



平等機會委員會
EQUAL OPPORTUNITIES COMMISSION



平等機會 人人共享

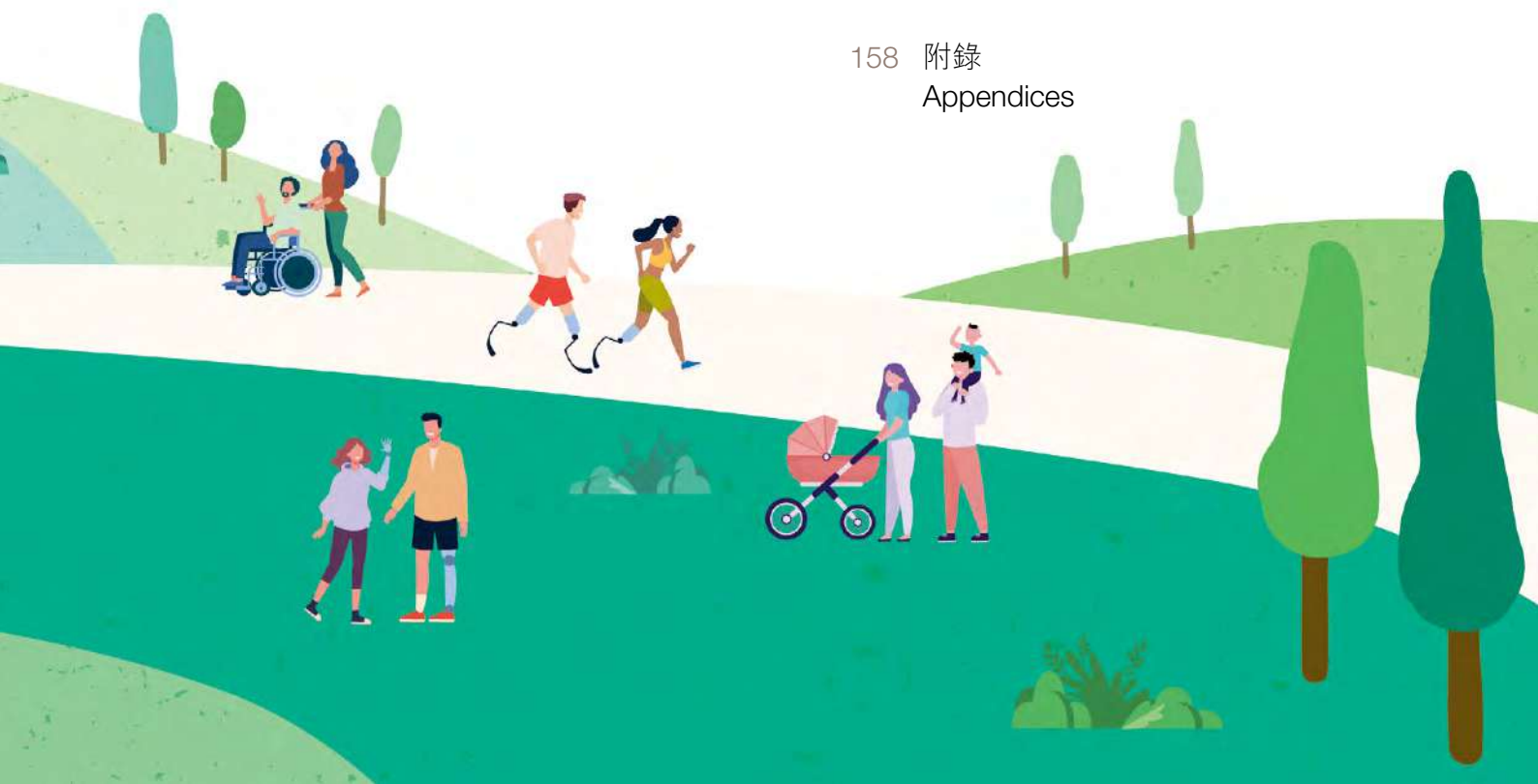
MAKING EQUAL OPPORTUNITIES
ACCESSIBLE TO ALL

2023-24 年 報
ANNUAL REPORT



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主席的話 Chairperson's Message

“

我從平機會多年努力建立的堅實基礎上接任，深感任重道遠，定會全情投入在香港推動平等機會的工作。

I am grateful for being given the profound responsibility to build on the excellent work the EOC has done over the years and to advance equality for all in Hong Kong.

”



平等機會 人人共享

Making Equal Opportunities Accessible to All

我很榮幸自2024年4月出任平等機會委員會（「平機會」）的主席後，首次提交平機會2023-24年度的年報。首先，我想向前任主席朱敏健先生表達感謝，朱先生和平機會任內堅定不移、盡心竭力地履行職務，成果有目共睹。我從平機會多年努力建立的堅實基礎上接任，深感任重道遠，定會全情投入在香港推動平等機會的工作。

It is my honour to present the Equal Opportunities Commission's (EOC) Annual Report for the year 2023-24, my first since taking up the post as Chairperson of the EOC in April 2024. First of all, I would like to express my gratitude to my predecessor, Mr Ricky CHU Man-kin, for his unwavering dedication to the public service and for the impressive progress he has made with the EOC during his tenure. I am grateful for being given the profound responsibility to build on the excellent work the EOC has done over the years and to advance equality for all in Hong Kong.

要建立共融社會，確保所有人—不管性別、殘疾、種族、以及家庭崗位—都享有平等機會參與社會，是長期的奮鬥，需要社會各界持續的努力。經歷三年反反覆覆的情況後，香港於2023年年初終於走出2019冠狀病毒病的陰霾。平機會乘着社會復常，全力於社區推動多元、平等、共融的價值，並取得重大進展。平機會能夠再次舉辦實體活動，讓我們可與持份者充分聯繫，並實施舉措以擴大接觸群體，與其他機構建立夥伴關係。

Building an inclusive city that ensures equal social participation for people regardless of gender, disability, ethnicity, or family status, is a long-term endeavour that requires sustained efforts by all sectors of society. As Hong Kong emerged from the COVID-19 pandemic in early 2023, the EOC capitalised on the return of normalcy after three years of continuous interruptions, and made tangible progress in championing the values of diversity, equality and inclusion in the community. Being able to host face-to-face events once again allowed us to fully engage with our stakeholders, and implement initiatives to expand our reach and partnerships.



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主席的話 Chairperson's Message

我們在2023-24年度的其中一個重點是推廣通達無障礙。根據官方數據，香港在2020年有超過53萬名殘疾人士，另有180萬名長期病患人士。他們能否參與社會和獨立地生活，很大程度取決於香港的建築環境、服務及設施是否暢通易達。隨着人口老化加劇—預計20年後每三人便有一人為65歲以上—實際環境、數碼基建及服務是否暢通易達，是影響大部分香港市民的生活質素的關鍵因素。

為了應付人口結構的轉變，我們必須提升社會對暢通易達的認知和意識。2023年10月，平機會便發表了《如何支援殘疾人士：餐飲服務通用設計實用指南》，向公眾介紹「通用設計」的概念。指南介紹了既簡單又實用的方法供食肆參考，以創造暢通易達的用餐環境，並藉此將通用設計的原則融入日常生活，同時促進社會討論如何提升香港實際環境的共融水平。

繼推出指南後，平機會於2023年11月舉辦了研討會，向餐飲業界介紹無障礙科技，為業界持份者提供平台，進一步探討如何提供更易於使用和共融的服務。2024年2月，我們推出全港首個通用設計嘉許計劃2024/25，以表揚在建構人人暢通易達環境方面有傑出表現的企業及機構。計劃得到十分熱烈的反應，顯示社會各界堅定的決心，締造暢通易達的環境和提供共融的服務，令我們感到非常鼓舞。

One of our key focuses in the year 2023-24 is promoting accessibility. According to official figures, there were over 530 000 persons with disabilities in Hong Kong in 2020, along with 1.8 million individuals with chronic illnesses. Their ability to participate in society and lead independent lives depends greatly on the accessibility of the city's built environment, as well as its services and facilities. And as population ageing accelerates – with one in every three people projected to be over the age of 65 in just over 20 years – the accessibility of the physical environment, digital infrastructure and services will become crucial factors affecting the quality of life for a significant proportion of Hong Kong residents.

Enhancing our society's awareness and understanding of accessibility is key to preparing for these demographic shifts. In October 2023, the EOC released *How to Support Persons with Disabilities: Practical Guide on Universal Design for Catering Services*, bringing the concept of "universal design" to the forefront of public discourse. With simple yet practical recommendations for creating accessible environments in restaurants, the Guide makes the principles of universal design relevant to everyday life while enhancing discussions on ways to improve the inclusiveness of our city's physical environment.

Following the launch of the Guide, the EOC hosted a seminar on bringing accessible technology to the catering sector in November 2023, providing a platform for industry stakeholders to further explore solutions to improve the convenience and inclusiveness of their services. In February 2024, we launched Hong Kong's first-ever Universal Design Award Scheme 2024/25 to recognise businesses and organisations that have made significant contributions in creating accessible environments for all. The response to the scheme has been incredibly positive, and we are greatly encouraged by the strong commitment to building accessible environments and providing inclusive services across different sectors of society.

在2023-24年度，我們繼續以專業知識解釋反歧視法例的保障範圍，不管是對於訴諸法庭的個案或社會面對的各項挑戰。年內，社會發生了若干事件引發公眾廣泛關注，包括大學迎新營發生涉嫌性騷擾的事件以及牽涉有精神健康需要的人士的個案，令我們明白在消除歧視及偏見方面仍有改善的空間。

這些事件促使社會關注平等和共融議題，平機會藉此進一步聯繫持份者和教育公眾。為打擊大學的性騷擾問題，平機會製作了培訓教材，供大學教育資助委員會資助的八所大學，以及其他非資助的大專院校的學生使用。我們在第二屆平等機會青年大使計劃中，安排參加計劃的大專生製作與反性騷擾有關的宣傳品或舉辦相關活動，在校園內向朋輩推廣反性騷擾的信息。此外，為促使媒體均衡客觀地報道精神健康議題，平機會在2023年9月舉辦了「媒體報道與精神健康研討會」，匯聚了媒體專業人士、學者、醫療專業人員、非政府組織及有精神健康需要人士，共同探討相關議題。

During the year 2023-24, we continued to use our expertise to explain the anti-discrimination law – whether it is in cases brought to the Court or in addressing the challenges that faced our society. In the case of the latter, a number of high-profile incidents, including allegations of sexual harassment incidents at university orientation camps, and cases involving people with mental health needs, reminded us that much remains to be done in eliminating discrimination and prejudice.

As these incidents brought issues of equality and inclusion to the forefront, the EOC leveraged the opportunity to further engage stakeholders and educate the public. To tackle sexual harassment on university campuses, the EOC produced training materials for students at the eight universities funded by the University Grants Committee (UGC), as well as those studying in non-UGC-funded tertiary institutions. As part of the second edition of the Equal Opportunity Youth Ambassador Scheme, we arranged for the participating tertiary students to create anti-sexual harassment promotional materials or activities to promote the message on campuses and to their peers. With the aim of fostering more balanced coverage of mental health needs, the EOC hosted the 'Seminar on Media Reporting of Mental Health Issues' in September 2023, which brought together media professionals, academics, health professionals, NGOs and people with mental health needs to discuss the issue.

主席的話 Chairperson's Message

多年來，與持份者保持對話和溝通，對於我們加強服務市民和消除歧視至關重要。隨着香港繼續與內地加深融合，我們明白提高員工對內地發展的認識，增進與內地相關機構的夥伴關係，將有助我們更好地履行職責。為此，平機會在2023年9月參加了在北京舉行的國情研修班，代表團成員包括平機會前主席、兩名平機會委員及20名員工。2023年11月，我們還參加了第二屆大灣區殘障事業協同發展論壇，讓我們藉着這次難得的機會，與粵港澳地區在殘疾事務方面的專家交流意見。

我們在2023-24年度的工作取得長足進展，將有利我們日後進一步推展平等共融的工作。在發布平機會的《策略性工作規劃2024-26》後，我們已準備就緒應付新的挑戰，並繼續將多元、平等、共融定為引領香港未來發展的價值。我們在工作規劃中定立了六大策略目標及19個優先工作項目，涵蓋範圍廣泛，包括提倡僱主聘用邊緣社群的人才、促進暢通易達、在工作間以及整體社會培育多元共融的文化，以至向年輕一代灌輸平等的價值，這些目標將引領我們在未來三年的工作和資源分配。

Over the years, dialogue and exchanges with stakeholders have been central to strengthening the EOC's capabilities to serve the public and tackle discrimination. As Hong Kong's integration with the Mainland continues to deepen, we recognise that improving our staff's understanding of the country's development and strengthening partnerships with relevant organisations in the Mainland will enhance our ability to discharge our duties. To this end, the EOC participated in a National Studies Course in Beijing in September 2023 with a delegation that included the former EOC Chairperson, two EOC Members, as well as 20 staff members. In November 2023, we also participated in the Second Greater Bay Area Forum on Synergistic Development of Disability Rights and Welfare in Shenzhen, which gave us valuable opportunities to exchange views with organisations and experts in disability affairs from Hong Kong, Guangdong and Macau.

The progress we made in the year 2023-24 has put us in good stead for pushing the frontier of equality and inclusion even further in the future. With the release of the EOC's *Strategic Plan 2024-26*, we are fully prepared to tackle the challenges on the horizon and continue to establish diversity, equality and inclusion as key values guiding the future development of Hong Kong. From promoting talent from marginalised communities to advancing accessibility, fostering a diverse and inclusive culture in the workplace and society as a whole to instilling the values of equal opportunities in the next generation, the six strategic goals and 19 work priorities in the Strategic Plan will serve as the North Star for our work and our resource allocation in the next three years.



我們在2023-24年度的工作取得長足進展，將有利我們日後進一步推展平等共融的工作。

The progress we made in the year 2023-24 has put us in good stead for pushing the frontier of equality and inclusion even further in the future.



展望未來，平機會將繼續與社會上不同界別合作，確保弱勢及最無助的社群能獲得充分關顧。平機會至今所達至的里程和取得的進展，有賴平機會員工專業盡責、克盡己職，以及平機會各委員給予的寶貴意見、指引和支持。我希望藉此機會向他們致謝，同時我想向一直與我們在平等機會的路上同行的所有夥伴致謝。平機會將滿腔熱忱、專心致志地創建人人共享平等共融的社會。我期望與各位攜手實踐這個目標。

Going forward, the EOC will continue to collaborate with different sectors of society to ensure that the needs of disadvantaged communities and the most vulnerable among us are fully addressed. The milestones we reached and the progress we made would not have been possible without the dedication and professionalism of the EOC staff members, as well as the invaluable insights, guidance and support of the EOC Members. I would like to take this opportunity to express my gratitude to them. I would also like to thank our partners and everyone who stand by us in our journey to equal opportunities. With strong passion and enduring commitment, the EOC will stride forward to create an equal and inclusive society for all. I look forward to working with each and every one of you to make our vision a reality.

平等機會委員會
主席
林美秀, SBS

Linda LAM Mei-sau, SBS
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、餵哺母乳、殘疾、家庭崗位和種族而產生的歧視，並消除性騷擾、基於餵哺母乳的騷擾，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、共融和平等機會價值的關注、認識和接納；推行教育活動以預防歧視；並與社會各界建立夥伴關係。

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；

Set up in 1996, the 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 EOC is committed to eliminating discrimination on the grounds of sex, marital status, pregnancy, breastfeeding, disability, family status and race, as well as eradicating sexual harassment, breastfeeding harassment, and 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 the values of diversity, inclusion and equal opportunities; providing education to prevent discrimination; and establishing partnerships with different sectors of the community.

Our Work

The work of the EOC includes:

- Investigating complaints lodged under the four anti-discrimination ordinances and encouraging settlement by conciliation between parties in dispute;
- Providing assistance, including legal assistance, to persons facing discrimination;

- 進行教育和宣傳活動，並提供有關資源；
 - 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。
- Implementing educational and publicity programmes and offering related resources;
 - Reviewing legislation and providing guidelines; and
 - Conducting research studies and surveys on discrimination issues and making policy recommendations based on the 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、已審核賬目，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 performance to the Constitutional and Mainland Affairs Bureau, which is the focal point of contact between the Government and the EOC.

策略性工作規劃2024-2026

平機會的首要目標是根據反歧視條例，消除系統性的障礙，並打擊侵害個人權利的行為。平機會於2024年1月公布的《策略性工作規劃2024-2026》，載述了平機會的策略目標、焦點範疇及優先工作項目。該工作規劃就平機會如何分配資源定立方向，以應對影響香港社會上重要及迫切不平等議題，尤其是影響弱勢及邊緣社群的議題，指引平機會如何達到目標，即建立沒有歧視、人人共享平等機會的社會。

Strategic Plan 2024-2026

The core objectives of the EOC are to break down systemic barriers and tackle infringement of individual rights under the anti-discrimination ordinances. Released in January 2024, the *Strategic Plan 2024-2026* sets out the strategic goals, focus areas and work priorities of the EOC. It defines the way the EOC allocates its resources to address important and pressing inequality issues affecting Hong Kong society, particularly disadvantaged and marginalised communities, leading the EOC towards its vision of a discrimination-free society where everyone can enjoy equal opportunities.



焦點範疇：性別歧視
Focus Area: Gender Discrimination



優先工作項目

- 提高公眾對僱傭範疇的反性騷擾政策和措施的認識
- 教育年輕一代認識性別平等，加強他們對反性騷擾措施的了解
- 為性別歧視受害人充權，鼓勵他們挺身而出，並加強推廣旁觀者介入方法
- 確保懷孕和餵哺母乳的女性在不同社會領域同樣可以平等地獲得機會及資源

Work Priorities

- Enhance awareness of anti-sexual harassment policies and practices in the field of employment
- Educate the younger generation on gender equality and enhance their understanding on anti-sexual harassment measures
- Empower victims of sex discrimination to come forward and strengthen bystander intervention
- Ensure pregnant and breastfeeding women have equal access to opportunities and resources in various social domains

焦點範疇：家庭崗位歧視
Focus Area: Family Status Discrimination



優先工作項目

- 加深公眾對《家庭崗位歧視條例》及保障照顧者免被歧視的認識
- 推動僱主採納及實行更多家庭友善僱傭措施

Work Priorities

- Enhance the public's understanding of FSDO and protection against discrimination for carers
- Foster greater adoption and implementation of family-friendly employment practices among employers

焦點範疇：可持續運作
Focus Area: Operational Sustainability



優先工作項目

- 探討各種方法進一步提升平機會員工的表現和專業形象
- 確保平機會長遠運作穩健
- 建立與外部持份者的有效溝通渠道
- 檢視現時預防網絡攻擊的措施，並堵塞潛在漏洞

Work Priorities

- Explore avenues to further enhance the performance and professional image of EOC staff members
- Ensure the long-term stability of EOC's operations
- Establish effective communication channels with external stakeholders
- Review existing measures against cyberattacks and address potential vulnerabilities

焦點範疇：殘疾歧視
Focus Area: Disability Discrimination



優先工作項目

- 促使公眾加深了解並在社會上更廣泛採用通用設計
- 改善殘疾人士的就業機會
- 消除對精神健康議題的負面標籤，促使有精神健康需要人士和精神復元人士融入社會
- 與大灣區及內地的相關持份者就殘疾歧視事宜加強交流

Work Priorities

- Promote greater understanding and adoption of Universal Design in the community
- Enhance employment opportunities for persons with disabilities
- Tackle the stigmatisation of mental health issues and improve the social integration of persons with mental health needs and those in recovery
- Enhance exchange with relevant stakeholders in the Greater Bay Area and the Mainland on the issue of disability discrimination

焦點範疇：種族歧視
Focus Area: Race Discrimination



優先工作項目

- 促進不同文化和種族背景的社群加深互相了解及和諧共處
- 促使少數族裔享有平等就業機會
- 繼續改善少數族裔的教育機會
- 透過解決數碼隔閡問題促進少數族裔融入社會
- 改善公眾對《種族歧視條例》的觀感

Work Priorities

- Foster greater understanding and harmonious relations between communities from different cultural and ethnic backgrounds
- Promote equal access to employment opportunities for ethnic minorities (EMs)
- Continue to improve educational opportunities for EMs
- Enhance the integration of EMs by addressing the digital divide
- Enhance the public's perception of the RDO

全年摘要 Highlights of the Year

重要數字一覽 Figures at a Glance



答覆 **10 015** 個查詢
enquiries answered



處理 **1 349** 宗投訴
complaints handled



9
宗個案獲法律協助
cases granted with
legal assistance



每宗投訴平均處理時間
Average handling time of a complaint
88 日
days



調停成功率
Conciliation success rate
85%



3
宗個案提交至法庭審理
cases taken to court



為受屈人取得的金錢總額
超過港幣 **6,900,000** 元
Over HK\$
in monetary payments secured for aggrieved parties

全年摘要 Highlights of the Year



舉辦

Organised

526 場培訓課程
training sessions for

31 539 參加人次
participants



平機會網站錄得

The EOC website recorded

3 400 601 使用人次
users

86 075 018 點擊率
hit rate



12 039

名學生觀看了推廣平等
機會信息的話劇表演
students watched equal
opportunities dramas



42

名學生參加了平等機會青年
大使計劃 2023/24
students participated in the
Equal Opportunity Youth
Ambassador Scheme 2023/24



接觸約

Reached around

1 300 000

名社交媒體 (Instagram、Facebook及領英)
獨立用戶
unique social media users on Instagram,
Facebook and LinkedIn



提供港幣
HK\$

1,034,320 元

資助予
funding for

13 個推廣平等機會的社區項目
community projects to promote equal opportunities



舉辦

Organised

64

項主要推廣活動
major promotional activities

全年摘要 Highlights of the Year



2023-24 年度獎項及嘉許 Awards & Recognition 2023-24

平機會獲僱員再培訓局嘉許為「人才企業」。

The Employees Retraining Board awarded the status of Manpower Developer to the EOC.

04/2023

平機會獲香港警務處防止罪案科委任為「安全城市大使」。

The EOC was appointed as a SafeCity Ambassador by the Crime Prevention Bureau of Hong Kong Police Force.

05/2023

平機會獲強制性公積金計劃管理局嘉許為2022-23年度「積金好僱主」。

The EOC was recognised as a Good MPF Employer for 2022-23 by the Mandatory Provident Fund Schemes Authority.

09/2023

平機會獲得凝動香港體育基金的「機構『一』起動」嘉許。

The EOC was recognised as a SportsHour Organisation by the InspiringHK Sports Foundation.

10/2023



2023-24 年度獎項及嘉許 Awards & Recognition 2023-24

平機會總平等機會主任(投訴事務)朱敏茵女士及高級平等機會主任(反性騷擾事務組)蘇家盈女士獲頒發2023年申訴專員嘉許獎(公職人員獎)，印證她們的專業精神及卓越服務。

Ms Candy CHU, Chief Equal Opportunities Officer (Complaint Services) and Ms Susana SOO, Senior Equal Opportunities Officer (Anti-Sexual Harassment Unit) of the EOC, were presented with The Ombudsman's Awards 2023 for their professional and commendable services.

平機會在香港管理專業協會主辦的2023年度「最佳年報獎」中獲頒發「優秀小型機構年報獎」。

The EOC won the Hong Kong Management Association's 2023 Best Annual Reports Awards – Excellence Award for Small Size Entries.

11/2023

平機會獲香港社會服務聯會頒發10年Plus「同心展關懷」標誌，肯定了平機會持續在關懷社會、僱員及環境方面作出的努力。

The EOC was awarded the 10 Years Plus Caring Organisation status by the Hong Kong Council of Social Service, in recognition of the Commission's sustained commitment to caring for the community, its employees and the environment.

02/2024



2023-24 主要活動 Major Events & Activities 2023-24

平機會推出「友善服務 無分種族」巴士車身廣告。

The EOC launched the 'Racially Friendly Customer Services for All' bus body advertising campaign.

4/2023

行政長官委任五名新平機會委員，以及再度委任九名現任平機會委員，任期兩年，由2023年5月20日起生效。

The Chief Executive appointed five new EOC Members and reappointed nine existing EOC Members for a term of two years effective from 20 May 2023.

平機會在電視台推出《同一天空下》生命短片系列，以推廣關愛文化，消除歧視。

The EOC launched the *Under the Same Sky* short movie series on TV to promote a culture of care and non-discrimination.

5/2023



2023-24 主要活動

Major Events & Activities 2023-24

平機會為首屆平等機會青年大使計劃舉行嘉許典禮，向36名完成計劃的大專生作出嘉許。計劃旨在向青年人推廣多元、平等及共融的價值。

The EOC held a recognition ceremony for 36 tertiary students to celebrate their completion of the inaugural Equal Opportunity Youth Ambassador Scheme, which aims to promote the values of diversity, equality and inclusion (DEI) to the younger generation.

平機會公布「香港年輕殘疾人士從學校過渡至工作的有效策略的研究」結果。該研究的目的是探討年輕殘疾人士從中學／專上教育過渡至工作的經歷。

The EOC released the findings of the Study on Effective Strategies to Facilitate School-to-work Transition of Young Persons with Disabilities in Hong Kong, which explored the experiences of young persons with disabilities as they transition from secondary/post-secondary education to the labour market.

平機會公布「香港普通學校教育特殊教育需要學生的挑戰、有效政策及最佳措施研究」結果。該研究的目的是檢視現時融合教育於中小學的推行成效。

The EOC released the findings of the Study on Challenges, Effective Policies and Best Practices of Ordinary Schools in Educating Students with Special Educational Needs in Hong Kong, which examined the effectiveness of the current implementation of integrated education in primary and secondary schools.

6/2023

全年摘要 Highlights of the Year



2023-24 主要活動

Major Events & Activities 2023-24

07/2023

平機會為首屆種族友善校園嘉許計劃舉行嘉許典禮，嘉許60間參與的學校。計劃鼓勵學校向學生推廣種族平等及共融的價值。

The EOC staged a recognition ceremony to commend 60 schools for participating in the inaugural Racially Friendly Campus Recognition Scheme, which encouraged schools to promote racial equality and inclusion among students.

08/2023

平機會推出2023-24年度平等機會社會參與資助計劃，資助非牟利機構舉辦活動以推廣反歧視條例及平等機會的概念。

The EOC launched the 2023-24 Community Participation Funding Programme on Equal Opportunities, which provides funding support to non-profit-making organisations for organising activities to promote the anti-discrimination ordinances and the equal opportunity concept.

9/2023

平機會舉辦「媒體報道與精神健康」研討會，促進本地媒體中肯報道精神健康議題。

The EOC hosted the 'Seminar on Media Reporting of Mental Health Issues' to foster bias-free coverage of mental health issues in local media.

10/2023

平機會推出《如何支援殘疾人士：餐飲服務通用設計實用指南》，旨在向飲食業界提供簡易實用的指引，為有不同需要的顧客提升食肆的通達程度及服務質素。

The EOC released the *How to Support Persons with Disabilities: Practical Guide on Universal Design for Catering Services*, an easy-to-read toolkit offering practical suggestions for the catering industry to improve access and services for diners with diverse needs.



2023-24 主要活動

Major Events & Activities 2023-24

平機會舉行題為「種族多元共融進展：成果、挑戰和目標」的活動，慶祝《種族多元共融僱主約章》成立五周年。活動為簽署機構提供平台，討論如何在工作間促進種族多元共融。

The EOC held an event entitled 'Racial DEI Progress: Gains, Gaps & Goals' to celebrate the fifth anniversary of the Racial Diversity & Inclusion Charter for Employers. The event provided a platform for signatories to discuss ways to advance racial diversity and inclusion in the workplace.

平機會與香港電台第二台合作，推出全新粵語電台節目《同處一室》，每星期播放一集。節目請來嘉賓及平機會代表分享推廣多元共融的經驗，旨在消除偏見、誤解及定型。

The EOC collaborated with Radio Television Hong Kong (RTHK) Radio 2 to produce a new Cantonese radio show titled *Inclusive Society*. Featuring interviews with guests and EOC representatives on their experiences in promoting diversity and inclusion, the weekly show aims to eliminate prejudices, misunderstandings and stereotypes.

平機會聯同九龍崇德社及香港中小型企業聯合會合辦了一場預防職場性騷擾論壇。論壇旨在加強香港中小企對職場性騷擾的關注及了解。

The EOC co-organised a forum on the prevention of workplace sexual harassment with the Zonta Club of Kowloon and the Hong Kong Small and Medium Enterprises Association. The event served to enhance awareness and understanding of anti-sexual harassment measures among small and medium enterprises in Hong Kong.

11/2023



2023-24 主要活動

Major Events & Activities 2023-24

平機會發表《策略性工作規劃2024-2026》。工作規劃定下六項策略目標及19個優先工作項目，以便加強處理香港有關歧視及平等機會的最迫切問題。

The EOC released the *Strategic Plan 2024-2026*, outlining six strategic goals and 19 work priorities to enhance efforts to tackle the most pressing issues regarding discrimination and equal opportunities in Hong Kong.

1/2024

平機會舉辦平等機會青年大使計劃2023/24迎新典禮，為計劃揭開序幕。共有42名大專院校學生獲選參加計劃，透過一系列體驗式學習活動，加深了解多元、平等及共融的價值。

The EOC organised an orientation ceremony to kick off the Equal Opportunity Youth Ambassador Scheme 2023/24. Forty-two tertiary students were selected to join the scheme and participate in a range of experiential activities to deepen their understanding of diversity, equality and inclusion.

2/2024

平機會宣布推出全港首個通用設計嘉許計劃2024/25，目的是表揚在採納通用設計方面有傑出表現的公營及私營機構，分享創造共融環境的良好常規。

The EOC announced the launch of Hong Kong's first Universal Design Award Scheme 2024/25, which aims to recognise public and private organisations with outstanding contributions in implementing universal design and encourage the sharing of good practices in creating inclusive environments.



2023-24 主要活動

Major Events & Activities 2023-24

特區政府公布，行政長官委任林美秀女士為平機會的新任主席，任期三年，由2024年4月11日起生效。

The SAR Government announced that the Chief Executive appointed Ms Linda LAM Mei-sau as the new Chairperson of the EOC for a term of three years, effective from 11 April 2024.

3/2024

平機會推出多項活動響應2024年國際消除種族歧視日，包括「消除偏見 無分種族」巴士車身宣傳廣告，以及於2024年3月16日在大館舉辦多元共融教育論壇。在論壇的專題研討環節，教育工作者及多元平等共融從業員討論如何消除教師及學生對性別、種族及殘疾的無意識偏見。

The EOC launched a series of initiatives to commemorate International Day for the Elimination of Racial Discrimination (IDERD) 2024, which included a bus-body advertising campaign with the tagline “Interrupt Bias. All Races as One”. Another highlight was the Diversity & Inclusion Education Forum held on 16 March 2024 at Tai Kwun. The event featured a panel discussion with education experts and DEI practitioners on tackling unconscious biases related to gender, race and disability among teachers and students.

我們的架構

Our Organisation

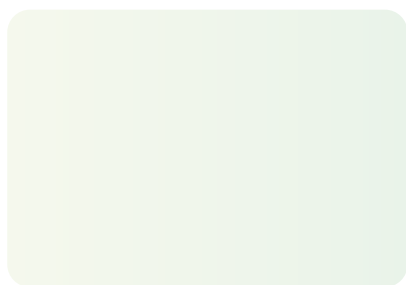
平機會管治委員會

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名委員組成，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。

以下為平機會管治委員會的成員（截至2024年3月31日）：

主席

Chairperson



The EOC Board

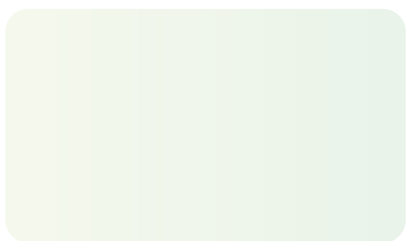
The EOC Board provides guidance on the overall strategies of the EOC. The current Board is comprised of a Chairperson and 16 Members. They are all appointed by the Chief Executive of the Hong Kong Special Administrative Region, and represent a diversity of background and expertise.

Below is the membership of the EOC Board as at 31 March 2024:

朱敏健先生
Mr CHU Man-kin, Ricky, SBS, IDS
(至2024年4月10日)

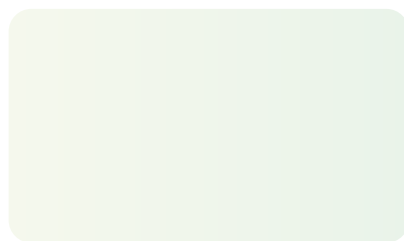
平機會委員

EOC Members



陳麗群女士
Ms CHAN Lai-kwan, Queenie, MH

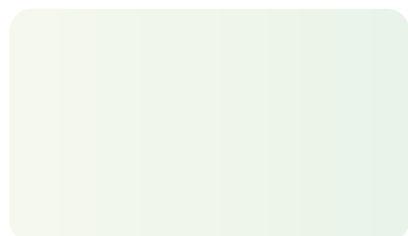
基督教香港信義會社會服務部總幹事
香港社會服務聯會執行委員會委員
香港中文大學社會工作系諮詢委員會委員
Chief Executive, Evangelical Lutheran
Church Social Service – Hong Kong
Member, Executive Committee of the
Hong Kong Council of Social Service
Member, Advisory Committee of the
Department of Social Work,
The Chinese University of Hong Kong



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

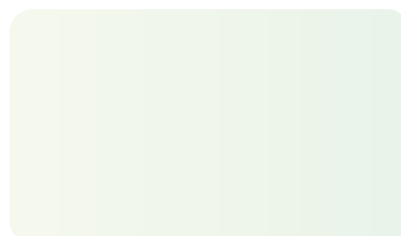
立法會議員
市區重建局非執行董事
香港體育學院副主席
Legislative Councillor
Non-Executive Director, Urban Renewal Authority
Vice Chairman, Hong Kong Sports Institute

平機會委員
EOC Members



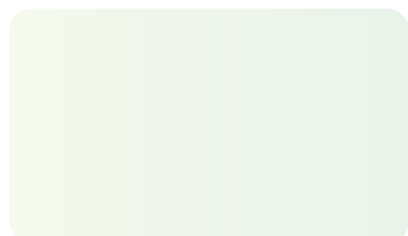
蔡懿德女士
Ms CHOI Yi-tak, Rosanna, MH

華德會計師事務所始創合夥人
創科創投基金諮詢委員會委員
市區重建局審計委員會委員
Co-founding Partner, CW CPA,
Certified Public Accountants
Member, Innovation and Technology
Venture Fund Advisory Committee
Member, Audit Committee, Urban Renewal Authority



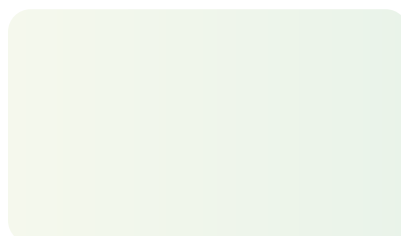
周莉莉女士
Miss CHOW Lily

其士國際集團有限公司執行董事
選舉委員會委員
香港城市大學顧問委員會成員
Executive Director, Chevalier International
Holdings Limited
Member, Election Committee
Member, Court of the City University of Hong Kong



高德蘭博士
Dr Theresa CUNANAN

香港房屋委員會財務小組委員會非官方委員
Non-official Member, Finance Committee,
Hong Kong Housing Authority

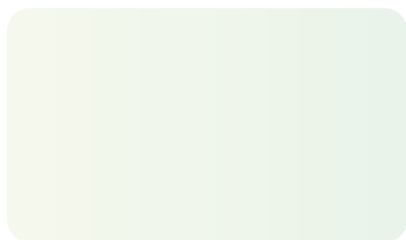


方文傑先生
Mr FONG James Mathew

鴻鵠律師事務所合夥人
私營骨灰安置所發牌委員會委員
上訴委員團(市區重建局條例)主席
Partner, Bird & Bird
Member, Private Columbaria Licensing Board
Chairman, The Appeal Board Panel under the
Urban Renewal Authority Ordinance

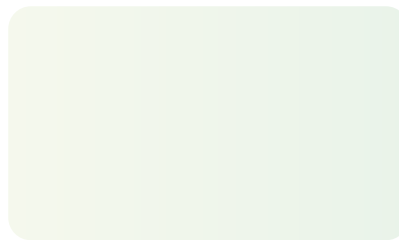
我們的架構 Our Organisation

平機會委員 EOC Members



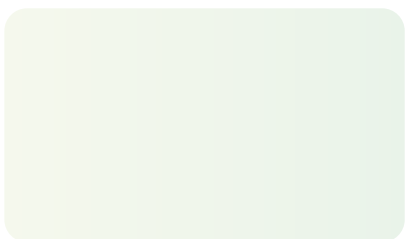
藍建中先生
Mr LAM Ken-chung, Simon

純心向陽靈性與輔導中心董事
Fraternity Chambers 大律師
Director, Pure Heart Sunshine Spiritual
and Counselling Centre
Barrister-at-Law, Fraternity Chambers



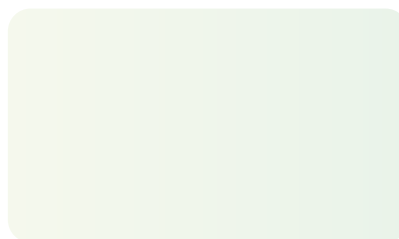
梁世民醫生
Dr LEUNG Sai-man, Sigmund, BBS, JP

香港專業及資深行政人員協會副會長
紀律人員薪俸及服務條件常務委員會委員兼警務
人員小組委員會主席
保安局禁毒基金會管理委員會成員
Vice President, Hong Kong Professional and Senior
Executives Association
Member, The Standing Committee on Disciplined
Services Salaries and Conditions of Service and
Chairman of Police Sub-Committee
Member, The Beat Drug Fund Association Governing
Committee, Security Bureau



馬為首先生
Mr Vishal MELWANI

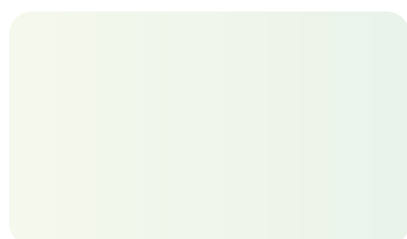
祁卓信蘇期殷律師行(有限法律責任合夥)
合夥人及訟辯律師
香港印度協會上一任主席
稅務上訴委員會委員
Partner and Solicitor Advocate, Karas So LLP
Immediate Past President, The India
Association Hong Kong
Member, Board of Review (Inland Revenue Ordinance)



謝偉鴻博士
Dr SHIE Wai-hung, Henry, MH

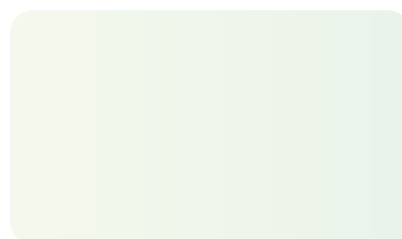
安老服務業行業培訓諮詢委員會副主席
香港買位安老服務議會主席
香港認知障礙症協會義務秘書
Vice Chairman, Elderly Care Service Industry Training
Advisory Committee
Chairman, Association of Bought Place Elderly Services
Honorary Secretary, Hong Kong Alzheimer's
Disease Association

平機會委員
EOC Members



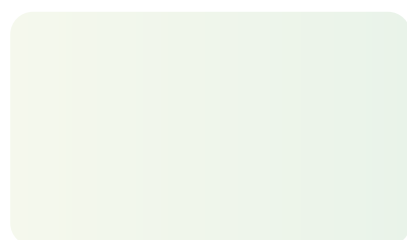
唐安娜女士
Ms Anna THOMPSON

香港太古集團有限公司人事董事
人力資源規劃委員會非官方委員
明德醫院理事會成員
Director, People – John Swire & Sons (HK) Ltd
Non-official Member, Human Resources Planning Commission
Member, Board of Governors of Matilda and War Memorial Hospital



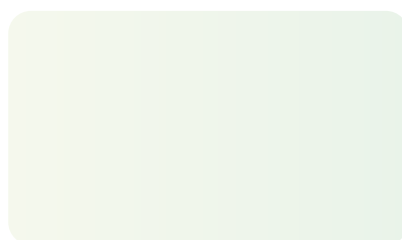
涂淑怡女士
Miss TO Shuk-yi, Shirley

心光盲人院暨學校社會服務協調總監
殘疾人士藝術發展基金管理委員會成員
殘疾人士藝術發展基金撥款小組委員會成員
Social Services Coordinator, Ebenezer School and Home for the Visually Impaired
Member, Management Committee of the Arts Development Fund for Persons with Disabilities
Member, Grants Sub-committee of the Arts Development Fund for Persons with Disabilities



曾志文女士
Ms TSANG Chi-man, Linda

香港工會聯合會副會長
香港工會聯合會大灣區社會服務社總幹事
Vice President, The Hong Kong Federation of Trade Unions
Executive Director, The Hong Kong Federation of Trade Unions Greater Bay Area Social Service

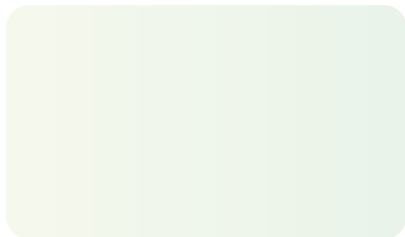


利哲宏博士
Dr Rizwan ULLAH, MH

香港浸會大學附屬學校王錦輝中小學副校長
九龍城區議會區議員
青年發展委員會委員
Vice Principal, Hong Kong Baptist University Affiliated School Wong Kam Fai Secondary and Primary School
District Council Member, Kowloon City District Council
Member, Youth Development Commission

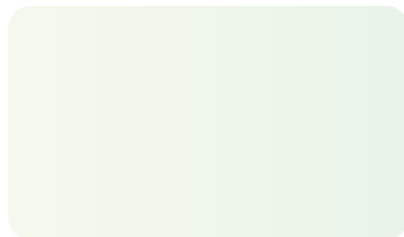
我們的架構 Our Organisation

平機會委員 EOC Members



黃梓謙先生
Mr WONG Chi-him, Gary, MH, JP

基滙資本公共事務及市場推廣總監
全國港澳研究會理事
兒童事務委員會非官方委員兼宣傳及
公眾參與工作小組召集人
Head and Director of Public Affairs and Marketing,
Gaw Capital
Board Member, Chinese Association of
Hong Kong & Macao Studies
Non-official Member and Convenor of Working
Group on Promotion and Public Engagement,
Commission on Children



胡潔瑩博士
Dr WU Kit-ying, Kitty, JP

香港臨床心理學家公會理事會主席
婦女事務委員會非官方成員
Chairperson, Board of Director,
Hong Kong Institute of Clinical Psychologists
Non-official Member, Women's Commission

管治委員會會議

平機會在2023-24年度共舉行了四次管治委員會會議，出席率平均為88.2%。若委員連續兩次缺席會議，秘書處會給予書面提示。另外，委員亦須向管治委員會作出利益申報。

以下為2023-24年度管治委員會會議的出席記錄。

Board Meetings

During 2023-24, four Board meetings were held, with an average attendance rate of 88.2%. Where Members have been absent for two consecutive meetings, a reminder would be issued to them. In addition, Members are required to declare their interests in matters, if any, to be considered by the Board.

The attendance record of the meetings held in 2023-24 is listed in the table below.

		15/6/2023 定期Regular	21/9/2023 定期Regular	21/12/2023 定期Regular	21/3/2024 定期Regular
朱敏健先生(主席)	Mr CHU Man-kin, Ricky, SBS, IDS (Chairperson)	✓	✓	✓	✓
陳麗群女士	Ms CHAN Lai-kwan, Queenie, MH	✓	✓	✓	✓
鄭泳舜議員	The Hon CHENG Wing-shun, Vincent, MH, JP	缺席 Abs	缺席 Abs	✓	缺席 Abs
蔡懿德女士	Ms CHOI Yi-tak, Rosanna, MH	缺席 Abs	✓	✓	✓
周莉莉女士	Miss CHOW Lily	✓	缺席 Abs	✓	✓
高德蘭博士	Dr Theresa CUNANAN	✓	✓	✓	✓
方文傑先生	Mr FONG James Mathew	✓	✓	✓	✓
藍建中先生	Mr LAM Ken-chung, Simon	✓	✓	✓	缺席 Abs
梁世民醫生	Dr LEUNG Sai-man, Sigmund, BBS, JP	✓	✓	✓	✓
馬為首先生	Mr Vishal MELWANI	✓	✓	✓	✓
謝偉鴻博士	Dr SHIE Wai-hung, Henry, MH	✓	✓	✓	✓
唐安娜女士	Ms Anna THOMPSON	✓	✓	✓	✓
涂淑怡女士	Miss TO Shuk-yi, Shirley	✓	✓	✓	✓
曾志文女士	Ms TSANG Chi-man, Linda	✓	缺席 Abs	✓	✓
利哲宏博士	Dr Rizwan ULLAH, MH	✓	✓	✓	缺席 Abs
黃梓謙先生	Mr WONG Chi-him, Gary, MH, JP	✓	✓	✓	✓
胡潔瑩博士	Dr WU Kit-ying, Kitty, JP	✓	✓	✓	✓

Abs = Absent

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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，負責平機會的不同事務。四個專責小組分別是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。

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、賬目、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。

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，負責多項職務，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。

Four Committees under the Board

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

Administration and Finance Committee (A&FC)

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

Community Participation and Publicity Committee (CPPC)

The CPPC holds meetings every three months, and is responsible for advising and receiving reports on measures related to strengthening publicity, education, media relations and community participation; providing advice on measures to connect with organisations, both Government and non-government, as well as concern groups; considering and approving assistance for 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.

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，負責指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列載於附錄1。至於詳細職權範圍，請瀏覽平機會網站：

<https://www.eoc.org.hk/zh-hk/about-the-eoc/organisation-and-staff-3>

Policy, Research & Training Committee (PRTC)

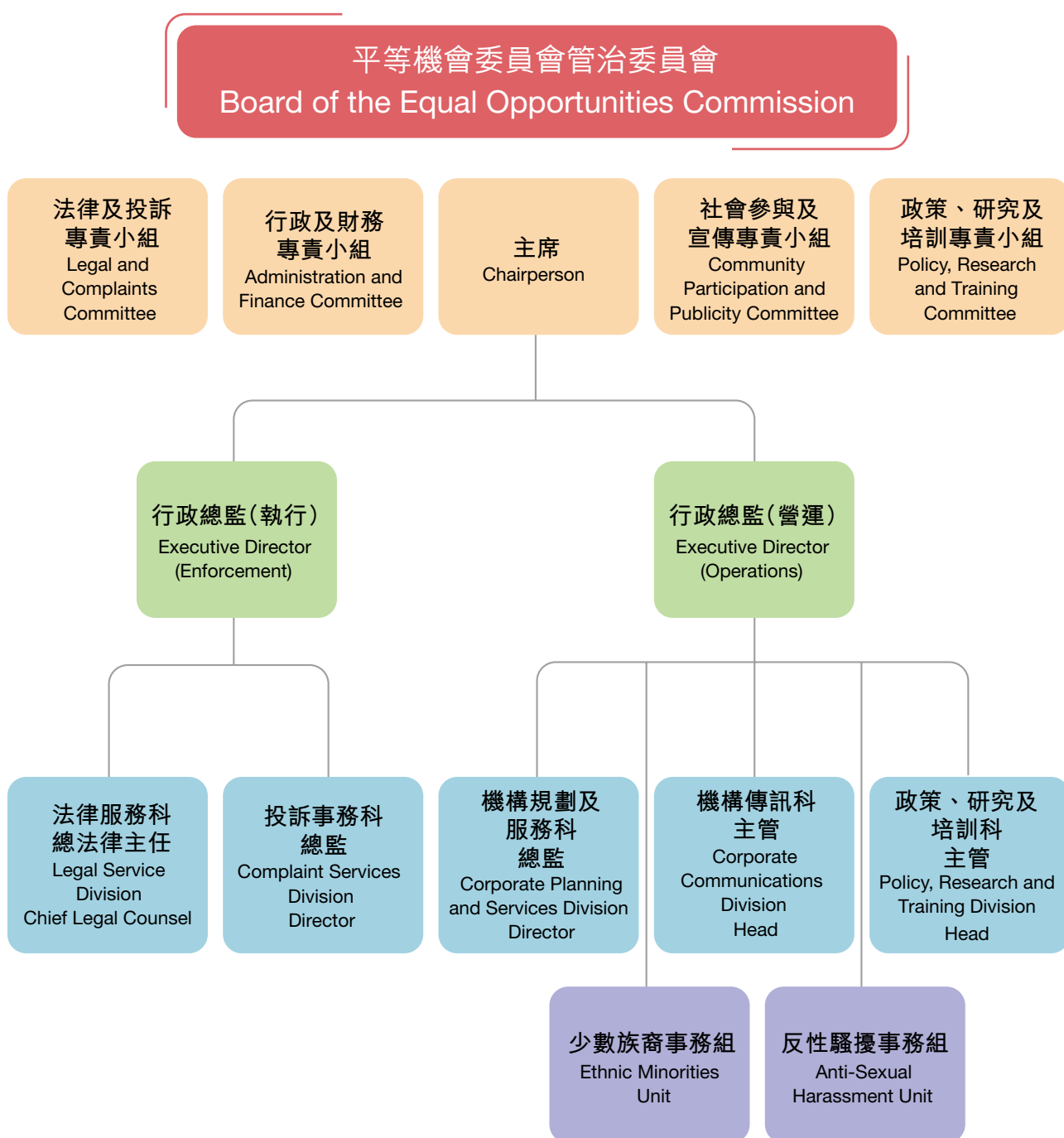
The PRTC holds meetings every three months, and is responsible for directing the EOC's policy and research efforts, which entails advising on policy analysis/advocacy; considering and approving research and training modules; and evaluating policy and research reports.

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

<https://www.eoc.org.hk/en/about-the-eoc/organisation-and-staff-3>

我們的架構 Our Organisation

平等機會委員會的組織架構(截至2024年3月31日) Organisational Structure of the Equal Opportunities Commission (as of 31 March 2024)



平等機會委員會辦事處管理小組(截至2024年3月31日)
Management Team of the Equal Opportunities Commission
(as of 31 March 2024)

主席 Chairperson

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

行政總監(營運) Executive Director (Operations)

朱崇文博士 Dr CHU Chung-man, Ferrick

行政總監(執行) Executive Director (Enforcement)

陸志祥先生 Mr LUK Chi-cheung, Ivan

總監(投訴事務) Director (Complaint Services)

蕭傑雄先生 Mr SIU Kit-hung, Tony

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

李錦雄先生 Mr LI Kam-hung, Oska

總法律主任 Chief Legal Counsel

文瑞麟先生 Mr MAN Sui-lun, Allan

主管(機構傳訊) Head (Corporate Communications)

陳潔貞女士 Ms CHAN Kit-ching, Lisa

主管(政策、研究及培訓) Head (Policy, Research and Training)

徐妤婷女士 Ms TSUI Ue-ting, Doris

*註：林美秀女士於2024年4月11日起成為平機會主席。

*Note: Ms LAM Mei-sau, Linda, SBS became Chairperson of the EOC on 11 April 2024.

投訴處理：為歧視受害人討回公道

Complaint Handling: Providing Redress for Victims of Discrimination

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、餵哺母乳、殘疾、家庭崗位和種族的歧視。條例同時保障公眾免受性騷擾、基於餵哺母乳的騷擾，以及基於殘疾和種族的騷擾與中傷。

公眾人士如感到自己遭受法例所指的歧視、騷擾或中傷，可透過平機會網頁的網上表格提出投訴，或透過郵遞、傳真或親臨平機會辦事處向平機會遞交書面投訴。平機會在投訴處理程序的各個階段，均採用「以受害人為本」的方針，除了恪守公平公正的原則，還同時留心 and 體恤受害人的特別需要。

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

Members of the public who feel that they have been subjected to discrimination, harassment, and vilification, as specified in the ordinances, may lodge a complaint with the EOC via the online form on the EOC website, or by submitting the complaint in writing through mail, fax or in person. The EOC adopts a “victim-centric” approach at all stages of the complaint-handling process, which recognises and pays attention to the special needs of the victims while adhering to the principles of fairness and impartiality.



平機會採用「以受害人為本」的方針，並恪守公平公正的原則。

The EOC adopts a “victim-centric” approach at all stages of the complaint-handling process, while adhering to the principles of fairness and impartiality.

投訴處理機制及程序

平機會收到查詢或投訴後，會審視：

- (a) 投訴是否由受屈人或獲認可的受屈人的授權代表提出；以及
- (b) 投訴是否包含在反歧視條例下屬於違法行為的指稱。

如投訴符合上述條件，平機會會迅速編配個案主任跟進。

調查投訴時，平機會會審視所有與個案有關的資料。在合適的情況下，平機會鼓勵爭議各方進行調停。調停完全屬自願性質。

為了讓公眾易於了解投訴處理程序，平機會製作了一系列視聽資訊，包括有關投訴和調停的短片，以及有關投訴處理程序的語音檔案。所有視聽資訊皆備有廣東話、普通話、英文及八種少數族裔語言版本，並已上載至平機會的網站。

Complaint-handling Mechanism and Procedures

Upon receiving an enquiry or complaint, the EOC will verify if:

- (a) The complaint is lodged by the aggrieved person or by an accepted representative authorised by that person; and
- (b) The complaint contains an allegation of unlawful act under the anti-discrimination ordinances.

Where the above conditions have been met, a case officer will be promptly assigned to follow up on the complaint.

When investigating a complaint, the EOC examines all information relevant to the case. Where deemed appropriate, the EOC encourages the parties in dispute to settle through conciliation, which is entirely voluntary.

To enable the public to better understand the complaint-handling procedures, the EOC has produced a series of audio-visual materials, including videos about complaints and conciliation, and audio tracks on the procedures. All the materials are available on the EOC website in Cantonese, Putonghua and English, as well as eight languages used by ethnic minority communities.

投訴處理 Complaint Handling

投訴處理程序流程圖 Flowchart of the Complaint-handling Process



已處理的查詢及投訴

查詢

平機會不時收到有關歧視、反歧視條例及平機會工作的查詢。查詢經由平機會網站的網上查詢表格、平機會電話熱線、信件或面談提出，有聽覺障礙／語言障礙人士亦可透過短訊向平機會提出查詢。

在2023-24年度，平機會共處理了10 015宗查詢，比2022-23年度增加9%。在所有查詢當中，有：

- 6 260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
- 3 755宗為具體查詢，關乎一些可能會演變為投訴的情況和事件。

Enquiries and Complaints Handled

Enquiries

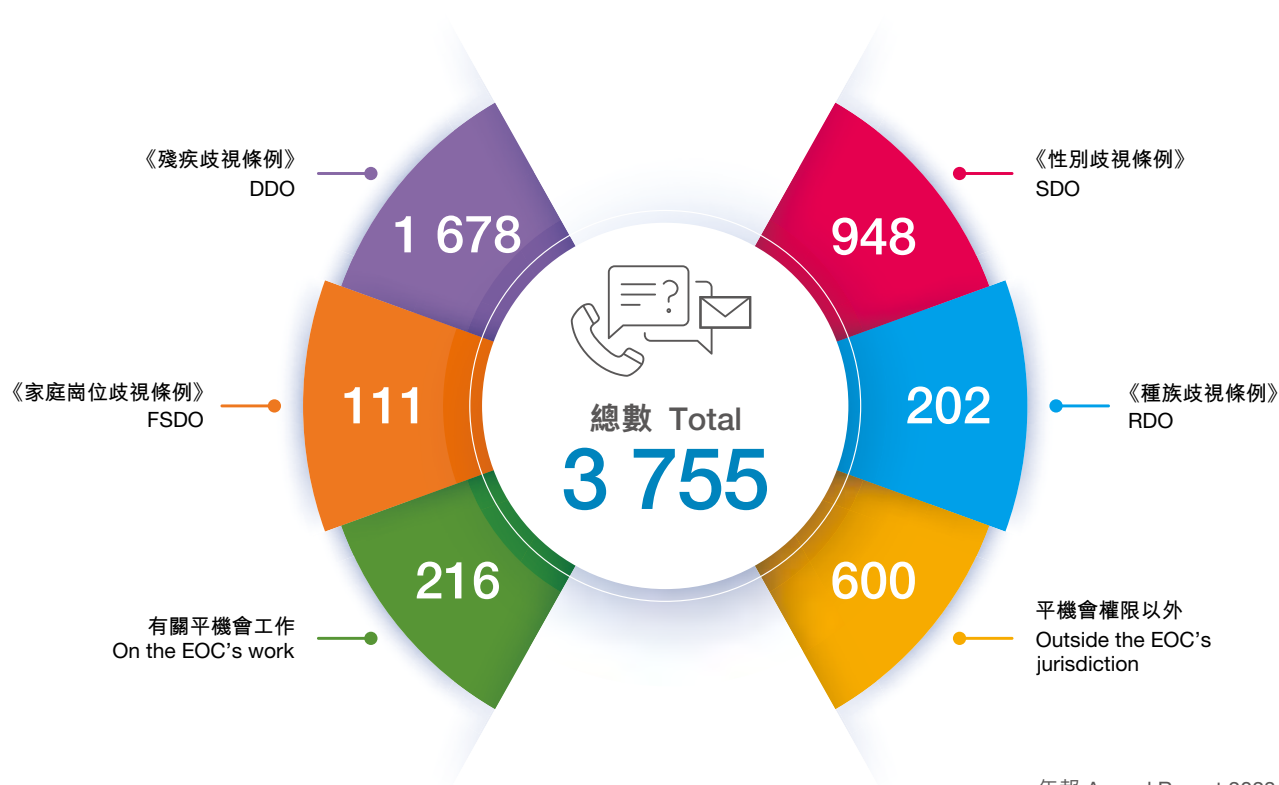
From time to time, the EOC receives enquiries about discrimination, the anti-discrimination ordinances and its work from the public. These are submitted to the EOC through the online form on the EOC website, the EOC telephone hotline, in writing, or in face-to-face interviews. People with hearing impairment/speech difficulties may also submit their enquiries to the EOC through SMS.

In 2023-24, the EOC handled a total of 10 015 enquiries, 9% more than in 2022-23. Out of the total enquiries handled:

- 6 260 were general enquiries about the provisions of the anti-discrimination laws and events organised by the EOC; and
- 3 755 were specific enquiries about scenarios or incidents that might become complaints.

2023-24年度具體查詢數字(按條例分類)

Breakdown of Specific Enquiries by Ordinances in 2023-24



投訴處理 Complaint Handling

已處理的投訴

在2023-24年度，平機會收到1 101宗投訴，亦對涉及違法行為的事件或情況，以及根據法例可能引起歧視問題的事宜主動展開調查及／或作出跟進行動。有關事件是平機會留意到，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。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，並就如何改善情況提供意見。

連同過往年度尚未完成的個案(包括平機會主動調查的個案)，平機會在2023-24年度共處理了1 349宗投訴，比2022-23年度的1 209宗增加了12%。

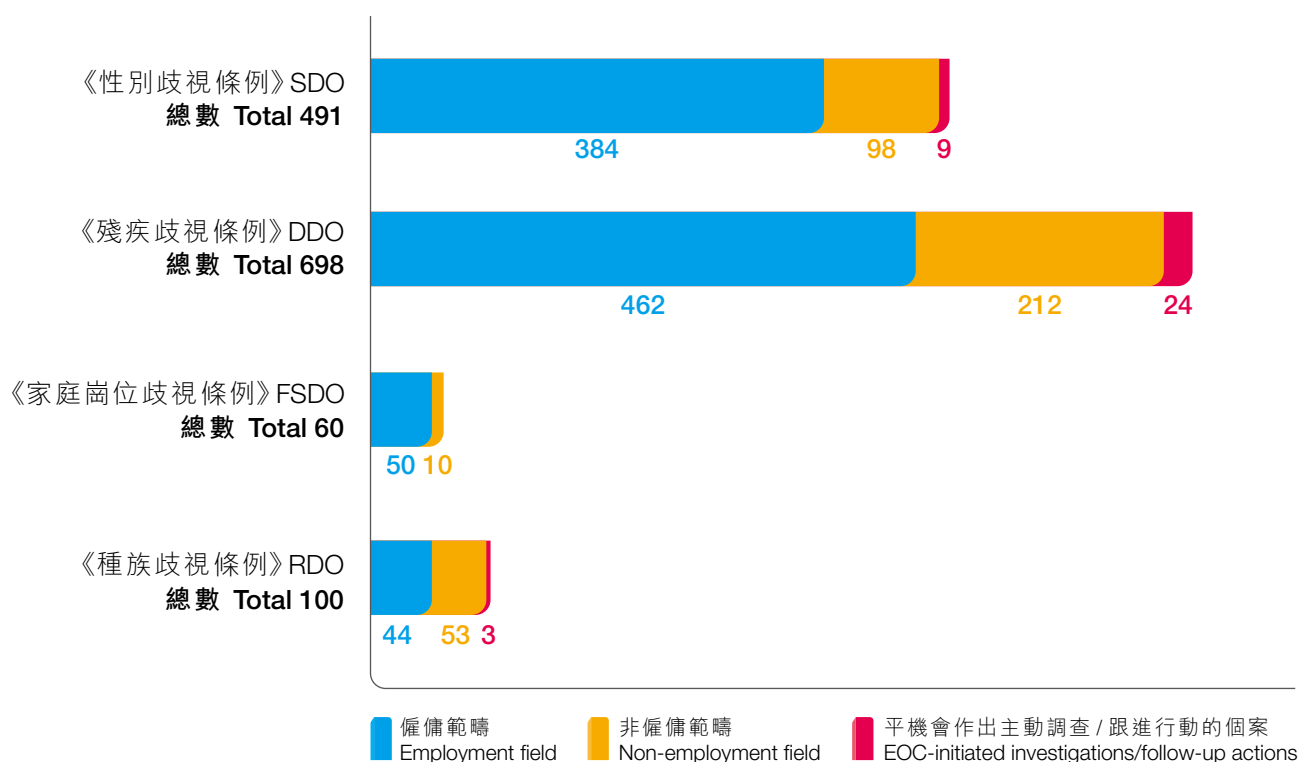
2023-24年度已處理的投訴及平機會作出主動調查／跟進行動的個案總數(包括過往年度尚未完成的個案)：1 349宗

Complaints Handled

In 2023-24, the EOC received 1 101 complaints. The EOC also initiated investigation and/or follow-up actions into incidents or situations involving unlawful acts, and issues that gave rise to concerns of discrimination under the law. These incidents were noticed by the 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 legal provisions and advise them on ways to rectify the situation.

Together with the complaints carried forward from previous years (including EOC-initiated investigations), the EOC handled a total of 1 349 complaints in 2023-24, 12% more than the figure (1 209) in 2022-23.

Total Number of Complaints and EOC-initiated Investigations/Follow-up Actions Handled in 2023-24 (including cases carried over from previous years): 1 349



有關《性別歧視條例》的投訴

- 大部分(約80%)有關《性別歧視條例》的投訴屬於僱傭範疇。性騷擾(265宗)和懷孕歧視個案(118宗)仍然是最常見的兩類個案。

有關《殘疾歧視條例》的投訴

- 有關《殘疾歧視條例》的投訴中，有462宗屬於僱傭範疇，當中大多數涉及僱員因放病假和工傷而遭解僱。其餘的個案則主要涉及提供貨品、服務及設施或其他不利(僱傭範疇)。

有關《家庭崗位歧視條例》的投訴

- 在60宗有關《家庭崗位歧視條例》的個案中，50宗屬於僱傭範疇，有些指稱涉及基於家庭崗位而遭解僱或蒙受其他不利(僱傭範疇)。

有關《種族歧視條例》的投訴

- 大部分有關《種族歧視條例》的個案涉及在提供貨品、服務或設施方面的歧視。

平機會的主動調查／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36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》(主要是招聘的問題)。

Complaints under the SDO

- A large majority (around 80%) of the complaints handled under the SDO belonged to the employment field. Sexual harassment (265 cases) and pregnancy discrimination (118 cases) continued to be the two most common types of cases.

Complaints under the DDO

- Of the complaints handled under the DDO, 462 cases were related to employment, and the majority were concerned with the dismissal of employees due to sick leave and work injuries. The majority of the remaining cases were related to the provision of goods, services and facilities and other detriment (employment-related).

Complaints under the FSDO

- Of the 60 FSDO complaint cases, 50 were employment-related. A number of the allegations were concerned with dismissals and other detriment (employment-related) on the ground of family status.

Complaints under the RDO

- A large majority of the RDO cases were related to discrimination in the provision of goods, services and facilities.

EOC-initiated Investigations/Follow-up Actions

As mentioned above, the EOC also initiated investigations 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 period under review, the EOC handled 36 such cases, with the majority falling under the DDO (mainly on accessibility and service provision), followed by the SDO (mainly on recruitment).

投訴處理 Complaint Handling



平機會就通道問題作出的主動跟進行動 EOC-initiated Follow-up Actions on Accessibility Issues

某商場內的多間店鋪，包括髮廊及食肆，沒有提供方便輪椅使用者進出的入口，令他們難以進出。平機會主動跟進該個案後，有關商戶提供協助，並安裝斜道，方便輪椅使用者進出他們的店鋪。

在另一宗個案中，某商場的門過重但沒有安裝自動開門裝置，亦沒有告示告知顧客如何求助。這些安排令輪椅使用者難以獨立進入商場的某些地方。平機會跟進此事後，商場張貼了各種標誌，告知輪椅使用者如何尋求支援。該商場也同意在營業時間內開着大堂入口的玻璃門。

平機會展開上述跟進工作，提高了服務提供者對採用通用設計以建立無障礙環境的意識。

Various shops, including a hair salon and restaurants, at a shopping mall allegedly did not provide entrances that were accessible to wheelchair users, hindering their entry. After the EOC initiated follow-up action on the case, the shops provided assistance and installed ramps to facilitate the entry of wheelchair users to their premises.

In another case, a shopping mall allegedly installed heavy doors without automatic functions. There was also no notice informing customers how they could find assistance. These arrangements made it difficult for wheelchair users to access certain areas of the shopping mall independently. The EOC followed up on the case, which prompted the shopping mall to post various signs with information on how to call for support for wheelchair users. It also agreed to keep the glass doors at the lobby entrance open during operating hours.

Through the aforementioned follow-up actions, the EOC enhanced the awareness of service providers about creating barrier-free environments through the adoption of universal design.

調停

在調查投訴個案的過程中，平機會致力協助投訴人和答辯人通過調停達成和解。調停的目的是讓各有關方面找出一致同意的方法解決爭議，協助各人不再受爭議困擾。

調停完全屬自願性質。和解的形式可以是道歉、支付金錢、修改政策和慣例、檢討工作程序或其他安排。

Conciliation

In the course of investigating a complaint case, the EOC endeavours to help the complainant and the respondent reach a settlement by way of conciliation. The purpose of conciliation is to bring together the parties concerned to look for ways of resolving the dispute consensually and help them move forward.

Conciliation is completely voluntary, and the settlement can be in the form of an apology, payment, change in policy and practice, review of work procedures, or other arrangements.

在2023-24年度，有1 076宗投訴個案完結，當中155宗進行了調停，最終132宗成功調停，調停成功率為85%。2022-23年度的調停成功率是84%。

Of the 1 076 complaint cases concluded in 2023-24, 155 proceeded to conciliation, with 132 successfully conciliated. This translates into a conciliation success rate of 85% as compared to 84% in 2022-23.



85% 調停成功率
Conciliation Success Rate

和解個案案例

以下是平機會在2023-24年度處理的投訴個案案例。透過平機會的調停，投訴人和答辯人雙方進行討論，就解決方法達成協議。

Examples of Conciliated Cases

The following are examples of complaints handled by the EOC in 2023-24. Through conciliation facilitated by the EOC, the complainant(s) and the respondent(s) were able to discuss and agree on the resolutions.



提供貨品、服務及／或設施方面的殘疾歧視

Disability Discrimination in Relation to the Provision of Goods, Services and/or Facilities

某餐廳要求一名輪椅使用者改坐餐椅。當她拒絕後，該餐廳不讓她入內，聲稱餐廳內沒有足夠的空間。

A restaurant allegedly asked a wheelchair user to transfer from her wheelchair to a dining chair. When she declined, the restaurant refused to allow her to enter, claiming that there was not enough space inside.

根據《殘疾歧視條例》，服務提供者如基於某人的殘疾而拒絕提供貨品、服務或設施，即屬違法。

Under the DDO, it is unlawful for a service provider to refuse the provision of goods, services or facilities on the ground of a person's disability.

經調停後，餐廳同意向投訴人作出書面道歉，並同意加強前線員工的培訓，提醒他們為有特殊需要的顧客提供適當的安排。

Upon conciliation, the restaurant agreed to provide a written apology to the complainant. It also agreed to strengthen training for frontline staff, reminding them to provide appropriate arrangements for customers with special needs.

投訴處理 Complaint Handling



提供貨品、服務及／或設施方面的殘疾歧視

Disability Discrimination in Relation to the Provision of Goods, Services and/or Facilities

投訴人是一名視障人士。他指稱由於某媒體機構的網站沒有無障礙功能，以致他無法瀏覽該網站的內容。

The complainant, who is a person with visual impairment, alleged that he was unable to view the content on a media outlet's website due to its lack of accessibility features.

根據《殘疾歧視條例》，服務提供者如對所有人施加某項條件或要求，而實際上結果會對殘疾人士造成較不利的影響，即屬違法。

Under the DDO, it is unlawful for a service provider to apply a condition or requirement to everyone, which in practice affects people with a disability more adversely.

經調停後，該媒體機構同意修改其網站以符合數碼無障礙標準，並按上載日期由新至舊重新排列節目的次序。該機構亦會就網站更新的進度向投訴人口頭匯報中期進度。

Upon conciliation, the media outlet agreed to amend its website to meet digital accessibility standards and rearrange the listing of the programmes from newest to oldest in terms of upload dates. It would also provide a verbal interim report to the complainant regarding the progress of the website update.



提供貨品、服務及／或設施方面的懷孕歧視

Pregnancy Discrimination in Relation to the Provision of Goods, Services and/or Facilities

某美容院拒絕為投訴人延長預繳激光療程計劃的合約期，而投訴人在懷孕期間及餵哺母乳期間均不能使用有關服務。

A beauty salon allegedly refused to extend the contract period of a pre-paid laser treatment plan for the complainant, who was unable to use the service during her pregnancy and while breastfeeding.

根據《性別歧視條例》，服務提供者如對所有人施加某項條件或要求，而實際上結果會對懷孕或餵哺母乳的人士造成較不利的影響，即屬違法。

Under the SDO, it is unlawful for a service provider to apply a condition or requirement to everyone, which in practice affects individuals who are pregnant or breastfeeding more adversely.

經調停後，該美容院同意向投訴人提供預繳計劃中餘下的療程。

Upon conciliation, the beauty salon agreed to provide the remaining treatment in the pre-paid plan to the complainant.



僱傭範疇的懷孕歧視

Pregnancy Discrimination in Relation to Employment

投訴人指，在她懷孕並在懷孕期間請了數天病假後，僱主拒絕與她續約。

The complainant alleged that her employer refused to renew her contract after she became pregnant and took a number of sick leave days during her pregnancy.

根據《性別歧視條例》，僱主如基於僱員懷孕而將其解僱，即屬違法。

Under the SDO, it is unlawful for an employer to dismiss an employee on the ground of her pregnancy.

經調停後，僱主同意提供一筆款項作為全面和解、發信表示對此事感到抱歉，以及向投訴人提供一封受僱證明書。

Upon conciliation, the employer agreed to offer a monetary sum as a global settlement, express regret for the incident in a letter and provide a proof of employment letter to the complainant.



僱傭範疇的家庭崗位歧視

Family Status Discrimination in Relation to Employment

投訴人指，他放取侍產假後被僱主解僱。

The complainant alleged that he was dismissed by his employer after he took paternity leave.

根據《家庭崗位歧視條例》，僱主如基於僱員的家庭崗位而將其解僱，即屬違法。

Under the FSDO, it is unlawful for an employer to dismiss an employee on the ground of his or her family status.

經調停後，僱主同意給予投訴人一筆款項。

Upon conciliation, the employer agreed to offer a monetary sum to the complainant.

投訴處理 Complaint Handling

已完結個案

平機會每年的服務承諾是在所有完成的個案中，75%的個案是在六個月內完成。在2023-24年度，平機會有1 076宗個案完結（1 043宗投訴調查個案及33宗主動調查個案），當中有90%的個案是在六個月內完成處理（936宗投訴調查個案及33宗主動調查個案，共969宗），表示平機會的表現超越目標。此外，投訴的平均處理時間是88日。

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

The performance pledge of the EOC is to have 75% of the concluded cases each year completed within six months. In 2023-24, there were 1 076 concluded cases (including 1 043 complaints for investigation and 33 cases of self-initiated investigation). Out of these, 90% of the cases were completed within six months (936 complaints for investigation and 33 cases of self-initiated investigation, totalling 969 cases), meaning that the EOC surpassed its target. Furthermore, the average handling time of the complaints was 88 days.

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.

在2023-24年度，平機會決定不對51宗個案進行調查，並終止調查809宗個案。前者的情況是指平機會檢視投訴人提供的資料後，決定不對投訴進行調查。至於後者，是指平機會已展開調查，但由於種種原因而在調查過程中決定終止調查。此外，有28宗個案因投訴人與答辯人提早解決而終止調查。

In 2023-24, the EOC decided not to conduct an investigation in 51 cases, and discontinued investigations in another 809 cases. The former refers to situations where the EOC, having reviewed the information provided by the complainant, decides not to conduct investigation into the complaint. As for the latter, it refers to situations where the EOC already began but decided to discontinue the investigation during the process due to various reasons. In addition, 28 cases were discontinued due to early resolution between the complainant and respondent.

原因 Reason	不對投訴進行調查 Investigation not conducted	終止調查 Investigation discontinued
所指稱的行為不屬違法 The alleged act was not unlawful	16	25
受屈人不願意進行或繼續調查 The person aggrieved by the act did not wish for an investigation to be conducted or continued	19	291
有關行為在12個月前作出 A period of more than 12 months had elapsed since the act took place	4	22
投訴缺乏實質、基於錯誤理解等 The complaint was lacking in substance or misconceived etc.	12	471
總數 Total	51	809
投訴人與答辯人提早解決 Early resolution between complainant and respondent	28	

投訴處理 Complaint Handling

服務使用者的正面回應

平機會不時接獲公眾的正面意見和鼓勵說話，這些公眾人士都曾使用平機會的服務，向平機會作出查詢和提出投訴，又或獲得平機會的法律協助，跟進他們的個案。他們具建設性的意見和正面評價促使平機會進一步提升表現。

Positive Feedback from Service Users

From time to time, the EOC receives encouraging and positive feedback from members of the public, who have lodged enquiries and complaints with the EOC, or received legal assistance in taking their cases forward. Their constructive feedback and positive comments provide motivation for the EOC to strive for even better performance.

「十分感謝得到快速的回覆，平機會的工作效率值得稱讚。」

"I am writing to express my sincere thanks for all the good works that the case officer has done to reach for a satisfactory settlement on my complaint case."

"We greatly appreciate your help and guidance throughout the resolution process."

「感激平機會及法律主任一直以來盡心盡力的協助與幫忙。」

「感謝你過去幾個月來的不懈努力與付出。你的專業知識、耐心細心以及對事務的熱忱，為我們提供了無與倫比的支持與指導。」

「答謝平機會個案主任的幫忙協調，令事件得到早日解決。」

“Glad to have brought a mutually-beneficial end to the complaint and thanks again for the invaluable assistance from the Equal Opportunities Commission.”

「非常感謝個案主任在此事件上，履行法律賦予的責任，不辭艱辛與認真地解決問題！辛苦了，謝謝！」

“I appreciate the Commission’s noble efforts to promote equal opportunities and fair treatment for all members of our community.”

「感謝個案主任在中間的協調工作，令事件可以及早達成和解！」

“I wish to express my sincere gratitude to the case officer, on her efforts and time working on my case. The case officer has provided me professional advice but at the same time remained herself as an independent third party, trying hard to work out the reconciliation between me and the respondent.”

「感謝個案主任於調查期間公正無私的處理手法，並於調解機制內盡力嘗試為雙方達至共識。謝謝。」

法律服務：執行反歧視條例

Legal Service: Enforcing the Anti-discrimination Ordinances

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，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，法律服務科會指派部門內一名律師處理。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，提交平機會管治委員會轄下的法律及投訴專責小組。

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（如懷孕歧視和處所的無障礙事宜）？
- 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可觀的勝算？
- 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？
- 平機會可按個別案件的情況，考慮任何其他相關事宜。

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. The lawyer 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.

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 EOC may consider any other matters which may be relevant on a case-by-case basis.

這些因素在每一宗個案的適用程度不一，專責小組通常會綜合考慮各個原因才作出決定。

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跟進行動協助受助人。有關協助包括由平機會律師向受助人提供法律意見、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受助人。

平機會的指定律師會擔任受助人的法律代表，擬備所需法律文件，為受助人提起法律訴訟。有關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。

法律協助申請

在2023-24年度，平機會共處理了19宗法律協助申請，當中九宗獲得協助，八宗不獲協助。截至2024年3月31日，其餘兩宗仍在考慮。

按條例劃分的法律協助申請數字

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

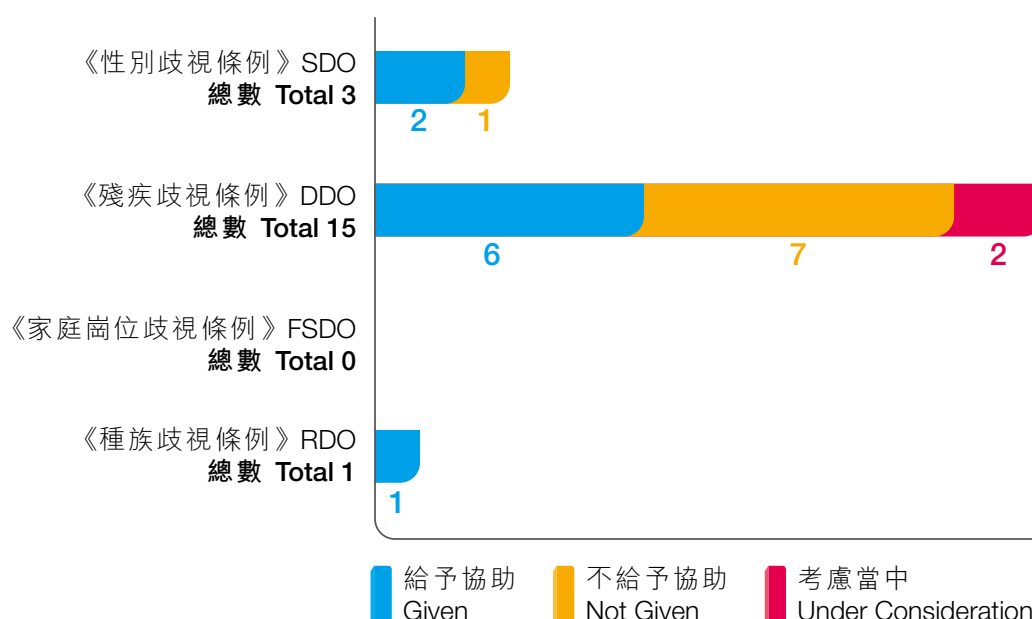
If Members of the LCC decide to grant legal assistance to a particular case, the responsible EOC lawyer will take all necessary follow-up actions to assist the assisted person. The assistance may include legal advice to the assisted person by the EOC lawyer(s), legal services related to the gathering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

Applications for Assistance

In 2023-24, the EOC handled 19 applications for assistance. Of these, nine cases were given legal assistance, eight cases were rejected, and the remaining two cases were still under consideration as of 31 March 2024.

Breakdown on Applications for Legal Assistance by Ordinance





法律協助的案例
Examples of Legally Assisted Cases

2023年6月27日

平機會根據《殘疾歧視條例》，代表一名申索人在區域法院提出法律訴訟。申索人曾於一間餅店工作，擔任店務員。申索人指稱，第一答辯人(餅店店主)、第二答辯人(第一答辯人的董事)和第三答辯人(申索人的直屬上司)，基於她的殘疾(急性下腰痛)而歧視她，在她放完病假復工後對她作出一連串歧視性待遇(包括騷擾)，繼而把她解僱。

申索人為第一答辯人工作超過一年，工作表現良好。她在工作時因搬運餅盒而扭傷了背部，被診斷為急性下腰痛。在她放完六天病假復工後，第三答辯人要求她承擔額外的的工作，而這些工作並不適合背部剛剛受傷的人。隨後，第一答辯人在沒有給予任何解釋下，把申索人解僱。

2023年11月14日

平機會根據《殘疾歧視條例》，代表一名申索人在區域法院提出法律訴訟。答辯人是一間在香港經營多間餐廳的餐廳集團屬下的一間公司，申索人在該公司任職總廚。申索人聲稱答辯人基於他的殘疾(發燒和上呼吸道感染，以及感染2019冠狀病毒病的病徵)，而對他作出殘疾歧視，將他解僱。

27 June 2023

The EOC issued legal proceedings under the DDO in the District Court, on behalf of a person (the Claimant) who previously worked for a cake shop as a Shop Assistant. The Claimant claimed that the 1st Respondent (the shop owner), together with the 2nd Respondent (director of the 1st Respondent) and the 3rd Respondent (direct supervisor of the Claimant), discriminated against her on the ground of her disability (i.e. acute lower back pain) by subjecting her to a series of discriminatory treatments, including harassment, after she returned to work from sick leave, before terminating her employment.

The Claimant worked for the 1st Respondent for more than one year with satisfactory job performance. She sprained her back after moving stocks of cake boxes at work and was diagnosed with acute lower back pain. After she resumed work from six days of sick leave, she was asked by the 3rd Respondent to take up additional tasks, which were unsuitable for people who had just sustained back injuries. She was subsequently terminated by the 1st Respondent shortly after her sick leave without any explanation.

14 November 2023

The EOC issued legal proceedings under the DDO in the District Court, on behalf of a person (the Claimant) who worked as a head chef for a company within a Restaurant Group (Group) which operates multiple restaurants in Hong Kong (the Respondent). The Claimant alleged that the Respondent discriminated against him by terminating his employment on the ground of his disability (i.e. fever and upper respiratory tract infection "URTI", and manifestation of the COVID-19 infection).

申索人與感染2019冠狀病毒病的同事一起工作後，感到身體不適，前往醫院進行核酸檢測，並因患上上呼吸道感染獲發兩天病假。申索人通知答辯人他身體不適，並通過即時通訊應用程式將其病假證明書發送給答辯人。申索人在兩天病假之後，再兩度前往醫院求診，並由於發燒和上呼吸道感染，再獲發病假。在這兩次求醫後，他都透過即時通訊應用程式將其病假證明書發送給答辯人。答辯人在申索人放完八天病假返回工作崗位時，通知申索人他已被解僱。

2024年1月30日

平機會根據《殘疾歧視條例》，代表一名申索人在區域法院提出法律訴訟。答辯人是一間經營鋼琴教室業務的公司，申索人曾在該公司任職。

申索人在試用期間，因為感到呼吸困難而向醫生求診，被診斷患上甲狀腺機能亢進症，獲給予六天病假，申索人隨即透過即時通訊應用程式向直屬上司申請病假，並獲得批准。由於申索人在病假期間仍然有心跳快的症狀，於是再次求診，並獲給予額外11天病假，申索人同樣透過即時通訊應用程式把醫生證明書傳給直屬上司，並獲得批准。在申索人放病假的第八天，直屬上司致電她，指答辯人決定提出七天通知期解僱申索人，即剛好在她預定復工前一天終止她的僱傭合約。因此，申索人相信答辯人是基於她的殘疾（即甲狀腺機能亢進症）及相關病假而把她解僱，對她作出殘疾歧視。

After working with co-workers infected with COVID-19, the Claimant subsequently became unwell and went to the hospital, where he took the PCR test and was given two days of sick leave due to URTI. The Claimant informed the Respondent and sent his sick leave certificate to the Respondent through an instant messaging application. Following the two-day sick leave, the Claimant attended the hospital again twice and was given further sick leave due to fever and URTI. In both instances, he sent his sick leave certificates to the Respondent through an instant messaging application. Yet upon returning to work after eight days of sick leave, the Claimant was informed that his employment was terminated.

30 January 2024

The EOC issued legal proceedings under the DDO in the District Court on behalf of a person (the Claimant) who previously worked for a company (the Respondent) that operates piano learning centres.

During the probationary period, the Claimant attended a medical consultation after having breathing difficulties and was subsequently diagnosed with hyperthyroidism. She was given six days of sick leave. She then applied for sick leave from her immediate supervisor through an instant messaging application and obtained approval. While on sick leave, the Claimant continued to experience rapid heart rate and sought medical consultation again. She was granted an additional 11 days of sick leave. She again submitted her medical certificate to her immediate supervisor via instant messaging application and obtained approval. However, on the eighth day of her sick leave, the immediate supervisor called and informed her that the Respondent had decided to terminate her employment with seven days' notice, which would take effect just one day before her scheduled return to work. As such, the Claimant believed that the Respondent discriminated against her by terminating her employment on the ground of her disability (i.e. hyperthyroidism) and related sick leave.

法律服務 Legal Service

無需展開訴訟便已完結的受助個案

雖然平機會致力協助有需要的個案展開法律訴訟，但平機會亦重視和解，讓雙方無需耗費大量時間和金錢經法庭程序便得以解決爭議。為此，平機會的指定律師除了向申索人提供法律意見和擔任法律代表，也會協助申索人與答辯人進行和解商議。

在2023-24年度，有三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。七宗個案仍在處理，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2023-24年度共處理了八宗法庭訴訟，其中四宗有關《性別歧視條例》，四宗有關《殘疾歧視條例》。

在平機會律師的協助下，三宗個案不是獲判勝訴，便是在保密條款下成功和解而無需進行審訊，或因為個案的進一步發展及評估證據後未獲進一步協助。截至2024年3月31日，其餘五宗個案的法庭訴訟仍未完結。

Legally Assisted Cases Concluded without Commencing Legal Proceedings

While the EOC endeavours to assist warranted cases by way of commencing legal proceedings, the EOC appreciates the value of settlement, which allows the parties concerned to resolve the dispute without having to undergo time-consuming and costly court proceedings. To this end, the designated lawyer(s) of the EOC would assist the Claimant(s) in settlement negotiation with the Defendant(s), besides providing legal advice and representation.

In 2023-24, three cases, to which legal assistance was given before and during the year, were resolved without the need to commence legal proceedings. Seven cases 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 2023-24, the EOC handled eight court cases – four under the SDO, and another four under the DDO.

With assistance from the EOC lawyers, three cases either successfully obtained a favourable judgment, were settled on confidential terms without proceeding to trial, or were given no further assistance upon further development and assessment of evidence. For the remaining five cases, the court proceedings were still ongoing as of 31 March 2024.

2023年8月17日，區域法院就一宗懷孕歧視案(DCEO 16/2019)裁定一名女士(申索人)基於懷孕受到僱主的違法歧視，判申索人勝訴。

申索人於2007年9月開始受僱於答辯公司(一間物流公司)，並於2017年3月獲晉升為部門主管。申索人不久後懷孕，答辯人托詞申索人表現欠佳和為了節省公司成本／營運目的，拒絕向申索人發放年終花紅，並在她放產假前決定不予她續約。但申索人認為，真正的原因是答辯公司對其懷孕感到不滿。

平機會給予申索人法律協助，委派內部律師代表申索人處理案件，並在審訊時作為訴訟律師代表申索人出庭。

區域法院判定申索人可獲得港幣306,680元收入損失賠償和港幣489,500元年終花紅損失賠償，並附加利息。此外，法院暫時判定假如答辯公司同意向申索人作出道歉和發出推薦信，申索人可獲得港幣130,000元感情損害賠償。法院還命令答辯公司需支付申索人法律費用。

法院透過裁決發出了重要的信息，提醒所有僱主絕對不可在僱傭範疇內對僱員作出違法懷孕歧視。根據《性別歧視條例》，如僱主因女性僱員懷孕及／或相關產假而給予較差的待遇，便構成懷孕歧視，屬於違法行為。

On 17 August 2023, the District Court handed down the ruling of a case (DCEO 16/2019) in favour of a woman (the Claimant) unlawfully discriminated against by her employer because of her pregnancy.

The Claimant began working for the Respondent, a logistics company, in September 2007 and was promoted to department head in March 2017. Shortly after, she was pregnant. The Respondent then refused to provide the Claimant with an end-of-year bonus and did not renew her employment contract right before her maternity leave on the pretext that she had bad performance and for cost-saving/operational purposes. However, the Claimant understood that the real reason is that the Respondent was not happy about her pregnancy.

The EOC provided legal assistance to the Claimant, with the EOC's in-house lawyers representing the Claimant to conduct the case and attend court as trial Counsel on her behalf.

The Court awarded loss of income in the sum of HK\$306,680 and year-end bonus in the sum of HK\$489,500, both with interest, to the Claimant. Further, the Court provisionally awarded a sum of HK\$130,000 for injury to feelings on the basis that the Respondent will issue to the Claimant an apology and a reference letter. The Court also ordered the Respondent to pay the Claimant's legal costs.

The judgment sends a strong reminder to all employers that there is no place for pregnancy discrimination in the field of employment. Treating a female employee less favourably because of her pregnancy and/or related maternity leave constitutes pregnancy discrimination and is unlawful under the SDO.

法律服務 Legal Service

和解條款

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；承諾停止歧視性的做法；
- 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；支付金錢；提供聘用機會；或復職；以及
- 向慈善機構作出捐款。

支付金錢

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索人取得的金錢總額超過港幣690萬元。

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向政府提交意見書；審校合約及協議；以及提供其他形式的內部法律支援。

檢討條例的保障

平機會其中一項主要職能，是檢討反歧視條例的實施情況，並且視乎需要提出修例建議。年內平機會繼續就檢討反歧視法例諮詢持份者，與政府保持緊密溝通，並監察社會的實際情況。

Settlement Terms

For those cases which were successfully conciliated or settled after legal assistance was given, 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 payment; offers of employment; or reinstatements; and
- Donations to charity.

Monetary Payment

The total monetary payment secured by the EOC for complainants and claimants through conciliation, legal assistance and settlement out of court during the period under review exceeded HK\$6.9 million.

Other Legal Work

Legal assistance is only one of the various branches of legal work at the EOC. The LSD also advises the CSD on the handling of enquiries and complaints; drafts codes of practice and 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.

Review of Protections under the Ordinances

One of the main functions of the EOC is to keep under review the workings of the anti-discrimination ordinances and when necessary, draw up proposals for amendments. The EOC continued to consult stakeholders, maintain close communication with the Government, and monitor the actual situation in society in relation to reviewing the anti-discrimination legislation during the year in review.

政策、研究及培訓：透過倡議創造改變

Policy, Research and Training: Creating Change Through Advocacy

平機會以證據為本的方法處理歧視問題，例如進行研究及利用有關社會趨勢的研究結果，從而推動公共政策改革和倡議政策轉變。透過促進持份者在掌握資訊的情況下進行討論、分享良好常規及提供培訓，平機會亦促使不同群體明白他們的法律權利和責任。

研究調查

平機會每年都會進行或委託機構進行不同調查研究，以探討歧視的趨勢及根本原因，並建立以數據為本的深入見解分析。這些研究就社會上歧視的普遍情況提供有用的指標，追蹤公眾的態度，從而有助制定並實施有效政策措施，提出解決方法。

在2023-24年度，平機會發表了以下研究報告：

- 香港年輕殘疾人士從學校過渡至工作的有效策略的研究(2023年6月)；以及
- 香港普通學校教育特殊教育需要學生的挑戰、有效政策及最佳措施研究(2023年6月)。

The EOC adopts an evidence-based approach to tackle discrimination by conducting research and leveraging the findings on social trends to influence public policies and advocate for change. By facilitating informed debates, sharing best practices and providing training, the EOC also empowers communities to understand their rights and responsibilities under the law.

Research Studies

Every year, the EOC conducts and commissions a range of research studies to explore the trends and root causes of discrimination and develop data-driven insights. These studies provide useful indicators on the prevalence of discrimination in society and capture the public's attitudes, which would facilitate the formulation and implementation of effective policy measures and solutions.

In 2023-24, the EOC released the following studies:

- Study on Effective Strategies to Facilitate School-to-work Transition of Young Persons with Disabilities in Hong Kong (June 2023); and
- Study on Challenges, Effective Policies, and Best Practices of Ordinary Schools in Educating Students with Special Educational Needs in Hong Kong (June 2023).

香港年輕殘疾人士從學校過渡至工作的有效策略的研究

主要結果

研究探討年輕殘疾人士從中學／專上教育過渡至工作的經歷，結果發現年輕殘疾人士，不論是否有專上教育學歷，從學校過渡至工作都遇到重大障礙。

年輕殘疾人士認為他們不論在學校或工作間，都遭受殘疾歧視。受訪學生中有大約三分之一(36.4%)表示教師未能了解他們因殘疾而導致的學習困難，另有大約三分之一(36.1%)表示曾因殘疾被同學取笑或排斥。在專上教育環境的年輕殘疾人士的處境更加惡劣，有44.3%表示教師未能理解或難於理解他們因殘疾而導致的學習困難，有46.4%表示因殘疾在學校被同學取笑或排斥。

年輕殘疾人士工作間繼續面對僱主的誤解。從673名年輕殘疾人士的問卷調查顯示，約有三分之一在職受訪者指僱主誤解他們的殘疾，分配過於簡單的工作給他們；另有大約三分之一則指僱主無視他們的殘疾，分配過於困難的工作給他們。

Study on Effective Strategies to Facilitate School-to-work Transition of Young Persons with Disabilities in Hong Kong

Major Findings

The study explored the experiences of young persons with disabilities (PWDs) as they transition from secondary/post-secondary education to work. The study found that young PWDs, both with and without post-secondary educational attainment, encountered significant obstacles in transitioning from school to work.

The survey with young PWDs showed that they face disability discrimination both at schools and in the workplace. Around one-third of the respondents (36.4%) said their teachers failed to understand their learning difficulties caused by their disabilities, and around one-third (36.1%) also said they had been teased or rejected by classmates because of their disabilities. The situation was especially worse for young PWDs in post-secondary education settings, as 44.3% reported that their teachers failed to understand or had difficulty in understanding the learning difficulties caused by their disabilities, and 46.4% reported they were teased or rejected by classmates in school because of their disabilities.

In the workplace, young PWDs continued to face misunderstanding by their employers. According to a survey of 673 young PWDs, around one-third of the respondents who were working said their employers misunderstood their disabilities and assigned tasks that were too simple for them, while about one-third of them considered their employers ignored their disabilities and assigned tasks that were too difficult for them.

在與僱主的問卷調查中，大部分(85.1%)表示願意聘請具有專上學歷的殘疾人士，超過一半關注提供無障礙設施／便利措施的成本，而且擔心可能被起訴而不能對殘疾僱員作紀律處分。

建議

研究團隊提出三個政策方向，以促進年輕殘疾人士從中學／專上教育過渡至工作。該三個政策方向是由福利為本模式轉移至權利為本模式，減少跨界協作的差距和加強多層介入。研究團隊在三個政策方向提出以下八個相關策略：

- 加強公眾對《殘疾歧視條例》的認知；
- 透過公眾教育在社區推廣接納多元的意識；
- 加強主流中學的支援系統；
- 為年輕殘疾人士提供更多元化從學校過渡至工作的路徑；
- 邀請商界參與推動職場共融；
- 強化對殘疾專上學生的支援；
- 加強對隱性殘疾人士的支援；以及
- 邀請家長／照顧者參與設計年輕殘疾人士從學校過渡至工作的策略。

In the survey with employers, while the majority (85.1%) said they were willing to hire PWDs with post-secondary qualifications, more than half were concerned about the cost of providing barrier-free facilities/accommodation and feared not being able to discipline employees with disabilities because of potential lawsuits.

Recommendations

The research team proposed three policy directions to facilitate the school-to-work transition of young PWDs, namely shifting from a welfare-based to a rights-based approach, bridging gaps in cross-sector collaboration, and enhancing multi-level interventions. Under these policy directions, the team recommended eight relevant strategies:

- Enhancing public awareness of the DDO;
- Promoting the acceptance of diversity in the community through public education;
- Strengthening the support system in mainstream secondary schools;
- Promoting more diversified school-to-work transition pathways for young PWDs;
- Engaging the business sector in workplace inclusion;
- Strengthening support for post-secondary students with disabilities;
- Enhancing support for persons with invisible disabilities; and
- Engaging parents/carers in devising young PWDs' school-to-work transition strategies.

政策、研究及培訓 Policy, Research and Training

研究還建議政府在《殘疾歧視條例》中加入積極責任條款，為殘疾人士提供合理便利，並強調跨部門必須合作，例如提供就業支援、生涯規劃教育和職業指導，以加強對殘疾學生的支援。

香港普通學校教育特殊教育需要學生的挑戰、有效政策及最佳措施研究

主要結果

研究採用混合模式，檢視目前為支援有特殊教育需要而在中小學推行的融合教育的成效。參與問卷調查的有141名校長、141名特殊教育需要統籌主任及1 532名教師。在質性研究部分，研究團隊與教學人員、臨床專業人員及有特殊教育需要學生的家長進行了個人和小組訪談，另挑選了八間學校進行個案研究。

The study also recommended that the Government introduce a positive duty under the DDO for the provision of reasonable accommodation for PWDs, and highlighted the importance of cross-sector collaboration on strengthening support for students, including employment support, life planning education and career guidance.

Study on Challenges, Effective Policies, and Best Practices of Ordinary Schools in Educating Students with Special Educational Needs in Hong Kong

Major Findings

The study adopted a mixed-method approach to examine the effectiveness of the current integrated education (IE) in primary and secondary schools to support students with special educational needs (SEN). The questionnaire survey involved 141 school principals, 141 Special Educational Needs Coordinators (SENCOs), and 1 532 teachers. For the qualitative research, the study conducted individual and focus group interviews with teaching staff, clinical professionals, and parents of students with SEN. It also selected eight schools for case studies.

問卷調查發現超過90%的校長和特殊教育需要統籌主任充分理解《殘疾歧視條例》和《殘疾歧視條例教育實務守則》，而教師中則只有58.6%認為自己理解條例和守則。雖然超過80%的受訪者了解八項特殊教育需要的類別，但知道精神病是第九類特殊教育需要類型的教師的比例(76.1%)，較特殊教育需要統籌主任(96.5%)為少。此外，小學內有35%的特殊教育需要統籌主任和21.8%的教師以為學業成績稍遜是特殊教育需要類型之一。

在推行融合教育方面，超過80%的問卷調查受訪者表示課程緊迫或教務繁多是學校推行融合教育的最大困難，有超過70%的校長和特殊教育需要統籌主任也認為推行融合教育的行政工作繁重，而68.8%的教師則認為人力資源不足是推行融合教育的第二個最棘手的難題。

小組訪談和個人訪談中有部分受訪者認為，要求有特殊教育需要的學生學習主流教育課程，並接受主流教育的評核要求，是香港教育制度的不平等問題。他們表示雖然有不同評估調適措施可供有特殊教育需要的學生申請，但這些措施作用有限。此外，教育心理學家和言語治療師等不同的專業支援人員的資源仍然不足。

The survey found that while over 90% of principals and SENCOs had a good understanding of the DDO and the Code of Practice on Education under the DDO, only 58.6% of the teachers felt they understood them. Although over 80% of the survey respondents understood the eight types of SEN classifications, fewer teachers (76.1%) knew that mental illness is the ninth type of SEN, compared with SENCOs (96.5%). Additionally, 35% of SENCOs and 21.8% of teachers in primary schools considered academic underachievement as a type of SEN.

On the implementation of IE, over 80% of the survey respondents cited tight teaching schedules or heavy teaching workload as key challenges. Furthermore, over 70% of principals and SENCOs also expressed that implementing IE comes with a heavy administrative workload, while 68.8% of teachers cited a lack of manpower as the second most challenging factor in implementing IE.

Some interviewees from focus groups and individual interviews considered that requiring students with SEN to study the mainstream curriculum and meet mainstream assessments reflected the inequality in the education system of Hong Kong. They believed that although there are different assessment accommodation measures available for students with SEN to apply for, these measures have limited effectiveness. In addition, the resources of professional support personnel, such as educational psychologists and speech therapists, remained insufficient.

政策、研究及培訓

Policy, Research and Training

建議

研究團隊提出一系列政策建議，以提升推行融合教育的成效。建議分為三個範疇，分別是政府政策措施支援層面、專業支援和家校合作層面，以及教與學層面。主要建議包括：

- 增加現時學校資源運用的使用彈性，設立專業支援人員常額職位；
- 推行小班教學並上調整體普通學校的教師與班級比例以支援融合教育；
- 改善老師對《殘疾歧視條例》、《殘疾歧視條例教育實務守則》和融合教育的認識和技巧，加強大學及學校夥伴協作和推動持續的專業發展；
- 加強家校合作及公眾與家長教育，為有特殊教育需要的學生的家長提供更多支援；
- 加強對學生精神健康的支援；
- 推動多元化支援模式和為有特殊教育需要的學生及非華語的學生與家長建立學校、家長與社區支援的服務承托網絡；
- 設立「融合教育課程主任」新職位；
- 推廣紙筆評核以外的多元或另類評核方法；以及
- 加強支援特殊教育需要統籌主任，減輕他們工作職能負擔。

Recommendations

The research team proposed various policy recommendations under three domains to enhance the implementation of IE, namely government policy measures support, professional support, home-school cooperation and teaching and learning. The major recommendations include:

- Enhancing the flexibility of current school resource utilisation and establishing permanent positions for professional support personnel;
- Implementing small-class teaching and increasing the teacher-to-class ratio in every ordinary school for supporting IE;
- Improving teachers' understanding and skills on DDO, Code of Practice on Education under the DDO and IE, and strengthening university-school partnerships and professional development;
- Strengthening parent-school collaboration and public and parent education and providing more support to parents of students with SEN;
- Strengthening mental health support for students;
- Establishing a diversified support model for students with SEN and a support network for students with SEN and non-Chinese speaking students and parents;
- Setting up a new post with the title 'Curriculum Development Master/Mistress (Integrated Education)';
- Promoting diversified or alternative assessment methods beyond paper-and-pen assessment; and
- Strengthening support for SENCOs to reduce their workload.

正進行的研究

於2023-24年度結束前，以下研究仍在進行：

- 在香港「公眾可進出處所」餵哺母乳的研究；
- 縮窄數位落差以提升少數族裔的個人與社會福祉；
- 公共交通的性別角度研究；以及
- 支援精神病患者的照顧者的有效政策及措施研究。

Research Studies in Progress

The following research studies remained in progress at the end of 2023-24:

- Study on Breastfeeding at Publicly Accessible Premises in Hong Kong;
- Study on Improving Social Wellbeing of Ethnic Minorities in Hong Kong through Ameliorating the Digital Divide;
- Study on Gender Perspectives in Public Transport; and
- Study on Effective Policies and Measures to Support Caregivers of Persons with Mental Illness.

平等機會研究項目資助計劃

平機會透過平等機會研究項目資助計劃2020-21，為學術機構及非政府組織進行的九個研究項目提供資助。在2023-24年度，以下資助研究的結果獲公布：

Funding Programme of Research Projects on Equal Opportunities

The EOC provided funding support to nine research projects by academia and NGOs under the Funding Programme of Research Projects on Equal Opportunities 2020-21. Following the release of findings of eight funded projects in 2022-23, the findings of the following funded study was released in 2023-24:

研究項目名稱 Title of the Research Project	受資助機構 Funded Party	公布日期 Release Date
對家庭友善僱傭措施的混合方法調查：由工作與家庭的衝突到增益 A Mixed-methods Investigation of Family-friendly Employment Practices (FFEPs): From Work-Family Conflict to Enrichment	香港教育大學心理學系 Department of Psychology, The Education University of Hong Kong	2023年6月 June 2023

全部九個資助研究項目已於2023年6月前完成。

With the release of the study above, all nine funded research projects were completed by June 2023.

政策、研究及培訓 Policy, Research and Training

政策倡議

向政府及其他組織提交的意見書

2023-24年度，平機會向政府及其他機構提交了以下有關政策措施的意見書，以處理香港的不同歧視問題。

- 就2023施政報告公眾諮詢向政府提交的意見書(2023年8月)—平機會提出有關平等機會事宜的建議，包括推廣通用設計及智慧城市科技以提升出行便利程度；為有特殊教育需要的學生、殘疾人士、照顧者和非華裔人口提供支援；加強香港企業預防和打擊職場性騷擾的能力，以及改善性教育；
- 就推動本地公司以無紙化方式通訊的公眾諮詢向財經事務及庫務局提交的意見書(2024年1月)—平機會倡議更廣泛採用無障礙的電子通訊資料；以及
- 就2024-25年度財政預算案公眾諮詢向政府提交的意見書(2024年1月)—平機會提出財政預算措施以建立共融經濟，包括透過在全港持續進行實地審核以加強在公私營界別推廣採用通用設計的原則、提供共融科技學習及適當培訓以鼓勵殘疾人士遙距工作，以及向殘疾人士推廣香港的旅遊業。

Policy Advocacy

Submissions to the Government and Other Parties

In 2023-24, the EOC made the following submissions to the Government and other parties on policy measures to address various discrimination issues in Hong Kong:

- Submission to the Government in response to the 2023 Policy Address Public Consultation (August 2023) – the EOC laid out proposals related to various equal opportunities matters, such as promoting universal design and smart city technology to enhance mobility, providing support for students with SEN, PWDs, carers, and the non-ethnic Chinese population, strengthening the ability of corporations in Hong Kong to prevent and combat workplace sexual harassment and improving sexuality education;
- Submission to Financial Services and the Treasury Bureau (FSTB) in response to the Public Consultation on Promoting Paperless Corporate Communication for Hong Kong companies (January 2024) – the EOC called for the wider adoption of accessible electronic communications materials; and
- Submission to the Government in response to the 2024-2025 Budget Consultation (January 2024) – the EOC proposed budgetary measures for building an inclusive economy, including enhancement of universal design principles in both private and public sectors via continuous territory-wide accessibility audits, acquisition of inclusive technologies and appropriate training to encourage remote working of PWDs and promoting tourism for PWDs in Hong Kong.

通用設計及暢通易達

通用設計是以使用者為本的設計方法，目的是創造共融的建築環境和產品，讓不同人生階段中有不同能力的人，包括殘疾人士、長者、照顧者、孕婦及有幼童的家庭，都能易於使用。在2023-24年度，平機會推出多項措施向公眾推廣通用設計的概念，並鼓勵在社會上不同領域採用通用設計。

《如何支援殘疾人士：餐飲服務通用設計實用指南》

2023年10月30日，平機會推出《如何支援殘疾人士：餐飲服務通用設計實用指南》。指南旨在為餐飲業界提供簡易實用的指引以服務有不同需要的食客，以及強調提供便利措施的重要。

指南根據食客的一般用餐流程鋪排，由進入食肆、點餐至用餐，內容涵蓋無障礙要求及支援不同需要食客的便利措施。

指南備有檢查清單，鼓勵食肆採取措施以改善實際環境及數碼服務的暢通易達程度。指南亦提供實務步驟，方便食肆跟隨，同時也強調改善實際環境的暢通易達程度可以很簡單，只涉及低成本甚至無需成本的改動。

Universal Design and Accessibility

Universal design is a user-centric design approach that seeks to create inclusive built environments and products which are convenient and easily useable by individuals with different abilities and at different stages in life, including PWDs, the elderly, caregivers, pregnant women and family with young children. In 2023-24, the EOC launched various initiatives to promote the concept of universal design to the public and encourage its adoption in different domains in the society.

How to Support Persons with Disabilities: Practical Guide on Universal Design for Catering Services

On 30 October 2023, the EOC released *How to Support Persons with Disabilities: A Practical Guide on Universal Design for Catering Services*. The toolkit offers an easy-to-read practical guide for the catering industry on serving diners with diverse needs and highlights the importance of providing accommodation.

The structure of the Guide follows the typical customer journey of diners, from entering the restaurant and placing orders to dining, highlighting the accessibility requirements and accommodation measures for supporting diners with diverse needs.

The Guide provides a checklist to encourage restaurants to implement measures for improving the accessibility of their physical environment and digital services. In providing practical steps for restaurants to follow, the Guide also highlights that improving the accessibility of physical environments can be as simple as making minor no-cost or low-cost modifications.

政策、研究及培訓 Policy, Research and Training

在餐飲服務中應用無障礙科技研討會

2023年11月22日，平機會舉辦「在餐飲服務中應用無障礙科技」研討會，鼓勵餐飲業界更廣泛採用無障礙科技及推廣數碼共融。

平機會代表在研討會上簡介平機會的工作及反歧視條例，業界代表也應邀出席，分享在餐飲業中採用無障礙科技的良好常規。研討會共有超過40人參加，包括餐廳的營運團隊的管理及行政人員、餐飲集團的資訊科技專業人員、外賣平台及提供銷售點系統的機構。

Application of Accessible Technology in Catering Services Seminar

On 22 November 2023, the EOC held a seminar titled 'Application of Accessible Technology in Catering Services' to encourage greater adoption of accessible technology and promote digital inclusion in the catering sector.

During the seminar, EOC representatives gave participants an overview of the EOC's work and the anti-discrimination ordinances. Additionally, the event invited industry experts to share good practices for implementing accessible technology in the catering industry. The event attracted over 40 participants, including managers and executives from restaurant operation teams, information technology professionals from restaurant groups, food delivery platforms and companies providing point-of-sale systems.

通用設計嘉許計劃2024/25

平機會在2024年2月1日推出通用設計嘉許計劃2024/25，這是香港首個同類嘉許計劃。計劃的目的是表揚在採納通用設計和建立暢通易達環境方面有傑出表現的公營及私營機構。

Universal Design Award Scheme 2024/25

On 1 February 2024, the EOC launched Hong Kong's first Universal Design Award Scheme 2024/25. The scheme aims to recognise public and private organisations that have made outstanding contributions to implementing universal design and creating accessible environments.

嘉許計劃設有五個申請組別，涵蓋日常生活中經常接觸到的環境，例如上班、用膳、購物及消遣娛樂等活動場所。該五個申請組別是：

- (1) 商場及零售鋪位；
- (2) 辦公大樓及辦公室；
- (3) 食肆；
- (4) 康樂、體育或文化用途的樓宇及場地；以及
- (5) 活化項目。

The scheme features five application categories, covering spaces that are commonly used in daily life for work, dining, shopping and leisure activities. These are:

- (1) Shopping malls and retail spaces;
- (2) Office buildings and office spaces;
- (3) Restaurants;
- (4) Buildings and sites with recreational, sports or cultural purposes; and
- (5) Revitalised sites.

平機會於2024年1月至3月舉行了四場簡介會，協助有興趣的機構了解申請程序。經平機會實地審核場地後，評審委員會會選出得獎機構，得獎名單將於2024年10月公布。嘉許典禮將於2024年11月舉行，屆時會邀請所有得獎機構出席。

The EOC held four briefing sessions between January and March 2024 to help interested parties navigate the application process. Following site audits by the EOC and selection by the judging panels, the award winners will be announced in October 2024. All awarded organisations will be invited to the Award Presentation Ceremony to be held in November 2024.

政策、研究及培訓 Policy, Research and Training

「擁抱平等機會 促進ESG」研討會

平機會於2024年2月28日舉行「擁抱平等機會 促進ESG」研討會，高級平等機會主任（通用設計）馮詠欣女士向參加研討會的中小企講解通用設計的概念，並分享能提升辦公室暢通易達程度的良好常規。

Embracing Equal Opportunities to Enhance ESG Seminar

At the Embracing Equal Opportunities to Enhance ESG seminar organised by the EOC on 28 February 2024, Ms May FUNG Wing-yan, Senior Equal Opportunities Officer (Universal Design), introduced the concept of universal design to representatives from small and medium-sized enterprises. In her presentation, she also shared good practices for enhancing accessibility in office spaces.

家庭友善僱傭措施及照顧者支援措施

近年，彈性工作安排及措施越來越備受重視，以鼓勵工作與生活的平衡，尤以2019冠狀病毒病疫情過後為甚。家庭友善僱傭措施不但有助僱員兼顧工作及照顧責任，而且能同時提升生產力及歸屬感。社會人士也越加認識到，需要為照顧者提供更多支援。

Family-Friendly Employment Practices and Support for Carers

Flexible work arrangements and measures to promote work-life balance have gained prominence in recent years, especially since the COVID-19 pandemic. Family-friendly employment practices (FFEPs) can help employees juggle work and caring responsibilities, while boosting their productivity and sense of belonging. There is also a growing awareness in society of the need to better support carers.

在2023-24年，平機會便與不同界別合作，協助推廣家庭友善僱傭措施，為香港的照顧者提供更有利的環境。

In 2023-24, the EOC collaborated with different sectors to promote FFEPs and foster a more supportive environment for carers in Hong Kong.

平機會資助研究—對家庭友善僱傭措施的混合方法調查：由工作與家庭的衝突到增益

這項研究的結果顯示，400名受訪僱員中，有85.6%認為香港的僱主普遍不提供家庭友善僱傭措施。雖然受訪者表示希望有彈性上班時間及特別事假，但少於半數曾享有有關安排。

EOC-funded Study – A Mixed-methods Investigation of Family-friendly Employment Practices (FFEPs): From Work-Family Conflict to Enrichment

According to the study, 85.6% of the 400 surveyed employees expressed that it is uncommon for Hong Kong employers to provide FFEPs. Although the respondents said they would like to have flexible work schedules and special casual leave, less than half of them have experienced such arrangements.

在與僱主及經理的深入訪談部分，研究發現大多數受訪者並不熟悉家庭友善僱傭措施，亦不覺得必須提供有關安排，但他們期望僱員直接向主管要求提供特別便利措施以照顧家庭。

From the in-depth interviews with employers and managers, the study found that most interviewees were not familiar with FFEPs and did not feel obligated to provide such arrangements. Instead, employers and managers expected their employees to ask their direct supervisors for special accommodations to take care of family responsibilities.

這項研究發現在「住宿及膳食服務業」及「製造業」的僱主最不願意為僱員提供家庭友善僱傭措施。

研究團隊建議僱主提供書面家庭支援政策，正式告知僱員他們享有的支援種類，另外應為有照顧家庭責任的僱員提供照顧兒童、長者或殘疾人士的假期。研究亦發現，很多受訪僱員希望僱主提供家庭醫療保障及緊急事件援助。

The research found that companies in “accommodation and food services” and “manufacturing” were least willing to provide FFEPs for their employees.

The research team suggested that employers should have a written family-support policy and formally inform employees about the types of support they are entitled to. Leave to care for children, the elderly or PWDs should also be made available to support employees with family responsibilities. The research also noted that family medical insurance and critical incident support are desired by many employees surveyed.

推廣家庭友善僱傭措施研討會

2024年1月19日，平機會舉辦研討會推廣家庭友善僱傭措施，對象為公營、私營及非牟利機構的人力資源從業員，共有91人參加。

Seminar on Promoting Family-friendly Employment Practices

On 19 January 2024, the EOC organised a seminar to promote FFEPs for human resource professionals from organisations in the public, private and non-profit sectors, which attracted 91 participants.

政策、研究及培訓 Policy, Research and Training

研討會安排了專題討論環節，來自國泰航空有限公司、香港迪士尼樂園度假區、港鐵公司、富安集團有限公司及利民會的代表共同探討如何有效地推行家庭友善僱傭措施，以及如何支援有照顧責任的僱員。研討會亦設有分享環節，由在職照顧者分享平衡工作與照顧家庭責任的經驗。

The seminar featured a panel discussion with speakers from Cathay Pacific Airways Limited, Hong Kong Disneyland Resort, MTR Corporation, Richform Holdings Limited and Richmond Fellowship of Hong Kong. They explored effective implementation of FFEPs and measures to support employees with caring responsibilities. The event also included a sharing session with caregivers, who discussed their experiences of balancing work and family responsibilities.

有關支援照顧者的外間論壇

2023年5月19日，平機會前主席朱敏健先生參加由浸信會愛群社會服務處舉辦的「CARE is RIGHT照顧者關注日」研討會。朱先生在專題討論上解釋反視條例對照顧者的保障，並分享了支援照顧者的若干可行措施。

2023年8月12日，平機會行政總監(營運)朱崇文博士出席由黃金時代基金會舉辦的第八屆黃金時代展覽暨高峰會，參與「跨世代共融社區」專題討論。朱博士在演說中解釋了通用設計及科技如何協助有照顧責任的人士易於使用不同設施。

External Forums on Carer Support

On 19 May 2023, Mr Ricky CHU Man-kin, former Chairperson of the EOC, attended the Carer Awareness Day Conference titled 'CARE is RIGHT' hosted by the Baptist Oi Kwan Social Service. At the panel discussion, Mr Chu explained the protection offered by the anti-discrimination ordinances to carers and shared some possible measures for supporting carers.

On 12 August 2023, Dr Ferrick CHU Chung-man, Executive Director (Operations) of the EOC, attended the 8th Golden Age Expo and Summit hosted by the Golden Age Foundation and participated in the panel session titled 'Intergenerational Living Communities'. As part of his presentation, Dr Chu explained how universal design and technology can enable those with caring responsibilities to easily access different facilities.

2023年10月26日，朱博士參加了由香港家庭福利會舉辦的護老者論壇。論壇探討如何建立照顧者友善的社會，以及加強對護老者的支援。朱博士在簡報中解釋反歧視條例對照顧者的保障，以及僱主可如何支援有照顧長者責任的僱員。

On 26 October 2023, Dr Chu attended the Elderly Carers Forum hosted by the Hong Kong Family Welfare Society. The forum explored ways to foster a carer-friendly society and strengthen support for carers of the elderly. In his presentation, Dr Chu explained the protection afforded to caregivers under the anti-discrimination ordinances and various ways for employers to support employees with responsibilities to care for the elderly.

精神健康月活動

平機會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活動。2023年的精神健康月以「Chill愛自己」為主題，鼓勵市民即使在急促的生活中累積各種壓力，也要優先正視自己的精神健康。全港各區舉行了一系列活動，向公眾推廣精神健康的重要，並增加他們對精神病及精神復原人士的了解和接納。

Mental Health Month Campaign

The EOC continued to support the Mental Health Month campaign by the Labour and Welfare Bureau, other Government departments, public organisations and NGOs. With the theme “Just Chill and Love Yourself”, the event encouraged the public to prioritise their mental wellbeing amidst the demands of their fast-paced lifestyles. An array of activities were organised across different parts of Hong Kong to promote the importance of mental health to the public and enhance their understanding and acceptance of mental health issues and persons in recovery.

政策、研究及培訓 Policy, Research and Training

支援有特殊教育需要的學生

平機會推出了一系列共五集的教育動畫影片，旨在加深大眾，尤其是大專生，對有特殊教育需要的學生的認識。影片以生動的卡通人物講解平等機會的概念、介紹《殘疾歧視條例》、解釋「合理便利」的定義、探討人們應否透露自己的殘疾狀況，以及解說與殘疾人士相處的禮儀。

這套動畫由平機會策劃，旨在教育大學成員及大眾如何為有特殊教育需要的學生營造共融的學習環境。動畫是香港浸會大學及香港科技大學兩所大學提供的特殊教育需要網上培訓課程的一部分。課程亦歡迎公眾人士報名。參加者在完成網上小測後，可獲得電子證書。

培訓與顧問服務

定期培訓和專設課程

平機會致力為不同界別提供反歧視條例的知識，務求把平等機會觀念融入主流文化。自2001年起，平機會已為公私營界別的人力資源從業員、行政人員、管理人員、業務擁有人、僱員及其他相關人員舉辦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。

Supporting Students with Special Educational Needs

The EOC released a series of five animated videos designed to educate the public, particularly tertiary students, about SEN. Featuring engaging cartoon characters, the videos explore the concept of equal opportunities, introduce the DDO, explain the definition of reasonable accommodation, discuss the question of whether one should disclose a disability and provide tips on disability etiquette.

Developed by the EOC, the videos are part of the SEN online training modules offered by Hong Kong Baptist University (HKBU) and The Hong Kong University of Science and Technology (HKUST), which aim to equip university members and the general public with the knowledge and skills to promote a more inclusive learning environment for students with SEN. Members of the public can also enrol in the course and receive an electronic certificate upon completion of an online quiz.

Training & Consultancy

Calendar Training and Customised Training

The EOC endeavours to equip different sectors with knowledge of the anti-discrimination ordinances, with a view to mainstreaming the concepts of equal opportunities. Since 2001, the EOC has been offering training on the anti-discrimination ordinances for HR practitioners, executives, managers, business owners and employees alike in both the public and private sectors. 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.

平機會於2023-24年度舉辦了526場培訓課程，有來自不同界別共31 539人參加。當中有32場為定期培訓課程，有650人參加，其餘494場為專設培訓課程，共30 889人參加。最受歡迎的培訓課程主題是香港的反歧視條例及平機會的工作簡介，其次是性騷擾(包括一般簡介及處理性騷擾)。

In 2023-24, the EOC conducted 526 training sessions for a total of 31 539 participants from various sectors, including 32 training sessions for 650 participants under the calendar training programmes, and 494 customised training sessions for 30 889 participants. The most popular topic was Introduction to Anti-discrimination Laws and Work of the Commission, followed by the Sexual Harassment (including general introduction and managing sexual harassment).

2023-24年度，平機會推出了「反歧視條例之暢通易達無障礙」及「制止職場性騷擾之主管有責Dos and Don'ts」兩個新課程。

Two new training courses, namely 'Access for All under the Anti-Discrimination Ordinances' and 'Manager's Roles in Combating Workplace Sexual Harassment', were rolled out in 2023-24.

此外，平機會向公務員和公營機構的場所使用者派發「Quality with Equality」教材套。教材套包含互動桌上遊戲、講述不同場景的短片系列及自學教材，目的是提升參加者對四條反歧視條例的認識，並更加明白須遵守法例。2023-24年度，公營機構有超過5 400人獲得教材以進行學習。

In addition, the EOC distributed a set of training materials, titled 'Quality with Equality', for civil servants and workplace participants in the public sector. Consisting of an interactive board game, a series of scenario-based videos and a set of self-learning materials, the package aims to enhance participants' awareness and observance of the four anti-discrimination ordinances. In 2023-24, these materials have facilitated the learning of more than 5 400 members of the public sector.

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。平機會亦提供顧問服務，為機構編寫有關平等機會事宜的內部培訓教材。在2023-24年度，平機會應要求為一間機構提供顧問服務，涉及140名員工。

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 2023-24, the EOC, upon request, provided consultancy services for an organisation covering 140 employees.

政策、研究及培訓 Policy, Research and Training

平機會在2023年年初為八所受公帑資助的本地大學推出預防校園性騷擾的網上培訓教材後，在2024年年初為非教資會資助專上院校推出另一套網上培訓教材。

Following the launch of an online training module on preventing sexual harassment on campus for the eight local publicly-funded universities in early 2023, the EOC rolled out another online learning module for non-UGC-funded tertiary institutions in early 2024.

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2023-24年度，有145名新增會員，他們來自81間機構。

2023年12月11日，平等機會之友會為會員舉辦活動，讓會員體驗最新的平等機會桌上遊戲及參加性騷擾旁觀者訓練課程。遊戲環節結束後，平機會代表簡介香港的反歧視條例，並安排參加者參與小組討論及角色扮演，從而獲得預防性騷擾的實用技巧。

Equal Opportunity (EO) Club

The EO Club was established in 2006 to provide a platform of learning and exchange on preventing discrimination among employers, HR practitioners, supervisors and trainers. In 2023-24, 145 participants from 81 organisations joined the EO Club.

On 11 December 2023, The EO Club held an event for members to experience a brand new board game on equal opportunities and training for sexual harassment bystanders. After the board game session, EOC representatives gave a brief introduction to the anti-discrimination ordinances in Hong Kong. Participants also learnt practical tips on preventing sexual harassment through group discussion and role-play.

反性騷擾事務組：建立互相尊重的文化 Anti-Sexual Harassment Unit: Building a Culture of Mutual Respect

預防性騷擾是平機會其中一項工作重點。平機會獲得政府撥款，成立了專責的反性騷擾事務組。該事務組由2020年起投入服務。

Preventing sexual harassment has long been one of the EOC's key work focuses. With funding from the Government, the EOC established a dedicated Anti-Sexual Harassment Unit (ASHU), which came into operation in 2020.

反性騷擾事務組的工作

反性騷擾事務組的工作範圍廣泛，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，並轉介至情緒支援及其他服務。

Work of the Anti-Sexual Harassment Unit

The diverse range of work of the ASHU includes:

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

專設熱線及網站

該事務組設立了反性騷擾熱線（2106 2222），向公眾提供有關性騷擾的法律條文、申訴方法，以及轉介情緒支援、輔導及其他社區服務等資訊。

Dedicated Hotline and Website

The ASHU has set up a dedicated hotline at 2106 2222 to provide the public with information on the provisions of the law on sexual harassment, advice on where to lodge complaints and seek redress and referral to emotional support, counselling and other services in the community.



反性騷擾熱線
Dedicated anti-sexual
harassment hotline

2106 2222

反性騷擾事務組 Anti-Sexual Harassment Unit

2023年4月至2024年3月期間，該事務組收到496宗有關性騷擾的查詢。這些查詢是公眾透過反性騷擾熱線、平機會查詢熱線、網上查詢表格或電郵、郵寄或傳真，以及親臨平機會辦事處所作出的。當中，超過50%來自希望討回公道的受屈人；另約三成的查詢者是人力資源從業員、代表僱主處理內部投訴或制定反性騷擾機制的人員、旁觀者如目擊者，以及希望協助及支援受屈人的家人和朋友等。

Between April 2023 and March 2024, the ASHU received 496 enquiries about sexual harassment. These were made through the ASHU's hotline, the general enquiry hotline, online enquiry forms or by e-mail, by mail or fax, as well as in person at the EOC office. Out of these enquiries, over 50% were raised by aggrieved persons hoping to seek redress, while around 30% were made by HR practitioners, or those representing employers on handling internal complaints or establishing anti-sexual harassment mechanisms, as well as bystanders, such as witnesses, friends and family members, who wished to assist and support the aggrieved persons.



接獲
Received **496** 宗查詢
enquiries

除熱線外，反性騷擾事務組推出有關反性騷擾的專設網站，名為COMPASS (<https://www.eoc.org.hk/compass/tc/>)。該資源平台提供與性騷擾有關的眾多資訊，包括法例簡介、法庭案例、研究報告、培訓指南、政策大綱，以及有關預防性騷擾的刊物及短片。網站也是公眾查詢的另一個途徑，大約有六分之一的查詢者，最先透過網上渠道接觸反性騷擾事務組。2023年年中，COMPASS平台新增了自助問答功能，協助使用網站的市民辨別自己的需要，然後引領他們前往網站的相關頁面，從而讓市民在平機會辦公時間以外仍能便捷地獲取有用的資訊。

In addition to the hotline, the ASHU has a dedicated website on anti-sexual harassment called COMPASS (<https://www.eoc.org.hk/compass/en/>). The website serves as a resource platform and provides easy access to a host of information related to sexual harassment, such as introduction to the legislation, court cases, research reports, training guidance, policy frameworks and publications and videos on preventing sexual harassment. The website also serves as an additional channel for the public to submit enquiries, as around one-sixth of the enquirers first approached the ASHU via online channels. In mid-2023, an interactive question-and-answer feature was added to COMPASS. The feature helps members of the general public identify their own needs and guides them to the relevant webpages, enabling them to easily obtain useful information even during non-office hours.

平機會於2023-24年度接獲多宗涉及性騷擾的匿名舉報，但由於沒有查詢者或投訴人的聯絡方法，平機會未能跟進或協助。反性騷擾事務組遂着手製作漫畫教材，以淺易方法講解性騷擾概念及平機會處理投訴的程序，鼓勵受到性騷擾影響的人士實名提出投訴。多間機構（包括企業及教育機構）已聯絡反性騷擾事務組，表示希望向其員工及學生分享這些漫畫教材。

During the year 2023-24, the EOC received several anonymous reports of sexual harassment. However, further action or assistance was not possible due to the lack of contact details from the enquirers or complainants. In response, the ASHU began to develop a series of comics to explain the concept of sexual harassment and the EOC's complaint-handling procedures in layman's terms, with the aim of encouraging those affected by sexual harassment to provide their names when lodging complaints. Different organisations, including corporates and education institutions, have approached the ASHU, hoping to share the comics with their staff and students.

預防學界性騷擾

預防校園性騷擾是平機會的要務。平機會於2023年年初推出預防性騷擾的網上培訓課程，供八所大學教育資助委員會（「教資會」）資助大學使用。

培訓課程共有18段動畫影片，主題包括「甚麼是性騷擾？」、「遇到性騷擾怎麼辦？」，以及在不同場景發生的性騷擾情況，例如「學生活動」、「課堂」、「大學飯堂」、「大學宿舍」及「校外活動」等。截至2023年年底，超過14 000名學生已完成課程，當中逾九成參加者表示課程有用。

Preventing Sexual Harassment in the Education Sector

Combating sexual harassment on campuses is a top priority for the EOC. In early 2023, the EOC launched an online training module on the prevention of sexual harassment for the eight universities funded by the University Grants Committee (UGC).

Consisting of 18 animated videos, the module covers topics, such as 'What is Sexual Harassment?' and 'What to Do if You are Sexually Harassed'. The module also includes scenarios about sexual harassment in various settings, such as 'Student Activities', 'Lecture', 'Canteen', 'Hall' and 'Off-campus Activities'. As of the end of 2023, over 14 000 students completed the training module. Over 90% of the participants rated the module as helpful.

反性騷擾事務組 Anti-Sexual Harassment Unit

平機會亦製作了一套網上培訓課程，供非教資會資助的大專院校學生使用，該課程已於2024年年初推出。

除網上培訓課程，平機會亦提供深入的培訓課程，讓教職員及學生進一步了解性騷擾。2023年4月至2024年3月，反性騷擾事務組聯同平機會的培訓組為多間院校舉辦了57節培訓課程，有3 887名職員及學生參加。

The EOC has also developed a separate online training module for students at the non-UGC-funded tertiary institutions, which was launched in early 2024.

In addition to the online training modules, the EOC also provides in-depth training to further enhance academic staff and students' understanding of sexual harassment. From April 2023 to March 2024, the ASHU and the EOC's Training Section organised 57 training sessions for various institutions, reaching out to 3 887 staff members and students.

為預防大學迎新營發生性騷擾，平機會每年均去信大學，呼籲校方要求學生(特別是可能會帶領、籌辦或參加迎新營的學生)接受防止性騷擾培訓。及後個別大學發生涉嫌性騷擾事件，平機會立即聯絡有關院校表達關注，並提醒他們善用網上培訓課程。

To prevent sexual harassment at university orientation camps, the EOC approaches the universities every year, calling on the institutions to mandate students to receive anti-sexual harassment training, especially those who may lead, organise or join orientation camps. Following allegations of sexual harassment on university campuses, the EOC immediately contacted the relevant institutions to express concerns and reminded them to make use of the online training module.

反性騷擾事務組於2023年10月發布更新版的《參考資料：制定防止校園性騷擾政策》指引，列出全面的清單，供學校制定反性騷擾政策時參考。這份指引已發送予教育局，並上載至教育局的官方網頁。

In October 2023, the ASHU released an updated guideline titled *Reference Materials: Develop an Anti-Sexual Harassment Policy for Your School*, which includes a comprehensive checklist for schools to develop their anti-sexual harassment policies. The guideline was sent to the Education Bureau and has been uploaded to its official website.

建立無性騷擾的工作間

反性騷擾事務組一直積極與各界持份者保持聯繫，提升他們對性騷擾的意識，並有策略地進行合作，打擊性騷擾。在報告期內，反性騷擾事務組與香港中小型企業聯合會及多個社會服務機構等會面，並參加了多個工作坊，例如香港中文大學性別研究中心的性別角色工作坊。在這些活動上，反性騷擾事務組向持份者介紹其工作及平機會對性騷擾的研究結果、解釋《性別歧視條例》中對性騷擾的定義、強調有必要制定措施消除性騷擾，以及建立打擊性騷擾的夥伴關係。

平機會於2023年11月27日與九龍崇德社及香港中小型企業聯合會合辦題為「預防職場性騷擾」的論壇。論壇以線上及線下形式同步進行，吸引了來自建造業、地產業、製造業、款待業及專業服務業等不同界別的僱主、管理人員及人力資源專業人員參與。論壇上的討論有助提高中小型企業對工作間性騷擾的意識及了解。

Fostering Sexual Harassment-free Workplaces

The ASHU has been taking proactive steps to engage stakeholders in different sectors with a view to enhancing their awareness of sexual harassment and fostering strategic collaborations and partnerships to tackle the issue. During the year in review, the ASHU met different organisations, including Hong Kong Small and Medium Enterprises Association (HKSMEA) and various social service agencies, and participated in workshops, such as the Annual Gender Role Workshop of The Chinese University of Hong Kong's Gender Research Centre. These meetings allowed the ASHU to introduce its work and the EOC's research findings on sexual harassment to stakeholders, explain the definitions of sexual harassment under the SDO, highlight the importance of establishing measures to eliminate sexual harassment, and establish partnerships to tackle sexual harassment.

On 27 November 2023, the EOC co-organised a forum titled 'Preventing Sexual Harassment in the Workplace' with Zonta Club of Kowloon and the Hong Kong Small and Medium Enterprises Association. Conducted in a hybrid format, the event drew the participation of employers, management personnel, and human resources professionals from a wide range of sectors, including construction, real estate, manufacturing, hospitality and professional services. Discussions at the forum served to enhance the awareness and understanding of sexual harassment in the workplace among small and medium-sized enterprises.

反性騷擾事務組 Anti-Sexual Harassment Unit

反性騷擾事務組於2024年2月28日舉辦「擁抱平等機會 促進ESG」研討會，協助中小企建立多元共融的工作間，實現「環境、社會及管治」(ESG)的目標。在研討會上，高級平等機會主任(反性騷擾事務組)蘇家盈女士解釋為何企業須管理法律責任風險，提出締造無性騷擾工作間的方法，並介紹平機會多項支援企業落實反性騷擾措施的服務，包括提供政策制定指引、培訓及顧問諮詢服務。研討會有超過50名企業代表出席。會上討論的其他議題包括建立種族共融的工作環境，以及採用通用設計原則以提高暢通易達程度。

On 28 February 2024, the ASHU organised a seminar titled 'Embracing Equal Opportunities to Enhance ESG' to help small and medium-sized businesses realise their ESG goals by creating diverse and inclusive workplaces. During the event, Ms Susana SOO, Senior Equal Opportunities Officer (Anti-Sexual Harassment Unit) explained the importance of managing the risk of liabilities arising from sexual harassment and ways to foster sexual harassment-free workplaces, while highlighting the EOC's support for enterprises to implement anti-sexual harassment measures through policy development guidelines, training, and consultancy services. Over 50 participants from different corporations joined the event. Other topics addressed included cultivating racially inclusive work environments and adopting universal design principles to enhance accessibility.

此外，反性騷擾事務組於2023年5月就勞工處檢討《職業介紹所實務守則》的諮詢提交了意見書。意見書就如何提高職業介紹所員工對性騷擾的認識，以及他們在僱傭過程中預防性騷擾的角色提出建議。

Separately, the ASHU made a submission to the Labour Department in response to the consultation on the review of the Code of Practice for Employment Agencies in May 2023. The submission provided recommendations on improving employment agency staff's understanding of sexual harassment, as well as their role in preventing it during the employment process.

少數族裔事務組：消除共融障礙

Ethnic Minorities Unit: Removing Barriers to Integration

平機會的少數族裔事務組在2023-24年度繼續從多方面推動種族平等及共融。少數族裔事務組致力消除非華裔人士在教育、就業，以及獲取貨品、服務及設施時所面對的障礙，所進行的工作包括倡議政策改善措施、推行公眾教育活動，以及與社會不同界別人士溝通。

教育

在提升非華裔學生的教育質素方面，少數族裔事務組繼續呼籲政府檢視目前的中國語文課程第二語言學習架構，並制定以中文作為第二語言的整全課程，涵蓋特定教學法，教學工具及教科書。這樣有助非華裔學生擁有實用的語言能力，從而獲得更多就業機會。

為鼓勵更多學校建立種族多元共融的校園，平機會於2023年3月推出種族友善校園嘉許計劃。計劃鼓勵參與的學校透過學生活動及宣傳活動，推廣種族共融信息。平機會於2023年7月7日舉行了嘉許典禮，表揚60間參與計劃的學校，並與三位來自不同學校的代表進行對談，分享他們在推廣種族共融活動上的創意手法。

In 2023-24, the Ethnic Minorities Unit (EMU) of the EOC continued its work to promote racial equality and inclusion on various fronts. From advocating for policy changes to launching public education initiatives and engaging different sectors of the community, the EMU endeavoured to remove the barriers that non-ethnic Chinese (NEC) individuals face in education, employment and accessing goods, services and facilities.

Education

To improve the quality of education for NEC students, the EMU continued to call on the Government to overhaul the existing Chinese Language Curriculum Second Language Learning Framework, and put in place a comprehensive, full-fledged Chinese as a second language curriculum complete with specific pedagogy, teaching tools and textbooks. These changes would enable NEC students to acquire a practical level of language proficiency, which would in turn lead to more job opportunities.

To encourage more schools to foster racially inclusive and diverse campuses, the EOC launched the Racially Friendly Campus Recognition Scheme in March 2023. The Scheme encouraged participating schools to promote the message of racial inclusion through student activities and publicity campaigns. On 7 July 2023, the EOC staged a recognition ceremony to commend 60 schools for taking part in the scheme. The ceremony also featured fireside chats with representatives from three schools which demonstrated exceptional creativity in their activities to promote racial inclusion.

少數族裔事務組 Ethnic Minorities Unit

繼順利舉辦首屆種族友善校園嘉許計劃後，平機會在2023/24學年推出第二屆計劃，由2023年9月開始，至2024年4月結束，參加計劃的學校數目大幅增加至179間。此次計劃的範圍擴展至推動包容不同地域文化及原居地人士，例如新來港人士、來自內地不同地方的居港人士及訪港旅客等的活動。

Building on the inaugural success, the EOC launched the 2023/24 edition of the Scheme, which ran from September 2023 to April 2024. With the number of participating schools having surged to 179, the EOC expanded the scope of the second edition of the Scheme to include activities that promote the inclusion of people from different regional cultures and places of origins, such as new migrants, residents and visitors from different parts of Mainland China.

就業

《種族多元共融僱主約章》

2023年11月，平機會慶祝《種族多元共融僱主約章》的五週年。約章共有九項良好常規，目的是促進僱主消除僱員及求職者在僱傭政策中的障礙，培育員工對不同文化的認知、敏感度及接納，並為僱員建立種族共融的環境。截至2024年3月31日，共有424間機構簽署了約章，承諾支持種族多元共融的僱傭政策。簽署約章的機構名單載於平機會網頁：<https://www.eoc.org.hk/zh-hk/news-and-events/events-and-programmes/eoc-events/inclusion-charter>。

Employment

Racial Diversity and Inclusion Charter for Employers

In November 2023, the EOC celebrated the fifth anniversary of the Racial Diversity & Inclusion Charter for Employers, which provides a set of nine good practices for employers. It aims to help employers remove barriers in their employment policies for staff and job seekers, cultivate cultural awareness, sensitivity and acceptance among staff members, and establish a racially inclusive environment for employees. As of 31 March 2024, 424 organisations became signatories, pledging their support to racially inclusive employment policies. Signatories of the Charter are listed on the EOC website: <https://www.eoc.org.hk/en/news-and-events/events-and-programmes/eoc-events/inclusion-charter>.

為慶祝約章成立五週年的里程碑，平機會於2023年11月3日在匯豐銀行舉行「種族多元共融進展：成果、挑戰和目標」研討會，藉此推動本地機構及企業討論在工作間實施種族多元共融措施。平機會在研討會上匯報了首輪填報《進階版年度問卷》共29間簽署機構的種族共融員工政策及措施摘要，為其他僱主提供更多資源借鑑。

To commemorate the milestone, the EOC organised the 'Racial DEI Progress: Gains, Gaps & Goals' event at HSBC on 3 November 2023. The event served to foster greater discussion of racial diversity and inclusion in the workplace among local organisations and enterprises. During the event, the EOC presented a summary of racially inclusive policies and practices collected from 29 signatory organisations through the first round of the Advanced Annual Review Forms. These measures were compiled into a list of best practices, providing additional resources for other employers to follow.

此外，少數族裔事務組定期舉行交流活動，讓簽署機構互相分享經驗及心得，推動工作間的種族多元共融。例如，在2023年5月24日舉行題為「企業與非政府機構 攜手創造價值」的交流活動，促進跨界別合作；另外，又在2024年3月為新簽署約章的機構舉行兩場簡介會，介紹過往簽署機構在工作間實施的良好常規，以及勞工處協助非華裔人士增加就業機會的服務。

In addition, the EMU regularly provided networking and sharing opportunities for the signatories to advance workplace racial diversity and inclusion. For example, a networking event titled 'Leveraging Corporate-NGO Partnerships to Create Value' was held on 24 May 2023 to promote cross-sector cooperation. Two briefing sessions for new signatories were also conducted in March 2024 to introduce good workplace practices from existing signatories and the services available from the Labour Department on expanding job opportunities for the NEC community.

少數族裔事務組 Ethnic Minorities Unit

平機會亦鼓勵簽署機構為本地就學的非華裔青年提供實習機會，並連續第四年邀請簽署機構參加小彬紀念基金會舉辦的EMerging Talent實習計劃。在2023年，共有38名非華裔大專生在19間簽署機構中完成暑期實習。

為外籍家庭傭工及有關機構提供培訓

香港現時有超過35萬名外籍家庭傭工（「外傭」），外傭對不少家庭的生活質素甚至是香港的經濟發展，皆至關重要。報告期內，少數族裔事務組舉辦不同活動，協助他們應付各種挑戰，並加深他們對反歧視條例的認識。

例如，平機會與香港美國商會於2023年6月29日合辦研討會，題為「促進家庭傭工的精神健康：獎勵及責任」。研討會探討外傭面對的困難，包括分離焦慮、語言障礙及文化差異，並討論如何支援外傭，確保他們享有愉快及安全的工作環境。

Signatories are also encouraged to offer internship opportunities for locally educated NEC young people. For the fourth consecutive year, signatories were recruited to join the EMerging Talent Internship Programme organised by the Zubin Foundation in 2023. Under this scheme, 19 signatory companies provided summer internship experience to 38 NEC tertiary students.

Training for Foreign Domestic Workers and Relevant Organisations

There are currently over 350 000 foreign domestic workers in Hong Kong, whose work and contributions are essential for the wellbeing of many families and the economy. During the year in review, the EMU organised various activities to address the challenges they face and enhance their understanding of the anti-discrimination ordinances.

For example, on 29 June 2023, the EOC and the American Chamber of Commerce in Hong Kong jointly organised a panel discussion titled 'Promoting Mental Wellbeing of Domestic Workers: Rewards & Responsibilities' to explore the unique challenges foreign domestic workers face, such as separation anxiety, language barriers, and cultural differences. The panel also explored ways to support foreign domestic workers and ensure their wellbeing at work.

平機會於2023年7月26日舉辦一場題為「認識香港反歧視條例和創造人人共融的工作環境」的講座及分享會，對象為外傭職業介紹所，目的是加強業界對香港反歧視條例的認識及理解，以及法例如何應用於僱傭事務上。講者在活動上列舉多種在聘用過程中有可能出現的歧視情況，而參加者亦了解到一些促進外傭融入僱用家庭和創造共融工作環境的要訣。

On 26 July 2023, the EOC held a sharing session titled 'Understanding Hong Kong's Anti-discrimination Ordinances and Creating an Inclusive Work Environment' for employment agencies of foreign domestic workers. The session aimed to enrich the participants' knowledge and understanding of Hong Kong's anti-discrimination ordinances in the context of human resources management. During the session, speakers shared examples of potentially discriminatory practices in the recruitment process. The participants also learnt about ways to promote employee integration and creating an inclusive work environment.

獲得貨品、服務及設施以及租賃物業的平等機會

鑑於非華裔社群在獲取服務和租住房屋時面對困難，少數族裔事務組在2023-24年度推出多項宣傳及推廣活動，包括：

- 2023年4月，少數族裔事務組推出「友善服務 無分種族」巴士車身廣告，呼籲貨品及服務提供者平等友善對待不同背景的顧客，照顧他們的需要；

Access to Goods, Services & Facilities and Equal Opportunities in Tenancy

In light of the difficulties the NEC communities encounter in accessing services and renting accommodation, the EMU launched a series of publicity and promotional campaigns in 2023-24, including:

- In April 2023, the EMU ran a bus body advertising campaign entitled 'Racially Friendly Customer Services for All' to encourage goods and services providers to cater to diverse customer needs in an equal and friendly manner;

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- 2023年7月，少數族裔事務組推出「開明業主 無分種族」港鐵宣傳廣告，鼓勵業主抱持開明態度，接納來自不同種族及背景的租客；
- In July 2023, the EMU ran an MTR advertising campaign entitled 'Open Your Doors to Tenants of All Ethnicities' to encourage all landlords to be open and welcoming to tenants from all ethnicities and backgrounds;
- 2024年1月27日，平機會在樂活博覽2024的清真展區舉辦了一場以「種族友善顧客服務：機遇與實踐」為題的座談會，旨在鼓勵本地產品及服務提供者探討如何完善顧客服務，讓不同種族的顧客皆能平等享用其服務，以達致種族共融；以及
- On 27 January 2024, the EOC held a panel discussion titled 'Racially Friendly Customer Service: Why & How' at the Halal Pavilion in LOHAS Expo 2024 to engage local product and service providers on ways to improve racial inclusivity in their services; and
- 於過去一年，少數族裔事務組繼續與地產代理監管局合作，為地產代理提供培訓課程。
- During the year in review, the EMU continued to work with the Estate Agents Authority to provide training sessions for estate agents.

有關《種族歧視條例》的培訓

少數族裔事務組定期為公私營界別的機構提供有關《種族歧視條例》及文化敏感度的培訓。由2023年4月至2024年3月，共舉行了117場培訓，參加者達5 895人。

社區外展及參與

少數族裔事務組經常與不同持份者及不同非華裔社群接觸，了解他們在香港的需要。

例如，在2023年4月，平機會與印尼議會省代表會面，其後亦分別於2023年7月、2023年12月及2024年1月與印度駐香港及澳門總領事館、歐洲聯盟駐香港及澳門辦事處及法國駐港澳總領事館舉行會議，討論多個有關平等機會的議題。此外，平機會於2023年7月與香港印度專業人士論壇的代表會面，並於2023年12月會見香港社會服務聯會及香港巴基斯坦協會的代表，討論非華裔人士在學習中文、求職、獲得福利及醫療服務方面所遇到的障礙，並探討解決方案。平機會還於2024年3月31日與印尼伊斯蘭組織伊斯蘭教士聯合會的行政委員會成員討論在港印尼外傭在工作間奉行宗教規條時所面對的挑戰。

Training on Race Discrimination Ordinance

The EMU regularly provides training on the RDO and cultural sensitivity for organisations in the public and private sectors. Between April 2023 and March 2024, a total of 117 training sessions were organised for 5 895 participants.

Community Outreach and Engagement

The EMU frequently engages with various stakeholders and different NEC communities to understand their needs in Hong Kong.

For example, in April 2023, the EOC met the Indonesian Provincial Representatives to the Parliament. Meetings were also held with the Consulate General of India, Hong Kong and Macau, the European Union Office to Hong Kong and Macau and Consulate General of France in Hong Kong and Macau in July 2023, December 2023 and January 2024 respectively. In addition, the EOC met the representatives of the Forum of Indian Professionals in Hong Kong in July 2023 and the Hong Kong Council of Social Service and the Pakistan Association Hong Kong in December 2023 to discuss the obstacles NEC encounter in learning Chinese, seeking jobs, accessing welfare and obtaining medical services, as well as to explore solutions to these problems. On 31 March 2024, the EOC also held a discussion with the Executive Board Members of Nahdlatul Ulama, an Indonesian Islamic organisation, on religious issues facing Indonesian foreign domestic workers in Hong Kong.

少數族裔事務組 Ethnic Minorities Unit

少數族裔事務組定期與不同非政府組織及領事館合作，包括孟加拉國駐香港總領事館、印度尼西亞共和國駐香港總領事館及菲律賓駐香港總領事館等，舉辦反歧視培訓及工作坊。在2023-24年，少數族裔事務組為接近2 000名非華裔人士，包括南亞裔婦女及外傭等，舉辦了34場講座及工作坊。

國際消除種族歧視日

為響應2024年國際消除種族歧視日，少數族裔事務組以「消除偏見 無分種族」為主題，舉辦一系列活動。

少數族裔事務組於2024年3月19日推出巴士車身廣告，在50部巴士上展示「消除偏見 無分種族」的廣告，為期三個星期。另外，約160間參與2023/24種族友善校園嘉許計劃的中小學及幼稚園舉行各種校本活動，並張貼「消除偏見 無分種族」的海報，以響應國際消除種族歧視日。

Anti-discrimination training and workshops were regularly organised in partnership with diverse NGOs and consulate offices, including the Consulate General of the People's Republic of Bangladesh in Hong Kong, the Consulate General of The Republic of Indonesia in Hong Kong and the Consulate General of the Philippines in Hong Kong. In 2023-24, 34 sessions were conducted for nearly 2 000 NEC community members, including South Asian women and foreign domestic workers.

International Day for the Elimination of Racial Discrimination

To mark International Day for the Elimination of Racial Discrimination (IDERD) 2024, the EMU organised a series of initiatives and events under the theme 'All Races as One'.

A bus body advertising campaign with the tagline 'Interrupt Bias. All Races as One' was launched on 19 March 2024. It featured 50 buses displaying the advertisement for three weeks. Separately, around 160 kindergartens, primary schools and secondary schools participating in the 2023/24 Racially Friendly Campus Recognition Scheme for Schools also organised various school-based activities and displayed the 'All Races as One' poster to mark IDERD.

2024年3月16日，平機會與愛同行及薪火女生(香港)合作，在中環大館賽馬會立方舉辦多元共融教育論壇，約100名教育工作者及學校代表參加了活動。活動除了紀念國際消除種族歧視日外，還響應國際婦女節及世界唐氏綜合症日。論壇上，教育專家與多元平等共融從業員進行專題討論，探討如何消除教師及學生在性別、種族及殘疾方面的無意識偏見。此外，有三間學校分享了創新措施，以促進校園種族多元共融及加強女學生接觸STEAM學科。

On 16 March 2024, the EOC held the Diversity & Inclusion Education Forum at JC Cube in Tai Kwun, Central, in collaboration with WEDO Global and Inspiring Girls Hong Kong, with around 100 educators and school representatives joining the event. Aside from celebrating IDERD, the event also marked International Women's Day and the World Down Syndrome Day. It featured a panel discussion with education experts and DEI practitioners on uprooting unconscious biases related to gender, race, and disabilities among teachers and students. Three schools also shared their innovative initiatives on promoting racial diversity and inclusion on campuses and expanding STEAM exposure for female students.

公眾教育及宣傳：加強大眾平等及包容意識

Community Education and Publicity: Enhancing Awareness of Equality and Inclusion

平機會一直策略性地使用不同渠道，並舉辦多元化的教育和推廣活動，使公眾加深認識和了解反歧視條例所提供的保障，以及多元、平等和共融的價值觀。

The EOC has been making strategic use of different channels and organising a diverse portfolio of education and promotional programmes to raise public awareness and understanding of the protection under the anti-discrimination ordinances and the values of diversity, equality and inclusion.

大眾媒體推廣及宣傳活動

Mass Media Promotions and Publicity

平機會主席的報章專欄及專題文章

Newspaper Column and Op-ed Series by EOC Chairperson

在報告期內，平機會以前主席名義在本地不同中英文報章發表共15篇專題文章，有關報章包括《中國日報香港版》、《明報》、《南華早報》、《大公報》及《英文虎報》。

During the year in review, the EOC released a total of 15 op-ed articles in the name of the former Chairperson. These were published in various Chinese and English local dailies, such as *China Daily (Hong Kong edition)*, *Ming Pao Daily*, *South China Morning Post*, *Ta Kung Pao* and *The Standard*.

此外，平機會前主席在網上媒體《香港01》定期撰寫專欄，分享對平等機會議題的見解。在2023-24年共發表了25篇專欄文章，有關文章也可於平機會網頁瀏覽。

In addition, the former EOC Chairperson ran a regular column in the online media outlet HK01 to share his thoughts and insights on equal opportunity issues. The column articles, totalling 25 in 2023-24, are also available on the EOC website.

香港電台第二台節目《同處一室》

RTHK 2's Radio Programme *Inclusive Society*

平機會與香港電台第二台合作，推出全新粵語電台節目《同處一室》，向社會大眾推廣平等共融的信息。

The EOC partnered with the Radio Television Hong Kong (RTHK) Radio 2 to produce a new Cantonese radio programme titled *Inclusive Society* to promote the message of equality and inclusion to the wider public.

節目於2023年11月4日午夜12時至1時啟播，每週播放一集，每集長一個小時，分為兩個環節。在第一個環節《共融連線》，平機會行政總監（營運）朱崇文博士及平機會各科組別的代表剖析平機會過往處理的歧視個案。節目的後半部分則邀請嘉賓及專家分享對平等及共融的看法。

The first episode was broadcast on 4 November 2023 from 12am to 1am. The weekly hour-long programme consists of two segments. The first segment, called 'Inclusive Connections', features Dr Ferrick CHU Chung-man, Executive Director (Operations) and representatives from various divisions and units of the EOC dissecting discrimination cases handled by the EOC in the past. In the latter half of the episode, the show invites guests and experts to share their views on equality and inclusion through interviews.

《同一天空下》生命短片系列

為加深公眾對不同形式的歧視的認識，平機會於2022-23年度委託製作公司拍攝全新短片系列《同一天空下》，以八個感人的故事，探討基於殘疾、性別、婚姻狀況、懷孕、餵哺母乳、家庭崗位或種族的歧視，旨在喚起大眾同理心，促進互相關懷和理解的文化。短片系列由馬浚偉先生執導和監製，強調愛、多元及包容，鼓勵觀眾反思歧視問題，並更深入了解歧視受害者面對的挑戰及需要。

短片系列於2023年5月在ViuTV 99台及港台電視31播出。該系列亦已上載至平機會網站的專題網頁(<https://www.eoc.org.hk/zh-hk/UnderSameSky>)及平機會的YouTube頻道(https://www.youtube.com/watch?v=urOr_Lzqzxcg)。

為配合短片系列上映，平機會展開了全港性宣傳活動，包括推出巴士車身廣告、於報章刊登特約廣告，以及在平機會Facebook專頁「平•常•事EO Matters」推出有獎小遊戲。

Under the Same Sky Short Movie Series

With the aim to enhance the public's understanding of different forms of discrimination, the EOC commissioned a new short movie series *Under the Same Sky* in 2022-23. Featuring eight heart-warming stories that explore the issues of discrimination against individuals based on their disability, gender, marital status, pregnancy, breastfeeding, family status or race, the short movie series aims to foster a culture of empathy, care and understanding among the public. Directed by Mr Steve MA Chun-wai, the series underscores love, diversity and inclusion, encouraging viewers to reflect on discrimination issues and better understand the challenges and needs faced by those who suffer from discrimination.

The series was aired on ViuTV Channel 99 and RTHK TV 31 in May 2023. It has also been uploaded to a dedicated webpage under the EOC's website (<https://www.eoc.org.hk/en/UnderSameSky>) and the EOC's YouTube Channel (https://www.youtube.com/watch?v=urOr_Lzqzxcg).

The EOC launched a city-wide publicity campaign to tie in with the release of the movie series, which included bus body advertisements, newspaper supplement advertisement and a mini-prize game on the EOC's Facebook page 'EO Matters'.

公眾教育及宣傳 Community Education and Publicity

為了讓不同能力的人士都能欣賞到短片系列，並在社區推廣暢通易達的概念，平機會與香港口述影像協會合作，製作了《同一天空下》的口述影像版。2024年3月24日，平機會在戲院舉辦了短片系列的口述影像版特別放映會。是次活動約有100名來自不同服務視障人士機構的會員出席，包括香港口述影像協會、香港失明人互聯會、香港傷健共融網絡、香港導盲犬服務中心及香港視網膜病變協會。短片系列的口述影像版本亦上載至平機會的YouTube頻道 (<https://youtu.be/OEdIVki3Kto>)。

To enable people with different abilities to watch the movie series and to promote the concept of accessibility in the community, the EOC collaborated with the Audio Description Association (Hong Kong) Limited to produce an audio description version of *Under the Same Sky*. On 24 March 2024, the EOC organised a special screening session of the series with audio description in a cinema. The event was attended by around 100 members from various organisations that serve people with visual impairments, including the Audio Description Association (Hong Kong) Limited, Hong Kong Federation of the Blind, Hong Kong Network for the Promotion of Inclusive Society, Hong Kong Seeing Dog Service and the Retina Hong Kong. The audio description version of the movie series is also available on the EOC's YouTube Channel (<https://youtu.be/OEdIVki3Kto>).

HOY TV新聞節目《一線搜查》的專題環節

平機會委託了開電視77台的節目《一線搜查》，製作五集專題環節，內容包括街頭訪問、個別歧視個案重演，以及與平機會代表的訪問。

Segments on HOY TV's News Programme *City Focus*

The EOC commissioned HOY TV Channel 77's *City Focus* to produce five segments for the show. The segments included street interviews, dramatic re-enactments of specific discriminatory acts and interviews with EOC representatives.

公眾教育及宣傳 Community Education and Publicity

專題環節探討不同的主題，包括對照顧者的支援、工作場所性騷擾、暢通易達及通用設計的應用、種族和諧、懷孕歧視，以及基於母乳餵哺的歧視及騷擾。

The segments covered a wide range of topics, including support for carers, workplace sexual harassment, accessibility and the application of universal design, racial harmony, pregnancy discrimination and breastfeeding discrimination and harassment.

對反歧視條例修訂的宣傳

平機會在2023-24年度繼續宣傳《2020年歧視法例（雜項修訂）條例》生效後更完善的法律保障。在報告期內，由平機會製作的電視宣傳短片和電台宣傳聲帶繼續在不同渠道廣播，解釋法例修訂後如何加強保障在共同工作場所的使用者免受性騷擾、殘疾騷擾和種族騷擾，以及保障女性免受基於母乳餵哺的歧視和騷擾。

Publicity on Enhancement to Anti-discrimination Ordinances

In 2023-24, the EOC continued to publicise the enhanced legal protection brought by the Discrimination Legislation (Miscellaneous Amendments) Ordinance 2020. During the year in review, TV and radio Announcements in the Public Interest (APIs) continued to be broadcast on various channels to explain the enhanced protection against sexual, disability and racial harassment for workplace participants in common workplaces and the protection from discrimination and harassment for breastfeeding women.

媒體報道與精神健康研討會

平機會於2023年9月28日舉辦了「媒體報道與精神健康研討會」，探討如何促進本地媒體持平報道精神健康議題，以回應媒體及公眾越來越關注精神健康議題。活動獲精神健康諮詢委員會及香港新聞行政人員協會支持，吸引了約100人參加，包括前線記者、編輯、學者、醫療專業人員、有精神健康需要的人士及提供社會服務的人士。

Seminar on Media Reporting of Mental Health

On 28 September 2023, the EOC hosted the 'Seminar on Media Reporting of Mental Health Issues' with support from the Advisory Committee on Mental Health and the Hong Kong News Executives' Association. Organised in response to increased media and public attention on mental health issues, the event brought together around 100 frontline journalists, editors, academics, health professionals, persons with mental health needs and social service providers, to explore ways to foster bias-free coverage of mental health issues in local media.

公眾教育及宣傳 Community Education and Publicity

研討會上不同專家和學者進行演說，包括平機會行政總監（營運）朱崇文博士以及精神健康及傳媒範疇的學者——香港中文大學精神科學系林翠華教授及香港浸會大學新聞系系主任李文教授。他們之後與香港報業評議會執行委員會委員暨香港樹仁大學新聞與傳播學系兼任高級講師陳旭權博士，一同進行專題討論，講者們介紹了實用技巧，協助傳媒就精神健康議題作出準確及正面的報道。

研討會上，精神健康諮詢委員會委員陳麗麗女士以及復元人士兼社會工作者梁珮琪小姐，亦從照顧者及有精神健康需要人士的角度進行分享，強調傳媒對精神病患者及復元人士的報道所造成的影響。

研討會的與會者同意有需要制訂一套指引，以供傳媒工作者在報道精神健康的議題時遵循。研討會結束後，平機會繼續與相關持份者聯絡，跟進與會者提出的建議。

The seminar featured presentations by academics in the field of mental health and media, including Prof Linda LAM Chiu-wa, Professor (Clinical), Department of Psychiatry of The Chinese University of Hong Kong, Prof Raymond LI, Head, Department of Journalism, Hong Kong Baptist University and Dr Ferrick CHU Chung-man, Executive Director (Operations) at the EOC. They were joined by Dr Quinton CHAN Yuk-kuen, Member of Executive Committee of Hong Kong Press Council and part-time Senior Lecturer, Department of Journalism and Communication of Hong Kong Shue Yan University during the subsequent panel discussion, as the speakers introduced useful tips to help media professionals deliver accurate and positive coverage of mental health issues.

In addition, Ms Lily CHAN, Member of the Advisory Committee on Mental Health, and Miss LEUNG Pui-ki, a person in recovery and a social worker, shared their views from the perspectives of carers and persons with mental health needs, highlighting the impact of media portrayals on persons with and recovering from mental illness.

Participants of the Seminar agreed that there is a need for a set of guidelines for media professionals to follow when reporting on issues related to mental health. Following the Seminar, the EOC continued to liaise with relevant stakeholders to follow up on the suggestions proposed by the participants.

社交及數碼媒體宣傳

Instagram及Facebook

平機會的Instagram專頁「平•常•事EO Matters」在2023-24年度繼續擴大接觸層面，尤其是接觸年輕一代。專頁分享各種有趣的內容，包括有關平等機會的小知識、平機會處理過的真實投訴個案摘要、時事議題，以及弱勢社群的人物故事等。年內，平機會發布了共50篇帖文，有超過2 264 995人次瀏覽及45 190次互動。截至2023年3月底，專頁有19 364名追隨者，當中有87.6%屬18歲至34歲的年齡群組。

Social and Digital Media Promotions

Instagram and Facebook

The EOC's Instagram account 'EO Matters' (平.常.事) continued to expand its reach, especially to the younger generation in 2023-24. The account features a variety of engaging content, including trivia on issues related to equal opportunities, summaries of real-life complaint cases handled by the EOC, discussion questions on current issues and personal stories of individuals from underrepresented communities. During the year, the EOC published 50 posts, which achieved a total reach of 2 264 995 and 45 190 interactions. As at end-March 2023, the account had 19 364 followers, with 87.6% aged between 18 and 34.

公眾教育及宣傳 Community Education and Publicity

平機會的Facebook專頁同樣名為「平・常・事EO Matters」，追隨者人數在2023-24年度穩步上升。平機會除了在Facebook專頁發布與Instagram專頁相似的內容，還會不時推出互動活動，以推動更多現有追隨者參與和吸引新的追隨者。例如，為配合第四屆亞洲殘疾人運動會開幕，專頁於2023年10月22日推出互動有獎遊戲。有獎遊戲邀請追隨者留言，為參賽的香港運動員打氣。2023年4月至2024年3月，平機會Facebook專頁的帖文及推廣活動吸引了1 972 484人次瀏覽，並有64 106次互動。

The EOC's Facebook page, also named 'EO Matters' (平.常.事), achieved a steady growth in both followers and reach in 2023-24. Besides mirroring the content on Instagram, the EOC rolled out interactive campaigns to engage followers and gain new ones from time to time. For example, the page launched an interactive prize game on 22 October 2023 to coincide with the opening of the 4th Asian Para Games. The prize game invited followers to submit messages of support for the Hong Kong athletes competing in the Games. Between April 2023 and March 2024, the posts and promotions on the EOC's Facebook page had a total reach of 1 972 484 and 64 106 interactions.

平機會領英專頁

平機會的領英專頁以各行各業的專才及企業的持份者為目標。2023-24年度，平機會在專頁上發布了61篇帖文，內容涉及平等機會相關議題的活動和動向、履行企業社會責任的措施、推行多元共融常規的方法，以及向勞資雙方推廣平等機會，策動思維的內容等。平機會領英專頁的廣泛內容共錄得超過84 200次曝光次數，並吸引了超過13 100次互動。

EOC LinkedIn Page

The EOC's LinkedIn page aims to engage professionals of different sectors and stakeholders in the corporate community. During 2023-24, 61 posts were published, including announcements on events and happenings related to equal opportunities, information on corporate social responsibility initiatives, tips on diversity and inclusion practices, as well as thought leadership pieces to promote the importance of equal opportunities to employers and employees. The diverse content attracted over 84 200 impressions and more than 13 100 interactions.

YouTube頻道

平機會於2008年2月開設YouTube頻道，透過上載資訊趣味兼備的短片，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19段新短片，包括「非華裔人士在香港租屋的經歷」、「平等機會青年大使計劃2022/23」、「媒體報道與精神健康研討會」及「推動種族平等共融」。截至2023年3月底，平機會的YouTube頻道共上載了496段短片，總瀏覽次數超過1 417 000次。

YouTube Channel

The EOC YouTube Channel was launched in February 2008 to boost the EOC's online presence while releasing informative and entertaining videos about equal opportunities and inclusion. During the year in review, 19 new videos were added to the EOC YouTube Channel, including 'Experience of non-ethnic Chinese in renting a flat in Hong Kong', '2022/23 Equal Opportunity Youth Ambassador Scheme', 'Seminar on Media Reporting of Mental Health Issues' and 'Promoting Racial Equality & Inclusion'. As at end-March 2023, a total of 496 videos have been uploaded, with over 1 417 000 views.

公眾教育及宣傳 Community Education and Publicity

教育項目

平等機會青年大使計劃

平機會於2022年10月推出平等機會青年大使計劃，希望藉此接觸更多年青人，加強平機會宣傳的效力。平機會為參與計劃的大專學生安排了一系列體驗式學習活動，以加深他們對多元、平等及共融價值的認識。平機會於2023年6月3日舉行嘉許典禮，嘉許35名大專學生完成為期六個月的計劃。典禮除了有平機會委員及各大專院校代表出席，更邀得時任青年專員劉家麒先生擔任主禮嘉賓。典禮上，青年大使獲頒發證書，並在台上分享經驗。

秉承首屆青年大使計劃的成果，平機會於2023年10月宣布推出平等機會青年大使計劃2023/24。來自11間大專院校的42名學生獲選成為第二屆平等機會青年大使。計劃安排了一系列體驗式學習活動，讓青年大使了解與平等機會有關的不同議題，並讓他們掌握相關知識及技能，在校園內向朋輩推廣多元、平等及包容的信息。

Educational Programmes

Equal Opportunity Youth Ambassador Scheme

The Equal Opportunity Youth Ambassador Scheme was launched in October 2022 to strengthen the reach and impact of the EOC's promotion to the younger generation. Under the Scheme, a range of experiential activities were organised for the participating tertiary students to enhance their understanding of the values of diversity, equality and inclusion. On 3 June 2023, the EOC held a recognition ceremony to celebrate the completion of the six-month programme by 35 tertiary students. Former Commissioner for Youth Mr Wallace LAU Ka-ki was the Guest of Honour of the ceremony, along with EOC Members and representatives from various tertiary institutions. During the ceremony, the Youth Ambassadors received their certificates and shared their experiences on stage.

Building on the success of the inaugural scheme, the EOC announced the launch of the second edition of the Equal Opportunity Youth Ambassador Scheme 2023/24 in October 2023. Forty-two students from 11 tertiary institutions were selected to become the second cohort of Equal Opportunity Youth Ambassadors. The scheme provided opportunities for the participants to learn about different issues related to equal opportunities through a range of experiential activities, and equipped them with the knowledge and skills to promote the message of diversity, equality and inclusion to their peers on campus.

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平機會於2024年1月27日舉行迎新聚會。會上，平機會前主席朱敏健先生、平機會社會參與及宣傳專責小組召集人黃梓謙先生及副召集人陳麗群女士歡迎新一屆的青年大使。平機會除了向青年大使分享平機會的抱負及推廣平等機會的工作，亦邀請了上一屆幾名青年大使到場，分享他們參加計劃的經歷。青年大使亦透過問答遊戲及破冰遊戲，加深對彼此及反歧視條例的認識。

The Scheme began with an orientation gathering on 27 January 2024, where the Youth Ambassadors were welcomed by former EOC Chairperson Mr Ricky CHU Man-kin, and the Convenor and Deputy Convenor of the EOC's Community Participation and Publicity Committee Mr Gary WONG Chi-him and Ms Queenie CHAN Lai-kwan respectively. In addition to a presentation on the EOC's vision and work in promoting equal opportunities, selected Youth Ambassadors from the first cohort shared their experience of the Scheme at the event. The Youth Ambassadors also learnt more about each other and the anti-discrimination ordinances through quizzes and ice-breaking games.

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2024年2月至3月，青年大使參與了以下活動：

- 2024年2月1日—青年大使參與由香港傷健共融網路成立的猛龍長跑隊的訓練。該活動讓青年大使學習成為視障人士或聽障人士的領跑員，從而了解他們在日常生活中面對的困難。

Between February and March 2024, the Youth Ambassadors took part in the following activities:

- 1 February 2024 – the Youth Ambassadors participated in a training session with the Fearless Dragon Running Team founded by the Hong Kong Network for the Promotion of Inclusive Society. The session gave the participants an opportunity to learn how to be a guide runner for people with visual or hearing impairments and understand their challenges in everyday life.

- 2024年3月2日及9日—青年大使參加特別為青年大使計劃而設的尖沙咀多元文化社區導賞團，透過多感官體驗認識區內不同社群的建築、歷史、文化、宗教及食物。參加者首先參觀九龍清真寺，認識伊斯蘭教。然後，他們參觀重慶大廈多間商店，認識不同群體的生活方式及傳統，品嚐來自不同文化的飲品及小食。平機會委員周莉莉女士及鄭泳舜議員也參加了這次活動。

- 2 March and 9 March 2024 – the Youth Ambassadors joined a tailor-made multicultural community tour in Tsim Sha Tsui. The tour offered a multi-sensory experience for the Youth Ambassadors, as they learnt about the architecture, history, culture, religion and food of different communities in the neighbourhood. The participants first visited the Kowloon Mosque, where they were given an introduction to Islam. They then visited various shops in Chungking Mansions. In addition to learning about the lifestyles and traditions of different communities, the Youth Ambassadors sampled unique drinks and snacks from different cultures. EOC Member Miss Lily CHOW and The Hon Vincent CHENG Wing-shun also joined the event.

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- 2024年3月23日—平機會反性騷擾事務組為青年大使舉辦工作坊，向他們講解《性別歧視條例》的性騷擾概念，同時讓他們掌握實用知識，鼓勵他們在校園發生性騷擾事件時挺身而出。青年大使也完成了有關預防性騷擾的網上培訓。
- 23 March 2024 – The EOC's Anti-Sexual Harassment Unit gave a workshop for the Youth Ambassadors, giving them an overview of the concept of sexual harassment under the SDO, while also equipping them with practical knowledge to challenge and speak up against such incidents on campus. The Youth Ambassadors also completed online training on sexual harassment prevention.
- 2024年3月26日—青年大使參觀了社交媒體科技公司Meta的香港辦事處。在參觀辦公室的過程中，參加者親身體驗到在工作間推動多元、平等及共融的好處。
- 26 March 2024 – The Youth Ambassadors visited social technology company Meta's Hong Kong office. The office tour allowed the participants to experience first-hand the advantages of fostering diversity, equality and inclusion in the workplace.

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計劃亦安排了青年大使與有特殊教育需要的學生一同參加社區探索活動。除了參與上述活動外，青年大使還須製作與反性騷擾相關的宣傳品或舉辦相關活動，以提高校園內對性騷擾問題的意識。青年大使的作品包括通訊軟件貼圖、社交媒體帖文、短片、傳單及海報。平機會將安排這些作品於2024年6月舉行的嘉許典禮上展示。

中小學生教材

繼《同一天空下》短片系列上映後，平機會根據該系列製作了一套雙語中學教材套。教材套探討每集短片的主題，提供討論問題及課堂內外活動的建議。教材套的中文版已於2024年年初推出，現可於平機會網站及教育局網站下載。平機會目前正在製作教材套的英文版。

自1997年起，平機會委託本地劇團為小學生演出有關平等機會的話劇。在報告期內，平機會為12 039名學生演出了75場話劇。鑑於網上學習日漸普及，平機會計劃為教師及家長提供網上教材套，以取代話劇表演。這些教材套的設計會配合教育局的《價值觀教育課程架構》，主要透過有趣的動畫及活動，鼓勵兒童探索有關平等機會、多元及共融的概念。有關教材套將於2024/25學年推出。

Other activities that have been lined up in the programme include a community exploration tour with students with special educational needs. In addition to participating in the aforementioned programmes, the Youth Ambassadors were required to create anti-sexual harassment-related promotional materials or activities to raise awareness of the issue on campuses. The works of the Youth Ambassadors included stickers for messaging applications, social media posts, short films, leaflets, and posters. These will be showcased at the recognition ceremony scheduled for June 2024.

Educational Modules for Primary and Secondary School Students

Following the release of the short movie series *Under the Same Sky*, the EOC developed a bilingual learning kit for secondary schools based on the series. The learning kit explores the topic of each episode of the series, provides questions for discussions as well as suggestions for activities inside and outside of the classroom. The Chinese version of the learning kit was released in early 2024 and is now available on the EOC website and the Education Bureau's website. The EOC is currently in the process of developing the English version of the learning kit.

Since 1997, the EOC has been commissioning local theatrical troupes to stage drama performances on equal opportunities for primary school children. During the period in review, 75 drama performances were staged for 12 039 students. Given the growing popularity of online learning, the EOC plans to replace the drama performances with online educational modules for teachers and parents. These modules will be designed to tie in with the Education Bureau's Values Education Curriculum Framework, with a focus on encouraging children to explore concepts related to equal opportunities, diversity and inclusion through engaging animation and activities. The modules will be launched in the 2024/25 school year.

聯繫社區

平等機會社會參與資助計劃

在2023-24年度，平機會透過平等機會社會參與資助計劃，資助了13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1,034,320元。

獲資助的項目旨在加強公眾對四條反歧視條例的認識，並提高對平等機會及共融的意識。此外，資助計劃亦向有特定主題的項目給予資助，2023-24年度的特定主題是防止工作場所的性騷擾、推廣產品、服務及／或環境方面的無障礙及通用設計、建立家庭友善及哺乳友善的工作場所，以及促進教育、就業、住屋及／或獲取服務方面的種族共融。獲資助的機構名單載於附錄2。

平機會除了推行資助計劃，還支持其他機構舉辦的活動，以宣揚反歧視信息。於2023-24年度，平機會支持了30個在香港舉辦的項目及活動。此外，前主席出席了144個社區活動，發表了75次演說，並參與了64次與持份者的會議。

Engaging the Community

Community Participation Funding Programme on Equal Opportunities

In 2023-24, the EOC's Community Participation Funding Programme on Equal Opportunities provided HK\$1,034,320 of funding support to 13 projects by community groups, NGOs and educational institutions.

The funded projects were geared towards promoting greater understanding of the four anti-discrimination ordinances and enhancing the public's awareness of the concepts of equal opportunities and inclusion. In addition, the Programme also provided funding support to projects that targeted specific issues, namely preventing sexual harassment in the workplace, promoting accessibility and universal design in products, services and/or environments, creating family-friendly and breastfeeding-friendly workplaces, and fostering racial inclusion in education, employment, housing and/or access to services. The list of funded organisations is included in Appendix 2.

Besides running the Funding Programme, the EOC rendered support to initiatives by organisations to promote anti-discrimination messages. In 2023-24, the EOC supported 30 projects and initiatives across the city. In addition, the former Chairperson attended 144 community events and functions, delivered 75 speeches and took part in 64 meetings with stakeholders.

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創業日 (2023年12月7日至8日)

平機會參加在香港會議展覽中心舉行的創業日，向商界推廣平等機會。創業日由香港貿易發展局主辦，匯聚亞洲各地的初創公司、中小企及商界領袖。平機會在活動上設置資訊攤位，向到場人士宣揚平等信息，並提供實用建議，幫助企業建立多元共融的工作間。在展覽期間，平機會派發了近1 700份刊物及近1 800份紀念品。參觀者對平機會的攤位評價正面，超過82%的受訪者表示參觀後對平等機會有更多認識。

Entrepreneur Day (7-8 December 2023)

The EOC participated in the Entrepreneur Day fair at the Hong Kong Convention and Exhibition Centre to promote the value of equal opportunities to the business community. Organised by the Hong Kong Trade Development Council, the event brought together start-ups, small and medium enterprises and business leaders from different countries and regions in Asia. Through an engaging information booth, the EOC promoted the message of equality to visitors, while providing practical tips to assist businesses in building diverse and inclusive workplaces. During the fair, the EOC distributed almost 1 700 publications and nearly 1 800 souvenirs to visitors. The booth received positive feedback with over 82% of the respondents stating that they learnt more about equal opportunities after their visit.

刊物及其他傳訊資料

在2023-24年度，平機會繼續每兩個星期發布《平機會電子通訊》，並發送給約8 000名訂閱人士，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。

平機會亦製作了《平等新動向》電子期刊，內容主要是剖析歧視議題，並介紹平機會近期的工作。《平等新動向》會發送予平機會的持份者，並上載至平機會的網站供公眾閱覽。

此外，平機會亦出版了《良好管理常規系列：性別歧視條例》，以協助僱主了解《性別歧視條例》規定的權利及責任，並提供實用建議，供僱主參考以營造包容、無歧視的工作環境。該系列的各部分已上載至平機會的網頁：<https://www.eoc.org.hk/zh-hk/discrimination-laws/sex-discrimination-laws/sdo-good-management-practice-series>

Publications and Other Communication Materials

In 2023-24, the EOC continued to issue the e-newsletter *News from the EOC* every two weeks. With around 8 000 subscribers, the e-newsletter keeps stakeholders up-to-date on the EOC's latest work, positions on topical issues about discrimination, as well as related events hosted by community organisations.

The EOC also developed an e-journal *The EO Beat*, which dissects issues of discrimination and highlights recent work of the Commission. The journal was sent to the EOC stakeholders and uploaded on the EOC website for public reading.

In addition, the EOC published the *Good Management Practice Series: Sex Discrimination Ordinance* to help employers understand their rights and obligations under the SDO. The series also offers practical tips for employers to create inclusive and discrimination-free work environments. Instalments from the series are available on the EOC's website: <https://www.eoc.org.hk/en/discrimination-laws/sex-discrimination-laws/sdo-good-management-practice-series>

機構管治：提供卓越服務

Corporate Governance: Delivering Service Excellence

平機會致力維持卓越的機構管治。平機會備有全面的管控及報告機制，詳細的文件記錄制度，以及完備的行政及財務政策和程序，以確保平機會所有層面皆符合內部及外部規定，而且以高效和符合成本效益的方式運用資源。

平機會透過不同途徑及媒介令公眾知悉其工作，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，平機會於2024年2月向立法會政制事務委員會介紹平機會的周年工作計劃。

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2023-24年度的服務承諾全部達標，詳情載於下表。

The EOC is committed to maintaining high standards of corporate governance. Comprehensive control and reporting mechanisms, detailed documentation, and extensive administrative and financial policies and procedures are in place to ensure compliance with internal and external requirements at all levels, and that the EOC expends its resources in an efficient, effective and value-for-money manner.

The EOC utilises different channels and mediums to keep the public informed about its work. For example, meeting schedules and minutes of the EOC Board are posted on the EOC website, and attendance records of the EOC Board and Committee meetings are provided in the Annual Report. In addition, a presentation on the Commission's annual work plan was made to the Legislative Council Panel on Constitutional Affairs in February 2024.

Performance Pledge

The EOC has put in place a set of service standards, which are expressed generally in terms of the response time, to measure and quantify its performance. In 2023-24, the EOC achieved all of the service standards in its performance pledge. The details are shown in the following table.



平機會於2023-24年度的服務承諾全部達標。

In 2023-24, the EOC achieved all of the service standards in its performance pledge.

平機會於2023-24年度的服務
承諾

EOC's Performance Pledge in 2023-24

	服務標準 Service standard	服務表現目標 Performance target (達標的百分比) (% Meeting standard)	實際表現 Actual performance (百分比) (Percentage)	實際表現 (數目) (Number)
查詢 Enquiry				
在辦公時間內回覆電話查詢 Answer telephone enquiries during office hours	即時回覆 Immediately	95%	100%	總數 Total: 6 233 達標 Met: 6 233 不達標 Not met: 0
接見親臨辦事處查詢的人士 Interview a walk-in enquirer at EOC office	30分鐘內 Within 30 minutes	95%	100%	總數 Total: 147 達標 Met: 147 不達標 Not met: 0
回覆繁複的書面查詢 Reply to written enquiries on complex issues	14個工作天內 Within 14 working days	95%	100%	總數 Total: 1 137 達標 Met: 1 137 不達標 Not met: 0
投訴 Complaint				
對書面投訴開始採取行動 Initiate action on a written complaint	3個工作天內 Within 3 working days	100%	100%	總數 Total: 1 136 達標 Met: 1 136 不達標 Not met: 0
經預約安排，接見有意提出投訴的人士 Interview a prospective complainant asking for an appointment	5個工作天內 Within 5 working days	95%	100%	總數 Total: 2 達標 Met: 2 不達標 Not met: 0
已完成處理的投訴個案中在6個月內完成處理的個案 Concluded cases completed within six months	6個月內 Within 6 months	75%	90%	總數 Total: 1 074 達標 Met: 967 不達標 Not met: 107

機構管治 Corporate Governance

	服務標準 Service standard	服務表現目標 Performance target (達標的百分比) (% Meeting standard)	實際表現 Actual performance (百分比) (Percentage)	實際表現 (數目) (Number)
法律協助 Legal assistance				
審批法律協助的申請並回覆申請者	3個月內	85%	100%	Total: 17
Make a decision and inform an applicant of the outcome of application for legal assistance	Within 3 months			Met: 17 Not met: 0
公眾教育及宣傳 Public education and promotion				
安排有關平等機會課題及法例的講座	6個星期內	95%	100%	總數 Total: 384
Meet requests for talks on equal opportunity issues and legislation	Within 6 weeks			達標 Met: 384 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	3個工作天內	95%	100%	總數 Total: 18
Meet requests by mail or fax for EOC publications	Within 3 working days			達標 Met: 18 不達標 Not met: 0
回覆安排團體到訪的要求	5個工作天內	95%	100%	總數 Total: 2
Meet requests for guided group visits	Within 5 working days			達標 Met: 2 不達標 Not met: 0
舉辦主要推廣活動的次數	12個月內	60項	100%	總數 Total: 64
Convene major promotional events	Within 12 months	60 activities		達標 Met: 64 不達標 Not met: 0
對平機會培訓服務表示滿意的參加者	滿意	80%	99.9%	總數 Total: 5 744
Participants satisfied with the training services provided by the EOC	Satisfactory			達標 Met: 5 736 不達標 Not met: 8

平機會集思會及策略性工作規劃2024-26

2023年10月6日，平機會舉辦為期一天的集思會，平機會委員、管理小組及資深職員一同制定新的策略性工作規劃。集思會與會者透過小組討論，深入探討平機會在未來三年的策略性工作方向及須優先處理的工作。平機會把會上分享的見解及從持份者收集的意見，整合成為《策略性工作規劃2024-26》，並於2023年12月提交平機會管治委員會通過。

Strategic Retreat and Strategic Plan 2024-26

On 6 October 2023, the EOC held a one-day Strategic Retreat, which brought together Board Members, the management team and senior staff members to map out a new strategic plan. Through small group discussions, the retreat enabled in-depth exploration of the EOC's strategic directions and work priorities for the next three years. The comments shared during the retreat, along with views collected from stakeholders, were subsequently consolidated as the *Strategic Plan 2024-26* (the Strategic Plan), which was submitted to and endorsed by the EOC Board in December 2023.

機構管治 Corporate Governance

經考慮香港社會、經濟及政治趨勢，以及有關趨勢帶來的挑戰及機遇，平機會於策略性工作規劃內確立了六項策略目標，並定下19項優先工作項目，歸類為五個焦點範疇。有關策略目標及優先工作項目的詳情，可參閱「平機會簡介」部分。工作規劃的完整文件載於平機會網頁：<https://www.eoc.org.hk/zh-hk/about-the-eoc/what-is-eoc/our-strategic-plan-2024-2026>

Taking into account the anticipated social, economic and political trends in Hong Kong, along with the challenges and opportunities they present, the EOC outlined in the Strategic Plan six strategic goals and detailed 19 work priorities under five thematic areas. Details of the strategic goals and work priorities are outlined in the 'About Us' section. The full version of the document is available on the EOC website: <https://www.eoc.org.hk/en/about-the-eoc/what-is-eoc/our-strategic-plan-2024-2026>

與持份者聯繫

平機會於整個報告期內持續與社區組織、學界及非政府組織保持聯繫，建立夥伴關係。平機會前主席及職員除了與不同持份者機構會面，還出席了多項社區活動。平機會亦繼續與各領事館、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 throughout the year in review. The former Chairperson and staff members met different stakeholder groups and attended a number of community events and functions. Dialogue and exchanges were also held with various consulates, as well as Mainland and international organisations and officials.

例如，平機會於2023年4月19日接待了由全國人民代表大會法制工作委員會和社會建設委員會及中國殘疾人聯合會代表組成的訪問團。這次訪問加強了保障及推廣殘疾人士的權利和福祉的跨境合作。

For example, on 19 April 2023, the EOC welcomed a delegation consisting of representatives from the Legislative Affairs Commission and the Social Development Affairs Committee of the National People's Congress and the China Disabled Persons' Federation. The visit strengthened cross-border collaboration to protect and promote the rights and wellbeing of persons with disabilities.

為了善用香港與大灣區融合的機會，平機會於2023年11月17日至19日參加了在深圳大學舉行的第二屆大灣區殘障事業協同發展論壇。平機會代表團與粵港澳從事殘疾人士事務的機構及專家進行交流，介紹了平機會打擊殘疾歧視的工作，並分享了在香港推廣通用設計的經驗。

Capitalising on Hong Kong's integration with the Greater Bay Area, the EOC participated in the Second Greater Bay Area Forum on Synergistic Development of Disability Rights and Welfare at Shenzhen University from 17 to 19 November 2023. The EOC delegation exchanged views with organisations and experts specialising in disability affairs from Hong Kong, Macau and the Guangdong area. The EOC also delivered a presentation on its work in tackling disability discrimination, as well as shared its experience in promoting universal design in Hong Kong.

機構管治 Corporate Governance

在報告期內，平機會繼續與全球相關機構保持聯繫，分享專業知識。例如，平機會在2023年10月與新加坡的勞資政糾紛調解聯盟會面，分享了處理投訴和進行調停的經驗和程序。

《維護國家安全條例》

2024年3月，立法會通過《維護國家安全條例草案》。《基本法》第23條立法意味香港更有效地維護國家安全，為本港社會、民生及經濟發展提供穩定安全的環境。平機會歡迎條例草案獲得通過，並將全力支持和配合特區政府落實執行《維護國家安全條例》，以維護國家安全和保護香港市民的利益。

其中，該條例第8(3)條規定，凡香港特區的法律授予某人任何職能，該職能須被理解為包括維護國家安全的責任。據此，任何人在作出執行該職能上的任何決定時，須將國家安全視為最重要的因素，並給予適當的考慮。第8(3)條適用於平機會執行四條反歧視條例所規定的職能。根據該條例第19條，平機會的主席或成員，或由平機會根據《性別歧視條例》僱用或聘用的人，屬於「公職人員」。為履行擁護法律的職責，平機會在採購及服務合約、僱員操守守則、平等機會社會參與資助計劃的申請指引以及其他有關平機會職能的文件中，加入了遵守《維護國家安全條例》的規定。

During the period in review, the EOC continued to engage and share its expertise with relevant organisations from the global community. For example, in October 2023, the EOC met Singapore's Tripartite Alliance for Dispute Management to share its experience and procedures in handling complaints and facilitating conciliation.

Safeguarding National Security Ordinance

In March 2024, the Safeguarding National Security Bill was passed by the Legislative Council. The enactment of the Ordinance under Article 23 of the Basic Law means that Hong Kong can more effectively safeguard national security, and provide a stable and safe environment for the social and economic developments of the city and the livelihoods of the residents. The EOC welcomed the passage of the Bill, and undertook to do its utmost to support and facilitate the effective implementation of the Safeguarding National Security Ordinance by the Hong Kong SAR Government, so as to safeguard national security and protect the interests of Hong Kong residents.

Amongst others, section 8(3) of the Ordinance stipulates that if the law of the HKSAR confers any function on a person, the function is to be read as including a duty to safeguard national security; and accordingly, any person, in making any decision in the performance of the function, must regard national security as the most important factor, and give appropriate consideration to it accordingly. Section 8(3) applies to the EOC in its discharge of the functions stipulated in the four anti-discrimination ordinances. Under Section 19 of the Ordinance, the Chairperson or a member of the EOC, or a person employed or engaged by the EOC under the SDO is considered as a "public officer". In order to exercise its duty to uphold the law, the EOC included the requirement to comply with the Safeguarding National Security Ordinance in its procurement and service contracts, employees' code of conduct, the Guidelines on Funding under the Community Participation Funding Programme and other documents relevant to the performance of the functions of the EOC.

員工溝通及發展：建立互相協作的工作環境

Staff Communications and Development: Fostering a Collaborative Work Environment

平機會致力為員工提供安全、共融和互助的工作環境，同時讓員工有平等機會學習並發揮潛能。截至2024年3月31日，平機會的全職員工數目為108人。

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、內聯網，以及定期向員工發出電郵和舉行簡報會。

平機會於2023年10月20日推出經翻新的內聯網「My EOC」，以加強與員工的內部溝通和簡化工作流程。經翻新的內聯網的界面更方便易用，把若干人手處理的程序數碼化，提升搜尋功能，以及新增電子圖書館系統。此外，平機會還建立了外聯網，讓員工可以遙距取覽特定資訊。

員工培訓與發展

平機會每年都會為員工安排不同議題的培訓課程及分享會，旨在提升他們的專業技巧和知識，從而為公眾提供優質服務。在2023-24年度，參加員工培訓課程及經驗分享會的員工共有682人次。

例如，平機會在2023年9月4日及7日安排了兩場由香港房屋協會長者安居資源中心帶領的體驗式學習環節，藉此提升員工協助認知障礙症患者及其照顧者的技巧及敏感度，從而照顧他們的需要。

平機會於2024年1月舉行了兩場「回應查詢及投訴文書寫作工作坊」，每場課程為期兩天，藉此提升員工以中文回應查詢及投訴的技巧。

The EOC is committed to providing staff members with a safe, inclusive and supportive work environment, while offering equal opportunities for them to learn and realise their potential. As at 31 March 2024, there were 108 full-time staff members working in the EOC.

Multiple Internal Communication Platforms

The EOC utilises various platforms and channels to facilitate staff communication, including: the Staff Consultative Group for addressing matters of interest to employees, the Intranet portal, as well as regular staff emails and briefings.

On 20 October 2023, the EOC launched the revamped Intranet portal, My EOC, to enhance internal communication with staff members and streamline workflow. The revamped Intranet features a more user-friendly interface, digitisation of manual processes, improved search function and an electronic library system. An Extranet was also created to enable staff to access specific information remotely.

Staff Training and Development

Each year, the EOC organises training and development programmes and sharing sessions on various topics for staff members, with a view to enhancing their professional skills and knowledge for delivering high quality services to the public. During 2023-24, 682 attendances were recorded in staff training and development programmes and experience-sharing sessions.

For example, the EOC organised two experiential learning sessions on interacting with people with dementia and their caregivers on 4 and 7 September 2023. Facilitated by the Housing Society Elderly Resources Centre, the sessions enhanced staff members' skills and sensitivity in meeting the needs of persons with dementia and their caregivers.

In January 2024, the EOC organised two sessions of a two-day course titled 'Chinese Correspondence Writing: Replies to Enquiries and Complaints' to improve staff members' skills in responding to enquiries and complaints in Chinese.

員工溝通及發展 Staff Communications and Development

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專業／個人發展培訓課程、講座或會議，可獲得全額或部分學費資助。員工獲資助的外間培訓課程例子包括香港科技大學舉辦的領導／管理能力發展課程，以及其他法律研討會和人力資源發展課程。

Staff members were also sponsored on a full or partial reimbursement basis to attend EOC-initiated or self-initiated, job-related professional/personal development programmes, seminars or conferences provided by external organisations. Examples of external training programmes sponsored include leadership/management development programmes run by The Hong Kong University of Science and Technology, legal seminars and human resources development courses.

北京大學香港法定機構人員國情研修班

為了讓各科別／組別的員工了解國家的發展和政策，以及在社會、經濟、法治及外交的最新情況，並掌握國家未來發展策略及有關策略對香港的影響，平機會前主席於2023年9月率領兩名平機會委員及20名員工，參加北京大學香港法定機構人員國情研修班（「國情班」）。同行的還有香港申訴專員公署及香港個人資料私隱專員公署的代表。國情班由中央人民政府駐香港特別行政區聯絡辦公室聯同北京大學主辦，是三家香港法定機構首次一同前往北京研修。

National Studies Course in Beijing

To enable staff members from different divisions/units to understand the country's development, China's national policies, and the latest situation in society, economy, rule of law and foreign affairs, and gain insights into the country's future development strategies and their implications for the Hong Kong SAR, an EOC delegation led by the former Chairperson, two EOC Members and 20 staff members attended the National Studies Course (NSC) in Beijing in September 2023. Representatives from the Office of The Ombudsman, Hong Kong and the Office of the Privacy Commissioner for Personal Data also joined the NSC. Organised jointly by the Liaison Office of the Central People's Government in the Hong Kong SAR and Peking University, the NSC was the first of its kind to involve three statutory bodies from Hong Kong.

員工溝通及發展 Staff Communications and Development

國情班的課堂由北京大學不同領域的優秀學者主講，讓學員加深認識國家的成就及未來的發展方向。代表團亦有機會參訪國務院港澳事務辦公室、中國殘疾人聯合會（「殘聯」）、北京抖音信息服務有限公司及中國共產黨歷史展覽館。其中，平機會與殘聯的會面讓彼此發掘不少值得互相借鏡之處，為日後合作交流奠定基礎。

Through lectures by distinguished scholars from various disciplines at Peking University, the NSC provided in-depth insights into the country's achievements and future directions. The NSC also provided opportunities for the delegation to visit the Hong Kong and Macao Affairs Office of the State Council, the China Disabled Persons' Federation, ByteDance and the Museum of the Chinese Communist Party. The meeting with the China Disabled Persons' Federation, in particular, enabled both parties to identify strategic commonalities, establishing the foundation for future cooperation and exchanges.

第二屆大灣區殘障事業協同發展論壇

因著平機會與殘聯在國情班期間的交流，殘聯隨後邀請平機會參加2023年11月17日至19日在深圳大學舉行的第二屆大灣區殘障事業協同發展論壇，出席的有平機會前主席與14名員工。此次論壇提供一個寶貴的機會，讓平機會代表團加強與其他服務殘疾人士的機構交流，並進一步了解大灣區相關政策的發展。

Second Greater Bay Area Forum on Synergistic Development of Disability Rights and Welfare

As a result of the meaningful exchange with the China Disabled Persons' Federation in Beijing during the NSC, the Federation invited the EOC to attend the Second Greater Bay Area Forum on Synergistic Development of Disability Rights and Welfare at Shenzhen University from 17 to 19 November 2023. The former Chairperson and 14 staff members attended the forum, which provided an invaluable opportunity for the delegation to strengthen exchanges with organisations serving persons with disabilities and learn more about relevant policy developments in the Greater Bay Area.

員工溝通及發展 Staff Communications and Development

員工活動

平機會舉辦多項員工活動，以提升團隊精神及員工福祉。活動包括2023年11月的週年員工郊遊日、2024年3月的員工聚會，以及各科別或組別內的團隊精神發展活動。

Staff Activities

The EOC organises various staff activities to foster team spirit and enhance employee wellbeing, including an annual staff outing in November 2023, a staff gathering in March 2024 and team-building activities within each division or unit.

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，提供專業輔導服務、諮詢服務、工作與生活平衡的資訊及學習資源。支援計劃其中一個項目是舉辦促進員工福祉的定期講座，例如在2023年8月18日、2023年11月9日和2024年1月26日，便分別舉辦了名為「精神健康解碼」、「簡單小習慣 引發大改變」及「輕輕鬆鬆管理體重」的健康講座。

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 professional counselling services, consultation sessions, work-life balance information and learning resources. Under the programme, regular seminars were arranged to improve staff members' wellbeing. For example, seminars entitled 'Increasing Our Mental Health Awareness', 'The Small Changes that Change Everything' and 'Weight Management' were held on 18 August 2023, 9 November 2023 and 26 January 2024 respectively.

「一起動」

為鼓勵和幫助員工建立健康、積極的生活方式，平機會參加了凝動香港體育基金舉辦的「機構『一』起動」計劃。此計劃旨在鼓勵香港企業及機構建立充滿健康活力的工作環境，由僱主帶動員工及其家人每天參與一小時的體能活動，從而促進員工的身心健康，提升企業的效益。

過去一年，平機會舉辦了不同活動響應「機構『一』起動」計劃，包括運動服日、頌鉢班、柔力球體驗班、八段錦體驗班，另有呼吸、跳舞及定期瑜伽興趣小組，部分活動由平機會員工於午飯時間帶領進行。

2023年10月，平機會再度獲得凝動香港體育基金「機構『一』起動」嘉許，印證平機會一直致力推廣促進員工健康的機構文化。

SportsHour

To encourage and help staff members build a healthy and active lifestyle, the EOC supports the SportsHour Company Scheme by InspiringHK Sports Foundation. The Scheme aims to encourage Hong Kong companies and organisations to motivate employees and their family members to engage in one hour of physical activities daily, thereby fostering a healthy lifestyle as part of the company culture and improving business efficiency.

During the year in review, the EOC organised various activities in support of the Scheme, including a Sportswear Day, singing bowl classes, *Rouliqiu* experience sessions, a *Ba Duan Jin* experience session, breathwork classes, dance classes and regular yoga classes. Some of the classes were conducted by EOC staff members during lunch hours.

In October 2023, the EOC was once again recognised as a SportsHour Organisation by the InspiringHK Sports Foundation, a testament to its ongoing efforts to promote a corporate culture that enhances staff wellness.

員工溝通及發展 Staff Communications and Development

義工及慈善活動

平機會大力支持員工參與義工及慈善活動。過去一年，平機會支持了不同非政府組織舉辦的籌款活動，包括：

- 基督教靈實協會於2023年11月舉行的耆樂餅義賣籌款活動；
- 香港復康會於2023年12月舉行的無障行者；
- 風雨蘭於2024年3月4日舉行的賣旗日2024；以及
- 香港公益金於2024年3月15日舉行的公益行善「折」食日。

義工活動：

- 於2023年6月為靈實恩光學校的殘疾學生舉辦饅頭製作活動；
- 於2023年6月參與九龍樂善堂舉辦的樂善之友「每逢端午糰有你」派福袋活動；

Volunteering and Charitable Activities

The EOC strongly supports employees to participate in volunteering and charitable events. During the year in review, EOC staff made contributions to fundraising and volunteering activities of various NGOs, including:

- Qile Cake Charity Sale organised by the Haven of Hope Christian Service in November 2023;
- Barrier Busters organised by the Hong Kong Society for Rehabilitation in December 2023;
- Flag Day 2024 organised by the RainLily on 4 March 2024; and
- Skip Lunch Day 2024 organised by The Community Chest on 15 March 2024.

Volunteer services:

- Hosted a steamed bun-making session with students with disabilities at Haven of Hope Sunnyside School in June 2023;
- Participated in Lok Sin Tong Buddy Dragon Boat Festival Elderly Visit organised by the Lok Sin Tong Benevolent Society Kowloon in June 2023;

員工溝通及發展 Staff Communications and Development

- 於2023年9月為明愛賽馬會梨木樹青少年綜合服務舉辦少數族裔兒童遊戲班；以及
- 於2023年11月為基督教靈實協會售賣耆樂餅。

其他：

- 支持2023年12月舉行的盲人觀星傷健營，以促進共融。平機會前主席是該活動共融典禮的主禮嘉賓。

2023年12月17日，平機會在香港復康會舉辦的城市定向籌款活動無障行者2023中獲得「最踴躍參與獎」。平機會組成了兩支隊伍，體驗殘疾人士面對的困難，例如坐在輪椅上於商場尋找暢通易達洗手間、透過唇語閱讀菜單，以及拄着柺杖爬樓梯。

- Hosted a play group session for ethnic minority children at Caritas Jockey Club Integrated Service For Young People – Lei Muk Shue in September 2023; and
- Volunteered for the open sale of Qile Cake organised by the Haven of Hope Christian Service in November 2023.

Others:

- Supported the Stargaze Camp for All and the Blind in December 2023 to promote inclusion. The former EOC Chairperson was the guest of honour for the event's Inclusion Ceremony.

On 17 December 2023, the EOC received the "Most Active Participation Award" at the Barrier Busters 2023, a fundraising city orienteering event organised by the Hong Kong Society for Rehabilitation. During the event, two corporate teams from the EOC tackled challenges faced by individuals with disabilities, such as locating accessible toilets in a shopping mall while using a wheelchair, lip-reading a menu and climbing stairs with crutches.

員工溝通及發展 Staff Communications and Development

此外，平機會在CareER「潛能無限」線上慈善跑2023中獲得2023年「最積極參與企業大獎」的銀獎。此次活動旨在為殘疾及有特殊教育需要學生籌款，共有來自24家企業／機構共154支隊伍參加。平機會的隊伍由前主席及三名員工組成，以每名隊員平均第二長的跑步距離贏得銀獎。

環保措施

平機會實行多項措施，致力減廢和響應保護環境。平機會採購以環保方法製造的貨品，或委聘以環保方法提供貨品或服務的供應商。例如，平機會安排以環保紙印刷，並規定打印機必須盡可能使用環保墨水。平機會積極支持節約能源，自2013年起已連續十年簽署由機電工程署推出的《節能約章》。

為了減少辦公室產生的廢物，平機會備有既定政策，把超出所需的可再用傢俱和設備捐給慈善團體。此外，平機會設置了指定回收箱，積極鼓勵員工減廢。

In addition, the EOC was awarded the “Most Engaging Corporate Award 2023 – Silver” at the CareER RunnERthon Online 2023, a fundraising event aimed to support students with disabilities and special educational needs. A total of 154 teams from 24 corporates/organisations participated in the event. The EOC team, which included the former Chairperson and three staff members, won the Silver award for achieving the second-longest average distance per runner.

Environmental Protection Measures

The EOC implements various measures to reduce waste and support environmentally-friendly initiatives. The EOC endeavours to procure goods produced in an environmentally-friendly manner or engage the services of suppliers who produce their goods or services in an environmentally-friendly manner. Examples include arranging printing on recycled paper and requiring printers to use environmentally-friendly ink when possible. Committed to efficient energy use, the EOC has signed up to the Energy Saving Charter launched by the Electrical and Mechanical Services Department for 10 consecutive years since 2013.

In an effort to reduce office waste, the EOC has an established policy to donate surplus furniture and equipment that are still reusable to charities. In addition, the EOC actively encourages staff members to participate in waste reduction by providing designated bins for recyclable waste.

財務報表 Financial Statements

平等機會委員會
截至2024年3月31日止
財政年度財務報表

Equal Opportunities Commission
Financial Statements
for the year ended 31 March 2024

獨立核數師報告
致平等機會委員會
管治委員會委員
(根據《性別歧視條例》於香港成立)

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117至157頁的平等機會委員會(以下簡稱「平機會」)的財務報表，此財務報表包括於2024年3月31日的資產負債表與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，包括重大會計政策概要。

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》真實而中肯地反映了平機會於2024年3月31日的財務狀況及截至該日止年度的財務表現及現金流量。

Opinion

We have audited the financial statements of Equal Opportunities Commission ("the Commission") set out on pages 117 to 157, which comprise the statement of assets and liabilities as at 31 March 2024, 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 material 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 2024 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").

財務報表 Financial Statements

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」），我們獨立於平機會，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。

財務報表及其核數師報告以外的信息

平機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鑑證結論。

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。

Basis for opinion

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

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.

平機會就財務報表須承擔的責任

平機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需的內部控制負責。

在擬備財務報表時，平機會負責評估平機會持續經營的能力，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，除非平機會有意清盤或停止經營，或別無其他實際的替代方案。

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。我們按照雙方同意的受聘條款，僅向平機會報告。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匯總起來可能影響財務報表使用者依賴財務報表所作出的經濟決定，則有關的錯誤陳述可被視作重大。

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.

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 HKSAAs 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.

財務報表 Financial Statements

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，但目的並非對平機會內部控制的有效性發表意見。
- 評價平機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。
- 對平機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，從而可能導致對平機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告知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平機會不能持續經營。

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

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

- 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。

除其他事項外，我們與平機會委員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。

- 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.

We communicate with the Commission Members 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

2024年9月24日

KPMG

Certified Public Accountants

8th Floor, Prince's Building

10 Chater Road

Central, Hong Kong

24 September 2024

財務報表
Financial Statements

收支結算表
截至2024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 2024

(Expressed in Hong Kong dollars)

		附註 Note	2024	2023
收入	Income			
政府補助	Government subventions	3	135,392,580	132,504,170
銀行存款的利息收入	Interest income on bank deposit		2,704,662	1,406,564
其他收入	Other income		3,076,155	2,430,144
			141,173,397	136,340,878
支出	Expenditure			
職員薪酬	Staff salaries		91,379,823	85,367,020
職員約滿酬金、 其他福利及津貼	Staff gratuity, other benefits and allowances		24,528,706	24,035,823
強積金供款	Mandatory provident fund contributions		1,920,181	1,779,187
未使用年假的撥備的 減少	Decrease in provision for unutilised annual leave		(394,489)	(305,331)
法律費用	Legal fees		105,233	698,649
宣傳及公眾教育支出	Publicity and public education expenses		6,874,205	7,725,249
研究及培訓項目支出	Research and training projects expenses		1,493,381	1,642,114
涉及辦公室物業的支出	Expenses in respect of office premises		2,196,433	2,151,864
租賃作自用辦公室物業的 折舊	Depreciation of property leased for own use as office premises	4	5,916,588	6,128,780
其他物業、機器及設備的 折舊	Depreciation of other property, plant and equipment	4	2,084,691	3,002,362
職員本地及海外考察、 會議及培訓	Staff local and overseas visits, conferences and training		723,810	449,982
核數師酬金	Auditor's remuneration		116,500	114,000
租賃負債利息	Interest on lease liabilities		1,268,696	1,015,885
其他一般行政費用	Other general administrative expenses		3,450,873	3,055,047
			141,664,631	136,860,631
財政年度虧損	Deficit for the year	11	(491,234)	(519,753)

全面收益表
截至2024年3月31日止
財政年度

(所有數額均以港元為單位)

平機會於所呈列的所有年度內，除「財政年度虧損」以外便沒有全面收益的組成項目。因此，平機會於兩個年度期間均沒有分開呈列全面收益表，平機會的「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 2024

(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.

財務報表

Financial Statements

資產負債表

於2024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 2024

(Expressed in Hong Kong dollars)

		附註 Note	2024	2023
資產	ASSETS			
非流動資產	Non-current asset			
物業、機器及設備	Property, plant and equipment	4	32,915,054	23,048,288
流動資產	Current assets			
應收政府的未使用 年假補助	Unutilised annual leave subventions receivable from the Government		4,459,091	4,853,580
其他應收帳款、按金 及預付款項	Other receivables, deposits and prepayments	5	4,305,205	3,181,568
存款期超過三個月的 銀行存款	Bank deposits with original maturity over three months		39,837,060	—
現金及現金等價物	Cash and cash equivalents	6	23,920,789	66,116,444
			72,522,145	74,151,592
總資產	Total assets		105,437,199	97,199,880
負債	LIABILITIES			
非流動負債	Non-current liabilities			
職員約滿酬金的撥備	Provision for staff gratuity	8	6,349,898	6,650,228
預收政府補助	Government subventions received in advance	3	17,482,637	14,077,474
租賃負債	Lease liabilities	10	30,230,974	17,426,808
資本補助金	Capital subvention fund	7	449,932	69,368
			54,513,441	38,223,878
流動負債	Current liabilities			
職員約滿酬金的撥備	Provision for staff gratuity	8	8,621,906	13,231,229
未使用年假的撥備	Provision for unutilised annual leave		4,459,091	4,853,580
預收政府補助	Government subventions received in advance	3	25,214,524	25,555,771
其他應付帳款及 應計費用	Other payables and accruals	9	2,677,908	2,342,275
租賃負債	Lease liabilities	10	5,217,508	6,788,962
資本補助金	Capital subvention fund	7	109,893	1,090,023
			46,300,830	53,861,840
總負債	Total liabilities		100,814,271	92,085,718

資產負債表
於2024年3月31日(續)
(所有數額均以港元為單位)

Statement of assets and liabilities
as at 31 March 2024 (continued)
(Expressed in Hong Kong dollars)

		附註 Note	2024	2023
資金	FUNDS			
儲備	Reserves	11	4,622,928	5,114,162
總資金	Total funds		4,622,928	5,114,162
總資金及負債	Total funds and liabilities		105,437,199	97,199,880

於2024年9月24日批准並授權公布本財務報表。

Approved and authorised for issue on 24 September 2024 by

林美秀女士, SBS
Ms LAM Mei-sau, Linda, SBS
平機會主席
Chairperson of the Commission

蔡懿德女士, MH
Ms CHOI Yi-tak, Rosanna, MH
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

財務報表
Financial Statements

資金變動表
截至2024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 2024

(Expressed in Hong Kong dollars)

		收支結算表 Statement of income and expenditure	儲備(附註11) Reserves (note 11)	總額 Total
於2022年4月1日的結餘	Balance at 1 April 2022	—	5,633,915	5,633,915
2022-23年度資金變動：	Changes in funds for 2022-23:			
財政年度虧損及全面	Deficit and total comprehensive			
收入總額	income for the year	(519,753)	—	(519,753)
轉撥	Transfer	519,753	(519,753)	—
於2023年3月31日及 2023年4月1日的結餘	Balance at 31 March 2023 and 1 April 2023	—	5,114,162	5,114,162
2023-24年度資金變動：	Changes in funds for 2023-24:			
財政年度虧損及全面	Deficit and total comprehensive			
收入總額	income for the year	(491,234)	—	(491,234)
轉撥	Transfer	491,234	(491,234)	—
於2024年3月31日的結餘	Balance at 31 March 2024	—	4,622,928	4,622,928

第129至第157頁的附註為本財務報表的一部分。 The notes on pages 129 to 157 form part of these financial statements.

現金流量表
截至2024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 2024

(Expressed in Hong Kong dollars)

	附註 Note	2024	2023
營運活動	Operating activities		
財政年度虧損	Deficit for the year	(491,234)	(519,753)
調整：	Adjustments for:		
折舊	Depreciation	8,001,279	9,131,142
利息收入	Interest income	(2,704,662)	(1,406,564)
租賃負債利息	Interest on lease liabilities	1,268,696	1,015,885
營運資金變動前的經營盈餘	Operating surplus before changes in working capital	6,074,079	8,220,710
應收政府的未使用年假補助的減少	Decrease in unutilised annual leave subventions receivable from the Government	394,489	305,331
其他應收帳款、按金及預付款項的增加	Increase in other receivables, deposits and prepayments	(168,431)	(273,043)
其他應付帳款及應計費用的增加／(減少)	Increase/(decrease) in other payables and accruals	335,633	(566,134)
職員約滿酬金的撥備的(減少)／增加	(Decrease)/increase in provision for staff gratuity	(4,909,653)	3,437,114
未使用年假的撥備的減少	Decrease in provision for unutilised annual leave	(394,489)	(305,331)
預收政府補助的增加	Increase in Government subventions received in advance	3,063,916	7,601,204
資本補助金的減少	Decrease in capital subvention fund	(599,566)	(1,863,705)
營運活動產生的現金淨額	Net cash generated from operating activities	3,795,978	16,556,146

財務報表
Financial Statements

現金流量表
截至2024年3月31日止
財政年度(續)
(所有數額均以港元為單位)

Cash flow statement
for the year ended 31 March 2024
(continued)
(Expressed in Hong Kong dollars)

	附註 Note	2024	2023
投資活動	Investing activities		
已收利息	Interest received	1,749,456	1,406,564
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	(39,837,060)	39,396,517
購置物業、機器及設備 的款項	Payment for the purchase of property, plant and equipment	(1,391,429)	(292,052)
(用於)/源自投資活動的 現金淨額	Net cash (used in)/generated from investing activities	(39,479,033)	40,511,029
融資活動	Financing activities		
支付租賃租金的資本 部分	Capital element of lease rentals paid	6(b) (5,243,904)	(6,085,715)
支付租賃租金的利息 部分	Interest element of lease rentals paid	6(b) (1,268,696)	(1,015,885)
用於融資活動的現金 淨額	Net cash used in financing activities	(6,512,600)	(7,101,600)
現金及現金等價物淨 (減少)/增加	Net (decrease)/increase in cash and cash equivalents	(42,195,655)	49,965,575
年初的現金及現金等 價物	Cash and cash equivalents at beginning of the year	6(a) 66,116,444	16,150,869
年末的現金及現金等 價物	Cash and cash equivalents at end of the year	6(a) 23,920,789	66,116,444

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(「平機會」)是法定機構，於1996年成立，負責實施並執行反歧視法例，包括《性別歧視條例》、《殘疾歧視條例》、《家庭崗位歧視條例》及《種族歧視條例》。平機會致力消除基於性別、婚姻狀況、懷孕、餵哺母乳、殘疾、家庭崗位及種族的歧視，消除性騷擾、基於餵哺母乳的騷擾，以及基於殘疾及種族而作出的騷擾及中傷。平機會亦促進男女之間、傷健之間、有家庭崗位與沒有家庭崗位之間，還有種族之間的平等機會。

平機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 重大會計政策

(a) 遵例聲明

本財務報表按照香港會計師公會頒布的所有適用的《香港財務報告準則》(此統稱包含所有適用的個別《香港財務報告準則》、《香港會計準則》和詮釋)，以及香港公認的會計原則而編製。平機會採納的重大會計政策在下文披露。

Notes to the financial statements

(Expressed in Hong Kong dollars)

1 Background

The Equal Opportunities Commission (“the Commission”) is a Hong Kong statutory body established in 1996 responsible for the implementation and enforcement of the anti-discrimination ordinances, namely 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, breastfeeding, disability, family status and race; the elimination of sexual harassment; the elimination of harassment on the ground of breastfeeding, as well as the elimination of harassment and vilification on the grounds of disability and race. The Commission also promotes equality of opportunities between men and women, between persons with and without a disability and irrespective of family status and race.

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

2 Material 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. Material accounting policies adopted by the Commission are disclosed below.

2 重大會計政策(續)

(a) 遵例聲明(續)

香港會計師公會頒布了若干《香港財務報告準則》的修訂，並於本年度平機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平機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。

2 Material accounting policies (continued)

(a) Statement of compliance (continued)

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

(b) Basis of preparation of the financial statements

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

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

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

2 重大會計政策(續)

(c) 會計政策的變動

香港會計師公會頒布了若干《香港財務報告準則》的修訂，並於本年度平機會的會計期間首次生效。

這些經修訂準則並未對平機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。平機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。

2023年7月，香港會計師公會公布有關香港取消以強積金抵銷長期服務金的機制的會計影響，就由2025年5月1日起生效的取消抵銷機制提供會計指引。抵銷機制的取消並沒有對平機會的業績和財務狀況產生重大影響。

(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：

2 Material accounting policies (continued)

(c) Changes in accounting policies

The HKICPA has issued certain amendments to HKFRSs that are first effective for the current accounting period of the Commission.

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.

In July 2023, the HKICPA published "Accounting implications of the abolition of the MPF-LSP offsetting mechanism in Hong Kong" that provides accounting guidance relating to the abolition of offsetting mechanism effective from 1 May 2025. The abolition of the offsetting mechanism did not have a material impact on the Commission's results and financial position.

(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:

2 重大會計政策(續)

(d) 物業、機器及設備(續)

- | | |
|---|------------------------------|
| — | 平機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
三至五年 |
| — | 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。

2 Material accounting policies (continued)

(d) Property, plant and equipment
(continued)

- | | | |
|---|--|--|
| – | 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 or 6 years |
| – | Office furniture and equipment | 5 and 3 years respectively |
| – | Motor vehicles | 7 years |
| – | Computer software | 3 to 5 years |
| – | Computer hardware | 3 to 5 years |
| – | Audio & visual and simultaneous interpretation system | 6 years |

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

2 重大會計政策(續)

(d) 物業、機器及設備(續)

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

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

(e) 租賃資產

訂立合約時，平機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。

2 Material accounting policies (continued)

(d) Property, plant and equipment (continued)

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

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

(e) Leased assets

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.

2 重大會計政策(續)

(e) 租賃資產(續)

在租賃開始日期，平機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。平機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。

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)）。

2 Material accounting policies (continued)

(e) Leased assets (continued)

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.

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)).

2 重大會計政策(續)

(e) 租賃資產(續)

當指數或利率變動導致未來租賃款項有所變動，或平機會於剩餘價值擔保下預計應付金額估計有所變動，或重新評估平機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，平機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金額作出相應調整，或如果使用權資產的帳面金額已減至零，相應調整則計入損益。

在資產負債表內，平機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。

(f) 其他應收帳款

應收帳款於平機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：

2 Material accounting policies (continued)

(e) Leased assets (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.

(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:

2 重大會計政策(續)

(f) 其他應收帳款(續)

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虧損。虧損撥備按平機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。平機會確認減值損益，並通過虧損撥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。該情況一般出現在平機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。

(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，以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，而且於購入後三個月內到期的現金額。

2 Material accounting policies (continued)

(f) Other receivables (continued)

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.

(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.

2 重大會計政策(續)

(h) 其他應付帳款及應計費用

其他應付帳款及應計費用初值按公允價值確認，於初始確認後，其他應付帳款及應計費用按攤銷成本列帳；除非在貼現的影響非常微小時，則按發票金額列帳。

(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撥備。

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

平機會已在香港成立一個強制性公積金計劃(「計劃」)。該計劃的資產分開存放於信託人管理的基金內。平機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。

2 Material accounting policies (continued)

(h) Other payables and accruals

Other payables and accruals are initially recognised at fair value. Subsequent to initial recognition, other payables and accruals are stated at amortised cost unless the effect of discounting would be immaterial, in which case they are stated at invoice amounts.

(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.

2 重大會計政策(續)

(j) 撥備及或有負債

假如平機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，便會計提撥備。如果貨幣時間價值重大，則撥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。

假如預期第三方會補償部分或全部用以清繳撥備所需支出，則會將任何可實際確定的預期補償確認為獨立資產。所確認的補償金額以撥備的帳面金額為限。

2 Material 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.

Where some or all of the expenditure required to settle a provision is expected to be reimbursed by another party, a separate asset is recognised for any expected reimbursement that would be virtually certain. The amount recognised for the reimbursement is limited to the carrying amount of the provision.

2 重大會計政策(續)

(k) 收入確認

平機會的收入確認政策詳情如下：

(i) 政府補助

如能合理確定政府補助將收到、且平機會將遵照附帶條件時，便會於收支結算表內初始確認政府補助。補償平機會開支的政府補助，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金內，並在配合補助打算補償成本需要的期間遞延及確認在收支結算表上。

與購置物業、機器及設備有關的政府補助已包括在資本補助金內，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。

2 Material accounting policies (continued)

(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.

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

2 重大會計政策(續)

(k) 收入確認(續)

(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的未來現金收入折算為該金融資產帳面總額的利率。

(iii) 雜項收入

雜項收入以應計制確認。

(l) 關聯人士

(a) 某人或該人的近親家庭成員在以下情況下會視為與平機會有關聯：

(i) 可控制或共同控制平機會；

(ii) 對平機會有重大影響力；或

(iii) 是平機會的主要管理人員的成員。

2 Material accounting policies (continued)

(k) Income recognition (continued)

(ii) Interest income

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

(iii) Sundry income

Sundry income is recognised on an accrual basis.

(l) Related parties

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

(i) has control or joint control over the Commission;

(ii) has significant influence over the Commission; or

(iii) is a member of the key management personnel of the Commission.

2 重大會計政策(續)

(I) 關聯人士(續)

- (b) 某實體在以下任何情況下會視為與平機會有關聯：
- (i) 該實體及平機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) 某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) 某實體是第三者的合營公司，而另一實體則是該第三者的聯營公司。
 - (v) 該實體提供福利予平機會或與平機會有關聯實體的僱員離職後的福利計劃。

2 Material 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.

2 重大會計政策 (續)

(I) 關聯人士 (續)

- (vi) 該實體受在(I)(a)項中所辨別的人所控制或共同控制。
- (vii) 在(I)(a)(i)項中所辨別的人而該人對該實體有重大影響力，或該人是該實體 (或是該實體的母公司) 的主要管理人員的成員。
- (viii) 該實體或所屬集團內的任何成員為向平機會提供主要管理人員服務。

某人的近親家庭成員指該人與有關實體交易時，可能影響該人或受該人影響的家庭成員。

2 Material accounting policies (continued)

(I) Related parties (continued)

- (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).
- (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平機會提供服務的資金。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：

3 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:

		2024	2023
財政年度獲批的政府補助	Government subventions granted for the year	138,251,419	138,547,000
調整：	Adjustments for:		
未使用年假的撥備的減少	Decrease in provision for unutilised annual leave	(394,489)	(305,331)
預收政府補助的增加	Increase in Government subventions received in advance	(3,063,916)	(7,601,204)
資本補助金的減少 (附註7)	Decrease in capital subvention fund (note 7)	599,566	1,863,705
在收支結算表內確認的政府補助	Government subventions recognised in the statement of income and expenditure	135,392,580	132,504,170

4 物業、機器及設備

(a) 帳面金額的對帳

4 Property, plant and equipment

(a) Reconciliation of carrying amount

		租賃作自用的物業	租賃物業裝修	辦公室傢俬及設備	汽車	電腦軟件	電腦硬件	視聽及即時傳譯系統	總額
		Property leased for own use	Leasehold improvements	Office furniture and equipment	Motor vehicles	Computer software	Computer hardware	Audio & visual and simultaneous interpretation system	Total
成本：	Cost:								
於2022年4月1日	At 1 April 2022	44,944,389	11,366,603	3,896,040	782,128	2,897,091	2,964,814	1,080,030	67,931,095
增置	Additions	-	8,900	132,042	-	54,400	96,710	-	292,052
減少	Disposals	-	-	(79,885)	-	(460,316)	(569,654)	-	(1,109,855)
於2023年3月31日	At 31 March 2023	44,944,389	11,375,503	3,948,197	782,128	2,491,175	2,491,870	1,080,030	67,113,292
於2023年4月1日	At 1 April 2023	44,944,389	11,375,503	3,948,197	782,128	2,491,175	2,491,870	1,080,030	67,113,292
增置	Additions	16,476,616	175,537	142,548	628,024	176,200	269,120	-	17,868,045
減少	Disposals	-	-	(91,151)	(493,028)	(1,367,515)	(120,070)	-	(2,071,764)
於2024年3月31日	At 31 March 2024	61,421,005	11,551,040	3,999,594	917,124	1,299,860	2,640,920	1,080,030	82,909,573
累計折舊：	Accumulated depreciation:								
於2022年4月1日	At 1 April 2022	18,386,343	8,101,413	3,500,171	701,556	2,539,024	2,027,688	787,522	36,043,717
年度折舊	Charge for the year	6,128,780	1,894,556	223,802	53,039	155,395	495,565	180,005	9,131,142
減少時撥回	Written back on disposals	-	-	(79,885)	-	(460,316)	(569,654)	-	(1,109,855)
於2023年3月31日	At 31 March 2023	24,515,123	9,995,969	3,644,088	754,595	2,234,103	1,953,599	967,527	44,065,004
於2023年4月1日	At 1 April 2023	24,515,123	9,995,969	3,644,088	754,595	2,234,103	1,953,599	967,527	44,065,004
年度折舊	Charge for the year	5,916,588	1,166,091	194,323	42,486	174,787	399,657	107,347	8,001,279
減少時撥回	Written back on disposals	-	-	(91,151)	(493,028)	(1,367,515)	(120,070)	-	(2,071,764)
於2024年3月31日	At 31 March 2024	30,431,711	11,162,060	3,747,260	304,053	1,041,375	2,233,186	1,074,874	49,994,519
帳面淨值：	Net book value:								
於2024年3月31日	At 31 March 2024	30,989,294	388,980	252,334	613,071	258,485	407,734	5,156	32,915,054
於2023年3月31日	At 31 March 2023	20,429,266	1,379,534	304,109	27,533	257,072	538,271	112,503	23,048,288

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：

		2024	2023
租賃作自用的物業， 按已折舊成本列帳	Property leased for own use, carried at depreciated cost	30,989,294	20,429,266

平機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，平機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。

在損益內確認與租賃有關的支出項目的分析如下：

		2024	2023
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	5,916,588	6,128,780
租賃負債利息	Interest on lease liabilities	1,268,695	1,015,885

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。

4 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:

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.

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

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

財務報表 Financial Statements

5 其他應收帳款、按金及預付款項

5 Other receivables, deposits and prepayments

		2024	2023
按金及預付款項	Deposits and prepayments	2,897,742	2,715,458
其他應收帳款	Other receivables	1,407,463	466,110
		4,305,205	3,181,568

除按金759,562元(2023年：754,056元)預期於一年以後收回外，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 \$759,562 (2023: \$754,056) 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

6 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:

		2024	2023
銀行結餘及現金	Bank balances and cash	6,024,720	4,348,932
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	17,896,069	61,767,512
現金及現金等價物	Cash and cash equivalents	23,920,789	66,116,444

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：

下表載列了平機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。

6 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 (附註10) Lease liabilities (Note 10)
於2022年4月1日	At 1 April 2022	30,301,485
融資現金流量產生的變動：	Changes from financing cash flows:	
支付租賃租金的資本部分	Capital element of lease rentals paid	(6,085,715)
支付租賃租金的利息部分	Interest element of lease rentals paid	(1,015,885)
融資現金流量產生的變動總額	Total changes from financing cash flows	(7,101,600)
其他變動：	Other change:	
租賃負債利息	Interest on lease liabilities	1,015,885
於2023年3月31日和2023年4月1日	At 31 March 2023 and 1 April 2023	24,215,770
融資現金流量產生的變動	Changes from financing cash flows:	
支付租賃租金的資本部分	Capital element of lease rentals paid	(5,243,904)
支付租賃租金的利息部分	Interest element of lease rentals paid	(1,268,696)
融資現金流量產生的變動總額	Total changes from financing cash flows	(6,512,600)
其他變動：	Other change:	
本財政年度因簽訂新租約而增加的租賃負債	Increase in lease liabilities from entering into new leases during the year	16,476,616
租賃負債利息	Interest on lease liabilities	1,268,696
於2024年3月31日	At 31 March 2024	35,448,482

財務報表 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：

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

(c) Total cash outflow for leases

Amount included in the cash flow statement for
leases comprises the following:

		2024	2023
於融資現金流出量之內	Within financing cash outflow	6,512,600	7,101,600

7 資本補助金

7 Capital subvention fund

		購置物業、 機器及設備 Purchase of property, plant and equipment
於2022年4月1日	At 1 April 2022	3,023,096
已收政府補助	Subventions received from the Government	–
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:	
一經費來自政府資本補助金的物業、 機器及設備折舊	– Depreciation of property, plant and equipment financed by Government capital subvention fund	(1,863,705)
於2023年3月31日	At 31 March 2023	1,159,391
代表：	Representing:	
流動部分	Current portion	1,090,023
非流動部分	Non-current portion	69,368
		1,159,391
於2023年4月1日	At 1 April 2023	1,159,391
已收政府補助	Subventions received from the Government	502,419
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:	
一經費來自政府資本補助金的物業、 機器及設備折舊	– Depreciation of property, plant and equipment financed by Government capital subvention fund	(1,101,985)
於2024年3月31日	At 31 March 2024	559,825
代表：	Representing:	
流動部分	Current portion	109,893
非流動部分	Non-current portion	449,932
		559,825

7 資本補助金(續)

資本補助金指為購置每件超過20萬元的物業、機器及設備已收取但仍未使用的非經常政府資本補助結餘。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。

7 Capital subvention fund (continued)

The capital subvention fund represents the unutilised balance of non-recurrent Government capital subvention received for the purchase of property, plant and equipment over \$200,000 per item. The funds are released to the statement of income and expenditure as income to match with the related costs when incurred.

8 職員約滿酬金的撥備

8 Provision for staff gratuity

		2024	2023
於2023/2022年4月1日	At 1 April 2023/2022	19,881,457	16,444,343
撥出撥備	Provisions made	14,398,548	13,795,614
取消	Forfeitures	(815,276)	(984,736)
本財政年度已支付／應付的金額	Amounts paid/payable during the year	(18,492,925)	(9,373,764)
於2024/2023年3月31日	At 31 March 2024/2023	14,971,804	19,881,457
減：流動部分	Less: Current portion	(8,621,906)	(13,231,229)
非流動部分	Non-current portion	6,349,898	6,650,228

職員約滿酬金的撥備是為了支付由受僱日期起計已完成三年合約的平機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 其他應付帳款及應計費用

9 Other payables and accruals

		2024	2023
其他應付帳款	Other payables	2,256,291	1,961,561
應計費用	Accrued expenses	358,302	334,831
預收款項	Receipts in advance	63,315	45,883
		2,677,908	2,342,275

所有其他應付帳款及應計費用預期於一年內清繳。

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

10 租賃負債

下表載列平機會租賃負債於報告期末的剩餘合約年期。

10 Lease liabilities

The following table shows the remaining contractual maturities of the Commission's lease liabilities at the end of the reporting period:

		2024		2023	
		租賃款項的 現值 Present value of the lease payments	租賃款項 總額 Total lease payments	租賃款項的 現值 Present value of the lease payments	租賃款項 總額 Total lease payments
一年內	Within 1 year	5,217,508	6,514,200	6,788,962	7,571,360
一年後但兩年內	After 1 year but within 2 years	6,036,918	7,106,400	7,285,589	7,806,240
兩年後但五年內	After 2 years but within 5 years	21,603,248	23,198,240	10,141,219	10,408,320
五年後	After 5 years	2,590,808	2,603,680	–	–
		30,230,974	32,908,320	17,426,808	18,214,560
		35,448,482	39,422,520	24,215,770	25,785,920
減：日後利息支出總額	Less: total future interest expenses		(3,974,038)		(1,570,150)
租賃負債現值	Present value of lease liabilities		35,448,482		24,215,770

11 儲備

11 Reserves

		2024	2023
於2023/2022年4月1日	At 1 April 2023/2022	5,114,162	5,633,915
轉至收支結算表	Transfer to statement of income and expenditure	(491,234)	(519,753)
於2024/2023年3月31日	At 31 March 2024/2023	4,622,928	5,114,162

平機會界定儲備為總資金。平機會在管理資金時，基本目的是確保平機會的財政持續穩健。財政年度終結時的儲備上限為平機會下個財政年度每年的經常補助的25%（「儲備上限」）。儲備可作一般用途，平機會有權自行運用上限內的儲備，超出的金額須歸還政府，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 ("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

12 Key management compensation

		2024	2023
僱員福利	Employee benefits	19,144,570	18,601,500
離職後福利	Post-employment benefits	2,911,414	2,936,369
		22,055,984	21,537,869

13 所得稅支出

13 Taxation

平機會是政府補助機構，可根據《稅務條例》（香港法例第112章）第88條豁免繳交稅務局的一切徵稅。

The Commission is a Government subvented body exempted from payment of all taxes administered by the Inland Revenue Department by virtue of Section 88 of the Inland Revenue Ordinance (Chapter 112).

14 承擔

資本承擔

於2024年3月31日，沒有在財務報表內就物業、機器及設備作出撥備的資本承擔如下：

		2024	2023
已簽約	Contracted for	—	—
已核准但未簽約	Authorised but not contracted for	—	796,000
		—	796,000

15 財務風險管理及金融工具的公允價值

風險管理由會計組根據平機會的行政及財務專責小組核准的程序指導方針執行。會計組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。

平機會的運作，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銀行結餘及現金外，平機會並無其他重大計息資產及負債。因此，平機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。

14 Commitments

Capital commitments

Capital commitments outstanding at 31 March 2024 in respect of property, plant and equipment not provided for in the financial statements were as follows:

15 Financial risk management and fair values of financial instruments

Risk management is carried out by the Accounts Section under the procedural guidelines approved by the Members of the Administration and Finance Committee of the Commission. The Accounts Section 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 bank balances and cash 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.

15 財務風險管理及金融工具的公允價值(續)

(a) 信貸風險

信貸風險指因交易對手不能履行合約責任，導致平機會蒙受財務虧損的風險。平機會在銀行存款、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，原因是平機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。平機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。

平機會沒有提供任何可引致平機會承受信貸風險的擔保。

(b) 資金周轉風險

平機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。

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

(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.

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)

下表載列平機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平機會可能被要求付款的最早日期編製。

15 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:

		2024					
		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	五年以上	總額	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	More than 5 years	Total	Carrying amount
職員約滿酬金的撥備	Provision for staff gratuity	8,621,906	3,576,408	2,773,490	-	14,971,804	14,971,804
未使用年假的撥備	Provision for unutilised annual leave	4,459,091	-	-	-	4,459,091	4,459,091
其他應付帳款及應計費用	Other payables and accruals	2,677,908	-	-	-	2,677,908	2,677,908
租賃負債	Lease liabilities	6,514,200	7,106,400	23,198,240	2,603,680	39,422,520	35,448,482
		22,273,105	10,682,808	25,971,730	2,603,680	61,531,323	57,557,285

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)

		2023 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	總額 Total	帳面金額 Carrying amount
職員約滿酬金的撥備	Provision for staff gratuity	13,231,229	5,123,517	1,526,711	19,881,457	19,881,457
未使用年假的撥備	Provision for unutilised annual leave	4,853,580	-	-	4,853,580	4,853,580
其他應付帳款及應計費用	Other payables and accruals	2,342,275	-	-	2,342,275	2,342,275
租賃負債	Lease liabilities	7,571,360	7,806,240	10,408,320	25,785,920	24,215,770
		27,998,444	12,929,757	11,935,031	52,863,232	51,293,082

(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风险。平機會所涉及的利率風險只有按市場利率計息的銀行結餘及現金。

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

(b) Liquidity risk (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 bank balances and cash which bear interest at market rates.

15 財務風險管理及金融工具的公允價值(續)

(c) 利率風險(續)

敏感度分析

估計假若利率整體上升／下調100(2023年：100)個基點，而其他變數均維持不變，不預期對平機會的盈餘及儲備於2024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平機會承受利率風險的金融工具。100個基點的增加或減少幅度，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。2023年的分析亦根據上述基準進行。

(d) 貨幣風險

平機會所有交易均以港元計價，平機會因而沒有承受貨幣風險。

(e) 公允價值計量

平機會的金融工具按攤銷成本列帳的帳面金額與其於2024年及2023年3月31日的公允價值並無重大差異。

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

(c) Interest rate risk (continued)

Sensitivity analysis

At 31 March 2024, it was estimated that a general increase/decrease of 100 basis points (2023: 100) in interest rates, with all other variables held constant, the impact on the Commission's surplus and reserves is not expected to be material.

The sensitivity analysis above has been determined assuming that the change in interest rates had occurred at the financial year end date and had been applied to the financial instruments which expose the Commission to interest rate risk at that date. The 100 basis points increase or decrease represents management's assessment of a reasonably possible change in interest rates over the period until the next annual financial year end date. The analysis is performed on the same basis for 2023.

(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 2024 and 2023.

16 截至2024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新準則或修訂，惟於截至2024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及修訂。這些新準則或修訂包括以下可能會適用於平機會的準則：

16 Possible impact of amendments, new standards and interpretations issued but not yet effective for the year ended 31 March 2024

Up to the date of issue of these financial statements, the HKICPA has issued a number of new or amended standards, which are not yet effective for the year ended 31 March 2024 and which have not been adopted in these financial statements. These developments include the following which may be relevant to the Commission.

		於下列日期或 之後開始的 會計期間生效	Effective for accounting periods beginning on or after
《香港會計準則》第1號 (修訂本)流動與 非流動負債分類	Amendments to HKAS 1, <i>Presentation of financial statements: Classification of liabilities as current or non-current</i>	2024年1月1日	1 January 2024
《香港會計準則》第1號 (修訂本)財務報表的 列報：附有契約條件 的非流動負債	Amendments to HKAS 1, <i>Presentation of financial statements: Non-current liabilities with covenants</i>	2024年1月1日	1 January 2024
《香港財務報告準則》 第16號(修訂本) 租賃：售後租回的租 賃負債	Amendments to HKFRS 16, <i>Leases: Lease liability in a sale and leaseback</i>	2024年1月1日	1 January 2024
《香港會計準則》第7號 (修訂本)現金流量表 及《香港財務報告準 則》第7號(修訂本) 金融工具：供應商融 資安排的披露	Amendments to HKAS 7, <i>Statement of cash flows and HKFRS 7, Financial Instruments: Disclosures: Supplier finance arrangements</i>	2024年1月1日	1 January 2024
《香港會計準則》第21號 (修訂本)匯率變動的 影響：缺乏可兌換性	Amendments to HKAS 21, <i>The effects of changes in foreign exchange rates: Lack of exchangeability</i>	2025年1月1日	1 January 2025

平機會現正評估這些新準則或修訂對首次應用期間所造成的影響。至目前為止，平機會認為採納有關新準則或修訂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2023年4月1日至2024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

整體出席率為85%

Attendance Record of EOC Committee Meetings for the period 1 April 2023 to 31 March 2024

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 85%

	19/5/2023	24/8/2023	23/11/2023	29/2/2024
梁世民醫生(召集人)(註1) Dr LEUNG Sai-man, Sigmund, BBS, JP (Convenor) (Note 1)	✓	✓	✓	✓
謝偉鴻博士(召集人)(註2) Dr SHIE Wai-hung, Henry, MH (Convenor) (Note 2)	✓	不適用 N/A	不適用 N/A	不適用 N/A
蔡懿德女士(副召集人)(註3) Ms CHOI Yi-tak, Rosanna, MH (Deputy Convenor) (Note 3)	✓	✓	✓	✓
高朗先生(註5) Mr Mohan DATWANI (Note 5)	缺席 Abs	不適用 N/A	不適用 N/A	不適用 N/A
方文傑先生(註4) Mr FONG James Mathew (Note 4)	不適用 N/A	缺席 Abs	✓	✓
馬為首先生(註4) Mr Vishal MELWANI (Note 4)	不適用 N/A	✓	✓	✓
唐安娜女士(註2) Ms Anna THOMPSON (Note 2)	✓	不適用 N/A	不適用 N/A	不適用 N/A
曾志文女士(註2) Ms TSANG Chi-man, Linda (Note 2)	缺席 Abs	不適用 N/A	不適用 N/A	不適用 N/A
黃梓謙先生 Mr WONG Chi-him, Gary, MH, JP	✓	缺席 Abs	✓	✓
朱敏健先生(主席) Mr CHU Man-kin, Ricky, SBS, IDS (Chairperson)	✓	✓	✓	✓

Abs = Absent; N/A = Not Applicable

註1：副召集人任期至2023年5月29日屆滿；於2023年5月30日成為召集人。

註2：任期至2023年5月29日為止。

註3：自2023年5月30日起成為副召集人。

註4：自2023年5月30日起加入行政及財務專責小組會議。

註5：任期至2023年5月19日為止。

Note 1: Deputy Convenor appointment up to 29/5/2023; became Convenor on 30/5/2023.

Note 2: Appointment up to 29/5/2023.

Note 3: Became Deputy Convenor on 30/5/2023.

Note 4: Joined A&FC on 30/5/2023.

Note 5: Appointment up to 19/5/2023.

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88%

Overall attendance rate was over 88%

	8/5/2023	13/7/2023	26/10/2023	25/1/2024
黃梓謙先生(召集人) Mr WONG Chi-him, Gary, MH, JP (Convenor)	✓	✓	✓	✓
陳麗群女士(副召集人)(註1) Ms CHAN Lai-kwan, Queenie, MH (Deputy Convenor) (Note 1)	缺席 Abs	✓	✓	✓
嚴楚碧女士(副召集人)(註2) Miss YIM Chor-pik, Rabi (Deputy Convenor) (Note 2)	缺席 Abs	不適用 N/A	不適用 N/A	不適用 N/A
鄭泳舜議員(註3) The Hon CHENG Wing-shun, Vincent, MH, JP (Note 3)	不適用 N/A	✓	✓	✓
蔡懿德女士 Ms CHOI Yi-tak, Rosanna, MH	✓	✓	✓	✓
周莉莉女士(註3) Miss CHOW Lily (Note 3)	不適用 N/A	✓	缺席 Abs	缺席 Abs
何超蓮女士(註2) Ms HO Chiu-ha, Maisy, BBS (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	✓	✓	✓	✓
曾志文女士(註4) Ms TSANG Chi-man, Linda (Note 4)	✓	不適用 N/A	不適用 N/A	不適用 N/A
胡潔瑩博士(註3) Dr WU Kit-ying, Kitty, JP (Note 3)	不適用 N/A	✓	✓	✓
朱敏健先生(主席) Mr CHU Man-kin, Ricky, SBS, IDS (Chairperson)	✓	✓	✓	✓

Abs = Absent; N/A = Not Applicable

註1：自2023年5月30日起成為副召集人。

Note 1: Became Deputy Convenor on 30/5/2023.

註2：任期至2023年5月19日為止。

Note 2: Appointment up to 19/5/2023.

註3：自2023年5月30日起加入社會參與及宣傳專責小組會議。

Note 3: Joined CPPC on 30/5/2023.

註4：任期至2023年5月29日為止。

Note 4: Appointment up to 29/5/2023.

附錄 Appendix 1

法律及投訴專責小組會議的出席記錄

整體出席率為83%

Attendance Record of Legal and Complaints Committee (LCC) Meetings

Overall attendance rate was 83%

	17/4/2023	19/6/2023	21/8/2023	16/10/2023	29/11/2023	27/2/2024
謝偉鴻博士(召集人)(註1) Dr SHIE Wai-hung, Henry, MH (Convenor) (Note 1)	✓	✓	✓	✓	✓	✓
高朗先生(召集人)(註2) Mr Mohan DATWANI (Convenor) (Note 2)	✓	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
藍建中先生(副召集人)(註3) Mr LAM Ken-chung, Simon (Deputy Convenor) (Note 3)	缺席 Abs	✓	✓	缺席 Abs	✓	✓
陳麗群女士(註4) Ms CHAN Lai-kwan, Queenie, MH (Note 4)	不適用 N/A	✓	✓	✓	✓	缺席 Abs
陳麗雲教授(註2) Prof CHAN Lai-wan, Cecilia, JP (Note 2)	✓	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
趙文宗教授(註2) Prof CHIU Man-chung, Andy (Note 2)	✓	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
方文傑先生(註4) Mr FONG James Mathew (Note 4)	N/A	缺席 Abs	✓	缺席 Abs	✓	✓
何超蓮女士(註2) Ms HO Chiu-ha, Maisy, BBS (Note 2)	✓	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
梁世民醫生 Dr LEUNG Sai-man, Sigmund, BBS, JP	缺席 Abs	✓	✓	✓	✓	✓
馬為首先生(註4) Mr Vishal MELWANI (Note 4)	不適用 N/A	✓	✓	✓	✓	✓
涂淑怡女士(註4) Miss TO Shuk-yi, Shirley (Note 4)	不適用 N/A	✓	✓	✓	✓	✓
曾志文女士(註4) Ms TSANG Chi-man, Linda (Note 4)	不適用 N/A	缺席 Abs	缺席 Abs	缺席 Abs	✓	缺席 Abs
胡潔瑩博士(註4) Dr WU Kit-ying, Kitty, JP (Note 4)	不適用 N/A	✓	✓	✓	✓	✓
朱敏健先生(主席) Mr CHU Man-kin, Ricky, SBS, IDS (Chairperson)	✓	✓	✓	✓	✓	✓

Abs = Absent; N/A = Not Applicable

註1：副召集人任期至2023年5月29日屆滿；於2023年5月30日成為召集人。

Note 1: Deputy Convenor appointment up to 29/5/2023; became Convenor on 30/5/2023.

註2：任期至2023年5月19日為止。

Note 2: Appointment up to 19/5/2023.

註3：自2023年5月30日起成為副召集人。

Note 3: Became Deputy Convenor on 30/5/2023.

註4：自2023年5月30日起加入法律及投訴專責小組會議。

Note 4: Joined LCC on 30/5/2023.

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

整體出席率為84%

Overall attendance rate was 84%

	4/5/2023	8/8/2023	16/11/2023	22/2/2024
利哲宏博士(召集人) Dr Rizwan ULLAH, MH (Convenor)	✓	✓	✓	✓
高德蘭博士(副召集人)(註1) Dr Theresa CUNANAN (Deputy Convenor) (Note 1)	✓	✓	✓	缺席 Abs
藍建中先生(副召集人)(註2) Mr LAM Ken-chung, Simon (Deputy Convenor) (Note 2)	✓	✓	✓	✓
陳麗群女士(註3) Ms CHAN Lai-kwan, Queenie, MH (Note 3)	✓	不適用 N/A	不適用 N/A	不適用 N/A
周莉莉女士(註4) Miss CHOW Lily (Note 4)	不適用 N/A	✓	✓	缺席 Abs
唐安娜女士 Ms Anna THOMPSON	✓	✓	✓	缺席 Abs
涂淑怡女士(註4) Miss TO Shuk-yi, Shirley (Note 4)	不適用 N/A	✓	✓	缺席 Abs
曾志文女士 Ms TSANG Chi-man, Linda	✓	缺席 Abs	✓	✓
嚴楚碧女士(註5) Miss YIM Chor-pik, Rabi (Note 5)	✓	不適用 N/A	不適用 N/A	不適用 N/A
朱敏健先生(主席) Mr CHU Man-kin, Ricky, SBS, IDS (Chairperson)	✓	✓	✓	✓

Abs = Absent; N/A = Not Applicable

註1：自2023年5月30日起成為副召集人。

Note 1: Became Deputy Convenor on 30/5/2023.

註2：副召集人任期至2023年5月29日。

Note 2: Deputy Convenor appointment up to 29/5/2023.

註3：任期至2023年5月29日為止。

Note 3: Appointment up to 29/5/2023.

註4：自2023年5月30日起加入政策、研究及培訓專責小組會議。

Note 4: Joined PRTC on 30/5/2023.

註5：任期至2023年5月19日為止。

Note 5: Appointment up to 19/5/2023.

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2024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 2024)

利哲宏博士(召集人)

Dr Rizwan ULLAH, MH (Convenor)

高朗先生¹

Mr Mohan DATWANI¹

江嘉惠女士²

Ms KONG Ka-wai, Judy²

藍建中先生

Mr LAM Ken-chung, Simon

盧詩曼女士²

Ms LO Sze-man, Stella²

辛蔚嫻小姐²

Miss SUN Wai-han, Julia²

黃嘉盈女士²

Ms WONG Ka-ying, Olivia²

¹ 任期至2023年5月19日為止 Appointment up to 19/5/2023

² 增選成員 Co-opted Member

平等機會社會參與資助計劃－ 2023-24年度獲資助機構名單

2023-24年度，平等機會社會參與資助計劃共收到36份申請，其中由13個機構舉辦的13個活動獲批核，資助總額達港幣1,034,320元。

Community Participation Funding Programme on Equal Opportunities – List of Funded Organisations in 2023-24

In 2023-24, the Community Participation Funding Programme on Equal Opportunities attracted 36 applications, of which 13 projects by 13 organisations were approved for a total funding of HK\$1,034,320.

機構名稱	Name of Organisation
香港路德會社會服務處路德會長青群康中心	Cheung Ching Lutheran Centre for the Disabled, Hong Kong Lutheran Social Service
香港布廠商會朱石麟中學	HKWMA Chu Shek Lun Secondary School
香港傷健共融網絡有限公司	Hong Kong Network for the Promotion of Inclusive Society Limited
Institute of Leadership and Management Foundation Limited	Institute of Leadership and Management Foundation Limited
九龍婦女聯會劉舜雯富昌婦女服務中心	Kowloon Women's Organisations Federation Lau Shun Man Fu Cheong Women Services Centre
鳴辯無限教育協會有限公司	MB Education Association Limited
香港復康聯盟有限公司	Rehabilitation Alliance Hong Kong Limited
龍耳有限公司	Silence Limited
香港家庭計劃指導會	The Family Planning Association of Hong Kong
香港精神科醫學院	The Hong Kong College of Psychiatrists Limited
香港盲人輔導會 視聽障人士資源中心	The Hong Kong Society for the Blind – Resource Centre for the Deafblind
香港結節性硬化症協會	Tuberous Sclerosis Complex Association of Hong Kong
東華三院－樂情軒(精神健康教育及推廣服務中心)	Tung Wah Group of Hospitals – Lok Ching Community Mental Health Education and Promotion Service Centre







平等機會委員會
EQUAL OPPORTUNITIES COMMISSION



香港黃竹坑香葉道41號16樓
16/F, 41 Heung Yip Road, Wong Chuk Hang, Hong Kong

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

短訊查詢服務 SMS Enquiry Service: 6115 3037
(供聽障/有語言障礙人士使用 For people with hearing impairment/speech difficulties)

Instagram 帳號
Instagram profile



平·常·事
EO Matters

Facebook 專頁
Facebook pages



平·常·事
EO Matters



Uniquelyme
HK



EMbRACE
Campaign

LinkedIn 專頁
LinkedIn page



YouTube 頻道
YouTube channel

