

# Glossary ng mga Termino sa Pantay-pantay na Oportunidad (Tagalog)

## A

<b>No.</b>	<b>Word</b>	<b>Description</b>	<b>Translation</b>
1	Act		Akto; Gawa
2	Accessory liability	Liable for pressurizing someone to discriminate or harass, for instructing someone to discriminate or harass, or for knowingly aiding a person to discriminate or harass.	Pananagutan bilang tagatulong
3	Advocate		Tagapagtaguyod
4	Against		Laban
5	Aggrieved person	A person who believes he/she has received unfair or discriminatory treatment.	Taong Naagrabyado
6	Agreement	A written settlement voluntarily signed by the complainant and respondent upon conclusion of the conciliation process by the EOC. The agreement is legally binding.	Kasunduan
7	Aided schools		Mga Paaralang Tinutulungan
8	Aiding and abetting		Pagtulong at pag-aabay
9	Alternatives		Mga alternatibo
10	Anti-discrimination laws/ ordinances		Mga batas laban sa diskriminasyon
11	Apology		Paghingi ng tawad
12	Applicant		Aplikante
13	Application		Aplikasyon
14	Appoint		Humirang; Magtakda
15	Argument		Pangangatwiran
16	Associate		Kasama
17	Associate (Under DDO)	A person who has association with the person who has disability main person. It could be a spouse, another person living with a person with disability, relative, carer, and a business, sporting or recreational partner.	Kasama (sa ilalim ng DDO)
18	Attitude	Way of thinking, feeling, behaving towards people or situation that are influenced by values and stereotypical beliefs.	Ugali
19	Authenticity		Katunayan
20	Automatic exception		Awtomatikong pagbubukod
21	Available		Mayroon/Nariyan

## B

1	Ban		Pagbabawal
2	Barrister		Attorney; Manananggol; Abogado
3	Barrister's Chamber		Kamara ng Abogado
4	Being a person without disability		Isang taong walang kapansanan
5	Belongings (As in diversity, equity, inclusion and belongings)		Pagiging bahagi
6	Benefits		Benepisyo/Pakinabang
7	Bias		Pagkiling
8	Breastfeeding		Pagpapasuso
9	Breastfeeding discrimination		Diskriminasyon sa pagpapasuso
10	Burqa		Burka
11	But-for-test (DDO)	An objective test that helps to determine the cause of treatment. To apply this test, one needs to look into the incident as a whole from an objective point of view and ask the question "Would the aggrieved person have received the same treatment <i>but for</i> his/her disability?"	Pagsusuri ng konsepto ng 'ngunit kung hindi' (sa ilalim ng DDO)

## C

1	Cannot be justified on non-racial grounds		Hindi maaaring bigyang-katwiran sa mga batayan na hindi lahi
2	Career development		Pag-unlad ng karera
3	Case		Kaso
4	Clear		Klaro
5	Civil proceedings		Mga sibil na kaso
6	Close relative		Malapit na kamag-anak
7	Code of Practice		Alituntunin ng Kaugalian
8	Colour		Kulay
9	Commission agent		Ahente ng komisyon
10	Communicable disease		Nakakahawang sakit
11	Community		Komunidad
12	Community Participation Funding Programme on Equal Opportunities (CPFP)		Programang Pondo para sa Pakikilahok ng Komunidad sa Pantay-pantay na mga Oportunidad (CPFP)
13	Comparator		Batayan

14	Complainant	A person who lodges a complaint of discrimination with the EOC.	Nagrereklamo
15	Complaint	Formal notification of alleged discrimination to the EOC for conciliation.	Reklamo
16	Complaint system		Sistema ng reklamo
17	Conciliation	A process of resolving the dispute by bringing different parties together to negotiate a settlement. Conciliation looks for common ground to help resolve the matter to the satisfaction of both parties so that both can move beyond the dispute.	Pagkakasundo
18	Conciliation meeting	A meeting between different parties in dispute to negotiate a settlement convened by a Conciliation Officer.	Pagpupulong ng pagkakasundo
19	Conciliation Officer (same as Conciliator)	Conciliation Officers are officers assigned by the EOC to conciliate a dispute. They come from diverse backgrounds, are trained regularly and are required to be fair, independent and impartial.	Opisyal ng Pagkakasundo
20	Conciliated case(s)		Mga kasong napagkasundo
21	Condition		Kondisyon
22	Confidential		Kumpidensyal
23	Consistent selection criteria		Pare-parehong pamantayan sa pagpili
24	Contract		Kontrata
25	Contract workers		Mga manggagawa sa kontrata
26	Court		Korte/Hukuman
27	Colleague		Katrabaho
28	Culture		Kultura
29	Customs		Kaugalian
30	Cognitive bias		Pagkiling sa kulang na kaalaman
31	Carer		Taga-alaga
32	Charter		Batayang kasulatan
33	The Racial Diversity and Inclusion Charter		Batayang kasulatan sa Pagkakaiba at Pagkakasama ng mga Lahi

## D

1	Date		Petsa
2	Decision		Desisyon
3	Descent		Angkan
4	Designated schools		Mga itinalagang paaralan

5	Details		Mga detalye
6	Detriment		Kapinsalaan
7	Direct Discrimination	Differential treatment accorded to a person on the ground of sex, family status, disability or race.	Direktang Diskriminasyon
8	Direct Subsidy Scheme Schools		Mga Paaralang Direktang Sinusubidyahan
9	Disability Discrimination	To discriminate against a people on the ground of their disability.	Diskriminasyon sa Kapansanan
10	Disability Discrimination Ordinance (DDO)	An ordinance which makes discrimination, harassment and vilification on the ground of disability unlawful.	Ordinansa sa Diskriminasyon sa Kapansanan (DDO)
11	Disability harassment	Any unwelcome conduct on account of a person's disability where it can be reasonably anticipated that the person would be offended, humiliated or intimidated.	Panliligalig sa Kapansanan
12	Disability vilification	Any activity in public that incites hatred towards, serious contempt for, or severe ridicule of person(s) with disability.	Paninira sa Kapansanan
13	Disability which is imputed to a person		Kapansanan na ipinataw sa isang tao
14	Disadvantage		kawalan
15	Discontinue		Itigil
16	Discrimination	Treating a person less favourably than another person in comparable situation on the ground of sex, family status, disability or race. It often occurs because of incorrect assumptions or stereotypes about people's skills, abilities, personal qualities or needs based on their sex, sexual orientation, physical abilities, age and race.	Diskriminasyon
17	Discrimination / harassment in the course of employment	Acts of discrimination or harassment that occurs outside work hours and away from work premises could still come within the employment relationship provisions if it is closely work related.	Diskriminasyon /Panliligalig sa kurso ng trabaho
18	Discrimination by Way of Victimisation (Concepts of DDO and RDO)	Treating a person less favourably because he/she has or is suspected to have done or intends to do an act protected under the DDO and the RDO, such as making or planning to make a disability/race discrimination complaint, taking legal action, acting as witness against race discrimination or helping somebody else to do so.	Diskriminasyon sa pamamagitan ng Pag-aapi sa Biktima (Mga Konsepto ng DDO at RDO)
19	Discrimination in pay	Discriminating in the terms and conditions of employment on the ground of sex.	Diskriminasyon sa suweldo

20	Discrimination on the ground of descent	Discrimination against members of communities based on forms of social stratification such as caste system or similar systems of inherited status which nullify or impair their equal enjoyment of human rights.	Diskriminasyon sa batayan ng angkan
21	Discriminatory		Nagpapahiwatig ng diskriminasyon/ may bakas ng diskriminasyon
22	Dismiss (from job)		Tinanggal (mula sa trabaho)
23	Disposal and management of property		Pagtatapon at pamamahala ng ari-arian
24	Disposal and or management of premises		Pagtatapon at pamamahala ng mga lugar
25	Dispute		Pagtatalo
26	District court		Hukuman ng distrito
27	Diverse		Iba't ibang
28	Diversity	Quality of being different in gender, race, ethnicity, culture, level of physical and mental ability, age and sexual orientation.	pagkakaiba-iba
29	Divorce		Diborsiyo
30	Domestic helper		Kasambahay
31	Indirect Discrimination		Hindi Direktang Diskriminasyon

## E

1	Early conciliation		Maagang pagkakasundo
2	Educational institution		Institusyong pang-edukasyon
3	Element		Elemento
4	Emotional disturbance		Emosyonal na kaguluhan
5	Employee		Trabahador
6	Employer		Amo/pinagtatrabahuan
7	Employer's liability	Liable for employees' discriminatory acts done in the course of their employment, with or without employer's knowledge or approval.	Pananagutan ng amo/pinagtatrabahuan
8	Employment agency		Ahensya ng pagtatrabaho
9	Encouragement		Pagpapalakas ng loob
10	Equal employment opportunity (EEO)	Equal access to all available jobs under equal terms and conditions, and with equal benefits, facilities and services without discriminating on the grounds of sex, physical and intellectual ability, race, and pregnancy, marital or family status.	Pantay-pantay na oportunidad sa pagtatrabaho

11	Equal Opportunities (EO)	Equal opportunities is about giving people a fair chance to prove what they are capable of. It is not absolute equality. It removes unnecessary barriers and glass ceilings; allows people to genuinely compete on equal footing; and deals with prejudices, ignorance and stereotypical assumptions.	Pantay-pantay na Oportunidad
12	Equal Opportunities Commission (EOC)	A statutory body responsible for implementing the anti-discrimination ordinances in Hong Kong including the Sex Discrimination Ordinance, the Disability Discrimination Ordinance, the Family Status Discrimination Ordinance and the Race Discrimination Ordinance.	Komisyon sa Pantay-pantay na Oportunidad
13	Equal opportunity for women in the workplace	Removing barriers that prevent women from doing some jobs or from being given the chance to advance to higher levels within organisations.	Pantay-pantay na oportunidad para sa mga kababaihan sa lugar ng trabaho
14	Equal opportunities employer	Employers who adopt proactive approach to embrace diversity at workplace and promote equal opportunities.	Amo na nagbibigay ng pantay na oportunidad
15	Equal opportunities policy	A policy that promotes an equitable workplace and diversity.	Patakaran sa Pantay-pantay na Oportunidad
16	Equal pay for equal work	A female employee is entitled to equal pay when she is doing the “same work” or “like work” as that of a man.	Pantay na suweldo para sa pantay ng trabaho
17	Equal pay for work of equal value	Using consistent criteria in determining the terms and conditions of employment for the treatment of men and women performing work of equal value for the same employer.	Pantay na suweldo para sa trabahong may katumbas na halaga
18	Equal pay	Using consistent criteria in pay, whether in cash or in kind, which the worker receives directly or indirectly in respect of employment, encompassing but not limited to basic pay, bonuses, overtime rates and allowances, performance related pay, retirement schemes, company cars, travel allowance	pantay na suweldo
19	Equal value	Equal work, or different jobs with the same or similar value.	Katumbas na halaga
20	Equality		Pagkakapantay-pantay
21	Equity		Katarungan
22	Ethnic group	A distinct segment of the population distinguished from others by a sufficient combination of shared customs, beliefs traditions and characteristics derived from a long common history or presumed common history.	Pangkat etniko
23	Ethnic minority		Etnikong minorya
24	Ethnic Origin		Etnikong pinagmulan

25	Exception		Eksepsyon
26	Existing local and overseas terms of employment		Umiiral na lokal at ibang bansa na mga tuntunin ng trabaho
27	Experience		Karanasan
28	Expressing breast milk		Paghango sa gatas ng ina

## F

1	Facilitator		Taga pangasiwa
2	Facilities		Pasilidad
3	Factor		Dahilan
4	Fair		Patas
5	Family- friendly		Pampamilya
6	Family status	Responsibility for the care of the immediate family member.	Estado ng Pamilya
7	Family status discrimination	Discrimination against a person, male or female, on the basis of family status.	Diskriminasyon sa Estado ng Pamilya
8	Family Status Discrimination Ordinance	Anti-discrimination law passed in 1997 that makes unlawful for anyone or any organisation to discriminate against a person on the basis of family status.	Ordinansa sa Diskriminasyon sa Estado ng Pamilya
9	First Schedule to the Quarantine and Prevention of Disease Ordinance		Unang Talaan sa Batas ng Karantina at Pag-iwas sa Sakit
10	Foreign Domestic Helper		Dayuhang kasambahay
11	Formal		Pormal
12	Formal investigation		Pormal na imbestigasyon
13	Free		libre/malaya
14	Friend		Kaibigan
15	Future disability	A disability that might develop in the future.	Kapansanang maaaring matamo sa hinaharap

## G

1	Genuine Occupational Qualification (GOQ)	Exceptions to legal rules against making decisions based on sex, physical and intellectual ability or race because of the essential nature of the job that requires particular gender, physical and mental ability or race. They are not automatic - the employer must be able to show that specified criteria apply to the job in question.	Tunay na Kwalipikasyon sa Trabaho
2	Good employment procedures and practices		Magandang pamamaraan at gawi sa pagtatrabaho

3	Good Management Practice Series		Serye ng Magandang Kasanayan sa pamamahala
4	Good practices		Mga mabubuting kasanayan
5	Goods, facilities and services		Mga kalakal, pasilidad at serbisyo
6	Government		Gobyerno
7	Grace period		Dagdag panahon sa palugit
8	Grievance		Hinaing

## H

1	Harassment (SDO, DDO & RDO)	Engaging in an unwelcome, abusive, insulting or offensive behaviour because of another person's sex, disability or race which makes the aggrieved person feel threatened, humiliated or embarrassed. In the case of RDO, it could also happen due to near relative's race.	Panliligalig (SDO, DDO & RDO)
2	Halal		Halal
3	Hijab		Hijab
4	Hostile environment	Creating an environment that makes a person's work, study or training environment hostile or intimidating to him because of his sex, disability or race. It can be verbal or written.	Hindi kanais-nais na kapaligiran
5	Humiliated		Pinahiya

## I

1	Immigration		Imigrasyon
2	Impartial		Walang kinikilingan
3	Implement		Ipatupad
4	Imputation / Imputed		Imputasyon / Ipinataw / pinaniniwalaan
5	Imputed disability	A disability that has simply been imputed to a person who does not have a particular disability.	pinaniniwalaang kapansanan
6	Inclusion		Pagsasama
7	Independent		Malaya



8	Indirect discrimination	Imposing a same condition or requirement equally on everyone, the application of which is not justified in the relevant circumstances, but which has a disproportionate adverse impact on a particular group (based on sex, family status, disability or race) because only a small proportion of people from that group can meet that requirement compared to the proportion of other people and/or the condition is to the detriment to the persons of that group because they cannot meet it.	Hindi Direktang Diskriminasyon
9	Infectious Diseases	Diseases set out in the First Schedule to the Quarantine and Prevention of Disease Ordinance (for example, tuberculosis and viral hepatitis) and any communicable disease specified by the Director of Health in the Government Gazette. For the purpose of this exception under the DDO, neither HIV infection nor AIDS are to be treated as infectious diseases.	Nakahahawang Sakit
10	Information		Impormasyon
11	Inherent requirement	Basic requirement of a job without which the task cannot be performed satisfactorily. In identifying the inherent requirements of a job, one must look at the characteristic or requirement of that job as opposed to those requirements that are peripheral.	Likas na Pangangailangan
12	Insulting		Nakakainsulto
13	Integration		Integrasyon
14	Intent		Layunin
15	Interview		Panayam
16	Intimidated		Tinakot
17	Intimidating work environment		Nakakatakot na kapaligiran sa trabaho
18	Investigation		Imbestigasyon
19	Islam		Islam

## J

1	Jurisdiction		Hurisdiksyon
2	Justifiable/Justified		Makatuwiran / Nabibigyang katwiran

## K

1	Knowledge		Kaalaman
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## L

1	Labelling	Using a word or a short phrase to briefly describe someone or something. People are often labelled as having certain characteristics, e.g. weak, lazy, dishonest, etc. These labels obscure all other thinking about the person.	tatak / bansag
2	Language		Lengguwahe / Wika
3	Lawful		Naaayon sa batas
4	Lawyer		Abogado
5	Legal		Legal
6	Legal assistance	If a case is not settled through conciliation, an aggrieved party may apply to the EOC for assistance to pursue legal proceedings. Legal assistance offered by the EOC may include giving legal advice about the strengths and weaknesses of the case, arranging for EOC lawyers to act as legal representative, and arranging for either EOC lawyers or external lawyers to appear on plaintiff's behalf in court if legal proceedings are commenced.	Legal na tulong
7	Legal obligation (s)		(Mga) legal na obligasyon
8	Less favourable treatment		Hindi gaanong kanais-nais na pagtrato
9	Liability		Pananagutan

## M

1	Malfunction, malformation or disfigurement of a part of the person's body		Di-gumagana, pagkawala sa hugis o hubog, pagkasira ng isang bahagi ng katawan ng tao
2	Marital status		Katayuan sa pag-aasawa
3	Marital status discrimination	Discriminating a person on the ground of their marital status.	Diskriminasyon sa Katayuan sa Pag-aasawa
4	Maternity leave		Maternity leave
5	Meeting		Pagpupulong
6	Micro affirmation		Pahapyaw na pagsang-ayon
7	Micro aggression		Pahapyaw na pangungutya / panlalait

8	Minority		Minorya
9	Monetary		Pera
10	Monetary settlement		Bayad-pinsala
11	Monitoring		Pagsubaybay
12	Mosque		Moske
13	Motive and intention not relevant (DDO & RDO)	In anti-discrimination cases, it does not matter whether the discriminator intended to commit an act of discrimination. It can be an unintended result of a decision or an action.	Walang kaugnayan ang motibo at intensyon (DDO & RDO)
14	Muslim		Muslim

## N

1	National origin	National origin includes nation that no longer exists or a nation that was never a nation state in the modern sense.	Pambansang Pinanggalingan
2	Near relative	Relative by blood, affinity or marriage. These include spouse, child (including out of wedlock, adopted or step), siblings (either full blood or half blood), parents, grandparents grandchildren, in-laws (father-in-law, mother-in-law, brother-in-law and sister-in-law), uncle, aunt, nephew and niece.	Malapit na kadugo/kamag-anak
3	Non-Chinese speaking students		Mga estudyanteng hindi nagsasalita ng intsik / tsino
4	Notice		Pahayag / Abiso / Puna

## O

1	Objective		Layunin
2	Offended		Nasaktan/Naapi
3	Ordinance		Ordinansa
4	Overseas employees		Mga empleyado sa ibang bansa

## P

1	Partners		Kasama / Kasosyo
2	Past disability	A disability that existed in the past.	Dating kapansanan
3	Person with disability		Taong may kapansanan
4	Personal data		Personal na datos
5	Personal liability	Liable for own discriminatory acts or harassment (Individuals or organisations).	Sariling pananagutan
6	Plaintiff		Nagsasakdal

7	Policy		Patakaran
8	Positive action		Positibong aksyon
9	Possible outcome		Posibleng resulta
10	Practice		Gawain / kaugalian
11	Pregnancy		Pagbubuntis / Pagdadalang-tao
12	Pregnancy discrimination	Treating a woman less favourably because of her pregnancy.	Diskriminasyon sa pagbubuntis
13	Prejudice	Ideas we hold about others who are different from us. It is about the negative assumptions and prejudgments we might make about them.	Walang batayang panghuhusga
14	Presence of organisms causing disease or illness		Pagkakaroon ng mga organismo na nagdudulot ng sakit o karamdaman
15	Principal's liability	Liable for authorised discriminatory acts done by an agent.	May pangunahing pananagutan
16	Prior information		Paunang impormasyon
17	Privacy		Pagkapribado
18	Procedure		Pamamaraan
19	Prohibit		Ipagbawal
20	Promote		isulong / itaguyod
21	Promotion		pagsusulong / pagtataguyod
22	Protection		Proteksyon
23	Provision of goods, services and facilities		Pagbibigay ng mga kalakal, serbisyo at pasilidad
24	Public consultation		Konsultasyon sa publiko
25	Pupilage		Pagsasanay na maging abugado

## Q

1	Quran		Quran
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## R

1	Race	Race, colour, descent, national or ethnic origin of a person.	Lahi
2	Race discrimination	Treating people less favourably on the ground of their race.	Diskriminasyon sa Lahi
3	Race Discrimination Ordinance (RDO)	Anti-discrimination ordinance enacted in July 2008 to protect people against discrimination, harassment and vilification on the ground of race.	Ordinansa sa Diskriminasyon sa Lahi (RDO)
5	Racial group	Group of persons identified by reference to race, colour, descent, national or ethnic origin.	Pangkat ng lahi

6	Racial harassment	Engaging in an unwelcome, abusive, insulting or offensive behaviour because of another person's or his/her near relative's race, which makes him feel threatened, humiliated or embarrassed.	Panliligalig sa lahi
7	Racial Inclusion		Pagsasama ng Lahi
8	Racial minority		Lahi na minorya
9	Racially hostile environment		Kapaligirang (malupit / masalimuot / mapanganib) sa lahi
10	Reasonable & practicable steps		Makatwiran at praktikal na mga hakbang
11	Reasonable accommodation	Taking extra measures such as change in work procedures, rules or duty hours to enable persons with disability to enjoy equal employment opportunities.	Makatwirang tulong
12	Reasonable person test	Taking an objective view of incidents to check whether a reasonable person in similar or like circumstances would find the behaviour offensive, humiliating or intimidating to assess harassment.	Pagsusulit sa makatwirang tao
13	Record		Itala
14	Redundancy		Kalabisan
15	Register		Magrehistro
16	Reinstatement		Pagpapanumbalik
17	Relationship of affinity	Relationship created by marriage.	Relasyon ng kaugnayan
18	Relationship of marriage	Relationship of husband and wife who are lawfully married.	Relasyon ng kasal
19	Relevant		Kaugnay
20	Religion		Relihiyon / panamampalataya
21	Represent		Kinakatawan
22	Representative	A person authorized by the complainant to represent his/her case.	Kumakatawan / Kinatawan
23	Request		Hiling
24	Requirement		Pangangailangan
25	Research		Pananaliksik
26	Resolve		Resolbahin
27	Respondent		Tagatugon
28	Result		Resulta
29	Review		Pagsusuri
30	Rewards (as in company reward)		Mga gantimpala (tulad ng sa reward ng kumpanya)
31	Rights and responsibilities		Mga karapatan at responsibilidad
32	Rule		Panuntunan

# S

1	Safety		Kaligtasan
2	Self-rejection	Problems and low level of self-acceptance which may result in emotional or psychological stress.	Pagtanggi sa Sarili
3	Service provider		Tagapagbigay ng serbisyo
4	Settlement terms	Terms under which the parties in dispute agree to resolve a case. Once signed by the parties, it becomes a contract and is legally binding. Settlement terms depend on the circumstances of the dispute and is generally a reversal of the situation that led to the complaint. Example, re-employment or reinstatement in previous position, promotion, transfer or training opportunity, a letter of apology, enactment of equal opportunities policies, financial settlement, and construction of physical access, etc.	Mga tuntunin sa pag-areglo
5	Sex		Kasarian
6	Sex discrimination	Treating people less favourably on the ground of their sex.	Diskriminasyon sa Kasarian
7	Sex Discrimination Ordinance (SDO)	Anti-discrimination law passed in 1995 which makes sexual harassment and discrimination on the ground of sex, marital status and pregnancy unlawful.	Ordinansa sa Diskriminasyon sa Kasarian
8	Sexual harassment	Engaging in an unwelcome conduct of a sexual nature in which a reasonable person would anticipate that the subject of attention would be offended, humiliated or intimidated.	Sekswal na panliligalig
9	Sexual nature		Sekswal na kalikasan
10	Sexually hostile working environment		Mapanganib na kapaligiran sa trabaho ukol sa sekswal
11	Short listing		Listahan ng mga kandidato
12	Sikhism		Sikhismo
13	Skills		Kasanayan
14	Special		Espesyal / natatangi
15	Special measures		Mga espesyal na hakbang
16	Statutory body		Katawan ng batas
17	Stereotype	Stereotyping is a belief that just because people are members of a particular visible group, they must all have particular traits, which one believes are common to that group. These Beliefs are rigid, over-simplified, and over-generalised.	Pagsasapantaha
18	Subjective		batay sa pakiwari / palagay
19	Supervisor		Superbisor
20	Synagogue		Sinagoga

## T

1	Temple		Templo
2	Tenancy		Pangungupahan
3	Terminate		Tapusin
4	The Commission		Ang Komisyon
5	Total or partial loss of person's bodily or mental functions		Kabuuan o bahagyang pagkawala ng mga paggana ng katawan o pag-iisip ng tao
6	Total or partial loss of the body		Kabuuan o bahagyang pagkawala ng katawan
7	Tradition		Tradisyon
8	Training		Pagsasanay
9	Training for skills to be used outside Hong Kong		Pagsasanay para sa mga kasanayang gagamitin sa labas ng Hong Kong
10	Transfer		Paglipat
11	Turban		Turban

## U

1	Unconscious bias		Hindi-sadyang pagkiling
2	Unfair effect		Hindi patas na epekto
3	Unjustifiable		Hindi makatarungan
4	Unjustifiable hardship	Difficulty in making accommodations for people with disability or of different race due to lack of resources or limited infrastructure.	Hindi makatarungang paghihirap
5	Unlawful		Labag sa batas
6	Unwelcome conduct	A conduct which any reasonable person would think is offending, humiliating or intimidating. It can be verbal, visual or written.	hindi kanais-nais na pag-uugali
7	Updated		Na-update

## V

1	Vacancy		Bakante
2	Validity		Bisa
3	Vicarious liability	Employers are liable for their employees' actions in the course of their employment.	Kahaliling Pananagutan / Pananagutan sa ngalan ng iba
4	Victim		Biktima
5	Victimisation		Pambibiktima

6	Vilification		Paninirang puri
7	Visual impairment		Kapansanan sa paningin
8	Vocational Training		Pagsasanay sa pangkabuhayan
9	Voluntary		Boluntaryo / kusang-loob

## W

1	Witness		Saksi
2	Work procedures		Mga pamamaraan sa trabaho
3	Work wholly or mainly outside Hong Kong		Palagi o karaniwang nagtatrabaho sa labas ng Hong Kong
4	Workers		Mga manggagawa
5	Workplace		Lugar ng trabaho
6	Workplace Participant		Kalahok sa lugar ng trabaho