affairs Mr Patrick NIP Tak-kuen visited the EOC office on 6 September.



10/2017

與香港理工大學設計學院合作，推出《高仔與朋友們》兒童故事書系列。

Launched children book series *Tally & friends* developed in collaboration with the School of Design of The Hong Kong Polytechnic University.



全年摘要

Highlights of the Year



11/2017

將辦事處遷往黃竹坑。

Moved to new office in Wong Chuk Hang.

於11月6日就《種族歧視條例》的執行情況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 on 6 November on the implementation of the Race Discrimination Ordinance.



向性別承認跨部門工作小組提交意見書，表示支持訂立全面的性別承認法，以及立法禁止基於性傾向、性別認同和雙性人身份的歧視。

Made submission to the Inter-departmental Working Group on Gender Recognition and expressed support for comprehensive gender recognition legislation, and legislation against discrimination on the grounds of sexual orientation, gender identity and intersex status.

12/2017

出版《香港無障礙航空簡易指引》。

Published "Easy-to-Read Guide for Accessible Air Travel in Hong Kong".

聯同香港銀行公會及香港金融管理局以七種少數族裔常用語言發放銀行服務資訊。

Joined the Hong Kong Association of Banks and Hong Kong Monetary Authority to release information on banking services in seven languages commonly used by ethnic minorities.



全年摘要

Highlights of the Year



1/2018

於1月30日與中國香港體育協會暨奧林匹克委員會合辦體育界消除歧視及防止性騷擾研討會。

Co-organised with the Sports Federation & Olympic Committee of Hong Kong, China a seminar on eliminating discrimination and anti-sexual harassment in the sports sector on 30 January.

2/2018

於2月14日向立法會政制事務委員會提交平機會工作計劃。

Submitted EOC's work plan to the Legislative Council Panel on Constitutional Affairs on 14 February.



3/2018

於3月2日公布「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」結果。

Released findings of "A 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" on 2 March.



於3月5日與香港中文大學合辦「提升社會各界對性騷擾關注研討會」，向不同界別人士推廣反性騷擾的信息。

Co-organised with The Chinese University of Hong Kong a seminar on enhancing awareness of sexual harassment in different sectors on 5 March.



推出全港性宣傳活動，以提高公眾對種族平等和共融的意識，並於3月10日舉辦公眾教育活動慶祝國際消除種族歧視日。另外，在滙豐銀行支持下，於2018年3月21日舉辦「推動種族共融・企業有責」研討會。

Launched citywide campaign to promote racial equality and integration and staged public education event on 10 March to celebrate International Day for the Elimination of Racial Discrimination. On 21 March, organised seminar on Corporate Role in Promoting Racial Diversity with the support of HSBC.

於3月14日公布「幼稚園對非華語申請人的收生政策和態度之調查」結果。

Released findings of survey on kindergarten admission policies and attitudes towards non-Chinese applicants on 14 March.

我們的工作

Our Work

投訴處理

平機會其中一項主要職能是調查市民根據反歧視條例提出的投訴，鼓勵爭議各方進行調停，並就法例下涉及歧視的情況和問題作出主動調查。

香港現時有四條反歧視條例，分別為《性別歧視條例》、《殘疾歧視條例》、《家庭崗位歧視條例》和《種族歧視條例》，禁止基於性別、懷孕、婚姻狀況、殘疾、家庭崗位和種族的歧視，同時保障公眾免受殘疾和種族中傷與騷擾，以及性騷擾。

反歧視條例中僱傭範疇的條文不單保障僱員，也保障求職者和合約員工。此外，條例也涵蓋職業介紹所，以及成為合夥人、加入專業團體和工會的活動。至於非僱傭範疇的條文則涵蓋教育、提供貨品或服務、參與會社及體育活動、處所管理，和政府的活動等方面。

回覆公眾查詢

平機會致力維持一個富效益且具效率的公眾查詢及投訴處理機制。平機會在2017/18年度共處理了12,497宗查詢，當中7,912宗為一般查詢，4,585宗為涉及具體情況的查詢。一般查詢通常有關平機會的活動和反歧視條例的條文；而具體查詢則關乎歧視的實際情況和事件。大部分人透過平機會的電話熱線作出查詢，其次為書信，以及與平機會職員當面對談。

Complaint Handling

A major function of the EOC is to conduct investigation into complaints lodged under the four anti-discrimination ordinances and encourage conciliation between the parties in dispute, and to undertake self-initiated investigation into situations and issues giving rise to discrimination concerns under the legislation.

Currently, Hong Kong has four anti-discrimination ordinances, namely the Sex Discrimination Ordinance (SDO), the Disability Discrimination Ordinance (DDO), the Family Status Discrimination Ordinance (FSDO), and the Race Discrimination Ordinance (RDO). They prohibit unlawful discrimination on the grounds of sex, pregnancy, marital status, disability, family status and race. The legislation also provides protection from disability and racial vilification and harassment, as well as sexual harassment.

The employment-related provisions of these ordinances provide protection not only to employees, but also to job applicants and contract workers. Furthermore, they cover activities relating to employment agencies and admission to partnerships, professional bodies and trade unions. The non-employment-related provisions cover areas such as education, the provision of goods or services, participation in clubs and sporting activities, the management of premises, and Government activities.

Answering Enquiries from the Public

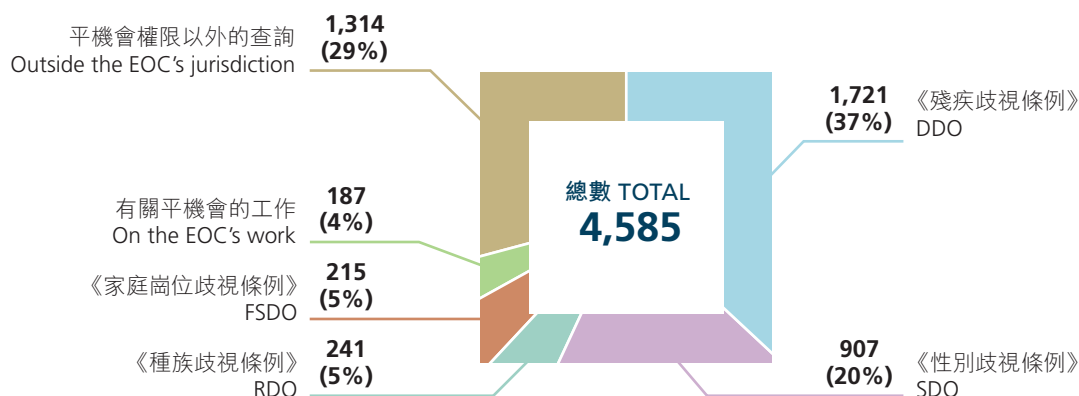
The EOC is dedicated to maintaining an effective and efficient public enquiry and complaint-handling system. In 2017/18, the EOC handled a total of 12,497 enquiries: 7,912 general enquiries and 4,585 enquiries on specific situations. General enquiries are normally related to questions on the EOC's activities and the provisions of the anti-discrimination laws, while specific enquiries cover questions on actual scenarios or incidents that relate to discrimination. The largest proportion of enquiries was made through the EOC telephone hotline, followed by writing and face-to-face interviews.

我們的工作

Our Work

2017/18年度處理的具體查詢數字

Breakdown of Specific Enquiries Handled in 2017/18



投訴處理程序

平機會獲授權處理根據反歧視條例提出有關歧視、騷擾和中傷的投訴。任何人士如感到自己在受保障的範圍下受到歧視，可親身或透過代表，向平機會作出書面投訴。平機會調查投訴時，會審視與個案相關的資料，並讓涉案各方有充足機會作出回應。平機會致力在合適的情況下，透過調停解決爭議，並協助爭議各方達成和解。

若各方未能和解，投訴人可向平機會申請其他形式的協助。平機會會審視每宗申請，考慮個案所涉及的原則，和申請人是否有能力在沒有協助下解決案件。平機會提供的協助包括：法律意見、法律協助，或任何其他形式並合適的協助。（有關法律協助的資料請參閱第32頁）

Complaint-handling Procedures

The EOC is mandated to deal with complaints of discrimination, harassment and vilification under the anti-discrimination ordinances. Persons who feel that they have been discriminated against on any of the protected grounds can lodge a complaint in writing, either personally or through a representative, with the EOC. When investigating a complaint, the EOC examines information relevant to the case and gives all involved parties adequate opportunities to respond. Where it is considered appropriate, the EOC endeavours to resolve the matter through conciliation, helping the disputing parties reach a settlement.

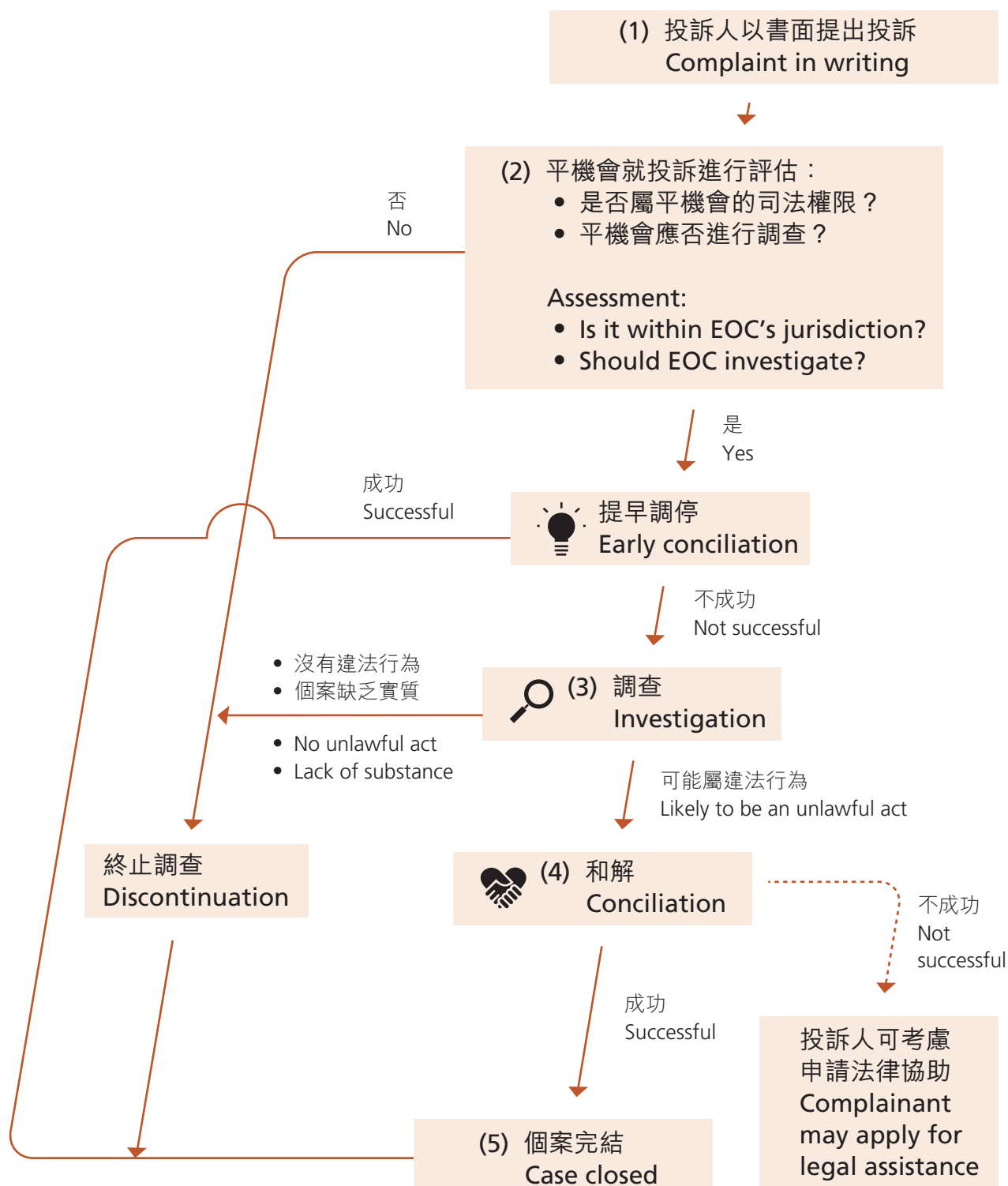
If a settlement cannot be reached, the complainant may apply to the EOC for other forms of assistance. The EOC will look at each application individually, considering issues of principle, as well as the ability of the applicant to deal with the case unaided. Assistance given can include legal advice, legal assistance, or any other forms of assistance deemed appropriate (please refer to p. 32 for information on legal assistance).

我們的工作

Our Work

向平機會提出投訴

Taking a Complaint to the EOC

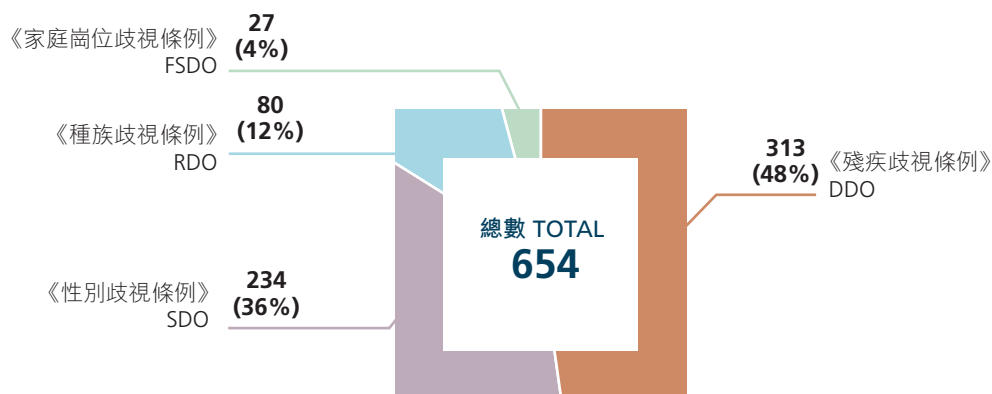


我們的工作

Our Work

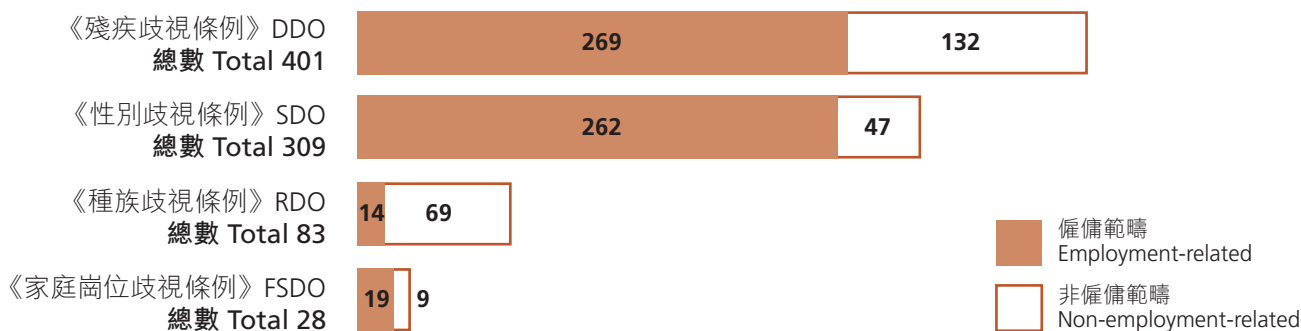
2017/18年度新收到的歧視投訴
數字：654宗

New Discrimination Complaints Received in 2017/18:
654



2017/18年度已處理的投訴總數
(包括2016/17年尚未完成的案件)：821宗

Total Number of Complaints Handled in 2017/18
(including cases carried over from 2016/17): 821



有關《殘疾歧視條例》的投訴

- 根據《殘疾歧視條例》提出的401宗投訴中，有269宗(67%)屬僱傭範疇，132宗(33%)屬非僱傭範疇。
- 僱傭範疇的個案大多數與病假和工傷有關。爭議主要圍繞員工執行固有工作要求的能力、對員工的便利措施，或不合理理的困難。
- 非僱傭範疇的個案大多數涉及提供貨品、服務或設施，或出入處所的通道問題。

Complaints Related to the DDO

- Of the 401 complaints lodged under the DDO, 269 (67%) were related to employment and 132 (33%) were non-employment-related.
- For the employment-related cases, the majority were related to sick leave and work injuries. The disputes were mainly over the ability to perform the inherent requirements of the job, accommodation given to an employee or unjustifiable hardship.
- For those cases not related to employment, the majority involved the provision of goods, services or facilities, or access to premises.

有關《性別歧視條例》的投訴

- 懷孕歧視和性騷擾個案仍佔《性別歧視條例》下投訴的首兩位。
- 在309宗《性別歧視條例》的個案中，有262宗屬僱傭範疇，當中43% (113宗) 涉及性騷擾，40% (105宗) 涉及懷孕歧視。
- 平機會亦調查了47宗非僱傭範疇的投訴，當中51% (24宗) 有關性別歧視，39% (18宗) 有關性騷擾，4% (2宗) 屬懷孕歧視，4% (2宗) 有關使人受害的歧視，另2% (1宗) 有關婚姻狀況的歧視。

有關《種族歧視條例》的投訴

- 在83宗《種族歧視條例》的個案中，有14宗(17%)屬僱傭範疇，69宗(83%)屬非僱傭範疇。
- 屬非僱傭範疇的個案中，有50宗(72%)涉及種族中傷，大多數關乎社交媒體平台上針對在港提出免遣返聲請人士和少數族裔的仇恨言論。

有關《家庭崗位歧視條例》的投訴

- 在有關《家庭崗位歧視條例》的28宗投訴中，有19宗(68%)屬僱傭範疇，9宗(32%)屬非僱傭範疇。
- 大部分屬僱傭範疇的個案(42%)都是涉及投訴人因家庭崗位而遭解僱。

Complaints Related to the SDO

- Pregnancy discrimination and sexual harassment continued to occupy the top two ranks of cases lodged under the SDO.
- Of the 309 SDO cases, 262 were employment-related allegations. Of these, 43% (113 cases) involved sexual harassment, while 40% (105 cases) involved pregnancy discrimination.
- Investigations were also made into 47 non-employment-related allegations, 51% (24 cases) of which were related to sex discrimination, 39% (18 cases) to sexual harassment, 4% (2 cases) to pregnancy discrimination, 4% (2 cases) to victimisation, and 2% (1 case) to marital status discrimination.

Complaints Related to the RDO

- Of the 83 RDO cases, 14 (17%) were employment-related and 69 (83%) non-employment-related.
- For the latter category, 50 (72%) of the cases concerned racial vilification, with a large number relating to hate messages targeting persons making non-refoulement claims and ethnic minorities in Hong Kong on the social media platforms.

Complaints Related to the FSDO

- Of the 28 FSDO cases, 19 (68%) were employment-related and 9 (32%) non-employment-related.
- The majority (42%) of the allegations in the employment field concerned dismissal on the ground of family status.

我們的工作

Our Work

平機會作出的主動調查：60宗

平機會亦就其留意到的違法行為主動作出調查，和跟進由第三方，或不想參與調查或調停過程的個別受屈人士所報告的歧視事件。在這些情況下，平機會會向有關方面查詢事件，解釋相關法例的條文，並建議他們改善情況。平機會於2017/18年度共處理了60宗這類個案，大部分屬於《殘疾歧視條例》(主要是通道和服務提供的問題)，其次為《性別歧視條例》(主要有關招聘和服務提供的問題)。

調停

平機會致力在合適的情況下，透過調停協助有關各方解決爭議。調停完全是自願性質。和解的形式可以是道歉、金錢賠償、修改政策和慣例、檢討工作程序及其他安排。

2017/18年度完結的個案有496宗，當中217宗進行了調停，最終146宗成功調停，調停成功率為67%；而2016/17年度的成功率則是71%。此外，有5宗個案在調查結束前已提早解決。未能成功調停的原因，主要是有關各方未能就道歉和／或金錢賠償的條件達成共識。

全年共有87宗投訴個案獲撤銷，原因是投訴人無意繼續追究，或在收到答辯人或機構的初步回應後，對情況有更深入的了解，而決定不再跟進。另外，187宗個案因不同原因而被終止，包括缺乏實質、無違法行為，和投訴已超過12個月的期限。

EOC-initiated Investigations: 60

The EOC also initiated investigations into incidents involving unlawful acts. These incidents were noticed by the Commission, or brought to the attention of the EOC by third parties or aggrieved individuals who did not wish to be involved in the investigation or conciliation process. Under these circumstances, the EOC would approach the concerned parties to inquire into the matter, explain the relevant legislative provisions, and advise them on rectifying the situation. During the year under review, the EOC handled 60 such cases, with the majority falling in the DDO category (mainly on accessibility and service provision), followed by the SDO (mainly on recruitment and service provision).

Conciliation

Where it is appropriate, the EOC endeavours to help the parties concerned resolve their dispute through conciliation. Conciliation is completely voluntary, and the settlement can be in the form of apology, monetary compensation, change in policy and practice, review of work procedures and other arrangements.

Of the 496 cases concluded in 2017/18, 217 proceeded to conciliation, with 146 successfully conciliated. The conciliation success rate was 67%, compared to 71% in 2016/17. Another 5 cases were resolved early between the parties before the investigation was completed. The major reason for unsuccessful conciliation was disagreement on the terms of apology and/or monetary compensation among the parties concerned.

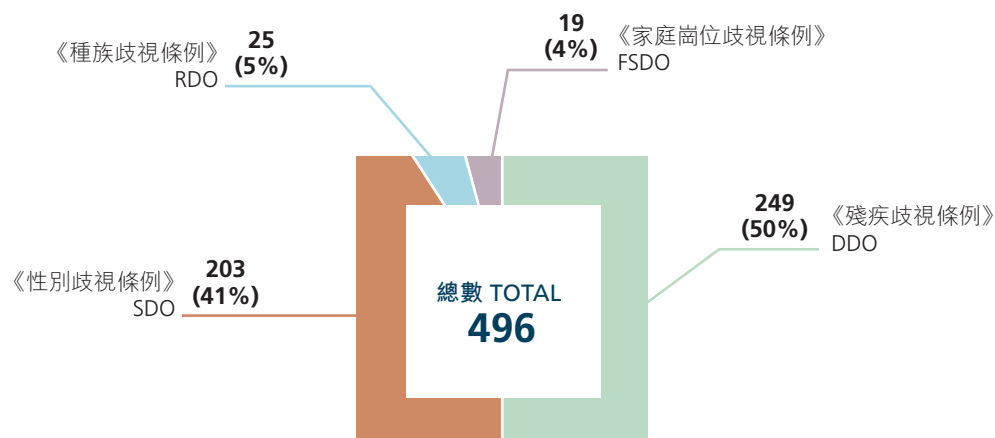
A total of 87 cases were withdrawn due to complainants having no desire to pursue the case further or acquiring better understanding of the situation after receiving initial response from the respondents. Furthermore, 187 cases were discontinued due to various reasons, including lacking in substance, no unlawful act found, and complaints lodged beyond the 12-month time bar.

我們的工作

Our Work

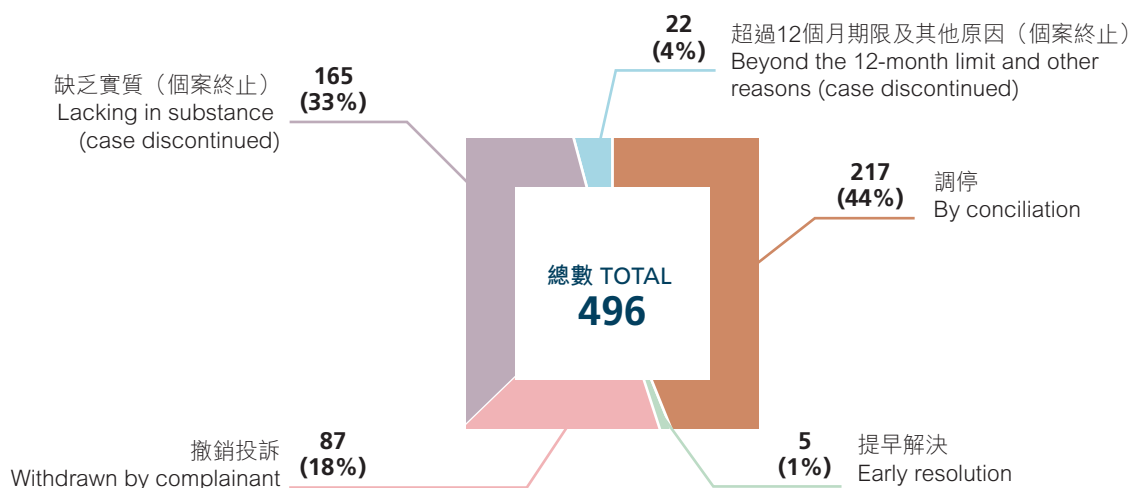
2017/18年度已完結的個案數字
(根據條例分類)

Breakdown of Cases Concluded in 2017/18 by
Ordinance



2017/18年度已完結的個案數字
(根據所採取的行動分類)

Breakdown of Cases Concluded in 2017/18 by Action
Taken



我們的工作

Our Work

法律協助

法律服務科

投訴人作出投訴後，若未能達成和解，可向平機會申請協助，以便就投訴採取法律行動。平機會的法律服務科（該科）除了負責處理法律協助申請，亦負責檢討反歧視條例的成效以及向平機會提供內部法律意見和支援。

每當收到法律協助申請時，該科會指派部門內一位律師處理有關申請。他或她會細閱與個案有關的所有文件和資料，進行法律研究，並會根據案情背景和下列原則，就應否給予法律協助，擬備一份詳盡的意見書呈交予平機會管治委員會轄下的法律及投訴專責小組。該小組的成員來自不同背景，各具專業知識。他們會根據平機會律師的法律意見，考慮和決定是否為個案提供協助。

若專責小組成員決定給予某個案法律協助，負責的律師會採取一切所需的跟進行動，以協助申請人。若申請人獲法律協助而案件又無法達成和解，該科的指定律師會擔任受助人的法律代表，擬備所需的法律文件，為受助人提起法律訴訟程序。該科的律師會在各非正審聆訊／審訊中代表受助人出庭，或視乎案件的複雜性和影響程度，延聘外間的獨立大律師代表受助人出庭。

Legal Assistance

Legal Service Division

When a complaint has been lodged, but not settled, the complainant may apply to the EOC for assistance in taking legal action on the complaint. The Legal Service Division (LSD) of the EOC is responsible for handling the applications for legal assistance. The Division is also responsible for reviewing the effectiveness of the anti-discrimination laws and providing internal legal advice and support to the EOC.

Whenever an application for legal assistance is received, a lawyer of the LSD will be assigned to deal with the application. He or she will peruse all documents and information in relation to the case, conduct legal research, and prepare a detailed submission to the Legal and Complaints Committee (LCC) under the EOC Board, advising whether legal assistance should be granted based on the factual background and the principles mentioned below. The LCC, which comprises Members of diverse backgrounds and expertise, will consider and decide whether or not to give assistance in a case based on legal advice from the EOC's lawyers.

If Members of the LCC decide to grant legal assistance to a particular case, the responsible lawyer will take all necessary follow-up actions to assist the applicant. Where legal assistance is granted and the case cannot be settled, the designated lawyer of the LSD will act as the assisted person's legal representative and prepare the necessary legal documentation with a view to issuing legal proceedings for the assisted person. The lawyer of the LSD will appear in Court on behalf of the assisted person in various interlocutory hearings/trials or engage an independent counsel to do so, depending on the complexity and magnitude of the case.

我們的工作

Our Work

提供法律協助與否的原因

法律及投訴專責小組會考慮多項因素以決定是否提供法律協助，包括個案是否涉及原則問題、個案的複雜程度和證據是否有力。這些因素在每宗個案的適用程度不一，很多時專責小組會綜合考慮各種原因才作出決定。

給予法律協助的主要原因包括以下各項：

- 個案能就某些重要法律問題確立先例；
- 能喚起公眾關注香港仍然常見的歧視問題（如：懷孕歧視和處所通道問題）；及
- 鼓勵有關方面在制度上作出改革，消除歧視。

另一方面，不給予法律協助可能包括以下原因：

- 個案證據不足，勝訴機會不大；及
- 以訴訟方式處理不能達致有意義的結果。

平機會給予的協助包括由平機會的律師向申請人提供法律意見、收集或評估進一步資料或證據、或由平機會的律師或平機會聘任的私人執業律師在法律訴訟中代表申訴人。

Reasons for Giving or Not Giving Legal Assistance

In deciding whether or not to give legal assistance, the LCC considers a wide range of factors, such as whether a question of principle is involved, the complexity of the case, and the strength of evidence. The applicability of these factors varies from case to case, and often a combination of reasons is involved in reaching a decision.

The main reasons for giving legal assistance may include:

- Establish a precedent on important legal issues;
- Raise public awareness in areas of discrimination which are still prevalent in Hong Kong, such as pregnancy discrimination and accessibility to premises; and
- Encourage institutional changes to eliminate discrimination.

On the other hand, the decision of not giving legal assistance may be owed to:

- The evidence is insufficient to support a good prospect for success in court; and
- No meaningful result can be achieved by way of legal proceedings.

The assistance given by the EOC may include legal advice to the applicant by EOC lawyers, legal services relating to the gathering and assessment of further information or evidence, or representation in legal proceedings by EOC lawyers or by lawyers in private practice engaged by the EOC.

我們的工作

Our Work

申請協助

在2017/18年度，平機會共處理了49宗法律協助申請，當中超過一半申請，即28宗獲得協助，12宗不獲協助，以及1宗撤回申請。截至財政年度完結時，尚有8宗申請仍在考慮中。

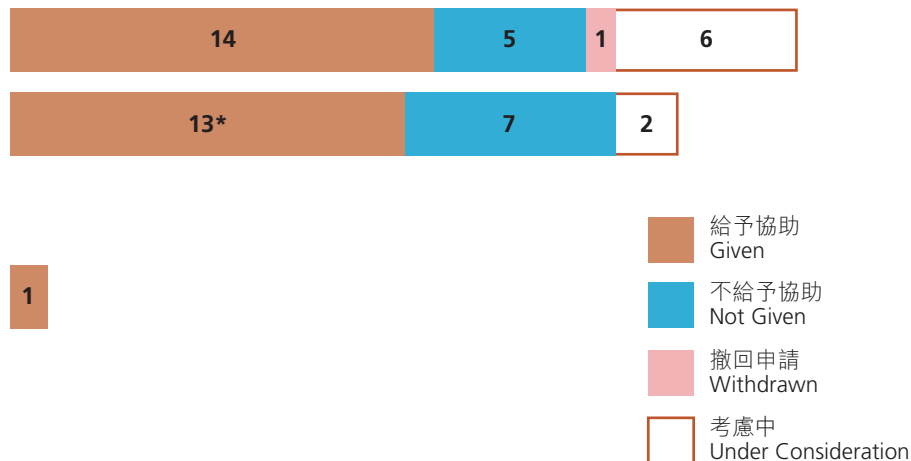
根據條例分類的法律協助申請數字

《性別歧視條例》SDO 總數 Total 26
《殘疾歧視條例》DDO 總數 Total 22
《家庭崗位歧視條例》FSDO 總數 Total 0
《種族歧視條例》RDO 總數 Total 1

Applications for Assistance

In 2017/18, the EOC handled 49 applications for assistance. Of these, more than half (28 cases) were given legal assistance, while 12 were not. One application was withdrawn, and another 8 cases were still under consideration at the end of the fiscal year.

Breakdown on Applications for Legal Assistance by Ordinance



* 2016/17年度有1宗不獲給予法律協助的申請，經申請人要求覆檢後，於2017/18年獲給予協助。

* One application was not granted assistance during 2016/17, but upon the Applicant's request for review, the application was approved in 2017/18.

法律協助的案例

2017年6月1日 — 平機會根據《殘疾歧視條例》代表一位受工傷及患有躁鬱症的女士(申索人)在區域法院提出訴訟。申索人指稱，她的直屬主管因她的殘疾而騷擾她，經常以帶冒犯的綽號稱呼她，並於某日對申索人作出歧視性言論。

2017年7月28日 — 平機會根據《殘疾歧視條例》代表一位有膝蓋痛的女士(申索人)提出法律訴訟。申索人指稱，她的僱主基於她的殘疾而歧視她，將她解僱。

Examples of Legally Assisted Cases

1 June 2017 — the EOC issued legal proceedings in the District Court under the DDO on behalf of a woman (the "Claimant") who suffered from both injury at work and bipolar disorder. The Claimant alleged that her immediate supervisor had harassed her on the ground of her disability by often calling her by an offending nickname and made a discriminatory remark against the Claimant on a particular day.

28 July 2017 — the EOC issued legal proceedings under the DDO on behalf of a woman who suffered from knee pain. The Claimant alleged that her employer discriminated against her by terminating her employment on the ground of her disability.

我們的工作

Our Work

2017年8月25日 — 平機會根據《性別歧視條例》代表一位曾於某公司(答辯機構)任職會計文員的女士(申索人)提出法律訴訟。申索人指稱，答辯機構基於她懷孕而歧視她，在她產假期間復工前解僱她。

2018年1月26日 — 平機會根據《性別歧視條例》代表一位曾於某公司(答辯機構)任職文員的女士(申索人)提出法律訴訟。申索人指稱，答辯機構基於她懷孕而歧視她，強迫她辭職；及後她因流產而請病假，在放完病假復工後，答辯機構把她解僱。

2018年3月16日 — 平機會根據《性別歧視條例》代表一位女士(申索人)提出法律訴訟。申索人指稱，負責管理她所用處所的答辯人，曾以涉及性的言論騷擾她。

不需展開訴訟便已完結的受助個案

2017/18年度有18宗在該年度或之前已獲法律協助的個案，不是因為已解決而毋需展開法律訴訟，便是因為個案的進一步發展及評估證據後未獲進一步協助。這些個案分別屬於：

- 《性別歧視條例》— 僱傭範疇：7宗；有關服務提供範疇：1宗。
- 《殘疾歧視條例》— 僱傭範疇：7宗；有關通道和服務提供範疇：3宗。

另有24宗在2017/18年度或之前獲法律協助的個案仍在處理中，至年度完結時尚未有結果或未展開法律訴訟。

25 August 2017 — the EOC issued legal proceedings under the SDO on behalf of a woman (the Claimant) who previously worked for a company (the Respondent) as an accounting clerk. The Claimant alleged that she had been discriminated against by the Respondent on the ground of her pregnancy by dismissing her before she resumed work from her maternity leave.

26 January 2018 — the EOC issued legal proceedings under the SDO on behalf of a woman (the Claimant) who previously worked for a company (the Respondent) as a clerk. The Claimant alleged that she had been discriminated against by the Respondent on the ground of her pregnancy by forcing her to resign, and later dismissing her after she resumed work from her sick leave for her miscarriage.

16 March 2018 — the EOC issued legal proceedings on behalf of a woman (Claimant) under the SDO. She claimed that the Respondent who managed the premise occupied by her had sexually harassed her with sexual remarks.

Legally Assisted Cases Concluded without Commencing Legal Proceedings

In 2017/18, 18 cases, to which legal assistance was given before and during the year, were either resolved without the need to commence legal proceedings, or were given no further assistance upon further development and assessment of evidence. Of these:

- SDO — 7 were employment-related cases, and 1 was related to the provision of services.
- DDO — 7 were employment-related cases, while 3 were related to accessibility and the provision of services.

A total of 24 other cases, to which legal assistance was given before and during the year, remained in process, with no outcome having been reached and no court proceedings having commenced yet at the end of the period under review.

我們的工作

Our Work

法庭案件

平機會在2017/18年度共處理了10宗法庭訴訟 — 3宗有關《性別歧視條例》和7宗有關《殘疾歧視條例》(其中一宗同時涉及《性別歧視條例》和《殘疾歧視條例》)。

在平機會律師的協助下，4宗個案不是在保密條款下成功和解而毋需進行審訊，便是在進一步發展及評估證據後未獲進一步協助。截至2018年3月31日為止，其餘6宗個案仍未完結。

和解條件

雖然平機會致力協助有需要的個案展開法律訴訟，但亦重視透過和解解決爭議。成功調停或獲法律協助後和解的案件包括以下和解條件：

- 更改政策／慣例；承諾停止歧視措施；限制日後再犯同樣行為；紀律處分；
- 提供福利，包括教育課程／培訓；提供貨品、服務及設施；或改善設施和無障礙通道；
- 發出推薦信；作出道歉；投訴人接受答辯人／機構的解釋；及
- 金錢賠償；提供聘用機會；復職或向慈善機構作出捐獻。

金錢賠償

2017/18年度平機會透過調停方式、法律協助和庭外和解，為受歧視的投訴及申訴人取得的金錢賠償總額超過港幣976萬元。

Court Cases

In 2017/18, the EOC handled 10 court proceedings — 3 under the SDO and 7 under the DDO (1 of which was under both the SDO and the DDO).

With assistance from EOC's lawyers, 4 cases were either successfully settled on confidential terms without proceeding to trial, or were given no further assistance upon further development and assessment of evidence. For the remaining 6 cases, they were still ongoing as of 31 March 2018.

Settlement Terms

While the EOC endeavours to assist warranted cases by way of commencing legal proceedings, the EOC appreciates the value of resolving disputes through settlement. For those cases which were successfully conciliated or settled after legal assistance, the settlement terms included:

- Changes in policies/practices; undertaking to cease discriminatory practices; restrictions on future acts; disciplinary action;
- The provision of benefits, including education programmes/training; the provision of goods, services and facilities; or improvement in facilities and accessibility;
- Reference letters; apologies; complainants accepting respondents' explanation; and
- Monetary compensation; offers of employment; reinstatements or donations to charity.

Monetary Compensation

The total monetary compensation secured by the EOC for complainants and claimants through conciliation, legal assistance and settlement out of court during the period under review exceeded HK\$9.76 million.

我們的工作

Our Work

政策、研究及培訓

平機會認為消除歧視的關鍵，在於改變社會上的歧視態度和推動系統性的革新。為此，平機會進行研究和調查，以建立強而有力的歧視證據基礎，促進社會人士作出討論，從而影響公共政策。此外，平機會亦透過不同途徑發表研究結果，吸引媒體廣泛報導，以提高社會對歧視議題的意識。為了擴大對政策的影響，平機會積極與各界人士深入討論歧視議題，並推動公、私營機構實行相關政策措施。平機會亦向僱主和服務提供者發出指引，讓他們瞭解其法律責任，並提倡良好常規與政策。

Policy, Research and Training

The EOC reckons that in order to eradicate discrimination, attitudinal changes and systemic reforms in society are necessary. To achieve these, the EOC strives to influence public policies by building a strong evidence base through research studies and surveys, and facilitating informed debate among community members. The research findings, which are promulgated through different channels, draw extensive media coverage and raise community's awareness of the discrimination issues. To make wider policy impact, the EOC proactively reaches out to different stakeholders to deepen discussion on the issues and motivates policy initiatives by organisations in both public and private sectors. The EOC also publishes guidance to employers and service providers about their obligations under the law, and advocates best practices and policies.

2017/18年公布的研究報告

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(2018年3月公布)

主要研究結果：

- 本地出生婦女對性騷擾的認知能力顯著地較內地新來港婦女的為高。在受訪者中，14.6%的本地出生婦女和9.6%的內地新來港婦女在從事服務行業期間曾遭受到職場性騷擾。
- 曾遭受職場性騷擾的受訪者當中，45.5%的本地出生婦女和24.1%的內地新來港婦女表示，沒有採取任何行動應對該行為。
- 只有17.9%的受訪者表示其僱主制訂了防止職場性騷擾的政策。

Research Studies Published in 2017/18

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 (released in March 2018)

Key findings:

- Locally-born women were significantly more able to identify sexual harassment behaviours than recently arrived Mainland Chinese female immigrants. Among the survey respondents, 14.6% of locally-born women and 9.6% of Mainland Chinese female immigrants had been sexually harassed in the service industry workplace.
- Among respondents who had been sexually harassed at work, 45.5% of locally-born women and 24.1% of Mainland Chinese female immigrants did not take any action.
- Only 17.9% of the respondents reported that their employers formulated policies regarding workplace sexual harassment.

我們的工作

Our Work

跟進行動：

- 平機會與為新移民提供服務的機構合作，向它們的服務使用者提供防止性騷擾的培訓，包括於2018年4月及5月分別為新家園協會及同根社的會員舉辦講座，提高他們對性騷擾的意識。

政策倡議及影響：

- 平機會向民政事務總署致函，建議該署在其出版的《新來港定居人士服務指南》中加入有關防止性騷擾、現行四條反歧視條例和平機會查詢及投訴服務的資訊。

社福界防止性騷擾政策的問卷調查(2017年7月公布)

主要研究結果：

- 只有51%(26)的受訪非政府機構制訂了書面反性騷擾政策，其餘一半則沒有。
- 約半數(51%)受訪非政府機構從未為僱員提供有關性騷擾意識的培訓。
- 約33%(17)受訪非政府機構既從未制訂反性騷擾政策，亦沒有為員工提供加強性騷擾意識的相關培訓，以防止性騷擾發生。
- 近五分之一(18%)的受訪非政府機構沒有採納任何預防性騷擾的措施。

Follow-up actions:

- The EOC collaborated with organisations offering services to new immigrants on sexual harassment prevention training for their service users. Two talks were delivered to members of the New Home Association and the New Arrival Women League in April and May 2018 respectively to enhance their awareness of sexual harassment.

Policy advocacy and impact:

- The EOC wrote to the Home Affairs Department of the HKSAR Government, asking the department to consider enhancing new arrivals' awareness of sexual harassment, by including information about sexual harassment prevention, the current four anti-discrimination ordinances and the EOC's enquiry and complaint-handling services in the Service Handbook for New Arrivals.

Sexual Harassment — Questionnaire Survey for Social Service Sector (released in July 2017)

Key findings:

- Only 51% or 26 of the responding non-governmental organisations (NGOs) had developed a written anti-sexual harassment policy, whereas the remaining half had not.
- About half (51%) of the responding NGOs had never provided any form of sexual harassment awareness training to their employees.
- About 33% (17) of the responding NGOs had neither adopted an anti-sexual harassment policy, nor provided any awareness training for their staff to prevent sexual harassment.
- Almost one-fifth (18%) did not take any preventive measures against sexual harassment.

我們的工作

Our Work

跟進行動：

- 繼2016年為非政府機構的主管和院舍照顧殘疾人士的照料者舉辦三場研討會後，平機會與香港社會服務聯會(社聯)再度合作，於2017年8月至10月期間舉辦四場「社福界防止性騷擾及處理相關投訴工作坊」，以提高社福機構員工對性騷擾的認識及處理性騷擾投訴的技巧，其中一場工作坊更以小型非政府機構為對象。該四場工作坊共有189名來自91間社福機構的人士參與。
- 平機會與社會福利署(社署)於2017年1月6日合辦「殘疾人士院舍防止性騷擾研討會」，約50名私營院舍經營者、主管及員工出席，他們分別來自近40間私營殘疾人士院舍。

政策倡議及影響：

- 平機會於2017年7月及12月兩度致函社署署長，建議社署提高受資助非政府機構的服務質素標準，確保非政府機構的服務單位採取一切合理措施，保護服務使用者免受性侵犯和性騷擾。在信函中，平機會亦建議社署在其出版的《實務守則》內規定私營院舍須制訂防止性騷擾政策，保障院友免受性騷擾。
- 社署於2017年下旬要求平機會為非政府機構和私營殘疾人士院舍的主管人員及前線員工提供一般基礎培訓，並重點講解性騷擾。第一場「預防工作間的性別歧視及殘疾歧視」的培訓已於2018年2月上旬舉行，共59名參加者出席，當中半數來自私營院舍，另一半則來自非政府機構的院舍。

Follow-up actions:

- After organising three seminars for management personnel of NGOs and carers of persons with disabilities staying at residential homes in 2016, the EOC collaborated with the Hong Kong Council of Social Service (HKCSS) again to organise four rounds of “Workshop on Preventing Sexual Harassment & Handling Related Complaints in Social Service” between August and October 2017, with a view to enhancing the understanding of sexual harassment and the skills of handling sexual harassment complaints among staff members of social service agencies. One workshop was specifically targeted at staff of small-sized NGOs. In total, 189 persons from 91 social welfare agencies attended the four workshops.
- In partnership with the Social Welfare Department (SWD), the EOC co-organised the “Seminar on Anti-Sexual Harassment in Residential Care Home for Persons with Disabilities (RCHDs)”. About 50 private home operators, house managers and staff from nearly 40 private RCHDs attended the seminar on 6 January 2017.
- The EOC wrote to the Director of Social Welfare twice in July and December 2017, recommending the SWD to enhance the provisions of the Service Quality Standards (SQSs) for subvented NGOs, and make sure that service units of NGOs take all reasonable steps to protect service users from both sexual abuse and sexual harassment. In the letters, the EOC also recommended that the Codes of Practice issued by SWD should require the private residential care homes to have a policy in place to safeguard their residents against sexual harassment.
- In late 2017, the SWD requested the EOC to provide basic generic training for supervisory and frontline staff of RCHDs operated by both NGOs and private operators, with an emphasis on sexual harassment. In early February 2018, the first session of “Preventing Sex Discrimination and Disability Discrimination in the Workplace” was conducted by EOC’s trainer, with 59 participants — half from private residential care homes and the other half from homes operated by NGOs — took part in the training.

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- 此外，平機會應香港老年學會邀請，由2016年12月起為在安老院工作的成員提供平等機會講座，為期兩年，內容包括性騷擾的課題。由2016年年底至2018年3月底期間，平機會已為來自約480間私營安老院超過694名營運者及院舍管理人員，舉行了24場平等機會講座。
- In addition, the EOC has been invited by the Hong Kong Association of Gerontology (HKAG) to deliver equal opportunity talks that includes an element of sexual harassment to their members working in residential care homes for the elderly for a period of two years starting from December 2016. From late 2016 until end-March 2018, the EOC delivered 24 equal opportunity talks to over 694 operators and home managers from about 480 private residential care homes for the elderly under the HKAG training programme.

已委託／進行之研究

除了上述研究外，平機會於2017/18年度亦進行了以下研究：

- 職場上的家庭崗位歧視研究(於2018年8月公布)
- 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(將於2018年第四季公布)

Studies Commissioned/Undergoing

In addition to the above research studies, the EOC had been working on the following studies in 2017/18:

- A Study on Family Status Discrimination in the Workplace in Hong Kong (*released in August 2018*)
- Identifying Effective Approaches to Reduce Public Opposition in the Siting of Integrated Community Centres for Mental Wellness and Other Mental Health Facilities (*to be released in the fourth quarter of 2018*)

性騷擾：大學生問卷調查2018

為了收集有關本地大學性騷擾的性質、普及率和舉報的數據，平機會於2018年3月22日至4月30日進行了網上問卷調查，以香港18歲或以上全日制大學生及研究生為對象。平機會與香港九間大學合作，共有14,442位學生完成及遞交網上問卷。在完成數據分析後，平機會計劃於2018年年底前公布研究報告。

Sexual Harassment: Questionnaire Survey for University Students 2018

To collect data about the nature, prevalence and reporting of sexual harassment in local universities, the EOC conducted an online questionnaire survey targeting full-time undergraduate and post-graduate students at or above the age of 18 in Hong Kong from 22 March 2018 to 30 April 2018. Nine universities in Hong Kong collaborated with the EOC in this study, with a total of 14,442 participants completed and submitted the online questionnaire. Upon completion of data analysis, the EOC planned to release the report by end-2018.

我們的工作

Our Work

未來的研究項目

於2018年6月至9月期間，平機會將展開三個研究項目，分別為：

- 公眾對女性參政的態度研究；
- 香港主流學校教育少數族裔學生所面對的挑戰之研究；及
- 香港少數族裔青年教育與事業階梯的研究。

上述研究結果將於2019年第三及第四季公布。

Forthcoming Research Studies

Between June and September 2018, the EOC will launch three research projects, namely:

- A Study on Public Attitudes towards Female Political Leadership;
- A Study on the Challenges Faced by Mainstream Schools in Educating Ethnic Minorities in Hong Kong; and
- A Study on Education and Career Pathways of Ethnic Minority Youth in Hong Kong.

Results of these research studies would be released in the third and fourth quarters of 2019.

平等機會研究項目資助計劃

2017/18年度共有九個項目獲得「平等機會研究項目資助計劃」的資助，包括香港失明人協進會進行的「香港網頁無障礙程度概況調查」，協進會已於2018年7月舉行記者會，向公眾發表調查結果。其餘獲資助的研究項目亦將於2018年年底完成，並會在平機會辦公室或相關的大專院校及非政府機構的場地召開記者會，向公眾發表研究結果。

Funding Programme of Research Projects on Equal Opportunities

Nine research studies were funded under this funding programme in 2017/18. These included the 2018 Web Accessibility Survey conducted by Hong Kong Blind Union, which was released at a press conference in July 2018. All the other funded studies would be completed by the end of 2018, and press conferences would be organised in the EOC Office or venues of the tertiary institutions and NGOs concerned to publicise the research findings.

政策倡議

與運輸署署長和運輸及房屋局官員會面

日期：2017年5月17日

目的：根據平機會的《香港無障礙的士研究報告》結果，就改善香港無障礙的士的方法交流意見。

Policy Advocacy

Meeting with Commissioner for Transport and Officials of Transport and Housing Bureau, HKSAR Government

Date: 17 May 2017

Purpose: Exchanged views on measures to improve taxi accessibility in Hong Kong, in light of the findings of the EOC's Study on Taxi Accessibility of Hong Kong.

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政策影響：

- 運輸署決定委託職業訓練局(職訓局)為未入職的士司機提供職前培訓課程。職訓局將根據平機會提出的意見及建議，在培訓課程中加入有關殘疾歧視及騷擾的資訊。
- 政府亦計劃為在職司機提供培訓課程，當中將涵蓋殘疾歧視及騷擾的資訊。
- 平機會於2018年3月印製研究報告，並已將報告派發至勞工及福利局、運輸署以及相關持份者，包括香港的士業議會、「鑽的」及「星群的士」的經營者。

Policy impact:

- The Transport Department decided to commission the Vocational Training Council (VTC) to devise a training course for pre-service taxi drivers. VTC would, based on comments and recommendations from the EOC, incorporate information on disability discrimination and harassment in the training course.
- The Government is also planning to devise a training course for existing taxi drivers. The course would also cover information about disability discrimination and harassment.
- The EOC published the report on the study in March 2018. Copies of the report were sent to the Labour and Welfare Bureau and Transport Department, as well as key stakeholders, including Hong Kong Taxi Council, and operators of Diamond Cab and Syn Cab.



我們的工作

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與本地大學網絡[包括八間獲大學教育資助委員會(教資會)資助的大學、香港公開大學及樹仁大學]進行會議

Meetings of Network of Local Universities [eight universities funded by University Grants Committee (UGC), The Open University of Hong Kong and Shue Yan University]

日期：定期會議

Date: Periodic meetings

目的：加強向本地大專院校宣傳平等機會的信息。

Purpose: Enhance the promotion of equal opportunities in local tertiary educational institutes.

政策影響：

- 大學代表應邀分享他們如何使用教資會的特別資助，支援有特殊教育需要的學生。國立台灣師範大學特殊教育中心的代表亦獲邀分享台灣的大學在支援有特殊教育需要的學生之經驗。此外，本地大學的代表分享了大學為評核有特殊教育需要大學生而提供的資源。
- 教資會決定展開第二階段的特別資助，以增加對資助大學內有特殊教育需要學生的支援。

Policy impact:

- Representatives of universities were invited to share how they made use of UGC's Special Grants for supporting students with special educational needs (SEN), while those of the Special Education Center of National Taiwan Normal University were invited to share Taiwan's experience in supporting students with SEN in the universities. In addition, representatives of local universities shared the resources provided by their universities to facilitate the assessment of the needs of university students with SEN.
- The UGC decided to launch the second phase of the Special Grants to enhance the support for students with SEN in UGC-funded universities.



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與體育界[中國香港體育協會暨奧林匹克委員會(港協暨奧委會)、民政事務局(民政局)、康樂及文化事務署(康文署)及香港體育學院的代表]舉行會議

日期：2017年12月13日

目的：隨著2014/15年度第一輪反性騷擾行動後，體育界與平機會合作展開第二輪反性騷擾行動。

政策影響：

- 平機會與港協暨奧委會於2018年1月30日合辦「提倡奧林匹克精神：體育界消除歧視及防止性騷擾研討會」，活動得到民政局和康文署支持。約250名來自各體育總會及其他體育團體的管理人員和職員出席研討會，與2015年舉辦的同類研討會相比，是次的出席人數較上次多一倍。隨後，平機會於3月16日及3月23日再為體育團體舉辦兩次工作坊，內容集中於防止性騷擾及處理相關的投訴，共有91名代表參與。
- 康文署於2018年3月與受資助體育總會的年度簡介會中，鼓勵各體育總會參考平機會的《體育機構防止性騷擾政策大綱》，制定本身的反性騷擾政策。康文署將考慮把制定反性騷擾政策納為日後資助的條件。

Meeting with the Sports Sector [Representatives of the Sports Federation & Olympic Committee of Hong Kong, China (SF&OC), the Home Affairs Bureau (HAB), the Leisure and Cultural Services Department (LCSD) and the Hong Kong Sports Institute (HKSI)]

Date: 13 December 2017

Purpose: Started a second round of anti-sexual harassment campaign in the sports sector in collaboration with the EOC, following the first round in 2014/15.

Policy impact:

- On 30 January 2018, the EOC co-organised a seminar entitled "To Foster the Olympic Spirit: Seminar on Eliminating Discrimination and Anti-Sexual Harassment in Sports Sector" with the SF&OC, with the HAB and LCSD acting as supporting organisations. About 250 management personnel and staff of National Sports Associations (NSAs) and other sports organisations attended the seminar, which was more than double the number of participants in a similar seminar for the sports sector in 2015. Subsequently, two more workshops for the sports organisations were held on 16 March and 23 March 2018, focusing on preventing sexual harassment and handling related complaints. A total of 91 representatives attended the workshops.
- The LCSD, in its annual briefing for subvented NSAs in March 2018, encouraged NSAs to formulate their anti-sexual harassment policy with reference to the EOC's Framework for Sexual Harassment Policies in Sports Organisations. The LCSD would consider the possibility of including the formulation of policy as a subvention condition in the future.

我們的工作

Our Work

培訓與顧問服務

有見歧視通常在學校、工作場所和提供貨品、服務或設施的過程中發生，平機會致力向這些範疇的有關人士提供培訓與顧問服務，以期他們可作把關者，從源頭防止歧視發生。

平機會自2001年起已提供培訓與顧問服務，截至2018年3月共提供近5,700個培訓班，參加者達27萬3千人。僅在2017/18年度，平機會培訓隊伍便已提供478個培訓班，參加者接近24,000人。

定期培訓和專設課程

平機會每年提供兩種培訓課程，分別為定期培訓課程及應機構要求而提供的專設培訓課程。定期培訓課程於每年春/秋兩季舉辦，供公眾參加。

在2017/18年度，平機會舉辦了32個定期培訓課程，參加人數達670人；而專設培訓課程則達442個，參與人數超過2萬3千人。最受歡迎的主題是四條反歧視條例，其次為性騷擾。

Training & Consultancy

Since discrimination often takes place in schools, in the workplace and during the course of providing goods, services or facilities, the EOC strives to prevent discrimination at its source and educate the gatekeepers on these fronts by providing them with training and consultancy services.

The EOC has been offering such services since 2001. Nearly 5,700 training sessions had been provided from then up to March 2018, with the total number of participants reaching 273,000. In 2017/18 alone, the Training Unit of the EOC provided a total of 478 training sessions for close to 24,000 participants.

Calendar Training and Customised Training

The EOC offers two types of training programmes every year, namely the calendar training programmes, which are offered to the public twice a year in spring and autumn, and customised training programmes provided for organisations on request.

In 2017/18, the EOC conducted 32 training sessions for 670 participants under the calendar training programmes. As for customised training, 442 sessions were conducted for over 23,000 participants. The most popular topic was the anti-discrimination ordinances, followed by sexual harassment.



我們的工作

Our Work

顧問服務

平機會繼續為機構提供政策檢討服務，協助僱主制定處理工作間歧視和性騷擾的適當政策和程序，亦為機構在編寫有關平等機會的內部培訓教材上提供顧問服務。在2017/18年度，平機會為四間機構提供了一項顧問服務，受惠員工超過100人。

Consultancy Services

The EOC continued to provide policy review services for organisations with a view to assisting employers in developing appropriate policies and procedures to deal with workplace discrimination and sexual harassment. It also offers consultancy services to organisations in the development of internal training packages relating to equal opportunity issues. In 2017/18, upon request, the EOC worked on one consultancy case for four organisations covering more than 100 employees.

為各界持份者提供服務

平機會培訓與顧問服務的對象廣泛，包括不同界別的持份者，且涵蓋眾多主題，以下是部分例子：

Serving an Array of Stakeholders

The EOC's training and consultancy services cover a wide range of stakeholders from different sectors and topics. The following are some examples:

持份者

Stakeholder

平機會在2017/18年度提供的培訓服務

Training offered by the EOC in 2017/18

政府部門和公營機構 Government departments and public bodies	<ul style="list-style-type: none">共舉辦103個培訓課程予不同政府部門和公營機構。 103 training sessions for various Government departments and public bodies.經公務員事務局公務員培訓處協調下，共舉辦14個不同主題的培訓課程予公務員，包括新入職的公務員、行政主任及政務主任。 14 sessions on different topics for civil service staff, including new recruits, Executive Officers and Administrative Officers, through the co-ordination of the Civil Service Training and Development Institute of the Civil Service Bureau.
人力資源從業員 Human resource practitioners	<ul style="list-style-type: none">分別透過香港人力資源管理學會和香港中華廠商聯合會舉辦的課程，提供了3節培訓。 3 training sessions through courses organised by the Hong Kong Institute of Human Resource Management and the Chinese Manufacturers Association respectively.
校長 School principals	<ul style="list-style-type: none">透過教育局為校長舉辦的課程，提供7節培訓。 7 training sessions for school principals through courses organised by the Education Bureau.
非政府組織和工會 NGOs and trade unions	<ul style="list-style-type: none">為不同非政府組織和工會的員工和服務使用者舉辦了共62個培訓課程。 62 training sessions for various NGOs and trade unions reaching out to paid employees, volunteers and services users.

我們的工作

Our Work

就特別主題提供培訓

Offering Training on Special Topics

《種族歧視條例》和文化敏感度 Race Discrimination Ordinance and cultural sensitivity	<ul style="list-style-type: none">為不同服務對象，包括公、私營的服務供應商、教師及學生、企業，以及少數族裔群體舉辦了96個培訓課程，參與人數達5,022人。 96 training sessions for a diversity of target groups, including public and private service providers, teachers and students, corporations, as well as EM community, with total attendance reaching 5,022.
無障礙通道和設施 Accessibility	<ul style="list-style-type: none">主要為無障礙主任和政府部門的專責人員舉辦了8個培訓課程。 8 training sessions targeting Access Officers as well as designated persons in Government departments.
性騷擾 Sexual harassment	<ul style="list-style-type: none">為不同界別的普通職員及管理人員、學生及教職員舉辦了129個培訓課程。 129 training sessions for general and managerial staff in various sectors, as well as students and teaching staff.為教育界舉辦了33個培訓課程。 33 sessions for the education sector.為公、私營機構舉辦了96個培訓課程。 96 sessions for organisations in both public and private sectors.

平等機會之友會

平機會於2006年成立平等機會之友會，藉此與一群負責防止工作間歧視的人士（包括僱主、人力資源從業員、主管和培訓導師等）建立溝通平台。透過平等機會之友會，平機會讓會員加深對四條反歧視條例的認識，並提供平台予會員之間或與專業人士的接觸，交流防止歧視的經驗。

在2017/18年度，接近250位人力資源從業員和僱主加入了該會，他們分別來自超過140間企業、政府部門、非政府組織、大學和中小型企業。會員會定期收到平機會電子通訊，讓他們能夠緊貼平機會的最新發展。他們亦受到邀請出席由平機會及其他機構舉辦四場不同主題的研討會，主題包括預防性騷擾、性別主流化及宣傳種族多元化。

Equal Opportunity (EO) Club

The EOC set up the EO Club in 2006 to reach out to employers, human resource practitioners, supervisors and trainers, who bear the responsibility of helping to prevent discrimination in the workplace. Through the Club, the EOC aims to deepen members' understanding of the anti-discrimination ordinances, and create a platform for them to exchange with one another and with other professionals on the experience of preventing discrimination.

In 2017/18, nearly 250 human resource practitioners and employers from over 140 corporations, Government departments, NGOs, universities and SMEs participated in the EO Club. Members received the EOC e-news regularly, which enabled them to keep track of the latest developments on equal opportunities. They were also invited to participate in four seminars organised by the EOC and other organisations on different topics, including preventing sexual harassment, gender mainstreaming and promoting racial diversity.

我們的工作

Our Work

社會參與及宣傳

平機會於2017/18年度繼續宣揚平等機會的價值，通過不同途徑教育社會大眾有關歧視的議題。與此同時，配合機構的策略重點，平機會推出了相應宣傳活動。

主題性宣傳及推廣項目

為期一年的「平等就業•豐盛生活」行動

平機會與香港電台第一台合作，於2017年7月推出為期一年的「平等就業•豐盛生活」行動，以推廣殘疾人士的平等就業機會和傷健共融的信息，活動亦旨在促進大眾對《殘疾歧視條例》的認識。

計劃獲22間復康機構支持，內容包括推出52集廣播短劇，逢星期日在香港電台第一台「非常人物生活雜誌」內播出；在平機會YouTube頻道上載一系列有關殘疾人士就業的短片；以及舉辦徵文比賽，邀請公眾分享他們身為殘疾人士的體驗，或與殘疾人士相處或工作的感想。計劃亦設立了面書專頁，當中上載了每集廣播劇、短片和計劃詳情。

Community Participation and Publicity

In 2017/18, the EOC continued to promote the values of equal opportunities and educate the public on discrimination issues through a variety of channels. At the same time, specific promotions were rolled out in line with the strategic focuses of the EOC during the year.

Thematic Campaign and Promotion

One-year Employment Equality Project

The EOC launched a one-year campaign entitled Employment Equality Project in partnership with Radio Television Hong Kong (RTHK) Radio 1 in July 2017 to promote the employment opportunities and greater inclusion of persons with disabilities (PWDs) in society. The campaign also aimed to enhance the public's understanding of the Disability Discrimination Ordinance (DDO).

With support from 22 rehabilitation organisations, the project featured a 52-episode radio drama series, which was broadcast in the radio programme "Care for Disabled" on RTHK Radio 1 every Sunday; a series of videos related to the employment of PWDs on the EOC YouTube Channel; and a writing competition inviting the public to share their experiences of being PWD, living or working with PWDs. A Facebook page with the radio segments, videos and project information was also created for the project.



我們的工作

Our Work

計劃的壓軸項目是於2018年5月19日舉行的公開活動，吸引了約200名人士，包括政府官員和非政府機構代表等參與，一起欣賞殘疾人士的表演和與僱主們的分享。平機會亦於活動上舉行了徵文比賽的頒獎儀式。

As the finale of the project, a public event was staged on 19 May 2018, which attracted some 200 participants, including Government officials and representatives of NGOs, as they enjoyed performances by PWDs and sharing by PWDs and their employers. The prize presentation ceremony of the writing competition was also held at the event.



於2018年3月舉行的種族平等與多元共融宣傳活動

平機會於2018年3月推出有關種族平等、多元共融的全港性宣傳運動，以慶祝每年3月21日的聯合國「國際消除種族歧視日」。平機會於3月安排了港鐵廣告、公眾教育活動、講座和研討會等，推廣種族平等和共融。是次為期一個月的運動旨在提供平台，推動全港市民一起消除種族歧視和偏見。

Integrated Campaign to Promote Racial Equality and Integration in March 2018

The EOC rolled out a citywide campaign to promote racial diversity and inclusiveness in March 2018. Featuring MTR advertisements, a public education event, talks and seminar throughout March, the month-long campaign aimed to provide a platform for citywide action against racism, discrimination and intolerance, in observance of the United Nations International Day for the Elimination of Racial Discrimination (IDERD) on 21 March.



我們的工作

Our Work

為帶出種族多元共融的信息，平機會於2018年3月9日至23日期間在港鐵站推出大型燈箱廣告，展示平機會兒童故事書系列《高仔與朋友們》的海報。

平機會亦為社會不同界別安排了多項活動，包括：邀請香港首位印度裔註冊社工Jeffrey ANDREWS先生於2018年3月7日到聖羅撒書院主講講座，與學生分享；於2018年3月10日在樂富廣場舉辦公眾活動以慶祝2018年「國際消除種族歧視日」，以及於2018年3月21日與滙豐銀行合辦「推動種族共融・企業有責」研討會。

To bring out the messages of racial diversity and inclusion, the EOC arranged for posters of *Tally & friends*, the EOC's children storybook series, to be installed at MTR stations from 9 to 23 March 2018.

The EOC also lined up a number of activities to engage different sectors of the community, including: a talk to students of St. Rose of Lima's College on 7 March 2018 by Mr Jeffrey ANDREWS, the first registered Indian social worker in Hong Kong; a public education event at Lok Fu Place on 10 March 2018 to commemorate IDERD 2018; and a seminar on "Corporate Role in Promoting Racial Diversity" on 21 March 2018 with the support of HSBC.



於3月10日在樂富廣場舉行的公眾教育活動乃由平機會與香港電台第二台攜手合辦。活動邀得政制及內地事務局局長聶德權先生主持啟動典禮，連同約200名嘉賓，包括立法會議員、政府官員、駐港領事、非政府機構的主管和代表以及少數族裔社群的領袖和倡導者，一起觀賞歌唱及文化表演，還有關於消除種族歧視及平等機會議題的分享。

At the public event on 10 March, which was jointly organised with RTHK Radio 2, the Hon Patrick NIP Tak-kuen, Secretary for Constitutional and Mainland Affairs was invited to officiate at the opening ceremony. He was joined by about 200 participants, including Legislative Council Members, officials from Government departments, Consuls-General in Hong Kong, heads and representatives from NGOs, and leaders and advocates of EM communities. Together they enjoyed cultural and singing performances, as well as sharing on racial diversity and inclusion.

我們的工作

Our Work

傳統媒體宣傳活動

平機會於2017/18年度繼續使用電視和電台頻道宣傳平等機會的信息。

電台宣傳

平機會於2006年首度在香港電台第二台推出「平等機會多元共融行動」，該節目每星期播放三十分鐘的訪問，邀請不同持份者，討論平等機會及多元共融議題。過去一年，平機會邀請了學者、不同界別的專業人士及非政府機構等，討論多個議題，包括無障礙通道與設施、母乳餵哺、種族共融、兩性平等、預防性騷擾及懷孕歧視、工作與生活平衡，以及長者友善就業措施等。

另外，2017/18年度香港電台第二台亦全年播放關於平等機會原則及消除歧視的宣傳環節。這些環節已上載到平機會及香港電台的網頁，方便公眾收聽。

年內，平機會代表亦進行了近50個電台和電視訪問，探討與歧視和平等機會相關的重要問題和社會時事熱話。

Maintaining Presence in Traditional Media

During 2017/18, the EOC continued to leverage on the TV and radio channels to promote equal opportunities messages.

Radio Promotions

The EOC first introduced the Equal Opportunities Diversity Project on RTHK Radio 2 in 2006, which took the format of weekly 30-minute interviews with different stakeholder groups on topics related to equal opportunities, diversity and inclusion. During the year in review, the EOC lined up interviews with academics, professionals of different fields and NGOs on a range of topics, including accessibility, breastfeeding, racial inclusion, gender equality, prevention of sexual harassment and pregnancy discrimination, work-life balance and elderly-friendly employment practices.

In addition, promotional segments were broadcast on RTHK Radio 2 throughout 2017/18 to promulgate the principles of equal opportunities and non-discrimination. These promotional segments were also uploaded on the EOC and RTHK websites for easy access by members of the public.

Other than radio programmes, nearly 50 radio and TV interviews were lined up for the EOC representatives to shed light on important issues and current affairs related to discrimination and equal opportunities.



我們的工作

Our Work

平機會主席的報章專欄及專題文章

平機會主席陳章明教授於2017/18年度繼續在香港免費報章《am730》網上版定期撰寫專欄。陳教授透過專欄與讀者分享他對平等機會議題的見解。有關專欄可於《am730》的網頁和手機應用程式，以及平機會網頁的「主席隨筆」欄目瀏覽。

此外，陳教授也在《南華早報》、《明報》及《信報》等多份本地中英文報章，以及在《Hong Kong Free Press》、《立場新聞》及《獨立媒體》等不同網上媒體平台發表有關歧視議題的專題文章。

社交及數碼媒體宣傳

YouTube頻道

平機會於2008年2月推出YouTube頻道，透過上載短片到此熱門社交媒體平台，加強公眾對於平等機會和共融的認識。

過去一年，平機會YouTube頻道共增添33齣新短片，包括平等機會紀錄片、「國際消除種族歧視日」等平機會公開活動的精華片段以及「平等就業・豐盛生活」行動的短片。自平機會推出YouTube頻道以來，截至2018年3月底已上載了293齣短片，總瀏覽次數超過455,000次。

Newspaper Column and Op-ed Series by EOC Chairperson

In 2017/18, EOC Chairperson Professor Alfred CHAN Cheung-ming continued to release articles in a regular column in the online version of *am730*, a free newspaper in Hong Kong. Through this channel, Prof Chan shared his thoughts and insight on equal opportunity issues. The column articles are available on *am730*'s website and mobile app, as well as "The Chairperson's Perspectives" section on the EOC website.

Prof Chan also published op-ed articles on discriminatory issues in several Chinese and English local dailies, such as the *South China Morning Post*, *Ming Pao Daily* and *Hong Kong Economic Journal*, and on various online media platforms, such as *Hong Kong Free Press*, *Stand News* and *InMedia*.

Social and Digital Media Promotions

YouTube Channel

The EOC YouTube Channel was launched in February 2008 to promote public understanding of equal opportunities and inclusion through engaging videos on the popular social media platform.

During the year in review, 33 new videos were added to the EOC YouTube Channel, including documentaries on equal opportunities, highlights of EOC public events such as IDERD and videos of the Employment Equality Project. Since the launch of the EOC YouTube Channel and up to the end of March 2018, a total of 293 videos had been uploaded, with over 455,000 views.



我們的工作

Our Work

其中新出的紀錄片有「這些機會屬於我」，由一名年輕驚恐症康復者細說自己的經歷，以及如何在僱主和主管的支持下，重拾信心，積極投入工作。

平機會的紀錄片不但吸引本地觀眾，更在國際盛事上放映。例如：講述兩名有殘疾的年輕人如何以毅力和努力克服種種困難，開創事業的紀錄片「我要闖前途」，便於2017年9月在印度清奈舉辦的AbilityFEST放映。

平機會於2017/18年度根據其攝製的多齣紀錄片為中學製作了網上學習教材套，作為通識科的教材。該教材套備有中英文版本，從多角度探討平等機會概念，教師亦可採用當中建議的討論題目和課堂活動。教材套已透過電郵發送至全港各中學，亦已上載到平機會網頁。

平機會網站

平機會網站除了提供中英文雙語版本外，並同時包含無障礙設計，方便有不同需要的人士使用，歷年來得到多項無障礙網頁計劃的嘉許。網頁為公眾提供有用的反歧視條例資訊，讓他們瞭解條例賦予的權利與責任，以及其他與歧視相關的議題，同時也介紹平機會的活動。

2017/18年度，平機會網頁錄得的點擊率超過1,700萬次，平均每月點擊率約有140萬次，訪客超過69,000名。

平機會智能手機應用程式

平機會於2017年舉辦抽獎活動，以提高平機會智能手機應用程式的下載及使用率。凡於推廣期間從iOS或Android平台下載應用程式，即合資格參加抽獎，贏取豐富獎品包括一部iPad Mini。是次抽獎吸引了約500名參加者，活動已於2018年1月圓滿結束。

Among the new addition was a documentary named *Grab the Opportunity*, which featured a young man recovering from panic disorder, as he recounted his experiences and how he regained his confidence and make positive contribution at work with the support of his employer and supervisor.

As well as attracting local audience, the EOC documentaries were screened at international events. For example, the video *Recharting My Destiny*, which showcased the determination and effort of two young persons with disabilities to overcome their challenges and build a career of their own, was screened at the AbilityFEST in Chennai, India in September 2017.

Based on the documentaries, the EOC developed an online learning kit for secondary schools in 2017/18, targeting students of the Liberal Studies subject. Available in Chinese and English, the learning kit highlighted the various dimensions and perspectives of equal opportunities examined in the documentaries, and included suggested discussion topics and class activities for teachers to adapt or use. The learning kit was emailed to secondary schools across the city and uploaded on the EOC's website.

EOC Website

Fully bilingual (Chinese and English) and accessible to people with different needs, the EOC's website has been recognised by various web accessibility schemes and awards through the years, providing members of the public with useful information on the anti-discrimination ordinances, their rights and liabilities under the ordinances, and other discrimination-related issues, as well as the EOC's activities.

In 2017/18, the website recorded a total hit rate of over 17 million, an average monthly hit rate of about 1.4 million, and over 69,000 visitors a month.

EOC Smartphone App

The EOC ran a lucky draw in 2017 to boost downloads and usage of the EOC smartphone app. Users who downloaded the EOC app on the iOS or Android platforms during the promotional period were eligible to enter the lucky draw, which gave out attractive prizes including an iPad Mini. The draw attracted about 500 participants and was successfully concluded in January 2018.

我們的工作

Our Work

雅虎首頁的線上廣告活動

「雅虎香港」是香港最受歡迎的搜尋器之一。為了提高平機會在搜尋結果頁面上之排名並吸引更多人到訪平機會網站，平機會於2017/18年度推出了為期三個月的「雅虎香港」搜索引擎推廣活動。

此外，平機會在「雅虎香港」推出線上廣告活動，宣傳上文提到的智能手機應用程式抽獎活動，以及「平等就業・豐盛生活」行動中的徵文比賽。

Online Advertising Campaign on Yahoo!'s Homepage

Given that Yahoo! Hong Kong is one of the most used search engines among Hong Kong web users, the EOC launched a three-month search engine marketing campaign on Yahoo! Hong Kong in 2017/18 in order to increase the visibility of the EOC in the search results pages and draw more traffic to the EOC website.

In addition, online advertisements were placed on Yahoo! Hong Kong to further promote the lucky draw for downloading the EOC smartphone app and the writing competition under the Employment Equality Project.

公眾教育 — 接觸年輕新一代

學校戲劇表演

平機會繼續與三個本地劇團（即：大細路劇團、森林聯盟及街坊小子）合作，為學校製作和演出以平等機會、多元共融為題材的話劇和木偶劇。於2017/18年度，這些劇團為近60,000名學生進行近360場演出。幾乎全部學校對話劇都給予「好」或「非常好」的評價。

Public Education — Getting the Younger Generation Involved

School Drama Performances

The EOC continued to engage three local theatrical troupes, namely Jumbo Kids Theatre, Forest Union and Kids on the Block, to stage plays and puppet shows on equal opportunities and diversity issues at schools. In 2017/18, almost 360 performances were staged for close to 60,000 students. Almost all of the schools expressed that the plays were “good” or “very good” in the feedback survey.



我們的工作

Our Work

「無定型新人類」青少年師友計劃

平機會的青少年師友計劃「無定型新人類」為年青參與者提供難得的機會，讓他們與成功人士會面及參觀不同機構，擴闊他們的視野。計劃強調打破定型觀念的重要性，自2002年推出以來，已有超過8,000名中小學生參與計劃。

2017/18學年，平機會邀請不同界別的傑出人士作為「無定型新人類」計劃的導師，與參與的學生分享他們如何打破定型觀念和堅持目標。當中包括香港手語協會創辦人及執行幹事王繼鋒先生及香港首位印度裔註冊社工Jeffrey ANDREWS先生，他們分別於2018年2月和3月出席分享會。此外，參與的學生亦於2017年12月參觀了非政府組織香港撒瑪利亞防止自殺會。

平機會繼續透過無定型新人類的面書專頁宣傳有關活動，透過定期上載與平等機會有關的短片、新聞及社區活動，吸引更多年輕人參與計劃。

Youth Challenge Mentorship Programme

The EOC's annual youth mentorship programme Youth Challenge provides excellent opportunities for young participants to broaden their horizons by meeting successful individuals and visiting organisations. Designed to highlight the importance of breaking down stereotypes, over 8,000 secondary and primary students participated in this programme since its launch in 2002.

During the 2017/18 school year, the EOC invited outstanding achievers from different professions to serve as Youth Challenge Mentors and share with participating students how they broke down stereotypes and persisted with their goals. These included a sharing session by Mr WANG Kai-fung, Founder & Executive Director of the Hong Kong Sign Language Association in February 2018 and by Mr Jeffrey ANDREWS, the first registered social worker of Indian origin in Hong Kong in March 2018. In addition, participating students got the chance to visit the NGO The Samaritan Befrienders Hong Kong in December 2017.

In parallel with the programme, the EOC continued to maintain a Facebook Page for Youth Challenge mentees, with videos, news and community events related to equal opportunities uploaded regularly to maintain the level of interest and to attract more young people to join the programme.



我們的工作

Our Work

《高仔與朋友們》故事書系列

平機會於2017年10月推出了全新兒童故事書系列《高仔與朋友們》。該系列為香港理工大學設計學院推行的校企協作計劃項目，由該學院的學生負責設計，平機會則負責出版。

這套備有中英文版本、經專業設計及製作的故事書系列，主要目的是向下一代灌輸平等、多元共融的正面價值觀。故事書亦展現本地設計師的無限創意。

除了把故事書印刷本郵寄至全港各幼稚園及小學、服務兒童的非政府機構以及其他相關組織，平機會另設了專設網站，提供電子版圖書供大眾下載。

“Tally & friends” Storybook Series

In October 2017, the EOC launched a brand new illustrated children book series *Tally & Friends*, published in collaboration with the School of Design of The Hong Kong Polytechnic University (PolyU) and designed by a talented team of student designers from the School under its "Co-operative Workshop".

The main objective of the book series, which comes in both English and Chinese, is to instil in the future generation the positive moral values of equality, diversity and inclusion. Professionally designed and produced, the book series also showcases the creativity of the city's local designers.

As well as mailing hard copies of the book series to kindergartens and primary schools across Hong Kong, NGOs serving children and other relevant organisations, the EOC developed a mini-site from which the e-books can be downloaded.



我們的工作

Our Work

賽馬會平等共融戲劇計劃

平機會是新域劇團主辦的「賽馬會平等共融戲劇計劃」的支持機構。該計劃於2015/16年度展開，獲香港賽馬會慈善信托基金資助超過900萬元，營運至2017/18年度。計劃的主要目的是為青少年提供平台，透過舞台演出，學習多元平等觀念，參與打擊歧視和打破定型觀念。活動內容包括學校戲劇比賽、戲劇夏令營、夏季舞台劇製作和平等機會戲劇演出。

過去一年，平機會繼續協助宣傳計劃下的不同活動，並為是項計劃所招募的青年戲劇大使安排培訓，讓他們參與平機會舉辦的不同活動，包括國際消除種族歧視日活動、「平等就業•豐盛生活」行動的公眾活動及反歧視工作坊。

Jockey Club Equal Opportunities Drama Project

The EOC is the supporting organisation of the Jockey Club Equal Opportunities Drama Project, organised by Prospects Theatre Company Ltd. The project, which started in 2015/16, secured over \$9 million of funding from the Hong Kong Jockey Club Charities Trust to run until 2017/18. The primary objective is to offer young people a platform to learn about the concepts of diversity and equality and to play a part in combating discrimination and breaking stereotypes through theatrical performances. Activities include school drama competitions, summer drama camps, summer theatre productions and EO drama showcases.

During the year in review, the EOC continued to help promote the activities of the project, and arranged for the Youth Drama Ambassadors recruited under the project to take part in EOC events, including the IDERD and Employment Equality Project public events and anti-discrimination workshops.



凝聚公眾力量

刊物及其他通訊資料

在2017/18年度，平機會為持份者及公眾出版了一系列刊物及通訊資料，包括：

Engaging the General Public

Publications and Other Communication Materials

In 2017/18, the EOC produced a series of publications and communication materials for stakeholders and members of the public. These included:

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- 《平等機會委員會個案實錄》(2017年版)一當中刊載了平機會新近處理的投訴個案，以及平機會提供協助或以其他形式參與的法律個案。
- 《平等點•線•面》期刊一以多角度深入探討平等議題，隨《經濟日報》向市民派發。
- 《平機會電子通訊》一每隔兩星期向約8,000名持份者發出，提供有關平機會工作、平等機會新聞，以及平機會合作夥伴的活動之最新消息。
- *Equal Opportunities Casebook (2017 edition)*, which includes new complaint cases handled by the EOC in recent years together with legal cases in which the EOC provided assistance or was involved in other ways.
- *Equality Perspectives*, which dissects equality topics from different angles. The journal was distributed through the newspaper *Hong Kong Economic Times*.
- *News from the EOC*, which was sent out to around 8,000 stakeholders every other week to provide updates on the EOC's latest work, as well as news and events related to equal opportunities organised by the EOC's partners.



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Our Work

透過創智營商博覽接觸商界

2017年12月平機會再次在「創智營商博覽」(前稱「國際中小企博覽」)擺設攤位。這項年度盛事由香港貿發局主辦，是平機會接觸中小企的理想平台。平機會借助這為期三日的博覽會，向入場人士派發近3,000份刊物(包括《工作間的平等機會》單張)和送出約1,450份紀念品，以宣傳共融工作間的好處。

平機會所做的問卷調查顯示，超過94%的受訪者評價平機會的攤位為「好」或「非常好」，並讚揚攤位的展示和員工積極助人的態度。

Reaching out to Businesses at the SmartBiz Expo

The EOC set up a booth at the SmartBiz Expo (formerly World SME Expo) in December 2017. The annual event organised by the Hong Kong Trade Development Council was the perfect platform to reach out to SMEs. During the three-day expo in December, the EOC distributed nearly 3,000 publications, including the “Equal Opportunities at the Workplace” leaflet, and about 1,450 souvenirs to the visitors to publicise the benefits of an inclusive workplace.

A feedback questionnaire was conducted, in which over 94% of the respondents rated the EOC booth as “good” or “very good”, and commended on the presentation of the booth and the helpful attitude of staff members.



與社區夥伴合作

平機會有賴持份者、盟友和社區合作夥伴的支持，一起推廣平等機會的觀念。

Joining Forces with Community Partners

The EOC relies on the support and efforts of stakeholders, allies and partners in the community in promoting the concepts of equal opportunities.

我們的工作

Our Work

透過「平等機會社會參與資助計劃」，平機會運用社區夥伴的網絡加強公眾教育。平機會於2017/18年度共資助了35個宣揚平等機會和預防歧視的項目，資助總額高達港幣1,178,686元。獲資助的機構都致力捍衛反歧視法例下受保障群體的權益。

平機會繼續支持與委員會有共同理念的機構所舉辦的活動，以此宣揚反歧視信息。例如：平機會於2017年7月31日為婦女基金會「突破T.E.E.N.才計劃」的青年參加者舉辦了一場講座；以及於2017年10月在香港大學舉辦的平等機會節擺設攤位，以遊戲、展板和講座方式向學生和大學教職員宣傳預防性騷擾等議題。

Through the Community Participation Funding Programme, the EOC leverages the networks of community partners to maximise the reach of education to the public. In 2017/18, the programme subsidised 35 projects that promoted messages of equal opportunities and discrimination prevention with HK\$1,178,686. The organisations which received funding worked towards defending the rights of the protected groups under the anti-discrimination legislation.

The EOC continued to show support for initiatives by organisations to promote anti-discrimination messages. For instance, the EOC hosted a talk for youth participants of The Women Foundation's T.E.E.N. Programme on 31 July 2017, and set up a booth at the Equal Opportunities Festival of The University of Hong Kong in October 2017, promoting topics like sexual harassment to students and staff through games, information displays and talks.



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

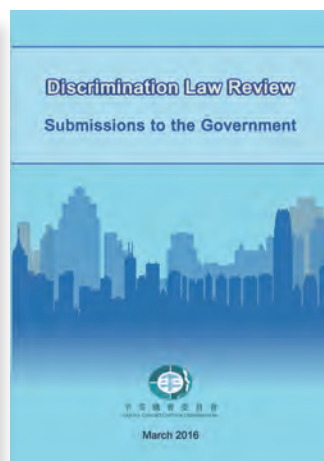
- 保障服務提供者在香港註冊的船舶和飛機上也免受服務使用者的種族騷擾和殘疾騷擾，即使有關船舶和飛機在香港境外；
- 保障會社成員或準成員在《性別歧視條例》及《殘疾歧視條例》下，免受會社管理層的性騷擾和殘疾騷擾；以及
- 廢除《性別歧視條例》、《種族歧視條例》和《家庭崗位歧視條例》中規定，判給間接歧視申索人賠償時須證明有歧視意圖的條文。
- Protect service providers from racial and disability harassment by customers, where the acts happened outside Hong Kong, but on Hong 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：

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:

- 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。
- 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 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.

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。

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.

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。

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

Fostering a Safe and Harassment-free Environment

打擊性騷擾

Combat Sexual Harassment

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：

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:

界別 Sector

平機會工作 Work by the EOC

社福界 Social service



- 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.

策略重點

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.



機構管治

Corporate Governance

問責與透明度

平機會作為公帑資助的法定機構，不單恪守嚴格的機構指引和規定，亦持續致力改善管治，確保管理方式具備透明度。2017/18年度，平機會採取多項措施以履行問責和維持透明度，包括：

- 2017年4月及2018年2月向立法會政制事務委員會介紹平機會的每年工作計劃；
- 於平機會網站內發布平機會管治委員會的會議紀錄，並披露管治委員會及專責小組會議的出席紀錄；及
- 透過不同的途徑及媒介，例如：新聞發布會、平機會網站、社交媒體專頁，還有刊物如平機會期刊《平等點•線•面》和電子通訊等，讓持份者及公眾知悉平機會的最新工作。

財政監控

平機會一直沿用嚴格的內部管控制度，適當的申報機制及程序，致力保持審慎的財政管理。這些制衡措施確保平機會以具效率和符合成本效益的方式運用資源。

辦事處搬遷

為減低租金的開支和扭轉虧蝕的情況，平機會辦公室於2017年11月遷往黃竹坑香葉道41號，會址鄰近港鐵黃竹坑站。

Accountability and Transparency

As a statutory body using public funds, the EOC not only complies with stringent corporate guidelines and regulations, but also continuously strives to improve its governance and manage with transparency. In 2017/18, the EOC undertook a number of measures for upholding accountability and transparency, including:

- Presented the EOC's annual work plan to the Legislative Council Panel on Constitutional Affairs in April 2017 and February 2018;
- Posted minutes of the EOC Board meetings, as well as the attendance records of EOC Board and Committee meetings, on the EOC website; and
- Kept stakeholders and the public informed about its latest work through different channels and mediums, such as media briefings, the EOC website and social media pages, as well as publications such as the EOC journal *Equality Perspectives* and the e-news.

Financial Control

The EOC has all along exercised great care and diligence in managing its finances, with stringent internal control system, appropriate reporting mechanism and proper procedures and processes in place. These checks and balances ensure that the EOC expends its resources in an efficient and value-for-money manner.

Office Relocation

With a view to reducing rental expenses and turning around the deficit situation, the EOC moved its office to 41 Heung Yip Road, Wong Chuk Hang in November 2017, which is in close proximity to the MTR Wong Chuk Hang Station.

機構管治

Corporate Governance

平機會聘用了專業設計暨工程管理顧問公司，負責設立新辦公室，不單要確保裝修工程費用價錢合理，更需符合《設計手冊：暢通無阻的通道2008》的標準。經公開競投後平機會挑選出合適的承辦商進行裝修工程，並獲平機會管治委員會批核通過。有關工程已於2017年10月如期完成，當中包括配合服務使用者和職員的特別需要，安裝合適的無障礙設施。

在2017年11月4至5日正式搬遷前，平機會為職員（包括有殘疾的員工）安排了數次簡介會及參觀；亦進行了室內空氣質素評估，以確保職員的職業安全及服務使用者享有健康的環境。此外，平機會獲港鐵公司協助，設置雙語指示牌，指引訪客從黃竹坑站到新辦公室的路徑。南區區議會和相關政府部門亦改善辦公大樓附近的過路設施，方便服務使用者（特別是乘搭巴士和小巴的服務使用者）可暢通無阻到達平機會。

平機會順利完成搬遷工作，期間為公眾提供的服務並未受到影響。整項搬遷計劃的總支出亦沒有超出預算。

During the preparation stage, a professional design cum project management consultant was engaged to set up the new office that would not only ensure price competitiveness in the fitting-out works, but also comply with the “Design Manual: Barrier Free Access 2008”. Through an open tender exercise, a works contractor was subsequently identified and approved by the EOC Board to carry out the fitting-out works, including the installation of appropriate barrier-free facilities that cater to the specific needs of service users and staff members. The works were completed on schedule in October 2017.

Before the move-in exercise on 4 to 5 November 2017, several rounds of pre-move briefings, and familiarisation visits for staff members (including colleagues with disabilities) were arranged. An indoor air quality assessment was carried out to ensure occupational safety and a healthy environment for both staff members and service users. In addition, the EOC sought the assistance of the MTR Corporation to put in place bilingual directional signage and map directory guiding EOC visitors from MTR Wong Chuk Hang Station to the new office. The Southern District Council and related Government departments also took steps to improve the road-crossing facilities near the EOC’s office premise, so as to enhance the accessibility to EOC visitors, particularly those travelling on buses and mini-buses.

The relocation exercise was completed smoothly and public service was unaffected. The total cost of the entire relocation project was also contained within budget as planned.



服務承諾

平機會制定了一套以回應時間計算的服務標準，以評估及量化服務水平。平機會於2017/18年度在所有主要服務承諾中均達標，部分項目更有出色表現，詳情載於下表。

平機會於2017/18年間的服務承諾

Performance Pledge

The EOC has in place a set of standards, which are expressed generally in terms of responding times, to measure and quantify its performance. In 2017/18, the EOC achieved all the major standards in its performance pledge, excelling in some of the targets. The details are shown in the following table.

EOC's Performance Pledge in 2017/18

		服務表現目標		實際表現	
		Performance target	Actual performance		
		(達標的百分比)	(百分比)	(數字)	
服務標準	(% Meeting standard)	(Percentage)	(Number)		
Service standard					
查詢					
Enquiry					
在辦公時間內回覆電話查詢	即時	95%	100%	總數：	7,912
Answer telephone enquiries during office hours	Immediately			Total:	
				達成：	7,912
				Met:	
				未達成：	0
				Not met:	
接見到辦事處查詢的人士	30分鐘內	95%	100%	總數：	219
Interview a walk-in enquirer at EOC office	Within 30 minutes			Total:	
				達成：	219
				Met:	
				未達成：	0
				Not met:	
回覆複雜的書面查詢	14工作天內	95%	100%	總數：	1,070
Reply to written enquiries on complex issues	Within 14 working days			Total:	
				達成：	1,070
				Met:	
				未達成：	0
				Not met:	

		服務表現目標		實際表現	
		Performance target	Actual performance		
		(達標的百分比)	(百分比)	(數字)	
服務標準	(% Meeting standard)	(Percentage)	(Number)		
Service standard					
投訴					
Complaint					
對書面投訴作出初步回應	3工作天內	100%	100%	總數：	710
Initiate action on a written complaint	Within 3 working days			Total:	
				達成：	710
				Met:	
				未達成：	0
				Not met:	
經預約安排，接見有意提出投訴的人士	5工作天內	95%	100%	總數：	1
Interview a prospective complainant	Within 5 working days			Total:	
asking for an appointment				達成：	1
				Met:	
				未達成：	0
				Not met:	
完成處理投訴個案	6個月內	75%	83%	總數：	542
Conclude a complaint case	Within 6 months			Total:	
				達成：	451
				Met:	
				未達成：	91
				Not met:	
法律協助					
Legal assistance					
審批法律協助的申請並回覆申請者	3個月內	85%	100%	總數：	41
Make a decision and inform an applicant	Within 3 months			Total:	
of the outcome of application for legal				達成：	41
assistance				Met:	
				未達成：	0
				Not met:	

	服務表現目標		實際表現	
		Performance target	Actual performance	
	服務標準 Service standard	(達標的百分比) (% Meeting standard)	(百分比) (Percentage)	(數字) (Number)
公眾教育及宣傳 Public education and promotion				
安排有關平等機會課程及法例的講座 Meet requests for talks on equal opportunity issues and legislation	6個星期內 Within 6 weeks	95%	100%	總數：397 Total: 397 達成：397 Met: 397 未達成：0 Not met: 0
處理市民以郵寄或傳真方式索取平機會刊物 Meet requests by mail or fax for EOC publications	3工作天內 Within 3 working days	95%	100%	總數：131 Total: 131 達成：131 Met: 131 未達成：0 Not met: 0
回應團體探訪要求 Meet requests for guided group visits	5工作天內 Within 5 working days	95%	100%	總數：15 Total: 15 達成：15 Met: 15 未達成：0 Not met: 0
舉辦主要宣傳活動 Convene major promotional events	12個月內 Within 12 months	80 activities	100%	總數：118* Total: 118* 達成：118* Met: 118* 未達成：0 Not met: 0
參加者對平機會舉辦的培訓服務感到滿意 Participants satisfied with the training services provided by the EOC	滿意 Satisfactory	80%	99.6%	總數：10,246 Total: 10,200 達成：10,200 Met: 10,200 未達成：46 Not met: 46

*註： 2017年4月1日至2018年3月31日舉辦的實際活動數目為118項。

*Note: The actual number of activities convened from 1 April 2017 to 31 March 2018 is 118.

提升服務

電話錄音系統

平機會於年度內制定方案，為處理公眾來電查詢及投訴的前線職員引入自動電話錄音系統，其主要目的為提高服務質素，保障平機會職員與外界人士通電話時免受不被接受、騷擾、威嚇或猥褻的言辭攻擊，以及協助平機會處理涉及外界人士與平機會及／或其職員的投訴或糾紛。為有助電話錄音系統於2018年5月開始運作，平機會已制訂相關的政策和程序，並安排職員參加培訓課程。

程序檢討

平機會於2017/18年度展開管治與管理架構的檢討，重點評估於2015年引入的管理架構的效益。

此外，平機會又展開處理投訴程序的檢討，評估現時的程序是否最有效和最能充分發揮平機會的法定職能及角色，並考慮服務使用者、立法會議員、非政府機構及社會大眾的意見。檢討亦涵蓋投訴事務科與法律服務科的組織架構。

兩個檢討的進度都良好，預料可於2018年年底完成檢討報告。

與持份者接觸

平機會於年內持續與社區組織、學者及非政府組織保持聯繫，建立夥伴關係。主席及平機會職員除了與不同社區組織及非政府組織會面，交流意見及聽取他們對平等機會議題的建議，還出席了多項社區活動。平機會亦繼續與各國駐港外交人員、內地及海外機構和官員進行對話及交流。

Enhancement to Services

Telephone Recording System

During the year in review, the EOC made plans to introduce an automated telephone recording system for frontline staff members who handle public enquiries and complaints made through telephone calls. The main purposes of the system are to enhance service quality, protect both external parties and EOC staff from unwelcomed, harassing, threatening or obscene words or language in calls, and enable the EOC to deal with situations involving disputes or complaints from external parties against the EOC and/or its staff. To facilitate the implementation of the telephone recording system in May 2018, the EOC developed a policy and procedures on telephone recording, and arranged training sessions for staff members.

Process Review

In 2017/18, the EOC embarked on a review of its governance and management structure. The focus of the review is to assess the effectiveness of the EOC management structure introduced in 2015.

In addition, the EOC initiated a review of its complaint-handling process to assess whether the current procedures are the most efficient and effective in fulfilling the EOC's statutory role and functions, taking into account feedback received from service users, legislative councillors, NGOs and the community. The review also covers the organisation of the Complaint Services Division and the Legal Service Division.

Both reviews were in good progress, and a review report is expected by the end of 2018.

Stakeholder Engagement

The EOC continued to engage and build rapport with community groups, the academia and NGOs during the year. The Chairperson and EOC staff had meetings with different community groups and NGOs to exchange views and hear their suggestions on equal opportunities issues, and attended several community events and functions. Dialogue and exchange were also maintained with the consular communities, and Mainland and international organisations and officials.

我們的團隊

Our Team

平機會致力為員工提供平等機會去學習、發揮及展現自己的潛能。機構制定了全面政策，以確保工作間多元共融，員工在關愛友善的環境下工作。

The EOC endeavours to provide staff with equal opportunities to learn, thrive, and realise their potential. In particular, the EOC has developed comprehensive policies to ensure workplace diversity and a caring and friendly work environment.

多重內部溝通平台

截至2018年3月31日，平機會的員工數目為97人。為了促進內部及各部門間的溝通，方便員工交流意見及觀點，平機會設立了不同平台及途徑，包括：討論涉及員工福利事宜的**員工諮詢小組**；負責在平機會內制定、檢討及推行平等機會政策和措施的**平等機會專責小組**；及由新入職員工與其他員工組成的**初入職員工智庫**。

Multiple Internal Communication Platforms

As of 31 March 2018, the number of staff of the EOC reached 97. Various platforms and channels have been set up to facilitate internal, cross-team communications and promote exchange of ideas and opinions. These include: the **Staff Consultative Group** for addressing matters of interest to staff, the **EO Committee** for developing, reviewing and implementing equal opportunity policies and practices within the EOC, and the **Junior Think Tank** comprising newly joined and other staff members.

平機會定期以簡介會、電郵、內聯網及其他方式讓員工掌握機構的最新動向。內聯網更是一站式資訊平台，提供有用資料，例如：平機會政策及《人力資源手冊》、員工活動及人事變動的最新消息；員工亦可處理不同行政事宜如申請休假及進行工作表現評估。

Staff members are also updated regularly via briefings, emails, the Intranet and other means on the work of the EOC. In particular, the Intranet is a one-stop portal where staff members can obtain useful information, such as the EOC's policies and HR Manual, get updates on the latest staff activities and personnel movements, and complete various administrative procedures, such as applying for leave and conducting performance appraisals.

員工培訓、發展及進修機會

在2017/18年度，平機會為不同部門及職級的員工提供了內部及外間培訓和發展的機會。平機會舉辦了各類的員工內部培訓及發展課程和經驗分享會，出席人數達302人次，當中包括：

Staff Training, Development and Learning Opportunities

In 2017/18, both in-house and external training and development opportunities were provided for staff of different ranks and responsibilities. For the former, 302 attendances were recorded in staff training and development programmes and experience-sharing sessions. These included:

- 處理調停程序的「進階調停技巧工作坊」；
- 處理調停程序的「進階調停技巧工作坊」；
- 兩個分別教授如何處理不同服務使用者及有情緒及／或精神問題的服務使用者的工作坊；
- an advanced conciliation skills workshop for managing the conciliation process;
- two workshops on skills of handling different service users and service users with emotional and/or psychotic issues;

我們的團隊

Our Team

- 由一名身兼《道歉條例》工作小組成員的執業律師主講「《道歉條例》與平機會的工作有何關連？」講座；
- 由一名教育心理學家主講「自閉症」講座，講解自閉症人士所面對的挑戰；
- 由有伊斯蘭背景的講者主講有關伊斯蘭信仰及文化的講座；及
- 由一位身兼冒險家、作家及勵志演講家的講者分享如何面對個人挑戰和提升個人效能的體驗。
- a talk on “Apology Ordinance — How is it relevant to the work of the EOC?” by a practising solicitor, who is also a member of the Working Group on Apology Legislation;
- a talk on autism and challenges faced by autistic persons by an educational psychologist;
- a talk on Islamic faith and culture by speakers with Islamic background; and
- a sharing session on embracing challenges and personal effectiveness by a motivational speaker who is also an adventurer and an author.

為提升員工的專業技能，凡獲平機會推薦或自發參與由外間機構舉辦、與工作有關的培訓課程之員工，均可獲得全額或部分學費資助。獲資助的外間培訓課程包括：由香港科技大學舉辦的領導發展課程、由不同機構舉辦的客戶服務溝通工作坊以及相關主題的會議和討論會、調解技巧培訓及其他如法律課程等專業課程。

Staff members were sponsored on a full or partial reimbursement basis to attend EOC-initiated or self-initiated job-related training programmes for enhancing their professional skills. The external training programmes sponsored included: leadership development programme run by The Hong Kong University of Science and Technology, customer service communication workshops, conferences and summits on relevant themes organised by various organisations, mediation skills training and other professional programmes such as legal courses.



我們的團隊

Our Team

員工支援計劃

平機會年內繼續外聘顧問為員工提供支援計劃，以協助員工實踐工作與生活平衡及取得身心健康。支援計劃設有24小時熱線，提供專業輔導服務及學習資源，亦安排每季的健康管理工作坊，題材環繞健康生活方式和心理健康。例如：「睛」明一族、中醫藥食療與情緒健康、頸及背部護理及輕鬆對抗「三高」。

Employee Assistance Programme

The EOC continued to engage an external consultant to operate an employee assistance programme for staff members to help them achieve work-life balance and better mental health. The programme includes a 24-hour hotline, which provides free professional counselling services and learning resources. Under the programme, quarterly health management workshops on healthy lifestyles and mental health topics were arranged for staff, such as Care for Your Eyes, Chinese Medical and Emotional Health, Back and Neck Care and Fighting with 3 Highs.

員工活動

為激勵員工士氣及加強員工在日常工作以外保持聯繫，平機會積極舉辦不同活動，包括2017年12月的員工旅行及2018年2月的年度員工聚餐。

Staff Activities

To foster team spirit and enhance staff communication outside the daily work routines, various activities were organised through the year, including a staff outing in December 2017 and an annual staff gathering in February 2018.



我們的團隊

Our Team

服務社區

平機會大力支持員工參與義工服務，在2017年，平機會義工和一眾親友服務社區逾1,500小時。

平機會其中一項恆常義工活動是每月一次探訪嚴重智障學生及帶他們外遊。於2017/18年度，平機會的義工團隊陪同學生乘坐渡輪，近距離飽覽維港景色，並協助他們完成商場購物任務、賣旗及其他活動。

平機會亦參加了非政府機構舉辦的不同籌款活動，包括曲奇義賣和「無障行者」，透過體驗式的比賽，倡議締造一個無障礙的共融社會。另外，平機會也是「盲人觀星傷健營」的長期支持者，這項義工活動旨在推廣傷健共融。自2011年起，平機會義工已一直參與有關活動，並設計各式遊戲，向參加者宣揚多元共融的信息。

Giving to the Community

The EOC strongly supports employees to participate in volunteering. In the calendar year of 2017, the EOC volunteers, joined by their families and friends, performed over 1,500 hours of service to the community.

Monthly outing with students with severe mental disabilities has been one of the EOC's regular volunteering activities. In 2017/18, the EOC volunteer team accompanied the students in a ferry ride for an up-close view of the Victoria Harbour, and assisted them in performing shopping tasks in malls, flag-selling and other activities.

The EOC also took part in various fundraising activities of NGOs, including cookies-selling and Barrier Busters, an experiential race advocating a barrier-free and inclusive society for all. In addition, the EOC is a long-term supporter of the "Stargaze Camp for All and the Blind", a volunteer movement aiming to promote inclusiveness and integration of people with disabilities into society. Since 2011, the EOC volunteers have been taking part in the movement and organising activities to promulgate inclusive messages to the participants of this annual camping event.



環保措施

平機會致力為環保出一分力，如響應政府推出的「室內溫度節能約章」，維持辦公室合適室溫；實行多項減費和推廣循環再用的措施；又向本地慈善機構捐贈可再用的物資。

Environmental Protection Measures

The EOC strives to maintain operational standards and practices that protect the environment, such as the Energy Saving Charter on Indoor Temperature launched by the Government. The Commission has been exercising a number of measures to reduce waste, collect recyclable materials and donate reusable items to local charities.



財務報告

Financial Statements

平等機會委員會
截至二零一八年
三月三十一日止
財政年度的財務報表

獨立核數師報告
致平等機會委員會
全體大會

(依據《性別歧視條例》在香港成立)

Equal Opportunities Commission
Financial Statements
for the year ended 31 March 2018

Independent auditor's report to
the Board of Commission Members of
Equal Opportunities Commission

(Established in Hong Kong pursuant to the Sex Discrimination Ordinance)

意見

本核數師(以下簡稱「我們」)已審計列載於第98至第126頁平等機會委員會(以下簡稱「委員會」)的財務報表，此財務報表包括於二零一八年三月三十一日的資產負債表，截至該日止年度的收支結算表、全面收益表、資金變動表和現金流量表，以及財務報表附註，包括主要會計政策概要。

我們認為，該等財務報表已根據香港會計師公會頒布的《香港財務報告準則》真實而中肯地反映委員會於二零一八年三月三十一日的財政狀況及截至該日止年度的財務表現及現金流量。

Opinion

We have audited the financial statements of Equal Opportunities Commission ("the Commission") set out on pages 98 to 126, which comprise the statement of assets and liabilities as at 31 March 2018, the statement of income and expenditure, the statement of comprehensive income, the statement of changes in funds and the cash flow statement for the year then ended and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements give a true and fair view of the financial position of the Commission as at 31 March 2018 and of its financial performance and its cash flows for the year then ended in accordance with Hong Kong Financial Reporting Standards ("HKFRSs") issued by the Hong Kong Institute of Certified Public Accountants ("HKICPA").

意見的基礎

我們已根據香港會計師公會頒布的《香港審計準則》進行審計。我們在該等準則下承擔的責任已在本報告「核數師就審計財務報表承擔的責任」部分中作進一步闡述。根據香港會計師公會頒布的《專業會計師道德守則》(以下簡稱「守則」)，我們獨立於委員會，並已履行守則中的其他專業道德責任。我們相信，我們所獲得的審計憑證能充足及適當地為我們的審計意見提供基礎。

Basis for opinion

We conducted our audit in accordance with Hong Kong Standards on Auditing ("HKSA") issued by the HKICPA. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the Commission in accordance with the HKICPA's *Code of Ethics for Professional Accountants* ("the Code") and we have fulfilled our other ethical responsibilities in accordance with the Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

財務報告

Financial Statements

財務報表及其核數師報告以外的信息

委員會需對其他信息負責。其他信息包括刊載於年報內的全部信息，但不包括財務報表及我們的核數師報告。

我們對財務報表的意見並不涵蓋其他信息，我們亦不對該等其他信息發表任何形式的鑒證結論。

結合我們對財務報表的審計，我們的責任是閱讀其他信息，在此過程中，考慮其他信息是否與財務報表或我們在審計過程中所了解的情況存在重大抵觸或者似乎存在重大錯誤陳述的情況。

基於我們已執行的工作，如果我們認為其他信息存在重大錯誤陳述，我們需要報告該事實。在這方面，我們沒有任何報告。

委員會就財務報表須承擔的責任

委員會須負責根據香港會計師公會頒佈的《香港財務報告準則》擬備真實而中肯的財務報表，並對其認為為使財務報表的擬備不存在由於欺詐或錯誤而導致的重大錯誤陳述所必需的內部控制負責。

在擬備財務報表時，委員會負責評估委員會持續經營的能力，並在適用情況下披露與持續經營有關的事項，以及使用持續經營為會計基礎，除非委員會有意將委員會清盤或停止經營，或別無其他實際的替代方案。

Information other than the financial statements and auditor's report thereon

The Commission is responsible for the other information. The other information comprises all the information included in the annual report, other than the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Commission for the financial statements

The Commission is responsible for the preparation of the financial statements that give a true and fair view in accordance with HKFRSs issued by the HKICPA and for such internal control as the Commission determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Commission is responsible for assessing the Commission's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Commission either intends to liquidate the Commission or to cease operations, or has no realistic alternative but to do so.

核數師就審計財務報表承擔的責任

我們的目標，是對財務報表整體是否存在由於欺詐或錯誤而導致的重大錯誤陳述取得合理保證，並出具包括我們意見的核數師報告。我們是按照雙方同意的受聘條款，僅向委員會報告。除此以外，我們的報告不可用作其他用途。我們概不就本報告的內容，對任何其他人士負責或承擔法律責任。

合理保證是高水平的保證，但不能保證按照《香港審計準則》進行的審計，在某一重大錯誤陳述存在時總能發現。錯誤陳述可以由欺詐或錯誤引起，如果合理預期它們單獨或滙總起來可能影響財務報表使用者依賴帳項所作出的經濟決定，則有關的錯誤陳述可被視作重大。

在根據《香港審計準則》進行審計的過程中，我們運用了專業判斷，保持了專業懷疑態度。我們亦：

- 識別和評估由於欺詐或錯誤而導致財務報表存在重大錯誤陳述的風險，設計及執行審計程序以應對這些風險，以及獲取充足和適當的審計憑證，作為我們意見的基礎。由於欺詐可能涉及串謀、偽造、蓄意遺漏、虛假陳述，或凌駕於內部控制之上，因此未能發現因欺詐而導致的重大錯誤陳述的風險高於未能發現因錯誤而導致的重大錯誤陳述的風險。
- 了解與審計相關的內部控制，以設計適當的審計程序，但目的並非對委員會內部控制的有效性發表意見。

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. This report is made solely to you, as a body, in accordance with our agreed terms of engagement, and for no other purpose. We do not assume responsibility towards or accept liability to any other person for the contents of this report.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with HKSAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with HKSAs, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of the Commission's internal control.

財務報告

Financial Statements

- 評價委員會所採用會計政策的恰當性及作出會計估計和相關披露的合理性。
- 對委員會採用持續經營會計基礎的恰當性作出結論。根據所獲取的審計憑證，確定是否存在與事項或情況有關的重大不確定性，從而可能導致對委員會的持續經營能力產生重大疑慮。如果我們認為存在重大不確定性，則有必要在核數師報告中提請使用者注意財務報表中的相關披露。假若有關的披露不足，則我們應當發表非無保留意見。我們的結論是基於核數師報告日止所取得的審計憑證。然而，未來事項或情況可能導致委員會不能持續經營。
- 評價財務報表的整體列報方式、結構和內容，包括披露，以及財務報表是否中肯反映交易和事項。
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Commission.
- Conclude on the appropriateness of the Commission's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Commission's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Commission to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

除其他事項外，我們與委員會溝通了計劃的審計範圍、時間安排、重大審計發現等，包括我們在審計中識別出內部控制的任何重大缺陷。

We communicate with the Commission regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

畢馬威會計師事務所

執業會計師

香港中環

遮打道10號

太子大廈8樓

二零一八年九月十四日

KPMG

Certified Public Accountants

8th Floor, Prince's Building

10 Chater Road

Central, Hong Kong

14 September 2018

財務報告

Financial Statements

收支結算表
截至二零一八年
三月三十一日止財政年度
(所有數額均以港元為單位)

Statement of income and expenditure
for the year ended 31 March 2018
(Expressed in Hong Kong dollars)

		附註 Note	2018	2017
收入	Income			
政府補助	Government subventions	3	112,663,157	109,908,931
其他收入	Other income		3,721,090	2,602,063
			116,384,247	112,510,994
支出	Expenditure			
職員薪酬	Staff salaries		72,147,532	68,162,963
職員約滿酬金、其他福利及津貼	Staff gratuity, other benefits and allowances		22,510,803	21,745,342
強積金供款	Mandatory provident fund contributions		1,621,318	1,550,580
未使用年假的準備之增加	Increase in provision for unutilised annual leave		123,368	258,618
法律費用	Legal fees		841,875	1,022,122
宣傳及公眾教育支出	Publicity and public education expenses		5,856,348	3,312,202
研究計劃	Research projects		1,344,306	924,954
涉及辦公室物業的營運租賃租金	Operating lease rentals in respect of office premises		15,114,292	14,195,635
清理物業、機器及設備的虧損	Loss on disposal of property, plant and equipment		130	—
折舊	Depreciation	4	1,925,071	1,334,148
外訪及會議	Overseas visits and conferences		(3,283)	(8,604)
職員本地培訓	Staff local training		333,522	277,717
核數師酬金	Auditor's remuneration		95,700	92,900
搬遷辦公室費用	Office relocation expenses		1,642,811	—
其他經營費用	Other operating expenses		2,413,584	2,512,002
			125,967,377	115,380,579
財政年度虧損	Deficit for the year	10	(9,583,130)	(2,869,585)

第103至126頁之附註為本財務報表的一部分。

The notes on pages 103 to 126 form part of these financial statements.

財務報告

Financial Statements

全面收益表 截至二零一八年 三月三十一日止財政年度 (所有數額均以港元為單位)

委員會於任一所呈列的年度期間，除「財政年度虧損」以外便沒有全面收益的組成項目。因此，委員會於兩個年度期間均沒有分開呈列全面收益表，委員會的「全面收入總額」和「財政年度虧損」相同。

Statement of comprehensive income for the year ended 31 March 2018

(Expressed in Hong Kong dollars)

The Commission had no components of comprehensive income other than “deficit for the year” in either of the years presented. Accordingly, no separate statement of comprehensive income is presented as the Commission’s “total comprehensive income” was the same as the “deficit for the year” in both years.

財務報告

Financial Statements

資產負債表

於二零一八年三月三十一日

(所有數額均以港元為單位)

Statement of assets and liabilities

as at 31 March 2018

(Expressed in Hong Kong dollars)

		附註 Note	2018	2017
資產	ASSETS			
非流動資產	Non-current asset			
物業、機器及設備	Property, plant and equipment	4	13,012,743	2,135,836
流動資產	Current assets			
應收政府的未使用年假補助	Unutilised annual leave subventions receivable from the Government		3,554,539	3,431,171
其他應收帳款、按金及預付款項	Other receivables, deposits and prepayments	5	2,857,466	6,164,112
存款期超過3個月的銀行存款	Bank deposits with original maturity over three months		21,107,462	26,095,630
現金及現金等價物	Cash and cash equivalents	6	9,447,311	16,621,850
			36,966,778	52,312,763
總資產	Total assets		49,979,521	54,448,599
負債	LIABILITIES			
非流動負債	Non-current liabilities			
職員約滿酬金的準備	Provision for staff gratuity	8	5,705,844	6,587,341
預收政府補助	Government subventions received in advance	3	98,578	378,165
資本補助基金	Capital subvention fund	7	7,631,874	510,477
			13,436,296	7,475,983
流動負債	Current liabilities			
職員約滿酬金的準備	Provision for staff gratuity	8	8,087,542	9,500,155
未使用年假的準備	Provision for unutilised annual leave		3,554,539	3,431,171
預收政府補助	Government subventions received in advance	3	6,309,517	6,567,919
其他應付帳項及應計費用	Other payables and accruals	9	5,041,615	5,731,032
資本補助基金	Capital subvention fund	7	4,119,404	2,728,601
			27,112,617	27,958,878
總負債	Total liabilities		40,548,913	35,434,861
基金	FUNDS			
儲備	Reserves	10	9,430,608	19,013,738
總基金	Total funds		9,430,608	19,013,738
總基金及負債	Total funds and liabilities		49,979,521	54,448,599

於2018年9月14日批准並授權公布本財務報表。

Approved and authorised for issue on 14 September 2018 by

陳章明教授
Professor Alfred CHAN Cheung-ming
委員會主席
Chairperson of the Commission

李國麟教授
Professor Hon Joseph LEE Kok-long
行政及財務專責小組召集人
Convenor of the Administration and Finance Committee

鄧伊珊小姐
Miss Kerrie TENG
高級會計經理
Senior Accounting Manager

第103至126頁之附註為本財務報表的一部份。

The notes on pages 103 to 126 form part of these financial statements.

財務報告

Financial Statements

資金變動表
截至二零一八年
三月三十一日止財政年度
(所有數額均以港元為單位)

Statement of changes in funds
for the year ended 31 March 2018
(Expressed in Hong Kong dollars)

		收支結算表 Statement of income and expenditure	儲備 Reserves (附註10) (note 10)	總數 Total
於2016年4月1日之結餘	Balance at 1 April 2016	–	21,883,323	21,883,323
2016/2017年度資金變動：	Changes in funds for 2016/2017:			
財政年度虧損及全面收入 總額	Deficit and total comprehensive income for the year	(2,869,585)	–	(2,869,585)
轉撥	Transfer	2,869,585	(2,869,585)	–
於2017年3月31日及 2017年4月1日之結餘	Balance at 31 March 2017 and 1 April 2017	–	19,013,738	19,013,738
2017/2018年度資金變動：	Changes in funds for 2017/2018:			
財政年度虧損及全面收入 總額	Deficit and total comprehensive income for the year	(9,583,130)	–	(9,583,130)
轉撥	Transfer	9,583,130	(9,583,130)	–
於2018年3月31日之結餘	Balance at 31 March 2018	–	9,430,608	9,430,608

第103至126頁之附註為本財務報表的一部分。

The notes on pages 103 to 126 form part of these financial statements.

財務報告

Financial Statements

現金流量表
截至二零一八年
三月三十一日止財政年度
(所有數額均以港元為單位)

Cash flow statement
for the year ended 31 March 2018
(Expressed in Hong Kong dollars)

	附註 Note	2018	2017
營運活動			
財政年度虧損		(9,583,130)	(2,869,585)
調整：			
折舊	4	1,925,071	1,334,148
清理物業、機器及設備的虧損		130	—
利息收入		(242,286)	(377,063)
營運資金變動前經營虧損		(7,900,215)	(1,912,500)
應收政府的未使用年假補助之增加	3	(123,368)	(258,618)
其他應收帳款、按金及預付款項之減少／(增加)		3,230,879	(292,254)
其他應付帳項及應計費用之減少		(689,417)	(3,317,525)
職員約滿酬金的準備之(減少)／增加		(2,294,110)	6,086,327
未使用年假的準備之增加		123,368	258,618
預收政府補助之減少	3	(537,989)	(2,284,937)
資本補助基金之增加	3	8,512,200	1,853,904
營運活動所產生的現金淨額		321,348	133,015
投資活動			
已收利息		318,053	372,627
存款期超過3個月的銀行存款之減少／(增加)		4,988,168	(2,585,104)
購置物業、機器及設備		(12,802,108)	(958,506)
投資活動耗用之現金淨額		(7,495,887)	(3,170,983)
現金及現金等價物之減少		(7,174,539)	(3,037,968)
年初之現金及現金等價物		16,621,850	19,659,818
年末之現金及現金等價物	6	9,447,311	16,621,850

第103至126頁之附註為本財務報表的一部分。

The notes on pages 103 to 126 form part of these financial statements.

財務報表附註

(所有數額均以港元為單位)

Notes to the financial statements

(Expressed in Hong Kong dollars)

1 背景

平等機會委員會(「委員會」)是一個法定機構，於一九九六年成立，負責執行《性別歧視條例》、《殘疾歧視條例》、《家庭崗位歧視條例》及《種族歧視條例》。委員會致力消除基於性別、婚姻狀況、懷孕、殘疾、家庭崗位及種族而產生的歧視。此外，委員會亦致力消除性騷擾及基於殘疾及種族的騷擾及中傷行為，並促進男女之間、傷健之間、不同家庭崗位及不同種族人士之間的平等機會。

委員會是按法例在香港成立，辦事處註冊地址為香港黃竹坑香葉道41號16樓。

Background

Equal Opportunities Commission (“the Commission”) is a statutory body set up in 1996 to implement the Sex Discrimination Ordinance, the Disability Discrimination Ordinance, the Family Status Discrimination Ordinance and the Race Discrimination Ordinance. The Commission works towards the elimination of discrimination on the grounds of sex, marital status, pregnancy, disability, family status and race. The Commission also aims to eliminate sexual harassment, and harassment and vilification on the grounds of disability and race, and promote equality of opportunities between men and women, between persons with and without a disability and irrespective of family status and race.

The Commission is established by statute in Hong Kong. The address of its registered office is 16/F, 41 Heung Yip Road, Wong Chuk Hang, Hong Kong.

2 主要會計政策

(a) 遵例聲明

本財務報表乃根據香港會計師公會頒佈所有適用的《香港財務報告準則》(此統稱包括適用的個別《香港財務報告準則》、《香港會計準則》及詮釋)，以及香港公認會計原則而編製。委員會採納的主要會計政策如下披露。

Significant accounting policies

(a) Statement of compliance

These financial statements have been prepared in accordance with all applicable Hong Kong Financial Reporting Standards (“HKFRSs”), which collective term includes all applicable individual Hong Kong Financial Reporting Standards, Hong Kong Accounting Standards (“HKASs”) and Interpretations issued by the Hong Kong Institute of Certified Public Accountants (“HKICPA”) and accounting principles generally accepted in Hong Kong. Significant accounting policies adopted by the Commission are disclosed below.

2 主要會計政策(續)

(a) 遵例聲明(續)

香港會計師公會已頒佈數項新增及經修訂的《香港財務報告準則》，並於本年度委員會的會計期間首次生效或可供提早採用。該等發展對委員會當前或過往期間已編製或列報的營運及財務狀況並無實質影響，而委員會亦沒有採納任何在當前的會計年度尚未生效的新準則或詮釋。

(b) 財務報表編製基準

本財務報表是以歷史成本作為計量基準而編製的。

在編製符合香港財務報告準則的財務報表時，管理層需要作出影響會計政策的應用及資產、負債、收入和支出的呈報數額的判斷、估計和假設。這些估計和相關假設是根據過往經驗及管理層因應當時情況下乃屬合理的各項其他因素為基礎而作出，所得結果乃構成管理層就目前未能從其他資料來源即時得知資產及負債帳面值時所作出判斷的基礎。實際的結果可能與這些估計有差異。

管理層會不斷修訂各項估計及相關假設。如果會計估計的修訂僅影響某一期間，則該修訂會在該期間內確認入賬，或如果會計估計的修訂同時影響當前及未來期間，則該修訂會在修訂期間及未來期間內確認入賬。

Significant accounting policies (continued)

(a) Statement of compliance (continued)

The HKICPA has issued certain new and revised HKFRSs that are first effective or available for early adoption for the current accounting period of the Commission. None of these developments have had a material effect on how the Commission's results and financial position for the current or prior periods have been prepared or presented. The Commission has not applied any new standard or interpretation that is not yet effective for the current accounting period.

(b) Basis of preparation of the financial statements

The measurement basis used in the preparation of the financial statements is the historical cost basis.

The preparation of financial statements in conformity with HKFRSs requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets, liabilities, income and expenditure. The estimates and associated assumptions are based on historical experience and various other factors that are believed to be reasonable under the circumstances, the results of which form the basis of making the judgements about carrying values of assets and liabilities that are not readily apparent from other sources. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

2 主要會計政策(續)

(c) 物業、機器及設備

物業、機器及設備是以成本減去累計折舊及減值虧損後列帳。

折舊是在扣減物業、機器及設備的預計剩餘價值(如有)後，按預計可用年限以直線法沖銷其成本，計算方法如下：

– 租賃物業裝修	租賃期或六年 (以較短者為準)
– 辦公室傢俬及設備	分別為五年及三年
– 汽車	七年
– 電腦軟件	三至五年
– 電腦硬件	四至五年
– 視聽及即時傳譯系統	六年

資產的可使用年限及其剩餘價值(如有)會每年檢討。

Significant accounting policies (continued)

(c) Property, plant and equipment

Property, plant and equipment are stated at cost less accumulated depreciation and impairment losses.

Depreciation is calculated to write off the cost of items of property, plant and equipment, less their estimated residual value, if any, using the straight-line method over their estimated useful lives as follows:

– Leasehold improvements	The shorter of the lease term and 6 years
– Office furniture and equipment	5 and 3 years respectively
– Motor vehicles	7 years
– Computer software	3 to 5 years
– Computer hardware	4 to 5 years
– Audio & visual and simultaneous interpretation system	6 years

Both the useful life of an asset and its residual value, if any, are reviewed annually.

2 主要會計政策(續)

(c) 物業、機器及設備(續)

委員會在每個匯報期間終結時審閱物業、機器及設備的帳面金額，以確定有否減值跡象。減值虧損只限於當資產或所附屬的現金產生單位的帳面金額超過可收回金額時在收支結算表內確認。資產或所附屬的現金產生單位的可收回金額是其公允價值減清理費用與使用值兩者中的較高額。在評估使用值時，估計未來現金流量會按折讓率折讓至現值，而該折讓率應反映市場當時所評估的貨幣時間價值和該資產的獨有風險。假如用以釐定可收回數額的估計基準出現利好的變化，有關的減值虧損便會撥回。

報廢或出售任何物業、機器及設備所產生的損益以出售所得淨額與資產的帳面金額之間的差額釐定，並於報廢或出售日在收支結算表內確認入賬。

(d) 營運租賃

凡擁有權所涉及的風險及利益大部分由租賃人承擔的租賃，均作為營運租賃入賬。根據營運租賃所支付的費用，在扣除收到租賃人提供的任何優惠之後，以直線法按租賃期在會計期間在收支結算表中進行攤銷。

Significant accounting policies (continued)

(c) Property, plant and equipment (continued)

The carrying amounts of property, plant and equipment are reviewed for indications of impairment at the end of each reporting period. An impairment loss is recognised in the statement of income and expenditure if the carrying amount of an asset, or the cash-generating unit to which it belongs, exceed its recoverable amount. The recoverable amount of an asset, or of the cash-generating unit to which it belongs, is the greater of its fair value less costs of disposal and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a discount rate that reflects current market assessments of the time value of money and the risks specific to the assets. An impairment loss is reversed if there has been a favourable change in the estimates used to determine the recoverable amount.

Gains or losses arising from the retirement or disposal of an item of property, plant and equipment are determined as the difference between the net disposal proceeds and the carrying amount of the item and are recognised in the statement of income and expenditure on the date of retirement or disposal.

(d) Operating leases

Leases where substantially all the risks and rewards of ownership of assets remain with the lessor are accounted for as operating leases. Payments made under operating leases net of any incentives received from the lessor are charged to the statement of income and expenditure on a straight-line basis over the accounting periods covered by the lease term.

2 主要會計政策(續)

(e) 其他應收帳款

其他應收帳款初值按公允價值確認及隨後採用實際利率法按攤銷成本減呆帳減值作出的撥備列帳。

呆壞帳的減值虧損於有客觀因素導致有減值證據時確認，按金融資產的帳面價值與(若貼現的影響重大)根據資產的原有實際利率貼現的預期未來現金流量之間的差額計算。客觀的減值證據包括委員會注意到影響資產的預計未來現金流量的事件，如債務人出現重大財務困難的可觀察數據。

可收回性被視為可疑，但並非完全沒有可能的應收帳項，委員會採用準備帳來記錄減值虧損。當委員會認為收回的可能性極低時，被視為不可收回的金額便會直接沖銷應收帳款，與該債務有關而在準備帳內記錄的相關數額也會轉回。其後收回早前計入準備帳的數額及其後收回早前直接沖銷的數額會在收支結算表內確認。

(f) 其他應付帳項及應計費用

其他應付帳項及應計費用初值按公允價值確認，其後按攤銷成本列帳；除非在貼現的影響非常微小時，則按成本列帳。

Significant accounting policies (continued)

(e) Other receivables

Other receivables are initially recognised at fair value and thereafter stated at amortised cost using the effective interest method, less allowance for impairment of doubtful debts.

Impairment losses for bad and doubtful debts are recognised when there is objective evidence of impairment and are measured as the difference between the carrying amount of the financial asset and the estimated future cash flows, discounted at the asset's original effective interest rate where the effect of discounting is material. Objective evidence of impairment includes observable data that come to the attention of the Commission about events that have an impact on the asset's estimated future cash flows such as significant financial difficulty of the debtor.

Impairment losses for other receivables whose recovery is considered doubtful but not remote are recorded using an allowance account. When the Commission is satisfied that recovery is remote, the amount considered irrecoverable is written off against the receivable directly and any amounts held in the allowance account relating to that debt are reversed. Subsequent recoveries of amounts previously charged to the allowance account and subsequent recoveries of amounts previously written off directly are recognised in the statement of income and expenditure.

(f) Other payables and accruals

Other payables and accruals are initially recognised at fair value and subsequently stated at amortised cost unless the effect of discounting would be immaterial, in which case they are stated at cost.

2 主要會計政策(續)

(g) 現金及現金等價物

現金及現金等價物包括銀行存款及現金、存放於銀行及其他財務機構的活期存款，及短期和高流動性的投資，此等投資可隨時換算為已知的、價值變動方面的風險不大，及於購入後三個月內到期的現金額。

(h) 僱員福利

(i) 僱員假期及約滿酬金享有權

僱員應享有的年假及約滿酬金於確立時確認。截至年結日止，因僱員已提供服務而產生的未放年假及約滿酬金已撥出準備。

僱員應享有的病假、分娩假及侍產假於放假時才確認。

(ii) 退休金責任

委員會已在香港成立一個強制性公積金計劃(「計劃」)。該計劃之資產分開存放於信託人管理之基金內。委員會支付供款後便沒有進一步的付款責任。當供款到期時確認為僱員福利。只有能確定現金退款或將來付款的減少時，預繳的供款才可確認為資產。

Significant accounting policies (continued)

(g) Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and in hand, demand deposits with banks and other financial institutions, and short-term, highly liquid investments that are readily convertible into known amounts of cash and which are subject to an insignificant risk of changes in value, having been within three months of maturity at acquisition.

(h) Employee benefits

(i) *Employee leave and gratuity entitlements*

Employee entitlements to annual leave and gratuities are recognised when they accrue to employees. A provision is made for the estimated liability for untaken annual leave and gratuities as a result of services rendered by employees up to the year end date.

Employee entitlements to sick leave, maternity leave and paternity leave are not recognised until the time of leave.

(ii) *Pension obligations*

The Commission has established a mandatory provident fund scheme ("MPF Scheme") in Hong Kong. The assets of the MPF Scheme are held in separate trustee-administered funds. The Commission has no further payment obligations once the contributions have been paid. The contributions are recognised as employee benefit expense when they are due. Prepaid contributions are recognised as an asset to the extent that a cash refund or a reduction in the future payments is available.

2 主要會計政策(續)

(i) 準備及或有負債

假如委員會須就已發生的事件承擔法律或推定義務，而履行該義務預期會導致含有經濟效益的資源外流，並且可作可靠的估計，便會就該時間或數額不定的負債計提準備。如果貨幣時間價值重大，則準備會按預計履行義務所需資源的現值列帳。

假如含有經濟效益的資源外流的可能性較低，或是無法對有關數額作出可靠的估計，該義務便會披露為或有負債，但如果資源外流的可能性極低則除外。須視乎會否發生某宗或多宗未來事件才能確定存在與否的義務，亦會披露為或有負債，但如果資源外流的可能性極低則除外。

(j) 收入的確認

收入按已收取或應收的報酬的公允價值計算。倘若有經濟效益的資源可能流入至委員會，而收入及支出(如適用)能夠作可靠的計算時，有關收入將在收支結算表內確認為：

(i) 政府補助

如能合理確定政府補助將收到、且委員會將遵照附帶條件時，於收支結算表內初始確認政府補助。補償委員會開支的政府補助，會在開支產生同期有系統的在收支結算表內確認為收入。

Significant accounting policies (continued)

(i) Provisions and contingent liabilities

Provisions are recognised for liabilities of uncertain timing or amount when the Commission has a legal or constructive obligation arising as a result of a past event, it is probable that an outflow of economic benefits will be required to settle the obligation and a reliable estimate can be made. When the time value of money is material, provisions are stated at the present value of the expenditure expected to settle the obligation.

Where it is not probable that an outflow of economic benefits will be required, or the amount cannot be estimated reliably, the obligation is disclosed as a contingent liability, unless the probability of outflow of economic benefits is remote. Possible obligations, whose existence will only be confirmed by the occurrence or non-occurrence of one or more future events are also disclosed as contingent liabilities unless the probability of outflow of economic benefits is remote.

(j) Income recognition

Income is measured at the fair value of the consideration received or receivable. Provided it is probable that the economic benefits will flow to the Commission and the income and expenditure, if applicable, can be measured reliably, income is recognised in the statement of income and expenditure as follows:

(i) Government subventions

Government subventions are recognised initially when there is reasonable assurance that they will be received and that the Commission will comply with the conditions attaching to them. Government subventions that compensate the Commission for expenses incurred are recognised as income in the statement of income and expenditure on a systematic basis in the same periods in which the expenses are incurred.

2 主要會計政策(續)

(j) 收入的確認(續)

(i) 政府補助(續)

與特定計劃有關的政府補助已包括在資本補助基金內，並在配合補助打算補償成本需要的期間遞延及確認在收支結算表上。

與購置物業、機器及設備有關的政府補助已包括在資本補助基金內，並按有關資產的預計可用年限，以直線法記入收支結算表內。

(ii) 利息收入

利息收入按照實際利率法累計確認。

(iii) 雜項收入

雜項收入是以應計制確認。

(k) 關聯人士

(a) 個人或該個人之近親家庭成員，如該個人在以下情況下視為與委員會有關聯：

- (i) 可控制或共同控制委員會；
- (ii) 對委員會有重大影響力；或
- (iii) 是委員會的主要管理人員之成員。

Significant accounting policies (continued)

(j) Income recognition (continued)

(i) Government subventions (continued)

Government subventions relating to specific projects are included in the capital subvention fund and are deferred and recognised in the statement of income and expenditure over the period necessary to match them with the costs that they are intended to compensate.

Government subventions relating to the purchase of property, plant and equipment are included in the capital subvention fund and are credited to the statement of income and expenditure on a straight-line basis over the expected useful lives of the related assets.

(ii) Interest income

Interest income is recognised as it accrues using the effective interest method.

(iii) Sundry income

Sundry income is recognised on an accrual basis.

(k) Related parties

(a) A person, or a close member of that person's family, is related to the Commission if that person:

- (i) has control or joint control over the Commission;
- (ii) has significant influence over the Commission; or
- (iii) is a member of the key management personnel of the Commission.

2 主要會計政策(續)

(k) 關聯人士(續)

- (b) 在以下任何情況下一實體會視為與委員會有關聯：
- (i) 該實體及委員會皆是同一集團成員(即每一間母公司、附屬公司及同系附屬公司與其他有關聯)。
 - (ii) 一實體是另一實體的聯營公司或合營公司(或該聯營公司或合營公司與該另一實體均屬同一集團)。
 - (iii) 兩個實體是同一第三者的合營公司。
 - (iv) 一實體是一第三者的合營公司而另一實體則是該第三者的聯營公司。
 - (v) 該實體是提供福利予委員會或與委員會有關聯之實體的僱員離職後之福利計劃。
 - (vi) 該實體受在(k)(a)項中所辨別的個人所控制或共同控制。

Significant accounting policies (continued)

(k) Related parties (continued)

- (b) An entity is related to the Commission if any of the following conditions applies:
- (i) The entity and the Commission are members of the same group (which means that each parent, subsidiary and fellow subsidiary is related to the others).
 - (ii) One entity is an associate or joint venture of the other entity (or an associate or joint venture of a member of a group of which the other entity is a member).
 - (iii) Both entities are joint ventures of the same third party.
 - (iv) One entity is a joint venture of a third entity and the other entity is an associate of the third entity.
 - (v) The entity is a post-employment benefit plan for the benefit of employees of either the Commission or an entity related to the Commission.
 - (vi) The entity is controlled or jointly-controlled by a person identified in (k)(a).

2 主要會計政策(續)

(k) 關聯人士(續)

(b) 在以下任何情況下一實體會視為與委員會有關聯：(續)

(vii) 在(k)(a)(i)項中所辨別的個人而該個人對該實體有重大影響力，或該個人是該實體(或是該實體的母公司)的主要管理人員之成員。

(viii) 該實體或所屬集團內的任何成員為向委員會提供主要管理人員服務。

個人的近親家庭成員指可影響，或受該個人影響，他們與該實體交易的家庭成員。

Significant accounting policies (continued)

(k) Related parties (continued)

(b) An entity is related to the Commission if any of the following conditions applies: (continued)

(vii) A person identified in (k)(a)(i) has significant influence over the entity or is a member of the key management personnel of the entity (or of a parent of the entity).

(viii) The entity, or any member of a group of which it is a part, provides key management personnel services to the Commission.

Close members of the family of a person are those family members who may be expected to influence, or be influenced by, that person in their dealings with the entity.

3 政府補助及預收政府補助

政府補助代表政府撥款予委員會提供服務的資金。預收政府補助是有關於年結日後才提供的各項服務而預收的款項。

財政年度獲批的政府補助與在收支結算表內確認的政府補助對帳表：

Government subventions and Government subventions received in advance

Government subventions represent the funds granted by the Government for the Commission's services. Government subventions are received in advance in connection with various services to be provided after year end.

Reconciliation between Government subventions granted for the year and Government subventions recognised in the statement of income and expenditure:

		2018	2017
財政年度獲批的政府補助	Government subventions granted for the year	120,514,000	109,219,280
調整：	Adjustments for:		
未使用年假的準備之增加	Increase in provision for unutilised annual leave	123,368	258,618
預收政府補助之減少	Decrease in Government subventions received in advance	537,989	2,284,937
資本補助基金之增加(附註7)	Increase in capital subvention fund (note 7)	(8,512,200)	(1,853,904)
在收支結算表內確認的政府補助	Government subventions recognised in the statement of income and expenditure	112,663,157	109,908,931

財務報告

Financial Statements

4 物業、機器及設備

Property, plant and equipment

		租賃 物業裝修 Leasehold improvements	辦公室 傢俬 及設備 Office furniture and equipment	汽車 Motor vehicles	電腦軟件 Computer software	電腦硬件 Computer hardware	視聽及 即時傳譯系統 Audio & visual and simultaneous interpretation system	總數 Total
成本：	Cost:							
於2016年4月1日	At 1 April 2016	9,727,037	4,291,287	753,908	2,260,580	2,778,312	481,043	20,292,167
增置	Additions	376,160	72,301	289,100	208,800	12,145	–	958,506
有關修復成本的 調整	Adjustment in relation to reinstatement costs	429,847	–	–	–	–	–	429,847
減少	Disposals	–	(9,305)	(260,880)	–	(364,828)	–	(635,013)
於2017年3月31日	At 31 March 2017	10,533,044	4,354,283	782,128	2,469,380	2,425,629	481,043	21,045,507
於2017年4月1日	At 1 April 2017	10,533,044	4,354,283	782,128	2,469,380	2,425,629	481,043	21,045,507
增置	Additions	10,930,777	738,262	–	19,991	66,798	1,046,280	12,802,108
減少	Disposals	(10,533,044)	(1,382,393)	–	–	(864,982)	(481,043)	(13,261,462)
於2018年3月31日	At 31 March 2018	10,930,777	3,710,152	782,128	2,489,371	1,627,445	1,046,280	20,586,153
累積折舊：	Accumulated depreciation:							
於2016年4月1日	At 1 April 2016	9,062,596	4,088,762	319,575	2,037,465	2,221,095	481,043	18,210,536
年度折舊	Charge for the year	909,023	93,834	84,198	90,667	156,426	–	1,334,148
減少時撥回	Written back on disposals	–	(9,305)	(260,880)	–	(364,828)	–	(635,013)
於2017年3月31日	At 31 March 2017	9,971,619	4,173,291	142,893	2,128,132	2,012,693	481,043	18,909,671
於2017年4月1日	At 1 April 2017	9,971,619	4,173,291	142,893	2,128,132	2,012,693	481,043	18,909,671
年度折舊	Charge for the year	1,320,507	178,996	111,733	98,760	142,417	72,658	1,925,071
減少時撥回	Written back on disposals	(10,533,044)	(1,382,263)	–	–	(864,982)	(481,043)	(13,261,332)
於2018年3月31日	At 31 March 2018	759,082	2,970,024	254,626	2,226,892	1,290,128	72,658	7,573,410
帳面淨值：	Net book value:							
於2018年3月31日	At 31 March 2018	10,171,695	740,128	527,502	262,479	337,317	973,622	13,012,743
於2017年3月31日	At 31 March 2017	561,425	180,992	639,235	341,248	412,936	–	2,135,836

5 其他應收帳款、按金及預付款項

Other receivables, deposits and prepayments

		2018	2017
按金及預付款項	Deposits and prepayments	2,631,031	5,866,823
其他應收帳款	Other receivables	226,435	297,289
		2,857,466	6,164,112

除按金691,722元(2017年: 691,722元)預期於一年以上收回外, 所有其他應收帳款、按金及預付款項預期於一年內收回或確認為支出。

All of the other receivables, deposits and prepayments are expected to be recovered or recognised as expense within one year except for deposits of \$691,722 (2017: \$691,722) which are expected to be recovered after more than one year.

(a) 帳齡分析

未被視為個別或整體減值的其他應收帳款的帳齡分析如下:

(a) Ageing analysis

The ageing analysis of other receivables that are neither individually nor collectively considered to be impaired are as follows:

		2018	2017
未逾期或減值	Neither past due nor impaired	226,435	297,289

未逾期或減值的應收帳項涉及第三方, 該等第三方最近均沒有拖欠記錄。

Receivables that were neither past due nor impaired relate to third parties for whom there was no recent history of default.

(b) 其他應收帳項減值

委員會採用準備帳來記錄其他應收帳項的減值虧損, 但在委員會認為收回的可能性極低時, 則會將減值虧損的數額直接沖銷其他應收帳項(附註2(e))。

(b) Impairment of other receivables

Impairment losses in respect of other receivables are recorded using allowance account unless the Commission is satisfied that recovery of that amount is remote, in which case the impairment loss is written off against other receivables directly (see note 2(e)).

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6 現金及現金等價物

Cash and cash equivalents

		2018	2017
銀行結存及現金	Bank balances and cash	4,439,341	5,574,195
原本存款期不超過3個月的短期 銀行存款	Short-term bank deposits with original maturity not more than three months	5,007,970	11,047,655
現金及現金等價物	Cash and cash equivalents	9,447,311	16,621,850

7 資本補助基金

Capital subvention fund

		宣傳《種族 歧視條例》、 《性別歧視 條例》和 《殘疾 歧視條例》 Promotion of RDO*, SDO* and DDO*	購置物業、 機器及設備 Purchase of property, plant and equipment	總數 Total
於2016年4月1日	At 1 April 2016	856,908	528,266	1,385,174
已收政府補助	Subventions received from the Government	2,000,000	231,280	2,231,280
轉至收支結算表作為 收入以配合：	Transfer to statement of income and expenditure as income to match with:			
– 經費來自政府資本 補助基金的物業、 機器及設備折舊	– Depreciation of property, plant and equipment financed by Government capital subvention fund	–	(113,521)	(113,521)
– 宣傳《種族歧視條例》 和《性別歧視條例》 的費用	– Promotion expense of RDO and SDO	(263,855)	–	(263,855)
於2017年3月31日	At 31 March 2017	2,593,053	646,025	3,239,078
代表：	Representing:			
流動部份	Current portion			2,728,601
非流動部份	Non-current portion			510,477
				3,239,078

7 資本補助基金(續)

Capital subvention fund (continued)

		宣傳《種族歧視條例》、 《性別歧視條例》、 《殘疾歧視條例》和 少數族裔的 平等機會 Promotion of RDO*, SDO*, DDO* and equal opportunities for ethnic minorities	購置物業、 機器及設備 Purchase of property, plant and equipment	總數 Total
於2017年4月1日 已收政府補助	At 1 April 2017 Subventions received from the Government	2,593,053	646,025	3,239,078
轉至收支結算表作為收入以配合：	Transfer to statement of income and expenditure as income to match with:	3,000,000	9,500,000	12,500,000
– 經費來自政府資本 補助基金的物業、 機器及設備折舊	– Depreciation of property, plant and equipment financed by Government capital subvention fund	–	(795,270)	(795,270)
– 宣傳《種族歧視 條例》、《性別歧視 條例》、《殘疾歧視 條例》和少數族裔 的平等機會的費用	– Promotion expense of RDO, SDO, DDO and equal opportunities for ethnic minorities	(3,192,530)	–	(3,192,530)
於2018年3月31日	At 31 March 2018	2,400,523	9,350,755	11,751,278
代表：	Representing:			
流動部份	Current portion			4,119,404
非流動部份	Non-current portion			7,631,874
				11,751,278

資本補助基金指就特定計劃已收取但仍未使用的非經常性政府資本補助結餘。此項基金轉至收支結算表作為收入，以配合於產生期間的有關成本。

The capital subvention fund represents the unutilised balance of non-recurrent Government capital subvention received for special projects. The funds are released to the statement of income and expenditure as income to match with the related costs when incurred.

* Representing abbreviations of Race Discrimination Ordinance, Sex Discrimination Ordinance and Disability Discrimination Ordinance respectively.

8 職員約滿酬金的準備

Provision for staff gratuity

		2018	2017
於2017/2016年4月1日	At 1 April 2017/2016	16,087,496	10,001,169
撥出準備	Provisions made	12,587,331	11,951,988
取消	Forfeitures	(554,086)	(637,175)
財政年度已支付／應付之金額	Amounts paid/payable during the year	(14,327,355)	(5,228,486)
於2018/2017年3月31日	At 31 March 2018/2017	13,793,386	16,087,496
減：流動部份	Less: Current portion	(8,087,542)	(9,500,155)
非流動部份	Non-current portion	5,705,844	6,587,341

職員約滿酬金的準備是為了支付由受僱日期起計已完成三年合約之委員會僱員的約滿酬金而設立的。

Provision for staff gratuity is set up for the gratuity payments which will be payable to employees of the Commission who complete their three-year contracts commencing from the date of their employment.

9 其他應付帳項及應計費用

Other payables and accruals

		2018	2017
其他應付帳項	Other payables	3,886,783	2,346,480
應計費用	Accrued expenses	1,106,069	3,322,889
預收款項	Receipts in advance	48,763	61,663
		5,041,615	5,731,032

所有其他應付帳項及應計費用預期於一年內清繳。

All of the other payables and accruals are expected to be settled within one year.

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10 儲備

Reserves

		2018	2017
於2017/2016年4月1日	At 1 April 2017/2016	19,013,738	21,883,323
由收支結算表轉出	Transfer to statement of income and expenditure	(9,583,130)	(2,869,585)
於2018/2017年3月31日	At 31 March 2018/2017	9,430,608	19,013,738

委員會界定儲備為總資金。委員會在管理資金時，基本目的是確保委員會的財政持續穩健。財政年度終結時的儲備上限為委員會下個財政年度每年的經常性資助的25%，加上物業、機器及設備帳面淨額，和減去應計的修復成本（「儲備上限」）。儲備可作一般用途，委員會有權自行運用上限內的儲備，超出的金額需歸還政府，除非得到政制及內地事務局常任秘書長的批准，或獲政制及內地事務局常任秘書長，經諮詢財經事務及庫務局局長後提高儲備額上限。

The Commission defines reserves as Total Funds. The Commission's primary objectives when managing its funds are to safeguard the Commission's ability to continue as a going concern. The reserves at the end of the financial year are capped at 25% of the Commission's annual recurrent subvention of the next financial year, plus the net book value of property, plant and equipment less accrued reinstatement cost ("the reserve ceiling"). The reserves are available for general use and can be spent at the discretion of the Commission within the reserve ceiling, exceeding which would need to be returned to the Government, except with the approval of the Permanent Secretary for Constitutional and Mainland Affairs ("PSCMA") or the reserve ceiling is raised by PSCMA following consultation with the Secretary for Financial Services and the Treasury.

11 主要管理層報酬

Key management compensation

		2018	2017
職員福利	Employee benefits	15,641,876	15,103,270
聘用期結束後福利	Post-employment benefits	2,681,121	2,576,638
		18,322,997	17,679,908

12 所得稅支出

委員會是政府補助機構，可根據《稅務條例》(香港法例第112章)豁免繳交稅務局之一切徵稅。

Taxation

The Commission is a Government subvented body exempted from payment of all taxes administered by the Inland Revenue Department by virtue of the Inland Revenue Ordinance (Chapter 112).

13 承擔

(a) 資本性承擔

物業、機器及設備未在財務報表內提撥準備於2018年3月31日的資本性承擔如下：

Commitments

(a) Capital commitments

Capital commitments outstanding at 31 March 2018 in respect of property, plant and equipment not provided for in the financial statements were as follows:

		2018	2017
已簽約	Contracted for	—	—
已核准但未簽約	Authorised but not contracted for	546,434	200,000
		546,434	200,000

(b) 營運租賃承擔

於2018年3月31日計算，按照辦公室樓宇不可撤銷之營運租賃合約未來應繳付的最低租賃付款總額如下：

(b) Operating lease commitments

At 31 March 2018, the total future aggregate minimum lease payments under non-cancellable operating leases in respect of office premises were payable as follows:

		2018	2017
於1年內繳付	Within 1 year	6,482,688	8,045,679
在1年後至5年內繳付	After 1 year but within 5 years	8,643,584	—
		15,126,272	8,045,679

14 財務風險管理及金融工具的公允價值

風險管理由財務部根據委員會的行政及財務專責小組核准的程序指導方針執行。財務部鑑別和評估財務風險，就整體的風險管理訂定程序指導方針，例如利率風險、金融工具的運用，以及額外流動資金的投資方式。

委員會的運作，並不涉及外匯風險、信貸風險及資金周轉風險。至於利率風險，除按市場利率計算利息的短期銀行存款外，委員會並無其他重大計息資產及負債。因此，委員會的收入及營運現金流量大部分都不受市場利率變動的影響，須面對的現金流量及公允價值利率風險亦較低。

(a) 信貸風險

委員會的信貸風險主要來自銀行存款、現金及現金等價物。委員會在信貸評級良好的金融機構存放現金，以盡量減低信貸風險。鑒於他們的信貸評級良好，委員會預期沒有任何這些金融機構不能履行責任。

委員會所承受的信貸風險上限為資產負債表中每項金融資產的帳面金額。委員會沒有提供任何可引致委員會承受信貸風險的擔保。

(b) 資金周轉風險

委員會的政策是定期監察現時及預計的資金周轉需要，以確保維持足夠現金儲備應付短期及較長期的資金周轉需要。

Financial risk management and fair values of financial instruments

Risk management is carried out by the finance department under the procedural guidelines approved by the Members of the Administration and Finance Committee of the Commission. The finance department identifies and evaluates financial risks and provides procedural guidelines for overall risk management such as interest-rate risk, use of financial instruments and investing excess liquidity.

The Commission's activities do not expose it to foreign exchange risk, credit risk and liquidity risk. For interest-rate risk, except for the short-term bank deposits which bear interest at market rates, the Commission has no other significant interest-bearing assets and liabilities. Accordingly, the Commission's income and operating cash flows are substantially independent of changes in market interest rates and the exposure to cash flow and fair value interest rate risk is low.

(a) Credit risk

The Commission's credit risk is primarily attributable to bank deposits and cash and cash equivalents. Cash is deposited with financial institutions with sound credit ratings to minimise credit exposure. Given their high credit ratings, the Commission does not expect any of these financial institutions will fail to meet their obligations.

The maximum exposure to credit risk is represented by the carrying amount of each financial asset in the statement of assets and liabilities. The Commission does not provide any guarantees which would expose the Commission to credit risk.

(b) Liquidity risk

The Commission's policy is to regularly monitor its current and expected liquidity requirements to ensure that it maintains sufficient reserves of cash to meet its liquidity requirements in the short and longer term.

14 財務風險管理及金融工具的公允價值(續)

(b) 資金周轉風險(續)

下表詳述委員會金融負債在財政年度結算日當日之剩餘合約年期，乃根據未貼現合約現金流及委員會可能被要求付款之最早日期編製：

Financial risk management and fair values of financial instruments (continued)

(b) Liquidity risk (continued)

The following table details the remaining contractual maturities at the financial year end date of the Commission's financial liabilities, which are based on contractual undiscounted cash flows and the earliest date the Commission can be required to pay:

		2018					
		未貼現合約現金流					
		Contractual undiscounted cash outflow					
		一年以下 或即時到期	一年以上 但兩年以下	兩年以上 但五年以下			帳面金額
		Within 1 year or on demand	More than 1 year but less than 2 years	More than 2 years but less than 5 years	總計 Total		Carrying amount
職員約滿酬金的準備	Provision for staff gratuity	8,087,542	4,045,519	1,660,325	13,793,386		13,793,386
未使用年假的準備	Provision for unutilised annual leave	3,554,539	—	—	3,554,539		3,554,539
預收政府補助	Government subventions received in advance	6,309,517	74,775	23,803	6,408,095		6,408,095
資本補助基金	Capital subvention fund	2,400,523	—	—	2,400,523		11,751,278
其他應付帳項及應計費用	Other payables and accruals	5,041,615	—	—	5,041,615		5,041,615
		25,393,736	4,120,294	1,684,128	31,198,158		40,548,913

14 財務風險管理及金融工具的公允價值(續)

Financial risk management and fair values of financial instruments (continued)

(b) 資金周轉風險(續)

(b) Liquidity risk (continued)

		2017					
		未貼現合約現金流					
		Contractual undiscounted cash outflow					
		一年以下 或即時到期	一年以上 但兩年以下	兩年以上 但五年以下			帳面金額
		Within 1 year or on demand	More than 1 year but less than 2 years	More than 2 years but less than 5 years	總計 Total		Carrying amount
職員約滿酬金的準備	Provision for staff gratuity	9,500,155	5,012,324	1,575,017	16,087,496		16,087,496
未使用年假的準備	Provision for unutilised annual leave	3,431,171	—	—	3,431,171		3,431,171
預收政府補助	Government subventions received in advance	6,567,919	347,275	30,890	6,946,084		6,946,084
資本補助基金	Capital subvention fund	2,593,053	—	—	2,593,053		3,239,078
其他應付帳項及應計費用	Other payables and accruals	5,731,032	—	—	5,731,032		5,731,032
		27,823,330	5,359,599	1,605,907	34,788,836		35,434,861

14 財務風險管理及金融工具的公允價值(續)

(c) 利率風險

委員會所涉及的利率風險只有按市場利率計息的短期銀行存款。

敏感度分析

估計假若利率整體上升／下調100(2017年：100)個基點，而其他變數均維持不變，不預期對委員會的虧損及儲備於2018年3月31日有重大影響。

上述敏感度分析乃假設利率的變動於財政年度結算日當日出現並已用於計算該日引致委員會承受利率風險的金融工具。100點子的增加或減少幅度，是管理層評估直至下一個年度的財政年度結算日當日期間有可能出現的合理性利率變動。2017年的分析亦是根據上述基準進行。

(d) 貨幣風險

委員會所有的交易均以港元計價，委員會因而沒有承受貨幣風險。

(e) 公允價值衡量

委員會的金融工具按成本或攤銷成本列帳的帳面金額與其於2018年及2017年3月31日的公允價值並無重大差異。

Financial risk management and fair values of financial instruments (continued)

(c) Interest rate risk

The Commission's only exposure to interest rate risk is via its short-term bank deposits which bear interest at market rates.

Sensitivity analysis

At 31 March 2018, it was estimated that a general increase/decrease of 100 (2017: 100) basis points in interest rates, with all other variables held constant, the impact on the Commission's deficit and reserves is not expected to be material.

The sensitivity analysis above has been determined assuming that the change in interest rates had occurred at the financial year end date and had been applied to the financial instruments which expose the Commission to interest rate risk at that date. The 100 basis points increase or decrease represents management's assessment of a reasonably possible change in interest rates over the period until the next annual financial year end date. The analysis is performed on the same basis for 2017.

(d) Currency risk

The Commission has no exposure to currency risk as all of the Commission's transactions are denominated in Hong Kong dollars.

(e) Fair value measurement

The carrying amounts of the Commission's financial instruments carried at cost or amortised cost were not materially different from their fair values as at 31 March 2018 and 2017.

15 截至2018年3月31日止年度已頒佈但尚未生效的修訂、新準則及詮釋可能帶來的影響

截至本財務報表公布日期止，香港會計師公會已頒佈數項修訂、新準則及詮釋，惟於截至2018年3月31日止年度尚未生效，本財務報表亦沒有採納該等新準則，包括以下可能會適用於委員會的會計準則：

Possible impact of amendments, new standards and interpretations issued but not yet effective for the year ended 31 March 2018

Up to the date of issue of these financial statements, the HKICPA has issued a number of amendments, new standards and interpretations which are not yet effective for the year ended 31 March 2018 and which have not been adopted in these financial statements. These include the following which may be relevant to the Commission.

於下列日期或之後
開始的會計期間生效
**Effective for accounting periods
beginning on or after**

《香港財務報告準則》第16號 – 租賃
HKFRS 16, *Lease*

2019年1月1日
1 January 2019

委員會現正評估這些修訂、新準則及詮釋對首次應用期間所造成的影響。到目前為止，委員會發現新訂準則的部分內容可能對財務報表構成重大影響。該等預期影響的詳情於下文論述。就《香港財務報告準則》第16號的評估雖然已大致完成，惟首度採納該等準則時之實際影響可能有所差異，此乃因為迄今所作之評估乃以委員會現時可得資料為基準，而在委員會於截至2019年3月31日止年度的財務報表首度應用該等準則前可能會識別其他影響。委員會亦可能變更其會計政策選擇（包括過渡選擇），直至該財務報表中首次應用該等準則。

The Commission is in the process of making an assessment of what the impact of these amendments, new standards and interpretations is expected to be in the period of initial application. So far the Commission has identified some aspects of the new standards which may have a significant impact on the financial statements. Further details of the expected impacts are discussed below. While the assessment has been substantially completed for HKFRS 16, the actual impacts upon the initial adoption of the standards may differ as the assessment completed to date is based on the information currently available to the Commission, and further impacts may be identified before the standards are initially applied in the Commission's financial statements for the year ending 31 March 2019. The Commission may also change its accounting policy elections, including the transition options, until the standards are initially applied in the financial statements.

15 截至2018年3月31日止年度已頒佈但尚未生效的修訂、新準則及詮釋可能帶來的影響(續)

《香港財務報告準則》 第16號 – 租賃

如附註2(d)所披露，委員會現將所有其作為承租人訂立的租賃分類為營運租賃。

一旦採納《香港財務報告準則》第16號，委員會作為承租人將不再區分融資租賃及營運租賃。取而代之，除非使用若干權宜實行方法，否則委員會將按與現有融資租賃會計處理方法類似的方式對為期12個月以上的所有租賃進行會計處理。

在新會計模式下，預期會導致資產及負債有所增加，及影響於租賃期間在收支結算表中確認費用的時間。根據附註13(b)所披露，於2018年3月31日，委員會辦公室樓宇不可撤銷之營運租賃合約的未來最低租賃付款為15,126,272元，當中大部份於匯報期末後1年至5年內須繳付。因此，一旦採納《香港財務報告準則》第16號，部分有關金額可能須確認為租賃負債，並確認相應的使用權資產。經考慮權宜實行方法的適用性、就現時至採納《香港財務報告準則》第16號期間已訂立或終止的任何租賃及折現影響作出調整後，委員會將須進行更詳細的分析，以釐定於採納《香港財務報告準則》第16號時營運租賃承擔所產生的新資產及負債的金額。

Possible impact of amendments, new standards and interpretations issued but not yet effective for the year ended 31 March 2018 (continued)

HKFRS 16, Leases

As disclosed in note 2(d), currently the Commission classifies all leases it entered as lessee into operating leases.

Once HKFRS 16 is adopted, the Commission will no longer distinguish between finance leases and operating leases when it is the lessee under the lease. Instead, subject to practical expedients, the Commission will be required to account for all leases of more than 12 months in a similar way to current finance lease accounting.

The application of the new accounting model is expected to lead to an increase in both assets and liabilities and to impact on the timing of the expense recognition in the statement of income and expenditure over the period of the lease. As disclosed in note 13(b), at 31 March 2018 the Commission's future minimum lease payments under non-cancellable operating leases amount to \$15,126,272 for office premises, the majority of which is payable between 1 and 5 years after the reporting date. Some of these amounts may therefore need to be recognised as lease liabilities, with corresponding right-of-use assets, once HKFRS 16 is adopted. The Commission will need to perform a more detailed analysis to determine the amounts of new assets and liabilities arising from operating lease commitments on adoption of HKFRS 16, after taking into account the applicability of the practical expedient and adjusting for any leases entered into or terminated between now and the adoption of HKFRS 16 and the effects of discounting.

附錄

Appendix 1

平機會專責小組會議的出席紀錄 (由2017年4月1日至2018年3月31日)

根據平機會的會議程序，會議如需取消，應儘快在一個月內重新安排另一會議；如不可行，召集人需決定哪些項目應送交委員傳閱，以徵詢意見或作為參考；以及哪些項目可以推遲至下次定期會議商討。

Attendance Record of EOC Committee Meetings for the period 1 April 2017 to 31 March 2018

According to the EOC's procedures for meetings, cancelled meetings should be rescheduled as soon as possible and within one month. If not possible, the Convenor needs to decide which agenda items should be circulated for advice or information, and which items can be deferred to the next regular meeting.

行政及財務專責小組會議的出席紀錄

Attendance Record of Administration and Finance Committee (A&FC) Meetings

整體出席率超過93%

Overall attendance rate was over 93%

	11/04/2017	15/05/2017	18/09/2017	22/11/2017	09/03/2018
孔美琪博士(召集人)(註1) Dr KOONG May-kay, Maggie, BBS, JP (Convenor) (Note 1)	✓	✓	✓	✓	✓
趙麗娟女士(召集人)(註2) Ms CHIU Lai-kuen, Susanna, MH (Convenor) (Note 2)	✓	✓	不適用 N/A	不適用 N/A	不適用 N/A
羅君美女士(副召集人) Ms Elizabeth LAW, MH, JP (Deputy Convenor)	✓	✓	✓	✓	✓
黎雅明先生(註2) Mr Amirali Bakirali NASIR, MH, JP (Note 2)	x	✓	不適用 N/A	不適用 N/A	不適用 N/A
何超蓮小姐(註3) Miss HO Chiu-ha, Maisy, BBS (Note 3)	不適用 N/A	不適用 N/A	✓	✓	✓
李翠莎博士(註3) Dr Trisha LEAHY, BBS (Note 3)	不適用 N/A	不適用 N/A	x	✓	✓
梁頌恩女士(註3) Ms LEUNG Chung-yan, Juan (Note 3)	不適用 N/A	不適用 N/A	✓	✓	✓
謝偉鴻博士(註3) Dr SHIE Wai-hung, Henry (Note 3)	不適用 N/A	不適用 N/A	✓	✓	✓
陳章明教授 Prof CHAN Cheung-ming, Alfred, SBS, JP	✓	✓	✓	✓	✓

註1：自2017年6月16日起成為召集人

註2：任期至2017年5月19日為止

註3：自2017年6月16日起加入專責小組

Note 1: Became Convenor on 16/6/2017

Note 2: Appointment up to 19/5/2017

Note 3: Newly joined the Committee on 16/6/2017

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Appendix 1

社會參與及宣傳專責小組會議的出席紀錄

Attendance Record of Community Participation and Publicity Committee (CPPC) Meetings

整體出席率超過71%

Overall attendance rate was over 71%

	27/04/2017	20/07/2017	26/10/2017	25/01/2018
羅乃萱女士(召集人)(註1) Ms Shirley Marie Therese LOO, BBS, MH, JP (Convenor) (Note 1)	✓	✓	✓	✓
孔美琪博士(副召集人)(註2) Dr KOONG May-kay, Maggie, BBS, JP (Deputy Convenor) (Note 2)	✓	x	✓	x
陳麗雲教授(註3) Prof CHAN Lai-wan, Cecilia, JP (Note 3)	不適用 N/A	✓	✓	✓
蔡玉萍教授(註4) Prof CHOI Yuk-ping, Susanne (Note 4)	✓	不適用 N/A	不適用 N/A	不適用 N/A
周浩鼎議員(註4) The Hon CHOW Ho-ding, Holden (Note 4)	✓	不適用 N/A	不適用 N/A	不適用 N/A
李國麟教授 Prof Hon LEE Kok-long, Joseph, SBS, JP	✓	✓	✓	✓
梁頌恩女士 Ms LEUNG Chung-yan, Juan	✓	x	✓	✓
Rizwan ULLAH博士(註3) Dr Rizwan ULLAH (Note 3)	不適用 N/A	x	✓	✓
葉少康先生(註5) Mr YIP Siu-hong, Nelson, MH (Note 5)	✓	不適用 N/A	不適用 N/A	不適用 N/A
余翠怡小姐 Miss YU Chui-ye, BBS, MH	✓	x	✓	x
碧樺依博士(註6) Dr Raees Begum BAIG (Note 6)	x	✓	x	x
謝俊謙教授(註6) Prof TSE Tsun-him (Note 6)	x	x	✓	✓
王繼鋒先生(註6) Mr WANG Kai-fung (Note 6)	✓	✓	x	✓
陳章明教授 Prof CHAN Cheung-ming, Alfred, SBS, JP	✓	✓	✓	x

註1：自2017年6月16日起成為召集人

註2：自2017年6月16日起成為副召集人

註3：自2017年6月16日起加入專責小組

註4：任期至2017年6月15日為止

註5：任期至2017年5月19日為止

註6：增選成員

Note 1: Became Convenor on 16/6/2017

Note 2: Became Deputy Convenor on 16/6/2017

Note 3: Newly joined the Committee on 16/6/2017

Note 4: Appointment up to 15/6/2017

Note 5: Appointment up to 19/5/2017

Note 6: Co-opted Members

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Appendix 1

法律及投訴專責小組會議的 出席紀錄

Attendance Record of Legal and Complaints Committee (LCC) Meetings

整體出席率超過82%

Overall attendance rate was over 82%

	18/04/2017	24/04/2017	26/06/2017	21/08/2017	16/10/2017	18/12/2017	26/02/2018
黎雅明先生(召集人) (註1) Mr Amirali Bakirali NASIR, MH, JP (Convenor) (Note 1)	✓	✓	不適用 N/A	不適用 N/A	不適用 N/A	不適用 N/A	不適用 N/A
李翠莎博士(召集人) (註2) Dr Trisha LEAHY, BBS (Convenor) (Note 2)	✓	✓	✓	✓	✓	✓	✓
高朗先生(副召集人) (註3, 4) Mr Mohan DATWANI (Deputy Convenor) (Note 3, 4)	不適用 N/A	不適用 N/A	✓	✓	✓	✓	✓
趙文宗教授(註3) Prof CHIU Man-chung, Andy (Note 3)	不適用 N/A	不適用 N/A	✓	x	✓	x	x
謝偉鴻博士(註3) Dr SHIE Wai-hung, Henry (Note 3)	不適用 N/A	不適用 N/A	✓	x	x	✓	✓
曾潔雯博士(註1) Dr TSANG Kit-man, Sandra, JP (Note 1)	✓	✓	不適用 N/A	不適用 N/A	不適用 N/A	不適用 N/A	不適用 N/A
余翠怡小姐 Miss YU Chui-yee, BBS, MH	x	✓	✓	✓	✓	x	✓
陳章明教授 Prof CHAN Cheung-ming, Alfred, SBS, JP	✓	✓	✓	✓	✓	✓	✓

註1：任期至2017年5月19日為止

註2：自2017年6月16日起成為召集人

註3：自2017年6月16日起加入專責小組

註4：自2017年6月16日起成為副召集人

Note 1: Appointment up to 19/5/2017

Note 2: Became Convenor on 16/6/2017

Note 3: Newly joined the Committee on 16/6/2017

Note 4: Became Deputy Convenor on 16/6/2017

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Appendix 1

政策、研究及培訓專責小組會議的出席紀錄

Attendance Record of Policy, Research and Training Committee (PRTC) Meetings

整體出席率超過72%

Overall attendance rate was over 72%

	23/06/2017	24/08/2017	23/11/2017	13/03/2018
蔡玉萍教授(召集人) Prof CHOI Yuk-ping, Susanne (Convenor)	✓	x	✓	✓
Rizwan ULLAH博士(副召集人)(註1) Dr Rizwan ULLAH (Deputy Convenor) (Note 1)	✓	x	✓	✓
陳麗雲教授(註1) Prof CHAN Lai-wan, Cecilia, JP (Note 1)	✓	✓	x	✓
周浩鼎議員 The Hon CHOW Ho-ding, Holden	x	✓	✓	✓
高朗先生(註1) Mr Mohan DATWANI (Note 1)	✓	✓	✓	✓
何超羣小姐(註1) Miss HO Chiu-ha, Maisy, BBS (Note 1)	x	x	✓	✓
羅君美女士 Ms Elizabeth LAW, MH, JP	✓	x	x	✓
李國麟教授 Prof Hon LEE Kok-long, Joseph, SBS, JP	x	✓	x	✓
陳浩庭先生(註2) Mr CHAN Ho-ting, Mac (Note 2)	✓	✓	✓	✓
莊耀洸先生(註2) Mr CHONG Yiu-kwong (Note 2)	✓	✓	✓	✓
紀佩雅博士(註2) Dr Puja Kapai PARYANI (Note 2)	✓	x	x	✓
陳章明教授 Prof CHAN Cheung-ming, Alfred, SBS, JP	x	✓	✓	✓

註1：自2017年6月16日起加入專責小組

註2：增選成員

Note 1: Newly joined the Committee on 16/6/2017

Note 2: Co-opted Members

Appendix 1

種族平等共融顧問委員會成員名單(截至2018年3月31日)

Membership of Advisory Committee on Racial Equality and Integration (as of 31 March 2018)

- | | |
|--|--|
| 1. 碧樺依博士
Dr Raees Begum BAIG | 10. 吳宗麟先生
Mr NG Chung-lun, Bosco |
| 2. 陳麗雲教授
Prof CHAN Lai-wan, Cecilia, JP | 11. 紀佩雅博士
Dr Puja Kapai PARYANI |
| 3. 陳浩庭先生
Mr CHAN Ho-ting, Mac | 12. 金志文先生
Mr Zaman Minhas QAMAR |
| 4. 高朗先生
Mr Mohan DATWANI | 13. 謝偉鴻博士
Dr SHIE Wai-hung, Henry |
| 5. 何超羣小姐
Miss HO Chiu-ha, Maisy, BBS | 14. Cynthia Ca ABDON TELLEZ 女士
Ms Cynthia Ca ABDON TELLEZ |
| 6. 孔美琪博士
Dr KOONG May-kay, Maggie, BBS, JP | 15. Rizwan ULLAH 博士
Dr Rizwan ULLAH |
| 7. 賴仁彪先生
Mr LAY Yan-piau, Bill | 16. 葉少康先生
Mr YIP Siu-hong, Nelson, MH |
| 8. 李國麟教授
Prof Hon LEE Kok-long, Joseph, SBS, JP | 17. 陳章明教授
Prof CHAN Cheung-ming, Alfred, SBS, JP |
| 9. 黎雅明先生
Mr Amirali Bakirali NASIR, MH, JP | |

Appendix 1

政策、研究及培訓專責小組轄下的反性騷擾運動工作小組成員名單(截至2018年3月31日)

Membership of Working Group on Anti-Sexual Harassment Campaign under the Policy, Research and Training Committee (as of 31 March 2018)

1. 蔡玉萍教授(召集人)
Prof CHOI Yuk-ping, Susanne (Convenor)
2. 莊耀洸先生(副召集人)
Mr CHONG Yiu-kwong (Deputy Convenor)
3. 陳浩庭先生
Mr CHAN Ho-ting, Mac
4. 孔美琪博士
Dr KOONG May-kay, Maggie, BBS, JP
5. 李翠莎博士
Dr Trisha LEAHY, BBS
6. 蔡惠琴女士(註^)
Ms CHOI Wai-kam, Virginia, JP (Note^)
7. 馮偉華博士(註^)
Dr FUNG Wai-wah (Note^)
8. 梁若芊博士(註^)
Dr Eugenie LEUNG (Note^)
9. 梁麗清博士(註^)
Dr LEUNG Lai-ching (Note^)
10. 蕭嘉韻女士(註^)
Ms Katherine SHIU (Note^)

註^：工作小組增選成員

Note ^: Working Group Co-opted Members

Appendix 2

34個團體獲「平等機會社會參與資助計劃」撥款主辦35個項目

自1996/97年起平機會每年均推出「平等機會社會參與資助計劃」，其主要目的是鼓勵非政府機構，包括社區組織及學校舉辦活動，以加深大眾認識平等機會概念及反歧視條例。2017/18年度，社會參與資助計劃共收到49份申請，其中由34個機構舉辦的35項活動獲批核，資助總額達1,178,686港元。以下為獲得資助的機構：

Community Participation Funding Programme on Equal Opportunities Supported 35 Projects by 34 Organisations

The annual Community Participation Funding Programme on Equal Opportunities began in 1996/97. Its primary objective is to encourage NGOs, including community groups and schools, to organise projects that deepen public understanding on the subject of equal opportunities and the anti-discrimination legislation. In 2017/18, the programme attracted 49 applications, of which 35 projects by 34 organisations were approved for a total funding of HK\$ 1,178,686. The funded organisations are listed below:

中國香港世界公民協會LGBTIQ服務小組	Association of World Citizens Hong Kong China
路德會長青群康中心	Cheung Ching Lutheran Centre for the Disabled
地利亞修女紀念學校(協和)	Delia Memorial School (Hip Wo)
香港中文大學人類學系	Department of Anthropology, The Chinese University of Hong Kong
性別空間	Gender Empowerment
香港布廠商會朱石麟中學	HKWMA Chu Shek Lun Secondary School
香港家庭福利會	Hong Kong Family Welfare Society
香港各界婦女聯合協進會	Hong Kong Federation of Women
香港婦女中心協會	Hong Kong Federation of Women's Centres
香港輪椅武術總會	Hong Kong PHAB Martial Art Association
香港教育專業人員協會	Hong Kong Professional Teachers' Union

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香港導盲犬服務中心	Hong Kong Seeing Eye Dog Services
香港婦聯	Hong Kong Women Development Association
香港環球華人體育慈善促進會	Hong Kong Worldwide Chinese Sports Promotion Charitable Association
印尼移工會(譯名)	Indonesian Migrant Workers Union
海港青年商會	Junior Chamber International Harbour Hong Kong Limited
錦光元朗綜合社區服務中心	Kam Kwong Integrated Community Service Centre — Yuen Long
童協基金會	Kids4Kids
德思戲劇教育工作室	Merit Minds Workshop
移民工牧民中心	Mission for Migrant Workers
MUSUBI香港	MUSUBI Hong Kong
街坊工友服務處教育中心	Neighbourhood & Worker's Education Centre
香港尼泊爾職工會	Nepalese Construction Workers Union Hong Kong
風雨蘭	RainLily
香港小童群益會賽馬會油塘青少年綜合服務中心	The Boys' and Girls' Clubs Association of Hong Kong — Jockey Club Yau Tong Children and Youth Integrated Services Centre
香港小童群益會賽馬會石蔭青少年綜合服務中心	The Boys' and Girls' Clubs Association of Hong Kong — Jockey Club Shek Yam Children and Youth Integrated Services Centre
香港精神科醫學院	The Hong Kong College of Psychiatrists

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Appendix 2

香港青年協會賽馬會茵怡青年空間	The Hong Kong Federation of Youth Groups Jockey Club Verbena Youth S.P.O.T.
香港盲人輔導會	The Hong Kong Society for the Blind
香港神經肌肉疾病學會	The Hong Kong Society of the Neuromuscular Diseases
路德會啟聾學校法團校董會	The Lutheran School for the Deaf Incorporated Management Committee
香港心理衛生會—敦睦軒	The Mental Health Association of Hong Kong Jockey Club Building (1) Half Way House
愛滋寧養服務協會	The Society for AIDS Care
元朗青聯	Yuen Long Youth Federation





平等機會委員會
EQUAL OPPORTUNITIES COMMISSION



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