

主席的話 Chairperson's Message



擁抱過去 放眼未來

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

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

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

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

Embracing the Past Envisioning the Future

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

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

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

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



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這兩項工作都彰顯了平機會持續推動全民平等的決心。這些項目整合了有關弱勢人士受歧視及不平等對待的定質及定量證據，吸引了市民的注意，並提出了重要及對某些人而言具爭議性的議題，激發了相關群體和社會人士的廣泛辯論。我們相信，這些辯論和公開坦誠的對話是有必要的，因為可以提高市民對相關議題的認識，並推動市民就如何回應該等議題達成共識。

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

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

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

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

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



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

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

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

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

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

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



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

前瞻未來，儘管平機會的開支預算緊絀，但我們已作好準備繼續推進平等的工作，務求在社會帶來更深遠的影響。經濟波動，社會和政治環境轉變，都將令推動平等的工作面對新的挑戰，亦因此我們更需要加強宣傳及執行各條反歧視條例。

And we continued to monitor closely the effectiveness of the Government's policy measures, and Hong Kong's compliance with international human rights conventions, with submissions made to the Legislative Council to share our views and advice, as well as the EOC's work progress. To provide an evidence base for our advocacy, we conducted various research and studies, including the first-ever Exploratory Study on Age Discrimination in Employment released in early 2016.

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



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事實上，假如我們希望在對抗歧視和不平等方面取得更穩固的基礎，我們便有需要擴大與政府和公共機構、僱主、企業經營者和服務提供者的夥伴關係，協助他們了解平等機會的好處，並將之納入他們的政策和日常運作中。我們需要透過研究工作來建立強大的事實憑據，了解不平等的成因，並透過教育為市民充權，讓他們了解並行使他們的權利，並且為自己發聲。最重要的是，我們的目標不應只局限於引導市民遵守法例，而應著眼於帶動文化及心態上的轉變，以便令所有人在其日常決定中遵從平等共融的價值信念。

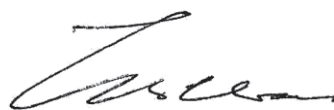
憑藉平機會過去20年來所建立的穩固基礎，我有信心平機會已站穩陣腳，能夠履行我們的法定責任，發揮作為有效及專業的反歧視機構的角色。在此我希望向平機會各委員致謝，感謝他們的支持、英明的指導和引領。我亦希望向平機會職員表達謝意，他們勤奮工作，對平機會的使命熱誠投入。最後，我感謝所有曾經參與平機會工作的人士，我期望與各位攜手合作，實踐平機會的抱負，一同建設一個沒有歧視、崇尚多元的社會。

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

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



平等機會委員會主席
陳章明



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