

倡議正面改變——政策、研究及培訓 Advocating Positive Changes – Policy, Research and Training

平機會為預防歧視進行範疇廣泛的工作，包括進行研究以探討歧視問題；就常見的歧視趨勢收集實證；利用現有的研究結果推動公共政策改變；促進持份者在掌握資訊的情況下進行討論，並分享良好常規；以及透過培訓，協助不同群體明白他們的法律權利和責任。

The wide spectrum of work undertaken by the EOC to prevent discrimination includes: conducting researches to explore discrimination issues, gathering evidence on the prevalent discriminatory trends, influencing public policies with the insights on hand, facilitating informed debates and sharing of best practices, and helping communities understand their rights and responsibilities under the law through training.



研究調查

平機會每年都進行或委託機構進行不同調查研究，以了解歧視的趨勢及根本原因，並建立以數據為本的深入見解分析。這些研究就社會上歧視的普遍情況及公眾的態度提供有用的指標，有助制定和實施政策措施，解決歧視問題。

在2021-22年度，平機會公布了以下研究：

- 平等機會意識公眾意見調查2021 (2021年11月公布)；以及
- 研究為香港少數族裔語言傳譯／翻譯員制訂資歷認證與規管制度的可行模式(2021年12月公布)。

Research Studies

Each year the EOC conducts and commissions a range of research studies to understand the trends and root causes of discrimination and develop data-driven insights. These studies provide useful indicators on the prevalence of discrimination in society and the public's attitudes, which would facilitate the formulation and implementation of policy measures to address the problems.

In 2021-22, the EOC released the following studies:

- Equal Opportunities Awareness Survey 2021 (released in November 2021); and
- A Study on a Potential Model for Accreditation and Regulation of Interpreters and Translators in Ethnic Minority (EM) Languages in Hong Kong (released in December 2021).

平等機會意識公眾意見調查2021

Equal Opportunities Awareness Survey 2021



調查目的及調查方法 Objective & Methodology

- 本調查旨在了解公眾對平等機會的意識，以及對平機會工作的看法
The survey aimed to gauge public perception about equal opportunities awareness and the EOC's work
- 由2021年2月底至4月初進行電話訪問
Telephone interviews from late-February to early-April 2021
- 1 501名15歲或以上的受訪者
1 501 respondents aged 15 or above
- 回應率：41.7%
Response rate: 41.7%

根據「平等機會意識公眾意見調查2021」的結果，公眾整體的反歧視態度水平頗高，指數達60.7分(100分為最高)。公眾對平機會的認識也處於高水平，97.2%受訪者在訪問前曾聽過平機會。此外，他們對平機會的工作表現有正面評價，平均分為6.30分(分數由1至10分，10代表非常好)。

According to the results of the Equal Opportunities Awareness Survey 2021, the public respondents had a relatively high tendency of anti-discrimination attitude, with an index score of 60.7 out of 100. They also had high awareness of the EOC, with 97.2% of the respondents having heard of the EOC. Further, they held positive view of the EOC's performance, with an average score of 6.30 (on a scale of 1-10, with 10 denoting "very good").



政策、研究及培訓 Policy, Research and Training

就歧視情況在香港的普遍程度而言，約半數受訪者認為香港普遍有居民身分歧視(55.2%)、種族歧視(51.5%)及年齡歧視(49.9%)。事實上，12.7%受訪者表示在電話訪問前12個月內曾經歷歧視或騷擾，當中54.3%曾經歷年齡歧視、20.5%經歷性別歧視，以及16.2%受到性騷擾。

In terms of their perception of prevalence of discrimination in Hong Kong, about half of the respondents considered that discrimination on the grounds of residency status (55.2%), race (51.5%) and age (49.9%) were prevalent in Hong Kong. Indeed, 12.7% of the respondents claimed that they had experienced discrimination or harassment during the 12 months before the telephone interview. Of the various forms of discrimination and harassment, 54.3% experienced age discrimination, followed by sex discrimination (20.5%) and sexual harassment (16.2%).

對於未來平等機會工作範疇的重要程度，92.5%受訪公眾認為應推動政府修訂法例，在《殘疾歧視條例》下明確規定要為殘疾人士提供合理便利。這正是平機會於2016年向政府提交的《歧視條例檢討意見書》中其中一個法例改革建議。

On the importance level of the forthcoming work on equal opportunities, 92.5% of the respondents considered it very or quite important to urge the Government to introduce a distinct duty on providing reasonable accommodation for persons with disabilities (PWDs) under the DDO. This was in fact one of the law reform recommendations made by the EOC in its Discrimination Law Review report submitted to the Government in 2016.

有關未來平等機會工作範疇重要程度的意見 Perceived Importance Level of the Forthcoming Work on Equal Opportunities

 **92.5%**

推動修訂法例，明確規定要為殘疾人士提供合理便利

Urge the Government to amend DDO by introducing a distinct duty to make reasonable accommodation for persons with disabilities

 **91.0%**

推動企業、團體等制定防止性騷擾政策，及設立處理性騷擾機制

Encourage business and organisations to formulate anti-sexual harassment policies and set up a mechanism to handle sexual harassment complaints

 **90.3%**

推動中小學性教育改革，增加青少年對性騷擾的認知

Advocate reform of sexuality education in primary and secondary schools to raise the awareness of young people about sexual harassment

大部分受訪者亦認為應推動企業、團體等制定防止性騷擾政策，以及設立處理性騷擾的機制(91.0%)，並推動中小學性教育改革，增加青少年對性騷擾的認知(90.3%)。因應以上的調查結果，平機會將仔細分析，以籌劃未來的工作策略及優次。

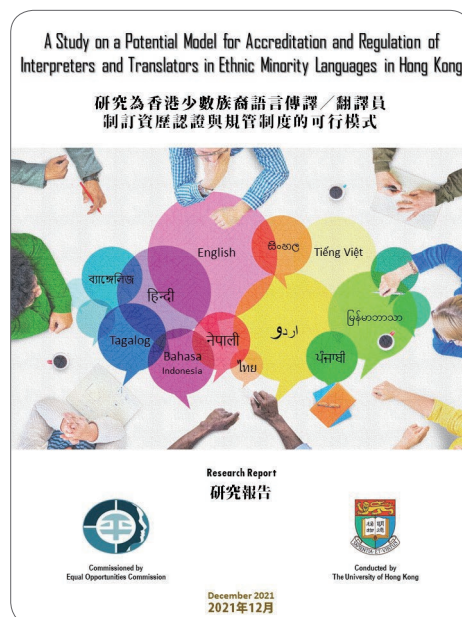
A majority of the respondents also accorded importance to work that encourages businesses and organisations to formulate anti-sexual harassment policies and a complaint-handling mechanism (91.0%), as well as advocacy for reform of sexuality education in primary and secondary schools to raise awareness of issues relating to sexual harassment among young people (90.3%). With due regard to the survey findings, the EOC will conduct detailed analysis with a view to mapping out its future work strategies and priorities.

研究為香港少數族裔語言傳譯／翻譯員制訂資歷認證與規管制度的可行模式

A Study on a Potential Model for Accreditation and Regulation of Interpreters and Translators in Ethnic Minority Languages in Hong Kong

平機會在這份研究報告中提出14項建議。其中一項重要的建議是設立一個認證和規管機構，以管理認證和規管制度。該機構應履行的職能包括執行登記程序、進行資歷認證評估、管理登記及認證傳譯／翻譯員名冊、制定操守守則、以及處理投訴和執行紀律處分。其中一個可行模式是由大專院校與專業團體或在這個範疇有豐富經驗的其他機構合作，展開有關工作。

The EOC put forward 14 suggestions in the study report. One of the foremost was the establishment of an accrediting and regulatory body to administer the accreditation and regulatory system. This body will serve the functions of registration, conducting assessments, maintaining a directory of registered/accredited interpreters and translators, developing a code of ethics, handling complaints and exercising disciplinary actions. Among the feasible models identified is a partnership formed between a tertiary institution and a professional body/organisation with considerable experience in the industry.



政策、研究及培訓 Policy, Research and Training

正進行的研究

於2021-22年度結束前，以下研究仍在進行：

- 香港普通學校教育有特殊教育需要學生的研究；
- 香港年輕殘疾人士從求學過渡至工作的研究；
- 對職場精神病患者的標籤及歧視態度之研究；
- 2021年全港性騷擾調查；以及
- 本港中學實施全面性教育研究。

平等機會研究項目資助計劃

平機會亦透過「平等機會研究項目資助計劃2020-21」，為學術機構及非政府組織的研究項目提供資助。有關研究結果將在2022年年中陸續公布，提供有關社會歧視趨勢及成因的進一步見解。

Research Studies in Progress

The following research studies remained in progress at the end of 2021-22:

- Study on Challenges, Effective Policies and Best Practices of Ordinary Schools in Educating Students with Special Educational Needs (SEN) in Hong Kong;
- Study on Effective Strategies to Facilitate School-to-Work Transition of Young PWDs in Hong Kong;
- Study on Perceptions of Stigmatisation and Discrimination of Persons with Mental Illness in the Workplace;
- A Territory-wide Representative Survey on Sexual Harassment in Hong Kong 2021; and
- A Study on Comprehensive Sexuality Education in Secondary Schools of Hong Kong.

Funding Programme of Research Projects on Equal Opportunities

The EOC also provided funding support to research projects by academia and NGOs under the Funding Programme of Research Projects on Equal Opportunities 2020-21. The findings of these studies will be released in mid-2022 to provide further insights into the trends and causes of discrimination in society.

政策倡議

向政府及其他組織提交意見書

2021-22年度，平機會向政府及立法會提交了多份意見書，內容涵蓋廣泛議題，例如包括與影像性暴力相關的性罪行法律改革，以及促進本港邊緣及弱勢群體在疫情下的平等機會而提出的政策建議。這些意見書包括：

- 2021年4月就檢討《企業管治守則》及相關《上市規則》條文的諮詢文件向香港交易及結算所有限公司提交的意見書；
- 2021年5月就《2021年刑事罪行(修訂)條例草案》向立法會法案委員會提交的意見書；
- 2021年7月就《香港愛滋病建議策略》起草工作向香港愛滋病顧問局提交的意見書；
- 2021年9月就支援非華語學生中文學與教的進展向立法會教育事務委員會提交的意見書；
- 2021年9月就2021施政報告公眾諮詢向政府提交的意見書，內容關於改善對照顧者的支援措施，並提倡有特殊教育需要的學生、殘疾人士、弱勢少數族裔和性小眾的平等機會；
- 2022年2月根據《殘疾歧視條例》和《種族歧視條例》就2019冠狀病毒病疫情下僱主和僱員的責任及權利，向立法會人力事務委員會特別會議提交的意見書；以及
- 2022年3月就非華裔人士的就業和種族共融向行政長官提交的意見書。

Policy Advocacy

Submissions to the Government and Other Parties

In 2021-22, the EOC made a number of submissions to the Government and the Legislative Council, ranging from legal reforms to strengthen the protection against image-based sexual violence to policy measures for advancing the equal opportunities of the marginalised and disadvantaged in society, especially during the epidemic. Below is a list of the submissions:

- Submission to the Hong Kong Exchanges and Clearing Limited on the Consultation Paper on Review of Corporate Governance Code and Related Listing Rules in April 2021;
- Submission to the Legislative Council Bills Committee on the Crimes (Amendment) Bill 2021 in May 2021;
- Submission to The Hong Kong Advisory Council on AIDS on the Development of Recommended HIV/AIDS Strategies for Hong Kong in July 2021;
- Submission to the Legislative Council Panel on Education on the Progress on Supporting Chinese Learning and Teaching for Non-Chinese-Speaking Students in September 2021;
- Submission to the Government in response to the 2021 Policy Address Public Consultations on enhancing the support measures to carers, promoting equal opportunities for students with special educational needs, PWDs, disadvantaged racial groups and sexual minorities in September 2021;
- Submission to the special meeting of the Legislative Council Panel on Manpower in February 2022 on the obligations and the rights of the employers and employees under the COVID-19 epidemic from the perspectives of the DDO and the RDO; and
- Submission to the Chief Executive in March 2022 on the employment for non-ethnic Chinese and racial inclusion.

政策、研究及培訓 Policy, Research and Training

殘疾人士的權利

過去一年，平機會透過與不同的本地及海外持份者合作，繼續致力推動包括殘疾人士在內的弱勢群體的平等機會。

就業

為推動殘疾人士就業，平機會與非政府組織CareER合作制定傷健共融指數。該指數是全面的工具，用於評估機構在工作間促進傷健共融的進展。平機會擔任知識夥伴，推出該共融指數之前為CareER職員舉行分享會，並檢視該指數內的設定問題。平機會更在該指數於2021年7月發布後向持份者推廣，並參與CareER於2021年10月舉辦的評估結果發布會及共融招聘展，呼籲不同界別的僱主多聘用殘疾人士。

Rights of Persons with Disabilities (PWDs)

During the year in review, the EOC continued its effort to advance the equal opportunities of the disadvantaged communities, including those of PWDs, through collaboration with different local and international stakeholders.

Employment

To promote the employment of PWDs, the EOC co-operated with NGO CareER on developing the Disability Inclusion Index (DII), a comprehensive tool for organisations to assess their progress towards creating a disability-inclusive workplace. Acting as a Knowledge Partner, the EOC conducted a sharing session with CareER's staff before the launch of the DII, and reviewed the questions in the DII. Furthermore, the EOC promoted the DII to stakeholders upon its launch in July 2021, and participated in the announcement of the DII survey findings and the inclusive recruitment fair held by CareER in October 2021 to urge for employment of PWDs by different sectors.



平機會擔任
「傷健共融指數」
知識夥伴。

The EOC acted as
Knowledge Partner
of the Disability
Inclusion Index.

教育

在支援有特殊教育需要的學生方面，教育局經充分考慮平機會於2019年年底提交的建議後，着手設立電子途徑，在有特殊教育需要的學生同意的情況下，把有關學生的支援資料從中學轉移至本地大學。教育局代表應邀於2021年6月30日出席本地大學推廣平等機會聯繫網絡會議，與高等教育院校分享最新進展；該網絡由平機會負責協調，旨在促進高等教育院校分享支援有特殊教育需要的學生的良好常規。

另外，香港浸會大學及香港科技大學於2021年8月邀請平機會擔任顧問，製作關於香港高等教育的特殊教育需要的網上培訓教材。平機會正與一家海外動畫公司合作開發教材內容，當中涵蓋《殘疾歧視條例》及平等相關議題。

獲取貨品、服務及設施

平機會於2021年9月應香港銀行公會及香港金融管理局（「金管局」）邀請出席分享會，討論制定《認知障礙症患者銀行服務指引》的事宜。該《指引》就如何向認知障礙症患者提供銀行服務訂立基本原則，提出多項建議良好做法，並建議銀行為員工安排有關《殘疾歧視條例》的培訓。隨着香港銀行公會於2021年12月發布《指引》，金管局亦發出通告，呼籲所有提供零售銀行服務的銀行遵守《指引》內的建議。

Education

In relation to the support for students with special educational needs (SEN), the Education Bureau (EDB), after giving due consideration to the EOC's proposal in late 2019, undertook to establish an e-channel for transferring information on support for students with SEN from secondary schools to local universities with the consent of the students concerned. On 30 June 2021, representatives from the EDB were invited to share the latest development with the tertiary institutions at the meeting of the Network for Promoting Equal Opportunities in Local Universities, which was coordinated by the EOC to facilitate sharing of best practices among the institutions.

Separately, the Hong Kong Baptist University (HKBU) and the Hong Kong University of Science and Technology (HKUST) invited the EOC to act as a consultant in August 2021 for the production of an online training module on "special educational needs in higher education in Hong Kong". The EOC is collaborating with an overseas animation company to develop the content of the module covering the DDO and equality-related issues.

Access to Goods, Services and Facilities

In September 2021, the EOC was invited by the Hong Kong Association of Banks (HKAB) and the Hong Kong Monetary Authority (HKMA) to participate in a sharing session and discuss the formulation of the Guideline on Banking Services for Persons with Dementia. The Guideline establishes key principles and recommends good practices in providing banking services to persons with dementia. It also recommends that appropriate training on the DDO should be provided to bank staff. The Guideline was issued by the HKAB in December 2021 and upon its release, the HKMA issued a circular calling on all banks providing retail banking services to observe the recommended practices.

政策、研究及培訓 Policy, Research and Training



2021年11月，平機會及其他非政府組織應西九文化區及香港社會創投基金邀請，前往新落成的香港故宮文化博物館進行實地考察，就改善博物館的易達程度提供意見。

其後在2022年1月，平機會應英國內閣辦公室的殘疾事務組邀請，透過Zoom參加有關英國殘疾策略的國際諮詢會議。平機會向該事務組介紹如何在香港聯繫殘疾人士持份者，並講解平機會最近參與有關易達程度的諮詢。

平機會於2021-22年度繼續擔任無障礙網頁嘉許計劃的獨立顧問。該計劃由香港互聯網註冊管理有限公司主辦，並由政府資訊科技總監辦公室協辦，旨在嘉許機構及企業在其網站及／或流動應用程式採用無障礙設計，積極促進數碼共融。2021-22年度計劃的報名截止日期為2022年6月30日。

In November 2021, the EOC, together with other NGOs, was invited to join a site visit held by the West Kowloon Cultural District and Social Ventures Hong Kong. The purpose of the visit was to provide opinions on how to improve the accessibility of the brand new Hong Kong Palace Museum.

Later in January 2022, the EOC was invited by the UK Disability Unit under the Cabinet Office to join the international consultation exercise regarding its National Disability Strategy. The EOC introduced to the Unit via Zoom how disability stakeholder engagement was undertaken in Hong Kong and some recent examples of accessibility-related consultation involving the EOC.

In 2021-22, the EOC continued to act as an independent advisor of the Web Accessibility Recognition Scheme. Organised by Hong Kong Internet Registration Corporation Limited and co-organised by the Office of the Government Chief Information Officer, the Scheme aimed to recognise organisations and companies for contributing to digital inclusion by designing websites and/or mobile applications in an accessible manner. The 2021-22 Scheme is open for application until 30 June 2022.



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

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

《如何支援殘疾人士》小冊子

Leaflets on 'How to Support Persons with Disabilities'

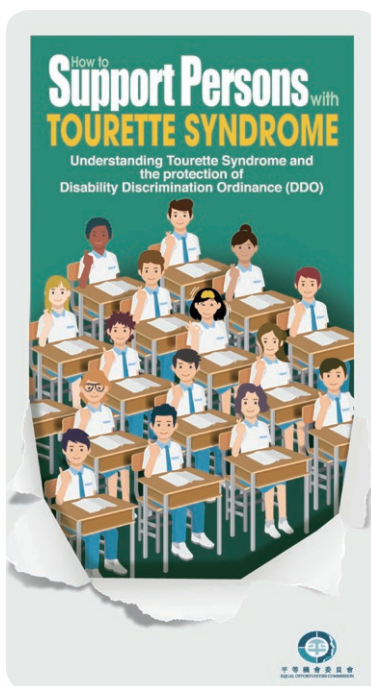
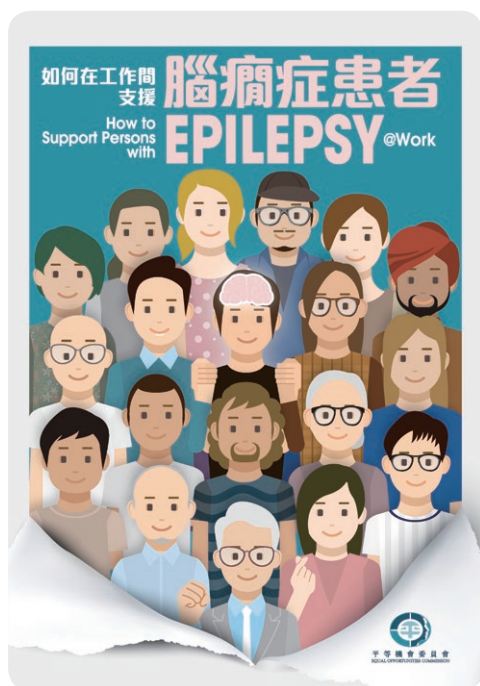
為澄清社會對不同殘疾類別的誤解，並鼓勵個人及機構推行良好常規，平機會推出了全新的《如何支援殘疾人士》系列小冊子。

To debunk myths around different types of disability and encourage good practice at both the individual and organisational levels, the EOC produced a new series of leaflets entitled 'How to Support Persons with Disability'.

首份小冊子《如何在工作間支援腦癇症患者》於2022年2月和平機會網站發布，內容除了涵蓋腦癇症發作病徵和急救技巧外，亦包括實際例子，說明機構可如何為患有腦癇症的僱員提供便利，以及一些腦癇症患者在職場上發揮所長、為機構作出貢獻的真實故事。

The first of the series was a guide on supporting persons with epilepsy at work, published on the EOC website in February 2022. Besides an explanation of this neurological condition and first-aid tips for helping to handle an epileptic seizure, the guide includes examples of accommodation that organisations can provide for employees with the condition, as well as empowering anecdotes of people with epilepsy who have built a rewarding career and contributed to their organisations' business.

政策、研究及培訓 Policy, Research and Training



另一份小冊子《如何支援妥瑞症患者》亦已上載至平機會網站，講解與妥瑞症患者（包括學生或僱員）溝通的小秘訣，以及《殘疾歧視條例》所提供的保障。有關保障適用於妥瑞症患者及其「有聯繫人士」，例如親屬或照顧者等。

Also available online is a leaflet about Tourette syndrome, which features simple dos and don'ts when studying or working with a person with Tourette syndrome. In addition, it offers a useful explanation of the protections under the DDO, which apply to persons with Tourette syndrome as well as their "associates", such as a relative or carer.

培訓與顧問服務

Training & Consultancy

定期培訓和專設課程

Calendar Training and Customised Training

平機會致力為不同界別提供反歧視條例的知識，務求把平等機會觀念融入主流文化。自2001年起，平機會已為公私營界別的人力資源從業員、行政人員、管理人員、業務擁有人、僱員及其他相關人員舉辦有關反歧視條例的培訓。培訓課程分為兩類，分別為每年春／秋季舉辦讓公眾參加的定期培訓課程，以及應機構要求而提供的專設培訓課程。

The EOC endeavours to equip different sectors with knowledge of the anti-discrimination ordinances, with a view to mainstreaming the concepts of equal opportunities. Since 2001, the EOC has been offering training on the anti-discrimination ordinances for HR practitioners, executives, managers, business owners and employees alike in both public and private sectors. There are two types of training programmes, namely the calendar training programmes, which are offered to the public twice a year in spring and autumn, and customised training programmes for organisations upon request.



平機會於2021-22年度舉辦了495場培訓課程，參加者共29 276人，當中有31場為定期培訓課程，有553人參加，其餘464場為專設培訓課程，共28 723人參加。最受歡迎的培訓課程主題是反歧視條例，其次為防止性騷擾。

In 2021-22, the EOC conducted 495 training sessions with a total of 29 276 participants from various sectors, including 31 training sessions for 553 participants under the calendar training programmes, and 464 customised training sessions for 28 723 participants. The most popular topic was the anti-discrimination ordinances, followed by the prevention of sexual harassment.

平機會因應反歧視條例的修訂新增了課程，例如「《性別歧視條例》對餵哺母乳的婦女的保障」，並修改了現有課程內容，解釋法例的適用情況和良好常規。

In view of the amendments to the anti-discrimination ordinances, the EOC introduced new courses, such as 'Protection of Breastfeeding Women under the Sex Discrimination Ordinance', and enhanced the content of the existing training courses to explain the application of the law and best practices.

舉辦 **495** 場培訓課程，參加者達

training sessions organised for **29 276** 人次 participants



政策、研究及培訓 Policy, Research and Training

顧問服務

平機會繼續為機構提供政策檢討服務，協助僱主制定處理工作間歧視和性騷擾的適當政策和程序，亦為機構在編寫有關平等機會的內部培訓教材上提供顧問服務。在2021-22年度，平機會應要求為三間機構提供四次顧問服務，涉及14 700名員工，亦為八間大學教育資助委員會資助的大學提供顧問服務，協助大學編製教材予其全日制大學生使用。

平等機會之友會

平等機會之友會於2006年成立，為僱主、人力資源從業員、主管和培訓導師提供學習和交流的平台。在2021-22年度，有220名新增會員，他們來自119間機構。

2021年10月22日，平機會為平等機會之友會會員舉辦了「建立家庭友善工作間」網上研討會。講者講述其機構建立家庭友善工作間的成功例子，以及分享其他經驗和秘訣，啟發參加者持續推動建立家庭友善的工作間。

Consultancy Services

The EOC continued to provide policy review services for organisations with a view to assisting employers in developing appropriate policies and procedures to deal with workplace discrimination and sexual harassment. It also offers consultancy services to organisations in the development of internal training packages relating to equal opportunity issues. In 2021-22, the EOC, upon request, provided four consultancy services for three organisations covering 14 700 employees, and also for the eight universities funded by the University Grants Committee, which services would reach their full-time students.

Equal Opportunity (EO) Club

The EO Club was established in 2006 to provide a platform of learning and exchange on preventing discrimination among employers, HR practitioners, supervisors and trainers. In 2021-22, 220 participants from 119 organisations joined the EO Club.

On 22 October 2021, the EOC organised a webinar 'Building and Promoting a Family-friendly Workplace' for EO Club members. The speakers shared their organisations' success stories in building a family-friendly workplace, as well as other tips and experiences, which inspired participants to pursue continuous development.