



平等機會委員會  
EQUAL OPPORTUNITIES COMMISSION

# Inheriting the Past

承先啓後 穩步將來

# Charting the Future

2019/20  
年報 Annual Report



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## 主席的話 Chairperson's Message



我在平機會的首年碰巧發生了社會事件，加上2019冠狀病毒病疫情肆虐，兩者對社會造成的影響遠超想像。一如既往，我們致力行使法定權力處理偏見和歧視……

“My first year of office at the EOC coincided with the double whammy of social unrest and COVID-19 that hit the city harder than we ever imagined... But as always, we have strived to make the most of our statutory powers to address prejudice and discrimination...”

我於2019年4月出任平機會主席，當時我已決意將平機會定位為創造平等的「主導者」，不只純粹推廣平等，而是應主動創造條件，以取得實質進展。事實上，我在公營機構工作了40多年，當中的經歷讓我明白到，即使是最崇高的理想，也會因為欠缺策略和忽略可行性而成效不彰。

首先，平機會必須牽頭進行改革，才能鼓勵社會作出同樣的改革。以投訴處理為例，我察覺到有些非政府組織和受屈人認為平機會的投訴處理程序過於繁瑣複雜，而且有時候看似要幾經折騰才能獲得法律協助。正因為這些意見，促使平機會於2017年就其管治、管理架構及投訴處理程序展開了全面檢討。

When I took the helm of the EOC as Chairperson in April 2019, I was determined to position the Commission as not just a bullhorn for equality, but also an active agent in creating the conditions for actual progress. Indeed, over four decades of public service had taught me that even the noblest ideals can pale because of a lack of strategy and disregard for feasibility.

Above all, the EOC itself had to evolve before encouraging society to do the same. I was aware, for example, that some NGOs and aggrieved persons had felt that the EOC's complaint-handling process was undermined by red tapes, and that access to legal assistance appeared to be convoluted at times. The feedback led to a comprehensive review of the EOC's governance, management structure and complaint-handling process, which began in 2017.





## 主席的話 Chairperson's Message

雖然在我上任之時檢討已經完成，但我仔細閱讀了檢討委員會在報告內所整理的每一項調查結果和建議，而且還就平機會的工作徵詢多個民間團體和其他持份者的意見，才訂定下一步路向。

我得出的結論是，平機會的管理架構必須進行改革，尤其是需新增一個職位同時監管負責執法的投訴事務科和法律服務科，才能更妥善地協調這兩個部門的工作，使之發揮更大成效，實行檢討委員會所提倡的「以受害人為本」的方針。

為了落實改革，我擬訂了平機會組織架構的改組方案，並向政府解釋建議的可行性、經費和其他事項。我很高興，我們最終成功爭取政府的支持，取得所需撥款以實行建議，而有關建議已在2020年5月底生效，確實令人欣喜。

期間，平機會繼續採取在2018/19年度引進的措施以改善投訴處理程序，包括確保能迅速把個案分類和編配個案主任，以期盡量減少受屈人在講述其歧視經歷時可能感到的困擾。

我們亦推出了最新的三年策略性工作規劃。該工作規劃就2020-22年度訂立了清晰的目標和優先工作，把工作範疇專注於性別、殘疾、家庭崗位和種族歧視。工作規劃亦納入了我上任以來一直冀望能推行的措施，包括成立專職打擊性騷擾的小組，以及就新來港人士和同性戀、雙性戀、跨性別人士和雙性人受到歧視進行研究和提出立法建議。我確信，這個新的路線圖有助指引平機會通往新的領域。無論路途有多崎嶇，平機會也能倚仗與更多持份者有更緊密的合作，共同對抗不平等和不公義。

While the review had concluded by the time I came on board, I studied each and every finding and recommendation in the report put together by the Review Panel, and went on to consult a wide spectrum of civil society groups and other stakeholders on the EOC's work before deciding our next move.

I came to the conclusion that a revamp of our management structure — notably the establishment of a new position overseeing both the Complaint Services Division and Legal Service Division — would be pivotal to synergising the work of our two law enforcement divisions and, in turn, putting in place the victim-centric approach espoused by the Review Panel.

To get this off the ground, I formulated a proposal to reform the EOC's organisational structure and communicated with the Government on its feasibility, funding and other issues. I am pleased to report that eventually we succeeded in enlisting the Government's support and secured the necessary funds to implement the proposal, which took effect in end of May this year.

Meanwhile, the EOC continued to adopt measures introduced in 2018/19 to enhance the complaint-handling process, such as ensuring speedy classification of cases and assignment of officers, in order to minimise the feelings of distress that might arise among aggrieved persons in recounting their experience.

We also unveiled our latest three-year strategic plan, laying down clear goals and priorities for 2020-2022 and focusing our work on gender, disability, family status and racial discrimination. It has also incorporated the aspirations I have always harboured since assuming office, from the formation of a new unit dedicated to combating sexual harassment to plans for researching and proposing legislative initiatives to tackle discrimination against new immigrants and the lesbian, gay, bisexual, transgender and intersex (LGBTI) community. This new roadmap, I am certain, will help to guide the EOC towards a world with more and stronger allies for the fight against inequality and other injustices, however bumpy that path will be.



## 主席的話 Chairperson's Message



相信大家也知道，我在平機會的首年碰巧發生了社會事件，加上2019冠狀病毒病疫情肆虐，兩者對社會造成的影響遠超想像。因這些事件而湧現的歧視和騷擾課題更是廣泛，包括示威者與警員之間的性騷擾指稱、僱員報稱在網上發表政見後被解僱的報道、食肆不招待說普通話的顧客、酒店拒絕接待醫護人員……凡此種種，都引起社會熱議。

有關事件當中，部分屬平機會的職權範圍，另一些則不然。然而，一如既往，我們致力行使法定權力處理偏見和歧視，例如教育公眾認識法例內容，了解並消除邊緣社群面對的困難，以及公平公正地處理反歧視法例所涵蓋的投訴。

Needless to say, my first year of office at the EOC coincided with the double whammy of social unrest and COVID-19 that hit the city harder than we ever imagined. From allegations of sexual harassment between protestors and police officers to reports of employees getting sacked after expressing their political beliefs online, from restaurants banning Putonghua-speaking customers to hotels refusing to serve healthcare workers... issues of discrimination and harassment have pushed their way into public discourse.

Some are within the EOC's remit; others aren't. But as always, we have strived to make the most of our statutory powers to address prejudice and discrimination — educating the public about the law, learning about and trying to alleviate the challenges facing marginalised communities, and handling complaints that fall under the scope of the anti-discrimination ordinances in a fair and impartial manner.



## 主席的話 Chairperson's Message

過去一年，社會動盪不穩，平機會在此情況下亦不能倖免於難。對於社會上的事件，我們的一貫立場是按照並緊守法律的原則、不偏不倚地行事。儘管如此，不同派別的政黨和組織對我們的立場仍是提出多番質疑和批評。事實上，市民對公營機構的信任近年大跌，我們必須——亦必定會——以更加創新、敏銳、真誠的方法發揮影響力，並秉承我們的九大價值觀：平等機會、公平、誠信、敏感度、活力、效率、透明度、獨立性及責任承擔去執行職務。

平機會將於2021年成立25周年。我期望能帶領平機會在掌握社會脈搏的同時，以專業精神、全心全意地繼續履行職能。

各平機會委員惠賜卓見遠識，對平機會貢獻良多，我謹此向他們致謝。此外，我亦要多謝前任主席陳章明教授，在任期內展開程序檢討。最後，當然還有全體平機會職員，他們一直勤奮不懈、全力支持平機會的工作，我在此向他們表達謝意。

平等機會委員會主席  
朱敏健, IDS

Given the volatile social atmosphere in the past 12 months, it is virtually impossible for the EOC to emerge unscathed amid all the tumult and turmoil. Parties across the political spectrum have, on various occasions, found our takes on issues unpalatable, despite the fact that they were firmly rooted in the law. As people's trust in public bodies plummets, we must — and we will — be more creative, nimble and humble in influencing opinion and demonstrating our nine organisational values: equality, fairness, integrity, sensitivity, energy, efficiency, transparency, independence and accountability.

The year 2021 will mark the 25th anniversary of the establishment of the Commission. I look forward to leading the EOC to continue to deliver its functions with dedication and professionalism, while keeping our fingers on the pulse of the community.

Last but not the least, I would like to thank the EOC Members for their advice and contribution. My gratitude also extends to my predecessor Prof Alfred CHAN Cheung-ming, who embarked on the Process Review during his term, and the EOC staff for their hard work and support.

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



## 平機會簡介 About Us

平等機會委員會(平機會)是於1996年成立的法定機構，負責執行香港的反歧視條例，包括《性別歧視條例》、《殘疾歧視條例》、《家庭崗位歧視條例》及《種族歧視條例》。

平機會致力消除基於性別、婚姻狀況、懷孕、殘疾、家庭崗位和種族而產生的歧視，並消除性騷擾，以及基於殘疾及種族而作出的騷擾及中傷。

### 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

為落實抱負，平機會致力執行反歧視條例，為受歧視的人士提供途徑，討回公道；促進社會人士對多元和平等機會的關注、認識和接納，並進行教育，以預防歧視。

### 我們的工作

平機會的工作包括：

- 就根據四條反歧視條例作出的投訴進行調查，並鼓勵雙方透過調停以解決紛爭；
- 為受歧視的人士提供協助，包括法律協助；
- 進行教育和宣傳活動，並提供有關資源；

Set up in 1996, the Equal Opportunities Commission (EOC) is a statutory body tasked with implementing the anti-discrimination ordinances in Hong Kong, namely the Sex Discrimination Ordinance (SDO), the Disability Discrimination Ordinance (DDO), the Family Status Discrimination Ordinance (FSDO) and the Race Discrimination Ordinance (RDO).

The Commission is committed to eliminating discrimination on the grounds of sex, marital status, pregnancy, disability, family status and race, and eliminating sexual harassment, as well as harassment and vilification on the grounds of disability and race.

### Our Vision

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

### Our Mission

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

### Our Work

The work of the EOC includes:

- Investigate complaints lodged under the four anti-discrimination ordinances and encourage settlement by conciliation between parties in dispute;
- Provide assistance, including legal assistance, to persons facing discrimination;
- Implement educational and publicity programmes and offer related resources;





## 平機會簡介 About Us

- 檢討法例並提供指引；以及
- 就與歧視相關的議題進行研究及調查，並根據結果作出政策建議。
- Review legislation and provide guidelines; and
- Conduct research studies and surveys on discrimination issues and make policy recommendations based on findings.

## 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。

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。該《備忘錄》的條文乃根據平機會在使用資金方面享有自主權及彈性的原則而制定。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。為此，平機會向特區政府內負責平機會事宜的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。

## Our Relationship with the Government

Although funded by the Hong Kong Special Administrative Region Government, the EOC operates independently in carrying out its tasks and duties. As per Section 63(7) of the SDO, the EOC “shall not be regarded as a servant or agent of the Government or as enjoying any status, immunity or privilege of the Government”. Accordingly, the EOC has autonomy over the management and control of its activities and budget.

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. At the same time, the EOC has the responsibility to ensure that the Commission’s operational, administrative, and management systems and practices reflect the most effective and prudent use of the Government’s subventions. To this end, the EOC provides monthly expenditure reports and audited accounts, as well as quarterly progress review reports on its financial position and operational performances to the Constitutional and Mainland Affairs Bureau, which is the focal point of contact between the Government and the EOC.



## 全年摘要 Highlights of the Year



答覆 **11,481** 個查詢  
enquiries answered



處理 **1,526** 宗投訴  
complaints handled

調停成功率 **70%**  
Conciliation success rate



**12** 宗個案提交至法庭審理  
cases taken to court



**22** 宗個案獲法律協助  
cases granted with legal assistance



為投訴人取得的賠償總額逾港幣 **5,190,000**  
of compensation secured for complainants





## 全年摘要 Highlights of the Year



港幣 **1,054,763** 元資助予 **28** 個推廣平等機會的社區項目  
HKD of funding for community projects



接近 **50,000** 名學生觀看了宣傳平等機會信息的話劇表演  
Nearly students watched equal opportunities dramas



舉辦 **117** 項主要推廣活動  
major promotional activities organised



舉辦 **346** 次培訓課程，參加者達 **17,130** 人次  
training sessions organised for participants



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





## 全年摘要 Highlights of the Year

### 2019/20年度獎項及嘉許 Awards & Recognition 2019/20

4/2019

平機會榮獲僱員再培訓局嘉許為人才企業，有效期為2019年4月至2021年3月。  
The EOC was honoured with the Manpower Developer Award from April 2019 to March 2021 by the Employees Retraining Board.

8/2019

平機會2017/18年報在美國通訊公關職業聯盟舉辦的2018年Vision Awards年報比賽中獲得銀獎。  
The EOC's 2017/18 Annual Report received the Silver Award at the 2018 Vision Awards Annual Report Competition organised by the League of American Communications Professionals LLC.

11/2019

平機會職員陳竹君女士和譚嘉恒先生獲頒發2019年申訴專員嘉許獎(公職人員獎)。  
EOC staff members Ms CHAN Chok-kuan and Mr TAM Ka-hang won The Ombudsman's Award 2019 in the "Officials of Public Organisations" category.



2/2020

平機會獲香港社會服務聯會頒發「5年Plus同心展關懷」標誌。  
The EOC was awarded the "5 Years Plus Caring Organisation Logo" by The Hong Kong Council of Social Service.





## 全年摘要 Highlights of the Year

### 2019/20 主要活動 Major Events & Activities 2019/20

4/2019

朱敏健先生於2019年4月11日出任平機會主席。

Mr Ricky CHU Man-kin assumed office as Chairperson of the EOC on 11 April 2019.



香港特區政府委任三名新委員加入平機會管治委員會，分別為鄭泳舜議員、唐安娜女士及黃梓謙先生，任期由2019年5月20日起生效。

The HKSAR Government appointed three new Members, namely The Hon Vincent CHENG Wing-shun, Ms Anna THOMPSON and Mr Gary WONG Chi-him, to the EOC Board with effect from 20 May 2019.





## 全年摘要 Highlights of the Year

5/2019



於2019年5月6日與利希慎基金合辦「改革本港性教育圓桌會議」，約50位來自教育界及在學校推廣性教育的非政府組織代表出席，參與討論。

Co-organised with the Lee Hysan Foundation the “Roundtable on Reforming Sexuality Education in Hong Kong” on 6 May 2019, with about 50 stakeholders from the education sector and NGOs that promote sexuality education in schools joining in the discussion.

於2019年5月20日向立法會政制事務委員會提交周年工作計劃。

Presented annual work plan to the Legislative Council Panel on Constitutional Affairs on 20 May 2019.

於2019年5月29日公布「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」的研究結果。



Announced findings of the study “Identifying Effective Approaches to Reduce Public Opposition in the Siting of Integrated Community Centres for Mental Wellness and Other Mental Health Facilities” on 29 May 2019.



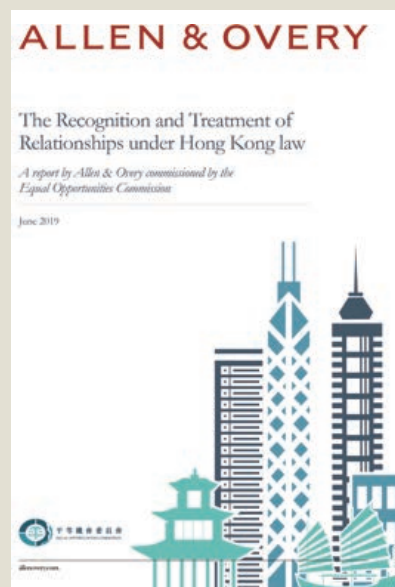


## 全年摘要 Highlights of the Year

6/2019

安理國際律師事務所於2019年6月26日公布由平機會委託進行的「香港法律對不同關係的承認和對待」研究報告。研究識別了21個對異性婚姻與其他非傳統關係有差別待遇的範疇。

EOC-commissioned study “The Recognition and Treatment of Relationships under Hong Kong Law” released by law firm Allen & Overy on 26 June 2019. The study identified 21 areas of differential treatment between opposite-sex marriages and other alternative relationships.



7/2019



平機會主席與不同界別的持份者進行一連串會面，以了解他們對歧視議題及平機會工作的意見。

EOC Chairperson participated in a series of meetings with stakeholders in different sectors to seek their views on discrimination issues and work of the EOC.

8/2019



於2019年8月2日為《種族多元共融僱主約章》的簽署機構舉辦圓桌討論會議。

Organised roundtable discussion for signatories of the Racial Diversity & Inclusion Charter for Employers on 2 August 2019.



## 全年摘要 Highlights of the Year

9/2019

於2019年9月25日公布平機會少數族裔教育工作小組的第二份報告，提供建議改善少數族裔學生的中文學習系統。

Released second report of the EOC Working Group on Education for Ethnic Minorities on 25 September 2019 to provide recommendations on the Chinese language learning system for ethnic minority students.

向教育局學校課程檢討專責小組提交有關改革本港性教育意見書。

Made a submission to the Task Force on Review of School Curriculum of the Education Bureau on key issues and recommendations on reforming sexuality education in Hong Kong.



10/2019

於2019年10月13日與香港電台合辦「平等生活・開心共融」公眾教育活動，宣揚傷健共融的信息。

Co-hosted with Radio Television Hong Kong a public education event under the “Embracing Social Inclusion Project” on 13 October 2019 to promote inclusion of persons with disabilities.





## 全年摘要 Highlights of the Year

11/2019



平機會主席於2019年區議會選舉前巡視模擬投票站，以了解票站是否通達無阻，並呼籲有關方面協助有殘疾及特別需要的選民行使其投票權利。

EOC Chairperson visited a mock polling station to inspect the accessibility of the station in advance of the 2019 District Council Election, and called on relevant parties to facilitate voters with disabilities and special needs to exercise their right to vote.

12/2019

於2019年12月13日公布平機會《管治、管理架構及投訴處理程序檢討報告》。

Released Report on the Review of the Governance, Management Structure and Complaint Handling Process of the EOC on 13 December 2019.





## 全年摘要 Highlights of the Year

### 1/2020

於網頁發布平機會策略性工作規劃2020-2022。

Published online the EOC Strategic Plan 2020-2022.

於2020年1月20日公布「香港主流學校教育少數族裔學生所面對的挑戰之研究」結果。

Announced findings of “A Study on the Challenges Faced by Mainstream Schools in Educating Ethnic Minorities in Hong Kong” on 20 January 2020.



### 2/2020

因應2019冠狀病毒病引起公眾對歧視、騷擾和中傷行為的關注，發表多份公開聲明及文章。

Issued a series of public statements and articles to address concerns about discrimination, harassment and vilification amid COVID-19.



### 3/2020

設立「2019冠狀病毒病與歧視」專題網頁。

Launched new dedicated webpage on COVID-19.





## 全年摘要 Highlights of the Year

### 策略性工作規劃2020-2022

### Strategic Plan 2020-2022

策略性工作規劃2020-2022載述了平機會在未來三年，在促進平等時如何回應社會不斷轉變的需求。

The Strategic Plan 2020-2022 sets out how the EOC will respond to the evolving needs of the community in advancing equality over the next three years.

自主席於2019年4月上任以來，便與不同持份者群體進行一連串會面，就如何推展平機會的工作收集意見及建議。為了制訂平機會在未來數年的策略性工作方向及須優先處理的工作，平機會委員、管理小組及資深職員於2019年10月18日在香港體育學院參與了為期一天的集思會。

Since the Chairperson came on board in April 2019, a series of meetings were held with different groups of stakeholders to solicit their views and suggestions on how to advance the work of the EOC. In order to map out the strategic directions and work priorities of the EOC in the coming few years, the EOC organised a one-day Strategic Retreat for Members, the management team and senior staff members on 18 October 2019 at Hong Kong Sports Institute.

參加者在集思會上就平機會的焦點工作範圍及策略性優先工作領域進行了熱烈討論，成果豐碩。其中部分建議是承接現有策略性優先工作領域下的工作，其他是全新工作。經整合建議後，平機會制定了2020至2022年的策略性工作規劃。

Participants had a very engaged, fruitful discussion on the key thematic focuses and strategic priority areas of the EOC, some of which were continued efforts of the prevailing strategic priority areas, while others are new initiatives. Upon consolidating the views, a Strategic Plan was developed for the EOC from 2020 to 2022.





## 全年摘要 Highlights of the Year

策略性工規劃2020-2022載述了平機會在未來三年，在促進平等時如何回應社會不斷轉變的需求。工作規劃還訂定工作優先次序，使平機會可以按照執法、預防及教育三管齊下的方式分配資源，以制定策略行動。工作規劃訂定了五個策略目標，包括：

- 制定更健全的反歧視法律框架；
- 維持效率效能兼備、以受害人為本的歧視投訴處理制度；
- 建立更強大的歧視知識庫；
- 為容易遭受歧視的群體減少不平等狀況；以及
- 追求卓越機構管治。

為了實現這些目標，平機會在五個焦點範疇內，即性別歧視、殘疾歧視、家庭崗位歧視、種族歧視及其他歧視範疇，進一步訂定優先工作項目。

策略性工規劃2020-2022於2019年12月獲管治委員會通過後，已上載至平機會網站供公眾參閱。

The Strategic Plan 2020-2022 sets out how the EOC will respond to the evolving needs of the community in advancing equality over the next three years. It also sets the priorities on which the EOC will devote its resources for formulating strategic actions under the three-pronged approach of law enforcement, prevention and education. Under the Strategic Plan, there are five strategic goals, namely:

- Setting in place a stronger anti-discrimination legal framework;
- Maintaining an efficient, effective and victim-centric redress system for complaints;
- Developing a stronger knowledge base about discrimination;
- Reducing inequality among communities at higher risks of discrimination; and
- Delivering organisational excellence.

To realise these goals, the EOC has further identified work priorities in five areas, namely gender, disability, family status, racial discrimination and other discrimination issues.

Following the Board's endorsement in December 2019, the Strategic Plan 2020-2022 has been uploaded onto the EOC website for public information.



# 我們的架構 Our Organisation

## 平機會管治委員會

管治委員會就平機會的整體策略提供指引。現時管治委員會由主席及16位委員組成，他們均由香港特別行政區行政長官委任，來自不同背景，各具豐富的專業知識。

## The EOC Board

The EOC Board provides guidance on the overall strategies of the EOC. The current Board is comprised of a Chairperson and 16 Members. They are all appointed by the Chief Executive of the Hong Kong Special Administrative Region, and represent a diversity of background and expertise.



## 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。

## 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.

### 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；以及定期檢討平機會的僱員及行政政策。

### 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.



## 我們的架構 Our Organisation

### 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；以及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；以及審閱政策及研究的報告。

有關上述四個專責小組的成員名單，已列載於附錄1。至於詳細職權範圍，請瀏覽平機會網站：

Membership of the above four committees is listed in Appendix 1. As for complete terms of reference, please refer to the EOC website:

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

### Community Participation and Publicity Committee (CPPC)

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

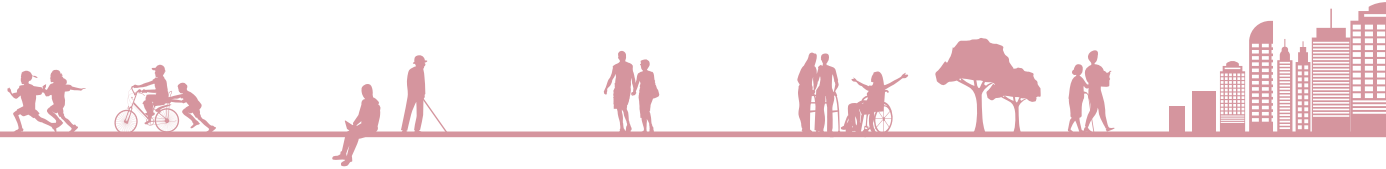
### Legal and Complaints Committee (LCC)

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

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

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





## 我們的架構 Our Organisation

以下為平機會管治委員會的成員(截至2020年3月31日)：

Below is membership of the EOC Board as at 31 March 2020:

### 主席 Chairperson



朱敏健先生  
**Mr CHU Man-kin, Ricky, IDS**

(由2019年4月11日起)  
(From 11 April 2019)

### 平機會委員 EOC Members



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

競爭事務委員會主席  
保險業監管局非執行董事  
城市規劃上訴委員團副主席  
Chairman, Competition Commission  
Non-Executive Director,  
Insurance Authority  
Deputy Chairman, Town Planning  
Appeal Board Panel



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

婦女事務委員會委員  
香港復康會副會長  
香港癌症基金會執行委員會成員  
Member, Women's Commission  
Vice President, The Hong Kong Society for  
Rehabilitation  
Member, Executive Committee,  
Hong Kong Cancer Fund



鄭泳舜議員\*  
**The Hon CHENG Wing-shun,  
Vincent, MH, JP\***

立法會議員  
市區重建局非執行董事  
公共圖書館諮詢委員會委員  
Member, Legislative Council  
Non-Executive Director,  
Urban Renewal Authority  
Member, Public Libraries Advisory  
Committee

## 我們的架構 Our Organisation



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

北京師範大學法學院嚴元浩講座教授  
澳洲法律學院訪問教授  
杭州師範大學法學院教授兼院長顧問  
(國外事務)  
Tony Yen Chair Professor of Law,  
Law School, Beijing Normal University  
Visiting Professor, College of Law  
(Australia)  
Professor of Law cum Advisor to Law  
Dean (International Affairs), Faculty of  
Law, Hangzhou Normal University



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

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



高朗先生  
**Mr Mohan  
DATWANI**

律師、認可調解員及特許管治專業人員  
破產欠薪保障基金委員會委員  
暴力及執法傷亡賠償委員會委員  
Solicitor, Accredited Mediator and  
Chartered Governance Professional  
Member, Protection of Wages on Insolvency  
Fund Board  
Member, Criminal and Law Enforcement Injuries  
Compensation Boards



何超羗女士  
**Ms HO Chiu-ha,  
Maisy, BBS**

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



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

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



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

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



## 我們的架構 Our Organisation



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

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



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

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



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

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



**唐安娜女士\***  
**Ms Anna**  
**THOMPSON\***

太古地產有限公司董事—  
人力資源  
Director, Human Resources,  
Swire Properties Limited



**利哲宏博士**  
**Dr Rizwan**  
**ULLAH**

青年發展委員會委員  
教育局政府助學金聯合委員會  
委員  
社會企業研究院常務副院長  
Member, Youth Development Commission  
Lay Member, Joint Committee on Student Finance, Education Bureau  
Executive Vice Chancellor,  
Social Enterprise Research Academy



**黃梓謙先生\***  
**Mr WONG Chi-him,**  
**Gary\***

基滙資本公共事務及市場  
推廣總監  
凝動香港體育基金創辦人及  
董事會成員  
Head and Director of Public Affairs and Marketing, Gaw Capital  
Founder and Board Member,  
Inspiring HK Sports Foundation  
Non-official Member,  
Commission on Children



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

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

\* 任期自2019年5月20日起

\* Appointment effective from 20 May 2019





## 我們的架構 Our Organisation

### 管治委員會會議

2019/20年度，平機會舉行了四次管治委員會會議，整體平均出席率超過83%。每位委員的出席記錄已列載於下表，若委員連續兩次缺席會議，秘書處會給予書面提示。平機會亦會定期檢討管治委員會的運作模式，如有需要，委員亦須向管治委員會作出利益申報。

### Board Meetings

During the year under review, four Board meetings were held, with an overall average attendance rate of over 83%. Attendance records of individual Members are listed in the table below. A reminder would be issued to Members who have been absent for two consecutive meetings. In addition, 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.

	20/06/2019	19/09/2019	19/12/2019	19/03/2020
朱敏健先生(主席) Mr CHU Man-kin, Ricky, IDS (Chairperson)	✓	✓	✓	✓
陳家殷先生 Mr CHAN Ka-yan, Samuel, JP	缺席 Abs	✓	✓	✓
陳麗雲教授 Prof CHAN Lai-wan, Cecilia, JP	✓	✓	✓	✓
鄭泳舜議員* The Hon CHENG Wing-shun, Vincent, MH, JP*	✓	✓	缺席 Abs	✓
趙文宗教授 Prof CHIU Man-chung, Andy	✓	✓	✓	✓
蔡玉萍教授 Prof CHOI Yuk-ping, Susanne	✓	✓	缺席 Abs	✓
高朗先生 Mr Mohan DATWANI	✓	✓	✓	✓
何超羈女士 Ms HO Chiu-ha, Maisy, BBS	✓	✓	缺席 Abs	✓
羅君美女士 Ms Elizabeth LAW, MH, JP	缺席 Abs	✓	✓	✓
梁頌恩女士 Ms LEUNG Chung-yan, Juan, MH	✓	✓	缺席 Abs	✓
梁世民醫生 Dr LEUNG Sai-man, Sigmund, BBS, JP	缺席 Abs	✓	✓	✓
羅乃萱女士 Ms Shirley Marie Therese LOO, BBS, MH, JP	✓	✓	✓	✓
謝偉鴻博士 Dr SHIE Wai-hung, Henry	✓	✓	✓	缺席 Abs
唐安娜女士* Ms Anna THOMPSON*	✓	✓	✓	✓
利哲宏博士 Dr Rizwan ULLAH	✓	✓	✓	✓
黃梓謙先生* Mr WONG Chi-him, Gary*	✓	✓	✓	✓
余翠怡小姐 Miss YU Chui-yee, BBS, MH	✓	缺席 Abs	缺席 Abs	缺席 Abs

\* 任期自2019年5月20日起 Appointment effective from 20 May 2019

Abs = Absent



## 我們的架構 Our Organisation

### 平機會辦事處的組織架構 (截至2020年3月31日) Organisational Structure of the Equal Opportunities Commission (as of 31 March 2020)





## 我們的架構 Our Organisation

### 平等機會委員會辦事處管理小組 (截至2020年3月31日) Management Team of the Equal Opportunities Commission (as of 31 March 2020)

#### 主席 Chairperson

朱敏健先生 Mr CHU Man-kin, Ricky, IDS\*

#### 營運總裁 Chief Operations Officer

懸空 Vacant^

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

蕭傑雄先生 Mr SIU Kit-hung, Tony

#### 法律總監 Chief Legal Counsel

陸志祥先生 Mr LUK Chi-cheung, Ivan

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

朱崇文博士 Dr CHU Chung-man, Ferrick

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

李錦雄先生 Mr LI Kam-hung, Oska

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

王珊娜女士 Ms WONG Shan-nar, Shana

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

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



# 執法 Enforcement

## 投訴處理

平機會獲授權調查公眾根據四條反歧視條例提出的投訴，並鼓勵爭議各方進行調停。這些條例禁止基於性別、懷孕、婚姻狀況、殘疾、家庭崗位和種族的歧視，同時保障公眾免受性騷擾，以及殘疾和種族中傷與騷擾。

任何人士如感到自己遭受法例所指的歧視、騷擾或中傷，可向平機會作出書面投訴。投訴必須由受屈人或受屈人授權的代表提出，而且必須關乎反歧視條例下的違法行為的指稱。

平機會收到查詢或投訴後，會先審視該查詢或投訴是否符合上述條件或基準。如果符合，便會正式將其歸類為投訴（投訴調查類別），並迅速編配個案主任跟進。

平機會處理的投訴一般分為以下兩類：

- (a) 投訴調查——如上文所述，這類投訴由受屈人或受屈人授權的代表提出；以及
- (b) 平機會作出的主動調查／跟進行動——這類個案涉及違法行為的事件或情況，以及根據法例可能引起歧視問題的事宜。有關事件是由平機會留意到的，或由第三方或不想參與調查或調停過程的個別受屈人士向平機會報告的。在這些情況下，平機會會向有關方面查詢事件，解釋相關的法例條文，並建議他們改善情況。

## Complaint Handling

The EOC is mandated to conduct investigation into complaints lodged under the four anti-discrimination ordinances, and encourage conciliation between the parties in dispute. These ordinances prohibit unlawful discrimination on the grounds of sex, pregnancy, marital status, disability, family status and race, and prohibit sexual harassment, as well as harassment and vilification on the grounds of disability and race.

Anyone who feels that he/she has been subject to discrimination, harassment and vilification as specified in the ordinances may lodge a complaint in writing with the EOC. The complaint must be lodged by the aggrieved person or by a representative authorised by that person, and should contain an allegation of unlawful act under the anti-discrimination ordinances.

Upon receiving an enquiry or complaint, the EOC will verify if it has met the above conditions or threshold. If yes, it will be formally classified as a complaint (under Complaint Investigation), and a case officer will be promptly assigned to follow up on it.

Complaints handled by the EOC are generally classified into two categories:

- (a) *Complaint Investigation* — these are complaints lodged by the aggrieved person or by the representative authorised by the aggrieved person, as mentioned above; and
- (b) *EOC-initiated investigation/follow-up actions* — These are incidents or situations involving unlawful acts, and issues that gave rise to concerns of discrimination under the law. The incidents were noticed by the EOC, 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.



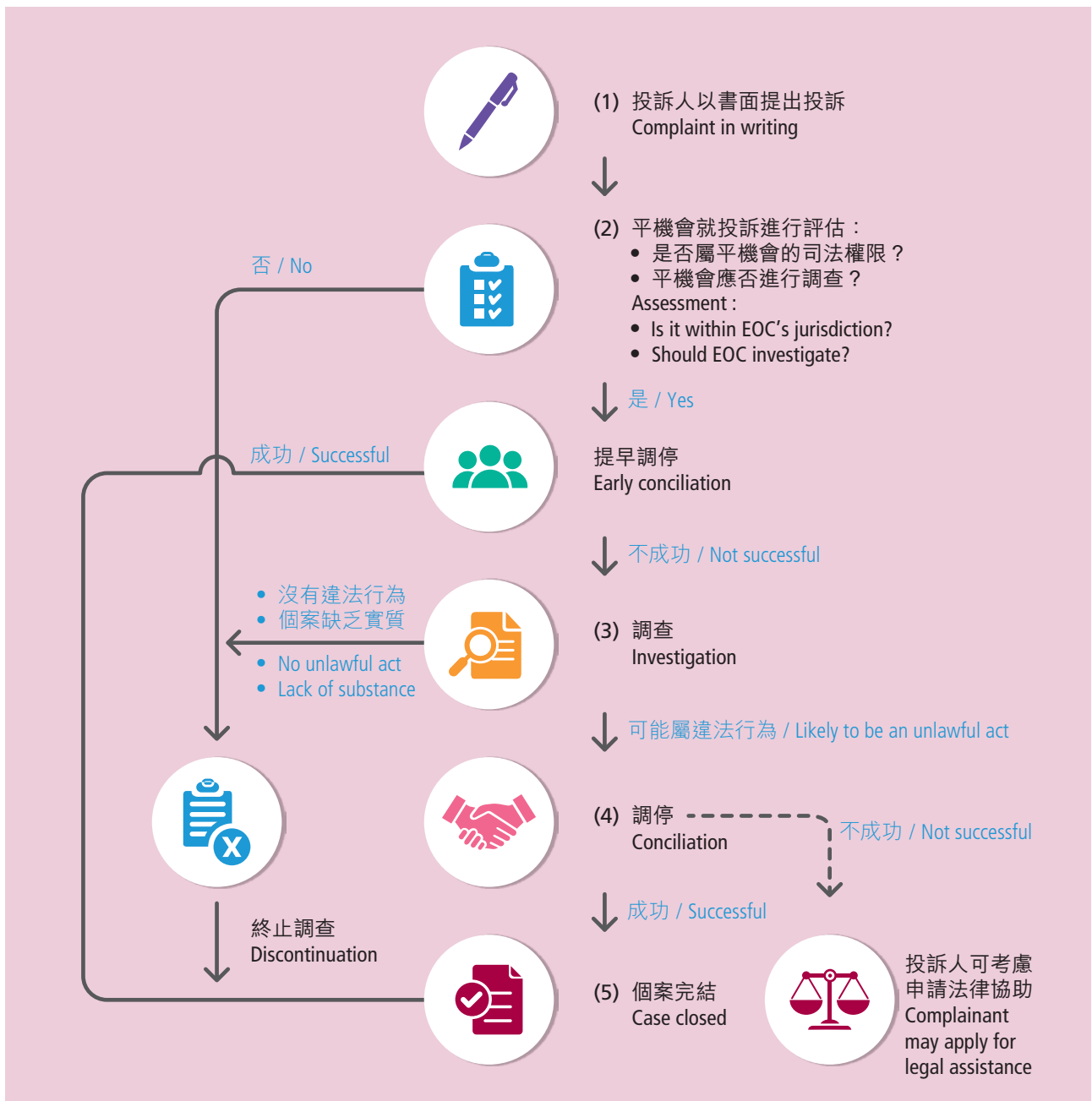
## 執法 Enforcement

### 投訴處理程序

平機會致力按「以受害人為本」的方針處理投訴，同時恪守公平公正的原則。調查投訴時，平機會會審視所有與個案有關的資料，並讓涉案各方有充足機會作出回應。平機會致力在合適情況下，鼓勵爭議各方進行調停。調停完全屬自願性質。

### Complaint-handling Procedures

The EOC is committed to adopting a “victim-centric” approach, while adhering to the principles of fairness and impartiality in handling complaints. When investigating a complaint, the EOC would examine all information relevant to the case and give all involved parties adequate opportunities to respond. Where deemed appropriate, the EOC would encourage the parties in dispute to settle through conciliation, which is entirely voluntary.





## 執法 Enforcement

### 已處理的查詢及投訴

#### 查詢

在2019/20年度，平機會共處理了11,481宗查詢，比2018/19年度多17%。查詢個案上升，可能由於2019年發生社會運動，2020年又爆發2019冠狀病毒病，導致市民日益關注由這些事件引起的歧視、騷擾和中傷情況。投訴當中，有：

- 4,888宗為一般查詢，關乎反歧視條例的條文和平機會的活動；以及
- 6,593宗為具體查詢，關乎一些可能會演變為投訴的情況和事件。

大部分人透過平機會的電話熱線作出查詢，其次為書信，以及與平機會職員當面對談。

#### 2019/20年度具體查詢數字(按條例分類)

### Enquiries and Complaints Handled

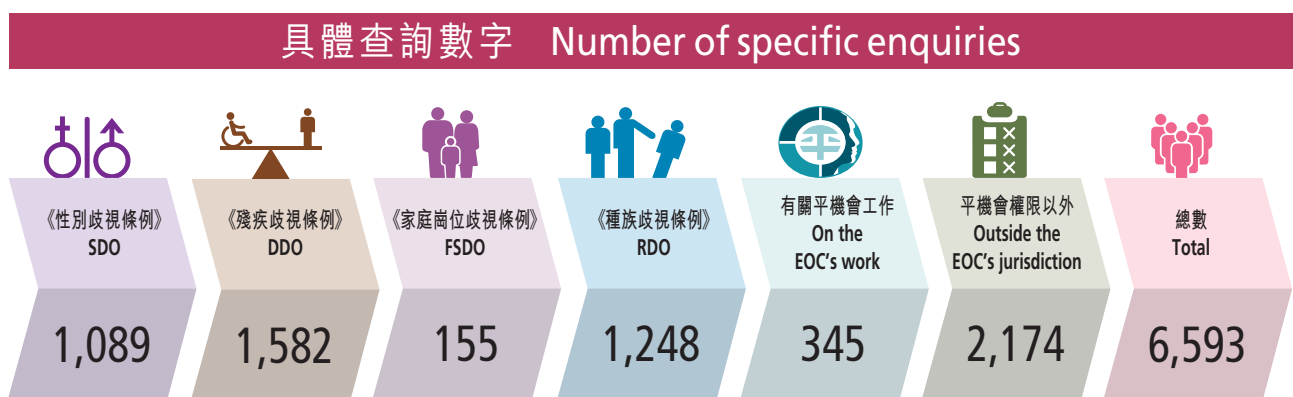
#### Enquiries

In 2019/20, the EOC handled a total of 11,481 enquiries, 17% more than in 2018/19. The increase could be attributed to growing public concerns over discrimination, harassment and vilification amid the city's social unrest in 2019 and the COVID-19 outbreak in Hong Kong in 2020. Out of the enquiries:

- 4,888 were general enquiries about the provisions of the anti-discrimination laws and events organised by the EOC; and
- 6,593 were specific enquiries about scenarios or incidents that might become complaints.

The largest proportion of enquiries was made through the EOC telephone hotline, followed by writing and face-to-face interviews.

#### Breakdown on Specific Enquiries by Ordinances in 2019/20





## 執法 Enforcement

### 已處理的投訴

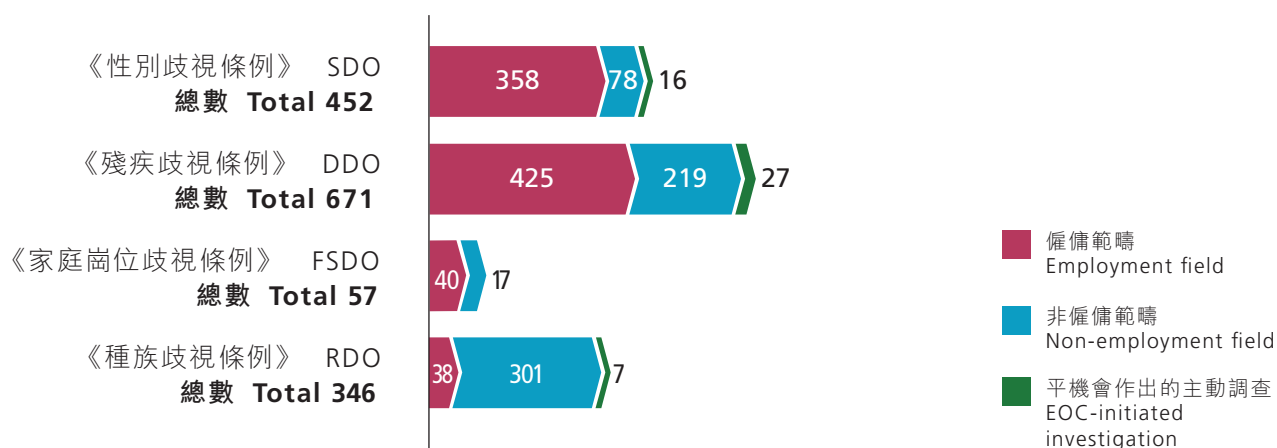
在2019/20年度，平機會收到1,037宗屬投訴調查類別的投訴個案，以及35宗屬主動調查類別的投訴個案；而2018/19年度收到的投訴總數是1,057宗。連同去年尚未完成的個案（包括投訴調查及主動調查的個案），平機會在2019/20年度共處理了1,526宗投訴，比2018/19年度增加9%。

**2019/20年度已處理的投訴總數（包括2018/19年度尚未完成的個案）：1,526宗**

### Complaints Handled

In 2019/20, the EOC received 1,037 complaints under Complaint Investigation and 35 under EOC-initiated Investigation, as compared to a total of 1,057 complaints in 2018/19. Together with the complaints carried forward from the previous year (both those under Complaint Investigation and the EOC-initiated Investigation), the EOC handled a total of 1,526 complaints in 2019/20, 9% more than in 2018/19.

**Total Number of Complaints Handled in 2019/20 (including cases carried over from 2018/19): 1,526**



### 有關《性別歧視條例》的投訴

- 大部分（約82%）《性別歧視條例》的投訴（投訴調查類別）屬於僱傭範疇。性騷擾（217宗）和懷孕歧視個案（110宗）仍佔首兩位。

### Complaints under the SDO

- A large majority (around 82%) of the complaints (Complaint Investigation) handled under the SDO belonged to the employment field. Sexual harassment (217 cases) and pregnancy discrimination (110 cases) continued to occupy the top two ranks of cases.





## 執法 Enforcement

### 有關《殘疾歧視條例》的投訴

- 有關《殘疾歧視條例》的投訴(投訴調查類別)中，有66%(425宗)屬於僱傭範疇，當中大多數涉及僱員因放假和工傷而遭解僱。非僱傭範疇的個案則主要涉及提供貨品、服務及設施。

### 有關《家庭崗位歧視條例》的投訴

- 在57宗《家庭崗位歧視條例》的個案中，40宗(70%)屬於僱傭範疇，不少指稱涉及基於家庭崗位而遭解僱。

### 有關《種族歧視條例》的投訴

- 在346宗《種族歧視條例》的個案中，大部分屬於非僱傭範疇，主要涉及在提供貨品、設施或服務方面向內地人作出歧視和騷擾。

### 平機會作出的主動調查／跟進行動

如上文所述，平機會亦會對涉及違法行為的事件或情況，以及根據法例可能引起歧視問題的事宜主動展開調查及／或作出跟進行動。平機會在報告期內處理了50宗此類個案，大部分與《殘疾歧視條例》有關(主要是通道和服務提供的問題)，其次是《性別歧視條例》(主要是招聘和服務提供的問題)。

### Complaints under the DDO

- Sixty-six percent (425 cases) of the complaints (Complaint Investigation) handled under the DDO were related to employment, and the majority concerned dismissal of employees due to sick leave and work injuries. For those cases not related to employment, the majority involved the provision of goods, services and facilities.

### Complaints under the FSDO

- Of the 57 FSDO cases, 40 (70%) were employment-related. A number of the allegations concerned dismissal on the ground of family status.

### Complaints under the RDO

- A large majority of the 346 RDO cases were non-employment-related, which mainly concerned discrimination and harassment against the Mainlanders in the provision of goods, facilities or services.

### EOC-initiated investigation/follow-up actions

As mentioned above, the EOC also initiated investigation and/or follow-up actions on incidents or situations involving unlawful acts, and issues that gave rise to concerns of discrimination under the law. During the year under review, the EOC handled 50 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).

 主動跟進  
Initiated actions on **50** 宗個案  
cases



## 執法 Enforcement

### 調停

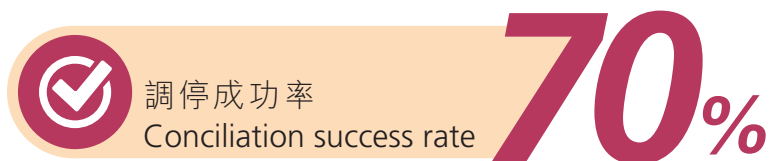
在調查投訴個案的過程中，平機會致力幫助投訴人和答辯人通過調停達成和解。調停完全屬自願性質。和解的形式可以是道歉、金錢賠償、修改政策和慣例、檢討工作程序及其他安排。

在2019/20年度，投訴調查類別中的個案有1,203宗完結，當中182宗進行了調停，最終127宗成功調停，調停成功率為70%；2018/19年度的成功率是71%。

### Conciliation

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

Of the 1,203 cases concluded under Complaint Investigation in 2019/20, 182 proceeded to conciliation, with 127 successfully conciliated. The conciliation success rate was 70%, compared to 71% in 2018/19.



### 已完結個案

根據法例，平機會可基於以下任何一個原因，決定不對投訴進行調查或終止調查：

- 平機會信納，根據有關的條例，投訴所指稱的行為不屬違法；
- 平機會認為受屈人不願意進行或繼續調查；
- 有關行為在12個月前作出；
- 在代表投訴個案中，平機會決定投訴不應以代表投訴方式作出(以處理代表投訴的有關規則為依據)；或
- 平機會認為投訴屬瑣屑無聊、無理取鬧、基於錯誤理解或缺乏實質。

### Cases Concluded

Under the Ordinances, the EOC may decide not to conduct or to discontinue an investigation into a complaint for any of the following reasons:

- The EOC is satisfied that the alleged act is not unlawful by virtue of a provision under the ordinances;
- The EOC is of the opinion that there is no desire on the part of the aggrieved person(s) for the investigation to be conducted or continued;
- More than 12 months have elapsed since the act;
- The EOC determines, in the case of a representative complaint, that the complaint should not be a representative complaint (in accordance with the relevant rules dealing with representative complaints); or
- The EOC is of the opinion that the complaint is frivolous, vexatious, misconceived or lacking in substance.



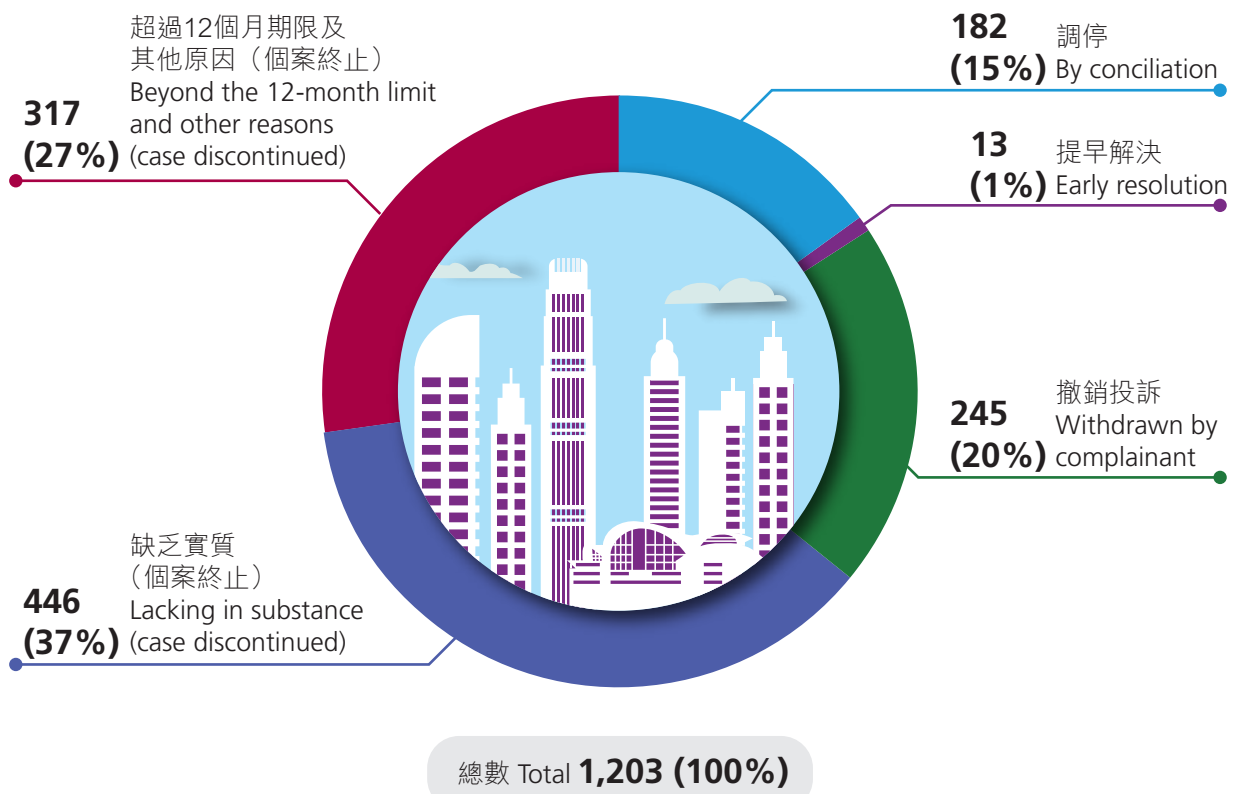
## 執法 Enforcement

整體而言，儘管平機會在2019/20年度收到的投訴有所增加，仍能達到在六個月內完成處理75%個案的服務承諾。

Overall, the EOC was able to fulfil its performance pledge of concluding 75% of the cases within six months in 2019/20, despite the increase in the number of complaints handled.

### 2019/20年度已完結的個案數字 (根據所採取的行動分類)

### Breakdown on Cases Concluded in 2019/20 by Action Taken





## 執法 Enforcement

### 法律服務科

投訴人作出投訴後，若未能達成和解，可向平機會申請協助，包括法律協助。平機會的法律服務科負責處理法律協助的申請，除此，還會就反歧視條例的成效進行檢討，以及向平機會提供內部法律意見和支援。

### 向投訴人提供的協助

每當收到法律協助申請時，法律服務科會指派部門內一名律師處理有關申請。該律師會細閱與個案有關的所有文件和資料，進行法律研究，就應否給予法律協助擬備詳盡的意見書，提交予平機會管治委員會轄下的法律及投訴專責小組。該小組會根據平機會律師的法律意見和下文載列的原則，考慮並決定應否為個案提供協助。

若專責小組成員決定給予某個案法律協助，負責的平機會律師會採取一切所需的跟進行動協助申請人。有關協助包括由平機會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，或由平機會律師或平機會聘任的私人執業律師在法律訴訟中代表申請人。

法律服務科的指定律師會擔任受助人的法律代表，擬備所需的法律文件，為受助人提起法律訴訟程序。法律服務科的律師會在各非正審聆訊／審訊中代表受助人出庭，或視乎案件的複雜和影響程度，延聘外間的獨立大律師代表受助人出庭。

### Legal Service Division

When a complaint has been lodged, but not settled, the complainant may apply to the EOC for assistance, including legal assistance. The Legal Service Division (LSD) of the EOC is responsible for handling applications for legal assistance, in addition to reviewing the effectiveness of the anti-discrimination laws and providing internal legal advice and support to the EOC.

### Assistance to Complainants

Whenever an application for legal assistance is received, a lawyer of the LSD will be assigned to deal with the application. He or she will peruse all documents and information in relation to the case, conduct legal research, and prepare a detailed submission to the Legal and Complaints Committee (LCC) of the EOC Board, advising whether legal assistance should be granted. Taking into account the advice of the EOC lawyers and the principles mentioned below, the LCC will consider and decide whether assistance should be given to a case.

If Members of the LCC decide to grant legal assistance to a particular case, the responsible EOC lawyer will take all necessary follow-up actions to assist the applicant. The assistance may include legal advice to the applicant by the EOC lawyers, legal services related to the gathering and assessment of further information or evidence, or representation in legal proceedings by the EOC lawyers or by lawyers in private practice engaged by the EOC.

The designated lawyer(s) of the EOC will act as the assisted person's legal representative and prepare the necessary legal documentation with a view to issuing legal proceedings on behalf of the assisted person. The lawyer(s) will appear in Court on behalf of the assisted person in various interlocutory hearings/trials or engage an independent counsel to do so, depending on the complexity and magnitude of the case.



## 執法 Enforcement

### 提供法律協助與否的考慮因素

法律及投訴專責小組會考慮多項因素以決定是否提供法律協助，包括：

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

這些因素在每宗個案的適用程度不一，專責小組通常會綜合考慮各種原因才作出決定。

### Considerations for Giving or Not Giving Legal Assistance

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

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

The applicability of these factors varies from case to case, and often a combination of reasons is involved in reaching a decision.



## 執法 Enforcement

### 申請協助

在2019/20年度，平機會共處理了40宗法律協助申請，當中22宗獲得協助，17宗不獲協助。截至財政年度完結時，尚有一宗申請仍在考慮。

### Applications for Assistance

In 2019/20, the EOC handled 40 applications for assistance. Of these, 22 cases were given legal assistance. A total of 17 cases were not given assistance, while 1 case was still under consideration at the end of the fiscal year.

### 按條例劃分的法律協助申請數字

### Breakdown on Applications for Legal Assistance by Ordinance



### 法律協助的案例

2019年6月14日 — 平機會根據《性別歧視條例》及《殘疾歧視條例》，代表一名外籍家庭傭工向區域法院提出法律訴訟。該外籍家庭傭工指稱，其前僱主基於她懷孕及有殘疾而解僱她。

### Examples of Legally Assisted Cases

14 June 2019 — The EOC issued legal proceedings in the District Court under the SDO and DDO on behalf of a foreign domestic helper, who alleged that her former employer discriminated against her on the grounds of her pregnancy and disability by terminating her employment.

2019年10月23日 — 平機會根據《性別歧視條例》及《家庭崗位歧視條例》，代表一名女士提出法律訴訟。該女士指稱，其前僱主基於她的懷孕及家庭崗位而歧視她，在獲悉她懷孕後不向她發放年終酬金及把她解僱。

23 October 2019 — The EOC issued legal proceedings under the SDO and FSDO on behalf of a woman, who alleged that her former employer discriminated against her on the grounds of her pregnancy and family status, by not giving her the annual bonus after being informed of her pregnancy, and dismissing her.

2019年12月10日 — 平機會根據《性別歧視條例》代表一名女士提出法律訴訟。該女士指稱，她在接受按摩服務時受到性騷擾。

10 December 2019 — The EOC issued legal proceedings under the SDO on behalf of a woman, who alleged that she was sexually harassed in the course of receiving massage service.



## 執法 Enforcement

### 無需展開訴訟便已完結的受助個案

在2019/20年度，有22宗在該年度及之前已獲法律協助的個案，無需展開法律訴訟便已解決，或是因為個案的進一步發展及評估證據後未獲進一步協助。

另有22宗個案在2019/20年度及之前獲法律協助的個案仍在處理，至報告期完結時尚未有結果或未展開法律訴訟。

### 法庭案件

平機會在2019/20年度共處理了12宗法庭訴訟，其中八宗有關《性別歧視條例》，三宗有關《殘疾歧視條例》，另有一宗同時有關《性別歧視條例》和《殘疾歧視條例》。

在平機會律師的協助下，四宗個案在保密條款下成功和解而無需進行審訊，或是因為個案的進一步發展及評估證據後未獲進一步協助。此外，法庭判另一宗個案的受助人勝訴。截至2020年3月31日為止，其餘七宗個案仍未完結。

### Legally Assisted Cases Concluded without Commencing Legal Proceedings

In 2019/20, 22 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.

A total of 22 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 2019/20, the EOC handled 12 court proceedings — 8 under the SDO, 3 under the DDO, and 1 involved both SDO and DDO.

With assistance from the EOC lawyers, 4 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 ruled in favour of the assisted person in another case. For the remaining 7 cases, they were still ongoing as of 31 March 2020.

 處理  
Handled **12** 案法庭訴訟  
court proceedings





## 執法 Enforcement

### 勝訴案例

區域法院於2019年12月30日裁定一名女士(申索人)基於懷孕受到其僱主(答辯人)的違法歧視，判申索人勝訴。

申索人曾受僱於答辯人，擔任文員職位。申索人指稱，答辯人在得知她懷孕後對她作出歧視行為，包括施加壓力逼使她自行辭職，並在她因流產告病假復工後將她解僱。

平機會管治委員會的法律及投訴專責小組給予申索人法律協助後，平機會的律師擔任申索人的法律代表，為申索人根據《性別歧視條例》及《殘疾歧視條例》提出法律訴訟。平機會的律師在整個法律訴訟過程中一直負責處理這個案，包括擬備法律文件及參加非正審聆訊。審訊時，平機會的律師亦擔任發出指示的律師，以協助外聘訴訟律師。

法庭裁定答辯人拒絕向申索人發放遣散費及工作證明這行為，根據《性別歧視條例》第9條和《殘疾歧視條例》第7(1)條，屬於使人受害的歧視。

為了顯示申索人所受傷害和感到憤怒的程度，法庭判申索人獲得港幣133,000元的賠償，當中包括感情損害賠償、收入損害賠償和懲罰性賠償，並命令答辯人必須在14天內向申索人發出僱用證明。

此外，由於答辯人在訴訟中的表現完全不合理，為申索人及其法律代表帶來不必要的壓力，所以法庭判令答辯人需要支付申索人的訟費。

### Successful Court Case

On 30 December 2019, the District Court ruled in favour of a woman (the "Claimant") who was unlawfully discriminated by her close gap employer (the "Respondent") because of her pregnancy.

The Claimant, who worked as a clerk for a company, alleged that she was discriminated by the Respondent on the ground of her pregnancy by pressuring her to resign, and later dismissing her after she resumed work from sick leave taken because of her miscarriage.

After the LCC of the EOC Board decided to give legal assistance to the Claimant, in-house lawyer of the EOC acted as the legal representative of the Claimant to conduct the case and to initiate legal proceedings under the SDO and the DDO, including preparing court documents and attending interlocutory hearings. The EOC lawyer also acted as the instructing solicitor to assist the external counsel in trial.

The Court ruled that the Respondent unlawfully victimised the Claimant under Section 9 of the SDO and Section 7(1) of the DDO by refusing to provide severance pay and proof of employment to her.

To mark the degree of hurt and indignation felt by the Claimant, the Court awarded a total sum of \$133,000 for injury to feelings, loss of income and punitive damages, and ordered the Respondent to issue a proof of employment to the Claimant within 14 days.

Furthermore, given the Respondent's utterly unreasonable conduct throughout the legal proceedings, which had caused unnecessary stress to the Claimant and her legal representatives, the Court awarded costs of the proceedings to the Claimant.



## 執法 Enforcement

### 和解條款

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

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

### 金錢賠償

在報告期內，平機會透過調停、法律協助和庭外和解方式，為受歧視的投訴人及申訴人取得的金錢賠償總額超過港幣519萬元。

### Settlement Terms

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

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

### Monetary Compensation

The total monetary compensation secured by the EOC for complainants and claimants through conciliation, legal assistance and settlement out of court during the period under review exceeded HK\$5.19 million.

賠償超過  
Compensation  
exceeded

**\$ 5,190,000**



## 執法 Enforcement

### 其他法律工作

平機會處理的法律工作涵蓋不同範疇，法律協助只屬其中一項。法律服務科還會就查詢及投訴向投訴事務科提供意見、草擬《實務守則》及其他指引、檢討反歧視條例及提出法例修訂建議、就相關的諮詢或立法建議擬備意見書提交予政府、審校合約及協議，以及提供其他形式的內部法律支援。

### 歧視條例檢討

平機會於2016年就歧視條例檢討向政府提交意見書，提出了73項建議。政府其後提出《2018年歧視法例(雜項修訂)條例草案》，並於2018年11月刊憲，以落實平機會提出的其中八項建議。該條例草案於2018年12月提交立法會，進行首讀及開始二讀辯論。

《2018年歧視法例(雜項修訂)條例草案》建議對四條反歧視條例作出以下修訂：

- 在《性別歧視條例》的教育、僱傭及提供貨品、服務和設施等主要範疇，保障餵哺母乳的婦女免受直接及間接歧視，以及使人受害的歧視；
- 在《性別歧視條例》、《殘疾歧視條例》及《種族歧視條例》下，禁止共同工作場所內沒有僱傭關係的場所使用者（包括寄售專櫃的員工、實習人員及義工）之間的性騷擾、殘疾騷擾及種族騷擾；
- 在《殘疾歧視條例》及《種族歧視條例》下，保障服務提供者免受顧客的殘疾騷擾和種族騷擾，包括在香港註冊的飛機和船舶上作出殘疾騷擾和種族騷擾，即使有關飛機和船舶在香港境外；

### Other Legal Work

Legal assistance is only one of the various branches of legal work at the EOC. The LSD also advises the Complaint Services Division on the handling of enquiries and complaints, drafts codes of practice and other guidance, reviews the anti-discrimination ordinances and proposes legislative amendments to them, drafts submissions to the Government on relevant consultations or legislative proposals, vets contracts and agreements, and provides other forms of internal legal support.

### Discrimination Law Review

Following the EOC's submission on the Discrimination Law Review (DLR) in 2016, the Government introduced and gazetted the Discrimination Legislation (Miscellaneous Amendments) Bill 2018 in November 2018, which took forward eight of the 73 recommendations the EOC made in the DLR. The Bill was introduced into the Legislative Council for First Reading and Commencement of Second Reading in December 2018.

The Bill proposes to make the following amendments to the four anti-discrimination ordinances:

- providing protection from direct and indirect discrimination, as well as victimisation for breastfeeding women in key sectors, such as education, employment and the provision of goods, services and facilities under the SDO;
- providing protection from sexual, disability and racial harassment in common workplaces where there is no employment relationship (including consignment workers, volunteers and interns) under the SDO, DDO and RDO;
- providing protection from disability and racial harassment where customers harass service providers, including where such acts occur on Hong Kong registered aircraft or ships and while they are overseas under the DDO and RDO;



## 執法 Enforcement

- 在《種族歧視條例》下，保障市民免被認定歸於某種族人士而遭直接和間接種族歧視，以及種族騷擾；
- 在《種族歧視條例》下，保障市民的有聯繫者免受直接種族歧視和種族騷擾；
- 在《性別歧視條例》及《殘疾歧視條例》下，保障會社成員或申請成為會社成員的人免受會社管理層的性騷擾和殘疾騷擾；以及
- 廢除《性別歧視條例》、《家庭崗位歧視條例》及《種族歧視條例》下，如間接歧視案中的答辯人能證明施加有關的要求或條件的意圖並不是基於歧視，便無需支付損害賠償的條文規定。
- introducing protection from direct and indirect racial discrimination and racial harassment by imputation under the RDO;
- protecting an associate of a person from direct racial discrimination and racial harassment under the RDO;
- providing protection from sexual and disability harassment for members and prospective members of clubs, by the management of the clubs under the SDO and DDO; and
- repealing requirements of an intention to discriminate as a pre-condition to awarding damages for acts of indirect discrimination under the SDO, FSDO and RDO.

另外，政府於2020年1月在憲報刊登《2020年性別歧視(修訂)條例草案》，保障餵哺母乳的婦女免受騷擾。

In January 2020, the Government also gazetted a separate bill, the Sex Discrimination (Amendment) Bill 2020, to provide protection from harassment on the ground of breastfeeding.

上述兩條條例草案進入立法程序後，平機會已開始就修訂為持份者擬備詳盡指南，內容涵蓋新訂條文的法律效力，以及在相關的受影響範疇內推動平等的良好常規建議。平機會會於修訂通過並生效後發出有關指南。

While the Bills went through the legislative process, the EOC has been preparing detailed guidance for key stakeholders on the amendments, covering both the legal effect of the new provisions, as well as recommended good practices to promote equality in the relevant affected areas. The guidance will be published after the amendments have been passed and come into force.



# 預防 Prevention

## 政策、研究及培訓

### 2019/20年度公布的研究報告

平機會每年進行或委託機構進行不同研究，以了解歧視的趨勢及根源，並建立以數據為本的深入見解。

在2019/20年度，平機會公布了下列三項研究的結果：

- 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(2019年5月)；
- 《人人學得好》— 少數族裔教育工作小組第二份報告(2019年9月)；以及
- 香港主流學校教育少數族裔學生所面對的挑戰之研究(2020年1月)。

為跟進各項研究，平機會會見或去信相關政府決策局及部門，促使有關當局考慮及／或採納報告內的建議。

舉例來說，根據「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」研究結果，公眾反對精神健康綜合社區中心的原因之一，是有關設施於《香港規劃標準與準則》中被歸類為「敏感社區設施」(乙類)，與特殊醫療診所，以及精神病康復者及嚴重弱智人士的宿舍和展能中心屬同一類別。為免對有關設施和使用者的造成負面標籤，平機會建議刪除於《香港規劃標準與準則》中「敏感社區設施」一欄下對精神健康設施的提述。為跟進此建議，平機會與規劃署會面，討論能否刪除該提述。

(有關其餘兩項研究的詳情，請參閱少數族裔事務組的章節。)

## Policy, Research and Training

### Research Studies Published in 2019/20

To understand the trends and root causes of discrimination and develop data-driven insights, the EOC conducts and commissions a range of research studies every year.

In 2019/20, the EOC released the findings of three studies, namely:

- Study on Identifying Effective Approaches to Reduce Public Opposition in the Siting of Integrated Community Centres for Mental Wellness (ICCMWs) and Other Mental Health Facilities (May 2019);
- Closing the Gap: Second Report of the Working Group on Education for Ethnic Minorities (September 2019); and
- Study on the Challenges Faced by Mainstream Schools in Educating Ethnic Minorities in Hong Kong (January 2020).

To follow up on the studies, the EOC met and/or wrote to the relevant Government bureaux and departments and urged for consideration and/or adoption of the recommendations in the reports.

For example, the Study on Identifying Effective Approaches to Reduce Public Opposition in the Siting of ICCMWs and Other Mental Health Facilities found that public opposition to these facilities could be partly due to the classification of ICCMWs as “Group B Sensitive Community Facilities” in the Hong Kong Planning Standards and Guidelines (HKPSG), the same category as for special medical and health clinics, as well as hostels and day centres for discharged mental patients and severely mentally handicapped persons. To avoid labelling and stigmatisation of ICCMWs and the service users, the EOC recommended that the reference to mental health facilities under the designation “Sensitive Community Facilities” be removed from the HKPSG. To follow up on this, the EOC had a meeting with the Planning Department and discussed the possibility of removing the reference.

(For details of the other two studies, please refer to the section on the Ethnic Minorities Unit.)





## 預防 Prevention

### 已委託或正進行的研究

平機會於2019/20年度已委託或正進行以下研究：

- 公眾對女政治領袖的態度之研究；
- 香港少數族裔青年教育與事業路徑的研究；
- 香港普通學校教育有特殊教育需要學生的研究；
- 為香港少數族裔語言傳譯員及筆譯員制訂資歷認證與規管制度的可行模式；
- 香港年輕殘疾人士從求學過渡至工作的研究；以及
- 對職場精神病患者的標籤及歧視態度之研究。

### Research Studies Commissioned or in Progress

The following studies were commissioned or in progress in 2019/20:

- Public Attitudes Towards Female Political Leadership;
- Education and Career Pathways of Ethnic Minority Youths in Hong Kong;
- Challenges, Effective Policies and Best Practices of Ordinary Schools in Educating Students with Special Educational Needs in Hong Kong;
- Potential Models for Accreditation and Recognition of Interpreters and Translators in Ethnic Minority Languages in Hong Kong;
- Effective Strategies to Facilitate School-to-Work Transition of Young Persons with Disabilities (PWDs) in Hong Kong; and
- Perceptions of Stigmatisation and Discrimination of Persons with Mental Illness in the Workplace.







## 預防 Prevention

### 反性騷擾運動工作小組

平機會於2012年推行反性騷擾運動，以不同界別為目標，包括教育界、商界、體育界、宗教界及社福界。為協助這些界別預防性騷擾，平機會進行不同工作，例如進行調查及研究，以掌握特定界別中性騷擾的普遍情況；制定政策大綱供機構採用；以及為機構的成員、員工及管理層提供培訓。舉例來說，平機會於2019年4月及5月便舉辦了兩個工作坊，指導教會的信徒領袖擬訂反性騷擾書面政策，以及為其信眾建立投訴處理機制。

#### 大專教育界

平機會在2019年年初公布《打破沉默：本港大學生性騷擾調查研究報告》（《打破沉默》報告）後，向數間大學的學生和職員提供簡報會兼培訓，並應大學校長會的邀請，提交了為大學生製作有關防止性騷擾的網上及多媒體資源的計劃書。平機會亦與參與研究的大學的校長／副校長商討其他預防措施，此外還製作多項資訊材料，例如附有資料圖的小冊子、短片及簡報，概述研究結果，提高大學生及大學職員對性騷擾的認識。

平機會亦積極在國際會議及研討會等大型場合，向持份者宣傳有關研究結果。例如，平機會在2019年10月18至19日參與了「第七屆亞洲性教育會議」。作為會議的支持及參展單位，平機會分別在專題討論環節以及透過海報形式向逾200位來自內地、亞洲及本港的性教育及青年工作者介紹了《打破沉默》報告的研究結果。

### Working Group on Anti-Sexual Harassment Campaign

The EOC launched the Anti-Sexual Harassment Campaign in 2012. From education, business and sports to church and social service sector, the EOC has been assisting a variety of sectors to prevent sexual harassment by: undertaking sector-specific surveys and studies to understand the prevalence of sexual harassment; putting together policy frameworks for adoption by organisations; and providing training for the members, staff and management of the organisations. For example, two workshops were conducted in April and May 2019 to guide lay church leaders in writing an anti-sexual harassment policy and developing a complaint-handling mechanism for their congregations.

#### Tertiary Education Sector

Following the release of the report on “Break the Silence: Territory-wide Study on Sexual Harassment of University Students in Hong Kong” in early 2019, the EOC provided briefing-cum-training to students and staff of a number of universities. Upon invitation of the Heads of Universities Committee, the EOC submitted a proposal on the production of online and multimedia resources about the prevention of sexual harassment for university students. Discussions on other preventive measures were also made with the respective Presidents/Vice-Presidents of the universities that participated in the study. In addition, the EOC produced a range of materials, including leaflets with infographics, short video clips and PowerPoint, to provide a gist of the research findings and raise awareness of sexual harassment among university students and staff.

The EOC promoted the research findings to stakeholders at key occasions, such as international conferences and seminars. Acting as the supporting organisation and booth exhibitor of the 7th Asian Conference on Sexuality Education on 18-19 October 2019, the EOC participated in a panel discussion and delivered a poster presentation regarding the “Break the Silence” report to some 200 sexuality educators and youth workers from the Mainland, Asia and Hong Kong.



## 預防 Prevention



另外，平機會於2019年11月1日香港青年協會舉辦的研討會上，亦向超過130位中學老師、社工及輔導員，講解有關研究結果及預防校園性騷擾的措施。

Also, on 1 November 2019, the EOC presented the research findings and preventive measures on campus sexual harassment to over 130 secondary school teachers, social workers and counsellors at a seminar organised by the Hong Kong Federation of Youth Groups.

### 體育界

2019年2月，平機會舉行新聞發布會，公布「性騷擾——體育界問卷調查2018」的結果；該調查由平機會與中國香港體育協會暨奧林匹克委員會合作進行，是體育界第二輪反性騷擾運動的其中一個項目。在79間體育總會中，有42間填寫了問卷，其中52%（22間）報稱已經制定防止性騷擾書面政策。與2014年相比，當時只有七間體育總會報稱制定了防止性騷擾政策，數目顯著上升。

### Sports Sector

As part of the second round of the Anti-Sexual Harassment Campaign in the sports sector, the EOC and the Sports Federation and Olympic Committee of Hong Kong, China jointly conducted the “Sexual Harassment: Questionnaire Survey for Sports Sector 2018” and a press conference was held in February 2019 to release its findings. Among the 79 National Sports Associations (NSAs), 42 responded to the survey and 52% (22 NSAs) of them reported that they already developed their own written policy on anti-sexual harassment. This was a significant increase, compared with only 7 NSAs reporting that they had an anti-sexual harassment policy in 2014.

康樂及文化事務署收到平機會的調查報告後，再次聯絡體育總會，推動各會制定防止性騷擾政策，有關總會已採取合適措施以回應平機會的建議。該署表示，至2019年6月，60間受資助體育總會中有39間已制定反性騷擾機制及指引，餘下的受資助體育總會已承諾將各自制定政策。

Following the receipt of the EOC survey report, the Leisure and Cultural Services Department (LCSD) further liaised with the NSAs to promote the development of anti-sexual harassment policy among them. As a result, appropriate measures have been put in place to respond to the EOC’s recommendations. According to LCSD, 39 of 60 subvented NSAs had formulated anti-sexual harassment mechanisms and guidelines as at June 2019, while the remaining subvented NSAs have committed to developing their own policy.



## 預防 Prevention

### 成立反性騷擾事務組

為加強防止和打擊性騷擾的工作，平機會計劃成立反性騷擾事務組，並在2020/21年度向特區政府取得所需撥款。該事務組的工作包括：

- 全面檢討現時與性騷擾相關的法例，找出保障上的缺漏，並適時提出修訂法例的建議；
- 提升大眾對預防性騷擾政策和措施的認識；以及
- 為受性騷擾影響的人士充當第一站的支援角色，提供有關法律條文的資料，以及提供投訴及尋求公道的方法，並在有需要時轉介至輔導及治療服務。

### Establishment of Anti-Sexual Harassment Unit

To step up the effort in preventing and tackling sexual harassment, the EOC made plans to set up an Anti-Sexual Harassment Unit (ASHU), and secured the necessary funding from the SAR Government in 2020/21. The work of the ASHU includes:

- Conduct a holistic review of the current legal regime to identify protection gaps and recommend legislative amendments where appropriate;
- Promote public awareness on anti-sexual harassment policies and measures; and
- Serve as a first port of call for those affected by sexual harassment, providing information on provisions of the law, advice on where to lodge complaints and seek redress, and referral to counselling and therapy services.

## 政策倡議

### 向政府提交性教育改革的意見書

平機會在2019年年初公布《打破沉默：本港大學生性騷擾調查研究報告》後，與利希慎基金於2019年5月6日合辦「改革本港性教育圓桌會議」。約50名來自非政府組織、辦學團體及中小學的代表參加了會議。會議的論題有兩個，分別是「如何改革本港的性教育課程？」及「如何能更有效實行全面的性教育？」。參加者一致認為，除了負責性教育的教師外，所有教職員的性別平等意識亦應該提升。

## Policy Advocacy

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

Following the release of the report on “Break the Silence: Territory-wide Study on Sexual Harassment of University Students in Hong Kong” in early 2019, the EOC co-organised a Roundtable on Reforming Sexuality Education in Hong Kong with the Lee Hysan Foundation on 6 May 2019. Drawing about 50 representatives from NGOs, school-sponsoring bodies, as well as secondary and primary schools, the roundtable featured two discussion sessions, namely “How to Reform the Sexuality Education Curriculum of Hong Kong?” and “How to Effectively Implement Comprehensive Sexuality Education?”. Participants of the roundtable all agreed that a deeper awareness of gender equality should be promoted among all teaching staff, on top of teachers responsible for sexuality education.





## 預防 Prevention

2019年9月，平機會向教育局學校課程檢討專責小組提交意見書，提出全面改革香港性教育的建議，當中納入了不少圓桌會議參加者所提出的意見。

In September 2019, the EOC made a submission to the Task Force on Review of School Curriculum of the Education Bureau (EDB), laying out recommendations for a comprehensive overhaul of sexuality education in Hong Kong. The suggestions incorporated many of the insights shared by participants of the roundtable.

### 殘疾人士的權利

平機會繼續利用多個途徑及平台，提倡殘疾人士的各種權利。例如，平機會與本地大學推廣平等機會聯繫網絡的大專院校代表舉行會議，探討如何支援有特殊教育需要的大學生。

### Rights of Persons with Disabilities

The EOC continued to leverage on multiple channels and platforms to advocate for the various rights of PWDs. For example, meetings were held with representatives of tertiary institutions under the Network for Promoting Equal Opportunities in Local Universities to explore ways of supporting university students with special educational needs.





## 預防 Prevention

平機會於2019年11月2日舉辦了研討會，內容有關推廣特教學生的平等教育機會，參加者包括教育局、大學代表、學生，以及超過80名教師和校長。教育局表示會研究採取措施，把特教學生的支援資料由中學傳送至大學。

平機會多年來一直鼎力支持無障礙網頁嘉許計劃，並於2019/20年度繼續擔任計劃的獨立顧問，以提倡無障礙網站及流動應用程式設計。該計劃由香港互聯網註冊管理有限公司主辦，並由政府資訊科技總監辦公室協辦，旨在表揚機構及企業在其網站及／或流動應用程式採用無障礙設計，積極促進數碼共融。

此外，平機會還支持非政府組織加強殘疾人士的平等就業機會。例如，平機會支持CareER於2019年10月舉辦「共融平等招聘計劃—共融招聘展」。這些活動提供工作配對服務，鼓勵僱主為殘疾人士開設更多樣化的就業機會及職業階梯，以及協助殘疾人士接觸更多僱主。

平機會亦繼續支持由勞工及福利局、其他政府部門、公營機構及非政府組織合辦的精神健康月運動。平機會是籌備委員會研究工作小組的成員，與籌備委員會其他成員合作進行了精神健康指數調查，以評估香港市民的精神健康狀態。

On 2 November 2019, a seminar was successfully held to promote equal educational opportunities for students with SEN, with the participation of the EDB, university representatives, students, over 80 teachers and principal heads. The EDB would explore measures to facilitate the transfer of SEN students' support information from secondary schools to universities.

As an advocate of accessible web designs and mobile applications, the EOC has been a staunch supporter of the Web Accessibility Recognition Scheme (WARS), and continued to act as the independent advisor of the Scheme in 2019/20. Organised by Hong Kong Internet Registration Corporation Limited and co-organised by the Office of Government Chief Information Officer, the Scheme aimed to recognise organisations and companies for contributing to digital inclusion by designing websites and/or mobile applications in an accessible manner.

Meanwhile, the EOC supported NGOs to enhance the equal employment opportunities of PWDs. For example, the EOC supported CareER in organising a Fair Opportunity Inclusive Recruitment Fair in October 2019. These job-matching events served to encourage companies to open up a greater range of job opportunities and career pathways for PWDs, and connect PWDs with more employers.

The EOC also offered its longstanding support to the Mental Health Month campaign by the Labour and Welfare Bureau, other Government departments, public organisations and NGOs. As a member of the Organising Committee's Research Working Group, the EOC jointly conducted the Mental Health Index survey to gauge the mental health status of Hong Kong citizens.







## 預防 Prevention

### 培訓與顧問服務

#### 定期培訓和專設課程

自2001年起，平機會已為私營及公營界別的人士及機構提供有關反歧視條例的培訓。培訓課程分為兩類，分別為每年春／秋兩季舉辦讓公眾參加的定期培訓課程，以及應機構要求而提供的專設培訓課程。

平機會於2019/20年度舉辦了21個定期培訓課程，參加者共430人；而專設培訓課程則有325個，參加者超過16,700人。最受歡迎的培訓課程主題是反歧視條例，其次為防止性騷擾。平機會亦舉行特定主題的培訓，例如《種族歧視條例》和文化敏感度，以及無障礙通道和設施（為無障礙主任和政府部門的專責人員而設）。



### Training and Consultancy

#### Calendar Training and Customised Training

The EOC has been offering training on the anti-discrimination ordinances for individuals and organisations in both private and public sectors since 2001. There are two types of training programmes, namely the calendar training programmes, which are offered to the public twice a year in spring and autumn, and customised training programmes for organisations upon request.

In 2019/20, the EOC conducted 21 training sessions for 430 participants under the calendar training programmes. As for customised training, 325 sessions were conducted for over 16,700 participants. The most popular topic was the anti-discrimination ordinances, followed by the prevention of sexual harassment. The EOC also conducted training on specific topics, such as the Race Discrimination Ordinance and cultural sensitivity, and accessibility (for access officers and designated personnel in Government departments).





## 預防 Prevention

### 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2019/20年度，平機會應一間機構要求提供顧問服務，受惠員工超過1,900人。

### 平等機會之友會

平等機會之友會於2006年成立，為僱主、人力資源從業員、主管和培訓導師提供學習和交流的平台。在2019/20年度，接近320人加入了該會，他們來自超過170間機構。

2019年12月20日，平機會為平等機會之友會會員舉辦了「為殘疾人士建立共融工作間」研討會，講者包括CareER創辦人崔宇恆先生、新生精神康復會專業服務經理(社區服務)黃宗保先生，以及香港失明人協進會項目經理黃仕鋒先生和社會工作員鄺漫沂女士。嘉賓重點講及有關工作間便利措施的常見誤解，亦分享了實用資訊，就如何為有殘疾的員工建立友善和無障礙的工作環境提供建議。

### Consultancy Services

The EOC continued to provide policy review services for organisations with a view to assisting employers in developing appropriate policies and procedures to deal with workplace discrimination and sexual harassment. It also offers consultancy services to organisations in the development of internal training packages relating to equal opportunity issues. In 2019/20, upon request, the EOC worked on one consultancy case for an organisation covering more than 1,900 employees.

### Equal Opportunity (EO) Club

The EO Club was established in 2006 to provide a platform of learning and exchange on preventing discrimination among employers, human resource practitioners, supervisors and trainers. In 2019/20, there were nearly 320 participants from over 170 organisations joining the EO Club.

On 20 December 2019, the EOC organised a seminar “Creating an Inclusive Workplace for People with Disabilities” for members of the EO Club. Among the speakers were: Mr Walter TSUI, Co-founder of CareER; Mr WONG Chung-bao, Professional Service Manager (Community Services) of New Life Psychiatric Rehabilitation Association; as well as Mr Terry WONG and Ms Mandy KWONG, Project Manager and Social Worker of Hong Kong Blind Union respectively. The guests highlighted some of the common myths about workplace accommodation and shared practical information on ways of creating a supportive and accessible environment for employees with disabilities.





## 預防 Prevention

### 少數族裔事務組

2019/20年度，平機會的少數族裔事務組繼續採取三管齊下的策略，提出政策建議、提供培訓及進行外展工作，以消除少數族裔在教育、就業，以及獲取貨品、服務及設施方面所面對的障礙。

### 教育

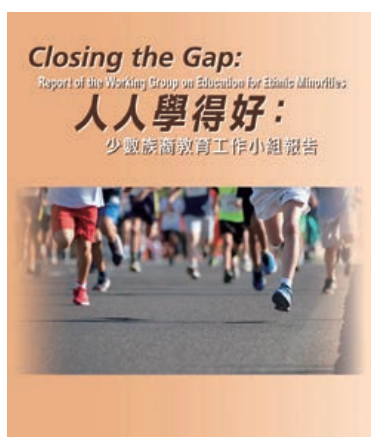
為了收集持份者對非華語學生的教育政策及措施的意見，少數族裔事務組在2018/19年度舉辦了多場交流會及訪問，參加的持份者包括少數族裔家長、非華語學生、教師、校長、僱主、語言專家及非政府組織代表。平機會的少數族裔教育工作小組繼2011年發布題為《人人有書讀》的第一份報告後，於2019年9月公布了第二份報告《人人學得好》。

### Ethnic Minorities Unit

In 2019/20, the Ethnic Minorities Unit (EMU) of the EOC continued to adopt a three-pronged approach encompassing policy recommendation, training and outreach in its work, with a view to removing the barriers faced by ethnic minorities (EM) in education, employment and accessing goods, services and facilities.

### Education

To collect stakeholders' feedback on the education policies and measures for non-Chinese-speaking (NCS) students, the EMU organised a series of sharing sessions and interviews with EM parents, NCS students, teachers, principals, employers, language experts and NGO representatives in 2018/19. In September 2019, the EOC released the second report of the Working Group on Education for EMs entitled "Closing the Gap", following the first report "Education for All" in 2011.





## 預防 Prevention

報告綜合了持份者的意見和提議，以及工作小組的建議。報告就三個行動領域提出22項建議，其中須優先處理的三項建議包括：

- 堵塞現有學習系統上的漏洞，為非華語學生提供以中文作為第二語言的整全中文課程；
- 加強師資培訓，培育一批教導中文作為第二語言的教師；以及
- 建立有系統的中文考試資歷階梯，以配合非華語學生的不同需要。

平機會其後與教育局會面，轉達研究結果。平機會亦因應2019年施政報告公眾諮詢向政府提交多項建議，提倡進一步推動少數族裔的平等教育機會，包括為非華語學生制定以中文作為第二語言的整全課程；加強師資培訓，確保教師具備教導第二語言學習者所需的技巧與思維；以及檢視現有各個中文考試選項，進而制定獲大專院校和僱主認可的資歷階梯。

2020年1月，平機會公布「香港主流學校教育少數族裔學生所面對的挑戰之研究」結果。研究由平機會委託樂施會及香港大學中文教育研究中心進行，目的是探討學校於教導非華語學生時所面對的挑戰，並透過收集小學校長和教師的意見，從而找出可行的改善建議。主要的研究結果包括：

The report summarised the views and suggestions of stakeholders and the recommendations by the Working Group. Altogether there were 22 recommendations under three action areas, with the top three recommendations being:

- Plugging the gaps in the existing systems in order to have in place a full-fledged Chinese-as-a-second-language curriculum;
- Arranging better and systematic teacher training so as to create a pool of teachers teaching Chinese as a second language; and
- Introducing a structural Chinese language examination ladder that caters for the range of different needs of NCS students.

Subsequently, the EOC met the EDB to relay the findings of the study. The EOC also submitted a range of recommendations on advancing educational equality for EM students to the Government during the public consultation on the 2019 Policy Address, including the development of a complete Chinese-as-a-second-language curriculum for NCS students, more robust training to equip teachers with the skillset and mindset needed for teaching second language learners, and the consolidation of different Chinese language examination options into a qualification ladder recognised by tertiary institutions and employers.

In January 2020, the EOC released the report of another study entitled “A Study on the Challenges Faced by Mainstream Schools in Educating Ethnic Minorities in Hong Kong”. The study, commissioned to Oxfam Hong Kong and the Centre for Advancement of Chinese Language Education and Research of The University of Hong Kong, aimed to explore the challenges faced by schools in teaching NCS students and gauge the views of principals and teachers of primary schools, with a view to identifying possible suggestions for improvement. The main findings of the report included:





## 預防 Prevention

- 只有37.8%的中文科教師和54.1%的非中文科教師表示有信心教導非華語學生達至與華語學生相近的水平；
- Only 37.8% of Chinese language teachers and 54.1% of non-Chinese language teachers felt confident in teaching NCS students to achieve comparable levels of standards of Chinese-speaking students;
- 有接近95%的校長認為主流課程的中文寫作對非華語學生來說要求過高；有超過95%的中文科教師認為，主流中文課程對非華語學生來說過於艱深；
- Nearly 95% of the school principals expressed that Chinese writing of the mainstream curriculum is too demanding for NCS students, while over 95% of Chinese language teachers expressed that the Chinese language subject of the mainstream curriculum is too difficult for NCS students;
- 在非華語學生集中程度屬於中等的學校(取錄了31至50名非華語學生)，有接近95%的校長和97%的中文科教師同意應由擁有豐富教導非華語學生經驗的教師，為非華語學生提供抽離式中文學習支援；
- Almost 95% of the principals and 97% of Chinese language teachers working at medium concentration schools (with an intake of 31-50 NCS students) agreed that the Chinese learning support programme for NCS students should be provided by teachers experienced in teaching NCS students as a pull-out learning support;
- 有93.2%的受訪校長表示聘請有中文作為第二語言相關教學技巧的教師遇到較大困難；大部分受訪校長認為，教育局提供的津貼不足以聘請教學經驗豐富的教師以支援非華語學生；以及
- 93.2% of the interviewed principals expressed that they encountered greater difficulties in employing teachers with related skills on teaching Chinese as a second language, and most opined that the subsidy provided by the EDB was insufficient for employing experienced teachers for supporting NCS students; and
- 有95%的校長和超過90%的教師認同，坊間缺乏以中文作第二語言的學生為對象且能配合主流課程的教材。
- 95% of principals and more than 90% of teachers agreed that there was a lack of teaching materials targeting students with Chinese as a second language and corresponding to the mainstream curriculum at the same time.

研究團隊在報告中提出一系列建議，會提交予教育局及有關方面考慮。

The research team listed a series of recommendations in the study report, which would be submitted to the EDB and relevant parties for consideration.







## 預防 Prevention

### 就業

#### 《種族多元共融僱主約章》

自2018年8月《種族多元共融僱主約章》推出以來，簽署約章機構的數目持續上升。截至2020年3月31日，有107間機構簽署了約章，承諾支持種族多元共融的僱傭政策。附錄3載列了截至2020年3月31日已簽署約章的機構名單。

為鼓勵僱主分享良好常規，少數族裔事務組於2019年8月2日為簽署機構舉辦圓桌會議，該圓桌會議由AXA安盛贊助，內容有關企業如何透過不同措施在工作間推動種族多元共融，期間亦舉行了有關培養文化智商的工作坊。

另外，平機會與世勤律師事務所和鴻鵠律師事務所合作，於2019年12月5日舉辦「從#MeToo到#WeToo:齊創共融工作環境」(From #MeToo to #WeToo: Let's Create an Inclusive Working Environment for All)座談會。座談會的目的是響應11月25日的國際消除對女性使用暴力日和12月18日的國際移民日，另外還以性騷擾為主題，聚焦討論外籍家庭傭工的處境，鼓勵企業提升僱員意識，特別是他們當中有不少都是外籍家庭傭工的僱主。



### Employment

#### Racial Diversity and Inclusion Charter for Employers

Since the launch of the Racial Diversity and Inclusion Charter for Employers in August 2018, the number of signatories continued to go up. As at 31 March 2020, there were 107 signatories enrolled on the Charter, pledging their support to racially diverse and inclusive employment policies. Signatories of the Charter as at 31 March 2020 are listed in Appendix 3.

To encourage the sharing of best practices, the EMU organised a roundtable for signatories on 2 August 2019. The roundtable discussion, which was sponsored by AXA, explored a range of corporate initiatives that could help promote racial diversity and inclusion in the workplace. A workshop on cultural intelligence building was also held during the occasion.

The EOC also co-organised a panel discussion entitled "From #MeToo to #WeToo: Let's Create an Inclusive Working Environment for All" with international law firms Lewis Silkin and Bird & Bird on 5 December 2019. Other than honouring the International Day for the Elimination of Violence Against Women on 25 November and the International Migrants Day on 18 December, the panel aimed to spotlight issues relating to sexual harassment — especially those affecting foreign domestic workers (FDWs) — and invite businesses to reflect on how they can influence their employees, many of which hire FDWs.





## 預防 Prevention

### 獲取貨品、服務及設施

為提高服務提供者的文化敏感度，少數族裔事務組在2019/20年度為不同政府部門、機構，以及服務提供者的前線僱員提供培訓。2019/20年度，平機會一共舉辦了106場有關《種族歧視條例》及多元文化的培訓，其中55場的對象是主流社區人士，例如政府人員、教師及本地企業的僱員，另外51場則為少數族裔社群而設，包括外籍家庭傭工。

在2018/19年度，平機會委託機構進行《為香港少數族裔語言傳譯員及筆譯員制訂資歷認證與規管制度的可行模式》研究，就少數族裔語言傳譯服務訂立統一標準提供建議。研究報告會於2020/21年度發表。

### Access to Goods, Services & Facilities

To enhance the cultural sensitivity of service providers, the EMU provided training to frontline staff of various Government departments, organisations and service providers in 2019/20. Altogether 106 training sessions on the RDO and cultural diversity were conducted in 2019/20, with 55 sessions for members of the mainstream community, such as Government officials, teachers and employers of local businesses, and 51 sessions for the EM communities, including foreign domestic workers.

The EMU commissioned a “Study on Potential Models for Accreditation and Regulation of Interpreters and Translators in EM Languages in Hong Kong” in 2018/19, with a view to providing recommendations on the standardisation of interpretation services for EM. The study report will be released in 2020/21.



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場有關《種族歧視條例》與多元文化培訓  
training sessions on the Race Discrimination Ordinance  
and cultural diversity





## 預防 Prevention

### 社區融合

為接觸少數族裔社群，少數族裔事務組設立了若干平台，例如尼泊爾社群小組、巴基斯坦裔婦女小組、錫克教婦女小組以及推動種族平等共融青年諮詢小組。在2019/20年度，少數族裔事務組與該等小組定期舉行會議，聽取他們的關注，另外還參與了147次持份者會議和74次社區活動。

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

在主流社群方面，少數族裔事務組繼續借助EMBRACE運動，透過Facebook及影片宣傳種族共融信息。

### Community Integration

The EMU has established a number of platforms for reaching out to EM communities, namely a Nepalese community group, a Pakistani women's group and a Sikh women's group, as well as a Youth Consultative Group on Racial Equality and Integration. During 2019/20, regular meetings were held with these groups to hear their concerns. The EMU also participated in 147 stakeholder meetings and 74 community events.

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

For the mainstream community, the EMU continued to ride on the EMBRACE campaign featuring Facebook and video promotions to spread the message of racial integration.







## 教育 Education

### 社區教育及宣傳

平機會於2019/20年度繼續借助各種媒介和平台，及與不同社區團體建立聯繫，向公眾宣揚平等機會及多元共融的價值。

### 大眾媒體推廣及宣傳活動

#### 「平等生活・開心共融」計劃

平機會與香港電台第一台合作，於2018年12月推出全新項目「平等生活・開心共融」行動，以宣揚傷健共融的信息及提高公眾對《殘疾歧視條例》的認識。

該計劃為期一年，並得到全港22間復康機構及非政府組織支持，內容包括電台環節、廣播劇及社區夥伴專訪。平機會並於2019年10月13日在香港電台舉辦公眾教育活動，出席者包括政府官員、非政府組織和復康團體代表及本地藝人，共同宣揚傷健共融的信息。

### Community Education and Publicity

Leveraging a mix of media and platforms and engaging different community groups, the EOC continued to promote the values of equal opportunities, diversity and inclusion to the public in 2019/20.

### Mass Media Promotions & Publicity

#### Embracing Social Inclusion Project

Teaming up with RTHK Radio 1, the EOC launched a new Embracing Social Inclusion Project in December 2018 to promote the inclusion of persons with disabilities (PWDs) and public understanding of the Disability Discrimination Ordinance.

The one-year project, which received support from 22 rehabilitation organisations and NGOs across Hong Kong, featured radio segments, drama series and interviews with community partners. On 13 October 2019, a public education event was staged in RTHK, with Government officials, representatives of NGOs and rehabilitation groups, as well as local artistes joining together to call for greater support and inclusion of PWDs.





## 教育 Education

### 平等機會多元共融行動

平機會於2006年首次在香港電台第二台推出「平等機會多元共融行動」，並於2019/20年度再次與香港電台第二台合作推出這活動。活動由2019年12月至2020年11月進行，重點項目包括：

- 每星期在「Made in Hong Kong」節目時段內播放不同持份者團體的半小時訪問環節以及廣播劇，內容關於平等機會及多元共融議題；
- 在「晨光第一線」節目時段內推出「我的精裔朋友」特輯；以及
- 「通識六十秒」宣傳環節。

### Equal Opportunities Diversity Project

For another year, the EOC collaborated with RTHK Radio 2 on the Equal Opportunities Diversity Project in 2019/20, which was first introduced in 2006. Running from December 2019 to November 2020, the project featured:

- Weekly 30-minute interviews with different stakeholder groups and weekly radio dramas on topics related to equal opportunities, diversity and inclusion on the “Made in Hong Kong” programme;
- Radio segments on the morning programme “Morning Suite”; and
- 60-second promotional segments on “One Minute — Know It All”.







## 教育 Education



### 電台及電視推廣

除了上述電台宣傳活動，平機會委員及管理層人員在年內亦進行了46個電台和電視訪問，談及有關歧視及平等機會的活動及議題。

平機會繼續透過本地電視台和電台不同頻道播放有關服務提供者在提供服務期間受顧客性騷擾的宣傳片和聲帶。公眾亦可於平機會的網站、YouTube頻道和智能手機應用程式收看有關宣傳片。

### Radio & TV Promotions

Other than the above radio campaigns, the EOC lined up 46 radio and TV interviews in 2019/20 for Members and management of the EOC to talk on events and issues related to discrimination and equal opportunities.

Also, the EOC's TV and radio APIs on sexual harassment of service providers by customers in the course of service provision continued to be broadcast on the channels of local TV and radio stations, besides being available on the EOC website, EOC YouTube Channel and EOC Mobile Apps.



## 教育 Education

### 平機會主席的報章專欄及專題文章

平機會主席於2019/20年度繼續在香港免費報章《am730》網上版定期撰寫專欄，與讀者分享他對平等機會議題的見解。有關專欄可於《am730》網頁和手機應用程式，以及平機會網頁的「主席隨筆」欄目瀏覽。

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

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

In 2019/20, the EOC Chairperson continued to release articles in a regular column in the online version of the free newspaper *am730* to share thoughts and insights into equal opportunity issues. The column articles are available on *am730's* website and mobile app, as well as "The Chairperson's Perspectives" section on the EOC website.

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





## 教育 Education

### 社交及數碼媒體宣傳

#### YouTube 頻道

平機會一直著力於社交媒體宣傳，借助這有效途徑與社區建立聯繫、提升機構形象、宣傳反歧視條例及宣揚多元共融信息。

平機會於2008年2月推出YouTube頻道，透過上載具資訊性及趣味性的短片，介紹平等機會及共融價值，加強平機會在網上的曝光。

過去一年，平機會YouTube頻道共增添17齣新短片，包括平等機會紀錄片及平機會公眾活動的精華片段。其中一套新增短片是「打破沉默」紀錄片系列，片中平機會在街頭訪問了不同年齡與性別的市民，了解他們對性騷擾議題的看法和經歷。除此，平機會亦在片中訪問了非政府組織及平機會的代表，帶出預防性騷擾的重要性。截至2020年3月底，平機會的YouTube頻道已上載了348齣短片，總瀏覽次數超過515,000次。

### Social and Digital Media Promotions

#### YouTube Channel

The EOC embraces social media as an effective tool to engage with the community, enhance the image of the Commission, and promote the anti-discrimination ordinances and messages of diversity and inclusion.

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

During the year in review, 17 new videos were added to the EOC YouTube Channel, including documentaries on equal opportunities and highlights of the EOC's public events. Among the new releases was *Break the Silence*, a documentary featuring a series of street interviews with people of different ages and genders, as they shared their views and experiences of sexual harassment, and interviews with representatives of NGO and the EOC on the importance of preventing sexual harassment. As at the end of March 2020, a total of 348 videos had been uploaded, with over 515,000 views.



# 348

齣短片在平機會YouTube頻道  
videos on EOC YouTube Channel







## 教育 Education

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

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

### 平機會領英專頁

平機會於2020年3月21日國際消除種族歧視日在社交媒體領英開設專頁，以各行各業的專才及企業為目標，分享各種資訊，例如平機會的招聘廣告、與平等機會議題相關的活動和動向、履行社會企業責任的措施，以及推行多元共融常規的方法等。

### EOC LinkedIn Page

The EOC launched its LinkedIn Page on the International Day for the Elimination of Racial Discrimination (IDERD) on 21 March 2020. Targeting professionals of different sectors and the corporate community, the EOC has been posting advertisements on career openings within the EOC, announcements on events and happenings related to equal opportunities, information on corporate social responsibility initiatives and tips on diversity and inclusion practices.

### 平機會網站

平機會的網站仍然是委員會為公眾提供反歧視條例及平機會工作資訊的重要平台。網站除了提供中英文雙語版本外，並同時包含無障礙設計，方便有不同需要的人士使用，歷年來得到多項無障礙網頁計劃的嘉許及獎項。2019/20年度，平機會網站錄得的點擊率超過3,800萬次，每月吸引訪客約11萬人次。

### EOC Website

The EOC's website remains an important platform for providing information about the anti-discrimination ordinances and the EOC's initiatives to the public. Fully bilingual (Chinese and English) and accessible to people with different needs, the website has been recognised by various web accessibility schemes and awards through the years. In 2019/20, the website recorded a total hit rate of over 38 million and attracted about 110,000 visitors a month.





## 教育 Education

### 網上廣告宣傳

為了善用網上媒體的廣泛接觸層面及滲透度，平機會於2019年3月至6月在搜尋器雅虎香港及無綫電視開發的MyTV Super這兩個受歡迎的網頁／應用程式，推出網上廣告宣傳。雅虎的首頁及MyTV Super應用程式／網站展示了四個橫幅廣告及三段宣傳片，推廣《種族多元共融僱主約章》、「平等生活・開心共融」計劃的問答遊戲，以及消除性騷擾和懷孕歧視等信息。

### 推廣平機會手機應用程式

為了進一步吸引更多人使用平機會的手機應用程式，平機會於2019年9月1日至11月15日舉辦抽獎活動，下載了平機會手機應用程式的市民即可參加抽獎，大獎是一部iPad mini，另有50張各價值港幣100元的禮券。為了宣傳該次抽獎活動和鼓勵市民下載程式，平機會在受歡迎的MyTV Super應用程式／網站設置了橫幅廣告。

### Online Advertising Campaign

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

### Promotion of the EOC Smart Phone Apps

To further promote the usage of the EOC Smart Phone Apps, the EOC organised a lucky draw between 1 September and 15 November 2019. Users who downloaded the EOC iPhone or Android App were eligible to enter the lucky draw, which offered an iPad mini as the grand prize and 50 pieces of \$100-gift coupon. To publicise the lucky draw and encourage participation, the EOC placed banner advertisements on the popular MyTV Super app/website.







## 教育 Education



平機會手機應用程式於2013年推出，讓市民可以隨時隨地獲取關於四條反歧視條例及平機會活動的最新資訊。市民亦可以在程式上瀏覽關於多元共融的短片或收聽相關的電台節目。另外，應用程式亦備有讀屏功能，同時提供黑底黃字的顯示選項，符合萬維網聯盟的《無障礙網頁內容指引》AA級別標準。

The EOC app was launched in 2013 to provide on-the-go information about the four anti-discrimination ordinances and latest news about the Commission's initiatives. Users can also view videos and listen to radio shows about diversity and inclusion. Equipped with such features as a voice-over function and an option to switch to a yellow-text-against-black-background version, the app is compliant with the Level AA requirements of the World Wide Web Consortium Web Content Accessibility Guidelines.

### 教育年青一代

### Educating the Younger Generation

#### 學校戲劇表演

#### School Drama Performances

平機會繼續與三個本地劇團(大細路劇團、森林聯盟及街坊小子木偶劇場)合作，為學校製作和演出以平等機會、多元共融為題材的話劇和木偶劇。於2019/20年度，這些劇團為49,792名學生進行共305場演出。幾乎全部學校在意見調查中給予「好」或「非常好」的評價。

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 values at schools. In 2019/20, a total of 305 performances were staged for 49,792 students. Almost all of the schools indicated in the feedback survey that the plays were "good" or "very good".





## 教育 Education

### 《高仔與朋友們》系列故事書

平機會於2017年10月推出兒童故事書系列《高仔與朋友們》，旨在向幼童灌輸平等及多元共融的價值觀。公眾可於港九新界各間公共圖書館借閱該套故事書。

為擴大讀者群，平機會於2019/20年度與Books and Beyond Reading Club合作，參與該組織於數間本地小學舉辦的閱讀馬拉松計劃，將《高仔與朋友們》列入計劃的書目，希望能讓更多學童認識高仔及了解故事所帶出的信息。

### 「共融i世代」計劃

平機會於2019/20年度推出全新模式的青少年計劃。計劃設有一系列體驗活動，包括文化導賞及輪椅體驗，目的是增進年青一代對不同社區群體(包括弱勢社群)的認識，同時培養他們的同理心。

### “Tally & friends” Storybook Series

The EOC launched the illustrated children book series *Tally & friends* in October 2017 to introduce the values of equality, diversity and inclusion to young children. The storybook series is available at various public libraries across Hong Kong Island, Kowloon and the New Territories for public access.

To expand the readership, the EOC collaborated with the Books and Beyond Reading Club in 2019/20, which has been running a Reading Marathon Programme for a number of local primary schools. By including *Tally & friends* in the list of books to read for participants, it is hoped that more children would learn about Tally and the messages embedded in the storybook.

### Generation “i” Programme

The EOC adopted a new format for its youth programme in 2019/20. Featuring a series of experiential activities, such as cultural and wheelchair tours, the programme aimed to instil in the younger generation greater understanding and empathy to different communities including the disadvantaged groups.







## 教育 Education

2019年12月14日，計劃參加者到訪了位於葵涌由香港聖公會麥理浩夫人中心營運的共融館，了解南亞人士的文化 and 體驗其他少數族裔在香港的生活情況。2020年1月18日，另一批參加者參加了由滾動力量舉辦的輪椅體驗活動，坐上輪椅遊走都市，親身體驗殘疾人士面對的障礙。

平機會並同時透過「共融i世代」的Facebook專頁宣傳有關活動，定期上載與平等機會有關的短片、新聞及社區活動，與參與者保持網上對話，並吸引更多年輕人參與計劃。

另外，平機會安排了「共融i世代」多媒體比賽中獲選入圍及得獎的漫畫作品，分別於2019年6月在黃竹坑地鐵站及9月在金鐘地鐵站內展出。是次比賽於2018/19年舉辦，旨在培養年輕一代的創意，讓本地中學生透過創作漫畫或短片，表達他們眼中共融的意義，幫助他們建立對平等多元的信念。

On 14 December 2019, participants went on a tour to Kung Yung Koon run by the HKSXH Lady MacLehose Centre in Kwai Chung. They enjoyed a taste of South Asian culture and caught a glimpse of the daily life of other racial groups in Hong Kong. On 18 January 2020, another group of participants attended an activity organised by Wheel Power Challenge, which allowed them to have first-hand experiences of travelling around the city in wheelchairs and the barriers encountered by PWDs.

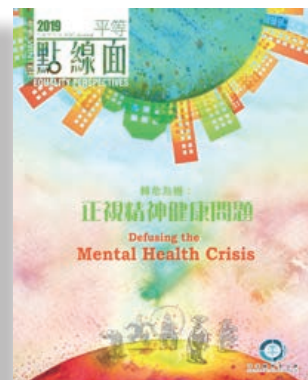
In parallel with the Generation “i” programme, the EOC maintained a Facebook page for participants, with videos, news and community events related to equal opportunities uploaded regularly to sustain the conversation online and to attract more young people to join the programme.

The EOC also arranged for the shortlisted and winning comic strips from the EOC’s Generation “i” multimedia competition in 2018/19 to be displayed at MTR Wong Chuk Hang and Admiralty station in June and September 2019 respectively. The competition sought to nurture an interest in creative expression and a commitment to the cause of diversity and equality among the younger generation, by inviting them to draw a comic strip or make a short video about what inclusion means and why it matters.





## 教育 Education



## 接觸市民大眾

### 刊物及其他通訊資料

在2019/20年度，平機會為持份者及公眾出版了一系列刊物及通訊資料。當中包括《平等點·線·面》期刊，以多角度深入探討平等議題。這本期刊隨《經濟日報》向市民派發，並發送予主要持份者。平機會亦定期向約8,000名持份者發出《平機會電子通訊》，分享有關平機會的最新工作、對歧視議題的立場，以及社區組織舉辦活動的消息。

年內，平機會推出全新的《平等機會委員會簡介》，介紹其角色及職能，包括處理投訴的職能。

## Engaging the General Public

### Publications and Other Communication Materials

In 2019/20, the EOC produced a series of publications and communication materials for stakeholders and members of the public. These included *Equality Perspectives*, a journal that dissects issues relating to equal opportunities from different angles. The journal was distributed as an insertion in the newspaper *Hong Kong Economic Times*, as well as to major stakeholders. The EOC also sent out an e-newsletter *News from the EOC* regularly, informing around 8,000 subscribers of the EOC's latest work, positions on topical issues about discrimination, as well as related events organised by community organisations.

During the year, the EOC published a new Corporate Brochure to introduce its role and functions, including its complaint-handling function.



## 教育 Education



### 創智營商博覽

為向企業宣傳共融工作間的好處，平機會再次在香港貿易發展局主辦的「創智營商博覽」設置攤位。是次博覽於2019年12月4日至6日假香港會議展覽中心舉行，期間平機會向入場人士派發超過4,600份刊物，並送出超過2,800份紀念品。參加者對平機會的反應正面，超過86%的受訪者表示參觀平機會的攤位後，對平等機會加深了認識。

### SmartBiz Expo

To promulgate the advantages of fostering an inclusive workplace to enterprises, the EOC participated once again in Hong Kong Trade Development Council's SmartBiz Expo on 4-6 December 2019 at Hong Kong Convention and Exhibition Centre. During the Expo, the EOC distributed over 4,600 publications and 2,800 souvenirs to Expo visitors. Positive feedback was collected from the attendees, with over 86% of the respondents stated that they knew more about equal opportunities after visiting the EOC's booth.

### 香港國際牙科博覽暨研討會

平機會年內首次參加由香港牙醫學會主辦的香港國際牙科博覽暨研討會。是次博覽於2019年8月2日至4日舉行。平機會向博覽入場人士派發超過1,800份刊物，並送出超過1,500份紀念品。參加者同樣對平機會的反應正面，超過87%的受訪者表示參觀平機會的攤位後，對平等機會加深了認識。

### Hong Kong International Dental Expo and Symposium

For the first time, the EOC made an appearance at the Hong Kong International Dental Expo and Symposium (HKIDEAS), organised by the Hong Kong Dental Association on 2-4 August 2019. The EOC distributed over 1,800 publications and 1,500 souvenirs to Expo visitors. Again, positive feedback was received, with over 87% of the respondents stated that they knew more about equal opportunities after visiting the EOC's booth.





## 教育 Education

### 平等機會社會參與資助計劃

2019/20年度，平機會透過「平等機會社會參與資助計劃」，資助了28個由不同社區團體、非政府組織及教育機構策劃的項目，資助總額高達港幣1,054,763元。獲資助的項目旨在加強公眾對四條反歧視條例的認識，並宣揚平等共融的觀念。

平機會亦支持其他機構舉辦的活動，以宣揚反歧視信息。於2019/20年度，平機會支持了22個在香港舉辦的項目及活動。

### Community Participation Funding Programme

In 2019/20, the EOC's Community Participation Funding Programme provided HK\$1,054,763 of funding support to 28 projects by community groups, NGOs and educational institutions. These projects were geared towards promoting greater understanding of the four anti-discrimination ordinances and the concepts of equal opportunities and inclusion.

The EOC also rendered support to initiatives by organisations to promote anti-discrimination messages. In 2019/20, the EOC supported 22 projects and initiatives across the city.





## 機構管治 Corporate Governance

平機會透過全面的管控及報告機制、與持份者及社區的恆常聯繫、高透明度的運作及嚴格的財政監控，致力維持卓越的機構管治。

- **聯繫** — 平機會於2019/20年度繼續與社區組織、學者及非政府組織保持聯繫，建立夥伴關係。主席自2019年4月上任後，即開始與不同持份者聯繫，與不同社區組織、非政府組織、駐港領事和外交人員及其他機構會面。
- **透明度** — 平機會透過不同途徑及媒介令公眾知悉平機會的工作，例如於平機會網站內發布平機會管治委員會的會議時間表及會議記錄，並且在年報內披露管治委員會及專責小組會議的出席記錄。此外，平機會每年會向立法會政制事務委員會提交平機會的周年工作計劃。
- **財政監控** — 平機會備有嚴格的內部監控制度，適當的申報機制及妥善的程序，以確保平機會能以高效和符合成本效益的方式運用資源。

### 服務承諾

平機會制定了一套以回應時間計算的服務標準，以評估及量化服務水平。平機會於2019/20年度在大部分服務承諾中均達標，而大部分項目更有出色表現，詳情載於下表。

The EOC is committed to maintaining high standards of corporate governance, as underpinned by its comprehensive control and reporting mechanisms, regular engagement with stakeholders and the community, high level of transparency and stringent financial control.

- **Engagement** — In 2019/20, the EOC continued to engage and build rapport with community groups, the academia and NGOs. The Chairperson, upon assuming office in April 2019, embarked on a programme of stakeholder engagement, meeting different community groups and NGOs, the consular communities and other organisations.
- **Transparency** — Different channels and mediums were utilised to keep the public informed about the work of the EOC. For example, meeting schedules and minutes of the EOC Board were posted on the EOC website, and attendance records of the EOC Board and Committee meetings included in the Annual Report. In addition, presentation on the Commission's annual work plan is made to the Legislative Council Panel on Constitutional Affairs every year.
- **Financial control** — Stringent internal control system, appropriate reporting mechanisms, and proper procedures and processes are in place to ensure that the EOC expends its resources in an efficient and value-for-money manner.

### Performance Pledge

The EOC has in place a set of service standards, which are expressed generally in terms of responding times, to measure and quantify its performance. In 2019/20, the EOC achieved the majority of the service standards in its performance pledge and excelled in most of the targets. The details are shown in the following table.



## 機構管治 Corporate Governance

### 平機會於2019/20年度的服務承諾 EOC's Performance Pledge in 2019/20

	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)	(數目) (Number)
<b>查詢</b> 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： 4,888 Total: 達標： 4,888 Met: 不達標： 0 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： 113 Total: 達標： 113 Met: 不達標： 0 Not met:
回覆複雜的書面查詢 Reply to written enquiries on complex issues	14個工作天內 Within 14 working days	95%	100%	總數： 1,810 Total: 達標： 1,810 Met: 不達標： 0 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)	(數目) (Number)
<b>投訴 Complaint</b>				
對書面投訴作出初步回應 Initiate action on a written complaint	3個工作天內 Within 3 working days	100%	100%	總數： 1,072 Total: 達標： 1,072 Met: 不達標： 0 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個工作天內 Within 5 working days	95%	100%	總數： 29 Total: 達標： 29 Met: 不達標： 0 Not met:
完成處理投訴個案 Conclude a complaint case	6個月內 Within 6 months	75%	81%	總數： 1,244 Total: 達標： 1,010 Met: 不達標： 234 Not met:
<b>法律協助 Legal assistance</b>				
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%	76%#	總數： 37 Total: 達標： 28 Met: 不達標： 9 Not met:

#註：由於個案複雜，平機會需要更多時間審批法律協助的申請，以致在指定時間內只回應了76%的申請。

# Note: Owing to the complexity of the cases, further time was needed for consideration of the applications for legal assistance. Hence the EOC was only able to respond to 76% of the cases within the specified time.

## 機構管治 Corporate Governance

	服務表現目標 Performance target		實際表現 Actual performance	
	服務標準 Service standard	(達標的百分比) (% Meeting standard)	(百分比) (Percentage)	(數目) (Number)
<b>公眾教育及宣傳</b> <b>Public education and promotion</b>				
安排有關平等機會議題及法例的講座 Meet requests for talks on equal opportunity issues and legislation	6個星期內 Within 6 weeks	95%	100%	總數： Total: 263 達標： Met: 263 不達標： Not met: 0
處理市民以郵寄或傳真方式索取平機會刊物 Meet requests by mail or fax for EOC publications	3個工作天內 Within 3 working days	95%	100%	總數： Total: 108 達標： Met: 108 不達標： Not met: 0
回應團體探訪要求 Meet requests for guided group visits	5個工作天內 Within 5 working days	95%	100%	總數： Total: 3 達標： Met: 3 不達標： Not met: 0
舉辦主要宣傳活動 Convene major promotional events	12個月內 Within 12 months	80項活動* 80 activities*	100%	總數： Total: 117 達標： Met: 117 不達標： Not met: 0
參加者對平機會舉辦的培訓服務感到滿意 Participants satisfied with the training services provided by the EOC	滿意 Satisfactory	80%	99.6%	總數： Total: 5,639 達標： Met: 5,615 不達標： Not met: 24

\*註：此數字為實際目標。2019年4月1日至2020年3月31日舉辦的活動總數為117項。

\*Note: This is an actual target. The total number of activities convened from 1 April 2019 to 31 March 2020 was 117.





## 機構管治 Corporate Governance

### 程序檢討

平機會於2017年下旬就其管治、管理架構及投訴處理程序展開檢討。檢討由三名平機會委員組成的檢討委員會進行，成員包括現任委員高朗先生，以及前任委員李翠莎博士及孔美琪博士。為確保能進行全面評估，並且考慮不同觀點，平機會還邀請了退休高等法院法官芮安牟教授，以義務性質另外進行獨立的檢討，並就此撰寫報告。

檢討委員會的報告附載了芮安牟教授的獨立報告，已於2019年12月公布。平機會除了發出新聞稿公布報告，還將報告上載至平機會網站供公眾閱覽。

報告提出了多項建議，以期透過改善平機會的管治及投訴處理工作，從而提升效率。當中主要的建議包括：

- (a) 採取以受害人為本的方針處理投訴乃審慎的方法，除了一貫謹守公正持平地對待雙方的原則，應同時留心 and 體恤投訴處理程序各個階段中受害人的需要，管理受害人的期望；
- (b) 處理投訴時必須以全面的方式搜集案件資料和證據；以及
- (c) 由主席擔當總指揮的角色，並由平機會管治委員會委員及專業的管理小組從旁協助。

在檢討期間，平機會回應了持份者及公眾對投訴處理程序的關注，落實推行一系列改善措施。平機會按照程序檢討委員會報告的結果及建議，擬訂了管理架

### Process Review

The EOC embarked on a review of its governance, management structure and complaint-handling process in the latter half of 2017. The review was conducted by a three-member Review Panel comprising current EOC Member Mr Mohan DATWANI and former EOC Members Dr Trisha LEAHY and Dr Maggie KOONG. To ensure a well-rounded assessment with due regard to different perspectives, the EOC also invited former High Court judge Prof Anselmo REYES to conduct an additional, independent review and compile a report on a *pro bono* basis.

The Review Panel Report, which contained the report by Prof Reyes, was released in December 2019. As well as issuing a media release to publicise the report, the EOC uploaded the report onto its website for public viewing.

The report listed a series of recommendations geared towards enhancing the EOC's governance and complaint-handling work to optimise its efficiency. Among the recommendations were:

- (a) The victim-centric approach, which seeks to recognise and pay special attention to the needs of victims at all stages of the complaint-handling process, while managing their expectations and adhering to principles of fairness and impartiality to both parties in a complaint, is a prudent approach for the EOC to adopt in handling complaints;
- (b) The handling of complaints must be in a holistic manner insofar as the collection of facts and evidence is concerned; and
- (c) The Chairperson is in the overall commanding role, to be ably assisted by EOC Board Members and the professional management team.

The EOC has already put in place a string of measures during the review to address concerns among stakeholders and the public regarding the EOC's complaint-handling process. Based on the findings and recommendations of the Review Panel



## 機構管治 Corporate Governance

構改革的計劃，並與政府商討可行性、撥款和其他相關事宜。同時，平機會繼續與持份者保持緊密聯繫，以持續改善服務。

Report, the EOC made plans to reform the Commission's management structure and communicated with the Government on the feasibility, funding and other related issues. At the same time, the EOC continued to stay closely in touch with stakeholders in its continuous pursuit of service enhancement.

## 與持份者聯繫

平機會於年內持續與社區組織、學界及非政府組織保持聯繫，建立夥伴關係。主席及平機會職員除了與不同持份者機構會面，還出席了多項社區活動。平機會亦繼續與各國駐港外交人員、內地及海外機構和官員進行對話及交流。

## Stakeholder Engagement

The EOC continued to engage and build rapport with community groups, academia and NGOs during the year. The Chairperson and EOC staff had meetings with different stakeholder groups and attended several community events and functions. Dialogue and exchange were also made with the consular communities, and Mainland and international organisations and officials.

其中一項交流活動是前往粵港澳大灣區考察，平機會主席於2019年11月25至27日帶領平機會職員代表前往東莞及廣州交流。是次參訪的目的主要是增進平機會與大灣區相關機構對彼此工作的了解，並促進兩地在平等機會議題上的交流和合作。平機會代表團除了參訪相關政府部門，還與非政府組織如提倡婦女及殘疾人士權益的組織會面。

As part of the exchange, the Chairperson led a delegation of EOC staff to visit the Greater Bay Area (Dongguan and Guangzhou) on 25-27 November 2019. The main purposes of the visit were to enhance mutual understanding between the EOC and relevant organisations in the Greater Bay Area on each other's work and promote sharing and opportunities for collaboration on topics of equal opportunities relevant to the Greater Bay Area and Hong Kong. During the visit, meetings were held with different government departments and non-governmental organisations, such as those promoting the rights of women and persons with disabilities.





## 我們的團隊 Our Team

截至2020年3月31日，平機會的全職員工數目為99人。平機會致力為員工提供安全、共融和互助的工作環境，以及平等機會，讓員工學習並發揮潛能。

### 多重內部溝通平台

為了促進員工溝通，平機會設立了不同平台及途徑，包括討論涉及員工福利事宜的員工諮詢小組；負責在平機會內制定、檢討及推行平等機會政策和措施的平等機會專責小組；內聯網；以及定期向員工發出電郵和定期舉行簡報會。

### 員工培訓與發展

在2019/20年度，平機會為員工安排了多個內部培訓課程及分享會，包括：

- 調查技巧及專業調停技巧培訓工作坊；
- 有關香港歧視案例及《國際勞工公約》的分享會；
- 認識不同殘疾類別的體驗活動；以及
- 關於伊斯蘭婦女的講座。

As at 31 March 2020, there were 99 full-time staff members working in the EOC. The Commission is committed to providing staff members with a safe, inclusive and supportive work environment, and equal opportunities to learn and realise their potential.

### Multiple Internal Communication Platforms

To facilitate staff communication, a number of platforms and channels were utilised, including: the Staff Consultative Group for addressing matters of interest to staff, the EO Committee for developing, reviewing and implementing equal opportunity policies and practices within the EOC, the Intranet portal, as well as regular staff emails and briefings.

### Staff Training and Development

In 2019/20, a range of training and sharing sessions were lined up for staff members internally. These included:

- Investigation skills and professional conciliation skills training workshops;
- Sharing session on discrimination cases in Hong Kong and the International Labour Organization Convention;
- Experiential session on different forms of disabilities ; and
- Talk on Islamic women.







## 我們的團隊 Our Team

為提升員工的專業技能，員工如獲平機會推薦或自發參與由外間機構舉辦且與工作有關的培訓課程，均可獲得全額或部分學費資助。獲資助的培訓課程包括由香港科技大學及非牟利組織Common Purpose分別舉辦的領導才能發展課程。

Staff members were also sponsored on a full or partial reimbursement basis to attend EOC-initiated or self-initiated, job-related training programmes for enhancing their professional skills. Among the sponsored programmes were the leadership development programmes run by The Hong Kong University of Science and Technology and by Common Purpose, which is a not-for-profit organisation.

## 員工支援與健康

平機會年內繼續外聘顧問為員工提供支援計劃，以協助員工達致工作與生活平衡，並加強精神健康。支援計劃設有24小時熱線，提供免費專業輔導服務及學習資源。

## Employee Assistance and Wellness

The EOC continued to engage an external consultant to operate an employee assistance programme for staff members, with a view to helping them achieve work-life balance and better mental health. The programme includes a 24-hour hotline, which provides free professional counselling services and learning resources.

過去一年，平機會為員工安排了一連串健康講座，主題包括人際動力學及心血管疾病。

During the year in review, a range of wellness seminars were arranged for staff members, such as learning about interpersonal dynamics and cardiovascular diseases.

為激勵員工士氣及加強員工在日常工作以外保持聯繫，平機會在2019年12月舉辦了年度員工聚餐。

To foster team spirit and enhance staff communication outside the daily work routines, an annual staff gathering was held in December 2019.





## 我們的團隊 Our Team

### 職業安全與健康

平機會關心員工的職業健康與安全。為確保平機會辦事處的工作環境在遷至黃竹坑後沒有潛在危險，平機會於2019年7月邀請了勞工處的職業安全主任前來辦事處進行巡查，結果並無發現任何違反《職業健康及安全條例》規定的情況。儘管如此，平機會在巡查後繼續自行定期進行內部巡查，並安排有認可評估員資格的員工定期進行電腦顯示屏幕設備評估，以減低潛在職安健風險。

為提升員工對職業健康的認識，平機會在2019年10月舉行有關辦公室僱員職業健康的講座，由勞工處的護理人員主講。

### 四分一日假期政策

平機會於2020年1月1日推出四分一日假期政策，此政策為全新的家庭友善措施，讓員工可以更靈活放取假期，以便履行家庭責任及處理私人事務。

### 員工嘉許計劃

另一項新措施為員工嘉許計劃，獎項包括長期服務獎、退休紀念獎和主席嘉許獎。計劃目的是為了表揚平機會員工的竭誠服務、貢獻及卓越成就。

### Occupational Safety and Health

The EOC cares about employees' occupational health and safety. To ensure that the working environment is free from potential hazards after the relocation of the EOC office to Wong Chuk Hang, Occupational Safety Officers from the Labour Department were invited to conduct an inspection in July 2019. The inspection found no breaches of any requirements under the Occupational Safety and Health Ordinance. Nonetheless, the EOC has been conducting its own internal inspections regularly since then. Display screen equipment (DSE) assessments by qualified staff assessors are also conducted at intervals to minimise possible occupational risk.

To increase staff members' knowledge of occupational health, a talk on Occupational Health for Office Workers by nursing staff of the Labour Department was held in October 2019.

### Quarter-day Leave

On 1 January 2020, the EOC introduced a new family-friendly measure — the quarter-day vacation leave arrangement. The new policy allows staff members to have greater flexibility in leave-taking, which is conducive to fulfilling family responsibilities and managing personal matters.

### Employee Recognition Scheme

Another new initiative was the Employee Recognition Scheme, which comprises the Long Service Award, the Retirement Award and the Chairperson's Award. The Scheme serves to recognise the dedicated service, contributions and exemplary accomplishments of the EOC staff members.





## 我們的團隊 Our Team

### 義工活動

平機會大力支持員工參與義工活動。其中一項定期舉辦的義工活動，是探訪基督教靈實協會轄下的恩光學校的學生，並帶他們外遊。於2019/20年度，數名平機會職員因參與義工活動而獲該校頒發嘉許狀。

平機會亦參加了非政府組織舉辦的不同籌款活動，例如香港傷殘青年協會及基督教靈實協會的曲奇義賣；護苗基金、地中海貧血兒童基金及風雨蘭的賣旗活動；CareER的慈善跑以及香港復康會的體驗競技日。其他有意義的活動包括愛培自閉症基金關注自閉症大行動2019、公益行善「折」食日和奧比斯世界視日。此外，平機會更加是盲人觀星傷健營的長期支持者，這項義工活動旨在推廣傷健共融。

### 環保措施

平機會實行多項措施，致力減廢和保護環境。除了支持「無冷氣夜2019」外，平機會亦舉行了一場有關環保意識的午餐分享會，旨在提高員工對環境保護與保育重要性的認識。

### Volunteering Activities

The EOC strongly supports employees to participate in volunteering. Among the EOC's regular volunteering activities were visits and outings with students at the Sunnyside School of the Haven of Hope Christian Service. In 2019/20, a number of EOC staff members received certificates from the School for their volunteer work.

The EOC also took part in various fundraising activities of NGOs, such as cookies-selling by Hong Kong Federation of Handicapped Youth and Haven of Hope Christian Service, flag-selling by The End Child Sexual Abuse Foundation, Children's Thalassaemia Foundation and RainLily, a charity run by CareER and an experiential race by The Hong Kong Society for Rehabilitation. Other meaningful initiatives included Autism Partnership Foundation Autism Awareness Actions 2019, the Community Chest Skip Lunch Day and ORBIS World Sight Day. In particular, the EOC is a long-term supporter of the "Stargaze Camp for All and the Blind", a volunteer movement aiming to promote inclusiveness and integration of people with disabilities into society.

### Environmental Protection Measures

The EOC implements various measures to reduce waste and conserve the environment. In addition to supporting the "No Air-Con Night 2019", a lunch-and-learn session on environmental consciousness was organised for staff members to raise their awareness of the importance of environmental protection and conservation.





# 財務報告 Financial Statements

平等機會委員會  
截至二零二零年三月三十一日  
止財政年度的財務報表

獨立核數師報告  
致平等機會委員會  
全體大會

(依據《性別歧視條例》在香港成立)

Equal Opportunities Commission  
Financial Statements  
for the year ended 31 March 2020

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

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

## 意見

本核數師(以下簡稱「我們」)已審計列載於第84至125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2020年3月31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2020年3月31日的財政狀況及截至該日止年度的財務表現及現金流量。

## 意見的基礎

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

## Opinion

We have audited the financial statements of Equal Opportunities Commission ("the Commission") set out on pages 84 to 125, which comprise the statement of assets and liabilities as at 31 March 2020, the statement of income and expenditure, the statement of comprehensive income, the statement of changes in funds and the cash flow statement for the year then ended and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements give a true and fair view of the financial position of the Commission as at 31 March 2020 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布的《香港財務報告準則》擬備真實而中肯的財務報表，並對其認為為使財務報表的擬備不存在由於欺詐或錯誤而導致的重大錯誤陳述所必需的內部控制負責。

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

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

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

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

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

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

### Responsibilities of the Commission for the financial statements

The Commission is responsible for the preparation of the financial statements that give a true and fair view in accordance with HKFRSs issued by the HKICPA and for such internal control as the Commission determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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



## 財務報告 Financial Statements

### 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 HKSA's 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 HKSA's, 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  
2020年9月7日

### KPMG

Certified Public Accountants  
8th Floor, Prince's Building  
10 Chater Road  
Central, Hong Kong  
7 September 2020





## 財務報告 Financial Statements

### 收支結算表 截至2020年3月31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 2020

(Expressed in Hong Kong dollars)

		附註 Note	2020	2019 <sup>1</sup>
<b>收入</b>	<b>Income</b>			
政府補助	Government subventions	3	<b>119,946,906</b>	115,034,339
其他收入	Other income		<b>2,384,902</b>	3,296,047
			<b>122,331,808</b>	118,330,386
<b>支出</b>	<b>Expenditure</b>			
職員薪酬	Staff salaries		<b>78,344,598</b>	74,335,324
職員約滿酬金、其他福利及津貼	Staff gratuity, other benefits and allowances		<b>23,118,876</b>	21,795,275
強積金供款	Mandatory provident fund contributions		<b>1,701,399</b>	1,620,723
未使用年假的準備的增加／(減少)	Increase/(decrease) in provision for unutilised annual leave		<b>556,933</b>	(265,383)
法律費用	Legal fees		<b>1,370,720</b>	1,641,201
宣傳及公眾教育支出	Publicity and public education expenses		<b>4,292,214</b>	4,364,725
研究計劃	Research projects		<b>1,423,918</b>	2,099,908
涉及辦公室物業的支出	Expenses in respect of office premises		<b>2,013,185</b>	7,976,185
租賃作自用的物業作為辦公室的折舊	Depreciation of property leased for own use as office premises	4	<b>6,128,781</b>	–
其他物業、機器及設備的折舊	Depreciation of other property, plant and equipment	4	<b>2,867,564</b>	2,710,481
外訪及會議	Overseas visits and conferences		<b>53,185</b>	17,509
職員本地培訓	Staff local training		<b>455,401</b>	186,270
核數師酬金	Auditor's remuneration		<b>103,200</b>	100,300
租賃負債利息	Interest on lease liabilities		<b>1,593,218</b>	–
其他營運費用	Other operating expenses		<b>2,313,703</b>	2,285,693
			<b>126,336,895</b>	118,868,211
<b>財政年度虧損</b>	<b>Deficit for the year</b>	11	<b>(4,005,087)</b>	(537,825)

1: 委員會於2019年4月1日使用經修訂的追溯法以首次應用《香港財務報告準則》第16號。根據此方法，比較資料並無重列(見附註2(c))。

1: The Commission has initially applied HKFRS 16 at 1 April 2019 using the modified retrospective approach. Under this approach, the comparative information is not restated. See note 2(c).

第91至125頁的附註為本財務報表的一部分。

The notes on pages 91 to 125 form part of these financial statements.



## 財務報告 Financial Statements

### 全面收益表 截至2020年3月31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」以外便沒有全面收益的組成項目。因此，委員會於兩個年度期間均沒有分開呈列全面收益表，委員會的「全面收入總額」和「財政年度虧損」相同。

### Statement of comprehensive income for the year ended 31 March 2020

(Expressed in Hong Kong dollars)

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

第91至125頁的附註為本財務報表的一部分。

The notes on pages 91 to 125 form part of these financial statements.

# 財務報告 Financial Statements

## 資產負債表

於2020年3月31日

(所有數額均以港元為單位)

## Statement of assets and liabilities as at 31 March 2020

(Expressed in Hong Kong dollars)

		附註 Note	2020	2019 <sup>1</sup>
<b>資產</b>	<b>ASSETS</b>			
<b>非流動資產</b>	<b>Non-current asset</b>			
物業、機器及設備	Property, plant and equipment	4	<b>47,341,069</b>	11,249,341
<b>流動資產</b>	<b>Current assets</b>			
應收政府的未使用年假補助	Unutilised annual leave subventions receivable from the Government		<b>3,846,089</b>	3,289,156
其他應收帳款、按金及預付款項	Other receivables, deposits and prepayments	5	<b>3,118,369</b>	2,819,473
存款期超過三個月的銀行存款	Bank deposits with original maturity over three months		<b>21,082,532</b>	14,187,515
現金及現金等價物	Cash and cash equivalents	6	<b>15,580,695</b>	14,700,228
			<b>43,627,685</b>	34,996,372
<b>總資產</b>	<b>Total assets</b>		<b>90,968,754</b>	46,245,713
<b>負債</b>	<b>LIABILITIES</b>			
<b>非流動負債</b>	<b>Non-current liabilities</b>			
職員約滿酬金的準備	Provision for staff gratuity	8	<b>8,480,242</b>	7,172,115
預收政府補助	Government subventions received in advance	3	<b>2,579,081</b>	389,126
租賃負債	Lease liabilities	10	<b>35,584,278</b>	–
資本補助基金	Capital subvention fund	7	<b>4,782,788</b>	6,274,507
			<b>51,426,389</b>	13,835,748
<b>流動負債</b>	<b>Current liabilities</b>			
職員約滿酬金的準備	Provision for staff gratuity	8	<b>9,114,343</b>	6,606,159
未使用年假的準備	Provision for unutilised annual leave		<b>3,846,089</b>	3,289,156
預收政府補助	Government subventions received in advance	3	<b>11,507,090</b>	6,147,262
其他應付帳項及應計費用	Other payables and accruals	9	<b>3,472,579</b>	4,990,849
租賃負債	Lease liabilities	10	<b>4,902,849</b>	–
資本補助基金	Capital subvention fund	7	<b>1,811,719</b>	2,483,756
			<b>34,654,669</b>	23,517,182
<b>總負債</b>	<b>Total liabilities</b>		<b>86,081,058</b>	37,352,930



## 財務報告 Financial Statements

		附註 Note	2020	2019 <sup>1</sup>
資金 儲備	<b>FUNDS</b> Reserves	11	<b>4,887,696</b>	8,892,783
總資金	<b>Total funds</b>		<b>4,887,696</b>	8,892,783
總資金及負債	<b>Total funds and liabilities</b>		<b>90,968,754</b>	46,245,713

於2020年9月7日批准並授權公布本財務報表。

Approved and authorised for issue on 7 September 2020 by

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

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

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

1: 委員會於2019年4月1日使用經修訂的追溯法以首次應用《香港財務報告準則》第16號。根據此方法，比較資料並無重列(見附註2(c))。

1: The Commission has initially applied HKFRS 16 at 1 April 2019 using the modified retrospective approach. Under this approach, the comparative information is not restated. See note 2(c).

第91至125頁的附註為本財務報表的一部分。

The notes on pages 91 to 125 form part of these financial statements.





## 財務報告 Financial Statements

### 資金變動表 截至2020年3月31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 2020

(Expressed in Hong Kong dollars)

		收支結算表 Statement of income and expenditure	儲備 Reserves (附註11) (note 11)	總數 Total
於2018年4月1日的結餘	Balance at 1 April 2018	–	9,430,608	9,430,608
<b>2018/2019年度資金變動：</b> Changes in funds for 2018/2019:				
財政年度虧損及全面收入 總額	Deficit and total comprehensive income for the year	(537,825)	–	(537,825)
轉撥	Transfer	537,825	(537,825)	–
於2019年3月31日及 2019年4月1日的結餘	Balance at 31 March 2019 and 1 April 2019	–	8,892,783	8,892,783
<b>2019/2020年度資金變動：</b> Changes in funds for 2019/2020:				
財政年度虧損及全面收入 總額	Deficit and total comprehensive income for the year	(4,005,087)	–	(4,005,087)
轉撥	Transfer	4,005,087	(4,005,087)	–
於2020年3月31日的結餘	Balance at 31 March 2020	–	<b>4,887,696</b>	<b>4,887,696</b>

# 財務報告 Financial Statements

## 現金流量表 截至2020年3月31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 2020

(Expressed in Hong Kong dollars)

			2020	2019 <sup>2</sup>
		附註 Note		
<b>營運活動</b>	<b>Operating activities</b>			
財政年度虧損	Deficit for the year		<b>(4,005,087)</b>	(537,825)
調整：	Adjustments for:			
折舊	Depreciation	4	<b>8,996,345</b>	2,710,481
利息收入	Interest income		<b>(518,985)</b>	(423,053)
租賃負債利息	Interest on lease liabilities		<b>1,593,218</b>	-
<b>營運資金變動前經營盈餘</b>	<b>Operating surplus before changes in working capital</b>		<b>6,065,491</b>	1,749,603
應收政府的未使用年假補助的 (增加)/減少	(Increase)/decrease in unutilised annual leave subventions receivable from the Government	3	<b>(556,933)</b>	265,383
其他應收帳款、按金及預付款項的 (增加)/減少	(Increase)/decrease in other receivables, deposits and prepayments		<b>(221,670)</b>	33,999
其他應付帳項及應計費用的減少	Decrease in other payables and accruals		<b>(947,185)</b>	(50,766)
職員約滿酬金的準備的增加/ (減少)	Increase/(decrease) in provision for staff gratuity		<b>3,816,311</b>	(15,112)
未使用年假的準備的增加/(減少)	Increase/(decrease) in provision for unutilised annual leave		<b>556,933</b>	(265,383)
預收政府補助的增加	Increase in Government subventions received in advance	3	<b>7,549,783</b>	128,293
資本補助基金的減少	Decrease in capital subvention fund	3	<b>(2,163,756)</b>	(2,993,015)
<b>營運活動所產生/(耗用)的現金淨額</b>	<b>Net cash generated from/ (used in) operating activities</b>		<b>14,098,974</b>	(1,146,998)

# 財務報告 Financial Statements

		附註 Note	2020	2019 <sup>2</sup>
<b>投資活動</b>	<b>Investing activities</b>			
已收利息	Interest received		<b>441,759</b>	427,047
存款期超過三個月的銀行存款的 (增加)/減少	(Increase)/decrease in bank deposits with original maturity over three months		<b>(6,895,017)</b>	6,919,947
購置物業、機器及設備	Payment for the purchase of property, plant and equipment		<b>(234,561)</b>	(947,079)
<b>投資活動所(耗用)/產生的現金淨 額</b>	<b>Net cash (used in)/ generated from investing activities</b>		<b>(6,687,819)</b>	6,399,915
<b>融資活動</b>	<b>Financing activities</b>			
支付租賃租金的資本部分	Capital element of lease rentals paid	6(b)	<b>(4,937,470)</b>	–
支付租賃租金的利息部分	Interest element of lease rentals paid	6(b)	<b>(1,593,218)</b>	–
<b>用於融資活動的現金淨額</b>	<b>Net cash used in financing activities</b>		<b>(6,530,688)</b>	–
<b>現金及現金等價物的淨增加</b>	<b>Net increase in cash and cash equivalents</b>		<b>880,467</b>	5,252,917
<b>年初的現金及現金等價物</b>	<b>Cash and cash equivalents at beginning of the year</b>	6(a)	<b>14,700,228</b>	9,447,311
<b>年末的現金及現金等價物</b>	<b>Cash and cash equivalents at end of the year</b>	6(a)	<b>15,580,695</b>	14,700,228

<sup>2</sup> 委員會於2019年4月1日使用經修訂的追溯法以首次應用《香港財務報告準則》第16號，並於2019年4月1日調整期初結餘，以確認之前按照《香港會計準則》第17號歸類為營運租賃的租賃相關使用權資產和租賃負債。之前，委員會作為承租人，以現金支付的營運租賃6,339,220元，在現金流量表下歸類為營運活動。按照《香港財務報告準則》第16號，除了短期租賃付款外，所有其他支付租賃租金的款項現分為資本部分及利息部分(見附註6(b))，並歸類為融資現金流出。根據經修訂的追溯法，比較資料並無重列。有關過渡至《香港財務報告準則》第16號的影響的進一步詳情，載列於附註2(c)。

<sup>2</sup> The Commission has initially applied HKFRS 16 using the modified retrospective approach and adjusted the opening balances at 1 April 2019 to recognise right-of-use assets and lease liabilities relating to leases which were previously classified as operating leases under HKAS 17. Previously, cash payments under operating leases made by the Commission as a lessee of \$6,339,220 were classified as operating activities in the cash flow statement. Under HKFRS 16, except for short-term lease payments, all other rentals paid on leases are now split into capital element and interest element (see note 6(b)) and classified as financing cash outflows. Under the modified retrospective approach, the comparative information is not restated. Further details on the impact of the transition to HKFRS 16 are set out in note 2(c).

第91至125頁的附註為本財務報表的一部分。

The notes on pages 91 to 125 form part of these financial statements.



# 財務報告 Financial Statements

## 財務報表附註

(所有數額均以港元為單位)

### 1 背景

平等機會委員會(「委員會」)是法定機構，於1996年成立，負責執行《性別歧視條例》、《殘疾歧視條例》、《家庭崗位歧視條例》及《種族歧視條例》。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。

委員會按法例在香港成立，辦事處註冊地址為香港黃竹坑香葉道41號16樓。

### 2 主要會計政策

#### (a) 遵例聲明

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

## Notes to the financial statements

(Expressed in Hong Kong dollars)

### Background

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

The Commission is established by statute in Hong Kong. The address of its registered office is 16/F, 41 Heung Yip Road, Wong Chuk Hang, Hong Kong.

### 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.





## 財務報告 Financial Statements

### 2 主要會計政策(續)

#### (a) 遵例聲明(續)

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

#### (b) 財務報表編製基準

本財務報表是以歷史成本作為計量基準而編製的。

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

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

### Significant accounting policies (continued)

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

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

#### (b) Basis of preparation of the financial statements

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

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

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



## 財務報告 Financial Statements

### 2 主要會計政策(續)

#### (c) 會計政策的變動

香港會計師公會頒布了一項新增的《香港財務報告準則》第16號 – 租賃，以及數項《香港財務報告準則》的修訂，並於本年度委員會的會計期間首次生效。

除了《香港財務報告準則》第16號 – 租賃，這些新訂及經修訂準則並未對委員會在當前會計期間或以往期間已編製或呈列的結果及財務狀況產生任何重大影響。委員會沒有採納任何在當前的會計年度尚未生效的新準則或詮釋。

#### 《香港財務報告準則》第16號 – 租賃

《香港財務報告準則》第16號取代《香港會計準則》第17號 – 租賃及相關詮釋，包括香港(國際財務報告詮釋委員會)詮釋第4號 – 確定安排是否包含租賃、香港(常設詮釋委員會)解釋公告第15號 – 經營租賃 – 優惠及香港(常設詮釋委員會)解釋公告第27號 – 評估涉及租賃法律形式的交易的實質。該準則為承租人引入單一會計模式，要求承租人確認所有租賃的使用權資產及租賃負債，但租賃期為12個月或以下的租賃(短期租賃)及低價值資產租賃除外。出租人的會計要求轉承自《香港會計準則》第17號，大致維持不變。

### Significant accounting policies (continued)

#### (c) Changes in accounting policies

The HKICPA has issued a new HKFRS, HKFRS 16, *Leases*, and a number of amendments to HKFRSs that are first effective for the current accounting period of the Commission.

Except for HKFRS 16, *Leases*, none of the 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.

#### HKFRS 16, *Leases*

HKFRS 16 replaces HKAS 17, *Leases*, and the related interpretations, HK(IFRIC) 4, *Determining whether an arrangement contains a lease*, HK(SIC) 15, *Operating leases – incentives*, and HK(SIC) 27, *Evaluating the substance of transactions involving the legal form of a lease*. It introduces a single accounting model for lessees, which requires a lessee to recognise a right-of-use asset and a lease liability for all leases, except for leases that have a lease term of 12 months or less ("short-term leases") and leases of low-value assets. The lessor accounting requirements are brought forward from HKAS 17 substantially unchanged.



## 財務報告 Financial Statements

### 2 主要會計政策(續)

#### (c) 會計政策的變動(續)

##### 《香港財務報告準則》第16號 – 租賃(續)

《香港財務報告準則》第16號亦引入了額外的定性及定量披露規定，旨在讓財務報表使用者評估租賃對某實體的財務狀況、財務表現及現金流的影響。

委員會於2019年4月1日起首次應用《香港財務報告準則》第16號。委員會選擇使用經修訂的追溯法，因此已確認首次應用所產生的累積影響，作為2019年4月1日權益期初結餘的調整。比較資料沒有重列，並繼續按照《香港會計準則》第17號報告。

有關過往會計政策變動的性質及影響，以及所應用過渡方法的進一步詳情載列如下：

##### a. 承租人會計處理及過渡影響

過渡至《香港財務報告準則》第16號當日(即2019年4月1日)，委員會釐定餘下租賃年期，並按剩餘租賃付款的現值就之前歸類為營運租賃的租賃計量租賃負債，以2019年4月1日的相關遞增借貸利率貼現。釐定餘下租賃付款現值所使用的遞增借貸利率為3.69%。

### Significant accounting policies (continued)

#### (c) Changes in accounting policies (continued)

##### HKFRS 16, Leases (continued)

HKFRS 16 also introduces additional qualitative and quantitative disclosure requirements which aim to enable users of the financial statements to assess the effect that leases have on the financial position, financial performance and cash flows of an entity.

The Commission has initially applied HKFRS 16 as from 1 April 2019. The Commission has elected to use the modified retrospective approach and has therefore recognised the cumulative effect of initial application as an adjustment to the opening balance of equity at 1 April 2019. Comparative information has not been restated and continues to be reported under HKAS 17.

Further details of the nature and effect of the changes to previous accounting policies and the transition options applied are set out below:

##### a. Lessee accounting and transitional impact

At the date of transition to HKFRS 16 (i.e. 1 April 2019), the Commission determined the length of the remaining lease terms and measured the lease liabilities for the leases previously classified as operating leases at the present value of the remaining lease payments, discounted using the relevant incremental borrowing rate at 1 April 2019. The incremental borrowing rate used for determination of the present value of the remaining lease payments was 3.69%.



## 財務報告 Financial Statements

### 2 主要會計政策(續)

#### (c) 會計政策的變動(續)

##### 《香港財務報告準則》第16號 – 租賃(續)

##### a. 承租人會計處理及過渡影響(續)

為順利過渡至《香港財務報告準則》第16號，委員會於首次應用《香港財務報告準則》第16號當日應用以下實際權宜方法：

- 當計量於首次應用《香港財務報告準則》第16號當日的使用權資產時，委員會倚賴先前於2019年3月31日對虧損合約撥備的評估以替代減值檢討。

### Significant accounting policies (continued)

#### (c) Changes in accounting policies (continued)

##### HKFRS 16, Leases (continued)

##### a. Lessee accounting and transitional impact (continued)

To ease the transition to HKFRS 16, the Commission applied the following practical expedient at the date of initial application of HKFRS 16:

- when measuring the right-of-use assets at the date of initial application of HKFRS 16, the Commission relied on the previous assessment for onerous contract provisions as at 31 March 2019 as an alternative to performing an impairment review.





## 財務報告 Financial Statements

### 2 主要會計政策(續)

#### (c) 會計政策的變動(續)

##### 《香港財務報告準則》第16號 – 租賃(續)

##### a. 承租人會計處理及過渡影響(續)

下表為於2019年3月31日的營運租賃承擔(在附註14(b)披露)與於2019年4月1日確認的租賃負債期初結餘的對帳:

### Significant accounting policies (continued)

#### (c) Changes in accounting policies (continued)

##### HKFRS 16, Leases (continued)

##### a. Lessee accounting and transitional impact (continued)

The following table reconciles the operating lease commitments as disclosed in note 14(b) as at 31 March 2019 to the opening balance for lease liabilities recognised as at 1 April 2019:

		2019年 4月1日 1 April 2019
2019年3月31日的營運租賃承擔	Operating lease commitments at 31 March 2019	8,643,584
加: 委員會認為合理確定將予行使延期選擇權時, 額外租賃期的租賃款額	Add: lease payments for the additional periods where the Commission considers it reasonably certain that it will exercise the extension options	43,603,920
		52,247,504
減: 未來利息支出總額	Less: total future interest expenses	(6,822,907)
餘下租賃款額的現值(以2019年4月1日的遞增借貸利率貼現), 以及於2019年4月1日確認的租賃負債總額	Present value of remaining lease payments, discounted using the incremental borrowing rate at 1 April 2019 and total lease liabilities recognised at 1 April 2019	45,424,597

之前歸類為營運租賃的租賃相關使用權資產, 已按相等於2019年4月1日就餘下租賃負債確認的金額確認, 並根據2019年3月31日的資產負債表中確認的租賃相關的任何應計租賃款項進行調整。

The right-of-use assets in relation to leases previously classified as operating leases have been recognised at an amount equal to the amount recognised for the remaining lease liabilities at 1 April 2019, adjusted by the amount of any accrued lease payments relating to that lease recognised in the statement of assets and liabilities as at 31 March 2019.



## 財務報告 Financial Statements

### 2 主要會計政策(續)

#### (c) 會計政策的變動(續)

##### 《香港財務報告準則》第16號 – 租賃(續)

##### a. 承租人會計處理及過渡影響(續)

下表概述採納《香港財務報告準則》第16號對委員會的資產負債表的影響：

### Significant accounting policies (continued)

#### (c) Changes in accounting policies (continued)

##### HKFRS 16, Leases (continued)

##### a. Lessee accounting and transitional impact (continued)

The following table summarises the impacts of the adoption of HKFRS 16 on the Commission's statement of assets and liabilities:

		於2019年 3月31日的 帳面金額 Carrying amount at 31 March 2019	資本化營運 租賃合約 Capitalisation of operating lease contracts	於2019年 4月1日的 帳面金額 Carrying amount at 1 April 2019
受採納《香港財務報告準則》第16號影響的資產負債表中的項目	Line items in the statement of assets and liabilities impacted by the adoption of HKFRS 16:			
物業、機器及設備	Property, plant and equipment	11,249,341	44,944,389	56,193,730
<b>總非流動資產</b>	<b>Total non-current asset</b>	<b>11,249,341</b>	<b>44,944,389</b>	<b>56,193,730</b>
<b>總資產</b>	<b>Total assets</b>	<b>46,245,713</b>	<b>44,944,389</b>	<b>91,190,102</b>
其他應付帳項及應計費用	Other payables and accruals	(4,990,849)	480,208	(4,510,641)
租賃負債(流動)	Lease liabilities (current)	–	(4,937,470)	(4,937,470)
<b>流動負債</b>	<b>Current liabilities</b>	<b>(23,517,182)</b>	<b>(4,457,262)</b>	<b>(27,974,444)</b>
租賃負債(非流動)	Lease liabilities (non-current)	–	(40,487,127)	(40,487,127)
<b>非流動負債</b>	<b>Non-current liabilities</b>	<b>(13,835,748)</b>	<b>(40,487,127)</b>	<b>(54,322,875)</b>
<b>總負債</b>	<b>Total liabilities</b>	<b>(37,352,930)</b>	<b>(44,944,389)</b>	<b>(82,297,319)</b>
<b>總資金及負債</b>	<b>Total funds and liabilities</b>	<b>(46,245,713)</b>	<b>(44,944,389)</b>	<b>(91,190,102)</b>



## 財務報告 Financial Statements

### 2 主要會計政策(續)

#### (c) 會計政策的變動(續)

##### 《香港財務報告準則》第16號 – 租賃(續)

##### b. 對委員會收入、支出和現金流的影響

於2019年4月1日首次確認使用權資產和租賃負債後，委員會作為承租人必須確認未償還的租賃負債餘額所產生的利息支出，以及使用權資產的折舊，而不是根據以往的政策，即在租賃期內以直線法確認在營運租賃下產生的租金支出。這對委員會的呈報收入和支出，與假如在年內應用《香港會計準則》第17號相比，造成負面的影響。

在現金流量表內，委員會作為承租人必須把按資本化租賃支付的租金分為資本部分及利息部分（見附註6(b)）。有關部分歸類為融資現金流出，與之前按照《香港會計準則》第17號把租賃歸類為融資租賃的做法相似，而不是如按照《香港會計準則》第17號的做法把營運租賃歸類為營運現金流出。雖然總現金流量不受影響，但採納《香港財務報告準則》第16號對於在現金流量表列報現金流量方面有重大轉變（見附註6(c)）。

### Significant accounting policies (continued)

#### (c) Changes in accounting policies (continued)

##### HKFRS 16, Leases (continued)

##### b. Impact on the income and expenditure and cash flows of the Commission

After the initial recognition of right-of-use assets and lease liabilities as at 1 April 2019, the Commission as a lessee is required to recognise interest expense accrued on the outstanding balance of the lease liability, and the depreciation of the right-of-use asset, instead of the previous policy of recognising rental expenses incurred under operating leases on a straight-line basis over the lease term. This results in a negative impact on the Commission's reported income and expenditure, as compared to that if HKAS 17 had been applied during the year.

In the cash flow statement, the Commission as a lessee is required to split rentals paid under capitalised leases into their capital element and interest element (see note 6(b)). These elements are classified as financing cash outflows, similar to how leases previously classified as finance leases under HKAS 17 were treated, rather than as operating cash outflows, as was the case for operating leases under HKAS 17. Although total cash flows are unaffected, the adoption of HKFRS 16 therefore results in a significant change in presentation of cash flows within the cash flow statement (see note 6(c)).



## 財務報告 Financial Statements

### 2 主要會計政策(續)

#### (d) 物業、機器及設備

物業、機器及設備，包括因相關物業、機械及設備租賃產生的使用權資產(見附註2(e))，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的。計算方法如下：

- 委員會在租賃土地的樓宇權益按尚餘租賃期折舊
- 租賃物業裝修 租賃期或六年 (以較短者為準)
- 辦公室傢俬及設備 分別為五年及三年
- 汽車 七年
- 電腦軟件 三至五年
- 電腦硬件 四至五年
- 視聽及即時傳譯系統 六年

資產的可使用年限及其剩餘價值(如有)會每年檢討。

### Significant accounting policies (continued)

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

Property, plant and equipment, including right-of-use assets arising from leases of underlying property, plant and equipment (see note 2(e)), 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:

- The Commission's interests in buildings situated on leasehold land are depreciated over the unexpired term of lease.
- Leasehold improvements The shorter of the lease term and 6 years
- Office furniture and equipment 5 and 3 years respectively
- Motor vehicles 7 years
- Computer software 3 to 5 years
- Computer hardware 4 to 5 years
- Audio & visual and simultaneous interpretation system 6 years

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



## 財務報告 Financial Statements

### 2 主要會計政策(續)

#### (d) 物業、機器及設備(續)

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

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

### Significant accounting policies (continued)

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

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

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





## 財務報告 Financial Statements

### 2 主要會計政策(續)

#### (e) 租賃資產

##### (A) 由2019年4月1日起適用的政策

訂立合約時，委員會會評估合約是否屬於或包含租賃。如果合約賦予在一段時間內可控制對已識別資產的使用權以換取對價，則合約屬於或包含租賃。如客戶有權主導已識別資產的使用，同時有權從該使用中獲取當中大部分經濟利益，便即獲賦予了控制權。

在租賃開始日期，委員會會確認使用權資產和租賃負債，但租賃期為12個月或以下的短期租賃和低價值資產租賃除外。委員會就一項低價值資產訂立租賃時，會按每項租賃情況決定是否將租賃資本化。與未資本化租賃相關的租賃付款，在租賃期內有系統地確認為支出。

### Significant accounting policies (continued)

#### (e) Leased assets

##### (A) Policy applicable from 1 April 2019

At inception of a contract, the Commission assesses whether the contract is, or contains, a lease. A contract is, or contains, a lease if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration. Control is conveyed where the customer has both the right to direct the use of the identified asset and to obtain substantially all of the economic benefits from that use.

At the lease commencement date, the Commission recognises a right-of-use asset and a lease liability, except for short-term leases that have a lease term of 12 months or less and leases of low-value assets. When the Commission enters into a lease in respect of a low-value asset, the Commission decides whether to capitalise the lease on a lease-by-lease basis. The lease payments associated with those leases which are not capitalised are recognised as an expense on a systematic basis over the lease term.



## 財務報告 Financial Statements

### 2 主要會計政策(續)

#### (e) 租賃資產(續)

##### (A) 由2019年4月1日起適用的政策(續)

如租賃資本化，租賃負債初始按租賃期內應付的租賃付款的現值確認，以租賃隱含的利率貼現；或如無法輕易確定利率，則使用相關遞增借貸利率。於初始確認後，租賃負債按攤銷成本計量，而利息支出則使用實際利率法計量。並非取決於某一指數或比率的可變租賃款項，不包括在租賃負債的計量，故於其產生的會計期間於收支扣除。

租賃資本化時確認的使用權資產按成本進行初始計量，當中包括租賃負債的初始金額加上於開始日期或之前作出的任何租賃付款，以及所產生的任何初始直接成本。在適用情況下，使用權資產的成本亦包括拆除及移除相關資產或恢復相關資產或其所在場地的成本估算，有關估算貼現至其現值，並減去任何已收取的租賃優惠。使用權資產其後按成本減去累計折舊及減值虧損列帳(見附註2(d))。

### Significant accounting policies (continued)

#### (e) Leased assets (continued)

##### (A) Policy applicable from 1 April 2019 (continued)

Where the lease is capitalised, the lease liability is initially recognised at the present value of the lease payments payable over the lease term, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, using a relevant incremental borrowing rate. After initial recognition, the lease liability is measured at amortised cost and interest expense is calculated using the effective interest method. Variable lease payments that do not depend on an index or rate are not included in the measurement of the lease liability and hence are charged to income and expenditure in the accounting period in which they are incurred.

The right-of-use asset recognised when a lease is capitalised is initially measured at cost, which comprises the initial amount of the lease liability plus any lease payments made at or before the commencement date, and any initial direct costs incurred. Where applicable, the cost of the right-of-use assets also includes an estimate of costs to dismantle and remove the underlying asset or to restore the underlying asset or the site on which it is located, discounted to their present value, less any lease incentives received. The right-of-use asset is subsequently stated at cost less accumulated depreciation and impairment losses (see note 2(d)).



## 財務報告 Financial Statements

### 2 主要會計政策(續)

#### (e) 租賃資產(續)

##### (A) 由2019年4月1日起適用的政策(續)

當指數或利率變動導致未來租賃款項有所變動，或委員會於剩餘價值擔保下預計應付金額估計有所變動，或重新評估委員會能否合理地確定會行使購買、延長或終止選擇權導致發生變動時，委員會會重新計量租賃負債。在這些情況下重新計量租賃負債時，需對使用權資產的帳面值作出相應調整，或如果使用權資產的帳面值已減至零，相應調整則計入損益。

在資產負債表內，委員會把使用權資產與類似相關資產列在同一行項目中，而租賃負債則另行列報。

##### (B) 於2019年4月1日之前適用的政策

於比較期間，凡擁有權所涉及的風險及利益大部分由出租人承擔的租賃，均作為營運租賃入帳。根據營運租賃所支付的費用，在扣除收到出租人提供的任何優惠之後，以直線法按租賃期在會計期間在收支結算表中進行攤銷。

### Significant accounting policies (continued)

#### (e) Leased assets (continued)

##### (A) Policy applicable from 1 April 2019 (continued)

The lease liability is remeasured when there is a change in future lease payments arising from a change in an index or rate, or there is a change in the Commission's estimate of the amount expected to be payable under a residual value guarantee, or there is a change arising from the reassessment of whether the Commission will be reasonably certain to exercise a purchase, extension or termination option. When the lease liability is remeasured in this way, a corresponding adjustment is made to the carrying amount of the right-of-use asset, or is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

In the statement of assets and liabilities, the Commission presents right-of-use assets within the same line item as similar underlying assets and presents lease liabilities separately.

##### (B) Policy applicable prior to 1 April 2019

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



## 財務報告 Financial Statements

### 2 主要會計政策(續)

#### (f) 其他應收帳款

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

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

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

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

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

### Significant accounting policies (continued)

#### (f) Other receivables

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

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

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

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

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



## 財務報告 Financial Statements

### 2 主要會計政策(續)

#### (g) 現金及現金等價物

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

#### (h) 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。

#### (i) 僱員福利

##### (i) 僱員假期及約滿酬金享有權

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

僱員應享有的病假、分娩假及侍產假於放假時才確認。

##### (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)

#### (g) Cash and cash equivalents

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

#### (h) Other payables and accruals

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

#### (i) 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.





## 財務報告 Financial Statements

### 2 主要會計政策(續)

#### (j) 準備及或有負債

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

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

#### (k) 收入的確認

委員會收入的確認政策詳情如下：

##### (i) 政府補助

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

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

### Significant accounting policies (continued)

#### (j) Provisions and contingent liabilities

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

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

#### (k) Income recognition

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

##### (i) Government subventions

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

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



## 財務報告 Financial Statements

### 2 主要會計政策(續)

#### (k) 收入的確認(續)

##### (i) 政府補助(續)

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

##### (ii) 利息收入

利息收入按照實際利率法累計確認。利率是可準確將金融工具在預計年期內產生之未來現金收入折算為該金融資產總帳面值的利率。

##### (iii) 雜項收入

雜項收入是以應計制確認。

#### (l) 關聯人士

(a) 個人或該個人的近親家庭成員，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的成員。

### Significant accounting policies (continued)

#### (k) Income recognition (continued)

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

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

##### (ii) Interest income

Interest income is recognised as it accrues under the effective interest method using the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to the gross carrying amount of the financial asset.

##### (iii) Sundry income

Sundry income is recognised on an accrual basis.

#### (l) Related parties

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

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



## 財務報告 Financial Statements

### 2 主要會計政策(續)

#### (I) 關聯人士(續)

(b) 在以下任何情況下一實體會視為與委員會有關聯：

- (i) 該實體及委員會皆是同一集團成員(即每一間母公司、附屬公司及同系附屬公司與其他有關聯)。
- (ii) 一實體是另一實體的聯營公司或合營公司(或該聯營公司或合營公司與該另一實體均屬同一集團)。
- (iii) 兩個實體是同一第三者的合營公司。
- (iv) 一實體是一第三者的合營公司而另一實體則是該第三者的聯營公司。
- (v) 該實體是提供福利予委員會或與委員會有關聯實體的僱員離職後的福利計劃。
- (vi) 該實體受在(I)(a)項中所辨別的個人所控制或共同控制。
- (vii) 在(I)(a)(i)項中所辨別的個人而該個人對該實體有重大影響力，或該個人是該實體(或是該實體的母公司)的主要管理人員的成員。

### Significant accounting policies (continued)

#### (I) Related parties (continued)

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

- (i) The entity and the Commission are members of the same group (which means that each parent, subsidiary and fellow subsidiary is related to the others).
- (ii) One entity is an associate or joint venture of the other entity (or an associate or joint venture of a member of a group of which the other entity is a member).
- (iii) Both entities are joint ventures of the same third party.
- (iv) One entity is a joint venture of a third entity and the other entity is an associate of the third entity.
- (v) The entity is a post-employment benefit plan for the benefit of employees of either the Commission or an entity related to the Commission.
- (vi) The entity is controlled or jointly-controlled by a person identified in (I)(a).
- (vii) A person identified in (I)(a)(i) has significant influence over the entity or is a member of the key management personnel of the entity (or of a parent of the entity).



## 財務報告 Financial Statements

### 2 主要會計政策(續)

#### (I) 關聯人士(續)

(b) 在以下任何情況下一實體會視為與委員會有關聯：(續)

(viii) 該實體或所屬集團內的任何成員為向委員會提供主要管理人員服務。

個人的近親家庭成員指可影響，或受該個人影響，他們與該實體交易的家庭成員。

### Significant accounting policies (continued)

#### (I) Related parties (continued)

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

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

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

### 3 政府補助及預收政府補助

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

財政年度獲批的政府補助與在收支結算表內確認的政府補助對帳表：

### Government subventions and Government subventions received in advance

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

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

		2020	2019
財政年度獲批的政府補助	Government subventions granted for the year	<b>124,776,000</b>	112,435,000
調整：	Adjustments for:		
未使用年假的準備的增加／(減少)	Increase/(decrease) in provision for unutilised annual leave	<b>556,933</b>	(265,383)
預收政府補助的增加	Increase in Government subventions received in advance	<b>(7,549,783)</b>	(128,293)
資本補助基金的減少(附註7)	Decrease in capital subvention fund (note 7)	<b>2,163,756</b>	2,993,015
在收支結算表內確認的政府補助	Government subventions recognised in the statement of income and expenditure	<b>119,946,906</b>	115,034,339

# 財務報告 Financial Statements

## 4 物業、機器及設備

### (a) 帳面值的對帳

## Property, plant and equipment

### (a) Reconciliation of carrying amount

		租賃作 自用的 物業 Property leased for own use	租賃 物業裝修 Leasehold improvements	辦公室 傢俬及 設備 Office furniture and equipment	汽車 Motor vehicles	電腦軟件 Computer software	電腦硬件 Computer hardware	視聽及即時 傳譯系統 Audio & visual and simultaneous interpretation system	總數 Total
<b>成本：</b>	<b>Cost:</b>								
於2018年4月1日	At 1 April 2018	-	10,930,777	3,710,152	782,128	2,489,371	1,627,445	1,046,280	20,586,153
增置	Additions	-	48,450	473,440	-	-	391,439	33,750	947,079
減少	Disposals	-	-	(561,288)	-	-	(144,858)	-	(706,146)
於2019年3月31日	At 31 March 2019	-	10,979,227	3,622,304	782,128	2,489,371	1,874,026	1,080,030	20,827,086
對首次應用《香港 財務報告準則》 第16號的影響 (註)	Impact on initial application of HKFRS 16 (Note)	44,944,389	-	-	-	-	-	-	44,944,389
於2019年4月1日	At 1 April 2019	44,944,389	10,979,227	3,622,304	782,128	2,489,371	1,874,026	1,080,030	65,771,475
增置	Additions	-	51,596	97,368	-	-	85,597	-	234,561
轉出	Transfer out	-	(152,166)	-	-	-	-	-	(152,166)
減少	Disposals	-	-	(13,715)	-	-	(64,039)	-	(77,754)
於2020年3月31日	At 31 March 2020	<b>44,944,389</b>	<b>10,878,657</b>	<b>3,705,957</b>	<b>782,128</b>	<b>2,489,371</b>	<b>1,895,584</b>	<b>1,080,030</b>	<b>65,776,116</b>
<b>累計折舊：</b>	<b>Accumulated depreciation:</b>								
於2018年4月1日	At 1 April 2018	-	759,082	2,970,024	254,626	2,226,892	1,290,128	72,658	7,573,410
年度折舊	Charge for the year	-	1,824,596	337,172	111,733	101,626	160,505	174,849	2,710,481
減少時撥回	Written back on disposals	-	-	(561,288)	-	-	(144,858)	-	(706,146)
於2019年3月31日	At 31 March 2019	-	2,583,678	2,745,908	366,359	2,328,518	1,305,775	247,507	9,577,745
於2019年4月1日	At 1 April 2019	-	2,583,678	2,745,908	366,359	2,328,518	1,305,775	247,507	9,577,745
年度折舊	Charge for the year	6,128,781	1,833,583	411,367	111,732	97,687	233,190	180,005	8,996,345
轉出時撥回	Written back on transfer out	-	(61,289)	-	-	-	-	-	(61,289)
減少時撥回	Written back on disposals	-	-	(13,715)	-	-	(64,039)	-	(77,754)
於2020年3月31日	At 31 March 2020	<b>6,128,781</b>	<b>4,355,972</b>	<b>3,143,560</b>	<b>478,091</b>	<b>2,426,205</b>	<b>1,474,926</b>	<b>427,512</b>	<b>18,435,047</b>
<b>帳面淨值：</b>	<b>Net book value:</b>								
於2020年3月31日	At 31 March 2020	<b>38,815,608</b>	<b>6,522,685</b>	<b>562,397</b>	<b>304,037</b>	<b>63,166</b>	<b>420,658</b>	<b>652,518</b>	<b>47,341,069</b>
於2019年3月31日	At 31 March 2019	-	<b>8,395,549</b>	<b>876,396</b>	<b>415,769</b>	<b>160,853</b>	<b>568,251</b>	<b>832,523</b>	<b>11,249,341</b>

註：委員會於2019年4月1日使用經修訂的追溯法以首次應用《香港財務報告準則》第16號。根據此方法，比較資料並無重列(見附註2(c))。

Note: The Commission has initially applied HKFRS 16 at 1 April 2019 using the modified retrospective approach. Under this approach, the comparative information is not restated. See note 2(c).





## 財務報告 Financial Statements

### 4 物業、機器及設備(續)

#### (b) 使用權資產

使用權資產的帳面淨值分析如下：

### Property, plant and equipment (continued)

#### (b) Right-of-use assets

The analysis of the net book value of right-of-use assets is as follows:

	<b>2020年</b>	2019年
	<b>3月31日</b>	4月1日
	<b>31 March</b>	1 April
	<b>2020</b>	2019
租賃作自用的物業，按已折舊成本列帳	<b>38,815,608</b>	44,944,389
Property leased for own use, carried at depreciated cost		

委員會透過租賃協議已取得使用物業的權利作其辦公室。該租賃最初為期三年，可選擇在合約期完結後續約。在租賃開始日期，委員會認為可合理確定將行使續租選擇權，因此續租期間的未來租賃款項已包括在租賃負債的計量內。租賃不包括任何可變租賃款項。

The Commission has obtained the right to use a property as its office through tenancy agreement. The lease runs for an initial period of three years with options to renew for additional periods after the end of the contract term. The Commission assesses at lease commencement date that it is reasonably certain to exercise the extension options and hence the future lease payments during the extension periods are included in the measurement of lease liabilities. The lease does not include any variable lease payments.



## 財務報告 Financial Statements

### 4 物業、機器及設備(續)

#### (b) 使用權資產(續)

在損益內確認與租賃有關的支出項目的分析如下：

### Property, plant and equipment (continued)

#### (b) Right-of-use assets (continued)

The analysis of expense items in relation to leases recognised in profit or loss is as follows:

		2020	2019 (註) (Note)
租賃作自用的物業下的使用權資產的折舊支出	Depreciation charge of right-of-use assets under property leased for own use	<b>6,128,781</b>	–
租賃負債利息	Interest on lease liabilities	<b>1,593,218</b>	–
之前按照《香港會計準則》第17號歸類為營運租賃的租賃的未來最低租賃總款項	Total minimum lease payments for leases previously classified as operating leases under HKAS 17	–	6,339,220

註：委員會於2019年4月1日使用經修訂的追溯法以首次應用《香港財務報告準則》第16號，並於2019年4月1日調整期初結餘，以確認之前按照《香港會計準則》第17號歸類為營運租賃的租賃相關的使用權資產。於2019年4月1日首次確認使用權資產後，委員會作為承租人必須確認使用權資產的折舊，而不是根據以往的政策，即在租賃期內以直線法確認在營運租賃下產生的租金支出。根據此方法，比較資料並無重列(見附註2(c))。

Note: The Commission has initially applied HKFRS 16 using the modified retrospective approach and adjusted the opening balances at 1 April 2019 to recognise right-of-use assets relating to leases which were previously classified as operating leases under HKAS 17. After initial recognition of right-of-use assets at 1 April 2019, the Commission as a lessee is required to recognise the depreciation of right-of-use assets, instead of the previous policy of recognising rental expenses incurred under operating leases on a straight-line basis over the lease term. Under this approach, the comparative information is not restated. See note 2(c).

租賃的總現金流出量的詳情和租賃負債的到期日分析分別載於附註6(c)及10。

Details of total cash outflow for leases, the maturity analysis of lease liabilities are set out in notes 6(c) and 10 respectively.



## 財務報告 Financial Statements

### 5 其他應收帳款、按金及預付款項

### Other receivables, deposits and prepayments

		2020	2019
按金及預付款項	Deposits and prepayments	<b>2,118,243</b>	2,442,891
其他應收帳款	Other receivables	<b>1,000,126</b>	376,582
		<b>3,118,369</b>	2,819,473

除按金691,722元(2019年: 691,722元)預期於一年以上收回外, 所有其他應收帳款、按金及預付款項預期於一年內收回或確認為支出。

All of the other receivables, deposits and prepayments are expected to be recovered or recognised as expense within one year except for deposits of \$691,722 (2019: \$691,722) which are expected to be recovered after more than one year.

### 6 現金及現金等價物及其他現金流量資料

### Cash and cash equivalents and other cash flow information

(a) 現金及現金等價物包括:

(a) Cash and cash equivalents comprise:

		2020	2019
銀行結存及現金	Bank balances and cash	<b>2,519,390</b>	7,669,961
原本存款期不超過三個月的短期銀行存款	Short-term bank deposits with original maturity not more than three months	<b>13,061,305</b>	7,030,267
現金及現金等價物	Cash and cash equivalents	<b>15,580,695</b>	14,700,228



## 財務報告 Financial Statements

### 6 現金及現金等價物及其他現金流量資料(續)

#### (b) 融資活動所產生的負債的對帳：

下表載列了委員會融資活動所產生的負債變動詳情，包括現金流及非現金流變動。融資活動所產生的負債是指其現金流量或未來現金流量將在現金流量表內歸類為融資活動所產生的現金流量。

### Cash and cash equivalents and other cash flow information (continued)

#### (b) Reconciliation of liabilities arising from financing activities:

The table below details changes in the Commission's liabilities from financing activities, including both cash and non-cash changes. Liabilities arising from financing activities are liabilities for which cash flows were, or future cash flows will be, classified in the cash flow statement as cash flows from financing activities.

		租賃負債 Lease liabilities (附註10) (Note 10)
於2019年3月31日	At 31 March 2019	—
對首次應用《香港財務報告準則》第16號的影響 <sup>3</sup>	Impact on initial application of HKFRS 16 <sup>3</sup>	45,424,597
於2019年4月1日	At 1 April 2019	45,424,597
<b>融資現金流量產生的變動：</b>	<b>Changes from financing cash flows:</b>	
支付租賃租金的資本部分	Capital element of lease rentals paid	(4,937,470)
支付租賃租金的利息部分	Interest element of lease rentals paid	(1,593,218)
融資現金流量產生的變動總額	Total changes from financing cash flows	(6,530,688)
<b>其他變動：</b>	<b>Other change:</b>	
租賃負債利息	Interest on lease liabilities	1,593,218
於2020年3月31日	At 31 March 2020	<b>40,487,127</b>

3: 委員會於2019年4月1日使用經修訂的追溯法以首次應用《香港財務報告準則》第16號，並於2019年4月1日調整期初結餘，以確認之前按照《香港會計準則》第17號歸類為營運租賃的租賃相關的租賃負債(見附註2(c))。

3: The Commission has initially applied HKFRS 16 using the modified retrospective method and adjusted the opening balances at 1 April 2019 to recognise lease liabilities relating to leases which were previously classified as operating leases under HKAS 17. See notes 2(c).



## 財務報告 Financial Statements

### 6 現金及現金等價物及其他現金流量資料(續)

#### (c) 租賃的總現金流出量

已計入現金流量表的租賃款項包括：

### Cash and cash equivalents and other cash flow information (continued)

#### (c) Total cash outflow for leases

Amounts included in the cash flow statement for leases comprise the following:

		2020	2019 (註) (Note)
於營運現金流量之內	Within operating cash flows	–	6,339,220
於融資現金流量之內	Within financing cash flows	<b>6,530,688</b>	–
		<b>6,530,688</b>	6,339,220

註：正如在現金流量表的「註」所解釋，採納《香港財務報告準則》第16號後，已付的若干租賃租金的現金流量分類出現變動。比較金額並無重列。

Note: As explained in the note to the cash flow statement, the adoption of HKFRS 16 introduces a change in classification of cash flows of certain rentals paid on leases. The comparative amounts have not been restated.





## 財務報告 Financial Statements

### 7 資本補助基金

### Capital subvention fund

		宣傳《種族歧視條例》、《性別歧視條例》和少數族裔的平等機會 Promotion of RDO*, SDO* and equal opportunities for ethnic minorities	購置物業、機器及設備 Purchase of property, plant and equipment	總數 Total
於2018年4月1日 已收政府補助	At 1 April 2018 Subventions received from the Government	2,400,523	9,350,755	11,751,278
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:	–	529,000	529,000
– 經費來自政府資本補助基金的物業、機器及設備折舊	– Depreciation of property, plant and equipment financed by Government capital subvention fund	–	(1,751,214)	(1,751,214)
– 宣傳《種族歧視條例》、《性別歧視條例》和少數族裔的平等機會的費用	– Promotion expense of RDO, SDO and equal opportunities for ethnic minorities	(1,770,801)	–	(1,770,801)
於2019年3月31日	At 31 March 2019	629,722	8,128,541	8,758,263
代表：	Representing:			
流動部分	Current portion			2,483,756
非流動部分	Non-current portion			6,274,507
				8,758,263
於2019年4月1日 已收政府補助	At 1 April 2019 Subventions received from the Government	629,722	8,128,541	8,758,263
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:	–	320,000	320,000
– 經費來自政府資本補助基金的物業、機器及設備折舊	– Depreciation of property, plant and equipment financed by Government capital subvention fund	–	(1,854,034)	(1,854,034)
轉至經常性資助	Transfer to recurrent subventions	(629,722)	–	(629,722)
於2020年3月31日	At 31 March 2020	–	<b>6,594,507</b>	<b>6,594,507</b>
代表：	Representing:			
流動部分	Current portion			1,811,719
非流動部分	Non-current portion			4,782,788
				6,594,507

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

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

\* Representing abbreviations of Race Discrimination Ordinance and Sex Discrimination Ordinance respectively.



## 財務報告 Financial Statements

### 8 職員約滿酬金的準備

### Provision for staff gratuity

		2020	2019
於2019/2018年4月1日	At 1 April 2019/2018	<b>13,778,274</b>	13,793,386
撥出準備	Provisions made	<b>13,133,305</b>	12,679,097
取消	Forfeitures	<b>(2,745)</b>	(960,523)
財政年度已支付/應付的金額	Amounts paid/payable during the year	<b>(9,314,249)</b>	(11,733,686)
於2020/2019年3月31日	At 31 March 2020/2019	<b>17,594,585</b>	13,778,274
減：流動部分	Less: Current portion	<b>(9,114,343)</b>	(6,606,159)
非流動部分	Non-current portion	<b>8,480,242</b>	7,172,115

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的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

		2020年 3月31日 31 March 2020	2019年 4月1日 1 April 2019	2019年 3月31日 31 March 2019
其他應付帳項	Other payables	<b>2,892,445</b>	4,141,646	4,141,646
應計費用(註)	Accrued expenses (note)	<b>518,147</b>	283,383	763,591
預收款項	Receipts in advance	<b>61,987</b>	85,612	85,612
		<b>3,472,579</b>	4,510,641	4,990,849

註：過渡至《香港財務報告準則》第16號當日，之前計入「應計費用」的480,208元應計租賃款項已調整至於2019年4月1日確認的使用權資產(見附註2(c))。

Note: On the date of transition to HKFRS 16, accrued lease payments of \$480,208 previously included in "Accrued expenses" were adjusted to right-of-use assets recognised at 1 April 2019. See note 2(c).

所有其他應付帳項及應計費用預期於一年內清繳。

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

## 財務報告 Financial Statements

### 10 租賃負債

下表載列委員會租賃負債於報告期末及過渡至《香港財務報告準則》第16號當日的剩餘合約年期。

### Lease liabilities

The following table shows the remaining contractual maturities of the Commission's lease liabilities at the end of the current reporting period and at the date of transition to HKFRS 16:

		2020年3月31日 31 March 2020		2019年4月1日(註) 1 April 2019 (Note)	
		租賃款項 的現值 Present value of the lease payments		租賃款項 的現值 Present value of the lease payments	
		租賃款項 總額 Total lease payments		租賃款項 總額 Total lease payments	
一年內	Within 1 year	4,902,849	6,319,496	4,937,470	6,530,688
一年後至兩年內	After 1 year but within 2 years	5,282,793	6,509,800	4,902,849	6,319,496
兩年後至五年內	After 2 years but within 5 years	20,160,266	22,479,200	18,157,470	21,182,760
五年後	After 5 years	10,141,219	10,408,320	17,426,808	18,214,560
		<b>35,584,278</b>	<b>39,397,320</b>	40,487,127	45,716,816
		<b>40,487,127</b>	<b>45,716,816</b>	45,424,597	52,247,504
減：未來利息支出總額	Less: total future interest expenses		<b>(5,229,689)</b>		<b>(6,822,907)</b>
租賃負債現值	Present value of lease liabilities		<b>40,487,127</b>		45,424,597

註：委員會於2019年4月1日使用經修訂的追溯法以首次應用《香港財務報告準則》第16號，並於2019年4月1日調整期初結餘，以確認之前按照《香港會計準則》第17號歸類為營運租賃的租賃相關租賃負債。於2019年3月31日的比較資料並無重列。有關過渡至《香港財務報告準則》第16號的影響的進一步詳情，載列於附註2(c)。

Note: The Commission has initially applied HKFRS 16 using the modified retrospective approach and adjusted the opening balances at 1 April 2019 to recognise lease liabilities relating to leases which were previously classified as operating leases under HKAS 17. Comparative information as at 31 March 2019 has not been restated. Further details on the impact of the transition to HKFRS 16 are set out in note 2(c).



## 財務報告 Financial Statements

### 11 儲備

### Reserves

		2020	2019
於2019/2018年4月1日	At 1 April 2019/2018	<b>8,892,783</b>	9,430,608
轉出至收支結算表	Transfer to statement of income and expenditure	<b>(4,005,087)</b>	(537,825)
於2020/2019年3月31日	At 31 March 2020/2019	<b>4,887,696</b>	8,892,783

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、機器及設備賬面淨額，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.

### 12 主要管理層報酬

### Key management compensation

		2020	2019
職員福利	Employee benefits	<b>15,760,701</b>	15,126,566
聘用期結束後福利	Post-employment benefits	<b>2,433,641</b>	2,585,476
		<b>18,194,342</b>	17,712,042



## 財務報告 Financial Statements

### 13 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)豁免繳交稅務局的一切徵稅。

### 14 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2020年3月31日的資本性承擔如下：

### 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).

### Commitments

#### (a) Capital commitments

Capital commitments outstanding at 31 March 2020 in respect of property, plant and equipment not provided for in the financial statements were as follows:

		2020	2019
已簽約	Contracted for	–	–
已核准但未簽約	Authorised but not contracted for	<b>387,420</b>	523,140
		<b>387,420</b>	523,140

#### (b) 營運租賃承擔

於2019年3月31日計算，按照辦公室樓宇不可撤銷的營運租賃合約未來應繳付的最低租賃付款總額如下：

#### (b) Operating lease commitments

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

		物業 Property
於一年內繳付	Within 1 year	6,482,688
在一年後至五年內繳付	After 1 year but within 5 years	2,160,896
		<b>8,643,584</b>





## 財務報告 Financial Statements

### 15 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。

#### (a) 信貸風險

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

委員會沒有提供任何可引致委員會承受信貸風險的擔保。

#### (b) 資金周轉風險

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

### Financial risk management and fair values of financial instruments

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

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

#### (a) Credit risk

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

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

#### (b) Liquidity risk

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

## 財務報告 Financial Statements

### 15 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)

下表載列委員會金融負債在報告期末時的剩餘合約年期，資料根據未貼現合約現金流及委員會可能被要求付款的最早日期編製。

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

#### (b) Liquidity risk (continued)

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

		2020 未貼現合約現金流出 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	五年以上 More 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	9,114,343	6,658,831	1,821,411	-	17,594,585	17,594,585
未使用年假 的準備	Provision for unutilised annual leave	3,846,089	-	-	-	3,846,089	3,846,089
預收政府 補助	Government subventions received in advance	11,507,090	2,151,973	427,108	-	14,086,171	14,086,171
其他應付 帳項及 應計費用	Other payables and accruals	3,472,579	-	-	-	3,472,579	3,472,579
租賃負債 (註)	Lease liabilities (note)	6,319,496	6,509,800	22,479,200	10,408,320	45,716,816	40,487,127
		34,259,597	15,320,604	24,727,719	10,408,320	84,716,240	79,486,551



## 財務報告 Financial Statements

### 15 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)

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

#### (b) Liquidity risk (continued)

		2019			未貼現合約現金流出	
		Contractual undiscounted cash outflow				
		一年以下 或即時到期	一年以上 但兩年以下	兩年以上 但五年以下	總計	帳面金額
		Within 1 year or on demand	More than 1 year but less than 2 years	More than 2 years but less than 5 years	Total	Carrying amount
職員約滿酬金的準備	Provision for staff gratuity	6,606,159	5,146,706	2,025,409	13,778,274	13,778,274
未使用年假的準備	Provision for unutilised annual leave	3,289,156	–	–	3,289,156	3,289,156
預收政府補助	Government subventions received in advance	6,147,262	227,726	161,400	6,536,388	6,536,388
資本補助基金	Capital subvention fund	629,722	–	–	629,722	8,758,263
其他應付帳項及應計費用	Other payables and accruals	4,990,849	–	–	4,990,849	4,990,849
		21,663,148	5,374,432	2,186,809	29,224,389	37,352,930

註：委員會於2019年4月1日使用經修訂的追溯法以首次應用《香港財務報告準則》第16號，並於2019年4月1日調整期初結餘，以確認之前按照《香港會計準則》第17號歸類為營運租賃的租賃相關租賃負債。租賃負債包括於過渡至《香港財務報告準則》第16號當日，就之前按照《香港會計準則》第17號歸類為營運租賃的租賃而確認的金額。根據此方法，比較資料並無重列(見附註2(c))。

Note: The Commission has initially applied HKFRS 16 using the modified retrospective approach and adjusted the opening balances at 1 April 2019 to recognise lease liabilities relating to leases which were previously classified as operating leases under HKAS 17. Lease liabilities include amounts recognised at the date of transition to HKFRS 16 in respect of leases previously classified as operating leases under HKAS 17. Under this approach, the comparative information is not restated. See note 2(c).



## 財務報告 Financial Statements

### 15 財務風險管理及金融工具的公允價值(續)

#### (c) 利率風險

利率風險指由於市場利率變動導致金融工具的公允價值或未來現金流量出現波動的風險。委員會所涉及的利率風險只有按市場利率計息的短期銀行存款。

#### 敏感度分析

估計假若利率整體上升/下調100(2019年:100)個基點,而其他變數均維持不變,不預期對委員會的虧損及儲備於2020年3月31日有重大影響。

上述敏感度分析是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。2019年的分析亦根據上述基準進行。

#### (d) 貨幣風險

委員會所有交易均以港元計價,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攤銷成本列帳的帳面金額與其於2020年及2019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

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The Commission's only exposure to interest rate risk is via its short-term bank deposits which bear interest at market rates.

#### Sensitivity analysis

At 31 March 2020, it was estimated that a general increase/decrease of 100 (2019: 100) basis points in interest rates, with all other variables held constant, the impact on the Commission's deficit and reserves is not expected to be material.

The sensitivity analysis above has been determined assuming that the change in interest rates had occurred at the financial year end date and had been applied to the financial instruments which expose the Commission to interest rate risk at that date. The 100 basis points increase or decrease represents management's assessment of a reasonably possible change in interest rates over the period until the next annual financial year end date. The analysis is performed on the same basis for 2019.

#### (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 amortised cost were not materially different from their fair values as at 31 March 2020 and 2019.



## 財務報告 Financial Statements

### 16 比較數據

委員會於2019年4月1日使用經修訂的追溯法以首次應用《香港財務報告準則》第16號。根據此方法，比較資料並無重列。有關會計政策的變動的進一步詳情於附註2(c)披露。

### Comparative figures

The Commission has initially applied HKFRS 16 at 1 April 2019 using the modified retrospective approach. Under this approach, comparative information is not restated. Further details of the changes in accounting policies are disclosed in note 2(c).

### 17 截至2020年3月31日止年度已頒布但尚未生效的修訂、新準則及詮釋可能帶來的影響

截至本財務報表公布日期止，香港會計師公會已頒布數項修訂及一項新準則－《香港財務報告準則》第17號－保險合約，惟於截至2020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。這些修訂及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 2020

Up to the date of issue of these financial statements, the HKICPA has issued a number of amendments and a new standard, HKFRS 17, *Insurance contracts*, which are not yet effective for the year ended 31 March 2020 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**

修訂《香港會計準則》第1號及《香港會計準則》第8號－  
重大的定義  
Amendments to HKAS 1 and HKAS 8, *Definition of material*

2020年1月1日  
1 January 2020

委員會現正評估這些修訂及新準則對首次應用期間所造成的影響。至目前為止，委員會認為採納有關修訂及新準則不大可能會對財務報表有重大影響。

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





## 附錄 Appendix 1

### 平機會專責小組會議的 出席記錄(由2019年4月1日至 2020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。

### 行政及財務專責小組會議的 出席記錄

整體出席率超過96%

### Attendance Record of EOC Committee Meetings for the Period 1 April 2019 to 31 March 2020

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.

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

Overall attendance rate was over 96%

	30/05/2019	22/08/2019	21/11/2019	27/02/2020
謝偉鴻博士(召集人)(註1) Dr SHIE Wai-hung, Henry (Convenor) (Note 1)	✓	✓	✓	✓
梁世民醫生(副召集人)(註2) Dr LEUNG Sai-man, Sigmund, BBS, JP (Deputy Convenor) (Note 2)	✓	✓	✓	✓
陳麗雲教授(註3) Prof CHAN Lai-wan, Cecilia, JP (Note 3)	✓	不適用 N/A	不適用 N/A	不適用 N/A
高朗先生(註4) Mr Mohan DATWANI (Note 4)	不適用 N/A	不適用 N/A	不適用 N/A	✓
何超羈女士(註3) Ms HO Chiu-ha, Maisy, BBS (Note 3)	✓	不適用 N/A	不適用 N/A	不適用 N/A
羅君美女士(註5) Ms Elizabeth LAW, MH, JP (Note 5)	不適用 N/A	✓	✓	✓
梁頌恩女士(註5) Ms LEUNG Chung-yan, Juan, MH (Note 5)	不適用 N/A	✓	×	✓
唐安娜女士(註6) Ms Anna THOMPSON (Note 6)	不適用 N/A	✓	✓	✓
黃梓謙先生(註6) Mr WONG Chi-him, Gary (Note 6)	不適用 N/A	✓	✓	✓
朱敏健先生(主席) Mr CHU Man-kin, Ricky, IDS (Chairperson)	✓	✓	✓	✓

註1：擔任專責小組副召集人至2019年6月10日，並由2019年6月11日起成為專責小組召集人

註2：自2019年6月11日成為專責小組副召集人

註3：任期至2019年6月10日為止

註4：自2020年1月1日起加入行政及財務專責小組

註5：自2019年6月11日起再次加入行政及財務專責小組

註6：自2019年6月11日起加入行政及財務專責小組

Note 1: Acted as Deputy Convenor up to 10 June 2019 and became Convenor on 11 June 2019

Note 2: Became Deputy Convenor on 11 June 2019

Note 3: Appointment up to 10 June 2019

Note 4: Joined A&FC on 1 January 2020

Note 5: Joined A&FC again on 11 June 2019

Note 6: Joined A&FC on 11 June 2019



## 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81%

Overall attendance rate was over 81%

	26/04/2019	18/07/2019	24/10/2019	23/01/2020
羅乃萱女士(召集人) Ms Shirley Marie Therese LOO, BBS, MH, JP (Convenor)	✓	✓	✓	✓
梁頌恩女士(副召集人) Ms LEUNG Chung-yan, Juan, MH (Deputy Convenor)	✓	✓	✓	✓
陳家殷先生 Mr CHAN Ka-yan, Samuel, JP	✓	×	✓	✓
何超羣女士(註1) Ms HO Chiu-ha, Maisy, BBS (Note 1)	不適用 N/A	✓	✓	✓
李國麟教授(註2) Prof Hon LEE Kok-long, Joseph, SBS, JP (Note 2)	✓	不適用 N/A	不適用 N/A	不適用 N/A
梁世民醫生 Dr LEUNG Sai-man, Sigmund, BBS, JP	✓	✓	✓	✓
利哲宏博士 Dr Rizwan ULLAH	×	×	✓	✓
謝俊謙教授(註2, 3) Prof TSE Tsun-him (Note 2, 3)	✓	不適用 N/A	不適用 N/A	不適用 N/A
李美辰女士(註3) Ms Christina Maisenne LEE (Note 3)	×	×	✓	×
游家敏女士(註3) Ms YAU Ka-man, Carmen (Note 3)	✓	✓	×	✓
朱敏健先生(主席) Mr CHU Man-kin, Ricky, IDS (Chairperson)	✓	✓	✓	✓

註1：自2019年6月11日起加入社會參與及宣傳專責小組

Note 1: Joined CPPC on 11 June 2019

註2：任期至2019年5月19日為止

Note 2: Appointment up to 19 May 2019

註3：增選成員

Note 3: 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

整體出席率超過88%

Overall attendance rate was over 88%

	15/04/2019	17/06/2019	19/08/2019	21/10/2019	16/12/2019	06/03/2020
李翠莎博士(召集人)(註1) Dr Trisha LEAHY (Convenor) (Note 1)	✓	不適用 N/A	不適用 N/A	不適用 N/A	不適用 N/A	不適用 N/A
高朗先生(召集人)(註2) Mr Mohan DATWANI (Convenor)(Note 2)	✓	✓	✓	✓	✓	✓
謝偉鴻博士(副召集人)(註3) Dr SHIE Wai-hung, Henry (Deputy Convenor)(Note 3)	×	✓	✓	✓	✓	✓
陳家殷先生 Mr CHAN Ka-yan, Samuel, JP	✓	✓	✓	×	✓	✓
陳麗雲教授 Prof CHAN Lai-wan, Cecilia, JP	✓	✓	✓	✓	✓	×
趙文宗教授(註4) Prof CHIU Man-chung, Andy (Note 4)	✓	✓	✓	不適用 N/A	不適用 N/A	✓
何超羣女士(註5) Ms HO Chiu-ha, Maisy, BBS (Note 5)	不適用 N/A	✓	✓	✓	✓	✓
梁世民醫生(註5) Dr LEUNG Sai-man, Sigmund, BBS, JP (Note 5)	不適用 N/A	✓	✓	✓	✓	✓
余翠怡小姐 Miss YU Chui-yee, BBS, MH	✓	✓	✓	×	×	×
朱敏健先生(主席) Mr CHU Man-kin, Ricky, IDS (Chairperson)	✓	✓	✓	✓	✓	✓

註1：任期至2019年5月19日為止

註2：擔任專責小組副召集人至2019年6月10日，並由2019年6月11日起成為專責小組召集人

註3：自2019年6月11日成為專責小組副召集人

註4：任期至2019年8月26日；由2020年1月1日起再次加入法律及投訴專責小組

註5：2019年6月11日起加入法律及投訴專責小組

Note 1: Appointment up to 19 May 2019

Note 2: Acted as Deputy Convenor up to 10 June 2019 and became Convenor on 11 June 2019

Note 3: Became Deputy Convenor on 11 June 2019

Note 4: Appointment up to 26 August 2019; joined LCC again on 1 January 2020

Note 5: Joined LCC on 11 June 2019



## 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91%

Overall attendance rate was over 91%

	23/05/2019	29/08/2019	10/12/2019	05/03/2020
蔡玉萍教授(召集人) Prof CHOI Yuk-ping, Susanne (Convenor)	✓	✓	✓	✓
利哲宏博士(副召集人) Dr Rizwan ULLAH (Deputy Convenor)	✓	✓	✓	✓
高朗先生(註1) Mr Mohan DATWANI (Note 1)	✓	✓	✓	不適用 N/A
趙文宗教授(註2) Prof CHIU Man-chung, Andy (Note 2)	不適用 N/A	✓	✓	不適用 N/A
何超薏女士(註3) Ms HO Chiu-ha, Maisy, BBS (Note 3)	✓	不適用 N/A	不適用 N/A	不適用 N/A
唐安娜女士(註4) Ms Anna THOMPSON (Note 4)	不適用 N/A	✓	✓	✓
黃梓謙先生(註4) Mr WONG Chi-him, Gary (Note 4)	不適用 N/A	✓	×	✓
陳浩庭先生(註5) Mr CHAN Ho-ting, Mac (Note 5)	✓	✓	✓	✓
莊耀洸先生(註5) Mr CHONG Yiu-kwong (Note 5)	✓	✓	✓	✓
嚴楚碧女士(註5) Ms YIM Chor-pik, Rabi (Note 5)	×	✓	✓	✓
朱敏健先生(主席) Mr CHU Man-kin, Ricky, IDS (Chairperson)	✓	✓	×	✓

註1：任期至2019年12月31日為止

註2：自2019年8月27日起加入政策、研究及培訓專責小組，任期至2019年12月31日為止

註3：任期至2019年6月10日為止

註4：自2019年6月11日起加入政策、研究及培訓專責小組

註5：增選成員

Note 1: Appointment up to 31 December 2019

Note 2: Joined PRTC on 27 August 2019 and appointment up to 31 December 2019

Note 3: Appointment up to 10 June 2019

Note 4: Joined PRTC on 11 June 2019

Note 5: Co-opted Member



## 附錄 Appendix 1

### 種族平等共融顧問委員會成員名單(截至2020年3月31日) Membership of Advisory Committee on Racial Equality and Integration (as of 31 March 2020)

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





## 附錄 Appendix 1

政策、研究及培訓專責小組轄下的反性騷擾運動工作小組成員名單  
(截至2020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 2020)

- |   |  |
|---|--|
| 1. 蔡玉萍教授(召集人)<br>Prof CHOI Yuk-ping, Susanne (Convenor) | 7. 馮偉華博士(註1)<br>Dr FUNG Wai-wah (Note1)    |
| 2. 莊耀洸先生(副召集人)<br>Mr CHONG Yiu-kwong (Deputy Convenor)  | 8. 梁若芊博士(註1)<br>Dr Eugenie LEUNG (Note1)   |
| 3. 陳浩庭先生<br>Mr CHAN Ho-ting, Mac                        | 9. 梁麗清博士(註1)<br>Dr LEUNG Lai-ching (Note1) |
| 4. 孔美琪博士<br>Dr KOONG May-kay, Maggie, BBS, JP           | 10. 盧詩曼女士(註1)<br>Ms Stella LO (Note 1)     |
| 5. 李翠莎博士<br>Dr Trisha LEAHY, BBS, JP                    | 11. 蕭嘉韻女士(註1)<br>Ms Katherine SHIU (Note1) |
| 6. 蔡惠琴女士(註1)<br>Ms CHOI Wai-kam, Virginia, JP (Note1)   |  |

註1：工作小組增選成員

Note 1: Working Group Co-opted Members



## 附錄 Appendix 1

### 少數族裔教育工作小組的成員名單(截至2020年3月31日) Membership of Working Group on Education for Ethnic Minorities (as of 31 March 2020)

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



## 附錄 Appendix 2

### 27個團體獲「平等機會社會參與資助計劃」撥款主辦28個項目

平機會自1996/97年起每年均推出「平等機會社會參與資助計劃」，其主要目的是鼓勵非政府機構，包括社區組織及學校舉辦活動，以加深大眾認識平等機會概念及反歧視條例。2019/20年度，社會參與資助計劃共收到38份申請，其中由以下27個機構舉辦的28項活動獲批核，資助總額達1,054,763港元。

世界公民協會/LGBTIQ PROUD服務小組

浸信會愛羣社會服務處

路德會長青群康中心

香港中華基督教青年會輔導組

基督教勵行會

Cult製作

鳴辯無限

地利亞修女紀念學校(協和)

香港兒童啟迪協會

Enrich Personal Development Limited

大同

香港中文大學香港亞太研究所  
性別研究中心

基督教靈實協會

### Community Participation Funding Programme on Equal Opportunities Supported 28 Projects by 27 Organisations

The annual Community Participation Funding Programme on Equal Opportunities began in 1996/97. Its primary objective is to encourage NGOs, including community groups and schools, to organise projects that deepen public understanding on the subject of equal opportunities and the anti-discrimination legislation. In 2019/20, the programme attracted 38 applications, of which 28 projects by 27 organisations listed below were approved for a total funding of HK\$1,054,763.

Association of World Citizens Hong Kong China

Baptist Oi Kwan Social Service

Cheung Ching Lutheran Centre for the Disabled

Chinese YMCA of Hong Kong Counselling Unit

Christian Action

Culture Production

Debate come

Delia Memorial School (Hip Wo)

Distinctive Learning Society

Enrich Personal Development Limited

Gay Harmony

Gender Research Centre, Hong Kong Institute of  
Asia-Pacific Studies, The Chinese University of Hong Kong

Haven of Hope Christian Service



## 附錄 Appendix 2

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
家庭匡扶中心(聖約翰座堂)	HELP for Domestic Workers (under St John's Cathedral)
香港布廠商會朱石麟中學	HKWMA Chu Shek Lun Secondary School
香港卡巴迪協會有限公司	Hong Kong Kabaddi Federation Ltd
香港婦聯有限公司	Hong Kong Women Development Association Limited
街坊工友服務處教育中心有限公司	Neighbourhood & Worker's Education Centre Ltd
新界社團聯會婦女有限公司	New Territories Association of Societies Women's Centre Limited
平等性教育及輔導協會	Sexuality Education and Counselling Association
香港小童群益會賽馬會南葵涌青少年綜合服務中心	The Boys' and Girls' Clubs Association of Hong Kong Jockey Club South Kwai Chung Children and Youth Integrated Services Centre
香港青年協會洪水橋青年空間	The Hong Kong Federation of Youth Groups Hung Shui Kiu Youth S.P.O.T.
香港精神科醫學院	The Hong Kong College of Psychiatrists Limited
香港盲人輔導會	The Hong Kong Society for the Blind
路德會啟聾學校法團校董會	The Incorporated Management Committee of Lutheran School for the Deaf
愛滋寧養服務協會	The Society for AIDS Care Ltd



## 附錄 Appendix 3

### 《種族多元共融僱主約章》簽署機構 (截至 2020 年 3 月 31 日)

### Signatories of the Racial Diversity & Inclusion Charter for Employers (as of 31 March 2020)

#### 首輪簽署機構\*

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

#### Founding Signatories\*

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

#### 第二輪簽署機構\*

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

#### Second Round Signatories\*

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





## 附錄 Appendix 3

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



## 附錄 Appendix 3

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

### 第三輪簽署機構\*

### Third Round Signatories\*

46. 美國安泰保險(香港)有限公司	Aetna Insurance (Hong Kong) Limited
47. American Express International Inc	American Express International Inc
48. 康瑋有限公司	Anway Limited
49. 凱諦思香港有限公司	Arcadis Hong Kong Limited
50. Bamboo Difference Limited	Bamboo Difference Limited
51. 中國銀行(香港)有限公司	Bank of China (Hong Kong) Limited
52. Bridge Partnership (HK) Limited	Bridge Partnership (HK) Limited
53. 國泰航空服務有限公司	Cathay Pacific Services Limited
54. Cornerstone Global Partners	Cornerstone Global Partners
55. 瑞士信貸(香港)有限公司	Credit Suisse (Hong Kong) Limited
56. 帝理律師行	Daly & Associates
57. 得利龍百貨有限公司	Delicron (HK) Limited



## 附錄 Appendix 3

58. 香港逸東酒店	Eaton HK
59. 愛德曼國際公關(香港)有限公司	Edelman Public Relations Worldwide (HK) Limited
60. Enrich Hong Kong	Enrich Hong Kong
61. FELIZ Consulting Company	FELIZ Consulting Company
62. 未來照明有限公司	Future Lighting Collection Limited
63. 港威酒店	Gateway Hotel
64. 點點線有限公司	Greendotdot.com Limited
65. 尊家管業有限公司 (恒基兆業地產集團成員公司)	H-Privilege Limited (A Member of Henderson Land Group)
66. HandsOn Hong Kong	HandsOn Hong Kong
67. 恒益物業管理有限公司 (恒基兆業地產集團成員公司)	Hang Yick Properties Management Limited (A Member of Henderson Land Group)
68. 史密夫斐爾律師事務所	Herbert Smith Freehills
69. 香港交易及結算所有限公司	Hong Kong Stock Exchanges and Clearing Limited
70. 傑志(體育管理)有限公司	Kitchee (Sports Management) Limited
71. J. Rotbart & Co.	J. Rotbart & Co.
72. 怡和科技(香港)有限公司	Jardine OneSolution (HK) Limited
73. Justice Centre Hong Kong	Justice Centre Hong Kong
74. 童協基金有限公司	Kids4Kids Limited
75. 客路旅遊科技有限公司	Klook Travel Technology Limited
76. 畢馬威會計師事務所	KPMG
77. Legal Beagle Limited	Legal Beagle Limited



## 附錄 Appendix 3

78. 世勤律師事務所	Lewis Silkin
79. 年利達律師事務所	Linklaters
80. 馬哥孛羅香港酒店	Marco Polo Hongkong Hotel
81. 百階(香港)有限公司	Million Rank (HK) Limited
82. 美酒滙有限公司	Major Cellar Company Limited
83. Maples Fiduciary Services (Hong Kong) Limited	Maples Fiduciary Services (Hong Kong) Limited
84. Maples Fund Services (Asia) Limited	Maples Fund Services (Asia) Limited
85. 經緯園藝有限公司	Melofield Nursery & Landscape Contractor Limited
86. 現代貨箱碼頭有限公司	Modern Terminals Limited
87. 澳大利亞國民銀行	National Australia Bank Limited
88. 現在設計有限公司	NowHere Design Limited
89. 奧的斯電梯(香港)有限公司	Otis Elevator Company (HK) Limited
90. Pacific Basin Shipping (HK) Limited	Pacific Basin Shipping (HK) Limited
91. 融幼社	PathFinders Limited
92. 美國輝瑞科研製藥有限公司	Pfizer Corporation Hong Kong Limited
93. 太子酒店	Prince Hotel
94. Resolve Foundation Limited	Resolve Foundation Limited
95. 天傳有限公司	Sky Connection Limited
96. 駿宏企業有限公司	Soon Grow Enterprise Limited
97. Specsavers Procurement Asia Limited	Specsavers Procurement Asia Limited
98. Star Anise Limited	Star Anise Limited



## 附錄 Appendix 3

99. Synpulse Hong Kong Limited	Synpulse Hong Kong Limited
100. 香港美國商會	The American Chamber of Commerce in Hong Kong
101. 婦女基金會有限公司	The Women's Foundation Limited
102. 小彬紀念基金	The Zubin Mahtani Gidumal Foundation Limited
103. 當吉(香港)有限公司	Tonkichi (HK) Limited
104. Total Loyalty Company Limited	Total Loyalty Company Limited
105. 卓佳專業商務有限公司	Tricor Services Limited
106. 亞洲聯合財務有限公司	United Asia Finance Limited
107. YGM Marketing Limited	YGM Marketing Limited

\* 以公司／機構名稱英文字母順序排列。

\* *Company names in alphabetical order.*







平等機會委員會  
EQUAL OPPORTUNITIES COMMISSION



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傳真 Fax: 2511 8142 | 電郵 Email: [eoc@eoc.org.hk](mailto:eoc@eoc.org.hk)  
(供一般查詢 For general enquiries)

短訊查詢服務 SMS Enquiry Service: 6972566616538  
(供聽障/有語言障礙人士使用 For people with hearing impairment/speech difficulties)

YouTube頻道 YouTube channel: [www.youtube.com/user/hkeoc](http://www.youtube.com/user/hkeoc)

Facebook專頁 Facebook pages: [🔍 共融i世代 Generation i](#) [🔍 Uniquelyme HK](#) [🔍 EMBRACE](#)

LinkedIn專頁 LinkedIn page: [www.linkedin.com/company/equal-opportunities-commission](http://www.linkedin.com/company/equal-opportunities-commission)