





We As One —
Celebrating 20 Years of Equality







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二十年的里程碑 20 Years of Milestones 1996-2016





----香港首兩條反歧視條例《性別歧視條例》和《殘疾歧視條例》正式生效。平等機會委 員會成立・以執行上述條例。

Hong Kong's first two anti-discrimination ordinances – the Sex Discrimination Ordinance (SDO) and the Disability Discrimination Ordinance (DDO) – came into effect. The Equal Opportunities Commission was established to implement the legislation.

位歧視條例》獲制

The Family Status Discrimination Ordinance (FSDO) – the third anti-discrimination

ordinance of Hong Kong - was enacted.

性騷擾個案及殘疾歧視 和騷擾個案於區域法院 審訊,並獲判勝訴。 The first two complaint

cases assisted by the EOC – on sexual harassment and on disability

discrimination and harassment - were heard in the District Court, and won the Court's ruling.



1999 平機會就修訂《性別歧視條例》及《殘疾歧視條例》向政府提交建議。 The EOC submitted recommendations on amending the SDO and DDO to the

因應力能灣健康中心的運作受到部份麗晶花園居民干擾的情況,平機會就建 法的歧視、騷擾及中傷行為進行了調查。

EV7/&K5N/嘉春會反 能晶层液驗抗爭則 acts of discrimination, harassment and vilification.

平機會就中學學位分配辦法作出正式調查,並發現當中存在以性別作為依據的因素,導致系統性的性別歧視,平機會遂提出司法覆核,高等法院其後於2001年6月裁定中學學位分配辦法違反了《性別歧視條例》,令政府最終對中學學位分配辦法作出了改革。

Following formal investigation into the Secondary School Places Allocation (SSPA) system, which found gender-based elements in the system that led to systemic sex discrimination, the EOC launched a judicial review to challenge the SSPA system as discriminatory. The High Court subsequently found, in June 2001, that the SSPA contravened the SDO, and the system was eventually revamped. 內部方面,平機會成立政策支援及研究組和宣傳及教育組,以便更有效



Internally, the Commission established the Policy Support & Research Unit and the Promotion and Education Unit to better carry out its work.

平機會發出《殘疾歧視條例教育實務守則》。為了幫助企業、機構及政府部門預防歧視和騷擾,平機會成立了培訓及顧問服務組。

The EOC issued the Code of Practice on Education under the DDO. To assist companies, organisations and Government departments in preventing discrimination and harassment, the new Training and Consultancy Unit was established.

在平機會的協助下,一宗具代表性的殘疾歧視個案於2000年獲判勝 令政府就其招聘政策作出檢討。該政策原本規定,若求職者有一名 第一級別親屬有遺傳性精神病病歷,便不會獲得政府聘用。

The EOC's landmark case of disability discrimination caused the Government to review its recruitment policies on rejecting job applicants who had a first degree relative with a history of mental illness of a hereditary nature.







平機會發出討論文件,邀請保險業界及公眾就反歧視條例之下的 保險相關議題發表意見。

The EOC issued a discussion paper to seek the views of the insurance industry and the public on insurance-related issues under the antidiscrimination ordinances.

二十年的里程碑

20 Years of Milestones 1996-2016



香港爆發沙士(非典型肺炎),平機會加強打擊與沙士相關的歧視。平機會亦簡 化工序, 並把殘疾事務科及性別事務科 合併為投訴事務科

With the outbreak of the Severe Acute Respiratory Syndrome (SARS), the EOC stepped up its work to fight SARS-related discrimination. The Commission also streamlined its work procedures and restructured the Disability and Gender Divisions into an Operations Division.



2004

政府就立法禁止種族歧視發出諮詢文件。 The Government published a Consultation Paper on legislation against racial discrimination



平機會推出慶祝十周年的紀念 活動,並制定了機構政策聲明。 The EOC rolled out its 10th anniversary programme and its corporate policy statement.

政府向立法會提交《種族歧視條例草案》。平機會設立 平等機會之友會,以幫助僱主、人力資源從業員及培訓 導師落實多元共融的工作環境。

The Government introduced the Race Discrimination Bill into the Legislative Council. The EOC launched the EO Club to help employers, human resources practitioners and trainers implement diverse and inclusive workplace practices.



2機會展開「公眾可進出的處所無障礙通道及設施正式調查」,並推出為專上院校學 生而設的防止校園性騷擾網上培訓課程。

The EOC launched the Formal Investigation on Accessibility in Publicly Accessible Premises, and introduced Hong Kong's first e-training module on preventing sexual harassment for

2008

立法會通過《種族歧視條例草案》及《性別歧視條例》的修訂。修訂《性別歧視條例》的目的是禁止在教育環境製造「在性方面有敵意的環境」。在8月,聯合國《殘疾人權利公約》於中華人民 共和國生效,適用範圍包括香港。

The Legislative Council passed the Race Discrimination Bill, and amendment to the Sex Discrimination Ordinance. The latter prohibits sexually hostile environment in educational settings. In August, the United Nations Convention on the Rights of Persons with Disabilities (CRPD) entered into force for the People's Republic of China, including Hong Kong.





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《種族歧視條例》及《種族歧視條例僱傭實務守則》全面生效。平機會為不同 界別舉辦一系列有關《種族歧視條例》的培訓工作坊。

The Race Discrimination Ordinance (RDO) and its Code of Practice on Employment came into full effect. The EOC introduced a series of training workshops on the Ordinance for different sectors.

平機會就修訂《殘疾歧視條例僱傭實務守則》展開為期三個月的公眾諮詢,並公布「公眾可進出的處所無障礙通道及設施正式調查」報告,推動政府及領展進行改善工程。 The EOC launched a three-month public consultation on revising the Code of Practice on Employment under the DDO, and released the report of the Formal Investigation on Accessibility in Publicly Accessible Premises that propelled the Government and the Link to undertake retrofitting programmes.







《殘疾歧視條例僱傭實務守則》修訂本生效。平機會亦就守則發出《簡易指引》,以方便市 民參考。為減省處理投訴的時間,平機會精簡其調查過程,以便從速作出調停或終止調 杳的建議。

The revised Code of Practice on Employment under the DDO came into effect. The EOC published an Easy Read Guide to the Code for the public's reference. To reduce the complainthandling time, the EOC streamlined the investigation process to facilitate fast-track conciliation or discontinuation of investigation



歧視條例檢討

公思諮詢文件

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平機會舉辦首個公眾論壇以介紹其工作,並聆聽持份者的意見。平機會亦公 布了「性別定型及其對男性的影響探索性研究」和「融合教育制度下殘疾學生 的平等學習機會研究」的結果。

The EOC organised its first Public Forum to introduce and hear stakeholders' feedback on its work, and announced the findings of the "Exploratory Study on Gender Stereotyping and Its Impact on Male Gender" and the "Study on Equal Learning Opportunities for Students with Disabilities under the Integrated Education

平機會公布「學生對性的態度及對性騷擾的 看法之研究」結果,其後又公布了有關性騷 擾的學界及商界調查結果。

The EOC announced the findings of the "Study on Students' Sexual Attitudes and Views on Sexual Harassment", followed by the findings of surveys on sexual harassment in the education and the business sector.



機會就歧視條例檢討展開公眾諮詢,收集公眾對改革反歧視條例的意見和受到歧視的證

The EOC launched a public consultation on the Discrimination Law Review to seek the public's

views on reforms to the anti-discrimination ordinances. 平機會在8月與歐盟駐香港及澳門辦事處和香港中文大學香港亞太研究所性別研究中 心合辦香港歷來首個探討性小眾(同性戀者、雙性戀者、跨性別人士和雙性人)權利的

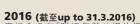
In August, the EOC co-organised Hong Kong's first-ever international symposium on lesbian, gay, bisexual, transgender and intersex (LGBTI) rights with the European Union Office to Hong Kong and Macao and the Gender Research Centre at The Chinese University of Hong Kong. 立法會通過《2014年性別歧視(修訂)條例草案》:訂明任何顧客如向提供或可能提供貨 品、設施或服務的人作出性騷擾,皆屬違法行為。

The Legislative Council passed the Sex Discrimination (Amendment) Bill 2014, which made sexual harassment by customers against providers or prospective providers of goods, facilities

機會公布《性騷擾-學界問卷調查2014》的結果,顯示自2013年3月進行有關調查 ·已制訂反性騷擾政策的學校數目顯著上升。平機會亦公布了《性騷擾-體育界問 卷調查》的結果,並其後舉辦了一場「體育界制定防止性騷擾政策研討會」以作出跟進。 The EOC announced the results of the "Sexual Harassment – Questionnaire Survey for

Education Sector 2014", which indicated a substantial increase in the number of schools that have an anti-sexual harassment policy since this survey was last conducted in March 2013. The EOC also announced the findings of the "Questionnaire Survey on Sexual Harassment for the Sports Sector". To follow up, the Seminar on Formulation of Anti-Sexual Harassment Policy in Sports Sector was organised.

平機會成立了少數族裔事務組,以統籌各項措施,處理本港少數族裔社群的需要。 The EOC established an Ethnic Minority Unit to co-ordinate measures for addressing the needs of Hong Kong's ethnic minority communities.



場年齡歧視的探索性研究」的結果,其後又公布了「立法禁止性傾向、性 別認同及雙性人身份歧視的研究」報告,平機會呼籲政府就立法禁止相關歧視進行公眾

The EOC announced the findings of the "Exploratory Study on Age Discrimination in Employment". This was followed by the report of the Study on Legislation against Discrimination on the Grounds of Sexual Orientation, Gender Identity and Intersex Status, with the EOC calling on the Government to launch public consultation on introducing relevant anti-discrimination

中機會亦向政府提交了一連串有關改革現有四條反歧視條例的建議。平機會共提出了73項改革建議,涵蓋一系列關乎消除歧視和促進平等的廣泛問題,而當中27項是平機會認為需要優先作出法律改革的項目。

The EOC also released its recommendations to the Government on reforms to the existing four anti-discrimination ordinances. In total, the EOC made 73 recommendations covering a wide range of issues relating to eliminating discrimination and promoting equality, of which the EOC identified 27 as priority areas for legislative action.









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主席的話 Chairperson's Message



擁抱過去 放眼未來

我於2016年4月成為平等機會委員會 (平機會)主席,正好趕上平機會20周年 誌慶。我很榮幸獲委任帶領這個機構, 亦很高興能在這個特別時刻成為平機 會的一份子。

平機會20周年正好讓我們反思委員會的核心價值和工作,並加強與持份者和各界友好的連繫。這亦是一個好機會,讓我們鞏固多年來的成就,並且規劃和發展未來路線圖,以應對迎來的挑戰。

回望平機會2015/16年度及之前的工作,我不得不由衷讚嘆委員會在平等領域上所烙下的印記。自1996年成立以來的短短20年間,平機會一直與時遊,隨着香港出現重大的社會、經濟濟政治及人口結構轉變和全球演變而發展,並確立了不少里程碑。我必須向歷任主席表達我的謝意,感激他們為平機會建立基礎,並帶領機構作出改變。

平機會歷年來的各項重大里程包括近期的歧視條例檢討和有關立法禁止性傾向、性別認同及雙性人身份歧視的研究(該研究),這兩個項目的報告已於2015/16年度最後一季公布。

Embracing the Past Envisioning the Future

I became the Chairperson of the Equal Opportunities Commission (EOC) in April 2016, and arrived just in time to join in the celebrations of the 20th anniversary of the Commission. I am indeed greatly honoured to be entrusted to lead this organisation, and excited to become part of the EOC at this meaningful juncture.

The 20th anniversary offers the EOC excellent opportunities to reflect on our core values and work, and strengthen our connections with stakeholders and friends. It is a perfect occasion for us to consolidate the achievements through the years, and to plan and develop the roadmap for meeting the challenges ahead.

As I reviewed the work of the EOC in 2015/16 and the years before, I was impressed by the indelible marks the organisation has made on Hong Kong's equality landscape. In the short span of 20 years since its establishment in 1996, the EOC has achieved many milestones, moving with the times, as Hong Kong underwent significant social, economic, political and demographic changes and as the world evolved around us. I must express my gratitude to my predecessors, for laying the groundwork and leading the changes.

Among the landmark achievements of the EOC was the recent completion of the Discrimination Law Review (DLR) and the Study on Legislation against Discrimination on the Grounds of Sexual Orientation, Gender Identity and Intersex Status (the Study), the reports of which were released in the last quarter of 2015/16.



Chairperson's Message

歧視條例檢討和該研究提供了以實證 為本的評估,探討本港在保障個人平等 權利方面如何及在哪方面發展滯後。在 我們就歧視條例檢討向政府提交的意 見書以及該研究的報告中,我們向政府 及相關各方提供了明確的建議及跟進 行動,包括法例改革、就訂立新法例進 行公眾諮詢、研究及教育等工作。在歧 視條例檢討的意見書中,我們便提出了 73項建議,其中27項屬優先範疇,當中 涵蓋廣濶範圍及領域和不同活動。這些 建議的目的是填補現有法律框架的缺 口和不足之處,並消除根深蒂固和系統 性的不平等情況。它們代表着我們推動 更平等共融社會的長遠抱負,以及平機 會未來數年的策略性優先工作方向。

在2015/16年度,平機會在其他優先工作領域亦取得進展,包括促進少數族裔、有特殊教育需要的學生及殘疾人士的平等機會。

Both these undertakings underpinned the EOC's continuous effort to advance equality for all. Bringing together qualitative and quantitative evidence of the discrimination and inequality suffered by the vulnerable and disadvantaged groups in society, they attracted a lot of public attention in raising important and to some controversial issues, and instigated widespread debate among related groups and community members. We believe that such debate and indeed, open and honest dialogues, are necessary, for enhancing awareness of the issues within the community and bringing forth consensus on how such issues should be addressed.

The DLR and the Study provide evidence-based assessment of how and where our city has lagged behind in terms of protecting the equal rights of everyone. In our Submissions to the Government under the DLR and the Study report, we provided clear recommendations and follow-up actions by the Government and respective parties, including law reforms, public consultation on new legislation, research and education. In particular, the recommendations in the DLR Submissions — 73 in total with 27 being higher priority areas — cover activities across a broad spectrum of areas and domains. These are aimed to close the gaps and deficiencies in the existing legislative framework and address entrenched, systemic inequalities. They represent our long-term vision for greater equality and inclusion in Hong Kong, and shall form the framework of the Commission's strategic priorities in the years ahead.

The year 2015/16 also saw progress in other priority work areas of the EOC, including the promotion of equal opportunities for the ethnic minorities, students with special educational needs and persons with disabilities.



Chairperson's Message

作為執行反歧視條例的法定機構,我們為14,680個來自個人及機構的查詢提供了協助,並根據法例處理了超過610宗投訴。我們促成了162宗個案的調停工作,當中67%成功和解。此外,我們亦支援和提出法律訴訟,以幫助受屈人專求申訴。我們並介入了法庭個案,以便就法例的適用情況提供意見及作出澄清。

As the statutory body for enforcing the anti-discrimination ordinances, we assisted 14,680 enquiries from individuals and organisations and handled over 610 complaints under the law. We facilitated conciliation in 162 cases, of which 67% were successfully resolved. Furthermore, we supported and initiated legal action to help aggrieved parties seek redress, and intervened in legal cases to provide advice and clarifications on the application of the four ordinances.

為了鼓勵市民遵守法例,我們與公私營界別的不同機構(特別是中小型企業)合作,並透過指引、工作坊及度身訂造的培訓課程,幫助了24,000名僱主及僱員、人力資源從業員,以及服務提供/使用者,讓他們明白到在法例之下自身的權利和責任。

In encouraging compliance with the law, we worked with organisations in both public and private sectors, and particularly the small and medium enterprises. Through guidance, workshops and tailor-made training, we helped 24,000 employers and employees, human resources practitioners, as well as service providers and users, understand their rights and responsibilities under the law.

我們以廣大市民作為對象,透過各種不同的溝通途徑,包括平機會網站以及新媒體平台和技術,以灌輸平等的重要性。除了常規的宣傳及教育計劃之外,我們亦推出了一個綜合推廣計劃,宣傳於2014年12月獲修訂的《性別歧視條例》,有關修訂保障服務提供者免受顧客性騷擾。

Targeting the wider public, we made use of a variety of communication channels, including the EOC website, and new media platforms and technologies, to deepen understanding of the importance of equality. On top of regular promotional and educational programmes, we launched an integrated publicity campaign to promulgate the strengthened Sex Discrimination Ordinance, which extended protection to service providers from sexual harassment by customers in December 2014.



Chairperson's Message

我們亦繼續密切監察政府各項政策措施的成效,以及香港在遵守國際人權公約方面的情況,並向立法會提交意見書,分享我們的看法和提議,及講述平機會的工作進度。為了讓我們的倡議工作有實證支持,平機會進行了不同的研究項目,包括首次進行並於2016年初公布的「職場年齡歧視的探索性研究」。

前瞻未來,儘管平機會的開支預算緊 絀,但我們已作好準備繼續推進平等的 工作,務求在社會帶來更深遠的影響。 經濟波動,社會和政治環境轉變,都將 令推動平等的工作面對新的挑戰,亦因 此我們更需要加強宣傳及執行各條反 歧視條例。 And we continued to monitor closely the effectiveness of the Government's policy measures, and Hong Kong's compliance with international human rights conventions, with submissions made to the Legislative Council to share our views and advice, as well as the EOC's work progress. To provide an evidence base for our advocacy, we conducted various research and studies, including the first-ever Exploratory Study on Age Discrimination in Employment released in early 2016.

Looking ahead, the EOC is ready to make a bigger and deeper impact on the equality landscape of Hong Kong, notwithstanding our constraints under a tight budget. With economic fluctuations and shifts in the social and political circumstances, these are set to create new challenges to the advancement of equality, underlining the need for stronger efforts to promote and enforce the anti-discrimination laws.



Chairperson's Message

What has become clear is that if we are to gain a stronger foothold in tackling discrimination and inequality, we will need to expand partnerships with the Government and public authorities, the employers, business operators and service providers, to help them appreciate the benefits of equal opportunities and embed these in their policies and daily operation. We need to build stronger evidence-based understanding of the causes of inequality through research, and empower individuals through education, so that they can understand and exercise their rights and have their voices heard. Above all, we should aim for not just compliance with the law but cultural and mindset change, so that everyone will adhere to the values of inclusion and equality in their everyday decisions.

With the solid foundations built over the last 20 years, I am confident that the EOC is in a strong footing to take on its responsibilities, and fulfil its role as an effective and professional expert organisation on tackling discrimination. I would like to express my gratitude to the EOC Members for their support, wise counsel and guidance. I am also thankful to the EOC staff, for their hard work and dedication to the Commission's cause, and to everyone involved in our work. I look forward to working with you all to realise our vision of creating an inclusive and pluralistic society free of discrimination.

平等機會委員會主席

陳章明

Alfred CHAN Cheung-ming

Chairperson

Equal Opportunities Commission

海 京 高 子 Independence

我們的抱負和使命 Our Vision and Mission



我們的抱負

建設一個沒有歧視、崇尚多元、包容共濟的社會,人人共享平等機會。

我們的使命

平等機會委員會(平機會)是一個法定機構,於1996年成立,負責執行《性別歧視條例》、《殘疾歧視條例》、《家庭崗位歧視條例》及《種族歧視條例》。我們有責任為小眾及弱勢社群發聲,以推動社會共融及平等觀念主流化。

我們的工作

- 就根據四條反歧視條例作出的投 訴進行調查,並鼓勵雙方調停以 解決紛爭;
- 為受歧視的人士提供法律協助;
- 宣揚反歧視和平等機會的價值觀 及政策,並就此進行教育及宣傳 活動和提供有關資源;
- 檢討法例並提供指引;及
- 就與歧視及平等機會相關的議題 進行研究。

我們如何實踐理念

- 與社會各界攜手,建立夥伴關係;
- 提高公眾對多元共融及平等機會的關注,協助他們加深認識和接納有關價值觀;
- 進行教育,以預防歧視;
- 執行反歧視條例;及
- 為受歧視的人提供途徑,討回公道。

Our Vision

To create a pluralistic and inclusive society free of discrimination, with no barriers to equal opportunities.

Our Mission

Set up in 1996, the EOC is a statutory body tasked with implementing the Sex Discrimination Ordinance (SDO), the Disability Discrimination Ordinance (DDO), the Family Status Discrimination Ordinance (FSDO) and the Race Discrimination Ordinance (RDO). We have the responsibilities to speak out for the minorities and those vulnerable, to mainstream equality and promote inclusiveness in society.

Our Work

- Investigate complaints lodged under the four anti-discrimination ordinances and encourage conciliation between parties in dispute;
- Provide legal assistance to persons facing discrimination;
- Promote anti-discrimination and equal opportunity values and policies, by implementing educational and publicity programmes and offering related resources;
- Review legislation and provide guidelines; and
- Conduct research on issues relevant to discrimination and equal opportunities.

Our Strategy

- Establish partnerships with all sectors in the community;
- Promote awareness, understanding, and acceptance of diversity and equal opportunities;
- Provide education to prevent discrimination;
- Enforce compliance with the provisions in the anti-discrimination legislation; and
- Provide access to redress for those suffering from discrimination.

我們的抱負和使命 Our Vision and Mission

我們與政府的關係

平機會雖然受香港政府資助,但在運作上乃獨立於政府。根據《性別歧視條例》第63(7)條,平機會「不得被視為政府的僱員或代理人,亦不得被視為享有政府的任何地位、豁免權或特權。」因由自主權。與此同時,平機會亦有責任確保其種作、行政及管理制度與常規,都以有效且審慎的方式運用政府資源。

政府與平機會的工作關係框架已於《行。 政安排備忘錄》(《備忘錄》)中列使 《備忘錄》的條文是根據平機會原則使 資金方面享有自主權及彈性事務局 寫成。平機會與政制及內地事務定期 負責平機會事宜的政策局)舉平機會 議,檢視平機會的工作進度。平機會 議,檢視平機會的工作進度每月開支 。 時、已審核帳目,以及有關財務及 表現的每季工作進度報告,供其審閱。

Our Relationship with the Government

Although funded by the Hong Kong Special Administrative Region Government, the EOC operates independently in carrying out its tasks and duties. According to Section 63(7) of the Sex Discrimination Ordinance, the EOC "shall not be regarded as a servant or agent of the Government or as enjoying any status, immunity or privilege of the Government". Accordingly, the EOC has autonomy over the management and control of its activities and budget. At the same time, the EOC has the responsibility to ensure that its operational, administrative, and management systems and practices reflect the most effective and prudent use of Government subventions.

The framework for the working relationship between the Government and the EOC is laid out in the Memorandum of Administrative Arrangements (MAA). The provisions of the MAA are based on the principle that the EOC should have autonomy and flexibility in how to use its funds. The EOC holds regular progress review meetings with the Constitutional and Mainland Affairs Bureau (CMAB), the responsible policy bureau and the focal point of contact between the Government and the EOC. The EOC also provides monthly expenditure reports and audited accounts, as well as quarterly progress review reports on its financial position and operational performances to the CMAB for review.

我們的抱負和使命 **Our Vision and Mission**

我們的價值觀 **Our Organisational Values**

公平 Fairness

我們會以公平公正的程序執行 反歧視法例,作出正確的判斷。 We will implement fair and impartial procedures and act with sound judgment in administering the anti-discrimination legislation.

敏感度 Sensitivity

我們會以有禮、 敏鋭和熱誠的態度 為市民服務。 We will be courteous, sensitive, and helpful to our clients.

獨立性 Independence

我們會按照法例的規定,獨立自主地行事, 不屈服於任何壓力或受不當影響。 We will act freely and independently within the confines of the law and will not be subject to undue influence or pressure.

平等機會 Equality

我們是維護平等機會原則的先鋒。 We will be at the forefront to uphold the principle of equal opportunities.

效率 Efficiency

我們講求工作效率,並以 負責任的態度善用資源。 We will carry out our functions and responsibilities with efficiency and will use our resources efficiently, effectively, and responsibly.

責任承擔 Accountability

我們會對我們的決定及行動 向公眾負責,並準備接受任何 對於我們職務上的監察。 We will be accountable for our decisions and actions to the public and will submit ourselves to whatever scrutiny as appropriate.

誠信 Integrity

我們尊重真相,以誠信處事。 We will respect the truth and act with integrity.

活力 Energy

我們會歇盡所能、主動追究 歧視問題。 We will be energetic and

proactive in pursuing issues of discrimination.

透明度 Transparency

更瞭解我們的工作和表現。 We will operate with a high degree of transparency to enable the public to better understand our work and performance.







平機會管治委員會

管治委員會會議

2015/16年度,平機會舉行了四次管治委員會會議,整體平均出席率超過84%。每位委員的出席記錄已列載於第20頁。平機會會定期檢討管治委員會的運作模式,如有需要,委員亦須向管治委員會作出利益申報。

專責小組

平機會管治委員會轄下有四個專責小組,包括行政及財務專責小組、社會參與及宣傳專責小組、法律及投訴專責小組以及政策、研究及培訓專責小組。專責小組分別負責平機會的不同事務,其工作範圍已列載於第18頁。

EOC Board

The Board provides guidance and leadership for the strategic directions and performance of the EOC and the discharge of its statutory duties. The current Board comprises a Chairperson and 16 Members, all appointed by the Chief Executive of the Hong Kong Special Administrative Region. They represent a diversity of backgrounds and expertise, including women, persons with disabilities, ethnic minorities, employment groups, professionals from the legal, accounting and social service sectors, academics, and the community at large. With their devotion and contribution to all aspects of the EOC's work, and their enthusiasm for the promotion of equal opportunities, the EOC undertook a number of new initiatives and made steady progress in 2015/16.

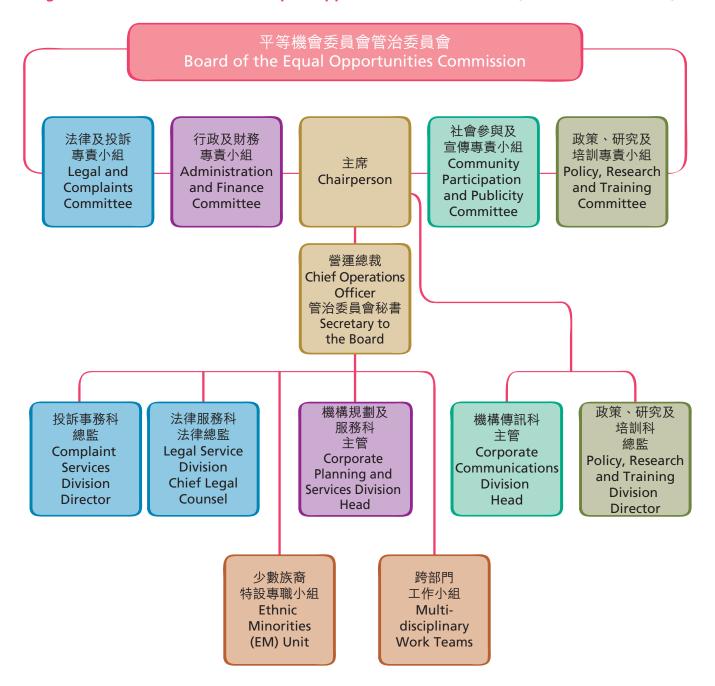
Board Meetings

During the year under review, four Board meetings were held, with an overall average attendance rate of over 84%. Attendance records of individual Members are listed on page 20. The modus operandi of the Board is reviewed from time to time, and Members are required to declare their interests in matters, if any, to be considered by the Board.

Committees

Under the EOC Board, there are four committees appointed to pursue the goals of the Commission, namely the Administration and Finance Committee (A&FC), the Community Participation and Publicity Committee (CPPC), the Legal and Complaints Committee (LCC) and the Policy, Research and Training Committee (PRTC). Their respective scope of work is detailed on page 18.

平等機會委員會辦事處的組織架構(截至2016年3月31日)
Organisational Structure of the Equal Opportunities Commission (as at 31 March 2016)



平機會管治委員會 The EOC Board

(截至2016年3月31日As at 31 March 2016)

主席 Chairperson



周-嶽醫生 Dr CHOW Yat-ngok, York, GBS

(至2016年3月31日止) (until 31 March 2016)

平機會委員 EOC Members



陳智健先生 Mr CHAN Chi-kin, Ivan

國泰航空公司企業傳訊經理(公共事務)

Corporate Communication Manager — Public Affairs, Cathay Pacific Airways



趙麗娟女士 Ms CHIU Lai-kuen, Susanna, MH

利豐發展(中國)有限公司董事 香港會計師公會前會長 香港教育大學校董會司庫

Director, Li & Fung Development (China) Ltd Past President, Hong Kong Institute of Certified Public Accountants Treasurer, Council of The Education University of Hong Kong



蔡玉萍教授 Prof CHOI Yuk-ping, Susanne

香港中文大學社會學系教授 香港中文大學香港亞太研究所 性別研究中心前主任

Professor, Department of Sociology, The Chinese University of Hong Kong Former Director, Gender Research Centre, Hong Kong Institute of Asia-Pacific Studies, The Chinese University of Hong Kong



周浩鼎議員 The Hon CHOW Ho-ding, Holden

立法會議員 律師 離島區議會議員

Member, Legislative Council Solicitor District Councillor, Islands District Council



孔美琪博士 Dr KOONG May-kay, Maggie, BBS

維多利亞幼兒園暨幼稚園總校長 婦女事務委員會委員 世界幼兒教育聯會世界會長

Chief-Principal,
Victoria Nurseries & Kindergartens
Member, Women's Commission
World President, OMEP (The World
Organisation for Early Childhood Education)



羅君美女士 Ms Elizabeth LAW, MH, JP

羅思雲羅君美會計師事務所有限公司 執業董事

香港女會計師協會有限公司創會主席 香港職業發展服務處主席

Managing Director, Law & Partners CPA Ltd Founding President, Association of Women Accountants (Hong Kong) Limited

Chairman, Hong Kong Employment Development Services Limited



李翠莎博士 Dr Trisha LEAHY, BBS

香港體育學院院長 婦女事務委員會成員 個人車牌審訂委員會委員

Chief Executive, Hong Kong Sports Institute Member, Women's Commission Member, Personalized Vehicle Registration Marks Vetting Committee



李國麟教授 Prof Hon LEE Kok-long, Joseph, SBS, JP

立法會議員 香港公開大學護理及健康學部 教授及主任 廉政公署審查貪污舉報 諮詢委員會委員

Member, Legislative Council Professor & Head, Division of Nursing & Health Studies, The Open University of Hong Kong Member, Operations Review Committee of Independent Commission Against Corruption



梁頌恩女士 Ms LEUNG Chung-yan, Juan

婦女事務委員會委員 香港工會聯合會副理事長 香港保險業總工會會長

Member, Women's Commission Vice Chairman, Hong Kong Federation of Trade Unions President, Hong Kong Insurance Practitioners General Union



羅乃萱女士 Ms Shirley Marie Therese LOO, MH, JP

家庭發展基金總幹事 教育局香港教育城董事 香港教育大學校長諮詢委員會成員

General Secretary, Family Development Foundation Board Director, Hong Kong Education City Limited (Education Bureau) Member of Presidential Advisory Group, The Education University of Hong Kong



黎雅明先生 Mr Amirali Bakirali NASIR, MH, JP

黎雅明律師行創辦人 Anjumane Burhani Hong Kong Dawoodi Bohra Association 義務秘書 香港律師會副會長

Founder, Nasirs Solicitors Hon Secretary, Anjumane Burhani Hong Kong Dawoodi Bohra Association Vice President, Law Society of Hong Kong



金志文先生 Mr Zaman Minhas QAMAR

香港回教信託基金總會會長 上訴委員會(房屋)委員

Chairman, The Incorporated Trustees of the Islamic Community Fund of Hong Kong Member, Appeal Panel (Housing)



周素媚女士 Ms Su-Mei THOMPSON

婦女基金會行政總裁 香港30% Club創辦人 The Cheltenham Ladies College 校董會成員

Chief Executive Officer, The Women's Foundation Founder, The 30% Club Hong Kong Council Member, The Cheltenham Ladies College



曾潔雯博士 Dr TSANG Kit-man, Sandra, JP

香港大學社會工作及社會行政 學系副教授 護士管理局成員 公共圖書館諮詢委員會委員

Associate Professor, Department of Social Work & Social Administration, The University of Hong Kong Member, Nursing Council Member, Public Libraries Advisory Committee



葉少康先生 Mr YIP Siu-hong, Nelson, MH

商策顧問有限公司董事及首席執行官 職業訓練局殘疾人士職業訓練委員會委員 教育局課程發展議會應用學習委員會委員

Founding CEO, EP Venture Co Ltd Member, Committee on Vocational Training for People with Disabilities of the Vocational Training Council

Member, Committee on Applied Learning of the Curriculum Development Council, Education Bureau



余翠怡小姐 Miss YU Chui-yee, MH

殘疾人士奧運會輪椅劍擊香港代表 青年事務委員會委員 精英體育事務委員會委員

Hong Kong Paralympics representative in wheelchair fencing Member, Commission of Youth Member, Elite Sports Committee

青小組

行政及財務專責小組

行政及財務專責小組每三個月舉行一 次會議,職責包括審閱平機會預算、帳 目、運作表現及年報;成立招標委員會 和批准他們的建議;決定首長級別員工 的人事聘用;和檢討人手需要和行政政

社會參與及宣傳專責小組

社會參與及宣傳專責小組每三個月舉 行一次會議,負責就加強宣傳、教育、 傳媒關係和社會參與等工作提供意見 和審閱報告;就與政府、非政府組織、 關注團體保持聯繫的方法提供意見;審 批由平機會委託其他人士進行的研究 或教育項目;和監察社會對平機會工作 的回應。

法律及投訴專責小組

法律及投訴專責小組每兩個月舉行一 次會議,負責多種職務,包括就調停工 作、正式調查、法律協助申請和執行通 知提出意見,並作出監察和進行評估。 此外,法律及投訴專責小組亦會就正式 調查和修訂四條反歧視條例等事宜提 出建議。

政策、研究及培訓專責小組

政策、研究及培訓專責小組每三個月舉 行一次會議,負責指引平機會的政策及 研究工作,包括就政策分析及所倡議的 措施提出意見;審批各項研究和培訓教 材套項目;和審閱政策及研究的報告。

管治委員會轄下四個專 Four Committees under the Board

Administration and Finance Committee (A&FC)

The A&FC holds meetings every three months. Its responsibilities include: reviewing the EOC's budget, accounts, operational performances, and the annual report; setting up tender boards and approving their recommendations; deciding on personnel matters related to staff employed on the Directorate pay scale; and reviewing staffing and administrative policies.

Community Participation and Publicity Committee (CPPC)

The CPPC holds meetings every three months, and is responsible for advising and receiving reports on measures related to strengthening publicity, education, media relations and community participation; providing advice on measures to connect with organisations, both Government and non-government, as well as concern groups; considering and approving assistance for research or educational projects undertaken by other persons; and monitoring the community's response to the work of the EOC.

Legal and Complaints Committee (LCC)

The LCC holds meetings every two months, and is responsible for a variety of activities, including providing advice on, monitoring and evaluating conciliation, formal investigations, applications for legal assistance, and enforcement notices. In addition, the LCC makes recommendations on issues relating to formal investigations and on proposals for amending the four anti-discrimination ordinances.

Policy, Research and Training Committee (PRTC)

The PRTC holds meetings every three months, and is responsible for directing the EOC's policy and research efforts, which entails advising on policy analysis/advocacy; considering and approving research and training modules; and evaluating policy and research reports.

平等機會委員會四個專責小組成員名單如下(截至2016年3月31日): Memberships of the four committees (as at 31 March 2016) are as follows:

行政及財務專責小組	Administration and Finance Committee
趙麗娟女士(召集人)	Ms CHIU Lai-kuen, Susanna, MH (Convenor)
羅君美女士(副召集人)	Ms Elizabeth LAW, MH, JP (Deputy Convenor)
孔美琪博士	Dr KOONG May-kay, Maggie, BBS
黎雅明先生	Mr Amirali Bakirali NASIR, MH, JP
周一嶽醫生	Dr CHOW Yat-ngok, York, GBS

社會參與及宣傳專責小組	Community Participation and Publicity Committee				
孔美琪博士(召集人)	Dr KOONG May-kay, Maggie, BBS (Convenor)				
羅乃萱女士(副召集人)	Ms Shirley Marie Therese LOO, MH, JP (Deputy Convenor)				
陳智健先生	Mr CHAN Chi-kin, Ivan				
蔡玉萍教授	Prof CHOI Yuk-ping, Susanne				
周浩鼎議員	The Hon CHOW Ho-ding, Holden				
李國麟教授	Prof Hon LEE Kok-long, Joseph, SBS, JP				
梁頌恩女士	Ms LEUNG Chung-yan, Juan				
葉少康先生	Mr YIP Siu-hong, Nelson, MH				
余翠怡小姐	Miss YU Chui-yee, MH				
周一嶽醫生	Dr CHOW Yat-ngok, York, GBS				
碧樺依博士(增選委員)	Dr Raees Begum BAIG (Co-opted Member)				
謝俊謙教授(增選委員)	Prof TSE Tsun-him (Co-opted Member)				
王繼鋒先生(增選委員)	Mr WANG Kai-fung (Co-opted Member)				

法律及投訴專責小組	Legal and Complaints Committee
黎雅明先生(召集人)	Mr Amirali Bakirali NASIR, MH, JP (Convenor)
李翠莎博士(副召集人)	Dr Trisha LEAHY, BBS (Deputy Convenor)
曾潔雯博士	Dr TSANG Kit-man, Sandra, JP
余翠怡小姐	Miss YU Chui-yee, MH
周一嶽醫生	Dr CHOW Yat-ngok, York, GBS

政策、研究及培訓專責小組	Policy, Research and Training Committee				
蔡玉萍教授(召集人)	Prof CHOI Yuk-ping, Susanne (Convenor)				
葉少康先生(副召集人)	Mr YIP Siu-hong, Nelson, MH (Deputy Convenor)				
陳智健先生	Mr CHAN Chi-kin, Ivan				
周浩鼎議員	The Hon CHOW Ho-ding, Holden				
羅君美女士	Ms Elizabeth LAW, MH, JP				
李翠莎博士	Dr Trisha LEAHY, BBS				
李國麟教授	Prof Hon LEE Kok-long, Joseph, SBS, JP				
金志文先生	Mr Zaman Minhas QAMAR				
周素媚女士	Ms Su-Mei THOMPSON				
曾潔雯博士	Dr TSANG Kit-man, Sandra, JP				
周一嶽醫生	Dr CHOW Yat-ngok, York, GBS				
陳浩庭先生(增選委員)	Mr CHAN Ho-ting, Mac (Co-opted Member)				
莊耀洸先生(增選委員)	Mr CHONG Yiu-kwong (Co-opted Member)				
紀佩雅女士(增選委員)	Ms Puja Kapai PARYANI (Co-opted Member)				

有關上述四個專責小組的詳細職權範圍,請瀏覽平機會網站:

For complete terms of reference of the above four committees, please refer to the EOC website: www.eoc.org.hk/eoc/graphicsfolder/showcontent.aspx?content=organization

平機會定期會議的出席記錄(2015年4月1日至2016年3月31日期間) Attendance Record of Regular EOC Meetings (between 1 April 2015 and 31 March 2016)

整體出席率超過84%

Overall attendance rate exceeded 84%

	18/06/2015 定期會議 Regular	17/09/2015 定期會議 Regular	17/12/2015 定期會議 Regular	17/03/2016 定期會議 Regular
周一嶽醫生(主席) Dr CHOW Yat-ngok, York, GBS (Chairperson)	√	✓	✓	√
陳智健先生 Mr CHAN Chi-kin, Ivan	√	✓	✓	✓
趙麗娟女士 Ms CHIU Lai-kuen, Susanna, MH	√	缺席 Abs.	✓	✓
蔡玉萍教授 Prof CHOI Yuk-ping, Susanne	√	✓	缺席 Abs.	✓
周浩鼎議員 The Hon CHOW Ho-ding, Holden	√	缺席 Abs.	✓	缺席 Abs.
孔美琪博士 Dr KOONG May-kay, Maggie, BBS	√	✓	✓	✓
羅君美女士 Ms Elizabeth LAW, MH, JP	√	缺席 Abs.	缺席 Abs.	✓
李翠莎博士 Dr Trisha LEAHY, BBS	√	✓	✓	缺席 Abs.
李國麟教授 Prof Hon LEE Kok-long, Joseph, SBS, JP	√	✓	✓	✓
梁頌恩女士 Ms LEUNG Chung-yan, Juan	✓	✓	✓	✓
羅乃萱女士 Ms Shirley Marie Therese LOO, MH, JP	√	✓	✓	✓
黎雅明先生 Mr Amirali Bakirali NASIR, MH, JP	√	✓	✓	✓
金志文先生 Mr Zaman Minhas QAMAR	√	✓	✓	✓
周素媚女士 Ms Su-Mei THOMPSON	√	✓	✓	✓
曾潔雯博士 Dr TSANG Kit-man, Sandra, JP	√	缺席 Abs.	✓	✓
葉少康先生 Mr YIP Siu-hong, Nelson, MH	√	✓	✓	✓
余翠怡小姐 Miss YU Chui-yee, MH	√	缺席 Abs.	缺席 Abs.	缺席 Abs.

^{*}Abs. = 缺席Absent

註: 若委員連續兩次缺席會議,秘書處會給予書面提示。

Note: A reminder is issued to Members who have been absent for two consecutive meetings.

我們的團隊

Our Team

平等機會委員會辦事處管理小組(截至2016年3月31日) Management Team of the Equal Opportunities Commission (as at 31 March 2016)

主席

周一嶽醫生*

營運總裁

陳奕民先生

總監(投訴事務)

文雅言女士

法律總監 陸志祥先生

總監(政策、研究及培訓)

朱崇文博士

機構傳訊主管

王珊娜女士

Chairperson

Dr CHOW Yat-ngok, York, GBS*

Chief Operations Officer

Mr CHAN Yick-man, Michael

Director, Complaint Services

Ms MAN Ngar-yin, Agnes

Chief Legal Counsel

Mr LUK Chi-cheung, Ivan

Director, Policy, Research and Training

Dr CHU Chung-man, Ferrick

Head, Corporate Communications

Ms WONG Shan-nar, Shana

* 註: 陳章明教授於2016年4月11日起成為平機會主席。

Note: Prof Alfred CHAN Cheung-ming, SBS, JP became Chairperson of the EOC on 11.4.2016.

2015/16年回顧 Year in Review

重要數字一覽 Figures at a Glance



為投訴人取得的賠償總額達 Compensation secured for complainants

\$4,638,523

調停成功率達 Successful conciliation rate reached



\$1,370,000

資助予 Funding for **45**

個旨在推廣平等信息的社區計劃 community projects

近 Nearly



24,000人參加平機會提供的定

期培訓、「度身訂造」課程及講座 participants took part in EOC's calendar and customised training programmes and talks

舉辦了 Organised 120 個 大型推廣活動 major promotional activities



觀看了宣傳平等機會信息的話劇表演 students watched EOC's equal opportunity plays

每月瀏覽平機會網頁的平均人次超過 Number of monthly visitors to EOC website exceeded

全年瀏覽人次接近150萬 1.5 million visitors in the year

發表了以下的調查報告:

- (1) 《性騷擾一體育界問卷調查》(2015年5月)
- (2) 《職場年齡歧視的探索性研究》(2016年1月)
- (3) 《立法禁止性傾向、性別認同及雙性人身份歧視的研究》(2016年1月)

Released the findings of:

- (1) Questionnaire Survey on Sexual Harassment for the Sports Sector (May 2015)
- (2) Exploratory Study on Age Discrimination in Employment (January 2016)
- (3) Study on Legislation against Discrimination on the Grounds of Sexual Orientation, Gender Identity and Intersex Status (January 2016)



主要活動 Major Events and Activities

4/2015



於2015年4月13日出席「無障礙網頁嘉許計劃」頒獎典禮。嘉許計劃由平機會和政府資訊科技總監辦公室合辦,旨在表彰企業及機構採用無障礙設計網頁或流動應用程式,讓殘疾人士獲取有關資訊。Attended the awards presentation ceremony of the annual Web Accessibility Recognition Scheme on 13 April 2015, co-organised by the Office of the Government Chief Information Officer and the EOC to recognise enterprises for making their websites and mobile apps accessible to people with disabilities.

平機會網站榮獲香港互聯網註冊管理有限公司舉辦的「2014最佳.hk網站獎」銀獎(非商業組別),該獎項旨在表揚本地網站的優良措施。

Received the Silver Award (Non-commercial stream) under the "2014 Best.hk Website Awards", organised by Hong Kong Internet Registration Corporation Limited to showcase good practices in local website development.





5/2015

於2015年5月14日公布《性騷擾一體育界問卷調查》的結果,調查由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)合作進行。

Announced the findings of the "Sexual Harassment – Questionnaire Survey for the Sports Sector", conducted by the EOC in partnership with the Sports Federation & Olympic Committee of Hong Kong, China (SFOC), on 14 May 2015.

於2015年5月23及24日出席清華大學一香港法定機構「國家治理現代化」主題研討會。研討會由清華大學主辦、中央人民政府駐香港特別行政區聯絡辦公室協辦,目的是讓內地官員加深了解香港法定機構的運作及管治模式。

Attended a seminar themed "Modern Governance of China" for Hong Kong statutory bodies on 23 and 24 May 2015, organised by

Hong Kong statutory bodies on 23 and 24 May 2015, organised by Tsinghua University and co-organised by the Liaison Office of the Central People's Government in the Hong Kong SAR for Mainland officials to gain insight into the operation and governance models of Hong Kong statutory bodies.



於2015年6月5日為47位來自八所大專院校的學生領袖舉辦「玩得夠型:對性騷擾說不」防止性騷擾工作坊。

Organised the "Play Smart: Say NO to Sexual Harassment" workshop for 47 university student leaders from eight tertiary institutions on 5 June 2015.

由特區行政長官任命的六位新平機會委員於2015年6月18日首次參與平機會管治委員會會議,期間委員亦就各專責小組推選召集人。 Welcomed six new Members appointed by the Chief Executive of the Hong Kong SAR at the EOC Board meeting on 18 June 2015, during which the convenors of the various committees were elected.







與香港銀行公會及香港銀行學會於2015年7月6日合辦首個「與法定機構專員對話:公平待客之道一平等機會委員會分享會」,幫助銀行界加深了解小眾顧客在使用銀行服務時的需要。

Co-organised with the Hong Kong Association of Banks and the Hong Kong Institute of Bankers the first-ever "Commissioners Dialogue – Treat Customers Fairly" seminar on 6 July 2015, to deepen banking staff's understanding of the needs of minority groups relating to banking services.

於2015年7月20日出席立法會政制事務委員會會議,就平機會的工作進度及架構檢討向議員作出報告。 Attended the meeting of the Legislative Council Panel on Constitutional Affairs on 20 July 2015 to update Members on the progress of the EOC's work and structural review.



8/2015

於2015年8月26至28日出席在蒙古烏蘭巴托舉行的第二十屆國家人權機構亞太論壇周年大會及第三屆雙年研討會。 Attended the 20th Annual Meeting and third Biennial Conference of the Asia Pacific Forum of National Human Rights Institutions held in Ulaanbaatar, Mongolia from 26–28 August 2015.



與港協暨奧委會舉辦「體育界制定防止性騷擾政策」研討會,研討會獲康樂及文化事務署支持,旨在討論如何採取有效措施,對應「性騷擾一體育界問卷調查」的結果。

Organised the "Formulation of Anti-Sexual Harassment Policy in Sports Sector" seminar with the SFOC, with support from the Leisure and Cultural Services Department, to address findings of the "Sexual Harassment — Questionnaire Survey for the Sports Sector".

發出新聞稿,歡迎政府採用公開及透明的程序招聘下一任平機會主席。

Issued statement to welcome the Government's recruitment of the next EOC Chairperson through open and transparent procedures.

10/2015

舉辦以「消除歧視 由你我開始」為主題的微電影比賽,邀請有興趣的市民拍攝微電影,表達他們對平等機會相關議題的看法。

Launched a microfilm competition themed "Stop Discrimination Now • Starting with You and Me", inviting members of the public to produce microfilms for expressing their views on equal opportunities-related issues.





支持由勞工及福利局贊助、每年一度的「精神健康月」活動,以提高大眾對精神健康的關注,並於2015年10月29日聯同籌備委員會的其他成員公布最新的精神健康指數調查結果。

Supported Mental Health Month, an initiative sponsored by the Labour and Welfare Bureau to raise awareness on mental health, and released the results of the latest Mental Health Index Survey with the other members of the Organising Committee on 29 October 2015.



於2015年11月24日舉行第4屆平機會公眾論壇,以加強與持份者的溝通,並就平機會的工作及相關議題聽取他們的意見。是次論壇的主題是少數族裔在教育和就業方面所遇到的挑戰。 Organised the fourth EOC Public Forum on 24 November 2015 to engage stakeholders and solicit their views on the EOC's work and relevant issues, with the forum's theme being the educational and employment challenges facing ethnic minorities.

在2015年11月27日推出名為「遇到性騷擾 千萬別啞忍」的全新電視宣傳短片和電台聲帶,其目的是讓公眾了解到服務提供者在經修訂的《性別歧視條例》之下免受顧客性騷擾的保障。

Launched a new TV and radio API (announcement in the public interest) entitled "Fight Sexual Harassment: Speak out!" on 27 November 2015 to arouse public awareness on the enhanced protection under the Sex Discrimination Ordinance for service providers against sexual harassment by customers.







12/2015

於2015年香港貿發局國際中小企博覽設置攤位,推廣工作間的多元共融舉措。 Set up a booth at the 2015 World SME Expo to promote inclusion in the workplace to businesses.

於商業一台FM881推出一系列「消除歧視 人人平等」的一分鐘宣傳聲帶,播放至2016年4月。

Launched a series of one-minute radio segments on issues relating to equal opportunities on Commercial Radio 1 (FM881), which were broadcast until April 2016.





於2016年1月7日公布「職場年齡歧視的探索性研究」結果。 Released the findings of the "Exploratory Study on Age Discrimination in Employment" on 7 January 2016.

於2016年1月26日公布「立法禁止性傾向、性別認同及雙性人身份歧視的研究」結果。 Announced the findings of the "Study on Legislation against Discrimination on the Grounds of Sexual Orientation, Gender Identity and Intersex Status" on 26 January 2016.







與本港十間大專院校合辦「平等◆共融 攝影比賽」,邀請學生提交作品。

Co-organised the Equal Opportunities Photo Competition with 10 local tertiary institutions, inviting photo entries on "Equal Opportunities & Inclusivity" from students.

2/2016

推出平等機會標語創作比賽,邀請市民創作有關種族及性別平等、傷健共融及尊重有家庭崗位人士的標語。

Launched the Equal Opportunities Slogan Competition, inviting slogans on racial and gender equality, inclusion of people with disabilities, and respect for people with different family statuses.





於2016年2月15日出席立法會政制事務委員會會議,向議員簡介「立法禁止性傾向、性別認同及雙性人身份歧視的研究」結果。 Presented the findings of the "Study on Legislation against Discrimination on the Grounds of Sexual Orientation, Gender Identity and Intersex Status" to the Legislative Council Panel on Constitutional Affairs on 15 February 2016.



於2016年3月18日舉辦「齊來建設 共融香港」巡迴展覽,宣揚種族 共融;及於2016年3月21日與香港電台第2台舉行公眾活動,慶祝 「國際消除種族歧視日」。

Organised the "Let's Build an Inclusive Hong Kong Together" roving exhibition on 18 March 2016 to promote racial inclusion, and staged a public event with Radio Television Hong Kong Radio 2 on 21 March 2016 to celebrate International Day for the Elimination of Racial Discrimination.



平機會歡迎政府委任陳章明教授, SBS, JP為平機會新任主席,其任期 由2016年4月11日起生效。 Welcomed the appointment of Professor Alfred CHAN Cheung-ming, SBS, JP as the new EOC Chairperson by the Government, with effect from 11 April 2016.

發布《歧視條例檢討:向政府提交的意見書》,就全面改革 反歧視條例向政府提出建議。

Released the "Discrimination Law Review – Submissions to the Government", providing the Government with recommendations on reforms to the anti-discrimination ordinances.

在這一年,平機會亦向數個立法會事務 委員會及小組委員會提交建議書,並就 若干議題出席會議,當中包括:

- (i) 分別於2015年7月及10月向福利事務委員會處理家庭暴力及性暴力的策略和措施小組委員會提交意見書;
- (ii) 於2015年7月就聘用少數族裔人士 為公務員向公務員及資助機構員 工事務委員會提交意見書;及
- (iii) 於2015年11月就處理少數族裔的 貧窮問題向扶貧小組委員會提交 意見書。

During the year, the EOC also made submissions to various Legislative Council panels and subcommittees and attended their meetings on a number of issues, including:

- (i) Submission to the Panel on Welfare Services Subcommittee on Strategy and Measures to Tackle Domestic Violence and Sexual Violence in July and October 2015;
- (ii) Submission to the Panel on Public Service on employment of ethnic minorities in the civil service in July 2015; and
- (iii) Submission to the Subcommittee on Poverty on tackling poverty problems of ethnic minorities in November 2015.

獎項及殊榮 Awards and Accolades



「同心展關懷」機構 Caring Organisation

平機會於2015/16年度再獲香港社會服務聯會選為「同心展關懷」機構,以肯定平機會在關懷社會、僱員和環境三方面的努力。此項殊榮亦重點顯示了平機會履行其企業社會責任的承擔。

The EOC was again named a **Caring Organisation** in 2015/16 by the Hong Kong Council of Social Service, in recognition of its effort in caring for the community, its employees and the environment. The accolade also underlined the EOC's commitment to fulfilling its corporate social responsibility.

平機會亦於2015/16年度獲香港社會服務聯會選為「無障礙」機構,以表揚平機會的持續努力,為照顧不同社群的需要而發展和推廣無障礙環境及文化。這項殊榮為期三年,由2016年3月1日至2019年2月28日。

The EOC was also recognised by the Hong Kong Council of Social Service as a **Barrier-free Organisation** in 2015/16, in view of the Commission's continuous effort in developing and promoting a barrier-free environment and culture to cater for the needs of different community groups. The recognition is valid for 3 years from 1 March 2016 to 28 February 2019.







「人才企業」嘉許 Manpower Developer Award

平機會再次獲僱員再培訓局嘉許為「人才企業」,有效期 為兩年,由2015年4月1日至2017年3月31日為止,這是 對平機會在員工培訓及發展方面的持續成果予以肯定。

The Employee Retraining Board has extended the EOC's **Manpower Developer (MD)** status for two years from 1 April 2015 to 31 March 2017, in recognition of the EOC's continuous achievements in manpower training and development.

申訴專員嘉許獎 The Ombudsman's Award

來自平機會服務改善組的職員石冰心 女士於2015年10月獲頒「**2015申訴專 員嘉許獎」**,是49位來自政府部門及公 營機構的獲獎者之一。評選小組根據 不同準則作出評選,例如考慮有關人

士是否處事盡責、細心聆聽、合情合理、公平公正、不偏不倚和從善如流。

Ms Kitty SHEK, staff member of the EOC's Service Improvement Team, was presented with **The Ombudsman's Award** 2015 by the Ombudsman, Hong Kong in October 2015. Ms Shek was one of 49 awardees coming from the Government and public organisations, who were selected by a panel based on various criteria, such as responsibility, receptiveness, reasonableness, fairness, impartiality and readiness to improve.







歧視條例檢討

為期三年的項目終告完成

平機會於2013年3月啟動大型的「歧視條例檢討」,目的是檢視香港現有的四條反歧視條例,有哪些地方需要更新理順,與時並進,以切合社會不斷提升的期望,並追上世界步伐,然後向政府建議條例需要作出改革之處。

平機會於2014年7月8日至10月31日期間進行了公眾諮詢,邀請社會人士就可作出的法例改革提出意見。平機會共收到超過125,000份回應(其中288份為機構意見,其餘124,753份為個人意見),是平機會進行任何單項諮詢活動以來,收到最大量公眾意見的一次。

經過多個月仔細分析意見後,平機會於2016年3月29日正式公布《歧視條例檢討一向政府提交的意見書》,詳細列出平機會向政府作出法例改革的建議,以期加強反歧視的保障。平機會也同時公布了《公眾意見報告》,該報告收錄及綜合了平機會在公眾諮詢期間收到的意見之摘要。

Discrimination Law Review

Completion of the three-year project

The EOC kicked off the large-scale Discrimination Law Review (DLR) in March 2013. The objective was to look into areas in the existing four anti-discrimination ordinances in Hong Kong that needed to be enhanced and modernised as a response to evolving social expectations and global trends, and then make recommendations to the Government on necessary reforms to the ordinances.

Between 8 July and 31 October 2014, the EOC conducted a public consultation exercise to invite views from the public on possible reforms to the laws. More than 125,000 responses (288 from organisations; 124,753 from individuals) were received, making it the largest number of public responses ever received by the EOC in any single consultation exercise.

After months of careful analysis of the responses, the EOC officially released the "Discrimination Law Review — Submissions to the Government" on 29 March 2016, detailing the Commission's recommendations to the Government on possible law reforms in relation to strengthening the anti-discrimination protection. The Submissions were accompanied by the "Report on Responses", which consolidated and summarised the responses collected in the public consultation.





主要工作項目

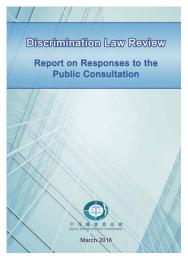
Key Initiatives

73項建議和27項優先處理項目

平機會審視了受保障群體所面對的歧視、歧視類別、目前尚未受保障的範疇、平機會的權力和職責、以及法例的例外情況等,以判斷應如何改革四條條例。結果,平機會作出了73項建議。考慮到多項因素,包括:現時歧視的條。考慮到多項因素,包括:現時歧視的情光不同國際人權條例下的責體,平機會識別出27項需要優先代出行動的建議,目的旨在:

73 recommendations, 27 high priority areas

In judging how the four ordinances should be reformed, the EOC looked into discrimination faced by the protected groups, types of discrimination, domains that were not currently covered, powers and duties of the EOC, and exceptions to the laws. In the end, the Commission came up with 73 recommendations. After considering a number of factors, including current situations of discrimination, Hong Kong's obligations under various international human rights conventions, practices in comparable jurisdictions and social opinion, the EOC designated 27 recommendations as high priority areas that deserved urgent actions. These high priority areas mainly aim to:







 使各個易受歧視的弱勢群體(包括 殘疾人士、婦女和少數族裔)享有 更佳保障

例子:

- ── 明確規定要為殘疾人士提供合理遷就,適用於所有範疇,包括:僱傭;提供貨品、服務及設施;教育;和處所的處置或管理等
- 保障有輔助動物(如:導盲 犬)陪同人士免受歧視
- 修訂《殘疾歧視條例》,加入 禁止歧視殘疾人士投票和角 逐選舉

 Offer better protection for the marginalised and protected groups, including people with disabilities, women and ethnic minorities

Examples:

- Introducing a distinct duty to make reasonable accommodation for people with disabilities in all relevant fields, including employment, provision of goods, services and facilities, education, and disposal or management of premises
- Providing protection for people accompanied by assistance animals, such as guide dogs
- Amending the Disability Discrimination Ordinance to prohibit discrimination against people with disabilities in voting and standing for elections

- 加入條文,規定婦女有法定權利,可於放產假後返回之 前任職的崗位
- 明文禁止對餵哺母乳的婦女 作出直接或間接歧視
- 修訂《種族歧視條例》,訂明 政府在執行職務和行使職權 時作出歧視即屬違法
- 禁止種族歧視和種族騷擾有聯繫人士,不單包括近親,亦包括配偶、共同生活的伴侶、親屬、照顧者和在業務、運動及/或消閒娛樂上有關的人士
- ─ 保障免因被假設或當為某特 定種族群體的人而受到直接 歧視和騷擾
- 令保障免受歧視和騷擾的範圍更 為全面

例子:

- ─ 保障共同工作間工作、但彼此沒有僱傭關係的人(如:寄售專櫃的員工和義工)免受性騷擾、種族騷擾和殘疾騷擾
- 保障服務提供者免受服務使 用者的種族騷擾和殘疾騷擾
- 加入條文,訂明各反歧視條例適用於公共機構,在執行職務和行使職權時不得作出歧視
- 促進平等成為公共政策的主流價值

例子:

就規定公營機構要負起促進 平等和消除歧視的責任進行 公眾諮詢

- Introducing a statutory right of women to return to their previous role at work after maternity leave
- Introducing express provisions to prohibit direct and indirect discrimination on the ground of breastfeeding
- Amending the Race Discrimination Ordinance to make it unlawful for the Government to discriminate against people on the ground of race in performing its functions or exercising its powers
- Prohibiting racial discrimination and harassment by association, with not just near relatives, but also spouses, cohabitating partners, relatives, carers and persons in business, sporting and/or recreational relationship
- Including protection from direct discrimination and harassment by perception or imputation that a person is of a particular racial group
- Make the scope of protection from discrimination and harassment more comprehensive

Examples:

- Providing protection from sexual, racial and disability harassment for people working in a common workplace but are not in an employment relationship with a company, such as consignment workers and volunteers
- Providing service providers with protection from racial and disability harassment by service users
- Including express provision in the anti-discrimmination ordinances to prohibit public authorities from discriminating in the performance of their functions and powers

Promote and mainstream equality in public policies

Example:

Conducting public consultation on making it a duty for public bodies to promote equality and eliminate discrimination in their work

平機會亦識別出一些政府宜優先作出 法例改革或其他行動的項目:

- 就《種族歧視條例》加入條文保障 國籍、公民身份和居民身份免受 歧視進行公眾諮詢:及
- 就(i)根據《性別歧視條例》保障同居關係人士免受歧視:及(ii)擴大《家庭崗位歧視條例》的保障至照顧同居關係的直系家庭成員和前配偶或前同居伴侶的直系家庭成員進行全面研究和公眾諮詢。

跟進行動

歧視條例檢討的主要目的是向政府提供有關歧視的證據基礎,以供政府的證據基礎,從而啟動法例改革和採取其他的動,更全面地保障社會上每的意見和《公眾意見報告》呈交政府考慮;同時份者團體(包括非政府大學的意)舉行了一連串講解繼續的他們解釋建議的詳情。平機會切且有關政府聯繫,促請政府作出適切且有關政府聯繫,促請政府作出適切。

The EOC also identified the following high priority areas for law reforms and other actions by the Government:

- Conducting public consultation with the aim of introducing protection from discrimination on the grounds of nationality, citizenship and residency status under the Race Discrimination Ordinance; and
- Conducting comprehensive research and public consultation on (i) providing protection from discrimination for cohabitating relationships under the Sex Discrimination Ordinance; and (ii) extending protection under the Family Status Discrimination Ordinance to those caring for immediate family members in cohabitating relationships and of former spouses or cohabitating partners.

Follow-up actions

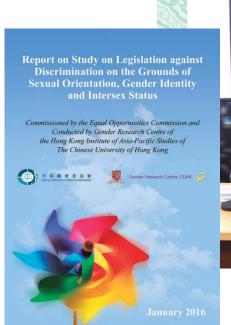
The main purpose of the DLR is to provide an evidence base and reference for the Government to initiate legislative reforms and undertake other actions to better safeguard the rights of everyone in society. The EOC already sent the Submissions and the Report on Responses to the Government for consideration. A series of briefings were also held for different stakeholder groups, including NGOs and concern groups, to explain the details of the legislative proposals. The EOC will continue to liaise with the Government and urge for relevant reforms and other follow-up actions as appropriate and needed.





立法禁止性傾向、性別認同及雙性人身份歧視的研究

Study on Legislation against Discrimination on the Grounds of Sexual Orientation, Gender Identity and Intersex Status





平機會於2016年1月26日公布「立法禁止性傾向、性別認同及雙性人身份歧視的研究」結果。這項研究由平機會委託香港中文大學香港亞太研究所性別研究中心進行。

本研究同時採用了定量的研究方式(電話調查),以及定質的研究方式,例如公眾論壇、焦點小組討論會和與法律專家面談,從而有系統地探究個別性小眾人士遭遇歧視的經驗,以及市民大眾對處理這類歧視的措施(特別是關於立法)之意見。

On 26 January 2016, the EOC released the findings of the Study on Legislation against Discrimination on the Grounds of Sexual Orientation, Gender Identity and Intersex Status (the Study), which was commissioned to the Gender Research Centre of the Hong Kong Institute of Asia-Pacific Studies at The Chinese University of Hong Kong.

Employing mixed methodologies, including both quantitative telephone survey and qualitative methods, such as public forums, focus group meetings and interviews with legal experts, the Study aimed to examine systematically the discrimination experiences of LGBTI (lesbian, gay, bisexual, transgender and intersex) individuals, and solicit public views on the remedies, specifically legislation, for addressing such discrimination.

研究結果

研究綜合了性小眾受訪者的經驗,發現他們在僱傭、教育、服務提供、處所處置及管理以至政府職能等範疇經常遭到歧視。當受到歧視時,他們感到難以或無法討回公道。不少性小眾人士認為,單靠公眾教育並不足以消除社会對性傾向、性別認同及雙性人身份的歧視。他們認為,立法禁止歧視才是保障他們基本人權的必要第一步。

就市民態度方面來說,研究發現民意明 顯轉變,趨向贊成立法禁止性傾向、性 別認同和雙性人身份歧視,概述如下:

- 55.7%電話調查的受訪者贊同立法 (2005年調查結果為28.7%);
- 91.8%年齡介乎18至24歲的年輕 受訪者認為有需要立法;及
- 48.9%有宗教信仰的受訪者贊成立 法。

Findings of the Study

The Study found that the experiences of discrimination, as reported by the LGBTI people, were extensive and prevalent in the areas of employment, education, provision of services, disposal and management of premises and the performance of Government functions. The means of redress were reported to be minimal or non-existent. Many LGBTI people viewed that using public education alone as a strategy for eliminating discrimination on the grounds of sexual orientation and gender identity is inadequate and ineffective, and they considered legislation to be an important and necessary first step to protect their basic human rights.

In terms of public attitude, the Study showed that public opinion has visibly shifted in favour of legislation against discrimination on the grounds of sexual orientation, gender identity and intersex status, as summarised below:

- 55.7% of the telephone survey respondents agreed with legislation, compared to 28.7% in a 2005 survey;
- 91.8% of youth respondents (aged between 18 and 24) considered anti-discrimination legislation necessary; and
- 48.9% of those with religious beliefs agreed that there should be legal protection.

公眾對立法禁止性傾向、性別認同及雙性人身份歧視的意見

Public views on legislation against discrimination on the grounds of sexual orientation, gender identity and intersex status



建議

研究小組根據結果提出了多項建議,其中包括:

- 政府應考慮就立法禁止有關歧視 進行公眾諮詢。諮詢重點應是法 例的範圍和內容,而非應否立法。 諮詢的題目應包括受保障的特徵 和相關定義、法例的形式、違法行 為的類別、保障範疇和可能獲豁 免的情況等。
- 由於一些宗教團體憂慮訂立新法 例可能引起歧視,政府應考慮進 一步探討宗教或信仰歧視的問題。
- 政府及相關公營機構應制訂全面 的指引,並為前線員工提供培訓, 以免他們在提供公共服務時作出 歧視行為。
- 透過舉辦各種公開論壇、工作坊 和培訓班,有關方面應鼓勵不同 團體就性小眾受歧視的問題進行 對話,以增進瞭解。此外,透過加 強公眾教育和認知活動,以引; 公眾對性小眾的誤解和成見;增 加支援性小眾的措施,確保他們 在社會上享有平等參與的機會。

未來路向

平機會已向政府提交研究報告。除了促請政府盡快作廣泛研究和諮詢,以展開立法程序外,平機會將繼續倡議性小眾應享有平等機會和免受歧視,並擔當「促進者」的角色,鼓勵不同團體就性小眾受歧視的問題進行對話和討論。

Recommendations

Based on the Study findings, the research team put forward a number of recommendations, including:

- The Government should consider conducting public consultation on the introduction of anti-discrimination legislation. The consultation should focus on the scope and possible content of legislation, including the protected characteristics to be covered and their definitions, the format of legislation, the prohibited conduct, the domains of protection and possible exemptions, rather than on whether there should be legislation.
- The Government should give further consideration to exploring claims about possible discrimination on the grounds of religion or belief, given that a number of religious groups expressed concerns about possible discrimination in the context of introducing legislation.
- The Government and relevant public organisations should establish comprehensive guidelines and provide training for their frontline staff members with a view to preventing discriminatory acts in the provision of public services.
- Forums, workshops and training sessions should be developed so as to increase dialogue and enhance understanding among different groups on the issue of discrimination against LGBTI people. In addition, there should be further public education and awareness programmes for the general public to dispel myths and misconceptions about LGBTI people, and enhanced support measures for LGBTI communities to ensure their equal participation in society.

Way Forward

The EOC already presented the report on the Study to the Government. Apart from urging the Government to make extensive studies and consultation to kick-start the legislative process as soon as possible, the EOC will continue its advocacy on advancing equality for and preventing discrimination against the LGBTI communities, and play the role of a "facilitator" to encourage dialogue and discussion on the subject among different parties.





投訴處理

香港四條反歧視條例(即《性別歧視條例》、《殘疾歧視條例》、《家庭崗位歧視條例》和《種族歧視條例》)禁止基於性別、懷孕、婚姻狀況、殘疾、家庭崗位及種族的歧視。反歧視條例亦保障人們免受因歧視而起的中傷、騷擾等違法行為,性騷擾也包含在其中。

反歧視條例有關僱傭範疇的條文,不僅 保障僱員,同時也保障求職者和合約 員工。此外,條例亦涵蓋職業介紹所、 成為合夥人、加入專業團體和工會等活動。至於非僱傭範疇的條文,涵蓋範圍 包括教育、提供貨品及服務、參與會所 和體育活動、處所管理及政府活動等。

Complaint Handling

Hong Kong's four anti-discrimination ordinances, namely the Sex Discrimination Ordinance (SDO), Disability Discrimination Ordinance (DDO), Family Status Discrimination Ordinance (FSDO) and Race Discrimination Ordinance (RDO), prohibit unlawful discrimination on the grounds of sex, pregnancy, marital status, disability, family status and race. The legislation also provides protection from vilification and harassment, including sexual harassment.

The employment-related provisions of these ordinances provide protection not only to employees, but also to job applicants and contract workers. Furthermore, they cover activities relating to employment agencies and admission to partnerships, professional bodies and trade unions. The non-employment-related provisions cover areas such as education, the provision of goods and services, participation in clubs and sporting activities, the management of premises, and Government activities.

如何向平機會提出投訴 How to Lodge a Complaint with the EOC



親臨平機會 In Person



傳真 Fax: 2877 7600



電話 Telephone: 2511 8211



電郵 Email: eoc@eoc.org.hk



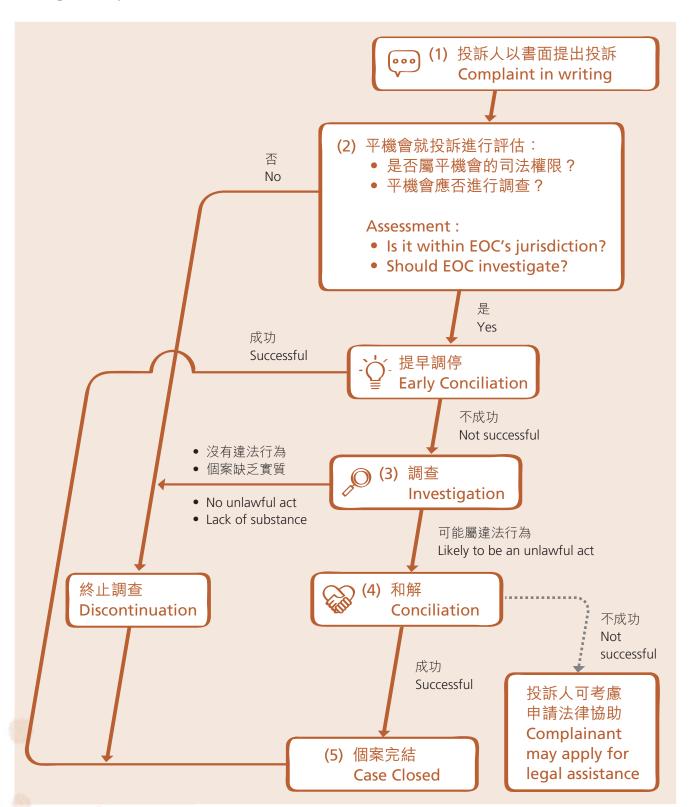
網上投訴表格(上載於平機會網站) Online Form on EOC website: www.eoc.org.hk



≢信 Lattor

香港太古城太古灣道14號太古城中心三座19樓 19/F, Cityplaza Three, 14 Taikoo Wan Road, Taikoo Shing, Hong Kong

向平機會提出投訴 Taking a Complaint to the EOC



處理投訴程序

平機會負責處理根據四條反歧視條例提出關於歧視、騷擾和中傷的投訴。傾人若認為自己在法例保障範圍內到歧視,可親身或透過代表向平機會調查投訴。平機會調查投訴人及會調查,讓投訴人及會所決固處不可應和反駁力透過,以協助涉事雙方達成和關停解決問題,以協助涉事雙方達成和解。

若無法達成和解,投訴人可向平機會申請其他方式的協助。平機會將審視每宗申請,考慮原則問題,以及申請人在沒有協助下自行處理個案的能力。平機會提供的協助包括:法律意見、法律協助或其他平機會認為適當的協助。

已處理的查詢:14,680宗

處理查詢是平機會的重要工作之一。在 2015/16年度,平機會共處理了14,680 宗查詢:其中9,109宗屬一般查詢, 5,571宗屬具體事項查詢。大多數人選 擇透過電話熱線作出查詢,其次分別是 透過書面查詢和親臨平機會與職員面 談。

一般查詢通常是指有關平機會活動和 反歧視法例條文的問題:具體事項查詢 則是指所提及的情況或事件有可能成 為投訴個案。在5,571宗具體事項查詢 中,2,010宗與《殘疾歧視條例》有關, 998宗與《性別歧視條例》有關,303宗 與《種族歧視條例》有關,197宗與《家庭 崗位歧視條例》有關,其餘2,063宗屬其 他問題的查詢(表一)。

Complaint-handling Procedures

The EOC is mandated to deal with complaints of discrimination, harassment and vilification under the four anti-discrimination ordinances. Any persons who feel that they have been discriminated against on protected grounds can lodge a complaint in writing, either personally or through a representative, with the EOC. When investigating the complaint, the EOC will examine information relevant to the case and give parties adequate opportunities to respond and rebut. Where it is considered appropriate, the EOC will endeavour to resolve the matter through conciliation, helping the parties involved to reach a settlement.

If a settlement cannot be reached, the complainant may apply to the EOC for other forms of assistance. The EOC will look at each application individually, considering issues of principle, as well as the ability of the applicant to deal with the case unaided. Assistance given can include legal advice, legal assistance, or any other forms of assistance deemed appropriate.

Enquiries Handled: 14,680

Handling enquiries is an important aspect of the EOC's work. In 2015/16, the Commission handled 14,680 enquiries: 9,109 general enquiries and 5,571 on specific situations. The largest proportion of enquiries was made through the EOC telephone hotline, followed by writing and face-to-face interviews.

General enquiries are normally related to questions on the EOC's activities and the provisions of the anti-discrimination laws, while specific enquiries cover questions on scenarios or incidents that may become complaints. Of the 5,571 specific enquiries received, 2,010 were related to the DDO, 998 to the SDO, 303 to the RDO and 197 to the FSDO, while the remaining 2,063 were about other issues (Figure 1).

Our Functions

表一:共處理5,571宗具體事項查詢

Figure 1: 5,571 Specific Enquiries Handled



已處理的投訴:612宗

2015/16年度平機會共收到385宗涉及違法歧視行為的新投訴(表二),較上年度的521宗減少了26%。當中最多投訴與《殘疾歧視條例》有關(200宗),其次為《性別歧視條例》(137宗)、《種族歧視條例》(31宗)和《家庭崗位歧視條例》(17宗)。

Complaints Handled: 612

During the year under review, the EOC received 385 new complaints of allegedly unlawful discriminatory acts (Figure 2), a 26%-decrease from the previous year's figure of 521. The largest proportion of complaints was lodged under the DDO (200), followed by the SDO (137), the RDO (31) and the FSDO (17).

表二:共收到385宗新歧視投訴

Figure 2: 385 New Discrimination Complaints Received



連同2014/15年度未完成的個案,平機會在2015/16年度共處理了612宗投訴(表三),較上年度減少15%。此外,平機會亦主動調查了52宗涉及潛在歧視的事件。

Together with cases carried over from 2014/15, the EOC handled a total of 612 complaints in 2015/16 (Figure 3), 15% less than in the previous year. In addition, the EOC initiated investigations into 52 incidents of potential discrimination.

表三:共處理612宗投訴

Figure 3: 612 Complaints Handled



有關《殘疾歧視條例》的投訴

平機會於2015/16年度共調查了322宗有關《殘疾歧視條例》的投訴,其中220宗(68%)屬僱傭範疇,102宗(32%)屬非僱傭範疇。僱傭範疇的殘疾歧視個案大多數與病假及工傷有關,其糾紛主要關乎僱員履行工作固有要求的能力、僱主給予僱員的遷就,或不合情理的困難。至於不屬僱傭範疇的個案,則大部份涉及提供貨品、設施或服務,或處所通道問題。

有關《性別歧視條例》的投訴

根據《性別歧視條例》提出的投訴中, 懷孕歧視及性騷擾個案繼續高不受關 位。常見的性騷擾行為包括:不屬配 並涉及性的身體接觸;與性的身體接觸; 等。平機會於2015/16年度共調查了213 宗就《性別歧視條例》提出的投訴當 中193宗屬僱傭範疇。這些投訴還 中193宗屬僱傭範疇。這些投訴擾了20 宗非僱傭範疇的投訴,當中10%的個案 (2宗)與性別歧視有關,80%的個案 (2宗)與性騷擾有關,10%的個案 (2宗)與性騷擾有關,10%的個案 (2宗)與性壓擾有關,

Complaints Related to the Disability Discrimination Ordinance (DDO)

A total of 322 complaints lodged under the DDO were investigated by the EOC in 2015/16, of which 220 (68%) were cases related to employment and 102 (32%) non-employment-related. For employment-related disability discrimination cases, the majority were in relation to sick leave and work injuries. The disputes were mainly over the ability to perform the inherent requirements of a job, accommodation given to an employee, or unjustifiable hardship. For those cases not related to employment, the majority involved the provision of goods, facilities, or services or access to premises.

Complaints Related to the Sex Discrimination Ordinance (SDO)

Pregnancy discrimination and sexual harassment continued to occupy the top two ranks of cases lodged under the SDO. Common acts of sexual harassment included unwelcome physical contact of a sexual nature, verbal sexual comments, and suggestions and jokes which the complainants found offensive. During the reporting period, the EOC investigated a total of 213 SDO cases, of which 193 were employment-related allegations. Of these, 46% (89 cases) involved pregnancy discrimination, while 42% involved sexual harassment (81 cases). Investigations were also made into 20 non-employment-related allegations, 10% (2 cases) of which were related to sex discrimination, 80% (16 cases) related to sexual harassment, and 10% (2 cases) to victimisation.

有關《種族歧視條例》的投訴

平機會於2015/16年度共調查了52宗根據《種族歧視條例》提出的投訴,其中22宗(42%)屬僱傭範疇,30宗(58%)屬非僱傭範疇。80%非僱傭範疇的投訴涉及提供貨品、設施及服務方面的種族歧視。

有關《家庭崗位歧視條例》的投訴

在2015/16年度,平機會調查了25宗關 乎《家庭崗位歧視條例》的投訴,其中21 宗(84%)屬僱傭範疇,4宗(16%)屬非僱 傭範疇。僱傭範疇的投訴大部分(67%) 與因為家庭崗位而被解僱有關。

平機會的主動調查

平機會亦就其留意到的違法行為主動作出調查,及跟進個別人士所報告的歧視情況,這些人士主要為不想直接參調查或調停的受屈人或第三者。在這時況下,平機會會聯絡有關各方調。 情況下,平機會會聯絡有關各方調。 件,解釋相關法例條文,並建議他們以糾正。2015/16年度平機會處理了52宗此類個案,大多關乎《殘疾歧視條例》(主要與通道和提供服務的問題有關),其次是關乎《性別歧視條例》(主要是招聘和提供服務)的問題。

調停

只要情況許可,平機會會盡力協助投訴中的有關各方透過調停解決爭議。調停完全出於雙方自願,而和解方式可以是 道歉、金錢賠償、更改現時政策、檢討 工作程序或透過其他安排達成。

平機會於2015/16年度調查的612宗個案之中,有420宗已完結。已完結個案中,《殘疾歧視條例》個案佔53%(224宗),其次為《性別歧視條例》個案,佔32%(133宗):《種族歧視條例》個案佔10%(43宗)和《家庭崗位歧視條例》個案佔5%(20宗)。

Complaints Related to the Race Discrimination Ordinance (RDO)

During the year, the EOC investigated a total of 52 RDO cases, 22 (42%) of which were employment-related and 30 (58%) non-employment-related. For the latter category, 80% of the cases concerned the provision of goods, facilities and services.

Complaints Related to the Family Status Discrimination Ordinance (FSDO)

In 2015/16, investigations were made into 25 FSDO allegations, 21 (84%) of which were employment-related and 4 (16%) non-employment-related. The majority (67%) of the allegations in the employment field concerned dismissal on the ground of family status.

EOC-Initiated Investigations

The EOC also initiated investigations into incidents involving unlawful acts. These incidents were noticed by the Commission, or brought to the attention of the EOC by third parties or aggrieved individuals who did not wish to be involved in the investigation or conciliation process. Under these circumstances, the EOC would approach the concerned parties to inquire into the matter, explain the relevant legislative provisions, and advise them to rectify the situation. During the year under review, the EOC handled 52 such cases, with the majority falling in the DDO category (mainly on accessibility and service provision), followed by the SDO (mainly on recruitment and service provision).

Conciliation

Where it is appropriate, the EOC will endeavour to help the parties concerned resolve the dispute through conciliation. Conciliation is completely voluntary, and the settlement can be in the form of apology, monetary compensation, change of policies and practices, review of work procedures and other arrangements.

Of the 612 cases handled in 2015/16, the EOC concluded 420 cases. DDO cases made up 53% (224) of these concluded cases, followed by SDO cases at 32% (133), RDO cases at 10% (43), and FSDO cases at 5% (20).

Our Functions

表四:已完結個案一據條例分類

Figure 4: Concluded Cases — Breakdown by Ordinance



在420宗已完結的個案中,162宗進行了調停,其中109宗調停成功,調停成功率為67%,比2014/15年度的64%有所增長。另有7宗個案則是雙方在完成調查前已提早解決。調停不成功的主要原因為有關各方對於道歉方式及賠償金額上意見不一。

此外,總共有106宗個案的投訴人因無意繼續追究,或在收到答辯人初步回覆,進一步理解情況後撤銷投訴。最後,有145宗個案因各種原因(包括:缺乏實質、無發現違法行為、超過12個月的時限才提出投訴等)而被終止。(表五)

Of the 420 cases concluded, 162 proceeded to conciliation, with 109 being successfully conciliated. The successful conciliation rate was 67% during the year, as compared to 64% in 2014/15. Another seven cases were resolved early between the parties before the investigation was completed. The major reason for unsuccessful conciliation was disagreement on the apology terms and the monetary terms among the parties concerned.

A total of 106 cases were withdrawn due to complainants having no desire to pursue the case further or acquiring better understanding of the situation after receiving initial response from the respondents. Finally, 145 cases were discontinued due to various reasons, including lacking in substance, no unlawful act found, and complaints lodged beyond the 12-month time bar. (Figure 5)

表五:已完結的個案一根據所採取的行動分類

Figure 5: Concluded Cases — Breakdown by Action Taken



法律協助

投訴人作出投訴後,若未能達成和解,可向平機會申請法律協助,以便就投訴採取法律行動。平機會管治委員會屬下的法律及投訴專責小組,成員來自不同背景,各具專門知識。他們會根據平機會律師的意見,考慮及決定是否給予協助。

給予或不給予法律協助的原因

法律及投訴專責小組在決定是否給予 法律協助時,會考慮多方面因素,包括 個案是否涉及原則問題、個案的複雜程 度及證據的強弱。這些因素在每宗個案 的適用程度各有不同,專責小組很多時 會綜合考慮各種原因才作出決定。

給予法律協助的主要原因包括以下各項:

- 個案能就某些重要法律問題確立 先例;
- 令市民加深認識香港目前仍然常見的歧視問題(如:懷孕歧視及處所通道等問題);及
- 鼓勵在制度上作出改革,以消除 歧視。

另一方面,不給予法律協助的原因可包括:

- 證據不足以令個案在法庭勝訴;及
- 以訴訟方式處理不能達致有意義的結果。

平機會給予協助的形式包括:由平機會的律師向申請人提供法律意見、收集及評估進一步資料或證據;或由平機會的律師或平機會聘請的私人執業律師在訴訟中擔任申請人的法律代表。

Legal Assistance

When a complaint has been lodged, but not settled, the applicant concerned may apply to the EOC for assistance in taking legal action on the complaint. The Legal and Complaints Committee (LCC) under the EOC Board, which comprises members of diverse backgrounds and expertise, will consider and decide whether or not to give assistance in a case based on legal advice from EOC lawyers.

Reasons for Giving or Not Giving Legal Assistance

In deciding whether or not to give legal assistance, the Committee considers a wide range of factors, such as whether a question of principle is involved, the complexity of the case, and the strength of evidence. The applicability of these factors varies from case to case, and often a combination of reasons is involved in reaching a decision.

The main reasons for giving legal assistance may include the following:

- Establishing a precedent on important legal issues;
- Raising public awareness in areas of discrimination which are still prevalent in Hong Kong, such as pregnancy discrimination and accessibility to premises; and
- Encouraging institutional changes to eliminate discrimination.

On the other hand, the decision of not giving legal assistance may include the following reasons:

- The evidence is insufficient to support a good prospect for success in court; and
- No meaningful result can be achieved by way of legal proceedings.

The assistance given by the EOC may include legal advice to the applicant by EOC lawyers, legal services relating to the gathering and assessment of further information or evidence, or representation in legal proceedings by EOC lawyers or by lawyers in private practice engaged by the EOC.

Our Functions

申請協助

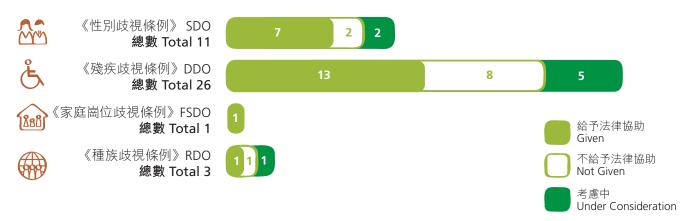
在2015/16年度,平機會共處理了41宗 法律協助申請。其中22宗獲給予法律 協助,11宗不獲協助;另有8宗在財政 年度完結時仍在考慮中。(有關按條例 分類的申請數字,見表六)

Applications for Assistance

In 2015/16, the EOC handled 41 applications for assistance. Of these, 22 were given legal assistance, while 11 were not given. Another eight cases were still under consideration by the end of the fiscal year. (See Figure 6 for the breakdown on applications by ordinance)

表六:按條例分類的法律協助申請數字

Figure 6: Breakdown on Applications for Legal Assistance (by Ordinance)



法律協助個案

在2015/16年度,有28宗在本年度或之前獲給予法律協助的個案,不是因已解決而毋需展開法律程序,就是因個案的進一步發展及評估證據後,不再獲給予進一步協助。這些個案分別屬於:

- 《性別歧視條例》僱傭範疇:10宗;
- 《殘疾歧視條例》僱傭範疇:9宗;通道及服務提供範疇:8宗;
- 《種族歧視條例》服務提供範疇:1 宗。

另有共19宗於本年度或之前已獲給予法律協助的個案仍在處理中,截至2015/16年度結束為止,這些個案尚未有結果或尚未展開法律程序。

Legally Assisted Cases

In 2015/16, 28 cases — in which legal assistance was given before and during the year — were either resolved without the need to commence legal proceedings, or were given no further assistance upon further development and assessment of evidence. Of these:

- 10 were employment-related SDO cases;
- Nine were employment-related DDO cases, and eight were related to accessibility and the provision of services respectively under the DDO; and
- One was related to the provision of services under the RDO.

A total of 19 other cases, in which legal assistance was given before and during the year, remained in process, with no outcome having been reached and no court proceedings having commenced yet by the end of the period under review.

Our Functions

沒有展開法律程序便已解決的個案:

Assisted cases concluded without commencing legal proceedings:

 《性別歧視條例》SDO:
 10

 《殘疾歧視條例》DDO:
 17

 《種族歧視條例》RDO:
 1

 28

法庭訴訟

在2015/16年度,平機會處理了14宗法庭訴訟,當中5宗涉及《性別歧視條例》,9宗涉及《殘疾歧視條例》。

在平機會律師的協助下,這些案件中,有7宗在保密條款下成功和解,無需進行審訊。截至2016年3月31日為止,尚有7宗案件仍未完結。

平機會擔當法庭之友

和解條件

平機會一方面致力協助具重要性的案件進行法律訴訟,另一方面也透過和解平息糾紛。

Court Cases

In 2015/16, the EOC handled 14 court proceedings — five were under the SDO and nine under the DDO.

With assistance from EOC lawyers, seven of these cases were successfully settled on confidential terms without proceeding to trial and seven cases were still ongoing as at 31 March 2016.

EOC as Amicus Curiae

Acting in the capacity of amicus curiae, the EOC appeared in the judicial review proceedings of *Singh Arjun* (*by his next friend Singh Anita Guruprit*) *v Secretary for Justice & Hung Kai Kam* (DCEO 9/2011) in September 2014, and in *Law Chi Yuen v Secretary for Education* (HCAL 91/2011) in March 2015. The former case concerned the treatment of the Plaintiff by certain police officers in responding to calls for assistance, conducting investigation and carrying out the arrest. The latter concerned the Secretary for Education's decision on not granting Native English-speaking Teacher (NET) resources to the Applicant and his school on the basis that schools for students with intellectual disabilities were not included in the NET Scheme. Both cases were pending judgement from the Court as at 31 March 2016.

Settlement Terms

While the EOC endeavours to assist warranted cases by way of commencing legal proceedings, the EOC appreciates the value of resolving disputes through settlement.

Our Functions

獲法律協助後,成功調停或和解的案件,和解條件如下:

- 修改政策/處事程序;承諾停止歧 視措施;限制日後再做出某些行 為;紀律處分;
- 提供福利,包括教育課程/培訓; 提供貨品、服務及設施;或改善設 施和提供無障礙設施;
- 發出推薦書:作出道歉;投訴人接 受答辯人的解釋;及
- 金錢賠償;聘用;復職或慈善捐 獻。

金錢賠償

本年度經調停方式及法律協助後所取 得的金錢賠償總額接近464萬港元。 For those cases which were successfully conciliated or settled after legal assistance, the settlement terms included:

- Changes in policies/practices; undertaking to cease discriminatory practices; restrictions on future acts; disciplinary actions;
- The provision of benefits, including education programmes/ training; the provision of goods, services and facilities; or improvements in facilities and accessibility;
- Reference letters; apologies; complainants accepting respondents' explanations; and
- Monetary compensation; offers of employment; reinstatements or donations to charity.

Monetary Compensation

The total monetary compensation secured through conciliation and legal assistance during the period under review reached almost HK\$4.64 million.

政策、研究及培訓

政策、研究及培訓科於2015/16年度繼續透過政策分析、研究及倡議工作,以改變香港社會大眾的歧視態度和推動制度上的變更。

研究計劃

《職場年齡歧視的探索性研究》

Policy, Research and Training

The Policy, Research and Training Division (PRTD) continued its policy analysis, research and advocacy work in 2015/16 in order to bring about attitudinal changes and systemic reforms in the Hong Kong society.

Research Projects

Exploratory Study on Age Discrimination in the Workplace

The EOC released the report of its first-ever "Exploratory Study on Age Discrimination in Employment" in January 2016. According to the quantitative telephone survey of the Study, 35% of employed persons experienced one or more forms of age discrimination at work in the last five years, with mature workers being especially vulnerable. The most commonly experienced forms of discrimination included: receiving lower salaries, being denied a job promotion, and being targeted for redundancy in organisational re-structuring. As much as 70% of employed persons in the survey, across all age groups and educational levels, supported legislating against age discrimination. Nevertheless, the qualitative in-depth interviews of the Study showed that some employers and Legislative Councillors were concerned about the scope and impact of such legislation, fearing that it would reduce flexibility in decision-making during the employment cycle.



Our Functions

《中小企懷孕歧視狀況及對在職母親負面看法之研究》

在平機會收到的《性別歧視條例》投訴中,僱傭範疇的懷孕歧視仍是最常見的

投訴之一,因此平機 會展開是項研究,以 深入瞭解香港的懷孕 婦女及在職母親在工 作間受到的歧視,並 研究解決措施。

這月1,500年9月1,500年的一次在2015年9月1,500日,1,5

Subsequent to the announcement of the Study findings, the EOC Chairperson wrote to the Chief Executive of the HKSAR, asking the Government to consider conducting large-scale surveys regularly to monitor the prevalence and trend of age discrimination in Hong Kong. The EOC believes that such regular surveys will deepen understanding of the issue, and allow the public to have an informed debate on the feasibility of introducing legislation as well as other means to combat ageism. Other recommendations put forward by the EOC include a pilot scheme to create regular part-time posts in the public sector for engaging retirees back to the workforce, and public-private sector collaboration on trainee programmes for young people to accumulate working experiences.

Study on Pregnancy Discrimination and Negative Perceptions faced by Pregnant Women and Working Mothers in Small and Medium Enterprises

The Study was initiated by the EOC to gain deeper insight into the workplace discrimination faced by pregnant women and working

mothers in Hong Kong, and examine the measures for addressing the issue, having regard to the fact that employment-related pregnancy discrimination remains one of the most frequently received complaints under the SDO.

The fieldwork of the Study was conducted in September 2015. It covered 1,500 successful interviews with female employees of small and medium enterprises (SMEs) (with fewer than 50 employees). These employees were pregnant, had given birth in the past 12 months, and/or had children less than six years old at the time of enumeration. In addition, the research team conducted 505 interviews with a random sample of employers and heads of human resources departments of SMEs to collect information regarding their attitudes and views towards pregnant employees and working mothers.



研究報告在2015/16年度結束前已接近完成,並準備於2016年5月公布。

By the end of 2015/16, the report of the Study was almost final and ready for release in May 2016.

《本港精神健康綜合社區中心及其他社會福利設施選址所遇困難的研究》

政府在2009-2010年《施政報告》中宣 布,在全港18區設立精神健康綜合社 區中心(中心)。平機會進行是項研究, 目的是探討為中心尋找永久會址時所

遇到的困難。基於地區居民的反對,截至2016年2月為止,24間中心當中只有14間在永間在永雪時間,仍有10間時以下,也對時以下,也可以對時以下,也不可以對時以下,也不可會地提供服務,造成的對對。

這18日本 24間會詢遇討反景涌個對第24間,24間會詢遇討反景涌團建門中共24間中共26個,的眾的個的設建議問中共在所尋特選研居在心學遭了心務時現永是時亦強門於的民生政校居以,會的久諮所探烈湖東首反對,會的久諮所探烈湖東首反對。

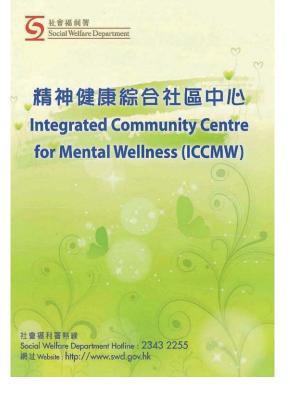
研究報告於2016年完成,平機會計劃 於2016年7月公布研究結果,希望結果 有助減少公眾對中心的服務性質和精 神病患者的誤解和歧視。

Study on the Challenges Encountered in the Siting of Integrated Community Centres for Mental Wellness and other Social Welfare Facilities in Hong Kong

The Study aimed to examine the difficulties in finding permanent accommodation for the setting up of Integrated Community Centres for Mental Wellness (ICCMWs), which was first announced in the 2009-2010 Policy Address. Owing to opposition from local

communities, only 14 out of the 24 ICCMWs were operating on permanent sites as at February 2016, while the remaining 10 have to operate in temporary accommodation or identify alternative sites, leading to a number of issues and affecting both the quality and quantity of services.

The Study featured interviews with the persons-in-charge or representatives of all 24 ICCMWs (a total of 28 persons) across the 18 districts to understand the issues of providing services on temporary sites, the difficulties in securing permanent sites for the ICCMWs and in particular, the challenges faced by ICCMWs during public consultation. The Study also examined two cases of strong community opposition — the setting up of an ICCMW in Wu King Estate, Tuen Mun and the first proposed site for the Tung Chung Special School.



The report of the Study was finalised in 2016 and plans were made to announce the findings in July 2016. The EOC hoped that the findings would help eliminate misunderstanding of the nature of the services provided by ICCMWs and discrimination against persons with mental illnesses.

Our Functions

向立法會事務委員會/小組委員會 提交意見書

平機會代表於去年獲邀出席數個立法 會事務委員會/小組委員會的會議,討 論不同議題。平機會分別於2015年7月 20日及10月6日向立法會福利事務委員 會的[處理家庭暴力及性暴力的策略和 措施小組委員會」提交兩份意見書。第 一份意見書旨在講述平機會採取了多 管齊下的方式,為處身家居環境中易受 性騷擾和性暴力的外傭提供服務及協 助。平機會在意見書中促請政府和外傭 中介公司應更主動地保障外傭免受性 騷擾,及令僱主加深認識他們在《性別 歧視條例》下的法律責任。條例不單保 障外傭免受僱主的性騷擾,亦保障她們 免受在同一處所居住的人士(如僱主的 家人)的性騷擾。

政策分析及倡議工作

除了草擬上述意見書外,平機會亦就 其他涉及平等機會的政策問題作出倡 議,並提出解決問題的建議。

無障礙網頁

為了推廣平等機會及「資訊科技 人人 共享」觀念,平機會由2012/13年起與政 府資訊科技總監辦公室合辦「無障礙網 頁嘉許計劃」(計劃)。計劃旨在表揚企 業及機構在其網站及流動應用程式採 用無障礙設計,從而令弱勢群體能夠無 障礙地使用資訊科技,為建構共融社會 作出貢獻。

Submissions to Legislative Council Panels/Subcommittees

In 2015/16, representatives of the EOC were invited to attend a number of Legislative Council panel/subcommittee meetings covering a range of topics. On 20 July and 6 October 2015 respectively, the EOC made submissions to the Panel on Welfare Services Subcommittee on Strategy and Measures to Tackle Domestic Violence and Sexual Violence. The first submission aimed to explain the EOC's multi-pronged approach of providing services and assistance to foreign domestic workers (FDWs) who are prone to sexual harassment and sexual violence in domestic settings. The submission urged the Government and employment agencies to take a more proactive role to protect FDWs from sexual harassment, and raise employers' awareness on their liability under the SDO, which protects FDWs from sexual harassment acts not only by their employers, but also by others residing in the same premises, such as family members of the employers.

The second submission highlighted the views of the EOC on the support services to ethnic minorities including FDWs facing domestic violence and sexual harassment, and the work of the EOC's Ethnic Minorities (EM) Unit. One of the major concerns of the EOC, as mentioned in the paper, is whether the EM communities, in particular EM women, can gain equal access to information regarding legal protection and support services for victims of domestic violence and sexual violence, and whether the services are delivered in a fair manner. The EOC urged the Government to ensure that promotional materials on reporting sexual violence and domestic violence and information of services from relevant departments and organisations, including Hong Kong Police Force, Hospital Authority, Social Welfare Department and NGOs, are made available to the EM communities in their languages and accessible media.

Policy Analysis and Advocacy

Other than making the above submissions, the EOC also advocated on other policy issues that have an impact on equal opportunities, and recommended actions for addressing them.

Web Accessibility

To advocate "IT for All", the EOC has been co-organising the Web Accessibility Recognition Scheme with the Office of Government Chief Information Officer (OGCIO) since 2012/13. The Scheme encourages local enterprises and organisations to adopt accessibility design in their websites and mobile apps with a view to enhancing access to the web among the disadvantaged groups and building an inclusive society.

Our Functions

2015/16年度的「無障礙網頁嘉許計劃」結果於2016年3月公布。平機會主席陳章明教授於2016年4月19日擔任「無障礙網頁嘉許計劃」頒獎典禮的主禮嘉賓。為了繼續推動企業和機構採用無障礙網頁設計,平機會將於2016/17年繼續與政府資訊科技總監辦公室合作舉辦計劃。

The results of the 2015/16 Scheme were announced in March 2016, with the Awards Presentation Ceremony featuring the EOC Chairperson Professor Alfred CHAN Cheung-ming as the officiating guest scheduled for 19 April 2016. To sustain the momentum of driving a wider adoption of web accessibility, the EOC will continue to work with OGCIO on organising the Scheme in 2016/17.

精神健康

平機會與「精神健康月」籌備委員會攜 手於2015年10月29日公布《全港精神健 康指數調查》的結果。該項調查以電話 訪問了2,000位香港居民,包括341名15 至24歲的青少年,以瞭解他們的精神 健康狀況。結果顯示,受訪者的「精神 健康指數」平均分為58.71分,較2014年 的55.93分高。雖然整體指數有輕微進 步,但青少年的精神健康情況引起了關 注。根據研究結果,15至24歲青少年的 精神健康指標平均值由2013年的63分 大幅下降至2014年的53分;至於2015 年的指數則為56分(男生平均指數為55 分;女生平均指數為57分),更有約三 分一年輕受訪者(33%)的精神健康指標 低於50分,反映出其精神健康響起了 警號。

有見及此,平機會促請有關各方作出行動,幫助年輕一代建立起正確處理壓力的能力。平機會亦呼籲政府擬訂更全面及長遠的精神健康政策,以改善香港市民的精神健康,包括制定策略和措施令精神病患者和出院精神病人融入社會,以及處理與特定年齡有關的精神健康問題。

Mental Health

The EOC co-organised the Mental Health Month and joined members of the Organising Committee to announce the findings of the Mental Health Index on 29 October 2015. The Survey featured telephone interviews with 2,000 Hong Kong residents, including 341 young people aged 15-24 to understand their mental well-being. The findings showed that the mean score of respondents' mental health index stood at 58.71, as compared to 55.93 in 2014. While the overall index showed slight improvement, the mental health of young people was a cause for concern. According to the survey, there was a significant decline in the index score of those aged 15-24, from 63 in 2013 to 53 in 2014. The index score in 2015 was 56 (55 on average for male, and 57 for female). Furthermore, around one-third of the youth respondents scored lower than 50 in the Mental Health Index, reflecting a higher proportion of at-risk mental health.

In view of the findings, the EOC urged related parties to take actions and help the younger generation build the right skills for managing stress. The Commission also called for the Government to map out a more comprehensive and long-term mental health policy to promote and improve the mental health of Hong Kong people, including strategies to promote the integration of persons with mental illnesses and discharged mental patients into the community, as well as measures to address age-specific mental health problems.



Our Functions



有特殊教育需要和殘疾的學童

平機會一直主張為有特殊教育需要和殘疾的學童提供更多支援,及密切監察政府採取的相關措施。為了協助學校建立共融校園,平機會於2015年9月21日為大約50位校長和行政人員舉辦了一場英語工作坊。

Students with Special Educational Needs and Disabilities

The EOC has been advocating for greater support for students with special educational needs and disabilities, and monitoring closely the related measures by the Government. To help schools build an inclusive environment for students, the EOC organised an English-language workshop for about 50 school principals and administrators on 21 September 2015.

At the workshop, the EOC highlighted the responsibilities of schools as both employers and as education service providers, and explained their legal obligations under the Disability Discrimination Ordinance (DDO) and the Race Discrimination Ordinance (RDO). Participants were urged to put in place equal opportunity policies, including in the procedures and criteria for admitting students. They were also reminded that it might be unlawful to deny admissions to students on the grounds of disability and race, including setting unjustifiable language or other admission requirements which might put EM children or students with disabilities at a disadvantage. The EOC also emphasised the importance of providing reasonable accommodation to students with disabilities and EM students, both in the admission process as well as in everyday campus life, so as to ensure that all students can equally participate in learning and extra-curricular activities.

反性騷擾運動

體育界

平機會於2012年成立反性騷擾運動工作小組。過去幾年,平機會進行了多個調查,研究教育界、商界及服務行業的性騷擾情況。2015/16年度,反性騷擾運動以體育界為焦點,進行了《性騷擾一體育界問卷調查》。

現時全港有75間體育總會,負責為責 300,000名個人會員和超過3,000個 舉辦各種體育活動。平機會向這些體 總會發出75份問卷,調查結果於2015 年5月公布。在57間作出品制定 會中,有50間(88%)表示計劃制定相關 賣政策。當被問到有否計劃制定相關 策時,50間體育總會中只有以策 實內是「員工沒有受過制定反性騷擾 明的訓練」及「沒有制定反性騷擾 明的迫切性」。



Anti-Sexual Harassment Campaign

Sports Sector

The EOC set up the Working Group on Anti-Sexual Harassment Campaign in 2012. Over the past few years, a number of studies were conducted to examine the prevalence of sexual harassment in various sectors, including the education, business and service sectors. In 2015/16, the Campaign turned its focus to the sports sector by undertaking a "Questionnaire Survey on Sexual Harassment for the Sports Sector".

Under the Survey, a total of 75 questionnaires were sent to national sports associations (NSAs) in Hong Kong, which organise sports activities for almost 300,000 individual members and have over 3,000 affiliated clubs. The findings, released in May 2015, showed that among the 57 NSAs that responded, a large majority (50 NSAs, 88%) did not have any anti-sexual harassment policy. When asked if there was any plan to formulate a policy, only eight of these 50 NSAs stated that they would consider doing so, while the rest claimed "staff members were not trained" and "there is no urgency" as the main reasons for not formulating a policy.

In view of the fact that the International Olympic Committee already adopted a "Consensus Statement on Sexual Harassment and Abuse in Sport" in 2007, the EOC recommended that NSAs in Hong Kong also adopt and publicise the Consensus Statement, as part of the effort to eliminate sexual harassment in the sports sector.

In an effort to encourage the sports sector to take proactive measures for preventing sexual harassment, the EOC organised the Seminar on Formulation of Anti-Sexual Harassment Policy in the Sports Sector, in collaboration with the Sports Federation & Olympic Committee of Hong Kong, China on 25 September 2015. The event, which attracted 98 representatives from NSAs, was supported by the Leisure and Cultural Services Department, with The Hon LAU Kong-wah, Secretary for Home Affairs of the HKSAR Government as the Guest of Honour. In addition to the Seminar, the EOC prepared the Framework for Sexual Harassment Policy in Sports Sector to help NSAs formulate their own anti-sexual harassment policies.

Our Functions



教育界

除了在體育界展開反性騷擾運動,平機會繼續在教育界、商界及服務界宣揚防止性騷擾的重要性。平機會於2015年6月為本港大學的學生領袖舉辦了名為「玩得夠型:對性騷擾説不」的工作坊,旨在令學生領袖在籌備和舉辦迎新營等校園活動時,能提高防止性騷擾的意識。今年約有40名來自八所大專院校的學生代表參與工作坊。

平機會於2016年3月2日與婦女基金會合作,為大專院校舉辦防止性暴力及性騷擾的講座。是次講座邀得美國知知教育家、電影工作者兼文化理論學和Jackson KATZ博士主講。他與參加者是如何讓男性參與防止性暴力。參加人之事是本港大專院校管理層及行或校園防止性騷擾委員會工作的人士。

除了為本港大專院校的管理層及行政人員舉辦講座外,平機會與香港警察學院於2016年3月3日合辦講座,由Katz博士繼續擔任主講。Katz博士就有關性別及暴力的議題講解領導者的重要角色,在處理家庭暴力案件時需提高敏感度。香港警務處助理處長兼警察學院院長是日亦有到場出席講座。

Education Sector

Other than the sports sector, the EOC continued to promote the importance of preventing sexual harassment to the education, business and service sectors. Targeting university students, the Workshop for University Student Leaders — Play Smart: Say NO to Sexual Harassment was organised for the second year in June 2015, with a view to raising awareness of student leaders on the prevention of sexual harassment when organising student activities, such as orientation camps for freshmen. Around 40 student representatives from eight tertiary institutions attended the workshop.

On 2 March 2016, the EOC co-organised the Seminar on the Prevention of Gender Violence and Sexual Harassment in Universities with The Women's Foundation. The seminar featured renowned American educator, filmmaker and cultural theorist Dr Jackson KATZ as the key speaker, who shared with participants his views on how to engage men in the campaign against sexual violence. The participants were mainly university administrators, in particular those working for Equal Opportunities Offices and/or Committees against Sexual Harassment on campus.

On top of talking to university administrators, Dr Katz also delivered a talk co-organised by the EOC and the Hong Kong Police College to around 100 police officers at inspectorate level or above on 3 March 2016. Dr Katz deliberated on the importance of leadership in issues concerning gender and violence, including the importance of enhancing sensitivity in handling domestic violence matters. Among the audience was the Assistant Commissioner of Police cum Director of the Hong Kong Police College.

Our Functions

商界:中小企

平機會不單努力讓僱員加深認識《性別歧視條例》所賦予的權利,亦協助中小企僱主瞭解他們在條例下的責任。平機會於2015年5月出版了《防止職場性騷擾一中小企僱主小錦囊》,就中小企僱主及具體的工作實況提供有用的參實料和實務建議,例如:制訂及落實性騷擾政策、處理性騷擾投訴的原則和其他合理可行的措施。

外籍家庭傭工

Business Sector: Small and Medium Enterprises

The EOC not only strives to enhance the awareness of employees on their rights under the SDO, but also assists employers of SME in understanding their responsibilities in this area. In May 2015, the EOC published an information brochure, "Preventing Sexual Harassment in the Workplace – Tips for SMEs". This brochure provides useful reference materials and practical advice geared towards SME employers and their specific employment context, including formulation and implementation of anti-sexual harassment policy, handling of complaints, and the reasonably practicable measures that can be taken.

Foreign Domestic Workers

The EOC conducted a survey on the prevalence of sexual harassment among FDWs in 2014, which revealed that 6.5% of the 918 respondents experienced sexual harassment in the 12 months preceding the survey. To follow up on the survey findings, the EOC printed leaflets on the prevention of sexual harassment in English, Tagalog, Indonesian and Thai, and arranged for these to be distributed to FDWs in five offices of the Immigration Department since November 2015. Furthermore, as part of the EOC's continuous public education and outreach effort, a number of workshops and talks were organised for EM including FDWs, and outreach activities were conducted to promote the message of preventing sexual harassment to FDWs in various parts of Hong Kong.





Our Functions

防止性騷擾訓練課程

平機會的培訓小組一直應要求,為不同界別提供預防性騷擾的訓練課程。於2015年4月至2016年3月期間,培訓小組為公私營機構提供了以下性騷擾訓練課程:

- 為2,929名幼稚園及中小學教職員和學生舉行了14場訓練課程;
- 為3,160名大專院校的教職員、行政管理人員及學生舉行了50場訓練課程:
- 為醫院管理局1,530名員工舉行了 17場訓練課程;
- 以公私營機構為對象,舉辦了240 場有關反歧視條例和性騷擾的訓練課程,共13,711人參與。參加的機構包括政府部門、公共機構、非政府組織、律師行、航空公司、銀行、酒店、零售商、物業管理公司、保險公司和製造商。

在過去三年間,平機會在全面展開反性 騷擾運動取得相當進展。為了制訂未來 的發展路向,反性騷擾運動工作小組於 2015年9月召開會議,檢討過往工作, 並同意在未來兩年向提供社會福利服 務的非政府組織及新移民推廣反性騷 擾信息。

Training on Sexual Harassment

The training team of the EOC has been providing training on preventing sexual harassment for various sectors upon request. From April 2015 to March 2016, the training team provided the following training sessions covering sexual harassment for organisations in both the public and private sectors:

- 14 training sessions for 2,929 staff and students of kindergartens and primary and secondary schools;
- 50 training sessions for 3,160 academic staff members, administrative staff members and students of universities and other tertiary institutions;
- 17 training sessions for 1,530 staff members of Hospital Authority;
- 240 training sessions on anti-discrimination ordinances and sexual harassment for public and private organisations involving 13,711 participants. Among the participating organisations were Government departments, public bodies, NGOs, law firms, airlines, banks, hotels, retailers, property management companies, insurance companies and manufacturing companies.

In the past three years, the EOC has achieved progress for its Anti-Sexual Harassment Campaign on various fronts. To map out the future direction, the Working Group on Anti-Sexual Harassment Campaign reviewed its work at a meeting in September 2015, and agreed on starting to promote the Campaign to NGOs providing social welfare services and to new immigrants in the coming two years.

培訓及顧問服務

平機會的培訓組於2015/16年度繼續為不同界別提供訓練課程,他們包括:政府部門、公營機構、商界、教育機構、非政府組織、少數族裔團體、工會及其他持份者團體,合共提供了417節培訓課程,吸引近24,000人參加。平機會自2001年開始提供培訓及顧問服務至2016年3月為止,已舉辦了接近4,800節培訓課程,參加人數接近230,000人。

常設課程一平等機會工作坊

平機會每年舉 辦定期培訓課 程和[度身訂造] 培訓課程。定期 培訓課程分別 於每年春季及 秋季舉行。在 2015/16年度, 平機會為773位 參加者開辦了 34節定期培訓 班。同時,又舉 辦 了368節 「度 身訂浩 | 的培訓 課程,參加人數 超過22,800人。



最多人參加的課程是反歧視條例,其次 是關於性騷擾的課程。

為不同持份者提供培訓

政府部門及公營機構

Training and Consultancy

The Training Unit of the EOC had another busy year in 2015/16. Altogether the Unit provided 417 training sessions for close to 24,000 participants. Organisations trained included Government departments, public bodies, business enterprises, educational institutions, non-governmental organisations (NGOs), ethnic minority groups, trade unions and other stakeholders. Since the EOC began its training and consultancy services in 2001 and up until March 2016, nearly 4,800 training sessions were already conducted for almost 230,000 participants.

Ongoing Training Activities — Equal Opportunities Workshops



The EOC offers two types of training programmes every year, namely the calendar training programmes, which are offered to the public twice a year in spring and autumn, and the year-round customised training programmes tailormade for organisations on request. In 2015/16, the EOC conducted 34 training sessions for 773 participants under

the calendar training programmes. Another 368 customised training sessions were conducted for over 22,800 participants, of which the most popular topic was the anti-discrimination ordinances, followed by sexual harassment.

Training for Different Stakeholders

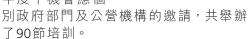
Government Departments and Public Bodies

As the largest employer and service provider, the civil service has been one of the major clients of the EOC's training. Indeed, some Government bureaux and departments have made equal opportunity training a regular practice, and offer the training to new recruits as part of their staff development programmes. Similarly, various public and statutory bodies, such as the Hospital Authority, Urban Renewal Authority and Hong Kong Housing Society, as well as tertiary education institutions, have also made equal opportunity training a regular practice.

Our Functions

平機會與公務員事務局屬下的公務員培訓處合作,年內為不同部門的公務員提供了13場工作坊,當中包括專為新入職員工而設的課程,以探討不同平等機

會議題。平機會 亦為行政主任職 系提供良好管理 常規的培訓,讓 他們掌握必需的 知識和技巧,以 平等機會的原則 處理人事安排。 此外,平機會亦 為新入職的政務 主任提供法律的 培訓,以幫助他 們執行制定公共 政策的工作。總 括來説,2015/16 年度平機會應個



人力資源從業員 應香港人力資源管理學會的邀請,平機會繼續為人力資源從業員提供有關等機會的課程。這課程已獲學會認課程已獲學會認課程內項必修了, 事業會員資格」的其中一項必修課課程的一部分。另外,平機會亦透過課程的一部分。另外,平機會亦透過過港中華廠商聯合會為中小企舉辦員提供培訓。

校長

學校要建立沒有歧視和騷擾的共融環境,校長的角色可謂舉足輕重,他們既要確保學校有適當的政策,亦要為教職員提供適當培訓。平機會自2002年起應教育局要求,為新任校長和學校重地應教育局要求,為新任校長和學校訓課事會成員提供有關平等機會的培訓課程。2015/16年度共有316位校長和董事會成員參加了平機會的課程。

Through the co-ordination of the Civil Service Training and Development Institute of the Civil Service Bureau, the EOC lined up 13 workshops on different topics for Civil Service staff during the year, some specifically for new recruits. The EOC also provided



training on good management practices for the Executive Officer Grade to equip officers with the necessary knowledge and skills for handling personnel matters in accordance with the principle of equal opportunities. In addition, training on the laws was provided to the newly recruited Administrative Officers to facilitate their work in public policy formulation. In sum, a

total of 90 training sessions were provided to different Government departments and public bodies upon request in 2015/16.

Human Resources Practitioners

The EOC continued to provide EO training to human resources practitioners upon the request of the Hong Kong Institute of Human Resource Management (HKIHRM). The training course is part of an accredited programme leading to a certificate in employment law and employee engagement, which is a requirement for Professional Membership at the HKIHRM. Training for managers and human resources practitioners of SMEs was also offered through courses organised by The Chinese Manufacturers' Association of Hong Kong.

School Principals

Principals play a crucial role in creating and maintaining an inclusive school environment free of discrimination and harassment, by ensuring that appropriate policies are in place, and teaching staff receive proper training. Since 2002, the EOC has provided EO training for newly appointed principals on the request of the Education Bureau. These seminars target not only school principals, but also members of school-based management boards. In 2015/16, 316 school principals and board members attended these seminars.

非政府組織及工會

非政府組織及工會是平機會推動平等機會的重要夥伴。平機會與非政府組織及工會緊密合作,為其服務對象及員工提供培訓,向他們講解相關的平等機會信息。平機會在2015/16年度為非政府組織及工會舉辦了共27場工作坊。

有關《種族歧視條例》及特別為少數 族裔而設的培訓課程

自《種族歧視條例》於2008年7月17日通過以來,截至2016年3月31日為止,平

平機會於2015年 成立了少數族裔 事務組,專責推 廣少數族裔在教

育、就業以及獲取公共和私營服務方面 的平等機會。在2015/16年,事務組舉 辦了16場培訓,向來自不同院校的教師 及學生講解建立共融學習環境、公平收 生程序及相關議題。另外,事務組又為 外籍家庭傭工舉辦31場培訓,介紹《種 族歧視條例》提供的保障及少數族裔社 群可享有的就業支援;還有12場針對 不同界別服務提供者的培訓講座,以提 升他們對條例的認識及文化敏感度。平 機會除了將「工作間的多元文化」培訓 班變成常設課程,供公私營機構的人力 資源從業員參與之外,又與香港銀行公 會、香港銀行學會和地產代理監管局合 辦培訓工作坊,幫助銀行職員及地產代 理加深了解條例及平等獲取服務的重 要性。至今平機會已舉辦了五場工作坊 予近700名銀行及地產從業員。

NGOs and Trade Unions

Both NGOs and trade unions are important partners of the EOC in the promotion of equal opportunities. The EOC works hand-in-hand with the NGOs and trade unions to put across the message of equal opportunities, by providing training to their clients as well as their staff members. In 2015/16, a total of 27 workshops were organised for various NGOs and trade unions.

Training on the Race Discrimination Ordinance (RDO) and for the Ethnic Minority Communities

From the enactment of the RDO on 17 July 2008 to 31 March 2016, the EOC conducted almost 370 training sessions specifically on this

ordinance for some 20,500 participants representing EM communities, NGOs, Government departments, public bodies, educational institutions and private enterprises.



With the formation of the dedicated EM Unit in 2015, which is tasked with promoting equal opportunities

of EM in education, employment and access to public and private services, the Unit conducted 16 training sessions for students and teachers on inclusive learning environment, fair school admission and other related topics in 2015/16; 31 sessions that aimed to educate FDWs on the protection under the anti-discrimination ordinances and highlight the employment support for the ethnic communities; and 12 sessions targeting service providers from different sectors to promote their understanding of the RDO and cultural sensitivity. In this respect, the EOC not only organised the course "Promoting Cultural Inclusive Workplace" as a regular calendar programme for human resources personnel in private enterprises and public bodies, but also embarked on training initiatives with The Hong Kong Association of Banks, The Hong Kong Institute of Bankers and Estate Agents Authority for banking staff and estate agents to promote their understanding of the RDO and the importance of fair access to services. Altogether five workshops were already conducted for almost 700 participants from banks and estate agencies.

Our Functions

「無障礙通道及設施」培訓課程

平機會繼續為政府決策局與各部門的無障礙主任和其他前線員工提供「無障礙通道及設施」培訓課程,讓他們更加認識到無障礙處所和平等機會對殘疾人士的重要性。在2015/16年度,平機會共舉辦了五節關於無障礙通道及設施的培訓課程,共吸引超過300人參加。

網上培訓計劃

防止校園性騷擾網上課程

在2015/16年度,平機會繼續與13間本

此外,平機會在2015/16學年為超過 1,400位大學生及教職員舉辦了一連串 有關防止性騷擾的培訓工作坊及簡介 會,讓他們對性騷擾行為及性別平等概 念有更深入的認識。

Training on Accessibility

The EOC continued to provide training on accessibility for designated officers handling accessibility matters, as well as frontline staff of Government bureaux and departments, with the aim of raising their awareness on the importance of barrier-free premises and equal opportunities for persons with disabilities. In 2015/16, a total of five courses were conducted with over 300 participants recorded.

Online Training Programmes

Online Training Programme to Prevent Sexual Harassment

In 2015/16, the EOC continued to work with 13 local tertiary

institutions to promote the online training course on preventing sexual harassment to students and staff on the campus. This training module is Hong Kong's first online self-learning training module on preventing sexual harassment on campus. Besides explaining the definitions and various types of sexual harassment that could occur in school settings, the course provides information on the liabilities of individuals and educational institutions.

To publicise the training module, the EOC distributed posters and plastic folders to the institutions, and awarded e-certificates and 8GB USB memory sticks to users who successfully completed the training module. Since the introduction of the module and up until 31 March 2016, over 7,000 students already registered and completed the training online.



In addition, the EOC organised a series of training workshops and briefings on preventing sexual harassment for over 1,400 university students and staff during the 2015/16 school year. These workshops were aimed at helping the participants gain a deeper understanding of sexual harassment and the concept of gender equality.

顧問服務

平機會繼續為不同機構提供政策檢討服務,以協助僱主制定適當的政策和程序,來處理工作場所的歧視和性騷擾。除了協助機構檢討政策外,平機會亦為機構提供顧問服務,以協助他們制定有關平等機會議題的內部培訓課程。在2015/16年度,平機會為三間機構提供了四宗顧問服務,涵蓋員工超過12,000名。

僱主及人力資源從業員加入平等 機會之友會

商界仍是平機會爭取實現平等機會觀念主流化的主要對象。為確保僱主和僱員在職場內推行平等機會政策與良好管理常規,平機會於2006年成立了「平等機會之友會」,為僱主、人力資源從業員、職場主管和培訓人員提供一個交視流及信息共享平台,提升他們對反歧視法例。

在2015/16年度,約有260名來自154間公司、政府部門、非政府組織、大學及中小企的人力資源從業員和僱主加入「平等機會之友會」。會員除了可參加平機會定期培訓課程,亦可享有參加研討會和各種活動的機會,與專業人士交流防止歧視問題的經驗。此外,會員定期的經驗會電子通訊,為他們提供平等機會發展的最新消息。

Consultancy Services

The EOC continued to provide policy review services for organisations in 2015/16 with a view to assisting employers in developing appropriate policies and procedures to deal with workplace discrimination and sexual harassment. Apart from reviewing policies, the EOC also offered consultancy services to organisations in their development of internal training packages relating to equal opportunities issues. In 2015/16, the EOC worked on four cases of consultancy services for three organisations covering more than 12,000 employees.

Equal Opportunity Club for Employers and Human Resources Practitioners

In striving to mainstream equal opportunity values in society, the business sector remains a key target of the EOC. To ensure that employers and employees are well equipped to implement equal opportunity and good management practices in the workplace, the EOC set up the Equal Opportunity (EO) Club in 2006. The Club provides a platform for exchange and information sharing, and aims to enhance understanding of the anti-discrimination ordinances among employers, human resources practitioners, workplace supervisors and trainers so that they can put in place policies and practices that comply with the laws.

In 2015/16, some 260 human resources practitioners and employers from 154 corporations, Government departments, NGOs, universities, and SMEs participated in the EO Club. As well as having the opportunities to join the EOC calendar training programmes, members enjoy the privilege of participating in seminars and activities, and exchanging with professionals on the experience of preventing discrimination. In addition, members receive the EOC e-news regularly, which keeps them updated on the latest developments in equal opportunities.



On 21 August 2015, the EOC organised a seminar on "Managing Mental Health Issues of Staff in the Workplace" for about 90 members of the EO Club. Dr Ivan MAK, specialist in psychiatry and Honorary Clinical Assistant Professor at the Psychiatric Department, Medical Faculty of The Chinese University of Hong Kong, was invited as the guest speaker. Dr Mak provided information about common mental health issues in the workplace as well as practical accommodations for employees by employers. Dr Ferrick CHU, Head of EOC's PRTD at the time, also took the opportunity to share cases on disability discrimination and discuss with participants what employers should do to prevent disability discrimination.



我們的職能 Our Functions

有關少數族裔的倡議工作

Advocacy for Ethnic Minorities

少數族裔持續面對制度上的障礙,影響 他們的平等教育機會,從而令他們的就 業機會終生受到局限。

平機會運用政府給予469萬元的額外經常性撥款,成立了少數族裔事務組(事務組),以加強推廣種族共融,特別是促進少數族裔平等教育和就業的權利。事務組的員工來自不同族裔,包括華裔、印度裔、印尼裔、尼泊爾裔裔及巴基斯坦裔。如此多元化的團隊可讓平機會與各少數族裔建立網絡及發展夥伴關係,加強推廣種族平等方面的工作。

事務組一直針對少數族裔的四大關注 範疇:教育、僱傭、提供貨品、服務及 設施等,進行政策建議、公眾教育及宣 傳、培訓和外展等工作,並與持份者保 持聯繫。 EM continue to face systemic barriers in pursuing equal education, which, in turn, limit their employment opportunities over their lifetime.

With additional recurrent funding of \$4.69 million from the Government, the EOC set up the Ethnic Minorities Unit to enhance its work in promoting racial integration, particularly in advancing the rights of EM to equal educational and employment opportunities. The Unit comprises staff members of different ethnicities, including Chinese, Indian, Indonesian, Nepalese and Pakistani. Such diversity strengthens the EOC's capacity to build network and develop partnerships with different EM groups for the promotion of racial equality.

Through policy recommendation, public education and publicity, training and outreach, the Unit has been addressing EM's concerns in four areas: education, employment, provision of goods, services and facilities, and connection with stakeholders.



種族平等共融顧問委員會

平機會於2015/16年度成立了種族平等 共融顧問委員會,以便向事務組提供工 作建議及發展方向意見。其成員包括少 數族裔及華裔的傑出人士,他們就如何 處理事務組的挑戰,以及定出策略應對 少數族裔面對的問題等方面,為事務組 提供有用的建議。

Advisory Committee on Racial Equality and Integration

In order to give advice and directions on the work of the Unit, the EOC formed the Advisory Committee on Racial Equality and Integration in 2015/16. Comprising prominent members from both the EM and Chinese communities, the Committee provided helpful suggestions on how to deal with the challenges of the Unit and the formulation of strategies for addressing the issues faced by EM.

我們的職能 Our Functions



少數族裔的教育機會

平機會轄下的少數族裔教育工作小組於2011年提出改善少數族裔學生學習中文的建議,教育局其後於2014/15學年推出「中國語文課程第二語言學習供構」(學習架構),和引入「應用學習(中文)]科目,以提供額外資源予學校及師,教授中文作為第二語言,並在中文、數人學科,供非華語學生選讀和應考,以便他們繼續升學。

Education of Ethnic Minorities

Following the recommendations by the EOC's Working Group on Education for EM in 2011, the Education Bureau (EDB) implemented the "Chinese Language Curriculum Second Language Learning Framework" (the "Learning Framework") and introduced the "Applied Learning (Chinese) Subject" in the 2014/15 school year. These initiatives served to provide additional resources for schools and teachers in teaching Chinese as a second language, and offer alternative Chinese subject for continuous academic pursuits of non-Chinese-speaking (NCS) students respectively.

To monitor the implementation of the Learning Framework, the Unit met different stakeholder groups, including school principals, teachers, students, parents, scholars and NGOs in 2015/16 to collate their feedback about the progress of the measures. It was found that many teachers remained unfamiliar with the Learning Framework and were uncertain about its effectiveness, while parents and students were not well informed about the support. In November 2015, the EOC met the senior officials of the EDB and urged for the strengthening of the professional training for teachers and publicity of the Learning Framework and other support measures to EM students.

Our Functions

因應少數族裔學生在申請入學時所遇到的困難,平機會已分別於2015年8月及9月發出兩份新聞稿,促請學校加強對少數族裔學生的支援,及提醒學校,若基於學生的種族而拒絕錄取有關學生,包括訂出沒有理據支持的語文或其

事費育局要稚入強教外為務幼政提求園學支師,學組稚向建方定引措訓機行就園教議為公,施。會政免教育,幼平加及此已人

員及教師舉辦十場講座及工作坊,以加強他們對《種族歧視條例》的理解,並講解處理少數族裔學生的入學申請需注意的事項,有關活動合共吸引逾1,000位參加者出席。

In view of the difficulties encountered by the EM student applicants in school admission, the EOC issued two media releases in August and September 2015 respectively, urging schools to step up efforts in supporting EM students and reminding them that it might constitute contravention of the Race Discrimination Ordinance (RDO) to deny admission to students on the basis of their race, such as by setting

unjustifiable language or other admission requirements which may put EM children or students at a disadvantage.



Recommendations were also submitted to the EDB on the free kindergarten education policy and the importance of setting guidelines for fair admission and strengthening support and teacher training for kindergartens. Furthermore, 10 talks and workshops were conducted for school administrators and teachers to raise their

understanding of the RDO regarding admission and treatment of EM students, with the total attendance exceeding 1,000.

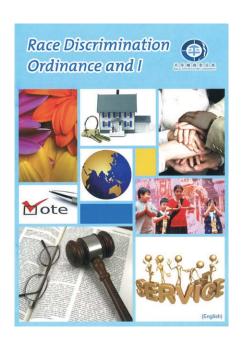
To provide guidelines for schools and parents, the Unit put together a booklet titled "Promotion of Racial Integration and Prevention of Racial Discrimination in Schools" to promulgate the application of the RDO in school setting, with particular emphasis on the language policy and inclusive learning environment. This booklet covered issues relating to the medium of instruction, admission process, communication with EM parents, and accommodation for religious practices, with examples based on real cases and practical advice on developing equal opportunity policies in schools. By the end of 2015/16, plans had been made to release the electronic and print versions of the booklet in the second quarter of 2016/17, and to conduct briefing sessions for school administrators, teachers and parents thereafter to encourage them to actively foster values of racial acceptance, mutual respect and cultural inclusion.

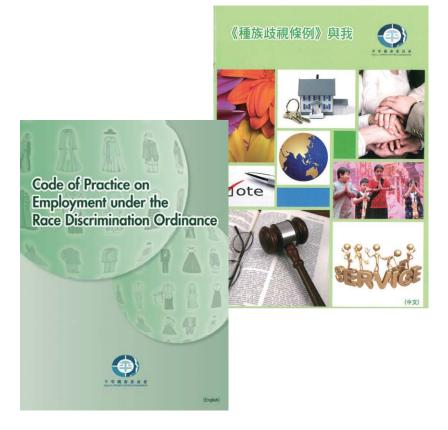
我們的職能 Our Functions

少數族裔的就業機會

Employment of Ethnic Minorities

Finding employment is one of the major obstacles facing many EM, due in part to language barrier and a lack of appropriate Chinese qualifications. Many EM feel that some employers set unreasonably high requirements for Chinese language proficiency to exclude non-Chinese applicants. To address these issues, the EOC made a range of recommendations on inclusive employment to the Legislative Council Panel on Public Service and the Subcommittee on Poverty respectively in 2015/16. In particular, the Government was advised to take the lead in recruiting more EM civil servants, intensify employment support and monitor even more closely whether the Chinese proficiency level imposed by employers in recruitment are justifiable.





我們的職能 Our Functions

少數族裔獲取貨品、設施和服務

平機會獲悉,少數族裔人士在申請銀行 服務和租用物業時經常遇到困難。為推 廣《種族歧視條例》的條文,事務組與香 港銀行公會、香港銀行學會和地產代理 監管局合辦培訓工作坊,幫助銀行職員 及地產代理加深了解條例,及提高他們 的文化敏感度。訓練得到非常正面的回 應,於2015年7月6日初次合辦的「與法 定機構專員對話:公平待客之道一平等 機會委員會分享會」,成功吸引超過180 名來自前線及管理部門的銀行從業員 參加。分享會後,某大銀行主動接觸事 務組,要求為其前線員工進行培訓。此 外,平機會制定的一份建議常規,已應 香港金融管理局的要求分派到所有銀 行。至於與地產代理監管局合作為地產 代理舉辦的培訓,將會於2016/17年度 擴大,除了舉辦更多工作坊,事務組同 時會編寫一份網上培訓教材套。

As one of the Government units providing dedicated employment services for EM job seekers, the Labour Department has been training EM youths as employment service ambassadors. They are posted in the Department's Job Centres on a six-month basis to provide assistance to EM job seekers. The EOC has been working with the Labour Department regularly on this project to provide the ambassadors with training on anti-discrimination legislation so that they could promote the legal protection to EM job seekers and identify discriminatory practices in the job vacancies they encounter.

Access to Goods, Services and Facilities

The difficulties encountered by EM in getting bank services and renting flats have been brought to the attention of the EOC from time to time. To promote understanding of the RDO and increase sensitivity of banking staff and property agents, the Unit successfully solicited the support of the Hong Kong Association of Banks, the Hong Kong Institute of Bankers, and the Estate Agents Authority to co-organise training workshops, which received highly positive responses. On 6 July 2015, the first-ever joint seminar -"Commissioners Dialogue – Treat Customers Fairly – Sharing from Equal Opportunities Commission" – was successfully held for over 180 banking practitioners from front offices, as well as those in compliance and channel management positions. Further to the seminar, the Unit was approached by a major bank to conduct training for its frontline staff. In addition, a list of suggested practices devised by the Commission has been distributed to all banks under the request of the Hong Kong Monetary Authority. As for the collaboration with the Estate Agents Authority, training to property agents will be expanded through more workshops and development of an online training module in 2016/17.





Our Functions

少數族裔使用公共服務時遇上的語注及文化障礙,也是他們的主要關注項。平機會在向立法會福利事務委員人民任何的意見書質及扶資。對於與人員是供更多有關文化的醫院是供更多有關文化的醫院管理,是與外,促進有關機構發展與多裔溝通的平台,以持續改善服務。

Language and cultural barriers in the public service sector are also major concerns for the EM communities. In its submission to the Legislative Council Panel on Welfare Service and the Subcommittee on Poverty, the EOC included recommendations to the Government on improving the consistency and quality of interpretation services. The EOC also called for the Government to provide more training on cultural sensitivity to frontline service providers delivering welfare, housing and healthcare services. Furthermore, the Hospital Authority and the Police were connected to develop mutual communication platforms with the EM communities that would facilitate continuous service improvement.



與持份者的溝通

2015/16年度,少數族裔事務組繼續與不同族裔社群保持密切聯絡,透過舉辦工作坊、合辦活動及主動聯繫,接觸少數族裔組織和非政府機構。事務組員工能操多個族裔語言,向少數族裔人士傳達反歧視信息時特別有效。

Communication with Stakeholders

The EM Unit continued to maintain close contact with the EM communities in 2015/16 by conducting workshops, co-organising activities and outreaching to a diversity of EM groups and NGOs. Staff members of the Unit who are proficient in EM languages played a particularly effective role in conveying anti-discriminatory messages to EM.

Our Functions



In 2015/16, over 280 training and outreach activities were conducted. The Unit also launched a three-month roving exhibition "Let's Build an Inclusive Hong Kong Together" starting from 18 March 2016. Held in various locations with a high population of EM residents and/ or high pedestrian flow, such as Mong Kok, Kowloon City, Kwai Chung and Tin Shui Wai, this exhibition aimed to promulgate the principles and applications of the RDO, as well as widen the public's understanding of the functions and work of the EOC.



Our Functions



平機會公眾論壇

EOC Public Forum

To address EM's concerns and gather stakeholders' feedback, the EOC Public Forum held on 24 November 2015 adopted the theme "Education and Employment Challenges of EM". Speakers from Government departments, the Hospital Authority and a local enterprise gave presentations on how to promote equal opportunities in education, employment and service provision and how to develop an inclusive workplace. The forum attracted positive response, with the majority of participants (90% of the respondents of the feedback questionnaire) agreeing that the forum enhanced their communication with the EOC. Almost 70 questions on EM issues were received and directed to the attention of respective Government departments and the Hospital Authority for follow-up actions.



我們的職能 Our Functions

社區參與及宣傳

消除歧視的最佳辦法就是改變人們的 想法及態度。因此,平機會繼續透過不 同媒體途徑、以公眾教育及外展活動接 觸社群,及夥同社區組織舉辦活動,向 市民推廣平等機會的信息,令他們明白 到平等的重要性。

借助傳媒宣傳效應

平機會的全面宣傳策略涵蓋傳統及新興媒介,以下為2015/16年進行的主要宣傳項目。

電視及電台宣傳

平機會的一個主要媒體宣傳項目是香港電台第2台播出的「平等機會多元共融行動」。該節目於2006年首播,並於2015年4月2日再度延續,為期一年的節目每週訪問不同的持份者團體,包括代表弱勢群體的非政府機構和來自相關行業及學界的專家,目的是帶出關乎弱勢社群的重要議題。

Community Participation & Publicity

The best way to fight discrimination is to change mindset and reform attitudes. Therefore, the EOC has continued to promote social understanding of the importance of equality by spreading messages on equal opportunities through various media channels, engaging the public through education and outreach programmes, and partnering with community groups on events and activities.

Leveraging the Reach of the Media

The EOC employs an all-round publicity strategy that covers both traditional and new media channels. Key programmes in 2015/16 are listed below.

TV and Radio Promotions

A major media promotion by the EOC in the reporting period was the Equal Opportunities Diversity Project on RTHK Radio 2. Inaugurated in 2006, the programme continued into 2015 and ran for one year from 2 April 2015. Every week, a 30-minute interview was conducted with different stakeholder groups, including NGOs representing disadvantaged groups, professionals in related fields and academics, raising important issues concerning the underprivileged communities.



Our Functions

除以上電台宣傳外,平機會亦安排委員及職員出席電台及電視節目的訪問。 2015/16年的訪問總數接近60次。 On a smaller scale, 24 brief promotional segments were broadcast on RTHK Radio 2 (FM 94.8-96.9) throughout 2015/16 to promulgate the principles of equal opportunities and non-discrimination. This was followed by a series of new radio promotional segments in Cantonese on Commercial Radio 1 (FM881) between January and April 2016. The themes of these radio segments included the Equal Opportunities Micro Film Competition, the Equal Opportunities Slogan Competition, sexual harassment protection under the Sex Discrimination Ordinance, prevention of pregnancy discrimination, accessibility of premises, the EOC Smartphone App, racial harmony and inclusion, elimination of disability discrimination and promotion of work-life balance. These promotional segments were uploaded on the EOC and Commercial Radio websites for easy access by members of the public.

In addition to the above programmes, interviews with Members and staff of the EOC in both radio and TV programmes were lined up. The total number of such interviews was close to 60 in the 12 months being reviewed.





《性別歧視(修訂)條例》宣傳活動

經修訂的《性別歧視條例》於2014年12月12日生效,目的是保障服務提供者免受顧客性騷擾。平機會為推廣條例的保障,推出了綜合宣傳計劃,當中涵蓋:

 自2015年11月27日起於本地電視 台及電台播出名為「遇到性騷擾千 萬別啞忍」的宣傳短片/聲帶;

Promotional Campaign on Sex Discrimination (Amendment) Ordinance

To promote the amended Sex Discrimination Ordinance, which came into effect on 12 December 2014 to protect service providers from sexual harassment by customers, the EOC launched an integrated publicity campaign that featured:

 TV and radio APIs entitled "Fight Sexual Harassment: Speak Out!", which were broadcast on local TV and radio stations from 27 November 2015;

Our Functions

- 印製並向持份者團體及公眾派發 宣傳單張,包括《防止職場性騷擾 一中小企僱主錦囊》小冊子;
- 在2016年4月2日至22日期間於港 鐵車站內張貼海報廣告。
- Promotional leaflets, which were printed and distributed to stakeholder groups and the general public. These included a booklet called "Preventing Sexual Harassment in the Workplace — Tips for SMEs";
- Poster advertisement placed at MTR stations from 2 to 22 April 2016.







文章及刊物

平機會除了應報章雜誌的訪問外,亦積極向中英文報章及期刊提交評論文章,內容涵蓋與歧視及平等機會相關的主題,在2015/16年度,平均最少每月刊出一篇文章。

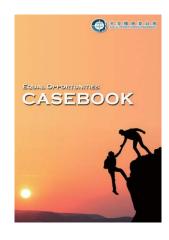
同時,平機會亦製作本身的刊物,以便把委員會的工作和本港平權發展的情況告知持份者團體和市民大眾。 2015/16年度出版的刊物包括《平機會半年刊》及於2015年修訂、包含新案例的《平等機會委員會個案實錄》。

Print Articles and Publications

While also responding to interviews by print reporters, the EOC proactively submits opinion articles to both Chinese and English newspapers and journals on a range of topics related to discrimination and equal opportunities. On average, at least one article was published per month in 2015/16.

Meanwhile, the EOC's own publications serve the purpose of keeping stakeholders and the public informed of its work and the development of equal rights in Hong Kong. Publications released in 2015/16 included the EOC Journal and the Equal Opportunities Casebook, the latter of which was updated with new cases in 2015.







Our Functions

平機會亦於2016年3月出版以下有關歧 視條例檢討的報告:

- 《歧視條例檢討:公眾意見報告》 (中英文版)
- 《歧視條例檢討:向政府提交的意 見書》(中英文版)
- 《歧視條例檢討:向政府提交的意 見書(報告摘要)》(中英文/其他少 數族裔語言版本)
- 《歧視條例檢討:向政府提交的意 見書(資料圖表)》

2015/16年度其他新刊物計有:

- 《立法禁止性傾向、性別認同及雙性人身份歧視的研究報告》
- 《中小企平等機會錦囊》
- 《防止職場性騷擾 中小企僱主錦臺》
- 《種族平等與校服》小冊子
- 《防止性騷擾 給外籍家庭傭工及 僱主的指引》

The EOC also published the following reports in relation to the Discrimination Law Review in March 2016:

- Report on Responses to the Public Consultation (in Chinese and English)
- Submissions to the Government (in Chinese and English)
- Submissions to the Government Executive Summary (in Chinese, English and various EM languages)
- Submissions to the Government (Info graphics)

Other new publications in the year included:

- Report on the Study on Legislation against Discrimination on the Grounds of Sexual Orientation, Gender Identity and Intersex Status
- Equal Opportunities: Concise Guide for Small and Medium Enterprises
- Preventing Sexual Harassment in the Workplace Tips for SMEs
- Booklet on Racial Equality and School Uniform
- Preventing Sexual Harassment A Guide for Foreign Domestic Workers and Their Employers







我們的職能 Our Functions

數碼媒體及多媒體宣傳

現 今 社 會 節 奏 急 促 ,要 吸 引 大 眾 的 目 光 ,生 動 的 影 像 絕 對 有 幫 助 。 有 見

此吸引網民瀏覽該頻道。

為推廣比賽,平機會派送宣傳 海報及單張予逾800間教育機構及青年 中心:並透過公共圖書館、康樂及文化 事務署轄下的其他地點、平機會網頁、 「無定型新人類師友計劃」及香港微電 影協會的Facebook專頁提供參賽表格, 又播放電台廣告。

Digital and Multi-media Promotions

In today's fast-paced world, moving images help to capture attention. In view of this, the EOC organised a brand new initiative in 2015/16,

the Equal Opportunities Micro Film Competition, with support from the Micro Film Association of Hong Kong. Bearing the objective of arousing awareness on discrimination, the microfilm competition also offered an outlet for members of the public to showcase their creativity and drove traffic to the

EOC YouTube Channel, on which the winning entries were posted.

In publicising the competition, the EOC delivered promotional posters and leaflets to over 800 educational establishments and youth centres;

distributed application forms through the public libraries and other venues operated by the Leisure and Cultural Services Department, the EOC website, and the Facebook pages of Youth Challenge and the Micro Film Association of Hong Kong; and broadcast a radio advertisement.







Our Functions

比賽的頒獎典禮於2016年3月在國際消除種族歧視日的公眾活動上舉行,得獎作品的片段亦於活動期間放映。

平機會於2016年2月推出了另一項活動 一「平等機會標語創作比賽」。這個比賽 分為青少年組(18歲或以下人士)及公 開組(19歲或以上人士),旨在推動性別 平等、傷健共融、尊重不同家庭崗位的 人士及種族平等。

參加者可透過專設網頁於網上提交作品。平機會為了推廣這項比賽,製作了宣傳聲帶於商業電台第1台播放;又在港鐵的支持下,在80個車站內的免費社區活動海報區張貼宣傳海報。

平4,743位。同小個的了活多品不中和眾示生的有一參加別及市躍們不共高一大民參對同融。 以者份來包專。與日範意以者,大民參對同融。 以表述。

The award presentation ceremony was held in March 2016, during the public event of International Day for the Elimination of Racial Discrimination where footage of the winning entries were shown.

In February 2016, the EOC launched another initiative, the Equal Opportunities Slogan Competition, which aimed to promote gender equality, inclusion of persons with disabilities, respect for persons with different family statuses, and racial equality. The competition featured two divisions, namely the Youth Division (18 years old or under) and the Open Division (19 years old or above).

A dedicated webpage was developed for online submissions of entries. Radio segments to publicise this competition was produced and broadcast on Commercial Radio 1. With support from MTR, promotional posters were placed at the free Community Event Poster Sites located in 80 MTR stations.



In total, the EOC received more than 8,000 entries from 4,743 participants belonging to different sectors, including primary and secondary schools, tertiary institutions, as well as individual members of the public. The enthusiastic participation in this slogan competition demonstrated growing public awareness

about different aspects of inclusion and diversity in everyday life.

與此同時,平機會繼續以不同形式維持網上曝光率,包括:

- 平機會網站一這是一個中英對照及無障礙的網站,年內平均每月有180萬點擊率及約124,000人次瀏覽;
- 平機會的YouTube頻道一平機會於 2015/16年上載了10條新影片,累 積觀看人數逾400,000人;
- 電子通訊一平機會每隔一周向超過7,000名持份者發出電子通訊, 讓他們知悉委員會的最新工作情況;

Meanwhile, the EOC continued to maintain its online presence during the year through numerous initiatives:

- Its fully bilingual and accessible website, which recorded an average of about 124,000 visitors per month and a monthly hit rate of about 1.8 million in the year reviewed;
- The EOC YouTube Channel, which was updated with 10 new videos in 2015/16 and recorded an accumulated viewership of over 400,000;
- The e-news, which was distributed to over 7,000 stakeholders every other week to keep them abreast of the work of the EOC;

Our Functions

平機會智能手機應用程式一用戶下載程式,可獲取豐富資訊,包括平機會介紹及最新消息、四條反歧視條例的簡介、多媒體中心、小遊戲和無障礙支援。為增加使用

人會年推獎此的參有一便器數 3出,應用加機部攜。,於月幸凡用戶抽會iP式平2016年,與贏內充職,於月本代用戶換贏內充



The EOC smartphone app, which features an introduction to the EOC and latest news, a brief description of the four antidiscrimination ordinances, a multi-media centre and a mini-



game and provides barrier-free access support. To boost usage, a lucky draw was launched on 2 March 2016, in which smartphone users who downloaded the app stood the chance to win an iPad and portable chargers;

• 青少年活動計劃「無定型新人類」 及「獨特的我!」的Facebook專頁一 平機會定期更新專頁,上載平機 會的動向和活動資訊,保持年輕 參與者對平機會工作的興趣。

社會參與

俗語有云:「身體力行」,要改變思想的有效方法是讓大眾親身領會平等機會的意義,從而驅使他們協力締造一個更包容的世界。平機會每年舉辦一系列活動讓公眾參與,特別是作為未來社會棟樑的青少年,讓他們親身感受平等共融的重要性。

公眾活動

平機會不時舉辦活動,讓市民親身參與 支持消除歧視。例如,平機會與香港或 台第2台於2016年3月在荃灣愉景新域 合辦公眾活動,慶祝國際消除種族域 日。適逢2016年是聯合國頒布這個 日的50周年及平機會成立20周年 項活動別具意義。活動吸引了約300 參加,包括食物及衛生局局長高永府 生及其他政府代表、總領事、非政府 構代表及少數族裔社群領袖和倡導者 The Facebook pages of the youth programmes Youth Challenge and Uniquely Me!, which are regularly updated with postings on the latest happenings and activities of the EOC to maintain the interest of the young participants in the work of the Commission.

Engaging the Community

There is a saying "Tell me and I forget, teach me and I may remember, involve me and I learn." To galvanise people into actions to make the world a more inclusive place, it is necessary to make them feel involved. To this end, the EOC organises a variety of programmes in which the public — especially the younger generation who holds the future of society — can actively take part.

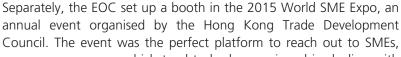
Public Events

The EOC organises events from time to time in which the public can participate first-hand to support the elimination of discrimination. For example, it co-organised a public event with RTHK Radio 2 in March 2016 at Discovery Park in Tsuen Wan to celebrate International Day for the Elimination of Racial Discrimination. Coinciding with the 50th anniversary of this initiative by the United Nations and the 20th anniversary of the EOC, this meaningful event drew some 300 participants, including the Secretary for Food and Health Dr The Hon KO Wing-man and other Government representatives, Consuls-General, representatives from NGOs, and EM community leaders and advocates.

Our Functions

此外,平機會於2015年12月的「2015年國際中小企博覽」設立展覽攤位。該博覽會每年由香港貿易發展局舉辦,

是企宣途中處題經會日上接、傳徑小理的驗在的向觸向的。企歧資,為博參中他理針較視源平期覽觀小們想對少問和機三會者



which tend to be less equipped in dealing with discrimination issues. During the three-day expo in December, the EOC distributed over 3,300 publications, including the "Equal Opportunities at the Workplace" leaflet, and over 2,600

souvenirs to the visitors to publicise the advantages of an inclusive workplace. A feedback questionnaire was conducted in which 91% of the respondents rated the EOC booth as good or very good.



派發了超過3,300份刊物,包括《職場平等機會》的單張,以及2,600份紀念品,宣揚共融工作間的好處。在收回的意見問卷中,91%受訪者給予平機會的攤位「好」或「非常好」的評級。

青少年活動

平機會於2015/16年的重點青少年活動是新域劇團於2015年10月推出的「平等共融戲劇計劃」。這項計劃獲香港賽馬會慈善信托基金提供港幣900萬元的贊助,以運作三年至2018年8月為止,平機會是計劃的支持機構。

在計劃下,新域劇團每年都會舉行一系列與戲劇相關的活動,包括校際戲劇比賽、盛夏戲劇營及青年劇展。透過提供劇場訓練及台上演出機會,計劃旨在令參加者得到啟發,充實他們的生活體驗,同時宣揚平等機會的信息。

平機會作為支持機構,就關乎平等機會的事宜為計劃提供意見,並分別於2015年11月及2016年2月舉辦兩次工作坊,向參與學校的師生介紹歧視的定義。平機會也通過不同宣傳途徑,例如網站及電子通訊,協助推廣該戲劇計劃。

Youth Programmes

The highlight of the year was the launch of the Equal Opportunities Youth Drama Project, of which the EOC is the supporting organisation. Launched in October 2015 by Prospects Theatre, the project received funding of HK\$9 million from the Hong Kong Jockey Club Charities Trust to run for three years until August 2018.

Each edition of the project features a series of theatre-related programmes, including school drama competition, summer drama camp and the Youth Drama Showcase. By providing the participants with theatrical training and opportunities to perform on stage, the project aims to inspire and enrich their lives and promote equal opportunity messages at the same time.

As the supporting organisation, the EOC advised on matters related to equal opportunities and organised two workshops in November 2015 and February 2016 respectively to introduce the definition of discrimination to students and teachers of the participating schools. It also helped promote the project through its communication channels, such as website and e-news.

Our Functions



新域劇團亦與平機會合辦另一個青少。 年活動一「無定型新人類」師友計劃 這項計劃於2002年推出,平機會 2014/15年度作出改革並與新域劇團場 作,舉辦以中學生為對象的論壇劇場場 這個平台不但以訓練及演出機會則 過反思所面對的挑戰(如受到欺凌等 過反思所面對的挑戰(如受到欺凌等 況)而獲得充權,亦可透過公開討論來 加深他們對歧視的認識。2015/16年度

共有五間中學及一間非政府機構參生,參加的學校演的學校演的學校演的學表演的學校演的學表演的學校演的學表演的任立的。 會於上水花園的年2月,在國人上水花園的年3月 京生華和2016年3月 京出。 別場中演出。 Prospects Theatre and the EOC have in fact been collaborating on another youth programme, Youth Challenge, the predecessor of which was Career Challenge, launched back in 2002. In 2014/15, the EOC revamped Career Challenge and brought in Prospects Theatre to roll out the Forum Theatre for secondary school students. The platform not only stimulates students' interest in drama through training and performance opportunities, but also empowers them by reflecting the challenges they face, such as bullying, and deepens their understanding of





their understanding of discrimination issues through open discussions. The 2015/16 edition was joined by five schools and one NGO. As well as performing in their schools, the participating students had the opportunity to join in public performances, such as during the drama carnival at Sheung Shui Garden in February 2016, and the Forum Theatre at North District Town Hall in March 2016.

在進行「平等共融戲劇計劃」及「無定型新人類」師友計劃的同時,平機會繼續與三個本地劇團合作,分別為大細路劇團、森林聯盟及街坊小子木偶劇場,在學校演出以平等機會及多元共融為題的話劇和木偶劇,於2015/16年為逾70,000名學生演出超過400場。當中99%的學校對演出給予「好」或「非常好」的評語。

Parallel to the Equal Opportunities Youth Drama Project and Youth Challenge, the EOC continued to engage three other local theatrical troupes, namely Jumbo Kids Theatre, Forest Union and Kids on the Block, to stage plays and puppet shows on equal opportunities and diversity issues at schools. In 2015/16, over 400 performances were staged for more than 70,000 students and achieved positive feedback. Over 99% of the schools found the plays to be "good" or "very good".

Our Functions

合作夥伴及資助計劃

平機會明瞭單靠自身的工作,並不可能完全消除歧視。因此,平機會積極與外界聯繫,並與擁護平等機會的機構合作。平機會自1997年起推行「平等機會社會參與資助計劃」,鼓勵非政府機構、社區組織及學校自發舉辦活動。

在2015/16年度,共有45項活動獲得平機會資助,總資助額為港幣137萬元。這些項目包括工作坊、展覽、演講、電影放映會、體驗活動及表演。為確保計劃收到成效,平機會代表密切監察並出席獲資助的活動。獲資助機構的完整名單載於附錄2。

Partnership and Funding Scheme

The EOC's effort alone is not enough to eliminate discrimination entirely, which is why it enlists the support and joins forces with organisations championing equal opportunity causes. Since 1997, the EOC has been running the Community Participation Funding Programme on Equal Opportunities to encourage self-initiated projects by NGOs, community groups and schools.

In 2015/16, the programme provided HK\$1.37 million of funding for a total of 45 projects, ranging from workshops to exhibitions, talks, film screenings, experiential activities and performances. To ensure the effectiveness of the funding programme, the EOC attended the funded events and closely monitored the projects. The complete list of the funded organisations can be found in Appendix 2.







問責與透明度

提供資訊

一如以往,平機會向立法會政制事務委員會介紹年度工作計劃及重點工作項目,有關會議於2015年7月20日舉行。另外,平機會也在年內向事務委員會交其他主要工作的意見書,例如:「歧視條例檢討」及「立法禁止性傾向、性別認同及雙性人身份歧視的研究」。這一切舉措旨在令市民大眾認識平機會與公眾和持份者的溝通。

與持份者接觸

與持份者接觸仍然是平機會促進平等的重要策略,有助推動與外界的溝通下。 讓不同界別認識平機會的工作、爭取眾的支持,並促進與社區人士的協會 過去一年,平機會廣泛地接觸社出屬會界。2015/16年度,平機會主席出團體 140項社區活動,並與至少70個團體 140項社區活動,並與至少70個團體 面,包括人權組織、駐港領事館 團體、非政府組織、學術及專業機構 商會及工會等。

Accountability and Transparency

Provision of Information

The EOC is committed to pursuing high standards of corporate governance, by adhering to the principles of accountability and transparency. Making use of different channels and mediums, including media briefings, the EOC website, annual report and other publications, such as *EOC Journal* and e-news, the EOC provides information on its work and operation to the public and stakeholders. For example, minutes of the EOC Board meetings are uploaded onto the EOC website for the public's review, and the attendance records of EOC Board and Committee meetings are voluntarily disclosed.

Similar to past years, the EOC presented its annual work plan and key initiatives to the Legislative Council Panel on Constitutional Affairs on 20 July 2015. Submissions were also made to the Panel on other major work areas, such as the Discrimination Law Review and the Study on Legislation against Discrimination on the Grounds of Sexual Orientation, Gender Identity and Intersex Status during the year. All these undertakings served to promote understanding of the EOC's work and effective communication with stakeholders and the public at large.

Engagement with Stakeholders

Stakeholder outreach remains an important strategy of the EOC to promote communication and understanding of the Commission's work, solicit support and foster collaboration. During the year under review, the EOC reached out extensively to different sectors of the community. In 2015/16, the EOC Chairperson attended almost 140 community events, and had meetings with at least 70 groups, including human rights organisations, consulates, concern groups, NGOs, academic and professional institutions, trade associations and labour unions.



平機會公眾論壇2015

平機會於2015年11月24日在北角香港青年協會舉行2015年公眾論壇。是次活動吸引239名來自不同界別及機構的參加者,包括隸屬少數族裔團體、政府及公營機構、立法會議員、駐港總領事館、非政府組織、教育機構及私人企業的代表。

論壇題為「少數族裔人士在教育和就業上面對的挑戰」。平機會邀請了來自教育局、公務員事務局、勞工處及醫院管理局的官員,在論壇上講述他們為支援少數族裔的工作及措施。來自太平洋咖啡有限公司的代表亦分享了其公司推廣多元文化工作間的經驗。

根據活動後的調查,88名完成問卷的參加者中,90%認同是次論壇能加強平機會與持份者和市民大眾的溝通。一般來說,大部分受訪者均認同論壇有助提升他們對平機會工作及論壇主題的認識。

EOC Public Forum 2015

On 24 November 2015, the EOC organised a public forum at the Hong Kong Federation of Youth Groups Building in North Point. The event was attended by 239 participants from different sectors and organisations, such as those representing EM, Government and public bodies, Legislative Councillors, representatives of consulates, NGOs, educational institutions, and enterprises in the private sector.

The forum adopted the theme "Education and Employment Challenges of the Ethnic Minorities". The EOC invited officials from the Education Bureau, Civil Service Bureau, Labour Department and Hospital Authority to introduce their work and support measures for EM. A representative from Pacific Coffee Company also shared the company's experiences of promoting a culturally diverse workplace.

According to the post-event survey, 90% of the 88 participants who completed the questionnaire agreed that the forum enhanced the EOC's communication with stakeholders and members of the public. In general, most of the respondents agreed that the forum helped enhance their understanding of the EOC's work and the thematic topics of the forum.

與內地及海外機構的交流

平機會與持份者的聯繫包括會見和接待到訪的內地及海外機構,藉此與他們討論有關平等機會的政策和交流意見,分享良好常規,研究合作的可能性。平機會於2015/16年度曾與不同組織及團體舉行會議,包括來自印尼東爪哇省的教育及培訓學院,和美國國務院屬下的民主、人權及勞工事務局。

Exchange with Mainland and Overseas Organisations

As part of its stakeholder engagement efforts, the EOC maintains regular liaison with related Mainland and international organisations through meetings and visits. These activities provide a platform to discuss and exchange views on policies relating to equal opportunities, to share best practices and explore collaboration. During 2015/16, the EOC held meetings with various organisations and parties, such as the Education and Training Institute from East Java, Indonesia and the Bureau of Democracy, Human Rights and Labor at the US Department of State in Washington DC, USA.





在深圳舉行的機構管治研討會

平機會主席於2015年5月23及24日率領由香港法定機構組成的代表團,出席於深圳舉行的研討會。研討會由清華大學主辦,中央人民政府駐香港特別行壓聯絡辦公室協辦,旨在透過介紹香港法定機構運作的情況及管治模式,促改香港和中國代表之間的切磋。兩名內達著名學者亦應清華大學邀請,在會上講述有關中國管治系統現代化及依法治國的議題。

Seminar on Corporate Governance in Shenzhen

On 23 and 24 May 2015, the Chairperson of the EOC led a delegation of staff from Hong Kong's statutory bodies to attend a seminar in Shenzhen. The seminar was hosted by Tsinghua University and co-hosted by the Liaison Office of the Central People's Government in Hong Kong. It aimed to facilitate exchange between representatives from Hong Kong and the Mainland, through presentations and exchange on the operation and corporate governance of statutory bodies in Hong Kong. Two renowned scholars from the Mainland were also invited by Tsinghua University to deliberate on the topics of modernisation of the national governance system of China, and ruling the country according to the rule of law.



第二十屆國家人權機構亞太論壇 周年大會及第三屆雙年研討會

平機會於8月26至28日出席了在蒙古烏蘭巴托舉行的第二十屆國家人權機構亞太論壇周年大會及第三屆雙年研討會。會議主題為「防止酷刑及保障受關人士的權利和尊嚴」。平機會主席聯同兩名管治委員會成員趙麗娟女士及葉少康先生以及管理小組代表,一同出席會議。

平機會主席於會上介紹了平機會的工作,以及策略性優先工作領域的最新進展。會議亦討論了防止酷刑及保障受羈留人士的權利和尊嚴等議題。

20th Annual Meeting and Third Biennial Conference of the Asia Pacific Forum of National Human Rights Institutions

Another event attended by the EOC was the 20th Annual Meeting and Third Biennial Conference of the Asia Pacific Forum of National Human Rights Institutions (APF) held in Ulaanbaatar, Mongolia from 26–28 August. The EOC Chairperson, along with senior management and EOC Members Ms Susanna CHIU and Mr Nelson YIP, participated in the Conference which carried the theme "Preventing torture and protecting the rights and dignity of people held in places of detention".

The EOC Chairperson gave a presentation on the Commission's work and provided the meeting participants with an update on the Commission's strategic priority work areas. Discussion was also made on the prevention of torture and the protection of the rights and dignity of people held in detention.



符規與管控

操守準則

財政監控

作為獨立的法定機構,平機會按照「適度和保守」及「物有所值」兩項原則理財。平機會內的採購程序以《採購物品及服務手冊》為指引,再經平機會管治委員會通過。

平機會致力確保採購程序保持高透明度和問責,以公平及價錢合理的原則進行採購。所有使用者和負責採購的員工都必須確保所購物品物有所值,並符合三個原則:經濟(價錢最低)、具效率(改善生產力)及效益(達到預期目的)。

Compliance and Control

Standard of Conduct

As a statutory body tasked with providing redress to the public for unlawful discrimination, the EOC recognises the importance of maintaining the highest possible level of quality service and ethical standards. To this end, all EOC staff members are required to comply with the EOC Code of Conduct, which sets out the standards of acceptable, ethical and professional behaviour, relevant legal obligations, and guidelines on issues such as maintaining confidentiality and handling complaints. All EOC staff members are briefed on the Code upon commencement of duties at the EOC, and may access the document easily at any time through the EOC's intranet. In addition, the EOC has adopted a two-tier reporting system on declaration of interest as a safeguard against potential conflicts of interests.

Financial Control

The EOC, as an independent and statutory organisation, applies the "moderate and conservative" and "value for money" principles when spending public money. The procurement process within the EOC is guided by the Procurement of Stores and Services Manual (PSSM) and endorsed by the EOC Board.

The EOC endeavours to ensure that the purchasing process is carried out in a competitive and equitable manner while keeping the process transparent and accountable. All users and staff members responsible for purchases must ensure that the purchases are value-for-money, and follow the principles of economy (minimising cost), efficiency (improving productivity), and effectiveness (achieving objectives).

The Administration and Finance Committee (A&FC) of the EOC Board is in charge of reviewing the Commission's financial information and operational performance. The A&FC reviews the EOC's draft annual budget before submission to the EOC Board, the quarterly progress review reports, the quarterly financial statements, and the position of its fixed assets as at the end of the fiscal year, while the EOC Board reviews the EOC's draft annual budget and the half-yearly financial reports, and endorses the audited financial statements.

內部管控

平機會有一套內部管控制度,目的在於提高工作效率、確保工作符合既有政策和評估其效益。平機會特地編製相關的工作程序手冊,保持審慎的財政管理,並在可行的情況下執行節約措施。

獨立制衡措施

此外,審計署署長可在任何一個財政年度進行審計,查看平機會在運用資源以履行職務及行使權力時,是否合乎經濟、是否高效率及具效益。審計署署長如認為有合理需要,有權查閱平機會的記錄和文件。

持續檢討 力求進步

服務使用者滿意度調查2015

平機會非常重視公眾的意見,自2009年起一直定期進行顧客服務滿意度調查,以監察服務表現。考慮到政府效率促進組的建議,平機會於2012年起聘請外間顧問進行滿意度調查。2015年,顧客服務滿意度調查更易名為服務使用者滿意度調查,以更貼切地反映調查的性質。

Internal Control

The EOC has put in place an internal control system, with the goals of promoting operational efficiency, ensuring adherence to the policies in place, and assessing their effectiveness. Specifically, the EOC has created procedural manuals for activities related to the performance of the Commission's duties, maintains prudent financial management, and undertakes cost reduction measures whenever possible.

External Checks and Balances

KPMG is the EOC's external auditor for the financial year 2015/16. The appointment of KPMG was made in accordance with Section 18 of Schedule 6 to the SDO. Although the EOC is an independent statutory body, it is subject to regular reporting and provision of information to its Controlling Officer, the CMAB, as laid out by the MAA. The Permanent Secretary for Constitutional and Mainland Affairs (PSCMA) has unhindered access to the records and accounts of the EOC as the Controlling Officer, but this does not include personal data pertaining to the EOC's complaint cases or privileged matters as defined and/or governed by the rule of law. The EOC is obliged to explain to the PSCMA any matters relating to the receipt, expenditure, or custody of any money derived from the subvention.

In addition, the Director of Audit, in respect of any financial year, may conduct an examination into the economy, efficiency and effectiveness with which the EOC has expended its resources in performing its functions and exercising its powers. The Director of Audit has a right of access to the EOC's records and documents as he considers reasonably necessary.

Continuous Review and Improvement

User Satisfaction Survey 2015

The EOC values feedback from the public. Since 2009, the EOC has been conducting the Customer Satisfaction Survey as a regular service monitoring exercise. In light of the recommendations by the Efficiency Unit of the SAR Government, an external consultant was engaged from 2012 to conduct the survey. In 2015, the survey was renamed User Satisfaction Survey (USS) to better reflect the nature of the survey.

調查分兩輪進行,共訪問了756位於 2014年8月1日至2015年7月31日期間 向平機會作出查詢或投訴的服務使用 者,整體回應率為52%。

調查發現,曾牽涉投訴的當事人(即投訴人和答辯人)中,有59%滿意平機會服務,當中「員工態度友善」得到的評價最高。

為更加了解服務使用者對平機會提供的查詢及投訴服務之意見,以持續改善服務,調查進一步向服務使用者進行深入訪談。訪談結果連同若干項改善建議,已於2016年3月平機會管治委員會會議上報告。平機會將適當地跟進建議。

服務表現

為了向市民提供高效率和優質的服務,平機會制定了一套以回應時間衡量的服務標準。透過這些服務承諾,市民得知平機會的服務水準。平機會過去一年(截至2016年3月31日)在大多數的服務承諾中均達標,部分項目更有出色表現,詳情列於第95-97頁之表內。

Under the USS, a total of 756 users of the EOC's enquiry and complaint-handling services between 1 August 2014 and 31 July 2015 were surveyed in two rounds of fieldwork, with an overall response rate of 52% achieved.

The findings showed that 59% of the parties involved in complaints (i.e. the complainants and the respondents) were satisfied with the services provided by the EOC, particularly on the aspect of "staff friendliness", which received the highest rating among all survey respondents.

In order to have a deeper understanding of the service users' views on the provision of complaint-handling and enquiry services by the EOC, with a view to achieving continuous service enhancement, indepth interviews were further conducted with the service users. The findings, along with a number of recommendations for future enhancement, were presented to the EOC Board at its regular meeting in March 2016. The EOC would follow up on these recommendations as appropriate.

Performance Pledge Results

To render efficient and quality service to members of the public, the EOC maintains a set of performance standards, which are expressed generally in terms of responding times. Through these performance pledges, members of the public are informed of the standards of service which they can expect from the EOC. In the year ended 31 March 2016, the EOC achieved the targets in most of the performance pledges, and excelled in some of the targets, as shown in the tables on pages 95–97.



平機會於2015年4月1日至2016年3月31日的服務承諾 EOC's Performance Pledge from 1 April 2015 to 31 March 2016

	服務承諾 Service Pledge	服務表現目標 Performance Target (實現服務承諾 的百分比) (% fulfilling service pledge)	Actual F (百分比)			
查詢 Enquiry						
在辦公時間內回覆電話查詢 Answer telephone enquiries during office hours	即時 Immediately	95%	100%	總數: Total:	9,109	
				達成: Met:	9,109	
				未達成: Not Met:	0	
接見到辦事處查詢的人士 Interview a walk-in enquirer at EOC office	30分鐘內 within 30 minutes	95%	100%	總數: Total:	224	
				達成: Met:	224	
				未達成: Not Met:	0	
回覆複雜的書面查詢 Reply to written enquiries on complex issues	14工作天內 within 14 working days	95%	100%	總數: Total:	1,397	
				達成: Met:	1,397	
				未達成: Not Met:	0	

	服務承諾 Service	服務表現目標 Performance Target (實現服務承諾 的百分比)	實際表現 Actual Performance		
	Pledge	的日ガル) (% fulfilling service pledge)	(百分比) (Percentage)	(數字) (Number)	
投訴 Complaint					
對書面投訴作出初步回應 Initiate action on a written complaint	3工作天內 within 3 working days	100%	100%	總數: Total:	428
				達成: Met:	428
				未達成: Not Met:	0
經預約安排,接見有意提出投訴的人士 Interview a prospective complainant asking for an appointment	5工作天內 within 5 working days	95%	100%	總數: Total:	1
				達成: Met:	1
				未達成: Not Met:	0
完成處理投訴個案 Conclude a complaint case	6個月內 within 6 months	75%	71%¹	總數: Total:	463
				達成: Met:	329
				未達成: Not Met:	134
法律協助 Legal Assistance					
審批法律協助的申請並回覆申請者 Make a decision and inform an applicant of the outcome of application for legal assistance	3個月內 within 3 months	85%	97%	總數: Total:	33
				達成: Met:	32
				未達成: Not Met:	1

¹ 實際回覆時間超出服務承諾的原因包括:個 案的複雜程度、有關方面就查詢或調停條款 作出回應需時,或在調查過程中案件有新發 展。

In instances where the actual response time exceeded the service pledge, the reasons might include the complexity of the case, the length of time required by parties to respond to enquiries or conciliation terms, or new developments which were unveiled in the course of investigation.

	服務承諾 Service Pledge	服務表現目標 Performance Target (實現服務承諾 的百分比) (% fulfilling service pledge)	Actual F (百分比)			
公眾教育及宣傳 Public Education and Promotion						
安排有關平等機會課程及法例的講座 Meet requests for talks on equal opportunity issues and legislation	6個月內 within 6 months	95%	100%	總數: Total: 達成:	313	
				Met: 未達成:	313	
				Not Met: 總數:		
處理市民以郵寄或傳真方式索取平機會刊物 Meet fax and mail requests for EOC publications	3工作天內 within 3 working days	95%	100%	Total: 達成: Met:	131	
				未達成: Not Met:	0	
回應團體探訪要求 Meet requests for guided group visits	5工作天內 within 5 working days	95%	100%	總數: Total:	15	
				達成: Met:	15	
				未達成: Not Met:	0	
舉辦主要宣傳活動 Convene major promotional events	12個月內 within 12 months	80 項活動 ² 80 activities ²	100%	總數: Total:	120	
				達成: Met:	120	
				未達成: Not Met:	0	
參加者對平機會舉辦的培訓服務 感到滿意 Participants satisfied with the training services provided by the EOC	滿意 satisfactory	80%	99.7%	總數: Total:	7,246	
				達成: Met:	7,224	
				未達成: Not Met:	22	

² 12個月內開展80項主要活動為全年目標。 2015/16年度已舉辦120項活動。

² This is an annual target (to convene 80 major activities within 12 months). For 2015/16,120 activities were convened.

一般 體 體 過 覺 Sensitivity 察



平機會致力為員工提供具關懷、公平和平等的工作環境,同時給予員工發與潛能的機會。為了提高員工的參與度並確保他們感到受重視和賞識,平衡會致力採用具透明度的管理方式,讓管理層與員工進行開放和定期的溝通;提供支持續進修與培訓機會;並為員工提供支援。

The EOC strives to provide staff with a caring, fair and equitable working environment, and the opportunities to develop their potential. To engage staff and ensure that they feel valued and appreciated, the EOC is committed to managing with transparency; establishing open and regular communication between management and staff; providing continuing education and training opportunities; and offering staff support.

平機會架構檢討

在2014年12月18日平機會第108次會議上,平機會管治委員會通過了平機會新架構建議。新架構的目的是加強平機會的機構管治,以配合社會不停轉變的需求,並改善平機會執行職能的效率和效能。

因應第52號審計報告的建議,平機會重設營運總裁一職。此外,新架構的轉變包括將機構傳訊科的培訓及顧問職能歸入新設的政策、研究及培訓科之內,以達致更佳的協同效應。

經公開招聘後,營運總裁的職位已於 2015年12月填補。而政策、研究及培訓 科總監人選亦經由公開招聘選定,並於 2015年12月就任。

隨著營運總裁及總監(政策、研究及培訓科)的職位於2015年12月填補,經濟計的平機會架構已大致落實。然而為於平機會開支預算緊絀,總監(機關別的職位暫時由總監級別,職銜則改為主管(機別人職務科)。如日後平機會的開入有所改善,將尋求行政財務與責小組批准,把主管(機構規劃及服務科)的職位復為原來的總監級別。

EOC Structural Review

At the 108th EOC Meeting on 18 December 2014, the EOC Board endorsed the proposed new structure of the EOC Office. The new structure aimed to strengthen the corporate governance of the EOC, cater to the changing needs of society and enable the Commission to perform its functions even more efficiently and effectively.

The major changes included the reinstatement of the Chief Operations Officer (COO) post, in line with the recommendation in the Audit Commission Report No. 52, and transferring the training and consultancy function from the Corporate Communications Division to the new Policy, Research and Training Division (PRTD) for better synergy.

After an open recruitment exercise, the COO post was filled in December 2015. The Director of the PRTD (DPRT) was also selected via open recruitment and came on board in December 2015.

With the COO and DPRT posts filled in December 2015, the revised EOC structure had been largely implemented. However, due to stringent budgetary situation of the EOC, the vacant post of Director (Corporate Planning and Services) was temporarily re-graded from directorate to chief officer level, and re-designated as Head (Corporate Planning and Services) (HCPS). If the EOC's budgetary situation improves later, approval from the Administration and Finance Committee will be sought to convert the HCPS post back to directorate level.

具透明度的管理

為提高透明度及幫助員工了解不同部門的工作,平機會員工可定期透過電郵、內聯網及其他途徑,獲悉有關平機會工作的最新情況。主席亦會召開季度員工會議,讓員工了解主要工作項目的進度。

Management with Transparency

To ensure transparency and enhance understanding of the work of different divisions, staff members are updated regularly via email, the Intranet and other means on the work of the EOC. The Chairperson also conducts the Quarterly Staff Meeting to keep staff abreast of the progress of major work initiatives.

內聯網



資訊,例如平機會政策、人力資源手冊 和行政表格,供員工下載使用。

Intranet

The Intranet provides a platform for providing information and updates on the various divisions and units of the EOC. Besides the EOC Activities Calendar, which lists the major functions and activities held and attended by the EOC, the Intranet also contains useful reference materials and important

information, such as the EOC's policies, HR Manual and administrative forms for staff to download.

員工諮詢組

員工諮詢組由平機會主席委任的管理 層代表,以及經員工選舉產生的員工 代表所組成。諮詢組每季開會一次,目 的是提供獲認可的直接溝通及諮詢途 徑,讓平機會員工一起商討對大家有影 響的事情,並藉此推動員工的合作精 神,提升平機會服務市民的效率。

Staff Consultative Group (SCG)

The SCG consists of management representatives appointed by the Chairperson, and staff representatives elected by staff of respective divisions and units. The Group meets every quarter, and aims to provide a recognised and direct channel of communication and consultation on issues that affect the interests of EOC staff. It also aims to promote a spirit of co-operation in securing and improving the EOC's efficiency in delivering services to clients.

平等機會專責小組

除員工諮詢組外,平機會亦成立了由各科/組代表組成的平等機會專責小組。該小組負責檢討及討論平機會的政策和措施,確保平等機會的原則得以納入其中。

EO Committee

In addition to the SCG, the EOC formed the EO Committee with staff representatives from different divisions and units. The Committee reviewed and discussed the policies and practices within the Commission to ensure that the principles of equal opportunities are incorporated in the policies.



員工培訓及發展

為回應不斷演變的社會需求,平機會不 時為員工安排內部和外間的培訓,以確 保他們訓練有素,能勝任工作。

平等機會專責小組其中一項舉措是在年內舉辦了一連串有關人權的講座和經驗分享會。例如,在2015年7月29日及8月13日舉行了兩個有關人權的培訓班,以幫助員工加深了解有關平等機會的議題、《香港人權法案條例》、反歧視條例和國際人權法例,以及這些法例的適用情況。

此外,幾位傑出講者亦應邀就關乎平 等和歧視的議題,分享他們的學學皇學院 看法,例如來自倫敦大學英皇學院的 Robert WINTEMUTE 教授於2015年10月 26日就免受基於性傾向、宗教及言 歧視的權利進行演説;以及著名美國 方家、電影製作人及文化理論家Jackson KATZ博士於2016年3月2日在一場有別 性別和暴力的研討會上發言。其他的 時題目包括在校園內為能力受損 以及 提高文化敏感度。

Staff Training and Development

In order to meet the evolving needs of the community, the Commission arranges both in-house and external training activities for staff members from time to time to ensure that they are well trained and competent.

As one of the initiatives of the EO Committee, a series of talks and experience-sharing sessions in relation to human rights were held during the year. For instance, two sessions of human rights training were arranged on 29 July and 13 August 2015 to broaden staff members' knowledge about issues relating to equal opportunities, and their understanding of Hong Kong's Bill of Rights and anti-discrimination laws, international human rights laws, as well as their application.

In addition, several distinguished speakers were invited to share their insights and perspectives on topics related to equality and discrimination. These included a talk on the right to freedom from discrimination on the grounds of sexual orientation, religion and beliefs by Professor Robert WINTEMUTE, Professor of Human Rights Law at King's College, London on 26 October 2015, and a seminar on gender and violence by renowned American educator, filmmaker and cultural theorist Dr Jackson KATZ on 2 March 2016. Other sharing topics included accommodating people with impairments on campuses, promoting equality and inclusion in the community and enhancing cultural sensitivity.

按照員工培訓及發展政策,平機會以發還全數或部分費用的方式向員工提員資助,讓同事出席由平機會安排或員主動參加並與工作相關的培訓課程。 些培訓及發展活動的用意是提升員與接出。 些培訓及發展活動的用意是提升與接 數及事業發展作好準備。例如,平機會於2015年9月至11月期間為員工安排了內部英文書寫培訓課程。

至於資助外間培訓方面,平機會資助的課程包括由香港科技大學與公務員培訓處合辦的領袖才能發展課程,以及其他專業課程,例如:法律課程。

In line with the EOC's staff training and development policy, staff members were sponsored on a full or a partial reimbursement basis to attend EOC-arranged or self-initiated job-related training programmes. These training and development activities were intended to enhance the professional skills and competencies of staff, and prepare them for new challenges and career development. For example, an in-house English writing skills training course was arranged for staff from September to November 2015.

As for the external training programmes sponsored, these included the leadership development programme run by The Hong Kong University of Science and Technology and the Civil Service Training and Development Institute, and other professional programmes such as legal courses.

員工支援計劃

平機會年內繼續外聘顧問為員工提供 支援計劃,其目的是協助員工應付工作 與個人生活上的各項需要,實踐工作與 生活平衡。支援計劃設有24小時熱線, 為員工提供專業輔導和各樣資源及資 訊。

員工活動

為培養團隊精神及促進員工在工作以外的溝通,平機會在2015/16年舉辦了多項活動,例如,在2015年11月舉行的員工周年旅行和在12月舉行的周年晚宴。

Employee Assistance Programme

The EOC continued to engage an external consultant to operate an Employee Assistance Programme for staff. The programme aims to help staff manage the diverse needs of their work and personal life, and achieve work-life balance. It includes a 24-hour hotline which provides professional counselling services and various resources and information to staff.

Staff Activities

To foster team spirit and enhance staff communication outside the daily work routines, various activities were organised through the year, such as a staff outing in November 2015 and the annual staff dinner in December 2015.







企業社會責任

員工義工活動

平機會一向十分支持員工參與義工服務。平機會義工聯同其親友,於2015年提供了接近2,000小時的社會服務,令平機會獲得社會福利署頒發金獎嘉許狀。此外,有五位義工分別因為整年進行了超過200小時和50小時的服務而獲發金、銅嘉許狀。

平機會所參與的義工活動包括:定期探 訪嚴重智障學生,並帶同他們外出進行 活動;為長者服務;參與非政府機構舉 辦的籌款及賣旗活動。

Corporate Social Responsibility

Staff Volunteer Programme

The EOC strongly supports employees to participate in volunteering. In 2015, the EOC volunteers, joined by their families and friends, performed almost 2,000 hours of service to the community. As a result, the EOC was awarded a Gold Award for Volunteer Service by the Social Welfare Department. In addition, five volunteers were individually awarded Gold and Bronze Certificates for having done over 200 and 50 hours of community service respectively during the whole calendar year.

The EOC's volunteering activities included regular visits and outing with students with severe mental disabilities; serving the elderly; and participating in various fundraising and flag-selling activities of NGOs.



我們的僱員 Our People



籌款活動

平機會一直支持各類籌款活動,並於2015/16年度參與了十項籌款項目,包括為非政府機構賣旗、在聖誕期間捐助貧窮兒童、捐贈冬天衣服予難民、參與「世界視覺日」及「公益行善『折』食日」等。

Fundraising Activities

The EOC has been supporting fundraising activities for different causes. In 2015/16, the EOC participated in 10 fundraising events, including flag selling for various NGOs, making donations to children in poverty during Christmas, donating winter clothes to refugees, and participating in World Sight Day and Skip Lunch Day.



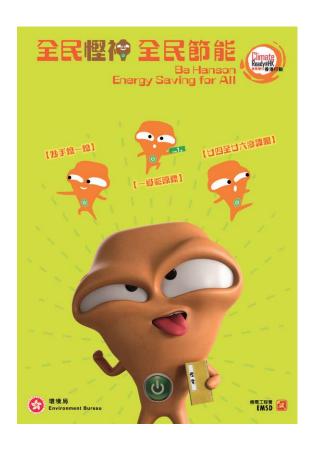
我們的僱員 Our People

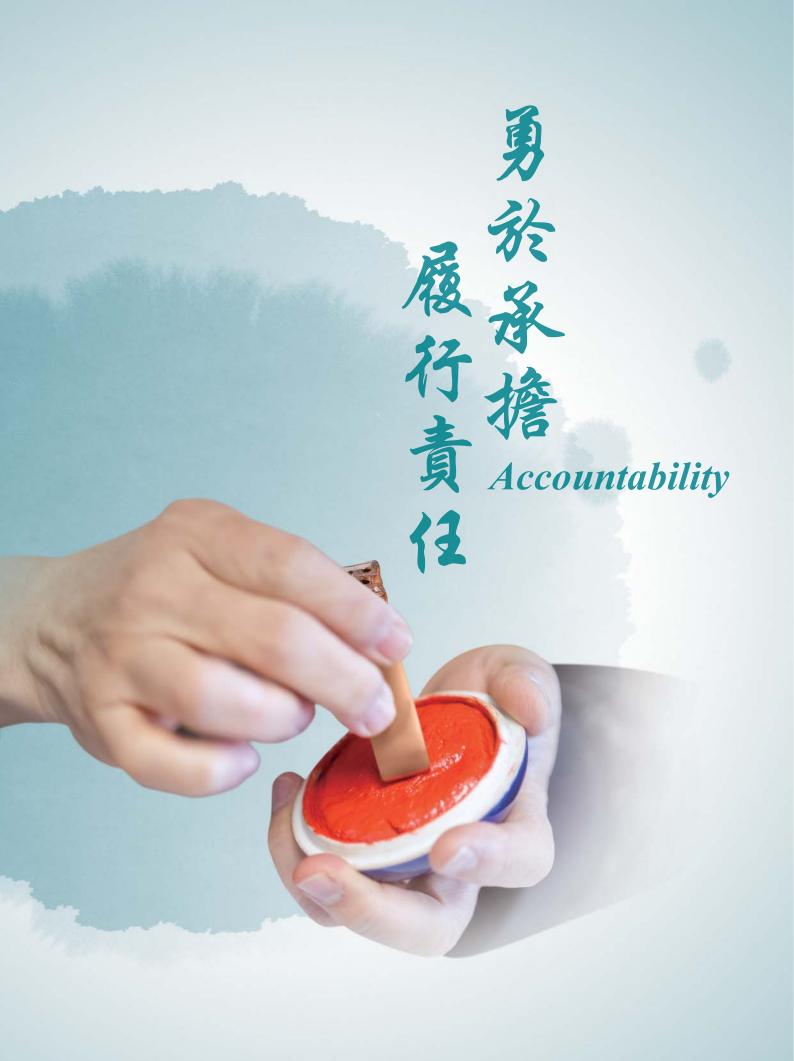
環境保護措施

平機會致力維持以保護環境為原則的運作常規和標準,因此推行了多項減少浪費和推廣循環再用的措施。除了使用環保紙和回收廢紙外,平機會亦繼續應政府推出的「室內溫度節能約章」,定時量度辦公室溫度,並將之維持在24至26度之間,以節約能源和應對氣候變化。

Environmental Protection Measures

The EOC strives to maintain operational standards and practices that respect the environment. The Commission has been exercising a number of measures to reduce waste and promote recycling. Apart from using environmentally friendly paper and recycling waste paper, the EOC continued to join the Energy Saving Charter on Indoor Temperature launched by the Government. The temperature of the EOC office was regularly measured and maintained within the range of 24-26 degrees to save energy and combat climate change.





財務報告 Financial Statements



平等機會委員會 截至二零一六年 三月三十一日止 財政年度的財務報表

獨立核數師報告 致平等機會委員會 全體大會

(依據《性別歧視條例》在香港成立)

本核數師(以下簡稱「我們」)已審計列 載於第109至第137頁平等機會委員會 (以下簡稱「委員會」)的財務報表,此財 務報表包括於二零一六年三月三十一 日的資產負債表,截至該日止年度的 支結算表、全面收益表、資金變動表和 現金流量表以及主要會計政策概要及 其他附註解釋資料。

委員會就財務報表須承擔的 責任

委員會須負責根據香港會計師公會頒 布的《香港財務報告準則》擬備真實而 中肯的財務報表,並對其認為為使財務 報表的擬備不存在由於欺詐或錯誤而 導致的重大錯誤陳述所必需的內部控 制負責。

核數師的責任

我們的責任是根據我們的審計對該等財務報表作出意見。我們是按照雙方同意的受聘條款,僅向委員會報告。除此以外,我們的報告不可用作其他用途。我們概不就本報告的內容,對任何其他人士負責或承擔法律責任。

我們已根據香港會計師公會頒布的《香港審計準則》進行審計。該等準則要求我們遵守道德規範,並規劃及執行審計,以對財務報表是否不存在任何重大錯誤陳述獲取合理保證。

Equal Opportunities Commission Financial Statements for the year ended 31 March 2016

Independent auditor's report to the Board of Commission Members of Equal Opportunities Commission

(Established in Hong Kong pursuant to the Sex Discrimination Ordinance)

We have audited the financial statements of Equal Opportunities Commission ("the Commission") set out on pages 109 to 137, which comprise the statement of assets and liabilities as at 31 March 2016, the statement of income and expenditure, statement of comprehensive income, statement of changes in funds and cash flow statement for the year then ended and a summary of significant accounting policies and other explanatory information.

The Commission's responsibility for the financial statements

The Commission is responsible for the preparation of financial statements that give a true and fair view in accordance with Hong Kong Financial Reporting Standards issued by the Hong Kong Institute of Certified Public Accountants and for such internal control as the Commission determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. This report is made solely to you, as a body, in accordance with our agreed terms of engagement, and for no other purpose. We do not assume responsibility towards or accept liability to any other person for the contents of this report.

We conducted our audit in accordance with Hong Kong Standards on Auditing issued by the Hong Kong Institute of Certified Public Accountants. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

Financial Statements

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of the financial statements that give a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Commission, as well as evaluating the overall presentation of the financial statements.

我們相信,我們所獲得的審計憑證能充足和適當地為我們的審計意見提供基礎。

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

意見

我們認為,該等財務報表已根據《香港財務報告準則》真實而中肯地反映委員會於二零一六年三月三十一日的財政狀況及截至該日止年度的財務表現及現金流量。

Opinion

In our opinion, the financial statements give a true and fair view of the financial position of the Commission as at 31 March 2016 and of the Commission's financial performance and cash flows for the year then ended in accordance with Hong Kong Financial Reporting Standards.

畢馬威會計師事務所

執業會計師 香港中環 遮打道10號 太子大廈8樓 二零一六年九月十五日

KPMG

Certified Public Accountants 8th Floor, Prince's Building 10 Chater Road Central, Hong Kong 15 September 2016

Financial Statements

收支結算表 截至二零一六年 三月三十一日止財政年度

Statement of income and expenditure for the year ended 31 March 2016 (Expressed in Hong Kong dollars)

(所有數額均以港元為單位)

		附註 Note	2016	2015
收入	Income			
政府補助 其他收入	Government subventions Other income	3	108,195,624 2,702,534	103,869,302 2,657,207
			110,898,158	106,526,509
支出	Expenditure			
職員薪酬 職員約滿酬金、其他福利	Staff salaries Staff gratuity, other benefits and		61,970,078	58,697,281
及津貼	allowances		20,275,656	19,286,042
強積金供款 未使用年假的準備之減少	Mandatory provident fund contributions		1,495,115	1,442,769
未使用平限的华州之 <i>减少</i> 法律費用	Decrease in provision for unutilised annual leave Legal fees		(75,631) 1,190,462	(131,703) 2,281,393
宣傳及公眾教育支出	Publicity and public education expenses		7,117,046	5,439,403
研究計劃 涉及辦公室物業的營運	Research projects Operating lease rentals in respect of		844,407	1,125,469
租賃租金 清理物業、機器及設備的 虧損	office premises Loss on disposal of property, plant and equipment		13,579,177 1,249	12,359,985 2,004
折舊 外訪及會議	Depreciation Overseas visits and conferences	4	636,415 116,469	538,509 130,272
職員本地培訓 核數師酬金	Staff local training Auditor's remuneration		185,216 102,400	428,674 97,000
其他經營費用	Other operating expenses		2,597,132	2,602,919
			110,035,191	104,300,017
財政年度盈餘	Surplus for the year	10	862,967	2,226,492

第114至137頁之附註為本財務報表的一部分。

The notes on pages 114 to 137 form part of these financial statements.

財務報告 Financial Statements

全面收益表 截至二零一六年 三月三十一日止財政年度

(所有數額均以港元為單位)

委員會所呈列的任何一個年度期間,除「財政年度盈餘」以外便沒有全面收益的組成項目。因此,委員會於兩個年度期間均沒有分開呈列全面收益表,委員會的「全面收入總額」和「財政年度盈餘」相同。

Statement of comprehensive income for the year ended 31 March 2016

(Expressed in Hong Kong dollars)

The Commission had no components of comprehensive income other than "surplus for the year" in either of the years presented. Accordingly, no separate statement of comprehensive income is presented as the Commission's "total comprehensive income" was the same as the "surplus for the year" in both years.

第114至137頁之附註為本財務報表的 一部分。

The notes on pages 114 to 137 form part of these financial statements.

Financial Statements

資產負債表 於二零一六年 三月三十一日

(所有數額均以港元為單位)

Statement of assets and liabilities as at 31 March 2016

(Expressed in Hong Kong dollars)

		附註 Note	2016	2015
資產	ASSETS			
非流動資產	Non-current asset			
物業、機器及設備	Property, plant and equipment	4	2,081,631	1,008,972
流動資產	Current assets			
應收政府的未使用年假補助 其他應收帳款、按金及預付款項	Unutilised annual leave subventions receivable from the Government Other receivables, deposits and prepayments	5	3,172,553 5,867,422	3,248,184 3,930,837
存款期超過3個月的 銀行存款 現金及現金等價物	Bank deposits with original maturity over three months Cash and cash equivalents	6	23,510,526 19,659,818	17,318,777 30,374,355
			52,210,319	54,872,153
總資產	Total assets		54,291,950	55,881,125
負債	LIABILITIES			
非流動負債 職員約滿酬金的準備 預收政府補助 資本補助基金	Non-current liabilities Provision for staff gratuity Government subventions received in advance Capital subvention fund	8 3 7	6,906,439 1,218,841 425,758	3,655,564 604,932 910,799
			8,551,038	5,171,295
流動負債	Current liabilities			
職員約滿酬金的準備 未使用年假的準備 預收政府補助 其他應付帳項及應計費用 資本補助基金	Provision for staff gratuity Provision for unutilised annual leave Government subventions received in advance Other payables and accruals Capital subvention fund	8 3 9 7	3,094,730 3,172,553 8,012,180 8,618,710 959,416	7,245,632 3,248,184 9,360,135 7,519,361 2,316,162
			23,857,589	29,689,474
總負債	Total liabilities		32,408,627	34,860,769
基金	FUNDS			
儲備	Reserves	10	21,883,323	21,020,356
總基金	Total funds		21,883,323	21,020,356
總基金及負債	Total funds and liabilities		54,291,950	55,881,125

於2016年9月15日 批 准 並 授 權 公 布 Approved and authorised for issue on 15 September 2016 by 本財務報表。

陳章明教授 Professor Alfred CHAN Cheung-ming 委員會主席

Chairperson of the Commission

趙麗娟女士 Ms Susanna CHIU Lai-kuen行政及財務專責小組召集人
Convenor of the Administration and
Finance Committee

鄧伊珊小姐 Miss Kerrie TENG 高級會計經理 Senior Accounting Manager

第114至137頁之附註為本財務報表的 一部分。 The notes on pages 114 to 137 form part of these financial statements.

資金變動表 截至二零一六年 三月三十一日止財政年度

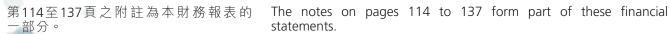
Statement of changes in funds for the year ended 31 March 2016

收支結算表

(Expressed in Hong Kong dollars)

(所有數額均以港元為單位)

		Statement of income and expenditure	儲備 Reserves (附註10) (note 10)	總數 Total
於 2014 年 4 月 1 日之 結餘	Balance at 1 April 2014	-	18,793,864	18,793,864
2014/2015年度資金 變動:	Changes in funds for 2014/2015:			
財政年度盈餘及全面 收入總額 轉撥	Surplus and total comprehensive income for the year Transfer	2,226,492 (2,226,492)	_ 2,226,492	2,226,492 –
於2015年3月31日及 2015年4月1日之 結餘	Balance at 31 March 2015 and 1 April 2015	_	21,020,356	21,020,356
2015/2016年度資金 變動:	Changes in funds for 2015/2016:			
財政年度盈餘及全面 收入總額 轉撥	Surplus and total comprehensive income for the year Transfer	862,967 (862,967)	- 862,967	862,967 -
於 2016 年 3 月 31 日之 結餘	Balance at 31 March 2016	-	21,883,323	21,883,323



Financial Statements

現金流量表 截至二零一六年 三月三十一日止財政年度

Cash flow statement for the year ended 31 March 2016 (Expressed in Hong Kong dollars)

(所有數額均以港元為單位)

		附註 Note	2016	2015
營運活動	Operating activities			
財政年度盈餘	Surplus for the year		862,967	2,226,492
調整: 折舊 清理物業、機器及設備的虧損	Adjustments for: Depreciation Loss on disposal of property, plant and		636,415	538,509
利息收入	equipment Interest income		1,249 (365,894)	2,004 (477,225)
營運資金變動前經營盈餘	Operating surplus before changes in working capital		1,134,737	2,289,780
應收政府的未使用年假補助之 減少 其他應收帳款、按金及預付	Decrease in unutilised annual leave subventions receivable from the Government (Increase)/decrease in other receivables,		75,631	131,703
款項之(增加)/減少 其他應付帳項及應計費用之	deposits and prepayments Increase in other payables and accruals		(1,894,016) 673,152	179,345
增加 職員約滿酬金的準備之減少 未使用年假的準備之減少	Decrease in provision for staff gratuity Decrease in provision for unutilised annual		(900,027)	2,160,141 (5,506,599)
預收政府補助之減少	leave Decrease in Government subventions		(75,631)	(131,703)
	received in advance		(734,046)	(1,225,158)
資本補助基金之(減少)/ 增加	(Decrease)/increase in capital subvention fund		(1,841,787)	3,226,961
營運活動(耗用)/所產生的現金 淨額	Net cash (used in)/generated from operating activities		(3,561,987)	1,124,470
投資活動	Investing activities			
已收利息	Interest received		323,325	486,747
存放存款期超過3個月的 銀行存款	Placement of bank deposits with original maturity over three months		(10,191,749)	(4,182,277)
支用存款期超過3個月的 銀行存款	Release of bank deposits with original maturity over three months		4,000,000	8,080,438
購置物業、機器及設備	Payment for the purchase of property, plan and equipment	t	(1,284,126)	(658,926)
投資活動(耗用)/所產生之現金 淨額	Net cash (used in)/generated from investing activities		(7,152,550)	3,725,982
現金及現金等價物之 (減少)/增加	(Decrease)/increase in cash and cash equivalents		(10,714,537)	4,850,452
年初之現金及現金等價物	Cash and cash equivalents at beginning of the year		30,374,355	25,523,903
年末之現金及現金等價物	Cash and cash equivalents at end of the year	6	19,659,818	30,374,355

第114至137頁之附註為本財務報表的 一部分。

The notes on pages 114 to 137 form part of these financial statements.

Financial Statements

財務報表附註

(所有數額均以港元為單位)

Notes to the financial statements

(Expressed in Hong Kong dollars)

1 背景

委員會是按法例在香港成立,辦事處註冊地址為香港太古城太古灣道14號太古城中心三座19樓。

Background

Equal Opportunities Commission ("the Commission") is a statutory body set up in 1996 to implement the Sex Discrimination Ordinance, the Disability Discrimination Ordinance, the Family Status Discrimination Ordinance and the Race Discrimination Ordinance. The Commission works towards the elimination of discrimination on the grounds of sex, marital status, pregnancy, disability, family status and race. The Commission also aims to eliminate sexual harassment, and harassment and vilification on the grounds of disability and race, and promote equality of opportunities between men and women, between persons with and without a disability and irrespective of family status and race.

The Commission is established by statute in Hong Kong. The address of its registered office is 19/F, Cityplaza Three, 14 Taikoo Wan Road, Taikoo Shing, Hong Kong.

2 主要會計政策

(a) 遵例聲明

本財務報表乃根據香港會計師公會頒布所有適用的《香港財務報告準則》(此統稱包括適用的個別《香港財務報包括準則》、《香港會計準則》及香港公認會計與則數。委員會採納的主要會計政策概述如下。

Significant accounting policies

(a) Statement of compliance

These financial statements have been prepared in accordance with all applicable Hong Kong Financial Reporting Standards ("HKFRSs"), which collective term includes all applicable individual Hong Kong Financial Reporting Standards, Hong Kong Accounting Standards ("HKASs") and Interpretations issued by the Hong Kong Institute of Certified Public Accountants ("HKICPA") and accounting principles generally accepted in Hong Kong. A summary of the significant accounting policies adopted by the Commission is set out below.

The HKICPA has issued certain new and revised HKFRSs that are first effective or available for early adoption for the current accounting period of the Commission. The adoption of these new standards and interpretation did not have material impact on the Commission's financial statements. The Commission has not applied any new standard or interpretation that is not yet effective for the current accounting period.

Financial Statements

2 主要會計政策(續)

(b) 財務報表編製基準

本財務報表是以歷史成本作為計量基準而編製的。

管理層會不斷修訂各項估計 及相關假設。如果會計估計 該修訂會在該期間內確認 時影響當前及未來期間內 時影響當前及未來期間及 則該修訂會在修訂期 則該修訂會在修訂 則 來期間內確認入賬。

Significant accounting policies (continued)

(b) Basis of preparation of the financial statements

The measurement basis used in the preparation of the financial statements is the historical cost basis.

The preparation of financial statements in conformity with HKFRSs requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets, liabilities, income and expenditure. The estimates and associated assumptions are based on historical experience and various other factors that are believed to be reasonable under the circumstances, the results of which form the basis of making the judgements about carrying values of assets and liabilities that are not readily apparent from other sources. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

Financial Statements

財務報表附註

(所有數額均以港元為單位)

Notes to the financial statements

(Expressed in Hong Kong dollars)

2 主要會計政策(續)

(c) 物業、機器及設備

物業、機器及設備是以成本 減去累計折舊及減值虧損後 列帳。

折舊是在扣減物業、機器及設備的預計剩餘價值(如有)後,按預計可用年限以直線法沖銷其成本,計算方法如下:

-租賃物業 租賃期或六年 裝修 (以較短者為準)

-辦公室 分別為五年 傢俬及 及三年 設備

- 汽車 七年

-電腦軟件 三至五年

-電腦硬件 四至五年

六年

- 即時傳譯 及擴音 系統

資產的可使用年限及其剩餘 價值(如有)會每年檢討。

Significant accounting policies (continued)

(c) Property, plant and equipment

Property, plant and equipment are stated at cost less accumulated depreciation and impairment losses.

Depreciation is calculated to write off the cost of items of property, plant and equipment, less their estimated residual value, if any, using the straight-line method over their estimated useful lives as follows:

Leasehold improvements
 The shorter of the lease term and 6 years

Office furniture and equipment
 5 and 3 years respectively

Motor vehicles7 years

Computer software3 to 5 years

Computer hardware4 to 5 years

– Simultaneous interpretation 6 years and public address equipment

Both the useful life of an asset and its residual value, if any, are reviewed annually.

Financial Statements

2 主要會計政策(續)

(c) 物業、機器及設備(續)

委員會在每個匯報期間終 結時審閱物業、機器及設備 的帳面金額,以確定有否減 值跡象。減值虧損只限於當 資產或所附屬的現金產生單 位的帳面金額超過可收回金 額時在收支結算表內確認。 資產或所附屬的現金產生單 位的可收回金額是其公允價 值減清理費用與使用值兩者 中的較高額。在評估使用值 時,估計未來現金流量會按 折讓率折讓至現值,而該折 讓率應反映市場當時所評估 的貨幣時間價值和該資產的 獨有風險。假如用以釐定可 收回數額的估計基準出現利 好的變化,有關的減值虧損 便會撥回。

報廢或出售任何物業、機器及設備所產生的損益以出售所得淨額與資產的帳面金額之間的差額釐定,並於報廢或出售日在收支結算表內確認入賬。

(d) 營運租賃

凡擁有權所涉及的風險及利益大部分由租賃人承擔人人政治人事,均作為營運租賃入股份,以實理租赁所支付的费用。根据,在扣除收到租赁人提供的投票之後,以直線法法的實理在會計期間在收支結算表中進行攤銷。

Significant accounting policies (continued)

(c) Property, plant and equipment (continued)

The carrying amounts of property, plant and equipment are reviewed for indications of impairment at the end of each reporting period. An impairment loss is recognised in the statement of income and expenditure if the carrying amount of an asset, or the cash-generating unit to which it belongs, exceed its recoverable amount. The recoverable amount of an asset, or of the cash-generating unit to which it belongs, is the greater of its fair value less costs of disposal and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a discount rate that reflects current market assessments of the time value of money and the risks specific to the assets. An impairment loss is reversed if there has been a favourable change in the estimates used to determine the recoverable amount.

Gains or losses arising from the retirement or disposal of an item of property, plant and equipment are determined as the difference between the net disposal proceeds and the carrying amount of the item and are recognised in the statement of income and expenditure on the date of retirement or disposal.

(d) Operating leases

Leases where substantially all the risks and rewards of ownership of assets remain with the lessor are accounted for as operating leases. Payments made under operating leases net of any incentives received from the lessor are charged to the statement of income and expenditure on a straight-line basis over the accounting periods covered by the lease term.

財務報告 Financial Statements

財務報表附註

(所有數額均以港元為單位)

Notes to the financial statements

(Expressed in Hong Kong dollars)

2 主要會計政策(續)

(e) 其他應收帳款

其他應收帳款初值按公允價值確認及隨後採用實際利率 法按攤銷成本減呆帳減值作 出的撥備列帳。

Significant accounting policies (continued)

(e) Other receivables

Other receivables are initially recognised at fair value and thereafter stated at amortised cost using the effective interest method, less allowance for impairment of doubtful debts.

Impairment losses for bad and doubtful debts are recognised when there is objective evidence of impairment and are measured as the difference between the carrying amount of the financial asset and the estimated future cash flows, discounted at the asset's original effective interest rate where the effect of discounting is material. Objective evidence of impairment includes observable data that come to the attention of the Commission about events that have an impact on the asset's estimated future cash flows such as significant financial difficulty of the debtor.

Impairment losses for other receivables whose recovery is considered doubtful but not remote are recorded using an allowance account. When the Commission is satisfied that recovery is remote, the amount considered irrecoverable is written off against the receivable directly and any amounts held in the allowance account relating to that debt are reversed. Subsequent recoveries of amounts previously charged to the allowance account and subsequent recoveries of amounts previously written off directly are recognised in the statement of income and expenditure.

Financial Statements

2 主要會計政策(續)

(f) 其他應付帳項及應計費 用

其他應付帳項及應計費用初 值按公允價值確認,其後按 攤銷成本列帳;除非在貼現 的影響非常微小時,則按成 本列帳。

(g) 現金及現金等價物

(h) 僱員福利

(i) 僱員假期及約滿酬金 享有權

僱員應享有的年假及約 滿酬金於確立時確認。 截至年結日止,因僱員 已提供服務而產生的未 放年假及約滿酬金已撥 出準備。

僱員應享有的病假、分娩假及侍產假於放假時 才確認。

Significant accounting policies (continued)

(f) Other payables and accruals

Other payables and accruals are initially recognised at fair value and subsequently stated at amortised cost unless the effect of discounting would be immaterial, in which case they are stated at cost.

(g) Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and in hand, demand deposits with banks and other financial institutions, and short-term, highly liquid investments that are readily convertible into known amounts of cash and which are subject to an insignificant risk of changes in value, having been within three months of maturity at acquisition.

(h) Employee benefits

(i) Employee leave and gratuity entitlements

Employee entitlements to annual leave and gratuities are recognised when they accrue to employees. A provision is made for the estimated liability for untaken annual leave and gratuities as a result of services rendered by employees up to the year end date.

Employee entitlements to sick leave, maternity leave and paternity leave are not recognised until the time of leave.

Financial Statements

財務報表附註

(所有數額均以港元為單位)

Notes to the financial statements

(Expressed in Hong Kong dollars)

2 主要會計政策(續)

(h) 僱員福利(續)

(ii) 退休金責任

委員會問題之一對產理付的期只將繳。一對產理付的期只將繳。

(i) 準備及或有負債

Significant accounting policies (continued)

(h) Employee benefits (continued)

(ii) Pension obligations

The Commission has established a mandatory provident fund scheme ("MPF Scheme") in Hong Kong. The assets of the MPF Scheme are held in separate trustee-administered funds. The Commission has no further payment obligations once the contributions have been paid. The contributions are recognised as employee benefit expense when they are due. Prepaid contributions are recognised as an asset to the extent that a cash refund or a reduction in the future payments is available.

(i) Provisions and contingent liabilities

Provisions are recognised for liabilities of uncertain timing or amount when the Commission has a legal or constructive obligation arising as a result of a past event, it is probable that an outflow of economic benefits will be required to settle the obligation and a reliable estimate can be made. When the time value of money is material, provisions are stated at the present value of the expenditure expected to settle the obligation.

Where it is not probable that an outflow of economic benefits will be required, or the amount cannot be estimated reliably, the obligation is disclosed as a contingent liability, unless the probability of outflow of economic benefits is remote. Possible obligations, whose existence will only be confirmed by the occurrence or non-occurrence of one or more future events are also disclosed as contingent liabilities unless the probability of outflow of economic benefits is remote.

Financial Statements

2 主要會計政策(續)

(j) 收入的確認

收入按已收取或應收的報酬的公允價值計算。倘若有經濟效益的資源可能流入至委員會,而收入及支出(如,有限)能夠作可靠的計算時內, 關收入將在收支結算表內確認為:

(i) 政府補助

與特定計劃有關的政府 補助已包括在資本補助 基金內,並在配合補助 打算補償成本需要的期 間遞延及確認在收支結 算表上。

與購置物業、機器及設 備有關的政府補助已包 括在資本補助基金內, 並按有關資產的預計已 用年限,以直線法記入 收支結算表內。

(ii) 利息收入

利息收入按照實際利率 法累計確認。

(iii) 雜項收入

雜項收入是以應計制確 認。

Significant accounting policies (continued)

(j) Income recognition

Income is measured at the fair value of the consideration received or receivable. Provided it is probable that the economic benefits will flow to the Commission and the income and expenditure, if applicable, can be measured reliably, income is recognised in the statement of income and expenditure as follows:

(i) Government subventions

Government subventions are recognised initially when there is reasonable assurance that they will be received and that the Commission will comply with the conditions attaching to them. Government subventions that compensate the Commission for expenses incurred are recognised as income in the statement of income and expenditure on a systematic basis in the same periods in which the expenses are incurred.

Government subventions relating to specific projects are included in the capital subvention fund and are deferred and recognised in the statement of income and expenditure over the period necessary to match them with the costs that they are intended to compensate.

Government subventions relating to the purchase of property, plant and equipment are included in the capital subvention fund and are credited to the statement of income and expenditure on a straight-line basis over the expected useful lives of the related assets.

(ii) Interest income

Interest income is recognised as it accrues using the effective interest method.

(iii) Sundry income

Sundry income is recognised on an accrual basis.

Financial Statements

財務報表附註

(所有數額均以港元為單位)

Notes to the financial statements

(Expressed in Hong Kong dollars)

2 主要會計政策(續)

(k) 關聯人士

- (a) 個人或該個人之近親家 庭成員,如該個人在以 下情況下視為與委員會 有關聯:
 - (i) 可控制或共同控制 委員會;
 - (ii) 對委員會有重大影響力;或
 - (iii) 是委員會的主要管 理人員之成員。
- (b) 在以下任何情況下一實 體會視為與委員會有關 聯:
 - (i) 該實體及委員會皆 是同一集團成員 (即每一間母公司、 附屬公司及同系附 屬公司與其他有關 聯)。
 - (ii) 一實體是另一實體 的聯營公司或合營 公司(或該聯營公司 或合營公司與該另 一實體均屬同一集 團)。
 - (iii) 兩個實體是同一第 三者的合營公司。
 - (iv) 一實體是一第三者 的合營公司而另一 實體則是該第三者 的聯營公司。

Significant accounting policies (continued)

(k) Related parties

- (a) A person, or a close member of that person's family, is related to the Commission if that person:
 - (i) has control or joint control over the Commission;
 - (ii) has significant influence over the Commission; or
 - (iii) is a member of the key management personnel of the Commission.
- (b) An entity is related to the Commission if any of the following conditions applies:
 - (i) The entity and the Commission are members of the same group (which means that each parent, subsidiary and fellow subsidiary is related to the others).
 - (ii) One entity is an associate or joint venture of the other entity (or an associate or joint venture of a member of a group of which the other entity is a member).
 - (iii) Both entities are joint ventures of the same third party.
 - (iv) One entity is a joint venture of a third entity and the other entity is an associate of the third entity.

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2 主要會計政策(續)

(k) 關聯人士(續)

- (b) 在以下任何情況下一實體會視為與委員會有關聯:(續)
 - (v) 該實體是提供福利 予委員會或與委員 會有關聯之實體的 僱員離職後之福利 計劃。
 - (vi) 該實體受在(k)(a)項中所辨別的個人所控制或共同控制。
 - (vii) 在(k)(a)(i)項中所辨別的個人而該個人 對該實體有重大影響力,或該個人影 實體(或是該實體的母公司)的主要管理人員之成員。
 - (viii) 該實體或所屬集團 內的任何成員為向 委員會提供主要管 理人員服務。

個人的近親家庭成員指可影響,或受該個人影響,他們與 該實體交易的家庭成員。

Significant accounting policies (continued)

(k) Related parties (continued)

- (b) An entity is related to the Commission if any of the following conditions applies: (continued)
 - (v) The entity is a post-employment benefit plan for the benefit of employees of either the Commission or an entity related to the Commission.
 - (vi) The entity is controlled or jointly-controlled by a person identified in (k)(a).
 - (vii) A person identified in (k)(a)(i) has significant influence over the entity or is a member of the key management personnel of the entity (or of a parent of the entity).
 - (viii) The entity, or any member of a group of which it is a part, provides key management personnel services to the Commission.

Close members of the family of a person are those family members who may be expected to influence, or be influenced by, that person in their dealings with the entity.

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3 政府補助及預收政府補助

政府補助代表政府撥款予委員會 提供服務的資金。預收政府補助 是有關於年結日後才提供的各項 服務而預收的款項。

財政年度獲批的政府補助與在收支結算表內確認的政府補助對帳表:

Government subventions and Government subventions received in advance

Government subventions represent the funds granted by the Government for the Commission's services. Government subventions are received in advance in connection with various services to be provided after year end.

Reconciliation between Government subventions granted for the year and Government subventions recognised in the statement of income and expenditure:

		2016	2015
財政年度獲批的政府補助	Government subventions granted for the year	105,695,422	106,002,808
調整:	Adjustments for:		
未使用年假的準備之減少	Decrease in provision for unutilised annual leave	(75,631)	(131,703)
預收政府補助之減少	Decrease in Government subventions received in advance	734,046	1,225,158
資本補助基金之減少/(增加)	Decrease/(increase) in capital	754,040	1,223,130
(附註7)	subvention fund (note 7)	1,841,787	(3,226,961)
在收支結算表內確認的政府 補助	Government subventions recognised in the statement of income and		402.050.000
	expenditure	108,195,624	103,869,302

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4 物業、機器及設備

Property, plant and equipment

即時傳譯及

		租賃 物業裝修 Leasehold improvements	辦公室 傢俬及設備 Office furniture and equipment	汽車 Motor vehicles	電腦軟件 Computer software	電腦硬件 Computer hardware	即時傳譯及 擴音系統 Simultaneous interpretation and public address equipment	總數 Total
成本:	Cost:							
於2014年4月1日 增置 有關修復成本的調整	At 1 April 2014 Additions Adjustment in relation	8,932,080 –	4,193,910 40,276	819,601 -	1,981,240 236,340	2,455,538 382,310	481,043 -	18,863,412 658,926
減少	to reinstatement costs Disposals	113,680 -	(39,569)	- -	-	- -	- -	113,680 (39,569)
於2015年3月31日	At 31 March 2015	9,045,760	4,194,617	819,601	2,217,580	2,837,848	481,043	19,596,449
於2015年4月1日 增置 有關修復成本的調整	At 1 April 2015 Additions Adjustment in relation to	9,045,760 255,080	4,194,617 211,899	819,601 493,027	2,217,580 43,000	2,837,848 281,120	481,043 -	19,596,449 1,284,126
減少	reinstatement costs Disposals	426,197 -	– (115,229)	- (558,720)	- -	- (340,656)	- -	426,197 (1,014,605)
於2016年3月31日	At 31 March 2016	9,727,037	4,291,287	753,908	2,260,580	2,778,312	481,043	20,292,167
累積折舊:	Accumulated depreciation:							
於2014年4月1日 年度折舊 減少時撥回	At 1 April 2014 Charge for the year Written back on disposals	8,347,306 427,195 –	4,098,242 58,344 (37,565)	819,601 - -	1,972,494 12,145 –	2,370,497 38,838 -	478,393 1,987 -	18,086,533 538,509 (37,565)
於2015年3月31日	At 31 March 2015	8,774,501	4,119,021	819,601	1,984,639	2,409,335	480,380	18,587,477
於2015年4月1日 年度折舊 減少時撥回	At 1 April 2015 Charge for the year Written back on disposals	8,774,501 288,095 –	4,119,021 83,721 (113,980)	819,601 58,694 (558,720)	1,984,639 52,826 –	2,409,335 152,416 (340,656)	480,380 663 –	18,587,477 636,415 (1,013,356)
於2016年3月31日	At 31 March 2016	9,062,596	4,088,762	319,575	2,037,465	2,221,095	481,043	18,210,536
帳面淨值:	Net book value:							
於2016年3月31日	At 31 March 2016	664,441	202,525	434,333	223,115	557,217	-	2,081,631
於2015年3月31日	At 31 March 2015	271,259	75,596	_	232,941	428,513	663	1,008,972

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5 其他應收帳款、按金及 Other receivables, deposits and prepayments 預付款項

		2016	2015
按金及預付款項	Deposits and prepayments	5,611,759	3,730,836
其他應收帳款 減:呆帳準備	Other receivables Less: Allowance for doubtful debts	255,663 –	967,678 (767,677)
		255,663	200,001
		5,867,422	3,930,837

除按金 3,323,370元 (2015年: 3,015,090元)預期於一年以上收回外,所有其他應收帳款、按金及預付款項預期於一年內收回或確認為支出。

All of the other receivables, deposits and prepayments are expected to be recovered or recognised as expense within one year except for deposits of \$3,323,370 (2015: \$3,015,090) which are expected to be recovered after more than one year.

(a) 帳齡分析

未被視為個別或整體減值的 其他應收帳款的帳齡分析如 下:

(a) Ageing analysis

The ageing analysis of other receivables that are neither individually nor collectively considered to be impaired are as follows:

		2016	2015
未逾期或減值	Neither past due nor impaired	255,663	200,001

未逾期或減值的應收帳項涉及第三方,該等第三方最近 均沒有拖欠記錄。 Receivables that were neither past due nor impaired relate to third parties for whom there was no recent history of default.

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5 其他應收帳款、按金及 預付款項(續)

(b) 其他應收帳項減值

委員會採用準備帳來記錄其 他應收帳項的減值虧損,但 在委員會認為收回的可能性 極低時,則會將減值虧損的 數額直接沖銷其他應收帳項 (附註2(e))。

Other receivables, deposits and prepayments (continued)

(b) Impairment of other receivables

Impairment losses in respect of other receivables are recorded using allowance account unless the Commission is satisfied that recovery of that amount is remote, in which case the impairment loss is written off against other receivables directly (see note 2(e)).

At 31 March 2015, the Commission's other receivables of \$767,677 were individually determined to be impaired. The individually impaired receivables related to a third party for which the recoverability as assessed by management was uncertain. Consequently, specific allowances for doubtful debts of \$767,677 were recognised in previous years. At 31 March 2016, the management has written off the specific allowances of \$767,677 as the recoverability was assessed to be remote.

6 現金及現金等價物

Cash and cash equivalents

		2016	2015
銀行結存及現金 原本存款期不超過3個月的 短期銀行存款	Bank balances and cash Short-term bank deposits with original maturity not more than	5,571,349	12,094,390
A	three months	14,088,469	18,279,965
現金及現金等價物	Cash and cash equivalents	19,659,818	30,374,355

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7 資本補助基金

Capital subvention fund

		宣傳《種族 歧視條例》和 《性別歧視 條例》 Promotion of RDO* and SDO*	購置物業、 機器及設備 Purchase of property, plant and equipment	總數 Total
於2014年4月1日	At 1 April 2014	_	-	_
已收政府補助	Subventions received from the Government	3,000,000	230,808	3,230,808
轉至收支結算表作為 收入以配合: -經費來自政府資本 補助基金的物業、 機器及設備折舊	Transfer to statement of income and expenditure as income to match with: – Depreciation of property, plant and equipment financed by Government	3,000,000	250,000	3,230,000
	capital subvention fund		(3,847)	(3,847)
於2015年3月31日	At 31 March 2015	3,000,000	226,961	3,226,961
代表:	Representing:			
流動部份 非流動部份	Current portion Non-current portion			2,316,162 910,799
				3,226,961
				3,220,901

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7 資本補助基金(續)

Capital subvention fund (continued)

官 俥 《 種 佐

		旦傳《種族 歧視條例》和 《性別歧視 條例》 Promotion of RDO* and SDO*	購置物業、 機器及設備 Purchase of property, plant and equipment	總數 Total
於2015年4月1日 已收政府補助	At 1 April 2015 Subventions received from	3,000,000	226,961	3,226,961
轉至收支結算表作為 收入以配合: -經費來自政府資本 補助基金的物業、 機器及設備折舊	the Government Transfer to statement of income and expenditure as income to match with: - Depreciation of property, plant and equipment financed by Government	_	394,422	394,422
-宣傳《種族歧視條例》 和《性別歧視條例》	capital subvention fund	-	(93,117)	(93,117)
的費用		(2,143,092)	_	(2,143,092)
於2016年3月31日	At 31 March 2016	856,908	528,266	1,385,174
代表: 流動部份 非流動部份	Representing: Current portion Non-current portion		-	959,416 425,758
				1,385,174

資本補助基金指就特定計劃已收取但仍未使用的非經常性政府資本補助結餘。此項基金轉至收支結算表作為收入,以配合於產生期間的有關成本。

The capital subvention fund represents the unutilised balance of non-recurrent Government capital subvention received for special projects. The funds are released to the statement of income and expenditure as income to match with the related costs when incurred.

^{*} Representing abbreviations of Race Discrimination Ordinance and Sex Discrimination Ordinance respectively.

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8 職員約滿酬金的準備

Provision for staff gratuity

		2016	2015
於2015/2014年4月1日	At 1 April 2015/2014 Provisions made Forfeitures Amounts paid/payable during the year	10,901,196	16,407,795
撥出準備		10,867,453	10,365,837
取消		(356,505)	(584,892)
財政年度已支付/應付之金額		(11,410,975)	(15,287,544)
於2016/2015年3月31日	At 31 March 2016/2015	10,001,169	10,901,196
減:流動部份	Less: Current portion	(3,094,730)	(7,245,632)
非流動部份	Non-current portion	6,906,439	3,655,564

職員約滿酬金的準備是為了支付由受僱日期起計已完成三年合約之委員會僱員的約滿酬金而設立的。

Provision for staff gratuity is set up for the gratuity payments which will be payable to employees of the Commission who complete their three-year contracts commencing from the date of their employment.

9 其他應付帳項及應計費 Other payables and accruals 用

		2016	2015
其他應付帳項 應計費用 預收款項	Other payables Accrued expenses Receipts in advance	5,693,507 2,899,690 25,513	5,055,969 2,431,204 32,188
		8,618,710	7,519,361

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10 儲備

Reserves

		2016	2015
於2015/2014年4月1日 由收支結算表轉入	At 1 April 2015/2014 Transfer from statement of income	21,020,356	18,793,864
	and expenditure	862,967	2,226,492
於2016/2015年3月31日	At 31 March 2016/2015	21,883,323	21,020,356

The Commission defines reserves as Total Funds. The Commission's primary objectives when managing its funds are to safeguard the Commission's ability to continue as a going concern. The reserves at the end of the financial year are capped at 25% of the Commission's annual recurrent subvention of the next financial year, plus the net book value of property, plant and equipment less accrued reinstatement cost ("the reserve ceiling"). The reserves are available for general use and can be spent at the discretion of the Commission within the reserve ceiling, exceeding which would need to be returned to the Government, except with the approval of the Permanent Secretary for Constitutional and Mainland Affairs ("PSCMA") or the reserve ceiling is raised by PSCMA following consultation with the Secretary for Financial Services and the Treasury.

11 主要管理層報酬

Key management compensation

		2016	2015
職員福利 聘用期結束後福利	Employee benefits Post-employment benefits	14,063,976 2,417,295	13,415,755 2,346,797
		16,481,271	15,762,552

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12 所得税支出

委員會是政府補助機構,可根據 《税務條例》(香港法例第112章)豁 免繳交税務局之一切徵税。

Taxation

The Commission is a Government subvented body exempted from payment of all taxes administered by the Inland Revenue Department by virtue of the Inland Revenue Ordinance (Chapter 112).

13 承擔

(a) 資本性承擔

物業、機器及設備未在財務報表內提撥準備於2016年3月31日的資本性承擔如下:

Commitments

(a) Capital Commitments

Capital commitments outstanding at 31 March 2016 in respect of property, plant and equipment not provided for in the financial statements were as follows:

		2016	2015
已簽約 已核准但未得	Contracted for 条約 Authorised but not co	365,316 ntracted for 646,000	214,608 858,000
		1,011,316	1,072,608

(b) 營運租賃承擔

於2016年3月31日計算,按照辦公室樓宇不可撤銷之營運租賃合約應繳付的最低租賃付款總額如下:

(b) Operating lease commitments

At 31 March 2016, the total future aggregate minimum lease payments under non-cancellable operating leases in respect of office premises were payable as follows:

		2016	2015
於1年內繳付 在1年後至5年內繳付	Within 1 year After 1 year but within 5 years	11,380,200 8,045,679	10,315,920 17,609,165
		19,425,879	27,925,085

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14 財務風險管理及金融工 具的公允價值

風險管理由財務部根據委員會的 行政及財務專責小組核准的程序 指導方針執行。財務部鑑別和評 估財務風險,就整體的風險管理 訂定程序指導方針,例如利率風 險、金融工具的運用,以及額外流 動資金的投資方式。

(a) 信貸風險

委員會的信貸風險主要來自銀行存款、現金及現金及現金及現金及現金人類。委員會在信貸評級,委員會在信贷課金,。 量減低信貸風險。鑒於員會的信貸評級良好。 數沒有任何這些金融機構不能履行責任。

委員會所承受的信貸風險上 限為資產負債表中每項金融 資產的帳面金額。委員會沒 有提供任何可引致委員會承 受信貸風險的擔保。

Financial risk management and fair values of financial instruments

Risk management is carried out by the finance department under the procedural guidelines approved by the Members of the Administration and Finance Committee of the Commission. The finance department identifies and evaluates financial risks and provides procedural guidelines for overall risk management such as interest-rate risk, use of financial instruments and investing excess liquidity.

The Commission's activities do not expose it to foreign exchange risk, credit risk and liquidity risk. For interest-rate risk, except for the short-term bank deposits which bear interest at market rates, the Commission has no other significant interest-bearing assets and liabilities. Accordingly, the Commission's income and operating cash flows are substantially independent of changes in market interest rates and the exposure to cash flow and fair value interest rate risk is low.

(a) Credit risk

The Commission's credit risk is primarily attributable to bank deposits and cash and cash equivalents. Cash is deposited with financial institutions with sound credit ratings to minimise credit exposure. Given their high credit ratings, the Commission does not expect any of these financial institutions will fail to meet their obligations.

The maximum exposure to credit risk is represented by the carrying amount of each financial asset in the statement of assets and liabilities. The Commission does not provide any guarantees which would expose the Commission to credit risk.

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14 財務風險管理及金融工具的公允價值(續)

(b) 資金周轉風險

委員會的政策是定期監察現 時及預計的資金周轉需要, 以確保維持足夠現金儲備應 付短期及較長期的資金周轉 需要。

下表詳述委員會金融負債在財政年度結算日當日之剩餘合約年期,乃根據未貼現合約現金流及委員會可能被要求付款之最早日期編製:

Financial risk management and fair values of financial instruments (continued)

(b) Liquidity risk

The Commission's policy is to regularly monitor its current and expected liquidity requirements to ensure that it maintains sufficient reserves of cash to meet its liquidity requirements in the short and longer term.

The following table details the remaining contractual maturities at the financial year end date of the Commission's financial liabilities, which are based on contractual undiscounted cash flows and the earliest date the Commission can be required to pay:

兩年以上

2016 未貼現合約現金流 Contractual undiscounted cash outflow

一年以上

		一年以下 或即時到期 Within 1 year or on demand	但兩年以下 More than 1 year but less than 2 years	但五年以下 More than 2 years but less than 5 years	總計 Total	帳面金額 Carrying amount
職員約滿酬金的 準備 未使用年假的 準備	Provision for staff gratuity Provision for unutilised annual	3,094,730	5,070,673	1,835,766	10,001,169	10,001,169
預收政府補助	leave Government subventions received in	3,172,553			3,172,553	3,172,553
資本補助基金	advance Capital subvention	8,012,180	1,175,636	43,205	9,231,021	9,231,021
其他應付帳項及	fund Other payables and	856,908			856,908	1,385,174
應計費用	accruals	8,618,710			8,618,710	8,618,710
		23,755,081	6,246,309	1,878,971	31,880,361	32,408,627

14 財務風險管理及金融工 具的公允價值(續)

Financial risk management and fair values of financial instruments (continued)

(b) 資金周轉風險(續)

(b) Liquidity risk (continued)

2015 未貼現合約現金流 Contractual undiscounted cash outflow

		一年以下 或即時到期 Within 1 year or on demand	一年以上 但兩年以下 More than 1 year but less than 2 years	兩年以上 但五年以下 More than 2 years but less than 5 years	總計 Total	帳面金額 Carrying amount
職員約滿酬金的 準備 未使用年假的	Provision for staff gratuity Provision for	7,245,632	1,826,987	1,828,577	10,901,196	10,901,196
準備預收政府補助	unutilised annual leave Government	3,248,184	-	-	3,248,184	3,248,184
資本補助基金	subventions received in advance Capital	9,360,135	521,040	83,892	9,965,067	9,965,067
其他應付帳項及 應計費用	subvention fund Other payables and accruals	2,270,000 7,519,361	730,000	-	3,000,000 7,519,361	3,226,961 7,519,361
//O H1 5€/13	and decidals	29,643,312	3,078,027	1,912,469	34,633,808	34,860,769

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14 財務風險管理及金融工具的公允價值(續)

(c) 利率風險

委員會所涉及的利率風險只 有按市場利率計息的短期銀 行存款。

敏感度分析

估計假若利率整體上升/下調100(2015年:100)個基點,而其他變數均維持不變,不預期對委員會的盈餘及儲備於2016年3月31日有重大影響。

(d) 貨幣風險

委員會所有的交易均以港元 計價,委員會因而沒有承受 貨幣風險。

(e) 公允價值衡量

委員會的金融工具按成本或 攤銷成本列帳的帳面金額與 其於2016年及2015年3月31日 的公允價值並無重大差異。

Financial risk management and fair values of financial instruments (continued)

(c) Interest rate risk

The Commission's only exposure to interest rate risk is via its short-term bank deposits which bear interest at market rates.

Sensitivity analysis

At 31 March 2016, it was estimated that a general increase/decrease of 100 (2015: 100) basis points in interest rates, with all other variables held constant, the impact on the Commission's surplus and reserves is not expected to be material.

The sensitivity analysis above has been determined assuming that the change in interest rates had occurred at the financial year end date and had been applied to the financial instruments which expose the Commission to interest rate risk at that date. The 100 basis points increase or decrease represents management's assessment of a reasonably possible change in interest rates over the period until the next annual financial year end date. The analysis is performed on the same basis for 2015.

(d) Currency risk

The Commission has no exposure to currency risk as all of the Commission's transactions are denominated in Hong Kong dollars.

(e) Fair value measurement

The carrying amounts of the Commission's financial instruments carried at cost or amortised cost were not materially different from their fair values as at 31 March 2016 and 2015.

Financial Statements

15 截至2016年3月31日止年度會計期間已頒布但尚未生效的修訂、新準則及詮釋可能帶來的影響

Possible impact of amendments, new standards and interpretations issued but not yet effective for the year ended 31 March 2016

截至本財務報表公布日期止,香港會計師公會已頒布數項修訂及新準則,惟於截至2016年3月31日止年度尚未生效,本財務報表亦沒有採納該等新準則,包括以下可能會適用於委員會的會計準則:

Up to the date of issue of these financial statements, the HKICPA has issued a number of amendments and new standards which are not yet effective for the year ended 31 March 2016 and which have not been adopted in these financial statements. These include the following which may be relevant to the Commission:

於下列日期或之後 開始的會計期間生效 Effective for accounting periods beginning on or after

HKFRS 16「租賃」 HKFRS 16, Lease 2019年1月1日 1 January 2019

委員會現正評估該等新準則對首次應用期間所造成的影響。至目前為止,委員會認為採納該等新準則不大可能對委員會的財務報 表構成重大影響。 The Commission is in the process of making an assessment of what the impact of the new standard is expected to be in the period of initial application. So far it has concluded that the adoption of it is unlikely to have a significant impact on the Commission's financial statements.



附錄 Appendices



附錄 Appendix 1

平機會專責小組會議的出席記錄(由2015年4月1日至2016年3月31日) Attendance Record of EOC Committee Meetings for the period 1 April 2015 to 31 March 2016

根據平機會的會議程序,會議如需取消,應盡快在一個月內重新安排另一會議;如不可行,召集人需決定哪些項目應送交委員傳閱,以徵詢意見或作為參考;以及哪些項目可以推遲至下次定期會議商討。

According to the EOC's procedures for meetings, cancelled meetings should be rescheduled as soon as possible and within one month. If not possible, the Convenor needs to decide which agenda items should be circulated for advice or information, and which items can be deferred to the next regular meeting.

行政及財務專責小組會議的出席記錄 Attendance Record of Administration and Finance Committee (A&FC) Meetings

整體出席率超過90%

Overall attendance rate was over 90%

	18/5/2015	21/8/2015	19/11/2015	26/2/2016
趙麗娟女士(召集人) Ms CHIU Lai-kuen, Susanna, MH (Convenor)	√ 	✓	✓	✓
羅君美女士(副召集人)(註1,2) Ms Elizabeth LAW, MH, JP (Deputy Convenor) (Note 1, 2)	不適用 N/A	 	✓	✓
孔美琪博士 Dr KOONG May-kay, Maggie, BBS	 	✓	✓	✓
黎雅明先生 Mr Amirali Bakirali NASIR, MH, JP	缺席 Abs.	缺席 Abs.	✓	✓
雷添良先生(副召集人)(註3) Mr LUI Tim-leung, Tim, BBS, JP (Deputy Convenor) (Note 3)	√	不適用 N/A	不適用 N/A	不適用 N/A
謝永齡博士(註3) Dr TSE Wing-ling, John, MH (Note 3)	√ 	不適用 N/A	不適用 N/A	不適用 N/A
周一嶽醫生 Dr CHOW Yat-ngok, York, GBS	√ 	√	✓	✓

註 Note 1: 於2015年6月18日加入行政及財務專責小組

Joined the A&FC on 18/6/2015

註 Note 2: 於2015年6月18日成為副召集人

Became Deputy Convenor on 18/6/2015

註 Note 3: 任期至2015年5月19日屆滿

Appointment up to 19/5/2015

Appendices

社會參與及宣傳專責小組會議的出席記錄 Attendance Record of Community Participation and Publicity Committee (CPPC) Meetings

整體出席率超過67%

Overall attendance rate was over 67%

	23/4/2015	19/8/2015	15/10/2015	28/1/2016
孔美琪博士(召集人)(註1) Dr KOONG May-kay, Maggie, BBS (Convenor) (Note 1)	缺席 Abs.	√	√	√
羅乃萱女士(副召集人)(註2,3) Ms Shirley Marie Therese LOO, MH, JP (Deputy Convenor) (Note 2, 3)	下適用 N/A	✓	缺席 Abs.	✓ · · · · · · · · · · · · · · · · · · ·
陳智健先生(註2) Mr CHAN Chi-kin, Ivan (Note 2)	不適用 N/A	缺席 Abs.	✓	缺席 Abs.
蔡玉萍教授(註2) Prof CHOI Yuk-ping, Susanne (Note 2)	不適用 N/A	✓	缺席 Abs.	缺席 Abs.
周浩鼎議員 The Hon CHOW Ho-ding, Holden	✓	✓	✓	✓
李國麟教授 Prof Hon LEE Kok-long, Joseph, SBS, JP	✓	✓	缺席 Abs.	√
梁頌恩女士(註2) Ms LEUNG Chung-yan, Juan (Note 2)	不適用 N/A	✓	✓	✓
葉少康先生(註2) Mr YIP Siu-hong, Nelson, MH (Note 2)	不適用 N/A	✓	缺席 Abs.	缺席 Abs.
余翠怡小姐(註2) Miss YU Chui-yee, MH (Note 2)	不適用 N/A	✓	缺席 Abs.	缺席 Abs.
碧樺依博士(註4) Dr Raees Begum BAIG (Note 4)	✓	✓	缺席 Abs.	缺席 Abs.
謝俊謙教授(註4) Prof TSE Tsun-him (Note 4)	缺席 Abs.	✓	✓	√
王繼鋒先生(註4) Mr WANG Kai-fung (Note 4)	√	缺席 Abs.	✓	√
黃嘉玲女士(召集人)(註5) Ms WONG Ka-ling, Garling (Convenor) (Note 5)	√	不適用 N/A	不適用 N/A	不適用 N/A

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	23/4/2015	19/8/2015	15/10/2015	28/1/2016
蔡杏時女士(註5)	✓	不適用	不適用	不適用
Ms CHOI Hing-shi, MH (Note 5)		N/A	N/A	N/A
雷添良先生(註5)	✓	不適用	不適用	不適用
Mr LUI Tim-leung, Tim, BBS, JP (Note 5)		N/A	N/A	N/A
伍穎梅女士(註5)	缺席	不適用	不適用	不適用
Ms NG Wing-mui, Winnie (Note 5)	Abs.	N/A	N/A	N/A
謝永齡博士(註5)	缺席	不適用	不適用	不適用
Dr TSE Wing-ling, John, MH (Note 5)	Abs.	N/A	N/A	N/A
周一嶽醫生 Dr CHOW Yat-ngok, York, GBS	✓	✓	✓	✓

註 Note 1: 副召集人任期至2015年6月17日屆滿:於2015年6月18日成為召集人

Deputy Convenor appointment up to 17/6/2015; became Convenor on 18/6/2015

註Note 2: 於2015年6月18日加入社會參與及宣傳專責小組

Joined the CPPC on 18/6/2015

註 Note 3: 於2015年6月18日成為副召集人

Became Deputy Convenor on 18/6/2015

註Note 4: 增選委員

Co-opted Members

註 Note 5: 任期至2015年5月19日屆滿

Appointment up to 19/5/2015

Appendices

法律及投訴專責小組會議的出席記錄 Attendance Record of Legal and Complaints Committee (LCC) Meetings

整體出席率超過78%

Overall attendance rate was over 78%

	20/4/2015	17/8/2015	26/10/2015	21/12/2015	22/2/2016
黎雅明先生(召集人) Mr Amirali Bakirali NASIR, MH, JP (Convenor)	√ 1	✓	缺席 Abs.	✓	\checkmark
李翠莎博士(副召集人)(註1) Dr Trisha LEAHY, BBS (Deputy Convenor) (Note 1)	 	√	缺席 Abs.	√	✓
曾潔雯博士 Dr TSANG Kit-man, Sandra, JP	· · · · · · · · · · · · · · · · · · ·	√	√	✓	✓
余翠怡小姐(註2) Miss YU Chui-yee, MH (Note 2)	¦ 不適用 ¦ N/A	缺席 Abs.	√	✓	✓
蔡杏時女士(註3) Ms CHOI Hing-shi, MH (Note 3)	· · · · · · · · · · · · · · · · · · ·	不適用 N/A	不適用 N/A	不適用 N/A	不適用 N/A
謝偉俊議員(副召集人)(註3) The Hon TSE Wai-chun, Paul, JP (Deputy Convenor) (Note 3)	缺席 Abs.	不適用 N/A	不適用 N/A	不適用 N/A	不適用 N/A
葉少康先生(註4) Mr YIP Siu-hong, Nelson, MH (Note 4)	缺席 Abs.	不適用 N/A	不適用 N/A	不適用 N/A	不適用 N/A
周一嶽醫生 Dr CHOW Yat-ngok, York, GBS	·	✓	√	✓	✓

註 Note 1: 於2015年6月18日成為副召集人

Became Deputy Convenor on 18/6/2015

註 Note 2: 於2015年6月18日加入法律及投訴專責小組

Joined the LCC on 18/6/2015

註 Note 3: 任期至2015年5月19日屆滿

Appointment up to 19/5/2015

註Note 4: 於2015年6月18日退出法律及投訴專責小組

Withdrew from the LCC on 18/6/2015

Appendices

政策、研究及培訓專責小組*會議的出席記錄 Attendance Record of Policy, Research and Training Committee (PRTC)* Meetings

整體出席率超過75%

Overall attendance rate was over 75%

	14/5/2015	20/8/2015	19/11/2015	25/2/2016
蔡玉萍教授(召集人)(註1,2) Prof CHOI Yuk-ping, Susanne (Convenor) (Note 1, 2)	不適用 N/A	✓	✓	✓
葉少康先生(副召集人) Mr YIP Siu-hong, Nelson, MH (Deputy Convenor)	缺席 Abs.	✓	✓	✓
陳智健先生(註2) Mr CHAN Chi-kin, Ivan (Note 2)	不適用 N/A	✓	缺席 Abs.	✓
周浩鼎議員 The Hon CHOW Ho-ding, Holden	✓	✓	缺席 Abs.	缺席 Abs.
羅君美女士(註2) Ms Elizabeth LAW, MH, JP (Note 2)	不適用 N/A	✓	✓	✓
李翠莎博士 Dr Trisha LEAHY, BBS	✓	✓	缺席 Abs.	✓
李國麟教授 Prof Hon LEE Kok-long, Joseph, SBS, JP	✓	缺席 Abs.	✓	✓
金志文先生 Mr Zaman Minhas QAMAR	缺席 Abs.	✓	缺席 Abs.	缺席 Abs.
周素媚女士 Ms Su-Mei THOMPSON	✓	缺席 Abs.	✓	缺席 Abs.
曾潔雯博士 Dr TSANG Kit-man, Sandra, JP	✓	✓	缺席 Abs.	✓
陳浩庭先生(註3) Mr CHAN Ho-ting, Mac (Note 3)	✓	✓	✓	✓
劉丹娜女士(註3) Ms LAU Dan-nor, Agnes (Note 3)	✓	✓	缺席 Abs.	√
紀佩雅女士(註3) Ms Puja Kapai PARYANI (Note 3)	✓	✓	✓	缺席 Abs.
謝偉俊議員(註4) The Hon TSE Wai-chun, Paul, JP (Note 4)	✓	不適用 N/A	不適用 N/A	不適用 N/A

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	14/5/2015	20/8/2015	19/11/2015	25/2/2016
謝永齡博士(召集人)(註4)	✓	不適用	不適用	不適用
Dr TSE Wing-ling, John, MH (Convenor) (Note 4)		N/A	N/A	N/A
黃嘉玲女士(註4)	✓	不適用	不適用	不適用
Ms WONG Ka-ling, Garling (Note 4)		N/A	N/A	N/A
周一嶽醫生 Dr CHOW Yat-ngok, York, GBS	✓	✓	✓	√

* 政策及研究專責小組於2015年6月18日易名為政策、研究及培訓專責小組 The Committee was renamed from Policy and Research Committee (PARC) to Policy, Research and Training Committee (PRTC) on 18/6/2015

註 Note 1: 於2015年6月18日成為召集人

Became Convenor on 18/6/2015

註 Note 2: 於2015年6月18日加入政策、研究及培訓專責小組

Joined the PRTC on 18/6/2015

註Note 3: 增選委員

Co-opted Members

註 Note 4: 任期至2015年5月19日屆滿

Appointment up to 19/5/2015

Appendices

政策、研究及培訓專責小組轄下的反性騷擾運動工作小組(截至2016年3月31日) Membership of Working Group on Anti-Sexual Harassment Campaign under the Policy, Research and Training Committee (as at 31 March 2016)

	成員 Member
1.	陳浩庭先生 Mr CHAN Ho-ting, Mac
2.	蔡玉萍教授 Prof CHOI Yuk-ping, Susanne
3.	孔美琪博士 Dr KOONG May-kay, Maggie, BBS
4.	李翠莎博士 Dr Trisha LEAHY, BBS
5.	金志文先生 Mr Zaman Minhas QAMAR
6.	周素媚女士 Ms Su-Mei THOMPSON
7.	葉少康先生 Mr YIP Siu-hong, Nelson, MH
8.	蔡惠琴女士(註^) Ms CHOI Wai-kam, Virginia, JP (Note^)
9.	莊耀洸先生(註^) Mr CHONG Yiu-kwong (Note^)
10.	馬偉華博士(註^) Dr FUNG Wai-wah (Note^)
11.	梁若芊博士(註^) Dr Eugenie LEUNG (Note^)
12.	梁麗清博士(註^) Dr LEUNG Lai-ching (Note^)
13.	蕭嘉韻女士(註^) Ms Katherine SHIU (Note^)
註 Note ^:	工作小組增選委員 Working Group Co-opted Members

Appendices

種族平等共融顧問委員會成員名單 Membership of Advisory Committee on Racial Equality and Integration

	成員 Member
1.	碧樺依博士 Dr Raees Begum BAIG
2.	陳浩庭先生 Mr CHAN Ho-ting, Mac
3.	孔美琪博士 Dr KOONG May-kay, Maggie, BBS
4.	李國麟教授 Prof Hon LEE Kok-long, Joseph, SBS, JP
5.	黎雅明先生 Mr Amirali Bakirali NASIR, MH, JP
6.	紀佩雅女士 Ms Puja Kapai PARYANI
7.	金志文先生 Mr Zaman Minhas QAMAR
8.	葉少康先生 Mr YIP Siu-hong, Nelson, MH
9.	周一嶽醫生 Dr CHOW Yat-ngok, York, GBS

Appendices

研究項目工作小組成員名單 Membership of Working Group on Research Projects

	成員 Member
1.	蔡玉萍教授 Prof CHOI Yuk-ping, Susanne
2.	李國麟教授 Prof Hon LEE Kok-long, Joseph, SBS, JP
3.	周素媚女士 Ms Su-Mei THOMPSON
4.	葉少康先生 Mr YIP Siu-hong, Nelson, MH
5.	周一嶽醫生 Dr CHOW Yat-ngok, York, GBS

Appendices

附錄 Appendix 2

43個團體獲「平等機會社會參與資助計劃」撥款 43 Organisations Funded by the Community Participation Funding Programme

自1996/97年起,平機會每年均推行資助計劃,旨在鼓勵非政府機構、社區組織及學校舉辦與平等機會有關的活動,並促進大眾認識反歧視條例的原則及應用。

The EOC has been running the Community Participation Funding Programme annually since 1996/97, with the aim of encouraging NGOs, community groups and schools to initiate and organise projects on the subject of equal opportunities of their own accord, and to promote public understanding of the principles and applications of the anti-discrimination legislation in Hong Kong.

2015/16年度,社會參與資助計劃共收到70份申請,其中由43個機構舉辦的45項活動獲批准,資助總額達1,366,247港元。資助項目的類型包括講座、工作坊、展覽、電影放映會、體驗活動及表演。

In 2015/16, the programme drew 70 applications, of which 45 projects by 43 organisations were approved for a total funding of HK\$1,366,247. The funded programmes were wide-ranging in nature, including talks, seminars, workshops, exhibitions, film screenings, experiential activities and performances.

機構名稱	Organisation
恒康互助社	Amity Mutual Support Society
工業傷亡權益會 工業傷亡權益會	Association for the Rights of Industrial Accident Victims
世界公民協會中國香港LGBTIQ服務小組	Association of World Citizens Hong Kong China
公民教育網絡 公民教育網絡	Civil Education Network
香港聾人子女協會	CODA Hong Kong
文化交遊	Cultural Outings
地利亞修女紀念學校(協和)	Delia Memorial School (Hip Wo)
性別空間	Gender Empowerment
協康會康苗幼兒園	Heep Hong Society Healthy Kids Nursery School
三智屯門晨崗學校 三智屯門晨崗學校	Hong Chi Morninghill School, Tuen Mun
香港失明人協進會	Hong Kong Blind Union
香港傷殘青年協會 動力學堂	HKFHY Momentum Academy
香港婦女中心協會	Hong Kong Federation of Women's Centres
路德會石硤尾失明者中心	Hong Kong Lutheran Social Service Shek Kip Mei Lutheran Centre for The Blind

機構名稱	Organisation
香港男士協會	Hong Kong Men's Association
香港政策研究所一教育政策與學校 發展研究中心	Hong Kong Policy Research Institute — Centre for Education Policy and School Development
香港復康力量	Hong Kong Rehabilitation Power
香港布廠商會朱石麟中學	HKWMA Chu Shek Lun Secondary School
香港婦聯	Hong Kong Women Development Association
香港基督教女青年會沙田綜合社會服務處	Hong Kong Young Women's Christian Association Shatin Integrated Social Service Centre
九龍婦女聯會	Kowloon Women's Organisations Federation Limited
拉闊劇團	Live Theatre
路德會啓聾學校法團校董會	Lutheran School for the Deaf Incorporated Management Committee
新來港婦女發展基金有限公司	New Arrival Women Development Foundation Limited
開拓者(譯名)	PathFinders
保良局曹貴子動感青年天地	Po Leung Kuk Cho Kwai Chee Energetic Youth Club
利民會友樂坊(港島東)	Richmond Fellowship of Hong Kong Aloha (Eastern)
 聖雅各福群會─復康服務─輔助就業	St. James' Settlement — Rehabilitation Services — Supported Employment
香港神託會沙角青少年中心	Stewards Sha Kok Youth & Children's Centre
香港神託會創薈坊	Stewards Take Your Way Clubhouse
泰國移民工工會(譯名)	Thai Migrant Workers Union Hong Kong
香港小童群益會賽馬會石蔭青少年 綜合服務中心	The Boys' and Girls' Clubs Association of Hong Kong — Jockey Club Shek Yam Children and Youth Integrated Services Centre
香港小童群益會賽馬會南葵涌青少年 綜合服務中心	The Boys' and Girls' Clubs Association of Hong Kong — Jockey Club South Kwai Chung Children and Youth Integrated Services Centre
香港中文大學人類學系	The Chinese University of Hong Kong Department of Anthropology
香港工會聯合會婦女事務委員會	The Hong Kong Federation of Trade Unions Women Affairs Committee

機構名稱	Organisation
香港教育學院(現為香港教育大學) 幼兒教育學系	The Hong Kong Institute of Education (now The Education University of Hong Kong) Department of Early Childhood Education
香港盲人輔導會	The Hong Kong Society for the Blind
香港聾人福利促進會將軍澳社交及康樂中心	The Hong Kong Society for the Deaf Tseung Kwan O Social & Recreational Centre
香港善導會一龍澄坊	The Society of Rehabilitation and Crime Prevention, Hong Kong — Vitality Place
香港大學溝通障礙研究中心	The University of Hong Kong Centre for Communication Disorders
騁志發展基金有限公司	Unleash Foundation Limited
主力場(香港)有限公司	W Workshop (Hong Kong) Limited
基督教懷智服務處賀屏工場及宿舍	Wai Ji Christian Service Hor Ping Sheltered Workshop and Hostel

Appendices

附錄 Appendix 3

平等機會夥伴

2015/16年度,平機會的合作夥伴包括不同的團體及組織,當中有復康團體、婦女團體、少數族裔團體、學校、其他非政府機構及個別人士。此外,參與過平機會與香港電台第2台電台節目的嘉賓亦是我們的重要夥伴。

Our Partners in Equal Opportunities

Our partners in 2015/16 consisted of different groups and organisations, including rehabilitation groups, women's groups, ethnic minority groups, schools, other NGOs, and individuals. Moreover, guests who attended the EOC radio programme on RTHK Radio 2 were also our valuable partners.

平機會電台節目嘉賓

Guests who attended the EOC Radio Programmes

嘉賓	Guests
展亮技能發展中心學員沙健先生	Mr Shakeel AHMED <i>Trainee, Shine Skills Centre</i>
香港中文大學心理學系陳瑞燕教授	Professor Agnes CHAN Sui-yin Department of Psychology, The Chinese University of Hong Kong
香港失明人協進會平等參與社會委員會委員 陳志剛先生	Mr Alex CHAN Chi-kong Member, Community Participation Committee, Hong Kong Blind Union
數碼共融流動應用程式資助計劃 諮詢委員會委員陳錦元先生	Mr Allen CHAN Member, Advisory Committee on the Funding Scheme for the Development of Digital Inclusion Mobile Apps
香港大學李嘉誠醫學院助理院長陳振勝教授	Professor Danny CHAN Assistant Dean, LKS Faculty of Medicine, The University of Hong Kong
嶺南大學社會學及社會政策系陳效能副教授	Professor CHAN Hau-nung Department of Sociology & Social Policy, Lingnan University
展亮技能發展中心導師陳楨先生	Mr Joe CHAN Trainer, Shine Skills Centre
信佳集團管理有限公司高級經理陳凱琪女士	Ms Kathleen CHAN Senior Manager, Serco Group (HK) Limited
香港家庭計劃指導會教育主任陳潔凌小姐	Miss CHAN Kit-ling Education Officer, Family Planning Association of Hong Kong
騁志發展基金董事陳浩庭先生	Mr Mac CHAN Ho-ting Director, Unleash Foundation
電影《青洲山上》副導演陳惠儀小姐	Miss Nicole CHAN Deputy Film Director of "Hill of Ilha Verde"

嘉實	Guests
香港大學生物醫學學院陳卓榮博士	Dr Wilson CHAN School of Biomedical Science, The University of Hong Kong
香港大學學生事務長周偉立博士	Dr Albert CHAU Dean of Student Affairs, The University of Hong Kong
香港失明人協進會項目主任周峻翹先生	Mr Ivan CHAU Tsun-kiu Project Officer, Hong Kong Blind Union
香港導盲犬協會發展及籌款委員會主席 遲淡寧女士	Ms CHI Tam-ning Chairperson, Fundraising Committee, Hong Kong Guide Dogs Association
衞生署衞生防護中心中央健康教育組 詹柏榮高級醫生	Dr CHIM Pak Wing Central Health Education Unit, Centre for Health Protection, Department of Health
「2015精神健康月」籌備委員會主席程志剛先生	Mr CHING Chi-kong Chair, Organising Committee, Mental Health Month 2015
意贈慈善基金主席曹貴子醫生	Dr CHO Kwai-chee Chairman, Egive for You Charity Foundation
香港傷健共融網絡專業幹事周沛強先生	Mr Simon CHOW Project Officer, Hong Kong Network for the Promotion of Inclusive Society
香港家庭計劃指導會教育主任周卉卉小姐	Miss CHOW Wai-wai Education Officer, Family Planning Association of Hong Kong
再生會董事局主席周榮富博士	Dr CHOW Wing-fu Chairman, Regeneration Society
黃金時代基金會創辦人及主席容蔡美碧女士	Mrs Rebecca CHOY Founder & Chair, Golden Age Foundation
E智會副主席朱慧心女士 [1]	Ms Betty CHU Vice-Chairman, Hong Chi Association
小而同罕有骨骼疾病基金會會長朱凱欣女士	Ms Serene CHU Chairman, Little People of Hong Kong
失明人協進會代表鍾啟豪先生	Mr Eddie CHUNG Representative, Hong Kong Blind Union
義務工作發展局總幹事鍾媛梵女士	Ms Flora CHUNG Chief Executive Officer, Agency for Volunteer Service
香港關顧自閉聯盟會長范德穎醫生	Dr William FAN Chairperson, Hong Kong Autism Awareness Alliance

嘉實	Guests
2014-2015年度十大再生勇士得獎者付遠威先生	Mr FOO Yuen-wai Regeneration Warrior 2014-15
香港銀屑病友會委員何紹銘先生	Mr Brantern HO Member, Hong Kong Psoriasis Patients Association
電影《青洲山上》聯絡人許耀斌先生	Mr HUI Yiu-ban Co-ordinator of "Hill of Ilha Verde"
香港教育大學特殊教育與輔導學系助理教授 郭勤博士	Dr Diana KWOK Assistant Professor, Department of Special Education and Counselling, The Education University of Hong Kong
郭儉博士	Dr KWOK Kim
2014年香港十大傑出青年黎志偉先生	Mr LAI Chi-wai Recipient of the Ten Outstanding Young Persons of Hong Kong 2014
香港銀屑病友會主席黎慶坤先生	Mr Gary LAI Chairperson, Hong Kong Psoriasis Patients Association
巴黎歌劇院芭蕾舞團首名華人團員林雋穎先生	Mr LAM Chun-wing First Chinese dancer of Paris Opera Ballet
大細路劇團藝術總監林英傑先生	Mr Evan LAM Artistic Director, Jumbo Kids Theatre
香港中文大學專業進修學院導師林雷先生	Mr Louis LAM Lecturer, School of Continuing and Professional Studies, The Chinese University of Hong Kong
協康會海富中心主任林權先生	Mr Peter LAM Centre-in-charge, Heep Hong Society
婦女事務委員會主席劉靳麗娟女士	Mrs Stella LAU Chairperson, Women's Commission
「有情有意」意式餐廳市場總監羅頌恩小姐	Miss Gladys LAW Chung-yan Marketing Director, Go Inside Café
良好僱主李林先生	Mr LEE Lam <i>Employer</i>
中華電力有限公司工程師李嘉欣小姐	Miss Olivia LEE Engineer, China Light and Power Group
香港傷殘青年協會政策倡導主任梁偉健先生	Mr Billy LEUNG Policy Advocacy Officer, Hong Kong Federation of Handicapped Youth
香港人道年獎2015得獎者梁紹輝醫生	Dr Eric LEUNG Siu-fai Awardee of 2015 Hong Kong Humanity Award

嘉賓	Guests
香港電腦學會會長梁建文先生	Mr Michael LEUNG President, Hong Kong Computer Society
好出版編輯梁偉樂先生	Mr LEUNG Wai-lok <i>Editor, Good Profit Publishing Ltd</i>
香港大學平等機會主任連柔蘭女士	Ms Wendy LIN Equal Opportunity Officer, The University of Hong Kong
救世軍恒安綜合復康服務助理高級主任 列學雯女士	Ms Aubrey LIT Assistant Service Supervisor, Hang On Integrated Service for Rehabilitation, The Salvation Army
選舉事務處首席選舉事務主任馬笑虹女士	Ms Candy MA Principal Electoral Officer, Registration and Electoral Office
「2015資訊及通訊科技傑出女仕獎」籌委會主席 兼香港生產力促進局總裁麥鄧碧儀女士	Mrs Agnes MAK Chairperson, Organising Committee, Outstanding ICT Women Awards & Executive Director, Hong Kong Productivity Council
精神科專科麥永接醫生	Dr MAK Wing-chit <i>Psychiatrist</i>
香港傷健共融網絡主席莫儉榮先生	Mr Kim MOK Kim-wing Chairperson, Hong Kong Network for the Promotion of Inclusive Society
香港聾人協進會行政總監吳應勇先生	Mr Adam NG Executive Director, Hong Kong Association of the Deaf
2015世界女子桌球錦標賽冠軍吳安儀小姐	Miss NG On-yee Winner of Ladies World Snooker Championship 2015
職業訓練局展亮技能發展中心(屯門)院長 潘區少群女士	Mrs POON AU Siu-kwan Manager, Shine Skills Centre (Tuen Mun), Vocational Training Council
失明人互聯會總幹事盛李廉先生	Mr Tony SHING Li-lim Centre-in-charge, Hong Kong Federation of the Blind
香港基督教女青年會督導主任蘇艷芳女士	Ms Tammy SO Yim-fong Supervisor, Women's Affairs Services, Hong Kong Young Women's Christian Association
香港社會服務聯會-滙豐社會企業商務中心 高級經理譚穎茜女士	Ms Jessica TAM Senior Manager, Hong Kong Council of Social Service – HSBC Social Enterprise Business Centre
中華電力有限公司工程師譚穎斯小姐	Miss Venus TAM Engineer, China Light and Power Group

嘉賓	Guests
中華電力有限公司副總監(工程培訓及發展) 杜業林先生	Mr Y L TO Deputy Director (Engineering Training and Development), China Light and Power Group
婦女事務委員會公眾教育工作小組聯合召集人 王佩兒女士	Ms Catherine WONG Co-convenor, Working Group on Public Education, Women's Commission
大家樂集團有限公司集團總監(企業傳訊) 黃慧娟女士	Ms Elin WONG Corporate Director (Corporate Communications), Café de Coral Holdings Limited
王仁曼芭蕾舞學校校長王仁曼女士	Ms Jean M WONG Principal, Jean M Wong School of Ballet
協康會教育心理學家黃俊傑先生	Mr Rex WONG Psychologist, Heep Hong Society
樂施會香港項目經理黃碩紅女士	Ms WONG Shek-hung Hong Kong Programme Manager, Oxfam
政府資訊科技總監辦公室總系統經理(數碼共融)胡靜怡女士	Ms Jenny WOO Chief Systems Manager (Digital Inclusion), Office of the Government Chief Information Officer
香港失明人協進會平等參與社會委員會委員 任博輝先生	Mr YAM Pok-fai <i>Member, Community Participation Committee, Hong Kong Blind Union</i>
香港母乳育嬰協會委員楊倩儀女士	Ms Amy YEUNG Sin-yee Committee Member, Breastfeeding Mothers' Association
詠藜園負責人楊王小玲女士	Mrs YEUNG WONG Siu-ling Person-in-charge, Wing Lai Yuen Restaurant
導盲犬使用者葉敏儀女士	Ms YIP Man-yee Guide dog user
沙田區區議員葉榮先生	Mr YIP Wing <i>District Councillor, Shatin District</i>
關愛同行會會長余志明先生	Mr Paul YU Chairman, Mutual Caring Association
香港紅十字會高級服務經理余凱詩女士	Ms Yvonne YU Senior Service Manager, Hong Kong Red Cross

Appendices

其他夥伴 Other Partners

Adesiflava Private Limited (A-Desiflava)	Adesiflava Private Limited (A-Desiflava)
AECOM	AECOM
AfricAsia Professionals Network	AfricAsia Professionals Network
表務工作發展局	Agency for Volunteer Service
關懷愛滋	AIDS Concern
香港中文大學AIESEC	AIESEC, The Chinese University of Hong Kong
香港中文大學人類學系	Anthropology Department, The Chinese University of Hong Kong
Anti480一反性暴力資源中心	Anti480 — Anti Sexual Violence Resource Centre
香港展能藝術會	Arts with the Disabled Association Hong Kong
亞洲社企創新獎	Asia Social Innovative Award
關注婦女性暴力協會	Association Concerning Sexual Violence Against Women
香港印尼移工協會(譯名)	Association of Indonesian Migrant Workers in Hong Kong
香港斯里蘭卡人協會(譯名)	Association of Sri Lankans in Hong Kong (ASLHK)
中國香港世界公民協會	Association of World Citizens Hong Kong China
自閉症兒童基金協會	Autism Children Foundation
香港自閉症聯盟	Autism Hong Kong
自閉症復康網絡	Autism Recovery Network
浸信會愛群社會服務處	Baptist Oi Kwan Social Service
大愛同盟	BigLove Alliance
基恩之家	BMCF Blessed Minority Christian Fellowship
英國駐香港總領事館	British Consulate General of Hong Kong
英國文化協會	British Council
香港明愛	Caritas Hong Kong
明愛粉嶺綜合家庭服務中心	Caritas Integrated Family Service Centre — Fanling
明愛賽馬會荔景社會服務中心	Caritas Jockey Club Lai King Rehabilitation Centre

香港明愛康復服務及特殊教育服務	Caritas Rehabilitation Services and Special Education Services
明愛青少年及社區服務	Caritas Youth and Community Service
天主教香港教區教區勞工牧民中心(九龍)	Catholic Diocese of Hong Kong Diocesan Pastoral Centre for Workers (Kowloon)
特許行政管理協會	Charter Management Association
特許行政管理遙距學校(譯名)	Chartered Management School of Distance Learning
香港中華基督教青年會	Chinese Young Men's Christian Association of Hong Kong
基督教勵行會	Christian Action
珠海學院	Chu Hai College of Higher Education
鐘聲慈善社胡陳金枝中學	Chung Sing Benevolent Society Mrs Aw Boon Haw Secondary School
香港城市大學	City University of Hong Kong
思匯政策研究所	Civic Exchange
公務員事務局公務員培訓處	Civil Service Training and Development Institute, Civil Service Bureau
香港印尼移工聯盟(譯名)	Coalition of Indonesian Migrant Workers in Hong Kong
商業電台	Commercial Radio
宣傳聯合國《殘疾人權利公約》委員會	Committee on the Promotion of the UN Convention on the Rights of Persons with Disabilities
社商賢匯	Community Business
政制及內地事務局	Constitutional and Mainland Affairs Bureau
孟加拉領事館	Consulate General of Bangladesh
加拿大駐香港總領事館	Consulate General of Canada in Hong Kong
印度駐香港總領事館	Consulate General of India, Hong Kong
印尼駐香港領事館	Consulate General of the Republic of Indonesia Hong Kong
CTgoodjobs.com	CTgoodjobs.com
香港海關	Customs and Excise Department
地利亞修女紀念學校(協和)	Delia Memorial School (Hip Wo)
律政司	Department of Justice

衞生署 	Department of Health
香港城市大學媒體與傳播系	Department of Media and Communication, City University of Hong Kong
香港樹仁大學社會學系	Department of Sociology, Hong Kong Shue Yan University
無聲對話	Dialogue in Silence Hong Kong
黑暗中對話	Dialogue in the Dark Hong Kong
鑽的	Diamond Cab
香港數碼廣播有限公司一數碼大同台	Digital Broadcasting Corporation — Digital WE Channel
路向四肢傷殘人士協會	Direction Association for the Handicapped
心光盲人院暨學校	Ebenezer School and Home for the Visually Impaired
教育局	Education Bureau
僱員再培訓局	Employees Retraining Board
香港僱主聯合會	Employers' Federation of Hong Kong
英基學校協會	English Schools Foundation
香港啟迪會	Enlighten — Action for Epilepsy
Enrich Hong Kong	Enrich Hong Kong
地產代理監管局	Estate Agents Authority
歐盟駐香港及澳門辦事處	European Union Office to Hong Kong and Macao
播道神學院	Evangel Seminary
Facebook	Facebook
公平僱傭中心	Fair Employment Agency
遠東海外尼泊爾人協會	Far East Overseas Nepalese Association
食物環境衛生署	Food and Environment Hygiene Department
泰國人之友	Friends of Thai
恒生管理學院	Hang Seng Management College
和諧之家	Harmony House
靈實恩光學校	Haven of Hope Sunnyside School
耳聽心言基金	Hear Talk Foundation

協康會	Heep Hong Society
香港聖公會麥理浩夫人中心	H.K.S.K.H. Lady MacLehose Centre
香港聖公會麥理浩夫人中心少數族裔服務	H.K.S.K.H. Lady MacLehose Centre — Service for Ethnic Minorities
民政事務總署	Home Affairs Department
E 智會	Hong Chi Association
香港藝術中心	Hong Kong Arts Centre
專注不足/過度活躍症(香港)協會	Hong Kong Association for AD/HD
Hong Kong Association of Business and Professional Women	Hong Kong Association of Business and Professional Women
香港聾人協進會	Hong Kong Association of the Deaf
香港關顧自閉聯盟	Hong Kong Autism Awareness Alliance
香港浸會大學	Hong Kong Baptist University
香港浸會大學人力資源策略及發展研究中心	Hong Kong Baptist University's Centre for Human Resources Strategy and Development
香港盲人體育會	Hong Kong Blind Sports Association Ltd
香港失明人協進會	Hong Kong Blind Union
香港乳癌基金會	Hong Kong Breast Cancer Foundation
香港天主教勞工事務委員會	Hong Kong Catholic Commission for Labour Affairs
香港基督教協進會性別公義小組	Hong Kong Christian Council Gender Justice Group
香港基督徒學會	Hong Kong Christian Institute
香港基督教服務處	Hong Kong Christian Service
香港基督教服務處南天網絡	Hong Kong Christian Service Integrated Service Centre for Local South Asians
香港文職及專業人員總會	Hong Kong Clerical and Professional Employees General Union
香港精神科醫學院	Hong Kong College of Psychiatrists
香港職工會聯盟	Hong Kong Confederation of Trade Unions
香港聾人節籌委會	Hong Kong Deaf Festival Organising Committee
香港唐氏綜合症協會	Hong Kong Down Syndrome Association

	Hong Kong Education City
	Hong Kong Family Welfare Society
 香港傷殘青年協會	Hong Kong Federation of Handicapped Youth
香港失明人互聯會	Hong Kong Federation of the Blind
 香港婦女中心協會	Hong Kong Federation of Women's Centres
 香港同志律師網絡(譯名)	Hong Kong Gay and Lesbian Attorneys Network
香港導盲犬協會	Hong Kong Guide Dogs Association
醫院管理局	Hong Kong Hospital Authority
香港董事學會	Hong Kong Institute of Directors
香港人力資源管理學會	Hong Kong Institute of Human Resource Management
香港專業教育學院(黃克競)	Hong Kong Institute of Vocational Education (Haking Wong)
香港尼泊爾人綜合協會(譯名)	Hong Kong Integrated Nepalese Society Limited
香港復康聯會	Hong Kong Joint Council for People with Disabilities
香港LGBT銀行同業論壇(譯名)	Hong Kong LGBT Interbank Forum
香港精神健康議會	Hong Kong Mental Health Council
香港金融管理局	Hong Kong Monetary Authority
香港黏多醣症暨罕有遺傳病互助小組	Hong Kong Mucupolysaccharidoses & Rare Genetic Diseases Mutual Aid Group
香港傷健共融網絡有限公司	Hong Kong Network for the Promotion of Inclusive Society Ltd
香港新聞(譯名)	Hong Kong News
香港傷健協會	Hong Kong PHAB Association
香港警務處	Hong Kong Police Force
香港同志遊行2015籌委會	Hong Kong Pride Parade 2015 Committee
香港生產力促進局	Hong Kong Productivity Council
香港公共圖書館	Hong Kong Public Libraries
香港出版有限公司(譯名)	Hong Kong Publications Ltd (Hong Kong News)
香港紅十字會甘迺迪中心	Hong Kong Red Cross John F. Kennedy Centre

音速博言大服務中心 音速相枚育會 Hong Kong Sex Education Association 音速材仁大學 Hong Kong Sinu Pyan University 香港主話協會 Hong Kong Sing Language Association 香港車組協會 Hong Kong Single Parents Association 香港車組協會 Hong Kong Single Parents Association 香港車組協會 Hong Kong Social Workers Association 香港連数攀合會園玄學院第三中學 Hong Kong Taoist Association The Yuen Puen Institute No.3 Secondary School 香港買易發展局 Hong Kong Trade Development Council 香港本平等機會婦女聯席 Hong Kong Unison 香港本平等機會婦女聯席 Hong Kong Women's Coalition on Equal Opportunities 香港女工商及專業人員聯會 Hong Kong Women's Coalition on Equal Opportunities 香港的尼大愛教會(語名) Indonesian Hong Kong Love Mission Church 印尼移工會(譯名) Indonesian Hong Kong Love Mission Church 印尼移工會(譯名) Information Services Department 香港國際社會服務社少數族裔大使計劃 Information Services Department 「由於可能」 Information Service — Ambassador Scheme for Ethnic Minorities 香港國際社會服務社少數族裔人士支援服務中心 International Social Service — Hong Kong Branch HOPE Centre 互聯網專業協會 Internet Professional Association は開酵脱離音紀念中學 Islamic Kasim Tuet Memorial College 資馬會思爱健康計劃 Jockey Club Early Psychosis Project 大組路制圏 Jumbo Kids Theatre 國際青年商會香港總會 Junior Chamber International Hong Kong Justice Centre Hong Kong		
香港樹仁大學 Hong Kong Shue Yan University 香港丰部協會 Hong Kong Sign Language Association 香港單親協會 Hong Kong Social Workers Association 香港和全工作人員協會 Hong Kong Social Workers Association 香港和業精神科醫生協會 Hong Kong Society of Psychiatrists 香港道教聯合會周玄學院第三中學 Hong Kong Taoist Association The Yuen Yuen Institute No.3 Secondary School 香港與總會 Hong Kong Unison 香港平等機會婦女聯席 Hong Kong Unison 香港工育及專業人員聯會 Hong Kong Women Professionals & Entrepreneurs Association 房屋署 Hong Kong Women Professionals & Entrepreneurs Association 即尼移工會(譯名) Indonesian Hong Kong Love Mission Church 印尼移工會(譯名) Indonesian Migrant Workers Union 政府新聞處 Information Services Department 香港國際社會服務社少數族裔大使計劃 International Social Service — Ambassador Scheme for Ethnic Minorities 香港國際社會服務社少數族裔人士支援服務中心 International Social Service — Hong Kong Branch HOPE Centre 互聯網專業協會 Internet Professional Association Islamic Kasim Tuet Memorial College 费馬會思發健康計劃 Jockey Club Early Psychosis Project 大細路劇團 Jumbo Kids Theatre D國際青年商會香港總會 Junior Chamber International Queensway	香港導盲犬服務中心	Hong Kong Seeing Eye Dog Services
香港手語協會 Hong Kong Sign Language Association 香港社會工作人員協會 Hong Kong Social Workers Association 香港社會工作人員協會 Hong Kong Social Workers Association 香港執業精神科醫生協會 Hong Kong Society of Psychiatrists 香港道教聯合會固玄學院第三中學 Hong Kong Taoist Association The Yuen Yuen Institute No.3 Secondary School 香港與樂會 Hong Kong Unison 香港平等機會婦女聯席 Hong Kong Wormen's Coalition on Equal Opportunities 香港女工商及專業人員聯會 Hong Kong Wormen Professionals & Entrepreneurs Association 房屋署 Hong Kong Wormen Professionals & Entrepreneurs Association 即尼移工會(譯名) Indonesian Hong Kong Love Mission Church 印尼移工會(譯名) Indonesian Migrant Workers Union 政府新聞處 Information Services Department 香港國際社會服務社少數族裔人使計劃 International Social Service — Ambassador Scheme for Ethnic Minorities 香港國際社會服務社少數族裔人士支援服務中心 International Social Service — Hong Kong Branch HOPE Centre 互聯網專業協會 Internet Professional Association Islamic Kasim Tuet Memorial College 賽馬會思覺健康計劃 Jockey Club Early Psychosis Project Jumbo Kids Theatre 國際青年商會香港總會 Junior Chamber International Hong Kong	香港性教育會	Hong Kong Sex Education Association
 香港單親協會 Hong Kong Single Parents Association 香港社會工作人員協會 Hong Kong Society of Psychiatrists 香港強業精神科醫生協會 Hong Kong Society of Psychiatrists 香港道教聯合會園玄學院第三中學 Hong Kong Taoist Association The Yuen Yuen Institute No.3 Secondary School 香港貿易發展局 Hong Kong Unison 香港平等機會婦女聯席 Hong Kong Women's Coalition on Equal Opportunities 香港文工商及專業人員聯會 Hong Kong Women Professionals & Entrepreneurs Association 房屋署 Housing Department 「Indonesian Hong Kong Love Mission Church 印尼移工會(譯名) Indonesian Migrant Workers Union 政府新聞處 Information Services Department 香港國際社會服務社少數族裔大使計劃 International Social Service — Ambassador Scheme for Ethnic Minorities 香港國際社會服務社少數族裔人士支援服務中心 International Social Service — Hong Kong Branch HOPE Centre 互聯網專業協會 Internet Professional Association 伊斯蘭脫維善紀念中學 Islamic Kasim Tuet Memorial College 賽馬會思發健康計劃 Jockey Club Early Psychosis Project 大細路劇園 Jumbo Kids Theatre 國際青年商會香港總會 Junior Chamber International Queensway 	香港樹仁大學	Hong Kong Shue Yan University
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 香港印尼大愛教會(譯名) Indonesian Hong Kong Love Mission Church 印尼移工會(譯名) Indonesian Migrant Workers Union 政府新聞處 Information Services Department 香港國際社會服務社少數族裔大使計劃 International Social Service — Ambassador Scheme for Ethnic Minorities 香港國際社會服務社少數族裔人士支援服務中心 International Social Service — Hong Kong Branch HOPE Centre 互聯網專業協會 Internet Professional Association 伊斯蘭脱維善紀念中學 Islamic Kasim Tuet Memorial College 養馬會思覺健康計劃 Jockey Club Early Psychosis Project 大細路劇團 Jumbo Kids Theatre 國際青年商會香港總會 Junior Chamber International Hong Kong 經緯青年商會 	香港女工商及專業人員聯會	· ·
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四方新聞處 Information Services Department 香港國際社會服務社少數族裔大使計劃 International Social Service — Ambassador Scheme for Ethnic Minorities 香港國際社會服務社少數族裔人士支援服務中心 International Social Service — Hong Kong Branch HOPE Centre 互聯網專業協會 Internet Professional Association 伊斯蘭脱維善紀念中學 Islamic Kasim Tuet Memorial College 賽馬會思覺健康計劃 Jockey Club Early Psychosis Project 大細路劇團 Jumbo Kids Theatre 國際青年商會香港總會 Junior Chamber International Hong Kong 經緯青年商會	香港印尼大愛教會(譯名)	Indonesian Hong Kong Love Mission Church
「The Republic of Service → Ambassador Scheme for Ethnic Minorities	印尼移工會(譯名)	Indonesian Migrant Workers Union
Ethnic Minorities 香港國際社會服務社少數族裔人士支援服務中心 International Social Service — Hong Kong Branch HOPE Centre 互聯網專業協會 Internet Professional Association 伊斯蘭脱維善紀念中學 Islamic Kasim Tuet Memorial College 賽馬會思覺健康計劃 Jockey Club Early Psychosis Project 大細路劇團 Jumbo Kids Theatre 國際青年商會香港總會 Junior Chamber International Hong Kong 經緯青年商會 Junior Chamber International Queensway	政府新聞處	Information Services Department
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大細路劇團Jumbo Kids Theatre國際青年商會香港總會Junior Chamber International Hong Kong經緯青年商會Junior Chamber International Queensway	伊斯蘭脱維善紀念中學	Islamic Kasim Tuet Memorial College
國際青年商會香港總會 Junior Chamber International Hong Kong 經緯青年商會 Junior Chamber International Queensway	賽馬會思覺健康計劃	Jockey Club Early Psychosis Project
經緯青年商會 Junior Chamber International Queensway	大細路劇團	Jumbo Kids Theatre
	國際青年商會香港總會	Junior Chamber International Hong Kong
Justice Centre Hong Kong Justice Centre Hong Kong	經緯青年商會	Junior Chamber International Queensway
	Justice Centre Hong Kong	Justice Centre Hong Kong

	KELY Support Group
香港錫克廟	Khalsa Diwan (Sikh Temple) Hong Kong
香港克拉底拉伊族協會(譯名)	Kirat Rai Yayokkha Hong Kong
九龍清真寺	Kowloon Mosque
九龍婦女聯會	Kowloon Women's Organisations Federation
勞工及福利局	Labour and Welfare Bureau
勞工處	Labour Department
香港洗衣商會	Laundry Association of Hong Kong
涼粉士多	Learn Fun Store
康樂及文化事務署	Leisure and Cultural Services Department
香港李寶椿聯合世界書院	Li Po Chun United World College of Hong Kong
嶺南大學	Lingnan University
領展	Link REIT
九龍樂善堂	Lok Sin Tong Benevolent Society, Kowloon
路德會啟聾學校	Lutheran School for the Deaf
香港尼泊爾馬嘉協會(譯名)	Magar Association Hong Kong
Malayali Association	Malayali Association
精神健康月籌備委員會	Mental Health Month Organising Committee
新城廣播有限公司	Metro Broadcast Corporation Limited
香港進步外勞聯盟	Migrant Progressive Alliance – Hong Kong
香港移工社會組織(譯名)	Mission for Migrant Workers (Hong Kong) Society
穆斯林幼稚園	Muslim Community Kindergarten
尼泊爾婦女聯會(譯名)	Nepali Mahila Sabha
新家園協會	New Home Association
新生精神康復會	New Life Psychiatric Rehabilitation Association
同根社	New Women Arrivals League
女同學社	Nu Tong Xue She
政府資訊科技總監辦公室	Office of the Government Chief Information Officer
奥迪慈善基金 	Otic Foundation

 同志公民	Out & Vote
(議名)	Out Leadership
巴基斯坦婦女協會(譯名)	Pakistani Women's Association
開拓者(譯名)	Pathfinders
堅毅忍者障殘人士國際互助協會	People of Fortitude • International Mutual-aid Association for the Disabled
粉紅同盟	Pink Alliance
原色人	Primaco Productions
新域劇團	Prospects Theatre
鰂魚涌小學	Quarry Bay School
香港電台	Radio Television Hong Kong
風雨蘭	RainLily
復康資源協會	Rehabaid Society
香港復康聯盟	Rehabilitation Alliance Hong Kong
再生會	Regeneration Society
啟新書院	Renaissance College Hong Kong
香港視網膜病變協會	Retina Hong Kong
圓桌研究及教育協會	Roundtable Institute
泰國駐香港總領事館	Royal Thai Consulate – Hong Kong
泰國駐香港總領事館(勞工部)	Royal Thai Consulate General – Labour Section
香港耀能協會	SAHK
香港童軍總會	Scout Association of Hong Kong
Section Juan	Section Juan
長者安居協會	Senior Citizen Home Safety Association
Sherry Concepts (Saanjh Vicharan Di Magazine)	Sherry Concepts (Saanjh Vicharan Di Magazine)
展亮技能發展中心(屯門)	Shine Skills Centre (Tuen Mun)
順德聯誼會伍冕端小學	Shun Tak Fraternal Association Wu Mien Tuen Primary School
香港悉達多之家(譯名)	Siddhartha Family Hong Kong
龍耳	Silence

香港社會創投基金	Social Ventures Hong Kong
香港大學學生會社會工作及社會行政學會	Social Work and Social Administrations Society, University of Hong Kong Student Union
香港扶幼會	Society of Boys' Centres
中國香港體育協會暨奧林匹克委員會	Sports Federation & Olympic Committee of Hong Kong, China
聖雅各福群會	St. James' Settlement
聖約翰座堂「愛之家」諮詢及服務中心	St. John's Cathedral HIV Education Centre
查打銀行	Standard Chartered Bank
自由之聲(譯名)	Suara Newspaper
Sum Digital (Virsa The Culture)	Sum Digital (Virsa The Culture)
電視廣播有限公司	Television Broadcasts Limited
泰國移工工會(譯名)	Thai Migrant Workers Union
泰國地區聯盟(譯名)	Thai Regional Alliance
泰國婦女協會(譯名)	Thai Women's Association
香港小童群益會	The Boys' and Girls' Clubs Association of Hong Kong
香港中華總商會	The Chinese General Chamber of Commerce
香港中華廠商聯合會	The Chinese Manufacturers' Association of Hong Kong
香港中文大學	The Chinese University of Hong Kong
香港中華基督教青年會顯徑會所	The Chinese YMCA of Hong Kong (Hin Keng Centre)
香港教育大學	The Education University of Hong Kong
珠峰週報(尼泊爾人週報)(譯名)	The Everest Weekly (weekly newspapers for Nepalese)
香港家庭計劃指導會	The Family Planning Association of Hong Kong
香港家庭計劃指導會藍田婦女會	The Family Planning Association of Hong Kong Lam Tin Women's Club
港九勞工社團聯會	The Federation of Hong Kong & Kowloon Labour Unions
正言匯社	The Forthright Caucus
香港中文大學香港亞太研究所性別研究中心	The Gender Research Centre, Hong Kong Institute of Asia-Pacific Studies of The Chinese University of Hong Kong
香港演藝學院	The Hong Kong Academy for Performing Arts

香港過敏協會	The Hong Kong Allergy Association
香港銀行公會	The Hong Kong Association of Banks
香港物業管理公司協會	The Hong Kong Association of Property Management Companies
香港印尼外傭工會聯盟	The Hong Kong Coalition of Indonesian Migrant Workers Organisation
香港社會服務聯會	The Hong Kong Council of Social Service
香港工會聯合會	The Hong Kong Federation of Trade Unions
香港婦女聯合協進會	The Hong Kong Federation of Women
香港青年協會	The Hong Kong Federation of Youth Groups
香港建築師學會	The Hong Kong Institute of Architects
香港銀行學會	The Hong Kong Institute of Bankers
香港設施管理學會	The Hong Kong Institute of Facility Management
香港賽馬會	The Hong Kong Jockey Club
香港理工大學	The Hong Kong Polytechnic University
香港理工大學設計學院	The Hong Kong Polytechnic University – School of Design
香港復康會	The Hong Kong Society for Rehabilitation
香港盲人輔導會	The Hong Kong Society for the Blind
香港聾人福利促進會	The Hong Kong Society for the Deaf
香港科技大學	The Hong Kong University of Science & Technology
香港印度協會(譯名)	The India Association Hong Kong
街坊小子	The Kids on the Block
香港律師會	The Law Society of Hong Kong
香港路德會	The Lutheran Church Hong Kong Synod
香港心理衛生會	The Mental Health Association of Hong Kong
鄰舍輔導會少數族裔支援服務中心 	The Neighbourhood Advice-Action Council TOUCH Support Service Centre for EMs
	The Netherlands Consulate General in Hong Kong SAR and Macao SAR
香港公開大學	The Open University of Hong Kong

傑出生命計劃	The Outstanding Givers Association Ltd
菲律賓總領事館	The Philippine Consulate General Hong Kong
救世軍	The Salvation Army
愛滋病寧養服務協會	The Society for AIDS Care
香港善導會少數族裔戒毒康復支援服務	The Society of Rehabilitation and Crime Prevention, Hong Kong, Project CARE
太陽報(為菲律賓人印製的英文報)	THE SUN (Newspapers in English for Filipinos)
香港大學	The University of Hong Kong
婦女基金會	The Women's Foundation
東華越峰成長中心	TWGHS Cross Centre
基督教聯合那打素社康服務	United Christian Nethersole Asian Community Health Service
香港尼泊爾家庭傭工聯會(譯名)	Union of Nepalese Domestic Workers in Hong Kong
職業訓練局	Vocational Training Council
婦女服務聯會	Women Service Association
婦女事務委員會	Women's Commission
循道衛理楊震社會服務處	Yang Memorial Methodist Social Service Centre
油尖旺民政事務處	Yau Tsim Mong District Office
YouTube	YouTube
元朗大會堂少數族裔人士支援服務中心	Yuen Long Town Hall Support Service Centre for Ethnic Minorities
九龍崇德社	Zonta Club of Kowloon





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