

CREATING  
CHANGE

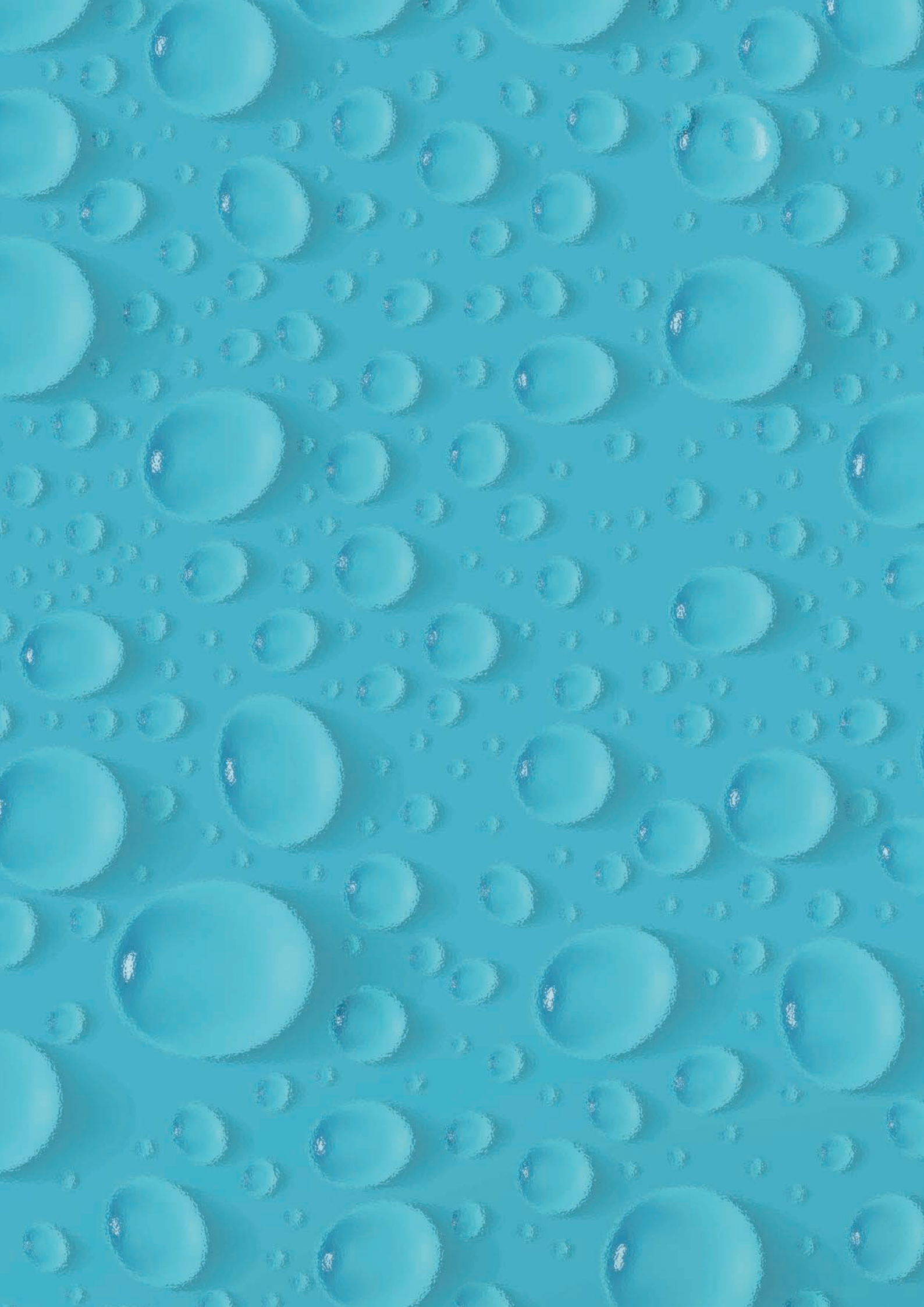
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MAKING  
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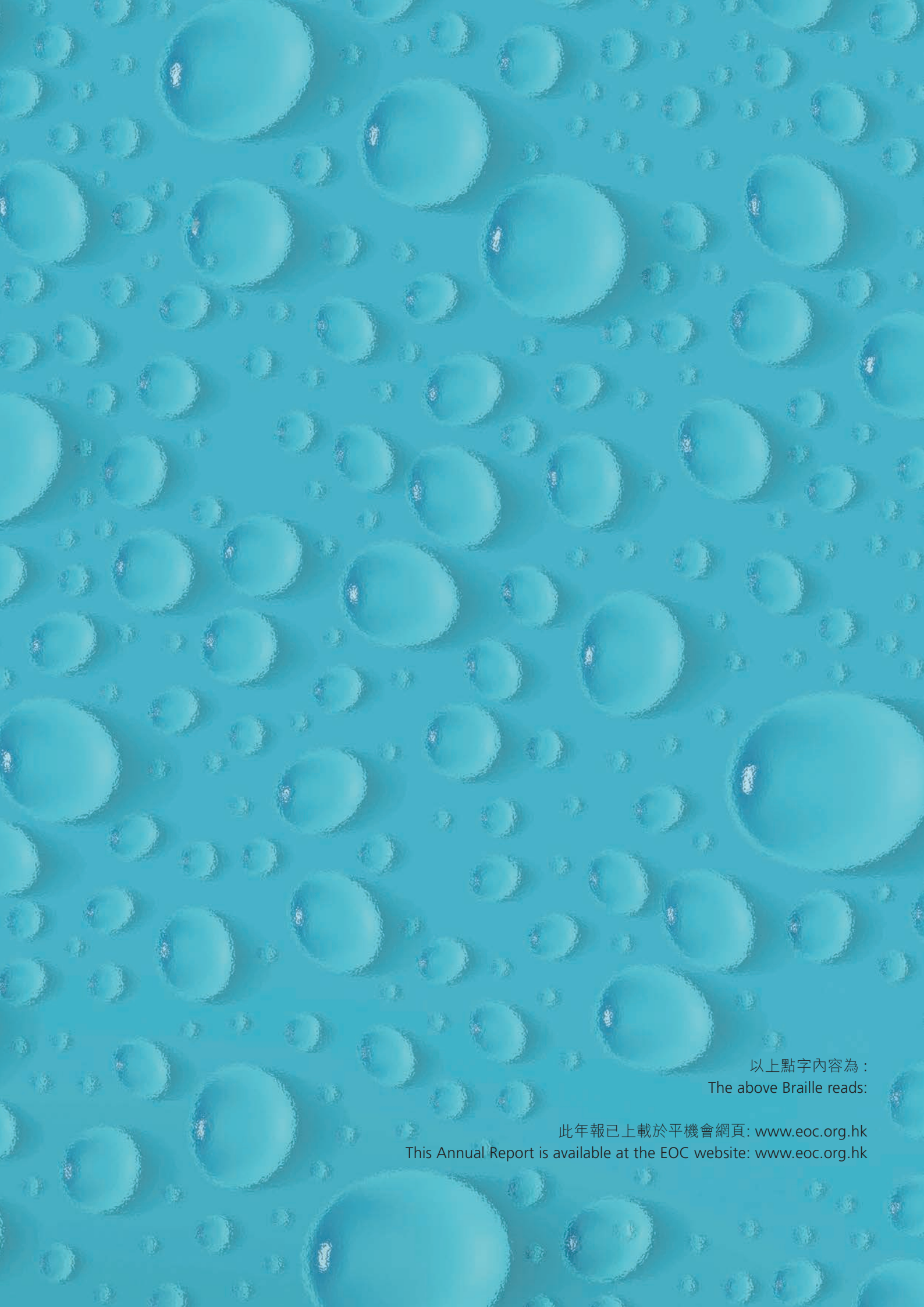
2018/19 年報  
Annual Report



平等機會委員會  
EQUAL OPPORTUNITIES COMMISSION



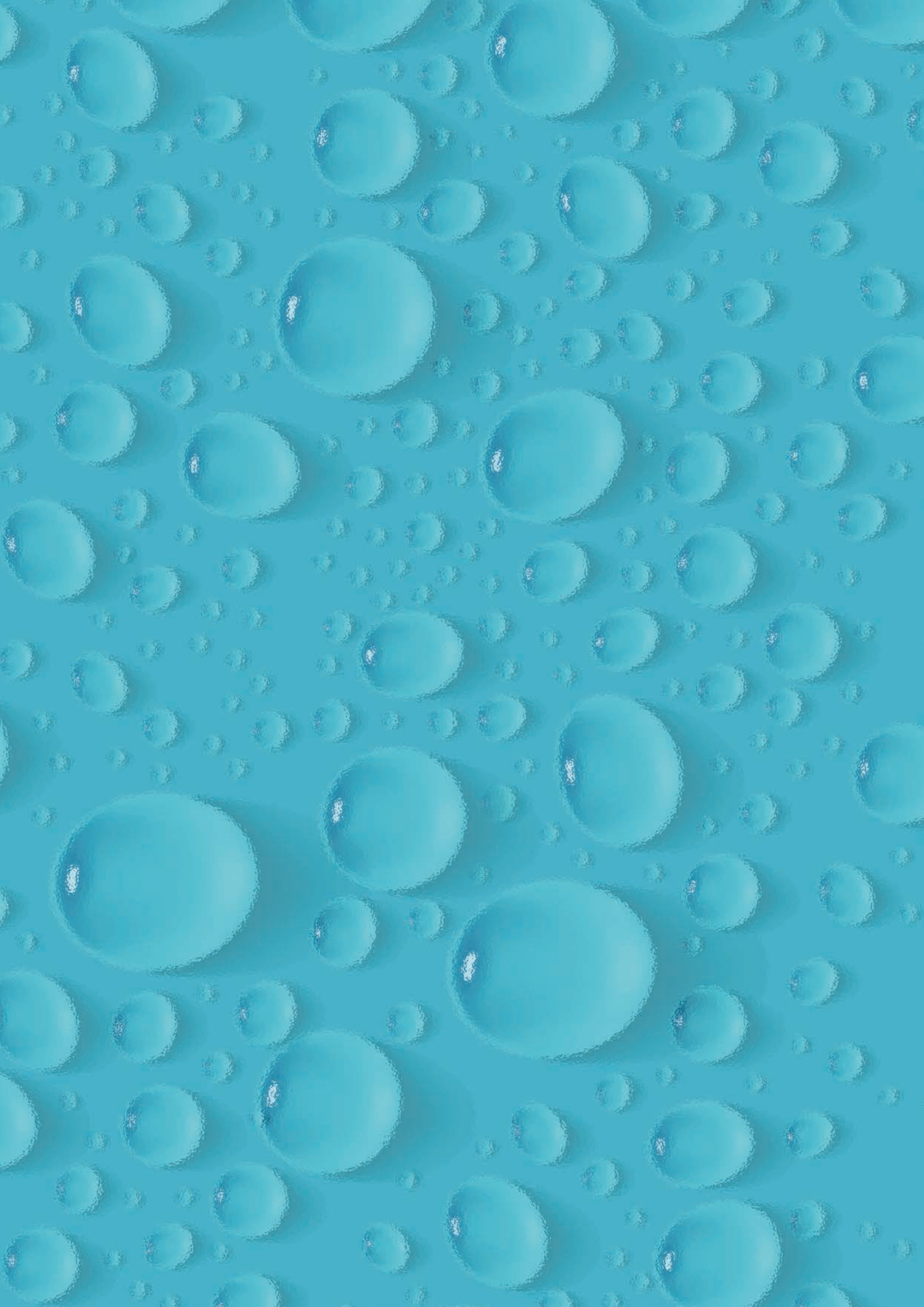




以上點字內容為：  
The above Braille reads:

此年報已上載於平機會網頁: [www.eoc.org.hk](http://www.eoc.org.hk)  
This Annual Report is available at the EOC website: [www.eoc.org.hk](http://www.eoc.org.hk)













## 主席的話 | Chairperson's Message







我於2019年4月出任平等機會委員會（平機會）主席，很高興可以公布我上任以來首份平機會年報，闡述平機會在2018年4月1日至2019年3月31日的工作進展。

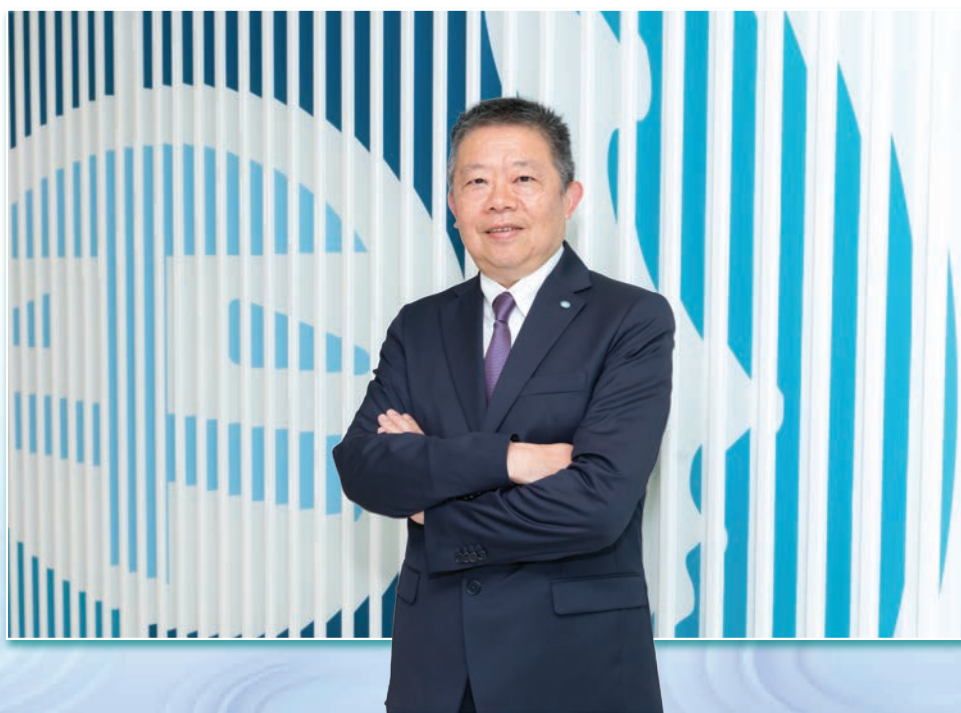
我非常榮幸能加入平機會，參與推動平等機會的工作，繼續為社會服務。過去四十多年，我一直在公營機構任職，在我整個職業生涯中，都是本着堅定的信念，竭力建立公平公正、沒有貪污舞弊的社會。平機會的使命既是消除偏見和歧視，建立更公平、更美好的社會，與我一直秉持的信念和工作可謂一脈相承。

平機會在2018/19年度經歷了充實的一年，各方面的工作均取得實質進展，在執法、預防和教育等範疇更達致重要里程碑，可謂碩果豐收。年內平機會進行了大大小小的不同工作，包括為受到歧視的人士討回公道、揭示某些界別及機構內一直存在但鮮為人知的歧視做法，以及為學校和團體舉辦多元共融培訓課程等等。這些措施為不少人帶來了實際正面的影響，並促使香港的平等面貌轉變。

It gives me great pleasure to present the Annual Report of the Equal Opportunities Commission (EOC) covering the period 1 April 2018 to 31 March 2019. This is my first Annual Report since taking up the role of Chairperson of the EOC in April 2019.

Having worked in the public sector for over four decades, it is a particular honour for me to continue to serve the community, and for the important cause of advancing equal opportunities for all. In fact, my entire professional life was inspired by an unflinching belief in building a fair and just society free from corruption and abuse of power. It is only natural and logical that I join the EOC, which mission is to combat prejudice and discrimination and build a fairer, better society.

2018/19 was an eventful and fruitful year for the EOC. The Commission made solid progress in various work areas and achieved a number of important milestones across its law enforcement, prevention and education work. From seeking redress for aggrieved persons to revealing the inconvenient truth of discriminatory practices in sectors and organisations, and conducting diversity and inclusion training for schools and corporates, our actions – big or small – brought real, positive impact on the lives of many individuals, and effected change to the equality landscape of Hong Kong.





## 主席的話 | Chairperson's Message

值得誌記的是政府於2018年12月向立法會提交了《2018年歧視法例（雜項修訂）條例草案》。平機會於2016年3月公布了全面的歧視條例檢討結果，提出73項法律改革建議，而該條例草案則推展了其中八項，當中涵蓋了婦女授乳的保障，以至把免受性騷擾、殘疾騷擾和種族騷擾的保障範圍擴展至在同一場所工作的人，這些改革均有助加強現時的法律框架以打擊歧視問題。

在2018/19年度，平機會繼續積極執法，所處理的投訴數目顯著上升，惟仍可達到在六個月內完成處理75%投訴的服務承諾，甚至縮短了每一宗投訴的平均處理時間；獲給予法律協助的個案亦大幅增長。這些數據清楚顯示，平機會竭力維護法紀、嚴格執行法例。事實上，在過去數年，平機會認真檢視了投訴處理程序，仔細評估並改進了部分流程，務求持續改善和理順運作程序。

在預防歧視方面，我們繼續帶領不同界別打擊性騷擾。我們公布了兩項有關在大學及體育界的性騷擾調查，吸引了傳媒廣泛報道和社會關注，使大眾更加了解性騷擾在各行各業及社會上普遍存在的現象。我們特別喜見體育界的正面轉變，相對2014年，在2018年採用了反性騷擾政策的體育總會數目有所增加。話雖如此，我們仍有很多工作需要處理，例如跟進調查結果，特別是在大學界別，以確保大學備有所需政策框架及措施，防止違法性騷擾行為。

A significant milestone was the introduction of the Discrimination Legislation (Miscellaneous Amendments) Bill 2018 by the Government to the Legislative Council in December 2018. This Bill takes forward eight of the 73 law reform recommendations made by the EOC under its comprehensive Discrimination Law Review released in March 2016. From providing protection for breastfeeding women to expanding the scope of protection from sexual, disability and racial harassment to cover situations of harassment between persons in a common workplace, these law reforms will strengthen our legal framework for fighting discrimination.

During 2018/19, the EOC continued to enforce the law diligently. We recorded significant increase in the number of complaints handled. Yet we managed to fulfil our performance pledge of concluding 75% of the complaints within six months, with even shorter handling time for each case on average. The number of cases granted with legal assistance also increased sharply. These figures spoke louder than words, and underlined our full commitment to upholding and enforcing the law. Indeed, over the past few years, our complaint-handling process underwent close scrutiny. We evaluated the process carefully and made procedural changes, as part of our continuous effort to enhance and streamline our operational procedures.

On preventing discrimination, we continued to play a leading role in combating sexual harassment. Our work was marked by the release of two high-profile surveys on sexual harassment in the universities and the sports sector. These studies attracted extensive media spotlight and attention, and helped raise awareness of the prevalence of sexual harassment in the respective sectors and our society. We were especially pleased to note the positive change in the sports sector, with more national sports associations having adopted a policy to prevent sexual harassment in 2018 than in 2014. Much work remains to be done though, to follow up on the findings, especially in the university sector, and ensure that the necessary policy frameworks and measures are in place to prevent the unlawful act of sexual harassment.





我們另一個工作重點是為香港的邊緣社群（尤其是少數族裔及殘疾人士）消除障礙。為鼓勵僱主建立種族共融的工作環境，平機會於2018年8月推出《種族多元共融僱主約章》，為僱主提供一套具有九項良好常規的指引。公私營機構均對約章予以正面評價，簽署約章的機構數目持續上升。

殘疾人士是另一個需要社會更多包容及接納的社群，他們在日常生活中持續面對環境、程序、態度及制度上的種種障礙。平機會與不同界別合作，提倡殘疾人士在生活各層面，包括在就業、瀏覽網頁、進出建築物、獲取精神健康服務、使用其他公共設施及公共交通工具，以及參與會議和公共事務等方面，均應享有平等機會。

在教育方面，我們推出了多項新措施，例如兒童講故事比賽和工作坊，以及中學生多媒體比賽，目的是向年輕一代灌輸多元共融及互相尊重的價值觀。我們與不同界別及機構建立策略性合作夥伴關係，利用多個途徑及平台廣傳平等機會的信息。

Our other major focus was to remove the barriers facing marginalised groups, specifically ethnic minorities (EMs) and persons with disabilities (PWDs) in Hong Kong. To encourage employers to create a racially inclusive work environment, the EOC launched a major initiative, the “Racial Diversity and Inclusion Charter for Employers” in August 2018, which contains a set of nine good practice guidelines for employers. The Charter received positive response from organisations in both public and private sectors, with the number of signatories continuing to rise over the last year.

Also in need of greater inclusion and acceptance from society are PWDs, who continue to face physical, procedural, attitudinal and systemic barriers in their everyday life. Joining hands with partners in different sectors, the EOC advocated equal opportunities for PWDs in employment, in accessing the web, buildings, mental wellness and other public facilities, and public transport, and in participating in meetings and public affairs.

On the education front, we rolled out various new initiatives, including a storytelling competition and workshops for children and a multimedia competition for secondary students, which aimed to instil in our younger generation values of diversity, inclusion and respect. We established strategic partnerships with different sectors and organisations, and made use of multiple channels and platforms to spread the message of equal opportunities.





## 主席的話 | Chairperson's Message

此外，我們還加強了與國際盟友的聯繫。2018年9月，我們與國際人權機構亞太論壇合辦「平等共融亞太區會議2018：回顧與前瞻」，展示了香港在區內推動平等的領導地位。

近年，公眾對公營機構在效率、透明度和問責方面的期望日益提高，平機會亦不能倖免。在面對財政預算緊絀及工作量增加的情況下，平機會一直致力尋求方法提升效率、提高透明度和改善管治。平機會於2018年獲得傑出董事獎，可說印證了委員會在這方面的努力。

平機會能夠取得如此佳績，實在有賴平機會管治委員會各委員的大力支持和寶貴貢獻，我必須向他們衷心致謝。此外，我亦要讚許平機會全體員工一直悉力以赴，以專業精神為平機會服務。最後同樣重要、不得不提的是前任平機會主席陳章明教授，在他領導下，平機會的工作取得進展，定下了堅實的基礎，我謹此向他由衷致謝。

We also strengthened our network with international allies. In September 2018, we co-organised the Conference on Equality in the Asia Pacific 2018: Progress and Challenges with the Asia Pacific Forum of National Human Rights Institutions, showcasing the leading position of Hong Kong in promoting equality in the region.

Like many public organisations, the EOC faces ever-increasing public expectations on our efficiency, transparency and accountability. Working against a tight budget and increased workload, the EOC has been continuously looking for ways of enhancing its efficiency, transparency and governance. We are very pleased that our effort was recognised with the Directors of the Year Awards in 2018.

Indeed, we could not have achieved this without the firm support and contributions from Members of the EOC, to whom I would like to express my deepest appreciation. I would also like to commend the EOC staff for their dedication and professionalism. Last but not least, my sincere thanks go to my predecessor Prof CHAN Cheung-ming, Alfred, who helped build a solid foundation for the work of the EOC under his leadership.







展望未來，平機會將繼續與政府、立法會議員及持份者緊密合作，實施反歧視條例、就與平等機會有關的政策及常規提供專業意見，找出妨礙社會大眾特別是弱勢邊緣社群獲得平等對待的原因，並會牽頭打擊不平等問題。我們現正積極探討新措施，其中值得一提的是成立專責防止性騷擾的組別。這個組別會由專業及經特別培訓的員工組成，負責檢討現時保障免受性騷擾的法律制度不足之處，以及為受到性騷擾影響的人士提供支援。其他措施包括推出僱主約章，推動殘疾人士在就業方面的平等機會，以及加強有關少數族裔的工作，以提升他們在教育及就業的平等機會。若資源許可，我們更會探討目前欠缺法律機制保障的歧視範疇。

我們即將於2019/20第三季與管治委員會一起籌劃未來三年的策略性工作計劃，可預見未來的工作將十分繁重，而我深信平機會定能精益求精，建立包容共濟的社會，使人人共享平等機會。

平等機會委員會主席  
朱敏健, IDS

Looking ahead, the EOC will continue to work closely with the Government, legislators and stakeholders in implementing the anti-discrimination ordinances, provide expertise on policies and practices relating to equal opportunities, identify the barriers that stand in the way of equality for the community, especially the disadvantaged and marginalised groups, and act as the driving force in the fight against discrimination. In particular, we are actively exploring some new initiatives, one of which worth mentioning is the setting up of a dedicated anti-sexual harassment unit with professional and specially trained staff members. Their work will include reviewing the adequacy and gaps in legal protection against sexual harassment and providing support to those affected by the unlawful act. Others include the creation of an employers' charter for the purpose of enhancing the employment of PWDs, as well as stepping up our work on EMs with a view to promoting their equal opportunities in education and employment. Where resources permit, we would also look into other areas of discrimination not adequately covered by the existing legal regime.

In the third quarter of 2019/20, we will work with the Board on mapping out our strategic work plan for the coming three years. Certainly there will be busy times ahead, and I am confident that the EOC will go from strength to strength in building an equal, diverse and inclusive society for all.

**CHU Man-kin, Ricky, IDS**  
Chairperson  
Equal Opportunities Commission



## 平機會簡介 | About Us

平等機會委員會（平機會）是於1996年成立的法定機構，負責執行反歧視法例。目前香港的反歧視法例包括《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》。

平機會管治委員會負責制定平機會的整體方向，並就平機會履行法定職能的工作提供策略性指引。

Set up in 1996, the EOC is a statutory body tasked with implementing the anti-discrimination legislation, which currently includes the Sex Discrimination Ordinance (SDO), the Disability Discrimination Ordinance (DDO), the Family Status Discrimination Ordinance (FSDO) and the Race Discrimination Ordinance (RDO).

The EOC Board is responsible for setting the overall directions for, and providing strategic guidance to the EOC on its performance and the discharge of its statutory duties.

### 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。

### Our Vision

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

### 我們的使命

平機會致力執行反歧視條例，為受歧視的人士提供途徑，討回公道；促進社會人士對平等機會和多元化的關注、認識和接納，並進行教育，以預防歧視。

### Our Mission

The EOC is committed to enforcing compliance with the anti-discrimination legislation; providing access to redress for discrimination; promoting awareness, understanding and acceptance of equal opportunities and diversity; and providing education to prevent discrimination.

### 我們與政府的關係

平機會雖然受香港特區政府資助，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。

### 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 SDO, 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 the Commission's operational, administrative, and management systems and practices reflect the most effective and prudent use of Government subventions.





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。平機會與負責平機會事宜的政制及內地事務局舉行定期會議，檢視平機會的工作進度。平機會又向該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。

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 review.

## 我們的工作

為達致使命，平機會進行以下工作：

- 就根據四條反歧視條例作出的投訴進行調查，並鼓勵雙方透過調停以解決紛爭；
- 為受歧視的人士提供協助包括法律協助；
- 進行教育和宣傳活動及提供有關資源；
- 檢討法例並提供指引；及
- 就與歧視相關的議題進行研究及調查，並根據結果作出政策建議。

## Our Work

The EOC seeks to fulfil its mission by:

- Investigating complaints lodged under the four anti-discrimination ordinances and encouraging settlement by conciliation between parties in dispute;
- Providing assistance, including legal assistance, to persons facing discrimination;
- Implementing educational and publicity programmes and offering related resources;
- Reviewing legislation and providing guidelines; and
- Conducting research studies and surveys on discrimination issues and making policy recommendations based on findings.

## 平機會2016至2019年策略性工作規劃

在管治委員會的指引下，平機會於2016年編製了《2016至2019年策略性工作規劃》（工作規劃），定出未來數年需優先處理的工作領域和應採取的相應行動。根據機構目標，平機會為2016至2019年制定了下列五項策略性優先工作領域：

## EOC Strategic Plan 2016-2019

Under the guidance of the EOC Board, the Commission devised a Strategic Plan in 2016, which identified the work areas deserving top priority in the next few years and the corresponding actions. Based on the EOC's corporate goals, the following five strategic priority areas have been set for 2016 to 2019:



## 平機會簡介 | About Us

- |                                |  |
|--------------------------------|--|
| (1) 與政府跟進平機會的《歧視條例檢討》建議；       | (1) Pursue with the Government on the EOC's recommendations under the Discrimination Law Review;                       |
| (2) 倡議少數族裔享有平等教育與就業機會和使用服務的權利； | (2) Advocate equal education and employment opportunities and access to services for ethnic minorities;                |
| (3) 提倡殘疾人士獲取平等教育與就業機會以及公共服務；   | (3) Advocate equal education and employment opportunities and access to public services for persons with disabilities; |
| (4) 營造沒有歧視和騷擾的安全環境；及           | (4) Foster a safe environment free from discrimination and harassment; and   |
| (5) 為市民提供卓越服務。                 | (5) Deliver better services for the community.   |

平機會已為每項策略性優先工作領域定出預期結果和績效指標，以評估推行有關工作的進度及成果。

Each strategic priority area entails a set of expected results and performance indicators to assess the progress and outcome.



## 我們的架構 | Our Organisation



### 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，他們均由香港特別行政區行政長官委任，來自不同背景，各具豐富的專業知識。

### EOC Board

The EOC Board provides leadership and guidance on 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. They are all appointed by the Chief Executive of the Hong Kong Special Administrative Region, and represent a diversity of background and expertise.

### 2018年度傑出董事獎

平機會管治委員會於2018年11月獲香港董事學會頒發2018年度傑出董事獎（法定/非分配利潤組織類別），以表揚管治委員會的優秀企業管治及專業精神。此獎項的甄選準則包括：董事會的多元化及組合；技能組合和能力；管理合規、風險和問責；董事會委員會的效能；商業道德和其他傑出成就。除了年度傑出董事獎之外，平機會管治委員會還在董事會成員多元化方面獲特別嘉許。這些獎項肯定了平機會管治委員會在實現高質素機構管治、透明度和營運效率方面的專業精神、貢獻和付出的努力。

### Directors of the Year Awards 2018

In November 2018, the EOC Board was bestowed with the Directors of the Year Awards 2018 (Statutory/Non-profit-distributing Organisation) by the Hong Kong Institute of Directors, in recognition of the exceptional corporate governance and professionalism of the EOC Board. Selection criteria of the Awards included: the Board's diversity and its composition; skill mix and competencies; managing compliance, risk and accountability; effectiveness of board committees; business ethics and other outstanding achievements. On top of the Directors of the Year Awards, the EOC Board also garnered the Excellence in Board Diversity Award. These accolades affirmed the professionalism, dedication, and hard work of the EOC Board in accomplishing high-quality corporate governance, transparency and operational efficiency.





## 我們的架構 | Our Organisation

### 主席 Chairperson



**陳章明教授**  
**Prof CHAN Cheung-ming, Alfred,**  
**SBS, JP**

(至2019年4月10日止)  
(Until 10 April 2019)

### 平機會委員 EOC Members



**陳家殷先生\***  
**Mr CHAN Ka-yan, Samuel, JP\***

消費者委員會副主席  
保險業監管局非執行董事  
競爭事務委員會委員  
Vice-Chairman, Consumer Council  
Non-Executive Director, Insurance Authority  
Member, Competition Commission



**陳麗雲教授**  
**Prof CHAN Lai-wan, Cecilia, JP**

香港大學思源基金講座教授(健康及社會工作學)  
婦女事務委員會委員  
香港復康會執行委員會主席  
Si Yuan Chair Professor in Health and Social Work,  
The University of Hong Kong  
Member, Women's Commission  
Chair of Executive Committee,  
Hong Kong Society for Rehabilitation



**趙文宗教授**  
**Prof CHIU Man-chung, Andy**

北京師範大學法學院嚴元浩講座教授  
澳洲法律學院訪問教授  
中華司法研究會理事  
Tony Yen Chair Professor of Law, Law School,  
Beijing Normal University  
Visiting Professor, College of Law (Australia)  
Director, China Judicial Research Association



**蔡玉萍教授**  
**Prof CHOI Yuk-ping, Susanne**

香港中文大學社會學系教授  
香港中文大學亞太研究所性別研究中心聯席主任  
Professor, Department of Sociology,  
The Chinese University of Hong Kong  
Co-Director, Gender Research Centre, Hong Kong  
Institute of Asia-Pacific Studies,  
The Chinese University of Hong Kong



**周浩鼎議員**  
**The Hon CHOW Ho-ding, Holden**

立法會議員  
律師  
離島區議會議員  
Member, Legislative Council  
Solicitor  
District Councillor, Islands District Council



**高朗先生**  
**Mr Mohan DATWANI**

律師、認可調解員及特許管治專業人員  
破產欠薪保障基金委員會委員  
香港電台顧問委員會成員  
Solicitor, Accredited Mediator and Chartered  
Governance Professional  
Member, Protection of Wages on Insolvency Fund Board  
Member, Radio Television Hong Kong Board of Advisors



## 我們的架構 | Our Organisation



**何超蓮女士**  
**Ms HO Chiu-ha, Maisy, BBS**

信德集團有限公司執行董事  
公民教育委員會委員  
香港演藝學院校董會委員  
Executive Director, Shun Tak Holdings Limited  
Member, Committee on the Promotion of Civic Education  
Council Member, The Hong Kong Academy for Performing Arts



**羅君美女士**  
**Ms Elizabeth LAW, MH, JP**

羅思雲羅君美會計師事務所有限公司執業董事  
香港女會計師協會有限公司創會主席  
香港職業發展服務處有限公司主席  
Managing Director, Law & Partners CPA Ltd  
Founding President, Association of Women Accountants (Hong Kong) Limited  
Chairman, Hong Kong Employment Development Service Limited



**李翠莎博士**  
**Dr Trisha LEAHY, BBS**

香港體育學院院長  
職業訓練局酒店業、  
飲食業及旅遊業訓練委員會委員  
大學教育資助委員會2020年研究評審工作  
教育小組成員  
Chief Executive, Hong Kong Sports Institute  
Member, Hotel, Catering and Tourism Training Board,  
Vocational Training Council  
Member, University Grants Committee 2020 Research  
Assessment Exercise Education Panel



**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院院長及教授  
市區重建局非執行董事（非官方成員）  
Member, Legislative Council  
Dean and Professor, School of Nursing & Health Studies,  
The Open University of Hong Kong  
Non-Executive Director (non-official),  
Urban Renewal Authority



**梁頌恩女士**  
**Ms LEUNG Chung-yan, Juan, MH**

香港工會聯合會副會長  
最低工資委員會委員  
香港生產力促進局理事會成員  
Vice President,  
The Hong Kong Federation of Trade Unions  
Member, Minimum Wage Commission  
Council Member,  
Hong Kong Productivity Council



**梁世民醫生\***  
**Dr LEUNG Sai-man, Sigmund, BBS, JP\***

香港專業及資深行政人員協會副會長  
商務及經濟發展局專業服務協進支援計劃  
評審委員會委員  
菲臘牙科醫院管理局上任主席（2013-2019）  
Vice-President, Hong Kong Professional and Senior Executives Association  
Member, Professional Services Advancement Support Scheme Vetting Committee,  
Commerce and Economic Development Bureau  
Immediate Past Chairman, Board of Governors of the Prince Philip Dental Hospital (2013-2019)



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

家庭發展基金總幹事  
公共圖書館諮詢委員會副主席  
語文教育及研究常務委員會委員  
General Secretary,  
Family Development Foundation  
Vice-Chairman,  
Public Libraries Advisory Committee  
Member, Standing Committee on Language Education and Research (SCOLAR)



**謝偉鴻博士**  
**Dr SHIE Wai-hung, Henry**

安老服務業行業培訓諮詢委員會副主席  
香港賈位安老服務議會主席  
香港認知障礙症協會義務秘書  
Vice Chairman, Elderly Care Service Industry Training Advisory Committee  
Chairman, Association of Bought Place Elderly Services  
Honorary Secretary, Hong Kong Alzheimer's Disease Association



**利哲宏博士**  
**Dr Rizwan ULLAH**

青年發展委員會委員  
教育局政府助學金聯合委員會委員  
香港巴基斯坦協會理事  
Member, Youth Development Commission  
Lay Member, Joint Committee on Student Finance, Education Bureau  
Council Member, Pakistan Association of Hong Kong



**余翠怡小姐**  
**Miss YU Chui-ye, BBS, MH**

殘疾人士奧運會輪椅劍擊香港代表  
體育委員會成員  
Hong Kong Paralympics representative in wheelchair fencing  
Member, Sports Committee

\* 任期自2018年5月20日起

\* Appointment effective from 20 May 2018



## 管治委員會會議

2018/19年度，平機會舉行了四次管治委員會會議，整體平均出席率超過83%。每位委員的出席記錄已列載於下表。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 over 83%. Attendance records of individual Members are listed in the table below. 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.

	21/06/2018	27/09/2018	20/12/2018	21/03/2019
陳章明教授（主席） Prof CHAN Cheung-ming, Alfred, SBS, JP (Chairperson)	✓	✓	✓	缺席 Abs.
陳家殷先生* Mr CHAN Ka-yan, Samuel, JP*	缺席 Abs.	✓	✓	✓
陳麗雲教授 Prof CHAN Lai-wan, Cecilia, JP	✓	✓	✓	✓
趙文宗教授 Prof CHIU Man-chung, Andy	✓	✓	✓	✓
蔡玉萍教授 Prof CHOI Yuk-ping, Susanne	✓	✓	缺席 Abs.	缺席 Abs.
周浩鼎議員 The Hon CHOW Ho-ding, Holden	✓	✓	缺席 Abs.	✓
高朗先生 Mr Mohan DATWANI	✓	✓	✓	✓
何超羣女士 Ms HO Chiu-ha, Maisy, BBS	✓	✓	✓	缺席 Abs.
羅君美女士 Ms Elizabeth LAW, MH, JP	✓	✓	缺席 Abs.	✓
李翠莎博士 Dr Trisha LEAHY, BBS	✓	✓	✓	✓
李國麟教授 Prof Hon LEE Kok-long, Joseph, SBS, JP	✓	缺席 Abs.	✓	✓
梁頌恩女士 Ms LEUNG Chung-yan, Juan, MH	✓	✓	✓	✓
梁世民醫生* Dr LEUNG Sai-man, Sigmund, BBS, JP*	✓	✓	✓	✓
羅乃萱女士 Ms Shirley Marie Therese LOO, BBS, MH, JP	✓	✓	✓	缺席 Abs.
謝偉鴻博士 Dr SHIE Wai-hung, Henry	✓	✓	✓	✓
利哲宏博士 Dr Rizwan ULLAH	✓	✓	✓	✓
余翠怡小姐 Miss YU Chui-yee, BBS, MH	✓	缺席 Abs.	✓	缺席 Abs.

\*任期自2018年5月20日起 Appointment effective from 20 May 2018

Abs. = 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 would be issued to Members who have been absent for two consecutive meetings.





## 管治委員會轄下四個專責小組

平機會管治委員會轄下有四個專責小組，包括行政及財務專責小組、社會參與及宣傳專責小組、法律及投訴專責小組，以及政策、研究及培訓專責小組。專責小組分別負責平機會的不同事務，以下為各專責小組的工作範圍。

### 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；和定期檢討平機會的僱員及行政政策。

### 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個月舉行一次會議，負責多種職務，包括就調停工作、正式調查、法律協助申請和執行通知提出意見，並作出監察和進行評估。此外，法律及投訴專責小組亦會就正式調查和修訂四條反歧視條例等事宜提出建議。

### 政策、研究及培訓專責小組

政策、研究及培訓專責小組每三個月舉行一次會議，負責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。

## Four Committees under the Board

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

### Administration and Finance Committee (A&FC)

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

### Community Participation and Publicity Committee (CPPC)

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

### Legal and Complaints Committee (LCC)

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

### Policy, Research & Training Committee (PRTC)

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



## 我們的架構 | Our Organisation

## 平機會四個專責小組成員名單如下（截至2019年3月31日）： Memberships of the four committees (as of 31 March 2019) are as follows:

### 行政及財務專責小組

### Administration and Finance Committee

李國麟教授（召集人）

Prof Hon LEE Kok-long, Joseph, SBS, JP (Convenor)

謝偉鴻博士（副召集人）

Dr SHIE Wai-hung, Henry (Deputy Convenor)

陳麗雲教授

Prof CHAN Lai-wan, Cecilia, JP

何超羣女士

Ms HO Chiu-ha, Maisy, BBS

李翠莎博士

Dr Trisha LEAHY, BBS

梁世民醫生

Dr LEUNG Sai-man, Sigmund, BBS, JP

陳章明教授

Prof CHAN Cheung-ming, Alfred, SBS, JP

### 社會參與及宣傳專責小組

### Community Participation and Publicity Committee

羅乃萱女士（召集人）

Ms Shirley Marie Therese LOO, BBS, MH, JP (Convenor)

梁頌恩女士（副召集人）

Ms LEUNG Chung-yan, Juan, MH (Deputy Convenor)

陳家殷先生

Mr CHAN Ka-yan, Samuel, JP

李國麟教授

Prof Hon LEE Kok-long, Joseph, SBS, JP

梁世民醫生

Dr LEUNG Sai-man, Sigmund, BBS, JP

利哲宏博士

Dr Rizwan ULLAH

陳章明教授

Prof CHAN Cheung-ming, Alfred, SBS, JP

#### 增選成員

#### Co-opted Members

李美辰女士

Ms Christina Maisenne LEE

謝俊謙教授

Prof TSE Tsun-him

游家敏女士

Ms YAU Ka-man, Carmen





## 法律及投訴專責小組

李翠莎博士（召集人）

高朗先生（副召集人）

陳家殷先生

陳麗雲教授

趙文宗教授

謝偉鴻博士

余翠怡小姐

陳章明教授

## Legal and Complaints Committee

Dr Trisha LEAHY, BBS (Convenor)

Mr Mohan DATWANI (Deputy Convenor)

Mr CHAN Ka-yan, Samuel, JP

Prof CHAN Lai-wan, Cecilia, JP

Prof CHIU Man-chung, Andy

Dr SHIE Wai-hung, Henry

Miss YU Chui-yee, MH

Prof CHAN Cheung-ming, Alfred, SBS, JP

## 政策、研究及培訓專責小組

蔡玉萍教授（召集人）

利哲宏博士（副召集人）

周浩鼎議員

高朗先生

何超蓮女士

李國麟教授

陳章明教授

### 增選成員

陳浩庭先生

莊耀洸先生

嚴楚碧女士

## Policy, Research and Training Committee

Prof CHOI Yuk-ping, Susanne (Convenor)

Dr Rizwan ULLAH (Deputy Convenor)

Hon CHOW Ho-ding, Holden

Mr Mohan DATWANI

Ms HO Chiu-ha, Maisy, BBS

Prof Hon LEE Kok-long, Joseph, SBS, JP

Prof CHAN Cheung-ming, Alfred, SBS, JP

### Co-opted Members

Mr CHAN Ho-ting, Mac

Mr CHONG Yiu-kwong

Ms YIM Chor-pik, Rabi

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：

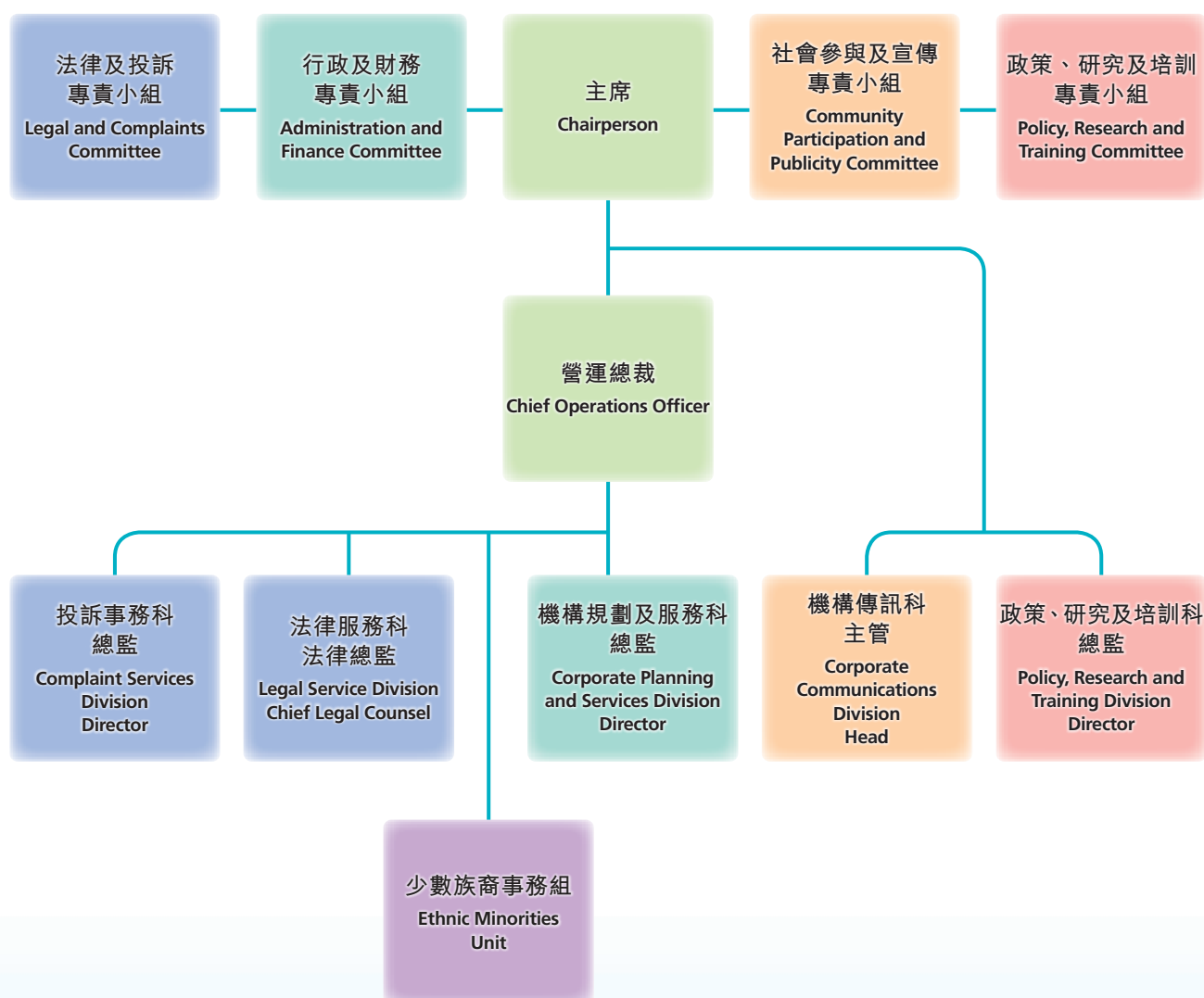
For complete terms of reference of the above four committees, please refer to the EOC website:

[www.eoc.org.hk/eoc/graphicsfolder/showcontent.aspx?content=organization](http://www.eoc.org.hk/eoc/graphicsfolder/showcontent.aspx?content=organization)



## 平等機會委員會辦事處的組織架構（截至2019年3月31日） Organisational Structure of the Equal Opportunities Commission (as of 31 March 2019)

### 平等機會委員會管治委員會 Board of the Equal Opportunities Commission







## 平等機會委員會辦事處管理小組（截至2019年3月31日） Management Team of the Equal Opportunities Commission (as of 31 March 2019)

### 主席 Chairperson

陳章明教授 Prof CHAN Cheung-ming, Alfred, SBS, JP\*

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### 營運總裁 Chief Operations Officer

懸空 Vacant^

---

### 總監（投訴事務）Director (Complaint Services)

蕭傑雄先生 Mr SIU Kit-hung, Tony

---

### 法律總監 Chief Legal Counsel

陸志祥先生 Mr LUK Chi-cheung, Ivan

---

### 總監（政策、研究及培訓）Director (Policy, Research and Training)

朱崇文博士 Dr CHU Chung-man, Ferrick

---

### 總監（機構規劃及服務）Director (Corporate Planning and Services)

李錦雄先生 Mr LI Kam-hung, Oska

---

### 主管（機構傳訊）Head (Corporate Communications)

王珊娜女士 Ms WONG Shan-nar, Shana

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\* 朱敏健先生, IDS自2019年4月11日起成為平機會主席。  
Mr CHU Man-kin, Ricky, IDS has served as Chairperson of the EOC since 11 April 2019.

^ 總監（政策、研究及培訓）自2018年12月14日起兼署任營運總裁。  
The Director (Policy, Research and Training) has been doubling up the post of Chief Operations Officer since 14 December 2018.



## 全年摘要 | Highlights of the Year

### 2018/19重要數字一覽 Figures at a Glance 2018/19



答覆 **9,790** 個查詢  
Enquiries answered

.....



處理 **1,333** 宗投訴  
Complaints handled

.....



調停成功率 **71%**  
Conciliation success rate

.....



**29** 宗個案獲法律協助  
Cases granted with legal assistance

.....



**4** 宗個案提交至法庭審理  
Cases taken to court

.....

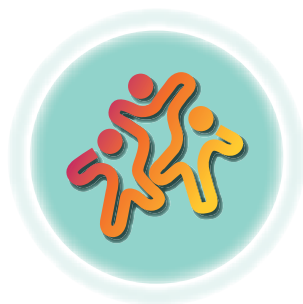


為投訴人取得的賠償總額逾  
Over **\$4,390,000**

Compensation secured for complainants

.....





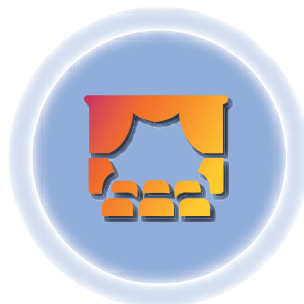
資助 **\$1,213,956**  
Funding of  
予 **33** 個推廣平等機會的社區項目  
for **33** community projects



舉辦 **114** 個主要推廣活動  
Major promotional activities  
organised



網站點擊率  
**15,325,298** 次  
Website hits



超過 **63,500** 名學生觀看了  
宣傳平等機會信息的話劇表演  
Students who watched equal  
opportunities dramas



舉辦 **509** 次培訓課程予  
Training sessions for  
**24,453** 人次  
participants



**99%** 參加者對培訓表示滿意  
Participants satisfied  
with EOC training



## 2018/19年度獎項及嘉許 Awards & Recognition 2018/19

### 11/2018

平機會2016/17年報榮獲香港管理專業協會最佳年報比賽的優秀小型機構年報獎。

The EOC's 2016/17 Annual Report took away the Excellence Award for Small Size Entries in the Best Annual Reports Awards organised by Hong Kong Management Association.



### 12/2018

榮獲香港董事學會頒發2018年傑出董事獎（法定／非分配利潤組織組別）及董事會多元化卓越嘉許。

The EOC was honoured at the Directors of the Year Awards 2018 organised by the Hong Kong Institute of Directors with the Statutory/Non-profit-distributing Organisation Boards Award and Excellence in Board Diversity Award.



### 1/2019

獲社會福利署的義工運動頒發義務工作嘉許狀金狀。

The EOC received a Gold Certificate in the Volunteer Movement organised by the Social Welfare Department.

### 2/2019

獲香港社會服務聯會頒發5年Plus「同心展關懷」標誌，可於2019年3月1日至2020年2月29日使用該標誌。



The EOC was awarded the 5 Years Plus Caring Organisation Logo by Hong Kong Council of Social Service for the period from 1 March 2019 to 29 February 2020.

### 3/2019

香港社會服務聯會把平機會納入2019年3月1日至2022年2月28日的「無障礙友善機構名單」，表揚平機會一直致力推動建立無障礙環境及文化，關心社區內的不同群體。

The EOC was included in the List of Barrier-free Organisations from 1 March 2019 to 28 February 2022 by Hong Kong Council of Social Service, in recognition of the Commission's continuous commitment to developing a barrier-free environment and culture and caring for different groups in the community.







## 2018/19主要活動 Major Events & Activities 2018/19

### 4/2018

歡迎政府委任兩名新委員加入平機會管治委員會，分別為陳家殷先生,JP及梁世民醫生,BBS, JP，任期由2018年5月20日起生效。

Welcomed the Government's appointment of two new Members – Mr Samuel CHAN Ka-yan, JP and Dr Sigmund LEUNG Sai-man, BBS, JP – to the EOC Board with effect from 20 May 2018.



### 5/2018

於2018年5月21日假九龍灣國際展貿中心，與香港電台第一台合辦「平等就業·豐盛生活」行動的公眾活動，推動殘疾人士的平等就業機會。

Co-organised with Radio Television Hong Kong (RTHK) Radio 1 the "Employment Equality Project" public event on 21 May 2018 at Kowloonbay International Trade & Exhibition Centre to promote equal employment opportunities for persons with disabilities.

### 6/2018

發表公開聲明，呼籲本地教會積極處理性騷擾，從速制定預防性騷擾政策。

Made public statement and called on local churches to tackle sexual harassment and establish anti-sexual harassment policy without delay.



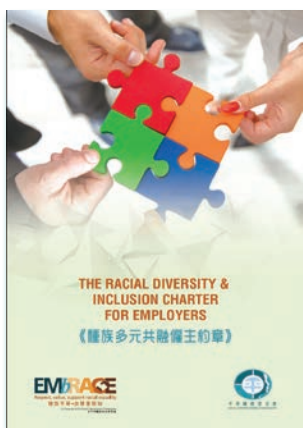


## 全年摘要 | Highlights of the Year

### 7/2018

為平機會網站推出全新主頁，並簡化資料的展示方式，以提升使用者的體驗。

Launched a new home page for the EOC website and streamlined the organisation of information on the website to enhance user experience.



### 8/2018

於2018年8月6日推出《種族多元共融僱主約章》，鼓勵企業推廣工作間種族平等。

Launched the Racial Diversity & Inclusion Charter for Employers on 6 August 2018 to engage businesses in promoting racial equality in employment.

於2018年8月22日公布《香港工作間的家庭崗位歧視之研究》結果。研究發現，受訪的香港僱主和僱員皆對家庭崗位歧視及《家庭崗位歧視條例》了解不足。

Released findings of the "Study on Family Status Discrimination in the Workplace in Hong Kong" on 22 August 2018, which showed a lack of knowledge about family status discrimination and the Family Status Discrimination Ordinance among both employers and employees in Hong Kong.



### 9/2018

於2018年9月20至21日與國家人權機構亞太論壇合辦「平等共融亞太區會議2018：回顧與前瞻」。

Co-organised the Conference on Equality in the Asia Pacific 2018: Progress and Challenges on 20-21 September 2018 with the Asia Pacific Forum of National Human Rights Institutions.





## 10/2018

於2018年10月12日與香港中文大學崇基學院神學院合辦「不叫我們遇見試探——預防及處理教會內的性騷擾」研討會。

Co-organised with the Divinity School of Chung Chi College of The Chinese University of Hong Kong a Seminar on Prevention of Sexual Harassment in Churches on 12 October 2018.



## 11/2018

獲香港董事學會頒發2018年傑出董事獎（法定/非分配利潤組織組別）及董事會多元化卓越嘉許。

Received the Statutory/Non-profit-distributing Organisation Boards Award and Excellence in Board Diversity Award in the Directors of the Year Awards 2018 organised by the Hong Kong Institute of Directors.

## 12/2018

於2018年12月6日舉行《種族多元共融僱主約章》啟動禮，有11間企業簽署約章。

Held the inaugural ceremony of the Racial Diversity & Inclusion Charter for Employers on 6 December 2018, with 11 enterprises joining the Charter.



歡迎政府在2018年12月12日向立法會提交《2018年歧視法例（雜項修訂）條例草案》進行首讀和開始二讀。

Welcomed the introduction of the Discrimination Legislation (Miscellaneous Amendments) Bill 2018 by the Government into the Legislative Council for first and commencement of second reading on 12 December 2018.



## 全年摘要 | Highlights of the Year

## 1/2019

於2019年1月21日公布《打破沉默：本港大學生性騷擾調查研究》的結果，該研究是香港同類型研究中規模最大的調查。調查發現近四分之一的大學生（23%）在調查前12個月內曾受到性騷擾，但當中只有2.5%表示曾向所屬大學投訴。

Published “Break the Silence: Territory-wide Study on Sexual Harassment of University Students in Hong Kong” on 21 January 2019, which was the largest of its kind in Hong Kong; nearly one-fourth (23%) of university students reportedly experienced sexual harassment within 12 months before the survey, but only 2.5% of them lodged a complaint with their respective university.



## 2/2019

於2019年2月25日公布「性騷擾——體育界問卷調查」的結果，調查發現已制定防止性騷擾政策的體育總會的數字有所增加。

Announced findings of the “Questionnaire Survey on Sexual Harassment in the Sports Sector” on 25 February 2019, which showed an increase in the number of National Sports Associations with anti-sexual harassment policy.



## 3/2019

於2019年3月3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」，另於2019年3月29日舉行《種族多元共融僱主約章》第二次典禮，表揚34間新簽署機構。

Co-organised with RTHK Radio 2 a public event on 3 March 2019 in celebration of International Day for the Elimination of Racial Discrimination. Also held the second ceremony of the Racial Diversity & Inclusion Charter for Employers on 29 March 2019, acknowledging 34 new signatories.

政府於2019年3月22日宣布，行政長官委任朱敏健先生為平機會新任主席，任期由2019年4月11日起生效。

Announcement by the Government on 22 March 2019 that the Chief Executive appointed Mr Ricky CHU Man-kin as the Chairperson of the EOC with effect from 11 April 2019.







## 平等共融亞太區會議2018：回顧與前瞻 Conference on Equality in the Asia Pacific 2018: Progress and Challenges

**日期：** 2018年9月20至21日

**地點：** 香港灣景國際

**合辦單位：** 香港平等機會委員會  
(平機會)

國家人權機構亞太論壇  
(亞太論壇)

**參加者：** 來自25個國家及地區  
近60名人權機構領袖，  
以及約250名來自領事館、  
商會、學術機構、  
政府部門、公營機構、  
非政府組織及香港立法  
機關的代表。

**Date:** 20-21 September 2018

**Location:** The Harbourview, Hong Kong

**Co-organisers:** Equal Opportunities Commission (EOC), Hong Kong

Asia Pacific Forum of National Human Rights  
Institutions (APF)

**Participants:** Close to 60 leaders of national human rights  
institutions (NHRIs) from 25 countries and regions,  
and around 250 representatives from Consulates  
General, Chambers of Commerce, academic  
institutions, Government departments, public  
bodies, NGOs and the legislature in Hong Kong.

### 背景

平機會多年來與亞太論壇保持聯繫，致力參與亞太區內平等進程的討論，作出貢獻。適逢亞太論壇於2018年9月18至19日在香港舉行第23屆周年大會，平機會遂與亞太論壇合辦「平等共融亞太區會議2018：回顧與前瞻」。

### Background

The EOC enjoys a longstanding affiliation with the APF, and has been playing a part to contribute to the regional dialogue on promoting equality. Riding on the 23rd Annual General Meeting of the APF in Hong Kong on 18-19 September 2018, the EOC co-organised with APF the "Conference on Equality in the Asia Pacific 2018: Progress and Challenges".





## 全年摘要 | Highlights of the Year

會議旨在提供平台，讓人權機構領袖、決策者、意見領袖、學者、平等倡導者和持份者進行對話，並就亞太地區的平等議題交流意見，務求可以集思廣益，促進亞太地區的平等。

The main purpose of the conference was to provide a platform for NHRI leaders, policy-makers, influencers, academics, advocates and stakeholders to engage in dialogue and exchange on issues of equality across Asia and the Pacific, with a view to gathering new insights and perspectives for advancing equality in the region.

### 會議議程

會議為期兩天，參加者討論了區內平等進程，以及推廣平等過程中面對的持續和未來挑戰。參加者亦分享了消除歧視和不平等的政策方向和解決方法，並透過演說和專題討論，探討女性、少數族裔和殘疾人士在平權路上面對的障礙。

### Programme

During the two-day conference, participants discussed the progress of equality, as well as the ongoing and future challenges. They also shared the policy approaches and solutions for eliminating discrimination and inequality. Through presentations and panel discussions, participants examined the barriers to equality for women, ethnic minorities and persons with disabilities.



講者來自不同界別和地方，包括深受尊重的平權先驅者和倡議者、學者和專業人士，例如聯合國人權事務高級專員辦事處東南亞區辦事處副代表 Katia CHIRIZZI 女士，以及香港中文大學副校長兼平機會創會主席張妙清教授，她們概述了亞太區及香港的平權進程。

The list of distinguished speakers included well-respected pioneers and advocates of equality, academics and professionals from different fields and places. Among them were Ms Katia CHIRIZZI, Deputy Regional Representative, Office of the United Nations High Commissioner for Human Rights, South-East Asia Regional Office and Prof Fanny MC CHEUNG, Pro-Vice-Chancellor / Vice-President of The Chinese University of Hong Kong and Founding Chairperson of the EOC, who gave an overview of the progress of equality in Asia Pacific and Hong Kong.





此外，兩位具啟發性的平權領袖，阿富汗獨立人權委員會主席兼亞太論壇前主席Sima SAMAR醫生，以及香港競爭事務委員會主席兼平機會前主席胡紅玉女士，也在會議上分享了推動平等的個人經歷、面對的挑戰和動力。

Two inspirational leaders, namely Dr Sima SAMAR, Chairperson of the Afghanistan Independent Human Rights Commission and former APF Chairperson and Ms Anna WU, Chairperson of Hong Kong Competition Commission and former Chairperson of the EOC, also shared their personal experiences, challenges and motivations in promoting equality.



會議網頁  
(中文版)



Conference webpage  
(English version)

平機會其後發表了報告，摘述會議上提出和討論的主要課題、總結及學習重點。此外，平機會還製作了影片，記錄會議的精華片段。會議報告、影片以及其他詳情，已經上載至平機會網站，供公眾參閱。

The EOC put together a report to summarise the main issues raised and discussed, as well as the conclusions and key learning points of the conference. Videos were also produced to capture the highlights of the conference. The report, along with the videos and other details of the conference, has been uploaded onto the EOC website for public information.





## 我們的工作 | Our Operation

### 投訴服務

平機會其中一項主要職能是調查市民根據《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》四條反歧視條例提出的投訴，並鼓勵爭議各方進行調停。

這些條例禁止基於性別、懷孕、婚姻狀況、殘疾、家庭崗位和種族的歧視，同時保障公眾免受殘疾和種族中傷與騷擾，以及性騷擾。

反歧視條例中僱傭範疇的條文不單保障僱員，也保障求職者和合約員工。此外，條例也涵蓋職業介紹所，以及成為合夥人、加入專業團體和工會的活動。至於非僱傭範疇的條文則涵蓋教育、提供貨品、服務及設施、參與會社及體育活動、處所管理，以及政府的活動等方面。

### Complaint Services

A major function of the EOC is to conduct investigation into complaints lodged under the four anti-discrimination ordinances, namely the Sex Discrimination Ordinance (SDO), Disability Discrimination Ordinance (DDO), Family Status Discrimination Ordinance (FSDO) and Race Discrimination Ordinance (RDO), and encourage conciliation between the parties in dispute.

These ordinances prohibit unlawful discrimination on the grounds of sex, pregnancy, marital status, disability, family status and race. The legislation also provides protection from disability and racial vilification and harassment, as well as sexual harassment.

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





## 投訴處理程序

平機會獲授權調查根據反歧視條例提出有關歧視、騷擾和中傷的投訴。任何人士如感到自己在受保障的範圍下受到歧視，可親身或透過授權代表，向平機會作出書面投訴。

平機會調查投訴時，會審視與個案相關的資料，並讓涉案各方有充足機會作出回應。平機會致力在合適的情況下，透過調停解決爭議，並協助爭議各方達成和解。

若各方未能和解，投訴人可向平機會申請其他形式的協助。平機會會審視每宗申請，考慮個案所涉及的原則，以及申請人是否有能力在沒有協助的情況下處理個案。平機會提供的協助包括法律意見、法律協助，或任何其他形式並合適的協助（有關法律協助的資料請參閱第38頁）。

## 改善措施

平機會致力維持效率及效益兼備的公眾查詢及投訴處理機制。在2018/19年度，平機會繼續尋求改善投訴處理程序的方法。具體而言，為了加快查詢和投訴的處理程序，只要查詢符合指定條件或準則，便即歸類為投訴，並會迅速指派個案主任跟進。指定條件是：

- 投訴必須為書面形式；
- 投訴必須由受屈人提出（除非該投訴是由受屈人代表代投訴人提出）；以及
- 必須關乎反歧視條例下的違法行為之指稱。

## Complaint-handling Procedures

The EOC is mandated to investigate into complaints of discrimination, harassment and vilification under the anti-discrimination ordinances. Persons who feel that they have been discriminated against on any of the protected grounds can lodge a complaint in writing, either personally or through an authorised representative, with the EOC.

When investigating a complaint, the EOC examines information relevant to the case and gives all involved parties adequate opportunities to respond. Where it is considered appropriate, the EOC endeavours to resolve the matter through conciliation, helping the disputing parties 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 (please refer to p.38 for information on legal assistance).

## Enhancement Measures

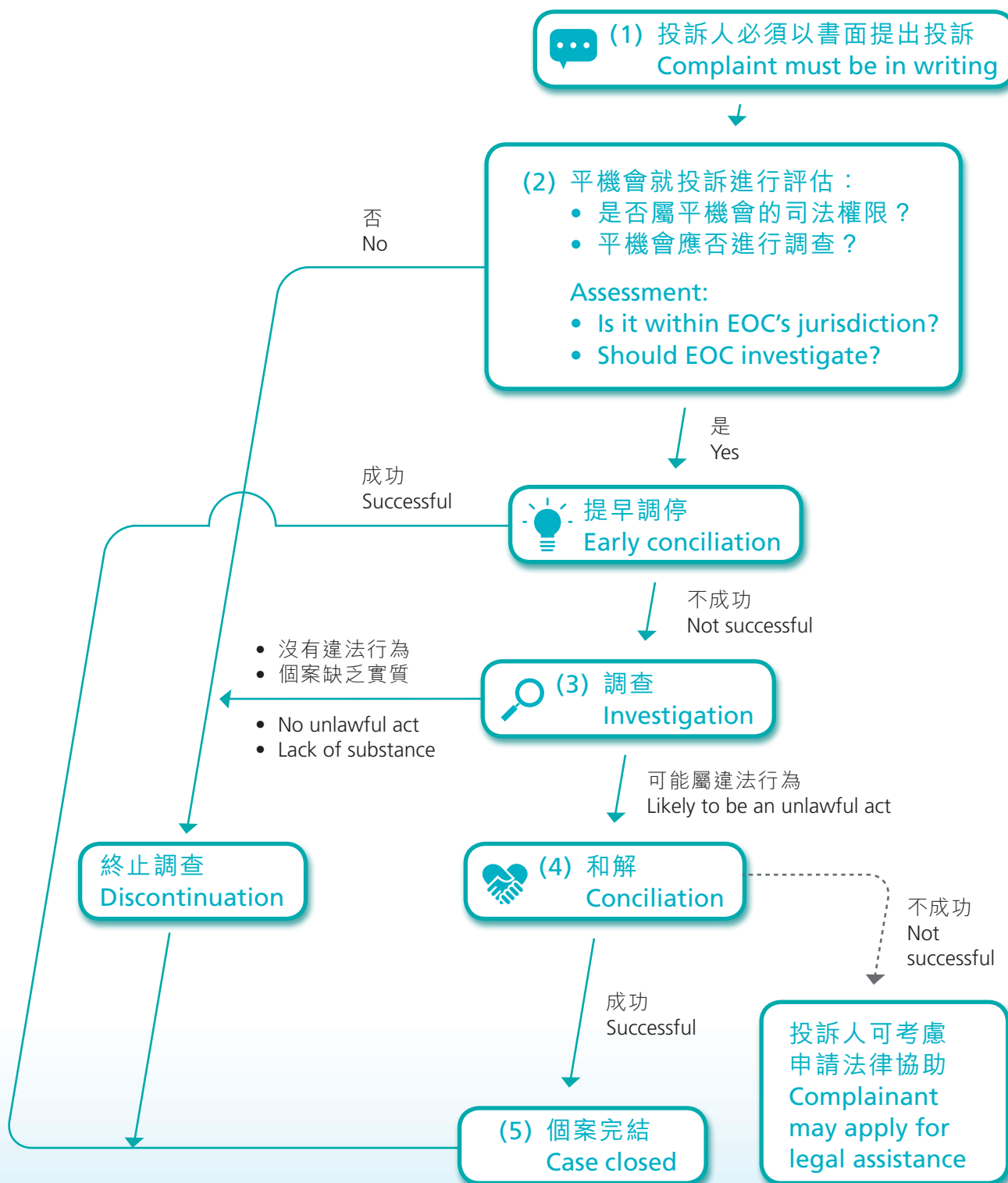
The EOC is committed to maintaining an effective and efficient public enquiry and complaint-handling mechanism. In 2018/19, the EOC continued to identify ways of enhancing the complaint-handling process. Specifically, to speed up the processing of enquiries and complaints, once an enquiry has met the stipulated conditions or threshold test, it would be classified as a complaint and a case officer would be promptly assigned to follow up on the complaint. The conditions are:

- The complaint must be in writing;
- The aggrieved person must have lodged the complaint (unless the complaint is a representative complaint made on behalf of an aggrieved person); and
- There must be an allegation of an unlawful act under the anti-discrimination ordinances.



## 投訴處理程序的流程圖

### Flowchart on Complaint-handling Procedures







## 回覆公眾查詢

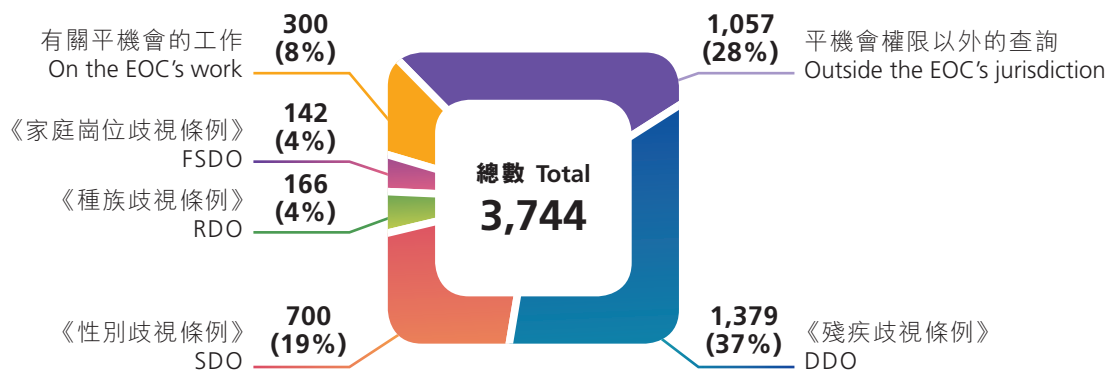
平機會在2018/19年度共處理了9,790宗查詢，當中6,046宗為一般查詢，3,744宗為涉及具體情況的查詢。一般查詢通常有關平機會的活動和反歧視條例的條文；而具體查詢則關乎一些可能會演變為投訴的情況和事件。大部分人透過平機會的電話熱線作出查詢，其次為書信，以及與平機會職員當面對談。

## Answering Enquiries from the Public

In 2018/19, the EOC handled a total of 9,790 enquiries: 6,046 general enquiries and 3,744 enquiries on specific situations. General enquiries are normally related to questions on the EOC's activities and the provisions of the anti-discrimination laws, while specific enquiries cover questions on scenarios or incidents that may become complaints. The largest proportion of enquiries was made through the EOC telephone hotline, followed by writing and face-to-face interviews.

### 2018/19年度處理的具體查詢數字

### Breakdown of Specific Enquiries Handled in 2018/19



## 收到及處理的投訴

由於採用了更快捷的查詢篩選及分類方法，平機會在2018/19年度收到的投訴數字大幅增加至1,008宗，比2017/18年度上升了54%。

## Complaints Received and Handled

Owing to the more efficient screening and classification of enquiries, the number of complaints received by the EOC increased significantly by 54% to 1,008 in 2018/19, as compared with 2017/18.



## 我們的工作 | Our Operation

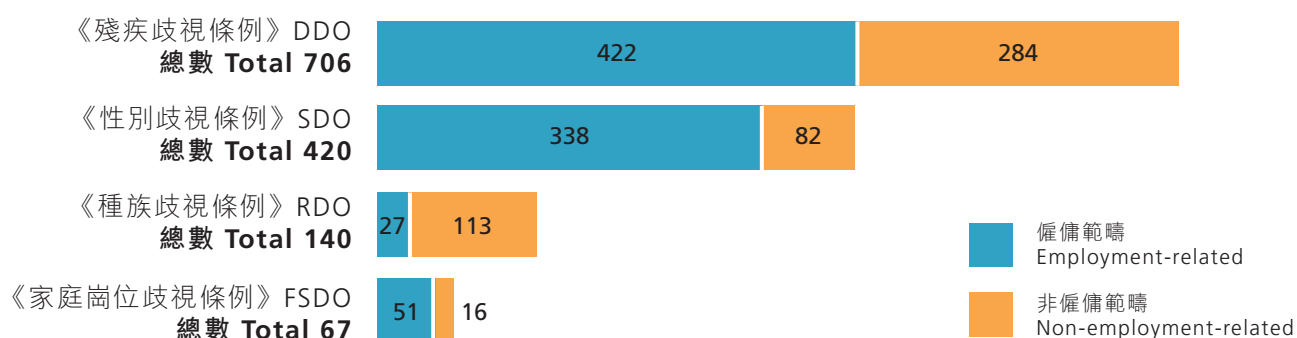
## 2018/19年度新收到的歧視投訴數字：1,008宗

## New Discrimination Complaints Received in 2018/19: 1,008



## 2018/19年度已處理的投訴總數（包括2017/18年度尚未完成的個案）：1,333宗

## Total Number of Complaints Handled in 2018/19 (including cases carried over from 2017/18): 1,333



## 有關《殘疾歧視條例》的投訴

## Complaints Related to the DDO

- 根據《殘疾歧視條例》提出的706宗投訴中，有422宗（60%）屬僱傭範疇，284宗（40%）屬非僱傭範疇。
- 僱傭範疇的個案大多數與病假和工傷有關，爭議主要圍繞員工執行固有工作要求的能力、對員工的遷就或便利，或對僱主造成不合情理的困難。
- 非僱傭範疇的個案大多數涉及提供貨品、服務及設施，以及政府執行職務或行使職權的事宜。
- Of the 706 complaints lodged under the DDO, 422 (60%) were related to employment and 284 (40%) were non-employment-related.
- For the employment-related cases, the majority were related to sick leave and work injuries. The disputes were mainly over staff's ability to perform the inherent requirements of the job, accommodation given to an employee or unjustifiable hardship to the employer.
- For those cases not related to employment, the majority involved the provision of goods, services and facilities, and Government functions or powers.



### 有關《性別歧視條例》的投訴

- 根據《性別歧視條例》提出的投訴當中，性騷擾和懷孕歧視個案仍佔首兩位。
- 在420宗《性別歧視條例》個案中，有338宗屬僱傭範疇，當中44%涉及性騷擾（150宗），33%（111宗）涉及懷孕歧視。
- 平機會亦調查了82宗非僱傭範疇的投訴，當中40%（33宗）有關性別歧視，43%（35宗）有關性騷擾，12%（10宗）屬懷孕歧視，4%（3宗）屬有關使人受害的歧視，1%（1宗）有關婚姻狀況的歧視。

### 有關《種族歧視條例》的投訴

- 在140宗《種族歧視條例》的個案中，有27宗（19%）屬僱傭範疇，113宗（81%）屬非僱傭範疇。
- 屬非僱傭範疇的個案中，有50宗（44%）涉及種族中傷，大多數與社交媒體平台上針對本港少數族裔的仇恨言論有關。

### 有關《家庭崗位歧視條例》的投訴

- 在67宗《家庭崗位歧視條例》的個案中，有51宗（76%）屬僱傭範疇，16宗（24%）屬非僱傭範疇。
- 不少屬僱傭範疇的個案（37%）都是涉及投訴人因家庭崗位而遭解僱。

### Complaints Related to the SDO

- Sexual harassment and pregnancy discrimination continued to occupy the top two ranks of cases lodged under the SDO.
- Of the 420 SDO cases, 338 were employment-related allegations. Of these, 44% involved sexual harassment (150 cases), while 33% (111 cases) involved pregnancy discrimination.
- Investigations were also made into 82 non-employment-related allegations, 40% (33 cases) of which were related to sex discrimination, 43% (35 cases) to sexual harassment, 12% (10 cases) to pregnancy discrimination, 4% (3 cases) to victimisation, and 1% (1 case) to marital status discrimination.

### Complaints Related to the RDO

- Of the 140 RDO cases, 27 (19%) were employment-related and 113 (81%) non-employment-related.
- For the latter category, 50 (44%) of the cases concerned racial vilification. A large number of these related to hate messages targeting ethnic minorities in Hong Kong on social media platforms.

### Complaints Related to the FSDO

- Of the 67 FSDO cases, 51 (76%) were employment-related and 16 (24%) non-employment-related.
- A number (37%) of the allegations in the employment field concerned dismissal on the ground of family status.





## 我們的工作 | Our Operation

### 平機會作出的主動調查：62宗

平機會亦對涉及違法行為的事件或情況，以及根據法例可能引起歧視問題的事宜主動作出調查。有關事件是平機會留意到的，或由第三方或不想參與調查或調停過程的個別受屈人士向平機會報告的。在這些情況下，平機會會向有關方面查詢事件，解釋相關的法例條文，並建議他們改善情況。

平機會於2018/19年度共處理了62宗這類個案，大部分屬於《殘疾歧視條例》（主要是通道和服務提供的問題），其次為《性別歧視條例》（主要有關招聘和服務提供的問題）。

### 調停

在調查投訴個案的過程中，平機會致力幫助投訴人和答辯人通過調停達成和解。調停完全屬自願性質。和解的形式可以是道歉、金錢賠償、修改政策和慣例、檢討工作程序及其他安排。

2018/19年度完結的個案有894宗，當中188宗進行了調停，最終134宗成功調停，調停成功率為71%；而2017/18年度的成功率是67%。此外，有6宗個案在調查結束前已提早解決。未能成功調停的原因，主要是有關各方未能就道歉和/或金錢賠償的條件達成共識。

全年共有244宗投訴個案獲撤銷，原因是投訴人無意繼續追究，或在收到答辯人或機構的初步回應後，對情況有更深入了解而決定不再跟進。另外，456宗個案因不同原因而被終止，包括個案缺乏實質、無違法行為，以及投訴已超過12個月的期限。

### EOC-initiated Investigations: 62

The EOC also initiated investigations into incidents or situations involving unlawful acts, and issues that gave rise to concerns of discrimination under the law. These incidents were noticed by the Commission, or brought to the attention of the EOC by third parties or aggrieved individuals who did not wish to be involved in the investigation or conciliation process. Under these circumstances, the EOC would approach the concerned parties to inquire into the matter, explain the relevant legislative provisions, and advise them on rectifying the situation.

During the year under review, the EOC handled 62 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

In the course of investigating a complaint case, the EOC will endeavour to help the complainant and the respondent reach a settlement by way of conciliation. Conciliation is completely voluntary, and the settlement can be in the form of apology, monetary compensation, change in policy and practice, review of work procedures and other arrangements.

Of the 894 cases concluded in 2018/19, 188 proceeded to conciliation, with 134 successfully conciliated. The conciliation success rate was 71%, compared to 67% in 2017/18. Another 6 cases were resolved early between the parties before the investigation was completed. The major reason for unsuccessful conciliation was disagreement on the terms of apology and/or monetary compensation among the parties concerned.

A total of 244 cases were withdrawn due to complainants having no desire to pursue the case further or acquiring better understanding of the situation after receiving the initial response from the respondents. Furthermore, 456 cases were discontinued due to various reasons, including case lacking in substance, there was no unlawful act found, and the complaint was lodged beyond the 12-month time bar.

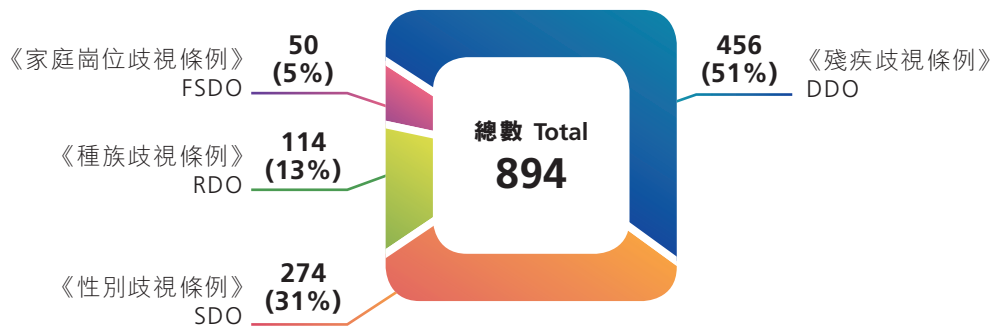


整體而言，儘管平機會在2018/19年度收到的投訴大幅增加，仍能達到在六個月內完成處理75%個案的服務承諾。

Overall, the EOC was able to fulfil its performance pledge of concluding 75% of the cases within six months in 2018/19, despite the substantial increase in the number of complaints lodged.

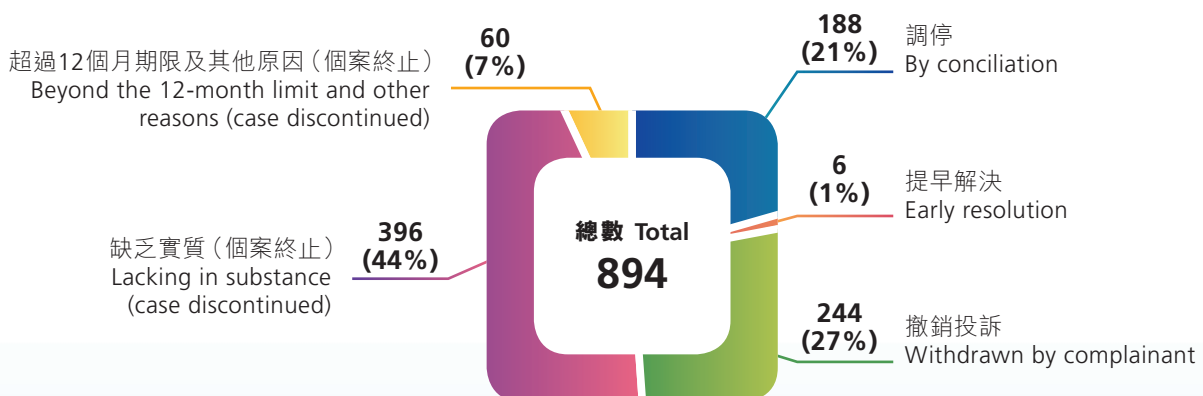
### 2018/19年度已完結的個案數字（根據條例分類）

### Breakdown of Cases Concluded in 2018/19 by Ordinance



### 2018/19年度已完結的個案數字（根據所採取的行動分類）

### Breakdown of Cases Concluded in 2018/19 by Action Taken





## 法律服務科

平機會並非法庭或審裁機構，沒有權力就歧視、騷擾或中傷的申索作出判決；平機會也不是法律援助機構。儘管如此，投訴人作出投訴後，若未能達成和解，可向平機會申請協助，包括法律協助。平機會的法律服務科除了負責處理法律協助申請，亦負責檢討反歧視條例的成效，以及向平機會提供內部法律意見和支援。

## 向投訴人提供的協助

每當收到法律協助申請時，法律服務科會指派部門內一名律師處理有關申請。該律師會細閱與個案有關的所有文件和資料，進行法律研究，並會根據案情背景和下文載列的原則，就應否給予法律協助，擬備一份詳盡的意見書呈交予平機會管治委員會轄下的法律及投訴專責小組。該小組的成員來自不同背景，各具專業知識。他們會根據平機會律師的法律意見，考慮並決定是否為個案提供協助。

若專責小組成員決定給予某個案法律協助，負責的律師會採取一切所需的跟進行動協助申請人。若申請人獲法律協助而案件又無法達成和解，法律服務科的指定律師會擔任受助人的法律代表，擬備所需的法律文件，為受助人提起法律訴訟程序。法律服務科的律師會在各非正審聆訊／審訊中代表受助人出庭，或視乎案件的複雜和影響程度，延聘外間的獨立大律師代表受助人出庭。

## Legal Service Division

The EOC is not a court or tribunal. It does not have the power to decide on claims of discrimination, harassment or vilification. Neither is it a legal aid agency. Nevertheless, when a complaint has been lodged, but not settled, the complainant may apply to the EOC for assistance, including legal assistance. The Legal Service Division (LSD) of the EOC is responsible for handling the applications for legal assistance. The Division is also responsible for reviewing the effectiveness of the anti-discrimination laws and providing internal legal advice and support to the EOC.

## Assistance to Complainants

Whenever an application for legal assistance is received, a lawyer of the LSD will be assigned to deal with the application. He or she will peruse all documents and information in relation to the case, conduct legal research, and prepare a detailed submission to the Legal and Complaints Committee (LCC) under the EOC Board, advising whether legal assistance should be granted based on the factual background and the principles mentioned below. The LCC, which is comprised of Members of diverse backgrounds and expertise, will consider and decide whether or not to give assistance in a case based on the legal advice of the EOC's lawyers.

If Members of the LCC decide to grant legal assistance to a particular case, the responsible lawyer will take all necessary follow-up actions to assist the applicant. Where legal assistance is granted and the case cannot be settled, the designated lawyer of the LSD will act as the assisted person's legal representative and prepare the necessary legal documentation with a view to issuing legal proceedings for the assisted person. The lawyer of the LSD will appear in Court on behalf of the assisted person in various interlocutory hearings/trials or engage an independent counsel to do so, depending on the complexity and magnitude of the case.





## 提供法律協助與否的考慮因素

法律及投訴專責小組會考慮多項因素以決定是否提供法律協助，包括：

- 案件能否就重要法律問題確立先例？
- 案件會否喚起公眾關注香港仍然常見的歧視問題（如懷孕歧視和處所通道問題）？
- 案件會否鼓勵有關方面在制度上作出改革以消除歧視？
- 個案是否過於複雜，或雙方的相對位置過於懸殊（如權力不平衡），以致申請人難以處理？
- 證據是否足以在法庭獲得勝訴？
- 就某特定個案而言，法律訴訟是否消除歧視的最佳或最有效方法？

這些因素在每宗個案的適用程度不一，專責小組通常會綜合考慮各種原因才作出決定。就獲給予法律協助的個案而言，平機會給予的協助包括由平機會的律師向申請人提供法律意見、收集或評估進一步資料或證據、或由平機會的律師或平機會聘任的私人執業律師在法律訴訟中代表申請人。

## Considerations for Giving or Not Giving Legal Assistance

In deciding whether or not to give legal assistance, the LCC considers a wide range of factors, including:

- Could the case establish a precedent on important legal issues?
- Would the case raise public awareness in areas of discrimination which are still prevalent in Hong Kong, such as pregnancy discrimination and accessibility to premises?
- Would the case encourage institutional changes to eliminate discrimination?
- Would it be difficult for the applicant to handle the case given its complexity and/or the relevant position of the parties (e.g. imbalance of power)?
- Is the evidence sufficient to support a good prospect for success in court?
- Is legal proceeding the best or most effective way to eliminate discrimination insofar as the particular case is concerned?

The applicability of these factors varies from case to case, and often a combination of reasons is involved in reaching a decision. For cases granted with legal assistance, the assistance 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.



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### 申請協助

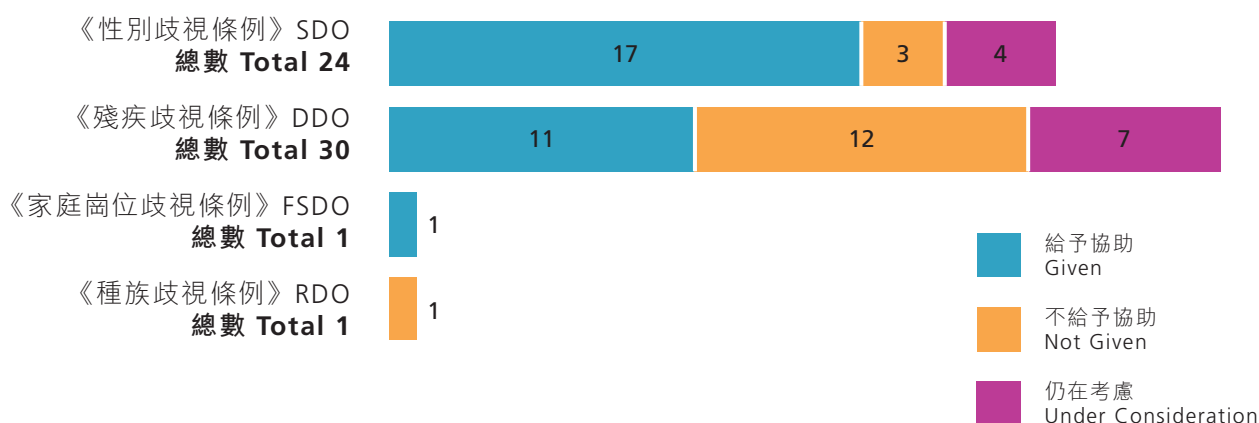
在2018/19年度，平機會共處理了56宗法律協助申請，當中29宗獲得協助，16宗不獲協助。截至財政年度完結時，尚有11宗申請仍在考慮中。

### Applications for Assistance

In 2018/19, the EOC handled 56 applications for assistance. Of these, 29 cases were given legal assistance. A total of 16 cases were not given assistance, while 11 cases were still under consideration at the end of the fiscal year.

### 根據條例劃分的法律協助申請數字

### Breakdown on Applications for Legal Assistance by Ordinance



### 法律協助的案例

**2018年8月31日** — 平機會根據《性別歧視條例》代表一名外籍家庭傭工在區域法院提出訴訟。申索人指稱，她的前僱主基於她懷孕而歧視她，強迫她辭職。

**2018年9月3日** — 平機會根據《性別歧視條例》代表一名女士提出法律訴訟。申索人指稱，她多次受到前上司（第一答辯人）性騷擾，而其前僱主（第二答辯人）需為第一答辯人所犯的違法性騷擾行為負上轉承責任。

**2018年12月4日** — 平機會根據《性別歧視條例》代表一名女士提出法律訴訟。申索人指稱，她所屬機構基於她懷孕而歧視她，而她的前直屬上司明知而協助該機構作出違法行為。

### Examples of Legally Assisted Cases

**31 August 2018** – The EOC issued legal proceedings in the District Court under the SDO on behalf of a foreign domestic helper who alleged that her ex-employer discriminated against her on the ground of her pregnancy by forcing her to resign.

**3 September 2018** – The EOC issued legal proceedings under the SDO on behalf of a woman against her former supervisor (“1st Respondent”) for sexually harassing her on a number of occasions and her former employer (“2nd Respondent”) for being vicariously liable for the unlawful sexual harassment acts committed by the 1st Respondent.

**4 December 2018** – The EOC issued legal proceedings under the SDO on behalf of a woman who alleged that her company discriminated against her on the ground of her pregnancy, and her former direct supervisor knowingly aided her company to commit the unlawful acts.



## 不需展開訴訟便已完結的受助個案

在2018/19年度，有18宗在該年度或之前已獲法律協助的個案，毋需展開法律訴訟便已解決，或是因為個案的進一步發展及評估證據後未獲進一步協助。這些個案包括：

- 8宗屬《性別歧視條例》下的僱傭範疇個案。
- 9宗屬《殘疾歧視條例》下的僱傭範疇個案，另1宗與無障礙及提供服務有關。

另有30宗個案在2018/19年度或之前獲法律協助的個案仍在處理，至報告期完結時尚未有結果或未展開法律訴訟。

## 法庭案件

平機會在2018/19年度共處理了10宗法庭訴訟，其中5宗有關《性別歧視條例》，另外5宗有關《殘疾歧視條例》。

在平機會律師的協助下，3宗個案在保密條款下成功和解而毋需進行審訊，或是因為個案的進一步發展及評估證據後未獲進一步協助。此外，有1宗個案進行了審訊但被駁回。截至2019年3月31日為止，其餘6宗個案仍未完結。

## Legally Assisted Cases Concluded without Commencing Legal Proceedings

In 2018/19, 18 cases, to which legal assistance was given before or during the year, were either resolved without the need to commence legal proceedings, or were given no further assistance upon further development and assessment of evidence. Of these:

- 8 were employment-related cases under the SDO.
- 9 were employment-related cases under the DDO, and another case was related to accessibility and the provision of services.

A total of 30 other cases, to which legal assistance was given before or 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.

## Court Cases

In 2018/19, the EOC handled 10 court proceedings – 5 under the SDO and 5 under the DDO.

With assistance from EOC's lawyers, 3 cases were either successfully settled on confidential terms without proceeding to trial, or given no further assistance upon further development and assessment of evidence. In addition, 1 case proceeded to trial but was dismissed. For the remaining 6 cases, they were still ongoing as of 31 March 2019.





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### 和解條款

雖然平機會致力協助有需要的個案展開法律訴訟，但亦重視透過和解解決爭議。經成功調停或獲法律協助後和解的個案，和解條款包括：

- 更改政策／慣例；承諾停止歧視措施；
- 提供福利，包括教育課程／培訓；提供貨品、服務及設施；或改善設施和無障礙通道；
- 限制日後再犯同樣行為；紀律處分；作出道歉；或投訴人接受答辯人／機構的解釋；
- 發出推薦信；金錢賠償；提供聘用機會；或復職；以及
- 向慈善機構作出捐款。

### 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;
- Provision of benefits, including education programmes/training; provision of goods, services and facilities; or improvement in facilities and accessibility;
- Restrictions on future acts; disciplinary action; apologies; or complainants accepting the respondents' explanation;
- Provision of reference letters; monetary compensation; offers of employment; or reinstatements; and
- Donations to charity.

### 金錢賠償

在報告期內，平機會透過調停方式、法律協助和庭外和解，為受歧視的投訴及申訴人取得的金錢賠償總額超過港幣439萬元。

### Monetary Compensation

The total monetary compensation secured by the EOC for complainants and claimants through conciliation, legal assistance and settlement out of court during the period under review exceeded HK\$4.39 million.



## 歧視條例檢討

平機會其中一項主要職能，是檢討反歧視條例的實施情況，並且視乎需要提出修例建議。平機會於2016年發布《歧視條例檢討》報告，是次條例檢討是平機會成立以來最詳盡的檢討，報告列出73項條例須予以改革的建議，其中27項為應優先處理的建議。

2018年12月，特區政府向立法會提交《2018年歧視法例（雜項修訂）條例草案》進行首讀及開始二讀辯論。《條例草案》納入了以下八項《歧視條例檢討》內的建議：

- 禁止基於餵哺母乳的直接和間接歧視，並將集乳列入餵哺母乳的定義中；
- 修訂《種族歧視條例》的條文，以「有聯繫人士」取代「近親」；
- 禁止因被假設或當為某特定種族群體的人而受到直接及間接歧視和騷擾；
- 擴闊性騷擾、殘疾騷擾和種族騷擾的保障範圍，以保障在共同工作場所內工作的人免受騷擾；
- 保障服務提供者在《殘疾歧視條例》及《種族歧視條例》下，免受顧客的殘疾騷擾和種族騷擾；
- 保障服務提供者在香港註冊的船舶和飛機上也免受顧客的殘疾騷擾和種族騷擾，即使有關船舶和飛機在香港境外；

## Discrimination Law Review

One major function of the EOC is to keep under review the implementation of the anti-discrimination ordinances and, where necessary, draw up proposals for amendments. In 2016, the EOC released the report on the Discrimination Law Review (DLR). The most comprehensive review to date, it listed out 73 areas of the ordinances that require reform, among which 27 were specified as higher priority areas.

In December 2018, the SAR Government introduced the Discrimination Legislation (Miscellaneous Amendments) Bill 2018 to the Legislative Council for first and commencement of second reading. The Bill takes forward eight recommendations under the DLR, namely:

- Prohibit direct and indirect discrimination on the ground of breastfeeding, and include expression of milk in the definition of breastfeeding;
- Replace the references to “near relative” in the RDO with references to “associate”;
- Prohibit direct and indirect discrimination and harassment on the ground of race by imputation;
- Expand the scope of protection from sexual, disability and racial harassment to cover situations of harassment between persons working in a common workplace;
- Protect service providers from disability and racial harassment by customers under the DDO and RDO;
- Protect service providers from disability and racial harassment by customers, where the acts happened outside Hong Kong, but on Hong Kong registered aircraft and ships;



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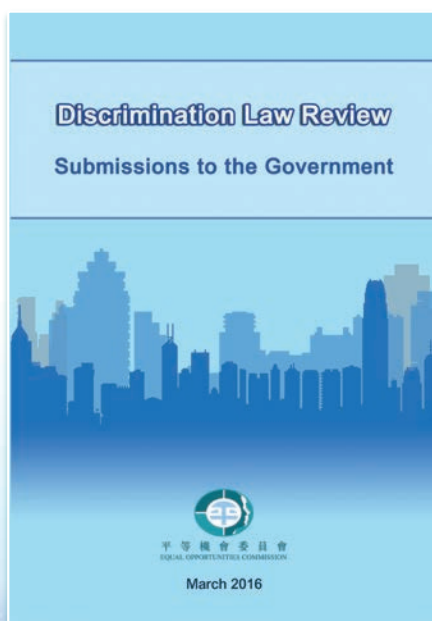
- 保障會社成員或準成員在《性別歧視條例》及《殘疾歧視條例》下，免受會社管理層的性騷擾和殘疾騷擾；以及
- 廢除《性別歧視條例》、《家庭崗位歧視條例》和《種族歧視條例》中規定，判給間接歧視申索人賠償時須證明有歧視意圖的條文。
- Protect members or prospective members of a club from sexual and disability harassment by the management of the club under the SDO and the DDO; and
- Repeal the provisions in the SDO, FSDO and RDO, which disallow the award of damages if the respondent in an indirect discrimination case can prove that the requirement or condition was not applied with intention to discriminate.

隨着立法會成立法案委員會審議《條例草案》，平機會於2019年2月向立法會提交意見書，表達其對餵哺母乳定義的見解，以及支持把免受騷擾的保障擴展至在共同工作場所工作的義工及實習生。平機會亦促請政府儘快推行其餘19項應優先處理的法律改革建議。

與此同時，平機會亦擬備有關修訂的指引，尤其是有關餵哺母乳的指引，好讓僱主、僱員、服務提供及使用者等有關持份者，可以了解修訂的效用，以及法例修訂實施後他們的法律責任。

As a Bills Committee was established by the Legislative Council to scrutinise the Bill, the EOC made a submission to the Committee in February 2019 to state its views on the definition of breastfeeding and its support for covering volunteers and interns in the protection from harassment in common workplaces. The EOC also urged the Government to implement as soon as possible the other 19 higher priority law reforms recommended by the Commission.

Simultaneously, the EOC has been preparing guidance notes in relation to the amendments, specifically on breastfeeding, so that the stakeholders concerned, including employers and employees, as well as service providers and users, can understand the effects of the amendments and their obligations upon implementation.







## 政策、研究及培訓

平機會每年進行不同研究，以掌握歧視的趨勢及根源，建立以數據為本的深入見解。根據研究結果，平機會與政府及各界持份者合作制定政策，推行改革，檢討程序及提供培訓課程，以減少社會上的歧視風險。

### 2018/19年度公布的研究報告

平機會於2018/19年度公布了三項研究報告，議題分別為家庭崗位歧視、大學校園內的性騷擾，以及體育界的性騷擾，吸引傳媒廣泛報道及關注。三項研究的主要結果摘要如下：

#### 香港工作間的家庭崗位歧視之研究（2018年8月公布）

- 香港的僱主和僱員對於甚麼情況會構成《家庭崗位歧視條例》所指的家庭崗位歧視，一般缺乏清晰了解。
- 在受訪有照顧家庭責任的僱員當中，7.8%表示過去兩年內曾遭受家庭崗位歧視。
- 需要照顧年長父母的女性申請資深職位時，其獲聘率較申請初級職位低24.5個百分點。

## Policy, Research and Training

To grasp the trends and root causes of discrimination and develop data-driven insights, the EOC undertakes a range of research studies every year. Based on the findings of the studies, the EOC works with the Government and stakeholders in different sectors on policy formulation and reforms, procedural reviews and training programmes that serve to reduce the risk of discrimination.

### Research Studies Published in 2018/19

In 2018/19, the EOC released the findings of three studies on family status discrimination, sexual harassment in universities and the sports sector respectively, which attracted extensive media coverage and attention. Below summarised the key findings of these studies:

#### Study on Family Status Discrimination in the Workplace in Hong Kong (Released in August 2018)

- There is a common lack of clear knowledge about what constitutes family status discrimination under the Family Status Discrimination Ordinance (FSDO) among both employers and employees in Hong Kong.
- Among the surveyed employees with family care responsibilities, 7.8% reported having experienced discrimination in the past two years.
- When a woman responsible for the care of elderly parents applied for a senior position, her chance of landing the job was 24.5 percentage points lower than when she applied for an entry-level opening.





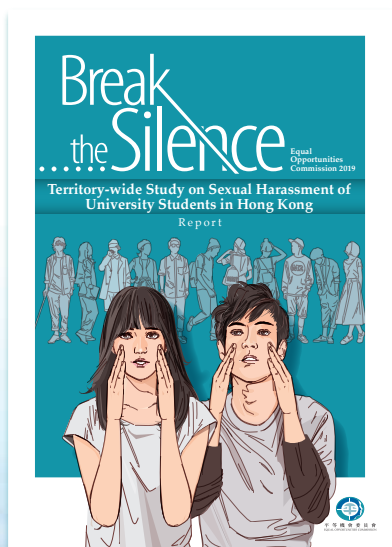
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## 打破沉默：本港大學生性騷擾調查研究（2019年1月公布）

- 來自九所參與大學共14,442名學生交回問卷，當中約四分之一（23%）在調查前12個月內，曾在校園範圍內/外被同學或教職員性騷擾，及/或於網上被性騷擾。然而，當中只有2.5%受訪學生向就讀的大學提出投訴。
- 過半數（58.6%）受訪學生不知道所屬大學有制定反性騷擾政策。
- 調查結果亦顯示大學生未能辨認構成性騷擾的行為，四分之一（25%）受訪學生未能從問卷羅列的八個性騷擾情景中，辨認出四個或以上性騷擾的例子。

## Break the Silence: Territory-wide Study on Sexual Harassment of University Students in Hong Kong (Released in January 2019)

- Among the 14,442 students from nine participating universities who completed the online survey, about one-fourth (23%) were sexually harassed on-campus and/or off-campus by fellow students or university staff, and/or online by anyone within the 12 months before they took the survey. Yet, a mere 2.5% lodged a complaint with the university.
- More than half (58.6%) were unaware of the existing anti-sexual harassment policy at their universities.
- The students' knowledge of what constitutes sexual harassment also proved lacking, with one-fourth (25%) failing to identify four scenarios of sexual harassment or above, out of the eight examples listed.





## 性騷擾——體育界問卷調查 2018（2019年2月公布）

- 已制定防止性騷擾政策的體育總會由2014年的七間上升至2018年的22間，並預計於2019年第四季，再有17間體育總會制定防止性騷擾政策。
- 有更多體育總會主動向會員或屬會發布防止性騷擾政策，12間體育總會表示把政策上載至網站，10間表示以電郵通知。相比2014年的同類調查，當時沒有任何體育總會把政策上載至網站，只有三間體育總會以電郵通知會員有關政策。
- 調查結果亦顯示，各體育總會採取更廣泛的預防性騷擾措施，例如為教練提供防止性騷擾培訓，以及要求教練在閱讀防止性騷擾政策／相關操守守則後，簽署確認以示同意遵守。

## Sexual Harassment – Questionnaire Survey for Sports Sector 2018 (Released in February 2019)

- The number of National Sports Associations (NSAs) with an anti-sexual harassment policy increased from seven in 2014 to 22 in 2018, and an additional 17 NSAs are expected to have a policy in place by the fourth quarter of 2019.
- More NSAs took active steps to inform members and affiliated clubs of the policy as well, with 12 of them posting the policy on their websites (none uploaded the policy in 2014) and 10 sending out an email notification (vs. three in 2014).
- There was also wider adoption of preventive measures among NSAs, such as providing anti-sexual harassment training for coaches and requiring them to sign an acknowledgment form after reading the anti-sexual harassment policy or related Code of Ethics.

## 進行中的研究

平機會於2018/19年度已委託/正進行以下研究：

- 識別出減少公眾反對為精神健康綜合社區中心及其他精神健康設施選址的有效方法之研究（研究結果於2019年5月公布）；
- 香港主流學校教育少數族裔學生所面對挑戰之研究；
- 公眾對女性參政的態度研究；以及
- 香港少數族裔青年教育與事業路徑的研究。

## Research Studies in Progress

The following studies were either in progress or commissioned in 2018/19:

- Study on Identifying Effective Approaches to Reduce Public Opposition in the Siting of Integrated Community Centres for Mental Wellness and other Mental Health Facilities (Released in May 2019);
- A Study on the Challenges Faced by Mainstream Schools in Educating Ethnic Minorities in Hong Kong;
- A Study on Public Attitudes towards Female Political Leadership; and
- A Study on Education and Career Pathways of Ethnic Minority Youths in Hong Kong.





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## 平等機會研究項目資助計劃

平機會亦資助合資格學術團體及非牟利組織，進行有關歧視及平等機會的研究項目。在2017/18年度的資助計劃，共有九個研究項目獲得資助，其中八個項目的研究結果已於2018年7月至2019年4月公布，有關項目的研究報告亦已上載至平機會網站。

## Funding Programme of Research Projects on Equal Opportunities

The EOC also provides funding to eligible academic and not-for-profit organisations to undertake research projects related to discrimination and equal opportunities. Under the 2017/18 funding programme, nine research studies were funded. Findings of eight studies were released between July 2018 and April 2019, and their respective reports were made available on the EOC website.

研究題目（機構名稱） Name of Study (Organisation)	研究結果公布日期 Findings Release Date
2018 網站無障礙程度測試調查（香港失明人協進會） 2018 Web Accessibility Survey (Hong Kong Blind Union)	2018年7月 July 2018
香港少數族裔長者文化適應及需要評估：質性研究（香港大學社會工作及社會行政學系） Acculturation and Needs Assessment of Elderly Ethnic Minorities in Hong Kong: A Qualitative Study (Department of Social Work & Social Administration, The University of Hong Kong)	2018年11月 November 2018
為香港的「小個子」營造一個零歧視及無障礙的生活環境（香港城市大學公共政策學系） Creating a Discrimination-free and Barrier-free Living Environment for the "Little People" in Hong Kong (Department of Public Policy, City University of Hong Kong)	2018年12月 December 2018
反性騷擾政策檢視清單——大專院校（新婦女協進會） Anti-Sexual Harassment Policy Checklist – Research Report on Tertiary Institutions (The Association for the Advancement of Feminism)	2019年2月 February 2019
「悅」讀中文：中小學非語文科目教科書中文讀寫要求調查 （香港政策研究所教育政策研究中心） The Study for Chinese Language Proficiency of the Non-Language Subjects Textbooks Used in Primary and Secondary Schools (Education Policy Research Centre, Hong Kong Policy Research Institute)	2019年3月 March 2019
有關難民/尋求庇護者在香港因居民身份而被歧視的經驗研究（香港大學法律專業學系） Study on the Discrimination Experience based on Residency Status of Asylum Seeker/ Refugee in Hong Kong (Department of Professional Legal Education, The University of Hong Kong)	2019年3月 March 2019
關注低收入中港跨境家庭研究（香港浸會大學教育學系） A Study of Low-Income Mainland-Hong Kong Cross-Border Families (Department of Education Studies, Hong Kong Baptist University)	2019年4月 April 2019
香港人本服務專業人士對文化能力訓練的接受程度及預備（香港理工大學應用社會科學系） Receptivity and Readiness for Cultural Competence Training among the Human Service Professions in Hong Kong (Department of Applied Social Sciences, The Hong Kong Polytechnic University)	2019年4月 April 2019



## 政策倡議

### 向本地及國際機構提交意見書

平機會每年都向不同本地及國際機構包括政府部門及立法機關提交多份意見書，就消除歧視的政策措施提出建議，並報告香港在落實各項國際公約方面的平權進展。平機會於2018/19年度提交了以下意見書：

- 就香港特別行政區根據聯合國《消除對婦女一切形式歧視公約》提交第四次報告的項目大綱，向政府提交意見書（2018年5月）；
- 就香港特別行政區根據《消除一切形式種族歧視國際公約》提交的第三次報告，向立法會政制事務委員會提交意見書（2018年7月）；
- 就聯合國消除種族歧視委員會審議香港特別行政區按《消除一切形式種族歧視國際公約》提交的報告之結果，向立法會政制事務委員會提交意見書（2018年11月）；以及
- 就香港特別行政區根據《經濟、社會與文化權利的國際公約》提交第四次報告的項目大綱，向立法會政制事務委員會提交意見書（2019年1月）。

## Policy Advocacy

### Submissions to Local and International Organisations

Each year, the EOC makes a number of submissions to local and international organisations, including Government departments and the legislature, to state its recommendations on policy measures for eradicating discrimination, and highlight the progress of equality in Hong Kong in respect of the implementation of various international instruments. In 2018/19, the EOC made the following submissions:

- Submission to the Government on the Outline of the Topics to be covered in the Fourth Report of the Hong Kong Special Administrative Region under the United Nations Convention on the Elimination of All Forms of Discrimination against Women (May 2018);
- Submission to the Legislative Council Panel on Constitutional Affairs on the Third Report of the Hong Kong Special Administrative Region under the International Convention on the Elimination of All Forms of Racial Discrimination (July 2018);
- Submission to the Legislative Council Panel on Constitutional Affairs on the Outcome of the Hearing by the United Nations Committee on the Elimination of Racial Discrimination on the Report of the Hong Kong Special Administrative Region under the International Convention on the Elimination of All Forms of Racial Discrimination (November 2018); and
- Submission to the Legislative Council Panel on Constitutional Affairs on the Outline of Topics to be covered in the Fourth Report of the Hong Kong Special Administrative Region on the implementation of the International Covenant on Economic, Social and Cultural Rights (January 2019).



## 就性教育改革向政府提交意見書

平機會於2018年10月就改革學校性教育向教育局提出一系列建議。平機會認為，性教育的目的是協助青少年對性別角色、性別平等及尊重兩性身體建立正面態度，因此課程應加強兩性平等及兩性關係教育，不應只側重生理方面的生殖知識。基於此，平機會建議這科目正名為「sexuality education」（性教育）或「sexuality and relationship education」（性別與兩性關係教育），以反映這科目的特質。其他建議包括課程內容和推動學校推行性教育的措施，例如為教師及學校管理層提供培訓，以及訂下建議授課時數。

向政府提交意見書前，平機會政策、研究及培訓專責小組的反性騷擾運動工作小組召集人蔡玉萍教授及部分工作小組成員，與負責推行學校性教育的教育局官員會面，就有關議題討論及交換意見。平機會希望通過更周詳完備的課程，學生可建立更健康的性觀念，提高對性騷擾的認識，包括學會如何在何處尋求協助，從而可以保護自己免受性騷擾及性侵犯。

## Submission to the Government on the Reform of Sex Education

In October 2018, the EOC submitted to the Education Bureau (EDB) a series of recommendations on reforming sex education in schools. The EOC believes that instead of focusing on the biological aspects of reproduction, the curriculum should place a stronger emphasis on gender equality and relationship education, with a view to cultivating positive attitudes on gender roles and equality, and respect for others' bodies among the younger generation. To reflect this, the EOC recommended renaming the subject as "sexuality education" or "sexuality and relationship education". Other recommendations include the content to be taught and the measures to facilitate implementation, such as providing training for teachers and management of schools, and stipulating recommended lesson hours.

Before making the submission to the Government, Professor Susanne CHOI Yuk-ping, Convenor of the Working Group on Anti-Sexual Harassment Campaign under the EOC Policy, Research and Training Committee, along with some Working Group members, met the responsible officers of the EDB to discuss and exchange views on the issues at stake. The EOC hoped that through a better thought-out curriculum, students could develop healthier concepts of sex, and enhance their knowledge of sexual harassment, including how and where to seek help, ultimately guarding them against sexual harassment and assault.





## 無障礙的士服務

為跟進平機會於2018年3月公布的《香港無障礙的士研究報告》，平機會與多個持份者合作，致力消除殘疾人士在乘搭的士及其他路面交通工具的障礙，使他們可以更便利使用這些交通工具。

例如，平機會就運輸署為的士及小巴司機制定的培訓課程和教材，多次提供有關反歧視條例的內容。因應平機會的建議，運輸署在多個培訓課程及教材，包括在的士及小巴司機強制職前課程、YouTube頻道及網站內為的士司機而設的網上培訓教材，以及在廣泛派發的《香港的士服務指引》最新版本中，均加入了有關預防殘疾歧視及騷擾的各種元素。

此外，平機會於2018年12月與香港最大的士供應商會面，深入了解引入可供輪椅上落的新型號混能的士(Comfort Hybrid Taxi)對殘疾人士的影響。平機會及其他持份者對殘疾人士使用新型號的士時可能遇到的困難表示關注，的士供應商其後修改了汽車的設計，以縮短輪椅使用者上落的士的所需時間。

## Accessibility of Taxi Services

To follow up on the EOC's Study on Taxi Accessibility of Hong Kong published in March 2018, the Commission partnered with multiple stakeholders to eliminate barriers and improve accessibility for persons with disabilities (PWDs) in using taxis and other land transport.

For instance, the EOC contributed inputs regarding the anti-discrimination laws to a series of training materials and courses developed by the Transport Department (TD) for taxi and public light bus drivers. In response, the TD incorporated various elements on preventing disability discrimination and harassment into their mandatory courses for pre-service taxi and public light bus drivers, online training materials on YouTube and websites for taxi drivers, as well as the widely circulated revised *Hong Kong Taxi Service Guidelines*.

In addition, the EOC had a meeting with the biggest taxi supplier in Hong Kong in December 2018 to better understand the impact on PWDs with the introduction of a new model of wheelchair-accessible taxi (WAT) known as Comfort Hybrid Taxi. The EOC and other stakeholders expressed concerns regarding the potential difficulties PWDs might encounter while accessing the new WATs. Subsequently, the supplier modified the vehicle design to shorten the time for wheelchair users to board and alight from the vehicle.





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為進一步方便殘疾人士使用有關的士，平機會主席亦致函運輸及房屋局局長，就如何鼓勵的士司機接載輪椅使用者表達關注及意見，建議局方參考澳洲悉尼的津貼計劃，向香港的士司機提供同類鼓勵措施，以補貼司機接載輪椅使用者的額外時間成本。

To further facilitate PWDs in accessing WATs, the EOC Chairperson also wrote to the Secretary for Transport and Housing, spelling out the concerns and suggestions for incentivising taxi drivers to pick up wheelchair users, such as providing incentives similar to the subsidy schemes in Sydney, Australia to cover the extra time costs incurred by drivers in picking up wheelchair users.

## 2018精神健康月

平機會再度聯同勞工及福利局、其他政府部門、公營機構及非政府組織，合辦每年舉行的精神健康月運動。平機會是籌備委員會研究工作小組成員之一，與籌備委員會其他成員合作進行了精神健康指數調查，以評估香港市民的精神健康狀態，並探討香港的在職人士是否在工作和生活之間取得平衡。調查結果已於2018年10月29日舉行的記者會上公布。平機會亦支持精神健康月運動中多項提高精神健康意識的活動，包括2018年12月8日舉行的「家•力量」滿FUN嘉年華。

## Mental Health Month 2018

The EOC continued to co-organise the annual Mental Health Month campaign with the Labour and Welfare Bureau, other Government departments, public organisations and NGOs. As a member of the Organising Committee's Research Working Group, the EOC jointly conducted the Mental Health Index survey to gauge the mental health status of Hong Kong citizens and to explore whether work-life balance was achieved among workers in the city. The findings of the survey were announced at a press conference on 29 October 2018. The EOC also supported the promotion of various awareness-raising activities under the campaign, including the "Home, Power" Carnival on 8 December 2018.







## 2018/19年度無障礙網頁嘉許計劃

平機會多年來一直鼎力支持無障礙網頁嘉許計劃，提倡無障礙網站及流動應用程式設計。2018/19年度的嘉許計劃由香港互聯網註冊管理有限公司主辦，並由政府資訊科技總監辦公室協辦，頒獎禮於2019年1月舉行，表揚機構及企業在其網站及/或流動應用程式採用無障礙設計，積極促進數碼共融。平機會希望透過計劃，推動參與機構長遠持續實踐「網絡無障礙」的理念，並同時鼓勵其他機構及企業也採納這個理念。

## Web Accessibility Recognition Scheme 2018/19

As an advocate of accessible web designs and mobile applications, the EOC has been a staunch supporter of the Web Accessibility Recognition Scheme (WARS) over the years. Organised by Hong Kong Internet Registration Corporation Limited and co-organised by the Office of Government Chief Information Officer, the Award Ceremony of WARS 2018/19 was held in January 2019 to recognise organisations and companies for contributing to digital inclusion by designing websites and/or mobile applications in an accessible manner. The EOC hopes that through this scheme, the “accessible for all” concept will become a long-term commitment for participating entities, and that more organisations and companies will be encouraged to adopt the concept in practice.



## 本地大學推廣平等機會聯繫網絡

平機會一直倡議為有特殊教育需要的學生提供更多支援，其中一項措施是與本地大學建立緊密的聯繫網絡，定期舉辦及安排會議。借助這個平台，平機會邀請大學代表分享所屬大學在支援有特殊教育需要的學生方面的良好措施。

## Network for Promoting Equal Opportunities in Local Universities

As part of the EOC's continuous advocacy for greater support for students with special educational needs (SEN), the Commission held regular meetings for an established network of local universities. Leveraging this platform, the EOC invited representatives of universities to share information on best practices for supporting students with SEN.

平機會在2018/19年度推動網絡內的大學，分享他們為有特殊教育需要的學生進行評估及提供輔助科技的資源，以提升學生的學習體驗。平機會還邀請大學教育資助委員會資助的大學，分享如何運用該會的特別資助，加強支援有特殊教育需要的大學生。

In 2018/19, the EOC facilitated the participating universities to share resources in regard to assessment and assistive technology for students with SEN, so as to improve the students' learning experience. The EOC also engaged the universities funded by the University Grants Committee (UGC) to transfer knowledge in utilising the UGC Special Grants for enhancing the support for students with SEN.





## 反性騷擾運動工作小組

平機會於2012年推行反性騷擾運動，以不同界別為目標，包括教育界、商界、體育界、護理界及社福界。平機會進行不同工作，協助這些界別預防性騷擾，例如進行調查及研究，以掌握特定界別中性騷擾的普遍情況；制定政策大綱供機構採用；以及為機構的員工提供培訓。

### 體育界

平機會與中國香港體育協會暨奧林匹克委員會、民政事務局，以及康樂及文化事務署，分別於2014/15年度及2018/19年度推出兩輪反性騷擾運動。連串工作包括：分別於2018年1月至3月為各體育總會和其他體育團體合辦了一場研討會及舉行兩場工作坊，期間亦進行了一項問卷調查；還有由2018年2月1日至12月31日，為來自八間體育機構接近600名員工提供了九場培訓。平機會於2019年2月公布了調查結果，顯示已制定反性騷擾政策的體育總會的百分比有明顯上升，由2014年的12%上升至52%，印證體育界預防性騷擾的工作取得進展。

## Working Group on Anti-Sexual Harassment Campaign

The EOC launched the Anti-Sexual Harassment Campaign in 2012. From education, business and sports to healthcare and social service, the EOC has been assisting a variety of sectors to prevent sexual harassment by: undertaking sector-specific surveys and studies to understand the prevalence of sexual harassment; putting together policy frameworks for adoption by organisations; and providing training for the staff of the organisations.

### Sports Sector

The EOC collaborated with the Sports Federation & Olympic Committee of Hong Kong, China, the Home Affairs Bureau and the Leisure and Cultural Services Department to roll out two rounds of anti-sexual harassment campaign targeted at the sports sector in 2014/15 and 2018/19 respectively. The effort was intensive: between January and March 2018, the EOC co-organised a seminar and two workshops for the National Sports Associations (NSAs) and other sports associations, while conducting a questionnaire survey during the period. In addition, nine training sessions were conducted between 1 February and 31 December 2018 for almost 600 staff members from eight sports organisations. Progress soon followed, as shown by the survey findings released by the EOC in February 2019. The findings indicated a significant improvement in the percentage of NSAs that have developed a written policy on anti-sexual harassment, up from 12% in 2014 to 52% in 2018.





## 宗教界

隨着傳媒報道本地教會出現性騷擾的個案，平機會迅即發表文章，表示關注教會內性騷擾的普遍情況，以及教會處理事件的方法。為跟進事宜，平機會與香港九大基督教宗派會面，探討合作的可能。會談促成了平機會於2018年10月與香港中文大學崇基學院的神學院合辦「不叫我們遇見試探——預防及處理教會內的性騷擾」研討會，其後平機會又於2019年3月與香港基督教協進會、中華基督教會香港區會及香港教會更新運動舉辦類似研討會，並於2019年4月及5月再舉辦兩個工作坊。此外，平機會於2018年12月為天主教神職人員舉行講座，並出席了2019年3月一場為信徒領袖而設的研討會。為協助宗教界應對性騷擾，平機會擬備了《教會機構防止性騷擾政策大綱》，並上載至平機會網站，供教會參閱及使用。

## Religious Sector

Soon after incidents of alleged sexual harassment in local churches surfaced in the media, the EOC published an article to take issue with the prevalence of sexual harassment in churches and the way this had been handled. To push for change, the EOC had a meeting with nine major Christian denominations in Hong Kong to explore possibilities of collaboration. This resulted in the “Seminar on the Prevention of Sexual Harassment in Churches” in October 2018, co-organised by the Commission and the Divinity School of Chung Chi College of The Chinese University of Hong Kong. A similar seminar was held in collaboration with Hong Kong Christian Council, the Hong Kong Council of the Church of Christ in China, and Hong Kong Church Renewal Movement in March 2019, with two more workshops lined up in April and May 2019. In addition, the EOC gave a talk to Catholic clergymen in December 2018 and participated in a seminar for lay church leaders in March 2019. To further equip the religious sector with tools to tackle sexual harassment, the EOC prepared a “Framework for Prevention of Sexual Harassment Policy in Churches”, which has been posted on the EOC website for reference and use by churches.



## 教育界

平機會於2019年1月公布《打破沉默：本港大學生性騷擾調查》報告。這項調查是香港最大規模的同類調查，平機會於2018年3月22日至4月30日收回來自九所參與大學共14,442名全日制大學本科生及研究生提交的不記名網上自填問卷，另外與28名大學生進行深入訪談，以及與各大學代表進行焦點小組討論。

## Education Sector

In January 2019, the EOC released “Break the Silence: Territory-wide Study on Sexual Harassment of University Students in Hong Kong”. This was the largest study of its kind in Hong Kong, with a total of 14,442 full-time undergraduate and postgraduate students from nine universities participating in an online anonymous self-administrated questionnaire between 22 March and 30 April 2018. In-depth interviews with 28 students and a focus group discussion with university representatives were conducted as well.





## 我們的工作 | Our Operation

調查結果顯示，九所大學近四分之一（23%）參與調查的大學生，在進行調查前的12個月期間曾遭受性騷擾。然而，只有2.5%曾受性騷擾的學生表示已向就讀的大學作出投訴。

調查結果公布後，平機會於2019年2月至4月初與九所參與大學中的八所大學校長及/或副校長會面，討論校方可如何推行研究報告的建議。大學高層人員對此均反應正面。部分大學表示，將強制要求所有新生參加有關性騷擾的通識教育講座，或考慮規定所有職員參加網上培訓。此外，五所參與大學邀請了平機會向其職員及/或學生講解調查的結果。

同時，平機會繼續為大學的學生及職員進行培訓。平機會於2018年向大學和大專院校的教職員及學生舉辦了50場涵蓋性騷擾議題的培訓，參加者超過2,540人。

至於大專以外的教育界，平機會向幼稚園和中小學的校長及教師舉辦了14場培訓，參加者超過1,230人。

Nearly one-fourth (23%) of the student respondents from the nine universities reported having been sexually harassed within 12 months prior to the survey. However, only 2.5% of the students who experienced sexual harassment lodged complaints with their respective university.

Following the release of the study, the EOC met the Presidents and/or Vice-Presidents of eight of the nine participating universities between February and early April 2019 to discuss the feasibility of implementing the report's recommendations. Responses from senior management of the universities were positive. Some universities indicated that they would require all new students to attend a compulsory general education lecture on sexual harassment or explore mandatory online training for all staff. In addition, five of the participating universities invited the EOC to debrief their staff and/or students on the study's findings.

Meanwhile, the EOC continued its ongoing training effort for university students and staff. In 2018, the EOC provided 50 training sessions covering sexual harassment for over 2,540 academic and administrative staff members, as well as students of universities and tertiary institutions.

For the non-tertiary sector, the EOC provided 14 training sessions for over 1,230 principals and teachers of kindergartens, primary schools and secondary schools in 2018.







## 培訓與顧問服務

### 定期培訓和專設課程

有見歧視通常在學校、工作間和提供貨品、服務或設施的過程中發生，平機會致力教育這些範疇的有關人士，期望他們可擔當把關的角色，從源頭防止歧視發生。

平機會自2001年起已提供培訓服務。培訓課程分為兩類，分別為每年春/秋季兩季舉辦予公眾參加的定期培訓課程，以及應機構要求而提供的專設培訓課程。平機會於2018/19年度舉辦了33個定期培訓課程，參加者共647人；而專設培訓課程則達476個，參加者超過23,800人。

平機會培訓與顧問服務的對象廣泛，有來自不同界別的持份者，包括政府部門及公營機構、企業的人力資源從業員、非政府組織及工會的代表，以及學校校長和行政人員。

最受歡迎的培訓主題是四條反歧視條例，其次為性騷擾。平機會亦舉行特定主題的培訓，例如《種族歧視條例》和文化敏感度，以及無障礙通道和設施（為無障礙主任和政府部門的專責人員而設）。

## Training and Consultancy

### Calendar Training and Customised Training

Since discrimination often takes place in schools, in the workplace and during the course of providing goods, services or facilities, the EOC strives to prevent discrimination at its roots by educating the gatekeepers on these fronts.

The EOC has been offering training services since 2001. There are two types of training programmes, namely the calendar training programmes, which are offered to the public twice a year in spring and autumn, and customised training programmes provided for organisations on request. In 2018/19, the EOC conducted 33 training sessions for 647 participants under the calendar training programmes. As for customised training, 476 sessions were conducted for over 23,800 participants.

The EOC's training and consultancy services cover a wide range of stakeholders from different sectors, including Government departments and public bodies, human resource practitioners of enterprises, representatives of NGOs and trade unions, as well as school principals and administrators.

The most popular topic was the four anti-discrimination ordinances, followed by sexual harassment. The EOC also conducted training on specific topics, such as the Race Discrimination Ordinance and cultural sensitivity, and accessibility (for access officers and designated personnel in Government departments).





## 我們的工作 | Our Operation

### 顧問服務

平機會繼續為機構提供政策檢討服務，協助僱主制定處理工作間歧視和性騷擾的適當政策和程序，亦為機構在編寫有關平等機會的內部培訓教材上提供顧問服務。在2018/19年度，平機會應一間機構要求提供顧問服務，受惠員工超過150人。

### 平等機會之友會

平機會於2006年成立平等機會之友會，藉此與一群負責防止工作間歧視的人士（包括僱主、人力資源從業員、主管和培訓導師等）建立溝通平台。透過平等機會之友會，平機會讓會員加深對四條反歧視條例的認識，並提供平台予會員交流防止歧視的經驗。

在2018/19年度，接近200名人力資源從業員和僱主加入了該會，他們分別來自超過100間企業、政府部門、非政府組織、大學和中小型企業。會員定期收到平機會電子通訊，讓他們能夠緊貼平等機會的最新發展。

平等機會之友會於2018年12月14日為會員舉辦了名為「認識工作間具有家庭崗位員工的情況」研討會。主講嘉賓為精神科專科醫生麥永接。研討會重點講解有家庭崗位的僱員面對的精神健康問題，以及僱主可提供的相關實際遷就和便利，亦介紹了工作間家庭崗位歧視的最新情況，以及就預防措施提出建議。

### Consultancy Services

The EOC continued to provide policy review services for organisations with a view to assisting employers in developing appropriate policies and procedures to deal with workplace discrimination and sexual harassment. It also offers consultancy services to organisations in the development of internal training packages relating to equal opportunity issues. In 2018/19, upon request, the EOC worked on one consultancy case for an organisation covering more than 150 employees.

### Equal Opportunity Club

The EOC set up the Equal Opportunity (EO) Club in 2006 to reach out to employers, human resource practitioners, supervisors and trainers, who bear the responsibility of preventing discrimination in the workplace. Through the EO Club, the EOC aims to deepen members' understanding of the anti-discrimination ordinances, and create a platform for exchange on the experience of preventing discrimination.

In 2018/19, nearly 200 human resources practitioners and employers from over 100 corporations, Government departments, NGOs, universities and SMEs participated in the EO Club. Members received the EOC e-news regularly, which enabled them to keep track of the latest developments on equal opportunities.

On 14 December 2018, a seminar entitled "Understand Issues of Staff with Family Status in the Workplace" was organised for the EO Club members. Featuring Dr Ivan MAK, Specialist Psychiatrist as the guest speaker, the seminar highlighted mental health issues confronting employees with family status and practical measures employers could adopt to accommodate their needs. The latest situation of family status discrimination in the workplace and recommendations on preventive measures were also introduced at the seminar.



## 少數族裔事務組

平機會一直致力推動本港少數族裔的平等機會。為消除少數族裔在教育、就業、獲取貨品、服務或設施，以及社區融合各方面所面對的障礙，平機會的少數族裔事務組於2018/19年度繼續採取三管齊下的策略，提出政策建議、提供培訓及進行外展工作。

## 教育

平機會繼續與政府聯繫，並邀請持份者參與解決少數族裔在教育方面的難題。2018年6月，平機會與教育局開會，商討可行解決方法。其後政府推展了平機會部分建議，例如為非華語學生編製教科書，以及規定學校在學校概覽網頁，以雙語介紹針對非華語學生的支援措施。

在過去一年，少數族裔事務組在少數族裔教育工作小組之下，安排多個不同持份者進行了超過25場交流會及訪問，以收集他們對少數族裔人士接受正規教育過程的意見。持份者包括少數族裔家長、非華語學生、教師、校長、僱主、語言專家及非政府組織代表。他們的主要關注事項包括：

- 教師在教授中文作為第二語言所接受的培訓不足；
- 第二語言教學的元素薄弱；
- 少數族裔學生高度集中於某些學校，阻礙了他們融入主流社會；以及
- 「中國語文課程第二語言學習架構」缺乏評估指標。

## Ethnic Minorities Unit

The EOC is committed to promoting equal opportunities for ethnic minorities (EMs) in Hong Kong. To dismantle the barriers encountered by EMs in education, employment, accessing goods, services or facilities, and community integration, the EM Unit of the EOC continued to adopt a three-pronged approach encompassing policy recommendation, training and outreach in 2018/19.

## Education

The EOC continued to liaise with the Government and engage stakeholders in addressing the difficulties faced by EMs in education. In June 2018, the EOC had a meeting with the Education Bureau to discuss possible measures. Some of the EOC's recommendations, such as developing textbooks for non-Chinese-speaking (NCS) students and requiring schools to provide bilingual information about support measures for NCS students on the school profile webpage, had since been taken forward by the Government.

During the year in review, the EM Unit organised over 25 sharing sessions and interviews with stakeholders under the Working Group on Education for EMs to collate feedback on the formal education process of EMs. Among the diverse range of stakeholders were EM parents, NCS students, teachers, principals, employers, language experts and NGO representatives. Their key concerns included:

- Insufficient training for teachers in teaching Chinese as a second language;
- Weak second language pedagogic elements;
- High concentration of EM students in some schools which impeded their integration into mainstream society; and
- Absence of measurement indicators for the Chinese Language Curriculum Second Language Learning Framework.





## 我們的工作 | Our Operation

少數族裔事務組會分析收集所得的意見，並會在2019年內發表報告。

The EM Unit would analyse the feedback collected and issue a report within 2019.



## 就業

平機會在促進少數族裔就業方面也取得進展。政府在《2018年施政報告》中，公布了進一步措施支援少數族裔就業，包括持續檢視公務員職系的中文語文能力要求，以及推行試點計劃，透過非政府組織以個案管理方式為少數族裔求職人士提供就業服務。

至於平機會方面，少數族裔事務組為醫院管理局提供支援，把醫院職位招聘資訊帶到少數族裔社群，例如促使局方與學校及非政府組織聯繫，向少數族裔學生及求職者介紹醫院的職位空缺及就業前景。少數族裔事務組亦與僱員再培訓局轄下的非政府組織培訓機構商討，如何為少數族裔人士制定培訓課程，協助他們投身院舍護理行業。

## Employment

Progress was also made in the area of employment of EMs, with the Government announcing in the 2018 Policy Address further support measures, including: reviewing the Chinese Language Proficiency Requirement of civil service grades on an ongoing basis, and launching a pilot programme in conjunction with NGOs to provide employment services for EM job seekers through a case management approach.

At the EOC, the EM Unit provided support to the Hospital Authority on extending its recruitment reach to EM communities, such as by connecting the Authority with schools and NGOs to promote job vacancies and career prospects in the hospitals to EM students and job seekers. The EOC also discussed with NGO training bodies under the Employees Retraining Board ways to develop training programmes for EMs to join the residential healthcare sector.

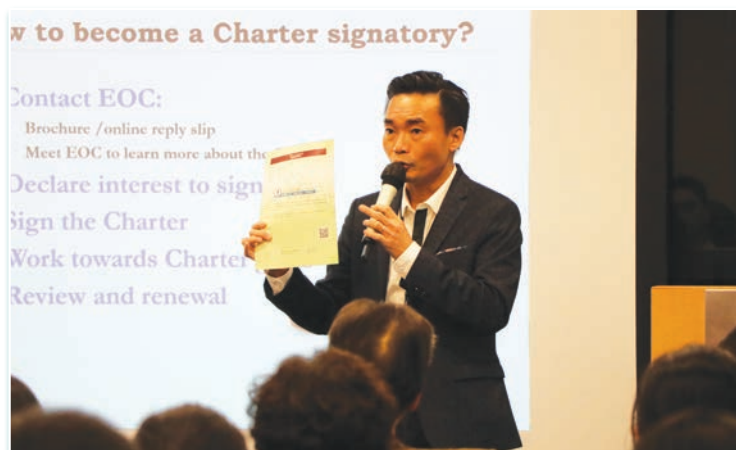
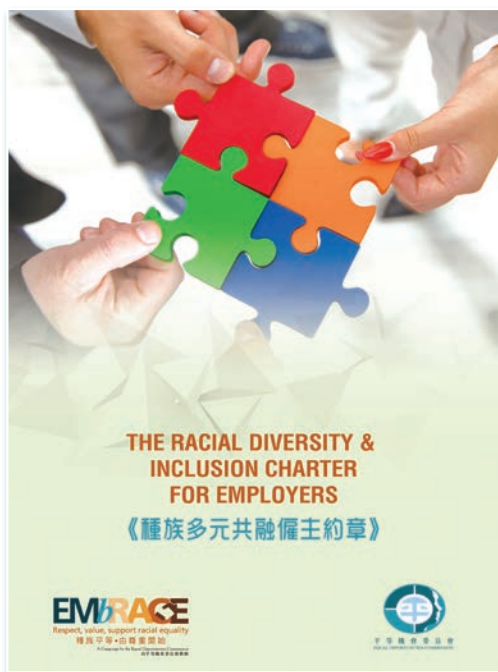


## 《種族多元共融僱主約章》

2018年8月，平機會推出《種族多元共融僱主約章》，這個首度引進的項目，旨在為僱主提供一套具有九項良好常規的指引，以鼓勵僱主建立種族共融的工作環境。獲邀簽署並採用約章的公私營界別機構包括：持有商業登記的機構、慈善機構、教育團體、醫療機構、商會及專業團體。約章簽署機構可在辦公室展示正式簽署的約章，以及在出版刊物、招聘廣告和其他機構刊物使用專用的種族多元共融標誌。

## Racial Diversity and Inclusion Charter for Employers

In August 2018, the EOC launched the Racial Diversity and Inclusion Charter for Employers, an unprecedented initiative to incentivise employers to create a racially inclusive work environment based on a set of nine good practice guidelines. Organisations in both public and private sectors, including companies registered with business registration, charitable organisations, education establishments, medical institutions, chambers of commerce and professional bodies, were invited to sign and adopt the Charter. Signatories are entitled to display the official signed Charter in the office and use the dedicated Racial Diversity and Inclusion logo on their publications, job advertisements and other company collaterals.



**EOC's New Racial Diversity and Inclusion Charter for Employers**  
A Win-win Situation for Employers and Employees

The first batch of eleven enterprises have pledged to establish a diverse and inclusive workplace by signing the Charter at the Inaugural Ceremony last Thursday (6 December 2018).

The Equal Opportunities Commission (EOC) has developed and launched the Racial Diversity and Inclusion Charter for Employers (Charter) earlier this year to provide guidance to employers who intend to build a diverse and inclusive workplace. It consists of a list of nine guidelines that cover broad areas, namely policy, culture and work environment. The EOC will act as an adviser to the participating companies to help with the formulation and implementation of the suggested good practices on racial diversity and inclusion. The EOC hopes that it will encourage businesses in adopting measures and recognise the racial diversity and inclusion commitment of the organisations.

**Diversity also shown to improve the bottom line**  
"Many businesses now attach great importance to corporate social responsibility," said EOC Chairman Professor Albert CHAN Ching-ning at the Inaugural Ceremony. "They hope to help the ethnic minorities to get into the workforce and integrate into the society, and eliminate racial discrimination. Different cultural backgrounds of the employees can also bring a positive cultural change to the business and boost creativity and productivity, and eventually lead to a win-win situation for both employees and employers."

At the grand discussion, representatives of ASX Hong Kong and Holiday Inn Golden Mile looked into the challenges and benefits of promoting racial diversity and inclusion in the workplaces, while ethnic minority employees from Fairwood Holdings Limited shared their work experiences.

At present, 11 participating organisations which have signed the Charter, include (in alphabetical order):

**Who is the Charter for?**

- Companies registered with Business Registration (the business must be in operation in Hong Kong for at least 1 year)
- Charitable organisations
- Education establishments
- Medical institutions
- Chambers of commerce and professional bodies
- Other organisations considered appropriate by the EOC

**What a Charter Signatory is entitled to?**

- Identify oneself as a signatory of the Charter
- Use the dedicated Racial Diversity & Inclusion logo on their publications, job advertisements, etc.
- Display the official signed Charter in the office

**Come and join us as a signatory of the Charter to build a diverse and inclusive workplace**  
Website: [www.eoc.org.hk](http://www.eoc.org.hk) | Hotline: 2511-8211

ARUP 安國 CLP 中環 HSBC 渣打 渣打集團 渣打銀行





## 我們的工作 | Our Operation

2018年12月6日，平機會於香港總商會舉行啟動禮，共有11間機構參與，承諾支持在工作間推動種族多元共融的文化。配合啟動禮舉行，平機會透過不同途徑宣傳約章，例如安排報章及電台訪問。此外還安排傳媒到訪約章簽署機構，讓僱員及機構代表接受訪問，分享共融的好處。有關報道於2018年12月5日刊登，為約章及平機會帶來廣泛曝光。此外，平機會於2018年12月14日在《明報》及《香港經濟日報》刊登全版特刊，又在《南華早報》刊登半版廣告，重點宣傳約章。

An official inaugural ceremony was held on 6 December 2018 at the Hong Kong General Chamber of Commerce, with 11 organisations pledging their support for racial diversity and inclusion in the workplace. To tie in with the inaugural ceremony, the EOC made use of various channels to publicise the Charter, such as lining up both newspaper and radio interviews. Visits to the signatory companies were also arranged for the media, during which employees and representatives of the companies gave interviews about the benefits of inclusion and integration. The media stories, which were published on 5 December 2018, generated extensive coverage and exposure for the Charter and the EOC. In addition, the EOC ran full-page supplements in *Ming Pao Daily* and *Hong Kong Economic Times*, and a half-page advertisement in *South China Morning Post* on 14 December 2018 to drum up further interest in the Charter.







2019年3月29日，平機會於滙豐總行大廈舉辦另一場簽署儀式，再有34間機構簽署約章，使簽署機構總數達到45間。儀式上還有兩個專題討論環節，由少數族裔青年專業人士及部分約章簽署機構的高級行政人員分享推行種族多元共融工作間的好處。附錄3列載了截至2019年3月31日已簽署約章的機構。

On 29 March 2019, the EOC organised another signing ceremony at the HSBC Main Building, which saw 34 more organisations joining the Charter, bringing the total number to 45. Two panel discussions were also hosted during the occasion, featuring young EM professionals and senior executives who shared first-hand stories about why racial diversity and inclusion make business sense. Signatories of the Charter as at 31 March 2019 are listed in Appendix 3.



## 獲取貨品、服務及設施

礙於文化及語言障礙，少數族裔偶有未能平等獲取貨品、服務及設施。在2018/19年度，少數族裔事務組繼續為不同政府部門、機構及服務提供者的前線僱員提供培訓，講述如何應對有關問題。平機會在2018年內，一共舉辦了114場有關《種族歧視條例》及多元文化的培訓，其中69場的對象是主流社區人士，例如政府人員、教師及本地企業的僱員，另外45場則為少數族裔社群而設，包括外籍家庭傭工。

## Access to Goods, Services & Facilities

Owing to cultural and language barriers, EMs may at times be unable to access goods, services and facilities on an equal basis with others. In 2018/19, the EM Unit continued to provide training to frontline staff of various Government departments, organisations and service providers on ways to alleviate the problem. Altogether 114 training sessions on the RDO and cultural diversity were conducted in 2018, with 69 for members of the mainstream community, such as Government officials, teachers and employers of local businesses, and 45 sessions for EM communities, including foreign domestic workers.



## 我們的工作 | Our Operation

有見少數族裔在獲取福利及醫療服務方面一直面對困難，加上從香港社會服務聯會所收集的事例個案，以及非政府組織於2018年10月在聯會舉辦的會議上所表達的意見皆反映有關情況，少數族裔事務組於2019年1月為社會福利署的前線人員提供培訓，集中講解消除少數族裔服務使用者的社會及語言障礙的重要性及應有步驟。

此外，少數族裔事務組與醫院管理局會面，跟進局方為少數族裔病人改善傳譯服務的進展，並且於2018年12月就全港市民換領身份證計劃為換證中心的前線職員及主管舉辦工作坊。

2018年7月，平機會得悉本地一間主要銀行終止了一群某族裔商人的賬戶。平機會遂安排銀行和有關少數族裔社群於2018年9月進行三方會面。經平機會介入後，銀行撤銷了部分個案的終止賬戶決定，並重新審視另外一些個案。此外，平機會為該銀行的零售業務部及工商業務部提供兩場培訓，講解少數族裔人士獲取公平及友善服務的權利。該銀行亦承諾把一些重要銀行資訊及政策翻譯成少數族裔語言，並會上載至互聯網。

現時各服務提供者的少數族裔語言傳譯服務大體上缺乏規範及統一標準，可能會因此影響傳譯服務的便利程度及質素，導致少數族裔未能獲取服務。在2018/19年度，平機會獲政府撥出研究資金，委託機構進行《為香港少數族裔語言傳譯員及筆譯員制訂資歷認證與規管制度的可行模式》研究，預期研究會於2019年年底完成。

With due consideration to the difficulties of EMs in securing welfare and medical services, as reflected in the example cases collected by Hong Kong Council of Social Service and the views expressed by NGOs at a meeting convened by the Council in October 2018, the EM Unit conducted training for frontline staff of the Social Welfare Department in January 2019. The training emphasised the importance of and essential steps for addressing the social and language barriers of EM service users.

In addition, the EM Unit followed up with the Hospital Authority on the progress in improving interpretation services for EM patients, and organised a workshop for staff and supervisors at the Replacement Centres of the Territory-wide Identity Card Replacement Exercise in December 2018.

In July 2018, the EOC was notified of a major bank's decision to terminate bank accounts owned by businessmen of a certain race. In response, the EOC lined up a tripartite meeting between the Commission, the bank and the EM community concerned in September 2018. As a result of the EOC's intervention, the decision was revoked in some cases, while others were brought forward for review by the bank. Furthermore, two training sessions on the rights of EMs to receive fair and friendly banking services were given to the retail and commercial banking sections of the bank. The bank also undertook to translate certain banking information and policies into EM languages for uploading onto the Internet.

Acknowledging the largely informal and non-standardised nature of the interpretation services in EM languages offered by different service operators, which may affect the availability and quality of the services and hence EMs' access to services, the EOC commissioned a "Study on Potential Models for Accreditation and Regulation of Interpreters and Translators in EM Languages in Hong Kong" in 2018/19 with research funding from the Government. The study is expected to be completed by end-2019.





## 社區融合

為接觸少數族裔社群，少數族裔事務組設立了若干平台，例如尼泊爾社群小組、巴基斯坦裔婦女小組、錫克教婦女小組以及推動種族平等共融青年諮詢小組。在2018/19年度，少數族裔事務組與該等小組定期舉行會議，聽取他們的關注，另外還參與了180次持份者會議和75次社區活動。



少數族裔事務組每一季均為印尼裔和菲律賓裔家庭傭工大使舉辦課程，提升她們的技巧和信心，以支援同鄉面對的歧視和騷擾問題。

在主流社群方面，少數族裔事務組繼續借助EMBRACE運動，透過Facebook及影片宣傳種族共融信息，同時亦透過前往企業舉辦「Lunch and Learn午間學堂」，宣揚工作間多元文化和接納不同種族僱員的信息。



## Community Integration

The EM Unit has established a number of platforms for reaching out to EM communities, namely a Nepalese community group, a Pakistani women's group and a Sikh women's group, as well as a Youth Consultative Group on Racial Equality and Integration. During 2018/19, regular meetings were held with these groups to hear their concerns. The EM Unit also participated in 180 stakeholder meetings and 75 community events.



Separately, quarterly empowerment sessions were conducted to equip Indonesian and Filipino migrant worker ambassadors with the skills and confidence needed to combat the discrimination and harassment experienced by their peers.

For the mainstream community, the EM Unit continued to ride on the EMBRACE campaign featuring Facebook and video promotions to spread the message of racial integration. The EM Unit also reached out to corporations with a series of "Lunch and Learn" sharing sessions to promote cultural awareness and acceptance to their employees.







## 社會參與及宣傳

平機會於2018/19年度繼續借助傳統媒介、電子平台和針對不同社群的特定項目，宣揚平等機會的價值，教育社會大眾有關歧視的議題。

## 大眾媒體推廣及宣傳活動

### 「平等生活・開心共融」計劃

平機會與香港電台第一台合作，於2017年7月推出為期一年的「平等就業・豐盛生活」行動，以推廣殘疾人士的平等就業機會和傷健共融的信息。

平機會於2018年12月再度與香港電台第一台合作，推出「平等生活・開心共融」計劃。計劃的目的與2017/18年度的行動類似，旨在推廣傷健共融及提高大眾對《殘疾歧視條例》的認識，獲得全港22間復康機構及非政府組織支持。

## Community Participation and Publicity

Leveraging a mix of traditional media, digital platforms and specific programmes targeting different community groups, the EOC continued to communicate the value of equal opportunities and educate the public on discrimination issues in 2018/19.

## Mass Media Promotions & Publicity

### Embracing Social Inclusion Project

The EOC launched a one-year campaign entitled Employment Equality Project in partnership with Radio Television Hong Kong (RTHK) Radio 1 in July 2017 to promote equal employment opportunities and greater inclusion for persons with disabilities (PWDs) in society.

In December 2018, the EOC renewed its partnership with RTHK Radio 1 and rolled out the Embracing Social Inclusion Project. Similar to the campaign in 2017/18, this project aims to promote inclusion of PWDs and understanding of the Disability Discrimination Ordinance, with support from 22 rehabilitation organisations and NGOs across Hong Kong.





計劃為期一年，內容包括介紹便利殘疾人士日常生活的新科技、知識及錦囊的電台環節，以殘疾人士無障礙生活為題的廣播短劇，以及就傷健共融議題與社區夥伴進行專訪，分別於香港電台第一台《非常人物生活雜誌》、《開心日報》及《我得你都得》三個節目播出。此外，2019/20年度第三季會舉行公眾活動，進一步向社會大眾傳遞有關信息。

The one-year project featured radio segments introducing new technology, knowledge and tips that facilitate the daily life of PWDs, a drama series about accessible living of PWDs, and interviews with community partners on disability-related issues across three radio programmes on Radio 1, namely "Care for Disabled", "Happy Daily" and "Yes We Can". In addition, a public event would be organised in the third quarter of 2019/20 to further spread the message to members of the community.

### 平等機會多元共融行動

平機會於2018/19年繼續在香港電台第二台推出「平等機會多元共融行動」，這個於2006年首度推出的項目以訪問形式播出，邀請不同持份者團體討論平等機會及多元共融議題，每星期播放30分鐘。

### Equal Opportunities Diversity Project

For another year, the EOC collaborated with RTHK Radio 2 on the Equal Opportunities Diversity Project, which was first introduced in 2006. The project took the format of weekly 30-minute interviews with different stakeholder groups on topics related to equal opportunities, diversity and inclusion.

在報告期內，平機會邀請了不同界別的學者、非政府組織代表及專業人士等，共進行了51個訪問，討論議題廣泛，包括兩性平等、母乳餵哺、懷孕歧視、工作與生活平衡，以至無障礙通道與設施、種族共融、預防性騷擾及長者友善就業措施等。

During the year in review, the EOC lined up 51 interviews with academics, NGO representatives and professionals from different fields. The topics ran the gamut from gender equality, breastfeeding, pregnancy discrimination and work-life balance to accessibility, racial inclusion, prevention of sexual harassment and elderly-friendly employment practices.







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另外，平機會於2018/19年度亦安排關於平等機會原則及消除歧視的宣傳環節在香港電台第二台全年播放。這些環節已上載到平機會及香港電台的網頁，方便公眾收聽。

平機會於2018年3月3日假九龍灣國際展貿中心E-max舉辦公眾活動，紀念每年3月21日的「國際消除種族歧視日」。活動吸引了約300名參加者，一起欣賞文化表演，並聽取少數族裔僱員分享工作經驗，以及共融工作間和聘用多元文化僱員的價值。

In addition, promotional segments were broadcast on RTHK Radio 2 throughout 2018/19 to promulgate the principles of equal opportunities and non-discrimination. These segments were also uploaded on the EOC and RTHK websites for easy access by members of the public.

On 3 March 2018, a public event was organised under the project at E-Max, Kowloonbay International Trade & Exhibition Centre, in honour of the International Day for the Elimination of Racial Discrimination (IDERD), which falls on 21 March every year. The event attracted some 300 participants, who enjoyed a host of cultural performances and heard from ethnic minority employees about their work experiences, and the value of an inclusive workplace and multicultural workforce.







## 電台及電視推廣

除了上述電台宣傳活動，平機會委員及管理層人員在年內亦為電台和電視進行了39個訪問，以探討有關歧視及平等機會的重要議題。

平機會繼續透過電視台及電台不同頻道播放有關服務提供者在提供服務期間受顧客性騷擾的宣傳片及聲帶，播放頻道包括無綫電視、無綫網絡電視、有線電視、Now寬頻電視、ViuTV和香港電台（數碼地面電視廣播）共六間本地電視台；以及香港電台、商業電台和新城電台共三間電台。公眾亦可於平機會的網站、YouTube頻道和智能手機應用程式收看和收聽有關宣傳片及聲帶。



## 平機會主席的報章專欄及專篇文章

平機會主席陳章明教授於2018/19年度繼續在香港免費報章《am730》網上版定期撰寫專欄。陳教授透過專欄與讀者分享他對平等機會議題的見解。有關專欄可於《am730》網頁和手機應用程式，以及平機會網頁的「主席隨筆」欄目瀏覽。

## Radio & TV Promotions

Other than the above radio campaigns, the EOC lined up 39 radio and TV interviews during the year for Members and management of the EOC to shed light on important issues related to discrimination and equal opportunities.

The EOC's TV and radio APIs on sexual harassment of service providers by customers in the course of service provision continued to be broadcast on the channels of six local TV stations, including TVB, TVB Network Vision, Cable TV, Now Broadband TV, ViuTV and RTHK (Digital Terrestrial Television Broadcasting), as well as the channels of three radio stations, namely RTHK, Commercial Radio and Metro Broadcast. The APIs are also available for public access on the EOC's website, YouTube Channel and EOC Mobile Apps.



## Newspaper Column and Op-ed Series by EOC Chairperson

In 2018/19, EOC Chairperson Prof Alfred CHAN Cheung-ming continued to release articles in a regular column in the online version of *am730*, a free newspaper in Hong Kong. Through this channel, Prof Chan shared his thoughts and insight on equal opportunity issues. The column articles are available on *am730*'s website and mobile app, as well as "The Chairperson's Perspectives" section on the EOC website.



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陳教授亦在《南華早報》、《明報》及《信報》等多份本地中英文報章，以及在《Hong Kong Free Press》、《立場新聞》及《獨立媒體》等不同網上媒體平台發表有關歧視議題的專題文章。

Prof Chan also published op-ed articles on discriminatory issues in several Chinese and English local dailies, such as the *South China Morning Post*, *Ming Pao Daily* and *Hong Kong Economic Journal*, and on various online media platforms, such as *Hong Kong Free Press*, *Stand News* and *InMedia*.

## 社交及數碼媒體宣傳

### YouTube頻道

平機會於2008年2月推出YouTube頻道，透過上載資訊性及有趣短片，介紹平等機會及共融價值，加強平機會在網上的曝光。

年內，平機會YouTube頻道共增添38齣新短片，包括平等機會紀錄片、平機會公開活動的精華片段，如「國際消除種族歧視日」、《高仔與朋友們》講故事比賽及工作坊、平等共融亞太區會議等，另外還有「平等就業•豐盛生活」行動的短片，以及「共融i世代」多媒體創作比賽的入圍作品。自平機會推出YouTube頻道以來，截至2019年3月底已上載了331齣短片，總瀏覽次數超過470,000次。

其中新推出的紀錄片有《盛放的人生》，講述匡廣福慧妍雅集工場的一眾學員成功跨越智力障礙，透過花藝找到生活的樂趣和意義，發揮所長，故事令人鼓舞。

## Social and Digital Media Promotions

### YouTube Channel

The EOC YouTube Channel was launched in February 2008 to boost the Commission's online presence while releasing informative and entertaining videos about equal opportunities and inclusion.

During the year in review, 38 new videos were added to the EOC YouTube Channel, including documentaries on equal opportunities, highlights of EOC's public events, such as IDERD, "Tally & friends" Storytelling Competition & Workshops and Conference on Equality in the Asia Pacific, clips of the Employment Equality Project, as well as the shortlisted entries of the Generation "i" multimedia competition. Since the launch of the EOC YouTube Channel and up to the end of March 2019, a total of 331 videos had been uploaded, with over 470,000 views.

One of the newly released documentaries was *Let Their Talents Bloom*, an uplifting story showcasing the talents of trainees at Hong Chi Kwong Fuk Wai Yin Workshop, who overcame their intellectual disabilities and found joy and purpose through the art of floral arrangements.







另一齣紀錄片《共融的一步》則探討香港環境的無障礙程度，平機會邀請兩位殘疾藝術家分享他們在香港使用設施及通道時面對的障礙。該片亦記錄了平機會處理有關馬鞍山恆安村街市進出通道問題的個案，以帶出在社區提供無障礙設施及通道的重要性，尤其是香港正面對人口持續急劇老化的情況。

平機會根據其攝製的紀錄片製作了網上學習教材套供中學使用，特別針對通識科的學生。該教材套備有中英文版本，從多角度探討平等機會概念。教師亦可採用當中建議的討論題目和課堂活動。教材套已透過電郵發送至全港各中學，亦已上載到平機會網頁。

In another documentary, *An Extra Mile*, the EOC explored the barrier-free environment in Hong Kong. Two artists with disabilities were invited to share the obstacles they faced in moving around the city. A case handled by the EOC concerning access to the market near Heng On Estate, Ma On Shan, was also documented to bring out the increasing importance of accessibility to the community, which is grappling with a rapidly ageing population.

Based on the documentaries, the EOC developed an online learning kit for secondary schools, targeting especially students of the Liberal Studies subject. Available in Chinese and English, the learning kit highlighted the various dimensions and perspectives of equal opportunities examined in the documentaries, and included suggested discussion topics and class activities for teachers to adapt or use. The learning kit was emailed to secondary schools across the city and uploaded on the EOC's website.

## 平機會網站

平機會網站 (www.eoc.org.hk) 是為公眾提供反歧視條例及平機會工作資訊的重要平台。網站除了提供中英文雙語版本外，並同時包含無障礙設計，方便有不同需要的人士使用，歷年來得到多項無障礙網頁計劃的嘉許及獎項。2018/19年度，平機會網站錄得的點擊率超過1,500萬次，每月吸引訪客超過72,000人次。

## EOC Website

The EOC's website (www.eoc.org.hk) remains an important platform for providing information about the anti-discrimination ordinances and the EOC's initiatives to the public. Fully bilingual (Chinese and English) and accessible to people with different needs, the website has been recognised by various web accessibility schemes and awards through the years. In 2018/19, the website recorded a total hit rate of over 15 million and attracted over 72,000 visitors a month.







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為提升使用者體驗，平機會於2018/19年度更新了網站主頁的設計，加大圖像，新增自動下拉式功能列表和展示整個網站架構的網站地圖。新設計還把大量現有資料重組，歸入「關於委員會」、「反歧視法例」、「查詢及投訴」、「法律服務」、「政策、研究及培訓」、「宣傳及教育」及「刊物」七個清晰易明的標題。

### 網上廣告宣傳

為了善用網上媒體的廣泛接觸層面及滲透度，平機會於2019年3月至6月在雅虎香港網頁及無線電視開發的MyTV Super應用程式/網站兩個受歡迎的網頁/應用程式，推出網上廣告宣傳。雅虎的首頁及MyTV Super應用程式/網頁展示了四個橫幅廣告及三段宣傳片，推廣《種族多元共融僱主約章》、「平等生活・開心共融」計劃的問答遊戲，以及消除性騷擾和懷孕歧視的信息。

In order to enhance user experience, the EOC revamped the homepage of the website in 2018/19, bringing in larger visuals, auto drop-down menus and a sitemap showing all areas of the EOC website at a glance. The wealth of information available was also reorganised under seven simple, self-explanatory headings, namely "About the EOC", "Discrimination Laws", "Enquiries & Complaints", "Legal Services", "Policy, Research & Training", "Publicity & Education" and "Publications".

### Online Advertising Campaign

To harness the reach and penetration of online media, the EOC launched an online advertising campaign on two popular webpages/app, namely the Yahoo! Hong Kong webpage and MyTV Super app/website developed by TVB, between March and June 2019. Four banner advertisements and three Announcements of Public Interest (API) were placed on Yahoo!’s homepage and MyTV Super app/webpage to promote the Racial Diversity and Inclusion Charter For Employers, the quiz game of the "Embracing Social Inclusion Project", as well as messages of eliminating sexual harassment and pregnancy discrimination.



The Racial Diversity & Inclusion Charter for Employers  
《種族多元共融僱主約章》  
Please Join 歡迎加入  
平等機會委員會  
EQUAL OPPORTUNITIES COMMISSION



## 教育年輕一代

### 學校戲劇表演

平機會繼續與三個本地劇團（大細路劇團、森林聯盟及街坊小子木偶劇場）合作，為學校製作和演出以平等機會、多元共融為題材的話劇和木偶劇。於2018/19年度，這些劇團為近66,200名學生進行共372場演出。幾乎全部學校對話劇都給予「好」或「非常好」的評價。



### 《高仔與朋友們》講故事比賽及工作坊

平機會於2017年10月推出兒童故事書系列《高仔與朋友們》。這一套三冊的故事書由平機會與香港理工大學設計學院合作出版，並由該學院的學生負責繪畫插圖，旨在向兒童灌輸平等及多元共融的價值觀。

平機會於2018/19年度以《高仔與朋友們》為藍本，舉辦講故事比賽和一系列工作坊。康樂及文化事務署（康文署）轄下的香港公共圖書館為是次活動的協辦機構，親子王國則為媒體夥伴，而Books & Beyond Reading Club、安徒生會、路德會啓聾學校及聖雅各福群會均為支持機構。

## Educating the Younger Generation

### School Drama Performances

The EOC continued to engage three local theatrical troupes, namely Jumbo Kids Theatre, Forest Union and Kids on the Block, to stage plays and puppet shows on equal opportunities and diversity themes at schools. In 2018/19, a total of 372 performances were staged for close to 66,200 students. Almost all of the schools expressed that the plays were “good” or “very good” in the feedback survey.



### “Tally & friends” Storytelling Competition and Workshops

The EOC launched the children book series *Tally & friends* in October 2017. Published in collaboration with the School of Design of The Hong Kong Polytechnic University and illustrated by a talented team of student designers from the School, the three-part storybook series was designed to instil in children values of equality, diversity and inclusion.

In 2018/19, the EOC organised a storytelling competition and a series of workshops based on *Tally & friends*, with Hong Kong Public Libraries of Leisure and Cultural Services Department (LCSD) as the co-organiser, Baby Kingdom as a media partner, and Books & Beyond Reading Club, Hans Andersen Club, Lutheran School for the Deaf and St James' Settlement as supporting organisations.





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工作坊和比賽分別吸引了超過200名和150名參加者，參賽者更來自不同背景，其中少數族裔小孩佔16%。

Altogether over 200 applications and 150 entries were received for the workshops and the competition respectively. Notably, the contestants came from diverse backgrounds, with 16% being ethnic minority children.



比賽分為五個組別，包括幼兒組、初小組、高小組、合作組和手語組，參賽者需演繹其中一冊故事，或利用書中的高仔及/或其他角色創作全新故事。入圍者於2018年11月10日齊集香港中央圖書館演講廳進行決賽。決賽後隨即舉行頒獎禮，向勝出者頒發獎盃及獎狀。

The competition was divided into five categories, namely Pre-School, Lower Primary, Upper Primary, Team and Sign Language. Participants were required to tell either a story from the series or a newly created story featuring Tally and/or other characters from the book. On 10 November 2018, shortlisted contestants gathered at the Lecture Theatre, Hong Kong Central Library to compete at the finals. An award ceremony was held right after the competition to present the trophies and certificates to the winners.



《高仔與朋友們》  
網頁  
(中文版)



“Tally & friends”  
webpage  
(English version)





此外，平機會製作了以《高仔與朋友們》為題的書籤貼紙和小帆布袋，派發予講故事工作坊及比賽的參加者。

透過與康文署轄下的香港公共圖書館合作，平機會向圖書館捐贈了《高仔與朋友們》故事書，現時港九新界已有38間公共圖書館存放《高仔與朋友們》，供公眾借閱。

Separately, the EOC produced bookmark stickers and small-sized tote bags themed on *Tally & friends*, which were distributed to participants in the storytelling workshops and the competition.

Working with Hong Kong Public Libraries of LCSD, the EOC donated copies of *Tally & friends* to their collection. The storybook series is now available at 38 public libraries across Hong Kong Island, Kowloon and the New Territories for borrowing and viewing by the public.

## 無定型新人類及共融i世代計劃

平機會於2002年推出「無定型新人類」計劃，以導師分享的形式，協助青少年克服學業及事業路上遇到的定型障礙。2018年6月，平機會邀請首位征服珠穆朗瑪峰的香港女性曾燕紅女士擔任計劃的導師。曾女士向500多名中學生講述她在登頂過程中驚心動魄的經歷。她分享了當中的困難及挑戰，包括多年的嚴格訓練、攻頂失敗的經驗、雪崩和地震的死亡威脅，以及隊友的不幸喪生。然而，她憑着堅毅意志及努力，克服了重重挑戰，成功征服珠峰。

## Youth Challenge & Generation “i” Programmes

The EOC launched the Youth Challenge Programme (formerly “Career Challenge”) in 2002. Adopting the format of mentors’ sharing, the programme aimed to help the younger generation overcome stereotypes in pursuing their studies and careers. In June 2018, the EOC invited Ms Ada TSANG Yin-hung, the first Hong Kong woman to conquer Mount Everest, as the mentor. Speaking to some 500 secondary school students, Ms Tsang recounted her heart-stopping experience in reaching the summit. She opened up about the hardships and challenges along the way, including years of rigorous training, failed attempts, life-threatening avalanches and earthquakes, as well as the tragic loss of a close companion. Yet with determination and hard work, she surmounted them all and conquered Mount Everest.





## 我們的工作 | Our Operation

2018/19學年，平機會與香港青年協會M21合作推出全新模式的青少年計劃。計劃改稱為「共融i世代」，當中「i」代表「inclusion」，正是「共融」的意思。計劃的目的是鼓勵香港年輕人表達對平等的看法和盼望。

在計劃下，平機會推出多媒體比賽，設有「漫畫組」及「短片組」，對象為全港中學生，他們可透過創作漫畫及製作短片，分享對多元共融、互相尊重的看法。此外，他們亦可報名參加於2018年11月舉辦的工作坊，由著名插畫師芝麻羔講解漫畫創作，以及由香港電影金像獎最佳導演歐文傑講解短片製作，費用全免。從參加者填交的問卷調查顯示，超過90%參加者喜歡培訓工作坊，並表示日後會參加同類活動。

In the 2018/19 school year, the EOC adopted a new format for the youth programme through collaboration with M21 of the Hong Kong Federation of Youth Groups. Renamed as Generation "i", with "i" meaning inclusion, the programme was designed to encourage young people in Hong Kong to voice out their views and hopes relating to equality.

A multimedia competition comprising the "Comics" and "Short Video" divisions was organised under the programme. All secondary school students across Hong Kong were invited to share their views of diversity, inclusion and mutual respect through the comic strips and short videos they created. In addition, they could enrol on free workshops on comics drawing and video production conducted by famous illustrator Dreamergo and Best Film Director in Hong Kong Film Awards Jevons AU respectively in November 2018. Feedback collected from the participating students showed that over 90% of them enjoyed the training workshops and said they would join similar activities in the future.







比賽的評判團由平機會委員、專業藝術工作者及電影導演組成，於2019年2月為所有入圍作品評分及評審。公眾亦可在網上瀏覽入圍作品及投票，獲得最多「讚好」的作品可贏得「Facebook最讚大獎」。頒獎禮於2019年3月3日在「國際消除種族歧視日」的公眾活動舉行。所有得獎作品已上載至比賽的網頁，供公眾瀏覽。

除了籌辦比賽，平機會繼續透過「無定型新人類」的Facebook專頁宣傳有關活動，透過定期上載與平等機會有關的短片、新聞及社區活動，保持與參與者的網上對話，並吸引更多年輕人參與計劃。平機會亦為「共融i世代」另設Facebook專頁。

In February 2019, all shortlisted entries were passed to a judging panel comprising EOC Members and professional artists and film directors for scoring and judging. The shortlisted entries were also available online for public voting. The entry that received the greatest number of “likes” won the “Most Popular Entry on Facebook” award. The award presentation ceremony took place during the public event of IDERD on 3 March 2019. All winning entries were uploaded onto the competition webpage for public viewing.

In parallel with the programme, the EOC maintained a Facebook page for Youth Challenge mentees, with videos, news and community events related to equal opportunities uploaded regularly to sustain the conversation online and attract more young people to join the programme. A Facebook page was also created for the Generation “i” programme.







## 賽馬會平等共融戲劇計劃

平機會是新域劇團主辦的「賽馬會平等共融戲劇計劃」的支持機構。該計劃於2015/16年度展開，獲香港賽馬會慈善信托基金資助超過港幣900萬元，營運至2017/18年度。計劃的主要目的是為青少年提供平台，透過舞台演出，學習多元平等觀念，參與打擊歧視和打破定型觀念。活動內容包括學校戲劇比賽、戲劇夏令營、夏季舞台劇製作和平等機會戲劇演出。

年內，平機會繼續協助宣傳計劃的不同活動，例如於2018年8月18日至19日假香港文化中心上演的青年劇展《小紅帽勇闖魔幻森林》。平機會亦為該項計劃所招募的青年戲劇大使安排培訓，讓他們參與平機會舉辦的不同活動，包括「國際消除種族歧視日」和「平等就業・豐盛生活」行動的公眾活動，以及反歧視工作坊。

## Jockey Club Equal Opportunities Drama Project

The EOC was the supporting organisation of the Jockey Club Equal Opportunities Drama Project, organised by Prospects Theatre Company Ltd. The project, which started in 2015/16, secured over \$9 million funding from the Hong Kong Jockey Club Charities Trust to run until 2017/18. The primary objective was to offer young people a platform to learn about the concepts of diversity and equality and to play a part in combating discrimination and breaking stereotypes through theatrical performances. Activities included school drama competitions, summer drama camps, summer theatre productions and EO drama showcases.

During the year in review, the EOC continued to help promote the activities of the project, such as the Youth Theatre Showcase *Adventures in Magic Forest* at Hong Kong Cultural Centre on 18-19 August 2018. The EOC also arranged for the Youth Drama Ambassadors recruited under the project to take part in EOC's events, including the IDERD and Employment Equality Project public events and anti-discrimination workshops.





## 接觸市民大眾

### 刊物及其他通訊資料

在2018/19年度，平機會為持份者及公眾出版了一系列刊物及通訊資料。當中包括《平等點•線•面》期刊，這本半年期刊以多角度深入探討平等議題，隨《經濟日報》向市民派發，並送予政府部門、立法會、區議會及非政府組織等主要持份者。平機會亦定期向約8,000名持份者發出《平機會電子通訊》，發放有關平機會工作、平等機會新聞，以及社區組織相關活動的最新消息。



### 創智營商博覽

為向企業宣傳共融工作間的好處，平機會再次在香港貿易發展局主辦的「創智營商博覽」擺設攤位。是次博覽於2018年12月5日至7日假香港會議展覽中心舉行。

## Reaching out to the General Public

### Publications and Other Communication Materials

In 2018/19, the EOC produced a series of publications and communication materials for stakeholders and members of the public. These included *Equality Perspectives*, a half-yearly journal that dissects issues relating to equal opportunities from different angles. The journal was distributed as an insertion in the newspaper *Hong Kong Economic Times*, as well as to major stakeholders, including Government departments, legislative and district councillors, and NGOs. The EOC also sent out its e-newsletter, *News from the EOC* regularly, informing around 8,000 subscribers of the EOC's latest work, positions on topical issues about discrimination, as well as related events organised by community organisations.

### SmartBiz Expo

To promote understanding of the advantages of fostering an inclusive workplace to enterprises, the EOC participated once again in Hong Kong Trade Development Council's SmartBiz Expo, which was held from 5 to 7 December 2018 at Hong Kong Convention and Exhibition Centre.





## 我們的工作 | Our Operation

為期三日的博覽會期間，平機會宣傳「平等機會・勞資雙贏」及「平等機會工作間，僱主僱員均有責」的信息。平機會向入場人士派發超過4,300份刊物，並送出逾2,900份紀念品。參加者對平機會的反應正面，超過96%的問卷調查受訪者給予平機會攤位「非常好」或「好」的評價，並有受訪者讚賞攤位的設計美觀、員工積極介紹。

The EOC promoted the messages of “Want a win-win employment relationship? An equal opportunities workplace can help you” and “An equal opportunity workplace relies on the joint efforts of employers and employees” during the three-day Expo. Over 4,300 promotional publications and 2,900 souvenirs were distributed to Expo visitors. The EOC collected positive feedback from the attendees, with over 96% of the questionnaire respondents giving the EOC booth a “very good” or “good” rating, along with compliments received on the booth’s design, as well as the helpfulness of EOC staff members.

### 平等機會社會參與資助計劃

2018/19年度，平機會繼續與不同社區團體、學術機構及非政府組織建立聯繫。透過「平等機會社會參與資助計劃」，平機會運用社區夥伴的廣闊網絡加強公眾教育的接觸層面。平機會於2018/19年度共資助了33個項目，資助總額高達港幣1,213,956元。獲資助機構都致力捍衛反歧視法例下受保障群體的權益。

### Community Participation Funding Programme

The EOC continued to build rapport with various community groups, academia and NGOs in 2018/19. Through the Community Participation Funding Programme, the EOC leverages an extensive network of community partners to maximise the reach of its public education effort. In 2018/19, subsidies totalling HK\$1,213,956 were granted to 33 projects under the programme. The funded parties all worked towards safeguarding or advancing the rights of groups who are protected by the four anti-discrimination ordinances in place.

平機會亦支持其他機構舉辦宣揚反歧視信息的活動。平機會於2018/19年度支持了29個在香港舉辦的項目及活動。例如，平機會於2018年7月為婦女基金會「突破T.E.E.N.才計劃」的青年參加者舉辦講座，並透過平機會的途徑協助宣傳社區組織舉辦的不同活動。

The EOC also rendered support for initiatives by organisations to promote anti-discrimination messages. In 2018/19, the EOC supported 29 projects and initiatives across the city. For instance, the EOC hosted a talk for youth participants of The Women Foundation’s T.E.E.N. Programme in July 2018, and helped promote various events by community organisations through the EOC’s channels.





## 機構管治 | Corporate Governance



### 問責與透明度

平機會是以公帑資助的法定機構，在日常運作中必須履行問責和維持透明度。除了恪守嚴格的機構指引和規定，平機會還透過不同途徑及媒介，例如新聞發布會、平機會網站、社交媒體專頁，以及平機會半年刊《平等點•線•面》和電子通訊等刊物，恆常與持份者保持聯繫，並讓持份者及公眾知悉平機會的最新工作。為了進一步提高平機會工作的透明度，平機會向立法會政制事務委員會提交其周年工作計劃，並於平機會網站內發布平機會管治委員會的會議記錄，以及披露管治委員會及專責小組會議的出席記錄。

### 財政監控

平機會一直沿用嚴格的內部監控制度，適當的申報機制及程序，小心謹慎和努力盡責地管理財政。這些制衡措施確保平機會能以高效和符合成本效益的方式運用資源。

### 服務承諾

平機會制定了一套以回應時間計算的服務標準，以評估及量化服務水平。平機會於2018/19年度在所有主要服務承諾中均達標，大部分項目都有出色表現，詳情載於下表。

### Accountability and Transparency

As a statutory body using public funds, the EOC is aware of the importance of upholding accountability and transparency in its daily operation. Besides adhering to stringent corporate guidelines and regulations, the EOC maintains regular communication with stakeholders, keeping them and the general public informed about its latest work through different channels and mediums, such as media briefings, the EOC website, social media pages, and publications such as the EOC journal *Equality Perspectives* and the e-news. Further transparency measures include presenting the EOC's annual work plan to the Legislative Council Panel on Constitutional Affairs, and posting minutes of the EOC Board meetings, as well as the attendance records of EOC Board and Committee meetings, on the EOC website.

### Financial Control

The EOC has all along exercised great care and diligence in managing its finances, with stringent internal control system, appropriate reporting mechanisms, and proper procedures and processes in place. These checks and balances ensure that the EOC expends its resources in an efficient and value-for-money manner.

### Performance Pledge

The EOC has in place a set of standards, which are expressed generally in terms of responding times, to measure and quantify its performance. In 2018/19, the EOC achieved all the major standards in its performance pledge, excelling in most of the targets. The details are shown in the following table.



## 平機會於2018/19年間的服務承諾 EOC's Performance Pledge in 2018/19

	服務表現目標 Performance target		實際表現 Actual performance		
	服務標準 Service standard	(達標的百分比) (% Meeting standard)	(百分比) (Percentage)	(數目) (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%	100%	總數： Total:	6,046
				達成： Met:	6,046
				未達成： Not met:	0
接見到辦事處查詢的人士 Interview a walk-in enquirer at EOC office	30分鐘內 Within 30 minutes	95%	100%	總數： Total:	140
				達成： Met:	140
				未達成： Not met:	0
回覆複雜的書面查詢 Reply to written enquiries on complex issues	14個工作天內 Within 14 working days	95%	100%	總數： Total:	521
				達成： Met:	521
				未達成： Not met:	0



		服務表現目標 Performance target	實際表現 Actual performance		
服務標準 Service standard		(達標的百分比) (% Meeting standard)	(百分比) (Percentage)	(數目) (Number)	
投訴 Complaint					
對書面投訴作出初步回應 Initiate action on a written complaint	3個工作天內 Within 3 working days	100%	100%	總數： Total:	1,059
				達成： Met:	1,059
				未達成： Not met:	0
經預約安排，接見有意提出投訴的人士 Interview a prospective complainant asking for an appointment	5個工作天內 Within 5 working days	95%	100%	總數： Total:	7
				達成： Met:	7
				未達成： Not met:	0
完成處理投訴個案 Conclude a complaint case	6個月內 Within 6 months	75%	81%	總數： Total:	941
				達成： Met:	758
				未達成： Not met:	183
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%	100%	總數： Total:	45
				達成： Met:	45
				未達成： Not met:	0





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		服務表現目標 Performance target	實際表現 Actual performance			
服務標準 Service standard		(達標的百分比) (% Meeting standard)	(百分比) (Percentage)	(數目) (Number)		
公眾教育及宣傳 Public education and promotion						
安排有關平等機會及法例的講座 Meet requests for talks on equal opportunity issues and legislation	6個月內 Within 6 months	95%	100%	總數： Total:	411	
				達成： Met:	411	
				未達成： Not met:	0	
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個工作天內 Within 3 working days	95%	100%	總數： Total:	139	
				達成： Met:	139	
				未達成： Not met:	0	
回應團體探訪要求 Meet requests for guided group visits	5個工作天內 Within 5 working days	95%	100%	總數： Total:	10	
				達成： Met:	10	
				未達成： Not met:	0	
舉辦主要宣傳活動 Convene major promotional events	12個月內 Within 12 months	80項活動 80 activities	100%	總數： Total:	114*	
				達成： Met:	114*	
				未達成： Not met:	0	
參加者對平機會舉辦的培訓服務感到滿意 Participants satisfied with the training services provided by the EOC	滿意 Satisfactory	80%	99.6%	總數： Total:	10,621	
				達成： Met:	10,574	
				未達成： Not met:	47	

\*註： 2018年4月1日至2019年3月31日舉辦的實際活動數目為114項。

\*Note: The actual number of activities convened from 1 April 2018 to 31 March 2019 is 114.



## 提升服務

### 電話錄音系統

平機會於2018年5月引入自動電話錄音系統，該系統是為處理公眾來電查詢及投訴的前線職員而設，主要目的是提升服務水平，保障平機會職員及外界人士在雙方通話時免受不受歡迎、騷擾、威嚇或猥褻的言辭攻擊，以及協助平機會公平有效地處理外界人士對平機會及/或其職員的投訴或糾紛。

平機會根據《個人資料（私隱）條例》、個人資料私隱專員公署發出的相關實務守則、指引及指引資料，以及該公署的建議，分別為員工及服務使用者制定了兩套政策及程序。此外，平機會還擬備了常見問與答資料，供員工參考。

為檢討電話錄音系統的成效，平機會在2018年11月舉行焦點小組討論，收集有關員工對電話錄音系統的意見。該檢討旨在進一步改善政策及程序，以及優化電話錄音系統的運作。總括而言，員工對採用電話錄音系統反應正面：

- 沒有服務使用者反對系統自動記錄他們與平機會員工的對話，或要求不要錄下他們與員工的對話；
- 員工沒有對電話錄音提出特別關注；
- 電話錄音沒有影響有關員工的日常工作程序；以及
- 員工認為電話錄音的政策及程序，以及相關問與答資料有效充足。

## Enhancement to Services

### Telephone Recording System

In May 2018, the EOC introduced an automated telephone recording system for frontline staff members who handle public enquiries and complaints made through telephone calls. The main purposes of the system were to enhance service quality, protect both external parties and EOC staff from unwelcomed, harassing, threatening or obscene words or language in calls, and enable the EOC to deal with disputes or complaints from external parties against the EOC and/or its staff in a fair and effective manner.

The EOC developed two sets of policy and procedures for the EOC staff members and service users respectively, with reference to the Personal Data (Privacy) Ordinance, relevant Codes of Practice, Guidelines and Guidance Notes issued by the Office of the Privacy Commissioner for Personal Data and advice from the Office. Relevant Questions-and-Answers (Q&A) were also developed for staff's reference.

A review of the telephone recording ("review") was conducted in November 2018 to gather applicable staff's feedback by way of focus group discussions. The purpose of the review was to further improve the policy and procedures and the operation of the telephone recording system. Overall, the implementation of the telephone recording received positive feedback:

- No service users raised objection to the automated recording of their telephone conversations with the EOC staff nor sought to communicate over the telephone without recording;
- Staff members did not raise particular concerns about the telephone recording;
- The telephone recording did not affect the daily work processes of the staff members concerned; and
- The policy and procedures including the associated Q&A were found effective and sufficient.



## 機構管治 | Corporate Governance

截至2019年1月31日，平機會因應三名服務使用者對職員的投訴而一共翻查了五段電話錄音。在讀取錄音後，服務使用者提出的所有指控均證實為無事實根據。

為回應相關員工在焦點小組討論中提出的意見及建議，平機會進行了數項改善措施，包括提供系統支援服務予相關同事，以及為服務使用者新增選項，假如他們之前致電平機會時，已聽取預錄信息解釋進行電話錄音的目的，便可選擇略過有關信息。

### 協助有讀寫困難的人士使用平機會服務時的指引

除電話錄音系統外，平機會於2018/19年度還推出了「協助有讀寫困難的人士使用平機會服務時的指引」。該指引提供一般原則及主要步驟，讓職員在協助有讀寫困難的服務使用者時可以依循，從而為市民提供更佳及更有效的服務。

## 程序檢討

平機會於2017年下旬就其管治、管理架構及投訴處理程序展開檢討，以審視並提升平機會服務的成效。整項檢討由現任管治委員會成員高朗先生及前任委員孔美琪博士和李翠莎博士共三人組成的「檢討委員會」監督和執行，他們並負責撰寫報告。

As at 31 January 2019, a total of five records were retrieved, arising from three service users' complaints against the EOC staff. After listening to the recording, all the allegations made by the service users concerned were found unsubstantiated.

In response to applicable staff's feedback and suggestions as gathered in the focus group discussions, the EOC made various improvements, such as providing system support to the staff members concerned and adding an option for service users to skip listening to the pre-recorded message about the purpose of telephone recording if they already listened to the information in their previous calls to the EOC.

### Guide on Providing Assistance to Service Users who have Difficulties in Writing and/or Reading Written Information when Communicating with the EOC

Besides the telephone recording system, the EOC also introduced a "Guide on providing assistance to service users who have difficulties in writing and/or reading written information when communicating with the EOC" in 2018/19. This guide aims to provide broad principles and key steps for staff members when assisting service users who have difficulties in writing and/or reading written information, with a view to offering better and more effective services for the public.

## Process Review

The EOC embarked on a review of its governance, management structure and complaint-handling process in the latter half of 2017, with a view to examining and enhancing the effectiveness of the EOC's services. The review was supervised and conducted by a three-member Review Panel consisting of current EOC Member Mr Mohan DATWANI and former EOC Members Dr Maggie KOONG and Dr Trisha LEAHY. The Review Panel also prepared the report.





另一方面，為了確保檢討全面，涵蓋不同和獨立觀點，平機會邀請了前高等法院法官芮安牟教授出任顧問，以義務形式進行獨立檢討，並撰寫報告。程序檢討工作已於2019年2月完成，而檢討委員會的報告（當中附有芮教授的報告）亦在同月獲管治委員會通過，預期有關報告將於2019年第四季發布。

與此同時，平機會在進行檢討期間已就投訴處理程序制定了若干改善措施。

To ensure a well-rounded assessment with due regard to different perspectives, the EOC invited former High Court judge Prof Anselmo REYES to conduct an additional, independent review and compile a report on a *pro bono* basis. The review exercise was completed in February 2019, and the Review Panel Report, to which Professor Reyes' report was attached as an annex, was endorsed by the EOC Board in the same month. The Review Panel Report is expected to be published in the fourth quarter of 2019.

Meanwhile, the EOC put in place various enhancement measures to the complaint-handling process, even during the review.

## 與持份者聯繫

平機會於年內持續與社區組織、學界及非政府組織保持聯繫，建立夥伴關係。主席及平機會職員除了與不同社區組織及非政府組織會面，交流意見及聽取他們對平等機會議題的建議，還出席了多項社區活動。平機會亦繼續與各國駐港外交人員、內地及海外機構和官員進行對話及交流。

## Stakeholder Engagement

The EOC continued to engage and build rapport with community groups, the academia and NGOs during the year. The Chairperson and EOC staff had meetings with different community groups and NGOs to exchange views and hear their suggestions on equal opportunities issues, and attended several community events and functions. Dialogue and exchange were also maintained with the consular communities, and Mainland and international organisations and officials.





## 我們的團隊 | Our Team

平機會致力為員工提供平等機會去學習、發展及發揮自己的潛能。平機會更制定了全面政策以確保工作間多元共融，讓員工在關愛友善的環境下工作。

The EOC endeavours to provide staff members with equal opportunities to learn, thrive, and realise their potential. In particular, the Commission has developed comprehensive policies to ensure workplace diversity and a caring and friendly work environment.

### 多重內部溝通平台

截至2019年3月31日，平機會的員工數目為96人。為了促進內部及各部門間的雙向溝通，方便員工交流意見及觀點，平機會設立了不同平台及途徑，包括討論涉及員工福利事宜的員工諮詢小組；負責在平機會內制定、檢討及推行平等機會政策和措施的平等機會專責小組；以及由新入職員工與其他員工組成的初入職員工智庫。

平機會還定期以簡介會、電郵、內聯網及其他方式讓員工掌握機構的最新動向。內聯網是一站式資訊平台，提供有用資料，例如平機會政策及《人力資源手冊》、員工活動及人事變動的最新消息；員工亦可處理不同行政事宜，如申請休假及進行工作表現評估。

### Multiple Internal Communication Platforms

As of 31 March 2019, the number of staff of the EOC totalled 96. Various platforms and channels have been set up to facilitate internal, cross-team and two-way communications and promote exchange of ideas and opinions. These include: the Staff Consultative Group for addressing matters of interest to staff, the EO Committee for developing, reviewing and implementing equal opportunity policies and practices within the EOC, and the Junior Think Tank comprising newly joined and other staff members.

Staff members are also updated regularly via briefings, emails, the Intranet and other means on the work of the EOC. In particular, the Intranet is a one-stop portal where staff members can obtain useful information, such as the EOC's policies and HR Manual, get updates on the latest staff activities and personnel movements, and complete various administrative procedures, such as applying for leave and conducting performance appraisals.

### 員工培訓、發展及進修機會

在2018/19年度，平機會為不同職級及有不同職責的員工提供了內部及外間培訓和發展機會。內部培訓方面，平機會舉辦了各類型員工培訓和發展課程以及經驗分享會，出席人數達430人次，當中包括：

### Staff Training, Development and Learning Opportunities

In 2018/19, both in-house and external training and development opportunities were provided for staff of different ranks and responsibilities. For the former, 430 attendances were recorded in staff training and development programmes and experience-sharing sessions. These included:







- 回應查詢及投訴文書寫作工作坊；
- 一系列有關提高對殘疾敏感度的培訓及分享會，讓員工學習如何與視障人士溝通及處理視障人士的投訴，其中一項活動是參觀香港導盲犬協會；
- 有關性騷擾以及外界人士與平機會職員接觸的性騷擾政策及程序之培訓；
- 電話錄音系統政策和程序以及有關個人資料私隱的培訓；
- 分享會：例如平機會主席陳章明教授就香港護老政策的分享，以及平機會委員孔美琪博士就出席第62屆聯合國婦女地位委員會的分享；
- 認識無意識的偏見以建立共融工作間的講座；以及
- 由印度教學者、宗教老師及社區工作者主講有關錫克教及印度教的講座。
- Workshops on Chinese Correspondence Writing: Replies to Enquiries and Complaints;
- A series of disability sensitivity training and sharing sessions on interacting with and handling complaints for persons with visual impairment, including a visit to the Hong Kong Guide Dog Association;
- Training on sexual harassment and sexual harassment policy and procedures for interface between external parties and EOC staff;
- Training on telephone recording policy and procedures and related issues on data privacy;
- Sharing sessions, such as by the EOC Chairperson Prof Alfred CHAN Cheung-ming on elderly care policy in Hong Kong and by EOC Member Dr Maggie KOONG on the 62nd session of the UN Commission on the Status of Women;
- A talk on understanding unconscious bias to create an inclusive workplace; and
- A talk on Sikhism and Hinduism by a Hinduism scholar, a religion teacher and a community worker.







## 我們的團隊 | Our Team

為提升員工的專業技能，員工如獲平機會推薦或自發參與由外間機構舉辦、與工作有關的培訓課程，均可獲得全額或部分學費資助。獲資助的外間培訓課程包括由香港科技大學舉辦的領導發展課程、由不同機構舉辦、主題相關的會議和討論會、手語證書課程、調解技巧培訓及其他如法律課程等專業課程。

為鼓勵員工持續進修，平機會於2018/19年度在互聯網設立員工學習資訊站，員工可快捷地取得有關機構內部員工培訓和發展課程以及分享會的學習材料和其他資料。此外，平機會擬備了一本有關常見問題的小冊子，幫助員工解答公眾的查詢及問題。

Staff members were sponsored on a full or partial reimbursement basis to attend EOC-initiated or self-initiated job-related training programmes for enhancing their professional skills. The external training programmes sponsored included: leadership development programme run by The Hong Kong University of Science and Technology, conferences and summits on relevant themes organised by various organisations, sign language certificate course, mediation skills training and other professional programmes such as legal courses.

To facilitate continuous learning of staff members, the EOC set up a Staff Learning Corner on the Intranet in 2018/19, where staff can gain quick access to learning materials and other information of in-house staff training and development programmes, as well as sharing sessions. In addition, the EOC developed a handy booklet on frequently asked questions to help staff address the enquiries and questions from members of the public.

## 員工支援計劃

平機會年內繼續外聘顧問為員工提供支援計劃，以協助員工達致工作與生活平衡及取得更佳的精神健康。支援計劃設有24小時熱線，提供免費專業輔導服務及學習資源，亦為員工安排不同主題的健康講座，例如關節痛症舒緩錦囊及秋冬飲食秘笈。

## Employee Assistance Programme

The EOC continued to engage an external consultant to operate an employee assistance programme for staff members, with a view to helping them achieve work-life balance and better mental health. The programme includes a 24-hour hotline, which provides free professional counselling services and learning resources. Under the programme, wellness seminars on different topics were arranged for staff, such as management of joint pain and diet in fall and winter.

## 產假

香港特別行政區行政長官在《2018年施政報告》中，宣布所有女性公務員的產假由10星期增至14星期，由2018年10月10日開始生效。平機會跟隨政府做法，並在2018年10月實施相同的安排，以示對家庭友善僱傭措施的大力支持。

## Maternity Leave

Following the announcement by the Chief Executive of the Hong Kong SAR in the 2018 Policy Address that the maternity leave of all female civil servants would be extended from 10 to 14 weeks with effect from 10 October 2018, the EOC followed suit and adopted the same arrangement in October 2018, demonstrating its staunch support for family-friendly employment policies.



## 員工活動

為激勵員工士氣及加強員工在日常工作以外保持聯繫，平機會積極舉辦不同活動，包括2018年11月的員工旅行及2019年2月的年度員工聚餐。平機會亦定期與員工舉行會議，向員工講述有關平機會的重大事宜及工作的最新資料。

## Staff Activities

To foster team spirit and enhance staff communication outside the daily work routines, various activities were organised through the year, including a staff outing in November 2018 and an annual staff gathering in February 2019. There were also regular staff meetings to update staff members on important matters and work of the EOC.







## 服務社區

平機會大力支持員工參與義工服務。在2018年，平機會義工和一眾親友服務社區逾1,250小時。此外，七位平機會義工於2018年獲受惠團體頒發嘉許狀及獎座，以示他們熱心參與及過往一直支持該團體的義工服務計劃。

平機會其中一項定期舉辦的義工服務，是每月一次探訪嚴重智障學生及帶他們外遊。於2018/19年度，平機會的義工團隊陪同學生前往佐敦谷公園，並協助他們完成商場購物任務及參與其他活動。

平機會亦參加了非政府組織舉辦的不同籌款活動，包括曲奇義賣及賣旗。其他有意義的活動計有：捐血、糖尿健步行和公益行善「折」食日。此外，平機會更是盲人觀星傷健營的長期支持者，這項義工活動旨在推廣傷健共融。自2011年起，平機會的義工已一直參與有關活動，並設計各式遊戲，向參加者宣揚多元共融的信息。

## Giving to the Community

The EOC strongly supports employees to participate in volunteering. In the calendar year of 2018, the EOC volunteers, joined by their families and friends, performed over 1,250 hours of service to the community. In addition, seven EOC volunteers were given Recognition Certificates and Awards by a beneficiary organisation in 2018, in appreciation of their zealous participation and enduring support to its volunteer programme over the past years.

Among the EOC's regular volunteering activities was monthly outing with students with severe mental disabilities. In 2018/19, the EOC volunteer team accompanied the students in an outing to Jordan Valley Park, and assisted them in performing shopping tasks in malls, among other activities.

The EOC also took part in various fundraising activities of NGOs, such as cookies-selling and flag-selling. Other meaningful initiatives included blood donation, Walk for Diabetes and Skip Lunch Day. In particular, the EOC is a long-term supporter of the "Stargaze Camp for All and the Blind", a volunteer movement aiming to promote inclusiveness and integration of people with disabilities into society. Since 2011, the EOC volunteers have been taking part in the movement and organising activities to promulgate inclusive messages to the participants of this annual camping event.







## 環保措施

平機會致力為環保出一分力，如響應政府推出的室內溫度節能約章。此外，平機會一直實行多項減廢和推廣循環再用的措施，又向本地慈善機構捐贈可再用的物資。平機會亦支持「無冷氣夜2018」，鼓勵員工在2018年10月5日晚上關掉冷氣。

## Environmental Protection Measures

The EOC strives to maintain operational standards and practices that respect the environment, such as the Energy Saving Charter on Indoor Temperature launched by the Government. The Commission has been exercising a number of measures to reduce waste, collect recyclable materials and donate reusable items to local charities. The EOC also supported the "No Air-Con Night 2018", and encouraged staff to switch off their air conditioners on the evening of 5 October 2018.









平等機會委員會  
截至二零一九年三月三十一日止  
財政年度的財務報表

獨立核數師報告  
致平等機會委員會  
全體大會

(依據《性別歧視條例》在香港成立)

Equal Opportunities Commission  
Financial Statements  
for the year ended 31 March 2019

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

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

## 意見

本核數師(以下簡稱「我們」)已審計列載於第99至128頁平等機會委員會(以下簡稱「委員會」)的財務報表,此財務報表包括於二零一九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,以及財務報表附註,包括主要會計政策概要。

我們認為,該等財務報表已根據香港會計師公會頒布的《香港財務報告準則》真實而中肯地反映委員會於二零一九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。

## 意見的基礎

我們已根據香港會計師公會頒布的《香港審計準則》進行審計。我們在該等準則下承擔的責任已在本報告「核數師就審計財務報表承擔的責任」部分中作進一步闡述。根據香港會計師公會頒布的《專業會計師道德守則》(以下簡稱「守則」),我們獨立於委員會,並已履行守則中的其他專業道德責任。我們相信,我們所獲得的審計憑證能充足及適當地為我們的審計意見提供基礎。

## Opinion

We have audited the financial statements of Equal Opportunities Commission ("the Commission") set out on pages 99 to 128, which comprise the statement of assets and liabilities as at 31 March 2019, the statement of income and expenditure, the statement of comprehensive income, the statement of changes in funds and the cash flow statement for the year then ended and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements give a true and fair view of the financial position of the Commission as at 31 March 2019 and of its financial performance and its cash flows for the year then ended in accordance with Hong Kong Financial Reporting Standards ("HKFRSs") issued by the Hong Kong Institute of Certified Public Accountants ("HKICPA").

## Basis for opinion

We conducted our audit in accordance with Hong Kong Standards on Auditing ("HKSA") issued by the HKICPA. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the Commission in accordance with the HKICPA's *Code of Ethics for Professional Accountants* ("the Code") and we have fulfilled our other ethical responsibilities in accordance with the Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.





## 財務報表及其核數師報告以外的信息

委員會需對其他信息負責。其他信息包括刊載於年報內的全部信息，但不包括財務報表及我們的核數師報告。

我們對財務報表的意見並不涵蓋其他信息，我們亦不對該等其他信息發表任何形式的鑒證結論。

結合我們對財務報表的審計，我們的責任是閱讀其他信息，在此過程中，考慮其他信息是否與財務報表或我們在審計過程中所了解的情況存在重大抵觸或者似乎存在重大錯誤陳述的情況。

基於我們已執行的工作，如果我們認為其他信息存在重大錯誤陳述，我們需要報告該事實。在這方面，我們沒有任何報告。

## 委員會就財務報表須承擔的責任

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

在擬備財務報表時，委員會負責評估委員會持續經營的能力，並在適用情況下披露與持續經營有關的事項，以及使用持續經營為會計基礎，除非委員會有意將委員會清盤或停止經營，或別無其他實際的替代方案。

## Information other than the financial statements and auditor's report thereon

The Commission is responsible for the other information. The other information comprises all the information included in the annual report, other than the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

## Responsibilities of the Commission for the financial statements

The Commission is responsible for the preparation of the financial statements that give a true and fair view in accordance with HKFRSs issued by the HKICPA 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.

In preparing the financial statements, the Commission is responsible for assessing the Commission's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Commission either intends to liquidate the Commission or to cease operations, or has no realistic alternative but to do so.



## 核數師就審計財務報表承擔的責任

我們的目標，是對財務報表整體是否不存在由於欺詐或錯誤而導致的重大錯誤陳述取得合理保證，並出具包括我們意見的核數師報告。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。

合理保證是高水平的保證，但不能保證按照《香港審計準則》進行的審計，在某一重大錯誤陳述存在時總能發現。錯誤陳述可以由欺詐或錯誤引起，如果合理預期它們單獨或滙總起來可能影響財務報表使用者依賴帳項所作出的經濟決定，則有關的錯誤陳述可被視作重大。

在根據《香港審計準則》進行審計的過程中，我們運用了專業判斷，保持了專業懷疑態度。我們亦：

- 識別和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，設計及執行審計程序以應對這些風險，以及獲取充足和適當的審計憑證，作為我們意見的基礎。由於欺詐可能涉及串謀、偽造、蓄意遺漏、虛假陳述，或凌駕於內部控制之上，因此未能發現因欺詐而導致的重大錯誤陳述的風險高於未能發現因錯誤而導致的重大錯誤陳述的風險。
- 了解與審計相關的內部控制，以設計適當的審計程序，但目的並非對委員會內部控制的有效性發表意見。

## Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. 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.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with HKSAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with HKSAs, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 Commission's internal control.



## 財務報告 | Financial Statements

- 評價委員會所採用會計政策的恰當性及作出會計估計和相關披露的合理性。
- 對委員會採用持續經營會計基礎的恰當性作出結論。根據所獲取的審計憑證，確定是否存在與事項或情況有關的重大不確定性，從而可能導致對委員會的持續經營能力產生重大疑慮。如果我們認為存在重大不確定性，則有必要在核數師報告中提請使用者注意財務報表中的相關披露。假若有關的披露不足，則我們應當發表非無保留意見。我們的結論是基於核數師報告日止所取得的審計憑證。然而，未來事項或情況可能導致委員會不能持續經營。
- 評價財務報表的整體列報方式、結構和內容，包括披露，以及財務報表是否中肯反映交易和事項。
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Commission.
- Conclude on the appropriateness of the Commission's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Commission's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Commission to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

除其他事項外，我們與委員會溝通了計劃的審計範圍、時間安排、重大審計發現等，包括我們在審計中識別出內部控制的任何重大缺陷。

We communicate with the Commission regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

**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

二零一九年九月十日

**KPMG**

Certified Public Accountants

8th Floor, Prince's Building

10 Chater Road

Central, Hong Kong

10 September 2019





**收支結算表**  
**截至二零一九年三月三十一日止**  
**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 2019**

(Expressed in Hong Kong dollars)

		附註 Note	2019	2018
<b>收入</b>	<b>Income</b>			
政府補助	Government subventions	3	115,034,339	112,663,157
其他收入	Other income		3,296,047	3,721,090
			<b>118,330,386</b>	116,384,247
<b>支出</b>	<b>Expenditure</b>			
職員薪酬	Staff salaries		74,335,324	72,147,532
職員約滿酬金、 其他福利及津貼	Staff gratuity, other benefits and allowances		21,795,275	22,510,803
強積金供款	Mandatory provident fund contributions		1,620,723	1,621,318
未使用年假的準備之 (減少)/增加	(Decrease)/increase in provision for unutilised annual leave		(265,383)	123,368
法律費用	Legal fees		1,641,201	841,875
宣傳及公眾教育支出	Publicity and public education expenses		4,364,725	5,856,348
研究計劃	Research projects		2,099,908	1,344,306
涉及辦公室物業的 營運租賃租金	Operating lease rentals in respect of office premises		7,976,185	15,114,292
清理物業、機器及 設備的虧損	Loss on disposal of property, plant and equipment		-	130
折舊	Depreciation	4	2,710,481	1,925,071
外訪及會議	Overseas visits and conferences		17,509	(3,283)
職員本地培訓	Staff local training		186,270	333,522
核數師酬金	Auditor's remuneration		100,300	95,700
搬遷辦公室費用	Office relocation expenses		-	1,642,811
其他經營費用	Other operating expenses		2,285,693	2,413,584
			<b>118,868,211</b>	125,967,377
<b>財政年度虧損</b>	<b>Deficit for the year</b>	10	<b>(537,825)</b>	(9,583,130)

第104至128頁之附註為本財務報表的一部分。

The notes on pages 104 to 128 form part of these financial statements.



**全面收益表**  
**截至二零一九年三月三十一日止**  
**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 2019**

(Expressed in Hong Kong dollars)

委員會於任一所呈列的年度期間，除「財政年度虧損」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「財政年度虧損」相同。

The Commission had no components of comprehensive income other than “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 “deficit for the year” in both years.



**資產負債表**  
**於二零一九年三月三十一日**  
 (所有數額均以港元為單位)

**Statement of assets and liabilities**  
**as at 31 March 2019**  
 (Expressed in Hong Kong dollars)

		附註 Note	2019	2018
<b>資產</b>	<b>ASSETS</b>			
<b>非流動資產</b>	<b>Non-current asset</b>			
物業、機器及設備	Property, plant and equipment	4	11,249,341	13,012,743
<b>流動資產</b>	<b>Current assets</b>			
應收政府的未使用年假補助	Unutilised annual leave subventions receivable from the Government		3,289,156	3,554,539
其他應收帳款、按金及預付款項	Other receivables, deposits and prepayments	5	2,819,473	2,857,466
存款期超過3個月的銀行存款	Bank deposits with original maturity over three months		14,187,515	21,107,462
現金及現金等價物	Cash and cash equivalents	6	14,700,228	9,447,311
			34,996,372	36,966,778
<b>總資產</b>	<b>Total assets</b>		46,245,713	49,979,521
<b>負債</b>	<b>LIABILITIES</b>			
<b>非流動負債</b>	<b>Non-current liabilities</b>			
職員約滿酬金的準備	Provision for staff gratuity	8	7,172,115	5,705,844
預收政府補助	Government subventions received in advance	3	389,126	98,578
資本補助基金	Capital subvention fund	7	6,274,507	7,631,874
			13,835,748	13,436,296
<b>流動負債</b>	<b>Current liabilities</b>			
職員約滿酬金的準備	Provision for staff gratuity	8	6,606,159	8,087,542
未使用年假的準備	Provision for unutilised annual leave		3,289,156	3,554,539
預收政府補助	Government subventions received in advance	3	6,147,262	6,309,517
其他應付帳項及應計費用	Other payables and accruals	9	4,990,849	5,041,615
資本補助基金	Capital subvention fund	7	2,483,756	4,119,404
			23,517,182	27,112,617
<b>總負債</b>	<b>Total liabilities</b>		37,352,930	40,548,913
<b>基金</b>	<b>FUNDS</b>			
儲備	Reserves	10	8,892,783	9,430,608
<b>總基金</b>	<b>Total funds</b>		8,892,783	9,430,608
<b>總基金及負債</b>	<b>Total funds and liabilities</b>		46,245,713	49,979,521

於2019年9月10日批准並授權公布  
 本財務報表。

Approved and authorised for issue on 10 September 2019 by

**朱敏健先生**  
**Mr Ricky CHU Man-kin, IDS**  
 委員會主席  
 Chairperson of the Commission

**謝偉鴻博士**  
**Dr Henry SHIE Wai-hung**  
 行政及財務專責小組召集人  
 Convenor of the Administration and  
 Finance Committee

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

第104至128頁之附註為本財務報表  
 的一部分。

The notes on pages 104 to 128 form part of these financial  
 statements.





## 財務報告 | Financial Statements

資金變動表  
截至二零一九年三月三十一日止  
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 2019

(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2017年4月1日之結餘	Balance at 1 April 2017	-	19,013,738	19,013,738
2017/2018年度 資金變動：	Changes in funds for 2017/2018:			
財政年度虧損及 全面收入總額	Deficit and total comprehensive income for the year	(9,583,130)	-	(9,583,130)
轉撥	Transfer	9,583,130	(9,583,130)	-
於2018年3月31日及 2018年4月1日之結餘	Balance at 31 March 2018 and 1 April 2018	-	9,430,608	9,430,608
2018/2019年度 資金變動：	Changes in funds for 2018/2019:			
財政年度虧損及 全面收入總額	Deficit and total comprehensive income for the year	(537,825)	-	(537,825)
轉撥	Transfer	537,825	(537,825)	-
於2019年3月31日之結餘	Balance at 31 March 2019	-	8,892,783	8,892,783

第104至128頁之附註為本財務報表的一部分。

The notes on pages 104 to 128 form part of these financial statements.



**現金流量表**  
**截至二零一九年三月三十一日止**  
**財政年度**

(所有數額均以港元為單位)

**Cash flow statement**  
**for the year ended 31 March 2019**

(Expressed in Hong Kong dollars)

		附註 Note	2019	2018
<b>營運活動</b>	<b>Operating activities</b>			
財政年度虧損	Deficit for the year		<b>(537,825)</b>	(9,583,130)
調整：	Adjustments for:			
折舊	Depreciation	4	<b>2,710,481</b>	1,925,071
清理物業、機器及設備的虧損	Loss on disposal of property, plant and equipment		-	130
利息收入	Interest income		<b>(423,053)</b>	(242,286)
<b>營運資金變動前經營盈餘/(虧損)</b>	<b>Operating surplus/(deficit) before changes in working capital</b>		<b>1,749,603</b>	(7,900,215)
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	3	<b>265,383</b>	(123,368)
其他應收帳款、按金及預付款項之減少	Decrease in other receivables, deposits and prepayments		<b>33,999</b>	3,230,879
其他應付帳項及應計費用之減少	Decrease in other payables and accruals		<b>(50,766)</b>	(689,417)
職員約滿酬金的準備之減少	Decrease in provision for staff gratuity		<b>(15,112)</b>	(2,294,110)
未使用年假的準備之(減少)/增加	(Decrease)/increase in provision for unutilised annual leave		<b>(265,383)</b>	123,368
預收政府補助之增加/(減少)	Increase/(decrease) in Government subventions received in advance	3	<b>128,293</b>	(537,989)
資本補助基金之(減少)/增加	(Decrease)/increase in capital subvention fund	3	<b>(2,993,015)</b>	8,512,200
<b>營運活動(耗用)/所產生的現金淨額</b>	<b>Net cash (used in)/generated from operating activities</b>		<b>(1,146,998)</b>	321,348
<b>投資活動</b>	<b>Investing activities</b>			
已收利息	Interest received		<b>427,047</b>	318,053
存款期超過3個月的銀行存款之減少	Decrease in bank deposits with original maturity over three months		<b>6,919,947</b>	4,988,168
購置物業、機器及設備	Payment for the purchase of property, plant and equipment		<b>(947,079)</b>	(12,802,108)
<b>投資活動所產生/(耗用)之現金淨額</b>	<b>Net cash generated from/(used in) investing activities</b>		<b>6,399,915</b>	(7,495,887)
<b>現金及現金等價物之增加/(減少)</b>	<b>Net increase/(decrease) in cash and cash equivalents</b>		<b>5,252,917</b>	(7,174,539)
<b>年初之現金及現金等價物</b>	<b>Cash and cash equivalents at beginning of the year</b>		<b>9,447,311</b>	16,621,850
<b>年末之現金及現金等價物</b>	<b>Cash and cash equivalents at end of the year</b>	6	<b>14,700,228</b>	9,447,311

第104至128頁之附註為本財務報表的一部分。

The notes on pages 104 to 128 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黃竹坑香葉道41號16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 16/F, 41 Heung Yip Road, Wong Chuk Hang, Hong Kong.

### 2 主要會計政策

#### (a) 遵例聲明

本財務報表乃根據香港會計師公會頒布所有適用的《香港財務報告準則》（此統稱包括適用的個別《香港財務報告準則》、《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如下披露。

### 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. Significant accounting policies adopted by the Commission are disclosed below.





## 2 主要會計政策 (續)

### (a) 遵例聲明 (續)

香港會計師公會已頒布數項新增及經修訂的《香港財務報告準則》，並於本年度委員會的會計期間首次生效或可供提早採用。附註2(c)提供因首次應用該等準則而引致會計政策變動的資料，而該等資料只包括與委員會有關而須反映在本期及去年會計期的財務報表。

### (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)

### (a) Statement of compliance (continued)

The HKICPA has issued certain new and revised HKFRSs that are first effective or available for early adoption for the current accounting period of the Commission. Note 2(c) provides information on any changes in accounting policies resulting from initial application of these developments to the extent that they are relevant to the Commission for the current and prior accounting periods reflected in these financial statements.

### (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.



## 2 主要會計政策 (續)

### (c) 會計政策之變動

香港會計師公會已頒布數項新增及經修訂的《香港財務報告準則》，並於本年度委員會的會計期間首次生效。其中，《香港財務報告準則》第9號 - 金融工具適用於委員會的財務報表。

委員會沒有採納任何在當前的會計年度尚未生效的新準則或詮釋。

《香港財務報告準則》第9號 - 金融工具

《香港財務報告準則》第9號取代《香港會計準則》第39號金融工具：確認及計量。

《香港財務報告準則》第9號引入金融資產的分類和計量的新規定，包括金融資產減值計算及對沖會計處理方面的新規定。委員會受到《香港財務報告準則》第9號有關金融資產減值計量的新規定影響。

《香港財務報告準則》第9號的新減值模式以「預期信貸虧損」模式取代《香港會計準則》第39號的「已產生虧損」模式。在預期信貸虧損模式下，實體無須待損失發生才確認減值虧損，反之須視乎資產、事實及情況，確認並計量12個月預期信貸虧損或全期預期信貸虧損。應用預期信貸虧損模式導致委員會提早確認信貸虧損，但沒有重大財務影響。

## Significant accounting policies (continued)

### (c) Changes in accounting policies

The HKICPA has issued a number of new HKFRSs and amendments to HKFRSs that are first effective for the current accounting period of the Commission. Of these, HKFRS 9, *Financial instruments* is relevant to 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.

HKFRS 9, *Financial instruments*

HKFRS 9 replaces HKAS 39, *Financial instruments: recognition and measurement*. HKFRS 9 introduces new requirements for classification and measurement of financial assets, including the measurement of impairment for financial assets and hedge accounting. The Commission has been impacted by HKFRS 9 in relation to measurement of impairment for financial assets.

The new impairment model in HKFRS 9 replaces the "incurred loss" model in HKAS 39 with an "expected credit loss" ("ECL") model. Under the ECL model, it will no longer be necessary for a loss event to occur before an impairment loss is recognised. Instead, an entity is required to recognise and measure either a 12-month ECL or a lifetime ECL, depending on the asset and the facts and circumstances. The application of the ECL model results in earlier recognition of credit losses, but with no material financial impact to the Commission.



## 2 主要會計政策（續）

### (d) 物業、機器及設備

物業、機器及設備是以成本減去累計折舊及減值虧損後列帳。

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

- 租賃物業裝修	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
- 視聽及即時傳譯系統	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)

### (d) Property, plant and equipment

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

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

- Leasehold improvements	The shorter of the lease term and 6 years
- Office furniture and equipment	5 and 3 years respectively
- Motor vehicles	7 years
- Computer software	3 to 5 years
- Computer hardware	4 to 5 years
- Audio & visual and simultaneous interpretation system	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)

### (d) 物業、機器及設備 (續)

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

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

### (e) 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)

### (d) Property, plant and equipment (continued)

The carrying amounts of property, plant and equipment are reviewed for indications of impairment at the end of each reporting period. An impairment loss is recognised in the statement of income and expenditure if the carrying amount of an asset, or the cash-generating unit to which it belongs, exceeds 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 asset. 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.

### (e) 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.



## 2 主要會計政策 (續)

### (f) 其他應收帳款

應收帳款於委員會擁有無條件收取代價的權利時確認。如果該代價僅隨時間推移即會到期支付，則收取該代價的權利視為無條件。

其他應收帳款採用實際利率法按攤銷成本減信貸虧損作出的撥備列帳，具體情況如下：

#### (A) 由2018年4月1日起適用的政策

虧損撥備的計算金額相等於全期預期信貸虧損，即預期在應收帳款預計年限內出現的損失。虧損撥備按委員會過往的信貸虧損經驗採用撥備矩陣進行估計，並根據債務人特有的因素及於報告日期評估當前和預測一般經濟狀況的因素作出調整。

預期信貸虧損在每個報告日期重新計量，任何變更均於收支結算表中確認為減值損益。委員會確認減值損益，並通過虧損準備帳對其他應收帳款的帳面金額作出相應調整。

其他應收帳款的帳面總額在沒有實際償付可能的情況下（部分或全部）予以沖銷。該情況一般出現在委員會確定債務人沒有資產或收入來源可產生足夠現金流量以償還沖銷金額時。

## Significant accounting policies (continued)

### (f) Other receivables

A receivable is recognised when the Commission has an unconditional right to receive consideration. A right to receive consideration is unconditional if only the passage of time is required before payment of that consideration is due.

Other receivables are stated at amortised cost using the effective interest method less allowance for credit losses as determined below:

#### (A) Policy applicable from 1 April 2018

The loss allowance is measured at an amount equal to lifetime ECLs, which are those losses that are expected to occur over the expected life of the receivables. The loss allowance is estimated using a provision matrix based on the Commission's historical credit loss experience, adjusted for factors that are specific to the debtors and an assessment of both the current and forecast general economic conditions at the reporting date.

ECLs are remeasured at each reporting date with any changes recognised as an impairment gain or loss in the statement of income and expenditure. The Commission recognises an impairment gain or loss with a corresponding adjustment to the carrying amount of other receivables through a loss allowance account.

The gross carrying amount of other receivable is written off (either partially or in full) to the extent that there is no realistic prospect of recovery. This is generally the case when the Commission determines that the debtor does not have assets or sources of income that could generate sufficient cash flows to repay the amounts subject to the write-off.



## 2 主要會計政策 (續)

### (f) 其他應收帳款 (續)

#### (B) 於2018年4月1日之前適用的政策

2018年4月1日之前採用「已產生虧損」模式，以計量其他應收帳款、按金及預付款項的減值虧損。在「已產生虧損」模式下，呆壞帳的減值虧損於有客觀因素導致有減值證據時確認，按金融資產的帳面金額與（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)

### (f) Other receivables (continued)

#### (B) Policy applicable prior to 1 April 2018

Prior to 1 April 2018, an "incurred loss" model was used to measure impairment losses on other receivables, deposits and prepayments. Under the "incurred loss" model, impairment losses for bad and doubtful debts were recognised when there was objective evidence of impairment and were 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 was material. Objective evidence of impairment included observable data that came to the attention of the Commission about events that had 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 was considered doubtful but not remote were recorded using an allowance account. When the Commission was satisfied that recovery was remote, the amount considered irrecoverable was written off against the receivable directly and any amounts held in the allowance account relating to that debt were reversed. Subsequent recoveries of amounts previously charged to the allowance account and subsequent recoveries of amounts previously written off directly were recognised in the statement of income and expenditure.





## 2 主要會計政策 (續)

## Significant accounting policies (continued)

### (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。

### (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) 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。

### (h) 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.

### (i) 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。

### (i) 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) 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。

#### (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.



## 2 主要會計政策 (續)

### (j) 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。

### (k) 收入的確認

委員會收入的確認政策詳情如下：

#### (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。

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。

## Significant accounting policies (continued)

### (j) Provisions and contingent liabilities

Provisions are recognised 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. Where 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.

### (k) Income recognition

Details of the Commission's income recognition policies are as follows:

#### (i) Government subventions

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

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



## 2 主要會計政策 (續)

### (k) 收入的確認 (續)

#### (i) 政府補助 (續)

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。利率是可準確將金融工具在預計年期內產生之未來現金收入折算為該金融資產總賬面值的利率。

#### (iii) 雜項收入

雜項收入是以應計制確認。

### (l) 關聯人士

(a) 個人或該個人之近親家庭成員，如該個人在以下情況下視為與委員會有關聯：

- (i) 可控制或共同控制委員會；
- (ii) 對委員會有重大影響力；或
- (iii) 是委員會的主要管理人員之成員。

## Significant accounting policies (continued)

### (k) Income recognition (continued)

#### (i) Government subventions (continued)

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 under the effective interest method using the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to the gross carrying amount of the financial asset.

#### (iii) Sundry income

Sundry income is recognised on an accrual basis.

### (l) 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.





## 2 主要會計政策 (續)

### (I) 關聯人士 (續)

(b) 在以下任何情況下一實體會視為與委員會有關聯：

(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。

(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(I)(a)項中所辨別的個人所控制或共同控制。

(vii) 在(I)(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。

## Significant accounting policies (continued)

### (I) Related parties (continued)

(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.

(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 (I)(a).

(vii) A person identified in (I)(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).



## 2 主要會計政策 (續)

### (I) 關聯人士 (續)

(b) 在以下任何情況下一實體會視為與委員會有關聯：  
(續)

(viii) 該實體或所屬集團內的任何成員為向委員會提供主要管理人員服務。

個人的近親家庭成員指可影響，或受該個人影響，他們與該實體交易的家庭成員。

## Significant accounting policies (continued)

### (I) Related parties (continued)

(b) An entity is related to the Commission if any of the following conditions applies: (continued)

(viii) The entity, or any member of a group of which it is a part, provides key management personnel services to the Commission.

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

## 3 政府補助及預收政府補助

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

財政年度獲批的政府補助與在收支結算表內確認的政府補助對帳表：

## Government subventions and Government subventions received in advance

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

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

		2019	2018
財政年度獲批的政府補助	Government subventions granted for the year	<b>112,435,000</b>	120,514,000
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	<b>(265,383)</b>	123,368
預收政府補助之(增加)/減少	(Increase)/decrease in Government subventions received in advance	<b>(128,293)</b>	537,989
資本補助基金之減少/(增加) (附註7)	Decrease/(increase) in capital subvention fund (note 7)	<b>2,993,015</b>	(8,512,200)
在收支結算表內確認的政府補助	Government subventions recognised in the statement of income and expenditure	<b>115,034,339</b>	112,663,157



## 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	視聽及即時 傳譯系統 Audio & visual and simultaneous interpretation system	總數 Total
<b>成本：</b>	<b>Cost:</b>							
於2017年4月1日	At 1 April 2017	10,533,044	4,354,283	782,128	2,469,380	2,425,629	481,043	21,045,507
增置	Additions	10,930,777	738,262	-	19,991	66,798	1,046,280	12,802,108
減少	Disposals	(10,533,044)	(1,382,393)	-	-	(864,982)	(481,043)	(13,261,462)
於2018年3月31日	At 31 March 2018	10,930,777	3,710,152	782,128	2,489,371	1,627,445	1,046,280	20,586,153
於2018年4月1日	At 1 April 2018	10,930,777	3,710,152	782,128	2,489,371	1,627,445	1,046,280	20,586,153
增置	Additions	48,450	473,440	-	-	391,439	33,750	947,079
減少	Disposals	-	(561,288)	-	-	(144,858)	-	(706,146)
<b>於2019年3月31日</b>	<b>At 31 March 2019</b>	<b>10,979,227</b>	<b>3,622,304</b>	<b>782,128</b>	<b>2,489,371</b>	<b>1,874,026</b>	<b>1,080,030</b>	<b>20,827,086</b>
<b>累積折舊：</b>	<b>Accumulated depreciation:</b>							
於2017年4月1日	At 1 April 2017	9,971,619	4,173,291	142,893	2,128,132	2,012,693	481,043	18,909,671
年度折舊	Charge for the year	1,320,507	178,996	111,733	98,760	142,417	72,658	1,925,071
減少時撥回	Written back on disposals	(10,533,044)	(1,382,263)	-	-	(864,982)	(481,043)	(13,261,332)
於2018年3月31日	At 31 March 2018	759,082	2,970,024	254,626	2,226,892	1,290,128	72,658	7,573,410
於2018年4月1日	At 1 April 2018	759,082	2,970,024	254,626	2,226,892	1,290,128	72,658	7,573,410
年度折舊	Charge for the year	1,824,596	337,172	111,733	101,626	160,505	174,849	2,710,481
減少時撥回	Written back on disposals	-	(561,288)	-	-	(144,858)	-	(706,146)
<b>於2019年3月31日</b>	<b>At 31 March 2019</b>	<b>2,583,678</b>	<b>2,745,908</b>	<b>366,359</b>	<b>2,328,518</b>	<b>1,305,775</b>	<b>247,507</b>	<b>9,577,745</b>
<b>帳面淨值：</b>	<b>Net book value:</b>							
<b>於2019年3月31日</b>	<b>At 31 March 2019</b>	<b>8,395,549</b>	<b>876,396</b>	<b>415,769</b>	<b>160,853</b>	<b>568,251</b>	<b>832,523</b>	<b>11,249,341</b>
<b>於2018年3月31日</b>	<b>At 31 March 2018</b>	<b>10,171,695</b>	<b>740,128</b>	<b>527,502</b>	<b>262,479</b>	<b>337,317</b>	<b>973,622</b>	<b>13,012,743</b>





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

		2019	2018
按金及預付款項	Deposits and prepayments	<b>2,442,891</b>	2,631,031
其他應收帳款	Other receivables	<b>376,582</b>	226,435
		<b>2,819,473</b>	2,857,466

除按金691,722元(2018年: 691,722元)預期於一年以上收回外,所有其他應收帳款、按金及預付款項預期於一年內收回或確認為支出。

All of the other receivables, deposits and prepayments are expected to be recovered or recognised as expense within one year except for deposits of \$691,722 (2018: \$691,722) which are expected to be recovered after more than one year.

## 6 現金及現金等價物 Cash and cash equivalents

		2019	2018
銀行結存及現金	Bank balances and cash	<b>7,669,961</b>	4,439,341
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	<b>7,030,267</b>	5,007,970
現金及現金等價物	Cash and cash equivalents	<b>14,700,228</b>	9,447,311



## 7 資本補助基金

## Capital subvention fund

		宣傳《種族歧視條例》、 《性別歧視條例》、 《殘疾歧視條例》和 少數族裔的平等機會 Promotion of RDO*, SDO*, DDO* and equal opportunities for ethnic minorities	購置物業、 機器及設備 Purchase of property, plant and equipment	總數 Total
於2017年4月1日	At 1 April 2017	2,593,053	646,025	3,239,078
已收政府補助	Subventions received from the Government	3,000,000	9,500,000	12,500,000
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	-	(795,270)	(795,270)
- 宣傳《種族歧視條例》、 《性別歧視條例》、 《殘疾歧視條例》 和少數族裔的平等 機會的費用	- Promotion expense of RDO, SDO, DDO and equal opportunities for ethnic minorities	(3,192,530)	-	(3,192,530)
於2018年3月31日	At 31 March 2018	<b>2,400,523</b>	<b>9,350,755</b>	<b>11,751,278</b>
代表：	Representing:			
流動部份	Current portion			4,119,404
非流動部份	Non-current portion			7,631,874
				<b>11,751,278</b>



## 7 資本補助基金 (續) Capital subvention fund (continued)

		宣傳《種族歧視條例》、 《性別歧視條例》和 少數族裔的平等機會 Promotion of RDO*, SDO* and equal opportunities for ethnic minorities	購置物業、 機器及設備 Purchase of property, plant and equipment	總數 Total
於2018年4月1日	At 1 April 2018	2,400,523	9,350,755	11,751,278
已收政府補助	Subventions received from the Government	-	529,000	529,000
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	-	(1,751,214)	(1,751,214)
- 宣傳《種族歧視條例》、 《性別歧視條例》 和少數族裔的平等 機會的費用	- Promotion expense of RDO, SDO and equal opportunities for ethnic minorities	(1,770,801)	-	(1,770,801)
於2019年3月31日	At 31 March 2019	<b>629,722</b>	<b>8,128,541</b>	<b>8,758,263</b>
代表：	Representing:			
流動部份	Current portion			2,483,756
非流動部份	Non-current portion			6,274,507
				<b>8,758,263</b>

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, Sex Discrimination Ordinance and Disability Discrimination Ordinance respectively.





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

		2019	2018
於2018/2017年4月1日	At 1 April 2018/2017	<b>13,793,386</b>	16,087,496
撥出準備	Provisions made	<b>12,679,097</b>	12,587,331
取消	Forfeitures	<b>(960,523)</b>	(554,086)
財政年度已支付/ 應付之金額	Amounts paid/payable during the year	<b>(11,733,686)</b>	(14,327,355)
於2019/2018年3月31日	At 31 March 2019/2018	<b>13,778,274</b>	13,793,386
減：流動部份	Less: Current portion	<b>(6,606,159)</b>	(8,087,542)
非流動部份	Non-current portion	<b>7,172,115</b>	5,705,844

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

		2019	2018
其他應付帳項	Other payables	<b>4,141,646</b>	3,886,783
應計費用	Accrued expenses	<b>763,591</b>	1,106,069
預收款項	Receipts in advance	<b>85,612</b>	48,763
		<b>4,990,849</b>	5,041,615

所有其他應付帳項及應計費用預期於一年內清繳。

All of the other payables and accruals are expected to be settled within one year.



## 10 儲備

## Reserves

		2019	2018
於2018/2017年4月1日	At 1 April 2018/2017	<b>9,430,608</b>	19,013,738
由收支結算表轉出	Transfer to statement of income and expenditure	<b>(537,825)</b>	(9,583,130)
於2019/2018年3月31日	At 31 March 2019/2018	<b>8,892,783</b>	9,430,608

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

		2019	2018
職員福利	Employee benefits	<b>15,126,566</b>	15,641,876
聘用期結束後福利	Post-employment benefits	<b>2,585,476</b>	2,681,121
		<b>17,712,042</b>	18,322,997

## 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

### (a) 資本性承擔

物業、機器及設備未在財務報表內提撥準備於2019年3月31日的資本性承擔如下：

		2019	2018
已簽約	Contracted for	-	-
已核准但未簽約	Authorised but not contracted for	523,140	546,434
		<b>523,140</b>	<b>546,434</b>

### (b) 營運租賃承擔

於2019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未來應繳付的最低租賃付款總額如下：

		2019	2018
於1年內繳付	Within 1 year	6,482,688	6,482,688
在1年後至5年內繳付	After 1 year but within 5 years	2,160,896	8,643,584
		<b>8,643,584</b>	<b>15,126,272</b>

## Commitments

### (a) Capital commitments

Capital commitments outstanding at 31 March 2019 in respect of property, plant and equipment not provided for in the financial statements were as follows:

### (b) Operating lease commitments

At 31 March 2019, the total future aggregate minimum lease payments under non-cancellable operating leases in respect of office premises were payable as follows:

## 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。

## 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.





## 14 財務風險管理及金融工具的公允價值 (續)

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，除按市場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

信貸風險指因交易對手不能履行合約責任，導致委員會蒙受財務損失的風險。委員會在銀行存款、現金及現金等價物，以及其他應收帳款、按金及預付款項面對的信貸風險不大，原因是委員會只在信貸評級良好的金融機構存放現金，並定期審視其他應收帳款、按金及預付款項。委員會認為信貸風險屬於低水平，且預期信貸虧損準備並不重大。

委員會沒有提供任何可引致委員會承受信貸風險的擔保。

### (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。

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

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

Credit risk refers to the risk that a counterparty will default on its contractual obligations resulting in a financial loss to the Commission. The Commission's exposure to credit risk arising from bank deposits, cash and cash equivalents and other receivables, deposits and prepayments is limited because the Commission only places deposits with financial institutions with sound credit ratings and other receivables, deposits and prepayments are reviewed regularly, for which the Commission considers to have low credit risk and the ECL allowance is considered insignificant.

The Commission does not provide any guarantees which would expose the Commission to credit risk.

### (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.



## 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)

下表載列委員會金融負債在報告期末時之剩餘合約年期，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：

### (b) Liquidity risk (continued)

The following table shows the remaining contractual maturities at the end of the reporting period 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:

		2019 未貼現合約現金流 Contractual undiscounted cash outflow			總計 Total	帳面金額 Carrying amount
		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		
職員約滿酬金的準備	Provision for staff gratuity	6,606,159	5,146,706	2,025,409	13,778,274	13,778,274
未使用年假的準備	Provision for unutilised annual leave	3,289,156	-	-	3,289,156	3,289,156
預收政府補助	Government subventions received in advance	6,147,262	227,726	161,400	6,536,388	6,536,388
資本補助基金	Capital subvention fund	629,722	-	-	629,722	8,758,263
其他應付帳項及應計費用	Other payables and accruals	4,990,849	-	-	4,990,849	4,990,849
		21,663,148	5,374,432	2,186,809	29,224,389	37,352,930



## 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)

		2018 未貼現合約現金流 Contractual undiscounted cash outflow			總計 Total	帳面金額 Carrying amount
		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		
職員約滿酬金的準備	Provision for staff gratuity	8,087,542	4,045,519	1,660,325	13,793,386	13,793,386
未使用年假的準備	Provision for unutilised annual leave	3,554,539	-	-	3,554,539	3,554,539
預收政府補助	Government subventions received in advance	6,309,517	74,775	23,803	6,408,095	6,408,095
資本補助基金	Capital subvention fund	2,400,523	-	-	2,400,523	11,751,278
其他應付帳項及應計費用	Other payables and accruals	5,041,615	-	-	5,041,615	5,041,615
		25,393,736	4,120,294	1,684,128	31,198,158	40,548,913





## 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)

### (c) 利率風險

利率風險指由於市場利率變動導致金融工具的公允價值或未來現金流量出現波動的風險。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 (2018年: 100) 個基點，而其他變數均維持不變，不預期對委員會的虧損及儲備於2019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。2018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2019年及2018年3月31日的公允價值並無重大差異。

### (c) Interest rate risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. 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 2019, it was estimated that a general increase/decrease of 100 (2018: 100) basis points in interest rates, with all other variables held constant, the impact on the Commission's 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 2018.

### (d) Currency risk

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

### (e) Fair value measurement

The carrying amounts of the Commission's financial instruments carried at cost or amortised cost were not materially different from their fair values as at 31 March 2019 and 2018.



## 15 截至2019年3月31日止年度已頒布但尚未生效的修訂、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、新準則及詮釋，惟於截至2019年3月31日止年度尚未生效，本財務報表亦沒有採納該等新準則，包括以下可能會適用於委員會的會計準則：

## Possible impact of amendments, new standards and interpretations issued but not yet effective for the year ended 31 March 2019

Up to the date of issue of these financial statements, the HKICPA has issued a number of amendments, new standards and interpretations which are not yet effective for the year ended 31 March 2019 and which have not been adopted in these financial statements. These include the following which may be relevant to the Commission.

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

《香港財務報告準則》第16號 - 租賃  
HKFRS 16, Leases

2019年1月1日  
1 January 2019

委員會現正評估這些修訂、新準則及詮釋對首次應用期間所造成的影響。到目前為止，委員會發現《香港財務報告準則》第16號的部分內容可能對財務報表構成重大影響。該等預期影響的詳情於下文論述。就《香港財務報告準則》第16號的評估雖然已大致完成，惟首度採納該準則時之實際影響可能有所差異，此乃因為迄今所作之評估乃以委員會現時可得資料為基準，而在委員會於截至2020年3月31日止年度的財務報表首度應用該準則前可能會識別其他影響。委員會亦可能變更其會計政策選擇（包括過渡選擇），直至該財務報表中首次應用該準則。

The Commission is in the process of making an assessment of what the impact of these amendments, new standards and interpretations is expected to be in the period of initial application. So far the Commission has identified some aspects of HKFRS 16 which may have a significant impact on the financial statements. Further details of the expected impacts are discussed below. While the assessment has been substantially completed for HKFRS 16, the actual impact upon the initial adoption of the standard may differ as the assessment completed to date is based on the information currently available to the Commission, and further impacts may be identified before the standard is initially applied in the Commission's financial statements for the year ending 31 March 2020. The Commission may also change its accounting policy elections, including the transition options, until the standard is initially applied in the financial statements.



## 15 截至2019年3月31日止年度已頒布但尚未生效的修訂、新準則及詮釋可能帶來的影響（續）

### 《香港財務報告準則》第16號 - 租賃

如附註2(e)所披露，委員會現將所有其作為承租人訂立的租賃分類為營運租賃。

一旦採納《香港財務報告準則》第16號，委員會作為承租人將不再區分融資租賃及營運租賃。取而代之，除非使用若干權宜實行方法，否則委員會將按與現有融資租賃會計處理方法類似的方式對為期12個月以上的所有租賃進行會計處理。

在新會計模式下，預期會導致資產及負債有所增加，及影響於租賃期間在收支結算表中確認費用的時間。

《香港財務報告準則》第16號由2019年1月1日或之後開始的年度期間生效。委員會計劃選擇採用經修訂的追溯法以採納《香港財務報告準則》第16號，並將確認首次應用所產生的累積影響作為2019年4月1日權益期初結餘的調整，並不會重列比較資料。根據附註13(b)所披露，於2019年3月31日，委員會辦公室樓宇不可撤銷之營運租賃合約的未來最低租賃付款為8,643,584元。當首次採納《香港財務報告準則》第16號，並考量貼現影響後，租賃負債及相應使用權資產的期初結餘將在2019年4月1日作調整。

## Possible impact of amendments, new standards and interpretations issued but not yet effective for the year ended 31 March 2019 (continued)

### HKFRS 16, Leases

As disclosed in note 2(e), currently the Commission classifies all leases it entered as lessee into operating leases.

Once HKFRS 16 is adopted, the Commission will no longer distinguish between finance leases and operating leases when it is the lessee under the lease. Instead, subject to practical expedients, the Commission will be required to account for all leases of more than 12 months in a similar way to current finance lease accounting.

The application of the new accounting model is expected to lead to an increase in both assets and liabilities and to impact on the timing of the expense recognition in the statement of income and expenditure over the period of the lease.

HKFRS 16 is effective for annual periods beginning on or after 1 January 2019. The Commission plans to elect to use the modified retrospective approach for the adoption of HKFRS 16 and will recognise the cumulative effect of initial application as an adjustment to the opening balance of equity at 1 April 2019 and will not restate the comparative information. As disclosed in note 13(b), at 31 March 2019 the Commission's future minimum lease payments under non-cancellable operating leases amount to \$8,643,584 for office premises. Upon the initial adoption of HKFRS 16, the opening balances of lease liabilities and the corresponding right-of-use assets will be adjusted, after taking account the effects of discounting, as at 1 April 2019.



## 附錄 | Appendix 1



## 平機會專責小組會議的出席記錄 (由2018年4月1日至2019年3月31日)

根據平機會的會議程序，會議如需取消，應儘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。

## Attendance Record of EOC Committee Meetings for the period 1 April 2018 to 31 March 2019

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

## 行政及財務專責小組會議的出席記錄

## Attendance Record of Administration and Finance Committee (A&FC) Meetings

整體出席率超過91%

Overall attendance rate was over 91%

	31/05/2018	01/08/2018*	30/08/2018	29/11/2018	28/02/2019
李國麟教授 (召集人) (註1, 2) Prof Hon LEE Kok-long, Joseph, SBS, JP (Convenor) (Note 1, 2)	✓	✓	✓	✓	✓
謝偉鴻博士 (副召集人) (註3) Dr SHIE Wai-hung, Henry (Deputy Convenor) (Note 3)	✓	✓	✓	✓	✓
陳麗雲教授 (註1) Prof CHAN Lai-wan, Cecilia, JP (Note 1)	✓	✓	✓	✓	✓
何超羗女士 Ms HO Chiu-ha, Maisy, BBS	✓	✗	✓	✓	✓
李翠莎博士 Dr Trisha LEAHY, BBS	✗	✓	✓	✓	✓
梁世民醫生 (註1) Dr LEUNG Sai-man, Sigmund, BBS, JP (Note 1)	✓	✓	✓	✓	✓
陳章明教授 Prof CHAN Cheung-ming, Alfred, SBS, JP	✓	✓	✓	✓	✗

\* 特別會議

註1：自2018年5月20日加入專責小組

註2：自2018年5月20日起成為專責小組召集人

註3：自2018年5月20日起成為專責小組副召集人

\* Special meeting

Note 1: Joined A&FC on 20/05/2018

Note 2: Became Convenor on 20/05/2018

Note 3: Became Deputy Convenor on 20/05/2018



## 附錄 | Appendix 1

## 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%

	26/04/2018	19/07/2018	25/10/2018	31/01/2019
羅乃萱女士 (召集人) Ms Shirley Marie Therese LOO, BBS, MH, JP (Convenor)	✓	✓	✓	✓
梁頌恩女士 (副召集人) (註1) Ms LEUNG Chung-yan, Juan, MH (Deputy Convenor) (Note 1)	✗	✓	✗	✓
陳家殷先生 (註2) Mr CHAN Ka-yan, Samuel, JP (Note 2)	不適用 N/A	✗	✓	✓
陳麗雲教授 (註3) Prof CHAN Lai-wan, Cecilia, JP (Note 3)	✓	不適用 N/A	不適用 N/A	不適用 N/A
孔美琪博士 (註3) Dr KOONG May-kay, Maggie, BBS, JP (Note 3)	✗	不適用 N/A	不適用 N/A	不適用 N/A
李國麟教授 Prof Hon LEE Kok-long, Joseph, SBS, JP	✓	✓	✓	✓
梁世民醫生 (註2) Dr LEUNG Sai-man, Sigmund, BBS, JP (Note 2)	不適用 N/A	✓	✓	✓
利哲宏博士 Dr Rizwan ULLAH	✓	✓	✓	✓
余翠怡小姐 (註3) Miss YU Chui-yee, BBS, MH (Note 3)	✗	不適用 N/A	不適用 N/A	不適用 N/A
碧樺依博士 (註 3, 4) Dr Raees Begum BAIG (Note 3, 4)	✗	不適用 N/A	不適用 N/A	不適用 N/A
李美辰女士 (註 4, 5) Ms Christina Maisenne LEE (Note 4, 5)	不適用 N/A	不適用 N/A	✓	✗
謝俊謙教授 (註 4) Prof TSE Tsun-him (Note 4)	✓	✓	✓	✓
王繼鋒先生 (註 3, 4) Mr WANG Kai-fung (Note 3, 4)	✓	不適用 N/A	不適用 N/A	不適用 N/A
游家敏女士 (註 4, 5) Ms YAU Ka-man, Carmen (Note 4, 5)	不適用 N/A	不適用 N/A	✓	✓
陳章明教授 Prof CHAN Cheung-ming, Alfred, SBS, JP	✓	✓	✓	✓

註1：自2018年5月20日起成為副召集人

註2：自2018年5月20日起加入專責小組

註3：任期至2018年5月19日為止

註4：增選成員

註5：自2018年8月17日起加入專責小組

Note 1: Became Deputy Convenor on 20/05/2018

Note 2: Joined CPPC on 20/05/2018

Note 3: Appointment up to 19/05/2018

Note 4: Co-opted Members

Note 5: Joined CPPC on 17/08/2018



## 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84%

Overall attendance rate was over 84%

	16/04/2018	29/06/2018	20/08/2018	26/10/2018	17/12/2018	18/02/2019
李翠莎博士 (召集人) Dr Trisha LEAHY, BBS (Convenor)	✓	✓	✗	✓	✓	✓
高朗先生 (副召集人) Mr Mohan DATWANI (Deputy Convenor)	✓	✓	✓	✓	✓	✓
陳家殷先生 (註1) Mr CHAN Ka-yan, Samuel, JP (Note 1)	不適用 N/A	✗	✓	✗	✓	✓
陳麗雲教授 (註1) Prof CHAN Lai-wan, Cecilia, JP (Note 1)	不適用 N/A	✓	✓	✗	✓	✓
趙文宗教授 Prof CHIU Man-chung, Andy	✓	✓	✓	✓	✓	✓
謝偉鴻博士 Dr SHIE Wai-hung, Henry	✓	✓	✓	✓	✓	✓
余翠怡小姐 Miss YU Chui-ye, BBS, MH	✓	✓	✓	✗	✗	✗
陳章明教授 Prof CHAN Cheung-ming, Alfred, SBS, JP	✓	✓	✓	✓	✓	✓

註1：自2018年5月20日起加入專責小組

Note 1: Joined LCC on 20/05/2018





## 附錄 | Appendix 1

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

整體出席率超過87%

Overall attendance rate was over 87%

	24/05/2018	23/08/2018	22/11/2018	21/02/2019
蔡玉萍教授 (召集人) Prof CHOI Yuk-ping, Susanne (Convenor)	✓	✓	✓	✓
利哲宏博士 (副召集人) Dr Rizwan ULLAH (Deputy Convenor)	✓	✓	✓	✓
周浩鼎議員 Hon CHOW Ho-ding, Holden	✗	✗	✓	✗
高朗先生 Mr Mohan DATWANI	✓	✓	✓	✓
何超蓮女士 Ms HO Chiu-ha, Maisy, BBS	✓	✓	✓	✓
李國麟教授 Prof Hon LEE Kok-long, Joseph, SBS, JP	✓	✓	✓	✓
陳浩庭先生 (註1) Mr CHAN Ho-ting, Mac (Note 1)	✗	✓	✓	✓
莊耀洸先生 (註1) Mr CHONG Yiu-kwong (Note 1)	✓	✓	✓	✓
嚴楚碧女士 (註1, 2) Ms YIM Chor-pik, Rabi (Note 1, 2)	不適用 N/A	✓	✓	✓
陳章明教授 Prof CHAN Cheung-ming, Alfred, SBS, JP	✓	✓	✗	✓

註1：增選成員

註2：自2018年6月5日起加入專責小組

Note 1: Co-opted Members

Note 2: Joined PRTC on 05/06/2018



## 種族平等共融顧問委員會成員名單（截至2019年3月31日） Membership of Advisory Committee on Racial Equality and Integration (as of 31 March 2019)

- |  |  |
|--|--|
| 1. 碧樺依博士<br>Dr Raees Begum BAIG                    | 10. 吳宗麟先生<br>Mr NG Chung-lun, Bosco                          |
| 2. 陳浩庭先生<br>Mr CHAN Ho-ting, Mac                   | 11. 紀佩雅博士<br>Dr Puja Kapai PARYANI                           |
| 3. 陳麗雲教授<br>Prof CHAN Lai-wan, Cecilia, JP         | 12. 金志文先生<br>Mr Zaman Minhas QAMAR                           |
| 4. 高朗先生<br>Mr Mohan DATWANI                        | 13. 謝偉鴻博士<br>Dr SHIE Wai-hung, Henry                         |
| 5. 何超蓮女士<br>Ms HO Chiu-ha, Maisy, BBS              | 14. Cynthia Ca ABDON TELLEZ 女士<br>Ms Cynthia Ca ABDON TELLEZ |
| 6. 孔美琪博士<br>Dr KOONG May-kay, Maggie, BBS, JP      | 15. 利哲宏博士<br>Dr Rizwan ULLAH                                 |
| 7. 賴仁彪先生<br>Mr LAY Yan-piau, Bill                  | 16. 葉少康先生<br>Mr YIP Siu-hong, Nelson, MH                     |
| 8. 李國麟教授<br>Prof Hon LEE Kok-long, Joseph, SBS, JP | 17. 陳章明教授<br>Prof CHAN Cheung-ming, Alfred, SBS, JP          |
| 9. 黎雅明先生<br>Mr Amirali Bakirali NASIR, MH, JP      |  |



## 附錄 | Appendix 1

## 政策、研究及培訓專責小組轄下的反性騷擾運動工作小組成員名單 (截至2019年3月31日)

### Membership of Working Group on Anti-Sexual Harassment Campaign under the Policy, Research and Training Committee (as of 31 March 2019)

- |  |   |
|--|---|
| 1. 蔡玉萍教授 (召集人)<br>Prof CHOI Yuk-ping, Susanne (Convenor) | 9. 梁麗清博士 (註1)<br>Dr LEUNG Lai-ching (Note 1)  |
| 2. 莊耀洸先生 (副召集人)<br>Mr CHONG Yiu-kwong (Deputy Convenor)  | 10. 盧詩曼女士 (註1, 2)<br>Ms Stella LO (Note 1, 2) |
| 3. 陳浩庭先生<br>Mr CHAN Ho-ting, Mac                         | 11. 蕭嘉韻女士 (註1)<br>Ms Katherine SHIU (Note 1)  |
| 4. 孔美琪博士<br>Dr KOONG May-kay, Maggie, BBS, JP            |   |
| 5. 李翠莎博士<br>Dr Trisha LEAHY, BBS                         |   |
| 6. 蔡惠琴女士 (註1)<br>Ms CHOI Wai-kam, Virginia, JP (Note 1)  |   |
| 7. 馮偉華博士 (註1)<br>Dr FUNG Wai-wah (Note 1)                |   |
| 8. 梁若芊博士 (註1)<br>Dr Eugenie LEUNG (Note 1)               |   |

註1： 工作小組增選成員  
註2： 自2018年4月起加入工作小組

Note 1: Working Group Co-opted Members  
Note 2: Joined the Working Group in April 2018





## 少數族裔教育工作小組的成員名單（截至2019年3月31日） Membership of Working Group on Education for Ethnic Minorities (as of 31 March 2019)

- |   |  |
|---|--|
| 1. 利哲宏博士（召集人）<br>Dr Rizwan ULLAH (Convenor)   | 10. 紀佩雅博士<br>Dr Puja Kapai PARYANI                           |
| 2. 陳浩庭先生<br>Mr CHAN Ho-ting, Mac              | 11. 金志文先生<br>Mr Zaman Minhas QAMAR                           |
| 3. 張鳳美女士<br>Ms CHEUNG Fung-mei, Phyllis       | 12. Cynthia Ca ABDON TELLEZ 女士<br>Ms Cynthia Ca ABDON TELLEZ |
| 4. 高朗先生<br>Mr Mohan DATWANI                   | 13. 黃碩紅女士<br>Ms WONG Shek-hung                               |
| 5. 許守仁博士<br>Dr HUI Sau-yan                    | 14. 葉少康先生<br>Mr YIP Siu-hong, Nelson, MH                     |
| 6. 孔美琪博士<br>Dr KOONG May-kay, Maggie, BBS, JP |  |
| 7. 賴仁彪先生<br>Mr LAY Yan-piau, Bill             |  |
| 8. 黎雅明先生<br>Mr Amirali Bakirali NASIR, MH, JP |  |
| 9. 吳宗麟先生<br>Mr NG Chung-lun, Bosco            |  |



## 附錄 | Appendix 2

### 31個團體獲「平等機會社會參與資助計劃」撥款主辦33個項目

平機會自1996/97年起每年均推出「平等機會社會參與資助計劃」，其主要目的是鼓勵非政府機構，包括社區組織及學校舉辦活動，以加深大眾認識平等機會概念及反歧視條例。2018/19年度，社會參與資助計劃共收到45份申請，其中由31個機構舉辦的33項活動獲批核，資助總額達1,213,956港元。

### Community Participation Funding Programme on Equal Opportunities Supported 33 Projects by 31 Organisations

The annual Community Participation Funding Programme on Equal Opportunities began in 1996/97. Its primary objective is to encourage NGOs, including community groups and schools, to organise projects that deepen public understanding on the subject of equal opportunities and the anti-discrimination legislation. In 2018/19, the programme attracted 45 applications, of which 33 projects by 31 organisations were approved for a total funding of HK\$1,213,956.

工業傷亡權益會有限公司

Association for the Rights of Industrial Accident Victims Ltd

浸信會愛羣社會服務處

Baptist Oi Kwan Social Service

Beyond Bollywood Limited

Beyond Bollywood Limited

路德會長青群康中心

Cheung Ching Lutheran Centre for the Disabled

香港中華基督教青年會輔導組

Chinese YMCA of Hong Kong Counselling Unit

香港中華基督教青年會聯青聾人中心

Chinese YMCA of Hong Kong Y's Men's Centre for the Deaf

Chitwan Society Hong Kong

Chitwan Society Hong Kong

地利亞修女紀念學校(協和)

Delia Memorial School (Hip Wo)

大同

Gay Harmony

靈實將軍澳及西貢地區支援中心

Haven of Hope Tseung Kwan O and Sai Kung District Support Centre

香港失明人協進會

Hong Kong Blind Union

香港家庭福利會

Hong Kong Family Welfare Society

香港婦女中心協會有限公司

Hong Kong Federation of Women's Centres Limited



香港銀屑病友會有限公司	Hong Kong Psoriasis Patients Association Limited
香港單親協會	Hong Kong Single Parents Association
香港融樂會有限公司	Hong Kong Unison Limited
香港布廠商會朱石麟中學	HKWMA Chu Shek Lun Secondary School
香港婦聯有限公司	Hong Kong Women Development Association Limited
葵涌循道中學	Kwai Chung Methodist College
街坊工友服務處教育中心有限公司	Neighbourhood & Worker's Education Centre Limited
新界西長者學苑聯網有限公司	New Territories West Elder Academics Cluster Ltd
愛滋健康關注社	Positive Outlook Community (POC)
香港小童群益會賽馬會石蔭青少年綜合服務中心	The Boys' and Girls' Clubs Association of Hong Kong Jockey Club Shek Yam Children & Youth Integrated Services Centre
香港愛滋病基金會	The Hong Kong AIDS Foundation Limited
香港精神科醫學院	The Hong Kong College of Psychiatrists Limited
香港青年協會賽馬會茵怡青年空間	The Hong Kong Federation of Youth Groups Jockey Club Verbena Youth S.P.O.T.
香港盲人輔導會	The Hong Kong Society for the Blind
路德會啟聾學校法團校董會	The Incorporated Management Committee of Lutheran School for the Deaf
愛滋寧養服務協會	The Society for AIDS Care Limited
東華三院芷若園	Tung Wah Group of Hospitals CEASE Crisis Centre
雙非劇團	Uncanny Theatre





## 附錄 | Appendix 3

### 《種族多元共融僱主約章》簽署機構（截至2019年3月31日）：

#### 首輪簽署機構：

1. 奧雅納
2. AXA安盛
3. 中電控股有限公司
4. 社商賢匯
5. 大快活集團有限公司
6. 曉光集團
7. 香港金域假日酒店
8. 滙豐
9. 怡中航空服務集團
10. 宏利人壽保險（國際）有限公司
11. 信德集團有限公司

#### 第二輪簽署機構：

12. Africa Coffee And Tea Limited
13. 香港立信德豪會計師事務所有限公司
14. 英國駐香港總領事館
15. 國泰航空有限公司
16. 中信國際電訊（信息技術）有限公司
17. 陶氏化學太平洋有限公司

### Signatories of the Racial Diversity and Inclusion Charter for Employers (as of 31 March 2019):

#### Founding Signatories:

- Arup
- AXA
- CLP Holdings Limited
- Community Business
- Fairwood Holdings Limited
- Hiu Kwong Group
- Holiday Inn Golden Mile Hong Kong
- HSBC
- Jardine Aviation Services Group
- Manulife (International) Limited
- Shun Tak Holdings Limited

#### Second Round Signatories:

- Africa Coffee And Tea Limited
- BDO Limited
- British Consulate-General Hong Kong
- Cathay Pacific Airways Limited
- CITIC Telecom International CPC Limited
- Dow Chemical Pacific Limited



18. Escapade Sports	Escapade Sports
19. 安永	EY
20. FDM Group HK Ltd	FDM Group HK Ltd
21. 忠意人壽(香港)有限公司	Generali Life (Hong Kong) Ltd
22. 青洲英坭有限公司	Green Island Cement Company Limited
23. 香港飛機工程有限公司	Hong Kong Aircraft Engineering Company Limited
24. 康業服務有限公司	Hong Yip Service Company Limited
25. HR Magazine (Excel Media Group Limited)	HR Magazine (Excel Media Group Limited)
26. Iron Mountain Asia Pacific Holdings Limited	Iron Mountain Asia Pacific Holdings Limited
27. 鐵山香港有限公司	Iron Mountain HK Limited
28. 香港太古集團有限公司	John Swire & Sons (HK) Limited
29. 新世界發展有限公司	New World Development Company Limited
30. 香港無創外科有限公司	NISI (HK) Limited
31. 電訊盈科	PCCW
32. RS Components Limited	RS Components Limited
33. SENsational Consultancy	SENsational Consultancy
34. 信德中旅船務管理有限公司	Shun Tak – China Travel Ship Management Limited
35. 信德物業管理有限公司	Shun Tak Property Management Limited
36. 信德旅遊有限公司	Shun Tak Travel Services Limited
37. 南華早報出版有限公司及南華早報刊物出版有限公司	South China Morning Post Publishers Limited and SCMP Magazines Publishing Limited



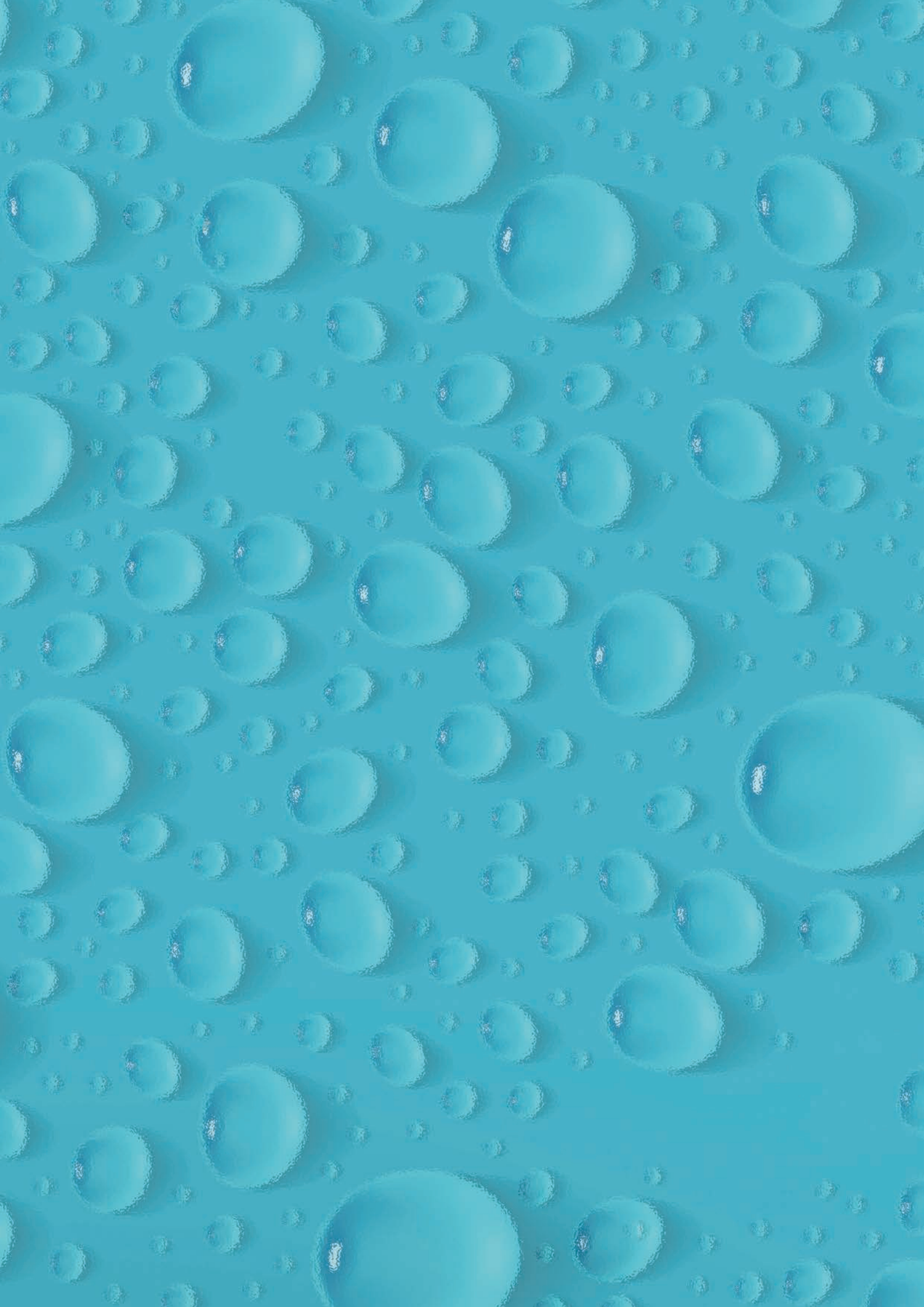
## 附錄 | Appendix 3

38. 太古可口可樂	Swire Coca-Cola
39. 太古地產有限公司	Swire Properties Limited
40. 香港澳洲商會	The Australian Chamber of Commerce in Hong Kong
41. 香港加拿大商會	The Canadian Chamber of Commerce Hong Kong
42. 香港管理專業協會	The Hong Kong Management Association
43. 達盟香港有限公司	TMF Hong Kong Limited
44. 沃博聯亞洲採購有限公司	Walgreens Boots Alliance Asia Sourcing Limited
45. 愛同行有限公司	WEDO GLOBAL Limited

以上機構乃按英文字母順序排列

*The above organisations are listed in alphabetical order*







平等機會委員會  
EQUAL OPPORTUNITIES COMMISSION



Awarded by The Hong Kong Council of Social Service  
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