



# 預防 Prevention

## 政策、研究及培訓

### 2019/20年度公布的研究報告

平機會每年進行或委託機構進行不同研究，以了解歧視的趨勢及根源，並建立以數據為本的深入見解。

在2019/20年度，平機會公布了下列三項研究的結果：

- 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(2019年5月)；
- 《人人學得好》— 少數族裔教育工作小組第二份報告(2019年9月)；以及
- 香港主流學校教育少數族裔學生所面對的挑戰之研究(2020年1月)。

為跟進各項研究，平機會會見或去信相關政府決策局及部門，促使有關當局考慮及／或採納報告內的建議。

舉例來說，根據「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」研究結果，公眾反對精神健康綜合社區中心的原因之一，是有關設施於《香港規劃標準與準則》中被歸類為「敏感社區設施」(乙類)，與特殊醫療診所，以及精神病康復者及嚴重弱智人士的宿舍和展能中心屬同一類別。為免對有關設施和使用者造成負面標籤，平機會建議刪除於《香港規劃標準與準則》中「敏感社區設施」一欄下對精神健康設施的提述。為跟進此建議，平機會與規劃署會面，討論能否刪除該提述。

(有關其餘兩項研究的詳情，請參閱少數族裔事務組的章節。)

## Policy, Research and Training

### Research Studies Published in 2019/20

To understand the trends and root causes of discrimination and develop data-driven insights, the EOC conducts and commissions a range of research studies every year.

In 2019/20, the EOC released the findings of three studies, namely:

- Study on Identifying Effective Approaches to Reduce Public Opposition in the Siting of Integrated Community Centres for Mental Wellness (ICCMWs) and Other Mental Health Facilities (May 2019);
- Closing the Gap: Second Report of the Working Group on Education for Ethnic Minorities (September 2019); and
- Study on the Challenges Faced by Mainstream Schools in Educating Ethnic Minorities in Hong Kong (January 2020).

To follow up on the studies, the EOC met and/or wrote to the relevant Government bureaux and departments and urged for consideration and/or adoption of the recommendations in the reports.

For example, the Study on Identifying Effective Approaches to Reduce Public Opposition in the Siting of ICCMWs and Other Mental Health Facilities found that public opposition to these facilities could be partly due to the classification of ICCMWs as “Group B Sensitive Community Facilities” in the Hong Kong Planning Standards and Guidelines (HKPSG), the same category as for special medical and health clinics, as well as hostels and day centres for discharged mental patients and severely mentally handicapped persons. To avoid labelling and stigmatisation of ICCMWs and the service users, the EOC recommended that the reference to mental health facilities under the designation “Sensitive Community Facilities” be removed from the HKPSG. To follow up on this, the EOC had a meeting with the Planning Department and discussed the possibility of removing the reference.

(For details of the other two studies, please refer to the section on the Ethnic Minorities Unit.)



## 預防 Prevention

### 已委託或正進行的研究

平機會於2019/20年度已委託或正進行以下研究：

- 公眾對女政治領袖的態度之研究；
- 香港少數族裔青年教育與事業路徑的研究；
- 香港普通學校教育有特殊教育需要學生的研究；
- 為香港少數族裔語言傳譯員及筆譯員制訂資歷認證與規管制度的可行模式；
- 香港年輕殘疾人士從求學過渡至工作的研究；以及
- 對職場精神病人的標籤及歧視態度之研究。

### Research Studies Commissioned or in Progress

The following studies were commissioned or in progress in 2019/20:

- Public Attitudes Towards Female Political Leadership;
- Education and Career Pathways of Ethnic Minority Youths in Hong Kong;
- Challenges, Effective Policies and Best Practices of Ordinary Schools in Educating Students with Special Educational Needs in Hong Kong;
- Potential Models for Accreditation and Recognition of Interpreters and Translators in Ethnic Minority Languages in Hong Kong;
- Effective Strategies to Facilitate School-to-Work Transition of Young Persons with Disabilities (PWDs) in Hong Kong; and
- Perceptions of Stigmatisation and Discrimination of Persons with Mental Illness in the Workplace.





## 預防 Prevention

### 反性騷擾運動工作小組

平機會於2012年推行反性騷擾運動，以不同界別為目標，包括教育界、商界、體育界、宗教界及社福界。為協助這些界別預防性騷擾，平機會進行不同工作，例如進行調查及研究，以掌握特定界別中性騷擾的普遍情況；制定政策大綱供機構採用；以及為機構的成員、員工及管理層提供培訓。舉例來說，平機會於2019年4月及5月便舉辦了兩個工作坊，指導教會的信徒領袖擬訂反性騷擾書面政策，以及為其信眾建立投訴處理機制。

#### 大專教育界

平機會在2019年年初公布《打破沉默：本港大學生性騷擾調查研究報告》（《打破沉默》報告）後，向數間大學的學生和職員提供簡報會兼培訓，並應大學校長會的邀請，提交了為大學生製作有關防止性騷擾的網上及多媒體資源的計劃書。平機會亦與參與研究的大學的校長／副校長商討其他預防措施，此外還製作多項資訊材料，例如附有資料圖的小冊子、短片及簡報，概述研究結果，提高大學生及大學職員對性騷擾的認識。

平機會亦積極在國際會議及研討會等大型場合，向持份者宣傳有關研究結果。例如，平機會在2019年10月18至19日參與了「第七屆亞洲性教育會議」。作為會議的支持及參展單位，平機會分別在專題討論環節以及透過海報形式向逾200位來自內地、亞洲及本港的性教育及青年工作者介紹了《打破沉默》報告的研究結果。

### Working Group on Anti-Sexual Harassment Campaign

The EOC launched the Anti-Sexual Harassment Campaign in 2012. From education, business and sports to church and social service sector, the EOC has been assisting a variety of sectors to prevent sexual harassment by: undertaking sector-specific surveys and studies to understand the prevalence of sexual harassment; putting together policy frameworks for adoption by organisations; and providing training for the members, staff and management of the organisations. For example, two workshops were conducted in April and May 2019 to guide lay church leaders in writing an anti-sexual harassment policy and developing a complaint-handling mechanism for their congregations.

#### Tertiary Education Sector

Following the release of the report on “Break the Silence: Territory-wide Study on Sexual Harassment of University Students in Hong Kong” in early 2019, the EOC provided briefing-cum-training to students and staff of a number of universities. Upon invitation of the Heads of Universities Committee, the EOC submitted a proposal on the production of online and multimedia resources about the prevention of sexual harassment for university students. Discussions on other preventive measures were also made with the respective Presidents/Vice-Presidents of the universities that participated in the study. In addition, the EOC produced a range of materials, including leaflets with infographics, short video clips and PowerPoint, to provide a gist of the research findings and raise awareness of sexual harassment among university students and staff.

The EOC promoted the research findings to stakeholders at key occasions, such as international conferences and seminars. Acting as the supporting organisation and booth exhibitor of the 7th Asian Conference on Sexuality Education on 18-19 October 2019, the EOC participated in a panel discussion and delivered a poster presentation regarding the “Break the Silence” report to some 200 sexuality educators and youth workers from the Mainland, Asia and Hong Kong.



## 預防 Prevention



另外，平機會於2019年11月1日香港青年協會舉辦的研討會上，亦向超過130位中學老師、社工及輔導員，講解有關研究結果及預防校園性騷擾的措施。

Also, on 1 November 2019, the EOC presented the research findings and preventive measures on campus sexual harassment to over 130 secondary school teachers, social workers and counsellors at a seminar organised by the Hong Kong Federation of Youth Groups.

## 體育界

2019年2月，平機會舉行新聞發布會，公布「性騷擾——體育界問卷調查2018」的結果；該調查由平機會與中國香港體育協會暨奧林匹克委員會合作進行，是體育界第二輪反性騷擾運動的其中一個項目。在79間體育總會中，有42間填寫了問卷，其中52%（22間）報稱已經制定防止性騷擾書面政策。與2014年相比，當時只有七間體育總會報稱制定了防止性騷擾政策，數目顯著上升。

## Sports Sector

As part of the second round of the Anti-Sexual Harassment Campaign in the sports sector, the EOC and the Sports Federation and Olympic Committee of Hong Kong, China jointly conducted the "Sexual Harassment: Questionnaire Survey for Sports Sector 2018" and a press conference was held in February 2019 to release its findings. Among the 79 National Sports Associations (NSAs), 42 responded to the survey and 52% (22 NSAs) of them reported that they already developed their own written policy on anti-sexual harassment. This was a significant increase, compared with only 7 NSAs reporting that they had an anti-sexual harassment policy in 2014.

康樂及文化事務署收到平機會的調查報告後，再次聯絡體育總會，推動各會制定防止性騷擾政策，有關總會已採取合適措施以回應平機會的建議。該署表示，至2019年6月，60間受資助體育總會中有39間已制定反性騷擾機制及指引，餘下的受資助體育總會已承諾將各自制定政策。

Following the receipt of the EOC survey report, the Leisure and Cultural Services Department (LCSD) further liaised with the NSAs to promote the development of anti-sexual harassment policy among them. As a result, appropriate measures have been put in place to respond to the EOC's recommendations. According to LCSD, 39 of 60 subvented NSAs had formulated anti-sexual harassment mechanisms and guidelines as at June 2019, while the remaining subvented NSAs have committed to developing their own policy.





## 預防 Prevention

### 成立反性騷擾事務組

為加強防止和打擊性騷擾的工作，平機會計劃成立反性騷擾事務組，並在2020/21年度向特區政府取得所需撥款。該事務組的工作包括：

- 全面檢討現時與性騷擾相關的法例，找出保障上的缺漏，並適時提出修訂法例的建議；
- 提升大眾對預防性騷擾政策和措施的認識；以及
- 為受性騷擾影響的人士充當第一站的支援角色，提供有關法律條文的資料，以及提供投訴及尋求公道的方法，並在有需要時轉介至輔導及治療服務。

### Establishment of Anti-Sexual Harassment Unit

To step up the effort in preventing and tackling sexual harassment, the EOC made plans to set up an Anti-Sexual Harassment Unit (ASHU), and secured the necessary funding from the SAR Government in 2020/21. The work of the ASHU includes:

- Conduct a holistic review of the current legal regime to identify protection gaps and recommend legislative amendments where appropriate;
- Promote public awareness on anti-sexual harassment policies and measures; and
- Serve as a first port of call for those affected by sexual harassment, providing information on provisions of the law, advice on where to lodge complaints and seek redress, and referral to counselling and therapy services.

## 政策倡議

### 向政府提交性教育改革的意見書

平機會在2019年年初公布《打破沉默：本港大學生性騷擾調查研究報告》後，與利希慎基金於2019年5月6日合辦「改革本港性教育圓桌會議」。約50名來自非政府組織、辦學團體及中小學的代表參加了會議。會議的論題有兩個，分別是「如何改革本港的性教育課程？」及「如何能更有效實行全面的性教育？」。參加者一致認為，除了負責性教育的教師外，所有教職員的性別平等意識亦應該提升。

## Policy Advocacy

### Submission to the Government on the Reform of Sexuality Education

Following the release of the report on “Break the Silence: Territory-wide Study on Sexual Harassment of University Students in Hong Kong” in early 2019, the EOC co-organised a Roundtable on Reforming Sexuality Education in Hong Kong with the Lee Hysan Foundation on 6 May 2019. Drawing about 50 representatives from NGOs, school-sponsoring bodies, as well as secondary and primary schools, the roundtable featured two discussion sessions, namely “How to Reform the Sexuality Education Curriculum of Hong Kong?” and “How to Effectively Implement Comprehensive Sexuality Education?”. Participants of the roundtable all agreed that a deeper awareness of gender equality should be promoted among all teaching staff, on top of teachers responsible for sexuality education.



## 預防 Prevention

2019年9月，平機會向教育局學校課程檢討專責小組提交意見書，提出全面改革香港性教育的建議，當中納入了不少圓桌會議參加者所提出的意見。

In September 2019, the EOC made a submission to the Task Force on Review of School Curriculum of the Education Bureau (EDB), laying out recommendations for a comprehensive overhaul of sexuality education in Hong Kong. The suggestions incorporated many of the insights shared by participants of the roundtable.

### 殘疾人士的權利

平機會繼續利用多個途徑及平台，提倡殘疾人士的各種權利。例如，平機會與本地大學推廣平等機會聯繫網絡的大專院校代表舉行會議，探討如何支援有特殊教育需要的大學生。

### Rights of Persons with Disabilities

The EOC continued to leverage on multiple channels and platforms to advocate for the various rights of PWDs. For example, meetings were held with representatives of tertiary institutions under the Network for Promoting Equal Opportunities in Local Universities to explore ways of supporting university students with special educational needs.





## 預防 Prevention

平機會於2019年11月2日舉辦了研討會，內容有關推廣特教學生的平等教育機會，參加者包括教育局、大學代表、學生，以及超過80名教師和校長。教育局表示會研究採取措施，把特教學生的支援資料由中學傳送至大學。

平機會多年來一直鼎力支持無障礙網頁嘉許計劃，並於2019/20年度繼續擔任計劃的獨立顧問，以提倡無障礙網站及流動應用程式設計。該計劃由香港互聯網註冊管理有限公司主辦，並由政府資訊科技總監辦公室協辦，旨在表揚機構及企業在其網站及／或流動應用程式採用無障礙設計，積極促進數碼共融。

此外，平機會還支持非政府組織加強殘疾人士的平等就業機會。例如，平機會支持CareER於2019年10月舉辦「共融平等招聘計劃—共融招聘展」。這些活動提供工作配對服務，鼓勵僱主為殘疾人士開設更多樣化的就業機會及職業階梯，以及協助殘疾人士接觸更多僱主。

平機會亦繼續支持由勞工及福利局、其他政府部門、公營機構及非政府組織合辦的精神健康月運動。平機會是籌備委員會研究工作小組的成員，與籌備委員會其他成員合作進行了精神健康指數調查，以評估香港市民的精神健康狀態。

On 2 November 2019, a seminar was successfully held to promote equal educational opportunities for students with SEN, with the participation of the EDB, university representatives, students, over 80 teachers and principal heads. The EDB would explore measures to facilitate the transfer of SEN students' support information from secondary schools to universities.

As an advocate of accessible web designs and mobile applications, the EOC has been a staunch supporter of the Web Accessibility Recognition Scheme (WARS), and continued to act as the independent advisor of the Scheme in 2019/20. Organised by Hong Kong Internet Registration Corporation Limited and co-organised by the Office of Government Chief Information Officer, the Scheme aimed to recognise organisations and companies for contributing to digital inclusion by designing websites and/or mobile applications in an accessible manner.

Meanwhile, the EOC supported NGOs to enhance the equal employment opportunities of PWDs. For example, the EOC supported CareER in organising a Fair Opportunity Inclusive Recruitment Fair in October 2019. These job-matching events served to encourage companies to open up a greater range of job opportunities and career pathways for PWDs, and connect PWDs with more employers.

The EOC also offered its longstanding support to the Mental Health Month campaign by the Labour and Welfare Bureau, other Government departments, public organisations and NGOs. As a member of the Organising Committee's Research Working Group, the EOC jointly conducted the Mental Health Index survey to gauge the mental health status of Hong Kong citizens.







## 預防 Prevention

### 培訓與顧問服務

#### 定期培訓和專設課程

自2001年起，平機會已為私營及公營界別的人士及機構提供有關反歧視條例的培訓。培訓課程分為兩類，分別為每年春／秋兩季舉辦讓公眾參加的定期培訓課程，以及應機構要求而提供的專設培訓課程。

平機會於2019/20年度舉辦了21個定期培訓課程，參加者共430人；而專設培訓課程則有325個，參加者超過16,700人。最受歡迎的培訓課程主題是反歧視條例，其次為防止性騷擾。平機會亦舉行特定主題的培訓，例如《種族歧視條例》和文化敏感度，以及無障礙通道和設施（為無障礙主任和政府部門的專責人員而設）。



### Training and Consultancy

#### Calendar Training and Customised Training

The EOC has been offering training on the anti-discrimination ordinances for individuals and organisations in both private and public sectors since 2001. There are two types of training programmes, namely the calendar training programmes, which are offered to the public twice a year in spring and autumn, and customised training programmes for organisations upon request.

In 2019/20, the EOC conducted 21 training sessions for 430 participants under the calendar training programmes. As for customised training, 325 sessions were conducted for over 16,700 participants. The most popular topic was the anti-discrimination ordinances, followed by the prevention of sexual harassment. The EOC also conducted training on specific topics, such as the Race Discrimination Ordinance and cultural sensitivity, and accessibility (for access officers and designated personnel in Government departments).







## 預防 Prevention

### 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2019/20年度，平機會應一間機構要求提供顧問服務，受惠員工超過1,900人。

### 平等機會之友會

平等機會之友會於2006年成立，為僱主、人力資源從業員、主管和培訓導師提供學習和交流的平台。在2019/20年度，接近320人加入了該會，他們來自超過170間機構。

2019年12月20日，平機會為平等機會之友會會員舉辦了「為殘疾人士建立共融工作間」研討會，講者包括CareER創辦人崔宇恆先生、新生精神康復會專業服務經理(社區服務)黃宗保先生，以及香港失明人協進會項目經理黃仕鋒先生和社會工作員鄭漫沂女士。嘉賓重點講及有關工作間便利措施的常見誤解，亦分享了實用資訊，就如何為有殘疾的員工建立友善和無障礙的工作環境提供建議。

### 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 2019/20, upon request, the EOC worked on one consultancy case for an organisation covering more than 1,900 employees.

### Equal Opportunity (EO) Club

The EO Club was established in 2006 to provide a platform of learning and exchange on preventing discrimination among employers, human resource practitioners, supervisors and trainers. In 2019/20, there were nearly 320 participants from over 170 organisations joining the EO Club.

On 20 December 2019, the EOC organised a seminar “Creating an Inclusive Workplace for People with Disabilities” for members of the EO Club. Among the speakers were: Mr Walter TSUI, Co-founder of CareER; Mr WONG Chung-bao, Professional Service Manager (Community Services) of New Life Psychiatric Rehabilitation Association; as well as Mr Terry WONG and Ms Mandy KWONG, Project Manager and Social Worker of Hong Kong Blind Union respectively. The guests highlighted some of the common myths about workplace accommodation and shared practical information on ways of creating a supportive and accessible environment for employees with disabilities.





## 預防 Prevention

### 少數族裔事務組

2019/20年度，平機會的少數族裔事務組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，以消除少數族裔在教育、就業，以及獲取貨品、服務及設施方面所面對的障礙。

### 教育

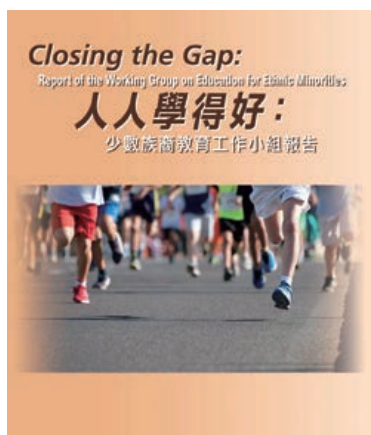
為了收集持份者對非華語學生的教育政策及措施的意見，少數族裔事務組在2018/19年度舉辦了多場交流會及訪問，參加的持份者包括少數族裔家長、非華語學生、教師、校長、僱主、語言專家及非政府組織代表。平機會的少數族裔教育工作小組繼2011年發布題為《人人有書讀》的第一份報告後，於2019年9月公布了第二份報告《人人學得好》。

### Ethnic Minorities Unit

In 2019/20, the Ethnic Minorities Unit (EMU) of the EOC continued to adopt a three-pronged approach encompassing policy recommendation, training and outreach in its work, with a view to removing the barriers faced by ethnic minorities (EM) in education, employment and accessing goods, services and facilities.

### Education

To collect stakeholders' feedback on the education policies and measures for non-Chinese-speaking (NCS) students, the EMU organised a series of sharing sessions and interviews with EM parents, NCS students, teachers, principals, employers, language experts and NGO representatives in 2018/19. In September 2019, the EOC released the second report of the Working Group on Education for EMs entitled "Closing the Gap", following the first report "Education for All" in 2011.





## 預防 Prevention

報告綜合了持份者的意見和提議，以及工作小組的建議。報告就三個行動領域提出22項建議，其中須優先處理的三項建議包括：

- 堵塞現有學習系統上的漏洞，為非華語學生提供以中文作為第二語言的整全中文課程；
- 加強師資培訓，培育一批教導中文作為第二語言的教師；以及
- 建立有系統的中文考試資歷階梯，以配合非華語學生的不同需要。

平機會其後與教育局會面，轉達研究結果。平機會亦因應2019年施政報告公眾諮詢向政府提交多項建議，提倡進一步推動少數族裔的平等教育機會，包括為非華語學生制定以中文作為第二語言的整全課程；加強師資培訓，確保教師具備教導第二語言學習者所需的技巧與思維；以及檢視現有各個中文考試選項，進而制定獲大專院校和僱主認可的資歷階梯。

2020年1月，平機會公布「香港主流學校教育少數族裔學生所面對的挑戰之研究」結果。研究由平機會委託樂施會及香港大學中文教育研究中心進行，目的是探討學校於教導非華語學生時所面對的挑戰，並透過收集小學校長和教師的意見，從而找出可行的改善建議。主要的研究結果包括：

The report summarised the views and suggestions of stakeholders and the recommendations by the Working Group. Altogether there were 22 recommendations under three action areas, with the top three recommendations being:

- Plugging the gaps in the existing systems in order to have in place a full-fledged Chinese-as-a-second-language curriculum;
- Arranging better and systematic teacher training so as to create a pool of teachers teaching Chinese as a second language; and
- Introducing a structural Chinese language examination ladder that caters for the range of different needs of NCS students.

Subsequently, the EOC met the EDB to relay the findings of the study. The EOC also submitted a range of recommendations on advancing educational equality for EM students to the Government during the public consultation on the 2019 Policy Address, including the development of a complete Chinese-as-a-second-language curriculum for NCS students, more robust training to equip teachers with the skillset and mindset needed for teaching second language learners, and the consolidation of different Chinese language examination options into a qualification ladder recognised by tertiary institutions and employers.

In January 2020, the EOC released the report of another study entitled “A Study on the Challenges Faced by Mainstream Schools in Educating Ethnic Minorities in Hong Kong”. The study, commissioned to Oxfam Hong Kong and the Centre for Advancement of Chinese Language Education and Research of The University of Hong Kong, aimed to explore the challenges faced by schools in teaching NCS students and gauge the views of principals and teachers of primary schools, with a view to identifying possible suggestions for improvement. The main findings of the report included:





## 預防 Prevention

- 只有37.8%的中文科教師和54.1%的非中文科教師表示有信心教導非華語學生達至與華語學生相近的水平；
- Only 37.8% of Chinese language teachers and 54.1% of non-Chinese language teachers felt confident in teaching NCS students to achieve comparable levels of standards of Chinese-speaking students;
- 有接近95%的校長認為主流課程的中文寫作對非華語學生來說要求過高；有超過95%的中文科教師認為，主流中文課程對非華語學生來說過於艱深；
- Nearly 95% of the school principals expressed that Chinese writing of the mainstream curriculum is too demanding for NCS students, while over 95% of Chinese language teachers expressed that the Chinese language subject of the mainstream curriculum is too difficult for NCS students;
- 在非華語學生集中程度屬於中等的學校（取錄了31至50名非華語學生），有接近95%的校長和97%的中文科教師同意應由擁有豐富教導非華語學生經驗的教師，為非華語學生提供抽離式中文學習支援；
- Almost 95% of the principals and 97% of Chinese language teachers working at medium concentration schools (with an intake of 31-50 NCS students) agreed that the Chinese learning support programme for NCS students should be provided by teachers experienced in teaching NCS students as a pull-out learning support;
- 有93.2%的受訪校長表示聘請有中文作為第二語言相關教學技巧的教師遇到較大困難；大部分受訪校長認為，教育局提供的津貼不足以聘請教學經驗豐富的教師以支援非華語學生；以及
- 93.2% of the interviewed principals expressed that they encountered greater difficulties in employing teachers with related skills on teaching Chinese as a second language, and most opined that the subsidy provided by the EDB was insufficient for employing experienced teachers for supporting NCS students; and
- 有95%的校長和超過90%的教師認同，坊間缺乏以中文作第二語言的學生為對象且能配合主流課程的教材。
- 95% of principals and more than 90% of teachers agreed that there was a lack of teaching materials targeting students with Chinese as a second language and corresponding to the mainstream curriculum at the same time.

研究團隊在報告中提出一系列建議，會提交予教育局及有關方面考慮。

The research team listed a series of recommendations in the study report, which would be submitted to the EDB and relevant parties for consideration.



**37.8%**

中文科老師

Chinese language  
subject teachers

表示  
**有信心**

教導非華語學生  
達至與華語學生相近的水平  
are

**Confident**  
in teaching NCS students to  
achieve the learning level of  
Chinese-speaking students



**54.1%**

非中文科教師

Non-Chinese language  
subject teachers



## 預防 Prevention

### 就業

#### 《種族多元共融僱主約章》

自2018年8月《種族多元共融僱主約章》推出以來，簽署約章機構的數目持續上升。截至2020年3月31日，有107間機構簽署了約章，承諾支持種族多元共融的僱傭政策。附錄3載列了截至2020年3月31日已簽署約章的機構名單。

為鼓勵僱主分享良好常規，少數族裔事務組於2019年8月2日為簽署機構舉辦圓桌會議，該圓桌會議由AXA安盛贊助，內容有關企業如何透過不同措施在工作間推動種族多元共融，期間亦舉行了有關培養文化智商的工作坊。

另外，平機會與世勤律師事務所和鴻鵠律師事務所合作，於2019年12月5日舉辦「從#MeToo到#WeToo:齊創共融工作環境」(From #MeToo to #WeToo: Let's Create an Inclusive Working Environment for All)座談會。座談會的目的是響應11月25日的國際消除對女性使用暴力日和12月18日的國際移民日，另外還以性騷擾為主題，聚焦討論外籍家庭傭工的處境，鼓勵企業提升僱員意識，特別是他們當中有不少都是外籍家庭傭工的僱主。



### Employment

#### Racial Diversity and Inclusion Charter for Employers

Since the launch of the Racial Diversity and Inclusion Charter for Employers in August 2018, the number of signatories continued to go up. As at 31 March 2020, there were 107 signatories enrolled on the Charter, pledging their support to racially diverse and inclusive employment policies. Signatories of the Charter as at 31 March 2020 are listed in Appendix 3.

To encourage the sharing of best practices, the EMU organised a roundtable for signatories on 2 August 2019. The roundtable discussion, which was sponsored by AXA, explored a range of corporate initiatives that could help promote racial diversity and inclusion in the workplace. A workshop on cultural intelligence building was also held during the occasion.

The EOC also co-organised a panel discussion entitled "From #MeToo to #WeToo: Let's Create an Inclusive Working Environment for All" with international law firms Lewis Silkin and Bird & Bird on 5 December 2019. Other than honouring the International Day for the Elimination of Violence Against Women on 25 November and the International Migrants Day on 18 December, the panel aimed to spotlight issues relating to sexual harassment — especially those affecting foreign domestic workers (FDWs) — and invite businesses to reflect on how they can influence their employees, many of which hire FDWs.





## 預防 Prevention

### 獲取貨品、服務及設施

為提高服務提供者的文化敏感度，少數族裔事務組在2019/20年度為不同政府部門、機構，以及服務提供者的前線僱員提供培訓。2019/20年度，平機會一共舉辦了106場有關《種族歧視條例》及多元文化的培訓，其中55場的對象是主流社區人士，例如政府人員、教師及本地企業的僱員，另外51場則為少數族裔社群而設，包括外籍家庭傭工。

在2018/19年度，平機會委託機構進行《為香港少數族裔語言傳譯員及筆譯員制訂資歷認證與規管制度的可行模式》研究，就少數族裔語言傳譯服務訂立統一標準提供建議。研究報告會於2020/21年度發表。

### Access to Goods, Services & Facilities

To enhance the cultural sensitivity of service providers, the EMU provided training to frontline staff of various Government departments, organisations and service providers in 2019/20. Altogether 106 training sessions on the RDO and cultural diversity were conducted in 2019/20, with 55 sessions for members of the mainstream community, such as Government officials, teachers and employers of local businesses, and 51 sessions for the EM communities, including foreign domestic workers.

The EMU commissioned a “Study on Potential Models for Accreditation and Regulation of Interpreters and Translators in EM Languages in Hong Kong” in 2018/19, with a view to providing recommendations on the standardisation of interpretation services for EM. The study report will be released in 2020/21.



# 106

場有關《種族歧視條例》與多元文化培訓  
training sessions on the Race Discrimination Ordinance  
and cultural diversity







## 預防 Prevention

### 社區融合

為接觸少數族裔社群，少數族裔事務組設立了若干平台，例如尼泊爾社群小組、巴基斯坦裔婦女小組、錫克教婦女小組以及推動種族平等共融青年諮詢小組。在2019/20年度，少數族裔事務組與該等小組定期舉行會議，聽取他們的關注，另外還參與了147次持份者會議和74次社區活動。

少數族裔事務組每一季均為印尼裔和菲律賓裔家庭傭工大使舉辦課程，提升她們的技巧和信心，從而支援同鄉應對歧視和騷擾問題。

在主流社群方面，少數族裔事務組繼續借助EMBRACE運動，透過Facebook及影片宣傳種族共融信息。

### Community Integration

The EMU has established a number of platforms for reaching out to EM communities, namely a Nepalese community group, a Pakistani women's group and a Sikh women's group, as well as a Youth Consultative Group on Racial Equality and Integration. During 2019/20, regular meetings were held with these groups to hear their concerns. The EMU also participated in 147 stakeholder meetings and 74 community events.

Separately, quarterly empowerment sessions were conducted to equip Indonesian and Filipino migrant worker ambassadors with the skills and confidence needed to combat the discrimination and harassment experienced by their peers.

For the mainstream community, the EMU continued to ride on the EMBRACE campaign featuring Facebook and video promotions to spread the message of racial integration.

