



平等機會委員會
EQUAL OPPORTUNITIES COMMISSION



EOC 平機會
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EOC JOURNAL

Two Decades • One Vision —
Equality for ALL

廿載耕耘
信念如一

平等
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主席的話

Message from the Chairperson

歡

迎各位參閱平機會半年刊第六期。

2016年對我來說是別具意義的一年。我於4月上任成為平等機會委員會(平機會)主席，適逢今年是平機會成立二十周年，對於在這個歷史時刻肩負此重要使命，我感到既榮幸且高興。平機會是於1996年5月20日根據《性別歧視條例》成立，並於同年9月20日開始為大眾提供服務。本期半年刊正好紀念平機會過去二十年來的工作。

自平機會創立二十年以來，香港的人口面貌、政治氛圍和社會發展均出現重大轉變，市民大眾對維護個人權利以至反歧視的意識亦愈來愈高，令社會平等的情況有長足發展。

本期半年刊介紹了平機會一直以來為促進社會平等而進行的工作，包括與佔香港大多數僱主的中小企合作，以及就歧視條例檢討向政府提交的法例改革建議。我們並報導平機會最近完成的研究，這些研究結果讓我們更深入認識各層面的歧視，成為日後倡議工作的證據和基礎。我們亦會介紹平機會的工作計劃，當中勾劃出我們對創建平等共融社會的抱負。

展望未來，我們有責任確保下一代每個人的基本尊嚴受到保障，人人都有平等機會盡展所長。雖然過往在社會上受排擠及邊緣化的群體(包括婦女、殘疾人士和少數族裔)現時所享有的機會已有所增加，但還有許多工作尚待努力。我們必須繼續往開來，承著過去二十年的成績，邁向下個二十年。

自2016年4月上任以來，我分別與不同持份者團體和社會組織會面。在就任主席的首三個月已總共與超過70個團體接觸，直接聆聽他們對平機會工作的意見和訴求。我的抱負是提升平機會作為先驅和推動者的角色，推動平等機會概念成為香港各界和社會各層面的主流價值。我深信要建設一個真正包容共濟的社會，日常生活中各項政策、措施或生活態度，都必須貫徹平等機會價值觀。因此，推動跨界別——包括政府、商界和平等機會倡議者等相互合作，以及在位者的遠大目光和寬宏領導，極為重要。

誠然，推動平等機會概念成為主流價值，不是一朝一夕的事，我們必須在這一時刻就開始採取積極行動，鞏固社會平等的基石，令我們的抱負能夠在將來成為現實。我有信心只要大家攜手合作，定必可為平等開拓更廣闊的領域。

欣逢平機會二十周年這個值得紀念的時刻，我衷心感謝歷屆主席、前任及現任的管治委員會委員、合作夥伴及持份者多年努力耕耘，共同推展平等機會，期望與大家繼續並肩攜手，向前邁進。

平等機會委員會主席
陳章明



Welcome to the 6th issue of the EOC Journal. I am delighted and humbled that this message – my first as the Chairperson of the Equal Opportunities Commission (EOC) – marks a very special moment in the Commission’s history, its 20th anniversary. Two decades ago on 20 May 1996, the EOC was formally established under the Sex Discrimination Ordinance. On 20 September 1996, the Commission started to offer its services to the public. This publication is therefore particularly timely, as the EOC commemorates its 20th year of operation.

In the two decades since the EOC’s establishment, there have been major developments in the equality landscape of our city, prompted by demographic, political and social changes, not to mention the ever-increasing expectations and awareness of everyone’s right to non-discrimination.

In this issue, you will read about what the Commission has been doing towards advancing our city’s equality frontier – from our work with small and medium enterprises (which make up the majority of Hong Kong’s employers) to making recommendations to the Government on legislative reforms following the Discrimination Law Review. You can find information about the research studies we have conducted recently, which enable us to better understand different aspects of discrimination in this city, besides offering the EOC an evidence-based foundation for advocacy. And you may read about our work plan, which outlines our aspirations for creating a more equal and inclusive society for all.

Indeed, as we look ahead to our future, we have an obligation to the next generations to ensure that everyone’s basic dignity is safeguarded and everyone has the same chances to have their potential realised to the fullest. While opportunities have undoubtedly widened for previously marginalised groups such as women, people with disabilities and ethnic minorities, still much remains to be done. We must not lose the momentum we have gained over the last 20 years as we consider how to shape the next 20.

Since joining the Commission in April 2016, I have been meeting various stakeholders and community groups. Altogether I met over 70 groups during my first three months as Chairperson of the EOC, hearing first-hand their views and feedback on the work of the EOC. My vision is to strengthen the EOC’s role as a forerunner and driver in mainstreaming equal opportunities across different sectors and segments of the Hong Kong society. I firmly believe that our dream of a truly inclusive society would not be possible without the integration of equal opportunity values into everyday policies, practices, and attitudes. This will require cross-sector collaboration – from Government to businesses to community advocates – and forward-thinking leadership.

Of course, mainstreaming values is a long-term endeavour. But we must take action now to lay the groundwork, in order to make this vision of our future a reality. I am confident that by working together, we can chart new courses and expand the frontiers of equality for our city.

On the memorable occasion of the 20th anniversary of the EOC, I extend our thanks to all our former Chairpersons, our Board Members past and present, and, as importantly, our allies and stakeholders, for being with us thus far on the road to equality. I look forward to continuing our journey with you in the years to come.

Alfred CHAN Cheung-ming
Chairperson
Equal Opportunities Commission

平機會向立法會 介紹工作計劃



平機會委員會(平機會)主席陳章明教授於2016年6月20日向立法會政制事務委員會介紹了平機會的工作計劃，包括未來優先工作領域及新工作項目。

陳教授作出介紹時，交代了平機會兩項主要工作的最新進度，分別是歧視條例檢討和「立法禁止性傾向、性別認同及雙性人身份歧視的研究」。平機會今年較早時已經公布兩個項目的報告及相關建議。陳教授重申平機會將致力與包括政府在內的各界主要持份者緊密合作，跟進有關建議。

有關平機會於2016/17年度的主要工作，陳教授表示，鑑於社會上弱勢群體(包括婦女、少數族裔和殘疾人士)受到不平等及歧視待遇的情況持續，平機會將集中處理導致這些情況的系統性和制度上的障礙，以及歧視行為和態度。

婦女面對的障礙

儘管香港過去數十年在促進性別平等方面已取得相當成績，但婦女仍持續面對多方面的障礙，例如性別定型和偏見，令她們難以盡展所長。

影響兩性尤其是婦女的一大問題是性騷擾。目前性騷擾行為仍然普遍，特別是在工作場所。平機會在過去數年一直致力與教育界、商界、服務業和體育界推廣防止性騷擾的重要性。展望未來，平機會將繼續與各界包括社福界合作，以打擊性騷擾這種違法行為。

另一影響婦女的問題是懷孕歧視。根據平機會於2016年5月公布的「中小企懷孕歧視狀況及對在職母親負面看法之研究」結果，超過兩成受訪僱員(22%)報稱在懷孕、放產假時及／或在分娩後復工的第一年受到歧視。平機會根據研究結果向政府及其他主要持份者作出多項行動建議，例如：加強教育僱主及僱員，讓他們認識法例賦予的權利和責任。此外，平機會將繼續倡議有關方面加強政策和設施，包括制定友善工作間政策，以支援需要餵哺母乳的雙職母親。

少數族裔未能享有平等機會

另一需要支援的群體是少數族裔。少數族裔佔香港整體人口約6%，由於言語不通，他們在日常生活中遇上各種或大或小的困難，以致無法充分融入社會。這些困難包括學校缺乏適當語言

學習支援措施、工作前景有限、難以取得基本的公共服務，以及主流社會對少數族裔的文化沒有足夠認識等。

平機會得到政府增撥補助，於2015年成立少數族裔事務組，處理少數族裔社群面對的困難。平機會將繼續與政府及相關界別合作，提升少數族裔社群在教育及就業方面的平等機會。例如：為學校教師、行政人員、家長和學生設計指引，處理種族歧視的情況；又會設計和推出活動，鼓勵本地企業聘用更多少數族裔員工。少數族裔事務組會繼續充當少數族裔社群與相關政府部門、公共機構及其他機構之間的「橋樑」，以協助他們溝通，例如提出少數族裔社群的服務需要等。



殘疾人士面對的障礙

除了少數族裔，平機會亦非常關注殘疾人士在教育、就業和社會參與等所面對的障礙，這些障礙令他們無法得享平等機會。

為了及早識別出有特殊教育需要及殘疾的學生，並作出介入，平機會多年來一直促請政府為融合教育投放更多資源，以增加師資培訓、向學生提供支援，並提高公眾對融合教育政策的認識。平機會將繼續監察政府措施的成效和是否足夠，並收集持份者的意見。

殘疾人士面對的另一主要困難是就業。為解決失業問題，平機會促請政府帶頭聘用更多殘疾人士。平機會亦會透過研究、政策倡議，和給予殘疾歧視個案法律協助，把案件交法庭處理等方式，以加強公眾認識工作場所的違法殘疾歧視情況。

另外，處所缺乏適當通道和可供殘疾人士自行使用的設施，也妨礙了殘疾人士獲得貨品、服務和使用設施的平等機會。由於香港人口日漸老化，平機會認為社會對無障礙通道和設施的需求將日增，政府需加緊提供更多相關設施。

推動平等機會概念成為主流價值

陳教授在會上亦重點提到他任內的抱負，特別是提升平機會作為先驅和推動者的角色，推動平等機會概念成為香港各界和社會各層面的主流價值。平機會明瞭把平等機會概念變成社會主流價值是一個長遠目標。這需要在法律和制度等多個層面作出改變，同時在措施、程序和機構文化，以至個人行為等方面也要革新。因此，平機會將繼續與政府和立法會，以及各持份者和團體緊密合作，促進平等多元共融價值。

如欲閱覽平機會提交予立法會政制事務委員會的意見書，請瀏覽：<http://www.legco.gov.hk/yr15-16/chinese/panels/ca/papers/ca20160620cb2-1738-3-c.pdf>



平機會於今年7月推出了《推動種族共融及預防種族歧視：學校及家長須知》網上指引，並於8月推出了印刷版。該指引備有中英文版本，講述有關種族平等原則，和《種族歧視條例》適用於教育機構的情況。平機會推出該指引，目的是為教職員、學生和家長提供參考資料，以處理種族歧視及騷擾的情況，推動校園建立多元及種族共融的文化。平機會並希望在職和實習教師都能認識平等機會價值觀，以便他們啟發下一代，令我們社會的未來棟樑更支持平等機會，並教育他們尊重他人，從而建立一個更為開放、關愛及包容的社會。

有關指引已上載至平機會網站，平機會稍後更會推出少數族裔語言版本。

The EOC Presents Work Plan to the Legislative Council

On 20 June 2016, Prof. Alfred CHAN Cheung-ming, Chairperson of the Equal Opportunities Commission (EOC), presented the Commission's work plan, including the future priority areas and new initiatives, to the Legislative Council Panel on Constitutional Affairs.

In his presentation, Prof. Chan provided a progress update on two of the EOC's major work initiatives, namely the Discrimination Law Review (DLR) and the Study on Legislation against Discrimination on the Grounds of Sexual Orientation, Gender Identity and Intersex Status. The EOC already released the reports and recommendations on both of these items earlier in the year. Prof. Chan reiterated the EOC's commitment to working closely with key stakeholders across various sectors, including the Government, to follow up on these recommendations.

In terms of the EOC's major initiatives for 2016/17, Prof. Chan mentioned that the EOC would focus on tackling the systems, structures, behaviours and attitudes that contribute to and perpetuate the inequality and discrimination encountered by various marginalised groups in society, including women, ethnic minorities and people with disabilities.

Barriers Faced by Women

Notwithstanding the progress made in advancing gender equality over the past few decades, women in Hong Kong continue to face multiple barriers, such as gender stereotypes and prejudices, which prevent them from realising their full potential.

One major issue that affects both sexes and largely women is sexual harassment, which remains prevalent, especially in the workplace. In the past few years, the EOC has worked strenuously with the education, business, service and sports sectors to promote the importance of preventing sexual harassment. The Commission will continue to collaborate with different sectors, including the social service sector, to combat this unlawful act.

Another issue affecting women is pregnancy discrimination. According to the findings of the EOC's "Study on Pregnancy Discrimination and Negative Perceptions Faced by Pregnant Women and Working Mothers in Small and Medium Enterprises (SMEs)" released in May 2016, over one in five (22%) employee respondents reported that they were discriminated against during pregnancy, maternity leave, and/or within the first year after returning to work from giving birth. Based on the study findings, the EOC has made a number of recommendations for action by the Government and other key stakeholders, such as enhancing education for both employers and employees about their rights and responsibilities. The EOC will continue to advocate for stronger policies and infrastructure, including friendly workplace policies, to support working and breastfeeding mothers.

Unequal Access to Opportunities for Ethnic Minorities

Another marginalised group in need of support is ethnic minorities (EM). Constituting about 6% of Hong Kong's population, the EM communities face multiple challenges, big and small, in their everyday lives owing to language barriers, which prevent them from fully integrating into the community. These challenges include inadequate support in language learning at schools, limited job prospects, difficulties in accessing essential public services and lack of understanding of the EM cultures among members of the mainstream society.



With additional funding from the Government, the EOC set up the Ethnic Minority Unit (EM Unit) in 2015 to address the difficulties encountered by the EM communities. The EOC will continue to work with the Government and relevant sectors to enhance the education and employment opportunities for the EM communities, as well as their access to services. For example, guidelines will be devised for school teachers, administrators, parents and students in dealing with situations of racial discrimination, and programmes will be launched to encourage local enterprises to hire more EM staff. In particular, the EM Unit will continue to play a “bridging” role and help connect the EM communities with relevant Government departments, public bodies and other organisations, with a view to facilitating their communication, such as on EM communities’ service needs.

Hurdles Encountered by Persons with Disabilities

Besides ethnic minorities, the EOC is highly concerned about the barriers faced by people with disabilities (PWDs), which prevent them from accessing equal opportunities in education, employment and participation in society.



For years, the EOC has been urging the Government to increase the resources for integrated education, with a view to facilitating early identification of students with special educational needs (SEN) and disabilities and the provision of

appropriate intervention services, enhancing training for teachers and support for students, and increasing public awareness of the integrated education policy. The EOC will continue to closely monitor the adequacy and effectiveness of the measures taken by the Government, and solicit stakeholders’ feedback.

Another major challenge faced by PWDs is unemployment. To overcome this, the EOC urges the Government to take the lead in hiring more PWDs. The Commission also aims to



raise public awareness of unlawful disability discrimination in the workplace through research and policy advocacy, as well as providing legal assistance in disability discrimination cases.

The lack of independent and adequate access to many premises and the facilities therein is also hindering the equal access to goods, services and facilities by PWDs. As Hong Kong’s population ages, the EOC believes that the demand for barrier-free access and facilities will continue to grow, and the Government needs to step up the provision of these facilities.

Mainstreaming Equal Opportunities

At the Panel meeting, Prof. Chan also highlighted his vision for the Commission during his term, particularly to strengthen the EOC’s role as a forerunner and driver in mainstreaming equal opportunities across different sectors and segments of the Hong Kong society. The EOC recognises that mainstreaming equal opportunities is a long-term goal, requiring shifts at the legal and institutional levels, as well as in the practices, procedures and cultures of organisations and individuals. To this end, the EOC will continue to work closely with the Government and the Legislative Council, as well as different stakeholders and groups, to advance the values of diversity and equality.

To read the EOC’s work plan submitted to the Legislative Council Panel on Constitutional Affairs, please visit: <http://www.legco.gov.hk/yr15-16/english/panels/ca/papers/ca20160620cb2-1738-3-e.pdf>



The EOC released in July 2016 the “Promotion of Racial Integration and Prevention of Racial Discrimination in Schools” e-booklet and in August the print version. Available in Chinese and English, the booklet outlines the principles of racial equality and the application of the Race Discrimination Ordinance in educational establishments. It serves to provide reference and guidance to school workers, students and parents for dealing with cases of racial discrimination and harassment, with a view to promoting cultural and racial inclusion on school campuses. The EOC is also hoping to instil the values of equal opportunities in children, who hold the future of our society, and in working and trainee teachers. Through educating them on the importance of respect for all, we can hope to build a more open, caring and inclusive society.

The booklet is now available on the EOC website. The ethnic minority language versions will be published in due course.

《性別歧視條例》廿載春秋： 中小企僱主的重要角色



06

1996年是香港推動性別平等的重要一年。當年，聯合國《消除對婦女一切形式歧視公約》引入香港；同年，香港第一條反歧視條例《性別歧視條例》（該條例）正式生效，禁止任何人在公開活動中基於一個人的性別、婚姻狀況及懷孕作出歧視。同時，該條例規定成立平等機會委員會（平機會）負責執行條例及監察社會上反歧視工作的進展。

自此，香港過去20年來在促進男女平等和消除性別偏見上，取得長足進展。然而，時至今日，仍有為數不少的女性在工作和事業發展上面對形形色色基於性別的障礙。多年來，大部分的性別歧視投訴持續來自工作場所。舉例說，2014/15年度根據《性別歧視條例》提出的投訴，92%屬僱傭範疇，主要涉及基於懷孕的不平等待遇，其次是性騷擾。

鑑於香港大多數僱主屬中小型企業（中小企），平機會進行了多項工作，集中協助這類公司建構性別共融的工作環境；藉著這些工作，平機會更可了解中小企在處理員工問題或推廣平等工作間時所面對的資源問題。

首先，有見懷孕歧視投訴一直是《性別歧視條例》僱傭範疇中最常見的投訴，平機會希望更深入瞭解中小企女性僱員這方面的

境況。平機會於2016年5月4日公布了「中小企懷孕歧視狀況及對在職母親負面看法之研究」報告。調查成功訪問了1,500名受僱於中小企（僱員少於50人的企業）的女性僱員，受訪者接受訪問時正在懷孕、或在過去12個月曾生育及／或有6歲以下子女。

結果顯示，懷孕員工和在職母親在香港中小企受到不良待遇。整體而言，每五名受訪僱員當中有超過一人（22%）報稱在懷孕、放產假時及／或在分娩後復工的第一年受到歧視。最常見的歧視情況是請假做產前／後檢查不能以病假計算。值得注意的是，表示在懷孕期間及懷孕之後受到不良好對待的在職受訪者比例，以從事飲食及酒店業、任職服務工作／商店銷售人員和技工及勞工的人士相對較高。

就研究結果，平機會已向政府及其他持份者提出若干建議，當中包括加強僱主及僱員瞭解他們在病假和懷孕方面的權利和責任；對歧視情況較常出現的一些行業或界別進行公眾教育工作；考慮設立一個基金，以資助中小企僱主聘請兼職僱員或散工，在員工放產假時暫代其工作，以減輕中小企的額外財政壓力，及改變市民對懷孕僱員和在職母親可能存在的負面看法。

性騷擾是工作間性別平等的另一大障礙，特別是大部分性騷擾的投訴者皆為女性。過去幾年，平機會推行反性騷擾運動，曾



在不同界別進行了多項有關性騷擾的研究，包括商界、服務業等。根據《性別歧視條例》，無論僱主對僱員作出性騷擾的行徑是否知情，亦可能要負上轉承責任。

為協助中小企僱主認識他們的權利和責任，平機會最近出版了《防止職場性騷擾—中小企僱主小錦囊》冊子，就中小企的特別僱傭情況，為中小企僱主提供有用的參考資料和實用建議，包

括如何制定及推行反性騷擾政策、處理投訴，以及實施合理可行的措施。

平機會亦在《歧視條例檢討》中就相關議題，向政府提出改革《性別歧視條例》的具體建議，包括政府應規定婦女產假後有返回工作崗位的法定權利，並明確提及保障產假期間免受歧視。平機會亦向政府建議加強免受騷擾的保障，當中包括性騷擾，例如加強保障在共同工作間工作卻沒有僱傭關係的人士（如：專賣櫃台的員工以及義工）。

香港正面對人口老化及勞動人口持續下降，女性幾乎佔勞動人口的一半，若本港要繼續維持繁榮，就必須讓她們盡展所長、發揮潛力，因此絕不能容許歧視女性僱員的情況出現。適逢《性別歧視條例》實施20年這個紀念性的日子，我們要特別記住僱主（包括中小企僱主）的關鍵角色，就是為男女員工提供公平競爭的平台，並確保工作間沒有性別偏見和障礙，讓每個員工都可以一展抱負。



22% 受訪女性僱員在懷孕、放產假時及/或分娩後復工首年受到歧視

07



Twenty Years of the Sex Discrimination Ordinance: Spotlight on the Role of SME Employers

1996 was a major year for Hong Kong's progress on advancing gender equality. That year, the UN Convention on the Elimination of All Forms of Discrimination Against Women was extended to Hong Kong, while locally, the city's first anti-discrimination law, the Sex Discrimination Ordinance (SDO), came into effect. The Ordinance prohibits discrimination on the basis of sex, marital status and pregnancy in public activities. It is also through the Ordinance that the Equal Opportunities Commission (EOC) was established to implement the anti-discrimination legislation and monitor the progress of non-discrimination in our society.

In the two decades since, our city has made considerable progress on promoting equality between women and men and fighting gender bias. Nevertheless, many women continue to face gender-based barriers to equal opportunities at work and in their career progression. Through the years, the majority of sex discrimination complaints stem from the workplace. In the year 2014/15, for instance, 92% of complaints handled under the SDO were employment-related, primarily involving unfair treatments on the ground of pregnancy, followed by sexual harassment.

Given that the vast majority of employers in Hong Kong are small and medium enterprises (SMEs), the EOC has undertaken a number of initiatives to focus efforts on facilitating a gender-inclusive work environment in such companies. Targeting SMEs is also necessary so that we can take into consideration their potentially different resource implications, including when dealing with staff issues and in taking proactive action to promote equal opportunities at work.

First and foremost, with pregnancy discrimination consistently being the most common cause of employment-related complaints under the SDO, the EOC sought to gain a more definitive understanding of the specific situation for female employees of SMEs. On 4 May 2016, the EOC released the report of the "Study on Pregnancy Discrimination and Negative Perceptions Faced by Pregnant Women and Working Mothers in Small and Medium Enterprises (SMEs)", which features 1,500 successful interviews with female employees of SMEs (companies with < 50 employees) who, at the time of enumeration, were pregnant, had given birth within the past 12 months, or have children less than 6 years old.

The findings reveal that unfavourable treatment of pregnant employees and working mothers is occurring in the Hong Kong SME workplace. Overall, more than one in five (22%) employee respondents reported that they were discriminated against during pregnancy, maternity leave,





22%

Female employee respondents suffered discrimination during pregnancy, maternity leave and/or within first year after returning to work from giving birth

and/or within the first year after returning to work from giving birth. The most common form of discrimination reported was absence from work due to pre/post-natal medical check-ups not being counted as sick leave. Notably, the proportion of employee respondents who reported facing unfavourable treatment, both during and after pregnancy, was relatively higher from the restaurant and hotel industries, as well as among service workers/shop sales workers, and skilled and manual workers.

Based on the study's findings, the EOC has made a number of recommendations for action by the Government and other key stakeholders. These include enhancing education for both employers and employees about their rights and responsibilities relating to sick leave and pregnancy; gearing public education efforts towards certain industries or sectors where there are reportedly higher incidences of discrimination; and consideration of setting up a fund to subsidise SME employers to hire part-time and casual workers to cover staff on maternity leave, so as to ease the additional financial burden on SMEs and change potentially negative perceptions of pregnant employees and working mothers.

The prevalence of sexual harassment is another major barrier to workplace gender equality, especially given that women continue to make up the vast majority of complainants of sexual harassment. Over the last few years, the EOC's Anti-Sexual Harassment Campaign has undertaken a number of studies on the occurrence of sexual harassment in various sectors, including service provision and business sector. Under the SDO, employers may be held vicariously liable for their employees' acts of sexual harassment, even if they have no knowledge about such acts.

To assist SME employers to understand their rights and responsibilities in this area, the EOC recently published an information brochure, "Preventing Sexual Harassment in the

Workplace – Tips for SMEs". This new resource provides useful reference materials and practical advice geared towards SME employers and their specific employment context, including formulation and implementation of anti-sexual harassment policy, handling of complaints, and reasonably practicable measures that can be taken.

On these related issues, the EOC has also made specific recommendations for reforms to the SDO under the Discrimination Law Review, including for the Government to introduce a statutory right for women to return to their previous work position after maternity leave, as well as to have express reference to protection from discrimination during maternity leave. The Commission has also recommended for the Government to strengthen the protection against harassment, including sexual harassment, such as increasing protection for persons in a common workplace who do not have an employment relationship with the company (such as consignment workers and volunteers).

With our ageing society and shrinking workforce, Hong Kong cannot afford to discriminate against our female employees, who form nearly half of our labour force and whose potential must be nurtured if our city is to enjoy continued success. In commemorating two decades of the SDO's implementation, it is worth remembering the crucial role that all employers, including SMEs, have in levelling the playing field between women and men, and in ensuring that both sexes can pursue their aspirations in an environment free of gender-based prejudices and obstacles.



平機會就全面改革 反歧視條例向政府作出建議



平等機會委員會(平機會)於2016年3月29日出版了《歧視條例檢討一向政府提交的意見書》，就改革現有四條反歧視條例提出建議。隨著意見書公布，象徵歷時三年的檢討工作完成。平機會由進行連番準備工作至2013年3月正式公布進行歧視條例檢討，及其後於2014年7月8日至10月31日進行近四個月的公眾諮詢，認真地履行了其檢討反歧視條例的法定責任，以確保人人得享平等。

邁向社會平等的重要里程碑

歧視條例檢討的報告是平機會創立二十年的一个重要里程碑，這不單是平機會自1996年成立以來最全面的歧視條例檢討，也是委員會歷來在單項諮詢中收到最多公眾回應的一次，合共有125,041份意見(包括288份機構意見和124,753份個人意見)。

為什麼需要進行檢討？

過去二十年來，香港社會以至全世界，無論在人口、社會、政治、法律和經濟等方面都有長足改變。與此同時，社會大眾對平等機會議題和保障自身平等權利的意識亦大大提高，因此有需要更新法例，以提升市民免受歧視的保障。平機會亦留意到國際上的做法已從單為歧視受屈者討回公道，轉變成採取積極措施，預防和處理植根於政策和措施中的不公平現象。

根據平機會多年的運作經驗顯示，現時的反歧視條例仍有漏洞，香港市民仍會基於性別、婚姻狀況、懷孕、殘疾、家庭崗位及種族等，遇上各種障礙而無法得享平等機會。事實上，從歧視條例檢討及公眾諮詢的結果，可清楚見到社會上仍有不少群體未能全面享有平等機會，無法平等參與日常生活。

因此，平機會進行檢討，務求使各反歧視條例與時並進，以應付廿一世紀的需要和新的社會挑戰。平機會作出的建議，不單只代表平機會的意見，也反映仍奮力爭取平等的人士以至社會各界的改革訴求，以期香港成為真正共融的社會。

誠然，我們必須採取適當行動，否則香港的人權標準將大幅落後於其他國家，且會喪失作為開放公平的國際商貿中心的地位。更重要的是，如果反歧視條例不進行改革，我們實在無法適當、迅速地處理社會對共融及平等機會日益增加的期望和訴求。

需要優先改革的問題

平機會在意見書內提出了共73項建議，涉及消除歧視、促進平等的廣闊範疇，並從當中識別出27項需要優先作出法例或相關改革的問題。大致而言，改革的目的包括：

- 使各個易受歧視的弱勢群體(包括殘疾人士、婦女和少數族裔)享有更全面和更有力的保障；
- 鼓勵作出制度改革，以對付系統性不平等的問題；
- 方便公眾更有效地應用反歧視條例；及
- 填補現時未受法例保障的範圍。

意見書列載平機會對各項問題的立場和優次，以及有關理據的考慮因素，包括平機會在歧視投訴上的運作經驗，和從事歧視問題的研究；歧視問題的證據和嚴重程度；受影響的人數多寡；現有的保障程度；本地及國際人權責任；及公眾諮詢中機構和個人意見提出的證據和理據。

除意見書外，平機會亦同時公布了《公眾意見報告》，以確保檢討工作的透明度。該報告如實收錄了平機會在公眾諮詢期間收到的意見。

展望未來

平機會在出版意見書前與政府舉行會議，向政府簡述了意見書及一些主要建議。其後，在意見書和《公眾意見報告》出版後將文件提交給政府。此外，平機會已為不同持份者團體(包括代表婦女、殘疾人士和少數族裔的非政府組織和關注團體)舉辦一連串的講解會，向他們解釋平機會的建議。

平機會將繼續與各持份者聯繫和進行討論，並與政府跟進有關法律改革建議。平機會除致力政策倡議之外，亦會繼續爭取大眾的支持，和鼓勵政府落實改革方案。



第一條反歧視條例生效至今已



年



4條反歧視條例的涵蓋範圍
包括：性別、懷孕、婚姻狀況、殘疾、家庭崗位及種族



展開為期4個月的公眾諮詢



收集逾125,000份書面
意見書



其中288份書面意見書來自
15個不同界別的機構

需法例修訂及其他舉措的優先處理範疇

經過分析主要考慮因素後，平機會認為有多個範疇的問題較為嚴重和逼切，需優先處理。其中一部分需要優先處理的法律改革建議相對來說比較直接，在實施上亦不會太複雜。至於其他部分，由於有關建議有可能影響到不同領域和政策範疇，平機會建議政府在立法前先展開諮詢和研究。以下是關於需優先處理範疇的重點。

73項建議 27項優先處理



推動殘疾人士的平等機會



在反歧視條例適用的各個範疇，引入為殘疾人士提供合理遷就的責任



加入明確條文禁止投票和角逐選舉方面的殘疾歧視



加入條文指明因輔助動物陪同而受歧視屬於殘疾歧視



增加女性的平等機會



給予女性員工法定權利，保障她們在產假後重返原來的工作崗位



加入明確條文禁止因女性餵哺母乳（包括集乳）而作出直接及間接歧視



提倡所有種族群體的平等機會



於《種族歧視條例》中訂明，禁止政府執行職務或行使職權時作出種族歧視



禁止對有聯繫人士作出種族歧視和騷擾，包括受保障人士的配偶、同居伴侶、親屬、照顧者，或是在業務、體育或娛樂上有關係的人



廢除職業訓練和教育範疇就授課語言而設的例外情況



擴大免受歧視和騷擾的保障



保障同工作間的人士免受種族、殘疾及性騷擾，包括寄售櫃位的工作人員及義工



保障服務提供者不會受到服務使用者的種族和殘疾騷擾



引入明確條文禁止公共機構執行職務或行使職權時作出歧視

13

需進行諮詢及研究的法律改革建議



推動公共機構履行促進平等主流化的責任



就基於國籍、公民身份和居民身份的歧視擴大保障範圍



保障同居關係人士的平等機會

The EOC Makes Recommendations to the Government on Comprehensive Reforms to the Anti-Discrimination Legislation

14

On 29 March 2016, the Equal Opportunities Commission (EOC) published our recommendations to the Hong Kong Government on proposed reforms to the existing four anti-discrimination ordinances. This Submission is the culmination of the Commission's Discrimination Law Review (DLR), which was first announced in March 2013 and after much preparatory work, followed by an almost four-month public consultation from 8 July to 31 October 2014. Through this three-year exercise, the EOC seriously undertook its statutory duty to review the anti-discrimination legislation and ensure equal protection for all.

A major milestone for Hong Kong's path to equality

The release of the report is a major milestone for the EOC in its 20 years of operation. Not only is this the most far-reaching review of the anti-discrimination legislation in the two decades since the Commission's establishment in 1996, but it also

received the largest-ever number of public responses in any single consultation exercise of the EOC – a total of 125,041 responses (288 from organisations and 124,753 from individuals).

Why did we need a review?

Over the last two decades, there have been broad changes – demographically, socially, politically, legally and economically – in Hong Kong and around the world, which give rise to the need to update the legislation to better protect everyone from discrimination. Meanwhile, members of the public now have greater awareness of equality issues and higher expectations on safeguarding their right to non-discrimination. We also see how international trends have moved from providing individual redress for discrimination towards proactive steps to prevent and tackle inequality entrenched in policies and practices.

Moreover, the EOC's operational experience over this period has indicated that there are gaps in

the current anti-discrimination laws, whereby people in Hong Kong continue to face barriers to equal opportunities in relation to the protected grounds of sex, pregnancy, marital status, disability, family status, and race. What is clear from the evidence and views gathered during the consultation and the review is that there remain multiple groups in society who are unable to enjoy equal participation in everyday life and opportunities in our city.

The review, therefore, is necessary in order to modernise the anti-discrimination legislation to meet these arising new social challenges and the needs of the 21st century. The recommendations made are representative of not just the Commission's own views, but also the views of those who continue to struggle for equality. They also demonstrate our community's collective vision for change towards fostering a truly inclusive society in Hong Kong.

Without taking appropriate action, Hong Kong risks falling behind

global human rights standards and losing our status as an international business centre that is open and fair to all. As importantly, without reforms, the increasing demands of our society for greater inclusion and equality cannot be adequately and promptly handled.

Addressing much-needed reforms

The Submission details 73 recommendations covering proposed reforms on a wide range of issues relating to eliminating discrimination and promoting equality, with 27 higher priority areas identified. Broadly, the recommendations aim to:

- Strengthen anti-discrimination protection, with particular attention to tackling discrimination faced by various vulnerable groups, including people with disabilities, women, and ethnic minorities;
- Encourage institutional changes and address systemic inequality;
- Facilitate more effective application of the anti-discrimination ordinances; and
- Close gaps in the existing protection against discrimination.

The Submission lays out the Commission's prioritisation and position on the issues, as well as factors considered in its reasoning. They include: the EOC's operational experience of considering complaints of discrimination, and research on issues of discrimination; the evidence and seriousness of discrimination; the number of people affected; the extent of current protection; local and international human rights obligations; and the evidence and reasoning of organisations and individuals responding to the consultation.

To accompany the Submission and ensure transparency, the EOC also released a report on responses to the public consultation, which provides factual summaries of the responses received during the public consultation.

Way forward

The EOC met with the Government shortly before the publication of the Submission to provide a broad overview and some of the key recommendations in the Submission. Subsequently the Submission and the Report on Responses were sent to the Government after these were published. In addition, a series of briefings were arranged for different groups of stakeholders, including NGOs and concern groups representing women, persons with disabilities and ethnic minorities, to explain in details the EOC's proposals. The EOC will continue the discussion and engagement with stakeholders, and follow up with the Government on the proposed legislative reforms. Through these efforts and policy advocacy, the EOC will strive to widen public support and encourage the practicable adoption of the recommended reforms.



years since the first anti-discrimination
Ordinance came into effect



**4 anti-discrimination
Ordinances** covering sex,
pregnancy, marital status,
disability, family status, and race.



4 months of public consultation



**Over 125,000 written
responses** received



288 written responses from
15 categories of organisations

Higher Priority Areas for Legislative Amendments or Other Actions

Based on the analysis of key factors, a number of higher priority areas have emerged which raise more serious and urgent concerns. For some of these issues, the EOC believes the proposed amendments are more straightforward and less complex in application; for others, given that the EOC's proposals will likely have impact across multiple domains and policy areas, the EOC recommends that further consultation and studies be conducted by the Government before legislating. Some of the higher priority areas are highlighted below.

73 Recommendations 27 Higher Priority Areas



Advancing equality
for people with
disabilities



Introducing a distinct duty to make reasonable accommodation for persons with a disability, in all fields where legislation applies



Adding express prohibition on disability discrimination in voting and standing for elections



Introducing being accompanied by an assistance animal as a category of disability discrimination



Enhancing equality
for women



Introducing a statutory right for women to return to their previous work position after maternity leave



Introducing express provision to prohibit direct and indirect discrimination on grounds of breastfeeding, including expressing milk



Promoting equality for all racial groups



Prohibiting race discrimination in the exercise of government functions or powers under the Race Discrimination Ordinance



Prohibiting race discrimination and harassment by association, including for spouses, cohabitating partners, relatives, carers, or business/sporting/recreational relationships



Repealing the exception in vocational training and education in relation to medium of instruction



Improving protection from discrimination or harassment



Providing protection from sexual, racial and disability harassment to persons in a common workplace, such as consignment workers and volunteers



Providing protection from racial and disability harassment of service providers by service users



Including express provision to prohibit public authorities from discriminating in the performance of their functions and powers under the anti-discrimination laws

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Legislative Reforms for Further Consultation and Studies



Introducing a duty on public bodies to promote and mainstream equality



Expanding protection from discrimination on grounds of nationality, citizenship and residency status



Safeguarding equality for families: cohabitation relationships

平機會公布調查結果 反映公眾對歧視問題的 普遍看法和態度

研究與調查是平等機會委員會(平機會)一大工作重點。平機會每年都就不同歧視問題進行研究，以深入認識歧視的成因和影響、瞭解社會對歧視的看法及態度。研究結果為平機會的政策倡議工作提供證據和基礎，以推出教育、宣傳及相關活動。

香港精神健康綜合社區中心選址研究

今年7月平機會便公布了「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」及「平等機會意識公眾意見調查2015」結果，這兩項研究對公眾如何看待精神病及對其他歧視問題的態度提供了有用的基準。

鑑於政府及相關機構在尋找精神健康綜合社區中心(中心)永久會址時面對不少困難，平機會遂進行了「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」，探究有關困難及背後成因，以期協助消除市民對這些中心的服務性質所持有的誤解。

這項研究訪問了全港18區24間中心的負責人。平機會亦聯絡相關政府部門，取得和審閱了有關資料及文件，包括區議會及立法會的文件。

研究顯示，居民抗拒在社區內設立中心，正好是「鄰避效應」的另一事例。造成抗拒的主要原因是市民大眾對精神健康問題和精神病患者缺乏認識，加上公眾諮詢不夠完善，從而激化社區的反對聲音。

基於社區的反對，24間中心只有14間在永久會址運作，其餘10間中心暫時只能在臨時會址提供服務。臨時會址的面積和位置都存在限制，不但影響服務質素，服務量亦同受影響。

平機會主席陳章明教授表示：「精神健康綜合社區中心遭到社區抗拒不能單一歸咎於個別社區領袖和居民的自私心理，我們反而應著重關注他們抗拒的背後原因，包括市民對精神病患者的誤解和認識不足。此外，中心選址的公眾諮詢欠缺完善亦加深了居民對中心服務和服務使用者的誤解，激化了社區反對這些設施的聲音，而社福用地的供應亦未能滿足有關需求。」

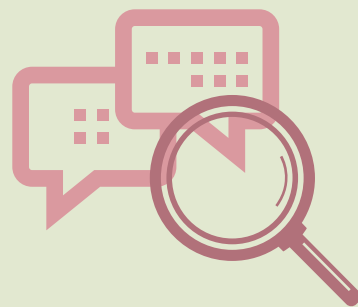
平機會根據研究結果向政府提出了多項建議，包括優化公眾諮詢及加強社區領袖和公眾對精神健康的教育。平機會亦建議政府在物色社福設施用地和土地供應方面更主動積極。此外，平機會建議政府修訂相關法例，讓平機會即使在沒有收到投訴的情況下，可以用委員會的名義要求法庭宣告及／或發出強制令，禁止歧視行為。

平機會一直鼓勵社會大眾多支持和瞭解精神病患者，以消除患者在社會持續面對的排擠和歧視。事實上，我們對精神健康不應抱着「事不關己」的心態。我們每個人，又或是我們身邊的家人、朋友和同事，在人生某階段都可能出現精神健康問題。我們必須致力建設一個更包容的多元共融社會，盡一分力，使每個人都可以享有公平機會，得到治療，並在康復後重過健康豐盛的生活。

平等機會意識公眾意見調查2015

平機會公布的另一項研究是「平等機會意識公眾意見調查2015」。平機會從1998年起定期進行調查，收集大眾對歧視問題的態度和認識，並瞭解市民對平機會工作及效率的看法。





本研究於2015下半年進行，透過電話訪問及自填問卷調查，分別成功訪問了1,500名15歲或以上的公眾人士及213名平機會服務使用者。

根據調查結果，公眾對於平機會的認知程度較2012年的調查結果有所提升，有98%的受訪者能指出平機會是香港促進平等機會的機構，較上一次調查的95%為佳。此外，公眾人士對平機會的觀感正面，而平機會服務使用者對平等機會的概念較熟悉，對平機會的表現也更感滿意。

公眾人士的主要調查結果

整體而言，市民大眾和平機會服務使用者對平機會的工作持正面態度。調查結果顯示，超過一半(56%)的公眾人士在沒有提示下能指出平機會是香港促進平等機會及消除歧視的機構；經提示後，整體認知程度更大幅提升至98% (2007年和2012年同為95%)。另外，有82%的公眾人士知道平機會過去12個月在教育、推廣或宣傳方面的活動；有70%的市民同意「平機會提高公眾對平等機會及歧視的認識」。

為評估公眾人士的整體反歧視態度，受訪者被問及對於12個不同歧視情況的陳述之同意程度。從12個陳述所得的結果，計算出一個綜合指數，並以0 – 100量度，由0代表反歧視態度的傾向低，至100代表傾向高。結果公眾人士的指數為62，顯示他們對反歧視持有正面態度。

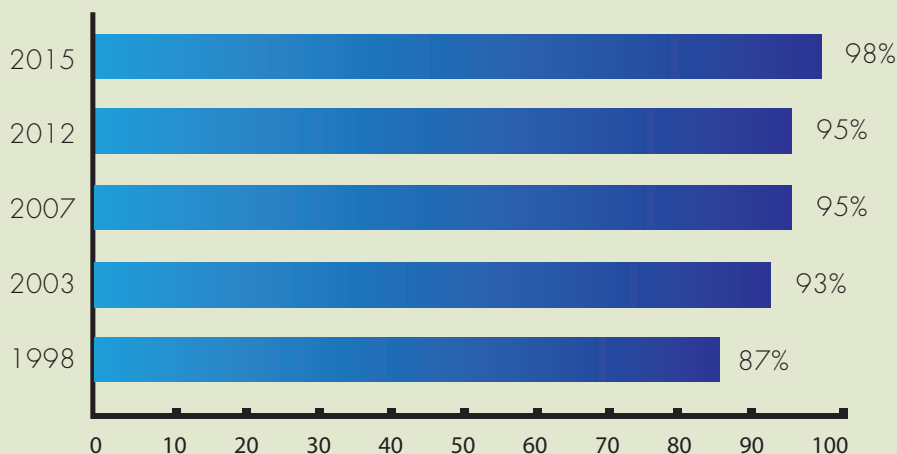
被訪者在調查中亦被問到如何評價平機會的工作表現，以1 – 10分作評分標準，按1分代表「非常差」及10分代表「非常好」，結果公眾人士平均給予6.3分(2012年的相應數字為6.3分)，顯示市民對平機會工作表現的評價傾向正面。

平機會服務使用者的主要調查結果

至於平機會服務使用者對平機會的評價更為正面，認同程度比公眾人士還要高。根據調查結果，有92%使用者均認同「平機會提高公眾對平等機會及歧視的認識」，亦有86%的使用者認同「平機會恰當地執行宣傳及教育的工作」。

此外，在反歧視態度方面，平機會服務使用者的指數為77，較公眾人士的指數(62)為高，顯示出他們反歧視態度的傾向較為高。同樣地，在平機會工作表現評分中，使用者平均給予7.1分，較公眾人士的分數(6.3)為高。陳教授表示：「是次調查讓平機會更瞭解我們促進平等機會的進程，以作出改進。調查結果亦非常有用，讓我們可掌握公眾人士認識和接受平等機會概念及不歧視行為的最新概況。藉著這些數據，平機會在未來數年將繼續進行倡議及其他工作，致力把平等機會成為日常生活及政策制定的主流價值。」

對平機會的整體認知程度：



陳教授補充說：「今年適逢平機會成立20周年，這次公眾意見調查結果的公布可說別具意義。回望平機會於1996年成立至今，我們在提高公眾對平等機會和平機會工作的認識上可說取得長足進展。」

他續說：「令人鼓舞的是，年齡介乎15至29歲人士的反歧視態度傾向較高。年輕人是未來的領袖和決策者，他們的正面態度將直接影響日常行為。正因如此，平機會的使命是向兒童從小灌輸平等機會價值觀，融入日常生活中，培養他們擁有多元共融的思想。為此，平機會計劃與教育界加強合作，把平等機會納入課堂教學及師資培訓中，成為課程不可或缺的一部分。平機會亦透過互聯網和社交媒體接觸年輕一代，同時以其他特定平台接觸不同年齡組別，包括年紀較大的被訪者。」

根據調查結果，有9%的公眾人士在過去一年曾遭受歧視或騷擾。當中最多的人提及曾受到「年齡歧視」(43%)及「性騷擾」(27%)；而多於半數受訪者表示是在工作間或求職時遇到這些情況。

陳教授指出：「平機會已就這些歧視問題，特別是僱傭範疇的歧視，展開一連串工作項目。在年齡歧視方面，平機會首次進行了《職場年齡歧視的探索性研究》，並於今年1月公布研究報告，結果顯示超過三分一的受訪在職人士於過去五年曾在工作上受到年齡歧視。另外，平機會由2013年起加緊向教育界、體育界和服務界推廣防止性騷擾的重要性。我們亦與各相關持份者合作，向他們提供政策大綱和其他資源，協助他們掌握制定防止性騷擾政策和處理相關投訴的必需技巧。平機會將繼續推展這些重要工作。」

今次公眾意見調查結果亦顯示，公眾人士認為應該優先處理的歧視問題為提倡視障人士可帶同導盲犬進出公眾場所，及鼓勵公共場所營運者支持母乳餵哺。針對這些範疇，平機會已於《歧視條例檢討》中向政府作出相關法律改革建議，要求優先處理這些議題。平機會將繼續與政府跟進有關建議。

如欲下載上述研究報告，請瀏覽www.eoc.org.hk



The EOC Releases Findings of Surveys on Public Perception and Attitudes on Discrimination

Research studies and surveys play an important part in the work of the Equal Opportunities Commission (EOC). Each year, the EOC commissions a number of research studies covering different issues of discrimination. These studies help foster knowledge of the causes and effects of discrimination, and generate understanding of the perception and attitudes of the community. They provide the necessary evidence base for policy advocacy and the launch of relevant programmes and campaigns, including educational programmes.

Study on Siting of Integrated Community Centres for Mental Wellness

This July, the EOC released the findings of two studies – the “Study on the Challenges Encountered in the Siting of Integrated Community Centres for Mental Wellness (ICCMWs) and other Social Welfare Facilities in Hong Kong”, and the “Equal Opportunities Awareness Survey 2015”. Both studies provide useful benchmarks of public

attitudes on mental illnesses and on other discrimination issues.

The “Study on the Challenges Encountered in the Siting of Integrated Community Centres for Mental Wellness (ICCMWs) and other Social Welfare Facilities in Hong Kong” was conducted by the EOC in view of the difficulties faced by the Government and the operators of ICCMWs in securing permanent accommodation for the centres. By examining the challenges and the underlying causes, the EOC hopes that the study can help eliminate misunderstanding of the nature of services provided by the centres.

Under the study, interviews with the persons-in-charge or representatives of the 24 ICCMWs across 18 districts were conducted. The EOC also approached relevant Government departments for information and reviewed the documentation concerned, including papers of the District Councils and Legislative Council.



The study showed that the resistance of the local community to the ICCMWs is another example of the “Not in My Backyard” syndrome. Underlying such resistance is a lack of understanding of mental health issues and persons with mental illnesses, which is further aggravated by the less-than-perfect public consultation process.

As a result of opposition from the community, only 14 out of the 24 ICCMWs are operating on permanent sites, while the remaining 10 are providing services on temporary sites/accommodations. The limitations of the temporary sites, including the size and location, affect both the quality and the quantity of services.

Prof. Alfred CHAN Cheung-ming, Chairperson of the EOC, said: “The community resistance encountered by the ICCMWs cannot just be ascribed to the selfishness of some leaders and residents of the community. Instead, we should be concerned about the public’s misunderstanding of persons with mental illnesses underlying such resistance. While the imperfect public consultation deepened the misunderstanding of the services and service users among the local residents, which in turn intensified the voice of opposition against these facilities, the insufficient supply of land for social welfare use to meet the demand was another contributing factor.”

Based on the findings of the study, the EOC has made a number of recommendations for action by the Government, including refining and regularising the public consultation exercise, and enhancing mental health education for community leaders and the public. The Government is also recommended to take a more proactive approach in identifying and supplying land for social welfare use. In addition, the EOC has suggested to the Government amendments to the relevant legislation, so that the EOC can take remedial action in its own name by applying to the court for declaratory and/or injunctive relief against discriminatory acts even in the absence of a complainant.

The EOC has long been advocating for greater support and understanding of people with mental health conditions, who continue to be stigmatised and discriminated against. Indeed, we should recognise that mental health is not someone else’s problem. Every one of us – whether it is our family, friends, colleagues or even ourselves – may experience mental health problems at some point in our lives. We must play our part and strive to build a society of greater inclusion and acceptance, so that all of us can enjoy a fair chance of getting treatment, achieving recovery and leading a healthy, fulfilled life.

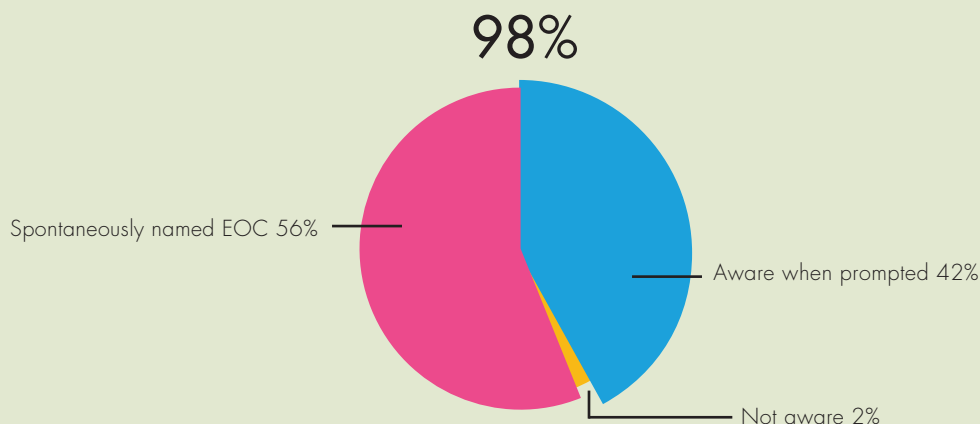
Equal Opportunities Awareness Survey 2015

Another study announced by the EOC was “Equal Opportunities Awareness Survey 2015”, which has been conducted periodically by the EOC since 1998 to gauge the general public’s overall attitude and understanding on discrimination issues, as well as to assess the public’s perception on the Commission’s work and effectiveness.

The fieldwork of the survey was conducted in the latter half of 2015, and involved telephone interviews and a self-administered questionnaire survey among 1,500 members of the general public (aged 15 or above) and 213 EOC service users.

According to the survey findings, there was greater awareness of the EOC since the last survey in 2012, with 98% of the general public respondents able to identify the EOC as the organisation working towards equal opportunities in Hong Kong – an improvement from 95% in the last survey. Moreover, the general public viewed the EOC positively, with those who have used the EOC’s service showing greater familiarity with equal opportunity concepts as well as satisfaction with the EOC’s performance.

Awareness of EOC among the General Public



Major Findings of the General Public Survey

Overall, the general public held positive views of the EOC and its work. As shown in the survey, more than half (56%) of the general public respondents could name the EOC spontaneously, without prompting, as the organisation in Hong Kong promoting equal opportunities. After prompting, this figure rose significantly to 98%, compared to 95% in 2007 and 2012. Moreover, 82% of the general public respondents were aware of the EOC's educational, promotional and publicity activities in the past 12 months, while 70% agreed that "the EOC has enhanced public understanding of equal opportunities and discrimination."

Based on the responses to 12 statements on different aspects of equal opportunities, an overall index score was computed on a scale of 0 – 100, where 0 denotes low tendency of anti-discrimination attitude and 100 denotes high tendency. The index score of the general public was 62, which suggests that the public's general anti-discrimination attitude was fairly positive.

When asked to evaluate the overall performance of the EOC (on a scale of 1 – 10, with 10 denoting "very good"), the average score obtained from the general public was 6.3, indicating that the public's views on the EOC's performance tended to be positive.

Major Findings of the EOC Service User Survey

The EOC service users responding to the survey indicated even more positive views of the EOC, with a higher level of agreement than respondents from the general public. According to the survey, 92% agreed that "the EOC has enhanced public understanding of equal opportunities and discrimination", and 86% felt that the EOC's "promotion and education work is appropriately carried out."

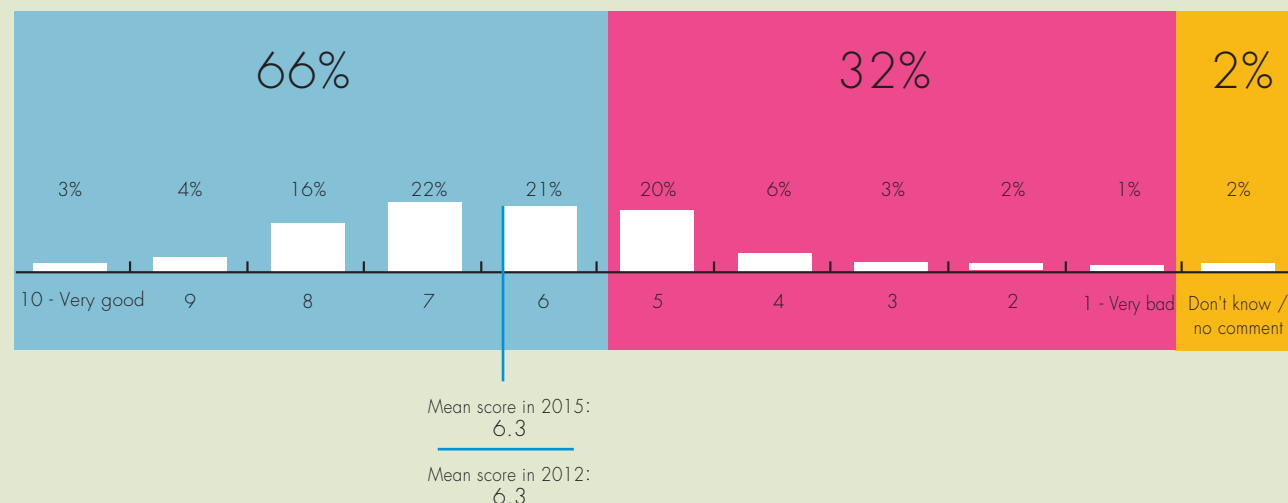
Furthermore, the index score of the EOC's service users reached 77, which is relatively higher than that of the general public respondents (62), and indicated greater tendency towards having anti-discrimination attitude. Similarly, the average score obtained from service users on the overall performance of the EOC reached 7.1, higher than that of the general public (6.3).

Prof. Chan said: "This survey allows the Commission to better comprehend our progress in advancing equal opportunities for all, so as to facilitate continuous improvement. The findings are particularly useful in giving us an up-to-date picture on public understanding and acceptance of equal opportunity concepts and non-discriminatory behaviour. Such information will provide an evidence-based platform for the EOC to keep up our advocacy work, as we strive to mainstream equal opportunity values into everyday life and policy-making."

"The announcement of the survey findings is also very meaningful, as the EOC celebrates its 20th anniversary this year. We have certainly come a long way in raising the public's awareness of equal opportunities and the work of the EOC," added Prof. Chan.

Evaluation on the Overall Performance of EOC

When asked to evaluate the performance of EOC in a scale of 1 – 10, the average score given by the public was 6.3, which was above the midpoint value, indicating that the public's view on EOC's performance tended to be positive.



"Encouragingly, the survey revealed that those aged 15-29 are more likely to have non-discriminatory attitudes. As these young people become the next generation of leaders and decision-makers, such positive attitudes can be reflected into everyday practices. This is why the EOC's mission to integrate equal opportunity values into daily life, starting from an early age, is increasingly relevant. For instance, the Commission plans to step up its work with the educational sector to make equal opportunities an integral part of the curriculum, for both the classroom and teacher training, in view of the importance of instilling the concepts of inclusion into children at a young age so as to foster an inclusive mindset that embraces diversity. The EOC will also consider new means, such as the internet and social media channels, to outreach to younger generations, and make use of targeted platforms to outreach to other groups, including older respondents."

According to the survey, 9% of the general public respondents claimed that they had experienced discrimination or harassment in the past year. Of these, the most common forms were age discrimination (43%) and sexual harassment (27%), with more than half of these incidents occurring in the work environment or during the job application process.

"The EOC has undertaken a number of initiatives targeting discrimination in these areas, particularly in the employment setting. On age discrimination, the EOC released the findings of the Exploratory Study on Age Discrimination in Employment this January. This is the first study of its kind conducted by the Commission to gain greater insights into this issue. It revealed that over one-third of employed respondents indicated they had experienced age discrimination in the last five years," noted Prof. Chan. "As for sexual harassment, since 2013, the EOC has been strengthening its efforts to promote the importance of preventing sexual harassment in various sectors, including education, sports and services. We have been working with relevant stakeholders to enable them to articulate and enact anti-sexual harassment policies on their own and to deal with complaints, by producing policy frameworks and other resources for public use. The Commission will continue to target our efforts on these important areas of work."

The survey also identified issues which were viewed by the public as priority areas, including promoting access to public premises by people with visual impairment who are accompanied by guide dogs and encouraging public venues operators to support breastfeeding. Targeting these issues, the Commission already made recommendations on law reforms in its Submission to the Government under the Discrimination Law Review. The EOC will continue to follow up on these proposals with the Government.

The reports of the above studies can be downloaded from the EOC website at: www.eoc.org.hk



少數族裔人士的 平等教育機會

自2016年4月履任平等機會委員會(平機會)主席一職後，我一直致力促進社會上弱勢和邊沿群體的平等機會，少數族裔人士正是其中一群，而最為我所關注的是少數族裔人士能否享有平等的教育和就業機會。

以下是我近日聽聞的一個例子。一名尼泊爾裔母親前往一間本地幼稚園為兒子索取報名表，她仍未踏進校門，職員即透過對講機先查問她和家人會否說廣東話，當得知他們都不懂中文後，職員便直接拒絕派發報名表給她，把她拒諸門外。更可惜的是，她的遭遇並不罕見。許多少數族裔家長都要一而再再而三向多間幼稚園叩門，才能為子女找到學位。

根據教育局的資料顯示，在2015/16學年間，44%幼稚園並沒有取錄非華語學生，另外35%全校非華語學生人數少於10人，大部分少數族裔學生集中在為數不多的幼稚園內，極不利他們在日常溝通中學習中文。少數族裔家長要讓子女從小在中文語言環境中學習，絕非易事。

幼稚園要以開放共融態度招生

平機會留意到不少幼稚園的收生措施令少數族裔學生無法享有平等教育機會。據說一些幼稚園一口拒絕錄取少數族裔學童，亦有一些只以廣東話進行面試，不少幼稚園更只以中文提供學校資料。這些做法不但有違香港一直以來多元共融的國際形象，且有可能違反《種族歧視條例》。

平機會一直呼籲幼稚園要以開放共融的態度招生。除了在過去多年與教育局合作，向校長和教職員講解公平收生政策和措施外，近日更推出一本小冊子，針對學校、家長和學生，帶出促進種族共融及預防種族歧視的訊息，內容包括種族歧視條例在校園環境的應用指引。在招收學生、執行校規、宗教要求及家校溝通等環節上，這小冊子更提供了不少例子和實用建議。有些幼稚園會以「沒有足夠資源提供語言支援」為由，拒絕錄取或勸退少數族裔申請人。我們希望這個理由很快會不再成立。

平等學習機會應是一切政策之本

香港政府在《2016年施政報告》中宣布，於2017/18學年把現時的12年免費教育，擴大至包括免費幼稚園教育在內的15年免費教育。我們歡迎此一舉措。

更值得支持的是免費幼稚園教育政策亦為不同需要的兒童提供額外支援，對象包括非華語兒童和有特殊教育需要的兒童。我們衷心希望，這些處於弱勢的兒童可在新政策下得以受惠。

毫無疑問，任何能鼓勵非華語學生與華裔學生一同學習的措施，都對非華語學生有莫大裨益。正如不少學者指出，共融班房可帶來很多好處，當中首推語言學習。現時非華語學生學習中文困難重重，推動共融班房更加重要。

就免費幼稚園教育政策，平機會促請教育局慎重監察執行情況，以確保學校公平收生，且學生在中文學習方面得到適切支援，使更多主流幼稚園有信心招收少數族裔學生。另一方面，教育局亦須留意新政策下幼稚園的收生比例，避免間接造成另類種族分隔，防止個別幼稚園或基於額外資助而多收少數族裔學生，以致非華語學生過於集中、華裔學生比例減少，再出現不利中文學習的環境。

非華語學生若能從小在充分的語言支援下學習中文，及早融入主流，經過15年免費教育後，我們期望他們的學習水平將不遜於華人同學，亦為他們在升讀高等教育和進入職場締造公平的競爭條件。雖然語文能力也受個人能力、文化背景及家庭環境等不同因素影響，但我們相信平等學習機會仍然最為重要，也應是一切政策之本。

教局需檢討現行制度

一名非政府組織代表近日告訴我，他認識一名剛剛在港唸完中學的年輕巴基斯坦裔男子，應考了英國GCSE中文科考試並取得最高分數，畢業後擔任送貨員，卻在上班一星期後即被辭退，原因是他無法看懂以中文書寫的地址和貨單。這位少年已在香港接受了12年教育，竟落得如斯景況，實在令人傷心。但他的遭遇並非絕無僅有，香港的教育制度明顯耽誤了他的時光和潛能。

避免類似的故事繼續發生，教育局需要好好檢討現行制度。「中國語文課程第二語言學習架構」已經推行了兩年，其目標值得欣賞，其成效則仍有待觀察。學校獲得額外資助，而學習架構又設定了學習目標和評估工具，理應可協助非華語學生逐步過渡到主流中文學習。對於已踏入中學的少數族裔學生，新措施可

能遲了一點，但我仍希望新一代非華語學生完成15年免費教育後，能像他們的華裔同學一樣，有能力和信心應考香港中學文憑試的中文科考試。

香港政府和社會能否讓所有兒童都真正享有平等的教育機會，無分種族、語言和膚色，使他們日後能公平地在就業市場中競爭呢？平等教育政策正是關鍵所在。

平等機會委員會主席
陳章明

（原文刊於2016年8月18日明報）



Free Kindergarten Education in Hong Kong is a Welcome Step towards Language Equality in Class

Prof. Alfred CHAN, Chairperson of the Equal Opportunities Commission (EOC), says the new policy of free kindergarten education in Hong Kong will strike at practices that discriminate against ethnic minority students, but monitoring is needed.

Since taking up the Chairmanship of the EOC in April, I have emphasised my commitment to advancing equal opportunities for marginalised and underprivileged groups in society. One such group is the ethnic minorities. Of particular concern are their education and employment opportunities.

I recently heard the case of a Pakistani mother who went to a local kindergarten to get an admission form for her son. She spoke to a staff member through the intercom from outside the gate. After checking if either parent spoke Cantonese, which they did not, the staff member declined to give her a form. Unfortunately, her story is not unique. Many ethnic minority parents have to knock on several kindergarten doors before finding a place.

Education Bureau figures for 2015-16 show that 44 per cent of kindergartens do not have non-Chinese-speaking students, while ethnic minority students are concentrated in a small number of kindergartens where the environment is less conducive to Chinese learning. We have been notified that more than a few practise one of several measures that prevent ethnic minority students from enjoying access to equal education opportunities. Some reportedly flatly refuse

to admit ethnic minority children. Others choose to conduct interviews for applicants only in Cantonese, or provide information exclusively in Chinese. Not only is this tarnishing Hong Kong's image as a diverse, inclusive society, but the act may also be unlawful.

We have called on kindergartens to be open and inclusive in their admissions. Recently, we launched a booklet for schools, parents and students on promoting racial integration and preventing racial discrimination in schools. It provides essential guidelines, besides examples and suggestions, on the application of the Race Discrimination Ordinance in schools, particularly in the areas of language requirements in admissions, exercise of school rules with respect to religious practices and communication with ethnic minority parents.

Kindergartens justify their admission decision by citing the unavailability of language support for non-Chinese-speaking students in their schools. We don't expect this to be valid for long. The Government announced in the Policy Address the extension of the current 12 years of free education to 15 years, by introducing free kindergarten education from the 2017-18 academic year. We welcome the move.



Of particular interest to us is that the policy of free kindergarten education also includes support for children with diverse needs, which includes non-Chinese speakers and children with special educational needs. We believe both these categories would benefit from the additional support. Non-Chinese speakers will gain substantially from any scheme that encourages kindergartens to integrate them into classes with their Chinese peers. As scholars point out, an integrated classroom has many benefits, including language acquisition. This is a significant benefit, especially given the dire state of Chinese language learning among non-Chinese-speaking students.

The Education Bureau should carefully monitor the implementation of the new policy to ensure fair admissions and adequate support for Chinese language learning, so more mainstream kindergartens are encouraged to admit non-Chinese speakers. It should also keep an eye out for inadvertent reverse segregation that may result. Some kindergartens might choose to take in more ethnic minority students due to the additional funding, which may lead to a rising concentration of non-Chinese-speaking students, again creating a "segregated" environment.

An immersed classroom supported by additional language learning measures is expected to lead to non-Chinese speakers "mainstreaming" early in their school lives thereby having a greater possibility of being on par with their Chinese peers at the end of 15 years. That ideally should lead to a levelling of the playing field when it comes to access to higher education and finally employment. That will be the true test of whether Hong Kong actually lives up to its promise of providing equal opportunities to all, regardless of race, language or colour.

Alfred CHAN Cheung-ming
Chairperson, Equal Opportunities Commission

(Note: A version of this article was originally published in the *South China Morning Post* on 18 August 2016.)

平機會舉辦活動 推廣種族平等



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「我們必須維護香港的核心價值——不分種族，接納差異、包容共濟、互助互諒，才能成就一個理想都市，為我們的社群以至下一代創造更平等的生活環境及機會。」

為 了提高香港市民大眾的種族平等意識和推廣平等機會，平等機會委員會(平機會)聯同香港電台第二台於2016年3月13日在荃灣愉景新城合辦了公眾活動，以慶祝國際消除種族歧視日2016。

香港特別行政區食物及衛生局局長高永文醫生, BBS, JP是當日活動的主禮嘉賓，為活動主持開幕儀式。參與儀式的來賓還有醫院管理局主席梁智仁教授和香港社會服務聯會行政總裁蔡海偉先生。

這次活動約有300名人士參與，他們包括駐港總領事、政府決策局及部門代表、非政府組織代表，及少數族裔社群的領袖和倡導者等。除了有種族歧視及平等相關議題的演講及分享外，活動環節還包括文化及歌唱表演。有關這次活動的精華片段，已上載到平機會的YouTube頻道，歡迎大家觀看：
<http://www.youtube.com/user/HKEOC>

如欲取得更多資訊，可瀏覽平機會網站：<http://www.eoc.org.hk/eoc/otherproject/IDERD/index.aspx?id=13749&lang=eng>



The EOC Organises Event to Promote Racial Equality



"As long as we stand together, and stick to our core values of inclusiveness, open-mindedness, mutual respect and equality, we shall create a better tomorrow for our community and future generations."

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To raise public awareness on racial equality in Hong Kong and to promote the messages of equal opportunities, the Equal Opportunities Commission (EOC) co-organised a public event in celebration of International Day for the Elimination of Racial Discrimination (IDERD) 2016 with Radio Television Hong Kong Radio 2 on 13 March 2016 at Discovery Park in Tsuen Wan.

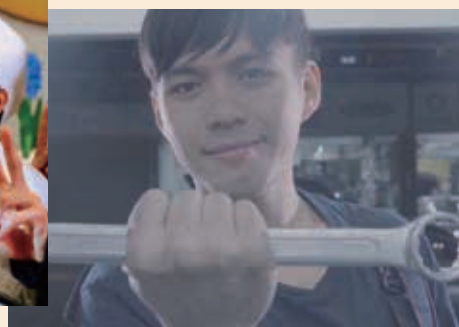
Officiating at the launch ceremony was the Guest of Honour, Dr. the Hon KO Wing-man, BBS, JP, Secretary for Food and Health, HKSAR. Also joining the ceremony were Prof. John LEONG Chi-yan, Chairman of the Hospital Authority and Mr. CHUA Hoi-wai, Chief Executive of The Hong Kong Council of Social Service.

The event was attended by some 300 participants, including representatives of Consulates-General in Hong Kong, Government bureaux and departments and non-governmental organisations, as well as ethnic minority community leaders and advocates. On top of speeches and sharing on issues relating to racial discrimination and equality, the audience enjoyed cultural and singing performances. The video highlights of the event have already been uploaded onto the EOC YouTube Channel: <https://www.youtube.com/user/HKEOC>. We gladly invite you to watch the video.

For more information, please visit the EOC website: <http://www.eoc.org.hk/eoc/otherproject/IDERD/index.aspx?id=13749&lang=eng>



平機會公布「平等共融 微電影創作比賽2015」 得獎結果



微電影近年越來越流行，深受年輕一代歡迎。透過最新的智能手機技術和影片分享社交媒體網站，微電影讓大眾可透過有趣的小故事展示創作的才能，傳達具震撼力的訊息。

乘著微電影的浪潮，平等機會委員會（平機會）於2015年10月推出「平等共融微電影創作比賽」，比賽以「消除歧視—由你我開始」為題，參加者可於2016年1月底之前製作及提交一段五至八分鐘的微電影，分享他們對消除歧視、平等共融或多元文化的看法。

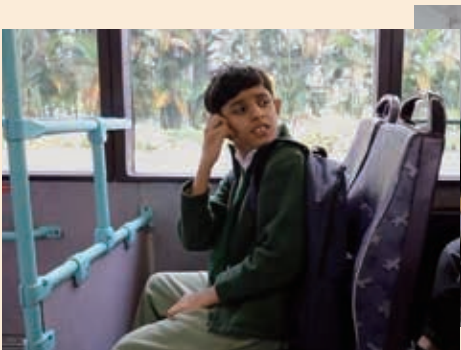
比賽結果其後已於2016年3月公布，並於2016年3月13日舉行的「國際消除種族歧視日」慶祝活動上進行頒獎儀式。

冠軍作品《特教平權—合照》（得獎者：周溥傑）講述一名老師如何設法令有特殊教育需要的學童與同班同學融洽相處。

亞軍作品《冬瓜麵包》（得獎者：陳楨）刻劃一名天生患有軟骨症的南亞裔青年，憑不屈鬥志成為麵包師傅。季軍作品《年輕原罪》（得獎者：劉澤誠）以新晉汽車維修員的奮鬥故事，探討年齡歧視的議題。

獲選為出色作品的影片分別有：由南亞裔青年製作、反映種族偏見的《Colourblind》（得獎者：Glovani TENGGA）；關於有特殊教育需要學生在校內遭欺凌的《亞氏仔》（得獎者：侯浩璋）；和引發觀眾反思性傾向歧視問題的《逃》（得獎者：張秉川）。

所有得獎作品已上載於平機會YouTube頻道(www.youtube.com/user/HKEOC)，供公眾人士瀏覽欣賞。頻道亦載有過往短片比賽的得獎作品，平機會並會定期為大家提供委員會各項活動的影片和宣傳短片。歡迎訂閱頻道，掌握最新動態。



The EOC Announces Results of the 2015 Equal Opportunities Micro Film Competition



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In recent years, microfilms have become increasingly popular, especially among the younger generation. Facilitated by the latest smartphone technology and video-sharing social media sites, microfilms allow the public to showcase their creative talents and convey impactful messages through engaging short stories.

Leveraging this trend, the Equal Opportunities Commission (EOC) organised the Equal Opportunities Micro Film Competition in October 2015. Under the competition, which carried the theme “Stop Discrimination Now • Starting with You and Me”, members of the public were invited to produce and submit microfilms of 5-8 minutes by January 2016 to express their views on eliminating discrimination and promoting equal opportunities, social inclusion and cultural diversity.

The results of the competition were announced in March 2016, with the award presentation ceremony taking place during the public event of International Day for the Elimination of Racial Discrimination on 13 March 2016.

The Championship-winning entry, “SEN Right – Group Photo”, was created by CHAU Po-kit. It illustrates how a teacher tried to help a student with special educational needs (SEN) integrate into the classroom.

The First Runner-up, “Sunshine Café”, was filmed by CHAN Chun. It portrays the struggle of a South Asian young adult diagnosed with rickets in becoming a baker, and his great determination to realise his dream. “Youth is not a Sin” by LAU Chat-shing, Jackson, which explores the issue of age discrimination through the life story of a young automobile technician, took away the Second Runner-up Award.

Three entries were given the Special Recognition Award, including: “Colourblind” by Glovani TENGGA, which reflects racial prejudices; “Prejudice” by HOU Ho-wai, which describes students with SEN being bullied at school; and “Escape” by Wood ZHANG, which calls on people to reflect upon the issue of sexual orientation discrimination.

All winning videos have been uploaded onto the EOC YouTube channel (<https://www.youtube.com/user/HKEOC>) for public viewing. The channel also features the winning entries of previous video competitions, and is regularly updated with footages of the EOC’s activities and events and APIs (Announcements in the Public Interest). Do subscribe to the channel to be notified of the latest video addition.

平等共融多媒體創作比賽 Equal Opportunities Multimedia Competition



平等機會委員會
EQUAL OPPORTUNITIES COMMISSION

參加辦法



1. 短片創作比賽

- ★ 參賽短片須為 **wmv** 檔案，以便傳送及處理。入圍作品將獲上載於平機會 YouTube 頻道，或作其他公眾教育用途。
- ★ 請把短片儲存於 **CD-R, VCD 或 DVD**，連同填妥之參加表格，在截止日期前遞交至平機會辦事處，註明「平等共融多媒體創作比賽 2016(短片)」。



2. 攝影比賽

- ★ 參加者可提交 **數碼或沖晒照片**，作為平機會刊物及宣傳品之用。
- ★ 數碼照片須為 100 萬像素 (1MB) 或以上，沖晒照片的參賽作品須為 8R (8X10 吋) 照片 (附底片)。
- ★ 請將作品連同填妥之參加表格傳遞至平機會辦事處，或以電郵遞交，註明「平等共融多媒體創作比賽 2016(攝影)」。



3. 海報設計比賽

- ★ 參賽作品須為一幅 **A3 尺寸 (42.2cmX29.8cm)** 的直幅海報，作為平機會刊物及宣傳品之用。
- ★ 參賽作品須以像素為 200 萬 (2MB) 或以上的電腦檔案呈交，以便傳送及處理。
- ★ 請把作品儲存於 **CD-R** 光碟，連同填妥之參加表格，在截止日期前遞交至平機會辦事處，或以電郵遞交，註明「平等共融多媒體創作比賽 2016(海報)」。

How to enter

1. Short Video Competition

- ★ Video(s) should be submitted in **wmv format**, and winning entries will be publicized on the EOC YouTube Channel.
- ★ Please save your video(s) in a **CD-R, VCD or DVD** and send your entries marked "EO Multimedia Competition (Video)" with the completed entry form(s) to the EOC Office.

2. Photo Competition

- ★ Photograph(s) can be submitted in **digital format** (file size 1MB or above) or **film format** in 8R size (8"x10"), and will be used for the EOC publications and promotional materials.
- ★ Please send your entries marked "EO Multimedia Competition (Photo)" with the completed entry form(s) to the EOC Office or to the EOC's email.

3. Poster Competition

- ★ Poster(s) should be submitted in **A3 (42.2cmX29.8cm) vertical format**, and will be used for the EOC publications and promotional materials. Each poster should be submitted in digital format with file size of 2MB or above for easy processing.
- ★ Please send your entries marked "EO Multimedia Competition (Poster)" with the completed entry form(s) to the EOC Office or to the EOC's email.

地址 Address: 香港太古城太古灣道 14 號太古城中心三座 19 樓 19/F, Cityplaza Three, 14 Taikoo Wan Road, Taikoo Shing, Hong Kong
電郵 Email: eoc@eoc.org.hk

備註:

- 所有比賽結果將於 2016 年 10 月底於平機會網頁公布。
- 主辦機構將另函通知各得獎者。
- 所有作品均須原創，不得抄襲。
- 所有作品均不設退還。
- 平等機會委員會有權將作品作非牟利之用途，並有權修改、翻譯、改編、使用、複製及派發作品全部或部份內容而毋須取得原創者的同意。
- 主辦機構可拒絕或取消任何參加者參賽資格而毋須解釋。參賽結果由獨立評選小組決定，參賽者對比賽結果和獎項不得異議。
- 主辦機構保留更改規則及其他安排的權利而毋須事先通知。
- 本表格收集的資料，是供「平等共融多媒體創作比賽」之用。
- 根據《個人資料(私隱)條例》規定，參賽者有權查閱、更改及索取在本表格所提供的個人資料的複印本。如對本表格所收集的個人資料有任何查詢，請聯絡平等機會委員會。

Remarks:

- Announcement of prizewinners will be posted on the EOC website in late October 2016.
- Notification letters will be sent to individual winners.
- All entries must be original.
- All submitted entries will not be returned.
- The organizer reserves the right to use any video/photo/poster for non-profit publications, duplications and publicity and no prior notification nor requests would be given.
- The organizer reserves the right to reject or disqualify any entries. The decision of the judges shall be final.
- The organizer reserves the right to amend the rules and regulations of the competition without prior notification.
- The information collected from this form will be used for purposes related to the "Equal Opportunities Multimedia Competition".
- In accordance with the Personal Data (Privacy) Ordinance, entrants have the right to access, amend, and ask for a copy of their personal data contained in this form. If entrants wish to exercise such right, please contact the Equal Opportunities Commission.

報名表格 Entry Form

* 請刪去不適用者 Please delete the inapplicable

姓名 Name: (中文 Chinese) _____ 先生 / 女士 / 君 * (英文 English) Mr. / Ms / Mx. * _____

香港身份證號碼 HKID No.: (英文字及首 3 個數字 Just the alphabet + the first 3 digits) _____ 年齡 Age: _____

所屬團體 / 學校 Organization / School: (如適用 If applicable) _____

電話 Tel: (日 Day) _____ (夜 Night) _____ 傳真號碼 Fax: _____

電郵 Email: _____

通訊地址 Address: _____

作品類別 Type of entry: 短片 Video / 照片 Photo / 海報 Poster* 中英文標題 Title(s): _____

聲明 Declaration

☐ 本人明白及同意比賽的參加資格及細則。

參加者簽署 Signature: _____

☐ I understand and agree to the rules and regulations of the competition.

日期 Date: _____



回顧 • 前瞻 • 平等路
Past and Future: Advancing
Equal Opportunities in Hong Kong

平等共融多媒體創作比賽

Equal Opportunities Multimedia Competition

平等機會委員會自 1996 年起成立至今二十年，除了執行反歧視條例，亦一直致力推廣平等機會，消除任何形式的歧視。我們誠意邀請您參加「平等共融多媒體創作比賽」，以「回顧 • 前瞻 • 平等路」為題，透過不同的平台，分享你對平等共融及多元文化的看法。

For the last two decades, the Equal Opportunities Commission has been making strenuous effort to promote equal opportunities and eliminate discrimination on different grounds. We invite you to participate in our "Equal Opportunities Multimedia Competition", and share with us your views about equal opportunities, social inclusion and cultural diversity through different platforms using the theme "Past and Future: Advancing Equal Opportunities in Hong Kong".

請以「回顧 • 前瞻 • 平等路」為題，透過短片創作、照片拍攝或海報設計，分享你對平等共融及多元文化的看法。

With the theme "Past and Future: Advancing Equal Opportunities in Hong Kong", please produce a short video, submit photograph(s), or design a poster to express your views about equal opportunities, social inclusion and cultural diversity.



攝影比賽 Photo Competition

請以「回顧 • 前瞻 • 平等路」為題，
拍攝照片

With the theme "Past and Future:
Advancing Equal Opportunities in Hong Kong",
please submit photograph(s) in
digital format or film format.



短片創作比賽 Short Video Competition

請以「回顧 • 前瞻 • 平等路」為題，
製作一段 30 秒至 5 分鐘的短片

With the theme "Past and Future:
Advancing Equal Opportunities in Hong
Kong", please produce a video
lasting from 30 seconds to 5
minutes.



海報設計比賽 Poster Competition

請以「回顧 • 前瞻 • 平等路」為題，
創作一幅 A3 尺寸的直幅海報

With the theme "Past and Future:
Advancing Equal Opportunities in Hong
Kong", please design a poster in
A3 vertical format.

獎項 Prizes

冠軍：獎金 HK\$7,000 及獎座 Champion: Cash prize HK\$7,000 & a trophy
亞軍：獎金 HK\$5,000 及獎座 1st runner-up: Cash prize HK\$5,000 & a trophy
季軍：獎金 HK\$3,000 及獎座 2nd runner-up: Cash prize HK\$3,000 & a trophy
凡成功參加者，每套作品可獲精美禮品一份，以示鼓勵
A special gift will be awarded for each successful entry.

網上報名及提交作品：
Online submission of entries:



截止日期 Submission Deadline
2016 年 10 月 17 日
17 October 2016