



平等機會委員會
EQUAL OPPORTUNITIES COMMISSION

Invitation to Submit Research Proposals

Briefing Session

9 May 2019

Outline

- Equal Opportunities Commission and 4 Anti-Discrimination Ordinances
- Research in EOC
- 3 Commissioned Research Projects
- Research Proposal
- Deliverables
- Selection Criteria
- Selection Interview
- Q & A



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Equal Opportunities Commission

- Equal Opportunities Commission is a statutory body set up in 1996.
- 4 Anti-Discrimination Ordinances are currently in force:
 1. Sex Discrimination Ordinance, 1996
 2. Disability Discrimination Ordinance, 1996
 3. Family Status Discrimination Ordinance, 1997
 4. Race Discrimination Ordinance, 2009



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Research in EOC: Highlights

Internal Research	A series of surveys on sexual harassment (social service sector, sports sector, education sector, flight attendants, etc.)
	A Study on the Challenges Encountered in the Siting of Integrated Community Centres for Mental Wellness and other Social Welfare Facilities in Hong Kong
Funding Programme	Funding Programme of Research Projects on Equal Opportunities
Commissioned Research	A Study on Knowledge of Sexual Harassment and Experience of being Sexually Harassed in the Service Industries: Comparing Recent Female Mainland Chinese Immigrants with Locally-born Women
	Equal Opportunities Awareness Survey 2015
	A Study on Family Status Discrimination in the Workplace in Hong Kong

Current Invitations

1. Study on Challenges, Effective Policies, and Best Practices of Ordinary Schools in Educating Students with Special Educational Needs in Hong Kong
香港普通學校教育有特殊教育需要學生的研究
2. Study on Effective Strategies to Facilitate School-to-work Transition of Young Persons with Disabilities in Hong Kong
香港年輕殘疾人士從求學過渡至工作的研究
3. Study on Perceptions of Stigmatization and Discrimination of Persons with Mental Illness in the Workplace
對職場精神病患者的標籤及歧視態度之研究



1. Study on Challenges, Effective Policies, and Best Practices of Ordinary Schools in Educating Students with SEN in Hong Kong

Study on Challenges, Effective Policies, and Best Practices of Ordinary Schools in Educating Students with SEN in Hong Kong (1)

1. Background and Motivation

- **Integrated education** in public sector ordinary schools implemented since 1999/2000
- Measures introduced to support the learning and teaching of SEN students in ordinary schools, e.g. **SENCO and restructuring of the Learning Support Grant**
- **Rights to inclusive education and equal education opportunities** of SEN students in ordinary schools have not been adequately addressed

Study on Challenges, Effective Policies, and Best Practices of Ordinary Schools in Educating Students with SEN in Hong Kong (2)

- 2. Budget:** HK\$600,000 (cap)
- 3. Expected Duration:** 12 months (to be commenced before 30 September 2019)
- 4. Specific Objectives** (Next 2 Slides)

Study on Challenges, Effective Policies, and Best Practices of Ordinary Schools in Educating Students with SEN in Hong Kong (3) : Specific Objectives

- ▶ To **review** local and overseas **literatures and studies on approaches and strategies** adopted in **providing inclusive education** to students with SEN;
- ▶ To **assess the knowledge** of principals, school administrators, and teachers about the **DDO, the Code of Practice on Education, and students with SEN**;
- ▶ To **gauge the views on inclusive education** for students with SEN in **ordinary schools** from principals, school administrators, and teachers;

Study on Challenges, Effective Policies, and Best Practices of Ordinary Schools in Educating Students with SEN in Hong Kong (4) : Specific Objectives

- ▶ To examine the major **challenges faced by schools in implementing integrated education** and meeting the needs of students with SEN;
- ▶ To **assess the effectiveness of Government policies** currently in place to facilitate integrated education and providing equal education opportunities to students with SEN;
- ▶ To **identity best practices developed by school professionals** in achieving the goals of integrated education, meeting the needs of SEN students, and providing them with equal education opportunities **through case studies**; and
- ▶ To **give evidence-based policy recommendations** for ensuring access to and equity in ordinary school system for students with SEN.

2. Study on Effective Strategies to Facilitate School-to-work Transition of Young PWDs in Hong Kong

Study on Effective Strategies to Facilitate School-to-work Transition of Young PWDs in Hong Kong (1)

1. Background and Motivation

- Higher **unemployment** rate
- Lower proportion of PWDs attained **post-secondary education** (7.6%) and in **middle-class occupations** (25.7%)
- Around two-third of the general public believed that **simple repetitive tasks are suitable for PWDs** (a study commissioned by EOC in 2010)
- Less than a quarter of companies were **employing PWDs** and 37% **planned to hire PWDs** in the next 5 years (a survey funded by EOC in mid-2010s)
- **Government measures** to provide skill training and support services for PWDs to facilitate their labour market integration

Study on Effective Strategies to Facilitate School-to-work Transition of Young PWDs in Hong Kong (2)

- 2. Budget:** HK\$600,000 (cap)
- 3. Expected Duration:** 12 months (to be commenced before 30 September 2019)
- 4. Specific Objectives** (Next 3 Slides)

Study on Effective Strategies to Facilitate School-to-work Transition of Young PWDs in Hong Kong (3): Specific Objectives

- ▶ To give an overview of the local and overseas **policies and approaches** adopted to facilitate PWDs' **access to post-secondary education and school-to-work transition**, as well as their outcomes of post-secondary education (e.g. rates of completion) and labour market outcomes (e.g. duration of employment, wage, training and promotion opportunities, etc.);
- ▶ To gauge the **views** from young PWDs and their parents, teachers/ school administrators, and employers **concerning education and employment of PWDs**;

Study on Effective Strategies to Facilitate School-to-work Transition of Young PWDs in Hong Kong (4): Specific Objectives

- ▶ To examine the **educational and occupational aspirations** of young PWDs and the **strategies** they adopt to achieve their academic and career goals and the **effectiveness of these strategies**;
- ▶ To investigate the **experiences** of young PWDs in **transitioning to post-secondary education and to the labour market**;
- ▶ To identify the **mechanisms facilitating** successful transitions as well as the **obstacles inhibiting these transitions**;

Study on Effective Strategies to Facilitate School-to-work Transition of Young PWDs in Hong Kong (5): Specific Objectives

- ▶ To **evaluate the effectiveness** of subsidies, allowances, and related employment support services provided by Government departments/ bureaux and other stakeholders in facilitating labour market integration of young PWDs; and
- ▶ To make concrete **policy recommendations** on institutional support to facilitate young PWDs' transition to post-secondary education and to the labour market.

Study on Effective Strategies to Facilitate School-to-work Transition of Young PWDs in Hong Kong (6): Remarks

- ✓ **Inter-group comparison** between young PWDs of different sexes and education levels should be conducted to reveal similarities and differences in terms of aspirations, experiences, strategies, and outcomes.
- ✓ Given the wide spectrum of disability and the likely heterogeneity in aspirations, experiences, strategies, and outcomes among people with different types of disability, the EOC welcomes proposals that **focus on a specific group of PWDs** but sufficient empirical and policy justifications should be provided.

3. Study on Perceptions of Stigmatization and Discrimination of Persons with Mental Illness in the Workplace

Study on Perceptions of Stigmatization and Discrimination of Persons with Mental Illness in the Workplace (1)

1. Background and Motivation

- 13.3% reported common mental disorders in 2010-2013
- 4.8% were classified as having severe non-specific psychological distress in 2014
- Relatively poor mental well-being of employed population

Study on Perceptions of Stigmatization and Discrimination of Persons with Mental Illness in the Workplace (2)

Year	Complaints received under Disability Discrimination Ordinance			
	Total	In relation to psychiatric disability/ mental illness		
		Total	Employment	Non-employment
2014	336	73	51	22
2015	278	49	35	14
2016	203	40	32	8
2017	267	58	42	16
2018	570	83	57	26

Study on Perceptions of Stigmatization and Discrimination of Persons with Mental Illness in the Workplace (3)

- 2. Budget:** HK\$600,000 (cap)
- 3. Expected Duration:** 12 months (to be commenced before 30 September 2019)
- 4. Specific Objectives** (Next 3 Slides)

Study on Perceptions of Stigmatization and Discrimination of Persons with Mental Illness in the Workplace (4) : Specific Objectives

- ▶ To evaluate the **awareness and understanding of mental health** among employers, supervisors, and employees in Hong Kong;
- ▶ To study the **prevalence of discrimination against persons with mental illness** in the workplace;
- ▶ To discover the **patterns and practices of discrimination** against persons with mental illness in the process of **job application** and in the **workplace**;

Study on Perceptions of Stigmatization and Discrimination of Persons with Mental Illness in the Workplace (5) : Specific Objectives

- ▶ To examine the **factors associated with the vulnerability to workplace discrimination** among persons with mental illness;
- ▶ To **assess the take-up of sick leave** among persons with mental illness: (i) how difficult it is to take such leave and (ii) how employers and supervisors look upon such leave;
- ▶ To understand the **immediate responses** of and **actions taken** by persons with mental illness when encountering discrimination, and the **reasons behind**;

Study on Perceptions of Stigmatization and Discrimination of Persons with Mental Illness in the Workplace (6) : Specific Objectives

- ▶ To identify the **impact of stigmatisation and discrimination** on persons with mental illness in terms of their **employment, treatment/ recovery trajectories, and help-seeking patterns**; and
- ▶ To solicit **views from stakeholders** in facilitating the **employment and the treatment/ recovery** of persons with mental illness and in **redressing stigmatisation and discrimination** against persons with mental illness in the workplace.

Research Proposal (1)

1. Technical Proposal

- ▶ Research team's perception and understanding of the subject matter of the study
- ▶ Approach and analytical framework
- ▶ Research design and methods of data collection
- ▶ Pilot survey
- ▶ Quality control plan
- ▶ Plans of data processing and data analysis
- ▶ Work schedule
- ▶ Qualifications and experiences of the members of the research team

Research Proposal (2)

2. Fee Proposal

- ▶ Budget plan with breakdown of costs
- ▶ The amount of fee paid will be published in the EOC's website after the completion of the research study.
- ✓ Form of “Warranty for Anti-Collusion” should be completed, signed and returned with the fee proposal.

Deliverables

- A bilingual [Chinese and English] full report of the study
- Info graphics in bilingual format
- A validated and clean data file
- Oral presentations of the research results to the EOC and to the public at a media briefing
- Progress reports in written and/or oral formats



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Copyright

- ▶ Copyright of the research report, data collected and information derived from the research studies shall remain the property of the EOC.
- ▶ Subject to the prior approval of the EOC, the research team might be allowed to use these data and information for the purposes of academic research and academic publication.
- ▶ To acknowledge the efforts and contribution of the research team, names of individual researchers in the research team will be allowed to be displayed in the final report.

Selection Criteria

1. Organizational standing
 2. Capacity to meet service requirements
 3. Awareness and knowledge of equal opportunities
 4. Budget
-
- ▶ Both cost and quality of the research proposals are concurrently considered in reviewing the proposals.



Selection Interview

- ▶ Selection Board: Members of EOC Board and Staff of EOC
- ▶ A 15-minute presentation of the research proposal
- ▶ Q&A



Important Dates

Deadline of Submitting Proposals	5pm, 3 July 2019 (Wednesday)
Date of Selection Interviews	2nd half of August 2019 (to be confirmed)
Date of Commencing Research Projects	Before 30 September 2019



