

## 預防歧視 Preventing Discrimination

平機會每年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源，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。

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

### 政策、研究及培訓

### Policy, Research and Training

62

#### 研究調查

在2020-21年度，平機會公布了下列三項研究的結果：

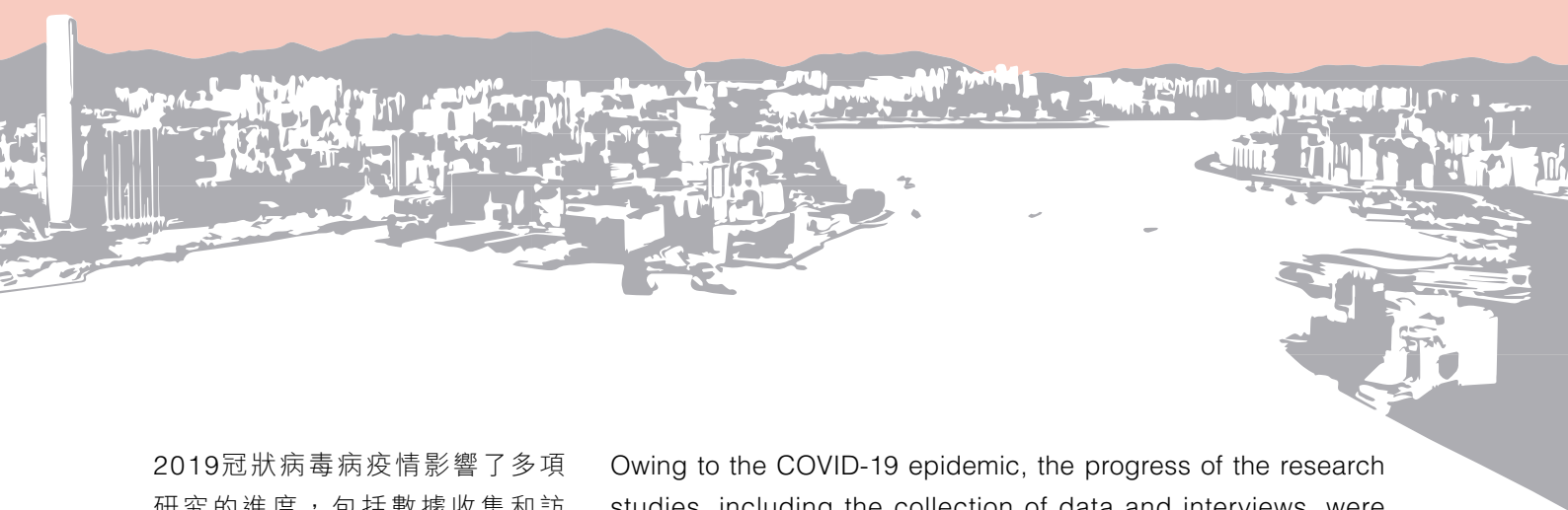
- 香港少數族裔青年教育和事業路徑的研究（2020年6月）；
- 公眾對女政治領袖的態度之研究（2020年10月）；以及
- 本港體育總會制定反性騷擾政策研究報告2020（2021年1月）。

#### Research Studies

In 2020-21, the EOC released the findings of three studies, namely:

- A Study on Education and Career Pathways of Ethnic Minority (EM) Youth in Hong Kong (June 2020);
- A Study on Public Attitudes Towards Female Political Leadership (October 2020); and
- Report on the Formulation of Anti-Sexual Harassment Policies of National Sports Associations in Hong Kong 2020 (January 2021).





2019冠狀病毒病疫情影響了多項研究的進度，包括數據收集和訪談。截至2021年3月底，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；
- 為香港少數族裔語言傳譯員及筆譯員制訂資歷認證與規管制度的可行模式之研究；
- 香港年輕殘疾人士從求學過渡至工作的研究；以及
- 對職場精神病患者的標籤及歧視態度之研究。

Owing to the COVID-19 epidemic, the progress of the research studies, including the collection of data and interviews, were affected. As at end-March 2021, the following research studies remained in progress:

- Study on Challenges, Effective Policies and Best Practices of Ordinary Schools in Educating Students with Special Educational Needs in Hong Kong;
- A Study on Potential Models for Accreditation and Recognition of Interpreters and Translators in EM Languages in Hong Kong;
- Study on Effective Strategies to Facilitate School-to-Work Transition of Young Persons with Disabilities (PWDs) in Hong Kong; and
- Study on Perceptions of Stigmatisation and Discrimination of Persons with Mental Illness in the Workplace.

平機會於2020年11月展開「平等機會意識公眾意見調查2021」。這是平機會第六次進行此項調查，以收集公眾對平等機會及平機會工作的意見。預計這項調查於2021年完成。

The EOC commenced the Equal Opportunities Awareness Survey 2021 in November 2020. This was the sixth time the EOC conducted this survey to gauge public opinions on the idea of equal opportunities and the EOC's work. The survey is expected to be completed in 2021.

另外，平機會於2021年3月於全港展開有關性騷擾認知的電話調查，以了解香港的職場性騷擾的普遍情況。

Separately, the EOC commenced a territory-wide telephone survey on knowledge of sexual harassment in March 2021 to understand the prevalence of sexual harassment at the workplace in Hong Kong.



## 預防歧視 Preventing Discrimination

### 平等機會研究項目 資助計劃

2020-21年度期間，平機會於2020年6月再次推出平等機會研究項目資助計劃，為合資格學者和團體提供資助，在四條反歧視條例的範疇內就歧視議題進行研究。至2020年9月1日截止申請時，平機會收到29份申請，當中有九份申請合資格獲發資助。所有獲資助的研究項目已於2020年12月展開，至2020-21年度完結時仍在進行。

### Funding Programme of Research Projects on Equal Opportunities

During 2020-21, the EOC also launched the Funding Programme of Research Projects on Equal Opportunities in June 2020. The programme provides funding for eligible academics and organisations to undertake research projects on discrimination issues under the scope of the four anti-discrimination ordinances. By the deadline of 1 September 2020, the EOC received 29 applications, of which nine were selected as eligible for funding. By December 2020, all the funded research projects had commenced and remained in progress at the end of 2020-21.

### 反性騷擾運動

平機會於2012年推行反性騷擾運動。2020-21年度，平機會繼續採用多管齊下的工作方針，透過調查研究、政策指導及培訓，協助教育界、體育界及宗教界等不同界別打擊性騷擾。

### Anti-Sexual Harassment Campaign

The EOC launched the Anti-Sexual Harassment Campaign in 2012. In 2020-21, the EOC continued to assist different sectors, including education, sports and religious sector, to combat sexual harassment through a multi-pronged approach of research studies, policy guidance and training.

### 大專教育界

平機會於2019年年初公布《打破沉默：本港大學生性騷擾調查研究報告》後，一直就預防性騷擾措施與不同大學溝通和合作。2020年10月，大學教育資助委員會（教資會）資助的八間大學聘請平機會製作防止校園性騷擾的網上培訓課程，供教資會資助大學的所有學生使用，並在課程推出後加以推廣。由於上述培訓課程只供八間教資會資助大學的學生使用，因此平機會將製作另一套全新的培訓課程，供非教資會資助的大專院校學生使用，以提高他們的防止性騷擾的意識。

### Tertiary Education Sector

Following the release of the report on “Break the Silence: Territory-wide Study on Sexual Harassment of University Students in Hong Kong” in early 2019, the EOC has been communicating and collaborating with different universities on the preventive measures. In October 2020, the eight universities funded by the University Grants Committee (UGC) hired the EOC to produce an online training module on prevention of sexual harassment for all students of the UGC-funded universities, and to promote the programme after its launch. Since the above-mentioned training programme will be used exclusively by the students of the eight universities, the EOC will create another brand new online training module for students of the non-UGC funded tertiary institutions, in order to enhance students’ awareness on anti-sexual harassment.



## 體育界

平機會與中國香港體育協會暨奧林匹克委員會（港協暨奧委會）於2014年及2018年共同進行「性騷擾——體育界問卷調查」。調查結果公布後，平機會持續監察體育總會制定防止性騷擾政策的進度。

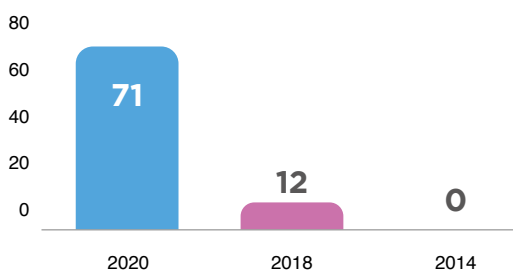
平機會於2021年1月發布題為《本港體育總會制定反性騷擾政策研究報告2020》的資料搜集研究。報告顯示，相較2014年及2018年的研究，體育總會在制定防止性騷擾政策及有關政策的透明度方面有顯著改善。截至2020年10月底，71間（90%）體育總會已經制定有關政策及 / 或教練及導師行為守則，高於2018年的22間。

## Sports Sector

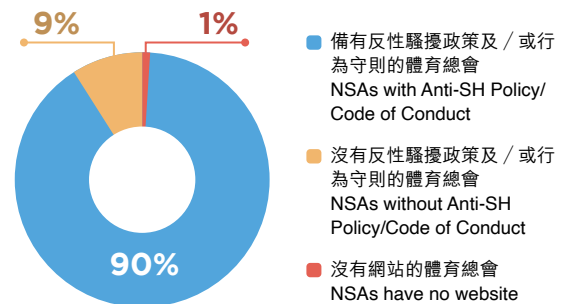
The EOC and the Sports Federation and Olympic Committee of Hong Kong, China (SF&OC) jointly conducted the Sexual Harassment: Questionnaire Survey for Sports Sector in 2014 and 2018. Following the release of the survey findings, the EOC continued to monitor the progress of formulation of anti-sexual harassment policy by the National Sports Associations (NSAs).

In January 2021, the EOC published the findings of its desk-top research – Report on the Formulation of Anti-Sexual Harassment Policies of NSAs in Hong Kong 2020. The report indicated a significant improvement on the formulation and transparency of anti-sexual harassment policy among NSAs, compared to the previous studies in 2014 and 2018. By end-October 2020, 71 or 90% of the NSAs already developed a policy and/or Code of Conduct for Coaches and Instructors, as compared to only 22 NSAs in 2018.

2014年研究、2018年研究與2020年研究中把反性騷擾政策或行為守則上載至網站供公眾閱覽的體育總會數目比較  
Comparison of the number of NSAs with Anti-SH Policy or Code of Conduct uploaded on their website for public access in the 2014 & 2018 Surveys, and the 2020 Study



2020年研究中備有反性騷擾政策及 / 或行為守則的體育總會百分比  
Percentage of NSAs with Anti-SH Policy and/or Code of Conduct in the 2020 Study



平機會獲康樂及文化事務署、港協暨奧委會、香港體育學院及香港浸會大學支持，於2021年3月26日為教練、運動員及體育界從業員舉辦網上研討會。網上研討會吸引大批參加者，有超過600人出席。研討會除了講解如何協助教練和運動員預防性騷擾，亦因應《性別歧視條例》的最新修訂，解釋何謂共同工作間的騷擾。

On 26 March 2021, the EOC organised an online seminar for coaches, athletes and practitioners in the sports sector, with support from the Leisure and Cultural Services Department, SF&OC, Hong Kong Sports Institute and Hong Kong Baptist University. The online seminar attracted an impressive attendance of over 600 participants. Besides highlighting how to empower coaches and athletes to prevent sexual harassment, the seminar also explained the latest amendments to the SDO in respect of harassment in common workplaces.

## 預防歧視 Preventing Discrimination

### 宗教界

2020-21年度，平機會繼續為基督教教會提供防止性騷擾培訓。平機會與香港基督教協進會及葡萄藤教會合作，於2020年9月28日為英語教會合辦網上研討會，題為「讓教會成為安全之所：預防教會內的性騷擾」。

### Religious Sector

In 2020-21, the EOC continued to provide training on preventing sexual harassment to Christian churches. For example, on 28 September 2020, the EOC co-organised with the Hong Kong Christian Council and the Vine Church an online seminar named “Making Our Church Safe for All: Seminar on Preventing Sexual Harassment in Church” for English-speaking Christian churches.



### 反性騷擾事務組

平機會獲得政府撥款，成立專責的反性騷擾事務組。該事務組於2020年11月正式投入服務，其工作包括：

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

### Anti-Sexual Harassment Unit

With funding from the Government, the EOC established a dedicated Anti-Sexual Harassment Unit (ASHU), which came into operation in November 2020. The work of the ASHU includes:

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



該事務組更於2021年1月開設反性騷擾熱線(2106 2222)，增加已有的查詢途徑，處理有關性騷擾的公眾查詢。公眾可致電了解有關性騷擾的法律條文、查詢申訴方法，以及輔導及治療服務轉介。除了性騷擾受害者外，僱主、人力資源從業員或市民大眾欲了解其法律責任，或想了解有關性騷擾的一般問題，都可以致電熱線查詢。

反性騷擾事務組亦已開始為不同界別舉行講座及工作坊，藉此提升他們預防性騷擾的意識，並裝備業界從業員以採取措施應對性騷擾。

平機會應政府於2020年的要求，現正全面檢討《性別歧視條例》下有關性騷擾的條文。法律服務科和反性騷擾事務組正一起緊密工作，找出目前保障不足之處，並在適當時建議法例改革。平機會計劃於2021年第四季向政府提交有關法例改革的建議。

In January 2021, the ASHU set up a dedicated hotline at 2106 2222, alongside other existing channels, to handle public enquiries about sexual harassment. Through this hotline, callers can obtain information on the provisions of the law on sexual harassment, advice on where to lodge complaints and seek redress, and referral to counselling and therapy services. Besides victims of sexual harassment, employers, human resources personnel and members of the general public who wish to learn about their potential liabilities or general issues relating to sexual harassment can also call the hotline for guidance.

The ASHU has also started conducting seminars and workshops for different sectors on enhancing the awareness of preventing sexual harassment and empowering the industry practitioners to take the initiative in tackling sexual harassment.

As requested by the Government in 2020, the EOC is in the process of conducting a holistic review of the current protections from sexual harassment under the SDO. The LSD and the ASHU are working closely to identify gaps in protection and, where appropriate, make further proposals for legislative amendments. The EOC plans to make the submissions on the recommendations for legislative reform to the Government by the fourth quarter of 2021.





## 政策倡議

### 向政府及其他組織提交意見書

2020-21年度，平機會向政府及立法會提交了一份意見書，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：

- 就少數族裔的語言支援服務相關事宜向立法會福利事務委員會與民政事務委員會提交的意見書（2020年6月）；
- 就支援弱勢種族群體向政府提交的意見書（2020年8月）；
- 就照顧者支援及殘疾人士住宿照顧服務向立法會福利事務委員會提交的意見書（2020年9月）；
- 就2020年施政報告公眾諮詢提交的意見書（2020年9月）；
- 就引入窺淫、私密窺視、未經同意下拍攝私密處及相關罪行的建議向保安局提交的意見書（2020年10月）；
- 就香港特別行政區參照《公民權利和政治權利國際公約》提交的第四次報告向立法會政制事務委員會提交的意見書（2020年11月）；
- 就疫情下支援弱勢種族群體的紓困措施向政務司司長提交的意見書（2021年1月）；
- 就性罪行檢討中的判刑及相關事項向法律改革委員會提交的意見書（2021年2月）；
- 就「防止基於性取向和性別認同的暴力和歧視問題的獨立專家報告」向聯合國人權理事會提交的意見書（2021年3月）；

## Policy Advocacy

### Submissions to the Government and Other Parties

In 2020-21, 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 Legislative Council Panel on Welfare Services and Panel on Home Affairs on issues related to the language support services for EMs (June 2020);
- Submission to the Government on support for the disadvantaged racial groups (August 2020);
- Submission to the Legislative Council Panel on Welfare Services on support for carers and the provision of residential care services for PWDs (September 2020);
- Submission of policy recommendations in response to the 2020 Policy Address public consultation (September 2020);
- Submission to the Security Bureau on the proposed introduction of offences of voyeurism, intimate prying, non-consensual photography of intimate parts and related offences (October 2020);
- Submission to the Legislative Council Panel on Constitutional Affairs regarding the EOC's views on the Fourth Report of the Hong Kong Special Administrative Region in respect of the International Covenant on Civil and Political Rights (November 2020);
- Submission to the Chief Secretary for Administration on COVID-19 relief support for disadvantaged racial groups (January 2021);
- Submission to the Law Reform Commission on sentencing and related matters in the review of sexual offences (February 2021);
- Submission to the Human Rights Council on Report of the Independent Expert on protection against violence and discrimination based on sexual orientation and gender identity (March 2021);



## 預防歧視 Preventing Discrimination

- 就香港特別行政區參照《兒童權利公約》提交的第三次報告向立法會政制事務委員會提交的意見書（2021年3月）；以及
- 就引入窺淫、私密窺視、未經同意下拍攝私密處及相關罪行提交的進一步意見書（2021年3月）。
- Submission to the Legislative Panel on Constitutional Affairs on the Third Report of the Hong Kong Special Administrative Region under the United Nations Convention on the Rights of the Child (March 2021); and
- Further submission on the proposed introduction of offences of voyeurism, intimate prying, non-consensual photography of intimate parts, and related offences (March 2021).

## 殘疾人士的權利

2020年7月，政府公布由康復諮詢委員會制定的《殘疾人及康復計劃方案》（《方案》）。《方案》提出的其中一項策略建議是與平機會探討加強有關提供合理便利指引的宣傳和推廣，以加深僱主對相關指引的認識，推廣在工作間提供合理便利措施。

平機會歡迎有關建議，同時就《方案》的實施向政府提出多項意見，包括加強對殘疾人士的家庭及照顧者的支援，以及立法規定所有1997年前建成的建築物在切實可行的情況下，逐步設置無障礙設施和採納通用設計的概念等。為跟進事宜，平機會於2020年11月6日與勞工及福利局（勞福局）的助理康復專員及其工作團隊會面，討論如何合作推廣為殘疾人士提供合理便利措施，以及其他與促進殘疾人士平等機會相關的議題。

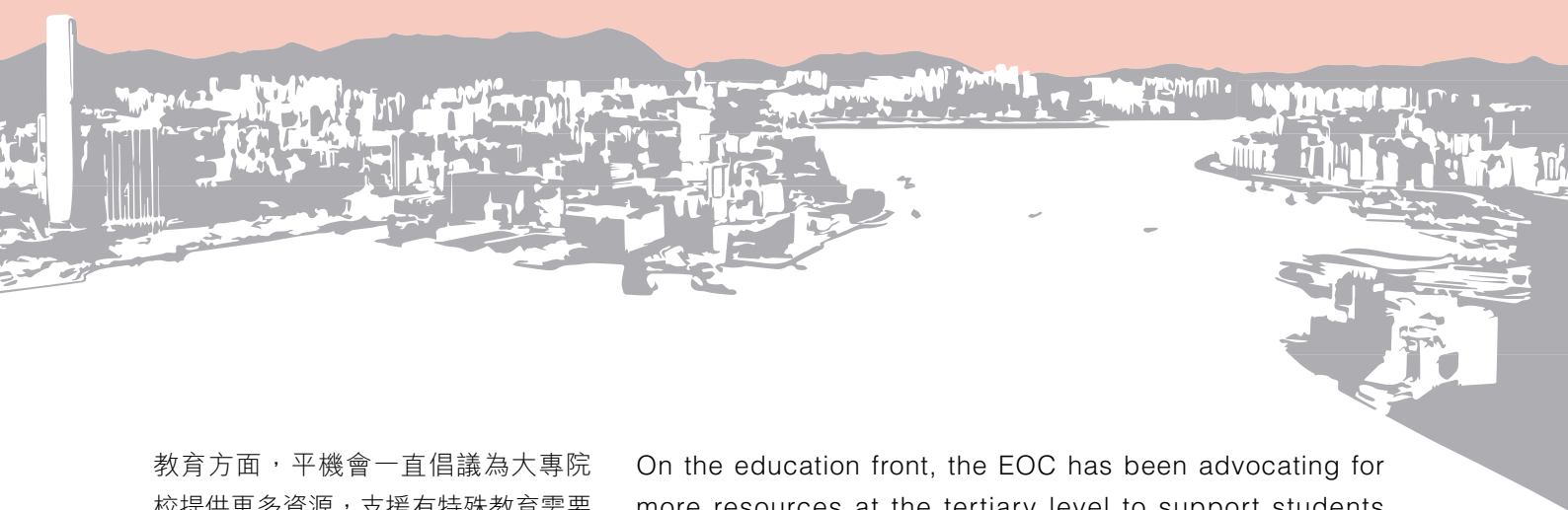
平機會於2020年11月接受香港銀行公會及香港金融管理局邀請出席分享會，討論制定《智障人士銀行服務指引》的事宜。該指引於2020年12月推出，羅列了向智障人士提供無障礙銀行服務的良好常規及建議，以供銀行公會的成員參考。

## Rights of Persons with Disabilities

In July 2020, the Government released the Persons with Disabilities and Rehabilitation Programme Plan (RPP) by the Rehabilitation Advisory Committee. One of the strategic recommendations of the RPP is to engage the EOC on strengthening publicity and promotion of the guidance on reasonable accommodation, enhancing employers' understanding of the guidance and promoting reasonable accommodation in the workplace.

In welcoming the proposals, the EOC put forward a number of suggestions to the Government on the implementation of the RPP, including strengthening the support for families and caregivers of PWDs, and legislating for gradual incorporation of barrier-free facilities and universal design concepts to all pre-1997 buildings where practicable. To follow up on the matter, the EOC had a meeting with the Assistant Commissioner of Rehabilitation and her team from the Labour and Welfare Bureau (LWB) on 6 November 2020 to discuss how to collaborate on promoting reasonable accommodation for PWDs and other issues related to the promotion of equal opportunities for PWDs.

Also in November 2020, the EOC was invited by the Hong Kong Association of Banks (HKAB) and the Hong Kong Monetary Authority to participate in a sharing session and discuss the formulation of the Guideline on Banking Services for Persons with Intellectual Disabilities (PWIDs). The above Guideline, which lists good practices and recommendations for providing accessible banking services to PWIDs, was launched in December 2020 for HKAB members' reference.



教育方面，平機會一直倡議為大專院校提供更多資源，支援有特殊教育需要（特教）的大學生。教資會提供特別資助加強對特教大學生的支援，第二輪特別資助於2020年11月完結之後，教資會推出第三輪特別資助，額外投放了3,000萬元，供受資助大學使用。

此外，平機會一直呼籲為特教中學生提供更多支援。平機會於2021年2月24日與荃灣、葵涌及青衣區中學校長會合辦網上研討會，就「疫情下的支援——如何為有特殊教育需要學生及其家長提供支援」議題進行討論，參加者超過180人。

On the education front, the EOC has been advocating for more resources at the tertiary level to support students with SEN. Following completion of the UGC Special Grant Phase Two in November 2020, which was geared for enhancing support for students with SEN, the UGC allocated an additional \$30 million to the UGC-funded universities as Phase Three of the Special Grant.

In addition, the EOC has been calling for greater support to SEN students in secondary schools. An online seminar was co-organised with The Association of Heads of Secondary Schools of Tsuen Wan, Kwai Chung & Tsing Yi District on 24 February 2021, with over 180 participants joining in topical discussion on “How to support students with SEN and their parents during COVID-19?”.



## 預防歧視 Preventing Discrimination

平機會於2020-21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。

平機會亦繼續支持由勞福局、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。

In 2020-21, the EOC continued to act as an independent advisor of the Web Accessibility Recognition Scheme (WARS). 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 EOC also offered its longstanding support to the Mental Health Month campaign by the LWB, 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.



## 培訓與顧問服務

### 定期培訓和專設課程

自2001年起，平機會已為私營及公營界別的人士及機構提供有關反歧視條例的培訓。培訓課程分為兩類，分別為每年春／秋季兩季舉辦讓公眾參加的定期培訓課程，以及應機構要求而提供的專設培訓課程。

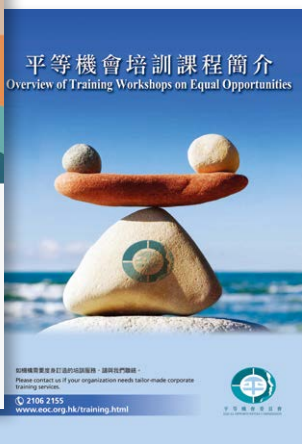
平機會於2020-21年度舉辦了29個定期培訓課程，參加者共431人；而專設培訓課程則有341個，參加者超過17 900人。最受歡迎的培訓課程主題是反歧視條例，其次為防止性騷擾。為配合2020年6月正式生效的《2020年歧視法例（雜項修訂）條例》，平機會於2020年秋季培訓課程推出一個全新課程，解釋反歧視條例的最新修訂。

## Training & Consultancy

### Calendar Training and Customised Training

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

In 2020-21, the EOC conducted 29 training sessions for 431 participants under the calendar training programmes. As for customised training, 341 sessions were conducted for over 17 900 participants. The most popular topic was the anti-discrimination ordinances, followed by the prevention of sexual harassment. To tie in with the implementation of the Discrimination Legislation (Miscellaneous Amendments) Ordinance 2020 in June 2020, a brand new course explaining the latest amendments to the anti-discrimination ordinances was introduced under the Autumn 2020 training programme.



## 預防歧視 Preventing Discrimination

### 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2020-21年度，平機會應要求為一間機構提供顧問服務，涉及超過8 000名員工，亦為八間教資會資助大學提供顧問服務，涉及超過10萬名全日制大學生。

### 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2020-21年度，接近285人加入了該會，他們來自超過155間機構。

2020年8月21日，平機會為平等機會之友會會員舉辦了「了解反歧視條例最新修訂及建立母乳餵哺友善工作間」網上研討會。講者重點講解修例後為員工提供的新保障範疇和母乳餵哺的好處，並與參加者分享建立母乳餵哺友善工作間的經驗和祕訣。

### 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 2020-21, upon request, the EOC provided consultancy services for an organisation covering more than 8 000 employees, and also for the eight UGC-funded universities, which have more than 100 000 full-time students in total.

### Equal Opportunity (EO) Club

The EO Club was established in 2006 to provide a platform of learning and exchange on preventing discrimination among employers, human resource practitioners, supervisors and trainers. In 2020-21, there were nearly 285 participants from over 155 organisations joining the EO Club.

On 21 August 2020, the EOC organised a webinar “The Latest Amendments to the Anti-discrimination Ordinances and Breastfeeding-friendly Workplace” for EO Club members. The speakers highlighted the new protections for employees in line with the latest law amendments and the benefits of breastfeeding, and also shared experiences and tips on how to create a breastfeeding-friendly workplace.



## 少數族裔事務組

2020-21年度，平機會的少數族裔事務組繼續採取三管齊下的策略，提出政策建議、提供培訓及進行外展工作，以消除少數族裔在教育、就業，以及獲取貨品、服務及設施方面所面對的障礙。在2019冠狀病毒病疫情下，少數族裔事務組特別加強聯繫及倡議工作，呼籲公眾對於疫情下承受嚴峻考驗的少數族裔，給予更多支援。

## 教育

過去一年，平機會繼續促使政府堵塞目前非華語學生教育制度的漏洞，並加強對非華語學生的支援。例如，平機會於2020年10月與教育局舉行會議，跟進平機會的建議。

在此之前，平機會於2020年6月公布「香港少數族裔青年教育與事業路徑的研究」結果。該研究採用混合調查方法，包括學生調查、與少數族裔青年及／或成年人（包括少數族裔父母、教師和社工）的個人和焦點小組訪談，以及對僱主的電話調查和個人訪談。研究發現：

## Ethnic Minorities Unit

In 2020-21, the Ethnic Minorities Unit (EMU) of the EOC continued to adopt a three-pronged approach encompassing policy recommendation, training and outreach in its work, with a view to removing the barriers faced by ethnic minorities (EM) in education, employment and accessing goods, services and facilities. In particular, the EMU stepped up its engagement and advocacy effort, calling for greater support for the EM communities, who face stiff challenges under the COVID-19 epidemic.

## Education

During the year in review, the EOC continued to urge the Government to plug the gaps in the existing educational system and enhance support for non-Chinese-speaking (NCS) students. For instance, a meeting was conducted with the Education Bureau in October 2020 to follow up on the EOC's recommendations.

Earlier in June 2020, the EOC released the findings of "A Study on Education and Career Pathways of Ethnic Minority Youth in Hong Kong". The study employed a mixed-method approach and encompassed a student survey, individual and focus group interviews with EM youth and/or adults (including EM parents, teachers, and social workers), and a telephone survey and individual interviews with employers. The study found that:

## 預防歧視 Preventing Discrimination

- 少數族裔學生比華裔學生有更高的志向和自我效能感，而且來自少數族裔學生集中度低的學校（少數族裔學生人數低於10%）的學生，能交到較多華裔朋友，獲所在社會接納的主觀感受亦較高；
- EM students have higher aspiration and self-efficacies than ethnic Chinese students. Also, those from low concentration schools (with an intake of less than 10% of EM students in school) have more ethnic Chinese friends and higher perceived host receptivity;



### 教育志向 Education Aspiration

50.94pt

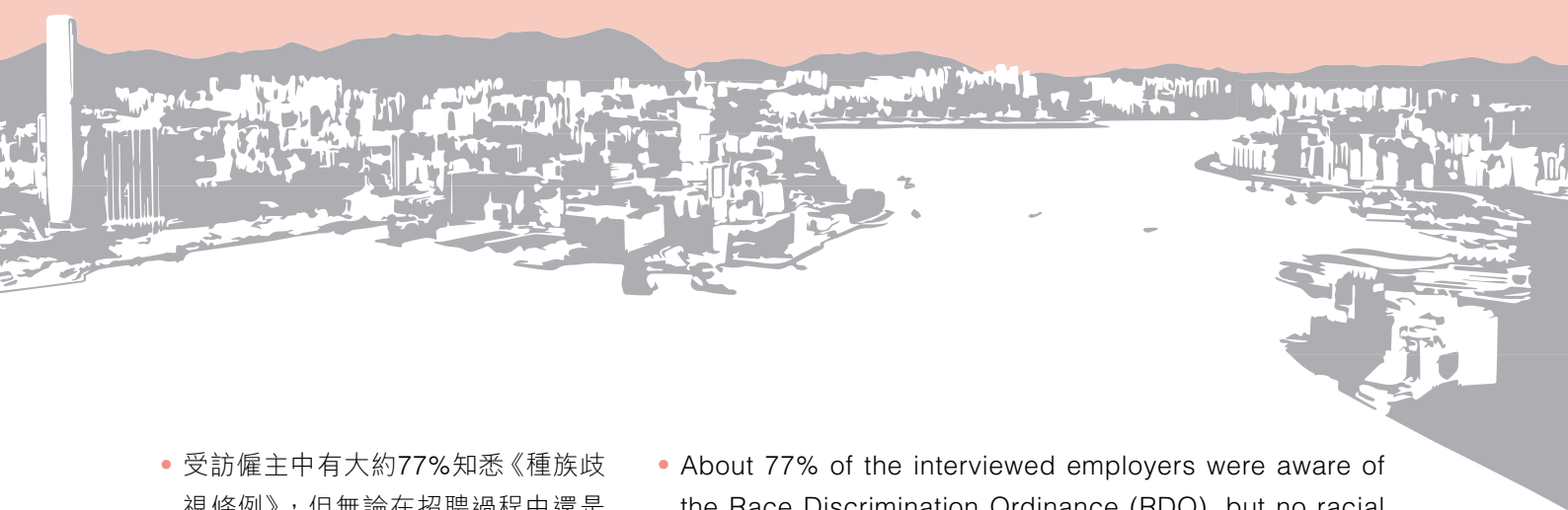
少數族裔學生  
Ethnic Minority  
students



48.63pt

華裔學生  
Ethnic Chinese  
students

- 在香港的少數族裔青年之間的教育和職業路徑因人而異，而且受多個因素影響，例如語言能力、個人能力和主動性、社會資源的可用性和獲取性，以及財政狀況；以及
- The education and career pathways among EM youth in Hong Kong vary between different people, and depend greatly on such factors as language ability, personal capacity and initiative, availability of and accessibility to social resources, and financial situation; and



- 受訪僱主中有大約77%知悉《種族歧視條例》，但無論在招聘過程中還是在工作場所，受訪僱主都表示沒有遇過種族歧視的個案。僱主普遍認為少數族裔僱員的中文閱讀和書寫能力較低，不僱用在本地受教育的少數族裔僱員是可以理解的。此外，大多數僱主對於使用勞工處和非政府組織的少數族裔就業服務的意願甚低。

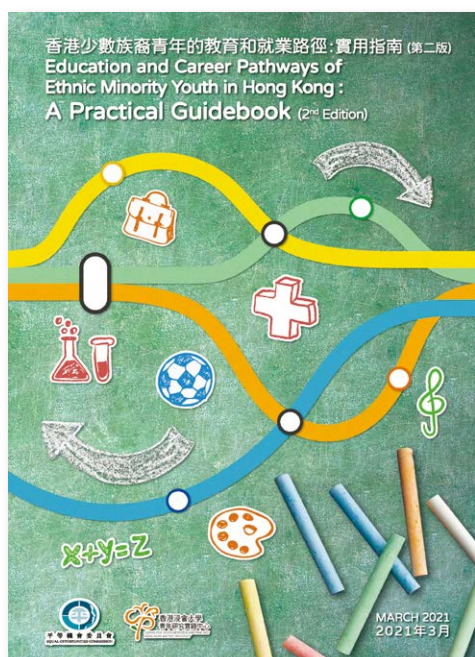
- About 77% of the interviewed employers were aware of the Race Discrimination Ordinance (RDO), but no racial discrimination was reported by the employers either in the hiring process or at the workplace. In general, the employers agreed that EM employees possess low proficiency in Chinese reading and writing and it would be understandable not to hire locally educated EM. Also, most employers have low intention to use EM employment services provided by the Labour Department and NGOs.

研究團隊提出了多項建議，包括提高少數族裔青年的中文水準、擴大就業可能和機會、加強支援網絡及培養多元文化環境。

The research team listed a number of recommendations, including improving the Chinese language proficiency of EM youth, expanding employment possibilities and opportunities, strengthening the support network and cultivating a multicultural environment.

研究結果公布後，少數族裔事務組發出實用指南，為就業輔導教師及非華裔學生提供有關可行教育和事業路徑的資訊，以及可供使用的資源和支援服務。

Following the release of the study findings, the EMU published a Practical Guidebook to provide career teachers and NCS students with information about potential education and career pathways, as well as available resources and support services.





# 預防歧視 Preventing Discrimination

## 就業

### 《種族多元共融僱主約章》

自2018年8月推出《種族多元共融僱主約章》以來，簽署約章機構的數目持續上升。截至2021年3月31日，有160間機構簽署了約章，承諾支持種族多元共融的僱傭政策。附錄3載列了截至2021年3月31日已簽署約章的機構名單。

## Employment

### Racial Diversity and Inclusion Charter for Employers

Since the launch of the Racial Diversity and Inclusion Charter for Employers in August 2018, the number of signatories continued to go up. As at 31 March 2021, there were 160 signatories enrolled on the Charter, pledging their support to racially diverse and inclusive employment policies. Signatories of the Charter as at 31 March 2021 are listed in Appendix 3.

78



**Hundred Fifty Plus Racial D&I Charter Signatories Join the EOC in Commemorating IDERD 2021**

**Message from the Chairperson**

Events across the world over the last year have focused attention on racial equality as never before making the International Day for the Elimination of Racial Discrimination (IDERD) on 21 March this year more relevant than ever. While to many racial inequality and the Black Lives Matter movement may seem half a world away, it has forced everyone to examine their own homes more closely. In Hong Kong, our racial minorities still face many hurdles in accessing equal opportunities in the most important areas of their lives including employment, education and housing. It is important to recognise that racial minorities are contributing members to Hong Kong's economy, society and identity. A younger and growing non-Chinese workforce has to be valued as a vital Hong Kong resource, especially now, to help rebuild and revitalize Hong Kong after the ravages of the pandemic.

To give this talent pool an equal chance to contribute, it is imperative for all of us to denounce racial bias and discrimination. Business leaders can play an all-important role by helping to remove employment barriers and encourage constructive interactions between their employees and the racial minority community. This is exactly what drove us to launch the Racial Diversity & Inclusion Charter for Employers back in 2018. We are pleased that the Charter recently crossed the 150 signatory mark, thanks in large to a surge in interest in the area of racial diversity and inclusion (D&I) across the business sector driven by the international attention to anti-racism actions in some parts of the world. With large multinational companies leading the way, we are also seeing an increasing number of smaller and also local businesses joining the D&I journey. This growing support for making workplaces more racially diverse and inclusive is an encouraging sign of change that can only bring benefits to businesses as well as employees and through that society at large.

This IDERD day, the Equal Opportunities Commission would like to thank its 150 Charter partners for joining hands in order to improve workplace racial D&I thereby helping us move closer to our objective of making Hong Kong a more equal, fair and inclusive place to be.

**Acknowledgement to Lewis Sillan**      **Acknowledgement to KPMG**



為聯繫已簽署約章的機構，並鼓勵僱主分享良好常規，少數族裔事務組在2020-21年度舉辦了多項講座及研討會，包括：

- 2020年8月12日—與數碼港及FELIZ Consulting合辦「Equality at Work and What Has Changed with COVID-19?」網上座談會；
- 2020年10月6日—獲香港交易所支持舉辦「Cultural D&I in the Workplace – from Policy to Practice」網上研討會；
- 2020年12月3日—為簽署機構提供打擊工作間無意識的偏見的網上培訓；以及
- 2021年2月2日—舉辦有關在招聘過程中採取多元共融措施的網上培訓。

To engage the Charter signatories and encourage the sharing of best practices, the EMU organised a series of talks and seminars in 2020-21:

- 12 August 2020 – Co-organised with Cyberport and FELIZ Consulting an online talk on “Equality at Work and What Has Changed with COVID-19?”;
- 6 October 2020 – Organised Zoom seminar “Cultural D&I in the Workplace – from Policy to Practice” with support from HKEX;
- 3 December 2020 – Provided online training session on tackling unconscious bias in the workplace for signatories; and
- 2 February 2021 – Conducted online training session on introducing diversity and inclusion in recruitment.

**數碼港 Cyberport**

**Equality at Work and What Has Changed with COVID-19**

Smart-Space Smart Talk

12-8-2020  
4:00pm - 5:30pm  
Format: Zoom Meeting  
Language: English

Co-Organisers: 平等機會委員會

**Guest Speakers:**  
Ricky Chu, Alice So, Peter Reading, Annie Tsai, Everly Cheryl Choi, Nina Atimah, Moderators: Mónica Hall, Devi Noviant

**Panelists:**

**Registration**

cyberport.hk

平等機會委員會  
EQUAL OPPORTUNITIES COMMISSION

**Cultural D&I in the Workplace: From Policy to Practice**

Supporting Organisation: **HKEX**  
香港交易所

**Equality Roundtable: Opportunities & Challenges in Building Workplace Racial D&I**

6 Oct, 2:00-3:30pm  
Zoom

**Corporate D&I Experts**

Paul Choi (HKEX), Olivia Wong (John Swire & Sons), Paul Arkwright (HR Magazine)

**Young Professionals**

Tayyeb Mohamed (EY), Tracy Srivastava (Vyond), Jones Law (NISI (HK) Ltd.)

## 預防歧視 Preventing Discrimination

### 獲取貨品、服務及設施

為提高服務提供者的文化敏感度，少數族裔事務組在2020-21年度為不同政府部門、機構及服務提供者的前線僱員提供培訓。2020-21年度，平機會一共舉辦了115場有關《種族歧視條例》及多元文化的培訓，其中69場的對象是主流社會人士，例如政府人員、教師及本地企業的僱主，另外46場則為少數族裔社群而設，包括外籍家庭傭工。

### Access to Goods, Services & Facilities

To enhance the cultural sensitivity of service providers, the EMU provided training to frontline staff of various Government departments, organisations and service providers in 2020-21. Altogether 115 training sessions on the RDO and cultural diversity were conducted in 2020-21, with 69 sessions for members of the mainstream community, such as Government officials, teachers and employers of local businesses, and 46 sessions for the EM communities, including foreign domestic workers.

### 社區外展及參與

為進一步了解不同少數族裔社群在2019冠狀病毒病疫情下的處境，並探討如何可協助他們紓困，平機會主席於2020年5月與多個團體的代表會面，包括香港尼泊爾人聯會、香港亞洲家務工工會聯會，以及明愛青少年及社區服務。平機會除了去信相關政府部門及機構轉達少數族裔的關注，還在多個本地媒體刊登文章，呼籲決策者及市民大眾提高對少數族裔的了解和文化敏感度。

### Community Outreach and Engagement

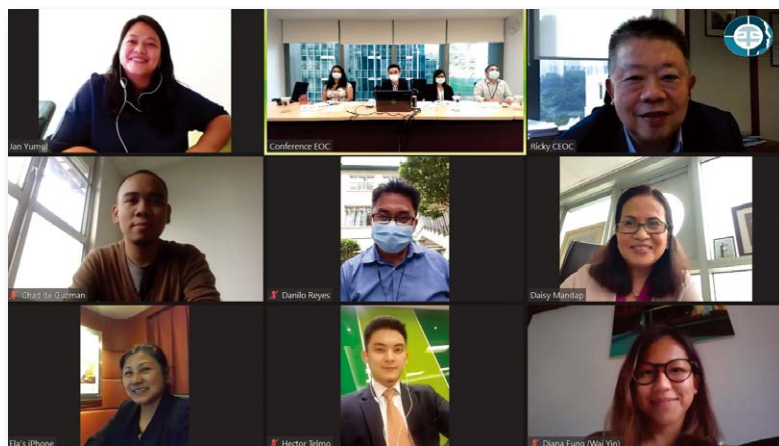
To gain a deeper understanding of the difficulties facing different EM communities under the COVID-19 epidemic and find ways to alleviate their plight, the EOC Chairperson met the representatives of various organisations, including the Hong Kong Nepalese Federation, the Hong Kong Federation of Asian Domestic Workers Unions, and Caritas Youth and Community Service, in May 2020. Apart from writing to relevant Government departments and organisations to relay their concerns, the EOC also published a series of articles in local media outlets to call for greater understanding and cultural sensitivity among policymakers and the public.





2020年9月，平機會主席與香港超過10間服務少數族裔的機構舉行另一輪網上會議，討論在第三波疫情下他們面對的難題，以及平機會可以給予的協助。平機會在會後採取多項跟進行動，例如促成少數族裔社群與非政府組織聯繫，在平機會平台上提供有關政府支援措施的資訊，並去信相關政府部門。平機會還就施政報告諮詢向政府提交意見書，建議為少數族裔提供2019冠狀病毒病紓困支援措施。

In September 2020, the EOC Chairperson had another round of online meetings with over 10 organisations serving EM communities in Hong Kong, discussing the challenges they faced amid the third wave of COVID-19 infections and the support the EOC could give. The EOC undertook a number of follow-up actions after the meetings, such as connecting the EM communities with the NGOs, providing information about the Government's support measures on the EOC platform, and writing to relevant Government departments. The EOC also submitted recommendations to the Government in the context of the Policy Address consultation, putting forward suggestions on COVID-19 relief support for the EM communities.



## 預防歧視 Preventing Discrimination

### 港鐵廣告

為呼籲大眾守護種族平等和共融的價值，平機會於2020年12月在港鐵港島綫、觀塘綫和荃灣綫港鐵車廂推出廣告，為期36個星期。首階段廣告於2020年12月17日至2021年3月10日推出。平機會邀請社會企業WEDO Global合作，設計以「無分膚色、同心抗疫」為主題的廣告，當中有10名來自不同種族社群的香港人參與，包括非洲裔、華裔、白種人、菲律賓裔、印度裔、印尼裔、尼泊爾裔、巴基斯坦裔、泰裔和越南裔人士。廣告旨在鼓勵大眾團結抗疫，同時強調每個人均為社會付出貢獻，不分性別、種族、年齡、職業或其他身分。

### MTR Advertising

In an effort to rally support for racial equality and inclusion, the EOC rolled out a 36-week advertising campaign in December 2020 on the MTR Island Line, Kwun Tong Line and Tsuen Wan Line. For the first phase of the campaign from 17 December 2020 to 10 March 2021, the EOC partnered with social enterprise WEDO Global on developing the advertisement which carried the theme "Fight the virus together as one human race". Featuring 10 people of different ethnicities, including members of the African, Chinese, Caucasian, Filipino, Indian, Indonesian, Nepalese, Pakistani, Thai and Vietnamese communities in Hong Kong, the advertisement was meant to highlight the need for solidarity in trying times, and the contribution everyone makes to the fight against the pandemic, regardless of gender, race, age, occupation and other attributes.





為響應國際消除種族歧視日，平機會與香港明愛合作，於2021年3月21日合辦網上論壇「展望疫後未來」(Looking Beyond the Pandemic)。論壇包含兩個專題講座，講者就「疫情前後：少數族裔社群面對的挑戰和機遇」(Challenges and Opportunities for Ethnic Minority Communities During and Beyond the Pandemic)和「攜手合作，建設更美好的將來」(Working Together for a Better Future)進行討論。參加者反應踴躍，有接近100人參加，多間媒體也有報道。

On 21 March 2021, the EOC partnered with Caritas and co-hosted an online forum “Looking Beyond the Pandemic” to tie in with International Day on the Elimination of Racial Discrimination. The forum featured two panels, with speakers deliberating on “Challenges and Opportunities for Ethnic Minority Communities During and Beyond the Pandemic” and “Working Together for a Better Future”. The forum was well received with nearly 100 participants, and was covered by multiple media outlets.



Co-Organized by  
**明愛青少年及社區服務**  
 Caritas Youth and Community Service

**平等機會委員會**  
 EQUAL OPPORTUNITIES COMMISSION

**INTERNATIONAL DAY FOR THE ELIMINATION OF RACIAL DISCRIMINATION 2021 Online Forum**  
**Looking Beyond The Pandemic**

**Discussion I:**  
 Challenges & Opportunities for the Ethnic Communities during and beyond the Pandemic

Mr. Gurneel SINGH (Representative of Khalsa Diwan)  
 Ms. Anush M. Malik (Frontline Social Worker, Caritas)  
 Mr. Chura Bahadur Thapa (Non-official Member of the Committee on the Promotion of Racial Harmony)

Mr. Bishnum Hatt (Member of Civil Aid Service)  
 Mr. Singh Sukbir (Representative of Sama Group)  
 Ms. Rijed Fidiata (Representative of Caritas Concern Group)

**MARCH 21, 2021**  
**2:30PM - 4:30PM**

Online registration →  
 Deadline: March 18, 2021  
[https://zoom.us/join/register?wn\\_f47sM1eo5lUgYw8RlL33w](https://zoom.us/join/register?wn_f47sM1eo5lUgYw8RlL33w)

Enquiries: [ycsem@caritaswv.org.hk](mailto:ycsem@caritaswv.org.hk)

Co-Organized by  
**明愛青少年及社區服務**  
 Caritas Youth and Community Service

**平等機會委員會**  
 EQUAL OPPORTUNITIES COMMISSION

**INTERNATIONAL DAY FOR THE ELIMINATION OF RACIAL DISCRIMINATION 2021 Online Forum**  
**Looking Beyond The Pandemic**

**Discussion II:**  
 Working Together for a Better Future

Mr. LINC Ho Wan, Howard PH (CEO of Dr. Peak)  
 Mr. Rizwan Usah (Member of Equal Opportunities Commission)  
 Mr. HUI Wai Kwong, Moses (Chief Officer of Family & Community Service, The Hong Kong Council of Social Services)

Mr. Vijay Partap Sharma (Founder & Facilitator, ULTIMATE LIMITED)  
 Ms. Anush M. Malik (Frontline Social Worker, Caritas)

**MARCH 21, 2021**  
**2:30PM - 4:30PM**

← Online registration  
 Deadline: March 18, 2021  
[https://zoom.us/join/register?wn\\_f47sM1eo5lUgYw8RlL33w](https://zoom.us/join/register?wn_f47sM1eo5lUgYw8RlL33w)

Enquiries: [ycsem@caritaswv.org.hk](mailto:ycsem@caritaswv.org.hk)