



我於2019年4月出任平等機會委員會（平機會）主席，很高興可以公布我上任以來首份平機會年報，闡述平機會在2018年4月1日至2019年3月31日的工作進展。

我非常榮幸能加入平機會，參與推動平等機會的工作，繼續為社會服務。過去四十多年，我一直在公營機構任職，在我整個職業生涯中，都是本着堅定的信念，竭力建立公平公正、沒有貪污舞弊的社會。平機會的使命既是消除偏見和歧視，建立更公平、更美好的社會，與我一直秉持的信念和工作可謂一脈相承。

平機會在2018/19年度經歷了充實的一年，各方面的工作均取得實質進展，在執法、預防和教育等範疇更達致重要里程碑，可謂碩果豐收。年內平機會進行了大大小小的不同工作，包括為受到歧視的人士討回公道、揭示某些界別及機構內一直存在但鮮為人知的歧視做法，以及為學校和團體舉辦多元共融培訓課程等等。這些措施為不少人帶來了實際正面的影響，並促使香港的平等面貌轉變。

It gives me great pleasure to present the Annual Report of the Equal Opportunities Commission (EOC) covering the period 1 April 2018 to 31 March 2019. This is my first Annual Report since taking up the role of Chairperson of the EOC in April 2019.

Having worked in the public sector for over four decades, it is a particular honour for me to continue to serve the community, and for the important cause of advancing equal opportunities for all. In fact, my entire professional life was inspired by an unflinching belief in building a fair and just society free from corruption and abuse of power. It is only natural and logical that I join the EOC, which mission is to combat prejudice and discrimination and build a fairer, better society.

2018/19 was an eventful and fruitful year for the EOC. The Commission made solid progress in various work areas and achieved a number of important milestones across its law enforcement, prevention and education work. From seeking redress for aggrieved persons to revealing the inconvenient truth of discriminatory practices in sectors and organisations, and conducting diversity and inclusion training for schools and corporates, our actions – big or small – brought real, positive impact on the lives of many individuals, and effected change to the equality landscape of Hong Kong.





## 主席的話 | Chairperson's Message

值得誌記的是政府於2018年12月向立法會提交了《2018年歧視法例（雜項修訂）條例草案》。平機會於2016年3月公布了全面的歧視條例檢討結果，提出73項法律改革建議，而該條例草案則推展了其中八項，當中涵蓋了婦女授乳的保障，以至把免受性騷擾、殘疾騷擾和種族騷擾的保障範圍擴展至在同一場所工作的人，這些改革均有助加強現時的法律框架以打擊歧視問題。

在2018/19年度，平機會繼續積極執法，所處理的投訴數目顯著上升，惟仍可達到在六個月內完成處理75%投訴的服務承諾，甚至縮短了每一宗投訴的平均處理時間；獲給予法律協助的個案亦大幅增長。這些數據清楚顯示，平機會竭力維護法紀、嚴格執行法例。事實上，在過去數年，平機會認真檢視了投訴處理程序，仔細評估並改進了部分流程，務求持續改善和理順運作程序。

在預防歧視方面，我們繼續帶領不同界別打擊性騷擾。我們公布了兩項有關在大學及體育界的性騷擾調查，吸引了傳媒廣泛報道和社會關注，使大眾更加了解性騷擾在各行各業及社會上普遍存在的現象。我們特別喜見體育界的正面轉變，相對2014年，在2018年採用了反性騷擾政策的體育總會數目有所增加。話雖如此，我們仍有很多工作需要處理，例如跟進調查結果，特別是在大學界別，以確保大學備有所需政策框架及措施，防止違法性騷擾行為。

A significant milestone was the introduction of the Discrimination Legislation (Miscellaneous Amendments) Bill 2018 by the Government to the Legislative Council in December 2018. This Bill takes forward eight of the 73 law reform recommendations made by the EOC under its comprehensive Discrimination Law Review released in March 2016. From providing protection for breastfeeding women to expanding the scope of protection from sexual, disability and racial harassment to cover situations of harassment between persons in a common workplace, these law reforms will strengthen our legal framework for fighting discrimination.

During 2018/19, the EOC continued to enforce the law diligently. We recorded significant increase in the number of complaints handled. Yet we managed to fulfil our performance pledge of concluding 75% of the complaints within six months, with even shorter handling time for each case on average. The number of cases granted with legal assistance also increased sharply. These figures spoke louder than words, and underlined our full commitment to upholding and enforcing the law. Indeed, over the past few years, our complaint-handling process underwent close scrutiny. We evaluated the process carefully and made procedural changes, as part of our continuous effort to enhance and streamline our operational procedures.

On preventing discrimination, we continued to play a leading role in combating sexual harassment. Our work was marked by the release of two high-profile surveys on sexual harassment in the universities and the sports sector. These studies attracted extensive media spotlight and attention, and helped raise awareness of the prevalence of sexual harassment in the respective sectors and our society. We were especially pleased to note the positive change in the sports sector, with more national sports associations having adopted a policy to prevent sexual harassment in 2018 than in 2014. Much work remains to be done though, to follow up on the findings, especially in the university sector, and ensure that the necessary policy frameworks and measures are in place to prevent the unlawful act of sexual harassment.



我們另一個工作重點是為香港的邊緣社群（尤其是少數族裔及殘疾人士）消除障礙。為鼓勵僱主建立種族共融的工作環境，平機會於2018年8月推出《種族多元共融僱主約章》，為僱主提供一套具有九項良好常規的指引。公私營機構均對約章予以正面評價，簽署約章的機構數目持續上升。

殘疾人士是另一個需要社會更多包容及接納的社群，他們在日常生活中持續面對環境、程序、態度及制度上的種種障礙。平機會與不同界別合作，提倡殘疾人士在生活各層面，包括在就業、瀏覽網頁、進出建築物、獲取精神健康服務、使用其他公共設施及公共交通工具，以及參與會議和公共事務等方面，均應享有平等機會。

在教育方面，我們推出了多項新措施，例如兒童講故事比賽和工作坊，以及中學生多媒體比賽，目的是向年輕一代灌輸多元共融及互相尊重的價值觀。我們與不同界別及機構建立策略性合作夥伴關係，利用多個途徑及平台廣傳平等機會的信息。

Our other major focus was to remove the barriers facing marginalised groups, specifically ethnic minorities (EMs) and persons with disabilities (PWDs) in Hong Kong. To encourage employers to create a racially inclusive work environment, the EOC launched a major initiative, the “Racial Diversity and Inclusion Charter for Employers” in August 2018, which contains a set of nine good practice guidelines for employers. The Charter received positive response from organisations in both public and private sectors, with the number of signatories continuing to rise over the last year.

Also in need of greater inclusion and acceptance from society are PWDs, who continue to face physical, procedural, attitudinal and systemic barriers in their everyday life. Joining hands with partners in different sectors, the EOC advocated equal opportunities for PWDs in employment, in accessing the web, buildings, mental wellness and other public facilities, and public transport, and in participating in meetings and public affairs.

On the education front, we rolled out various new initiatives, including a storytelling competition and workshops for children and a multimedia competition for secondary students, which aimed to instil in our younger generation values of diversity, inclusion and respect. We established strategic partnerships with different sectors and organisations, and made use of multiple channels and platforms to spread the message of equal opportunities.







## 主席的話 | Chairperson's Message

此外，我們還加強了與國際盟友的聯繫。2018年9月，我們與國家人權機構亞太論壇合辦「平等共融亞太區會議2018：回顧與前瞻」，展示了香港在區內推動平等的領導地位。

近年，公眾對公營機構在效率、透明度和問責方面的期望日益提高，平機會亦不能倖免。在面對財政預算緊絀及工作量增加的情況下，平機會一直致力尋求方法提升效率、提高透明度和改善管治。平機會於2018年獲得傑出董事獎，可說印證了委員會在這方面的努力。

平機會能夠取得如此佳績，實在有賴平機會管治委員會各委員的大力支持和寶貴貢獻，我必須向他們衷心致謝。此外，我亦要讚許平機會全體員工一直悉力以赴，以專業精神為平機會服務。最後同樣重要、不得不提的是前任平機會主席陳章明教授，在他領導下，平機會的工作取得進展，定下了堅實的基礎，我謹此向他由衷致謝。

We also strengthened our network with international allies. In September 2018, we co-organised the Conference on Equality in the Asia Pacific 2018: Progress and Challenges with the Asia Pacific Forum of National Human Rights Institutions, showcasing the leading position of Hong Kong in promoting equality in the region.

Like many public organisations, the EOC faces ever-increasing public expectations on our efficiency, transparency and accountability. Working against a tight budget and increased workload, the EOC has been continuously looking for ways of enhancing its efficiency, transparency and governance. We are very pleased that our effort was recognised with the Directors of the Year Awards in 2018.

Indeed, we could not have achieved this without the firm support and contributions from Members of the EOC, to whom I would like to express my deepest appreciation. I would also like to commend the EOC staff for their dedication and professionalism. Last but not least, my sincere thanks go to my predecessor Prof CHAN Cheung-ming, Alfred, who helped build a solid foundation for the work of the EOC under his leadership.





展望未來，平機會將繼續與政府、立法會議員及持份者緊密合作，實施反歧視條例、就與平等機會有關的政策及常規提供專業意見，找出妨礙社會大眾特別是弱勢邊緣社群獲得平等對待的原因，並會牽頭打擊不平等問題。我們現正積極探討新措施，其中值得一提的是成立專責防止性騷擾的組別。這個組別會由專業及經特別培訓的員工組成，負責檢討現時保障免受性騷擾的法律制度不足之處，以及為受到性騷擾影響的人士提供支援。其他措施包括推出僱主約章，推動殘疾人士在就業方面的平等機會，以及加強有關少數族裔的工作，以提升他們在教育及就業的平等機會。若資源許可，我們更會探討目前欠缺法律機制保障的歧視範疇。

我們即將於2019/20第三季與管治委員會一起籌劃未來三年的策略性工作計劃，可預見未來的工作將十分繁重，而我深信平機會定能精益求精，建立包容共濟的社會，使人人共享平等機會。

平等機會委員會主席  
朱敏健, IDS

Looking ahead, the EOC will continue to work closely with the Government, legislators and stakeholders in implementing the anti-discrimination ordinances, provide expertise on policies and practices relating to equal opportunities, identify the barriers that stand in the way of equality for the community, especially the disadvantaged and marginalised groups, and act as the driving force in the fight against discrimination. In particular, we are actively exploring some new initiatives, one of which worth mentioning is the setting up of a dedicated anti-sexual harassment unit with professional and specially trained staff members. Their work will include reviewing the adequacy and gaps in legal protection against sexual harassment and providing support to those affected by the unlawful act. Others include the creation of an employers' charter for the purpose of enhancing the employment of PWDs, as well as stepping up our work on EMs with a view to promoting their equal opportunities in education and employment. Where resources permit, we would also look into other areas of discrimination not adequately covered by the existing legal regime.

In the third quarter of 2019/20, we will work with the Board on mapping out our strategic work plan for the coming three years. Certainly there will be busy times ahead, and I am confident that the EOC will go from strength to strength in building an equal, diverse and inclusive society for all.

**CHU Man-kin, Ricky, IDS**  
Chairperson  
Equal Opportunities Commission