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# 諒解

## Understanding



# 我們的工作重點

## Our Focuses

### 2013/14工作計劃 — 策略性優先工作

平機會根據不同界別持份者的建議及意見，於2013/14年度制定了「三年策略工作計劃」，規劃出平機會工作的方向和重點。工作計劃共有以下五個優先工作領域：

### 2013/14 Work Plan – Strategic Priorities

Based on the input and views of stakeholders from different sectors, the EOC developed a Three-year Strategic Work Plan in 2013/14, which mapped out the directions and focuses of the work of the Commission. There are five priority work areas in the work plan, namely:

**1** 歧視法例檢討  
Discrimination Law Review

**2** 立法保障不同性傾向和性別認同人士免受歧視  
Legal Protection for Sexual Minorities from Discrimination on the Basis of Sexual Orientation and Gender Identity (SOGI)

**3** 少數族裔的教育與就業機會  
Education and Employment Opportunities for Ethnic Minorities

**4** 有特殊教育需要學生的融合教育及其對就業機會的影響  
Integrated Education for Students with Special Educational Needs (SEN) and its Impact on Employment Opportunities

**5** 促請政府以功能角度處理殘疾人士的需要  
Functional Approach in Addressing the Needs of Persons with Disabilities (PWD) by the Government

除此之外，工作計劃也包括了下列三項持續進行的重點工作：

In addition, the work plan included three major ongoing undertakings, which are:

**1**  
反性騷擾運動  
Anti-Sexual Harassment Campaign

**2**  
《性別歧視條例僱傭實務守則》檢討  
Review of the Code of Practice on Employment under the Sex Discrimination Ordinance

**3**  
繼續跟進《公眾可進出的處所無障礙通道及設施正式調查報告》  
Follow-up on the Formal Investigation Report on Accessibility in Publicly Accessible Premises

優先工作領域1：歧視法例檢討

Strategic Priority 1 – Discrimination Law Review



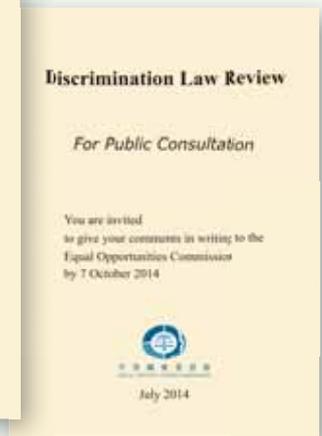
歧視法例檢討 Discrimination Law Review

平機會有法定責任檢討香港所有反歧視法例。平機會多年運作經驗顯示，現行反歧視法例有不足及不一致之處，受歧視條例保障的人士仍面對各種歧視及不平等情況，進一步突顯有必要加強現有保障，同時亦確保法例與時並進，與國際平等法的發展趨勢及步伐看齊，從而促進維護人權。

有見及此，平機會決定就四條反歧視條例進行全面檢討，首階段是透過內部評估來檢視現時各歧視條例中的受保障特徵、不同形式的違法歧視行為及違法歧視的範疇。在2013/14年度內，平機會與相關持份者多次進行會面，就法例上的不足和可作出的改革，收集他們的意見。平機會於2013/14年度結束前制定了一份詳盡的諮詢文件，文件提出了各項重要議題及可考慮的法律改革，以用於2014/15年第二季度展開的歧視條例檢討全港公眾諮詢。

The EOC has a statutory duty to review the anti-discrimination laws in Hong Kong. Based on the EOC's years of operational experiences, there are certain limitations and inconsistencies in the current ordinances. Continued discrimination and inequality for groups protected under the ordinances further highlighted the need to strengthen the existing level of protection. Simultaneously, there is also a need to ensure Hong Kong keeps pace with the international developments in respect of modernisation of equality laws and advancement of human rights protection.

In view of the above, the EOC decided to embark on a thorough review of the four anti-discrimination ordinances. This was initially done through an internal evaluation to examine the protected characteristics under the current discrimination law, the different forms of prohibited conduct, and the fields in which discrimination is prohibited. Throughout 2013/14, meetings were held with relevant stakeholders to solicit their views on the inadequacies and possible improvements to the legislation. By the end of 2013/14, a comprehensive document was formulated to present the important issues and possible legislative changes, as the EOC geared up to roll out a citywide public consultation exercise on the Discrimination Law Review in the second quarter of 2014/15.



## 優先工作領域2：立法保障不同性傾向和性別認同人士免受歧視

儘管聯合國一再建議，香港目前仍未有禁止性取向和性別認同歧視的條例。而即使終審法院於2013年5月裁定一個接受變性手術後成為女子的W小姐有權與其男性伴侶根據《婚姻條例》結婚，標誌著香港跨性別人士的平權有重大發展，但香港仍未有全面的《性別承認條例》，為跨性別人士的權利提供法律承認和保障。

平機會深信任何人都應該因為他們的性傾向及性別認同而受歧視和不平等對待。為了提倡有需要立法保護性小眾或男女同性戀者、雙性戀者、跨性別人士和雙性人，並讓公眾加深認識和理解這些人所面對的困難，平機會於2013/14年度向立法會提交了有關《2014年婚姻（修訂）條例草案》的意見書，並在各大報章撰文，討論此議題。此外，平機會於2013年12月會見了「消除歧視性小眾諮詢小組」，和全年約見了不同的性小眾關注團體、宗教和捍衛家庭團體，以聽取他們的關注和意見。

## Strategic Priority 2 – Legal Protection for Sexual Minorities from Discrimination on the Basis of SOGI

Despite repeated recommendations by the United Nations, there is currently no anti-discrimination legislation relating to sexual orientation and gender identity in Hong Kong. In May 2013, the Court of Final Appeal decided in the W case that a post-operative transsexual woman had the right to marry her male partner under the Marriage Ordinance. Notwithstanding this milestone development, there remains a lack of legal recognition and protection of the rights of transsexual persons in Hong Kong, notably through a comprehensive Gender Recognition Law.

The EOC is convinced that all persons, irrespective of their sexual orientation and gender identity, should be free from discrimination and unequal treatment. To advocate the need for legislation to protect sexual minorities or LGBTI (lesbian, gay, bisexual, transgender and intersex) persons, and raise public awareness and understanding of the challenges faced by them, the EOC made a submission on the Marriage (Amendment) Bill 2014 to the Legislative Council, and published a number of articles on the subject in the newspapers in 2013/14. Further to these, a presentation was made to the Advisory Group on Eliminating Discrimination against Sexual Minorities in December 2013, and meetings held with LGBTI concern groups, as well as with religious and family groups, throughout the year to hear their concerns and views.



平機會於2013年12月宣布進行一項研究，研究旨在有系統地識別出性小眾在公共範疇(如：僱傭、教育及培訓、社交、公眾通道、服務及設施以及處所管理等)所受到的歧視、騷擾和中傷的情況；並收集有關如何透過立法或其他方法糾正歧視的各種意見。平機會在甄選小組作出決定後，於2014年5月宣布委託香港中文大學香港亞太研究所性別研究中心進行「有關立法禁止性傾向、性別認同及雙性人身份歧視的可行性研究」。這研究採用不同的方法，如：公眾研討會、焦點小組及電話問卷調查收集意見，預計會於2015年第2季完成。

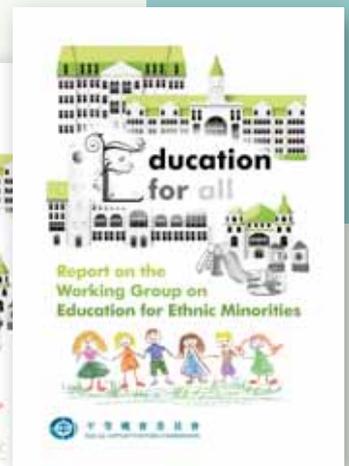
In December 2013, the EOC announced the plan to conduct a study to systematically identify the discrimination, harassment and vilification encountered by the LGBTI persons in the public domain, such as employment, education and training, social interaction, public access, services and facilities, as well as management of premises, and to solicit views on how such experiences of discrimination may be redressed through legislation or other means. Following the formation and decision of the selection board, the EOC announced in May 2014 the appointment of the Gender Research Centre of the Hong Kong Institute of Asia Pacific Studies at The Chinese University of Hong Kong to conduct a Feasibility Study on Legislating against Discrimination on the Grounds of Sexual Orientation, Gender Identity and Intersex Status. Deploying mixed modes of methodologies including public forums, focus groups as well as telephone questionnaire survey, the study is expected to be completed in the second quarter of 2015.

### 優先工作領域3：少數族裔的教育與就業機會

很多少數族裔學生在求學時遇上系統性障礙，窒礙他們接受高等教育與就業的機會，其主要原因是他們在學習中文時，沒有得到適當的支援。

### Strategic Priority 3 – Education and Employment Opportunities for Ethnic Minorities

Many ethnic minority students face systemic barriers in pursuing education, which limit their ability to access higher education and employment opportunities. These barriers stem primarily from the lack of proper support for these students to learn Chinese in schools.



平機會認為只能透過政策和措施的系統性改變，才可消除有關障礙。為此，平機會於2013/14年度多次與政府和相關組織進行會議，以期改變政策。例如：平機會與教育局會面，呼籲為非華語學生制訂另一中文課程及評估準則，並檢討指定學校的政策；又要求各大專院校檢視特定院系收生時對中文能力的要求，以便在錄取少數族裔學生時更富靈活性。有見政府是最大的僱主，平機會亦要求公務員及公營機構招聘時彈性處理對求職者中文能力的要求。

行政長官於2014年1月的《施政報告》中宣布，為非華語及／或少數族裔學生提供一系列支援措施，包括：由2014/15學年起提供「中國語文課程第二語言學習架構」和在高中階段提供與資歷架構掛鈎的應用學習(中國語文)科。平機會歡迎政府的承諾，並將繼續密切監察政府的工作和措施的成效。

#### 優先工作領域4：有特殊教育需要學生的融合教育及其對就業機會的影響

繼2012年發表《融合教育制度下殘疾學生的平等學習機會研究》，平機會繼續指出與融合教育制度有關的問題，如：輪候評估時間過長、師資培訓不足及專業人員(包括教育心理學家、職業及語言治療師和輔導專業人才)人手不足。

平機會於2013/14年度向立法會教育事務委員會融合教育小組提交了兩份意見書，分享了平機會對殘疾學生應該得到平等學習機會重要性的意見。其他倡議活動及公眾教育工作包括：2013年11月參與由香港教育學院主辦的「關顧學障周2013」講座；與教育局、津貼小學議會、官立小學校長協會、香港津貼中學議會、政府中學校長協會、香港特殊學校議會及家庭與學校合作事宜委員會合辦

Recognising that these barriers can only be removed through systemic changes in policies and practices, the EOC engaged in rounds of meetings with the Government and relevant organisations in 2013/14 to seek for policy changes. For instance, meetings were held with the Education Bureau to appeal for the introduction of an alternative standardised Chinese-language curriculum and an assessment framework for non-Chinese speaking students, as well as for a review of the policy of designated schools. Also, local universities were lobbied to review their Chinese language requirements for particular faculties and exercise flexibility in the admission of ethnic minority students. In a similar move, the Government – being the largest employer – was urged to exercise flexibility in the Chinese language requirement in the recruitment of candidates for the civil service and public organisations.

In January 2014, the Chief Executive announced in the 2014 Policy Address a series of support measures for non-Chinese speaking and/or ethnic minority students. These included the provision of a “Chinese Language Curriculum Second Language Learning Framework” and an Applied Learning (Chinese Language) subject at senior secondary level pegged to the Qualification Framework from the 2014/15 curriculum year. The EOC welcomed the undertakings by the Government and will continue to monitor closely the effectiveness of these measures.

#### Strategic Priority 4 – Integrated Education for Students with Special Educational Needs

Following up on its “Study on Equal Learning Opportunities for Students with Disabilities under the Integrated Education System” released in 2012, the EOC continued to highlight the issues associated with the integrated education system, such as the long waiting time for assessment, the lack of training for teachers, and the inadequate supply of professionals including educational psychologists, occupational and speech therapists, and counselling professionals.

During the year under review, the EOC made two submissions to the Subcommittee on Integrated Education of the Legislative Council Panel on Education, sharing the Commission’s views on the importance of promoting equal learning opportunities for students with disabilities. Other advocacy and public education work included: participating in the forum during the Awareness Week in Specific Learning Disabilities 2013 organised by the Hong Kong Institute of Education in November 2013, and co-organising the “Home-school Co-operation in Building an



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「親子共融滿校園」嘉許計劃，以表揚能適切照顧有特殊教育需要子女的家庭及積極配合學校推動共融政策和措施的家庭或團隊。此外，平機會亦透過於報章刊登文章及公開活動以提高公眾對此課題的認識。

另一方面，平機會與本地大專院校管理高層多次會面，鼓勵各院校為殘疾及有特殊教育需要的大專學生提供更多支援。平機會鼓勵各大專院校發展共同平台，以便交流經驗、分享科技與教學資源，藉此提升學生的學習能力，令大學生活無障礙和更充實。

### 優先工作領域5：促請政府以功能角度處理殘疾人士的需要

目前《殘疾歧視條例》下對「殘疾」的定義，與政府各決策局和部門所採取的定義並不一致，例如一些受傷的人由於不屬於指定類別，因而喪失申領傷殘津貼的資格。

有見及此，平機會一直促請政府劃一採用更廣的「殘疾」定義，以體察殘疾人士所面對的態度上和環境上的障礙，致令他們無法充分參與社會。例如可應用世界衛生組織的《國際功能、殘疾和健康分類》，為所有殘疾類別進行客觀的功能評估。

Inclusive School Culture Award Scheme” with the Education Bureau, the Subsidized Primary Schools Council, the Union of Government Primary School Headmasters and Headmistresses, the Hong Kong Subsidized Secondary Schools Council, the Association of Principals of Government Secondary Schools, the Hong Kong Special Schools Council and the Committee on Home-School Co-operation to commend families providing appropriate support for children with special educational needs, as well as families or parent teams that actively co-operated with schools in implementing inclusive policies and practices. In addition, through newspaper articles and public events, the EOC aimed to raise greater awareness of the subject.

Another attempt by the EOC was to encourage greater support for tertiary students with disability and special educational needs during a series of meetings with the senior management of local universities. The institutions were invited to develop a common platform for sharing experiences, technology and teaching resources that would contribute to enhancing students’ learning capabilities and making their university life even more accessible and fulfilling.

### Strategic Priority 5 – Disability Discrimination in the Performance of Government Functions

At present there are discrepancies in the definition of “disability” between the Disability Discrimination Ordinance and those adopted by different policy bureaux and departments of the Government. One example is the eligibility criteria for Disability Allowance, which excludes people with injuries not falling within the specified types.

In view of the gap, the EOC has been urging the Government to standardise and adopt a broader definition of “disability”, by taking into account the attitudinal and environmental barriers that hinder persons with disabilities from full participation in society. For instance, the International Classification of Functioning, Disability and Health adopted by the World Health Organization offers an objective functional assessment that can be applied regardless of the type of disability.



平機會於2013年5月與由68個團體組成的「殘疾人士監察特首施政大聯盟」會面，聆聽他們對現行復康政策不足的意見。整個年度，平機會與不同非政府組織及復康團體會面，密切關注事態的發展。

In May 2013, the EOC had a meeting with the representatives of an alliance of 68 concern groups (殘疾人士監察特首施政大聯盟), to listen to their views on the inadequacy of the existing policies on disability. Further meetings were held with other NGO and rehabilitation groups throughout 2013/14, as the EOC maintained its close watch on the development of the matter.

## 持續進行的重點工作

## Ongoing Major Undertakings

### 重點工作1：反性騷擾運動

### Undertaking 1 – Anti-sexual Harassment Campaign

為了在不同界別推廣對性騷擾的認識及預防性騷擾，政策及研究專責小組於2012年成立了「反性騷擾運動工作小組」（工作小組）。工作小組於2013/14年度的主要工作如下：

In order to promote the awareness and prevention of sexual harassment in various sectors of the society, the Working Group on Anti-Sexual Harassment Campaign (WGASH) was formed under the Policy and Research Committee in 2012. Highlights of the work carried out in 2013/14 are listed as follows:

#### 教育界

#### Education Sector

- 平機會聯同香港教育專業人員協會和香港教育工作者聯會進行了《性騷擾：學界問卷調查》，並於2013年4月公布調查結果。平機會一共收到321份填妥的問卷，近半數(47%)作出回應的學校沒有制定性騷擾政策，主要原因為：(i)缺乏員工培訓，難以制定相關政策；和(ii)沒有急切需要制定政策。
- The EOC conducted the “Sexual Harassment – Questionnaire Survey for Education Sector” in collaboration with the Hong Kong Professional Teachers’ Union (HKPTU) and the Hong Kong Federation of Education Workers (HKFEW), and released the findings in April 2013. Altogether 321 completed questionnaires were returned. Out of these, nearly half (47%) of the responding schools did not have a sexual harassment policy and the main reasons were: (i) lack of training for school staff to formulate such a policy; and (ii) there appeared to be no urgency to formulate a policy.

- 鑑於調查結果，平機會聯同香港教育專業人員協會和香港教育工作者聯會於2013年7月進行了四場「制定校園性騷擾政策研討會」，約800位教育專業人員參加。平機會並與教育局合作，於2013年12月為辦學團體合辦類似研討會，藉他們鼓勵學校制定性騷擾政策，研討會共有123個辦學團體的155名代表出席，佔香港辦學團體的半數。而為了方便學校可自行制定全面而有效的性騷擾政策，平機會於2013年7月為學校制定「校園性騷擾政策大綱」，詳細內容可以在平機會網站瀏覽，或點擊教育局網站上的超連結。
- In light of the survey findings, the EOC organised four rounds of Seminar on Formulation of Sexual Harassment Policies in Schools in July 2013 in collaboration with the HKPTU and HKFEW. Around 800 teaching professionals attended. To motivate schools to develop a sexual harassment policy through their sponsoring bodies, a similar seminar was co-organised with the Education Bureau (EDB) in December 2013 for 155 representatives from 123 school sponsoring bodies, representing half of all the sponsoring bodies in Hong Kong. And to facilitate schools to develop comprehensive and effective sexual harassment policy of their own, the EOC developed a Framework for Sexual Harassment Policies in Schools in July 2013, which was available on the EOC website, with hyperlink on the EDB website.
- 此外，為協助教師掌握制定關於性騷擾政策和處理相關投訴的技巧，平機會於2013年11月舉行了兩場「校園性騷擾之預防及處理工作坊」，共有75位教師和學校社工參與。
- In addition, the EOC organised two rounds of Workshop on Preventing Sexual Harassment & Handling Related Complaints in November 2013 to equip teachers with practical skills for formulating a school policy on sexual harassment and handling related complaints. Altogether 75 teachers and school social workers joined the two workshops.
- 經過一系列的研討會及工作坊，不少學校邀請平機會代表為教職員提供有關預防性騷擾的講座，作為員工培訓項目之一。2013年8月，平機會便為沙田12間中小學約400位教師提供培訓課程。
- After a series of seminars and workshops, a number of schools invited the EOC representatives to deliver talks on preventing sexual harassment as part of their staff training. For example, in August 2013, a training session was arranged by the EOC for around 400 teachers from 12 primary and secondary schools in Shatin.



## 商界

- 平機會於2013年6月至8月初進行《性騷擾－商界問卷調查》。平機會向全港各區公司派出約6,000份問卷，但只收回198份。調查發現，57%受訪者(113間公司)有性騷擾政策，而43%(85間公司)沒有。在沒有政策的公司之中，46%表示沒有迫切性制定性騷擾政策。
- 為提高商界防止性騷擾的意識，平機會聯絡各專業機構和商會合辦午餐會討論此課題，例如：於2013年9月出席香港總商會的人力小組午餐會，和於2013年10月出席持續專業進修聯盟午餐講座。此外，又於2013年12月出席香港人力資源管理學會舉辦的半日課程「防止工作間性騷擾工作坊」。
- 平機會為公司制定《公司性騷擾政策大綱》，並已於2013年10月底上載到平機會網站。政策大綱不單為私營公司提供政策架構，以便他們制定本公司的性騷擾政策，更可作為對照清單，跟已制定／即將制定的性騷擾政策比較。

## Business Sector

- The EOC conducted a “Sexual Harassment – Questionnaire Survey for Business Sector” from June to early August 2013. Around 6,000 questionnaires were distributed to companies across the city, but only 198 questionnaires were returned. The Survey found that 57% of the respondents (113 companies) maintained a policy statement on sexual harassment, whereas 43% (85 companies) did not. Among the companies without a policy statement, 46% indicated that there was no urgency to formulate one.
- In order to raise awareness on the prevention of sexual harassment in the business sector, the EOC liaised with various professional organisations and chambers of commerce to deliver luncheon talks on the topic, such as to the Manpower Committee of the Hong Kong General Chamber of Commerce in September 2013 and the Continuing Professional Development Alliance in October 2013. In addition, a half-day seminar on “Preventing Sexual Harassment in the Workplace” was organised through the Hong Kong Institute of Human Resource Management in December 2013.
- A Framework for Corporate Policy on Sexual Harassment was prepared by the EOC and posted on the EOC website in late October 2013. The Framework not only provides a structure for private companies to formulate their own sexual harassment policies, but also serves as a checklist for sexual harassment policy to be or has been adopted.

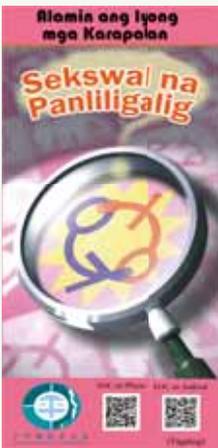


## 服務業

- 平機會與香港空中服務員工會聯盟於2013年11月底至2014年1月初合作進行有關空中服務員受到性騷擾的問卷調查，共收回392份問卷，回應率約有4%。根據2014年2月公布的調查結果顯示，約27%(106名)回應者表示，過去12個月內曾受性騷擾，大多數騷擾者都是乘客。68%回應者表示，沒有接受過任何有關防止性騷擾的培訓；而受過培訓的32%回應者當中，有86%主要透過「公司的網上自學課程／教材」接受培訓。
- 平機會將繼續與航空公司保持聯繫，為航空服務業員工提供相關培訓。

## 少數族裔

- 平機會已將有關預防性騷擾的單張翻譯成六種少數族裔語言(印度語、尼泊爾語、烏都語、泰語、印尼語及菲律賓語)，並上載至平機會網站。平機會亦透過不同機構派發單張，例如透過香港國際社會服務社的機場大使計劃於機場向新來港人士派發，以及透過駐港領事館分發。除此，平機會更於少數族裔的報章刊登有關性騷擾的文章及為不同社群舉辦講座。



## Service Sector

- The EOC partnered with the Hong Kong Flight Attendants Alliance to conduct a survey on the prevalence of sexual harassment among flight attendants from late November 2013 to early January 2014. A total of 392 questionnaires were returned and the response rate was roughly 4%. According to the survey findings, which were released in February 2014, about 27% (106) of the respondents indicated that they had been sexually harassed in the past year and the most common harassers were the customers. Sixty-eight per cent of the respondents had not received any training courses on anti-sexual harassment. For those 32% who had received training, 86% were trained mainly through the “company online self-learning course/materials”.
- As part of its ongoing effort, the EOC will continue to liaise with the airline companies on providing related training for airline staff members.

## Ethnic Minorities

- The EOC’s anti-sexual harassment leaflets have been translated into six ethnic minority languages (Hindi, Nepalese, Urdu, Thai, Indonesian and Tagalog) and uploaded on the EOC website. They are also distributed to members of the ethnic minority community through different channels, such as to new arrivals at the airport through the International Social Service – Hong Kong Airport Ambassador Scheme and through the Consulates General. In addition, articles on sexual harassment were published in newspapers targeting ethnic minorities and workshops conducted for the communities.

**Community Workers' Workshop on Handling Sexual Harassment**

Are you a community worker who provides services for ethnic minorities in Hong Kong? Do you know how to help ethnic minorities who experienced sexual harassment?

Join our tailor-made workshop for community workers who provide services for ethnic minorities in Hong Kong. The workshop will cover the provisions on sexual harassment under the Sex Discrimination Ordinance, the Equal Opportunities Commission's complaint handling procedures and a sharing session from RainLily on dealing with indecent assault cases.

**Workshop details:**

Date: 11 November 2013  
Time: 2 pm - 6 pm  
Venue: Conference Room, Equal Opportunities Commission (EOC)  
Medium: English

**Speakers:**  
1. Ms. Florence Chan (EOC)  
2. Ms. Linda Wong (RainLily)  
3. Ms. Tiffany Ng (RainLily)

Participants will receive a certificate of attendance upon the completion of the entire programme. Limited seats available. Workshop is free of charge. For enrolment and further information, please contact Dephy at 2106 2155.

**Registration deadline: 21.10.2013**

Equal Opportunities Commission  
10/F, 4 Des Voeux Street,  
14 Yorkton West Building,  
Tat Kee Building, Hong Kong  
Building: 2381 N381  
Fax: 2381 N432

### 預防性騷擾資源庫

- 為方便各界擬備全面的性騷擾政策，以及易於取得關於性騷擾的資料，平機會網站於2013年12月推出性騷擾專頁，內容包括各式各樣關於性騷擾的資訊和材料，例如：常見問題、簡報、個案、調查和新聞稿。網頁同時結連到各大專院校的性騷擾政策，以及不同非政府組織的支援及輔導熱線。

### Dedicated Resource Webpage

- In order to facilitate the preparation of a comprehensive policy on sexual harassment by various sectors and to give the public easy access to information related to sexual harassment, the EOC launched a dedicated webpage on sexual harassment on the EOC's website in December 2013. This webpage brings together different types of information and materials related to sexual harassment, such as FAQs, presentations, cases, surveys and press releases. There are also links to sexual harassment policies of tertiary institutions, as well as support and counselling hotline/ services operated by NGOs.



### 重點工作2：檢討《性別歧視條例僱傭實務守則》

《性別歧視條例僱傭實務守則》(實務守則)自1996年起一直沿用至今。平機會已根據多年積累的運作經驗和案例，著手修訂實務守則，以便繼續為僱主和僱員提供清晰指引，建立良好僱用措施。

本年度其中一項重要發展是政府決定按照平機會的建議，修訂《性別歧視條例》，把顧客對提供貨品、設施及服務的人員作出性騷擾，定為違法行為。政府已於2014年6月向立法會提出《2014年性別歧視(修訂)條例草案》，預期於2014年10月新立法年度進入法案委員會審議階段。平機會修訂實務守則時會考慮到有關事宜的發展。

### Undertaking 2 – Review of the Code of Practice on Employment under the Sex Discrimination Ordinance

The Code of Practice on Employment issued under the Sex Discrimination Ordinance (the Code) has been in place since 1996. Based on the operational experiences and case law accumulated over the years, the EOC has embarked on revising the Code so that it continues to provide clarity to employers and employees on the application of the law and instil good employment practices.

One important development during the year under review was the Government's decision to amend the Sex Discrimination Ordinance based on the recommendations of the EOC. The amendment seeks to render any sexual harassment by customers against providers or prospective providers of goods, facilities or services unlawful. In June 2014, the Sex Discrimination (Amendment) Bill 2014 was introduced into the Legislative Council and the Bills Committee is expected to examine the Bill when the new legislative session begins in October 2014. The EOC will take into account this development in revising the Code.

### 重點工作3：跟進《公眾可進出的處所無障礙通道及設施正式調查報告》

平機會於2010年6月公布《公眾可進出的處所無障礙通道及設施正式調查報告》，為回應該報告，政府及房屋委員會（房委會）承諾進行改善計劃和改造工程。平機會在2013/14年度繼續監察政府及房委會的工作。截至2014年3月31日止，所有甲級項目（共3,058個處所／設施）之中，政府已完成99.9%的工程（3,056個處所／設施），尚未完工的兩個甲級項目預計將於2014年6月底前完成。



至於乙級項目（379個處所／設施），截至2014年3月31日止，政府已完成所有處所／設施的實地勘查和可行性研究；357個處所／設施（94.2%）已展開工程，而當中約55.4%已完成工程，預計乙級項目大致會如期於2014年6月底完成。

至於房委會的改善工程計劃，包括：公共屋邨、商場、停車場及工廠大廈，定於2012年6月30日完成的改善工程已全部竣工。為顧及工程進度，同時避免滋擾租戶或妨礙服務，房委會安排部分改善工程在2014年6月30日前完成。另外，為配合房委會的更換升降機計劃，小部分改善工程將延至2016至2017年度完成。截至2014年3月31日止，在96個處所／設施中，有93個處所／設施的工程已完成，餘下處所／設施的工程有80%或以上已完成。

### Undertaking 3 – Follow-up on the Formal Investigation Report on Accessibility in Publicly Accessible Premises

The EOC continued to monitor the improvement programmes and retrofitting works by the Government and the Housing Authority (HA), in response to the EOC's Formal Investigation Report on Accessibility in Publicly Accessible Premises released in June 2010. As at 31 March 2014, among all Class A items (3,058 premises/facilities), the Government had completed the works for 99.9% of them (3,056 premises/facilities). The remaining two items under Class A were expected to be completed before end of June 2014.



As for Class B items (379 premises/facilities), the Government had completed both the site survey and feasibility studies for all premises/facilities as at 31 March 2014, while works at 357 premises/facilities (94.2%) had commenced and works at about 55.4% of them had been completed. It was anticipated that in general all Class B items would be completed by end of June 2014 as scheduled.

For the retrofitting programme devised by the HA, which covers public housing estates, commercial centres, car parks and factory buildings, all improvement works scheduled to be implemented by 30 June 2012 were completed. To strike a balance between the progress of improvement works and service interruption/nuisances to tenants, HA has scheduled some of the improvement works for completion by 30 June 2014. To tie in with HA's lift modernisation programme, a small proportion of the improvement works will be completed by 2016–17. As at 31 March 2014, among these 96 premises/facilities, improvement works for 93 premises/facilities have been fully completed while works for the remaining sites have been completed 80% or more.

## 無障礙網頁

平機會除了倡導無障礙環境外，也積極推動無障礙資訊和通訊科技，包括無障礙網頁。自2012起，平機會聯同政府資訊科技總監辦公室推出「無障礙網頁嘉許計劃」，平機會成員葉少康先生更擔任「無障礙網頁嘉許計劃」諮詢委員會的聯席主席。

在2013年，超過160間來自不同界別的機構，包括學術界、銀行、醫院、運輸服務營辦商及公共服務界參與了「無障礙網頁嘉許計劃」。因應流動設備日益普及，嘉許計劃增設「流動應用程式組」，讓公眾更加認識在流動應用程式上須採用無障礙設計。經過評審，117間機構獲發金獎、19間獲發銀獎，以表揚企業和機構在其網站採用無障礙網頁設計。至於應用程式組別，23間機構獲發金獎、8間獲發銀獎。

## Web Accessibility

As well as advocating accessibility in built environment, the EOC also actively promotes accessibility in information and communication technology, including web accessibility. Since 2012, the EOC has been collaborating with the Office of the Government Chief Information Officer (OGCIO) to plan and implement the “Web Accessibility Recognition Scheme” (the Scheme), with EOC Board Member Mr Nelson YIP acting as the Co-Chairperson of the Advisory Committee of the Scheme.

In 2013, over 160 organisations from different sectors, including academia, banks, hospitals, transport service operators and public services participated in the Scheme. In view of the growing popularity of mobile devices, a new Mobile Application Stream was introduced to raise public awareness of the accessibility of mobile applications. After assessment, 117 gold and 19 silver awards were presented to various enterprises and organisations in recognition of their websites’ accessible design and content. As for the Mobile Application Stream, 23 gold and 8 silver awards were presented to the participating enterprises and organisations.

