共融新一代　平等建未來

Equality for the Future

平等機會委員會
EQUAL OPPORTUNITIES COMMISSION

2014/15 年報 Annual Report

共融新一代　平等建未來

Equality for the Future

以上點字內容為：
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主席的話
Chairperson's Message

主席的話
Chairperson's Message

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時光飛逝！轉眼又度過了繁忙的一年。這一年，無論是香港或全球的平等狀況都取得重大進展，世界上許多國家，包括我們身處的亞洲，都出現了法律改革和意見轉向的情況。不論在公私營界別，有關多元共融的議題仍是社會不同層面所熱議的話題，市民大眾一直對免受歧視的權利保障深表關注。

回顧過去十二個月，平機會為提升香港的平等機會進行了多項重要工作，對於期間取得的進展，我感到欣慰。

在年內，平機會回答了超過17,700項查詢，並處理了716宗投訴。我們亦為18宗個案提供了法律協助，並在兩宗不同的個案中擔當「法庭之友」的角色。

為受屈人士提供申訴途徑是平機會的職能之一。另一項職能是教育公眾，提高市民的平等機會意識，使之成為主流價值。為此，平機會繼續舉辦及參與各式各樣的公眾教育活動，例如巡迴展覽，並透過廣播及網媒等進行宣傳。去年，我們亦透過「平等機會社會參與資助計劃」，為50個項目提供合共1,366,042元的資助，以協助不同團體及機構在他們的社群內推廣平等機會的價值觀。

Equality for the Future

Another busy year has passed in the equality landscape of both Hong Kong and globally. We have seen legislative reforms and the shifting tide of opinion in many countries around the world, including here in Asia. Issues relating to diversity and inclusion are often at the front and centre of social dialogue, both in the public and private sectors. Certainly, we have seen consistently strong interest from the public towards the protection of their right to non-discrimination.

As I look back over the past 12 months, I am proud of the strides we have made through our major undertakings to enhance equal opportunities here in Hong Kong.

During the year, the Equal Opportunities Commission (EOC) answered over 17,700 enquiries and handled 716 complaints. We also gave legal assistance to 18 cases, and acted in the capacity of amicus curiae in two separate cases.

Providing individual means of redress is one function of the EOC. Another is to educate the public and mainstream equal opportunities into the public consciousness. The EOC has continued to engage in a wide range of public education activities, from roving exhibitions to broadcast and web media. We have also sought to facilitate different groups and organisations to promote equal opportunity values in their own communities through our Community Participation Funding Programme, providing a total of $1,366,042 in funding for 50 projects.

在2014/15年度，我們組成了一個專職小組，以應對本港少數族裔社群的具體需要及推動種族平等。在這段期間，我們亦發布了若干項關乎平等機會的主要研究，並在倡議更包容政策的工作上取得正面回應，當中尤以我們的反性騷擾運動取得相當重要的進展。年內我們進行了一連串以教育界、商界及服務提供者等不同界別為對象的反性騷擾工作，更喜見《2014年性別歧視（修訂）條例草案》於2014年12月獲立法會通過，堵塞了從前的法例漏洞，保障服務提供者免受顧客性騷擾，亦見證平機會多年來倡議的成果。

In 2014/15, we formed a dedicated unit to address the specific needs of Hong Kong's ethnic minority communities and advance racial equality. This period also saw the release of a number of key pieces of research on equal opportunities, as well as positive developments in the advocacy for more inclusive policies. In particular, we have seen progress made on the anti-sexual harassment front through our ongoing campaign targeting a variety of sectors, including education, business, and service provision. A major achievement during this period was the passage in December 2014 of the Sex Discrimination (Amendment) Bill, which closed a major loophole in the protection of service providers against sexual harassment by customers. Indeed, this was a culmination of many years of advocacy by the Commission.

在展望平等機會的未來發展時，我們必須緊記，權利並不是一成不變的，它隨着社會向前發展，亦因應人類思想的改進而不斷演變。我們必須理解這些轉變，並作好準備，加以應對。平機會的第一步是有系統地審視現時反歧視條例的保障，綜合委員會在過去二十年來的運作經驗，識別出條例需要改善之處。我們在2014年7月就歧視條例檢討展開公眾諮詢，在這為期三個多月的諮詢期內，市民表達了廣泛的關注，而我們亦收到了約125,000份回應。這次檢討帶來了理想契機讓我們作出實質改變，好讓香港作好準備，應付日後社會上不平等的情況及挑戰。

As we look to our equality landscape for the future, it is important to bear in mind that rights are not static, but are constantly evolving as our society moves forward and we evolve as people. It is imperative for Hong Kong to comprehend these changes, and prepare ourselves to approach them. The Commission started by systematically looking at our own operational experience over the last two decades and identifying areas for improvement in the existing protection extended by the anti-discrimination ordinances. We launched in July 2014 the public consultation on the Discrimination Law Review, which saw broad public interest over the three-month period of consultation, resulting in some 125,000 responses received. We feel strongly that the review is an opportunity to make substantive changes which will better prepare Hong Kong to deal with the challenges of inequality in the years to come.

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除了檢討現有法例，我們亦必須對現時缺乏具體保障的範疇予以優先考慮。平機會在過去一年於這方面進行了若干項新工作，以喚起公眾關注。例如，考慮到本港人口老化迅速，我們在2014年6月推出了「職場年齡歧視的探索性研究」，以加深對本港情況的了解。我們亦把這個主題帶到2014年平機會公眾論壇，與接近400名來自不同背景的持份者共同商討議題。

Beyond this, we must also accord priority to areas that presently lack specific protection. To set the stage and engage public interest, the EOC undertook a number of new initiatives on this front over the past year. We launched in June 2014 the "Exploratory Study on Age Discrimination in Employment" in order to better understand the situation in Hong Kong, particularly given that our city is rapidly ageing. We also made this issue a theme at our EOC Public Forum in 2014, which was attended by almost 400 stakeholders from a variety of backgrounds.

此外，平機會在過去數年亦把性小眾的法律保障定為我們的策略性優先工作領域。我們明白到，社會上對於這個議題有不同觀點，而且很多人都陷於既有的定型觀念之中。另一方面，終審法院就W案的判決以及很多國家在同性婚姻法例上的發展，亦凸顯了性小眾應有的權利，並對香港產生了漣漪效應，引起了不同社群熱烈討論和表達意見。

The Commission has also made legal protection for sexual minorities one of our strategic priority areas over the last few years. We are cognisant that this is an issue that sees divergent standpoints and is often mired in stereotypes. The rights of the sexual minorities were also highlighted by the "W" case ruling by the Court of Final Appeal, and the development of same-sex marriage laws in many countries. These have caused a ripple effect on Hong Kong and resulted in energetic expression of views from different community groups.

為了有系統地收集性小眾受歧視的證據，並為日後進行理性及以事實為基礎的討論作好準備，平機會於2014年5月委託了香港中文大學香港亞太研究所性別研究中心進行「有關立法禁止性傾向、性別認同及雙性人身份歧視的可行性研究」。

In order to systematically gather evidence of discrimination and set the foundation for rational and fact-based discussion, in May 2014, we commissioned the Gender Research Centre of the Hong Kong Institute of Asia-Pacific Studies at The Chinese University of Hong Kong to conduct the "Feasibility Study on Legislating against Discrimination on the Grounds of Sexual Orientation, Gender Identity and Intersex Status".

與此同時，平機會亦希望汲取其他地方的經驗，我們於2014年8月與歐洲聯盟駐香港及澳門辦事處和性別研究中心合作，舉辦了一場關乎歐洲和香港的性小眾權利的國際研討會。而我們更進行倡議工作，包括向立法會提交意見書，表明有需要為跨性別人士制定一個不必強制他們完成整項性別重置手術的性別承認程序。

The EOC also sought to learn from the experience of others. With the collaboration of the European Union Office to Hong Kong and Macao and the Gender Research Centre, an international symposium on sexual minority rights in Europe and Hong Kong was organised in August 2014. And we spoke out, including in a submission to the Legislative Council, on the need for a gender recognition process that does not require transgender people to undergo full sex reassignment surgery.

近年，本港社會的分歧日益擴大，每每困於紛亂意見和長期誤解之中。在推動社會前進時，我們必須要以互相尊重的態度作為基礎，才能進行有建設性的對話。我們需加強各方領袖，包括政治、商界及社會領袖和市民大眾對多元共融價值的意識，並讓他們明白到，這些價值觀對本港的持續發展和成功至為重要。畢竟，人們不管遇到甚麼逆境，只有在得到公平對待時，才能夠過著愉悅滿足的生活。政府和其他公共機構確實有責任確保香港市民（包括不同小眾人士在內）的權利受到保障。然而，單憑他們的努力並不足夠，我們必須建立平台及營造機會，讓不同界別之間進行溝通和交流，以便攜手合作找出解決方法，並確保我們的社會上沒有人會遇到不公平的歧視。

To move forward as a society, what is needed is constructive dialogue grounded in mutual respect. In recent years, our city has witnessed widening divisiveness due to differences in opinion and persistent misunderstanding. We need to raise the awareness of leaders – political, business, and social – as well as of members of the public on the values of diversity and inclusion, and why they are vital to our city's continuous growth and success. After all, people, notwithstanding the various forms of adversities encountered, can only lead happy and contented lives if they feel that they are being treated justly. The Government and other public bodies do have a duty to ensure the protection of the rights of Hongkongers, including all minority groups. But they cannot work alone. We must, therefore, create platforms and opportunities for inter-sectoral channels of communication and exchanges, in order to jointly arrive at a solution and ensure that no one faces unfair discrimination in our society.

> 平機會在彌補不同界別之間的縫隙，以及促進社會公開及持續討論平等議題方面，均擔當着一個非常重要的角色。
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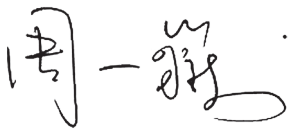
> The EOC has a key role to play to bridge this divide between different sectors, and facilitate open and ongoing discussions on issues of equality.

平機會在彌補不同界別之間的縫隙，以及促進社會公開及持續討論平等議題方面，均擔當着一個非常重要的角色。平機會的抱負乃建基於香港的核心價值和力量，我深信我們現在所做的事情，將為日後的社會帶來變革，我們定將繼續參與推動香港蓬勃和新的發展。一如既往，我衷心感謝各位平機會委員的貢獻、指導和支持，亦要多謝平機會的同事，為達到這個遠大理想，竭誠盡心盡力地工作。

The EOC has a key role to play to bridge this divide between different sectors, and facilitate open and ongoing discussions on issues of equality. What we are doing will have great transformative potential. Our vision, drawing on Hong Kong's core values and strengths, will continue to shape our city's development in new and exciting ways. With these achievements, I am, as always, grateful to the EOC Members for their input, guidance and support, as well as to the Commission's staff, who continue to work with dedication, determination and commitment for this cause.

為了實現日後的平等，我們現在就必須坐言起行，作出規劃、合作和行動。我在此感謝各位與我們一起努力，為現在以至將來世世代代建設一個更公平包容的社會。我期望各位在這條平等路上與我們並肩同行。

Equality for the future must begin with planning, collaboration, and action today. I thank all of you for working with us as we strive to build a fairer and more inclusive society, both for now and for the generations to come. We look forward to having your company on this journey.



平等機會委員會主席
周一嶽

York Y.N. Chow
Chairperson
Equal Opportunities Commission

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；
- 為受屈人士提供法律協助；
- 宣揚反歧視和平等機會的價值觀及政策；
- 推行教育活動和提供資源；
- 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。

Our Vision

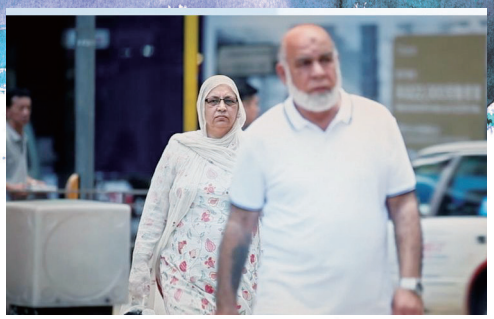
To create a pluralistic and inclusive society free of discrimination, with no barriers to equal opportunity.

Our Mission

The EOC is a statutory body set up in 1996 to implement 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 aggrieved persons;
- Promote anti-discrimination and equal opportunity values and policies;
- Develop educational programmes and resources;
- Review legislation and provide guidelines; and
- Conduct research on issues relevant to discrimination and equal opportunities.



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，加深他們的認識和接納；
- 進行教育，以預防歧視；
- 執行反歧視條例；及
- 為歧視個案的受屈人提供途徑，討回公道。

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 provisions in the anti-discrimination legislation; and
- Provide access to redress for aggrieved persons of discrimination cases.

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。」因此，平機會在管理、運作和預算上享有自主權。與此同時，平機會亦有責任確保其運作、行政及管理制度與常規，都以最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》）中列出。《備忘錄》的條文是根據平機會在使用資金方面享有自主權及彈性的原則而寫成。平機會與政制及內地事務局（即負責平機會事宜的政策局）舉行定期會議，檢視平機會的工作進度。平機會又向政制及內地事務局提交每月開支報告、已審核帳目，以及有關財務及運作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. As per 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 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 its review.

> 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。
> We have the responsibilities to speak out for the minorities and those vulnerable, to mainstream equality and promote inclusiveness in society.

我們的價值觀
Our Organisational Values

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.

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.

透明度 Transparency
我們保持高度透明，以便市民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.

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.

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.

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.

敏感度 Sensitivity
我們會以有禮、敏銳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.

我們的團隊
Our Team

平機會管治委員會

管治委員會領導和指引平機會的發展策略與表現和履行法定責任。現時管治委員會由主席及16位委員組成，均由香港特別行政區行政長官委任。他們來自不同背景，各具豐富的專業知識，包括婦女、殘疾人士、少數族裔、僱主及僱員團體、法律、會計及社會服務界專才、學者和社會人士等。委員積極投入平機會各方面的工作，憑藉他們對推廣平等機會的熱忱及所作出的貢獻，2014/15年度平機會的工作取得了穩定的進展。

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 is comprised of a Chairperson and 16 Members, all appointed by the Chief Executive of the Hong Kong Special Administrative Region. They represent a diversity of background and expertise, including women, persons with disabilities, ethnic minorities, employment groups, professionals of 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 its work in 2014/15.

管治委員會會議

2014/15年度，平機會舉行了四次管治委員會會議，整體平均出席率有84%。每位委員的出席記錄已列載於第22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。

Board Meetings

During the year under review, four Board meetings were held, with an overall average attendance rate of 84%. Attendance records of individual Members are listed on page 22. 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.

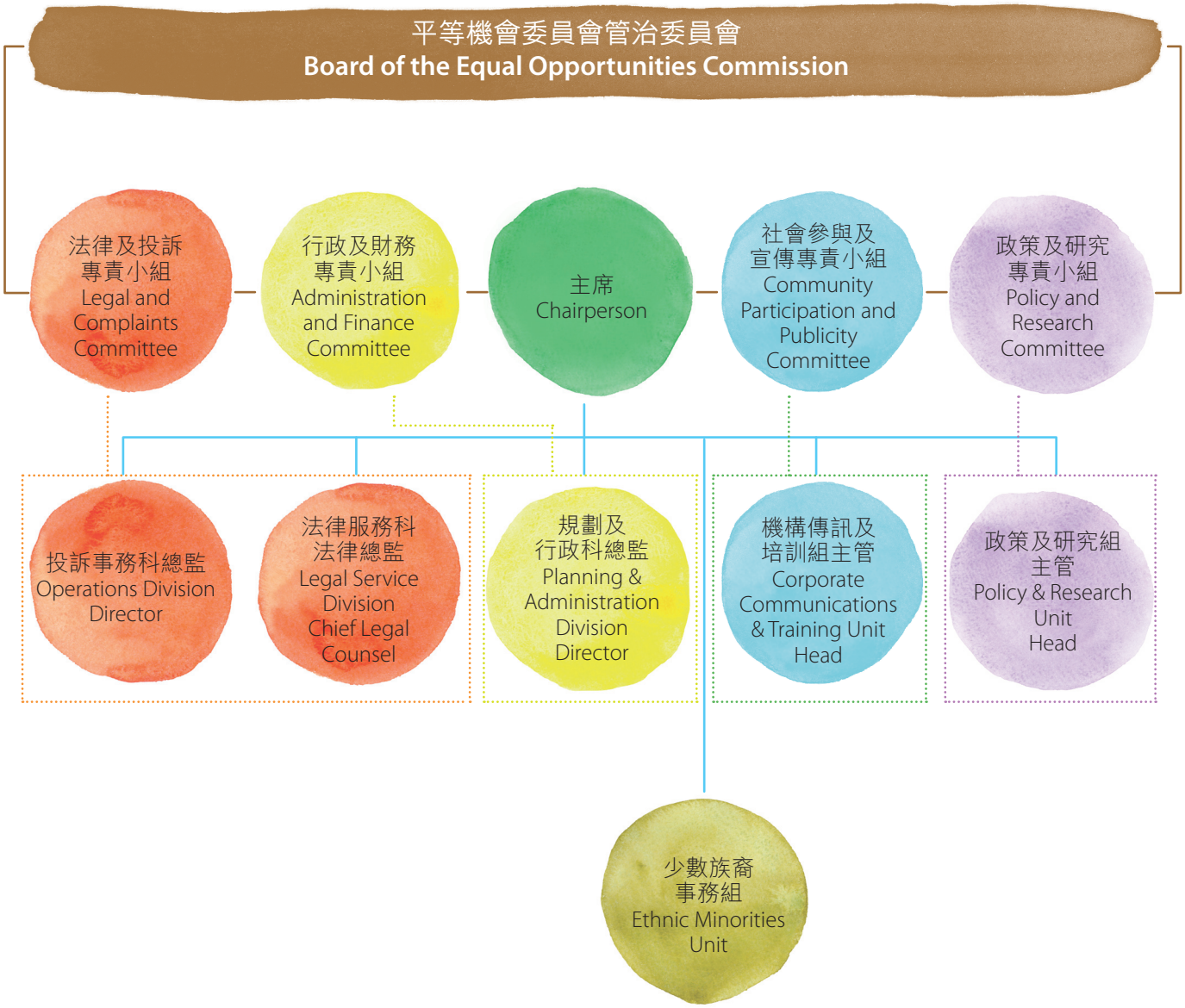
專責小組

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、政策及研究專責小組。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20頁。

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 and Research Committee (PARC). Their respective scope of work is detailed in page 20.

平等機會委員會辦事處的組織架構（截至2015年3月31日）
Organisational Structure of the Equal Opportunities Commission (as at 31 March 2015)



平機會管治委員會
The EOC Board

主席
Chairperson

周一嶽醫生
Dr CHOW Yat-ngok, York, GBS

平機會委員
EOC Members

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
香港教育學院校董會司庫

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

蔡杏時女士
Ms CHOI Hing-shi, MH

香港工會聯合會工人醫療所行政總監
香港工會聯合會婦女事務委員會顧問

Executive Director, Hong Kong Federation of Trade Unions Workers' Medical Clinics
Advisor, Hong Kong Federation of Trade Unions Women Affairs Committee

周浩鼎先生
Mr CHOW Ho-ding, Holden

律師
離島區議會議員

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)

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

雷添良先生
Mr LUI Tim-leung, Tim, BBS, JP

香港羅兵咸永道會計師事務所高級顧問
首長級薪俸及服務條件常務委員會（首長級薪常會）主席（直至2015年3月31日為止）
自資專上教育委員會主席

Senior Advisor, PricewaterhouseCoopers Hong Kong
Chairman, Standing Committee on Directorate Salaries and Conditions of Service (the Directorate Committee) (Until 31 March 2015)
Chairman, Committee on Self-financing Post-secondary Education

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

律師
黎雅明律師行創辦人
Anjumane Burhani Hong Kong Dawoodi Bohra Association 義務秘書

Solicitor
Founder, Nasirs Solicitors
Hon Secretary, Anjumane Burhani Hong Kong Dawoodi Bohra Association

伍穎梅女士
Ms NG Wing-mui, Winnie

九龍巴士董事
路訊通董事會副主席
威爾斯親王醫院管治委員會主席

Director, Kowloon Motor Bus
Deputy Chairman, RoadShow
Chairman, Hospital Governing Committee of Prince of Wales Hospital

金志文先生
Mr Zaman Minhas QAMAR

香港回教信託基金總會會長

Chairman, The Incorporated Trustees of the Islamic Community Fund of Hong Kong

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
社會福利諮詢委員會成員
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, Social Welfare Advisory Committee
Member, Public Libraries Advisory Committee

謝偉俊議員
The Hon TSE Wai-chun, Paul, JP

立法會議員
謝偉俊律師行創辦人及合夥人

Member, Legislative Council
Founder and Partner, Paul W Tse Solicitors

謝永齡博士
Dr TSE Wing-ling, John, MH

香港城市大學應用社會科學系副教授

Associate Professor, Department of Applied Social Studies, City University of Hong Kong

黃嘉玲女士
Ms WONG Ka-ling, Garling

香港女障協進會義務司庫
新希望網絡副主席

Honorary Treasurer, Association of Women with Disabilities Hong Kong
Vice Chairperson, HOPE

葉少康先生
Mr YIP Siu-hong, Nelson, MH

商策顧問有限公司董事
職業訓練局殘疾弱能人士職業訓練委員會委員
社會福利署整筆撥款督導委員會委員

Director, EP Venture Co Ltd
Member, Committee on Vocational Training for People with Disabilities of the Vocational Training Council
Member, Lump Sum Grant Steering Committee of the Social Welfare Department

管治委員會轄下四個專責小組

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策。

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。

政策及研究專責小組

政策及研究專責小組每三個月舉行一次會議，負責帶引平機會的政策及研究工作，包括就政策分析及所倡議的觀念提出意見；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。

註： 政策及研究專責小組於2015年6月1日改名為政策、研究及培訓專責小組。

Four Committees under the Board

Administration and Finance Committee (A&FC)

The A&FC holds meetings every three months, and 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 and Research Committee (PARC)

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

Note: The Policy and Research Committee was renamed as Policy, Research & Training Committee from 01.06.2015.

平等機會委員會四個專責小組成員名單如下（截至2015年3月31日）：
Memberships of the four committees (as of 31 March 2015) 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)
雷添良先生(副召集人)	Mr LUI Tim-leung, Tim, BBS, 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
謝永齡博士	Dr TSE Wing-ling, John, MH
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
黃嘉玲女士(召集人)	Ms WONG Ka-ling, Garling (Convenor)
孔美琪博士(副召集人)	Dr KOONG May-kay, Maggie, BBS (Deputy Convenor)
蔡杏時女士	Ms CHOI Hing-shi, MH
周浩鼎先生	Mr CHOW Ho-ding, Holden
李國麟教授	Prof Hon LEE Kok-long, Joseph, SBS, JP
雷添良先生	Mr LUI Tim-leung, Tim, BBS, JP
伍穎梅女士	Ms NG Wing-mui, Winnie
謝永齡博士	Dr TSE Wing-ling, John, 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)
謝偉俊議員(副召集人)	The Hon TSE Wai-chun, Paul, JP (Deputy Convenor)
蔡杏時女士	Ms CHOI Hing-shi, MH
李翠莎博士	Dr Trisha LEAHY, BBS
曾潔雯博士	Dr TSANG Kit-man, Sandra, JP
葉少康先生	Mr YIP Siu-hong, Nelson, MH
周一嶽醫生	Dr CHOW Yat-ngok, York, GBS

政策及研究專責小組	Policy and Research Committee
謝永齡博士(召集人)	Dr TSE Wing-ling, John, MH (Convenor)
葉少康先生(副召集人)	Mr YIP Siu-hong, Nelson, MH (Deputy Convenor)
周浩鼎先生	Mr CHOW Ho-ding, Holden
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
謝偉俊議員	The Hon TSE Wai-chun, Paul, JP
黃嘉玲女士	Ms WONG Ka-ling, Garling
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)
劉丹娜女士(增選委員)	Ms Agnes LAU (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（2014年4月1日至2015年3月31日期間）
Attendance Record of Regular EOC Meetings (Between 1 April 2014 and 31 March 2015)

整體出席率達84%
Overall attendance rate reached 84%

	19/06/2014 定期會議 Regular	18/09/2014 定期會議 Regular	18/12/2014 定期會議 Regular	19/03/2015 定期會議 Regular
周一嶽醫生(主席) Dr CHOW Yat-ngok, York, GBS (Chairperson)	✓	✓	✓	✓
趙麗娟女士 Ms CHIU Lai-kuen, Susanna, MH	✓	✓	缺席 Abs.	✓
蔡杏時女士 Ms CHOI Hing-shi, MH	✓	✓	✓	✓
周浩鼎先生 Mr CHOW Ho-ding, Holden	✓	缺席 Abs.	✓	✓
孔美琪博士 Dr KOONG May-kay, Maggie, BBS	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	✓	缺席 Abs.	✓	缺席 Abs.
雷添良先生 Mr LUI Tim-leung, Tim, BBS, JP	✓	✓	✓	✓
黎雅明先生 Mr Amirali Bakirali NASIR, MH, JP	✓	✓	✓	✓
伍穎梅女士 Ms NG Wing-mui, Winnie	✓	✓	缺席 Abs.	✓
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.
謝偉俊議員 The Hon TSE Wai-chun, Paul, JP	✓	缺席 Abs.	✓	✓
謝永齡博士 Dr TSE Wing-ling, John, MH	✓	✓	✓	✓
黃嘉玲女士 Ms WONG Ka-ling, Garling	✓	✓	✓	✓
葉少康先生 Mr YIP Siu-hong, Nelson, MH	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.

平等機會委員會辦事處管理小組
Management Team of the Equal Opportunities Commission

（截至2015年3月31日）
(as at 31.3.2015)

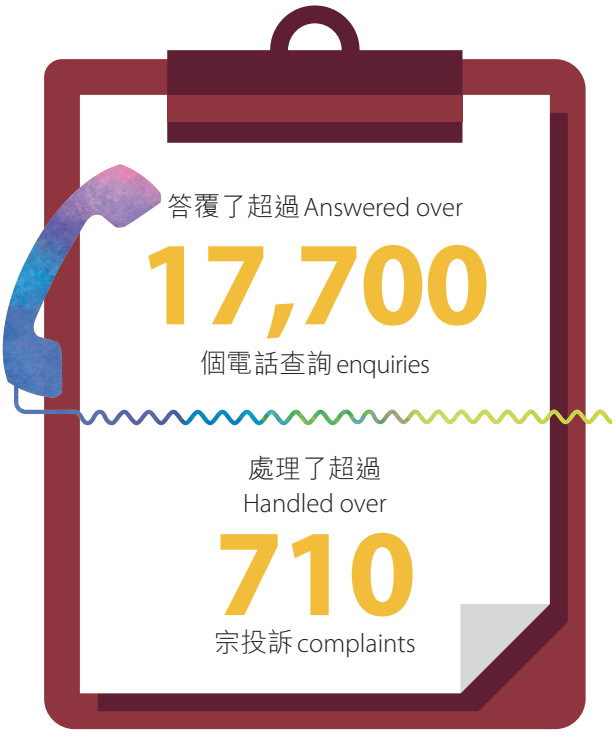
主席 周一嶽醫生	**Chairperson** Dr CHOW Yat-ngok, York, GBS
總監（規劃及行政） 陳奕民先生	**Director (Planning & Administration)** Mr CHAN Yick-man, Michael
署理總監（投訴事務） 林小慧小姐	**Acting Director (Operations)** Miss LAM Siu-wai
署理法律總監 陸志祥先生	**Acting Chief Legal Counsel** Mr LUK Chi-cheung, Ivan
政策及研究主管 朱崇文博士	**Head, Policy & Research** Dr CHU Chung-man, Ferrick
機構傳訊及培訓主管 王珊娜女士	**Head, Corporate Communications and Training** Ms WONG Shan-nar, Shana

Note: Ms MAN Ngar-yin, Agnes has taken up the post of Director, Complaint Services since 8.6.2015, while Mr LUK Chi-cheung, Ivan has become the Chief Legal Counsel from 1.4.2015.

註： 文雅言女士於2015年6月8日成為總監（投訴事務），而陸志祥先生則於2015年4月1日起成為法律總監。

我們的里程碑
Our Milestones

1. 工作成果 Achievements



提供超過港幣 1,366,000 元
以資助 50 項社區計劃
來推廣平等機會訊息
Granted more than HK$1,366,000
to fund 50 community projects for
promoting equal opportunities

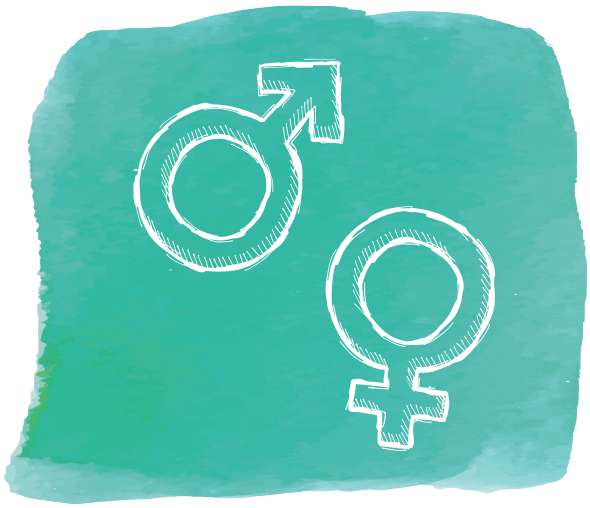
每月平均逾141,000人次
瀏覽平機會網站，
全年瀏覽人次高達170萬
Over 141,000 people visited the EOC's website per month on average, with total number of visits for the year reaching 1.7 million

超過69,700位學生觀看了
平等機會話劇
Over 69,700 students watched the EOC's equal opportunity plays

69,700 位學生 students

51,400
位僱主、僱員及團體
employers, employees and interested parties

接近51,400位僱主、
僱員及團體參與平機會
的定期培訓班、「度身訂造」
培訓課程和講座
Nearly 51,400 employers, employees and interested parties attended the EOC's calendar and customised training programmes, as well as talks given by the Commission



發表有關：(1)「職場性騷擾及歧視 — 服務業員工的問卷調查」(2014年5月)；(2)「香港工作間的歧視之研究」(2014年9月)；(3)「職場性騷擾及歧視 — 外籍家庭傭工的問卷調查」(2014年11月)；及(4)「性騷擾 — 學界問卷調查2014」(2015年1月)的結果
Released the findings of: (1) Sexual Harassment and Discrimination in Employment — Questionnaire Survey for Workers of Service Industries (May 2014); (2) Study on Discrimination in the Hong Kong Workplace (September 2014); (3) Sexual Harassment and Discrimination in Employment — Questionnaire Survey for Foreign Domestic Workers (November 2014); and (4) Sexual Harassment — Questionnaire Survey for Education Sector 2014 (January 2015)

2. 重要事項及工作 Events & Actions

4/2014

與政府資訊科技總監辦公室合辦「無障礙網頁嘉許計劃」，並於2014年4月14日舉行頒獎典禮，表彰企業及機構在其網頁或流動應用程式採用無障礙設計，讓社會上各人包括殘疾人士皆可瀏覽。

Co-organised the Web Accessibility Recognition Scheme with the Office of the Government Chief Information Officer, with an awards presentation ceremony on 14 April 2014 to give recognition to enterprises and organisations that adopted effective designs in websites and mobile apps for access by everyone, including persons with disabilities.

於2014年4月23日向立法會政制事務委員會講述平機會的工作計劃、未來優先工作領域和新工作項目。

Presented the EOC's work plan, future priority areas and new initiatives to the Legislative Council Panel on Constitutional Affairs on 23 April 2014.

5/2014

委託香港中文大學香港亞太研究所性別研究中心進行「有關立法禁止性傾向、性別認同及雙性人身份歧視的可行性研究」。

Launched the Feasibility Study on Legislating against Discrimination on the Grounds of Sexual Orientation, Gender Identity and Intersex Status, which has been commissioned to the Gender Research Centre of the Hong Kong Institute of Asia-Pacific Studies at The Chinese University of Hong Kong.

於2014年5月5至8日參與在瑞士日內瓦舉行的聯合國經濟、社會及文化權利委員會第52次會議，會上委員就香港特別行政區根據《經濟、社會與文化權利的國際公約》的推行情況所提交的第三份報告作出了審議及提問。

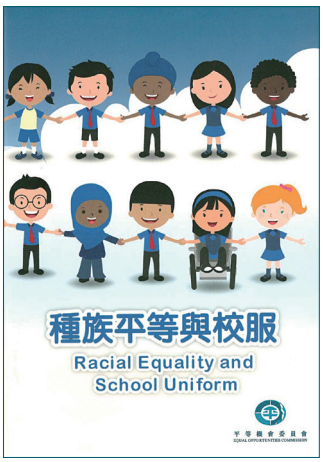
Participated in the 52nd session of the UN Committee on Economic, Social and Cultural Rights in Geneva on 5-8 May 2014, which conducted a hearing to examine the Hong Kong Special Administrative Region (HKSAR)'s third report on the implementation of the International Covenant on Economic, Social and Cultural Rights.

公布「職場性騷擾及歧視 — 服務業員工的問卷調查」結果。這項調查是平機會與香港工會聯合會及香港職工會聯盟合作，於2013年11月至2014年3月期間進行。

Announced the findings of the "Sexual Harassment and Discrimination in Employment — Questionnaire Survey for Workers of Service Industries" conducted in partnership with the Hong Kong Federation of Trade Unions and Hong Kong Confederation of Trade Unions from November 2013 to March 2014.

6/2014

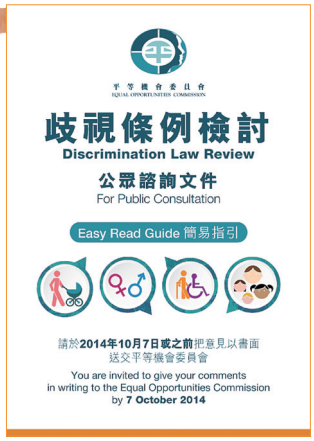
推出「種族平等與校服」指引，並於2014年6月30日、2014年7月7日及9日為教學專業人員舉行相關研討會，以協助學校制訂及推行符合平等原則的校服規則。



Released the "Racial Equality & School Uniform" guide and organised related seminars for teaching professionals on 30 June, 7 and 9 July 2014 to assist schools in the development and implementation of uniform rules that accord with the principle of equality.

7/2014

於2014年7月8日展開為期三個月的「歧視條例檢討」公眾諮詢，就如何更新及理順香港的反歧視條例，使之與時並進及提供更佳保障聽取公眾意見。

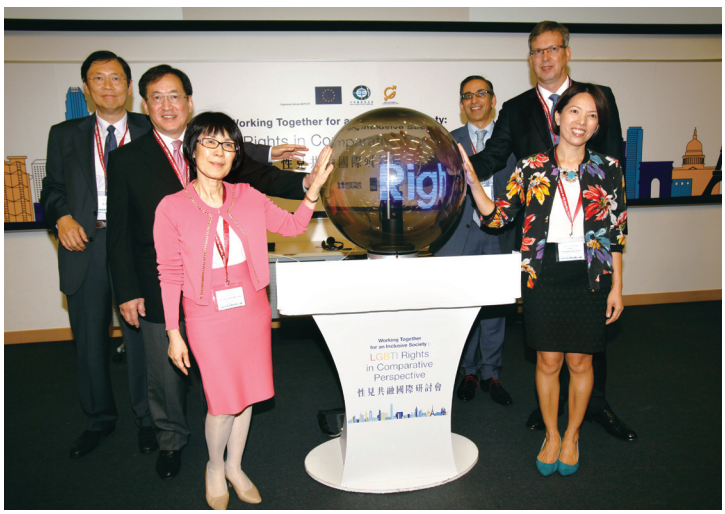


Launched the Discrimination Law Review public consultation on 8 July 2014, which kick-started a series of activities in the following three months to seek the public's views on how Hong Kong's anti-discrimination laws should be modernised and harmonised for better protection to the community.

8/2014

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作，於2014年8月28至29日合辦「性見共融國際研討會」。

Co-organised the international symposium "Working Together for an Inclusive Society: LGBTI Rights in Comparative Perspective" on 28-29 August 2014 with the European Union Office to Hong Kong and Macao, and the Gender Research Centre of the Hong Kong Institute of Asia-Pacific Studies at The Chinese University of Hong Kong.



9/2014

公布「香港工作間的歧視之研究」結果，顯示18%的電話調查受訪者指稱曾在求職或在職時受到歧視或騷擾。

Released findings of the "Study on Discrimination in the Workplace", which showed that 18% of the telephone survey respondents alleged to have experienced discrimination or harassment when seeking a job or at work.

10/2014

參與由勞工及福利局聯同多個政府部門、非政府機構和包括平機會在內的公營機構合辦的精神健康月，旨在宣傳精神健康的重要性，並提高公眾對精神健康課題的認識，讓公眾更為接納精神病患者。

Took part in the "Hong Kong Mental Health Month", a citywide mental health educational campaign jointly organised by the Labour and Welfare Bureau, in association with a number of Government departments, non-governmental organisations and public organisations, including the EOC, to publicise the importance of mental health, and raise awareness, knowledge and acceptance of people with mental health issues.

參與於2014年10月20日在瑞士日內瓦舉行的消除對婦女歧視委員會第59次會議，並重點講述平機會對本港女性的安全及其面對的歧視和困難的關注。

Gave presentation at the 59th session of the UN Committee on the Elimination of All Forms of Discrimination against Women on 20 October 2014 in Geneva to highlight the EOC's concerns about the safety issues, barriers and discrimination faced by women in Hong Kong.

11/2014

於2014年11月13日舉辦平機會公眾論壇，以聆聽持份者對平機會工作及本港平等機會議題的意見。論壇吸引了近400位來自不同界別的人士參與。

Staged a public forum on 13 November 2014 to solicit stakeholders' views on the work of the EOC and issues related to equal opportunities in Hong Kong. The event attracted almost 400 participants from different sectors.

公布「職場性騷擾及歧視 — 外籍家庭傭工的問卷調查」結果。調查發現，6.5%受訪外籍家庭傭工指稱，在調查進行前的12個月內，曾在工作時或與工作相關的情況下受到性騷擾。

Announced the findings of the "Sexual Harassment and Discrimination in Employment — Questionnaire Survey for Foreign Domestic Workers", which showed that 6.5% of the foreign domestic workers had allegedly been sexually harassed at the workplace or at a work-related event in the preceding 12 months.

12/2014

隨著立法會於2014年12月3日三讀通過《2014年性別歧視（修訂）條例草案》，保障貨品、設施或服務提供者免受顧客性騷擾，公布一系列宣傳項目，向公眾推廣有關法例保障。

Announced an array of promotional and publicity initiatives to tie in with the passage of the Sex Discrimination (Amendment) Bill by the Legislative Council on 3 December 2014, which protects providers of goods, services and facilities from sexual harassment by customers.

參與由香港貿發局主辦，於2014年12月4至6日舉行的國際中小企博覽，以宣傳工作間的平等機會。

Participated in the World SME Expo organised by Hong Kong Trade Development Council on 4-6 December 2014 to promote equal opportunities in the workplace.

1/2015

公布「性騷擾 — 學界問卷調查2014」結果。調查結果顯示，自2013年3月進行有關調查後，已制訂反性騷擾政策的學校數目顯著上升。

Released the findings 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 the survey was last conducted in March 2013.

2/2015

於2015年2月7日舉行「中小企 — 平等機會工作間」的分享會，向參加者介紹反歧視條例，分析個案，以協助中小企建立共融工作間。

Conducted a sharing session for small- and medium-sized enterprises on 7 February 2015, which included case study and introduction of the anti-discrimination ordinances to help the enterprises build an inclusive workplace.

就「殘疾人士的教育權利 — 融合教育政策在香港的執行情況」向聯合國殘疾人權利委員會提交意見書。

Made a submission to the UN Committee on The Rights of Persons with Disabilities on "Rights to Education for Persons with Disabilities — The Implementation of Integrated Education in Hong Kong".

平機會的工作及社會服務榮獲獎項
Recognition of the EOC's Work & Service to the Community

平機會於2014/15年度再次獲香港社會服務聯會選為「**同心展關懷」機構**，以表揚平機會在關懷社會、僱員和環境三方面的努力。另外，平機會榮獲香港社會服務聯會選為「**無障礙機構**」，說明平機會為不同社群推動無障礙環境和平等機會的決心。

For another year, the EOC was named a **Caring Organisation** in 2014/15 by the Hong Kong Council of Social Service (HKCSS), in recognition of the Commission's efforts in caring for the community, the employees and the environment. In addition, the EOC was recognised by the HKCSS as a **Barrier-free Organisation**, which underlined the EOC's commitment to developing a barrier-free environment and culture for different groups of the community.

同心展關懷
caringorganisation 2011-15
Awarded by The Hong Kong Council of Social Service
香港社會服務聯會頒發

平機會網站(www.eoc.org.hk)獲得「**2014最佳.hk非商業網站獎**」非商業組（員工少於100人）銀獎。此獎勵計劃由香港互聯網註冊管理有限公司舉辦，旨在表揚香港網站發展的優良做法。優勝網站被視為善用互聯網及相關技術的模範，而獎項計劃正好表揚得獎機構透過互聯網提供優秀服務及照顧商業和社會需要所作的貢獻和努力。

The EOC's official website (www.eoc.org.hk) was recognised with a Silver Award of the "**Best.hk Website Awards 2014**" (Non-commercial Stream with <100 Staff). The award scheme was organised by the Hong Kong Internet Registration Corporation Limited to recognise good practices in Hong Kong website development. The outstanding websites were considered to be examples for promoting the proper use of the Internet and related technologies, which underlined the respective organisations' contribution and effort in achieving service excellence and meeting business and social needs via the Internet.

3/2015

於2015年3月14日與香港電台第二台合辦公眾活動，慶祝「國際消除種族歧視日」，並得到明愛青少年及社區服務全力支持，和香港特別行政區運輸及房屋局局長張炳良教授, GBS, JP出席為主禮嘉賓。

Organised a public event in celebration of the International Day for the Elimination of Racial Discrimination with Radio Television Hong Kong (RTHK) Radio 2 on 14 March 2015, with support from Caritas Youth and Community Service, and Professor the Hon Anthony CHEUNG Bing-leung, GBS, JP, Secretary for Transport & Housing of the HKSAR as the Guest of Honour.

平機會獲勞工及福利局授予「**社會資本動力獎2014-16**」，以表揚平機會員工積極投入義工服務，參與由樂善堂舉辦的「生命拍檔計劃」。這項獎勵計劃由社區投資共享基金贊助，以嘉許對香港社會資本發展有貢獻的人士和企業，表揚他們努力凝聚個人及跨界別力量連結成互補的社群網絡，從而建立互信互助、互相欣賞、團結及充滿人情味的和諧社會。

2014-16 Social Capital Builder 社會資本動力獎

The EOC was granted the **Social Capital Builders Award 2014-16** by the Labour and Welfare Bureau for its participation in the Ethnic Minority Mentorship Programme organised by Lok Sin Tong, as part of the Commission's staff volunteer services. The award programme, which is funded by the Community Investment and Inclusion Fund, serves to recognise individuals and enterprises for building the social capital of Hong Kong, by pooling the resources of individuals and mobilising cross-sector collaboration to form a social network of reciprocity, thereby creating a society with mutual trust and help, appreciation, solidarity and human touch.

義工運動 Volunteer MOVEMENT

2014年，平機會的義工隊表現傑出，義工聯同他們的親友服務社會接近2,000小時，獲社會福利署頒發**金獎嘉許狀**。

The EOC was awarded a **Gold Award for Volunteer Service** by the Social Welfare Department, in appreciation of the Commission's participation in volunteer services to the community in 2014. Joined by their families and friends, the EOC volunteers performed almost 2,000 hours of services to the community in 2014.

平機會繼續為僱員再培訓局舉辦的「ERB人才企業嘉許計劃」下的「**人才企業**」(2013-15)。此獎項表揚平機會在人才培訓及發展方面的成就，並致力推廣人才培訓的機構文化。

The EOC remained an "**ERB Manpower Developer**" (2013-15). The accreditation was made by the Employees Retraining Board under the Manpower Developer Award Scheme, in recognition of the EOC's achievements in promoting and cultivating a corporate culture focusing on manpower training and development.

身體力行支持種族平
putting racial equality into acti

我們的工作重點
Our Focuses

2014/15年度策略性優先工作領域

平機會根據不同界別持份者的建議及意見，制定了2014/15年度多項策略性優先工作，以指引平機會的工作方向和優先次序，履行平機會促進人人平等的使命。工作計劃共有以下六個優先工作領域：

2014/15 Strategic Priority Work Areas

To fulfil its mission of advancing equality for all, the EOC developed a number of strategic priority work areas for 2014/15. These work areas were developed through consultation with key stakeholders, and were considered carefully and endorsed by the EOC Board. They served as the roadmap to guide the Commission's directions and focuses towards achieving its target. Below were the strategic priority work areas in 2014/15:

1. 歧視法例檢討
   Discrimination Law Review
2. 立法保障性小眾免受性傾向、性別認同及因雙性人身份而引致的歧視
   Legal Protection for Sexual Minorities (lesbian, gay, bisexual, transgender and intersex, or LGBTI persons) from Discrimination on the Basis of Sexual Orientation, Gender Identity and Intersex Status
3. 少數族裔的教育與就業機會
   Education and Employment Opportunities for Ethnic Minorities
4. 有特殊教育需要學生的融合教育及其對就業機會的影響
   Integrated Education for Students with Special Educational Needs and its Implication on Employment Opportunities
5. 政府執行職能時，對「殘疾」採用最新且統一的定義
   Adopting an Updated and Unified Definition of Disability in the Performance of Government Functions
6. 反性騷擾運動
   Anti-Sexual Harassment Campaign

平機會於2014年4月23日向立法會政制事務委員會簡介平機會的策略性優先工作領域。年內，平機會與不同界別的持份者會面，以收集意見，又透過不同溝通途徑向大眾公布平機會最新資訊。以下各篇章介紹了平機會在各項策略性優先工作領域中取得的進展，最新的主要活動，以及其他合作項目。

On 23 April 2014, the EOC presented its priority work areas and new initiatives to the Legislative Council Panel on Constitutional Affairs. Throughout the year, meetings with stakeholder groups of different sectors were held to gauge their feedback, and communications made through various channels to inform the public about the latest developments. The following sections highlighted the progress achieved in each of these work areas, as well as the major new initiatives and collaborative projects implemented.

歧視條例檢討 Discrimination Law Review (DLR)

> 在過去漫長的歲月，我們一直致力擴闊市民免受歧視的保障。然而，制度上的不平等情況仍然普遍。根據平機會18年來執行反歧視法例的經驗，目前仍有不少法律漏洞及問題，在在都顯示我們有必要更新法例。
>
> We have come a long way in developing our safeguards against discrimination, but systemic inequality remains widespread. Our own experience over the past 18 years has indicated problems and loopholes in the current law, which show the need for modernisation.

平機會於2014年7月8日正式展開歧視條例檢討的公眾諮詢。諮詢期原定三個月，其後延長至2014年10月31日。諮詢的目的是就四條反歧視條例，即《性別歧視條例》、《殘疾歧視條例》、《家庭崗位歧視條例》及《種族歧視條例》應如何更新及理順，以便更有效保障市民免受歧視，收集公眾的意見。

這是平機會首次就香港的反歧視條例進行全面性檢討。平機會研究了法例的各個層面，並參考其實際執行法例的經驗、持份者及相關組織的意見，以及其他普通法司法管轄區的發展，從而就法律改革的可能性提出了一系列問題。

The EOC officially launched the public consultation on the Discrimination Law Review (DLR) on 8 July 2014. Lasting initially for three months and later extended to 31 October 2014, the exercise aimed to seek the public's views on how the anti-discrimination laws, namely the Sex Discrimination Ordinance, the Disability Discrimination Ordinance, the Family Status Discrimination Ordinance and the Race Discrimination Ordinance, should be modernised and harmonised with a view to affording better protection to the community from against discrimination.

This was the first time the EOC conducted a comprehensive review of all the existing anti-discrimination laws in Hong Kong. The EOC studied all aspects of the legislation, drawing references from the Commission's actual implementation experiences, feedback from stakeholders and relevant groups, as well as developments in other common law jurisdictions, and came up with a series of questions on possible legislative reforms.

諮詢文件

為促進公眾討論，平機會出版了一份涵蓋八種語言的諮詢文件，即中文、英語、烏都語、尼泊爾語、菲律賓語、泰語、印度語及印尼語。除此之外，平機會亦編寫了簡易指南，簡介歧視法例檢討所探討的重要問題，為公眾提供快捷簡易的參考。平機會亦準備了點字版本及語音版本的諮詢文件，殘疾人士若有需要，可向平機會索取。以上文件皆可於民政事務處的諮詢服務中心及平機會辦事處索取，或從平機會網站下載。

The Consultation Documents

To facilitate discussion by the public, the EOC published a consultation document in eight languages, namely Chinese, English, Urdu, Nepali, Tagalog, Thai, Hindi and Indonesian. In addition, an easy-read guide, which summarised the important issues examined in the DLR, was prepared for quick and easy reference by the public. Braille and audio versions of the consultation document were also available for persons with disabilities upon request. These documents could be obtained from the Public Enquiry Service Centres of the Home Affairs Department and the EOC office, and downloaded from the EOC's website.

此外，平機會亦就歧視法例檢討建立了專設網頁，專頁採用無障礙設計，以便利殘疾人士使用。除了將諮詢文件上載到專頁，平機會更在網頁內設置了「常見問題」部分，向公眾解釋各項建議背後的相關問題及理念。公眾可透過網站就諮詢發表意見，包括把列明所有問題的網上表格下載，然後把已完成的表格以電郵或郵寄方式送交平機會；公眾亦可以直接在網上回答各條問題。

The EOC also created a dedicated website on the DLR, which included barrier-free access features for persons with disabilities. The website contained all the consultation documents, as well as a section called "Frequently Asked Questions", which was created to provide the public with explanation on the issues and rationales behind the proposals. Members of the public could respond to the consultation through the website: by downloading the online form listing all the questions and then emailing or sending the completed form to the EOC, or by answering the questions online.

宣傳及推廣

為廣泛推廣歧視條例檢討公眾諮詢及鼓勵公眾參與，平機會製作了粵語、英語及普通話的宣傳短片及聲帶，於電視及電台播放。除此之外，平機會亦撰寫及刊出新聞稿及專欄文章，並安排傳媒專訪。於2014年7月至12月期間，多個中英文媒體便刊出了超過150篇關於歧視條例檢討的報導。

Publicity and Promotion

To widely promulgate the exercise and encourage the public's participation, Announcements in Public Interest (APIs) in Cantonese, English and Putonghua were produced for broadcast on TV and radio. In addition, press releases and op-ed feature articles were prepared and published, and media interviews were arranged. Altogether over 150 reports related to the DLR were published by the Chinese and English media between July and December 2014.

公眾諮詢活動

平機會為廣泛收集公眾意見，舉辦了一連串公眾活動，包括：

- 4場公眾論壇：其中2場分別於2014年8月9及23日在港島舉行，另1場於2014年8月16日在九龍舉行，最後1場則於2014年8月30日在新界舉行。
- 為香港少數族裔舉行7場公眾諮詢會，供菲律賓裔、泰裔、印尼裔、錫克教徒、印度教徒、穆斯林，以及尼泊爾裔人士參加。諮詢會以相關的少數族裔語言及／或英語進行。
- 諮詢期內與不同持份者組織進行29次會面，參與者包括約234間機構或其代表。諮詢的機構包括代表殘疾人士、婦女及少數族裔的機構，也有人權組織、僱主及僱員組織、商會及工會、法律機構及法律界人士、教育機構，例如大學、學校及職業訓練學校、宗教團體、代表性小眾的組織、政黨及不同的公共機構。

平機會亦向立法會議員匯報歧視條例檢討的最新情況，包括在2015年3月16日舉行的政制及事務委員會會議上作出匯報。

Public Consultation Activities

In order to seek the public's views as widely as possible, the EOC organised a series of public activities citywide during the consultation period, including:

- 4 general public forums – two held on Hong Kong Island on 9 and 23 August 2014 respectively, one in Kowloon on 16 August 2014 and one in the New Territories on 30 August 2014.
- 7 public sessions for the Filipinos, Thais, Indonesians, Sikhs, Hindus, Muslims, and Nepalese in Hong Kong. These were conducted either in the respective ethnic minority language and/or English.
- 29 meetings with different stakeholder groups over the consultation period, involving approximately 234 organisations or their representatives. The organisations consulted ranged from those representing persons with disabilities, women and ethnic minorities to human rights organisations, employer and employee groups, chambers of commerce and trade unions, legal institutions and members of the legal profession, educational institutions such as universities, schools and vocational training bodies, religious groups, groups representing sexual minorities, political parties and various public bodies.

The EOC also updated Members of the Legislative Council on the DLR, such as at the meeting of the Panel on Constitutional Affairs on 16 March 2015.

公眾回應

社會人士對公眾諮詢反應熱烈，平機會共收到約125,000份公眾意見書，當中約有280份來自機構，其餘則是來自個人。

自2014年11月起，平機會就所收集到的意見進行數據庫記錄及分析；與此同時，並擬備向政府提交的意見書，當中將包含各項法律改革建議的詳細理據及原由。平機會預期將於2016年初完成報告，當中將涵蓋有關公眾意見的定量及定質分析，並完成草擬意見書。平機會計劃待有關報告及意見書備妥後，將一併把文件提交予政府。

Public Responses and Preparation of Reports

The public consultation exercise drew enthusiastic response from the community, with about 125,000 public responses made to the EOC. Out of these, about 280 were from organisations, while the remaining came from individuals.

Since November 2014, the EOC has been working on the analysis and recording of the responses in a database. The EOC has also been preparing the submission to the Government which will provide detailed reasoning on the recommended areas for law reform. It is expected that a draft report on responses, which provides a quantitative and qualitative analysis of the responses, and the submission to the Government will be ready by early 2016. The EOC plans to submit the report, along with the submission outlining the Commission's recommendations at the same time.

“藉著今次歧視條例檢討，我們可從不同層面採取更積極措施，不止為個別人士提供歧視申索，更將平等機會納入政策制定中，將平等機會主流化，從而解決社會上系統化的不公平現象。這一切轉變將為香港長遠的發展、為下一代創造更平等的未來。

The review is an opportunity to make substantive changes which would have reverberations for generations to come. To create real changes, we must look beyond providing redress for individual complaints to mainstreaming equal opportunity values into everyday policies and practices.”

立法保障性小眾免受性傾向、性別認同及因雙性人身份而引致的歧視

Legal Protection for Sexual Minorities from Discrimination on the Basis of Sexual Orientation, Gender Identity and Intersex Status

> 我們持開放的態度面對不同意見，並明瞭在一個包含不同文化的社會，必然存在多元觀點。但我們必須透過理性的對話尋求共識，並緊記我們共同渴求的東西 — 平等的機會去追逐夢想。
>
> We are open to different views, in recognition that there will be diverse standpoints in a multicultural society. But we must find common ground through rational dialogue and remember that we all want the same thing: equal opportunities to pursue our dreams.

「有關立法禁止性傾向、性別認同及雙性人身份歧視的可行性研究」

平機會於2014年5月委託香港中文大學的香港亞太研究所性別研究中心進行「有關立法禁止性傾向、性別認同及雙性人身份歧視的可行性研究」。

這項研究概述不同性傾向、性別認同(SOGI)及擁有雙性人身份的人士所遇到的歧視，這些人士包括來自香港各個階層的女同性戀者、男同性戀者、雙性戀者、跨性別人士和雙性人(LGBTI)。此外，研究亦會就立法禁止性傾向、性別認同及雙性人身份受到歧視的可行性，徵詢不同持份者的意見。

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

The EOC commissioned the Gender Research Centre (GRC) of the Hong Kong Institute of Asia-Pacific Studies at The Chinese University of Hong Kong (CUHK) to conduct the "Feasibility Study on Legislating against Discrimination on the Grounds of Sexual Orientation, Gender Identity and Intersex Status" in May 2014.

This Study serves to provide an overview of the discrimination encountered by people with different sexual orientation, gender identity (SOGI) and intersex status, including the lesbian, gay, bisexual, transgender and intersex (LGBTI) people, from all walks of life in Hong Kong. It also aims to solicit views from stakeholders on the feasibility of legislation to outlaw discrimination on the grounds of SOGI and intersex status.

這是香港同類研究中首個內容最全面及覆蓋最廣泛的研究，除了同性戀及雙性戀者外，研究並把跨性別人士和雙性人同時納入為研究對象。研究團隊採用混合式研究法，包括使用定量及定質方法，就三方面作出研究：(1)立法的需要；(2)公眾認知程度、態度、知識及理解；(3)立法的法律基礎。研究團隊於2014年6月至2015年2月期間進行了以下的調查工作：

- 回顧過去由本地非政府組織、政府委託顧問公司及學術界對香港LGBTI人士所受歧視的研究，及其他司法體系的政策與措施。
- 於香港不同地區舉辦三場公眾研討會，聽取公眾意見，合共有超過600位公眾人士參加。
- 組織了26個焦點小組會，並與包括LGBTI人士、宗教團體與家長團體代表在內的主要持份者進行訪談。
- 進行全港電話抽樣調查，抽樣訪問18歲或以上成人。
- 透過網上、郵寄或親身遞交方法收集了1,694份意見書。
- 與15位來自澳洲、香港、荷蘭、英國及美國的法律專家進行半開放式訪談，他們包括有人權倡議者、法律學者及法律執業者。
- 於網上向公眾收集不具名的歧視個案。

This Study is the first of its kind in Hong Kong in terms of both its comprehensive nature and its extensive coverage of transgender and intersex people besides the homosexual and bisexual communities. Employing mixed methodologies, including both quantitative and qualitative approaches, the Study examined: (1) The need for legislation; (2) Public awareness, attitudes, knowledge and understanding; and (3) Legal grounds for legislation. Between June 2014 and February 2015, the research team undertook the following fieldwork:

- Reviewed previous local studies conducted by non-governmental organisations, Government-commissioned consultants and academics on discrimination faced by LGBTI people in Hong Kong, and policies and practices in other jurisdictions.
- Organised 3 public forums in different parts of Hong Kong to hear opinions of the community, with attendance of over 600 members of the general public.
- Lined up meetings with 26 focus groups and interviews with individuals to collect views of key stakeholders including LGBTI people and representatives from religious groups and parental groups.
- Conducted a territory-wide telephone survey of representative sample of adults aged 18 or above.
- Collected 1,694 written opinions submitted online, by post or by hand.
- Conducted semi-structured interviews with 15 legal experts, who are human rights advocates, legal academics and legal practitioners coming from a range of jurisdictions, including Australia, Hong Kong, the Netherlands, the United Kingdom and the United States of America.
- Collected anonymous cases of discrimination from individuals online.

研究團隊已完成相關調查工作，現正撰寫研究報告，並預計於2015年底提交平機會管治委員會審議。平機會將會向政府提交報告，以助政府考慮訂立法例、制定適當政策及其他措施應對LGBTI人士所受的歧視。平機會期望出版研究報告有助加深公眾對這議題的認識，讓社會可以理性地訂出處理方法。

The research team has already completed the relevant fieldwork and is now working on the Study report, which is expected to be available for consideration by the EOC Board in late 2015. The EOC will then present the report to the Government to facilitate its consideration of the appropriate legislative, policy and other steps for tackling the discrimination faced by LGBTI persons. The Commission is hopeful that the publication of the report will also be a key next step to deepening public understanding of this issue, thus enabling the society to map out Hong Kong's approach in a rational manner.

性見共融國際研討會

為了加深公眾對LGBTI社群所受歧視的認識，促進理性討論，平等機會委員會、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於2014年8月28至29日聯合舉辦有史以來首個「性見共融國際研討會」，並且得到英國駐香港總領事館、英國文化協會及荷蘭駐港總領事館的支持。

研討會集本地及海外學術界、法律界專業人士、立法會議員、政府官員、LGBTI關注團體、非政府組織、人權專家代表濟濟一堂，探討香港及歐盟LGBTI社群平等權利的相關議題及經驗，並於兩日的研討會中分享他們的見解及專業知識。

International Symposium "Working Together for an Inclusive Society: LGBTI Rights in Comparative Perspective"

In order to foster rational dialogue and public understanding of the discrimination faced by the LGBTI community, the EOC joined hands with the European Union Office to Hong Kong and Macao, and the GRC of The Chinese University of Hong Kong to organise the first-ever international symposium "Working Together for an Inclusive Society: LGBTI Rights in Comparative Perspective" on 28-29 August 2014 in Hong Kong, with support from the British Consulate-General Hong Kong, the British Council, and the Netherlands Consulate General in Hong Kong SAR and Macao SAR.

This symposium brought together local and overseas representatives from the academia and legal profession, legislators, Government officials, LGBTI concern groups, non-governmental organisations and human rights experts to examine the issues and experiences relating to equality of rights for LGBTI persons in Hong Kong and the European Union, as they shared their insights and expertise during the two days of events.

研討會首天舉行高層次圓桌會議，讓本地及海外這方面的權威人士、主要決策者和持份者有機會作非正式接觸及交流。翌日的會議分為四個專題小組，由專家主持帶領探討不同範疇的LGBTI權利，當中包括：(1)立法保障LGBTI權利的原因及方法；(2)跨性別人士的權利及重要法例的發展；(3)處理社會對性小眾法例的憂慮和法例帶來的社會影響；以及(4)持份者在爭取立法和向公民社會、商界、立法議員及宗教團體推廣性小眾權利的角色。

The first day featured a high-level roundtable meeting in order to provide an informal platform to connect local and overseas leading authorities on this issue with key decision-makers and stakeholders. The following day's conference saw four panels of experts who covered various aspects of LGBTI rights, including why and how to legislate for LGBTI rights; transgender people's rights and the development of key legislation; addressing community concerns and social impact of LGBTI legislation; and the roles of different stakeholders, including civil society, business, parliamentarians and religious groups, in securing legislation and promoting LGBTI rights.

研討會得到非常正面的回應，77%的回應者非常認同或認同活動有助促進各方進行建設性對話。總括而言，87%回應者認為活動極佳或良好。

The symposium saw very positive feedback, with 77 percent of the respondents saying they strongly agreed or agreed that the event could help promote constructive dialogue between different parties. Overall, 87 percent of the respondents rated the event as excellent or good.

平機會於研討會後編印了研討會報告，總結四個專家小組的匯報和討論要點。報告亦提及跟進做法。平機會希望報告可引發更多討論，進一步擴大活動成果。

Following the symposium, the EOC published a conference report to summarise the presentations and key discussion points from each of the symposium's four expert panels. The report also noted ideas for follow-up and next steps. It is the EOC's hope that the report can stimulate more dialogue and expand the reach of the knowledge gained during this event to a wider audience.

倡議及社區活動

平機會於2014/15年度繼續促進社會就性小眾所面對的歧視作更深入對話及理性討論。雖然有部分社會人士質疑平機會參與這方面討論的合法性，指平機會的職權是根據現有條例處理基於性別、婚姻狀況、懷孕、殘疾、家庭崗位及種族歧視所作出的投訴，但平機會相信有需要透過研究及倡議去探討其他平等議題、為不公義發聲，以及提升大眾認識各範疇的不平等歧視，此舉對於建立一個真正包容及平等的社會來說非常重要。

Advocacy and Community Initiatives

Indeed, the EOC continued to promote greater dialogue and rational discussion among the community on the discrimination faced by sexual minorities in 2014/15. Notwithstanding that some members of the community have cast doubts about the legitimacy of EOC's involvement in this area, given that the EOC's mandate is to handle complaints of discrimination on the grounds of sex, marital status, pregnancy, disability, family status and race under the existing ordinances, the EOC believes that there is a need to examine, to speak out and enhance the community's understanding of other areas of unfair discrimination through research and advocacy work, which is crucial for building a truly inclusive society with equal rights for all.

平機會倡議性小眾平等權利的其中一個例子，就是密切監察《2014年婚姻（修訂）條例草案》的討論。條例草案規定，變性人必須在完成整項性別重置手術後，才可以他／她手術後的確認性別註冊結婚。平機會認為此舉可能違反香港的國際人權責任，因為許多變性人不能夠或不選擇進行

For instance, as part of its efforts to advocate the equal rights of sexual minorities, the EOC monitored closely the debate on the Marriage (Amendment) Bill 2014, which required a transsexual person to undergo full sex reassignment surgery (SRS) before he/she could marry in his or her affirmed gender. The EOC considered that the requirement might likely breach Hong Kong's international human rights obligations, and force the transgender community to face even greater hardships, since

性別重置手術，條例會迫使變性人群體面對更大的困境。平機會於2014年4月向立法會提交意見書，表明對法案的關注及反對通過法案，並就相關議題發表專欄文章。法案最終於2014年10月22日遭立法會否決。

many transgender persons cannot or choose not to undergo full surgery. To highlight the EOC's concerns and disagreement with the Bill, the EOC made a submission to the Legislative Council in April 2014, and published op-ed articles on the topic. On 22 October 2014, the Bill was vetoed by the Legislative Council.

平機會除了進行研究及倡議工作外，同時亦積極投入社會活動。例如，平機會支持由社商賢匯首創的「香港職場同志共融指數」。指數向企業提供基準，用以評估各公司為同／雙性戀及跨性別僱員而推行及實踐的政策，推動企業創造共融工作間。平機會深明要提升同志議題的關注及促進知識共享，推動跨界別合作十分重要，藉著推動政府與私營機構、非政府組織與專業機構等的合作，平機會期望能擴大協同效應，為社會帶來正面的改變。

Other than research and advocacy, the EOC also played an active part in community initiatives. For example, the EOC was a supporting organisation to the first-ever Hong Kong LGBT Workplace Inclusion Index launched by Community Business, which provides a benchmark on corporate policies and practices for creating inclusive workplaces for LGBT employees. The EOC acknowledges that in order to raise awareness and facilitate knowledge-sharing on this subject, it is important to mobilise cross-sector collaboration – from the Government to the private sector, from non-governmental organisations to professional bodies – so as to maximise the impact of the collective action and instigate positive change in the society.

> 跨性別及變性人士都是我們社會的一份子。只因他們的性別認同與原生性別不符，他們要承受歧視及剝奪尊嚴的對待。我們的社會絕對需要增加對這方面的認識及廣泛對話，以確保他們都能得到平等對待。
>
> Transgender and transsexual persons are fellow members of our humanity. Just because their gender identity does not match their biological sex, they are exposed to discrimination and constant indignities. Certainly, our society needs more public understanding and wider dialogue on the issue.

少數族裔的教育與就業機會

Education and Employment Opportunities for Hong Kong's Ethnic Minorities

> 雖然《種族歧視條例》於2009年已經生效，但我們社會上仍有一些群體，基於他們的種族、語言及文化差異，在生活上遇到不少障礙，例如尋找居所、獲取醫療服務以及享有平等教育和就業機會等。我們極需要解決這些結構性的障礙，亦因此平機會把確保少數族裔得享平等教育與就業機會，定為我們未來幾年的策略性優先工作項目之一。
>
> Notwithstanding the fact that the Race Discrimination Ordinance came into force in 2009, there remains a need to address the structural barriers which continue to keep people of various ethnic backgrounds from accessing equal opportunities in education, employment, or attaining necessary services such as housing or healthcare in Hong Kong. This prompted the EOC to name ensuring equal opportunities in education and employment for ethnic minorities one of our strategic priority work areas over the next few years.

成立「少數族裔事務組」

2014/15年度，平機會運用政府的額外經常性撥款（469萬元）成立了少數族裔事務組，就消除香港少數族裔所面對的系統性障礙，加強平機會的相關工作。該組的具體使命包括：

- 改善少數族裔學生的平等教育機會；
- 增加少數族裔的就業機會；
- 加強社會共融，深化少數族裔與華人之間的了解；
- 培養貨品、服務及設施提供者在服務少數族裔顧客時應有的文化敏感度

平機會聘請了不同族裔的人士加入少數族裔事務組。他們通曉多種語言，包括印尼語、印度語、尼泊爾語、旁遮普語、泰語，以及烏都語，並了解多元文化，能與少數族裔團體聯繫，幫助平機會與少數族裔建立夥伴關係，亦可擔當少數族裔和主流社群之間的橋樑。

Formation of the Ethnic Minorities Unit

With additional recurrent funding ($4.69M) from the Government, the EOC set up an Ethnic Minorities Unit (the "Unit") in 2014/15 to enhance the Commission's work on removing the systemic barriers faced by ethnic minorities in Hong Kong. Specifically the missions of the Unit are:

- To improve the equal educational opportunities of ethnic minority students;
- To enhance ethnic minorities' employment opportunities;
- To deepen social inclusion and understanding between ethnic minorities and Chinese; and
- To educate providers of goods, services and facilities on cultural sensitivity for serving ethnic minority customers.

The EOC has recruited staff from different ethnicities to join the Unit. They are able to connect with minority groups in Bahasa, Indonesian, Hindi, Nepali, Punjabi, Thai and Urdu. Such multilingual and multicultural capacities facilitate the EOC to build partnership and act as a bridge between the ethnic minority and mainstream communities.

事務組的策略及工作計劃

事務組的策略性目標是從政策、培訓和外展活動層面上處理少數族裔的需要。

在政策層面上，事務組會與相關的政策局及政府部門、商業組織和僱主聯繫，與他們合力制定和改善政策及指引，促進種族共融及少數族裔的平等機會。

在培訓層面上，事務組考慮到不少服務提供者對少數族裔的文化缺乏了解，致令少數族裔在享用公共服務時遇到困難，因此會為服務提供者設計提升文化敏感度的培訓。

在外展活動的層面上，事務組會與少數族裔團體的領袖建立定期溝通和聯絡網，以了解少數族裔的看法和需要，該組亦與社區團體、大專院校及其他持份者建立溝通網絡。

Strategies and Work Plan of the Unit

Strategically, the Unit aims to address the needs of ethnic minorities from the levels of policy, training and outreach.

At the policy level, the Unit regularly liaises with relevant Government bureaux and departments, business associations and employers, and work with them on developing and enhancing policies and guidelines that facilitate the inclusion and equal opportunities of ethnic minorities.

In terms of training, with due regard to the difficulties experienced by ethnic minorities in accessing public services, which often stem from misunderstanding of the culture of ethnic minorities, the Unit will devise and offer cultural sensitivity training for service providers.

On outreach, the Unit aims to establish regular communications and networks with ethnic minority leaders, as well as with community groups, tertiary institutions and other stakeholders, to solicit views and understanding of the needs of the ethnic minorities.

少數族裔的平等教育機會

支援少數族裔學生學習中文

推動少數族裔的平等教育機會是事務組主要工作範圍之一。有見政府於2014/15學年為非華語學生制定「中國語文課程第二語言學習架構」，並在香港中學文憑考試加入應用學習（中國語文）科，事務組一直密切監察上述措施的落實情況。除了與教育局保持聯繫外，也會定時諮詢學者、非政府機構、學校校長、老師、學生和家長，以了解這些措施的落實進度和成效。

Equal Educational Opportunities for Ethnic Minority Students

Support to Students in Learning Chinese

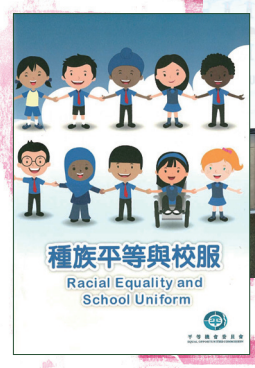
Promoting equal educational opportunities of ethnic minority students is one of the Unit's major areas of work. Following the Government's introduction of the Chinese Language Curriculum Second Language Learning Framework and the Applied Learning (Chinese) Subjects in the Hong Kong Diploma of Secondary Education Examination for non-Chinese speaking students in the 2014/15 school year, the Unit has been closely monitoring the implementation of these measures. As well as liaising with the Education Bureau, the EOC has been consulting scholars, NGOs, school principals, teachers, students and parents regularly on the progress and effectiveness of the enhanced measures.

種族平等與校服指引

與此同時，平機會亦一直有為教育工作者提供培訓工作坊，對象包括教師和教學助理等，目的是協助他們締造文化共融的學習環境。為協助學校制定及推行符合平等原則的校服規則，平機會於2014年6月製作了「種族平等與校服」指引。該指引提供八種語言版本，分別是中文、英文、烏都文、尼泊爾文、菲律賓文、泰文、印度文及印尼文，並另有網上版本。至於內容方面，指引參考了外國的相關個案，提供制定校服規則的實用建議和例子。平機會除了向所有中小學派發指引外，更為校長和學校管理人員舉行了三場研討會，以增加他們對平等校服規則的認識。有關研討會分別於2014年6月30日、7月7日及9日舉行，合共吸引逾200位參加者出席。

Guide on Racial Equality and School Uniform

Simultaneously, the EOC has been providing training workshops to educators, including but not limited to teachers and teaching assistants, for the development of a culturally inclusive learning environment. To assist schools in the development and implementation of uniform rules in a way that accord with the principles of equality, the EOC produced a "Racial Equality and School Uniform" guide in June 2014. Published in eight languages, namely Chinese, English, Urdu, Nepali, Tagalog, Thai, Hindi and Indonesian, and available online, the Guide offers practical advice and examples on school uniform rules, with references to overseas cases where relevant. On top of distributing it to all the primary and secondary schools across Hong Kong, the EOC organised three seminars for the school administrators on 30 June, 7 and 9 July 2014 to widen understanding of this issue, which were well attended by over 200 participants.



少數族裔兒童的幼稚園教育機會

平機會大力支持幫助少數族裔兒童在學前階段學習中文的政策和措施。與本地家長不同，很多少數族裔家長並不清楚本地入學的機制和程序，當中更有家長指出部分幼稚園只提供中文版的入學資料，並只以中文進行甄別面試，因而令少數族裔錯過重要資訊和面試機會。有見及此，事務組已計劃在2015/16年出版公平共融的收生政策小冊子，內容包括制定沒有歧視的收生程序、語言要求及文化共融措施，並計劃向學校管理人員、師生及家長派發。

Kindergarten Education for Ethnic Minority Children

The EOC strongly supports policies and measures that facilitate ethnic minority children to learn Chinese from the pre-primary level. In view of the fact that many ethnic minority parents are not as well informed about local admission mechanisms and procedures as their Chinese counterparts, with some claiming that some kindergartens provide their school information and conduct selection interview in the Chinese language only, hence denying access by these parents to essential information and interview opportunities, the Unit has made plans to publish a booklet on fair and inclusive admission policies in 2015/16. Targeting school administrators, teachers, students and parents, this booklet will cover non-discriminatory admission process and language requirement, as well as culturally inclusive measures.

少數族裔的平等就業機會

為推廣少數族裔的平等就業機會，事務組一直與政策局及政府部門聯繫，合力游說僱主向少數族裔求職者提供更佳支援，例如提供雙語招聘廣告和放寬中文入職要求。此外，事務組亦為少數族裔提供培訓，以助他們更了解《種族歧視條例》賦予少數族裔僱員的保障。事務組並計劃進行推廣，介紹僱用少數族裔的模範大企業，藉此推動中小型企業聘請少數族裔員工。

Equal Employment Opportunities of Ethnic Minorities

To promote the equal employment opportunities of ethnic minorities, the Unit has been networking with Government bureaux and departments to lobby for better support to ethnic minority job-seekers, such as bilingual job advertisement and relaxation of Chinese entry requirements. In addition, training sessions have been conducted for ethnic minorities to increase their awareness of employment protection extended by the Race Discrimination Ordinance (RDO). The Unit is also planning to embark on promotions, which will feature those major enterprises that hire ethnic minority employees, as successful exemplars to other small and medium enterprises.

少數族裔獲取貨品、設施和服務的情況

平機會一直有為貨品、設施和服務提供者舉辦有關《種族歧視條例》和文化敏感度的培訓工作坊。針對少數族裔社群對使用銀行服務和租用樓宇方面的關注，平機會與香港銀行公會、香港銀行學會，以及地產代理監管局合作，向銀行從業員及地產中介人提供培訓。

除了提供培訓外，事務組亦致力與不同行業的組織和監管機構協力改善運作指引，或就服務少數族裔顧客的良好常規提出建議。平機會並會舉辦一系列巡迴展覽，向公眾推廣與少數族裔交流時的正面態度。另外，事務組亦計劃夥同大專院校及／或非政府機構推行共融計劃，透過體育、康樂和文化活動促進多元種族共融。

Access to Goods, Facilities and Services

The EOC has been providing training workshops on the RDO and cultural sensitivity for providers of goods, facilities and services. To address the concerns raised by the ethnic minority communities about accessing bank services and renting flats, the EOC has been collaborating with the Hong Kong Association of Banks, the Hong Kong Institute of Bankers and Estate Agents Authority on training for banking practitioners and estate agents.

Beyond training level, the Unit also aims to work with industry associations or regulatory bodies to enhance their operation guidelines and suggest good practices on serving ethnic minority customers. As for the general public, a series of roving exhibitions will be organised to promote positive attitude in the interaction between Chinese and ethnic minorities. On this front, the Unit is also planning to partner with tertiary institutions and/or NGOs to carry out a project that facilitates multi-ethnic integration through sports, leisure and cultural activities.

> 少數族裔都是我們社會一份子，是『香港人』。跟我們一樣，他們都希望有個安定、和平、互相尊重和公平的生活環境，以及享受家的溫暖。我們每個人亦應珍惜在香港生活及發展的機會，並盡一分力，協助少數族裔們跨過障礙，融入本港生活，一起努力鞏固我們這個家園，實現種族平等的理想。
>
> Like everyone of us, ethnic minorities want to have a stable, safe and peaceful living environment with mutual respect and equality, and feel the warmth of sharing Hong Kong as our home. They cherish the opportunities to live and pursue their dreams in Hong Kong. We all should cherish this place we call home. By working together, we can make racial equality a reality in our city.

有特殊教育需要學生的融合教育

Integrated Education for Students with Special Educational Needs

> 教育不應只為向學生灌輸知識，而是應啟發學生的思維及潛能。可惜現時不少學生因著他們的種族、殘疾、性傾向或其他原因，得不到平等教育機會，這確實是平機會殷切關注的議題。
>
> Education is so much more than instilling knowledge. Education is, and should be, about inspiration. At the moment, many students in Hong Kong still struggle for equal opportunities in education, perhaps due to their race, disability, or sexual orientation. Indeed, this is a priority area of concern for us at the EOC.

平機會一直高度關注有特殊教育需要及／或殘疾學生的教育問題。通過研究調查和倡議活動，平機會不斷促請當局改善現有的融合教育制度。雖然政府在2014及2015年的特首施政報告中宣佈推出一系列相關措施，以便對有關學生作出及早鑒別和介入，並加強對學生及家長的支援，但這些措施的效益還有待顯現，而平機會將密切監察這些措施的具體實施狀況。

2015年2月，平機會就香港融合教育的實施狀況向聯合國殘疾人權利委員會提交報告，指出香港現時的融合教育制度並不能妥善地照顧到這些學生的特殊教育需要，並再次強調應及早對學生作出鑒別和評估，以及向學生家長提供更有效的支援。此外，平機會亦向政府建議成立高層次的中央協調機制，以統籌不同部門之間的合作、資源分配及制定政策和策略。

平機會於2014年7月向立法會教育事務委員會融合教育小組委員會提交意見書，就關乎融合教育實施的投訴處理機制，以及現時融合教育制度對有精神病的學生的支援，提出了平機會的意見。

The EOC is deeply concerned about education for students with special educational needs (SEN) and/or disabilities. Through research and advocacy, the EOC has been urging for enhancement to the existing integrated education system. While the Government announced a series of initiatives in the Policy Address of the Chief Executive in 2014 and 2015 to facilitate early identification and intervention of students, and enhanced support for students and parents, the effectiveness of these measures is yet to be seen, and the EOC will continue to monitor closely their implementation.

During the year in review, the EOC made a submission to the UN Committee on The Rights of Persons with Disabilities in February 2015 regarding the implementation of integrated education in Hong Kong. The EOC highlighted in the submission that the integrated education system in Hong Kong could not properly cater for the needs of the students with SEN, and reinforced its call for early identification and assessment of students, and better support to parents. The EOC also proposed the HKSAR Government to set up a central coordinating mechanism at senior level to coordinate inter-departmental collaboration, allocation of resources and formulation of policies and strategies.

Locally, in July 2014, the EOC made a submission to the Subcommittee on Integrated Education of the Legislative Council Panel on Education, and presented its views on the mechanism for handling complaints about the implementation of integrated education and support for students with mental illness under the existing integrated education system.

與持份者的溝通

平機會在2014/15年度繼續與家長及關注組保持溝通，以加深了解有特殊教育需要學生的需要，並為其尋求解決方法。為探討此問題並促進持份者之間的交流，平機會在2014年11月的公眾論壇中加入了「倡導為有特殊教育需要學生提供有效的融合教育」為討論議題，並且邀請了教育局代表到場分享政府在這方面的最新工作情況。

Communication with Stakeholders

Throughout the year, the EOC continued to maintain communications with parents and concern groups, in order to better understand the needs of students with SEN and how these could be addressed. To examine the issue and facilitate exchange between stakeholders, the EOC included the topic "Advocating for the Effective Implementation of Integrated Education for Students with SEN" as one of the discussion items at the Public Forum held in November 2014, and invited representatives from the Education Bureau to share update on the Government's initiatives.

社區活動

平機會利用不同社區活動的平台，提高公眾意識並呼籲對有特殊教育需要學生加強支援。在2014/15年度，平機會參加了不少與特殊教育相關的活動，例如，由香港關顧自閉聯盟於2014年4月2日舉行的2014香港關顧自閉日；由香港教育學院社會科學系於2014年10月3日舉行的「邁向平等的教育：挑戰與策略」專題研討會；以及由香港教育學院管治與公民研究中心於2014年12月12日舉辦的「共建香港教育藍圖：香港教育政策圓桌研討會」。

Community Initiatives

Indeed, the EOC has been leveraging on the platforms of various community initiatives to raise awareness and call for increased support to students with SEN. For example, the EOC took part in the Hong Kong World Autism Awareness Day 2014 organised by the Hong Kong Autism Awareness Alliance on 2 April 2014; the "Education for Equality: Challenges and Strategies" Symposium organised by the Department of Social Sciences at The Hong Kong Institute of Education on 3 October 2014; and the Hong Kong Education Roundtable Forum organised by the Institute's Centre for Governance and Citizenship on 12 December 2014.

平機會又與教育局及其他相關團體合辦了「親子共融滿校園」嘉許計劃。透過表揚適切照顧有特殊教育需要子女的家庭，以及積極支援學校推動共融政策和措施的家庭或團隊，該計劃旨在營造和諧共融的校園文化，而共融的校園文化對確保有特殊教育需要的學生得到平等學習機會和身心健康，及讓他們融入主流課堂，是非常重要的。

本地專上教育學院平台

平機會亦積極與香港大專院校保持密切聯繫，為有特殊教育需要及／或殘疾的大學生提供支援。作為協作者，平機會促成了「本地專上教育學院平台」的成立，以討論共同關注的平等機會問題，並分享院校的最佳措施。2014年11月，大學教育資助委員會向受資助院校提供了港幣2,000萬元的一筆過撥款，以便在2015/16及2016/17年度加強對有特殊教育需要學生的支援，而院校在有需要時可就其支援措施諮詢平機會的意見。平機會將繼續發揮協作者的作用，促進專上教育界別的共融環境及平等教育機會。

Working together with the Education Bureau and other related parties, the EOC acted as a co-organiser of the "Home-school Cooperation in Building an Inclusive School Culture" Award Scheme. Through the commendation of families which provide appropriate support for their children with special educational needs, as well as families and parent teams which actively support schools in implementing inclusive policies and practices, the Award Scheme aimed to promote an inclusive school culture, which is crucial for ensuring the equal learning opportunities and well-being of students with SEN, and their integration into the mainstream classroom.

Local Tertiary Education Institutes Platform

The EOC has also been forging ties with the tertiary education institutions in Hong Kong on the support for university students with SEN and/or disabilities. Acting as a facilitator, the EOC has instigated the formation of a "Local Tertiary Education Institutes Platform", which serves as a platform for discussing equal opportunity issues of common concern and sharing best practices among the institutions. In November 2014, the University Grants Committee allocated a special one-off funding of HK$20 million for its funded institutions to enhance support for students with SEN in 2015/16 and 2016/17. Where necessary, the institutions might consult the EOC on their proposals. The Commission will continue to play the role of a facilitator in promoting an inclusive environment and equal learning opportunities in the tertiary education sector.

政府執行職能時，對「殘疾」採用最新且統一的定義

Adopting an Updated and Unified Definition of Disability in the Performance of Government Functions

> 現在是時候讓我們作為社會的一份子，移除對殘疾的標籤並作出支援。雖然醫學進步令不少有殘疾或長期病患的人士可正常生活，但是社會上的歧視態度和缺乏了解，仍是牢牢的窒礙著他們的發展。
>
> It is time for us, as a society, to break down the barriers of stigma and offer support. Despite medical advances which enable many people with disabilities or chronic conditions to live regular lives, poor attitudes and a lack of understanding remain a major disabling factor.

平機會一直促請政府在提供服務時，應考慮到殘疾人士受到態度上和環境上的障礙，令他們無法充分參與社會，因此應採用更廣泛的「殘疾」定義，並劃一定義。

平機會特地要求政府加快檢討「公共福利金計劃」下領取傷殘津貼的資格，以免受到法律挑戰和被市民提出殘疾歧視申索。平機會備悉政府已就此成立跨部門工作小組進行檢討，委員會將繼續監察政府康復政策的實施情況，評估有關政策是否符合《殘疾歧視條例》的規定。

與此同時，平機會將繼續與關注團體和服務殘疾人士的非政府組織保持密切對話，參與他們年中舉辦的活動。例如：平機會於2014年11月便參與了世界盲人聯會亞太區中期會議舉行期間的展覽，以推廣「通用設計」的概念。

The EOC has been urging the Government to broaden and standardise the definition of "disability" for its services by taking into account the attitudinal and environmental barriers that hinder people with disabilities from participating in society.

In particular, the EOC has advised the Government to expedite action on reviewing the eligibility criteria for disability allowance under the Social Security Allowance Scheme, to avoid possible legal challenge and claims of disability discrimination. In this respect, the EOC noted that the Government has established an inter-departmental working group to conduct the review, and will continue to monitor the implementation of disability and rehabilitation policies by the Government, and assess their compliance with the Disability Discrimination Ordinance.

At the same time, the EOC continued to maintain close dialogue with concern groups and NGOs serving people with disabilities through meetings and participation in their events and activities throughout the year. For example, the EOC participated in the exhibition held during the World Blind Union – Asia Pacific Mid-Term Regional General Assembly 2014 in Hong Kong in November 2014 to promote the concept of "universal design for all".

精神健康

平機會於2014年6月向立法會衛生事務委員會提交一份有關香港精神健康政策和服務的意見書。平機會在意見書中指出，本港缺乏相關服務及人手、基層醫療與公共精神科服務之間接軌未如理想、社會普遍歧視和標籤精神病，在在都妨礙精神病患者穩定就業和在危機發生前求助。

平機會建議政府規劃全面而長遠的精神健康政策，以促進和改善整體香港市民的精神健康，並制定策略和目標，處理與特定年齡有關的精神健康問題。政府又應擬定長遠人力計劃，培訓精神健康專業人士。平機會又建議政府考慮設立高層次且有廣泛基礎的精神健康局，積極統籌和監察各項政策和有關精神健康支援服務行動方案的制定和推行。

除了倡議政策改變，平機會亦積極參與公眾教育活動。2014年平機會再度鼎力支持於10月舉行的「精神健康月」。這項活動由勞工及福利局贊助，並得到多個政府部門、公共機構和非政府組織支持，以宣揚精神健康的重要性，提高市民對精神病患者的認知、知識和接納。

平機會於2014年10月14日與精神健康月籌備委員會成員一起公布《精神健康指數調查》的結果。是項調查研究了香港人的精神健康狀況。在1,500位受訪者之中，約三分一(33%)的精神健康指數低於50，與2013年的數值(25%)相比，顯示有精神健康風險的人增加。此外，受訪者精神健康指數的平均數值為55.93；較2013年的59.72低，反映整體精神健康轉差。工作小組建議在學校階段儘早向年輕人灌輸精神健康教育，讓他們學會處理壓力和管理技巧。至於工作間，建議僱主為員工提供適當的培訓課程，提高合作精神和改善人際關係能力。

Mental Health

In June 2014, the EOC made a submission to the Legislative Council Panel on Health Services regarding the mental health policy and services in Hong Kong. The EOC highlighted in its submission the shortage of related services and manpower in Hong Kong, the unsatisfactory interface between primary care and public psychiatric services, as well as the stigma and prevalent discrimination against mental illness, which prevent persons with mental illness from securing employment and seeking help until crisis occurs.

The EOC recommended the Government to map out a comprehensive and long-term mental health policy to promote and improve the mental health of the people of Hong Kong as a whole, with strategies to address age-specific mental health problems. In addition, the Government should map out the long-term manpower plans in relation to the training of mental health professionals. The EOC further suggested the Government to consider setting up a high-powered and broad-based Mental Health Commission to proactively co-ordinate and monitor the formulation and implementation of both policies and action plans related to mental health services.

Aside from advocating policy change, the EOC actively participated in public education and awareness programmes. For another year, the Commission remained a staunch supporter of the Mental Health Month held in October 2014. The initiative was sponsored by the Labour and Welfare Bureau and supported by a number of Government departments, public organisations and non-governmental organisations to publicise the importance of mental health, and to raise awareness, knowledge and acceptance of people with mental health issues.

On 14 October 2014, the EOC joined members of the Mental Health Month Organising Committee to announce the findings of the Mental Health Index Survey, which investigated the mental well-being of people in Hong Kong. Among the 1,500 respondents interviewed, approximately one-third (33%) scored lower than 50 in the Mental Health Index, reflecting a higher proportion of at-risk mental health when compared with the percentage (25%) in 2013. In addition, the mean score of respondents' mental health index stood at 55.93, as compared to 59.72 in 2013, reflecting a drop in overall mental health. The Working Group recommended the provision of mental health education early in school to equip young people with stress-coping and management skills. As for the workplace, employers are advised to provide proper staff training to enhance team-building and interpersonal skills.

「無障礙網頁嘉許計劃」

平機會連續第三年與政府資訊科技總監辦公室合辦「無障礙網頁嘉許計劃」，表彰在其網站和手機程式採用無障礙設計的企業及機構。平機會委員葉少康先生再次擔任本計劃2015年顧問委員會的聯席主席。

根據是項計劃，凡符合嘉許條件的網站和手機程式都會獲頒金獎或銀獎，並可展示得獎標誌，以表揚它們關愛共融社會，採用無障礙設計的成就。

2015年各界約有近200間機構（242個網站；61個手機程式）報名參與本計劃。經評審後，共有199個網站和45個手機程式獲嘉許，當中有195個獲金獎，49個獲銀獎。全部得獎網站和手機程式達244個，較2014年的數字增加52%，顯示社會對無障礙網絡的支持日增。

Web Accessibility Recognition Scheme

For the third consecutive year, the EOC co-organised the Web Accessibility Recognition Scheme with the Office of the Government Chief Information Officer. The Scheme served to commend enterprises and organisations for making their websites and mobile apps accessible to everyone, particularly persons with disabilities and special needs. Mr Nelson YIP Siu-hong, EOC Board Member, once again acted as the Co-Chairperson of the Advisory Committee of the 2015 Scheme.

Under the Scheme, websites and mobile apps meeting the prescribed accreditation criteria would be given gold or silver awards and can display the award logo as recognition for their outstanding achievement in adopting barrier-free designs and contributing to a caring and inclusive society.

In 2015, almost 200 organisations (242 websites, 61 mobile apps) from different sectors enrolled on the Scheme. After assessment, 199 websites and 45 mobile apps were recognised, with 195 gold and 49 silver awards presented to enterprises and organisations. The total number of awards, which reached 244, represented an increase of 52% over the figure in 2014, underlying the community's increasing commitment to web accessibility.

反性騷擾運動 Anti-Sexual Harassment Campaign

> 我們必須認真處理性騷擾的根源問題。性騷擾往往源自兩性權力不平衡和性別定型觀念。至今仍有不少人怪責性騷擾受害者，指他們的衣著或行為舉止引致被人性騷擾。這種定型觀念和錯誤的態度根本不應出現在香港這個聞名遐邇的國際都會。
>
> It is vital to address the root causes of sexual harassment, which are often related to the power differential between the sexes and fuelled by gender stereotyping. Far too often still, we hear people blame the victims of sexual harassment, saying that they invite such acts because of the way they dress. Such mischaracterisations have no place here if we are to live up to our reputation as a cosmopolitan city.

性騷擾屬違法行為，會為個人和機構帶來沉重負面影響，因此，防止性騷擾一直是平機會的策略性優先工作項目之一。為提高不同界別對性騷擾的認識和了解預防的重要性，政策及研究專責小組於2012年成立了「反性騷擾運動工作小組」。2014/15年度，平機會反性騷擾運動的工作在多個方面都有良好進度。

Preventing sexual harassment remains one of the priority work areas of the EOC, given the serious impact of this unlawful act on both the individuals and the organisations. To promote the community's awareness of sexual harassment and the importance of preventing this unlawful act, the EOC formed a Working Group on Anti-Sexual Harassment Campaign under the Policy and Research Committee in 2012. In 2014/15, the EOC's Anti-Sexual Harassment Campaign achieved satisfactory progress on various fronts.

《2014年性別歧視（修訂）條例》

首先，就平機會促請政府修訂《性別歧視條例》，並進行了一系列問卷調查，以印證性騷擾問題在不同服務業仍然嚴重，政府作出了積極回應。2014年6月，政府向立法會提交了《2014年性別歧視（修訂）條例草案》，把條例的保障範圍擴大至服務提供者。經修訂的條例規定，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。立法會於2014年12月3日三讀通過條例草案，條例並於2014年12月12日刊憲當日生效。

為提升公眾對修訂條文的認識，平機會安排了一系列的宣傳和公眾教育活動，包括製作電視和電台的宣傳短片和聲帶。除了印製全新單張《性騷擾 — 性別歧視條例對貨品、設施或服務提供者的保障》之外，平機會更於2015年2月在網站上載了《防止職場性騷擾：中小型企業僱主小錦囊》，為中小型企業提供指引，以防止違法行為和處理相關投訴。

Sex Discrimination (Amendment) Ordinance 2014

First, the EOC's urge to the Government for legislative enhancement, as supported by a series of questionnaire surveys that showed the prevalence of sexual harassment in various service industries, had received positive response from the Administration. In June 2014, the Government introduced the Sex Discrimination (Amendment) Bill 2014 to the Legislative Council. The Bill sought to extend the protection against sexual harassment to cover service providers, making it unlawful for a customer to sexually harass a provider or prospective provider of goods, facilities or services. The Bill was passed by the Legislative Council on 3 December 2014 and became effective on the date of gazettal on 12 December 2014.

In order to widely publicise the legislation, the EOC lined up a series of publicity and public education initiatives, including the production of TV and radio API (announcement of public interest). Apart from a new leaflet "Sexual Harassment – The Sex Discrimination Ordinance Protects Providers of Goods, Facilities or Services", the EOC also prepared a set of easy-to-follow guidelines for small and medium-sized enterprises (SMEs) on how to prevent the unlawful act and handle related complaints. Entitled "Tips for SMEs on Prevention of Workplace Sexual Harassment", the guidelines have been uploaded onto the EOC website since its release in February 2015.

《性騷擾：學界問卷調查2014》

平機會於2015年1月宣布「性騷擾：學界問卷調查2014」的結果。與對上一次於2013年4月公布的調查結果比較，是次調查結果反映2014年已制定反性騷擾政策聲明的中小學的比例顯著地增加。

Sexual Harassment – Questionnaire Survey for Education Sector 2014

In January 2015, the EOC announced the results of the second "Sexual Harassment – Questionnaire Survey for Education Sector" conducted in 2014, which indicated a substantial increase in the number of schools that have an anti-sexual harassment policy since this survey was last published in April 2013.

是次「性騷擾：學界問卷調查2014」乃平機會與香港教育專業人員協會合作進行，向全港中、小學及本地大專院校派發了1,172份問卷，收回494份完成的問卷。在494名受訪者當中，有437名(88%)指出，他們的學校有制定反性騷擾政策聲明，跟2013年只有半數(53%)相比有所提高。而有制定反性騷擾政策聲明的小學比例更由2013年的47%升至2014年的86%，中學比例則由2013年的57%升至2014年的90%。

這些數據顯示平機會的工作取得成果，十分令人鼓舞。平機會將努力不懈，繼續與教育局及相關團體合作，舉辦不同活動，如研討會等，以提高辦學團體、校長及老師對預防校園性騷擾的認識。

Conducted in partnership with the Hong Kong Professional Teachers' Union, the EOC collected 494 completed surveys out of a total number of 1,172 questionnaires distributed to all primary and secondary schools, as well as tertiary institutions across the city. Among the 494 responding schools, 437 (88%) had developed a policy statement on sexual harassment, as compared to only half (53%) of the respondents in 2013. In particular, the proportion of primary schools with an anti-sexual harassment policy statement rose considerably from 47% in 2013 to 86% in 2014, while a corresponding increase from 57% in 2013 to 90% in 2014 was also seen for secondary schools.

These encouraging findings showed that the efforts of the EOC to promote anti-sexual harassment in the educational sector had borne fruits. Building on the achievements, the EOC will continue to work closely with the Education Bureau and relevant parties, such as organising seminars to enhance the awareness of school sponsoring bodies, principals and teachers on preventing sexual harassment in schools.

以大專院校為本的反性騷擾運動

為了進一步防止發生於大專院校的性騷擾，平機會於2014年6月為本港大專院校的學生領袖舉辦了名為「玩得夠型：對性騷擾說不」的工作坊。活動旨在令學生在籌備和舉辦如迎新營等校園活動時，能提高對防止性騷擾的意識。

事實上，平機會一直積極於大專院校宣傳防止性騷擾的訊息。每個新學年，平機會都會為《防止校園性騷擾網上訓練課程》製作新宣傳物品，以鼓勵更多職員及學生完成網上訓練課程。自網上訓練課程於2007年7月推出後，截至2015年3月底，已有超過6,400位學生及職員登記成為學員，並完成訓練課程。

Promotion Targeting the Tertiary Education Sector

To further the prevention of sexual harassment in the tertiary education sector, the EOC organised a workshop for university student leaders, "Play Smart: Say NO to Sexual Harassment", in June 2014. The workshop aimed to enhance students' understanding of preventing sexual harassment in planning and carrying out campus activities and events, including orientation camps.

Indeed, the EOC has been actively promoting the anti-sexual harassment message in tertiary institutions of Hong Kong. For each academic year, the EOC produces new promotional materials on the online training module "Preventing Sexual Harassment on Campus" to encourage greater use of the module by both staff and students. Since the training module was launched in July 2007, over 6,400 students and staff members already registered for and used the training module by the end of March 2015.

《職場性騷擾及歧視—外籍家庭傭工的問卷調查》

除了上述學界性騷擾問卷調查，平機會於2014/15年度亦公佈多份有關不同界別性騷擾問題的問卷調查結果，當中包括《職場性騷擾及歧視—外籍家庭傭工的問卷調查》。這項調查於2014年3月30日至4月13日期間進行，並於2014年11月公布結果。是次調查共收回981份有效問卷，當中525份來自菲律賓人，456份來自印尼人。調查數據顯示，6.5%(數目：60)受訪者報稱她們在調查前的12個月內，曾在工作時或與工作相關的情況下受到性騷擾。64%受訪者更表示從未收過任何有關反性騷擾的資訊。若以性騷擾性質分類，受訪者最常遇到的類別是言語／文字／電子訊息(44%)，其次是涉及性的非言語暗示(17%)、有敵意的環境(17%)和身體接觸(14%)。調查結果亦記錄了四宗「強姦／性侵犯或企圖強姦／性侵犯」的個案。

Sexual Harassment and Discrimination in Employment – Questionnaire Survey for Foreign Domestic Workers

Other than the above-mentioned survey for the education sector, the EOC released the findings of a number of surveys on sexual harassment in different sectors throughout 2014/15, such as one on foreign domestic workers. This Survey was conducted from 30 March to 13 April 2014 and received 981 completed questionnaires from 525 Filipino and 456 Indonesian domestic workers. Announced in November 2014, the survey findings showed that 6.5% (n = 60) of the responding foreign domestic workers had allegedly been sexually harassed at the workplace or at a work-related event in the preceding 12 months, and 64% of the respondents had never received any information on sexual harassment. Sexual harassment experienced by the foreign domestic workers was mostly manifested in the form of oral/textual/electronic messages (44%), non-verbal sex cues (17%), hostile environment (17%) and physical contacts (14%). The Survey also documented four cases of "actual or attempted rape or sexual assault".

因應調查結果，平機會加緊工作，透過為少數族裔而設的電台節目和刊物，向外籍家庭傭工宣傳防止性騷擾訊息。平機會亦將防止性騷擾單張翻譯成六種少數族裔語言，上載至網頁，同時放在領事館供市民免費索閱。此外，平機會亦與領事館和民間團體攜手合作，聯合舉辦工作坊，以提高外傭對法例下自身權利和保障的認識。

In view of the findings, the EOC enhanced its effort to spread the anti-sexual harassment message among foreign domestic workers, such as through radio programmes and publications targeting the ethnic minority communities. The EOC's anti-sexual harassment leaflets, which have been translated into six ethnic minority languages, have been uploaded onto the EOC website and provided to Consulates-General in Hong Kong. Through co-operation with the Consulates and NGOs serving the foreign domestic workers, workshops were organised for the workers to raise their awareness and knowledge of their right and protection under the law.

《職場性騷擾及歧視—服務業員工的問卷調查》

平機會與香港工會聯合會（工聯會）及香港職工會聯盟（職工盟）合作於2013年11月至2014年2月進行了《職場性騷擾及歧視—服務業員工的問卷調查》的量性調查研究和質性個案研究。量性調查研究方面，平機會透過工聯會及職工盟向6,000位服務業員工（包括零售／餐飲／醫療和護理等行業的員工）派發問卷，共收回472份已填妥的問卷。結果顯示，在調查過去12個月內，有19%（數目：72）受訪者受到性騷擾；另6%（數目：21）表示曾目睹或聽聞業內有性騷擾發生。此外，平機會在香港酒吧業協會的協助下進行了質性個案研究，於2014年3月12日分別訪問兩位在酒吧工作的女性。

因應調查結果，平機會安排了一系列的研討會和工作坊供僱主及僱員兩方參與，當中包括工會、專業團體、香港中小企業工商聯合會和其他相關團體，以提高他們對防止性騷擾的認識。平機會更於2015年2月7日為香港中小企業舉辦分享會。會上，平機會介紹了反歧視法例和研究案例，亦與參加者討論工作間可能發生的不平等議題如性騷擾等，同時向與會者分享如何建設共融的工作環境。

Sexual Harassment and Discrimination in Employment – Questionnaire Survey for Workers of Service Industries

This Survey was conducted in partnership with the Hong Kong Federation of Trade Unions (HKFTU) and Hong Kong Confederation of Trade Unions (HKCFU) from November 2013 to March 2014. The Survey consisted of both quantitative and qualitative elements. For the quantitative study, questionnaires were sent out through the HKFTU and the HKCFU to 6,000 workers of the service sector covering the retail, catering, healthcare and nursing industries, with 472 completed questionnaires returned. The findings revealed that 19% (n = 72) of the respondents had been sexually harassed when they were at work in the preceding 12 months, while about 6% (n = 21) indicated that they had either witnessed or heard about complaints of sexual harassment in the workplace. As for the qualitative study, it involved interviews with two female employees working separately in two bars, as conducted in March 2014 with the support of the Hong Kong Bar and Club Association.

Following the release of the Survey findings, the EOC lined up seminars and workshops on preventing sexual harassment for both the employer and employee sides, such as labour unions, professional organisations, the Hong Kong SME Development Federation and other related parties. On 7 February 2015, the EOC organised a sharing session for SMEs in Hong Kong. Featuring case study and introduction of the anti-discrimination ordinances, the sharing session examined sexual harassment and other equal opportunity issues in the working environment, and how SMEs could foster an inclusive workplace.

FUJI Xerox

我們的承擔
Our Commitment

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、懷孕和婚姻狀況的歧視；性騷擾；殘疾歧視、騷擾和中傷；家庭崗位歧視；以及種族歧視、騷擾和中傷等違法行為。平機會有責任處理在這四條反歧視條例下因歧視、騷擾和中傷所引起的投訴。

各條例中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，其涵蓋範圍則包括教育、提供貨品或服務、參與會所和體育活動、處所管理及政府活動等。

處理投訴程序

任何人若認為自己在法例保障範疇內受到歧視，可親身或透過代表向平機會作出書面投訴。平機會調查投訴時，會研究與個案相關的資料，讓投訴人及答辯人均有充分機會作出回應和反駁。在認為合適的情況下，平機會將致力透過調停解決問題，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。

Complaint Handling

Hong Kong's four anti-discrimination ordinances, namely the Sex Discrimination Ordinance (SDO), the Disability Discrimination Ordinance (DDO), the Family Status Discrimination Ordinance (FSDO) and the Race Discrimination Ordinance (RDO), prohibit unlawful discrimination on the grounds of sex, pregnancy, and marital status; sexual harassment; disability discrimination, harassment and vilification; family status discrimination; and racial discrimination, harassment and vilification. The EOC is mandated to deal with complaints of discrimination, harassment and vilification under these ordinances.

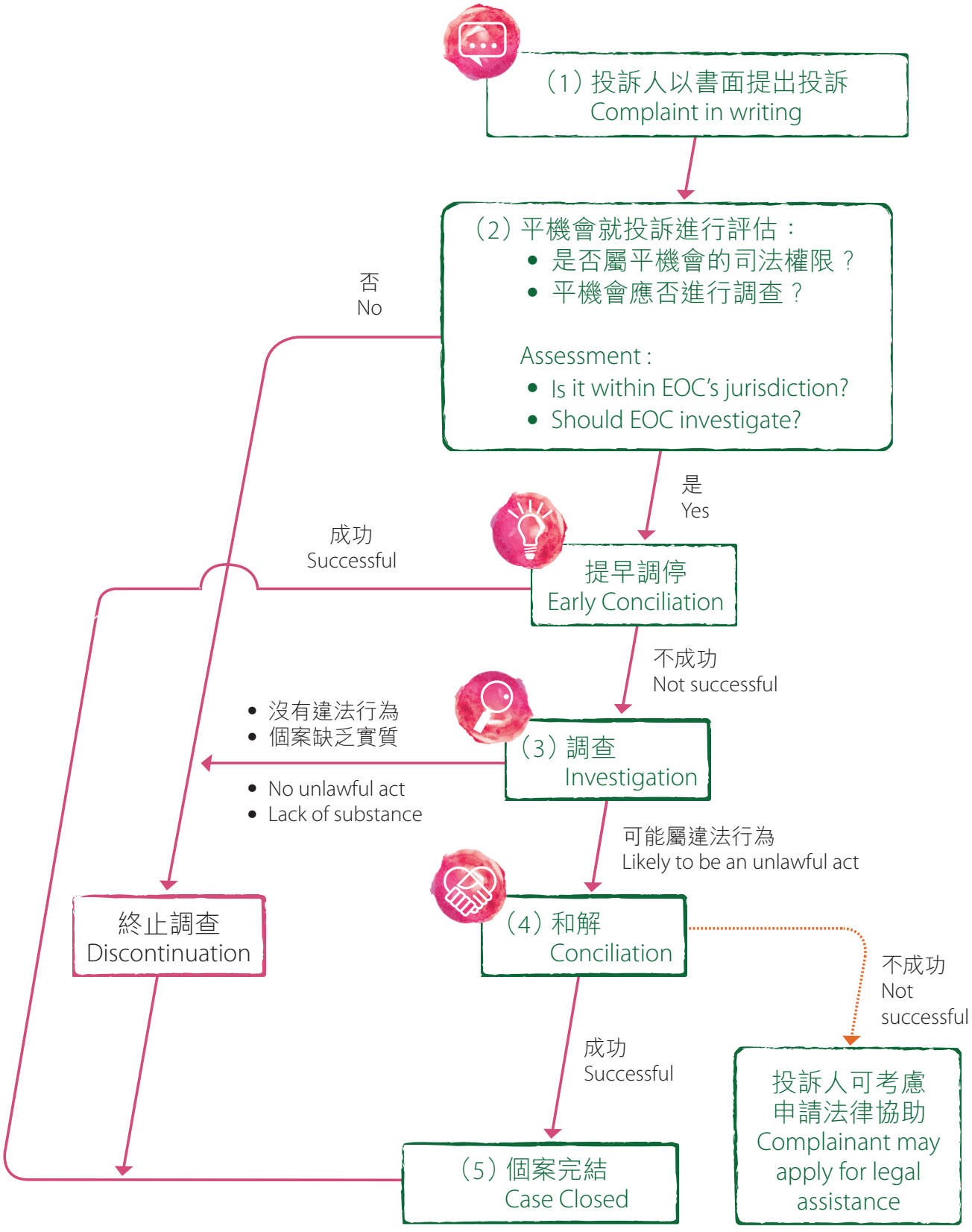
The employment-related provisions of these ordinances provide protection not only to employees, but also to job applicants and contract workers. Furthermore, they cover activities relating to employment agencies and admission to partnerships, professional bodies and trade unions. The non-employment-related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

Complaint-Handling Procedures

Any person who feels 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.

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



共處理17,781宗查詢

查詢服務是平機會的重要工作之一。在2014/15年度，平機會處理了17,781宗查詢：其中10,325宗屬一般查詢，7,456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。

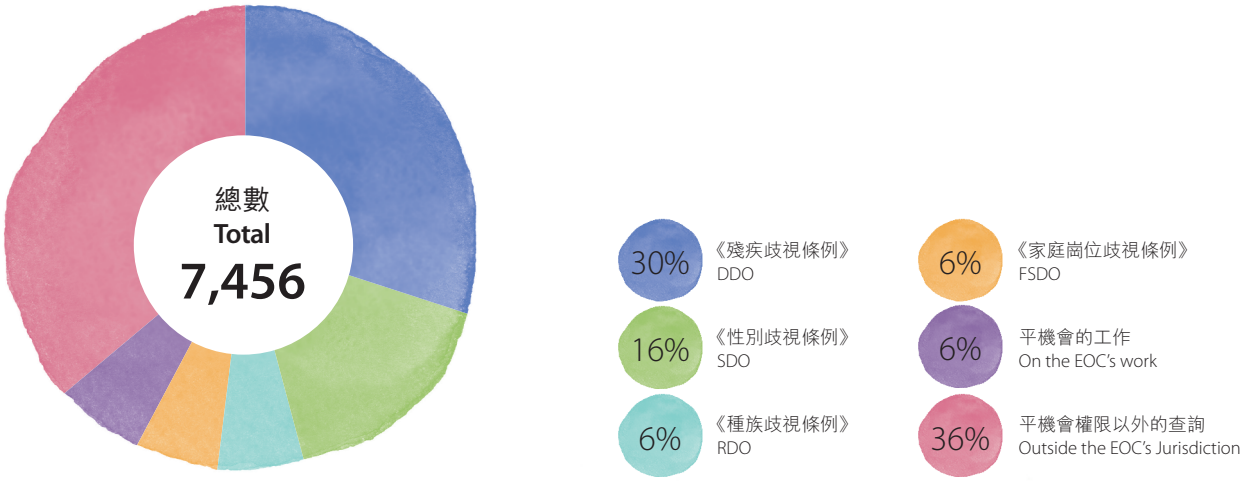
一般查詢通常是指有關平機會活動和反歧視法例條文的問題；具體事項查詢則是指查詢的情況或事件有可能變成投訴的問題。在收到的7,456宗具體事項查詢中，2,222宗與《殘疾歧視條例》有關，1,158宗與《性別歧視條例》有關，467宗與《種族歧視條例》有關，428宗與《家庭崗位歧視條例》有關，其餘3,181宗屬其他範疇的查詢（表一）。

Enquiries Handled: 17,781

Enquiry service is an important aspect of the EOC's work. In 2014/15, the Commission handled 17,781 enquiries: 10,325 general enquiries and 7,456 on specific situations. The largest proportion of enquiries was made through the EOC telephone hotline, followed by writing and face-to-face interviews respectively.

General enquiries normally relate to questions on the EOC activities and the provisions of the anti-discrimination laws, while specific enquiries cover questions on scenarios or incidents that may become complaints. Of the 7,456 specific enquiries received, 2,222 were related to the DDO, 1,158 to the SDO, 467 to the RDO and 428 to the FSDO, while the remaining 3,181 were about other issues (Figure 1).

表一：共處理7,456宗具體事項查詢
Figure 1: 7,456 Specific Enquiries Handled



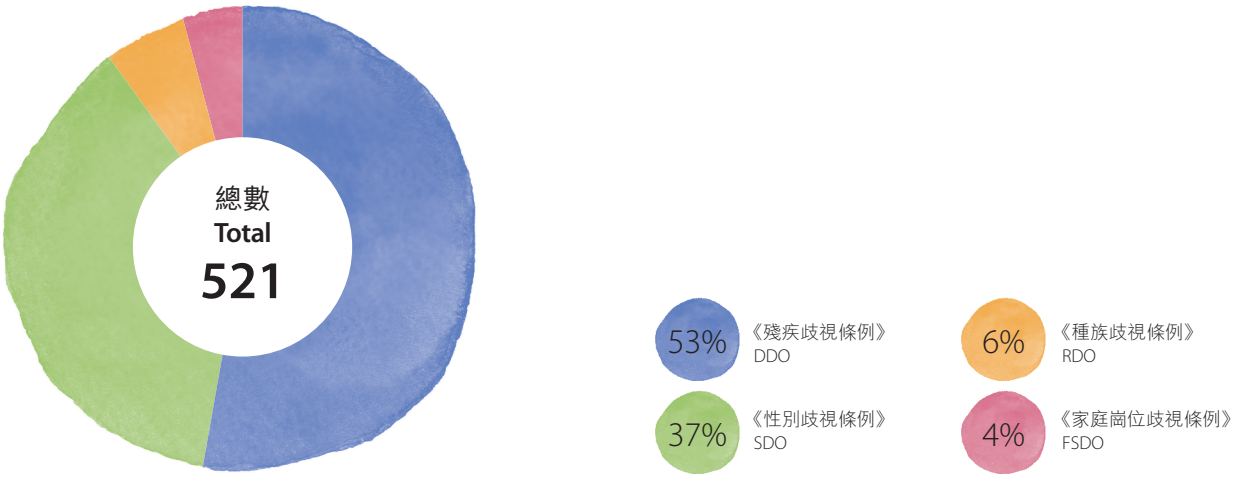
共處理716宗投訴

2014/15年度平機會共收到521宗由個別投訴人提出涉及違法行為的新投訴（表二），較上年度的609宗減少了14%。當中最多投訴與《殘疾歧視條例》有關（275宗），其次為《性別歧視條例》（190宗）、《種族歧視條例》（33宗）和《家庭崗位歧視條例》（23宗）。

Complaints Handled: 716

During the year under review, the EOC received 521 new complaints of allegedly unlawful acts lodged by individual complainants (Figure 2), a 14%-decrease from the previous year's figure of 609. The largest proportion of complaints was lodged under the DDO (275), followed by the SDO (190), RDO (33) and FSDO (23).

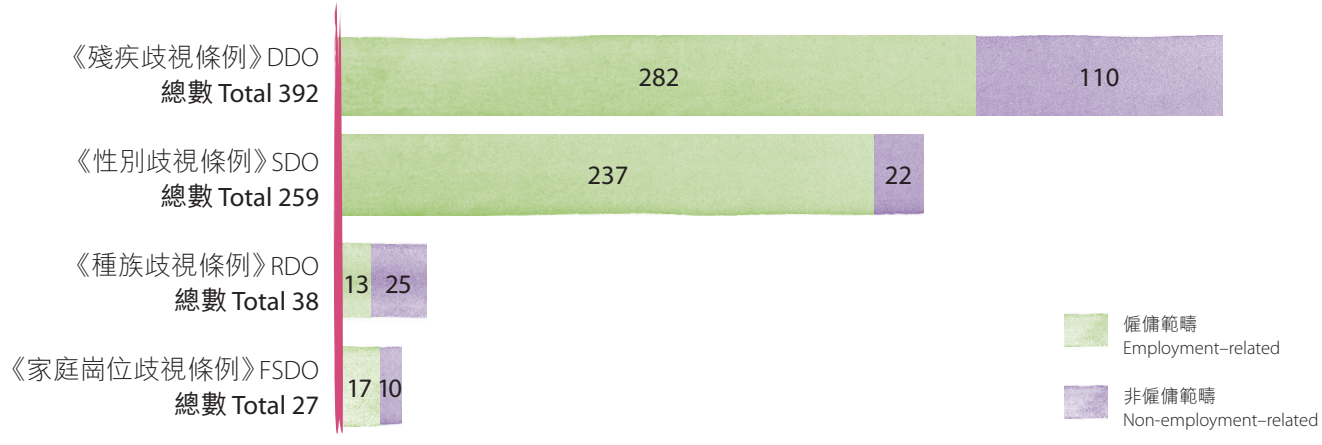
表二：共收到521宗新歧視投訴
Figure 2: 521 New Discrimination Complaints Received

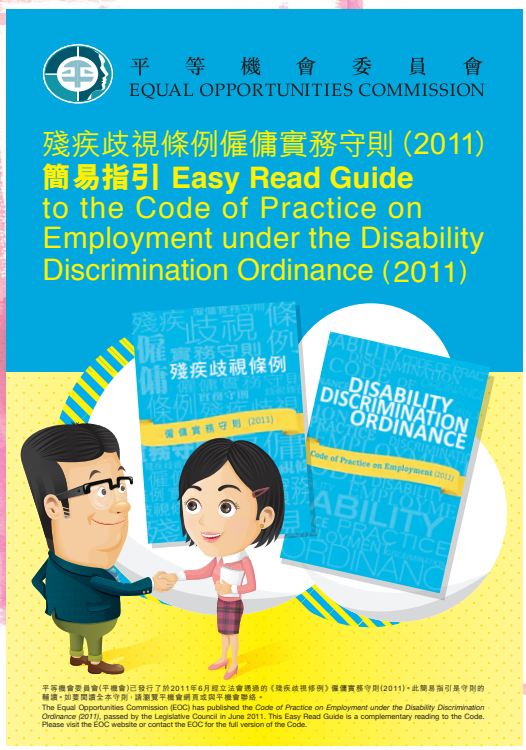


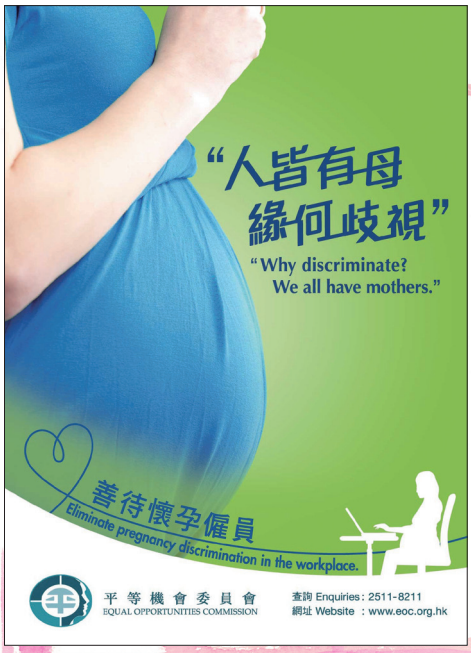
連同2013/14年度未完成的個案，平機會在2014/15年度共處理了716宗投訴（表三），較上年度減少13%。此外，平機會亦主動調查了90宗涉及潛在歧視的事件。

Together with cases carried over from 2013/14, the EOC handled a total of 716 complaints in 2014/15 (Figure 3), 13% less than the previous year. In addition, the EOC initiated investigations into 90 incidents of potential discrimination.

表三：共處理716宗投訴
Figure 3: 716 Complaints Handled







有關《殘疾歧視條例》的投訴

平機會於2014/15年度共調查了392宗投訴，其中282宗(72%)屬僱傭範疇，110宗(28%)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，則涉及提供貨品、設施或服務，或處所通道問題。

Complaints Related to the Disability Discrimination Ordinance (DDO)

A total of 392 complaints were investigated by the EOC in 2014/15, of which 282 (72%) were cases related to employment and 110 (28%) 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 requirement 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.

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踞首兩位。常見的性騷擾行為包括：不受歡迎並涉及性的身體接觸；與性有關的言論；令投訴人感到受冒犯的暗示和玩笑。平機會於2014/15年度共調查了259宗就《性別歧視條例》提出的投訴，其中237宗屬僱傭範疇。這些投訴當中43%(101宗)屬懷孕歧視，而性騷擾投訴則佔37%(88宗)。平機會亦調查了22宗非僱傭範疇的投訴，14%的個案(3宗)與性別歧視有關，68%的個案(15宗)與性騷擾有關，而18%的個案(4宗)與使人受害的歧視有關。

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. In the reporting period, the EOC investigated a total of 259 SDO cases, of which 237 concerned employment-related allegations. Of these, 43% (101 cases) involved pregnancy discrimination, while 37% involved sexual harassment (88 cases). Investigations were also made into 22 non-employment-related allegations, 14% (3 cases) of which were related to sex discrimination, 68% (15 cases) related to sexual harassment, and 18% (4 cases) to victimisation.

有關《種族歧視條例》的投訴

平機會於2014/15年度共調查了38宗根據《種族歧視條例》提出的投訴，其中13宗(34%)屬僱傭範疇，25宗(66%)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2014/15年度，平機會調查了27宗關乎《家庭崗位歧視條例》的投訴，其中17宗(63%)屬僱傭範疇，10宗(37%)屬非僱傭範疇。僱傭範疇的投訴大部分(59%)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，或由一些不想直接參與調查或調停的受屈人或第三者所報告的違法行為，主動作出調查。在此情況下，平機會會聯絡有關各方調查事件，解釋相關法例條文，並建議他們加以糾正。2014/15年度平機會處理了90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

在認為合適的情況下，平機會將致力透過調停，協助涉事雙方達成和解，以解決爭端。調停完全是自願性質的，和解條件可以是要求道歉、金錢賠償、更改政策和行事方式、檢討程序或其他安排。

平機會於2014/15年度調查的716宗個案之中，有495宗已完結。已完結個案中，《殘疾歧視條例》個案佔55%(273宗)，其次為《性別歧視條例》個案，佔37%(184宗)；《種族歧視條例》個案佔4%(18宗)和《家庭崗位歧視條例》個案佔4%(20宗)。

Complaints Related to the Race Discrimination Ordinance (RDO)

During the year, the EOC investigated a total of 38 RDO cases, 13 (34%) of which were employment-related and 25 (66%) 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 2014/15, investigations were made into 27 FSDO allegations, 17 (63%) of which were employment-related and 10 (37%) non-employment-related. The majority (59%) of the allegations in the employment field concerned dismissal on the ground of family status.

EOC-Initiated Investigations

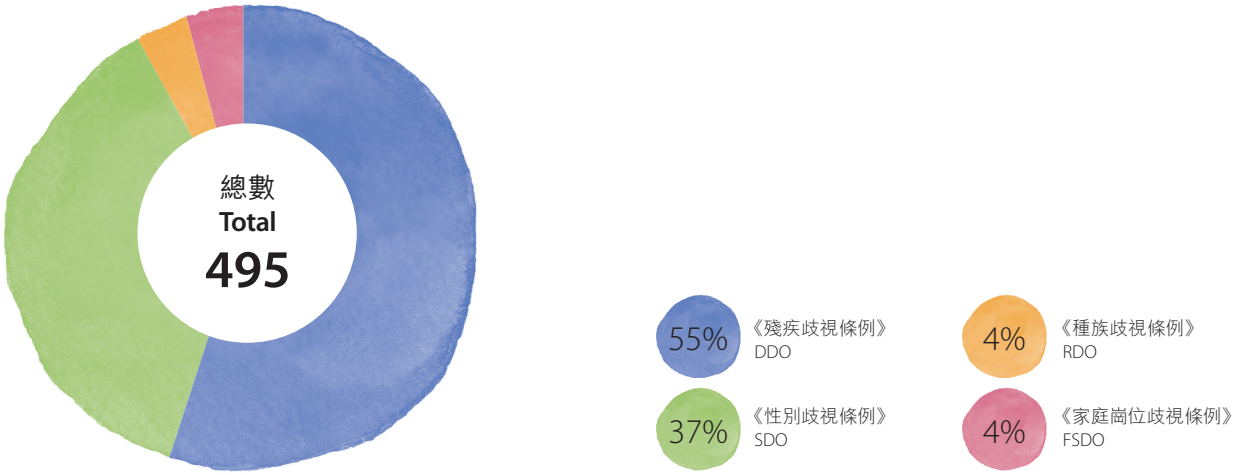
The EOC also initiated investigations into incidents involving unlawful acts. These incidents were noticed by the Commission, or brought to the attention of the EOC by third parties or aggrieved individuals who do not wish to be involved in the investigation or conciliation process. Under these circumstances, 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 90 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 716 cases handled in 2014/15, the EOC concluded 495 cases. DDO cases made up 55% (273) of these concluded cases, followed by SDO cases at 37% (184), RDO cases at 4% (18), and FSDO cases at 4% (20).

表四：已完結個案 — 據條例分類
Figure 4: Concluded Cases – Breakdown by Ordinances



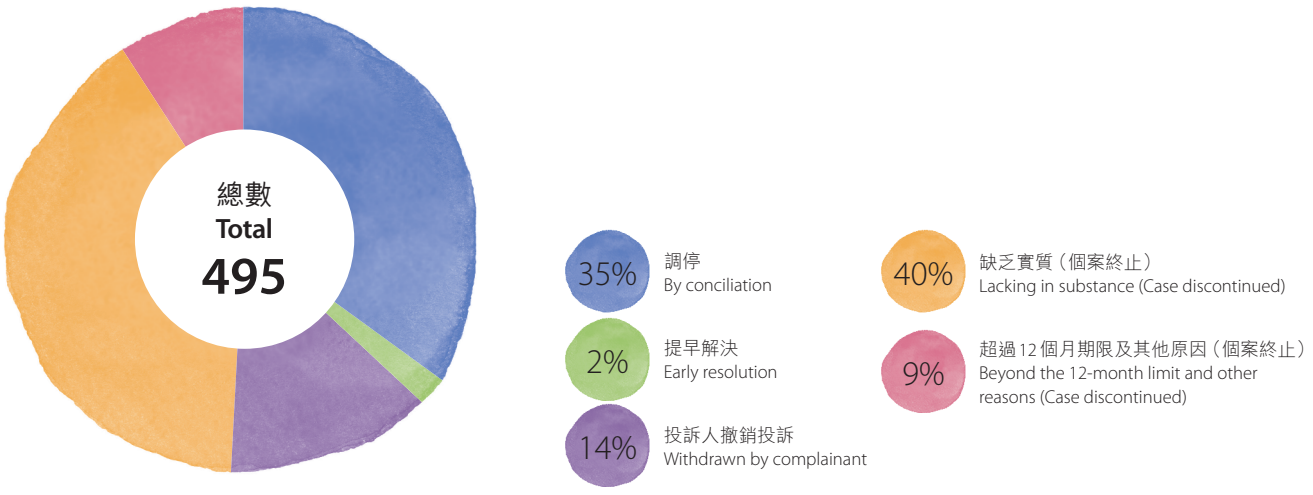
在495宗已完結的個案中，175宗進行了調停，其中112宗調停成功，調停成功率為64%，而2013/14年度為74%。另有10宗個案則是雙方在完成調查前已提早解決。調停不成功的主要原因為涉事雙方未能就道歉和金錢賠償條件達成協議。

Of the 495 cases concluded, 175 proceeded to conciliation, with 112 being successfully conciliated. The successful conciliation rate was 64% during the year, as compared to 74% in 2013/14. Another 10 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.

此外，總共有67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243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）

A total of 67 cases were withdrawn due to complainants having no desire to pursue the case further or acquiring better understanding of the situation after receiving an initial response from the respondents. Finally, 243 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 — 根據所採取的行動分類
Figure 5: Concluded Cases – Breakdown by Actions Taken



法律協助

投訴人向平機會提出投訴後，若投訴未能達致和解，可向平機會申請法律協助，以便就投訴採取法律行動。平機會管治委員會轄下的法律及投訴專責小組，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的成員各有不同背景及專業知識，他們包括學者、僱主、律師、立法會議員、非政府機構及職工會的代表，以便平衡社會不同持份者的意見。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；
- 可引起市民對香港目前仍然常見的歧視問題的關注，如懷孕歧視及處所通道等問題；及
- 可鼓勵制度變更，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上獲勝；及
- 透過法律程序處理也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的法律服務、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。

法律協助申請

2014/15年度，平機會共處理了36宗法律協助申請。其中18宗獲給予法律協助，9宗不獲給予協助，另有9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）

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, based on legal advice from the EOC's lawyers, will consider and decide whether or not to give assistance in a case.

Reasons for Giving or Not Giving Legal Assistance

The LCC is made up of members of diverse backgrounds and expertise, including academics, employers, lawyers, legislators, and NGO and trade union representatives, in order to present a balanced view of various stakeholders in society. 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 can vary 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 of premises; and
- Encouraging institutional changes to eliminate discrimination.

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

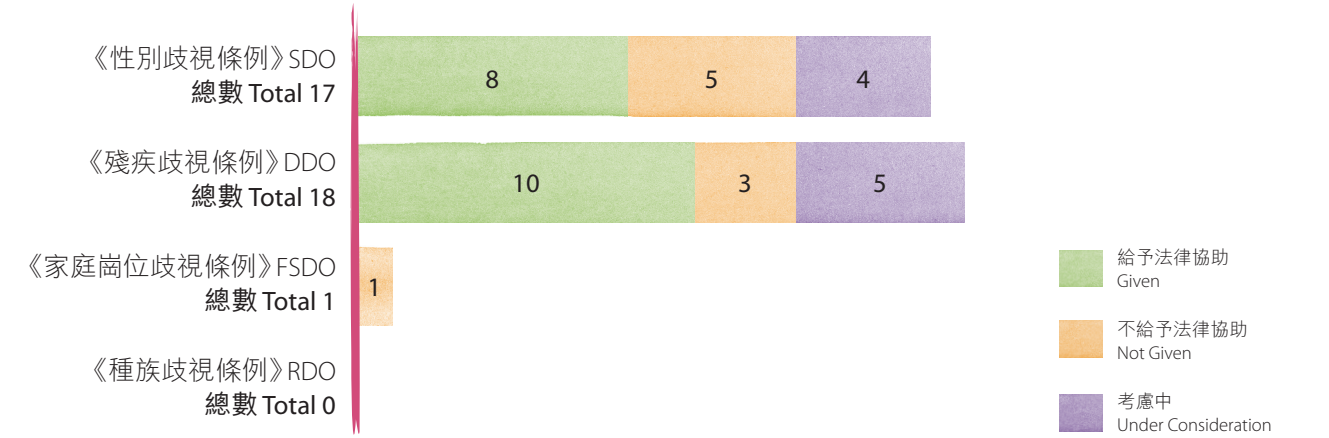
- The evidence is insufficient to support a good prospect for success in court; and
- No meaningful result can be achieved by way of legal proceedings.

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.

Applications for Assistance

During the year, the EOC handled 36 applications for assistance. Of these, 18 were given legal assistance, while nine were not given. Another nine cases were still being considered at the end of the fiscal year. (See Figure 6 for the breakdown of applications by ordinance.)

表六：按條例分類的法律協助申請數字
Figure 6: Breakdown of Applications for Legal Assistance (by Ordinance)



法律協助個案

在2014/15年度，有6宗在本年度或之前獲給予法律協助的個案，若不是因為已解決而無須展開法律程序，便是由於情況進一步發展及平機會評估證據後決定不給予進一步的協助。當中分別有3宗與《性別歧視條例》的僱傭範疇有關；1宗與《殘疾歧視條例》的僱傭範疇有關；另有2宗與《殘疾歧視條例》的通道／設施障礙及提供服務有關。

此外，有共30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2014/15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 2014/15, six 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 more assistance upon further development and assessment of evidence. Of these, three were employment-related SDO cases; one was an employment-related DDO case and two were related to accessibility and the provision of services respectively under the DDO.

A total of 30 other cases, for 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 at the end of the period under review.

沒有展開法律程序便已解決的個案：
Assisted cases concluded without commencing proceedings:

《性別歧視條例》SDO:	3
《殘疾歧視條例》DDO:	3
	6

法庭訴訟

在2014/15年度，平機會處理了11宗法庭訴訟，4宗涉及《性別歧視條例》，7宗涉及《殘疾歧視條例》。

在平機會律師的協助下，有2宗案件在保密條款下成功和解，無須進行審訊。另有1宗按原告人意願終止訴訟。截至2015年3月31日 為止，尚有8宗案件仍未了結。

平機會於2015年2月13日按《殘疾歧視條例》代表一名行動不便的輪椅使用者在區域法院提出法律訴訟。該名殘疾人士投訴一間酒樓將附設的暢通易達洗手間用作儲物室存放雜物，令有需要人士未能使用，並且未有為洗手間進行維修，對使用者造成危險。平機會給予此個案法律協助的原因，是為了突顯提供獨立及足夠無障礙設施如暢通易達洗手間的重要性，加強市民對這問題的關注以及了解改善的需要。

Court Cases

In 2014/15, the EOC handled 11 court proceedings – four were under the SDO and seven under the DDO.

With assistance from EOC's lawyers, two of these cases were successfully settled on confidential terms without proceeding to trial. One case was discontinued by the Plaintiff on her own initiative, and eight cases were still ongoing as of 31 March 2015.

On 13 February 2015, the EOC issued legal proceedings in the District Court under the DDO on behalf of a person with impaired physical mobility. Using a wheelchair, the person was unable to access and use an accessible toilet in a restaurant, owing to the fact that the toilet concerned was used as a storeroom filled with sundry items, and was in conditions of disrepair that posed safety hazards to users. The EOC granted legal assistance in this case in order to highlight and raise public awareness of the importance of providing independent and adequate barrier-free access to facilities, notably accessible toilets, within premises.

平機會擔當法庭之友

在2014/15年度，平機會介入了一宗《種族歧視條例》的案件，指示資深大律師以法庭之友身份，協助法院瞭解警方作為服務提供者在回應求助電話、進行調查和逮捕時，《種族歧視條例》如何適用的重要法律問題。聆訊已於2014年9月完結，現有待法庭判決。

平機會亦以法庭之友的身份出席*羅智遠訴教育局局長 HCAL 91/2011*的司法覆核程序。司法覆核於2015年3月9至11日進行聆訊，內容關乎教育局局長基於外籍英語教師計劃不涵蓋智障學生的學校而決定不為申請人及其學校提供外籍英語教師資源。平機會就《殘疾歧視條例》第6(a)條及第8條的詮釋，特別是訂明比較者須為「無殘疾人士」的第6(a)條，是否亦容許作出「不同殘疾之間」的比較，向法庭陳詞。案件仍待法庭判決。

EOC as Amicus Curiae

During 2014/15, the EOC intervened in a RDO case by instructing Senior Counsel as amicus curiae to assist the Court on important legal issues relating to the application of the RDO to the Police while acting as a service provider and responding to calls for assistance, investigation and arrest. The hearing was concluded in September 2014 with judgement pending from the Court.

The EOC also appeared in the judicial review proceedings of *Law Chi Yuen v Secretary for Education HCAL 91/2011* in the capacity of amicus curiae. The judicial review, which was heard on 9-11 March 2015, 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. Submissions were made on the important legal issues relating to the construction of Section 6(a) and 8 of the DDO, and in particular, whether Section 6(a) of the DDO permitted an "inter-disability" comparison by its requirement that the comparator be a person who was "without a disability". The case is now awaiting the Court's judgment.

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。

經調停方式或提供法律協助後和解的條件如下：

- 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

2014/15 年度經調停方式及法律協助後所取得的金錢賠償總額約為411 萬港元。

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.

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 action;
- The provision of benefits, including education programmes/training; the provision of goods, services and facilities; or improvement in facilities and accessibility;
- Reference letters; apologies; complainants accepting respondents' explanation; 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 year under review was approximately HK$4.11 million.

政策及研究

平機會透過政策分析及倡議工作，致力讓社會大眾對小眾群體所面對的不平等和制度上的歧視問題有更深入認識。通過與民間團體、學者和相關人士分享和對話，以及向政府、立法會等相關團體提交意見，平機會冀為政策及立法方面帶來正面影響。

Policy and Research

Through research and advocacy, the EOC strives to raise the community's awareness and understanding of the inequality and systemic discrimination faced by minority groups in the society. The EOC also seeks to influence and bring about positive changes to policies and legislation, by participating in sharing sessions and discussion forums with NGOs, concern groups and academia, and by making presentations and submissions to the Government, legislature and relevant parties.

平機會向聯合國委員會提交意見書

2014/15年度，平機會向聯合國屬下不同委員會呈交意見書，闡述國際人權公約在香港的執行情況以及相關議題，並就執行情況提出建議。

2014年5月，平機會代表出席了在瑞士日內瓦舉行的經濟、社會與文化權利委員會第52次會議，並就《經濟、社會與文化權利國際公約》在香港的實施情況，提交了非政府報告。報告集中討論男女平等，以及享有公平與良好的工作條件、健康，和接受教育的權利。

聯合國「消除對婦女歧視委員會」於2014年10月在瑞士日內瓦舉行第59次會議，審議香港特別行政區政府就聯合國《消除對婦女一切形式歧視公約》提交的第三次報告。平機會代表於2014年10月20日在「消除對婦女歧視委員會」與人權機構代表的非正式會議上作出陳述，講述了香港婦女所面對的挑戰，並提出平機會所關注的事宜，包括本港女性的安全；妨礙女性經濟自立及在職場晉升的障礙；以及本港邊緣婦女群體所遇到的歧視等問題。

Submission to the United Nations Committees

In 2014/15, the EOC made a number of submissions to different Committees of the United Nations to highlight the implementation of the international instruments in Hong Kong, the related issues and recommendations by the EOC.

In May 2014, the EOC representatives presented an alternative report at the 52nd Session of the UN Committee on Economic, Social and Cultural Rights in Geneva regarding the implementation of the International Covenant on Economic, Social and Cultural Rights (ICESCR) in the Hong Kong Special Administrative Region (HKSAR). The EOC's alternative report focused on the equal rights of men and women, the right to enjoy just and favourable conditions of work, as well as the rights to health and to education.

In October 2014, the EOC made a submission to the UN Committee on the Elimination of All Forms of Discrimination against Women at its 59th session in Geneva, which examined the Third Report of the HKSAR on the implementation of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). Representatives of the EOC also gave an oral statement at the Committee's informal meeting with human rights institutions on 20 October 2014, highlighting the challenges faced by women in Hong Kong and the EOC's concerns, including the safety of women; the barriers that prevent women from being economically self-reliant and from advancing in the workplace; and the discrimination encountered by marginalised communities of women in the city.

平機會向政府及立法會提交意見書

平機會同時向政府和立法會提交意見書，就國際人權公約在香港的落實情況和相關政策提出見解。意見書包括：

- 平機會於2014年4月就《2014年婚姻（修訂）條例草案》向政府提交意見書，重申平機會不同意草案建議的法律規定，即變性人必須完成整項性別重置手術的過程才能以其確認性別登記結婚。
- 平機會於2014年6月向立法會衞生事務委員會提交意見書，探討如何改善香港的精神健康服務。
- 因應香港特別行政區政府就聯合國《消除對婦女一切形式歧視公約》提交的第三次報告，平機會於2014年7月向立法會民政事務委員會提交意見書。
- 平機會於2014年7月8日向立法會教育事務委員會融合教育小組委員會提交意見書，就推行融合教育的投訴處理機制及現行融合教育制度為有精神問題學生提供的支援，提出意見。
- 平機會於2015年2月就《自願醫保計劃及私營醫療機構規管的諮詢文件》向食物及衞生局提交意見書。平機會支持自願醫保計劃的目標，並歡迎設立由政府規管，以保證承保及終生續保而無需重新核保的私人醫療保險。然而，平機會關注承保機構的核保及保費釐訂準則，特別是保單條款及細則是否公平和沒有歧視成分。

研究項目

為支持倡議工作，平機會於2014/15年度進行了多項研究項目。除此，平機會於2013年7月推出《平等機會研究項目資助計劃》，旨在鼓勵合資格的學者和非牟利團體進行具創意的研究項目，推廣香港反歧視條例的原則和應用。

Submissions to the Government and the Legislative Council

The EOC also made submissions to the Government and the Legislative Council in Hong Kong to present the Commission's views on the implementation of the international instruments and various policy initiatives. These submissions included:

- Submission to the Legislative Council Bills Committee of the Marriage (Amendment) Bill 2014 in April 2014 to highlight the EOC's disagreement with the proposed legislative requirement for transgender persons to complete sex reassignment surgery before they can marry in their affirmed gender.
- Submission to the Panel on Health Services of the Legislative Council in June 2014, presenting the EOC's views on the enhancement of mental health services.
- Submission to the Panel on Constitutional Affairs of the Legislative Council on the Third Report of the HKSAR under the CEDAW in July 2014.
- Submission to the Subcommittee on Integrated Education of the Legislative Council Panel on Education on 8 July 2014. The EOC shared its views on the mechanism for handling complaints about the implementation of Integrated Education (IE) and the support for students with mental illness under the existing IE system.
- Submission to the Food and Health Bureau in response to the Consultation Documents on Voluntary Health Insurance Scheme (VHIS) and Regulation of Private Healthcare Facilities in February 2015. The EOC supported the objectives of the VHIS and welcomed a Government-regulated form of private health insurance that would guarantee acceptance for all and renewal for life without re-underwriting. Having said that, the EOC was concerned about the criteria used by insurers to determine underwriting and pricing of insurance policies, in particular whether policy terms and conditions will be fair and free of discrimination or not.

Research Projects

To support its advocacy work, the EOC conducted a number of research projects in 2014/15. Through the "Funding Programme of Research Projects on Equal Opportunities" launched in July 2013, the EOC also supported academia and not-for-profit organisations to undertake innovative research projects that would promote the principles and applications of Hong Kong's anti-discrimination ordinances.

《香港工作間的歧視之研究》

是項研究於2013/14年度提出，旨在評估工作間歧視的種類和程度、識別出常見的定型觀念，並就有效處理工作間歧視問題及推廣平等機會概念的有效方法，徵求僱主及僱員的意見。

研究於2014年1月至4月期間進行，以量性調查和質性調查收集數據。量性調查方面，研究小組在全港隨機抽樣並完成了2,008個電話訪問。質性調查方面，研究小組與18位曾受歧視/騷擾的員工進行了單對單深入訪談，同時亦與僱主/人力資源主管進行了焦點小組討論。

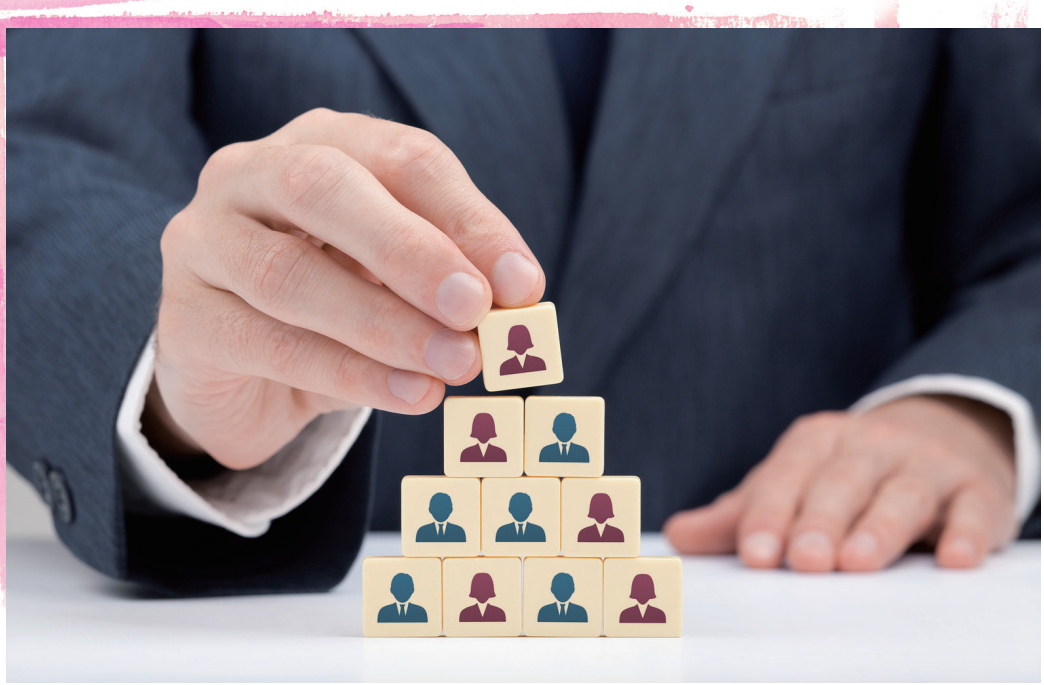
平機會於2014年9月4日的新聞發布會上公布了研究結果。電話調查結果顯示，18%的受訪者表示曾在求職或在職時受到歧視或騷擾。當中尤以年齡歧視(64%)最為嚴重，其次依比例為性別(21%)、性騷擾(17%)、家庭崗位(14%)、新移民身份(11%)、懷孕(10%)及婚姻狀況(9%)。受訪者年齡中位數介乎40至49歲。另外，結果亦顯示57%的工作間性騷擾事件發生在中小型企業。

Study on Discrimination in the Hong Kong Workplace

Initiated in 2013/14, this study aimed to assess the types and degrees of discrimination in the workplace, identify common stereotyping and solicit views from the employers and employees on efficient ways of redressing discrimination in the workplace and promoting the concept of equal opportunities.

The exploratory study adopted both quantitative and qualitative approaches, with data collected from January to April 2014. The quantitative part consisted of a random sampling of 2,008 successful household telephone interviews. The qualitative part included 18 one-to-one in-depth interviews with employees who had encountered various forms of discrimination/harassment, as well as focus group discussions with employers and human resource practitioners.

The research findings were released to the public at a press conference on 4 September 2014. The telephone survey revealed that 18% of the respondents alleged to have experienced discrimination or harassment when seeking a job or at work. Among them, the most common type of discrimination encountered was age discrimination (64%). Other types of discrimination/harassment encountered were related to gender (21%), sexual harassment (17%), family status (14%), the status of being new immigrants (11%), pregnancy (10%) and marital status (9%). The median age of the respondents was in the range of 40 to 49. The statistics also showed that 57% of workplace discrimination occurred in small and medium enterprises.



《職場年齡歧視的探索性研究》

是項研究旨在審視香港職場年齡歧視的概況，並探討就年齡歧視立法的可行性。此外，研究徵詢持份者的意見，以瞭解年長人士繼續工作的誘因、其首選工作模式及僱主對年長僱員的顧慮。研究的實地工作已於2014/15年度完成，預計會在2015年下旬公布研究報告。

《研究對少數族裔在提供貨品、服務和設施及處所的處置或管理方面的歧視》

是項研究旨在提供少數族裔群體在香港尋求服務和居所時受到歧視的概況。此外，研究徵詢服務提供者的意見，以瞭解他們對少數族裔的定型觀念，並諮詢持份者對如何糾正此等歧視的意見。平機會預期會在2015年下旬公布報告。

《中小型企業的懷孕歧視之研究》

是項研究旨在瞭解懷孕婦女在本港中小型企業受到歧視的情況。此外，亦會就預防在中小企發生懷孕歧視的措施，徵集僱主、人力資源從業員和相關持份者的意見。研究報告預期於2016年初就緒。

Exploratory Study on Age Discrimination in Employment

This study is intended to provide an overview of age discrimination in the Hong Kong workplace and probe for the feasibility of legislation on age discrimination. Furthermore, it served to solicit views from stakeholders on incentives for older people to engage in employment, their preferred modes of employment and employers' concerns about the aged workforce. The fieldwork of the study had been completed in 2014/15. It is expected that the report of the study will be available in late 2015.

Study on Discrimination against Ethnic Minorities in the Provision of Goods, Services and Facilities, and Disposal and Management of Premises

This study aimed to provide an overview of discrimination against ethnic minority groups in seeking services and securing an accommodation in Hong Kong. In addition, it solicited views from service providers about their perceived stereotypes of ethnic minorities, and consulted stakeholders on ways to redress the discrimination. The report of the study is expected to be available in late 2015.

Study on Pregnancy Discrimination in Small and Medium Enterprises

The study served to provide an overview of discrimination against pregnant women in small and medium-sized enterprises (SMEs) in Hong Kong. Furthermore, views from employers, human resource practitioners and relevant stakeholders were solicited about possible measures to redress pregnancy discrimination in SMEs. The study report is expected to be available in early 2016.

《關於香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》

是項研究的目的是從不同持份者收集第一手資料，以瞭解社福設施在不同地區選址時遇到困難的原因，並就如何除去障礙提出建議。研究的實地工作已經完成，研究小組現正擬備調查報告。報告將有助促進平機會有關反歧視的倡議工作，包括呼籲大眾不要歧視精神病人和康復者及/或殘疾人士。

《平等機會研究項目資助計劃2013/14》

平機會於2013/14年度推出《平等機會研究項目資助計劃》，旨在鼓勵合資格的學者和非牟利團體進行具創意的研究項目，推廣香港反歧視條例的原則和應用。2013/14年度共有11個研究項目獲資助，所有研究項目都已完成，並於2014年7月至2015年7月期間，陸續公布調查結果，而有關發布會更吸引了不少傳媒採訪及廣泛報道。為方便大眾查閱報告，平機會已將所有研究報告書和新聞稿上載至平機會網站內有關《平等機會研究項目資助計劃》的專頁。

Study on the Siting of Integrated Community Centres for Mental Wellness and Other Social Welfare Facilities

This Study aimed to gather first-hand information from various stakeholders with a view to understanding the underlying causes of the difficulties in siting social welfare facilities in various districts, and making recommendations on how to remove the barriers. The fieldwork related to the study had already been completed, and a report is under preparation. The report will serve to support the EOC's advocacy on non-discrimination, such as against patients and ex-patients with mental illness and/or disability.

Funding Programme of Research Projects on Equal Opportunities 2013/14

The EOC launched this funding programme in 2013/14, with a view to encouraging eligible academia and organisations with inspiring ideas to undertake innovative research projects that promote the principles and applications of the anti-discrimination ordinances. Altogether 11 successful applications were funded under the programme in 2013/14. From July 2014 to July 2015, the research reports of all the 11 funded projects were released to the public. The press briefings on the announcements were well attended by the media, with extensive coverage on the research findings. To facilitate public viewing, the EOC also arranged for the reports and press statements to be uploaded on the dedicated webpage of the Funding Programme on the EOC website.

以下是2013/14年度受《平等機會研究項目資助計劃》所資助的項目：

Below were the projects funded under the "Funding Programme of Research Projects on Equal Opportunities" in 2013/14:

受資助機構 Organisation	受資助研究計劃名稱 Name of Funded Research Project
香港中華基督教青年會 Chinese YMCA of Hong Kong	《對本港不同行業聘用少數族裔人士情況之研究》 Research on Ethnic Minorities' Employment in Different Sectors in Hong Kong
香港城市大學公共政策學系 Department of Public Policy, The City University of Hong Kong	《對傷健殘疾的意識：物業管理行業的基線調查》 Disability Awareness: A Baseline Study in the Property Management Sector
香港樹仁大學社會學系 Department of Sociology, Hong Kong Shue Yan University	《打破界限：從少數族裔人士的成功故事檢討現行的反歧視政策》 "Breaking through the barriers — Ethnic minority success stories and their implications for policy intervention in Hong Kong"
香港教育學院特殊教育與輔導學系 Department of Special Education and Counselling, The Hong Kong Institute of Education	「同性/雙性戀及跨性別中學生在校園遇到的騷擾和歧視經歷」研究 Study on "Gender and Sexual-Orientation Harassment and Discrimination Experiences of LGBTQ Students in Secondary Schools"
香港城市大學專上學院社會科學部 Division of Social Sciences at the Community College of The City University of Hong Kong	《自強自立：南亞裔小企業在香港》 "Empowerment through Business: South Asian Entrepreneurship in Hong Kong"
香港失明人協進會 Hong Kong Blind Union	「公眾對視障人士常見的誤解」調查 Research on Misconceptions of the Visually Impaired by the General Public
香港婦女勞工協會 Hong Kong Women Workers' Association	《超市推廣員面對職場性騷擾的研究》 Study on Sexual Harassment Experienced by Sales Promoters Working in Supermarkets
新婦女協進會 The Association for the Advancement of Feminism	《反性騷擾政策檢視清單 — 大專院校及中小學研究報告》 Anti-Sexual Harassment Policy Checklist — Research Report on Tertiary Institutions and Primary and Secondary Schools
婦女基金會 The Women's Foundation	《香港傳媒中的性別定型觀念：範圍界定研究》 Gender Stereotypes in the Hong Kong Media: a Scoping Study
跨性別資源中心 Transgender Resource Center	《跨性別人士在保安部門遇到的性騷擾》 Security Services in the Work with Trans People that would Lead to Sexual Harassment
騁志發展基金有限公司 Unleash Foundation Limited	《僱主對聘請殘疾人士態度的基線調查》 Baseline Survey on Employers' Attitudes towards Employment of People with Disabilities

次序按研究機構英文名稱之字母排列

Listed by alphabetical order of names of funded parties

《平等機會意識公眾意見調查2015》

平機會一直定期進行《平等機會意識公眾意見調查》，以瞭解公眾對平等機會意識、反歧視條例、平機會工作、推廣渠道的效率和服務使用者的滿意度，以及對未來平等機會課題的看法。調查收集的數據經過整理，可供日後進行縱向比較之用。平機會於2015年再次進行是項調查，調查結果將於2016年第一季就緒。

Equal Opportunities Awareness Survey 2015

The EOC has been conducting this survey exercise on a regular basis to collate data for future longitudinal comparison. It collects opinions from the public in respect of their equal opportunity awareness, perception of anti-discrimination ordinances and the EOC's work, the effectiveness of its promotional channels and customer satisfaction, and views on forthcoming equal opportunity issues. In 2015, the EOC once again initiated this survey, which findings will be available in the first quarter of 2016.

社區參與及宣傳

平機會在2014/15年度繼續向社會不同界別傳達平等機會和消除歧視的訊息。平機會透過不同媒體和溝通途徑，以及多種形式的活動和公眾教育計劃，廣泛接觸社會上不同的社群。

傳媒宣傳

傳媒依然是平機會宣傳及公眾教育工作最重要的夥伴，有助向公眾傳播有關平等機會的資訊。平機會在本年度共答覆了518個傳媒查詢，舉辦了14場新聞發布會，安排88次媒體訪問，並發出32份新聞稿。當中，為廣泛宣傳歧視條例檢討公眾諮詢，平機會展開了大型全港性宣傳活動，以加深市民大眾對諮詢的認識。

在2014/15年度，平機會主席於本地報章發表了多篇專欄文章，探討不同歧視議題。而為了讓更多人能閱讀相關文章，所有專欄文章均已在報章刊登後上載至平機會網站。

Community Participation and Publicity

The EOC continued to disseminate the messages of equal opportunities and non-discrimination to various sectors of the community in 2014/15. Through different media and communication channels, as well as activities and educational programmes in wide-ranging formats, the EOC reached out extensively to the community.

Media Publicity

Media remains an important partner of the EOC in its publicity and public education efforts, helping to disseminate information to the public. During the year under review, the EOC handled a total of 518 media enquiries, organised 14 news conferences, arranged 88 media interviews and issued 32 news releases. In particular, an extensive citywide media campaign was launched to widely publicise the Discrimination Law Review Public Consultation.

Throughout the year, a series of opinion-editorial articles were prepared for publication in the local dailies. Published in the name of the EOC Chairperson, these articles examined various topics of discrimination. To expand access to and enhance readership of the articles, the articles were posted on the EOC's website following their publication in the newspapers.

電視電台宣傳

推廣平等機會的電台節目 —「平等機會多元共融行動」

年內，平機會繼續每週電台節目「平等機會多元共融行動」，以提高大眾對多元共融的認識。該節目為期一年，每週於香港電台第2台播出。節目除了介紹少數族裔的生活方式、文化和語言外，每集更會邀請不同嘉賓接受訪問。

在2014/15年度，電台節目訪問了超過75位嘉賓，當中包括立法會議員、非政府機構、復康團體、婦女團體及少數族裔團體的代表，以宣傳平等機會，無分種族、性別、殘疾及家庭崗位、彼此互相接納的訊息。

TV and Radio Promotions

EO Diversity Project — Radio Programme to Promote Equal Opportunities

The Equal Opportunities Diversity Project, a one-year radio programme for promoting inclusion and diversity, continued during the reporting period. Broadcast on Radio Television Hong Kong (RTHK) Radio 2, the programme featured weekly interviews with guests of different backgrounds, and radio segments introducing the lifestyles, languages and cultures of ethnic minorities.

During the year in review, over 75 guests including Legislative Councillors, representatives from NGOs, rehabilitation groups, women's groups and ethnic minority organisations were interviewed in the programme, helping to raise public awareness on the concepts of equal opportunities and acceptance of all, irrespective of race, gender, disability, or family status.

香港電台宣傳聲帶 —「通識六十秒」

除了推出每週電台節目外，平機會亦於2014年4月至2015年3月期間安排了29條宣傳聲帶於香港電台第二台頻密播放，這些聲帶的內容俱是借助已調停的個案來介紹反歧視條例。

商業電台全新宣傳聲帶

平機會的另一個電台夥伴是商業電台。平機會於2014年在商業電台第一台推出全新宣傳聲帶，以提高大眾對平等機會的認識，並讓訊息傳達至更多聽眾。宣傳聲帶每段長度皆為一分鐘，內容涵蓋不同平等機會議題，包括《性別歧視條例》下有關免受性騷擾的保障；對外籍傭工予以尊重和包容、消除殘疾和種族歧視，以及防止懷孕歧視的重要性，還有宣揚種族和諧、工作生活平衡、平等教育機會及全民通達等訊息。平機會將於2015/16年繼續製作和播出有關聲帶。

推廣種族平等的電視宣傳短片及電台宣傳聲帶

平機會於2014/15年度繼續在各電視台和電台播放關於種族共融的宣傳短片聲帶。短片描述不同種族的人一起工作學習，融洽共處，以促進多元和種族共融。另外，平機會亦已製作印尼語、尼泊爾語和烏都語的宣傳聲帶，在各少數族裔電台節目中播出。

Radio Promotional Segments "One Minute — Know it All"

In addition to weekly radio programme, the EOC also arranged for 29 radio promotional segments to introduce the anti-discrimination ordinances on RTHK. Based on conciliated cases, these segments were produced and broadcast frequently on RTHK Radio 2 between April 2014 and March 2015.

New Radio Segments on Commercial Radio

Another radio partner of the EOC was Commercial Radio. In 2014, the EOC arranged promotional segments on Commercial Radio 1 to build greater awareness of equal opportunities and reach a larger audience. These one-minute segments highlighted various equal opportunities issues, including the protection from against sexual harassment under the Sex Discrimination Ordinance, the importance of inclusion and respect for foreign domestic workers, the elimination of disability and race discrimination, and prevention of pregnancy discrimination, as well as promoting racial harmony, work-life balance, equal education opportunities and accessibility. The EOC will continue to produce and broadcast these segments in 2015/16.

TV and radio APIs on racial equality

The EOC's TV and radio APIs (Announcements in the Public Interest), which showcase people of different races working and studying together, were broadcast on various TV and radio stations in 2014/15 to promote diversity and racial inclusion. Radio APIs in Indonesian, Nepali and Urdu languages were also aired on ethnic minority language radio programmes targeting these communities.

網上宣傳

平機會網站

平機會的全雙語（中/英文）、無障礙網站繼續擔當提供資訊的重要來源以及宣傳平機會活動的平台，本年度網站的每月點擊率平均達216萬次，每月有超過14.1萬人次瀏覽。平機會並為重點資訊提供不同少數族裔語言的版本。

平機會定期更新網頁，與公眾分享平機會的最新動態，例如舉辦和參與的活動和媒體採訪。這些資訊連同平機會的新聞稿、報章撰文、電台聲帶以及平機會主席、管治委員會委員和高層管理人員的訪問，均已被上載到網站，以助公眾和持份者瞭解平機會的日常運作。此外，網站亦提供反歧視條例、案例和相關教材等資料。當中，「反性騷擾」、「無障礙生活」和「大同世界」三個專頁分別提供大量有關預防性騷擾、全民通達和種族共融的資訊。

平機會網站(www.eoc.org.hk)於2014年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：員工少於100人）。該獎項旨在鼓勵企業使用優良的措施及網站設計，以提升競爭力，加強善用互聯網對社會的好處。獲獎的優秀網站不單是善用互聯網及相關科技的典範，更展示有關企業所作出的努力，透過互聯網提供卓越服務和滿足商業及社會需要。

Online Promotions

EOC Website

The EOC's fully bilingual (Chinese/English) and accessible website continues to provide an important source of information and a platform for promoting the EOC activities. The website enjoyed an average monthly hit rate of 2.16 million throughout the year, and over 141,000 visitors a month. The EOC also offers key information in various ethnic minority languages.

The EOC website is regularly updated with information about the latest happenings of the Commission, such as activities organised, events attended and media interviews given. These posts, along with the EOC press releases, newspaper articles, the radio segments and interviews of the EOC Chairperson, Board Members and senior management, give the public and stakeholders glimpses into the EOC's daily operation. In addition, the site offers important resources on the anti-discrimination ordinances, the case law and relevant educational materials. For example, the sections "Anti-Sexual Harassment", "Barrier-free Life" and "A World of Colours" provide reservoirs of information and resources on preventing sexual harassment, accessibility and racial inclusion respectively.

In 2014, the EOC website was awarded with the 2014 Top.hk Website Competition Silver Prize for Non-commercial Stream (<100 Staff). The competition was organised by the Hong Kong Internet Registration Corporation Ltd to encourage the use of good practices and design in website development with a view to increasing competitiveness and maximising the benefits brought by the Internet to society. The outstanding websites served as examples for promoting the proper use of the Internet and related technologies, and the awards were testimony of the contribution and effort made by the respective organisations in achieving service excellence and meeting business and social needs via the Internet.

平機會電子通訊

為了讓持份者和公眾得悉平機會的最新消息及活動，平機會定期向大約7,000位訂閱者發送平機會電子通訊。接收電子通訊的人士包括行政會議成員、立法會議員、區議員、領事以及來自各政府部門、民間團體、關注組、傳媒機構、少數族裔團體、學校及其他持份者團體的代表。

News from the EOC

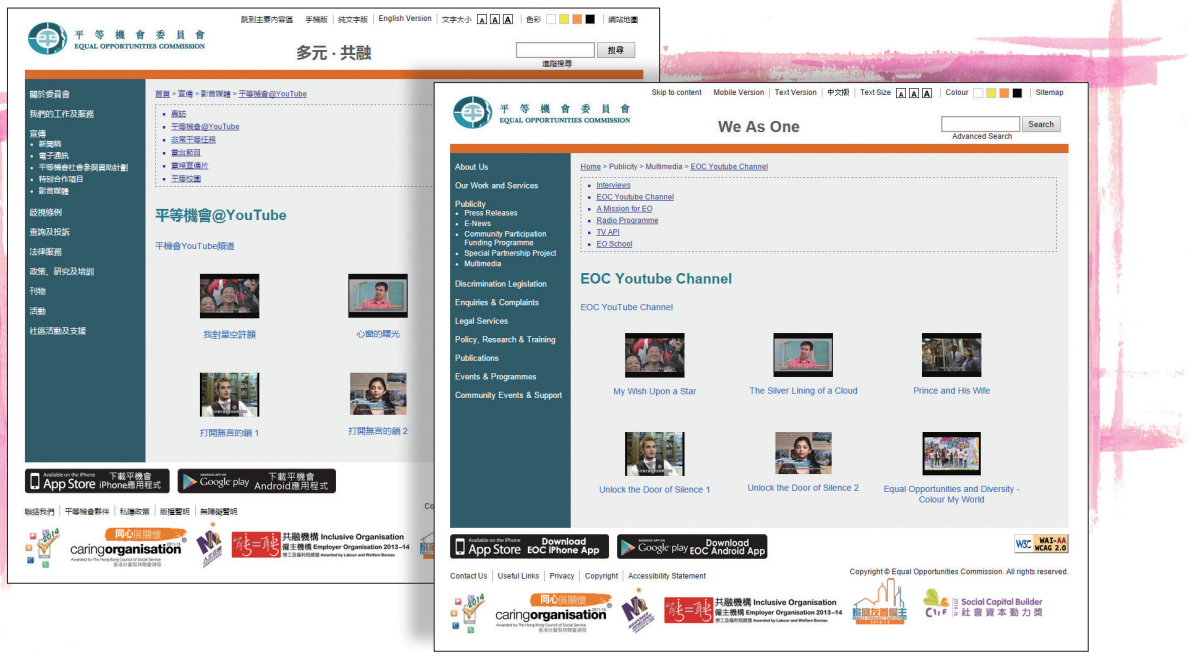
To keep stakeholders, as well as the general public, abreast of the latest happenings and activities of the EOC, an electronic newsletter is sent out by the Commission to about 7,000 subscribers regularly. Recipients include Members of the Executive Council and Legislative Council, District Councillors, Consular Corps, as well as representatives of Government departments, non-governmental organisations, concern groups, media organisations, ethnic minority groups, schools and other stakeholder groups.

平機會 YouTube 頻道

平機會於2008年2月推出平機會YouTube頻道，透過這個受歡迎的網上平台提升公眾對平等機會及社會共融的認識。平機會於2014/15年度共製作並上載了9齣新短片，令短片總數量增至232齣，點擊率更達到357,000次。平機會YouTube頻道的播放清單包括平機會活動的精華片段，例如平機會論壇，以及由平機會和香港盲人輔導會攜手製作的口述短片，旨在更有效地向視障人士宣揚平等機會的訊息。

EOC YouTube Channel

To enhance public awareness about equal opportunities and social inclusion through popular online platforms, the EOC YouTube Channel was launched in February 2008. During the year under review, 9 new videos were produced and added by the EOC to the channel, bringing the total number of videos to 232 and the viewership to almost 357,000 views. The playlist included video highlights of EOC's activities, such as the EOC Forum, and videos with audio descriptions, which were produced by the EOC in collaboration with the Hong Kong Society for the Blind to effectively spread the messages of equal opportunities among persons with visual impairment.



智能手機應用程式

為透過新媒體平台加強與公眾的溝通，平機會於2013年推出智能手機應用程式，以方便公眾以手機瀏覽平機會的資訊。

應用程式支援iPhone和Android系統，內容包括介紹平機會及其最新消息、四條反歧視條例的簡介、多媒體中心及小遊戲。

應用程式另一特色是提供無障礙支援，方便不同需要的人士使用。這個應用程式不只提供較大文字、圖標和黃底黑字的選擇，更支援現時智能電話的無障礙功能，如旁白。此外，不同人士，包括視障和聽障人士在內，均可嘗試名為「黑暗迷宮」的小遊戲。

Smart Phone Applications

To strengthen communication with the public by means of new media platforms, the EOC developed and launched a smart phone app in 2013. The app enables the general public to access information about the EOC conveniently through their mobile phones.

The EOC's smart phone app, which supports both the iPhone and Android systems, features an introduction and the latest news of the EOC, a brief description of the four anti-discrimination ordinances, a multimedia centre and a mini-game.

Another significant feature of the app is that it offers users "Barrier-Free Access Support" to cater to the special needs of users. Not only does it provide options of large text, large icons as well as yellow text on a black background, but it also supports existing smart phone accessibility functions such as voice-over. Also, the mini-game entitled "Dark Maze" can be played by different persons, including people with visual or hearing impairment.

講座和訪客接待

平機會每年均接待不同界別的人士和舉辦講座，以介紹平機會工作及香港的反歧視條例。在2014/15年度，平機會舉辦了666場講座及培訓班，亦接待了23組訪客，參與者分別來自政府部門、本地及海外的非政府機構、各院校以至商界團體。

Talks and Visits

Each year, the EOC receives visits by different groups and delivers talks on the work of the EOC and Hong Kong's anti-discrimination ordinances. In 2014/15, the EOC gave 666 talks and training sessions, and received 23 groups from Government departments, local and overseas NGOs, institutions, and business organisations.

刊物

平機會出版一系列全新及長期刊物，內容涵蓋反歧視法例的不同層面，以及相關範疇的最新發展，藉以提高公眾意識，並提供資訊和協助消除歧視。

《平等機會委員會個案實錄》

為闡明反歧視條例如何應用於日常生活中，從而加深公眾對自身權利和責任的認知，平機會於2013年9月出版了《*平等機會委員會個案實錄*》。個案實錄涵蓋一系列由平機會處理的真實歧視投訴，包括成功調停個案、由平機會提供法律協助的個案和訴訟個案。個案實錄詳細記錄平機會處理投訴的程序和手法，供僱主和服務提供者作參考之用，藉以加深他們對相關法律責任的認識，明白平機會處理投訴的程序和考慮因素。更重要的是，平機會希望鼓勵面對類似歧視情況的人士提出申訴。

Publications

The EOC publishes a range of new and perennial publications that cover different aspects of the anti-discrimination legislation, as well as new developments in the field, with the aim of raising awareness and providing information and assistance in eliminating discrimination.

Equal Opportunities Casebook

To clarify the application of the anti-discrimination ordinances and widen the community's awareness on their rights and responsibilities, the EOC published an *Equal Opportunities Casebook* in September 2013. The Casebook features a series of real-life discrimination cases handled by the EOC, including the conciliated cases, those with legal assistance from the Commission and the court cases. It also details the procedures and approach adopted by the EOC in handling the complaints. The EOC hopes that the Casebook can provide useful reference for employers and service providers to better recognise their responsibilities, and enhance understanding of the EOC's complaint-handling process and considerations. More importantly, the EOC hopes that those who face similar discriminatory acts would be encouraged to speak up and seek redress.

《平機會半年刊》

平機會於2014年春季將《*平等機會委員會通訊*》改革為《*平機會半年刊*》。中英對照的半年刊每年出版兩次，就不同平等機會議題提供深入見解和資訊，從而讓讀者明白平等機會與日常生活的關係。半年刊的發行量高達52,000份，免費供市民索閱，每期訂戶多達12,000人。半年刊亦備有語音版、點字版和網上版。

EOC Journal

The *EOC Journal*, which was revamped from the previous *EOC News*, was launched in spring 2014. Published bi-annually, this bilingual publication aims to provide readers with in-depth insights and information on different aspects of equal opportunities issues and how they relate to everyday life. It has a circulation of 52,000 and is available to the public for free with around 12,000 regular subscribers per issue. It is also available in audio, Braille, and online at the EOC website.

《種族平等與校服》指引

2014年，平機會製作了《種族平等與校服》指引，以協助學校制定和執行種族和文化共融的校服規則。指引提供八種語言版本，分別是中文、英文、烏都文、尼泊爾文、菲律賓文、泰文、印度文，以及印尼文。平機會已向本港所有中小學派發指引，另外亦於2014年6月及7月舉辦了三場講座，吸引約210位教師和學校管理人員出席。

"Racial Equality and School Uniform" Guide

In 2014, the EOC produced a "Racial Equality and School Uniform" guide to assist schools in developing and implementing uniform rules that are racially and culturally inclusive. The guide was published in eight languages, namely Chinese, English, Urdu, Nepali, Tagalog, Thai, Hindi and Indonesian, and distributed to all the primary and secondary schools. In addition to distributing the guide to schools in Hong Kong, the EOC organised three talks for teachers and school administrators between June and July 2014, which were attended by about 210 participants.

深入社群和社會參與

平機會非常重視與社會不同界別的接觸和聯繫，藉此提高公眾對平等機會的認識，令平等機會成為社會主流價值。平機會全年為不同持份者及社群舉辦多元化的社區計劃和活動，鼓勵市民參與，一起建構共融社會。

Community Participation

The EOC recognises the importance of engaging and involving members of the public in order to mainstream the value of equal opportunity across the community. Through year-round programmes and activities designed for different stakeholder and community groups, the EOC encourages the public to play an active part in creating an inclusive society and equality for all.

「尊重．關愛．共融」巡迴展覽

為了向社會各界宣揚平等機會的訊息，平機會於2014年舉辦了名為「尊重．關愛．共融」的巡迴展覽，於商場和政府場所等不同地點舉行展覽，以提高公眾對平等共融的認識。

Roving Exhibition on "An Inclusive Society Starts with Respect"

To promulgate the message of equal opportunities among community members, a roving exhibition entitled "An Inclusive Society Starts with Respect" was organised in 2014. Touring different venues, including shopping centres and Government premises, the exhibition aimed to raise the public's awareness on inclusion and equality for all.

平等機會社會參與資助計劃

平機會自1997年起推行社會參與資助計劃，鼓勵非政府機構、社區團體和學校舉辦有關平等機會的活動，推廣四條反歧視條例。2014/15年度，平機會共資助了50個項目，資助額達港幣1,366,042元。獲資助的活動包括研討會、戲劇表演、定向活動等等。2014/15年度社會參與資助計劃的參與機構名單已詳列於附錄2。

Community Participation Funding Programme on Equal Opportunities

The EOC has been running this programme since 1997 to encourage NGOs, community groups, and schools to initiate projects on the subject of equal opportunities, and promote understanding of the principles and applications of the four anti-discrimination ordinances. In 2014/15, the EOC provided HK$1,366,042 for 50 projects. Activities funded ranged from seminars to drama performances and orienteering programmes. The complete list of organisations under the Community Participation Funding Programme 2014/15 can be found in Appendix 2.

為學生舉辦話劇表演

考慮到向兒童灌輸平等機會及共融觀念的重要性，平機會邀請三間本地劇團在學校演出以平等機會及多元共融為題的話劇和木偶戲。2014/15年度，有關劇團共為69,729名學生演出劇目並取得正面評價。平均而言，99%的學校對演出的評語為「好」或「非常好」，並認為這些表演十分有趣和富教育意義。

Drama Performances for Students

Given the importance of instilling the values of equal opportunities and inclusion in children, the EOC has engaged three local theatrical troupes to stage plays and puppet shows on equal opportunities and diversity issues at schools. In 2014/15, the troupes performed for 69,729 students and achieved positive feedback. On average, 99% of the schools found the plays to be "good" or "very good", and felt that the performances were interesting, educational and meaningful.

青少年活動

「獨特的我！」青少年發展計劃

平機會的英語青少年發展計劃 —「獨特的我！」於2010年12月推出，旨在為非華語青少年提供一個平台，啟發他們跨越障礙、打破定型觀念。

為了吸引青少年入到「獨特的我！」的Facebook專頁，平機會在多個活動中設置標語照相攤位。青少年可以選擇一個標語牌，或自行設計一句能夠表達他們對平等機會的承擔和關注的標語在該照相攤位拍照。平機會會將照片上傳到「獨特的我！」的Facebook專頁供大家標記、讚好和分享。

Youth Programme

Uniquely Me! Youth Development Programme

The EOC's English-language youth development programme "Uniquely Me!" was launched in December 2010 to provide a platform for non-Chinese speaking youths to get inspired, and to help them overcome barriers and break stereotypes.

In order to attract youths to the Uniquely Me! Facebook page, a slogan photo booth was organised at various EOC community events. Young people could take a photo with a slogan placard or come up with their own slogans to express their commitment and interest in equal opportunity issues. The photos were then uploaded onto the Uniquely Me! Facebook page, where young people can tag, like, and share these photos.

此外，在荷里活廣場舉行的2015國際消除種族歧視日慶祝活動中，平機會進行了「獨特的我！」特別巡迴活動，邀請兩位傑出少數族裔人士，分別是來自浸會大學國際教育學院的講師Dr Theresa CUNANAN和來自巴基斯坦學生會的教育顧問Dr Rizwan ULLAH，與觀眾分享他們在香港成長並克服障礙取得成功的經歷。這個小型分享會旨在打破社會大眾對少數族裔的定型觀念，鼓勵更多人肯定少數族裔社群所作的積極貢獻。

In addition, a special roving session of Uniquely Me! was held at the public event in celebration of the International Day for the Elimination of Racial Discrimination 2015 at Plaza Hollywood. Outstanding ethnic minority mentors, Dr Theresa CUNANAN, Senior Lecturer, College of International Education, Hong Kong Baptist University, and Dr Rizwan ULLAH, Educational Advisor, Pakistani Students Association, shared with the audience their experience of growing up in Hong Kong and overcoming barriers to find success. The mini-sharing session was aimed at breaking stereotypes about ethnic minorities and encouraging wider recognition of the positive contributions made by ethnic minority members of the community.

「無定型新人類師友計劃」

平機會於2002年首次推出為粵語青少年舉辦的師友計劃 —「無定型新人類」，旨在幫助青少年學習如何克服性別、殘疾、家庭崗位和種族的障礙而達致他們的目標。2014年，「無定型新人類」計劃換上全新面貌。

Youth Challenge Programme

The EOC revamped the Cantonese-speaking youth mentorship programme — Youth Challenge (originally named Career Challenge) in 2014. The programme was first launched in 2002 to help young people learn how to overcome barriers of gender, disability, family status or race to reach their goals.

平機會與新域劇團合作，為六間中學及一間非政府機構舉辦論壇劇場。其中包括新界喇沙中學、明愛粉嶺陳震夏中學、寶血會培靈學校、保良局甲子何玉清中學、高雷中學和東華三院李潤田紀念中學，以及香港青少年服務處。

In collaboration with the Prospects Theatre, Forum Theatre activities were put together for students of six participating schools and one non-governmental organisation, namely De La Salle Secondary School, New Territories, Caritas Fanling Chan Chun Ha Secondary School, Pui Ling School of the Precious Blood, Po Leung Kuk Ho Yuk Ching Secondary School, Ko Lui Secondary School and Tung Wah Group of Hospitals Lee Ching Dea Memorial College, as well as the Hong Kong Children and Youth Services.

在這項計劃之下，學生需要接受新域劇團的戲劇訓練，包括劇本創作和演出訓練兩方面。完成訓練後，學生將會在各自學校的同學面前演出。學生們創作的劇目大都是源自他們日常生活中遇到的困難，例如在校園被欺凌、孤立。這些生活中的實例能夠幫助喚起觀眾的同感，並鼓勵學生就包容的重要性進行自我反思。除此之外，這種論壇劇場的互動模式也為觀眾提供機會，讓他們分享各自關於平等和歧視的看法。

Under the programme, students received training on drama by Prospects Theatre, including creating and writing drama script, as well as performing acts. Having completed the training, the students were then arranged to perform on stage in their respective schools in front of their classmates. Most of the plays created by the students were originated from the difficulties they faced in everyday life, such as bullying and being isolated at school. The real-life topics helped build rapport and encourage self-reflection on the importance of inclusion among the student audience. In addition, the interactive format also allowed audience to share their views and thoughts on equality and discrimination.

2015年3月7和8日，參加者在北區大會堂作公眾演出，吸引了約100名觀眾。活動參加者認為論壇劇場令他們加深對歧視的理解，並增強了他們的平等機會意識。

Student participants were also arranged to participate in public performances on stage at the North District Town Hall on 7 and 8 March 2015, which attracted an audience of about 100. Participants commented that the forum theatre deepened their understanding about discrimination, and advanced their awareness on equal opportunities.

平機會同時為無定型新人類參加者維持一個Facebook群組，上載影片、消息和社區活動資訊，藉以保持參加者的興趣和吸引更多青少年參與計劃。

In parallel with this programme, the EOC maintains a Facebook group for Youth Challenge mentees with videos, news and community events updated in order to maintain the level of interest and to attract more young people to join the programme.

商界活動

為僱主和人力資源從業員而設的「平等機會之友會」

為了確保僱主和僱員有足夠知識和技能在機構內推行平等機會政策和良好管理措施，平機會於2006年成立了平等機會之友會，為會員提供交流意見和資訊的平台。平等機會之友會旨在提高會員對反歧視條例的認識，並協助僱主、人力資源從業員、職場主管和培訓人員推行良好管理措施，並遵守反歧視法例。

2014/15年度有約340名來自超過200間公司、政府部門、非政府機構、大學和中小企的人力資源從業員和僱主加入了平等機會之友會。會員除了有機會參與平機會的培訓課程外，更可優先參與講座和活動，與專業人士交流預防歧視的心得。此外，會員每月會定期收到平機會電子通訊，掌握平等機會的最新消息。

2014年11月20日，平機會為平等機會之友舉辦了一場名為「如何透過調解處理工作間的糾紛」的研討會，邀請到香港和解中心創會會長及監事委員會委員梁海明教授作嘉賓講師，重點說明調解理念及如何在工作間進行調解。

Business Programme

Equal Opportunity (EO) Club for Employers and Human Resource Practitioners

To ensure that employers and employees are well equipped to implement equal opportunity and good management practices in their workplace, the EOC set up an EO Club in 2006 to provide a platform for exchange and information sharing. The Club aims to improve understanding of the anti-discrimination ordinances and help employers, human resource practitioners, workplace supervisors, and trainers implement good management practices and comply with the laws.

In 2014/15, some 340 human resource practitioners and employers from over 200 corporations, Government and non-governmental organisations, universities, small- and medium-sized enterprises (SMEs) participated in the EO Club. As well as having the opportunities to join the EOC calendar training programmes, members enjoyed 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 on equal opportunities.

On 20 November 2014, the EOC organised a seminar on "How to Resolve Disputes in the Workplace through Mediation" for EO Club members. Featuring Professor Raymond H M LEUNG, Founding President and Board Member of Hong Kong Mediation Centre as the guest speaker, the seminar highlighted the concepts of mediation and how to conduct mediation in the workplace.

「國際中小企博覽」

平機會於2014年12月4至6日再次參與由香港貿易發展局舉辦的年度活動 — 2014年「國際中小企博覽」，向中小企推廣資訊。平機會今年推廣「勞資雙贏：平等機會工作間」及「建立平等機會工作間：有賴勞資雙方」的訊息，並向到場人士派發宣傳刊物和紀念品。整體而言，近93%受訪者認為平機會的展覽攤位「非常好」或「好」。另外，職員態度友善、攤位布置吸引和能夠提供實用資料，均是到場人士的正面評價。

World SME Expo

For another year, the EOC participated in the World SME Expo held from 4 to 6 December 2014 at Hong Kong Convention and Exhibition Centre. This annual event was organised by Hong Kong Trade Development Council to disseminate information to SME. The EOC promoted the messages of "Want a win-win employment relationship? An equal opportunities workplace can help you" and "An equal opportunities workplace relies on the contributions of employers and employees" at the 14th Expo, and distributed promotional publications and souvenirs to Expo visitors. Overall, nearly 93% respondents considered the EOC booth "very good" or "good". Positive feedback was also received for the welcoming attitude of the EOC staff, the presentation of the booth, and the usefulness and helpfulness of the information provided.

少數族裔社群外展工作

平機會在本年度繼續努力接觸不同的少數族裔社群。透過能操不同語言及多元文化的團隊，平機會舉辦了49場為少數族裔而設的講座，吸引了2,037人出席；平機會並參與了44項社區活動和出席了33次聯繫聚會，及接受了11次電台節目訪問，節目以居港的少數族裔社群為對象。另外，平機會在本地不同少數族裔的刊物上刊登了27篇文章；又與印尼駐港領事館合辦講座和工作坊，並在香港不同地方進行22次外展活動，總共派發超過5,500本刊物。

Outreach to Ethnic Minorities

The EOC continued its outreach efforts towards different ethnic minority communities during the year. Supported by multilingual and multicultural team members, the EOC delivered 49 talks which were attended by 2,037 participants, took part in 44 community events and 33 networking meetings, attended 11 interviews on radio programmes targeting Hong Kong's ethnic minority communities, and published 27 articles in different ethnic minority-targeted publications. The EOC also partnered with the Indonesian Consulate General of Hong Kong to organise talks and workshops, and conducted 22 outreach activities across different parts of Hong Kong, distributing over 5,500 publications over the period.

此外，平機會繼續和九龍樂善堂合作，製作及主持6集屬社區廣播試驗計劃的泰語廣播節目 —「泰想話你知」。節目以居港泰籍人士為對象，議題涵蓋性別、種族、懷孕及家庭崗位歧視和性騷擾，並透過真實個案講解4條反歧視條例，提升聽眾對相關議題的認識。

In addition, the EOC continued its partnership with Lok Sin Tong Benevolent Society, Kowloon to provide content to and co-host six episodes of their programme "Thai Easy," produced through RTHK's Pilot Project for Community Involvement Broadcasting Service (CIBS) and targeted at the Thai community in Hong Kong. Real life cases were used to enhance understanding of the anti-discrimination ordinances. Topics covered included discrimination on the basis of sex, race, pregnancy, and family status, as well as sexual harassment.

「國際消除種族歧視日 2015」

平機會於2015年3月14日與香港電台第二台攜手合作，並在明愛青少年及社區服務全力支持下，於鑽石山荷里活廣場舉行公眾活動，以慶祝「國際消除種族歧視日2015」。是次活動為平機會公眾教育的主要活動之一。

The International Day for the Elimination of Racial Discrimination (IDERD) 2015

On 14 March 2015, the EOC and RTHK Radio 2 jointly organised a public event in celebration of the International Day for the Elimination of Racial Discrimination (IDERD) 2015. One of the EOC's flagship public education initiatives, the event was held at Plaza Hollywood, with support from Caritas Youth and Community Service.

活動由香港特別行政區運輸及房屋局局長張炳良教授, GBS, JP擔任主禮嘉賓。其他嘉賓包括勞工處處長唐智強先生, JP及醫院管理局聯網服務總監張偉麟醫生。此外，平機會主席周一嶽醫生, GBS、香港電台副廣播處長（節目）戴健文先生和明愛社會工作服務部部長陳美潔女士則分別代表合辦機構和支持機構出席活動。

Officiating at the launch ceremony was the Guest of Honour, Professor the Hon Anthony CHEUNG Bing-leung, GBS, JP, Secretary for Transport & Housing, HKSAR. Also joining the ceremony were Mr Donald TONG Chi-keung, JP, Commissioner for Labour and Dr W L CHEUNG, Director (Cluster Services) of the Hospital Authority. Dr York CHOW, GBS, the Chairperson of the EOC; Mr TAI Keen-man, Deputy Director of Broadcasting (Programme), RTHK; and Ms Maggie CHAN, Director, Caritas Social Work Services, Caritas Hong Kong represented the co-organisers and supporting organisation respectively in the ceremony.

活動有超過200人參加，當中包括領事、政府決策局與部門代表、民間團體、校長，以及少數族裔社群領袖和倡議者。觀眾除了欣賞文化歌舞表演外，還聽取嘉賓就種族歧視和平等的議題分享意見。現場並設有資訊展覽。參加者對是次活動評價正面，收回的問卷共86份，當中88%認同是次活動可以宣揚平等機會，87%對活動感到滿意。

The event was attended by over 200 participants, including Consuls-General; representatives of Government bureaux and departments as well as non-governmental organisations; school principals; and ethnic minority community leaders and advocates. The afternoon featured speeches and sharing on issues relating to racial discrimination and equality, information exhibitions, as well as cultural and singing performances. The event saw positive feedback from the participants. There were a total of 86 evaluation forms collected. Of these, 88% felt that this event can promote the messages of equal opportunities, and 87% found the event satisfactory.

持份者團體舉辦的社區活動

除了以上活動外，平機會亦積極參與由持份者團體舉辦的社區活動。平機會主席及管治委員會委員單在2014/15年度已出席了近145項由不同持份者團體所舉辦的社區活動或聚會。平機會主席更在其中約80項活動上發表演說，又為超過40份社區刊物撰文。再者，平機會亦支持了近60項社區活動，主要是透過平機會網頁和電子通訊作出宣傳。平等機會的夥伴機構名單已詳列在附錄3。

Community Events Organised by Stakeholder Groups

In addition to the above programmes, the EOC played an active part in the community events organised by stakeholder groups. In 2014-15 alone, the EOC Chairperson and Board Members attended almost 145 community events and functions organised by various stakeholder groups, in which the Chairperson delivered almost 80 public speeches and provided messages for over 40 community publications. Adding to these, the EOC supported almost 60 community initiatives, mainly by promoting and publicising them via the EOC website and e-news. Appendix 3 sets out the EOC's partners in equal opportunities.

於香港大學舉行的「2014平等機會節」

2014年11月5日，平機會參與於香港大學舉行的「2014平等機會節」。「平等機會節」每年舉辦一系列的活動，向香港大學的學生宣傳多元共融價值，活動包括講座、分享會、書展及視覺溝通劇場。2014年「平等機會節」的主題為「為你我建立無障礙社會」，平機會在活動中設置一個攤位，向參加者提供有關平機會工作及反歧視條例的資訊。

Equal Opportunities Festival 2014 at The University of Hong Kong

The EOC participated in the Equal Opportunities Festival 2014 at The University of Hong Kong (HKU) on 5 November 2014, by holding an activity booth to provide participants with more information about the work of the Commission and the anti-discrimination ordinances. The HKU Equal Opportunities Festival is an annual series of events, including talks, sharing session, book exhibition, and visual communication theatre, organised to promote the values of diversity and inclusion among HKU students. The theme of the event in 2014 was "To build a barrier-free society for all".

世界盲人聯會展覽 — 亞太區中期會議 2014

世界盲人聯會 — 亞太區中期會議2014於2014年11月21至24日假香港數碼港舉行。平機會亦有參與會議，並在場內設置宣傳攤位，為視障人士及其他殘疾人士推廣平等機會。攤位亦示範如何使用平機會推出的智能手機應用程式，並播放平機會製作的口述短片。

Exhibition of World Blind Union — Asia Pacific Mid-Term Regional General Assembly 2014

The World Blind Union — Asia Pacific Mid-Term Regional General Assembly 2014 was held in Hong Kong from 21 to 24 November 2014 in Cyberport. The EOC participated in the Assembly organised by Hong Kong Blind Union, by holding a booth to promote equal opportunities for people with disability, including visual impairment. Demonstrations on the EOC smart-phone apps and videos with audio descriptions were conducted and displayed at the EOC Booth.

培訓及顧問服務

平機會的培訓組於2014/15年度既忙碌且充實，為不同界別，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提供了合共508節培訓課程，吸引近28,000人參加。平機會自2001年提供培訓及顧問服務以來，已舉辦了接近4,410節培訓課程，參加人數接近208,000人。

Training and Consultancy

The Training Unit of the EOC had another busy year in 2014/15. Altogether the EOC provided 508 training sessions for close to 28,000 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 2015, nearly 4,410 training sessions were already conducted for almost 208,000 participants.

常設課程 — 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2014/15年度，平機會為966位參加者開辦了41節定期培訓班。同時，又舉辦了450節「度身訂造」的培訓課程，參加人數超過26,500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。

Ongoing Training Activities — Equal Opportunities Workshops

The EOC offers two types of training programmes every year, namely the calendar training programmes, which are offered twice a year in spring and autumn, and the year-round customised training programmes that are tailor-made for organisations on request. In 2014/15, the EOC conducted 41 training sessions for 966 participants under the calendar training programmes. Another 450 customised training sessions were conducted for over 26,500 participants in the year, of which the most popular topic was the anti-discrimination ordinances, followed by sexual harassment.

為不同持份者提供培訓

為政府部門及公營機構提供培訓

政府是香港最大的僱主及服務提供者，因此公務員一直是平機會的主要培訓對象。其中一些決策局和部門，如公務員事務局、香港海關、食物環境衞生署、香港警務處、房屋署、司法機構和社會福利署都已把平等機會培訓納入部門的入職導引課程中，也作為員工發展課程的一部份。平機會亦與公共機構或法定機構合作，如醫院管理局、市區重建局、香港房屋協會及大專院校提供平等機會培訓。

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12場工作坊，當中包括專為新入職員工而設，探討不同平等機會議題的培訓。平機會亦為行政主任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處理與平等就業機會原則有關的人事安排。總括來說，2014/15年度平機會應個別政府部門及公營機構的邀請，共舉辦了122節培訓。

為人力資源從業員提供培訓

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平等機會的課程。這課程已獲學會認可為「專業會員資格」的其中一項必修課；又是學會所舉辦的「與僱傭有關的法例」證書課程的一部分。

為新任校長提供培訓

校長不單承擔教育重責，還兼負管理學校的角色，必須確保校內人人可享平等機會。平機會應教育局要求，自2002年至今已為超過700位新任校長提供有關平等機會的培訓課程。在2014/15年度，共有62位新任校長接受了平機會的培訓。

Training for Different Stakeholders

Training for Government Departments and Public Bodies

As the largest employer and service provider, the civil service has been the EOC's major client of training. Indeed, some Government bureaux and departments, such as the Civil Service Bureau, Customs and Excise Department, Food and Environmental Hygiene Department, Hong Kong Police Force, Housing Department, Judiciary and Social Welfare Department, 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 EO training a regular practice.

Through the co-ordination of the Civil Service Training and Development Institute of the Civil Service Bureau, the EOC lined up 12 workshops on different topics for staff across the civil service sector during the year, some specifically for new recruits. The EOC also provided training on good management practices for Executive Officers to equip them with the necessary knowledge and skills for handling personnel matters that follow the principle of equal employment opportunities. In sum, a total of 122 training sessions were provided to different Government departments and public bodies upon request in 2014/15.

Training for Human Resource Practitioners

The EOC continued to provide EO training to human resource 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 Newly Appointed 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 over 700 newly appointed principals on the request of the Education Bureau, including 62 new principals who received training in 2014/15.

為非政府組織及工會提供培訓

非政府組織及工會是平機會推動平等機會的重要夥伴。這些機構為會員爭取權利，同時，受屈人遇到歧視或騷擾時，往往最先向非政府組織及工會求助。有見及此，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訊息。平機會在2014/15年度為非政府組織及工會舉辦了共35場工作坊。

Training for NGOs and Trade Unions

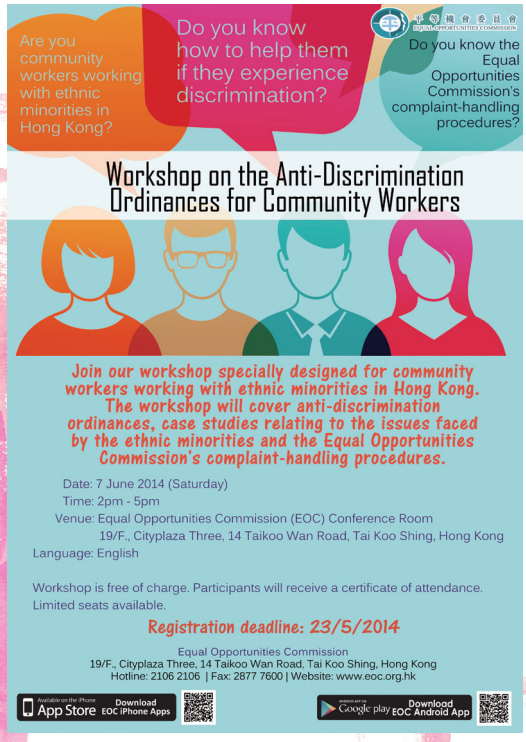
Both NGOs and trade unions are important partners of the EOC in the promotion of equal opportunities. In addition to advocating for the rights of their members, they are usually the first point of contact for assistance for those suffering from discrimination and harassment. In view of this, the EOC 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 2014/15, a total of 35 workshops were organised for various NGOs and trade unions.

有關《種族歧視條例》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2015年3月31日為止，平機會已舉辦了近290節有關《種族歧視條例》的培訓課程，參加者約16,700人，分別來自少數族裔社群、非政府組織、政府部門、教育機構和公私營機構。

Training on the Race Discrimination Ordinance (RDO)

From the enactment of the RDO on 17 July 2008 to 31 March 2015, the EOC conducted almost 290 training sessions specifically on this ordinance for some 16,700 participants representing ethnic minority communities, NGOs, Government departments, public bodies, educational institutions and private enterprises.



特別為少數族裔而設的培訓課程

除了常設課程外，平機會也舉辦了三節專為少數族裔而設的培訓課程。平機會於2014年秋季的定期培訓課程中更引入名為「工作間的多元文化」的全新培訓班。該培訓班於2014年11月25日首次進行，除了介紹《種族歧視條例》在工作間及僱傭範疇的應用情況，平機會更安排非政府團體及少數族裔代表作分享，藉此加深參與者對不同文化的了解，還有認識多元文化工作間的好處。

Specific Workshops for Ethnic Minorities

Apart from the general workshops, the EOC also organised 3 special workshops for the ethnic minority communities during the year. To promote racial inclusion, the EOC introduced a new course "Promoting Culturally Inclusive Workplace" in the Autumn 2014 calendar training programme. The inaugural course held on 25 November 2014 featured introduction of the RDO and its application in employment-related situations, as well as sharing by NGOs and ethnic minority individuals, with a view to enhancing participants' understanding of different cultures, and the advantages of a culturally diverse workplace.

「無障礙通道及設施」培訓課程

平機會於2014年繼續舉辦了「無障礙設施與你」的定期培訓課程讓公眾人士參加。另外，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2014/15年度，平機會共舉辦了六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。

Training on Accessibility

The EOC continued to offer the course "Access for All" under the calendar training programme for the general public in 2014. In addition, the EOC provided training on accessibility for designated officers handling accessibility matters, as well as frontline staff from 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 2014/15, a total of 6 courses were conducted with over 300 participants recorded.

性騷擾培訓課程

平機會早前進行了不同的性騷擾研究，結果顯示性騷擾在不同界別依然經常發生。有見及此，平機會在2014/15年度進一步加強公眾教育，並為持份者團體提供有關性騷擾的培訓課程。例如平機會因應「職場性騷擾及歧視 — 空中服務員的問卷調查」結果，為空中服務員及航空公司職員舉辦培訓課程。

Training on Sexual Harassment

In light of the findings of the various surveys on sexual harassment, which showed that this unlawful act remained prevalent in different sectors, the EOC stepped up its educational effort and training on sexual harassment for various stakeholder groups in 2014/15. For example, the EOC organised training for flight attendants and staff of various airline companies in view of the findings of the "Sexual Harassment and Discrimination in Employment — Questionnaire Survey for Flight Attendants".

網上培訓計劃

防止校園性騷擾網上課程

在2014/15年度，平機會繼續與13間本地大專院校合作，向校內學生及教職員推廣《防止校園性騷擾》網上課程。該課程是香港首個防止校園性騷擾的網上自學課程，除了講解性騷擾的定義及各種可能在校園環境發生的性騷擾外，更列舉了個人及教育機構須負上責任的例子。

為了宣傳有關課程，平機會向各院校派發了海報及文件夾，並向成功完成課程的學員頒授電子證書及8GB電腦記憶棒。課程自推出以來至2015年3月31日為止，已吸引了超過6,400位學生登記及完成網上課程。

Online Training Programmes

Online Training Programme to Prevent Sexual Harassment

In 2014/15, 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, it illustrates the liability 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 2015, over 6,400 students already registered and completed the training online.

此外，平機會在2014/15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。

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 2014/15 school year. These workshops were aimed at helping the participants gain a deeper understanding of sexual harassment and the concept of gender equality.

問責與透明度

保持高透明度

平機會致力維持良好的機構管治，包括高透明度的運作及穩健的財政管理。

在保持透明度方面，平機會一直以開放的態度向市民和持份者提供有關平機會工作表現和運作情況的資料。除定期召開新聞發布會外，平機會亦在網站公開平機會管治委員會的會議紀錄，上載新聞稿、聲明和其他刊物例如年報，讓市民瞭解平機會的工作。另外，平機會亦會向立法會提交工作計劃。為了進一步促進開放的機構文化，平機會主動披露平機會管治委員會和專責小組的會議出席紀錄。

平機會又透過不同渠道如網站、出版半年刊和電子通訊等，定期報告工作進度。半年刊的公眾發行量達52,000份，而透過電郵接收平機會電子通訊的用戶約7,000個，包括行政及立法會議員、區議員、領事館、政府及非政府組織、關注團體、傳媒機構、少數族裔組織、學校及其他相關持份團體的代表等。以上措施有助促進市民認識平機會的工作，加強平機會與公眾和持份者的溝通。

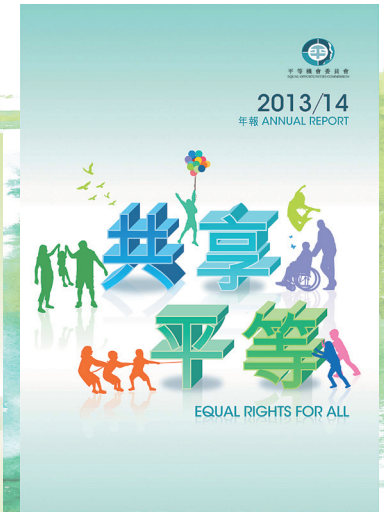
Accountability and Transparency

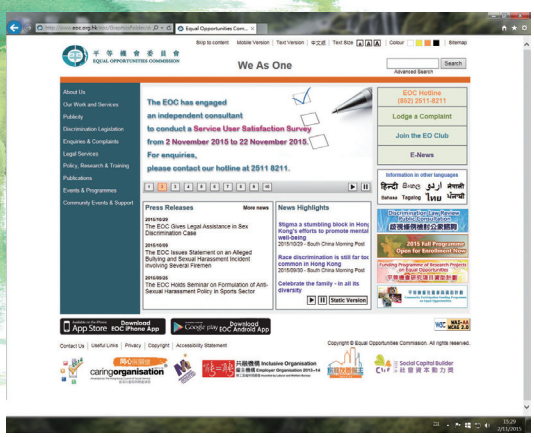
Transparency to the Community

The EOC is committed to maintaining high standards of corporate governance, as underpinned by its transparent operation and prudent financial management.

In terms of transparency, the EOC strives to provide information related to the Commission's performance and operations in an open manner to the public and stakeholders. In addition to holding regular press briefings on its work, a range of other initiatives are implemented. These include: making available the minutes of the EOC Board meetings, uploading press statements, media releases, and other publications such as the annual report on the EOC website, and presenting its work plan to the Legislative Council. Furthermore, to advance a corporate culture of openness, the EOC voluntarily discloses the attendance records of EOC Board and Committee meetings.

The Commission also makes regular update reports on its operations through such channels as the EOC website, the printed EOC Journal, and the electronic news. Altogether 52,000 copies of the printed EOC Journal are widely distributed to the public, while the EOC e-News is sent by email to about 7,000 subscribers. All these measures serve to promote understanding of the EOC's work and effective communication with stakeholders and the public at large.





與持份者接觸

與持份者接觸和合作是平機會促進平等的重要策略，有助外界認識及支援平機會工作、加強公開溝通、推動與社區人士的合作。過去一年，平機會廣泛接觸社會各界。在制訂工作計劃的過程中，平機會與很多組織、關注團體、領事館、非政府組織，以及學術和專業機構會面。

持份者就他們所服務的社區的需要，和平機會的工作成效提供了重要觀點，平機會十分重視他們的意見。2014/15年度，平機會主席便與超過150個社會團體進行了會議，並參與多項社區活動。年內平機會委員與員工合共參與了逾410項與持份者相關的活動。

Engagement with Stakeholders

Stakeholder outreach and co-operation remains an important strategy of the EOC to promote understanding and support of the work of the Commission, to enhance open communication, and to mobilise collaboration. During the year under review, the EOC reached out extensively to different sectors of the community. In the course of developing the EOC's work plan, the Commission conducted meetings with numerous associations, concern groups, consulates, NGOs, as well as academic and professional institutions.

The EOC values the feedback from stakeholders, which provides important perspectives on the needs of the communities they serve and the effectiveness of the EOC's work. Throughout the year, the EOC Chairperson had meetings with over 150 community and concern groups, and took part in a wide array of community events and activities. Altogether Members and staff of the EOC were involved in over 410 activities with stakeholders in 2014/15.

平機會論壇2014

平機會於2014年11月13日在香港浸會大學石門校園舉行2014年公眾論壇，與持份者一起討論重要的平等機會議題和平機會的工作。平機會已是第三度舉辦論壇，除了可藉此向公眾講解平機會的工作，以提高透明度和問責性外，更可瞭解公眾的關注，從而制訂策略，有效打擊歧視問題。

論壇吸引了近四百位來自不同界別和機構的參加者，他們分別代表非政府組織、關注團體、商業機構、政府部門、僱主組織、工會、學校和教育機構。除了聆聽平機會各專責小組的召集人報告工作情況外，參加者又就少數族裔學生學習中文所面對的困難，以及現行融合教育制度的障礙與不足交換意見；教育局代表亦就政府在不同方面的最新措施作出報告。

因應持份者對僱傭範疇年齡歧視的關注，平機會亦邀請了平機會前任委員兼香港浸會大學人力資源策略及發展研究中心主任趙其琨教授在論壇上分享他進行的「管理睿智精英」研究的結果，其真知灼見讓持份者在這方面取得更深認識。

EOC Forum 2014

On 13 November 2014, the EOC held a Public Forum at the Shek Mun Campus of Hong Kong Baptist University to engage stakeholders in discussions on important equal opportunity issues and the work of the EOC. Organised for the third year, the Forum offered a valuable platform for the EOC to learn about the community's concerns and develop ways of tackling discrimination issues effectively, besides sharing its work in a bid to enhance the Commission's transparency and accountability.

The Forum attracted almost 400 representatives from different sectors and organisations, including NGOs, concern groups, business organisations, Government departments, employers' organisations, unions, schools and educational institutes. As well as hearing the work reports from the Convenors of the EOC Committees, participants exchanged views on the problems that ethnic minority students faced in learning Chinese, and the barriers and inadequacies of the existing Integrated Education System. In addition, they were briefed on the Government's initiatives in the respective areas by representatives of the Education Bureau.

Another subject examined at the Forum was age discrimination. Responding to the stakeholders' concern about age discrimination in employment, the EOC invited Professor Randy CHIU, Director of the Centre for Human Resources Strategy and Development, Hong Kong Baptist University and former EOC Member, to share his research on "Managing Age Smart Employees" at the Forum. The insights and perspectives enabled stakeholders to gain deeper understanding of this area.

與內地及海外機構的交流

平機會與持份者的聯繫還包括會見和接待到訪的內地及海外機構，藉此與它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。以下為平機會於2014/15年度舉行的一些會議。

Exchange with the Mainland and Overseas Organisations

As part of its stakeholder engagement efforts, the EOC maintains liaison with relevant Mainland and overseas 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. Below listed some of the meetings held by the EOC in 2014/15.

月份 Month	機構／代表團 Organisation/Delegation
2014年5月 May 2014	與澳洲人權事務委員會舉行會議 Meeting with the Australian Human Rights Commission
2014年5月 May 2014	與澳門特別行政區康復服務十年規劃跨部門研究小組舉行會議 Meeting with the Interdepartmental Working Group on the Planning of Rehabilitation Services for the Next Decade (translation name) of the Macao Special Administrative Region
2014年6月 June 2014	與澳洲人權事務委員會反歧視專員 Tim Soutphommasane 博士舉行會議 Meeting with Dr Tim Soutphommasane, Discrimination Commissioner of the Australian Human Rights Commission
2014年9月 September 2014	印尼共和國下議院立法機構代表團到訪 Visit by Delegation from the Legislative Body of the House of Representatives of the Republic of Indonesia
2014年11月 November 2014	與國際勞工組織代表舉行會議 Meeting with representatives of the International Labour Organization
2014年12月 December 2014	緬甸代表團到訪 Visit by Delegation from Myanmar
2014年12月 December 2014	與殘疾人士無障礙南南合作計劃代表團舉行會議（由聯合國、香港政府勞工及福利局、康復諮詢委員會和香港復康聯會合辦） Meeting with Delegates of the South-South Cooperation Programme on Accessibility for Persons with Disabilities (co-organised by the United Nations ESCAP, the Labour and Welfare Bureau, the Rehabilitation Advisory Committee and the Hong Kong Joint Council for People with Disabilities)
2015年1月 January 2015	香港印度總領事禮節性拜訪 Courtesy Call by Consul-General of India in Hong Kong
2015年2月 February 2015	與柬埔寨司法部 Mrs Sotheavy Chan 舉行會議 Meeting with Mrs Sotheavy Chan, Secretary of State, Ministry of Justice, Cambodia
2015年3月 March 2015	中華人民共和國信訪局代表到訪 Visit by the State Bureau of Letters and Calls of the People's Republic of China

符規與管控

操守標準

作為協助市民對違法歧視行為討回公道的法定機構，平機會深明維持高質素服務和道德標準的重要性。為此，平機會全體員工必須遵守機構的「行為守則」。守則列出可接受的道德及專業行為標準、相關法律責任和如何處理機密資料及投訴等問題的指引。所有平機會員工甫上任便獲告知守則，並可隨時透過平機會的內聯網重溫內容。此外，平機會採納「雙層」利益申報機制，避免出現潛在利益衝突發。

財政監控

作為獨立的法定機構，平機會按照「適度和保守原則」使用公帑。平機會內的採購程序以《採購物品及服務手冊》（《手冊》）為指引。此《手冊》乃經過平機會管治委員會委員組成的工作小組審議，然後獲得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，並符合下述三方面的原則：經濟（價錢最低）、具效率（改善生產力）及效益（達到預期目的）。

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。平機會認為目前的內部管控機制既充足亦具透明度。

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 a 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 their 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 principle" when spending public money. The procurement process within the EOC is guided by the Procurement of Stores and Services Manual (PSSM), which was endorsed by the EOC Board after consideration by the Working Group comprising EOC Board Members.

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 the purchase must ensure that the purchases are value-for-money by focusing on three main aspects of performance – economy (minimising cost), efficiency (improving productivity), and effectiveness (achieving objectives).

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. The EOC considers that the current mechanism is both sufficient and transparent for the purposes of internal control.

在內部管控框架下，管理層職員舉行定期會議，跟進平機會內的最新情況，以便各科／組能通力合作處理，及商討主要工作進度和策略。平機會各科／組的員工也經常舉行部門會議，以確保工作上不同的意見和其他相關事情得以有效和迅速處理。另外，平機會各專責小組每季會向平機會管治委員會提交報告，以便管治委員會掌握會務的最新發展。

Under the internal control framework, regular meetings are conducted by the management team to follow up on any rising concern across the Commission. These meetings also facilitate synergy between divisions/units, as well as discussion on major work progress and strategies. The EOC staff members also meet frequently within their respective divisions/units to make certain that ideas and issues relating to the performance of duties are effectively and promptly handled. Furthermore, quarterly reports by respective EOC Committees are made to keep the EOC Board abreast of the latest developments.

行政及財務專責小組負責審閱平機會的財政資料及運作表現。該專責小組審閱平機會的全年預算草案後，會提交給平機會管治委員會。同時，又會向管治委員會提交每季的進度報告、每季財政報表，以及在財政年度結束時提交固定資產狀況報告。平機會管治委員會負責審閱平機會的全年預算草案、半年財政狀況報告和通過已審核的財務報表。

The Administration and Finance Committee (A&FC) is in charge of reviewing the EOC'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. The EOC Board reviews the EOC's draft annual budget, the half-yearly reports on its financial position, and endorses the audited financial statements.

獨立制衡措施

根據《性別歧視條例》附表6第18條，平機會須委任外聘核數師，2014/15財政年度所委任的核數師是畢馬威會計師事務所。平機會雖然是獨立的法定機構，但根據《行政安排備忘錄》規定，需向作為平機會管制人員的政制及內地事務局定期匯報和提交資料。政制及內地事務局常任秘書長可以「管制人」身份隨時查閱平機會的記錄和帳目（但不包括平機會投訴個案的個人資料或受法治精神所定義及／或規管的特許保密事宜）。平機會有責任向政制及內地事務局常任秘書長解釋任何收入、支出或保管政府資助金額的事宜。

External Checks and Balances

KPMG is the EOC's external auditor for the financial year 2014/15. 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.

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或行使權力時，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。

In addition, the Director of Audit may, in respect of any financial year, 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.

持續檢討　力求進步

顧客服務滿意度調查2014

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（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。

2014年的滿意度調查分兩輪進行，共訪問了809位個案於2013年8月1日至2014年7月31日期間已完結或已處理的服務使用者，整體回應率為51.3%。

調查發現，曾作出查詢和投訴個案的當事人（即投訴人和答辯人）中，有60%滿意平機會服務；當中「員工態度友善」得到的評價最高；除卻投訴人因投訴結果而影響到滿意度的評分外，對平均滿意分數影響最大的因素是「員工明白顧客需要」；而答辯人認為最重要的是「員工積極主動地提供協助」。

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平。平機會過去一年（截至2015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，詳情列於下文。

查詢

與平機會工作有關的查詢可以電話、親臨或書面方式進行。數字顯示，最多人透過電話作出查詢，佔全部12,185宗查詢的85%。因應各類查詢方法，平機會的服務目標是於指定時間內回覆95%的查詢。平機會在親臨查詢或書面查詢方面均100%達標。至於電話查詢方面，由於平機會於2014年10月6日和7日期間，即歧視條例檢討公眾諮詢原定於10月7日結束前，突然接獲近2,000個公眾電話查詢，大幅超越往常平均每天30至40個查詢，致令平機會未能在辦公時間內即時回覆所有電話查詢。亦由於這一宗事故，令處理電話查詢的全年實際表現評分輕微下跌至91%，稍為低於服務承諾(95%)。

Continuous Review and Improvement

Customer Satisfaction Survey 2014

The EOC values feedback from the public. Since 2009, the EOC has been conducting a Customer Satisfaction Survey (CSS) 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 CSS.

For the CSS in 2014, a total of 809 customers with cases concluded/attended to between 1 August 2013 and 31 July 2014 were surveyed in two rounds of fieldwork, and an overall response rate of 51.3% was achieved.

The findings showed that over 60% of the parties involved in complaints (i.e. the complainants and the respondents) and enquiries 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. While "staff's understanding of customers' needs" was the most influential factor affecting the overall mean satisfaction ratings of the complainants and enquirers, aside from the satisfaction with the case outcome (for parties involved in complaints only), "staff's proactive attitude and willingness to help" was considered the most crucial to the respondents.

Performance Pledge Results

In order 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 2015, the EOC achieved the targets in most of the performance pledges, and excelled in some of the targets, as shown in the following paragraphs.

Enquiries

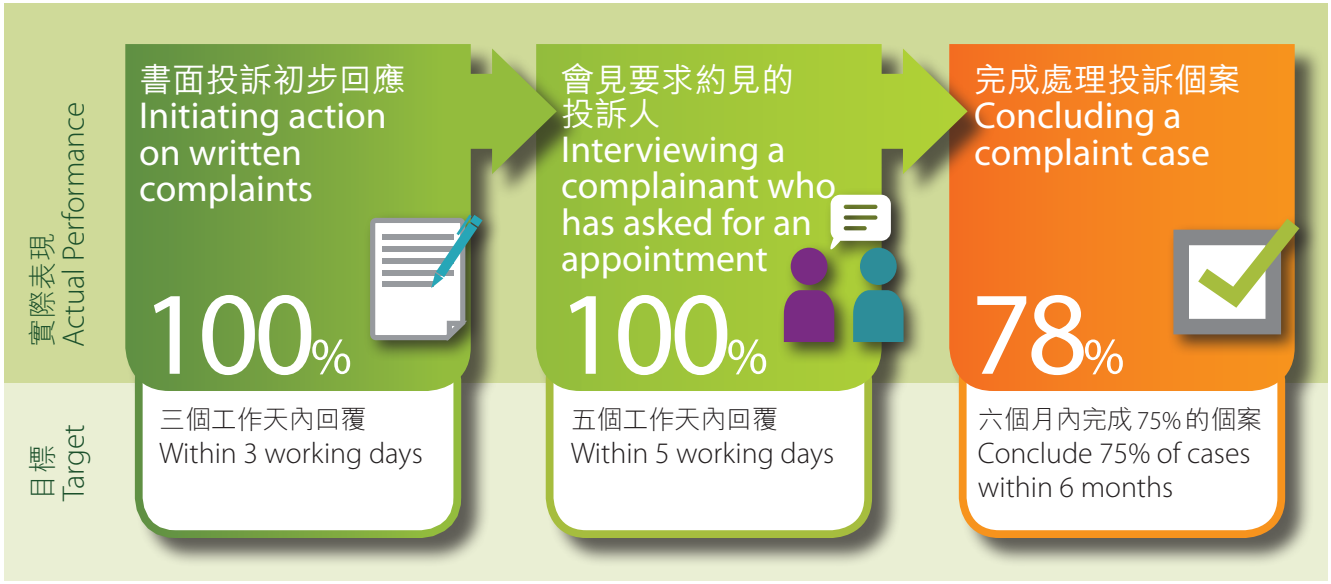
This figure covered enquiries related to the EOC's work by telephone, in person and in writing. The largest category by a wide margin was telephone enquiries – almost 85% of the total (12,185 enquiries). In all categories, the performance target of responding to the enquiries within specified time was set at 95%. For enquiries in person and in writing, the pledge was fulfilled 100%. As for enquiries via telephone, due to a single episode on 6-7 October 2014, right before the Discrimination Law Review Public Consultation was originally set to conclude on 7 October 2014, when the EOC received almost 2,000 telephone enquiries, far exceeding the normal daily average of 30-40 telephone enquiries, the EOC could not answer all the enquiries immediately during office hours. As a result, the actual performance rating for this category (91%) slightly fell below the pledge of 95%.

對歧視投訴個案採取的行動

有關行動包括對書面投訴作出初步回應、會見要求約見的投訴人、和完成處理投訴個案。前兩類的目標回應時間（即三至五個工作天內回覆）均100%達標。第三類的回應時間（即六個月內完成）則78%達標，超越了預定的表現目標（75%）。至於平機會未能在目標回應時間內完成的個案，原因可能是個案性質複雜、有關人士要求較長時間回應提問或考慮調停條款，或個案在調查期間有其他新發展等。

Action on Discrimination Complaint Cases

This includes initiating action on written complaints, interviewing a complainant who has asked for an appointment, and concluding a complaint case. In the first two categories, the service pledge of responding within 3 and 5 working days respectively was met 100%. In the third, the pledge of responding within 6 months was met 78% of the time, surpassing the performance target of 75%. In instances where the actual response time exceeded the service pledge, the reasons might include complexity of the case, the length of time required by parties to respond to enquiries or consider conciliation terms, or new developments which were unveiled in the course of investigation.



法律協助

法律協助的服務標準是於三個月內就85%的法律協助申請作出決定，並把結果通知申請人。平機會於2014/15年達到這項表現目標。

Legal Assistance

This involves making a decision and informing an applicant of the outcome of an application for legal assistance within three months, and the performance target of 85% was met.

公眾教育及宣傳

公眾教育及宣傳的第一類服務承諾是在指定時間內回應市民要求：(i)舉辦講座（六個星期）(ii)索取刊物（三個工作天）和(iii)團體探訪（五個工作天）。平機會定下的表現目標為95%，而實際上全部服務都超標。

Public Education and Promotion

The first performance pledge for public education and promotion involves meeting requests for (i) talks within six weeks, (ii) for publications within three days, and (iii) for guided group visits within five days. The performance pledge of 95% was exceeded in each case.

第二類為舉辦主要宣傳活動，目標為一年內舉辦60項活動。過去一年（截至2015年3月31日）平機會共舉辦了99項活動，達到目標（第一季：25項、第二季：31項、第三季：16項、第四季：27項）。

The second involves convening major promotional events. In this respect, the 12-month goal of organising 60 activities was met, with 99 activities carried out in the year ending 31 March 2015 (Q1: 25, Q2: 31, Q3: 16, Q4: 27).

第三類是關乎參加了平機會培訓課程人士的評估，平機會的目標滿意率為80%；而實際滿意率接近100%。

The third performance pledge concerns achieving satisfactory rating from participants of EOC training programmes. The performance target was set at 80%, and the actual performance rating was almost 100%.

平機會服務承諾 2014 年 4 月 1 日至 2015 年 3 月 31 日
EOC's Performance Pledge from 1 April 2014 to 31 March 2015

	服務標準 Service Standard	服務表現目標 Performance Target	實際表現 Actual Performance	
			（百分比）(Percentage)	（數字）(Number)
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%	91%[1]	總數 Total: 10,325
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: 275
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: 1,585
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: 598
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: 4
完成處理投訴個案 Conclude a complaint case	6 個月內 within 6 months	75%	78%	總數 Total: 576
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%	85%	總數 Total: 27
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 星期內 within 6 weeks	95%	99%	總數 Total: 343
處理市民以郵寄或傳真方式索取平機會刊物 Meet requests by mail or fax for EOC publications	3 工作天內 within 3 working days	95%	100%	總數 Total: 669
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: 21
舉辦主要宣傳活動 Convene major promotional events	12 個月內 within 12 months	60 項活動[2] 60 activities[2]	100%	總數 Total: 99
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%	接近 100% almost 100%	總數 Total: 9,176

1 平機會於 2014 年 10 月 6 日及 7 日接獲近 2,000 個有關歧視條例檢討公眾諮詢的電話查詢，較往常平均每天 30 至 40 個電話查詢大幅增加，導致平機會未能即時回答 945 宗查詢。

2 有關目標由 2015 年 1 月 1 日起提升為每年舉辦 80 項活動。

1 The EOC received almost 2,000 telephone enquiries related to the Discrimination Law Review Public Consultation on 6 and 7 October, as compared to an average daily of 30-40 enquiries. As a result, 945 telephone enquiries could not be answered immediately during office hours.

2 The target has been lifted to 80 activities per year with effect from 1 January 2015.

我們的僱員
Our People

平機會致力為員工提供具關懷、公平和平等的工作環境，同時給予員工發展潛能的機會，務求成為僱員心目中的好僱主。為了提高員工的參與度，並感到受重視和賞識，平機會竭力保持具透明度的管理；為管理層與員工之間建立開放和定期的溝通；提供持續進修與培訓機會；並為員工提供支援。

The EOC strives to be an employer of choice, by providing 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.

人才企業

平機會於2013年獲僱員再培訓局所舉辦的「ERB人才企業嘉許計劃」選為「人才企業」。此獎項表揚平機會在人才培訓及發展方面的成就，以及致力推廣人才培訓的機構文化。2015年，平機會再度通過僱員再培訓局的評審，獲嘉許為「人才企業」，為期兩年，由2015年4月1日至2017年3月31日為止。續期評審期間，僱員再培訓局從五項重要因素評核平機會和其他參與機構，包括「倡導學習文化」、「資源規劃」、「培訓及發展系統」、「績效管理」及「人力發展層面的企業社會責任」。

Manpower Developer

The EOC was accredited as a Manpower Developer (MD) in 2013-15 by the Employees Retraining Board (ERB), in recognition of its dedication to cultivating a corporate culture focusing on manpower training and development. In 2015, upon the renewal assessment by the ERB, the EOC's MD status has been extended for two years from 1 April 2015 to 31 March 2017. The five important aspects of the renewal assessment are: "Leading a Learning Culture", "Resources Planning", "Training and Development System", "Performance Management", and "Corporate Social Responsibility in Manpower Development" of the EOC.

平機會架構檢討

平機會於2014年進行了組織架構檢討，目的是提升平機會的運作效率與管治。有見公眾對平機會有更高的期望和更大的服務需求，平機會進行檢討，並就如何調整組織架構作出了建議，以便平機會更有效地履行使命和責任，同時加強各部門之間的合作和協同效應。

考慮到第52號審計報告中關於設立平機會營運總裁的建議，平機會在管治委員會的通過下，決定重設營運總裁（前稱行政總裁）一職。事實上，平機會於1996年9月開始營運時，便曾設立行政總裁一職，但該職位於2000年遭刪除。

營運總裁會向主席負責，並擔任其副手，協助執行平機會的整體行政及管理事務。至於分工，營運總裁將會專注於內部管理，而主席則會專注於對外與持份者的溝通合作，並繼續帶領平機會及管治委員會，以及就制定平機會整體策略方向提出建議。

另外，平機會提出重新調整各科職責，並重訂某些總監級職位的職級。有關調動包括將機構傳訊組的培訓職能歸入政策及研究組，並將之重組為政策、研究及培訓科。結合職能可帶出更大的協同效應，因為新部門可根據研究結果，制定更多針對性的培訓，提供予不同的企業和機構，並透過顧問服務協助機構制定和改進他們的平等機會政策、計劃及良好常規。

平機會於2014/15年度開始為上述架構重整作出準備，並計劃在新財政年度前執行，有關重整不牽涉額外開支。平機會亦已計劃在新架構全面執行後兩年檢討成效。

Structural Review of the EOC

The EOC initiated a review of its organisational structure in 2014. The review was intended to enhance the operational efficiency and governance of the EOC, by recommending an organisational structure that would allow the Commission to fulfil its mission and obligations even more effectively, in the light of the public's rising expectations and service demand of the EOC. It also served to create better synergy and collaboration between divisions.

With due regard to the recommendation in the Audit Report No. 52 on having a Chief Operations Officer (COO) for the EOC, the Commission, with endorsement of the EOC Board, decided to reinstate the COO post (formerly titled Chief Executive) which existed when the EOC first came into operation in September 1996 but was later deleted in 2000.

The COO would report to the Chairperson, support and deputise him in the overall administration and management of the Commission office. In terms of division of work, the COO would focus on internal management, while the Chairperson would focus externally on stakeholder engagement and communications, besides continuing to lead the Commission together with the EOC Board, and steer the mapping of the EOC's overall strategic directions.

In addition, the EOC undertook to re-align the duties between divisions and re-rank certain directorate posts, namely moving the training functions from the Corporate Communications Unit to the Policy and Research Unit and turn the latter into a Policy, Research and Training Division. There is much synergy in combining these functions, as more targeted training can be developed and offered to corporations and organisations based on the research findings, while consultancy services can help organisations formulate and enhance their equal opportunity policies, programmes and best practices.

During 2014/15, preparation was made to implement the above structural changes, which are cost-neutral, by the new financial year. The EOC has also made plans to conduct a review of the effectiveness of the new structure two years after its full implementation.

具透明度的管理

在推行組織架構檢討及重整時，平機會向員工作了詳細諮詢，並安排不同會議及簡布會，以收集員工的意見及回應。事實上，平機會積極推動部門之間有效兼具透明度的溝通合作，包括定期舉行高層管理人員會議，並透過電郵及內聯網，還有主席召開的季度員工會議，向所有員工公開會議的討論要點。其他溝通渠道包括定期的部門會議，確保員工掌握平機會的最新工作和政策發展。

為了進一步促進員工在日常工作以外的溝通，平機會於2014年11月舉行了員工周年旅行，並於同年12月舉行周年晚宴。

Management with Transparency

In implementing the structural review, the EOC conducted thorough consultation with staff, with meetings and briefing sessions arranged to gather staff feedback and opinions. Indeed, the EOC is committed to driving effective and transparent communication and collaboration between divisions. Throughout the year, regular meetings were held among senior management staff, with important points of discussions shared with all staff via email and the intranet, as well as the Quarterly Staff Meeting initiated by the EOC Chairperson. Together with regular divisional and unit meetings, these multiple avenues and channels of communications ensured that staff members were well versed with the latest developments of the Commission's initiatives and policies.

To further enhance staff communications outside the daily work routines, an annual staff outing and an annual staff dinner were held in November and December 2014 respectively.

員工諮詢組

員工諮詢組乃由平機會主席委任的管理層代表，以及由各個部門選出的員工代表組成。為了讓員工在諮詢組有更多參與機會，並強化運作機制，平機會在2014/15年度檢討員工諮詢組的結構及員工代表選舉程序，檢討結果已獲行政及財務專責小組通過，並於其後落實執行，而2015年的員工代表亦已按全新提名及投票程序選出。

藉著定期會議及討論，員工諮詢組旨在提供直接開放的溝通和諮詢渠道，讓平機會員工一起討論與他們利益相關的事宜。諮詢組同時希望推廣合作精神，提高平機會的服務效率。

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. To enhance greater staff participation in the SCG and strengthen its operating mechanism, the EOC conducted a review of the SCG constitution and the staff representative election procedures in 2014/15. The review findings were endorsed by the Administration and Finance Committee and implemented subsequently, with election of the SCG staff representatives conducted in 2015 through the newly introduced nomination and voting procedures.

Through periodic meetings and discussion, the SCG 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.

員工培訓及發展

為了回應社會不斷演變的訴求，平機會必須確保員工有良好的培訓，而且能在提供服務時表現稱職。持續進修是平機會人力資源策略的重要一環，不同職級職責的員工全年均可參與內部和外間舉辦的培訓、發展計劃和活動。

Staff Training and Development

To serve the evolving needs of the community, the Commission must ensure that staff members are well trained and competent in their service delivery. Continuous learning forms a key part of the EOC's human resource strategy, with both in-house and external training and development programmes arranged throughout the year for staff members of different ranks and responsibilities.

平機會於2014/15年度舉辦了多場講座及簡報會，主題均圍繞本港不同條例和相關議題，例如《僱傭條例》及《消除性傾向歧視僱傭實務守則》，藉此令員工增進與工作相關的知識及獲取新的資訊。

In 2014/15, the EOC organised a number of talks and briefing sessions on ordinances and related topics, such as the Employment Ordinance and the Code of Practice against Discrimination in Employment on the Ground of Sexual Orientation, so that staff members were able to enhance their work-related knowledge and acquire new information.

平機會亦鼓勵員工參與特別技能培訓和專業進修，例如高級主任及以上職位的同事可獲資助參加香港科技大學舉辦的領導發展課程。另外，平機會亦為非華語員工提供內部粵語培訓。按照員工培訓及發展政策，平機會會向員工提供半數或全數資助，以鼓勵同事主動參加與工作相關的培訓課程，提升專業技能。

Staff members were encouraged to pursue skill-specific training and professional development as well. For example, staff members ranked at senior officer and above were sponsored to attend the leadership development programme run by The Hong Kong University of Science and Technology. Separately, in-house training on spoken Cantonese was arranged for several non-Cantonese speaking staff. 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 self-initiated, job-related training courses for enhancing their professional skills.

除了以上培訓外，平機會亦繼續安排平機會委員進行經驗分享會，讓同事可從不同角度對平等概念有更深見解，在事業發展上得到啟發。而為了推動工作與生活平衡，平機會舉行了關於職業健康的研討會，讓員工加深對這課題的認識。

In addition to the above, the EOC continued to line up experience-sharing sessions by the EOC Members, which allowed staff to gain greater insights into different equality perspectives and inspirations on career development. Furthermore, a seminar on occupational health was organised to increase staff members' awareness of the subject.

以上培訓及發展活動，都是為了幫助員工發展技能和能力，裝備他們應付工作的新挑戰，進一步拓展事業。

All these training and development activities served to develop the skills and competencies of staff, and prepare them for greater work challenges and career development.

員工支援計劃

平機會今年繼續外聘顧問為員工提供支援計劃。計劃的目的是協助員工應付工作與個人生活的各樣需求，實踐工作與生活平衡。支援計劃設有24小時熱線服務，能為員工提供專業輔導和各樣資源及資訊。另外，平機會在2014/15年度為同事舉辦了一系列健康講座，主題包羅萬有，當中包括辦公室瑜伽、綠色生活指南、香薰油體驗及健脾方法。

Employee Assistance Programme

The EOC continued to engage an external consultant to provide an Employee Assistance Programme for staff. The programme aims to help staff manage the diverse needs of their work and personal life, and achieve good work-life balance. It includes a 24-hour hotline which provides professional counselling services and various resources and information to staff. In 2014/15, a number of wellness seminars on different topics were organised and attended by colleagues, such as yoga in office, go green, the power of aroma oil and healthy spleen.

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，更組織起義工隊。當中少數族裔員工及其親友的角色非常重要，他們聯同其他義工親身服務本地社會，實踐平機會的抱負和使命 —「建設崇尚多元、包容共濟的社會」。

Corporate Social Responsibility

Staff Volunteer Programme

The EOC strongly supports employees to participate in volunteering. Among those who offered their services were the ethnic minority staff members who, along with their friends and families, formed an integral part of the EOC's cadre of volunteers. Through their first-hand participation in serving the society alongside with other volunteers, they put the Commission's value and mission of "creating a pluralistic and inclusive society" into practice.

平機會義工隊在2014/15年度保持傑出表現，義工聯同親友於2014年提供了接近2,000小時的社會服務。平機會憑此獲得社會福利署頒發的金獎嘉許狀。此外，有7位義工的整年服務時數也分別超過200小時、100小時及50小時，因此分別獲發金、銀、銅嘉許狀。

平機會所參與的義工活動有：定期探訪嚴重智障學生，並帶他們外出；擔任少數族裔學生的導師；參與非政府機構舉辦的籌款及賣旗活動。

The EOC volunteers enjoyed another remarkable year in 2014/15. Joined by their families and friends, the volunteers performed almost 2,000 hours of service to the community in 2014. As a result, the EOC was awarded a Gold Award for Volunteer Service by the Social Welfare Department. In addition, 7 volunteers were individually awarded Gold, Silver and Bronze Certificates for having done over 200, 100 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; acting as mentors of ethnic minority school children; and participating in various fundraising and flag-selling activities of non-governmental organisations.

籌款活動

平機會一直支持各類籌款項目，於2014/15年度參與了九項籌款活動，包括賣旗、耆樂餅義賣、「世界視覺日」及「公益行善『折』食日」。

Fundraising Activities

The EOC has been supporting fundraising activities for different causes. In 2014/15, the EOC participated in nine fundraising events, including flag-selling for various NGOs, cookies-selling, World Sight Day and Skip Lunch Day.

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，因此推行了多項措施減少浪費和推廣循環再用，務求成為「環境友善」的機構。

Environmental Protection Measures

The EOC strives to maintain operational standards and practices which respect the protection of the environment. The Commission has been exercising a number of measures to reduce waste and promote recycling, and to operate as a more environmentally-friendly organisation.

除了持續使用再造紙和回收廢紙外，平機會於2015年亦繼續響應政府推出的「室內溫度節能約章」，將辦公室溫度維持在24至26度，以節約能源和幫助應對氣候變化。

平機會將繼續推行其他環保措施，為建造綠色世界出一分力。

Apart from the continuous use of environmentally-friendly paper and recycling of waste paper, the EOC remains committed to the Energy Saving Charter on Indoor Temperature launched by the Government in 2015. The indoor temperature of the EOC's office was maintained within the range of 24-26 degrees with a view to saving energy and helping to combat climate change.

The EOC will continue to pursue other environmentally-friendly measures to ensure that the Commission is doing a part towards a greener world.

嘉許與投訴

2014/15年度，平機會共接獲21份書面讚許及13宗對平機會員工的投訴。平機會已完成11宗投訴的調查，當中7宗是市民經香港申訴專員公署提出的。

投訴人不滿平機會處理歧視查詢/投訴的手法和程序。平機會調查後發現11宗投訴的證據不足。然而，為了力求進步，平機會修定了「查詢表格」及「投訴表格」，覆蓋內容更全面。另外，平機會訂立了回覆公眾查詢的時限，各部門需要在指定時間內回應提問。

Compliments and Complaints

During 2014/15, the Commission received 21 written compliments and 13 complaints against EOC staff members. The Commission concluded the investigation of 11 complaints, seven of which were lodged via the Ombudsman.

The complainants expressed dissatisfaction with the handling of discrimination enquiries/complaints and the procedures of the Commission. After investigating into the complaints, all the 11 complaints were found to be unsubstantiated. Nevertheless, as part of the EOC's effort to pursue continuous improvement, the Commission revised the "Enquiry Form" and the "Complaint Form" to make them more comprehensive. In addition, the Commission standardised the time-frame of responding to public enquiry by different divisions in the Commission.

持份者的鼓勵與嘉許
Stakeholders' Encouraging Feedback/Compliments

「貴處代表熟悉交流主題，準備充分，講解清晰，內容豐富，並詳盡地回答提問，參訪人員均表示獲益良多，也對香港平機會人員的專業素質和敬業精神留下深刻印象。」

"I write to express my heartfelt thanks to you for conducting such an informative and interesting seminar for our members... We appreciate your kindness in taking your busy time to share with our insurance fellows your valuable knowledge and expertise on this important subject. The audience found the information and advice you offered very useful."

"I would like to express our heartfelt thanks to you for organising an enjoyable and fruitful visit for our students...! Thank you so much for all the dedicated effort and passionate sharing! ... We can't do this without your great effort and hard work!"

"I would like to express my appreciation for your professional management of the case. Your expertise did have positive impact and contribution to the conciliation made between the company and me. Without the fair platform provided by EOC and your expertise support, I would be stuck in a desperate situation and suffering unfair treatment."

"I would like to take this opportunity to express my heartfelt gratitude to you for rendering me so much help during this difficult process of dealing with them."

「本人幸好最後找到平機會，更感恩能夠遇到...主任這麼高質素，事理並重，專業知識，公平公正公義，不偏不倚地對事件調查，更重要是明確和本人溝通，使本人清楚平機會的功能和角色，如何可以為受屈的人取回公平的權益，分解糾紛，為香港締造人人平等沒有歧視的和諧社會。」

平等機會委員會
截至二零一五年
三月三十一日止
財政年度的財務報表

Equal Opportunities Commission
Financial Statements
for the year ended 31 March 2015

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127至第154頁平等機會委員會（以下簡稱「委員會」）的財務報表，此財務報表包括於二零一五年三月三十一日的資產負債表，截至該日止年度的收支結算表、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佈的《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佈的《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。

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 127 to 154, which comprise the statement of assets and liabilities as at 31 March 2015, 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.

審計涉及執行程序以獲取有關財務報表所載金額及披露資料的審計憑證。所選定的程序取決於核數師的判斷，包括評估由於欺詐或錯誤而導致財務報表存在重大錯誤陳述的風險。在評估該等風險時，核數師考慮與該機構擬備真實而中肯的財務報表相關的內部控制，以設計適當的審計程序，但目的並非為對機構內部控制的有效性發表意見。審計亦包括評價委員會所採用會計政策的恰當性及作出會計估計的合理性，以及評價財務報表的整體列報方式。

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。

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二零一五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。

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.

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

Opinion

In our opinion, the financial statements give a true and fair view of the financial position of the Commission as at 31 March 2015 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
二零一五年九月四日

KPMG
Certified Public Accountants
8th Floor, Prince's Building
10 Chater Road
Central, Hong Kong
4 September 2015

收支結算表
截至二零一五年三月三十一日止財政年度
（所有數額均以港元為單位）

Statement of income and expenditure for the year ended 31 March 2015
(Expressed in Hong Kong dollars)

		附註 Note	2015	2014
收入	**Income**			
政府補助	Government subventions	3	**103,869,302**	94,631,325
其他收入	Other income		**2,657,207**	2,644,130
			106,526,509	97,275,455
支出	**Expenditure**			
職員薪酬	Staff salaries		**58,697,281**	57,339,189
職員約滿酬金、其他福利及津貼	Staff gratuity, other benefits and allowances		**19,286,042**	19,372,102
強積金供款	Mandatory provident fund contributions		**1,442,769**	1,317,175
未使用年假的準備之增長	(Decrease)/increase in provision for unutilised annual leave		**(131,703)**	575,087
法律費用	Legal fees		**2,281,393**	1,273,340
宣傳及公眾教育支出	Publicity and public education expenses		**5,439,403**	4,203,005
研究計劃	Research projects		**1,125,469**	797,826
涉及辦公室物業的營運租賃租金	Operating lease rentals in respect of office premises		**12,359,985**	12,096,794
清理物業、機器及設備的虧損	Loss on disposal of property, plant and equipment		**2,004**	–
折舊	Depreciation	4	**538,509**	833,774
外訪及會議	Overseas visits and conferences		**130,272**	142,967
職員本地培訓	Staff local training		**428,674**	526,325
核數師酬金	Auditor's remuneration		**97,000**	92,400
其他經營費用	Other operating expenses		**2,602,919**	2,676,870
			104,300,017	101,246,854
財政年度盈餘／（虧損）	**Surplus/(deficit) for the year**	10	**2,226,492**	(3,971,399)

第132至154頁之附註為本財務報表的一部分。

The notes on pages 132 to 154 form part of these financial statements.

全面收益表
截至二零一五年
三月三十一日止財政年度
（所有數額均以港元為單位）

Statement of comprehensive income for the year ended 31 March 2015
(Expressed in Hong Kong dollars)

委員會於任一所呈列的年度期間，除「財政年度盈餘／（虧損）」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／（虧損）」相同。

The Commission had no components of comprehensive income other than "surplus/(deficit) 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/(deficit) for the year" in both years.

第132至154頁之附註為本財務報表的一部分。

The notes on pages 132 to 154 form part of these financial statements.

資產負債表
於二零一五年三月三十一日
（所有數額均以港元為單位）

Statement of assets and liabilities as at 31 March 2015
(Expressed in Hong Kong dollars)

		附註 Note	2015	2014
資產	**ASSETS**			
非流動資產	**Non-current asset**			
物業、機器及設備	Property, plant and equipment	4	**1,008,972**	776,879
流動資產	**Current assets**			
應收政府的未使用年假補助	Unutilised annual leave subventions receivable from the Government		**3,248,184**	3,379,887
其他應收帳款、按金及預付款項	Other receivables, deposits and prepayments	5	**3,930,837**	4,119,704
存款期超過3個月的銀行存款	Bank deposits with original maturity over three months		**17,318,777**	21,216,938
現金及現金等價物	Cash and cash equivalents	6	**30,374,355**	25,523,903
			54,872,153	54,240,432
總資產	**Total assets**		**55,881,125**	55,017,311
負債	**LIABILITIES**			
非流動負債	**Non-current liabilities**			
職員約滿酬金的準備	Provision for staff gratuity	8	**3,655,564**	4,999,384
預收政府補助	Government subventions received in advance	3	**604,932**	1,190,820
資本補助基金	Capital subvention fund	7	**910,799**	–
			5,171,295	6,190,204
流動負債	**Current liabilities**			
職員約滿酬金的準備	Provision for staff gratuity	8	**7,245,632**	11,408,411
未使用年假的準備	Provision for unutilised annual leave		**3,248,184**	3,379,887
預收政府補助	Government subventions received in advance	3	**9,360,135**	9,999,405
其他應付帳項及應計費用	Other payables and accruals	9	**7,519,361**	5,245,540
資本補助基金	Capital subvention fund	7	**2,316,162**	–
			29,689,474	30,033,243
總負債	**Total liabilities**		**34,860,769**	36,223,447
基金	**FUNDS**			
儲備	**Reserves**	10	**21,020,356**	18,793,864
總基金	**Total funds**		**21,020,356**	18,793,864
總基金及負債	**Total funds and liabilities**		**55,881,125**	55,017,311

於2015年9月4日批准並授權公布本財務報表。

Approved and authorised for issue on 4 September 2015 by

周一嶽醫生 Dr York CHOW Yat-ngok 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 會計師 Accountant

第132至154頁之附註為本財務報表的一部分。

The notes on pages 132 to 154 form part of these financial statements.

資金變動表
截至二零一五年三月三十一日止財政年度
（所有數額均以港元為單位）

Statement of changes in funds for the year ended 31 March 2015
(Expressed in Hong Kong dollars)

		收支結算表 Statement of income and expenditure	儲備 Reserves （附註10） (note 10)	總數 Total
於2013年4月1日之結餘	**Balance at 1 April 2013**	–	22,765,263	22,765,263
2013/2014年度資金變動：	**Changes in funds for 2013/2014:**			
財政年度虧損及全面收入總額	Deficit and total comprehensive income for the year	(3,971,399)	–	(3,971,399)
轉撥	Transfer	3,971,399	(3,971,399)	–
於2014年3月31日及2014年4月1日之結餘	**Balance at 31 March 2014 and 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	Surplus and total comprehensive income for the year	2,226,492	–	2,226,492
轉撥	Transfer	(2,226,492)	2,226,492	–
於2015年3月31日之結餘	**Balance at 31 March 2015**	–	21,020,356	21,020,356

第132至154頁之附註為本財務報表的一部分。

The notes on pages 132 to 154 form part of these financial statements.

現金流量表
截至二零一五年三月三十一日止財政年度
（所有數額均以港元為單位）

Cash flow statement for the year ended 31 March 2015
(Expressed in Hong Kong dollars)

		附註 Note	2015	2014
營運活動	**Operating activities**			
財政年度盈餘／（虧損）	Surplus/(deficit) for the year		**2,226,492**	(3,971,399)
調整：	Adjustments for:			
折舊	Depreciation		**538,509**	833,774
清理物業、機器及設備的虧損	Loss on disposal of property, plant and equipment		**2,004**	–
利息收入	Interest income		**(477,225)**	(388,628)
營運資金變動前經營盈餘／（虧損）	**Operating surplus/(deficit) before changes in working capital**		**2,289,780**	(3,526,253)
應收政府的未使用年假補助之減少／（增加）	Decrease/(increase) in unutilised annual leave subventions receivable from the Government		**131,703**	(575,087)
其他應收帳款、按金及預付款項之減少	Decrease in other receivables, deposits and prepayments		**179,345**	1,265,501
其他應付帳項及應計費用之增加／（減少）	Increase/(decrease) in other payables and accruals		**2,160,141**	(192,111)
職員約滿酬金的準備之（減少）／增加	(Decrease)/increase in provision for staff gratuity		**(5,506,599)**	6,137,088
未使用年假的準備之（減少）／增加	(Decrease)/increase in provision for unutilised annual leave		**(131,703)**	575,087
預收政府補助之（減少）／增加	(Decrease)/increase in Government subventions received in advance		**(1,225,158)**	142,762
資本補助基金之增加	Increase in capital subvention fund		**3,226,961**	–
營運所得的現金淨額	**Net cash generated from operating activities**		**1,124,470**	3,826,987
投資活動	**Investing activities**			
已收利息	Interest received		**486,747**	376,464
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		**(4,182,277)**	(21,216,938)
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		**8,080,438**	21,000,000
購置物業、機器及設備	Payment for the purchase of property, plant and equipment		**(658,926)**	(89,233)
投資活動所產生之現金淨額	**Net cash generated from investing activities**		**3,725,982**	70,293
現金及現金等價物之增加	**Increase in cash and cash equivalents**		**4,850,452**	3,897,280
年初之現金及現金等價物	**Cash and cash equivalents at beginning of the year**		**25,523,903**	21,626,623
年末之現金及現金等價物	**Cash and cash equivalents at end of the year**	6	**30,374,355**	25,523,903

第132至154頁之附註為本財務報表的一部分。

The notes on pages 132 to 154 form part of these 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

平等機會委員會（「委員會」）是一個法定機構，於一九九六年成立，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》。委員會致力消除基於性別、婚姻狀況、懷孕、殘疾、家庭崗位及種族而產生的歧視。此外，委員會亦致力消除性騷擾及基於殘疾及種族的騷擾及中傷行為，並促進男女之間、傷健之間、不同家庭崗位及不同種族人士之間的平等機會。

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佈所有適用的《香港財務報告準則》（此統稱包括適用的個別《香港財務報告準則》、《香港會計準則》及詮釋），以及香港公認會計原則而編製。委員會採納的主要會計政策概述如下。

香港會計師公會已頒佈數項對《香港財務報告準則》的修訂及一項新詮釋，並於本年度委員會的會計期間首次生效。採納這些修訂及詮釋對委員會的財務報表未有重大影響。委員會於本會計期間並無採用任何尚未生效的新訂準則或詮釋。

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 a number of amendments to HKFRSs and one new Interpretation that are first effective for the current accounting period of the Commission. The adoption of these amendments 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.

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。

在編製符合香港財務報告準則的財務報表時，管理層需要作出影響會計政策的應用及資產、負債、收入和支出的呈報數額的判斷、估計和假設。這些估計和相關假設是根據過往經驗及管理層因應當時情況下乃屬合理的各項其他因素為基礎而作出，所得結果乃構成管理層就目前未能從其他資料來源即時得知資產及負債帳面值時所作出判斷的基礎。實際的結果可能與這些估計有差異。

管理層會不斷修訂各項估計及相關假設。如果會計估計的修訂僅影響某一期間，則該修訂會在該期間內確認入帳，或如果會計估計的修訂同時影響當前及未來期間，則該修訂會在修訂期間及未來期間內確認入帳。

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.

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、機器及設備與折舊

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：

– 租賃物業裝修	租賃期或六年（以較短者為準）
– 辦公室傢俬及設備	分別為五年及三年
– 汽車	七年
– 電腦軟件	三至五年
– 電腦硬件	四至五年
– 即時傳譯及擴音系統	六年

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 and depreciation

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 vehicles	7 years
– Computer software	3 to 5 years
– Computer hardware	4 to 5 years
– Simultaneous interpretation and public address equipment	6 years

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

2 主要會計政策（續）

(c) 物業、機器及設備與折舊（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帳。

(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的租賃，均作為營運租賃入帳。根據營運租賃所支付的費用，在扣除收到租賃人提供的任何優惠之後，以直線法按租賃期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 and depreciation (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.

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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，惟在貼現的影響不重大或由於有關的應收款項為借給關連人士的免息及無固定償還年期的貸款以致無法計算貼現時除外，在此情況下，應收帳款按成本減呆帳減值列帳。

呆壞帳的減值虧損於有客觀因素導致有減值證據時確認，按金融資產的帳面價值與（若貼現的影響重大）根據資產的原有實際利率貼現的預期未來現金流量之間的差額計算。客觀的減值證據包括委員會注意到影響資產的預計未來現金流量的事件，如債務人出現重大財務困難的可觀察數據。

可收回性被視為可疑，但並非完全沒有可能的應收帳項，委員會採用準備帳來記錄減值虧損。當委員會認為收回的可能性極低時，被視為不可收回的金額便會直接沖銷應收帳款，與該債務有關而在準備帳內記錄的相關數額也會轉回。其後收回早前計入準備帳的數額及其後收回早前直接沖銷的數額會在收支結算表內確認。

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, except where the receivables are interest-free loans made to related parties without any fixed repayment terms or the effect of discounting would be immaterial. In such cases, the receivables are stated at cost 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.

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

現金及現金等價物包括銀行存款及現金、存放於銀行及其他財務機構的活期存款，及短期和高流動性的投資，此等投資可隨時換算為已知的、價值變動方面的風險不大，及於購入後三個月內到期的現金額。

(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。

(ii) 退休金責任

委員會已在香港成立一個強制性公積金計劃（「計劃」）。該計劃之資產分開存放於信託人管理之基金內。委員會支付供款後便沒有進一步的付款責任。當供款到期時確認為僱員福利。只有能確定現金退款或將來付款的減少時，預繳的供款才可確認為資產。

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.

(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.

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2 主要會計政策（續）

Significant accounting policies (continued)

(i) 準備及或有負債

假如委員會須就已發生的事件承擔法律或推定義務，而履行該義務預期會導致含有經濟效益的資源外流，並且可作可靠的估計，便會就該時間或數額不定的負債計提準備。如果貨幣時間價值重大，則準備會按預計履行義務所需資源的現值列帳。

假如含有經濟效益的資源外流的可能性較低，或是無法對有關數額作出可靠的估計，該義務便會披露為或有負債，但如果資源外流的可能性極低則除外。須視乎會否發生某宗或多宗未來事件才能確定存在與否的義務，亦會披露為或有負債，但如果資源外流的可能性極低則除外。

(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.

(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（如適用）能夠作可靠的計算時，有關收入將在收支結算表內確認為：

(i) 政府補助

如能合理確定政府補助將收到、且委員會將遵照附帶條件時，於收支結算表內初始確認政府補助。補償委員會開支的政府補助，會在開支產生同期有系統的在收支結算表內確認為收入。

(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.

2 主要會計政策（續）

(j) 收入的確認（續）

(i) 政府補助（續）

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可用年限，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 (continued)

(i) Government subventions (continued)

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.

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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) 是委員會或委員會之母公司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.

2 主要會計政策（續）

(k) 關聯人士（續）

(b) （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，或該個人是該實體（或是該實體的母公司）的主要管理人員之成員。

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) (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).

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

Government subventions and Government subventions received in advance

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。

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.

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：

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

		2015	2014
財政年度獲批的政府補助	Government subventions granted for the year	**106,002,808**	94,199,000
調整：	Adjustments for:		
未使用年假的準備之（減少）增加	(Decrease)/increase in provision for unutilised annual leave	**(131,703)**	575,087
預收政府補助之減少／（增加）	Decrease/(increase) in Government subventions received in advance	**1,225,158**	(142,762)
資本補助基金之增加（附註7）	Increase in capital subvention fund (note 7)	**(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 expenditure	**103,869,302**	94,631,325

4 物業、機器及設備 Property, plant and equipment

		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2013年4月1日	At 1 April 2013	8,734,719	4,562,558	819,601	3,154,810	2,484,447	481,043	20,237,178
增置	Additions	23,501	61,532	–	–	4,200	–	89,233
有關修復成本的調整	Adjustment in relation to reinstatement costs	173,860	–	–	–	–	–	173,860
減少	Disposals	–	(430,180)	–	(1,173,570)	(33,109)	–	(1,636,859)
於2014年3月31日	At 31 March 2014	8,932,080	4,193,910	819,601	1,981,240	2,455,538	481,043	18,863,412
於2014年4月1日	At 1 April 2014	8,932,080	4,193,910	819,601	1,981,240	2,455,538	481,043	18,863,412
增置	Additions	–	40,276	–	236,340	382,310	–	658,926
有關修復成本的調整	Adjustment in relation to reinstatement costs	113,680	–	–	–	–	–	113,680
減少	Disposals	–	(39,569)	–	–	–	–	(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
累積折舊：	**Accumulated depreciation:**							
於2013年4月1日	At 1 April 2013	7,690,234	4,477,177	753,086	3,122,609	2,370,106	476,406	18,889,618
年度折舊	Charge for the year	657,072	51,245	66,515	23,455	33,500	1,987	833,774
減少時撥回	Written back on disposals	–	(430,180)	–	(1,173,570)	(33,109)	–	(1,636,859)
於2014年3月31日	At 31 March 2014	8,347,306	4,098,242	819,601	1,972,494	2,370,497	478,393	18,086,533
於2014年4月1日	At 1 April 2014	8,347,306	4,098,242	819,601	1,972,494	2,370,497	478,393	18,086,533
年度折舊	Charge for the year	427,195	58,344	–	12,145	38,838	1,987	538,509
減少時撥回	Written back on disposals	–	(37,565)	–	–	–	–	(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
帳面淨值：	**Net book value:**							
於2015年3月31日	At 31 March 2015	271,259	75,596	–	232,941	428,513	663	1,008,972
於2014年3月31日	At 31 March 2014	584,774	95,668	–	8,746	85,041	2,650	776,879

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

		2015	2014
按金及預付款項	Deposits and prepayments	**3,730,836**	3,940,648
其他應收帳款	Other receivables	**967,678**	946,733
減：呆帳準備	Less: Allowance for doubtful debts	**(767,677)**	(767,677)
		200,001	179,056
		3,930,837	4,119,704

除按金3,015,090元（2014年：無）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 $3,015,090 (2014: $Nil) 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:

		2015	2014
未逾期或減值	Neither past due nor impaired	**200,001**	179,056

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.

5 其他應收帳款、按金及預付款項（續）

Other receivables, deposits and prepayments (continued)

(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)）。

於2015年3月31日，委員會已個別釐定為減值的其他應收帳項為767,677元（2014年：767,677元）。個別減值的應收帳項與第三方遇上財政困難有關，據管理層評估，金額不能夠收回。因此，委員會已於過往數年確認呆帳特定準備金額767,677元。年內呆帳準備沒有變動。

(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 (2014: $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 is uncertain. Consequently, specific allowances for doubtful debts of $767,677 were recognised in previous years. There were no movements in the allowance for doubtful debts during the year.

6 現金及現金等價物

Cash and cash equivalents

		2015	2014
銀行結存及現金	Bank balances and cash	**12,094,390**	3,347,381
原本存款期不超過3個月的短期銀行存款	Short-term bank deposits with original maturity not more than three months	**18,279,965**	22,176,522
現金及現金等價物	Cash and cash equivalents	**30,374,355**	25,523,903

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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：	Transfer to statement of income and expenditure as income to match with:			
– 經費來自政府資本補助基金的物業、機器及設備折舊	– Depreciation of property, plant and equipment financed by Government 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	Current portion			2,316,162
非流動部份	Non-current portion			910,799
				3,226,961

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

8 職員約滿酬金的準備 Provision for staff gratuity

		2015	2014
於2014/2013年4月1日	At 1 April 2014/2013	**16,407,795**	10,270,707
撥出準備	Provisions made	**10,365,837**	10,270,760
取消	Forfeitures	**(584,892)**	(13,042)
財政年度已支付／應付之金額	Amounts paid/payable during the year	**(15,287,544)**	(4,120,630)
於3月31日	At 31 March	**10,901,196**	16,407,795
減：流動部份	Less: Current portion	**(7,245,632)**	(11,408,411)
非流動部份	Non-current portion	**3,655,564**	4,999,384

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用 Other payables and accruals

		2015	2014
其他應付帳項	Other payables	**5,055,969**	2,899,810
應計費用	Accrued expenses	**2,431,204**	2,306,280
預收款項	Receipts in advance	**32,188**	39,450
		7,519,361	5,245,540

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)

10 儲備 Reserves

		2015	2014
於2014/2013年4月1日	At 1 April 2014/2013	**18,793,864**	22,765,263
由收支結算表轉入	Transfer from statement of income and expenditure	**2,226,492**	(3,971,399)
於3月31日	At 31 March	**21,020,356**	18,793,864

委員會界定儲備為總資金。委員會在管理資金時，基本目的是確保委員會的財政持續穩健。財政年度終結時的儲備上限為委員會下個財政年度每年的經常性資助的25%，加上物業、機器及設備帳面淨額，和減去應計的修復成本（「儲備上限」）。儲備可作一般用途，委員會有權自行運用上限內的儲備，超出的金額需歸還政府，除非得到政制及內地事務局常任秘書長的批准，或獲政制及內地事務局常任秘書長，經諮詢財經事務及庫務局局長後提高儲備額上限。

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

		2015	2014
職員福利	Employee benefits	**13,415,755**	12,360,269
聘用期結束後福利	Post-employment benefits	**2,346,797**	2,242,704
		15,762,552	14,602,973

12 所得稅支出 Taxation

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

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 Commitments

(a) 資本性承擔 Capital commitments

物業、機器及設備未在財務報表內提撥準備於2015年3月31日的資本性承擔如下：

Capital commitments outstanding at 31 March 2015 in respect of property, plant and equipment not provided for in the financial statements were as follows:

		2015	2014
已簽約	Contracted for	**214,608**	32,000
已核准但未簽約	Authorised but not contracted for	**858,000**	400,000
		1,072,608	432,000

(b) 營運租賃承擔 Operating lease commitments

於2015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：

At 31 March 2015, the total future aggregate minimum lease payments under non-cancellable operating leases in respect of office premises are payable as follows:

		2015	2014
於1年內繳付	Within 1 year	**10,315,920**	6,883,440
在1年後至5年內繳付	After 1 year but within 5 years	**17,609,165**	–
		27,925,085	6,883,440

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)

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。

委員會的運作，並不涉及外匯風險、信貸風險及資金周轉風險。至於利率風險，除按固定利率計算利息的短期銀行存款外，委員會並無其他重大計息資產及負債。因此，委員會的收入及營運現金流量大部分都不受市場利率變動的影響，須面對的現金流量及公允價值利率風險亦較低。

(a) 信貸風險

委員會的信貸風險主要來自銀行存款、現金及現金等價物。委員會在信貸評級良好的金融機構存放現金，以盡量減低信貸風險。鑒於他們的信貸評級良好，委員會預期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.

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:

		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	Provision for staff gratuity	7,245,632	1,826,987	1,828,577	10,901,196	10,901,196
未使用年假的準備	Provision for unutilised annual leave	3,248,184	–	–	3,248,184	3,248,184
預收政府補助	Government subventions received in advance	9,360,135	521,040	83,892	9,965,067	9,965,067
資本補助基金	Capital subvention fund	2,270,000	730,000	–	3,000,000	3,226,961
其他應付帳項及應計費用	Other payables and accruals	7,519,361	–	–	7,519,361	7,519,361
		29,643,312	3,078,027	1,912,469	34,633,808	34,860,769

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（所有數額均以港元為單位）

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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)

		2014 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	Provision for staff gratuity	11,408,411	4,395,926	603,458	16,407,795	16,407,795
未使用年假的準備	Provision for unutilised annual leave	3,379,887	–	–	3,379,887	3,379,887
預收政府補助	Government subventions received in advance	9,999,405	1,073,355	117,465	11,190,225	11,190,225
其他應付帳項及應計費用	Other payables and accruals	5,245,540	–	–	5,245,540	5,245,540
		30,033,243	5,469,281	720,923	36,223,447	36,223,447

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（2014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／（虧損）及儲備於2015年3月31日有重大影響。

上述敏感度分析乃假設利率的變動於財政年度結算日當日出現並已用於計算該日引致委員會承受利率風險的金融工具。100點子的增加或減少幅度，是管理層評估直至下一個年度的財政年度結算日當日期間有可能出現的合理性利率變動。2014年的分析亦是根據上述基準進行。

(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2015年及2014年3月31日的公允價值並無重大差異。

15 比較數字

若干比較數字已作出調整，以配合本年度的列報方式。

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 2015, it is estimated that a general increase/decrease of 100 (2014: 100) basis points in interest rates, with all other variables held constant, the impact on the Commission's surplus/(deficit) 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 2014.

(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 are not materially different from their fair values as at 31 March 2015 and 2014.

Comparative figures

Certain comparative figures have been adjusted to conform to current year's presentation.

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16 截至2015年3月31日止年度會計期間已頒佈但尚未生效的修訂、新準則及詮釋可能帶來的影響

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2015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。

委員會現正評估該等修訂及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修訂不大可能對委員會的財務報表構成重大影響。

Possible impact of amendments, new standards and interpretations issued but not yet effective for the year ended 31 March 2015

Up to the date of issue of these financial statements, the HKICPA has issued a few amendments and new standards which are not yet effective for the year ended 31 March 2015 and which have not been adopted in these financial statements.

The Commission is in the process of making an assessment of what the impact of these amendments and new standards is expected to be in the period of initial application. So far it has concluded that the adoption of them is unlikely to have a significant impact on the Commission's financial statements.

附錄 Appendix 1

平機會專責小組會議的出席記錄（由2014年4月1日至2015年3月31日）
Attendance Record of EOC Committee Meetings for the period 1 April 2014 to 31 March 2015

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 are to 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 pushed back 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91%
Overall attendance rate was over 91%

		23/5/2014	22/8/2014	28/11/2014	27/2/2015
1.	趙麗娟女士（召集人） Ms CHIU Lai-kuen, Susanna, MH (Convenor)	✓	✓	✓	✓
2.	雷添良先生（副召集人） Mr LUI Tim-leung, Tim, BBS, JP (Deputy Convenor)	✓	✓	✓	✓
3.	孔美琪博士 Dr KOONG May-kay, Maggie, BBS	缺席 Abs.	✓	✓	✓
4.	黎雅明先生 Mr Amirali Bakirali NASIR, MH, JP	✓	✓	✓	✓
5.	謝永齡博士 Dr TSE Wing-ling, John, MH	✓	✓	缺席 Abs.	✓
6.	周一嶽醫生 Dr CHOW Yat-ngok, York, GBS	✓	✓	✓	✓

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82%
Overall attendance rate was over 82%

		10/4/2014	24/7/2014	16/10/2014	29/1/2015
1.	黃嘉玲女士（召集人） Ms WONG Ka-ling, Garling (Convenor)	✓	✓	✓	✓
2.	孔美琪博士（副召集人） Dr KOONG May-kay, Maggie, BBS (Deputy Convenor)	缺席 Abs.	✓	✓	✓
3.	蔡杏時女士 Ms CHOI Hing-shi, MH	✓	✓	✓	✓
4.	周浩鼎先生 Mr CHOW Ho-ding, Holden	✓	✓	✓	✓
5.	李國麟教授 Prof Hon LEE Kok-long, Joseph, SBS, JP	✓	✓	✓	✓
6.	雷添良先生 Mr LUI Tim-leung, Tim, BBS, JP	✓	缺席 Abs.	缺席 Abs.	✓
7.	伍穎梅女士 Ms NG Wing-mui, Winnie	✓	✓	✓	✓
8.	謝永齡博士 Dr TSE Wing-ling, John, MH	✓	缺席 Abs.	✓	✓
9.	碧樺依博士（註1, 2） Dr Raees Begum BAIG (Note 1, 2)	✓	不適用 N/A	✓	缺席 Abs.
10.	謝俊謙教授（註1, 3） Prof TSE Tsun-him (Note 1, 3)	缺席 Abs.	✓	缺席 Abs.	因病缺席 Abs. due to sickness
11.	王繼鋒先生（註1, 2） Mr WANG Kai-fung (Note 1, 2)	✓	不適用 N/A	✓	✓
12.	周一嶽醫生 Dr CHOW Yat-ngok, York, GBS	✓	✓	✓	✓

註 Note 1： 增選委員
Co-opted Members

註 Note 2： 重新委任為增選委員，任期由2014年10月7日起生效
Re-appointed as Co-opted Member with effect from 7/10/2014

註 Note 3： 基於健康理由，謝俊謙教授於2015年1月29日未能出席社會參與及宣傳專責小組會議。
Prof TSE Tsun-him could not attend the CPPC meeting on 29/1/2015 due to unsatisfactory health conditions.

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83%
Overall attendance rate was over 83%

	28/4/2014	16/6/2014	18/8/2014	20/10/2014	15/12/2014	16/2/2015
1. 黎雅明先生（召集人） Mr Amirali Bakirali NASIR, MH, JP (Convenor)	✓	✓	✓	✓	✓	✓
2. 謝偉俊議員（副召集人） The Hon TSE Wai-chun, Paul, JP (Deputy Convenor)	✓	✓	✓	缺席 Abs.	✓	缺席 Abs.
3. 蔡杏時女士 Ms CHOI Hing-shi, MH	✓	缺席 Abs.	✓	✓	✓	✓
4. 李翠莎博士 Dr Trisha LEAHY, BBS	✓	✓	✓	✓	✓	✓
5. 曾潔雯博士 Dr TSANG Kit-man, Sandra, JP	✓	缺席 Abs.	✓	✓	✓	✓
6. 葉少康先生 Mr YIP Siu-hong, Nelson, MH	缺席 Abs.	缺席 Abs.	缺席 Abs.	✓	✓	✓
7. 周一嶽醫生 Dr CHOW Yat-ngok, York, GBS	✓	✓	✓	✓	✓	✓

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政策及研究專責小組會議的出席記錄
Attendance Record of Policy and Research Committee (PARC) Meetings

整體出席率超過 77%
Overall attendance rate was over 77%

		22/5/2014	4/9/2014	27/11/2014	26/2/2015
1.	謝永齡博士（召集人） Dr TSE Wing-ling, John, MH (Convenor)	✓	✓	✓	✓
2.	葉少康先生（副召集人） Mr YIP Siu-hong, Nelson, MH (Deputy Convenor)	缺席 Abs.	✓	✓	✓
3.	周浩鼎先生 Mr CHOW Ho-ding, Holden	✓	✓	✓	✓
4.	李翠莎博士 Dr Trisha LEAHY, BBS	✓	缺席 Abs.	✓	缺席 Abs.
5.	李國麟教授 Prof Hon LEE Kok-long, Joseph, SBS, JP	✓	缺席 Abs.	✓	缺席 Abs.
6.	金志文先生 Mr Zaman Minhas QAMAR	缺席 Abs.	✓	✓	✓
7.	周素媚女士 Ms Su-Mei THOMPSON	✓	✓	✓	✓
8.	曾潔雯博士 Dr TSANG Kit-man, Sandra, JP	✓	✓	缺席 Abs.	缺席 Abs.
9.	謝偉俊議員 The Hon TSE Wai-chun, Paul, JP	✓	✓	缺席 Abs.	✓
10.	黃嘉玲女士 Ms WONG Ka-ling, Garling	✓	✓	✓	✓
11.	陳浩庭先生（註 1, 2） Mr CHAN Ho-ting, Mac (Note 1, 2)	不適用 N/A	不適用 N/A	✓	✓
12.	劉俊泉先生（註 1, 3） Mr LAU Chun-chuen, Karl (Note 1, 3)	缺席 Abs.	不適用 N/A	不適用 N/A	不適用 N/A
13.	劉丹娜女士（註 1） Ms LAU Dan-nor, Agnes (Note 1)	✓	✓	✓	✓
14.	紀佩雅女士（註 1, 4） Ms Puja Kapai PARYANI (Note 1, 4)	不適用 N/A	✓	缺席 Abs.	缺席 Abs.
15.	周一嶽醫生 Dr CHOW Yat-ngok, York, GBS	✓	✓	✓	✓

註 Note 1： 增選委員
Co-opted Members
註 Note 2： 任期由 2014 年 11 月 5 日生效
Appointment with effect from 5/11/2014
註 Note 3： 由 2014 年 9 月 1 日起離任
Resignation with effect from 1/9/2014
註 Note 4： 任期由 2014 年 6 月 5 日生效
Appointment with effect from 5/6/2014

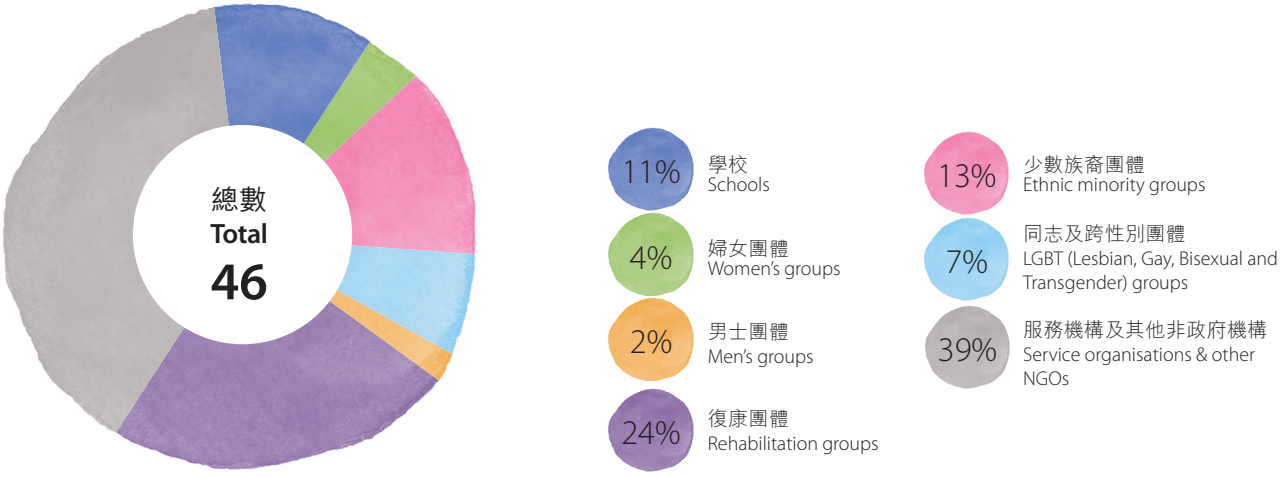
政策及研究專責小組轄下的反性騷擾運動工作小組（截至2015年3月31日）
Membership of Working Group on Anti-Sexual Harassment Campaign under the Policy and Research Committee (as of 31 March 2015)

1.	謝永齡博士 Dr TSE Wing-ling, John, MH
2.	莊耀洸先生（註^） Mr CHONG Yiu-kwong (Note ^)
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.	黃嘉玲女士 Ms WONG Ka-ling, Garling
8.	葉少康先生 Mr YIP Siu-hong, Nelson, MH
9.	陳蘇美娟女士（註^） Mrs Ivy CHEN (Note ^)
10.	蔡惠琴女士（註^） Ms CHOI Wai-kam, Virginia (Note ^)
11.	馮偉華博士（註^） Dr FUNG Wai-wah (Note ^)
12.	梁若芊博士（註^） Dr Eugenie LEUNG (Note ^)
13.	梁麗清博士（註^） Dr LEUNG Lai-ching (Note ^)

註 Note ^： 工作小組增選委員
Working Group Co-opted Members

附錄 Appendix 2

46個團體獲「平等機會社會參與資助計劃」撥款
46 Organisations Funded under 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。本年度，社會參與資助計劃共收到77份申請，其中由46個機構舉辦的50項活動獲批准，資助總額達港幣$1,366,042元。資助項目的類型包括講座、表演、展覽、比賽、工作坊及刊物製作等。

The EOC has provided funding every year since 1996/97 to encourage NGOs, community groups and schools to initiate their own projects on the subject of equal opportunities, and promote public understanding of the principles and applications of the anti-discrimination ordinances. During 2014/15, the Community Participation Funding Programme attracted 77 applications, of which 50 projects by 46 organisations were approved for funding that totalled HK$1,366,042. Types of funded programmes included talks, performances, exhibitions, competitions, workshops, and production of publications.

「平等機會社會參與資助計劃」所資助的機構 2014/15
List of Organisations Funded under the Community Participation Funding Programme 2014/15

學校 Schools

機構名稱	Organisation
道慈佛社楊日霖紀念學校	BTCFS Yeung Yat Lam Memorial School
明愛樂進學校	Caritas Lok Jun School
地利亞修女紀念學校（協和）	Delia Memorial School (Hip Wo)
香港布廠商會朱石麟中學	HKWMA Chu Shek Lun Secondary School
佛教大光慈航中學法團校董會	The Incorporated Management Committee of Tai Kwong Chi Hong College

婦女團體 Women's groups

機構名稱	Organisation
香港婦女中心協會	Hong Kong Federation of Women's Centres
婦女基金會	The Women's Foundation

男士團體 Men's groups

機構名稱	Organisation
香港男士協會	Hong Kong Men's Association

復康團體 Rehabilitation groups

機構名稱	Organisation
香港啟迪會	Enlighten — Action for Epilepsy
扶康會	Fu Hong Society
香港傷殘青年協會	Hong Kong Federation of Handicapped Youth
香港路德會社會服務處路德會石硤尾失明者中心	Hong Kong Lutheran Social Service Shek Kip Mei Lutheran Centre For the Blind
香港復康力量	Hong Kong Rehabilitation Power
香港耀能協會	SAHK
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 and Recreational Centre
香港復康會社區復康網絡	The Hong Kong Society for Rehabilitation, Community Rehabilitation Network
香港盲人輔導會	The Hong Kong Society of the Blind
愛滋寧養服務協會	The Society for AIDS Care Limited
香港善導會 — 朗澄坊	The Society of Rehabilitation and Crime Prevention, Hong Kong — Placidity Place

少數族裔團體 Ethnic minority groups

機構名稱	Organisation
香港尼泊爾人基金會（譯名）	Hong Kong Nepalese Foundation
香港尼泊爾婦女協會（譯名）	Nepalese Mahila Sangh Hong Kong
泰國移工工會（譯名）	Thai Migrant Workers' Union
移民工牧民中心	The Mission for Migrant Workers
香港菲律賓人聯會（譯名）	United Filipinos in Hong Kong
香港尼泊爾家庭傭工工會（譯名）	Union of Nepalese Domestic Workers in Hong Kong

同志及跨性別團體 LGBT (Lesbian, Gay, Bisexual and Transgender) groups

機構名稱	Organisation
世界公民協會中國香港	Association of World Citizens Hong Kong China
大同	Gay Harmony
女同學社	Nu Tong Xue She

服務機構及其他非政府機構 Service organisations & other NGOs

機構名稱	Organisation
工業傷亡權益會	Association for the Rights of Industrial Accident Victims
浸信會愛群社會服務處	Baptist Oi Kwan Social Service
社區文化發展中心	Centre for Community Cultural Development Ltd
香港中華基督教青年會顯徑會所	Chinese YMCA — Hong Kong Hin Keng Centre
關注草根生活聯盟	Concern For Grassroots Livelihood Alliance Limited
節日統籌協會	Festival Organizing Association
和諧之家	Harmony House
香港聖公會麥理浩夫人中心	H.K.S.K.H. Lady MacLehose Centre
香港文職及專業人員總會	Hong Kong Clerical and Professional Employees General Union
香港家務助理總工會	Hong Kong Domestic Workers General Union
香港基督教女青年會	Hong Kong Young Women's Christian 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
拉闊劇團	Live Theatre
香港神託會 — 青年新領域	Stewards — Youth Outlook
大坑坊眾福利會大坑青年中心	Tai Hang Residents' Welfare Association Tai Hang Youth Centre
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 — 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 — Hong Kong Jockey Club South Kwai Chung Children and Youth Integrated Services Centre
基督教聯合那打素社康服務 — 愛鄰網絡（秀茂坪）	United Christian Nethersole Community Health Service — Good Neighbour Network (Sau Mau Ping)

附錄 Appendix 3

平等機會夥伴

2014/15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 2014/15 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
無障礙學堂項目團隊	**"Barrier-free School" project team**
陳楚儀小姐 *賽馬會思覺健康計劃註冊社工*	**Ms Barbara CHAN** *Social Worker of the Jockey Club Early Psychosis Project*
陳風先生 *「最純的人」攝影師*	**Mr CHAN Fung** *Photographer of The Purest People Photo Exhibition*
陳美思女士 *母乳媽媽*	**Ms Macy CHAN** *Breastfeeding mother*
陳惠珊女士 *社商賢匯策劃經理*	**Ms Sandy CHAN** *Programme Manager of Community Business*
陳燁醫生 *香港大學李嘉誠醫學院精神醫學系臨床助理教授*	**Dr Sherry CHAN** *Assistant Professor of the Department of Psychiatry of Li Ka Shing Faculty of Medicine, The University of Hong Kong*
蔡振榮博士 *香港城市大學公共政策學系助理教授*	**Dr Yanto CHANDRA** *Lecturer of the Department of Public Policy of The City University of Hong Kong*
鄒仲祺先生 *香港聾人福利促進會中心主任*	**Mr Jackie CHAU** *Centre-in-charge of the Hong Kong Society for the Deaf*
鄭慧森女士 *「文藝女生」創辦人*	**Ms Iris CHENG** *Founder of the Feminart*
張頴茵小姐 *香港盲人輔導會視聽障服務主任*	**Ms Andria CHEUNG** *Deafblind Programme Officer of The Hong Kong Society for the Blind*
蔡少芳女士 *愛滋寧養服務協會項目總監*	**Ms Esther CHOI** *Project Director of The Society for AIDS Care*
蔡家殷女士 *保良局幼兒服務部高級主任*	**Ms Trian CHOI** *Senior Officer of the Child Care Services of Po Leung Kuk*
周基利教授 *香港教育學院亞洲及政策研究學系系主任*	**Professor CHOU Kee-lee** *Head and Professor of the Department of Asian and Policy Studies of The Hong Kong Institute of Education*

嘉賓	Guests
周擇榮先生 *「奔向共融 — 香港特殊馬拉松2015」參賽者*	**Mr CHOW Chak-wing** *Runner with intelligent disabilities in the "iRun — Hong Kong Special Marathon"*
仇健明先生 *「香港截肢者體育會」會員*	**Mr CHOW Kin-ming** *Member from the Hong Kong Amputee Sports Association*
周達禧 *橫台山 Akunne 非洲人協會義務社工*	**Mr CHOW Shek-hing** *Social Worker of the Akunne African Association*
朱海燕女士 *專業攝影師*	**Ms Junie CHU** *Professional photographer*
Theresa CUNANAN 博士 *香港浸會大學講師*	**Dr Theresa CUNANAN** *Lecturer of the Hong Kong Baptist University*
Dozie 先生 *社區參與廣播節目《我是非洲人》主持*	**Mr Dozie** *African radio presenter of the radio programme "I am an African"*
Erica 小姐 *「願望成真基金」義工*	**Ms Erica** *Volunteer of Make-A-Wish® Hong Kong*
余志穩博士 *樂施會總裁*	**Dr Stephen FISHER** *Director General of Oxfam Hong Kong*
馮錦雄先生 *「香港截肢者體育會」主席*	**Mr FUNG Kam-hung** *Chairperson of the Hong Kong Amputee Sports Association*
馮太 *馮錦雄先生的妻子*	**Mrs FUNG** *Wife of Mr FUNG Kam Hung*
何敏茵女士 *保良局幼兒部服務主任*	**Ms Cecilia HO Mun-yan** *Service Officer of the Child Care Services of Po Leung Kuk*
何家樑先生 *世界盲人聯會亞太區中期會議籌委會成員*	**Mr Jason HO** *Members of the Organising Committee of The World Blind Union — Asia Pacific Mid-Term Regional General Assembly and Exhibition*
何根明先生 *香港聾人福利促進會默言社前主席兼「創耳發鳴」設計比賽評審*	**Mr HO Kan-ming** *Former Chairman of Volunteer Group of Hong Kong Society for the Deaf and Judge of "Hearing" Design Competition*
何笑英女士 *世界盲人聯會亞太區中期會議籌委會成員*	**Ms Stella HO** *Member of the Organising Committee of The World Blind Union — Asia Pacific Mid-Term Regional General Assembly and Exhibition*
何言慧小姐 *香港啟迪會社區支援及福利主任*	**Ms HO Yin-wai** *Welfare Officer of Enlighten — Action for Epilepsy*
許耀斌先生 *《原來沒有盼望的地方才需要盼望》作者*	**Mr HUI Yiu-pun** *Author of "Where Hopeless, Where Hopeful" (Translation)*
賴子全先生 *視聽障人士導譯員*	**Mr Gary LAI** *"Communicator" for the Deafblind*

嘉賓	Guests
林志忠先生 *思覺失調患者家屬及照顧者*	**Mr LAM Chi-chung** *Father and caregiver of a patient with psychosis*
林國賢先生 *「原色人」創辦人*	**Mr Henry LAM** *Founder of Primaco Productions*
林衛邦先生 *香港傷健共融網絡副主席*	**Mr LAM Wai-bong** *Vice-Chairperson of the Hong Kong Network for the Promotion of Inclusive Society*
林兆峰先生 *思覺失調康復者*	**Mr Jeff LAM** *Client of the Jockey Club Early Psychosis Project*
劉仲恆醫生 *「願望成真基金」主席*	**Dr Kevin LAU** *Chairperson of the Make-A-Wish® Hong Kong*
劉嘉敏 *賽馬會思覺健康計劃個案服務主任*	**Ms Nicole LAU** *Case Intervention Officer of the Jockey Club Early Psychosis Project*
劉偉明先生 *香港肌健協會會長*	**Mr Raymond LAU** *Chairperson of the Hong Kong Neuro-muscular Disease Association*
李少麟先生 *「必飛越障椅」發明者*	**Mr Alan LEE** *Inventor of the "B-free Chair"*
李皓林先生 *視聽障人士*	**Mr LEE Ho-lam** *Deafblind representative*
李佩芬女士 *嚴重殘疾人士家居照顧者*	**Ms LEE Pui-fan** *Carer of people with severe disabilities*
李昇先生 *展能藝術天使*	**Mr LEE Sing** *Angel of the ADAHK Arts with the Disabled Association of Hong Kong*
李耀森先生 *香港青年協會 uTouch 網上外展輔導服務網上社工*	**Mr LEE Yiu-sum** *Youth Work Officer of the Hong Kong Federation of Youth Groups uTouch Internet Outreach Service*
梁頌恩女士 *香港工會聯合會婦女事務委員會主任*	**Ms Juan LEUNG Chung-yan** *Director of the Women Affairs Committee of The Hong Kong Federation of Trade Unions*
李金群小姐 *愛滋寧養服務協會籌募及傳訊經理*	**Ms Godi LI** *Fundraising and Communications Manager of The Society for AIDS Care*
李志輝先生 *圓桌教育及研究協會總經理*	**Mr Ian LI Chi-fai** *General Manager of the Roundtable Research and Education Community*
盧啟揚先生 *基督教家庭服務中心綜合復康服務高級服務經理*	**Mr Kaiser LO Kai-yeung** *Senior Service Manager of the Integrated Rehabilitation Service, Christian Family Service Centre*
麥建華博士 *香港耆康老人福利會主席*	**Dr Kim Mak Kin-wah, BBS, JP** *Chairman of The Hong Kong Society for the Aged*

嘉賓	Guests
麥永接醫生 *精神科專科醫生*	**Dr Ivan MAK** *Specialist in Psychiatry*
麥詩韻姑娘 *明愛牛頭角社區中心單位主任*	**Ms MAK Sze-wan** *Social Worker-in-charge of Caritas Community Centre — Ngau Tau Kok*
麥惠芸女士 *聯青聾人中心主管*	**Ms Wendy MAK** *Centre-in-charge of Y's Men's Centre for the Deaf*
『跑去您屋企』成員	**Members of "Running To Your Home"**
莫儉榮先生 *香港傷健共融網絡主席*	**Mr Kim MOK Kim-wing** *Chairperson of the Hong Kong Network for the Promotion of Inclusive Society*
吳愷怩女士 *保良局幼兒部活動統籌員*	**Ms Rachel NG Hoi-nei** *Project Coordinator of the Child Care Services of Po Leung Kuk*
吳永基先生 *香港復康力量總幹事*	**Mr Stanley NG** *Executive Director of the Hong Kong Rehabilitation Power*
顏詠恆女士 *賽馬會思覺健康計劃行政總主任*	**Ms Wendy NGAN** *Chief Administrative Officer of the Jockey Club Early Psychosis Project*
香港失明人協進會代表	**Representatives from the Hong Kong Blind Union**
岑子杰先生 *香港同志遊行2014籌備委員會代表*	**Mr SHUM Chi-kit** *Representative from the Hong Kong Pride Parade 2014 Organising Committee*
蕭俊文先生 *「奔向共融 — 香港特殊馬拉松2015」工作小組成員*	**Mr SIU Chun-man** *Member of the Organising Committee of "iRun 2015 — Hong Kong Special Marathon"*
譚美卿小姐 *香港展能藝術會執行總監*	**Ms TAM Mei-hing** *Director of the Arts with the Disabled Association Hong Kong*
狄文少玲女士 *香港中華基督教青年會協調幹事*	**Mrs TIK MAN Siu-ling** *Coordinating Secretary of Chinese YMCA of Hong Kong*
曾蓮珍女士 *龍耳義工*	**Ms Winnie TSANG** *Volunteer from Silence*
曾敏琪女士 *社商賢匯傳訊經理*	**Ms Joy TSANG** *Communications Manager of Community Business*
謝嘉慧小姐 *香港唐氏綜合症協會籌款及公共關係主任*	**Ms Karen TSE Ka-wai** *Fundraising and Public Relations Officer of The Hong Kong Down Syndrome Association*
湯崇敏女士 *親切總監*	**Ms Kris TONG** *Director of Treats*
Rizwan ULLAH博士 *巴基斯坦學生協會教育顧問及地理亞修女紀念學校（協和）傳訊及公共事務主管*	**Dr Rizwan ULLAH** *Education Advisor of the Pakistani Students Association and Head of Communication and Public Affairs, Delia Memorial School (Hip Wo)*

嘉賓	Guests
韋少力小姐 *香港同志遊行2014籌備委員會代表*	**Ms WAI Siu-lik** *Representative from the Hong Kong Pride Parade 2014 Organising Committee*
王介君小姐 *「奔向共融 — 香港特殊馬拉松2015」工作小組成員*	**Ms Prisca WONG** *Member of the Organising Committee of "iRun 2015 — Hong Kong Special Marathon"*
黃惠蘭姑娘 *龍耳職員*	**Ms WONG Wai-lan** *Staff Member of Silence*
胡美蓮女士 *香港婦女勞工協會總幹事*	**Ms WU Mei-lin** *Executive Director of the Hong Kong Women Workers' Association*
游曉輝先生 *悅安心 — 嚴重殘疾人士家居照顧服務服務經理*	**Mr Patrick YAU Hiu-fai** *Service Manager of the Everjoy — Home Care Service for Persons with Severe Disabilities*
游秀慧女士 *「2014精神健康月」籌備委員會主席*	**Ms Sania YAU** *Chairperson of the Organising Committee of the Mental Health Month 2014*
葉鍵池先生 *香港傷健協會項目經理*	**Mr Patrick YIP** *Manager of the Project Development of the Hong Kong PHAB Association*
姚穎彤老師 *聖士提反堂中學教師*	**Ms YIU Wing-tung** *Teacher of St. Stephen's Church College*

其他夥伴
Other Partners

AECOM	AECOM
關懷愛滋	AIDS Concern
香港中文大學 AIESEC	AIESEC, The Chinese University of Hong Kong
Adesiflava Private Limited (A-Desiflava)	Adesiflava Private Limited (A-Desiflava)
義務工作發展局	Agency for Volunteer Service
香港中文大學人類學系	Anthropology Department, The Chinese University of Hong Kong
Anti480 — 反性暴力資源中心	Anti-480 — 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 Innovation 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	Big Love 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

夏威夷大學馬諾阿分校殘疾研究中心（譯名）	Center on Disability Studies, University of Hawaii at Manoa
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
印度駐香總領事館	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
衛生署	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 — 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
香港啟迪會	Enlighten — Action for Epilepsy
英基學校協會中心	English Schools Foundation Centre
歐盟駐香港及澳門辦事處	European Union Office to Hong Kong and Macao
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 Environmental Hygiene Department
泰國人之友	Friends of Thai
耳聽心言基金	Hear Talk Foundation
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
恒生管理學院	Hang Seng Management College
和諧之家	Harmony House
協康會	Heep Hong Society
民政事務總署	Home Affairs Department
匡智會	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
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
商業電台	Hong Kong Commercial Broadcasting Co. Ltd.
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
香港教育城	Hong Kong Education City
香港家庭福利會	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
香港兆基創意書院	Hong Kong Institute of Contemporary Culture
香港人力資源管理學會	Hong Kong Institute of Human Resource Management
香港尼泊爾人綜合協會（譯名）	Hong Kong Integrated Nepalese Society Limited
香港專業教育學院（黃克競）	Hong Kong Institute of Vocational Education (Haking Wong)

香港復康聯會	Hong Kong Joint Council for People with Disabilities
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2014籌委會	Hong Kong Pride Parade 2014 Committee
香港生產力促進局	Hong Kong Productivity Council
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
香港復康力量	Hong Kong Rehabilitation Power
香港性教育會	Hong Kong Sex Education Association
香港樹仁大學	Hong Kong Shue Yan University
香港手語協會	Hong Kong Sign Language Association
香港單親協會	Hong Kong Single Parents 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
香港聾人福利促進會	Hong Kong Society of Deaf
香港貿易發展局	Hong Kong Trade Development Council
香港融樂會	Hong Kong Unison
香港女工商及專業人員聯會	Hong Kong Women Professionals & Entrepreneurs Association
香港平等機會婦女聯席	Hong Kong Women's Coalition on Equal Opportunities
房屋署	Housing Department
滙豐社區夥伴計劃	HSBC Community Partnership Programme
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希望中心（譯名）	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
九龍清真寺	Kowloon Mosque
啟勵扶青會	KELY Support Group
香港克拉底拉伊族協會（譯名）	Kirat Rai Yayokkha Hong Kong
香港錫克廟	Khalsa Diwan (Sikh Temple) Hong Kong
九龍婦女聯會	Kowloon Women's Organisations Federation
勞工及福利局	Labour and Welfare Bureau
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
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

移民工牧民中心	Mission for Migrant Workers
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
奧迪慈善基金	Otic Foundation
同志公民	Out & Vote
領袖外展公司（譯名）	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
香港視網膜病變協會	Retina Hong Kong
國際扶輪 3450 地區	Rotary International District 3450
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
Sherry Concepts (Saanjh Vichaaran Di Magazine)	Sherry Concepts (Saanjh Vichaaran Di Magazine)
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 Administration Society, University of Hong Kong Students' Union
香港扶幼會	Society of Boys' Centres
南華早報	South China Morning Post
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
渣打銀行	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)
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
香港董事學會	The Hong Kong Institute of Directors
香港教育學院	The Hong Kong Institute of Education
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
香港傷健共融網絡有限公司	The Hong Kong Network for the Promotion of Inclusive Society Limited
香港理工大學	The Hong Kong Polytechnic University
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

香港移工社會組織（譯名）	The Mission for Migrant Workers (Hong Kong) Society
荷蘭駐香港及澳門總領事館	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
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工會	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

平等機會委員會
EQUAL OPPORTUNITIES COMMISSION

同心展關懷 2011-15
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