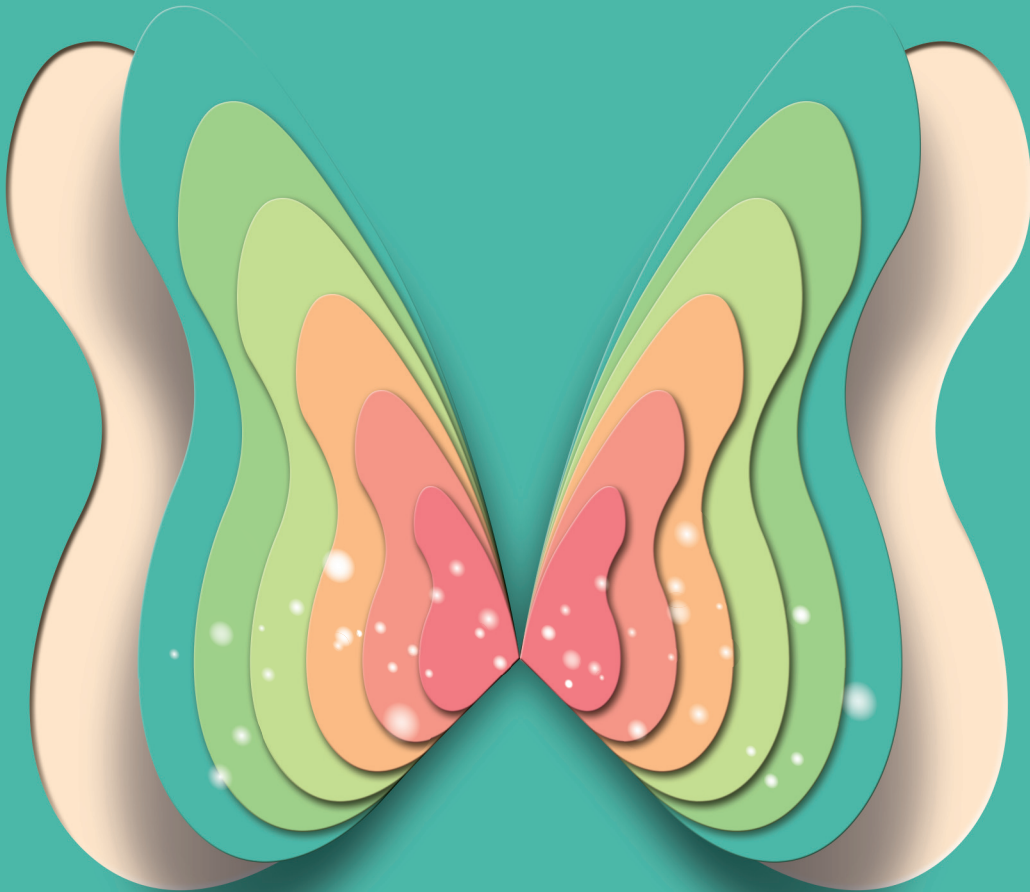




平等機會委員會
EQUAL OPPORTUNITIES COMMISSION



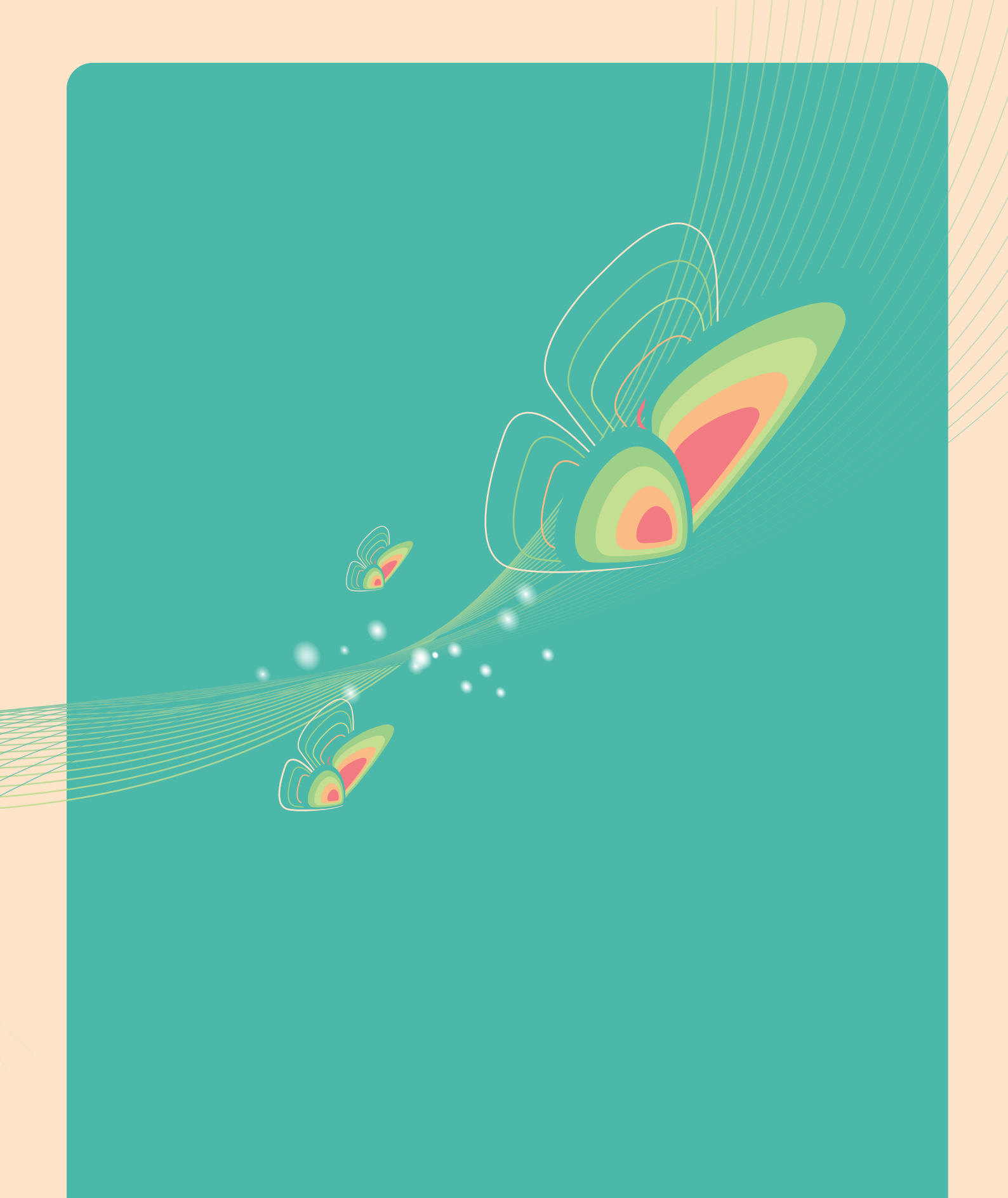
傳揚平等 再譜新章
MOVING FORWARD
A RENEWED COMMITMENT
TO EQUALITY



2016/17 年報 Annual Report



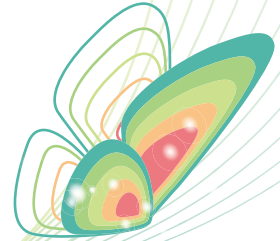
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MOVING FORWARD
A RENEWED COMMITMENT
TO EQUALITY



以上點字內容為：
The above Braille reads:

此年報的純文字版已上載於平機會網頁：www.eoc.org.hk
The text version of this Annual Report is available at the EOC website：www.eoc.org.hk

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主席的話 Chairperson's Message

2016/17年是難忘的一年。就我個人而言，這一年我由學術界轉投平等機會委員會(平機會)擔任主席，標誌着我事業的一大轉捩點。2016年亦是平機會成立二十周年，這不單是委員會的里程碑，對香港社會亦具重大意義。

為了推動社區參與並分享我們誌慶的喜悅，我們舉辦了多項活動，包括出版紀念刊物和舉辦多媒體創作比賽。該比賽吸引很多亮麗精彩、與平等議題相關的攝影、藝術作品和短片，深深觸動我們的心靈。平機會於2016年11月舉辦廿周年慶祝聚會，請來立法會議員、政策局長、總領事、非政府組織首長，以及前任平機會主席與委員等嘉賓，他們都是推動香港平等發展的關鍵人物。在聚會上我們重申承諾，致力確保人人享有平等機會。

平等，就像其他權利與自由，往往在我們失去時才感受到它的寶貴。雖然社會上並非所有人都親身感受到平機會工作的影響，但我們一直致力移風易俗。從改革昔日性別歧視的中學學位分配制度、成功游說政府改善公共地方的暢達程度，以至逐步推動非華裔居民享有更佳的教育及就業機會，平機會在過去20年帶來了制度和文化上的改變，努力消除歧視行為和態度。

The year 2016/17 was a memorable year. On a personal level, it marked an important turn in my career, when I left the academia to join the Equal Opportunities Commission (EOC) as the Chairperson. On a grander scale, the EOC celebrated its 20th anniversary, a milestone for not just the organisation itself, but also for the Hong Kong society.

To engage and share the joy with the community on this meaningful occasion, we lined up a number of initiatives, including a commemorative publication, and a multi-media competition which attracted excellent works of photography, art and film that inspired us to take equality to heart. In November 2016, we held an anniversary reception and invited those who hold the lifeline of Hong Kong's equality development — Members of the Legislative Council, policy secretaries, Consuls-General, heads of NGOs, and former EOC Chairpersons and Members, among others — to join us, as we renewed our joint commitment to ensuring equal opportunities for all.

Equality, much like other rights and freedoms, is a curious concept; one feels it most when one loses it. Although not everyone may have felt the impact of the work of the EOC, many of the organisation's efforts have been paradigm-shifting in nature. From the reform of the once gender-biased Secondary School Places Allocation System to the successful lobbying of the Government to improve accessibility in public premises, and the progressive promotion of better education and employment opportunities for the non-ethnic Chinese residents, the EOC has effected systemic and cultural changes in a bid to eradicate discriminatory acts and attitudes in the last two decades.



主席的話 Chairperson's Message

20年來，平機會在對抗歧視的路途上節節推進，儘管我們受到若干挑戰和批評，但我們仍會繼續昂首向前，承著以往的工作，擴大和深化對社會的影響。

事實上，平等之路仍漫長。今天儘管香港仍是全球金融中心，但是越來越多聲音指我們的城市在人權、平等發展及對弱勢社群和少數群體的保障方面日漸倒退，而這亦正好從平機會進行的《歧視條例檢討》中反映出來。我們的城市亦正面臨急劇的人口變化，從中衍生新的不平等問題。

藉著平機會二十周年之際，我們認真思考了未來的工作方向和作為香港平等把關者的角色。我們於2016年制定了《平等機會委員會2016至2019年策略性工作規劃》，定出五大策略性優先工作領域，獲得平機會管治委員會通過。五大領域包括：推動法律改革，尤其是與政府跟進《歧視條例檢討》的建議，和立法保障同性戀者、雙性戀者、跨性別人士和雙性人(性小眾人士)的權利；維護受法例保障社群的權利；打擊常見歧視問題，以及優化機構運作。

The EOC has resolutely pushed forward the battle line in its fight against discrimination for 20 years. Amidst challenges and attempts to disparage our work, we shall build on our past work and march forward head-on, seeking to widen and deepen our impact on society.

In fact, the battle will be an ongoing, and a critical one. Hong Kong, though still a global financial capital, has been commented by some as gradually falling behind in terms of human rights and equality development and protection for the disadvantaged, minority groups, as revealed by the Discrimination Law Review (DLR) the EOC conducted. Our city is also undergoing rapid demographic changes, which give rise to new issues of inequality.

The EOC's 20th anniversary, therefore, provided us with the opportunity to contemplate our future direction as the equality gatekeeper of Hong Kong. During 2016, we came up with the EOC Strategic Plan for 2016-19, which includes five strategic priority areas and was endorsed by the EOC Board. The five areas include driving legislative improvement, particularly in further working with the Government on the DLR and legislation to protect the rights of lesbian, gay, bisexual, transgender and intersex (LGBTI) individuals, upholding the rights of the protected groups under the law, tackling prevalent discrimination issues, and striving for operational excellence.



主席的話 Chairperson's Message

在推動法律改革方面，平機會在2016年4月我剛履任主席一職前，向政府提交了有關《歧視條例檢討》的建議，以及《立法禁止性傾向、性別認同及雙性人身份歧視的研究》結果，並於2016/17年度與政府跟進上述兩項議題。政府其後在《2017年施政報告—施政綱領》中提出，將就平機會於《歧視條例檢討》提出優先處理的各項建議與立法會開展討論，我們為此感到非常鼓舞。在財政年度完結時，政府向立法會表示會採納平機會的部分建議。

與此同時，我們要求立法保障性小眾人士在公眾領域免受歧視的呼聲亦得到更多和應，民間機構以至本地及跨國公司都支持我們的聯署聲明，促請政府展開相關諮詢及立法。

除了這兩項艱巨任務外，我們亦持續透過處理歧視投訴，捍衛受歧視人士的權利，以調停方式協助爭議各方解決糾紛，必要時更會採取法律行動。我們於2016/17年度合共處理近800宗投訴。進行調停的個案中，調停成功率達71%。當中19宗未能達成和解的個案，獲平機會給予法律協助。

In driving legislative improvement, when I assumed office as Chairperson in April 2016, the EOC had just submitted its recommendations regarding the DLR to the Government, and the findings of its study on legislation against discrimination on the grounds of sexual orientation, gender identity and intersex status. After pursuing the Government on these two agendas throughout 2016/17, we were encouraged to see that the Government included in its *2017 Policy Address — Policy Agenda* the plan to initiate discussion with the Legislative Council on the prioritised recommendations in the DLR. By the end of the fiscal year, the Government put forward its views to the Legislative Council, indicating that it would adopt some of our recommendations.

Meanwhile, our call for legislation to protect LGBTI individuals from discrimination in public domains grew louder and louder, as local and international companies and the civic society pledged their support for our joint statement to the Government, calling for consultation and introduction of the legislation.

In addition to these two weighty ventures, we continued to defend the rights of those aggrieved by discrimination through handling complaints, with a view to helping the disputing parties resolve their conflicts by way of conciliation, and through undertaking legal actions. In 2016/17, we handled almost 800 complaints in total. Among the cases that proceeded to conciliation, the conciliation success rate was 71%. Some of the cases that could not be conciliated, totalling 19 cases, were offered legal assistance by the EOC.

Create a pluralistic and inclusive society where there is no barrier opportunities



主席的話 Chairperson's Message

我們致力透過收集歧視證據、應對制度性問題及採取預防措施，從根源解決歧視問題。鑑於性騷擾問題普遍，近年我們把相關的教育和培訓課程聚焦於特定界別。繼教育界、商界和體育界後，我們把反性騷擾運動延伸至社福界，因其服務對象多為弱勢社群，包括肢體殘障和智障人士、婦女及兒童等。除了為社福機構的管理層及員工舉辦研討會外，平機會又進行了一項調查，研究社福機構制定防止性騷擾政策的狀況，還有編寫《社福機構防止性騷擾政策大綱》，以鼓勵社福機構改善這方面的政策和措施。

然而，當務之急是解決平機會的財務困境。平機會運作多年以來，所得的寫字樓租金及訟費補助額卻仍與當初平機會成立時的水平一樣。面對租金及其他開支顯著增加，我們決定把平機會辦事處搬遷至租金相對較低的黃竹坑。在我執筆之時，預備搬遷的工作已進行得如火如荼，相信會於2017年11月初完成。是次搬遷相信能使平機會扭轉赤字。儘管如此，我們定會繼續維持嚴格的財政監控，並向政府反映我們的運作需要。

We also strived to remove the roots of discrimination by gathering evidence, addressing systemic issues and taking preventive measures. In view of the prevalent nature of sexual harassment, we have been aiming our education and training programmes at specific sectors in recent years. Following the education, business and sports sectors, we extended our anti-sexual harassment campaign to the social service sector, which offers services to numerous vulnerable groups, such as people with physical and intellectual disabilities, women and children. Apart from seminars for the management and staff from NGOs, we conducted a survey to examine the development of anti-sexual harassment policies in the sector, and developed the "Framework for Sexual Harassment Policy in Social Service Agencies" to encourage NGOs to enhance their policies and practices in this regard.

An imminent task, however, is to cope with the EOC's financial predicament. For many years running, the subvention for the EOC's office rental and litigation has remained at the same level as when the EOC was first set up. In the face of escalating office rental and other expenses, we have decided to relocate the EOC office to Wong Chuk Hang, where rents are much lower. As I pen this message, the moving is in full swing, and the relocation should be completed by early November 2017. The relocation should enable the EOC to turn around its deficit situation. That said, we shall continue to maintain tight financial control and liaise with the Government on our operating requirements.



主席的話 Chairperson's Message

我在此衷心感謝所有支持我們、一路上與我們同行的人，包括各位前任主席、前任及現任委員、社區合作夥伴及盟友，當然還有我的所有同事。我誠心盼望香港成為一個人人彼此尊重的地方，每一個人都感受到自己是社區的一分子。我期望公眾向我們提出建設性意見，啟迪我們，好讓平機會能精益求精。最重要的是，支持並與我們一起保衛平等，好好守護這個價值觀。

I would like to end this message by expressing my wholehearted thanks to all those who have supported and stood by us, including our former Chairpersons, past and present Board Members, community partners and allies, and of course, all my colleagues. It is my sincere wish to see Hong Kong become a place where all its residents respect one another and feel they are part of the community. I invite members of the public to help the EOC do better by enlightening us with constructive feedback, and most important of all, to support and join us in protecting equality, a value we should safeguard before we lose it.



平等機會委員會主席
陳章明



Alfred CHAN Cheung-ming
Chairperson
Equal Opportunities Commission



平機會簡介

About Us

抱負及使命

我們的抱負

建設一個沒有歧視、崇尚多元、包容共濟的社會，人人共享平等機會。

我們的使命

平等機會委員會(平機會)是於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》。我們有責任為社會上的少數群體和弱勢社群仗義執言，促進社會的多元共融，令平等成為社會主流價值。

我們的工作

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

我們如何實踐理念

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

Vision and Mission

Our Vision

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

Our Mission

Set up in 1996, the EOC is a statutory body tasked with implementing the 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). We have the responsibilities to speak out for the minorities and those vulnerable, to mainstream equality and to promote inclusiveness in society.

Our Work

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

Our Strategy

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

平機會簡介 About Us

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。

政府與平機會的工作關係框架已於《行政安排備忘錄》(《備忘錄》)中列出。《備忘錄》的條文是根據平機會在使用資金方面享有自主權及彈性的原則而寫成。平機會與政制及內地事務局(即負責平機會事宜的政策局)舉行定期會議，檢視平機會的工作進度。平機會又向政制及內地事務局提交每月開支報告、已審核帳目，以及有關財務及運作表現的每季工作進度報告，供其審閱。

Our Relationship with the Government

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

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

平等機會簡介 About Us

我們的價值觀 Our Organisational Values

平等機會 Equality

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

責任承擔 Accountability

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

誠信 Integrity

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

透明度 Transparency

我們保持高度透明，以便市民更瞭解我們的工作和表現。
We will operate with a high degree of transparency to enable the public to better understand our work and performance.

活力 Energy

我們會歇盡所能、主動追究歧視問題。
We will be energetic and proactive in pursuing issues of discrimination.

公平 Fairness

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

效率 Efficiency

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

敏感度 Sensitivity

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

獨立性 Independence

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

平機會簡介 About Us

平機會2016至2019年 策略性工作規劃

概覽

承著二十周年會慶的時機，平機會展開籌劃未來工作方向。平機會於2016年8月舉行了策略研討會，與會的平機會管治委員會委員、管理小組與高級職員一起檢視平機會的工作進展和回顧過去的工作成果，並討論未來的主要策略性工作領域。平機會隨後於2016年12月舉辦了職員研討會，討論如何落實推行各優先策略性領域，以及訂立小組和個人的工作目標。

其後，平機會編製了《2016至2019年策略性工作規劃》(工作規劃)，定出未來幾年需優先處理的工作領域和應採取的相應行動。在平機會管治委員會於2016年12月通過該工作規劃後，平機會已把整份工作規劃上載到其網頁讓公眾閱覽。

平機會將集中全力處理優先領域的工作，這不但有助提升資源運用的成本效益，更可令平機會的工作在社會上締造更深遠的效應。

EOC Strategic Plan 2016-19

Overview

The 20th anniversary of the EOC provided an opportune moment to map out the Commission's future direction. In August 2016, we held the Strategic Retreat, during which EOC Board Members, the management team and senior staff members reviewed the progress and achievements made by the EOC, and deliberated major strategic areas going forward. We then organised the Officers' Retreat in December 2016, where staff members discussed ways to operationalise the identified strategic areas, as well as the team and individual goals.

Subsequently, the EOC Strategic Plan 2016-19 was devised, identifying the work areas deserving top priority in the next few years and the corresponding actions. Upon securing the endorsement of the EOC Board in December 2016, the entire Strategic Plan was made available on the EOC website for public access.

By focusing our energy on the set priority areas, we will be able to increase the cost-effectiveness of resource utilisation. More importantly, the focused approach will enable the EOC to create a stronger and more systemic impact on society.



平機會委員和高級職員於2016年8月27日舉行研討會，一起籌劃平機會的策略性優先工作領域。

EOC Members and senior staff gather for a retreat on 27 August 2016 to map out the EOC's strategic priority work areas.

平機會簡介 About Us

五項策略性優先工作領域

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：

- (1) 與政府跟進平機會的《歧視條例檢討》建議；
- (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；
- (3) 提倡殘疾人士獲取平等教育與就業機會以及公共服務；
- (4) 營造沒有歧視和騷擾的安全環境；及
- (5) 為市民提供卓越服務。

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。

Five Strategic Priority Areas

Based on the EOC's corporate goals, the following five strategic priority areas have been set for 2016 to 2019:

- (1) Pursue with the Government on the EOC's recommendations under the Discrimination Law Review;
- (2) Advocate equal education and employment opportunities and access to services for ethnic minorities;
- (3) Advocate equal education and employment opportunities and access to public services for persons with disabilities;
- (4) Foster a safe environment free from discrimination and harassment; and
- (5) Deliver better services for the community.

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

平機會委員和職員為平機會2016至2019年的策略性目標及優先工作領域共謀對策。
EOC Members and staff brainstorm on the strategic goals and priority work areas of the EOC for 2016-19.





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，均由香港特別行政區行政長官委任。他們來自不同背景，各具豐富的專業知識，包括婦女、殘疾人士、少數族裔、僱主及僱員團體、法律、會計及社會服務界專才、學者和社會人士等。

The EOC Board

The Board provides guidance and leadership for the strategic directions and performance of the EOC and the discharge of its statutory duties. The current Board comprises a Chairperson and 16 Members, all appointed by the Chief Executive of the Hong Kong Special Administrative Region. They represent a diversity of backgrounds and expertise, including women, persons with disabilities, ethnic minorities, employment groups, professionals of the legal, accounting and social service sectors, academics, and the community at large.

主席

Chairperson



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

平機會委員

EOC Members



陳智健先生*
Mr CHAN Chi-kin, Ivan*
大嶼山發展諮詢委員會
公共關係及推廣小組增選委員
公共事務論壇成員
Co-opted Member, Public Relations and Promotion Sub-committee,
Lantau Development Advisory Committee
Member, Public Affairs Forum
(*任期至Appointment up to 25/9/2016)



趙麗娟女士
Ms CHIU Lai-kuen,
Susanna, MH, JP
利豐發展(中國)有限公司董事
香港會計師公會前會長
香港教育大學校董會司庫
Director, Li & Fung Development (China) Ltd
Past President, Hong Kong Institute of Certified Public Accountants
Treasurer, Council of The Education University of Hong Kong



蔡玉萍教授
Prof CHOI Yuk-ping, Susanne
香港中文大學社會學系教授
香港中文大學香港亞太研究所
性別研究中心前主任
Professor, Department of Sociology,
The Chinese University of Hong Kong
Former Director, Gender Research Centre,
Hong Kong Institute of Asia-Pacific Studies,
The Chinese University of Hong Kong

我們的架構 Our Organisation



周浩鼎議員

The Hon CHOW Ho-ding, Holden

立法會議員

律師

離島區議會議員

Member, Legislative Council

Solicitor

District Councillor, Islands District Council



孔美琪博士

**Dr KOONG May-kay,
Maggie, BBS, JP**

滬江維多利亞學校創辦人

維多利亞教育機構總校長

香港傷健協會副主任

Founder, Victoria Shanghai Academy

Chief-Principal, Victoria Educational Organisation

Vice Chairperson, PHAB Physically Handicapped

and Able Bodied Association



羅君美女士

Ms Elizabeth LAW, MH, JP

羅思雲羅君美會計師事務所有限公司執業董事

香港女會計師協會有限公司創會主席

香港職業發展服務處主席

Managing Director, Law & Partners CPA Ltd

Founding President, Association of

Women Accountants (Hong Kong) Limited

Chairman, Hong Kong Employment

Development Services Limited

Association



李翠莎博士

Dr Trisha LEAHY, BBS

香港體育學院院長

個人車牌審訂委員會委員

職業訓練局酒店業、飲食業及旅遊業訓練委員會委員

Chief Executive, Hong Kong Sports Institute

Member, Personalized Vehicle Registration

Marks Vetting Committee

Member, Hotel, Catering and Tourism Training

Board, Vocational Training Council



李國麟教授

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

立法會議員

香港公開大學護理及健康學部教授及主任

市區重建局非執行董事（非官方成員）

Member, Legislative Council

Professor & Head, Division 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

香港工會聯合會副理事長

婦女事務委員會委員

保險事務上訴審裁處成員

Vice Chairman, Hong Kong Federation of Trade Unions

Member, Women's Commission

Member, Insurance Appeals Tribunal

我們的架構 Our Organisation



羅乃萱女士
Ms Shirley Marie Therese LOO, MH, JP
家庭發展基金總幹事
教育局香港教育城董事
語文教育及研究常務委員會委員
General Secretary, Family Development Foundation
Board Director, Hong Kong Education City Limited (Education Bureau)
Member, Standing Committee on Language Education and Research (SCOLAR)



黎雅明先生
Mr Amirali Bakirali NASIR, MH, JP
黎雅明律師行創辦人
Anjumane Burhani Hong Kong Dawoodi Bohra Association 義務秘書
香港律師會副會長
Founder, Nasirs Solicitors
Hon Secretary, Anjumane Burhani Hong Kong Dawoodi Bohra Association
Vice President, Law Society of Hong Kong



金志文先生
Mr Zaman Minhas QAMAR
香港回教信託基金總會前會長(譯名)
香港巴基斯坦協會前會長(譯名)
Ex-Chairman, The Incorporated Trustees of the Islamic Community Fund of Hong Kong
Ex-President, The Pakistan Association of Hong Kong Ltd



周素媚女士
Ms Su-Mei THOMPSON
婦女基金會行政總裁
香港30% Club創辦人
The Cheltenham Ladies College
校董會成員
Chief Executive Officer,
The Women's Foundation
Founder, The 30% Club Hong Kong
Council Member, The Cheltenham Ladies College



曾潔雯博士
Dr TSANG Kit-man, Sandra, JP
香港大學社會工作及社會行政學系副教授
護士管理局成員
公共圖書館諮詢委員會委員
Associate Professor, Department of Social Work & Social Administration, The University of Hong Kong
Member, Nursing Council
Member, Public Libraries Advisory Committee



葉少康先生
Mr YIP Siu-hong, Nelson, MH
商策顧問有限公司董事及首席執行官
聘志發展基金創辦人及主席
教育局課程發展議會
應用學習委員會委員
Founding CEO and Director, EP Venture Co Ltd
Founder and Chairman, Unleash Foundation
Member, Committee on Applied Learning of the Curriculum Development Council, Education Bureau



余翠怡小姐
Miss YU Chui-ye, 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 Commission

我們的架構 Our Organisation

管治委員會會議

2016/17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68%。每位委員的出席記錄已列載於下表(註1)。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 68%. Attendance records of individual Members are listed in the table below (Note 1). 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.

	16/06/2016	15/09/2016	15/12/2016	16/03/2017
陳章明教授(主席) Prof CHAN Cheung-ming, Alfred, SBS, JP (Chairperson)	✓	✓	✓	✓
陳智健先生 Mr CHAN Chi-kin, Ivan	✓	缺席 Abs.	不適用N/A (註Note 2)	不適用N/A (註Note 2)
趙麗娟女士 Ms CHIU Lai-kuen, Susanna, MH, JP	✓	✓	缺席 Abs.	✓
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	✓	✓	✓	✓
孔美琪博士 Dr KOONG May-kay, Maggie, BBS, JP	✓	✓	✓	✓
羅君美女士 Ms Elizabeth LAW, MH, JP	✓	✓	✓	缺席 Abs.
李翠莎博士 Dr Trisha LEAHY, BBS	缺席 Abs.	✓	✓	缺席 Abs.
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	缺席 Abs.	✓	缺席 Abs.	✓
羅乃萱女士 Ms Shirley Marie Therese LOO, MH, JP	缺席 Abs.	✓	✓	✓
黎雅明先生 Mr Amirali Bakirali NASIR, MH, JP	✓	缺席 Abs.	缺席 Abs.	✓
金志文先生 Mr Zaman Minhas QAMAR	✓	缺席 Abs.	缺席 Abs.	✓
周素媚女士 Ms Su-Mei THOMPSON	缺席 Abs.	✓	✓	缺席 Abs.
曾潔雯博士 Dr TSANG Kit-man, Sandra, JP	缺席 Abs.	✓	✓	缺席 Abs.
葉少康先生 Mr YIP Siu-hong, Nelson, MH	✓	✓	✓	✓
余翠怡小姐 Miss YU Chui-ye, MH	✓	缺席 Abs.	缺席 Abs.	✓

Abs. = Absent

註1：若委員連續兩次缺席會議，秘書處會給予書面提示。

Note 1: A reminder is issued to Members who have been absent for two consecutive meetings.

註2：任期至25/09/2016

Note 2: Appointment up to 25/09/2016

我們的架構 Our Organisation

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2017年3月31日)：

Memberships of the four committees (as of 31 March 2017) are as follows:

行政及財務專責小組	Administration and Finance Committee
趙麗娟女士(召集人)	Ms CHIU Lai-kuen, Susanna, MH, JP (Convenor)
羅君美女士(副召集人)	Ms Elizabeth LAW, MH, JP (Deputy Convenor)
孔美琪博士	Dr KOONG May-kay, Maggie, BBS, JP
黎雅明先生	Mr Amirali Bakirali NASIR, MH, 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
孔美琪博士(召集人)	Dr KOONG May-kay, Maggie, BBS, JP (Convenor)
羅乃萱女士(副召集人)	Ms Shirley Marie Therese LOO, MH, JP (Deputy Convenor)
陳智健先生*	Mr CHAN Chi-kin, Ivan*
蔡玉萍教授	Prof CHOI Yuk-ping, Susanne
周浩鼎議員	The Hon CHOW Ho-ding, Holden
李國麟教授	Prof Hon LEE Kok-long, Joseph, SBS, JP
梁頌恩女士	Ms LEUNG Chung-yan, Juan
葉少康先生	Mr YIP Siu-hong, Nelson, MH
余翠怡小姐	Miss YU Chui-yee, MH
陳章明教授	Prof CHAN Cheung-ming, Alfred, SBS, JP
碧樺依博士(增選委員)	Dr Raees Begum BAIG (Co-opted Member)
王繼鋒先生(增選委員)	Mr WANG Kai-fung (Co-opted Member)
謝俊謙教授(增選委員)	Prof TSE Tsun-him (Co-opted Member)

我們的架構 Our Organisation

法律及投訴專責小組

Legal and Complaints Committee

黎雅明先生(召集人)	Mr Amirali Bakirali NASIR, MH, JP (Convenor)
李翠莎博士(副召集人)	Dr Trisha LEAHY, BBS (Deputy Convenor)
曾潔雯博士	Dr TSANG Kit-man, Sandra, JP
余翠怡小姐	Miss YU Chui-yee, MH

政策、研究及培訓專責小組

Policy, Research and Training Committee

蔡玉萍教授(召集人)	Prof CHOI Yuk-ping, Susanne (Convenor)
葉少康先生(副召集人)	Mr YIP Siu-hong, Nelson, MH (Deputy Convenor)
陳智健先生*	Mr CHAN Chi-kin, Ivan*
周浩鼎議員	The Hon CHOW Ho-ding, Holden
羅君美女士	Ms Elizabeth LAW, MH, JP
李翠莎博士	Dr Trisha LEAHY, BBS
李國麟教授	Prof Hon LEE Kok-long, Joseph, SBS, JP
金志文先生	Mr Zaman Minhas QAMAR
周素媚女士	Ms Su-Mei THOMPSON
曾潔雯博士	Dr TSANG Kit-man, Sandra, JP
陳章明教授	Prof CHAN Cheung-ming, Alfred, SBS, JP
陳浩庭先生(增選委員)	Mr CHAN Ho-ting, Mac (Co-opted Member)
莊耀光先生(增選委員)	Mr CHONG Yiu-kwong (Co-opted Member)
紀佩雅女士(增選委員)	Ms Puja Kapai PARYANI (Co-opted Member)
劉丹娜女士(增選委員)^	Ms LAU Dan-nor, Agnes (Co-opted Member)^

* 任期至Appointment up to 25/09/2016

^ 任期至Appointment up to 20/05/2016

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：

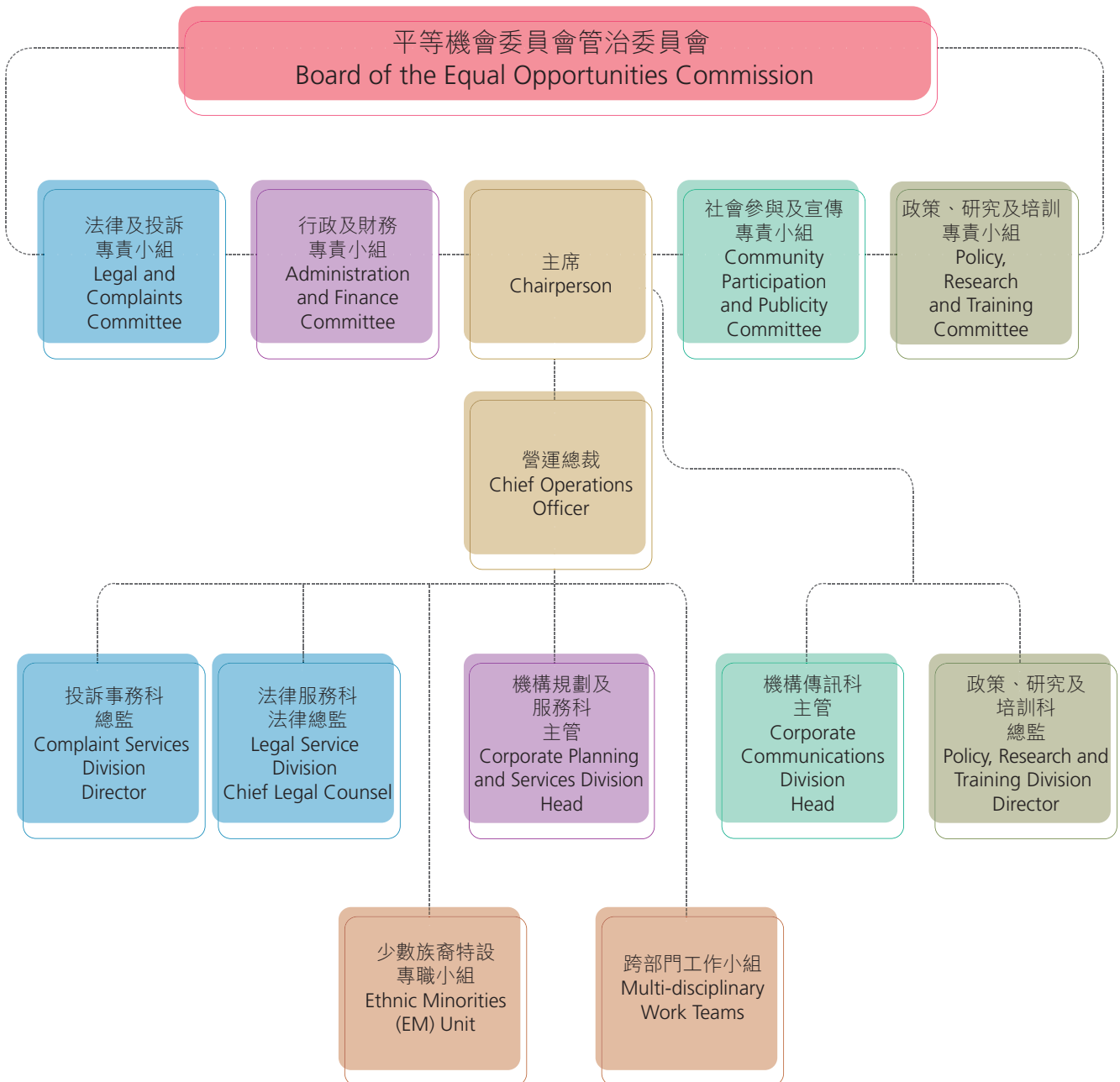
For complete terms of reference of the above four committees, please refer to the EOC website:

www.eoc.org.hk/eoc/graphicsfolder/showcontent.aspx?content=organization

我們的架構 Our Organisation

平機會辦事處的組織架構 (截至2017年3月31日)

Organisational Structure of the Equal Opportunities Commission (as of 31 March 2017)



我們的架構 Our Organisation

平機會辦事處管理小組(截至2017年3月31日)

Management Team of the Equal Opportunities Commission (as of 31 March 2017)

主席

陳章明教授

Chairperson

Prof CHAN Cheung-ming, Alfred, SBS, JP

營運總裁

陳奕民先生

Chief Operations Officer

Mr CHAN Yick-man, Michael

總監(投訴事務)

文雅言女士

Director, Complaint Services

Ms MAN Ngar-yin, Agnes

法律總監

陸志祥先生

Chief Legal Counsel

Mr LUK Chi-cheung, Ivan

總監(政策、研究及培訓)

朱崇文博士

Director, Policy, Research and Training

Dr CHU Chung-man, Ferrick

機構傳訊主管

王珊娜女士

Head, Corporate Communications

Ms WONG Shan-nar, Shana

機構規劃及服務主管

李錦雄先生

Head, Corporate Planning and Services

Mr LI Kam-hung, Oska

全年摘要

Highlights of the Year

2016/17 重要數字一覽

Figures at a Glance 2016/17



答覆共 **15,156** 個查詢
enquiries answered

處理 **799** 宗投訴
complaints handled

調停成功率
Conciliation success rate

71%



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

\$6,520,000



\$1,086,742

資助予
funding for



34

個推廣平等機會的社區項目
community projects

全年摘要 Highlights of the Year

舉辦 Held

445 培訓課程予近
training sessions for nearly

21,000 人次
participants



99.6% 對培訓表示滿意
participants were satisfied with EOC training



舉辦了 Organised

101 個大型推廣活動
major promotional activities



66,000 名學生

觀看了宣傳平等機會信息的話劇表演
students watched dramas on equal
opportunities

每月瀏覽平機會網頁的平均人次

Over **115,000**
visitors to EOC website per month

全年點擊率超過
Website yearly hit rate exceeded

24,300,000



全年摘要 Highlights of the Year

2016/17 年度獎項及嘉許 Awards & Recognition 2016/17

5/2016



社商賢匯香港同志共融大獎 — 最具影響力同志共融倡議得獎機構之一

Co-winner of the LGBT Advocacy Award in the LGBT Inclusion Awards organised by Community Business

7/2016

香港母乳育嬰協會舉辦「我最喜愛的集乳室選舉」企業獎
Corporate Award in the “My Favourite Breast Milk Collection Room”
contest organised by the Hong Kong Breastfeeding Mothers’
Association



10/2016



香港管理專業協會最佳年報獎 — 優秀小型機構參賽年報獎
(2014/15年報)

Excellence Award for Small Size Entries in the Best Annual Reports Competition organised by Hong Kong Management Association (2014/15 Annual Report)

12/2016

平機會影片「我要闖前途」獲選在聯合國賦能影展播映
EOC video “Recharting My Destiny” selected for screening at the United Nations Enable Film Festival

全年摘要 Highlights of the Year

1/2017

社會福利署的義工運動 — 金嘉許獎狀

Gold Certificate in the Volunteer Movement organised by the Social Welfare Department

3/2017

在勞工及福利局舉辦的2016-17年度《有能者 • 聘之約章》及共融機構嘉許計劃中獲得「友善聘用獎」

Friendly Employment Award under the 2016-17 Talent-Wise Employment Charter & Inclusive Organisations Recognition Scheme organised by the Labour and Welfare Bureau



獲僱員再培訓局頒發「人才企業」的獎項

Manpower Developer Award organised by the Employees Retraining Board

全年摘要 Highlights of the Year

2016/17 主要活動 Major Events & Activities 2016/17

4/2016



陳章明教授履任平機會主席。

Professor Alfred CHAN Cheung-ming assumed office as Chairperson of the EOC.

5/2016

平機會憑著委託香港中文大學香港亞太研究所性別研究中心進行的「立法禁止性傾向、性別認同及雙性人身份歧視的研究」，在香港非牟利機構社商賢匯所主辦的「香港同志共融大獎」中榮獲「最具影響力同志共融倡議獎」。

EOC named co-winner of the “LGBT Advocacy Award” in the LGBT Inclusion Awards organised by Community Business for the “Study on Legislation against Discrimination on the Grounds of Sexual Orientation, Gender Identity and Intersex Status” commissioned to the Gender Research Centre of the Hong Kong Institute of Asia-Pacific Studies at The Chinese University of Hong Kong.

公布「中小企懷孕歧視狀況及對在職母親負面看法之研究」結果。

Announced findings of the “Study on Pregnancy Discrimination and Negative Perceptions Faced by Pregnant Women and Working Mothers in Small and Medium Enterprises”.



6/2016



推出平機會二十周年多媒體創作比賽。

Launched the 20th anniversary multi-media competition.

向立法會政制事務委員會介紹平機會的工作計劃。

Presented work plan to the Legislative Council Panel on Constitutional Affairs.

全年摘要 Highlights of the Year

7/2016



公布「平等機會意識公眾意見調查2015」結果。
Announced findings of the 2015 Equal Opportunities Awareness Survey.

公布「香港精神健康綜合社區中心及其他社福設施選址所遇困難的研究」結果。
Published findings of the “Study on the Challenges Encountered in the Siting of Integrated Community Centres for Mental Wellness and Other Social Welfare Facilities in Hong Kong”.



8/2016

為社會福利界舉辦反性騷擾講座。
Organised seminar on sexual harassment prevention for the social service sector.

為學校及家長推出《推動種族共融及預防種族歧視：學校及家長須知》。

Released guidance booklet on racial integration and racial discrimination prevention for schools and parents.



9/2016

公布「研究對少數族裔在提供貨品、服務和設施、及處所的處置或管理方面的歧視」結果。
Announced findings of the “Study on Discrimination against Ethnic Minorities in the Provision of Goods, Services and Facilities, and Disposal and Management of Premises”.

全年摘要 Highlights of the Year

10/2016



就一宗私營殘疾人士院舍發生的性侵案作出回應，並加強平等機會的教育和倡議工作。

Responded to a sexual assault case at a private residential care home for persons with disabilities and stepped up educational and advocacy efforts.

11/2016

為平機會二十周年會慶舉辦慶祝聚會。

Organised a reception to commemorate the 20th anniversary milestone.



發布《執法人員與自閉症人士溝通指引》。

Released "Autism: A guide for law enforcement officers communicating with persons with autism spectrum disorders".

12/2016



舉辦少數族裔就業及培訓機會簡介會。

Held briefing session on job and training opportunities for ethnic minority students.

全年摘要 Highlights of the Year

1/2017

政府在《2017年施政報告—施政綱領》中表示，將與立法會展開討論平機會在《歧視條例檢討》中提出的優先改革建議。

Government mentioned in its 2017 Policy Address — Policy Agenda that it would initiate discussion with the Legislative Council on the high-priority recommendations under the Discrimination Law Review as proposed by the EOC.

2/2017



就少數族裔人士的就業問題，向立法會少數族裔權益事宜小組委員會提交意見書。

Made submission to the Legislative Council Subcommittee on Rights of Ethnic Minorities regarding the employment of ethnic minorities.

3/2017

與香港中文大學香港亞太研究所性別研究中心發表聯合聲明，促請政府立法禁止性傾向、性別認同和雙性人身份的歧視。

Issued joint statement with the Gender Research Centre of the Hong Kong Institute of Asia-Pacific Studies at The Chinese University of Hong Kong to urge for legislation against discrimination on the grounds of sexual orientation, gender identity and intersex status.



舉辦公開活動慶祝「國際消除種族歧視日」並推出EMBRACE運動宣傳種族多元共融。

Celebrated International Day for the Elimination of Racial Discrimination with a public event and launched the EMBRACE campaign to promote racial diversity and inclusion.



全年摘要 Highlights of the Year

廿載奮進平權路

平機會與社會一起慶祝重要里程

平機會於1996年5月20日根據香港首條反歧視條例《性別歧視條例》成立，肩負起推行反歧視條例和教育公眾認識平等機會的責任。我們於2016年慶祝二十周年，這不單是平機會的里程碑，亦標誌著香港社會的發展進程。

際此機會，我們邀請各界領袖及社會賢達聚首，回顧過去20年來平等機會的發展，一同展望未來香港人人享有平等機會，能夠盡展所長。

20 Years on the Road towards Equality

The EOC Shared a Landmark Moment with the Community

The EOC was set up on 20 May 1996 under the Sex Discrimination Ordinance, the first-ever anti-discrimination ordinance that came into being in Hong Kong. The year 2016, marking the 20th anniversary of this statutory body charged with the duty of implementing the anti-discrimination legislation and educating the public on equal opportunities, was a milestone for not merely the EOC, but also the Hong Kong society.

At this checkpoint, we took the opportunity to invite leaders and members of the community to join us in reflecting on the development of equal opportunities over the last two decades, and in envisioning a future where all in society have access to equal opportunities to realise their potential to the fullest.

二十周年標誌

The 20th Anniversary Logo



平機會的二十周年標誌是由香港大學計算機科學系名譽教授兼平機會社會參與及宣傳專責小組增選委員謝俊謙教授設計，取材自平機會的標誌，以「平」字隱含「二十」的意思，「二十」這兩個字更出現於標誌右方，令信息更為突出。

平機會於2016/17年度在網站及各種刊物中均採用了二十周年的標誌。

The 20th anniversary logo was designed by Prof TSE Tsun-him, honorary professor in computer science at The University of Hong Kong and Co-opted Member of the EOC's Community Participation and Publicity Committee. Adapted from the EOC logo, it stylised the Chinese word "平" (equality) to incorporate the concept of "二十" (20). The stylised characters "二十" (20) are then repeated in the banner right next to the logo to make the message obvious.

During the year, the 20th anniversary logo was featured on the EOC's website and in its various communication channels and publications.

全年摘要 Highlights of the Year

二十周年慶祝聚會

20th Anniversary Reception



我們非常榮幸得到社會各界領袖蒞臨於2016年11月17日在香港灣景國際酒店舉行的平機會二十周年慶祝聚會，當中嘉賓包括：立法會前任主席曾鈺成先生、立法會現任主席梁君彥議員、行政會議及立法會的前任議員、駐港總領事、四位平機會前任主席、非政府組織首長、少數族裔領袖、其他政界精英和社會賢達，以及傳媒朋友，濟濟一堂。

We were very honoured that many of the city's leaders joined us at the anniversary reception held at The Harbourfront hotel on 17 November 2016 to celebrate the milestone. Those who graced the event included former Legislative Council President The Hon Jasper TSANG Yok-sing, current Legislative Council President The Hon Andrew LEUNG Kwan-yuen, former Members of the Executive Council and the Legislative Council, Consuls-General, four former EOC Chairpersons, heads of NGOs, leaders of ethnic minority communities, other political and social elites, as well as the media.

全年摘要 Highlights of the Year



主禮嘉賓手持七彩卡板展示共融社會包含的元素，並合照留念。

The officiating guests hold colourful signs showing the values for shaping an inclusive society and pose for a photo.

由左至右：

平機會第五任主席鄧爾邦先生
平機會創會主席張妙清教授
香港教育局前任局長吳克儉先生
香港運輸及房屋局前任局長張炳良教授
立法會現任主席梁君彥議員
平機會現任主席陳章明教授
立法會前任主席曾鈺成先生
平機會第二任主席胡紅玉女士
勞工及福利局前任局長及
現任政務司司長張建宗先生
政制及內地事務局前任副局長陳岳鵬先生
平機會第四任主席朱楊珀瑜女士

From left to right:

Fifth EOC Chairperson Mr Raymond TANG
Founding EOC Chairperson Prof Fanny M CHEUNG
Former Secretary for Education Mr Eddie NG Hak-kim
Former Secretary for Transport and Housing Prof Anthony CHEUNG Ping-leung
Current Legislative Council President The Hon Andrew LEUNG Kwan-yuen
Current EOC Chairperson Prof Alfred CHAN Cheung-ming
Former Legislative Council President The Hon Jasper TSANG Yok-sing
Second EOC Chairperson Ms Anna WU Hung-yuk
Former Secretary for Labour and Welfare and current Chief Secretary for Administration The Hon Matthew CHEUNG Kin-chung
Former Under Secretary for Constitutional and Mainland Affairs Mr Ronald CHAN Ngok-pang
Fourth EOC Chairperson Mrs Patricia CHU



四位平機會前任主席一起閒談，回顧昔日平機會的美好時光，以及在他們任內的貢獻。平機會現任主席陳章明教授向各人贈送二十周年紀念特刊。

The four former Chairpersons of the EOC recall their fond memories of the EOC and the organisation's major achievements during their tenures at an informal chit-chat session. Current Chairperson Prof Alfred CHAN Cheung-ming presents to each of them a copy of the 20th anniversary commemorative book.

全年摘要 Highlights of the Year



各嘉賓、平機會委員及平機會持份者聚首一堂，歡度愉快的晚上。
The guests, along with EOC Members and stakeholders from different sectors, gather under one roof for an enjoyable evening.



全年摘要 Highlights of the Year

平等共融多媒體創作比賽

在慶祝二十周年之際，平機會不忘透過多媒體創作比賽鼓勵公眾和我們攜手推動平等機會。比賽分為攝影、短片及海報三大組別，公眾可發揮創意，提交屬於任何一組別的作品參賽，以帶出反歧視法例和創建關愛共融社會的重要性。

各組別的冠軍已於2016年11月17日平機會二十周年慶祝聚會上從平機會委員手上接過獎項。其餘優勝者亦於2016年12月1日在平機會辦公室舉行的頒獎禮上領獎。

Multi-media Competition

As the EOC celebrated its anniversary, the Commission had not forgotten to engage the public to join us in promoting equal opportunities through a multi-media competition. Members of the public were invited to showcase their creative talent and vision by submitting works in any of three categories, namely photography, short video and poster, that corresponded to the anti-discrimination legislation and promoted the importance of creating a more caring and inclusive society.

The champions received their prizes from the hands of EOC Board Members at the anniversary reception on 17 November 2016. A separate prize presentation ceremony was held on 1 December 2016 at the EOC office to present the awards to the other winners.

海報組冠軍：下一站：平等(吳芷嫣)
Next Station: Equality by NG Tsz-yin, champion in the poster category.



攝影組冠軍：傷健齊享櫻花節(楊華興)
Sakura Festival by YEUNG Wah-hing, champion in the photography category.



短片組冠軍：共融•生活(黃學文)
Harmony Life by WONG Hok-man, champion in the short video category.

全年摘要 Highlights of the Year

二十周年紀念特刊

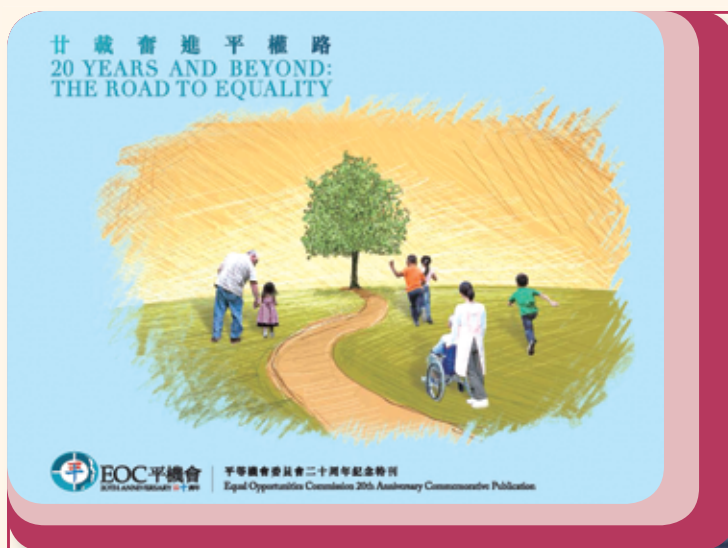
我們打開平機會的時間錦囊，掏出珍貴片段，輯錄成紀念特刊《廿載奮進平等路》，為公眾細說平機會二十年來的發展歷程。特刊收錄了歷任主席、前任和現任委員以及重要持份者的勉勵說話和分享，同時列出平機會的重要里程碑，配以扣人心弦的全頁照片，展示香港社會的多元面貌，不同背景的人匯聚為一，同心同德。

特刊內其中一幀照片是平等共融多媒體創作比賽攝影組亞軍隋彪先生的作品，該照片獲選於2016年12月在紐約舉行的聯合國展能攝影展上展出。

20th Anniversary Commemorative Book

We unearthed and unlocked the EOC's "time capsule", turning memories from the past 20 years into a hardcover commemorative publication titled *20 Years and Beyond: The Road to Equality*. This book carries messages from all the Chairpersons of the EOC since its inception, as well as messages from current and former Board Members and key stakeholders. The publication also lists out the major achievements of the EOC and includes awe-inspiring full-page photographs that show the diverse facades of life in Hong Kong where people from different backgrounds converge and collaborate.

One of the photographs featured in the commemorative book is by Mr TSUI Piu, the first runner-up in the multi-media competition (photography category). The image was selected by the UN Enable Photographic Exhibition for display in New York in December 2016.





策略重點

Our Strategic Focuses

概述

平機會於2016/17年繼續跟進《歧視條例檢討》和立法保障性小眾(同性戀者、雙性戀者、跨性別及雙性人士)免受性傾向、性別認同及雙性人身份的歧視。同時又進行多項工作以推廣社會上邊緣化人士及弱勢社群(包括少數族裔、殘疾人士和婦女)的平等機會。下文重點介紹2016/17年推出的一些活動與項目。

《歧視條例檢討》

2016/17年本港社會發生了多宗餵哺母乳的婦女和殘疾人士受到騷擾的事件，備受社會關注。這些人士受到騷擾卻無法透過法律討回公道，在在顯示有迫切需要進行法律改革，以加強對弱勢社群的法律保障。年內平機會持續以不同途徑呼籲政府改革法例，例如在報章發表專題文章，以及會見不同持份者；又鏗而不捨地與政府跟進《歧視條例檢討》，促請政府考慮平機會建議的改革方案。

平機會於2015/16財政年度結束時，向政府提交了有關《歧視條例檢討》的全面建議，以理順香港現有的反歧視法例，使之與時並進。

為落實有關建議，平機會於2016/17年繼續與政府保持聯繫，向政府提供更多與改革建議相關的法律意見及佐證資料。2017年3月20日，政府於立法會政制事務委員會的會議上表示：「政府現時希望集中處理複雜性和爭議性較低的建議，以期逐步進行所需的法例修訂。」政府已從中識別出9項建議，包括引入明確條文禁止對餵哺母乳的直接和間接歧視。

Overview

In 2016/17, the EOC continued to follow up on the Discrimination Law Review and the legal protection for sexual minorities (lesbian, gay, bisexual, transgender and intersex, or LGBTI persons) from discrimination on the basis of sexual orientation, gender identity and intersex status. Various programmes and initiatives were also undertaken to promote the equal opportunities of the marginalised and vulnerable in society, including ethnic minorities, people with disabilities (PWDs) and women. The following sections highlighted some of the programmes and projects rolled out in 2016/17.

Discrimination Law Review

A number of high-profile incidents during the year where breastfeeding mothers and PWDs were harassed without being able to seek redress through the law demonstrated the urgent need for legislative reforms to strengthen legal protection for these vulnerable groups. As the EOC continued to call for legislative reforms through different channels, such as feature articles in newspapers and meetings with stakeholders, it tirelessly pursued the Discrimination Law Review (DLR) with the Government, urging it to consider the recommended reforms.

At the end of the 2015/16 fiscal year, the EOC submitted to the Government comprehensive recommendations under the DLR, which aimed at modernising and refining the existing anti-discrimination legislation in Hong Kong.

In 2016/17, the EOC continued to liaise with the Government on taking forward those recommendations by providing further legal advice and supporting information in relation to the proposed reforms. At the Legislative Council Panel on Constitutional Affairs meeting on 20 March 2017, the Government indicated that “we intend to focus on those recommendations that are relatively less complex or controversial at this juncture, with a view to taking forward legislative amendments in a step-by-step manner.” Nine such recommendations relating to an array of issues were identified, including the introduction of express provisions prohibiting direct and indirect discrimination on the ground of breastfeeding.

策略重點 Our Strategic Focuses

平機會將繼續與政府合作落實有關改革建議，並促請當局推行《歧視條例檢討》內的其他所有建議，尤其是那些需優先處理的項目。

The EOC will continue to work with the Government on implementing those recommendations, and call for the implementation of the other recommendations under the DLR, particularly those that are deemed to be of high priority.



平機會根據《歧視條例檢討》於2016年3月向政府提交了73項法例改革建議，當中27項屬需優先處理的項目。平機會於2016/17年繼續促請政府研究及落實各項改革建議，而政府亦於2016/17財政年度結束前，首次表明了對有關建議的意見。

The EOC submitted 73 recommendations on legislative reforms to the Government in March 2016 based on the DLR. Among the 73 items, 27 are seen as high-priority areas. In 2016/17, the EOC kept on pursuing the Government on examining and taking forward the recommended reforms. By the end of the 2016/17 fiscal year, the Government expressed its views on the recommendations for the first time.

立法保障性小眾免受歧視

平機會自2016年1月公布與香港中文大學香港亞太研究所性別研究中心(下稱性別研究中心)進行的「立法禁止性傾向、性別認同及雙性人身份歧視的研究」結果後，於2016/17年度繼續與各界人士接觸，強調立法的必要。

2016年11月，平機會支持並參與由歐盟駐香港及澳門辦事處、性別研究中心和德國駐香港總領事館合辦的國際會議，討論性小眾權益與宗教自由的關係。平機會繼而於2017年1月就「防止基於性取向和性別認同的暴力和歧視公眾諮詢」向聯合國提交意見書。

Legislation to Protect LGBTI Individuals from Discrimination

Following the release of the findings of the “Study on Legislation against Discrimination on the Grounds of Sexual Orientation, Gender Identity and Intersex Status” in January 2016, conducted by the EOC and the Gender Research Centre of the Hong Kong Institute of Asia-Pacific Studies at The Chinese University of Hong Kong (GRC), the EOC continued to engage different sectors and parties in 2016/17, highlighting the need for legislation.

In November 2016, the EOC supported and participated in an international conference organised by the European Union Office to Hong Kong and Macao, the GRC and the German Consulate General to Hong Kong on the relationship between LGBTI rights and freedom of religion. This was followed by a submission to the United Nations in response to their Public Consultation on Protection against Violence and Discrimination Based on Sexual Orientation and Gender Identity in January 2017.

策略重點 Our Strategic Focuses

平機會在上述研究結果公布一年後再作出重要舉措，於2017年3月與性別研究中心發表聯合聲明，再次敦促政府盡快就立法禁止歧視性小眾進行公眾諮詢。有關聲明獲75間私人公司及公共機構支持，當中包括國際金融機構和律師事務所。

A major move was made in March 2017, when the EOC issued a joint statement with the GRC with support from 75 private and public companies and organisations, including international financial institutions and law firms. The statement was issued one year after the abovementioned study was published to once again urge the Government to launch public consultation on introducing LGBTI anti-discrimination legislation as soon as possible.



平機會與性別研究中心得到非志願組織及商界支持，於2017年3月發表聯合聲明，促請政府盡快就立法禁止歧視性小眾進行公眾諮詢。

Supported by NGOs and the business community, the EOC and the GRC issue a joint statement in March 2017, calling on the Government to launch a public consultation and introduce legislation against discrimination on the grounds of sexual orientation, gender identity and intersex status as soon as possible.



來自香港及國際的講者於2016年11月出席由歐盟駐香港及澳門辦事處、性別研究中心和德國駐香港領事館合辦，以及由平機會支持的國際會議，一起討論性小眾權益與宗教自由的關係。

Local and international speakers share the podium of the international conference on LGBTI rights and freedom of religion in Hong Kong and the European Union. The conference was co-organised by The European Union Office to Hong Kong and Macao, the GRC and the German Consulate General to Hong Kong, and supported by the EOC in November 2016.

策略重點

Our Strategic Focuses

促進少數族裔的平等權利

平機會於2015年成立少數族裔事務組（事務組），專責就種族共融進行倡議及公眾教育的工作，尤其是呼籲當局改善教育制度，在就業上提供更好的支援，協助易受種族歧視的人士融入社會。在2016/17年度，事務組推出了多項新舉措。

推動「同一起跑線」上的平等機會

非華語學童在主流學校仍然面對重重困難，當局必須作出政策改善措施以扭轉困局。為此，平機會於2016/17年度繼續進行倡議工作，向立法會提交了多份意見書。在文件中，平機會促請教育局審視相關問題，包括為教師提供培訓、編寫教材以及提高「中國語文課程第二語言學習架構」評估方法的透明度。我們建議教育局成立一個專職單位，以全方位的手法檢視和處理非華語學童的教育問題。

另一方面，平機會持續為學校提供講座及培訓，提升他們對種族事宜的敏感度。我們輯錄了一些學校經常遇上的問題，在2016年8月出版《推動種族共融及預防種族歧視：學校及家長須知》。該書向家長和學校解釋《種族歧視條例》賦予他們的權利和責任，尤其為教師和其他學校員工提供有關《種族歧視條例》的基本知識，以及如何在學校推動種族共融政策。該書已上載到平機會和教育局的網站供公眾瀏覽。

Advancing the Equal Rights of Ethnic Minorities

In 2015, the Ethnic Minorities (EM) Unit was created within the EOC to work on advocacy and public education on racial discrimination issues. In particular, the dedicated unit has been calling for improvements to the education system and better employment support to help people susceptible to racial discrimination integrate into the community. In 2016/17, the unit rolled out several new initiatives.

Promoting Equal Opportunities at the “Starting Line”

Policy reforms are necessary to rectify the challenges facing non-Chinese-speaking (NCS) students studying in mainstream schools. To this end, the EOC carried on with its advocacy effort during the year, making multiple submissions to the Legislative Council. In the papers, the EOC urged the Education Bureau to look into the related issues, including training for teachers, development of teaching materials, and greater transparency in the assessment of the “Chinese Language Curriculum Second Language Learning Framework”. Above all, we recommended the creation of a dedicated unit within the Bureau to review and act upon all the education issues of NCS students in a comprehensive and holistic manner.

On a practicable level, the EOC continued to provide schools with talks and training on handling race-sensitive matters. Compiling some of the most common issues facing schools, we published the “Promotion of Racial Integration and Prevention of Racial Discrimination in Schools” booklet in August 2016. Available on the websites of the EOC and the Education Bureau, the guide explains to parents and schools their rights and responsibilities under the Race Discrimination Ordinance (RDO). Particularly, it provides teachers and other school staff with the fundamentals about race discrimination and how to promote racially inclusive policies in schools.



平機會少數族裔事務組在2016年8月為學校和家長出版《推動種族共融及預防種族歧視：學校及家長須知》。

The EOC's EM Unit published the booklet “Promotion of Racial Integration and Prevention of Racial Discrimination in Schools” in August 2016 as a guide for schools and parents.

策略重點 Our Strategic Focuses

把非華裔社群與僱主聯繫起來

為了增加香港非華裔居民的就業和向上流動機會，平機會積極把他們與僱主聯繫起來。在2016/17年度，事務組進行了以下工作：

- 2016年7月與勞工處會晤，向該處反映非華裔市民使用就業支援服務時遇上的困難，包括語言障礙和文化敏感度等問題。其後，事務組提出數項建議，例如加強傳譯服務；又在2016年11月起為勞工處就業中心的前線員工舉辦多場提升文化敏感度的培訓課程；
- 2016年12月於香港專業教育學院，為非華裔中學生及負責生涯規劃教育的教師舉辦就業簡介會。平機會邀請了運輸業及護理等行業的機構，包括國泰航空、九龍巴士有限公司、博愛醫院及曉光護老服務等出席簡介會，介紹適合非華裔求職者的職位；

Bridging the Gap between Non-ethnic Chinese Communities and Employers

To increase occupational opportunities and upward social mobility for some non-ethnic Chinese residents in Hong Kong, the EOC has been endeavouring to facilitate better matching between them and employers. During 2016/17, the EM Unit:

- Met with the Labour Department in July 2016 to reflect some of the challenges facing the non-ethnic Chinese users of the Department's employment support services, including language barrier and cultural sensitivity issues. Subsequently, the EM Unit made several suggestions, such as strengthening the provision of interpretation service. It also began to organise cultural sensitivity training sessions in November 2016 for the frontline staff of the Department's Job Centres;
- Organised a briefing session for non-ethnic Chinese secondary students and their schools' career masters in December 2016 at the Hong Kong Institute of Vocational Education. Companies from the transport and care services industries were invited, including Cathay Pacific Airways, Kowloon Motor Bus Company, Pok Oi Hospital and Hiu Kwong Nursing Service, where positions suitable for non-ethnic Chinese job applicants were available;



來自本地不同大型機構例如國泰航空、九龍巴士有限公司的講者，介紹他們公司為非華裔學生提供的就業機會。

Speakers from major local enterprises including Cathay Pacific Airways and Kowloon Motor Bus Company introduce the career opportunities available at their companies for non-ethnic Chinese students.

策略重點 Our Strategic Focuses

- 向立法會提交意見書，促請有關當局為非華裔求職者或僱員提供更好的支援，包括僱主須提供英文合約和職業安全訓練及指引；及
- 於2017年2月為僱員再培訓局提供有關非華裔求職者職訓需要的培訓課程，讓他們了解非華裔求職者所面對的語言及社交障礙，尤其在閱讀及書寫中文方面。
- Made submissions to the Legislative Council to urge for better support for non-ethnic Chinese job seekers and employees, including the provision of English information on contracts and occupational safety training and instructions; and
- Offered a training session for the Employees Retraining Board in February 2017 on addressing the vocational training needs of non-ethnic Chinese job seekers, in view of the language and communication barriers they face, especially their lower level of proficiency in reading and writing Chinese.



事務組在勞工處就業中心為青年大使提供講座。
Talks are delivered for youth ambassadors stationed at the Labour Department Job Centres.



少數族裔事務組為中學生舉辦就業講座。
Secondary school students attend career talks organised by the EM Unit.

減少日常生活的不便

平機會於2016年9月公布「研究對少數族裔在提供貨品、服務和設施、及處所的處置或管理方面的歧視」結果，發現不少香港非華裔居民在日常生活中受到歧視，在尋找住屋和使用銀行服務方面的情況尤為嚴重。

因應研究結果，事務組與香港銀行公會和香港銀行學會合作，為銀行職員舉辦培訓工作坊，並向香港銀行派發一份建議常規清單。事務組亦與地產代理監管局合作，為地產代理提供文化敏感度的訓練。

Making Everyday Life Less of an Ordeal

In September 2016, the EOC published the findings of the “Study on Discrimination against Ethnic Minorities in the Provision of Goods, Services and Facilities, and Disposal and Management of Premises”. It was found that quite some non-ethnic Chinese residents of Hong Kong had experienced discrimination in their daily life, and it was worst when it came to finding accommodation and using banking services.

Acting on the findings, the EM Unit collaborated with the Hong Kong Association of Banks and the Hong Kong Institute of Bankers to organise training workshops for banking staff, and distributed a list of recommended practices to all banks in Hong Kong. It also worked with the Estate Agents Authority to provide property agents with cultural sensitivity training.

策略重點 Our Strategic Focuses

凝聚公眾 共建包容社群

平等機會日

平機會於2016年5月21日與元朗大會堂、伯特利中學及錦綉花園區議員杜嘉倫合辦「平等機會日」，活動主題為「齊來建設共融香港」，目標是促進種族共融。平機會選擇在元朗舉辦活動，因為該區是最多非華裔居民的新界地區。

當日的節目除了由平機會主席陳章明教授致辭外，三位在香港長大的非華裔年輕人(包括兩位警員和一位會計師)亦分享了他們在職業生涯中遇到的挑戰，和最終取得成功之道。另外，平機會又安排了遊戲攤位和文化表演與公眾同樂，無分種族。

Engaging the Public in Building a Racially Inclusive Society

Equal Opportunities Day

On 21 May 2016, the EOC jointly organised an “Equal Opportunities Day” in Yuen Long with Yuen Long Town Hall, Bethel High School and the Office of District Councillor TO Ka-lun. With the objective of promoting racial harmony, the event was given the theme “Let’s Build an Inclusive Hong Kong Together”. We decided to organise the event in Yuen Long, as it has the highest population of non-ethnic Chinese residents in the New Territories.

In addition to a speech by EOC Chairperson Professor Alfred CHAN Cheung-ming, two young police officers and an accountant who grew up in non-ethnic Chinese communities in Hong Kong shared the challenges they encountered in pursuing their professional careers and how they succeeded in the end. The event also engaged and provided a platform for shared enjoyment for members of the public, be they Chinese or non-Chinese, with game booths and cultural performances.



嘉賓出席平機會於2016年5月在元朗大會堂舉辦的「齊來建設共融香港」活動。

Guests participate in the “Equal Opportunities Day” organised by the EOC in Yuen Long Town Hall in May 2016.

三名非華裔年輕人於2016年5月在元朗舉辦的「平等機會日」分享他們的成功故事。
Three young people from non-ethnic Chinese communities share their success stories on the “Equal Opportunities Day” held in Yuen Long in May 2016.



策略重點 Our Strategic Focuses

國際消除種族歧視日

平機會於2017年3月12日與香港電台合作，在九龍灣國際展貿中心舉辦活動，慶祝國際消除種族歧視日。

為了切合種族共融的主題，我們邀請了香港其中首位非華裔註冊社工Jeffrey ANDREWS先生、喇沙小學校長黎月兒女士暢談他們的勵志故事。又請來中菲韓混血兒歌手衛蘭分享她的經歷，和英國唱作歌手祈家恆講述他喜歡這個城市的原因。此外，香港流行曲歌手林欣彤和菊梓喬亦應邀演出。

非華裔人士和領袖亦參與推動不同種族文化，為觀眾上演了一場精彩絕倫的瑜伽示範和民族舞蹈。當日出席者包括政府官員、立法會議員、非政府組織的代表及市民大眾。

International Day for the Elimination of Racial Discrimination

On 12 March 2017, we partnered with Radio Television Hong Kong (RTHK) to put together an event to celebrate International Day for the Elimination of Racial Discrimination (IDERD) at Kowloonbay International Trade & Exhibition Centre.

Aligning with the theme of racial inclusion, we invited Mr Jeffrey ANDREWS, one of the first registered non-ethnic Chinese social workers in Hong Kong, and Mrs Chandni RAKESH, the principal of La Salle Primary School, to recount their inspirational stories. We also invited singer Janice M VIDAL, who has Chinese, Filipino and Korean roots, to share her experience in Hong Kong, and Kashy KEEGAN, a British singer-songwriter, to talk about what he liked about the city. And to attract public attention, we lined up live performances by popular Cantonese singers, including Mag LAM and Hana KUK.

We were pleased that leaders and members of non-ethnic Chinese communities joined us to promote non-Chinese cultures by staging a breathtaking yoga demonstration and an ethnic dance for the audience, which was made up of Government officials, legislators, representatives from NGOs and members of the public.



國際消除種族歧視日活動包括精彩的文化表演和勵志分享。
The IDERD event features fascinating cultural performances and inspiring sharing.

策略重點 Our Strategic Focuses

EMbRACE 運動

國際消除種族歧視日的公眾活動，正好是EMbRACE運動揭開序幕的好時機。這項運動為期一年，旨在提高公眾對於種族歧視課題的關注。除舉辦工作坊和講座外，平機會積極爭取非政府組織、商業機構、學校和其他相關機構的支持，透過他們宣揚種族共融的信息。平機會為運動推出了Facebook專頁，以發放有關種族平等的本地或國際新聞，並與有興趣的人士互動。

EMbRACE Campaign

The IDERD public event offered a most befitting opportunity for our EM Unit to unveil the EMbRACE campaign, a year-long campaign aimed at raising awareness of racial discrimination issues. On top of organising workshops and talks, the campaign leverages the support and reach of NGOs, businesses, schools and other relevant organisations to spread the word. A Facebook page was launched to disseminate both local and international news related to racial equality and to engage interested parties.



EMbRACE的標誌象徵著不同種族能夠彼此包容，和諧共處。
The logo of the EMbRACE campaign sends the message that different races can embrace one another and live in harmony.

EMbRACE的Facebook專頁截圖。
A screen shot of the EMbRACE Facebook page.



不同界別的持份者，包括立法會議員葉劉淑儀女士，到場支持國際消除種族歧視日和EMbRACE活動。Stakeholders from various sectors, including Legislative Councillor The Hon Mrs Regina IP LAU Suk-ye, support our IDERD event and EMbRACE campaign.

策略重點

Our Strategic Focuses

為殘疾人士爭取平等教育與就業機會和獲取公共服務

回應社會事件

2016/17年度本港發生了多宗事件，包括私營智障人士院舍發生性侵犯案件，以及一名自閉症人士被警方錯誤以謀殺罪拘捕。這些事件皆顯示，有必要加強各方在保障殘疾人士權利的工作。

部分殘疾人士(尤其是智障人士和精神病患者)的自我保護能力較弱，社會有責任保障他們免受不公平對待；亦因此，平機會竭力透過執行《殘疾歧視條例》和其他合適的反歧視法例，以捍衛殘疾人士的基本權利。

鑑於院舍的事件涉及性騷擾，平機會於事件曝光後，迅即在社會福利署和香港社會服務聯會的協助下，舉辦了一系列有關防止性騷擾和有關各方權利和法律責任的講座，對象包括殘疾人士的家長和照料者、服務殘疾人士的社工，以及任職於私營殘疾人士院舍和私營安老院的員工。

平機會主席亦在報章撰文，以提高公眾對智障人士福祉的關注，並建議有需要加強規管私營院舍。

Promoting the Equal Education and Employment Opportunities and Access to Public Services for Persons with Disabilities

Responding to Social Incidents

Various incidents in Hong Kong in 2016/17 signalled for renewed efforts from different parties to safeguard the rights of people with disabilities (PWDs). Among these incidents were the sexual assault cases involving a private residential care home for people with intellectual disabilities, and the wrongful arrest of a person with autism spectrum disorder for homicide.

Because of their conditions, some PWDs, particularly those with intellectual and mental disabilities, are less able to fend for themselves. Society has the responsibility to protect them from unfair treatment. The EOC, meanwhile, attempts to defend their basic rights by implementing the Disability Discrimination Ordinance and other anti-discrimination laws as appropriate.

Since the care home scandals touched upon sexual harassment, the EOC organised a series of talks on sexual harassment prevention and the rights and liabilities of different concerned parties with assistance from the Social Welfare Department and the Hong Kong Council of Social Service immediately after the incidents were exposed. The audience of the talks included the parents and carers of PWDs, social workers working with clients with disabilities, and those working at private residential care homes for PWDs and the elderly.

EOC Chairperson also wrote articles in newspapers to raise concern of the welfare of people with intellectual disabilities and the need to tighten regulation over private care homes.



策略重點 Our Strategic Focuses

香港法律改革委員會(法改會)在2016年11月發出有關涉及兒童和精神缺損人士的性罪行諮詢文件。平機會在細閱文件後已提交了意見書，對法改會建議修改涉及性虐待兒童和精神缺損人士的刑事罪刑法例表示歡迎。

同時，鑑於有自閉症人士被警方拘捕，平機會在廣徵專業人士意見後，於2016年11月出版了《執法人員與自閉症人士溝通指引》。指引提供了有助辨識自閉症人士的實用資料，和與自閉症人士面談時的宜忌，旨在提高執法人員執行職務時，與自閉症人士相處的敏感度，亦讓執法機構因應本身特定運作需要而制定指引和程序時有所依循。

In November 2016, the Law Reform Commission of Hong Kong released a consultation paper on sexual offences involving children and persons with mental impairment. After studying it carefully, the EOC made a submission in response to the paper, and expressed welcome to the proposals to improve the criminal offence laws relating to sexual abuse of children and persons with mental impairment in Hong Kong.

Meanwhile, in response to the arrest of a person with autism spectrum disorder by the police, the EOC sought input from professionals and published the "Autism: A guide for law enforcement officers communicating with persons with autism spectrum disorders" in November 2016. Aimed at raising the sensitivity of law enforcement officers in handling people with autism during the discharge of their duties, the guide provides practical information on how to identify autism and lays down specific dos and don'ts when officers interview persons with autistic conditions. It serves as a blueprint for law enforcement agencies to develop guidelines and protocols that cater for their specific operational needs.



平機會主席陳章明教授在記者會上公布《執法人員與自閉症人士溝通指引》。

EOC Chairperson Prof Alfred CHAN Cheung-ming announces the release of a guide for law enforcement officers regarding people with autism at a press conference.

策略重點 Our Strategic Focuses

識別精神健康綜合社區中心營辦機構面對的困難

除了迅速回應以上事件外，平機會亦繼續促進社會對精神病患者有更深入的了解。經仔細研究後，平機會於2016年7月發布了《本港精神健康綜合社區中心及其他社會福利設施選址所遇困難的研究》結果。

平機會根據研究結果向政府及其他持份者提出建議，包括改進公眾諮詢工作和加強對社區領袖及公眾的精神健康教育。平機會亦建議政府在尋找和提供社會福利用地時採取更主動的措施，以舒緩精神健康中心用地短缺的問題。

事實上，為向政府及其他持份者提出更具體可行的建議，平機會計劃在2017/18年度進行另一項名為《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。

協辦「2016精神健康月」

平機會於2016年再度與勞工及福利局、多個政府部門、公共機構和非政府組織攜手合辦「精神健康月」。作為籌備委員會研究工作小組的成員之一，平機會協助進行全港精神健康指數調查。2016年11月10日，小組於平機會辦事處公布了調查結果，顯示：

- 近三分一港人精神健康欠佳；
- 社會爭議對市民精神健康有非常大／頗大負面影響之比例則上升，其中又以15至45歲的受訪者最受影響；
- 有子女的父母「精神健康指數」平均分稍高於沒有子女的夫婦；及
- 不少家長對子女的健康和教育都感到憂慮。

Identifying Hurdles to Operators of Integrated Community Centres for Mental Wellness

Other than promptly reacting to the incidents above, the EOC continued to promote better understanding of people with mental disabilities. In July 2016, it published the findings of its "Study on Challenges Encountered in the Siting of Integrated Community Centres for Mental Wellness and Other Social Welfare Facilities in Hong Kong", which investigated the reasons behind the difficulties in finding sites for building public mental health centres.

Based on the findings, the EOC made recommendations for action by the Government and other stakeholders, including the refining of the public consultation exercise, and better mental health education for community leaders and the public at large. The Government was also recommended to take a more proactive approach in identifying and supplying land for social welfare use to alleviate the shortage of land for mental wellness centres.

In fact, to offer more solid and practicable recommendations to the Government and other stakeholders, the EOC has planned to conduct another study, "Identifying Effective Approach in the Siting of Integrated Community Centres for Mental Wellness and Other Mental Health Facilities", in 2017/18.

Co-organising Mental Health Month 2016

For another year, the EOC co-organised Mental Health Month with the Labour and Welfare Bureau, government departments, other public organisations, and NGOs. As a member of the Organising Committee's Research Working Group, it assisted in the Mental Health Index survey, the findings of which were announced at the EOC office on 10 November 2016. Highlights of the survey included:

- About one-third of the local population had unsatisfactory mental health levels;
- Social divide had a greater negative impact on mental health compared to previously, especially among those aged 15 to 45;
- People with children averaged a slightly better mental health score than that of childless couples; and
- Nonetheless, some parents reported worries about the health and education of their children.

策略重點 Our Strategic Focuses



平機會聯同衛生界專業人士及持份機構代表於記者會上公布全港精神健康指數調查結果。

Professionals from the healthcare sector and stakeholder groups including the EOC announce the findings of the Mental Health Index survey at a media briefing.

支援有特殊教育需要的學生

在2016/17年度，平機會繼續監察政府和教育機構在推行特殊教育政策的情況。在大專教育方面，平機會在2014年促成了「本地大專院校推廣平等機會聯繫網絡」成立，鼓勵香港各大專院校互相交流，推廣平等機會的良好常規。2016年平機會與不同持份者合作在香港大學舉辦研討會，討論支援有特殊教育需要學生的特別措施，令大學教職員進一步認識有特殊教育需要學生的需要和提高敏感度。研討會並得到九所大專院校派代表出席。

Supporting Students with Special Educational Needs

In 2016/17, the EOC continued to monitor the implementation of policies by the Government and educational establishments related to the access to education by students with special educational needs (SEN). At the tertiary level, the EOC facilitated the setting up of the "Network for the Promotion of Equal Opportunities in Local Tertiary Education Institutes" back in 2014 to encourage best-practice sharing among tertiary institutions in Hong Kong. In 2016, the Commission aligned the joint effort of different stakeholders by organising a seminar at The University of Hong Kong to discuss special measures for supporting SEN students and further enhance the awareness and sensitivity among university staff of the needs of SEN students. Representatives from nine tertiary institutions attended the seminar.



本地大專院校的代表出席於平機會舉行的會議，一起討論支援有特殊教育需要學生的措施。
Representatives of various local tertiary educational institutions gather for a meeting at the EOC to discuss practices for supporting students with special educational needs.

策略重點 Our Strategic Focuses

支援殘疾人士就業

平機會不單提倡聘用殘疾人士，亦以身作則聘用殘疾人士。2017年3月，平機會在勞工及福利局舉辦的2016/17年度《有能者・聘之約章》及共融機構嘉許計劃中獲頒「友善聘用獎」。

推廣無障礙環境

對殘疾人士而言，香港雖然已比二十年前更通達無阻，但有很多方面仍需改善。例如：我們最近一項研究發現，香港只有0.5%的的士可接載輪椅使用者。我們於2017年3月向運輸及房屋局（運房局）和運輸署提交此項研究的報告，並於5月與運輸署署長和運房局首席助理秘書長開會跟進事件，就如何增加的士服務接載輪椅使用者交流意見。

除了改善陸地交通外，平機會亦為殘疾人士爭取改善航空交通服務。民航處經諮詢平機會和殘疾人士團體後，於2015年出版了《給香港航空公司的指引：協助行動不便人士使用航空服務》。平機會於2016/17年度著手擬備《無障礙航空簡易指引》，向殘疾人士說明他們使用航空服務的權利和提供一些航空旅行的提示。平機會現正就指引的草擬本諮詢民航處、香港機場管理局、四間在港註冊的商營航空公司及其他航空公司的意見。

鼓勵殘疾人士全面參與社交活動

平機會於2016年11月就政府的「香港殘疾人士體育發展」顧問研究報告提交了意見書，當中集中探討四項議題，分別是把體育活動主流化、把殘疾議題納入政府的主流政策以支持殘疾人士參與體育活動、殘疾學生在主流學校的體育活動參與，和防止體育界的性騷擾。平機會致力推動傷健平等，我們相信殘疾人士參與體育活動可改變外界對殘疾的成見。

Championing the Employment of PWDs

The EOC not only advocates the employment of PWDs, but also acts as a good example by employing PWDs itself. The Commission received the Friendly Employment Award in the 2016/17 Talent-Wise Employment Charter and Inclusive Organisations Recognition Scheme organised by the Labour and Welfare Bureau in March 2017.

Promoting Accessibility for PWDs

While Hong Kong is more accessible to PWDs compared to two decades ago, improvements remain much needed in many areas. For instance, one of our recent studies found that only 0.5% of the taxis in Hong Kong are accessible for wheelchair users. In March 2017, we submitted the report of this study to the Transport and Housing Bureau and Transport Department, and followed up with a meeting with the Commissioner for Transport and the Principal Assistant Secretary for Transport and Housing in May, to exchange views on ways to enhance wheelchair accessible taxi service.

Apart from ground travel, the EOC strived to improve air travel for PWDs. Earlier in 2015, the Civil Aviation Department (CAD), after consulting the EOC and disability stakeholder groups, published the "Guidance for Airline Operators in Hong Kong: Facilitation of Persons with Reduced Mobility in Air Travel". In 2016/17, the EOC started to prepare drafting the "Easy-to-Read Guide for Accessible Air Travel", offering PWDs insights into their rights and tips on air travel. The EOC is now collecting feedback from the CAD, the Airport Authority Hong Kong, the four Hong Kong-registered commercial airlines and other airline operators on the draft of this guide.

Encouraging the Full Participation of PWDs in Social Life

In response to the Government's Consultancy Report on Sport for People with Disabilities in Hong Kong, the EOC made a submission in November 2016 with a focus on four issues, namely mainstreaming sport activities, mainstreaming the disability dimension in Government policies to support sports participation by PWDs, sports participation by students with disabilities in mainstream schools, and the prevention of sexual harassment in the sports sector. The EOC is dedicated to the promotion of equal opportunities between PWDs and able-bodied people, and we believe that participation in sports allows PWDs to overcome the stigma often associated with disabilities.

策略重點 Our Strategic Focuses

締造安全及零騷擾的環境

平機會收到的投訴個案顯示，同屬《性別歧視條例》規管的懷孕歧視及性騷擾在香港十分普遍。有見及此，平機會在2016/17年度採取以下行動。

對付懷孕歧視

2016年5月，平機會公布了「中小企懷孕歧視狀況及對在職母親負面看法之研究」結果。研究發現服務業（特別是飲食業及酒店業）僱主對員工懷孕的看法較為負面。是次研究結果有助平機會制定相應的教育課程及其他活動，為懷孕婦女及初為人母者建立關愛友善的工作間文化。

消除性騷擾

平機會近年採取針對性策略，向特定界別進行預防性騷擾的教育。過去數年，已在教育界、體育界及商界展開工作。在2016/17年度，我們把工作重點轉到經常接觸弱勢社群（如：長者及殘疾人士）的社福界。平機會在年內的反性騷擾工作包括：

界別 Sector

社福界
Social service

- 平機會與香港社會服務聯會在2016年8月及11月合辦了兩場研討會，讓社福機構的主管及管理層人員認識如何制定反性騷擾政策，合共有來自63間社福機構的186位機構主管和管理層人員參與。平機會向參加者派發自填式問卷，以調查社福界制定反性騷擾政策的情況。研究結果已於2017年7月公布。
Organised two seminars with the Hong Kong Council of Social Service in August and November 2016 for heads and management of NGOs to gain knowledge on developing anti-sexual harassment policies. A total of 186 agency heads and management personnel from 63 NGOs took part. They were distributed self-administered questionnaires for the EOC's study on the development of anti-sexual harassment policies in the sector, the findings of which were announced in July 2017.
- 在研討會上派發平機會制定的《社福機構防止性騷擾政策大綱》，該文件亦上載至平機會網頁。
Developed the "Framework for Sexual Harassment Policy in Social Service Agencies" which was distributed at the seminars and uploaded to the EOC website.

Fostering a Safe and Harassment-free Environment

The complaints received by the EOC have shown that pregnancy discrimination and sexual harassment, which fall under the Sex Discrimination Ordinance, are commonplace in Hong Kong. In view of these issues, the EOC carried out the following actions in 2016/17.

To Combat Pregnancy Discrimination

The EOC conducted the "Study on Pregnancy Discrimination and Negative Perceptions Faced by Pregnant Women and Working Mothers in SMEs" and announced the findings in May 2016. It was found that employers in the service sector, especially restaurants and hotels, tend to perceive pregnancy among their employees more negatively. The study results helped the EOC formulate corresponding education and other programmes to foster a more caring and friendlier workplace culture for pregnant women and new mothers.

To Eliminate Sexual Harassment

In recent years, the EOC has been employing a sector-specific strategy to educate the public on sexual harassment prevention. In previous years, the sectors covered included education, sports and business. In 2016/17, we turned the focus to the social service sector, which deals a lot with disadvantaged groups, such as the elderly and people with disabilities. Some of the anti-sexual harassment initiatives by the EOC during the year included:

平機會的工作 Work by the EOC

策略重點 Our Strategic Focuses

界別 Sector	平機會的工作 Work by the EOC
	<ul style="list-style-type: none"> <p>在香港社會服務聯會和香港復康聯會協助下，於2016年12月舉辦「保障智障人士免受性騷擾研討會」，有86位家長、照料者和社工參加。 With the support of the Hong Kong Council of Social Service and The Hong Kong Joint Council for People with Disabilities, the “Seminar on Protecting Persons with Intellectual Disabilities against Sexual Harassment” was organised in December 2016. Altogether 86 parents, carers and social workers attended the event.</p> <p>與社會福利署於2017年1月合辦「殘疾人士院舍防止性騷擾研討會」，邀請私營殘疾人士院舍的經營者和管理人員參加，讓私營院舍經營者了解如何防止院友被性騷擾和性侵犯，以及僱主就員工的性騷擾行為所負的法律責任。 In collaboration with the Social Welfare Department, the “Seminar on Anti-Sexual Harassment in Residential Care Home” was organised in January 2017, targeting operators and house managers of private residential care homes for persons with disabilities. The seminar aimed to inform the private care home operators about how to prevent sexual harassment and abuse from happening to the residents and also their liability for acts of sexual harassment conducted by their employees.</p>
體育界 Sports	<ul style="list-style-type: none"> <p>平機會應香港教練培訓委員會邀請，於2016年9月為「教練延續培訓計劃」主講兩小時的「防止性騷擾—教練的角色」研討會，共有241位教練參加。 Presented at the two-hour Continuing Coach Education Programme Seminar on “Prevention of Sexual Harassment — the Role of Coaches” in September 2016 upon invitation by the Hong Kong Coaching Committee, which was attended by 241 coaches.</p>
教育界 Education	<ul style="list-style-type: none"> <p>於2016年6月為約40位大專院校的學生領袖舉辦「玩得夠型：對性騷擾說不」工作坊，以防止迎新營發生性騷擾事件。 Organised the “Play Smart: Say NO to Sexual Harassment” workshop for around 40 university student leaders in June 2016 in a bid to prevent sexual harassment incidents at tertiary orientation camps.</p> <p>繼續應中小學和幼稚園的邀請，向教職員和學生提供培訓。 Continued to provide training to staff and students of schools and kindergartens upon request.</p>

策略重點 Our Strategic Focuses

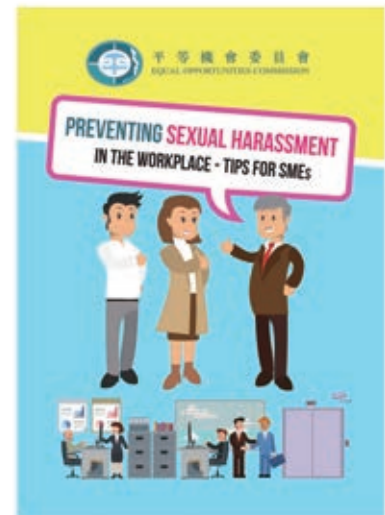
界別
Sector

平機會的工作
Work by the EOC

商界
Business

- 於2016年5月出版《防止職場性騷擾：中小型企業僱主小錦囊》冊子，針對中小企的僱傭情況，為中小企僱主提供有用的參考資料和實用建議，包括制定和推行反性騷擾政策、處理投訴和可採取的合理可行措施等。此小冊子已發送予勞工處的就業中心和招聘中心，以及中小企的商會。

Published the “Tips for SMEs on Prevention of Workplace Sexual Harassment” booklet in May 2016, providing useful reference materials and practical advice geared towards SME employers and their specific employment context, including formulation and implementation of anti-sexual harassment policy, handling of complaints, and reasonably practicable measures that can be taken. Copies were sent to the Job Centres and Recruitment Centres of the Labour Department, and to business associations of SMEs.



少數族裔
Ethnic minorities

- 為外籍家庭傭工和非華裔學生舉辦10場反性騷擾講座、會議和活動。 Organised 10 anti-sexual harassment talks, meetings and events for foreign domestic workers and non-ethnic Chinese students.
- 在非華裔社群報章發表兩篇文章，講解《性別歧視條例》保障公眾免受性騷擾。 Published two articles on protection offered by the SDO against sexual harassment in newspapers for non-ethnic Chinese communities.





工作回顧

Performance Review

為受歧視的人討回公道

平機會的主要職能是調查市民根據反歧視條例提出的投訴，鼓勵爭議各方進行調停，並就法例下涉及歧視的情況和問題作出主動調查。

香港現時有四條反歧視條例，分別為《性別歧視條例》、《殘疾歧視條例》、《家庭崗位歧視條例》和《種族歧視條例》，禁止基於性別、懷孕、婚姻狀況、殘疾、家庭崗位和種族的歧視；同時保障公眾免受中傷和騷擾，包括性騷擾。

反歧視條例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，條例還涵蓋職業介紹所，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、提供貨品或服務、參與會社及體育活動、處所管理和政府的活動等方面。

平機會致力維持有效快捷的服務，以處理公眾的查詢和投訴。為此，平機會已制定詳盡的投訴處理程序和設立一套投訴數據庫與管理系統。平機會並為處理投訴的員工提供透徹的職前和在職培訓，確保他們對反歧視法例和投訴數據庫有深入的認識。

回覆公眾查詢

平機會的查詢分為兩類，即：一般查詢和具體查詢。一般查詢通常有關平機會的活動和反歧視法例的條文；而具體查詢則關乎一些可能會變為投訴的情況和事件。

Providing Redress for Discrimination

Among the major functions of the EOC are to conduct investigation into complaints lodged under the anti-discrimination ordinances and encourage conciliation between the parties in dispute, and to undertake self-initiated investigation into situations and issues giving rise to discrimination concerns under the legislation.

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

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

The EOC is dedicated to maintaining an effective and efficient public enquiry and complaint-handling system. To this end, the EOC has developed comprehensive complaint-handling procedures and a complaints database and management system. Staff members handling complaints are provided with thorough training before and during their course of work to ensure that they have solid understanding of the anti-discrimination legislation and complaints database.

Answering Enquiries from the Public

There are two types of enquiries, namely general enquiries and specific enquiries. 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.

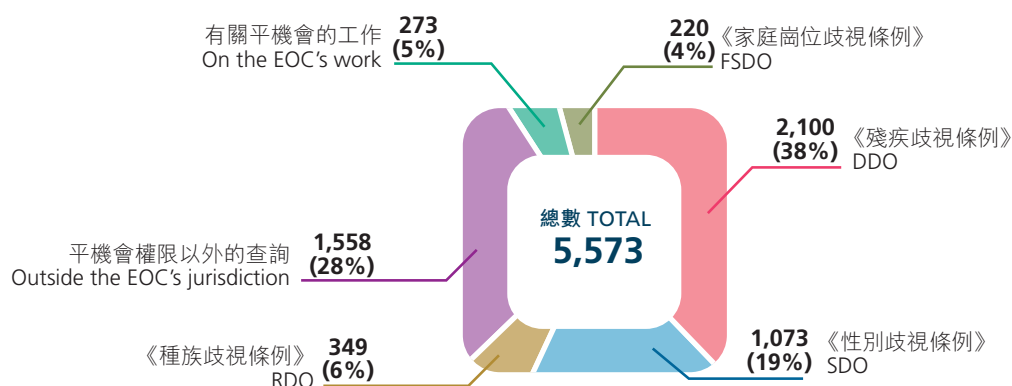
工作回顧 Performance Review

平機會在2016/17年度共處理了15,156宗查詢，當中9,583宗為一般查詢，5,573宗為涉及具體情況的查詢。大部分人透過平機會的電話熱線作出查詢，其次為書信和與平機會職員當面對談。

In 2016/17, the Commission handled a total of 15,156 enquiries: 9,583 general enquiries and 5,573 on specific situations. The largest proportion of enquiries was made through the EOC telephone hotline, followed by writing and face-to-face interviews.

2016/17年度處理的具體查詢數字

Breakdown of Specific Enquiries Handled in 2016/17



投訴處理

平機會獲授權處理根據反歧視條例提出有關歧視、騷擾和中傷的投訴。如有人感到自己在任何受保障的範圍受到歧視，可親身或透過代表向平機會作出書面投訴。平機會調查投訴時會審視與個案相關的資料，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，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，考慮個案涉及的原則和申請人有沒有能力在沒有協助的情況下解決案件。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的合適協助（有關法律協助的資料請參閱第63頁）。

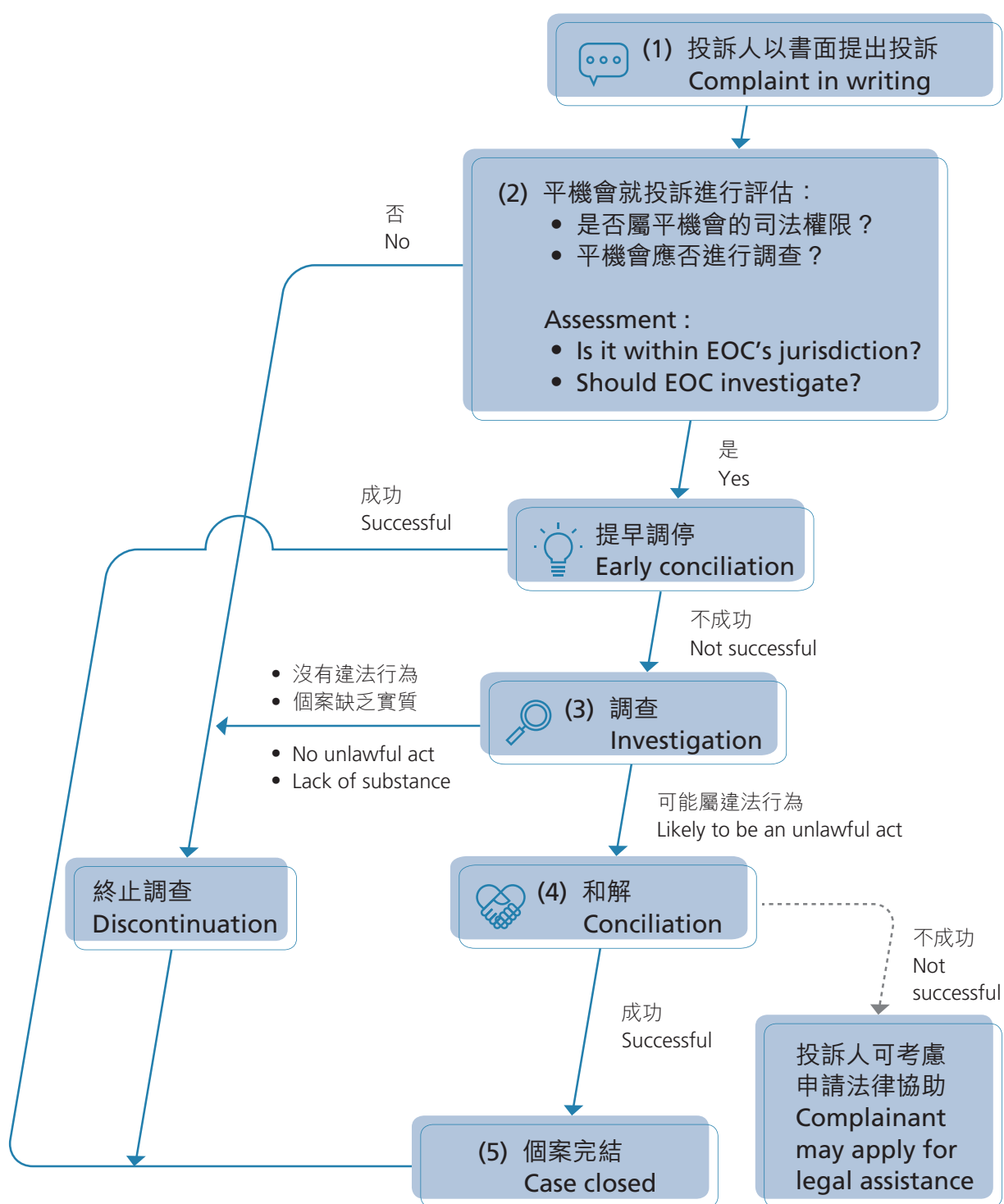
Complaint-handling

The EOC is mandated to deal with 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 a 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. 63 for information on legal assistance).

工作回顧 Performance Review

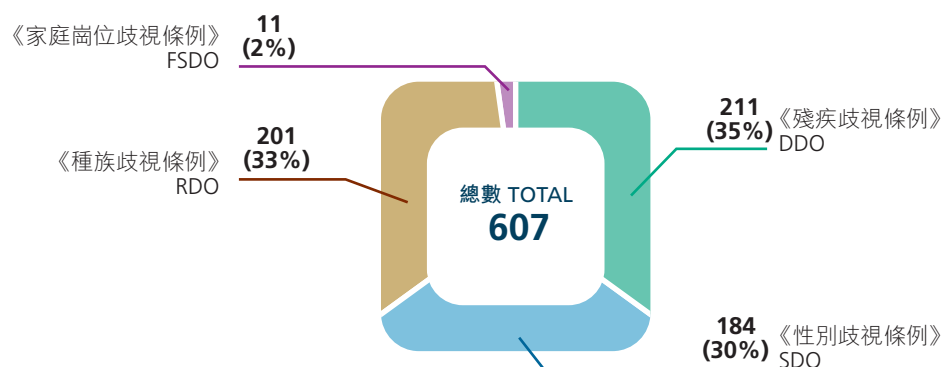
向平機會提出投訴 Taking a Complaint to the EOC



工作回顧 Performance Review

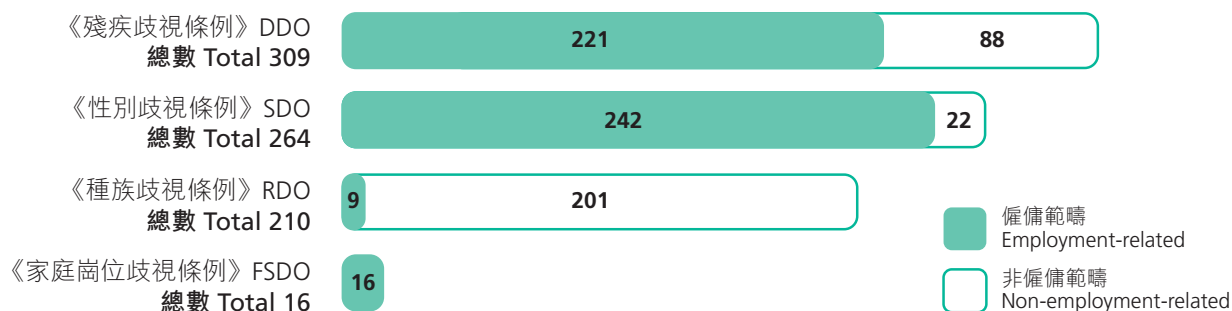
2016/17年度新收到的歧視投訴 數字：607宗

New Discrimination Complaints Received in 2016/17: 607



2016/17年度已處理投訴的總數 (包括2015/16年尚未完成的案件)：799宗

Total Number of Complaints Handled in 2016/17 (including cases carried over from 2015/16): 799



有關《殘疾歧視條例》的投訴

- 根據《殘疾歧視條例》提出的309宗投訴中，有221宗(72%)屬僱傭範疇，88宗(28%)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、對員工的遷就或不合情理的困難。
- 非僱傭範疇的個案大多數涉及提供貨品、設施或服務，或出入處所通道問題。

Complaints Related to the DDO

- Of the 309 complaints lodged under the DDO, 221 (72%) were related to employment and 88 (28%) were non-employment-related.
- For the employment-related cases, the majority were in relation to sick leave and work injuries. The disputes were mainly over the ability to perform the inherent requirements of a job, accommodation given to an employee, or unjustifiable hardship.
- For those cases not related to employment, the majority involved the provision of goods, facilities or services, or access to premises.

工作回顧 Performance Review

有關《性別歧視條例》的投訴

- 懷孕歧視和性騷擾個案仍佔《性別歧視條例》下投訴的首兩位。
- 在264宗《性別歧視條例》個案中，有242宗屬於僱傭範疇，當中43% (103宗) 涉及懷孕歧視，45% (108宗) 涉及性騷擾。
- 平機會亦調查了22宗非僱傭範疇投訴，當中23% (5宗) 有關性別歧視，68% (15宗) 有關性騷擾，另9% (2宗) 有關使人受害的歧視。

有關《種族歧視條例》的投訴

- 平機會收到《種族歧視條例》的投訴有210宗，當中9宗(4%)屬僱傭範疇，201宗(96%)屬非僱傭範疇。
- 89%的非僱傭範疇個案與種族中傷有關。

有關《家庭崗位歧視條例》的投訴

- 有關《家庭崗位歧視條例》的16宗投訴全屬僱傭範疇。
- 大部分個案(81%)都是投訴人因家庭崗位而遭解僱。

平機會作出的主動調查：35宗

平機會亦就其留意到的違法行為主動作出調查，和跟進由第三方或不想參與調查或調停過程的個別受屈人士所報告的歧視事件。在這些情況下，平機會會向有關方面查詢事件、解釋相關法例的條文，並建議他們改善情況。平機會於2016/17年度處理了共35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)。

Complaints Related to the SDO

- Pregnancy discrimination and sexual harassment continued to occupy the top two ranks of cases lodged under the SDO.
- Of the 264 SDO cases, 242 were employment-related allegations. Of these, 43% (103 cases) involved pregnancy discrimination, while 45% (108 cases) involved sexual harassment.
- Investigations were also made into 22 non-employment-related allegations, 23% (5 cases) of which were related to sex discrimination, 68% (15 cases) to sexual harassment, and 9% (2 cases) to victimisation.

Complaints Related to the RDO

- Of the 210 RDO cases, 9 (4%) were employment-related and 201 (96%) non-employment-related.
- For the latter category, 89% of the cases concerned racial vilification.

Complaints Related to the FSDO

- All of the 16 FSDO allegations were employment-related.
- The majority (81%) of the allegations in the employment field concerned dismissal on the ground of family status.

EOC-initiated Investigations: 35

The EOC also initiated investigations into incidents involving unlawful acts. These incidents were noticed by the Commission, or brought to the attention of the EOC by third parties or aggrieved individuals who did not wish to be involved in the investigation or conciliation process. Under these circumstances, the EOC would approach the concerned parties to inquire into the matter, explain the relevant legislative provisions, and advise them on rectifying the situation. During the year under review, the EOC handled 35 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).

工作回顧 Performance Review

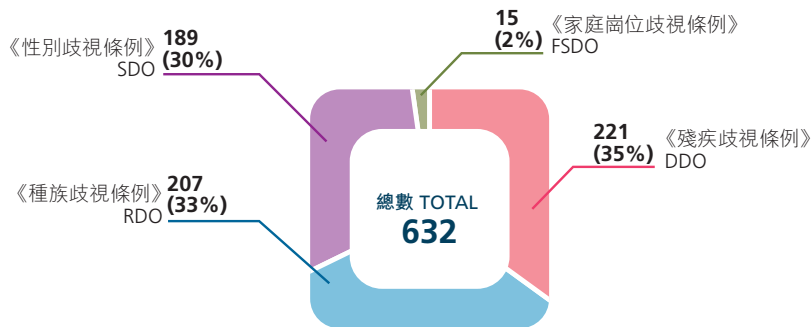
調停

平機會致力在合適的情況下透過調停協助有關各方解決爭議。調停完全是自願性質，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。

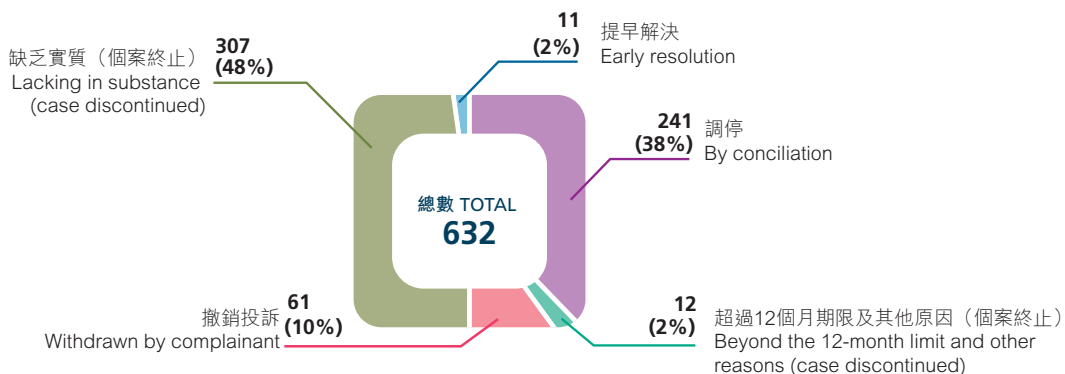
2016/17年度完結的個案有632宗，當中241宗進行了調停，最終172宗成功調停，調停成功率為71%；而2015/16年度的成功率是67%。此外，有11宗個案在調查結束前已提早解決。未能成功調停的原因主要是有關各方未能就道歉和／或金錢賠償的條件達成共識。

全年共有61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／機構的初步回應後對情況有更深入的了解，決定不再跟進。最終共319宗個案因不同原因而終止，包括缺乏實質、無違法行為和投訴已超過12個月的期限。

2016/17年度的已完結個案數字 (根據條例分類)



2016/17年度的已完結個案數字 (根據所採取的行動分類)



Conciliation

Where it is appropriate, the EOC endeavours to help the parties concerned resolve their dispute through 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 procedure and other arrangements.

Of the 632 cases concluded in 2016/17, 241 proceeded to conciliation, with 172 successfully conciliated. The conciliation success rate was 71%, compared to 67% in 2015/16. Another 11 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 61 cases were withdrawn due to complainants having no desire to pursue the case further or acquiring better understanding of the situation after receiving initial response from the respondents. Finally, 319 cases were discontinued due to various reasons, including lacking in substance, no unlawful act found, and complaints lodged beyond the 12-month time bar.

Breakdown of Cases Concluded in 2016/17 by Ordinance

Breakdown of Cases Concluded in 2016/17 by Action Taken

工作回顧 Performance Review

法律協助

投訴人作出投訴後，若未能達成和解，可向平機會申請協助，以便就投訴採取法律行動。平機會管治委員會轄下的法律及投訴專責小組，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，考慮和決定是否為個案提供協助。

提供法律協助與否的原因

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，包括個案是否涉及原則問題、個案的複雜程度和證據是否有力。這些因素在每宗個案的適用程度不一，很多時專責小組會綜合考慮各種原因才作出決定。

給予法律協助的主要原因包括以下各項：

- 個案能就某些重要法律問題確立先例；
- 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)；及
- 鼓勵有關方面在制度上作出改革，消除歧視。

另一方面，不給予法律協助可能包括以下原因：

- 個案證據不足，勝訴機會不大；及
- 以訴訟方式處理不能達致有意義的結果。

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由平機會聘任的私人執業律師在法律訴訟中代表投訴人。

Legal Assistance

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

Reasons for Giving or Not Giving Legal Assistance

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

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

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

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

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

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

工作回顧 Performance Review

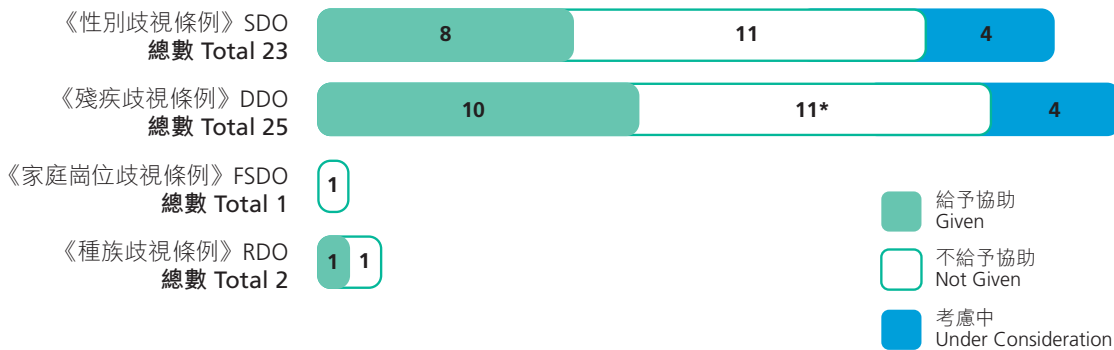
申請協助

在2016/17年度，平機會共處理了52宗法律協助申請，當中19宗獲得協助，24宗不獲協助。截至財政年度完結時，尚有8宗申請仍在考慮中。

Applications for Assistance

In 2016/17, the EOC handled 52 applications for assistance. Of these, 19 were given legal assistance, while 24 were not given. Another eight cases were still under consideration at the end of the fiscal year.

根據條例分類的法律協助申請數字



* 有一宗在2016年不獲給予法律協助的申請，經申請人要求覆檢後，申請於2017年獲給予協助。

* One application was not granted assistance during 2016, but upon the Applicant's request for review, the application was approved in 2017.

法律協助個案

2016/17年度有16宗在該年度或之前已獲法律協助的個案，不是因為已解決而毋需展開法律訴訟，便是因為個案的進一步發展及評估證據後未獲進一步協助。這些個案分別屬於：

Legally Assisted Cases

In 2016/17, 16 cases, to which legal assistance was given before and during the year, were either resolved without the need to commence legal proceedings, or were given no further assistance upon further development and assessment of evidence. Of these:

- 《性別歧視條例》僱傭範疇：4宗；
- 《殘疾歧視條例》僱傭範疇：6宗；另有關通道和服務提供範疇有3宗；
- 《家庭崗位歧視條例》僱傭範疇：1宗；及
- 《種族歧視條例》服務提供範疇：2宗。
- 4 were employment-related SDO cases;
- 6 were employment-related DDO cases, and 3 were related to accessibility and the provision of services under the DDO;
- 1 was an employment-related FSDO case; and
- 2 were related to the provision of services under the RDO.

不需展開訴訟便已完結的受助個案：16

Assisted cases concluded without commencing legal proceedings: 16



工作回顧 Performance Review

另有19宗在2016/17年度或之前獲法律協助的個案仍在處理中，至年度完結時尚未有結果或未展開法律訴訟。

法庭案件

平機會在2016/17年度共處理10宗法庭訴訟—4宗有關《性別歧視條例》和6宗有關《殘疾歧視條例》。

在平機會律師的協助下，3宗個案不是在保密條款下成功和解而毋需進行審訊，便是在進一步發展及評估證據後未獲進一步協助。此外，法庭判另2宗個案的受助人得直。截至2017年3月31日為止，其餘5宗個案仍未完結。

和解條件

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。成功調停或獲法律協助後和解的案件包括以下和解條件：

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

金錢賠償

2016/17年度透過調停方式、法律協助和庭外和解獲得的金錢賠償總額達652萬港元。

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

Court Cases

In 2016/17, the EOC handled 10 court proceedings – four were under the SDO and six under the DDO.

With assistance from EOC's lawyers, three cases were either successfully settled on confidential terms without proceeding to trial, or were given no further assistance upon further development and assessment of evidence. The Court made ruling in favour of the assisted persons in another two cases. For the remaining five cases, they were still ongoing as of 31 March 2017.

Settlement Terms

While the EOC endeavours to assist warranted cases by way of commencing legal proceedings, the EOC appreciates the value of resolving disputes through settlement. For those cases which were successfully conciliated or settled after legal assistance, the settlement terms included:

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

Monetary Compensation

The total monetary compensation secured through conciliation, legal assistance and settlement out of court during the period under review reached HK\$ 6.52 million.

工作回顧 Performance Review

政策、研究及培訓

平機會致力改變社會上的歧視態度，推動系統性的革新。為此，平機會進行研究，以建立強而有力的歧視證據基礎，促進社會人士進行辯論，從而影響公共政策。平機會亦向僱主和服務提供者發出指引，讓他們瞭解其法律責任，並提倡良好常規與政策。

「平等機會意識公眾意見調查2015」結果

平機會自1998年起定期進行「平等機會意識公眾意見調查」，以瞭解公眾對歧視問題的態度和認識，並評估公眾對平機會的工作及工作效益的看法。

2016年7月，平機會發布了「平等機會意識公眾意見調查2015」的結果。是次調查於2015年進行，透過電話訪問及自填問卷調查，分別成功訪問了1,500位15歲或以上的公眾人士及213位平機會服務使用者。總括而言，對比2012年的調查結果，公眾對平機會的認知程度有所提升，並給予平機會的工作正面評價。以下為調查的主要結果：

公眾人士

- 56%的公眾人士在沒有提示下能指出平機會是香港促進平等機會的機構；經提示後，整體認知程度更大幅提升至98%。
- 82%的公眾人士留意到平機會在過去12個月在教育、推廣及宣傳方面的活動。
- 70%的市民同意「平機會提高公眾對平等機會及歧視的認識」。

Policy, Research and Training

The EOC is committed to driving attitudinal changes and systemic reforms in society to eradicate discrimination. To this end, the EOC strives to influence public policies through research studies, building a strong evidence base and facilitating informed debate among community members. The EOC also publishes guidance to employers and service providers about their obligations under the law, and advocates best practices and policies.

Findings of the 2015 Equal Opportunities Awareness Survey

Since 1998, the EOC has conducted the Equal Opportunities Awareness Survey periodically to gauge the general public's attitude and understanding on discrimination issues, and assess the public's perception of the Commission's work and effectiveness.

In July 2016, the EOC released the findings of the 2015 Equal Opportunities Awareness Survey. In total, 1,500 members of the general public (aged 15 or above) and 213 EOC service users were successfully enumerated via telephone interviews and self-administered questionnaire survey respectively in 2015. Overall, there were greater awareness of the EOC since the last survey in 2012 and positive views of the EOC's work. The major findings of the survey are listed below:

General Public

- 56% could name the EOC spontaneously, without prompting, as the organisation in Hong Kong working towards the promotion of equal opportunities. After prompting, this figure rose significantly to 98%.
- 82% were aware of the EOC's educational, promotional and publicity activities in the past 12 months.
- 70% agreed that "the EOC has enhanced public understanding of equal opportunities and discrimination."

工作回顧 Performance Review

平機會服務使用者

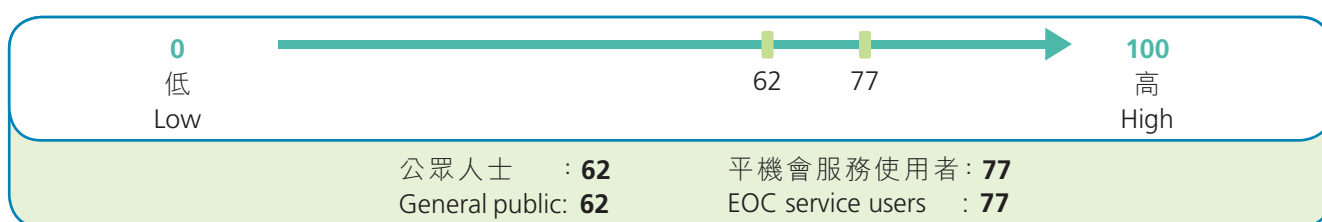
- 92%的服務使用者認同「平機會提高公眾對平等機會及歧視的認識」。
- 86%的服務使用者認為「平機會恰當地執行宣傳及教育的工作」。

EOC Service Users

- 92% agreed that “the EOC has enhanced public understanding of equal opportunities and discrimination”.
- 86% felt that the EOC’s “promotion and education work is appropriately carried out”.

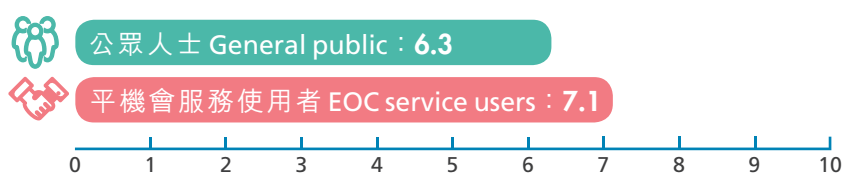
反歧視態度的趨向 (0 → 100)

Tendency of anti-discriminatory attitude (0 → 100)



平機會的表現總評價 (1–10分)

Rating of overall performance of EOC (Point 1–10)



培訓與顧問服務

有見歧視通常在學校、工作場所和提供貨品、服務或設施的過程中發生，平機會致力向這些範疇的有關人士提供培訓和顧問服務，以期他們可作把關者，從源頭防止歧視發生。

平機會自2001年起已提供此類服務，截至2017年3月共提供近5,200個培訓班，參加人次達25萬。僅在2016/17年度，平機會培訓組便已提供445個培訓班，參加人次接近21,000。

Training and Consultancy

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 source by educating the gatekeepers on these fronts through the provision of training and consultancy services.

The EOC has been offering such services since 2001. Nearly 5,200 training sessions had been provided from then up to March 2017, with the number of participants reaching 250,000. In 2016/17 alone, the Training Unit of the EOC provided a total of 445 training sessions for close to 21,000 participants.

工作回顧 Performance Review

定期培訓和專設課程

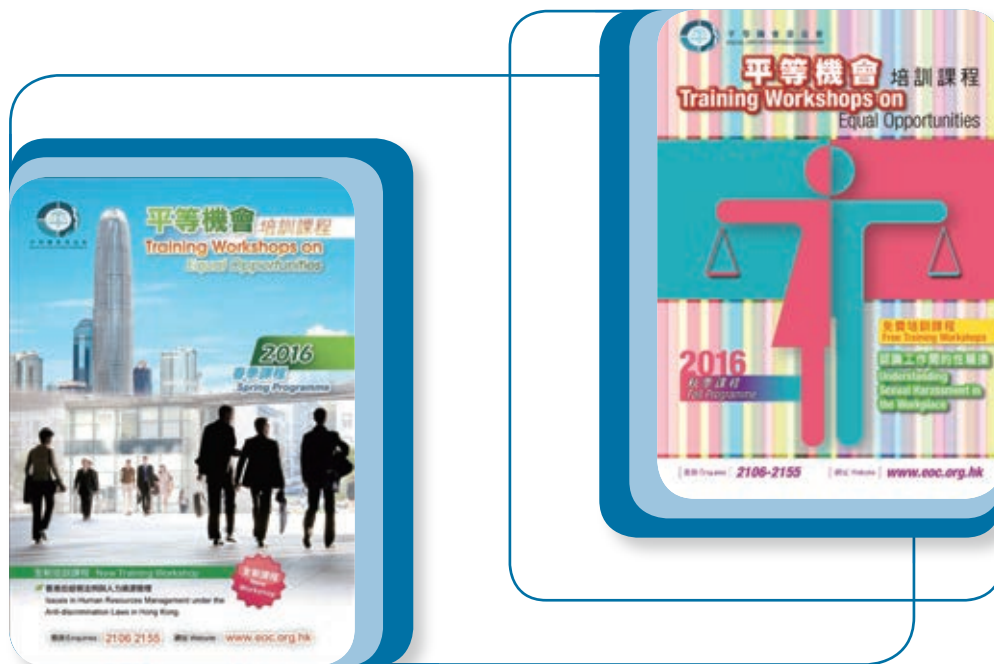
平機會每年提供兩種培訓課程，分別為定期培訓和專為個別機構而設計的培訓。定期培訓於每年春／秋兩季舉辦，供公眾參加；另外又會應機構要求而提供專設培訓課程。

在2016/17年度，平機會舉辦了34班定期培訓課程，參加人次達835人；而專設培訓課程則達403個，參與人次超過2萬名。最受歡迎的題目是四條反歧視條例，其次為性騷擾。

Calendar Training and Customised Training

The EOC offers two types of training programmes every year, namely the calendar training programmes, which are offered to the public twice a year in spring and autumn, and customised training programmes provided for organisations on request.

In 2016/17, the EOC conducted 34 training sessions for 835 participants under the calendar training programmes. As for customised training, 403 sessions were conducted for over 20,000 participants. The most popular topic was the anti-discrimination ordinances, followed by sexual harassment.



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2016/17年度，平機會為4間機構提供了4宗顧問服務，受惠員工超過4,000人。

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 2016/17, the EOC worked on a total of four consultancy cases for four organisations covering more than 4,000 employees.

工作回顧 Performance Review

為各界持份者提供服務

平機會培訓與顧問服務的對象廣泛，包括不同界別的持份者，且涵蓋眾多主題，以下是部分例子。

Serving an Array of Stakeholders

The EOC's training and consultancy services cover a wide range of stakeholders from different sectors and topics. The following are some examples.

持份者 Stakeholder	平機會在2016/17年度提供的服務 Services offered by the EOC in 2016/17
政府部門和公營機構 Government departments and public bodies	<ul style="list-style-type: none"> 舉辦共97個培訓班。 Conducted a total of 97 training sessions. 在公務員事務局轄下的公務員培訓處統籌下，為公務員包括新入職員工、行政主任和政務主任舉辦了20個不同主題的工作坊。 Lined up 20 workshops on different topics for civil service staff, including new recruits, Executive Officers and Administrative Officers, through the co-ordination of the Civil Service Training and Development Institute of the Civil Service Bureau.
人力資源從業員 Human resource practitioners	<ul style="list-style-type: none"> 應香港人力資源管理學會的要求，繼續為人力資源從業員提供平等機會培訓。培訓是「勞工法與員工投入證書課程」的一部分，修畢此課程才能成為學會的專業會員。 Continued to provide EO training to human resource practitioners upon the request of the Hong Kong Institute of Human Resource Management (HKIHRM). The training course is part of an accredited programme leading to a certificate in employment law and employee engagement, which is a requirement for Professional Membership at the HKIHRM. 透過香港中華廠商聯合會舉辦的課程，為中小型企業的經理和人力資源從業員提供培訓。 Offered training for managers and human resource practitioners of small and medium-sized enterprises (SME) through courses organised by The Chinese Manufacturers' Association of Hong Kong.
校長及學校員工 School principals and staff	<ul style="list-style-type: none"> 應教育局的要求，為近2,000名校長、教師及校本管理委員會委員提供平等機會培訓。 Provided EO training for nearly 2,000 principals, teachers and members of school-based management boards at the request of the Education Bureau.
非政府組織和工會 NGOs and trade unions	<ul style="list-style-type: none"> 為多個非政府組織和工會的員工和服務使用者舉辦了共24個工作坊。 Organised a total of 24 workshops for the staff and clients of various NGOs and trade unions.

就特別主題提供培訓
Offering Training on Special Topics

主題 Topics	平機會在2016/17年度提供的服務 Services offered by the EOC in 2016/17
<p>《種族歧視條例》 The Race Discrimination Ordinance</p>	<ul style="list-style-type: none"> 平機會在推出《推動種族共融及預防種族歧視：學校及家長須知》後，共舉辦了4場有關該書的簡介會，有超過300位校長和教師出席。 Conducted a total of four briefing sessions on the EOC's guidance booklet "Promotion of Racial Integration and Prevention of Racial Discrimination in Schools", which were attended by over 300 principals and teachers. 為提高公眾對《種族歧視條例》的認識和文化敏感度，為超過4,700名人士舉辦了超過90個講座、培訓工作坊和簡介會。參加者來自不同背景，包括外籍家庭傭工、其他少數族裔群體、教師、學生，以及政府各決策局／部門和公營機構的前線人員。 Organised over 90 talks, training workshops and briefings on the Race Discrimination Ordinance and cultural sensitivity for over 4,700 participants from different backgrounds, including foreign domestic workers, other ethnic minority communities, teachers, students, and frontline staff of Government bureaux, departments and public bodies.
<p>無障礙通道和設施 Accessibility</p>	<ul style="list-style-type: none"> 舉辦了11個課程，參加人次超過500，主要是負責處理無障礙通道和設施事宜的專責人員，和政府各決策局和部門的前線人員。 Conducted 11 courses for over 500 participants, who were mainly designated officers handling accessibility matters and frontline staff of Government bureaux and departments.
<p>性騷擾 Sexual harassment</p>	<ul style="list-style-type: none"> 與13所本地大專院校繼續合作推廣平機會的「防止校園性騷擾網上課程」，以防學生和職員受性騷擾。自網上課程推出後，截至2017年3月31日已有超過7,500人次登記和完成課程。 Continued to work with 13 local tertiary institutions to promote the EOC's "A Matter of S/HE Online Training Module" on preventing sexual harassment to students and staff. Since the introduction of the module and up until 31 March 2017, over 7,500 students already registered and completed the online training module. 在2016/17學年為大學生和大學教職員舉辦了一系列關於防止性騷擾和促進性別平等的培訓工作坊和簡介會，超過1,200人次參與。 Organised a series of training workshops and briefings on sexual harassment prevention and gender equality for over 1,200 university students and staff during the 2016/17 school year.

工作回顧 Performance Review

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。

在2016/17年度，約240位人力資源從業員和僱主加入了該會，他們分別來自超過170間企業、政府部門、非政府組織、大學和中小型企業。

透過平等機會之友會，會員可增加對四條反歧視條例的認識，並有機會接觸其他會員或專業人士，互相交流防止歧視的經驗。例如，平機會在2016年9月9日為平等機會之友會的會員舉辦了「懷孕婦女及在職母親如何在工作間享有平等機會」研討會。聯合國兒童基金會香港委員會、基督教家庭服務中心和一家名錶公司的代表應邀出席，分享為銀哺母乳的婦女建立友善工作環境的心得和實際事例。

Equal Opportunity (EO) Club

The EOC set up the EO Club in 2006 to reach out to those who are in positions and roles to help prevent discrimination in the workplace, including employers, human resource practitioners, supervisors and trainers.

In 2016/17, some 240 human resource practitioners and employers from over 170 corporations, Government departments, NGOs, universities, and SMEs participated in the EO Club.

Through the Club, the EOC aims to deepen the understanding of the anti-discrimination ordinances among the members, and create a platform for them to exchange with one another and with professionals on the experience of preventing discrimination. For example, the EOC organised a seminar entitled "Promoting Equal Opportunities of Pregnant Women and Working Mothers in the Workplace" for the Club members on 9 September 2016. Representatives from the Hong Kong Committee for UNICEF, Christian Family Service Centre, and a luxury watch company were invited to share tips and real-life good practices on creating a friendlier workplace for breastfeeding women.



平等機會之友會會員出席研討會，分享防止工作間歧視的經驗。

Members of the EO Club take part in a seminar to exchange experience of preventing discrimination in the workplace.



工作回顧 Performance Review

社會參與及宣傳

平機會於2016/17年度繼續透過各種不同方法，宣傳平等機會概念和教育公眾認識歧視問題，並配合平機會在該年度的策略性工作重點，推出多項特定推廣項目。

主題性推廣項目

2014《性別歧視(修訂)條例》之宣傳項目

已修訂的《性別歧視條例》保障不同性別的服務提供者免受顧客性騷擾。為了推廣條例，平機會進行大型宣傳項目，分別在電視、電台及戶外推出廣告。

平機會在各主要電視台及電台播放宣傳短片和聲帶，其後又把宣傳短片和聲帶上載至平機會網頁、YouTube頻道及手機應用程式。

至於戶外廣告，2016/17年第一季我們在港鐵車站推出了大型海報廣告，策略性地各主要路線(包括：港島綫、荃灣綫、觀塘綫、東涌綫、將軍澳綫、馬鞍山綫、東鐵及西鐵綫)張貼海報，以吸引大眾注意。

Community Participation and Publicity

In 2016/17, the EOC continued to promote equal opportunities concepts and educate the public on discrimination issues through a variety of channels. At the same time, specific promotions were rolled out in line with the strategic focuses of the EOC during the year.

Thematic Campaign and Promotion

Awareness Campaign on the Sex Discrimination (Amendment) Ordinance 2014

To promote the amended Sex Discrimination Ordinance (SDO), which protects service providers regardless of gender from sexual harassment by customers, the EOC undertook an extensive awareness campaign which spanned TV, radio and out-of-home advertising.

The TV and radio promotions took the form of APIs (Announcements of Public Interest), which were broadcast on major TV and radio channels and later uploaded onto the EOC's website, YouTube channel and mobile app.

As for out-of-home advertising, we launched a large-scale MTR poster advertising campaign to catch public attention in the first quarter of 2016/17. The posters were strategically placed along major lines of the MTR network, including the Island, Tsuen Wan, Kwun Tong, Tung Chung, Tseung Kwan O and Ma On Shan lines, as well as the East Rail and West Rail lines.



工作回顧 Performance Review

傳統媒體宣傳活動

電視及電台宣傳

除了宣傳已修訂的《性別歧視條例》，平機會亦透過電視及電台宣傳平等機會信息。年內宣傳活動包括：

- **香港電台第二台「平等機會多元共融行動」** — 平機會於2006年首度推出「平等機會多元共融行動」，多年來屢獲好評。該節目於2016/17年再度延續，由2016年4月7日開始，每星期播放三十分鐘的訪問，邀請不同持份者，包括非政府機構、學者以至不同界別的專業人士等，討論無障礙通道與設施、種族共融、平等教育機會、兩性平等、預防性騷擾及懷孕歧視、工作與生活平衡、母乳餵哺、長者友善就業措施及企業社會責任等題材。
- **宣傳環節** — 2016/17年度香港電台第二台亦全年播放關於平等機會及消除歧視的宣傳環節。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。
- **訪問** — 此外，平機會委員及管理層人員為電台和電視進行了近60個訪問，以探討與歧視和平等機會相關的重要問題和社會時事熱話。

Maintaining Presence in Traditional Media

TV and Radio Promotions

Besides the awareness campaign on the amended SDO, the EOC made use of TV and radio to promote general equal opportunities messages. Promotions during the year included:

- **The Equal Opportunities Diversity Project on RTHK Radio 2** — First run in 2006, the 2016/17 programme ran for another fruitful year from 7 April 2016. It took the format of weekly 30-minute interviews with different stakeholder groups, ranging from NGOs to academics and professionals in various fields. Issues discussed included accessibility, racial inclusion, equal education opportunities, gender equality, prevention of sexual harassment and pregnancy discrimination, work-life balance, breastfeeding, elderly-friendly employment practices and corporate social responsibilities.
- **Promotional segments** — Promotional segments were broadcast on RTHK Radio 2 throughout 2016/17 to promulgate the principles of equal opportunities and non-discrimination. These promotional segments were also uploaded on the EOC and RTHK websites for easy access by members of the public.
- **Interviews** — Nearly 60 radio and TV interviews were lined up with Members and management of the EOC to shed light on important issues and current affairs related to discrimination and equal opportunities.



工作回顧 Performance Review



平機會主席陳章明教授在多個電台節目，包括商業電台第一台的「政好星期天」及香港電台的「自己人」，暢談平機會的工作與立場。

EOC Chairperson Professor Alfred CHAN Cheung-ming appears on various radio programmes, including Commercial Radio 1's "A Political Sunday" and RTHK's "We Are Family" to talk about the EOC's work and stance.

平機會主席的新報章專欄及專題文章

平機會主席陳章明教授自2016年10月開始為香港免費報章《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，這些都是他從參與活動或社會見聞中的所思所想和感受。有關專欄可於《am730》網頁及手機應用程式瀏覽，平機會亦於本年度在網頁開設新欄目「主席隨筆」上載有關文章。

另外，陳教授繼續在《南華早報》及《明報》等多份本地中英文報章發表專題文章，當中包括一系列探討殘疾人士就業情況的文章。

A New Newspaper Column and Op-ed Series by EOC Chairperson

In October 2016, EOC Chairperson Professor Alfred CHAN Cheung-ming began writing a regular column in the online version of *am730*, a free newspaper in Hong Kong. Through this channel, Professor Chan shared his thoughts and insight on equal opportunity issues, riding on events and activities that he took part in and the latest happenings in society. The column articles are available on *am730*'s website and mobile app, as well as "The Chairperson's Perspectives" section on the EOC website, a webpage created in 2016/17.

In the meantime, Professor Chan continued to publish op-ed articles on a number of issues in several Chinese and English local dailies, such as the *South China Morning Post* and *Ming Pao Daily*, including a series of articles on the employment situation of people with disabilities.

工作回顧 Performance Review

增加新媒體宣傳

鑑於新媒體大受歡迎，平機會亦借助這些平台推廣信息。

YouTube 頻道 — 平機會紀錄片獲選為聯合國「賦能影展」的參展影片

我們很榮幸，於2016年為平機會 YouTube 頻道製作的紀錄片「我要闖前途」，獲選為聯合國「2016年賦能影展」的參展影片，並是香港唯一入圍的影片。影片貼身追蹤兩名有身體殘疾的年輕人，回想他們成長時面對的種種困難，以及最終如何找到醉心的工作。

平機會 YouTube 頻道在2016/17年度共增添了18齣新製作，包括「平等共融多媒體創作比賽」的得獎作品、平機會二十周年影片，以及「國際消除種族歧視日」公開活動的精華片段。

自平機會於2008年2月推出 YouTube 頻道以來，截至2017年3月底已上傳了261齣短片，總瀏覽次數超過425,000次。

Extending Footprints through New Media

Given the popularity of new media, the EOC has been opening new grounds on this front.

YouTube Channel — EOC Documentary Selected for the United Nations Enable Film Festival

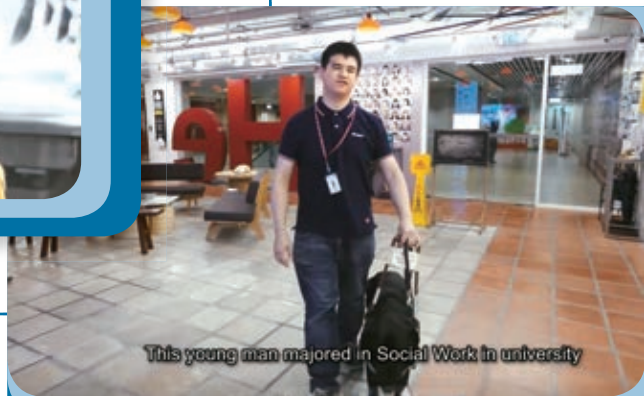
We are proud that a documentary we produced in 2016 for our YouTube Channel, *Recharting My Destiny*, was shortlisted and screened at the 2016 United Nations Enable Film Festival, New York. It was in fact the only video entry selected from Hong Kong. The video got up close and personal with two youths with physical disabilities who recalled the difficulties they faced growing up and how they eventually found a career about which they felt passionate.

In total, 18 new videos were added to the EOC YouTube Channel in the year, including the winning entries of the Equal Opportunities Multi-media Competition, the EOC's 20th anniversary video, and highlights of the International Day for the Elimination of Racial Discrimination (IDERD) public event.

Since the EOC YouTube Channel's launch in February 2008 and up to the end of March 2017, a total of 261 videos had been uploaded, with over 425,000 views.



在紀錄片「我要闖前途」中，Tiffany及Alex分享他們覺得醉心工作的那份喜悅。Tiffany and Alex share their joy in finding work they feel passionate about in the documentary *Recharting My Destiny*.



工作回顧 Performance Review

平機會網站

平機會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。我們的網站歷年來得到多項無障礙網頁計劃的嘉許，多次獲獎。網頁為公眾提供有用的反歧視條例資訊，讓他們瞭解條例賦予的權利與責任，以及其他與歧視相關的問題，同時也介紹平機會的活動。

2016/17年度，平機會網頁錄得的點擊率超過2,430萬次，平均每月點擊率約有200萬次，每月瀏覽者超過115,000人。

EOC Website

Fully bilingual (Chinese and English) and accessible to people with different needs, the EOC's website has been recognised by various web accessibility schemes and awards through the years, providing members of the public with useful information on the anti-discrimination ordinances, their rights and liabilities under the ordinances, and other discrimination-related issues, as well as the EOC's activities.

In 2016/17, the website recorded a total hit rate of over 24.3 million, an average monthly hit rate of about 2 million, and over 115,000 visitors a month.



有見香港智能手機的使用量日高，平機會開發了智能手機應用程式，讓公眾更易取得平機會的資訊。應用程式的主要特色是提供無障礙支援。

The EOC smartphone app was developed to facilitate convenient access to the EOC's information, in view of high smartphone usage in Hong Kong. A significant feature of the app is that it provides barrier-free access support.



平機會無障礙智能手機應用程式

平機會於2016年3月2日至5月31日期間舉辦抽獎活動，以提高平機會智能手機應用程式的下載及使用率。凡於推廣期間從iOS或Android平台下載應用程式，即合資格參加抽獎，贏取豐富獎品包括一部iPad Mini。是次抽獎吸引了1,400名參加者，活動已在2016年6月圓滿結束。

The Accessible EOC Smartphone App

We ran a lucky draw between 2 March 2016 and 31 May 2016 to boost downloads and usage of the EOC smartphone app. Users who downloaded our app on the iOS or Android platforms during the promotional period were eligible to enter the lucky draw, which gave out attractive prizes including an iPad Mini. The draw attracted 1,400 participants and was successfully concluded in June 2016.

工作回顧 Performance Review

雅虎首頁的線上廣告活動

「雅虎香港」是香港最受歡迎的搜尋器之一。為了使公眾更留意平機會的工作及宣傳活動，我們於2016/17年第一季在雅虎首頁推出線上廣告活動，在首頁的顯眼位置一共推出五張橫幅廣告，包括上文提到的智能手機應用程式抽獎活動，和有關已修訂的《性別歧視條例》之宣傳短片。

公眾教育 — 接觸年輕新一代

全港學校巡迴演出

平機會繼續與三個本地劇團（即：大細路劇團、森林聯盟及街坊小子）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2016/17年度，這些劇團為66,000多名學生進行超過380場演出。幾乎全部學校對話劇都給予「好」或「非常好」的評價。

Online Advertising Campaign on Yahoo's Homepage

Yahoo! Hong Kong is one of the most used search engines among Hong Kong web users. To capture greater attention to the EOC's work and promotions, we launched an online advertising campaign on their homepage in the first quarter of 2016/17. Five banner advertisements, including the abovementioned smartphone app lucky draw and the API on the amended SDO, were displayed in a prominent space on the Yahoo! homepage during the campaign period.

Public Education — Getting the Younger Generation Involved

Territory-wide School Roadshow

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 issues at schools. In 2016/17, over 380 performances were staged for more than 66,000 students. Almost all of the schools expressed that the plays were "good" or "very good" in the feedback survey.



學生正欣賞平機會安排的木偶劇和話劇表演。
Students enjoying puppet and drama performances arranged by the EOC.



工作回顧 Performance Review

無定型新人類

平機會的青少年師友計劃「無定型新人類」於2016/17年度繼續與新域劇團合作，為青少年舉辦「論壇劇場」並提供舞台訓練，吸引了五間中小學及一間社福機構參與計劃。參與的學生除了有機會在自己的學校演出外，更於2017年3月在北區大會堂的「論壇劇場」公開表演。平機會並透過無定型新人類Facebook專頁宣傳有關活動。該專頁是為「無定型新人類」的參與者而設，分享短片、新聞及介紹社區活動。

Youth Challenge

Under Youth Challenge, the EOC's youth mentorship programme, the EOC engaged Prospects Theatre to organise the "Forum Theatre" and provide theatre training to young people. In 2016/17, the programme was joined by students from five secondary and primary schools and one NGO. In addition to performing at their own schools, the participating students were given the opportunity to take part in public performances during the Forum Theatre at North District Town Hall in March 2017. The initiative was promoted and supported by a Facebook page for Youth Challenge mentees which features videos, news and community events.

平機會的無定型新人類Facebook專頁。
The EOC maintains a Facebook page for the Youth Challenge programme.



學生參與論壇劇場的演出。
Students performing at the Forum Theatre.

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、夏季舞台製作和平等機會戲劇演出。

Second Year of the Jockey Club Equal Opportunities Drama Project

The EOC is 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 is 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 include school drama competitions, summer drama camps, summer theatre productions and EO drama showcases.

工作回顧 Performance Review

平機會在計劃籌備之初便一直提供意見，並透過我們的各種網絡協助宣傳。我們亦為是項計劃所招募的青年戲劇大使安排培訓，讓他們參與不同活動，包括平機會舉辦的國際消除種族歧視日活動、關注婦女暴力協會舉辦的Anti-480工作坊及婦女基金會的《她非它》紀錄片放映會。

The EOC has been offering advice to the project from its conceptual stage and helped to publicise the activities through the EOC network. It also arranged activities to train the Youth Drama Ambassadors recruited under the project and engaged them in events, including the EOC's own IDERD public event, the Anti-480 workshop by the Association Concerning Sexual Violence against Women, and the "She Objects" documentary screening by The Women's Foundation.

平機會主席陳章明教授主持賽馬會平等共融戲劇計劃青年戲劇大使嘉許禮。

EOC Chairperson Prof Alfred CHAN Cheung-ming officiates at the Youth Drama Ambassadors Commendation Ceremony of the Jockey Club Equal Opportunities Drama Project.



賽馬會平等共融戲劇計劃青年劇展的首齣舞台製作「青春修煉日記」的海報。

The poster of *Those were the Days*, the first Youth Theatre Showcase production under the Jockey Club Equal Opportunities Drama Project.



青年戲劇大使參與平機會舉辦的工作坊。

The Youth Drama Ambassadors take part in a workshop provided by the EOC.

凝聚公眾力量

平等機會標語創作比賽

平機會在2016/17年度的第一和第二季舉辦了平等機會標語創作比賽。比賽主題宣揚性別平等、傷健共融、尊重不同家庭崗位人士和種族平等。平機會為比賽設置專頁供網上報名，又安排在商業電台第一台播出宣傳環節，並在上文提及的「雅虎香港」首頁刊出廣告。我們收到超過4,700名參加者提交逾8,000份作品。

Engaging the General Public

Equal Opportunities Slogan Competition

The EOC launched the Equal Opportunities Slogan Competition in the first and second quarter of 2016/17. The theme of the competition was to promote gender equality, inclusion of people with disabilities, respect for people with different family statuses and racial equality. A dedicated webpage was developed for online submissions. Radio segments to publicise the competition were produced and broadcast on Commercial Radio 1, while the competition was also promoted in the Yahoo! Hong Kong advertising campaign mentioned above. More than 8,000 entries from over 4,700 participants were received.

工作回顧 Performance Review

透過中小企博覽接觸商界

2016年12月平機會再次在「國際中小企博覽」擺設攤位。這項年度盛事由香港貿發局主辦，是平機會接觸中小企的理想平台。一般來說，中小企對於處理歧視課題的資訊較少，平機會遂借助這為期三日的博覽會，向入場人士派發近3,000份刊物(包括《工作間的平等機會》單張)和送出約2,300份紀念品，以宣傳共融工作間的好處。平機會所做的問卷調查顯示，超過94%的受訪者評價平機會的攤位為「好」或「非常好」。

Reaching out to Businesses at the World SME Expo

The EOC set up a booth at the World SME Expo again in 2016. The annual event organised by the Hong Kong Trade Development Council was the perfect platform to reach out to SMEs, which tend to be less equipped in dealing with discrimination issues. During the three-day expo in December, the EOC distributed nearly 3,000 publications, including the "Equal Opportunities at the Workplace" leaflet, and almost 2,300 souvenirs to the visitors to publicise the benefits of an inclusive workplace. A feedback questionnaire was conducted, in which over 94% of the respondents rated the EOC booth as "good" or "very good".



平機會在中小企博覽設置攤位，向中小企宣傳反歧視條例。
The EOC sets up a booth at the World SME Expo to promote the anti-discrimination ordinances to small and medium-sized businesses.

工作回顧 Performance Review

刊物及其他通訊資料

在2016/17年度，我們為持份者及公眾出版了一系列刊物及通訊資料，包括：

- 二十周年紀念特刊(詳情請參閱第37頁)。
- 隨著《平機會半年刊》秋季號出版後，推出嶄新期刊《平等點•線•面》，以富趣味的方式探討平等議題。創刊號已於2017年春季出版，並隨《經濟日報》在商業地區派發。
- 重印了《認識你的權利 — 性騷擾》小冊子的英文、菲律賓文和印尼文版本，並透過入境處派出超過6,000份，主要對象是外籍家庭傭工。
- 每隔兩星期向約8,000名持份者發出《平機會電子通訊》，提供有關平機會的工作、平等機會的新聞，以及我們合作夥伴的活動之最新消息。

Publications and Other Communication Materials

In 2016/17, we produced a series of publications and communication materials for our stakeholders and members of the public. These included:

- The 20th anniversary commemorative book (please refer to p.37 for more details)
- Following the autumn issue of the *EOC Journal*, we put forward its successor, the brand new *Equality Perspectives*, which dissects equality topics in a more interesting manner. The inaugural issue was published in spring 2017 and distributed in business districts through newspaper *Hong Kong Economic Times*.
- The English, Tagalog and Indonesian versions of the leaflet "Know Your Rights — Sexual Harassment" were reprinted, with over 6,000 copies distributed through the Immigration Department, mainly to foreign domestic workers.
- Every other week, we sent out *News from the EOC* to update around 8,000 stakeholders on the EOC's latest work, as well as news and our partners' events related to equal opportunities.



工作回顧 Performance Review

與社區夥伴合作

維護平等，人人有責。平機會一直堅定履行執法和教育公眾的職責。然而，我們亦需仗賴我們的朋友、盟友和社區合作夥伴的支持。

於2016/17年度，我們通過以下計劃與多個機構持續合作：

- 透過「平等機會社會參與資助計劃」，平機會運用社區夥伴的網絡加強公眾教育。於2016/17年度共資助了34個宣揚平等機會和預防歧視的項目，資助總額高達港幣1,086,742元。獲資助的機構都致力捍衛反歧視法例下受保障群體的權益。

Joining Forces with Community Partners

Defending equality is not a one person's job. While the EOC does its share to implement the law and educate the public, we rely on the support and efforts of our friends, allies and partners in the community.

In 2016/17, we continued to achieve synergy with other organisations and entities through the following initiatives:

- Through the Community Participation Funding Programme, the EOC leverages the networks of community partners to maximise the reach of education to the public. In 2016/17, the programme subsidised 34 projects that promoted messages of equal opportunities and discrimination prevention with HK\$1,086,742. The organisations which received funding worked towards the rights of the protected groups under the anti-discrimination legislation.



2016/17年度獲「平等機會社會參與資助計劃」資助的項目接觸面廣泛。Projects subsidised by the EOC's Community Participation Funding Programme 2016/17 engage different sectors of the community.



工作回顧 Performance Review

- 平機會繼續支持與我們有共同理念的機構所舉辦的活動，以此宣揚反歧視信息。例如：平機會在香港大學於2016年10月舉辦的平等機會節擺設攤位，以遊戲、展板和講座方式向學生和大學教職員宣傳預防性騷擾等議題。
- We continued to show support for the initiatives by organisations with which we share a similar vision, and leverage their events and activities to promote anti-discrimination messages. For instance, we set up a booth at the Equal Opportunities Festival of The University of Hong Kong in October 2016, promoting topics like sexual harassment to students and staff through games, information displays and talks.



平機會支持香港大學舉辦的2016平等機會節。
The EOC supports the 2016 Equal Opportunities Festival of The University of Hong Kong.



機構管治

Corporate Governance

平機會作為公帑資助的法定機構，不單恪守嚴格的機構指引和規定，亦持續致力改善管治，確保管理方式具備透明度。

As a statutory body using public funds, the EOC not only complies with stringent corporate guidelines and regulations, but also continuously strives to improve its governance and manage with transparency.

問責與透明度

平機會致力維持良好的機構管治，恪守問責及高透明度的原則。

Accountability and Transparency

The EOC is committed to pursuing high standards of corporate governance by adhering to the principles of accountability and transparency.

平機會主席陳章明教授於2016年6月20日，向立法會政制事務委員會介紹平機會的年度工作計劃。陳教授不但詳細說明了平機會未來的策略性優先工作方向，亦報告了平機會的最新工作進度，包括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。

On 20 June 2016, EOC Chairperson Professor Alfred CHAN Cheung-ming presented the EOC's annual work plan to the Legislative Council Panel on Constitutional Affairs. In his presentation, Professor Chan not only detailed the upcoming strategic priorities of the EOC, but also provided progress updates on the EOC's work, including the Discrimination Law Review and the Study on Legislation against Discrimination on the Grounds of Sexual Orientation, Gender Identity and Intersex Status.

除了向立法會作出簡報，平機會亦向公眾發放資訊，包括平機會管治委員會的會議紀錄，又主動披露管治委員會和專責小組的會議出席紀錄，並將有關資訊上載到平機會網站。此外，平機會一直透過不同的途徑及媒介，包括新聞發布會、平機會網站、社交媒體專頁及《平機會半年刊》和電子通訊等刊物，讓持份者及公眾知悉平機會的最新工作。這一切舉措旨在令市民大眾認識平機會的工作，促進平機會與持份者和公眾的溝通。

Also open to public information include minutes of the EOC Board meetings, as well as the attendance records of EOC Board and Committee meetings, which are voluntarily disclosed and available on the EOC website. Furthermore, the EOC constantly keeps its stakeholders and the public updated on its latest work through different channels and mediums, including media briefings, its website and social media pages, and publications such as the *EOC Journal* and e-news. All these undertakings are intended to promote understanding of the EOC's work and effective communication with stakeholders and the public at large.

財政監控

平機會一直沿用嚴格的內部管控制度和適當的申報機制及程序，致力保持審慎的財政管理。這些制衡措施確保平機會以具效率和符合成本效益的方式運用資源。

Financial Control

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

辦事處搬遷

儘管平機會秉承審慎的理財態度，但其財政狀況仍因辦事處租金而受到影響。在過去多年平機會辦事處的租金不斷上升，而政府給予的租金補助卻維持不變，導致平機會近年須動用儲備來支付租金。考慮到辦公室租約於2017年12月屆滿時，租金有可能進一步上調，將令平機會出現結構性赤字，故委員會決定搬遷，另覓辦公室地點。

年內平機會物色和評估了超過20個可行選址。在比較過租金、地點、乘搭公共交通工具所需時間、對殘疾人士的暢通易達程度和各處的空間使用率後，平機會認為黃竹坑香葉道41號是可負擔及切實可行的選擇。該地點除了鄰近黃竹坑港鐵站，租金亦相對較低。經行政及財務專責小組通過後，平機會遂於2017年3月向管治委員會提交建議。

Office Relocation

Notwithstanding the prudent approach maintained by the EOC, the financial position of the Commission has been affected by its office rental. Despite the rise in rent through the years, the subvention from the Government for covering rental costs has remained static. As a result, the EOC has been using its reserves in recent years for covering the rental. With the office lease due to expire in December 2017 and the likelihood of further increase in rental, which would inevitably lead to structural deficit of the EOC, the Commission decided to move to a new location.

During the year in review, the EOC explored over 20 possible sites for office relocation. After comparing the rental costs, locations, travelling time by public transport, accessibility and friendliness to people with disabilities, and the space efficiency rates of the sites, it was considered that 41 Heung Yip Road, Wong Chuk Hang would be the most financially affordable and viable option, given its proximity to the Wong Chuk Hang MTR station and its relatively low rent. In March 2017, the EOC presented its recommendation to the Board, after seeking the endorsement of the Administration and Finance Committee.



平機會辦事處將於2017年11月搬往黃竹坑香葉道41號。
The EOC office will be relocated to 41 Heung Yip Road, Wong Chuk Hang in November 2017.

機構管治 Corporate Governance

為收集意見以進一步改善新辦事處的暢達程度和無障礙設施，平機會聯同香港復康力量代表、一名平機會前委員及一眾平機會員工進行了一系列的無障礙巡查。平機會已將他們的意見交大廈管理公司以採取跟進行動。

平機會亦聯同南區區議會主席及部分議員，以及南區民政事務專員，到訪平機會新辦事處大樓，進行無障礙巡查。南區區議會主席樂見平機會搬往黃竹坑，並同意平機會建議，跟進改善辦事處附近的行人過路設施，以提升到訪者（尤其是乘搭巴士或小巴人士）的暢達度。

搬遷辦事處的準備工作已經展開。平機會根據採購程序委託了專業設計顧問及項目管理服務公司，進行設立新辦事處的工作。新辦事處將按照《設計手冊：暢通無阻的通道2008》的規定進行設計，針對不同持份者（包括我們的員工及服務使用者）的特定需要，提供無障礙及共融設施。一旦落實辦事處設計，平機會將公開招標，挑選承判商進行新辦事處的裝修工程，以確保能於2017年12月中現時太古城辦事處租約期滿前完成搬遷。

由於新辦事處租金相對較低，平機會相信長遠能夠扭轉赤字，回復穩健的財政狀況。

A series of check-walks were conducted with our staff members, representatives from Hong Kong Rehabilitation Power and an ex-EOC Member, some of whom were wheelchair users, to collect their views for the purpose of further improving the accessibility and barrier-free facilities of the new office. Their feedback had been related to the Building Management of the new office premise for follow-up actions.

The EOC also conducted a check-walk with the Chairman and some Members of the Southern District Council (SDC), as well as the District Officer of Southern District, to the new office building. The Chairman of SDC was pleased to see the EOC move to Wong Chuk Hang and concurred with the EOC's suggestion of following up on improving the road-crossing facilities near the office premise, with a view to enhancing visitors' accessibility, particularly those travelling on buses and mini-buses.

The relocation exercise was kicked off with the procurement of professional design consultancy and project management services for setting up the new office. The design of the new office will comply with the "Design Manual: Barrier Free Access 2008" to provide barrier-free and inclusive facilities catering to the specific needs of our stakeholders, including our staff members and service users. Upon the confirmation of the office design, the EOC would proceed to select a contractor by open tender to carry out the fitting out works of the new office with a view to relocating the EOC office before the leases of the existing office premises in Taikoo Shing expire in mid-December 2017.

With lower rental, it is believed that the EOC will be able to turn around its deficit situation and restored to a healthy financial position in the long run.

機構管治 Corporate Governance

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2016/17年度在所有主要的服務承諾中均達標，部分項目更有出色表現，詳情載於下表。

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 2016/17, the EOC achieved all the major standards in its performance pledge, excelling in some of the targets. The details are shown in the following table.

平機會於2016/17年間的服務承諾

EOC's Performance Pledge in 2016/17

	服務標準 Service Standard	服務表現目標 Performance Target	實際表現 Actual Performance	
		(達標的百分比) (% Meeting Standard)	(百分比) (Percentage)	(數字) (Number)
查詢 Enquiry				
在辦公時間內回覆電話查詢 Answer telephone enquiries during office hours	即時 Immediately	95%	100%	總數： Total: 9,583 達成： Met: 9,583 未達成： Not met: —
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: 269 達成： Met: 269 未達成： Not met: —
回覆複雜的書面查詢 Reply to written enquiries on complex issues	14工作天內 Within 14 working days	95%	100%	總數： Total: 1,465 達成： Met: 1,465 未達成： Not met: —

機構管治 Corporate Governance

	服務標準 Service Standard	服務表現目標 Performance Target	實際表現 Actual Performance	
		(達標的百分比) (% Meeting Standard)	(百分比) (Percentage)	(數字) (Number)
投訴 Complaint				
對書面投訴作出初步回應 Initiate action on a written complaint	3工作天內 Within 3 working days	100%	100%	總數： 634 Total: 達成： 634 Met: 未達成： — Not met:
經預約安排，接見有意提出投訴的人士 Interview a prospective complainant asking for an appointment	5工作天內 Within 5 working days	95%	不適用 N/A	總數： 0 Total: 達成： 0 Met: 未達成： — Not met:
完成處理投訴個案 Conclude a complaint case	6個月內 Within 6 months	75%	78%	總數： 663 Total: 達成： 518 Met: 未達成： 145 Not met:
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%	95%	總數： 43 Total: 達成： 41 Met: 未達成： 2 Not met:

機構管治 Corporate Governance

	服務標準 Service Standard	服務表現目標	實際表現	
		Performance Target (達標的百分比) (% Meeting Standard)	(百分比) (Percentage)	(數字) (Number)
公眾教育及宣傳 Public education and promotion				
安排有關平等機會課程及法例的講座 Meet requests for talks on equal opportunity issues and legislation	6個月內 Within 6 months	95%	100%	總數： 390 Total: 達成： 390 Met: 未達成： — Not met:
處理市民以郵寄或傳真方式索取平等機會刊物 Meet requests by mail or fax for EOC publications	3工作天內 Within 3 working days	95%	100%	總數： 131 Total: 達成： 131 Met: 未達成： — Not met:
回應團體探訪要求 Meet requests for guided group visits	5工作天內 Within 5 working days	95%	100%	總數： 13 Total: 達成： 13 Met: 未達成： — Not met:
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% (註) 100% (Note)	總數： 101 Total: 達成： 101 Met: 未達成： 0 Not met:
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： 8,825 Total: 達成： 8,793 Met: 未達成： 32 Not met:

註： 2016年4月1日至2017年3月31日舉辦的實際活動數目為101項。

Note: The actual number of activities convened from 1 April 2016 to 31 March 2017 is 101.

機構管治 Corporate Governance

與持份者接觸

平機會於年內持續與社區組織、學者及非政府組織保持聯繫，建立夥伴關係。主席自2016年4月上任以來至2017年3月31日，與至少150個社區組織及非政府組織會面超過120次，席間交流意見及聽取他們對平等機會議題的建議，還出席了超過240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. Since the Chairperson came on board in April 2016 and until 31 March 2017, he already had over 120 meetings with at least 150 community groups and NGOs to exchange views and hear their suggestions on equal opportunities issues, and attended more than 240 community events and functions. Dialogue and exchange were also maintained with the consular communities, and Mainland and international organisations and officials.



平機會主席及員工於2016年7月與印度協會代表會面。
EOC Chairperson and staff meet representatives of the Indian Association in July 2016.



汕頭大學師生於2016年7月到訪平機會。
The EOC hosts a visit by staff and students of Shantou University in July 2016.



我們的團隊 Our Team

平機會獲嘉許為「人才企業」，我們致力為員工提供平等機會去學習、發揮及展現自己的潛能。機構制定了全面政策，以確保工作間多元共融，員工在關愛友善、得到尊重及公平對待的環境下工作。

The EOC has been recognised as a manpower developer. We endeavour to provide our staff with equal opportunities to learn, thrive, and realise their potential. In particular, we have developed comprehensive policies to ensure workplace diversity and a caring and friendly work environment where staff members are treated with respect and fairness.

上通下達的溝通文化

截至2017年3月31日，平機會的員工數目為94人。為了促進內部及跨團隊間的溝通，方便交流意見及觀點，我們設立了不同平台及途徑，包括：

- **員工諮詢小組** — 提供溝通和諮詢平台，討論涉及平機會員工福利的事宜，並促進跨團隊合作。
- **平等機會專責小組** — 負責在平機會內制定、檢討及推行平等機會的政策和措施；提出學習活動建議，以提高員工對平等機會的知識及認知。
- **初入職員工智庫** — 由平機會主席召開，旨在促進新入職員工與其他員工之間的交流，啟發新意念。

多重內部溝通平台

平機會定期以簡介會、電郵、內聯網及其他方式讓員工掌握機構的最新動向。內聯網更是一站式資訊平台，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。

這些溝通途徑為員工提供必須的資訊，協助他們有效地履行職務，對機構建立歸屬感，上下一心，有著同一使命。

Fostering Bottom-up Communication

As of 31 March 2017, the number of staff of the EOC reached 94. Various platforms and channels have been set up to facilitate internal, cross-team communications and promote exchange of ideas and opinions. These include:

- **Staff Consultative Group** — serves as a platform for communication and consultation on issues that affect the interests of EOC staff, and for promoting cross-team co-operation.
- **EO Committee** — acts to develop, review and implement equal opportunity policies and practices within the EOC, and initiate learning activities with a view to enhancing the knowledge and awareness of equal opportunity issues among staff members.
- **Junior Think Tank** — convened by the EOC Chairperson to facilitate informal discussion and flow of new ideas among newly joined and other staff members.

Multiple Internal Communication Platforms

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 leaves and conducting performance appraisals.

All these communication channels ensure that staff members are provided with the necessary information to help them perform their jobs effectively. They also serve to maintain a shared vision and a sense of ownership within the organisation.

我們的團隊 Our Team

鼓勵持續進修及發展

員工培訓、發展及進修機會

平機會人力資源策略的主要一環是為不同部門及職級的同事提供持續進修及發展的機遇，包括內部及外間培訓，以面對瞬息萬變的社會需求。

在2016/17年度，平機會舉辦了各類培訓及發展課程和經驗分享會，出席人次達247人次，當中包括以下在平機會內舉行的活動：

- 旨在加強出席者專業溝通能力的公開演說及報告工作坊；
- 由倫敦國王學院一位教授以性傾向歧視為題的演講；
- 一間國際法律事務所以英國反歧視法例為題的分享會；及
- 認識免遣返聲請者及他們在香港面對的各種挑戰的講座。

為提升員工的專業技能，凡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之員工，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：由香港科技大學和公務員事務局公務員培訓處舉辦的領袖發展課程、由香港大學專業進修學院舉辦的殘疾權利及平等機會工作坊、調解技巧培訓及其他如法律課程等專業課程。

Encouraging Continuous Learning and Development

Staff Training, Development and Learning Opportunities

Continuous learning and development form a key part of the EOC's human resources strategy, with both in-house and external training and development opportunities for staff of different ranks and responsibilities in order to serve the evolving needs of the community.

In 2016/17, 247 attendances were recorded in staff training and development programmes and experience-sharing sessions. These included:

- An in-house public speaking and presentation workshop which aimed at enhancing the participants' professional communication skills;
- A talk on sexual orientation discrimination delivered by a professor from King's College, London;
- A sharing session on the UK's discrimination law conducted by an international law firm; and
- A session on understanding protection claimants and their challenges in Hong Kong.

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: the leadership development programme run by The Hong Kong University of Science and Technology and the Civil Service Training and Development Institute of the Civil Service Bureau, the Workshop on Disability Rights and Equality organised by the HKU School of Professional and Continuing Education, mediation skills training and other professional programmes such as legal courses.

我們的團隊 Our Team



2016年11月倫敦國王學院人權法教授Robert WINTEMUTE向平機會員工講解關於不承認同性關係的性傾向歧視問題。

Professor Robert WINTEMUTE, professor of human rights law from King's College, London, gives a talk on issues of sexual orientation discrimination relating to non-recognition of same-sex relationships to EOC staff in November 2016.

2017年3月英國法律事務所Lewis Silkin的代表分享英國反歧視法例如何可為香港的反歧視法提供借鑑。

Representatives from UK law firm Lewis Silkin share what insights the UK discrimination law could offer Hong Kong's anti-discrimination legislation in March 2017.



過去一年，平機會制定了內部寫作格式及常用詞彙的指引，以統一委員會與外間書信往來的書寫風格。兩份文件都已上載到平機會的內聯網供員工參考。

During the year in review, the EOC Style Guide and Guide to Glossaries had been developed to align the EOC's house style and guide staff members in enhancing their correspondences with external parties. Both documents are available on the Intranet for staff's reference.

促進員工身心健康

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，以協助員工實踐工作與生活平衡及取得身心健康。支援計劃設有24小時熱線，提供專業輔導服務及學習資源，亦提供每季的健康管理工作坊，題材環繞健康生活方式和心理健康。2017年3月我們舉辦了「正念減壓活在當下」工作坊，參加的員工在一位專業訓練主任指導下練習正念，學習在壓力下保持冷靜。

Promoting the All-round Wellbeing of Staff

Employee Assistance Programme

The EOC continued to engage an external consultant to operate an employee assistance programme for staff members to help 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. It also includes quarterly health management workshops on healthy lifestyles and mental health topics. In March 2017, a workshop titled Mindfulness was held where the participating staff members practised meditation under the guidance of a professional trainer and learned to stay calm under stress.

我們的團隊 Our Team

職場母乳餵哺友善文化

員工多用途室為切合員工身心需求而設，例如：祈禱、集乳及身體不適時小休等。在香港母乳育嬰協會舉辦的「我最喜愛的集乳室」選舉中，平機會的多用途室在Facebook上獲讚次數榮獲第三名。為進一步肯定平機會對在職哺乳母親的支持，該會於2016年7月31日慶祝世界母乳餵哺周期間，向平機會頒發「最關懷母乳媽媽企業獎」。

A Breastfeeding-friendly Culture

The staff multipurpose room is a staff facility designed for meeting wellness needs, such as praying, lactation, and taking a short rest when feeling unwell. In the “My favourite Breast Milk Collection Room” contest organised by the Hong Kong Breastfeeding Mothers’ Association, the EOC’s room was ranked third in the number of “likes” obtained on Facebook. In recognition of the EOC’s support for lactating mothers at work, the Association granted “The Most Breastfeeding Friendly Corporate Award” to the EOC at its annual event celebrating World Breastfeeding Week on 31 July 2016.



平機會多用途室為員工提供一個私人及設備齊全的環境，以便集乳。

The EOC’s multipurpose room offers staff in need a private and equipped environment to express milk.

員工活動

為激勵員工士氣及加強員工在日常工作外保持聯繫，平機會積極舉辦不同活動，包括2016年11月的員工旅行及2017年1月的年度員工聚餐。

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 2016 and the annual staff gathering in January 2017.

我們的團隊 Our Team



平機會委員及管理層在年度員工聚餐會與員工共晉午餐。
EOC Board Members and the management enjoy lunch with the EOC staff members at the annual staff gathering.



員工在郊遊聚餐中自拍留念。
A selfie is in order at the staff outing.



平機會員工和親友一起郊遊。
EOC staff members and their families and friends go on an outing together.

我們的團隊 Our Team

履行企業社會責任

服務社區

平機會大力支持員工參與義工服務，在2016年，平機會義工和一眾親友服務社區逾1,500小時，並因此獲社會福利署頒發義工服務金證書，而其中三位義工均各自獲頒發銀及銅證書，以表揚於過去一年服務社區逾100及50小時。

平機會的義工活動包括定期探訪嚴重智障學生及帶他們外遊，服務長者及參與各非政府組織的籌款活動，包括賣旗、售賣愛心曲奇及為長者籌款的慈善跑活動。

平機會也是「盲人觀星傷健營」的長期支持者，這項義工活動旨在推廣包容及傷健共融。自2011年起，平機會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。

Undertaking Corporate Social Responsibility

Giving to the Community

The EOC strongly supports employees to participate in volunteering. In the calendar year of 2016, the EOC volunteers, joined by their families and friends, performed over 1,500 hours of service to the community. As a result, the EOC was awarded the Gold Certificate for Volunteer Service by the Social Welfare Department. In addition, three volunteers were individually awarded Silver and Bronze Certificates for having done over 100 and 50 hours of community service respectively during the whole calendar year.

The EOC's volunteering activities included regular visits and outings with students with severe mental disabilities, services for the elderly, and support for various fundraising activities of NGOs, including flag selling, cookies selling, and run for the elderly.

The EOC is also 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 the annual camping event.



平機會員工參與慈善跑活動。
EOC staff members take part in a charity run.

平機會義工與恩光學校的學生外出，共度愉快時光。
EOC volunteers have a fun outing with students of Sunnyside School.



我們的團隊 Our Team

友•導向計劃

平機會亦大力支持由扶貧委員會舉辦的「友•導向計劃」。在2016年7月，平機會參與「職場體驗影子計劃」，安排中學生到訪平機會，實地體驗工作間的環境。

Life Buddies Scheme

The EOC was a supporting organisation of the Life Buddies Scheme organised by the Commission on Poverty. In July 2016, the EOC organised a "Job Tasting Programme" for secondary school students, which gave them first-hand experience of a real-life work setting.



參與「友•導向計劃」的學生透過「職場體驗影子計劃」認識平機會的工作。
Students participating in the Life Buddies Scheme learn about the work of the EOC during the Job Tasting Programme.

環保措施

平機會致力為環保出一分力，如響應政府推出的「室內溫度節約章」，維持辦公室合適室溫；實行多項減費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，如參與中秋月餅盒及月餅回收活動和利是封回收大行動。這些活動不單有助提升保育環境的意識，更鼓勵員工捐贈多餘的食物及其他資源予有需要人士。

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. For instance, the EOC participated in the Project Green Moon & Moon Cake Sharing Programme, and the Lai See Reuse and Recycling Programme. The two programmes helped raise staff members' awareness of environmental conservation by encouraging them to donate excessive food and other resources to those in need.



財務報告

Financial Statements

平等機會委員會
截至二零一七年
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)

意見

本核數師(以下簡稱「我們」)已審計列載於第105至第137頁平等機會委員會(以下簡稱「委員會」)的財務報表，此財務報表包括於二零一七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二零一七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。

Equal Opportunities Commission
Financial Statements
for the year ended 31 March 2017

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

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

Opinion

We have audited the financial statements of Equal Opportunities Commission ("the Commission") set out on pages 105 to 137, which comprise the statement of assets and liabilities as at 31 March 2017, 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 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 2017 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 ("HKSAs") 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.

財務報告 Financial Statements

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佈的《香港財務報告準則》擬備真實而中肯的財務報表，並對其認為為使財務報表的擬備不存在由於欺詐或錯誤而導致的重大錯誤陳述所必需的內部控制負責。

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 intend to liquidate the Commission or to cease operations, or have 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
二零一七年十月六日

KPMG
Certified Public Accountants
8th Floor, Prince's Building
10 Chater Road
Central, Hong Kong
6 October 2017

財務報告
Financial Statements

收支結算表
截至二零一七年
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 2017
(Expressed in Hong Kong dollars)

		附註 Note	2017	2016
收入	Income			
政府補助	Government subventions	3	109,908,931	108,195,624
其他收入	Other income		2,602,063	2,702,534
			112,510,994	110,898,158
支出	Expenditure			
職員薪酬	Staff salaries		68,162,963	61,970,078
職員約滿酬金、其他福利及津貼	Staff gratuity, other benefits and allowances		21,745,342	20,275,656
強積金供款	Mandatory provident fund contributions		1,550,580	1,495,115
未使用年假的準備之增加/(減少)	Increase/(decrease) in provision for unutilised annual leave		258,618	(75,631)
法律費用	Legal fees		1,022,122	1,190,462
宣傳及公眾教育支出	Publicity and public education expenses		3,312,202	7,117,046
研究計劃	Research projects		924,954	844,407
涉及辦公室物業的營運租賃租金	Operating lease rentals in respect of office premises		14,195,635	13,579,177
清理物業、機器及設備的虧損	Loss on disposal of property, plant and equipment		–	1,249
折舊	Depreciation	4	1,334,148	636,415
外訪及會議	Overseas visits and conferences		(8,604)	116,469
職員本地培訓	Staff local training		277,717	185,216
核數師酬金	Auditor's remuneration		92,900	102,400
其他經營費用	Other operating expenses		2,512,002	2,597,132
			115,380,579	110,035,191
財政年度(虧損)/盈餘	(Deficit)/surplus for the year	10	(2,869,585)	862,967

第110至137頁之附註為本財務報表的一部分。

The notes on pages 110 to 137 form part of these financial statements.

全面收益表
截至二零一七年
三月三十一日止財政年度
(所有數額均以港元為單位)

委員會於任一所呈列的年度期間，除「財政年度(虧損)／盈餘」以外便沒有全面收益的組成項目。因此，委員會於兩個年度期間均沒有分開呈列全面收益表，委員會的「全面收入總額」和「財政年度(虧損)／盈餘」相同。

Statement of comprehensive income
for the year ended 31 March 2017

(Expressed in Hong Kong dollars)

The Commission had no components of comprehensive income other than “(deficit)/surplus for the year” in either of the years presented. Accordingly, no separate statement of comprehensive income is presented as the Commission’s “total comprehensive income” was the same as the “(deficit)/surplus for the year” in both years.

第110至137頁之附註為本財務報表的一部分。

The notes on pages 110 to 137 form part of these financial statements.

財務報告

Financial Statements

資產負債表 於二零一七年 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 2017

(Expressed in Hong Kong dollars)

		附註 Note	2017	2016
資產	ASSETS			
非流動資產	Non-current asset			
物業、機器及設備	Property, plant and equipment	4	2,135,836	2,081,631
流動資產	Current assets			
應收政府的未使用年假補助	Unutilised annual leave subventions receivable from the Government		3,431,171	3,172,553
其他應收帳款、按金及預付款項	Other receivables, deposits and prepayments	5	6,164,112	5,867,422
存款期超過3個月的銀行存款	Bank deposits with original maturity over three months		26,095,630	23,510,526
現金及現金等價物	Cash and cash equivalents	6	16,621,850	19,659,818
			52,312,763	52,210,319
總資產	Total assets		54,448,599	54,291,950
負債	LIABILITIES			
非流動負債	Non-current liabilities			
職員約滿酬金的準備	Provision for staff gratuity	8	6,587,341	6,906,439
預收政府補助	Government subventions received in advance	3	378,165	1,218,841
資本補助基金	Capital subvention fund	7	510,477	425,758
			7,475,983	8,551,038
流動負債	Current liabilities			
職員約滿酬金的準備	Provision for staff gratuity	8	9,500,155	3,094,730
未使用年假的準備	Provision for unutilised annual leave		3,431,171	3,172,553
預收政府補助	Government subventions received in advance	3	6,567,919	8,012,180
其他應付帳項及應計費用	Other payables and accruals	9	5,731,032	8,618,710
資本補助基金	Capital subvention fund	7	2,728,601	959,416
			27,958,878	23,857,589
總負債	Total liabilities		35,434,861	32,408,627
基金	FUNDS			
儲備	Reserves	10	19,013,738	21,883,323
總基金	Total funds		19,013,738	21,883,323
總基金及負債	Total funds and liabilities		54,448,599	54,291,950

於2017年10月6日批准並授權公布本財務報表。

陳章明教授
Professor Alfred CHAN Cheung-ming
委員會主席
Chairperson of the Commission

Approved and authorised for issue on 6 October 2017 by

孔美琪博士
Dr Maggie KOONG May-kay
行政及財務專責小組召集人
Convener of the Administration and
Finance Committee

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

第110至137頁之附註為本財務報表的一部分。

The notes on pages 110 to 137 form part of these financial statements.

財務報告
Financial Statements

資金變動表
截至二零一七年
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 2017
(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2015年4月1日之結餘	Balance at 1 April 2015	–	21,020,356	21,020,356
2015/2016年度資金變動：		Changes in funds for 2015/2016:		
財政年度盈餘及全面收入 總額	Surplus and total comprehensive income for the year	862,967	–	862,967
轉撥	Transfer	(862,967)	862,967	–
於2016年3月31日及 2016年4月1日之結餘	Balance at 31 March 2016 and 1 April 2016	–	21,883,323	21,883,323
2016/2017年度資金變動：		Changes in funds for 2016/2017:		
財政年度虧損及全面收入 總額	Deficit and total comprehensive income for the year	(2,869,585)	–	(2,869,585)
轉撥	Transfer	2,869,585	(2,869,585)	–
於2017年3月31日之結餘	Balance at 31 March 2017	–	19,013,738	19,013,738

第110至137頁之附註為本財務報表的一部分。

The notes on pages 110 to 137 form part of these financial statements.

財務報告

Financial Statements

現金流量表

截至二零一七年

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 2017

(Expressed in Hong Kong dollars)

	附註 Note	2017	2016
營運活動			
財政年度(虧損)/盈餘		(2,869,585)	862,967
調整：			
折舊		1,334,148	636,415
清理物業、機器及設備的虧損		—	1,249
利息收入		(377,063)	(365,894)
營運資金變動前經營(虧損)/盈餘		(1,912,500)	1,134,737
應收政府的未使用年假補助之(增加)/減少		(258,618)	75,631
其他應收帳款、按金及預付款項之增加		(292,254)	(1,894,016)
其他應付帳項及應計費用之(減少)/增加		(3,317,525)	673,152
職員約滿酬金的準備之增加/(減少)		6,086,327	(900,027)
未使用年假的準備之增加/(減少)		258,618	(75,631)
預收政府補助之減少		(2,284,937)	(734,046)
資本補助基金之增加/(減少)		1,853,904	(1,841,787)
營運活動所產生/(耗用)的現金淨額		133,015	(3,561,987)
投資活動			
已收利息		372,627	323,325
存放存款期超過3個月的銀行存款		(12,597,404)	(10,191,749)
支用存款期超過3個月的銀行存款		10,012,300	4,000,000
購置物業、機器及設備		(958,506)	(1,284,126)
投資活動耗用之現金淨額		(3,170,983)	(7,152,550)
現金及現金等價物之減少		(3,037,968)	(10,714,537)
年初之現金及現金等價物		19,659,818	30,374,355
年末之現金及現金等價物	6	16,621,850	19,659,818

第110至137頁之附註為本財務報表的一部分。

The notes on pages 110 to 137 form part of these financial statements.

財務報表附註

(所有數額均以港元為單位)

Notes to the financial statements

(Expressed in Hong Kong dollars)

1 背景

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

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

Background

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

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

2 主要會計政策

(a) 遵例聲明

本財務報表乃根據香港會計師公會頒佈所有適用的《香港財務報告準則》(此統稱包括適用的個別《香港財務報告準則》、《香港會計準則》及詮釋)，以及香港公認會計原則而編製。委員會採納的主要會計政策如下披露。

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佈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。該等發展對委員會當前或過往期間已編製或列報的營運及財務狀況並無實質影響，而委員會亦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。

(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賬，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賬。

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. None of these developments have had a material effect on how the Commission's results and financial position for the current or prior periods have been prepared or presented. The Commission has not applied any new standard or interpretation that is not yet effective for the current accounting period.

(b) Basis of preparation of the financial statements

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

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

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

財務報表附註

(所有數額均以港元為單位)

Notes to the financial statements

(Expressed in Hong Kong dollars)

2 主要會計政策(續)

(c) 物業、機器及設備

物業、機器及設備是以成本減去累計折舊及減值虧損後列帳。

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

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

資產的可使用年限及其剩餘價值(如有)會每年檢討。

Significant accounting policies (continued)

(c) Property, plant and equipment

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

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

– Leasehold improvements	The shorter of the lease term and 6 years
– Office furniture and equipment	5 and 3 years respectively
– Motor vehicles	7 years
– Computer software	3 to 5 years
– Computer hardware	4 to 5 years
– Simultaneous interpretation and public address equipment	6 years

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

2 主要會計政策(續)

(c) 物業、機器及設備(續)

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

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

Significant accounting policies (continued)

(c) Property, plant and equipment (continued)

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

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

財務報表附註

(所有數額均以港元為單位)

Notes to the financial statements

(Expressed in Hong Kong dollars)

2 主要會計政策(續)

(d) 營運租賃

凡擁有權所涉及的風險及利益大部分由租賃人承擔的租賃，均作為營運租賃入賬。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。

(e) 其他應收帳款

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

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

Significant accounting policies (continued)

(d) Operating leases

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

(e) Other receivables

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

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

2 主要會計政策(續)

(e) 其他應收帳款(續)

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。

(f) 其他應付帳項及應計費用

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

(g) 現金及現金等價物

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

Significant accounting policies (continued)

(e) Other receivables (continued)

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

(f) Other payables and accruals

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

(g) Cash and cash equivalents

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

財務報表附註

(所有數額均以港元為單位)

Notes to the financial statements

(Expressed in Hong Kong dollars)

2 主要會計政策(續)

(h) 僱員福利

(i) 僱員假期及約滿酬金享有權

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

僱員應享有的病假、分娩假及侍產假於放假時才確認。

(ii) 退休金責任

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

Significant accounting policies (continued)

(h) Employee benefits

(i) Employee leave and gratuity entitlements

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

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

(ii) Pension obligations

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

2 主要會計政策(續)

(i) 準備及或有負債

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

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

Significant accounting policies (continued)

(i) Provisions and contingent liabilities

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

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

財務報表附註

(所有數額均以港元為單位)

Notes to the financial statements

(Expressed in Hong Kong dollars)

2 主要會計政策(續)

(j) 收入的確認

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

(i) 政府補助

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

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

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

Significant accounting policies (continued)

(j) Income recognition

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

(i) Government subventions

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

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

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

2 主要會計政策(續)

(j) 收入的確認(續)

(ii) 利息收入

利息收入按照實際利率法累計確認。

(iii) 雜項收入

雜項收入是以應計制確認。

(k) 關聯人士

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

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

Significant accounting policies (continued)

(j) Income recognition (continued)

(ii) Interest income

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

(iii) Sundry income

Sundry income is recognised on an accrual basis.

(k) Related parties

(a) A person, or a close member of that person's family, is related to the Commission if that person:

- (i) has control or joint control over the Commission;
- (ii) has significant influence over the Commission; or
- (iii) is a member of the key management personnel of the Commission.

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2 主要會計政策(續)

(k) 關聯人士(續)

- (b) 在以下任何情況下一實體會視為與委員會有關聯：
- (i) 該實體及委員會皆是同一集團成員(即每一間母公司、附屬公司及同系附屬公司與其他有關聯)。
 - (ii) 一實體是另一實體的聯營公司或合營公司(或該聯營公司或合營公司與該另一實體均屬同一集團)。
 - (iii) 兩個實體是同一第三者的合營公司。
 - (iv) 一實體是一第三者的合營公司而另一實體則是該第三者的聯營公司。

Significant accounting policies (continued)

(k) Related parties (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.

2 主要會計政策(續)

(k) 關聯人士(續)

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

個人的近親家庭成員指可影響，或受該個人影響，他們與該實體交易的家庭成員。

Significant accounting policies (continued)

(k) Related parties (continued)

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

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

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3 政府補助及預收政府補助

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

財政年度獲批的政府補助與在收支結算表內確認的政府補助對帳表：

Government subventions and Government subventions received in advance

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

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

		2017	2016
財政年度獲批的政府補助	Government subventions granted for the year	109,219,280	105,695,422
調整：	Adjustments for:		
未使用年假的準備之增加／(減少)	Increase/(decrease) in provision for unutilised annual leave	258,618	(75,631)
預收政府補助之減少	Decrease in Government subventions received in advance	2,284,937	734,046
資本補助基金之(增加)／減少(附註7)	(Increase)/decrease in capital subvention fund (note 7)	(1,853,904)	1,841,787
在收支結算表內確認的政府補助	Government subventions recognised in the statement of income and expenditure	109,908,931	108,195,624

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4 物業、機器及設備

Property, plant and equipment

		租賃 物業裝修 improvements	辦公室 傢俬 及設備 Office furniture and equipment	汽車 Motor vehicles	電腦軟件 Computer software	電腦硬件 Computer hardware	即時傳譯及 擴音系統 Simultaneous interpretation and public address equipment	總數 Total
成本：	Cost:							
於2015年4月1日	At 1 April 2015	9,045,760	4,194,617	819,601	2,217,580	2,837,848	481,043	19,596,449
增置	Additions	255,080	211,899	493,027	43,000	281,120	-	1,284,126
有關修復成本的 調整	Adjustment in relation to reinstatement costs	426,197	-	-	-	-	-	426,197
減少	Disposals	-	(115,229)	(558,720)	-	(340,656)	-	(1,014,605)
於2016年3月31日	At 31 March 2016	9,727,037	4,291,287	753,908	2,260,580	2,778,312	481,043	20,292,167
於2016年4月1日	At 1 April 2016	9,727,037	4,291,287	753,908	2,260,580	2,778,312	481,043	20,292,167
增置	Additions	376,160	72,301	289,100	208,800	12,145	-	958,506
有關修復成本的 調整	Adjustment in relation to reinstatement costs	429,847	-	-	-	-	-	429,847
減少	Disposals	-	(9,305)	(260,880)	-	(364,828)	-	(635,013)
於2017年3月31日	At 31 March 2017	10,533,044	4,354,283	782,128	2,469,380	2,425,629	481,043	21,045,507
累積折舊：	Accumulated depreciation:							
於2015年4月1日	At 1 April 2015	8,774,501	4,119,021	819,601	1,984,639	2,409,335	480,380	18,587,477
年度折舊	Charge for the year	288,095	83,721	58,694	52,826	152,416	663	636,415
減少時撥回	Written back on disposals	-	(113,980)	(558,720)	-	(340,656)	-	(1,013,356)
於2016年3月31日	At 31 March 2016	9,062,596	4,088,762	319,575	2,037,465	2,221,095	481,043	18,210,536
於2016年4月1日	At 1 April 2016	9,062,596	4,088,762	319,575	2,037,465	2,221,095	481,043	18,210,536
年度折舊	Charge for the year	909,023	93,834	84,198	90,667	156,426	-	1,334,148
減少時撥回	Written back on disposals	-	(9,305)	(260,880)	-	(364,828)	-	(635,013)
於2017年3月31日	At 31 March 2017	9,971,619	4,173,291	142,893	2,128,132	2,012,693	481,043	18,909,671
帳面淨值：	Net book value:							
於2017年3月31日	At 31 March 2017	561,425	180,992	639,235	341,248	412,936	-	2,135,836
於2016年3月31日	At 31 March 2016	664,441	202,525	434,333	223,115	557,217	-	2,081,631

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5 其他應收帳款、按金及預付款項

Other receivables, deposits and prepayments

		2017	2016
按金及預付款項	Deposits and prepayments	5,866,823	5,611,759
其他應收帳款	Other receivables	297,289	255,663
		6,164,112	5,867,422

除按金691,722元(2016年: 3,323,370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 (2016: \$3,323,370) which are expected to be recovered after more than one year.

(a) 帳齡分析

未被視為個別或整體減值的其他應收帳款的帳齡分析如下:

(a) Ageing analysis

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

		2017	2016
未逾期或減值	Neither past due nor impaired	297,289	255,663

未逾期或減值的應收帳項涉及第三方, 該等第三方最近均沒有拖欠記錄。

Receivables that were neither past due nor impaired relate to third parties for whom there was no recent history of default.

5 其他應收帳款、按金及預付款項(續)

(b) 其他應收帳項減值

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

Other receivables, deposits and prepayments (continued)

(b) Impairment of other receivables

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

6 現金及現金等價物

Cash and cash equivalents

		2017	2016
銀行結存及現金	Bank balances and cash	5,574,195	5,571,349
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	11,047,655	14,088,469
現金及現金等價物	Cash and cash equivalents	16,621,850	19,659,818

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7 資本補助基金

Capital subvention fund

		宣傳《種族 歧視條例》 和《性別歧視 條例》 Promotion of RDO* and SDO*	購置物業、 機器及設備 Purchase of property, plant and equipment	總數 Total
於2015年4月1日	At 1 April 2015	3,000,000	226,961	3,226,961
已收政府補助	Subventions received from the Government	–	394,422	394,422
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	–	(93,117)	(93,117)
– 宣傳《種族歧視條例》 和《性別歧視條例》 的費用	– Promotion expense of RDO and SDO	(2,143,092)	–	(2,143,092)
於2016年3月31日	At 31 March 2016	856,908	528,266	1,385,174
代表：	Representing:			
流動部份	Current portion			959,416
非流動部份	Non-current portion			425,758
				1,385,174

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 《家庭崗位 歧視條例》 Promotion of RDO*, SDO* and DDO*	購置物業、 機器及設備 Purchase of property, plant and equipment	總數 Total
於2016年4月1日	At 1 April 2016	856,908	528,266	1,385,174
已收政府補助	Subventions received from the Government	2,000,000	231,280	2,231,280
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	–	(113,521)	(113,521)
– 宣傳《種族歧視條例》 和《性別歧視條例》 的費用	– Promotion expense of RDO and SDO	(263,855)	–	(263,855)
於2017年3月31日	At 31 March 2017	2,593,053	646,025	3,239,078
代表：	Representing:			
流動部份	Current portion			2,728,601
非流動部份	Non-current portion			510,477
				3,239,078

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.

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

		2017	2016
於2016/2015年4月1日	At 1 April 2016/2015	10,001,169	10,901,196
撥出準備	Provisions made	11,951,988	10,867,453
取消	Forfeitures	(637,175)	(356,505)
財政年度已支付/應付之金額	Amounts paid/payable during the year	(5,228,486)	(11,410,975)
於2017/2016年3月31日	At 31 March 2017/2016	16,087,496	10,001,169
減：流動部份	Less: Current portion	(9,500,155)	(3,094,730)
非流動部份	Non-current portion	6,587,341	6,906,439

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

		2017	2016
其他應付帳項	Other payables	2,346,480	5,693,507
應計費用	Accrued expenses	3,322,889	2,899,690
預收款項	Receipts in advance	61,663	25,513
		5,731,032	8,618,710

10 儲備

Reserves

		2017	2016
於2016/2015年4月1日	At 1 April 2016/2015	21,883,323	21,020,356
由收支結算表(轉出)/轉入	Transfer (to)/from statement of income and expenditure	(2,869,585)	862,967
於2017/2016年3月31日	At 31 March 2017/2016	19,013,738	21,883,323

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.

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11 主要管理層報酬

Key management compensation

		2017	2016
職員福利	Employee benefits	15,103,270	14,063,976
聘用期結束後福利	Post-employment benefits	2,576,638	2,417,295
		17,679,908	16,481,271

12 所得稅支出

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。

Taxation

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

13 承擔

(a) 資本性承擔

物業、機器及設備未在財務報表內提撥準備於2017年3月31日的資本性承擔如下：

Commitments

(a) Capital commitments

Capital commitments outstanding at 31 March 2017 in respect of property, plant and equipment not provided for in the financial statements were as follows:

		2017	2016
已簽約	Contracted for	-	365,316
已核准但未簽約	Authorised but not contracted for	200,000	646,000
		200,000	1,011,316

13 承擔 (續)

(b) 營運租賃承擔

於2017年3月31日計算，按照辦公室樓宇不可撤銷之營運租賃合約應繳付的最低租賃付款總額如下：

		2017	2016
於1年內繳付	Within 1 year	8,045,679	11,380,200
在1年後至5年內繳付	After 1 year but within 5 years	–	8,045,679
		8,045,679	19,425,879

Commitments (continued)

(b) Operating lease commitments

At 31 March 2017, 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。

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。

Financial risk management and fair values of financial instruments

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

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

財務報表附註

(所有數額均以港元為單位)

Notes to the financial statements

(Expressed in Hong Kong dollars)

14 財務風險管理及金融工具的公允價值(續)

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

(a) 信貸風險

委員會的信貸風險主要來自銀行存款、現金及現金等價物。委員會在信貸評級良好的金融機構存放現金，以盡量減低信貸風險。鑒於他們的信貸評級良好，委員會預期沒有任何這些金融機構不能履行責任。

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

(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。

(a) Credit risk

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

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

(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)

(b) 資金周轉風險(續)

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

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

(b) Liquidity risk (continued)

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

		2017 未貼現合約現金流 Contractual undiscounted cash outflow					
		一年以下 或即時到期 Within 1 year or on demand	一年以上 但兩年以下 More than 1 year but less than 2 years	兩年以上 但五年以下 More than 2 years but less than 5 years	總計 Total	帳面金額 Carrying amount	
職員約滿酬金的準備	Provision for staff gratuity	9,500,155	5,012,324	1,575,017	16,087,496	16,087,496	
未使用年假的準備	Provision for unutilised annual leave	3,431,171	–	–	3,431,171	3,431,171	
預收政府補助	Government subventions received in advance	6,567,919	347,275	30,890	6,946,084	6,946,084	
資本補助基金	Capital subvention fund	2,593,053	–	–	2,593,053	3,239,078	
其他應付帳項及應計費用	Other payables and accruals	5,731,032	–	–	5,731,032	5,731,032	
		27,823,330	5,359,599	1,605,907	34,788,836	35,434,861	

財務報告 Financial Statements

財務報表附註

(所有數額均以港元為單位)

Notes to the financial statements

(Expressed in Hong Kong dollars)

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)

		2016 未貼現合約現金流 Contractual undiscounted cash outflow					
		一年以下 或即時到期 Within 1 year or on demand	一年以上 但兩年以下 More than 1 year but less than 2 years	兩年以上 但五年以下 More than 2 years but less than 5 years	總計 Total	帳面金額 Carrying amount	
職員約滿酬金的準備	Provision for staff gratuity	3,094,730	5,070,673	1,835,766	10,001,169	10,001,169	
未使用年假的準備	Provision for unutilised annual leave	3,172,553	–	–	3,172,553	3,172,553	
預收政府補助	Government subventions received in advance	8,012,180	1,175,636	43,205	9,231,021	9,231,021	
資本補助基金	Capital subvention fund	856,908	–	–	856,908	1,385,174	
其他應付帳項及應計費用	Other payables and accruals	8,618,710	–	–	8,618,710	8,618,710	
		23,755,081	6,246,309	1,878,971	31,880,361	32,408,627	

14 財務風險管理及金融工具的公允價值(續)

(c) 利率風險

委員會所涉及的利率風險只有按市場利率計息的短期銀行存款。

敏感度分析

估計假若利率整體上升/下調100(2016年: 100)個基點, 而其他變數均維持不變, 不預期對委員會的盈餘及儲備於2017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。2016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2017年及2016年3月31日的公允價值並無重大差異。

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

(c) Interest rate risk

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

Sensitivity analysis

At 31 March 2017, it was estimated that a general increase/decrease of 100 (2016: 100) basis points in interest rates, with all other variables held constant, the impact on the Commission's surplus and reserves is not expected to be material.

The sensitivity analysis above has been determined assuming that the change in interest rates had occurred at the financial year end date and had been applied to the financial instruments which expose the Commission to interest rate risk at that date. The 100 basis points increase or decrease represents management's assessment of a reasonably possible change in interest rates over the period until the next annual financial year end date. The analysis is performed on the same basis for 2016.

(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 2017 and 2016.

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)

15 截至2017年3月31日止年度會計期間已頒佈但尚未生效的修訂、新準則及詮釋可能帶來的影響

截至本財務報表公布日期止，香港會計師公會已頒佈數項修訂及新準則，惟於截至2017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 2017

Up to the date of issue of these financial statements, the HKICPA has issued a number of amendments and new standards which are not yet effective for the year ended 31 March 2017 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**

《香港會計準則》第7號之修訂本：現金流量表－披露計劃 Amendments to HKAS 7, <i>Statement of cash flows: Disclosure Initiative</i>	2017年1月1日 1 January 2017
《香港財務報告準則》第16號－租賃 HKFRS 16, <i>Lease</i>	2019年1月1日 1 January 2019

委員會現正評估該等新準則對首次應用期間所造成的影響。到目前為止，委員會發現新訂準則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。由於委員會尚未完成評估，其後可能發現其他影響，委員會在決定是否於生效日期前採納任何該等新規定及採取何種過渡方式(倘新訂準則允許不同方式)時將考慮該等影響。

The Commission is in the process of making an assessment of what the impact of the new standard is expected to be in the period of initial application. So far the Commission has identified some aspects of the new standards which may have a significant impact on the financial statements. Further details of the expected impacts are discussed below. As the Commission has not completed its assessment, further impacts may be identified in due course and will be taken into consideration when determining whether to adopt any of these new requirements before their effective date and which transitional approach to take, where there are alternative approaches allowed under the new standards.

15 截至2017年3月31日止年度會計期間已頒佈但尚未生效的修訂、新準則及詮釋可能帶來的影響(續)

《香港財務報告準則》 第16號—租賃

如附註1(d)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表中確認費用的時間。因此，一旦採納《香港財務報告準則》第16號，部分租賃承擔可能須確認為租賃負債，並確認相應的使用權資產。經考慮權宜實行方法的適用性、就現時至採納《香港財務報告準則》第16號期間已訂立或終止的任何租賃及折現影響作出調整後，委員會將須進行更詳細的分析，以釐定於採納《香港財務報告準則》第16號時營運租賃承擔所產生的新資產及負債的金額。

Possible impact of amendments, new standards and interpretations issued but not yet effective for the year ended 31 March 2017 (continued)

HKFRS 16, Leases

As disclosed in note 1(d), 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. Some of lease commitment may therefore need to be recognised as lease liabilities, with corresponding right-of-use assets, once HKFRS 16 is adopted. The Commission will need to perform a more detailed analysis to determine the amounts of new assets and liabilities arising from operating lease commitments on adoption of HKFRS 16, after taking into account the applicability of the practical expedient and adjusting for any leases entered into or terminated between now and the adoption of HKFRS 16 and the effects of discounting.



附錄 Appendix 1

平機會專責小組會議的 出席記錄(由2016年4月 1日至2017年3月31日)

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

Attendance Record of EOC Committee Meetings for the period 1 April 2016 to 31 March 2017

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

整體出席率達 100%

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

Overall attendance rate was 100%

	03/06/2016	26/08/2016	17/11/2016	03/03/2017
趙麗娟女士(召集人) Ms CHIU Lai-kuen, Susanna, MH, JP (Convenor)	✓	✓	✓	✓
羅君美女士(副召集人) Ms Elizabeth LAW, MH, JP (Deputy Convenor)	✓	✓	✓	✓
孔美琪博士 Dr KOONG May-kay, Maggie, BBS, JP	✓	✓	✓	✓
黎雅明先生 Mr Amirali Bakirali NASIR, MH, JP	✓	✓	✓	✓
陳章明教授 Prof CHAN Cheung-ming, Alfred, SBS, JP	✓	✓	✓	✓

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73%

Overall attendance rate was over 73%

	28/04/2016	14/07/2016	27/10/2016	26/01/2017
孔美琪博士(召集人) Dr KOONG May-kay, Maggie, BBS, JP (Convenor)	✓	✓	✓	✓
羅乃萱女士(副召集人) Ms Shirley Marie Therese LOO, MH, JP (Deputy Convenor)	✓	✓	x	✓
陳智健先生(註1) Mr CHAN Chi-kin, Ivan (Note 1)	✓	不適用 N/A	不適用 N/A	不適用 N/A
蔡玉萍教授 Prof CHOI Yuk-ping, Susanne	✓	x	✓	x
周浩鼎議員 The Hon CHOW Ho-ding, Holden	✓	✓	✓	✓
李國麟教授 Prof Hon LEE Kok-long, Joseph, SBS, JP	✓	✓	✓	✓
梁頌恩女士 Ms LEUNG Chung-yan, Juan	✓	x	✓	✓
葉少康先生 Mr YIP Siu-hong, Nelson, MH	✓	✓	x	x
余翠怡小姐 Miss YU Chui-yee, MH	x	x	✓	✓
碧樺依博士(註2) Dr Raees Begum BAIG (Note 2)	✓	x	x	x
謝俊謙教授(註2) Prof TSE Tsun-him (Note 2)	✓	✓	x	✓
王繼鋒先生(註2) Mr WANG Kai-fung (Note 2)	✓	✓	✓	x
陳章明教授 Prof CHAN Cheung-ming, Alfred, SBS, JP	✓	✓	✓	✓

註1：任期至2016年9月25日為止

註2：增選委員

Note 1: Appointment up to 25/9/2016

Note 2: Co-opted Members

附錄 Appendix 1

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

整體出席率接近77%

Overall attendance rate was close to 77%

	14/04/2016	15/06/2016	23/08/2016	17/10/2016	19/12/2016	20/02/2017
黎雅明先生(召集人) Mr Amirali Bakirali NASIR, MH, JP (Convenor)	✓	✓	✓	✓	✓	✓
李翠莎博士(副召集人) Dr Trisha LEAHY, BBS (Deputy Convenor)	✓	✓	✓	✓	✓	✓
曾潔雯博士 Dr TSANG Kit-man, Sandra, JP	✓	x	✓	✓	✓	x
余翠怡小姐 Miss YU Chui-yee, MH	x	x	x	✓	x	x
陳章明教授 Prof CHAN Cheung-ming, Alfred, SBS, JP	✓	✓	✓	✓	✓	✓

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70%

Overall attendance rate was over 70%

	19/05/2016	08/09/2016	24/11/2016	13/02/2017
蔡玉萍教授(召集人) Prof CHOI Yuk-ping, Susanne (Convenor)	✓	x	✓	✓
葉少康先生(副召集人) Mr YIP Siu-hong, Nelson (Deputy Convenor)	x	✓	x	✓
陳智健先生(註1) Mr CHAN Chi-kin, Ivan (Note 1)	x	x	不適用 N/A	不適用 N/A
周浩鼎議員 The Hon CHOW Ho-ding, Holden	✓	✓	✓	✓
羅君美女士 Ms Elizabeth LAW, MH, JP	✓	✓	✓	✓
李翠莎博士 Dr Trisha LEAHY, BBS	✓	✓	✓	✓
李國麟教授 Prof Hon LEE Kok-long, Joseph, SBS, JP	✓	✓	✓	✓
金志文先生 Mr Zaman Minhas QAMAR	✓	x	✓	✓
周素媚女士 Ms Su-Mei THOMPSON	x	✓	x	✓
曾潔雯博士 Dr TSANG Kit-man, Sandra, JP	x	x	✓	✓
陳浩庭先生(註2) Mr CHAN Ho-ting, Mac (Note 2)	x	✓	✓	✓
莊耀洸先生(註2, 4) Mr CHONG Yiu-kwong (Note 2, 4)	不適用 N/A	x	✓	✓
劉丹娜女士(註2, 3) Ms LAU Dan-nor, Agnes (Note 2, 3)	x	不適用 N/A	不適用 N/A	不適用 N/A
紀佩雅女士(註2) Ms Puja Kapai PARYANI (Note 2)	✓	x	✓	x
陳章明教授 Prof CHAN Cheung-ming, Alfred, SBS, JP	✓	✓	✓	x

註1：任期至2016年9月25日為止

註2：增選委員

註3：任期至2016年5月20日為止

註4：於2016年6月6日加入政策、研究及培訓專責小組

Note 1: Appointment up to 25/9/2016

Note 2: Co-opted Members

Note 3: Appointment up to 20/5/2016

Note 4: Newly joined the PRTC on 6/6/2016

附錄 Appendix 1

種族平等共融顧問委員會成員名單(截至2017年3月31日) Membership of Advisory Committee on Racial Equality and Integration (as of 31 March 2017)

1. 碧樺依博士
Dr Raees Begum BAIG
2. 陳浩庭先生
Mr CHAN Ho-ting, Mac
3. 孔美琪博士
Dr KOONG May-kay, Maggie, BBS, JP
4. 李國麟教授
Prof Hon LEE Kok-long, Joseph, SBS, JP
5. 黎雅明先生
Mr Amirali Bakirali NASIR, MH, JP
6. 紀佩雅女士
Ms Puja Kapai PARYANI
7. 金志文先生
Mr Zaman Minhas QAMAR
8. 葉少康先生
Mr YIP Siu-hong, Nelson, MH
9. 陳章明教授
Prof CHAN Cheung-ming, Alfred, SBS, 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(截至
2017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 2017)**

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

註^：工作小組增選委員

Note ^: Working Group Co-opted Members

附錄 Appendix 2

33個團體獲「平等機會社會參與資助計劃」撥款主辦34個項目

平等機會自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。2016/17年度，社會參與資助計劃共收到54份申請，其中由33個機構舉辦的34項活動獲批准，資助總額達1,086,742港元。

Community Participation Funding Programme Supported 34 Projects by 33 Organisations

The annual Community Participation Funding Programme 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 2016/17, the programme attracted 54 applications, of which 34 projects by 33 organisations were approved for a total funding of HK\$ 1,086,742.

機構名稱	Organisation
Association of Sri Lankans in Hong Kong	Association of Sri Lankans in Hong Kong
中國香港世界公民協會LGBTIQ服務小組	Association of World Citizens Hong Kong China
浸信會愛羣社會服務處	Baptist Oi Kwan Social Service
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聯青聾人中心	Chinese YMCA of Hong Kong Y's Men's Centre for the Deaf
地利亞修女紀念學校(協和)	Delia Memorial School (Hip Wo)
香港中文大學人類學系	Department of Anthropology, The Chinese University of Hong Kong
香港啟迪會	Enlighten – Action for Epilepsy
Enrich Personal Development	Enrich Personal Development
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
協康會康苗幼兒園	Heep Hong Society Healthy Kids Nursery School
香港傷殘青年協會動力學堂	HKFHY Momentum Academy
香港布廠商會朱石麟中學	HKWMA Chu Shek Lun Secondary School
香港社區網絡	Hong Kong Community Network
香港家庭福利會	Hong Kong Family Welfare Society

附錄 Appendix 2

機構名稱	Organisation
香港婦女中心協會	Hong Kong Federation of Women's Centres
香港尼泊爾綜合社	Hong Kong Integrated Nepalese Society
香港復康力量	Hong Kong Rehabilitation Power
香港婦聯	Hong Kong Women Development Association
香港基督教女青年會沙田綜合社會服務處	Hong Kong Young Women's Christian Association Shatin Integrated Social Service Centre
香港基督教女青年會婦女事工部	Hong Kong Young Women's Christian Association, Women Affairs Department
心影薈	Mental Health Photographic Society
新生精神康復會	New Life Psychiatric Rehabilitation Association
Pathfinders	Pathfinders
龍耳	Silence
香港小童群益會賽馬會石蔭青少年綜合服務中心	The Boys' and Girls' Clubs Association of Hong Kong – Jockey Club Shek Yam Children and Youth Integrated Services Centre
香港精神科醫學院	The Hong Kong College of Psychiatrists
香港復康會社區復康網絡	The Hong Kong Society for Rehabilitation, Community Rehabilitation Network
路德會啟聾學校法團校董會	The Lutheran School for the Deaf Incorporated Management Committee
香港心理衛生會—敦睦軒	The Mental Health Association of Hong Kong – Jockey Club Building (1) Halfway House
愛滋寧養服務協會	The Society for AIDS Care
香港善導會—龍澄坊	The Society of Rehabilitation and Crime Prevention, Hong Kong – Vitality Place
香港神託會創薈坊	The Stewards – Take Your Way



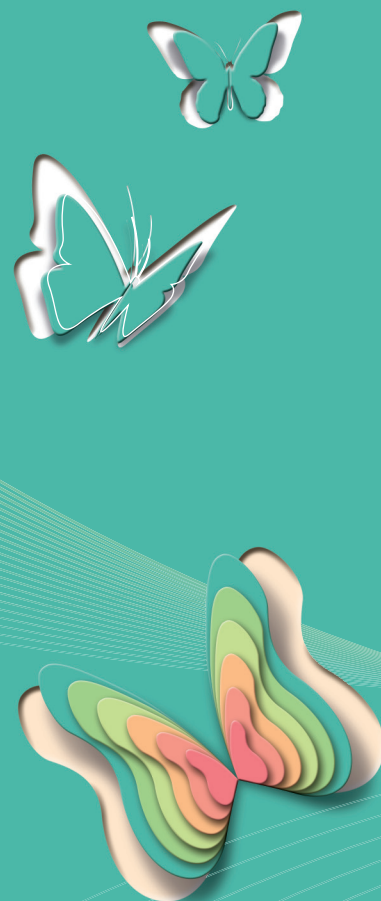


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