



平等機會委員會
EQUAL OPPORTUNITIES COMMISSION

2024-25

ANNUAL REPORT

年報



邁向平等暢達的未來

Advancing Towards
an **Equal** and **Accessible** Future



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平等機會委員會深明我們所肩負的工作，不能只著眼於現在，因此我們希望透過優先處理一些工作項目，為本港日後的平等環境帶來更深遠的影響。

At the Equal Opportunities Commission, we are deeply aware that the work we do is not just for the here and now. Instead, what we prioritise in the present will have a meaningful impact on the future of the equality landscape in Hong Kong.



邁向平等暢達的未來

Advancing Towards an Equal and Accessible Future

平等機會委員會（「平機會」）深明我們所肩負的工作，不能只著眼於現在，而是要放眼未來，因此我們希望透過優先處理一些工作項目，為本港日後的平等環境帶來更深遠的影響。平機會一直致力確保所有人不論性別、殘疾、家庭崗位或種族，都能夠充分參與社會。因此，我們在過去一年繼續深化推進多個範疇的工作，以締造更平等共融的城市。

At the Equal Opportunities Commission (EOC), we are deeply aware that the work we do is not just for the here and now. Instead, what we prioritise in the present will have a meaningful impact on Hong Kong's equality landscape in the future. With a steadfast commitment to ensuring that everyone, regardless of their gender, disability, family status or race, can fully participate in society, we have continued to step up our efforts in a wide range of areas over the past year to create a more equal and inclusive city.

隨着香港的人口結構持續出現明顯的變化，人口老化所帶來的重大挑戰將在未來數十年影響社會各個階層，因此城市的暢通易達情況對改善市民日常生活出行將有極其重要的影響。我們也必須以全面角度審視相關需求，以確保設施、基礎建設和服務都能夠滿足社會上所有不同需要的人士，讓長者、殘疾人士、孕婦和有幼兒的家庭等都能平等地參與社會。

As the city's demographic structure continues to undergo significant changes, with population ageing posing substantial challenges that will affect all sectors of society in the coming decades, accessibility will become increasingly central to improving the everyday lives of all residents. Meeting these demands head-on requires a holistic approach to ensure that facilities, infrastructure and services can accommodate individuals with various needs, enabling everyone, including the elderly, people with disabilities, pregnant women and families with young children, to have equal access to full participation in society.

要達至人人暢達的社會，關鍵在於將通用設計主流化。通用設計是以使用者為本的設計方法，目的是創造能讓最多人——不論年齡或能力——都可以使用的環境、產品及服務。平機會於2024年11月舉辦首屆「通用設計嘉許計劃」嘉許典禮，以提升公眾對通用設計原則的關注。計劃共頒發了281個獎項，嘉許了不同種類的處所，包括零售鋪位、辦公地方、食肆、康樂及文化設施，以及活化項目。許多得獎處所運用創意實踐通用設計，例如在遊樂場設置供輪椅使用者使用的設施、在購物商場提供支援認知障礙症患者的服務，以及設立能靈活調動的辦公空間。這些範例不僅切實展示了在不同環境採納通用設計的好處，更可以作為良好範例，讓其他機構仿效或視乎情況作出調整，以進一步推廣共融環境。

Mainstreaming the concept of universal design – a user-centric design approach that focuses on creating environments, products and services useable by the widest range of people, regardless of their age or abilities – holds the key to realising a society that is accessible to everyone. In November 2024, the EOC held an award presentation ceremony for the inaugural Universal Design Award Scheme, which we launched to raise public awareness of the principles of universal design. We gave a total of 281 awards to a wide range of premises, including retail spaces, offices, restaurants, recreational and cultural facilities, and revitalised sites. From facilities for wheelchair users in a playground to support services for individuals with dementia in a shopping mall and adaptable office spaces, many of the awarded premises employed innovative approaches to implement universal design. Not only do these practices effectively demonstrate the benefits of implementing universal design in diverse settings, but they also serve as good examples that can be replicated or adapted in other contexts to promote inclusivity further.

主席的話 Chairperson's Message

促進暢通易達需要社會各界的共同參與。為加強知識交流和溝通，平機會於2024年7月15日舉辦「全民暢達@香港研討會」。研討會設有三個專題小組討論環節及案例展示環節，來自建築、房屋、創新科技、學術及醫療等界別的決策者、專家及領袖，在研討會上與非政府組織的代表、立法會議員及約300名參加者分享灼見。討論主題涵蓋消除建築環境的障礙、透過數碼共融及智慧科技促進社會參與，以及加強跨界別就有關暢通易達重要議題的交流。此外，兩名來自內地的專家分享了內地無障礙城市的發展，促進香港與內地在有效政策及措施方面的跨境交流。

Enhancing accessibility is an endeavour which requires the participation of all sectors of society. To foster knowledge exchange and dialogue, the EOC organised the Accessible for All@Hong Kong Symposium on 15 July 2024. Comprising three panel sessions and a showcase session, policymakers, experts and leaders from architecture, housing, innovation and technology, academia, and healthcare shared their insights with representatives from various non-governmental organisations, government departments, Legislative Council Members and around 300 participants at the Symposium. The discussions ranged from removing barriers in the built environment to promoting social participation through digital inclusion and smart technologies and fostering interdisciplinary dialogue on critical issues related to accessibility. In addition, two experts from the Mainland presented on the development of barrier-free cities in the country, facilitating cross-border exchange of effective policies and practices.

同時，平機會繼續透過發布研究結果及指引推動不同需要人士融入社會，包括有關香港育嬰及哺乳設施的研究，以及有關與導盲犬使用者及其服務動物相處的實用指南。這些刊物指出可改善的地方，糾正偏見，並鼓勵不同持份者為有不同需要人士積極創建暢通易達的環境。

Meanwhile, the EOC has continued to publish research and guidelines to improve the social inclusion of people with diverse needs, including a study on babycare and lactation facilities in Hong Kong, as well as a practical guide on interacting with guide dog users and their service animals. These publications shed light on areas for improvement, challenge biases, and encourage diverse stakeholders to take proactive steps to create accessible environments for people with different needs.

除了在推動暢通易達方面卓有進展，平機會也於2024-25年度慶祝了《種族歧視條例》生效15周年。《種族歧視條例》於2009年生效，是標誌香港致力打擊種族歧視和發展成為多元文化樞紐的一個重要里程碑。平機會亦藉此機會，加強不同族裔社群之間的聯繫和了解，爭取更多人成為平機會的盟友，協力為不同種族和文化背景的人士締造平等機會。

我們舉辦的其中一個重點活動為「種族多元共融運動日」，逾20支由多元種族背景人士組成的學校和企業隊伍參加了籃球及閃避球競賽，引證不同背景人士只要跨越差異攜手合作，便能取得斐然成就。為了解決非華裔人士面對的就業困難，我們與香港族裔共融聯會合辦了招聘會，為非華裔求職者配對合適僱主。招聘會提供超過500個涵蓋不同業界和技能水平的職位空缺，吸引超過800人參加活動。

Besides making progress in advancing accessibility, the EOC also celebrated the 15th anniversary of the Race Discrimination Ordinance (RDO) during the year 2024-25. Entering into force in 2009, the RDO marked a significant milestone in the city's efforts to combat racial discrimination and to transform itself into a multicultural hub. The occasion provided us with an opportunity to strengthen relations and understanding between ethnically diverse communities and enlist more allies in creating equal opportunities for people of all racial and cultural backgrounds.

One of the flagship initiatives we organised was the Racial Diversity & Inclusion Sports Day. With over 20 school and corporate teams featuring participants from diverse racial backgrounds competing in basketball and dodgeball tournaments, the event showcased the heights that communities can reach when individuals collaborate across differences. To address the challenges non-ethnic Chinese individuals face in the labour market, we co-organised a job fair in collaboration with the Federation of Hong Kong Ethnic Communities to connect non-ethnic Chinese job seekers with potential employers. Organisations from diverse sectors promoted over 500 vacancies across various skill levels at the fair, with over 800 people attending the event.

主席的話 Chairperson's Message

平機會一直致力透過在社區培育互相尊重的文化以預防性騷擾。就此，我們為八所本地大學的學生領袖及教職員舉辦工作坊，讓他們加深認識法律如何保障免受性騷擾，並探討如何構建沒有性騷擾的校園。我們亦在2025年3月舉辦了短片創作比賽，鼓勵學生及市民大眾透過有創意的社交媒體內容推廣反性騷擾信息。


要締造人人享有平等機會的未來，我們必須從小向年輕一代灌輸多元共融的價值。就此，平機會繼續加強不同年齡層學生的教育工作。《「平」行宇宙 — 小學生網上教材套》以兒童喜愛的宇宙為主題，透過生動的動畫短片及互動學習素材，鼓勵小學生培養同理心，學習包容差異。在中學生方面，我們舉辦了首屆「平等機會盃中學校際辯論比賽」，讓學生透過辯論探討日常生活中與平等及共融相關的議題。學界對比賽的踴躍回應，以及參賽同學在辯論時展現出的熱誠，都讓我們相當鼓舞。加上為大專學生而設的「平等機會青年大使計劃」，平機會透過以上三項教育計劃培養年輕一代的正向思維，並賦權他們為平等的未來作出貢獻。

Committed to preventing sexual harassment, the EOC remained focused on fostering a culture of respect in the community. As part of this effort, we organised a workshop for student leaders and staff members from eight local universities to strengthen their understanding of the legal protection against sexual harassment and explore strategies to create harassment-free campuses. In March 2025, we also launched a short video contest to encourage students and members of the public to promote the anti-sexual harassment message through creative social media content.

To create a future with equal opportunities for all, we need to instil the values of diversity and inclusion in the next generation from a young age. Accordingly, the EOC continued to expand its educational initiatives targeted at students of different age groups. Through vibrant animations and interactive learning materials, the *“Harmony in the Universe” – Online Educational Modules for Primary School Students*, set against a space theme beloved by children, aim to encourage primary school students to develop empathy and learn to embrace differences. For secondary school students, we launched the inaugural Equal Opportunity Cup Inter-School Debate Competition, providing participants with a platform to explore daily issues related to equality and inclusion through engaging debates. We are encouraged by the enthusiastic response the competition received from the education sector and the passion demonstrated by the participants during the debates. Together with the Equal Opportunity Youth Ambassador Scheme targeting tertiary students, the three programmes will nurture a new generation of young people with a positive mindset and empower them to make contributions towards an equal future.

平機會員工的專業精神和努力，讓我們在2024-25年度能夠取得長足進展，而我們能在各項工作範疇維持最高水平為市民服務，實有賴各平機會委員以專業知識為我們提供寶貴的指導。最後，我衷心感謝社區夥伴及持份者支持平機會的工作，使我們得以擴大接觸層面，持續優化我們的工作。

平機會將在2026年踏入30周年。我們將以此為契機，鞏固迄今所達至的成果，並進一步加強與不同社區夥伴的聯繫，創造更深遠的影響。我誠意邀請社會各界與我們攜手，共同展開新旅程，一起推展平等共融。



平等機會委員會
主席
林美秀, SBS

The progress we accomplished in 2024-25 has been made possible by the professionalism and dedication of the EOC staff. The expertise and guidance of the EOC Members have also been invaluable in ensuring that all aspects of our work in serving the public are maintained at the highest possible standard. Last but not least, I extend my heartfelt gratitude to our community partners and stakeholders for the support they have given us, which has been crucial in enabling us to expand our reach and enhance our work continuously.

2026 will mark the 30th anniversary of the EOC. This milestone will provide us with the opportunity to consolidate the achievements we have made to date and further strengthen our connections with diverse communities to create more impactful outcomes. I invite the public to join us as we embark on a new chapter in our journey to advance equality and inclusion.



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法例，即《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、人人共享平等機會的社會。

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，並致力協助雙方透過調停解決紛爭；
- 若投訴未能經調停解決，為合適個案的受屈人提供法律協助；

Established 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 where there is no barrier 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 legal assistance to aggrieved persons in appropriate cases if their complaints are not resolved through conciliation;

- 進行教育和宣傳活動，並提供有關教育資源；
 - 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

平機會接受香港特區政府資助，但機構根據《性別歧視條例》在管理、運作和預算上享有自主權。與此同時，平機會有責任確保其運作、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。

特區政府與平機會定有一份《行政安排備忘錄》（「《備忘錄》」），當中列出政府與平機會的工作關係框架。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，同時，平機會需向特區政府負責平機會事宜的政制及內地事務局提交每月開支報告、已審核帳目，以及有關財務及運作表現的每季工作進度報告。《性別歧視條例》並規定平機會需於每個財政年度完結後，向政務司司長提交年度工作報告和經審核的年度帳目報表，文件之後再提交立法會省覽。

Our Relationship with the Government

The EOC is funded by the Hong Kong Special Administrative Region Government but has autonomy over its management, operations and budget as per the SDO. At the same time, the EOC is responsible for ensuring that its operational, administrative and management systems and practices enable the most effective and prudent use of the Government's subventions.

The Government and the EOC have established a Memorandum of Administrative Arrangements (MAA), which lays out the framework for the working relationship between the two parties. 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 is required to provide 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. According to the SDO, after the expiry of a financial year, the EOC is required to furnish a report on its activities during the year and an audited statement of accounts to the Chief Secretary for Administration, prior to being tabled at the Legislative Council.

策略性工作規劃2024-2026

《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的不平等議題，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 *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.

提倡僱主聘用邊緣社群的人才，並培育多元共融的勞動人口。
Promoting talents from marginalised communities, and fostering a diverse and inclusive workforce.

透過專業培訓和知識分享，提升平機會在投訴處理及調停機制方面的能力和聲譽。

Enhancing capacity building and strengthening the reputation of the EOC's complaint-handling and conciliation mechanism through professional development and knowledge sharing.

維持高水平的機構管治，確保長遠而言可持續運作。

Maintaining high standards of corporate governance and ensuring long-term operational sustainability.

加強青年對平等機會的認識，向下一代推廣多元共融文化。

Empowering young people with equal opportunities, and promoting diversity and inclusion to the next generation.

促進暢通易達，推廣通用設計，實踐智慧城市生活。

Advancing accessibility, promoting universal design and realising smart city living.

在多元社會建立互相尊重的文化，鼓勵社會共融。

Building a respectful culture and fostering social inclusion in a diversifying society.



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：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：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》及保障照顧者免受歧視的認識
- 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：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和和諧共處
- 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

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



全年摘要 Highlights of the Year

重要數字一覽 Figures at a Glance



答覆 **10 244** 個查詢
enquiries answered



處理 **1 398** 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
87 日
days



調停成功率
Conciliation success rate
88%



1
宗個案提交至法庭審理
case taken to court



為受屈人取得的金錢總額
超過港幣 **6,400,000** 元
Over HK\$
in monetary payments secured for aggrieved parties

全年摘要 Highlights of the Year



舉辦

Organised

565 場培訓課程
training sessions for

39 398 參加人次
participants



平機會網站錄得

The EOC website recorded

5 026 210 使用人次
users

59 150 794 點擊率
hit rate



32

間學校參與「平等機會盃中學校際辯論比賽」
schools participated in the Equal
Opportunity Cup Inter-School Debate
Competition



招募了

Recruited

50

名學生參加「平等機會青年大使計劃2024/25」
students to participate in the Equal Opportunity
Youth Ambassador Scheme 2024/25



接觸約

Reached around

1 380 000

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



舉辦

Organised

62

項主要推廣活動
major promotional activities

全年摘要 Highlights of the Year



2024-25年度獎項及嘉許 Awards & Recognitions 2024-25

09/2024

平機會獲勞工處頒發「好僱主約章2024」和「為你『家』『友』好僱主」，以肯定平機會持續採用以僱員為本的良好人力資源管理措施和家庭友善僱傭政策所作出的努力。

The EOC was awarded the Good Employer Charter 2024 and the Supportive Family-friendly Good Employer by the Labour Department in recognition of the Commission's continuous commitment to adopting employee-oriented and good human resource management practices, as well as family-friendly employment policies.

10/2024

平機會獲強制性公積金計劃管理局頒發2023-24年度「積金好僱主5年」、「電子供款獎」及「積金推廣獎」。

The EOC was honoured with the Good MPF Employer 5 Years award, along with the e-Contribution Award and MPF Support Award for 2023-24, granted by the Mandatory Provident Fund Schemes Authority.

11/2024

平機會高級平等機會主任(投訴事務)駱詠藍女士及平等機會主任(人力資源發展及項目)張慧興女士獲頒發「2024年申訴專員嘉許獎」(公職人員獎)，表揚她們的專業精神及卓越服務。

Ms Adele LOK, Senior Equal Opportunities Officer (Complaint Services) and Ms Beverley CHEUNG, Equal Opportunities Officer (HR Development & Projects) were presented with The Ombudsman's Awards 2024 for their professional and commendable services.

03/2025

投訴事務科的投訴事務處理團隊，以及政策、研究及培訓科的通用設計團隊，於勞工處首次推出的好僱員嘉許計劃中獲得「好僱員團隊」殊榮。

The Complaints Handling Team of the Complaint Services Division and the Universal Design Project Team of the Policy, Research and Training Division have both been commended as Good Employee Teams in the Good Employee Recognition Campaign, which was the first of its kind launched by the Labour Department.

.....

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、僱員及環境方面所作出的努力。

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.



2024-25年度主要活動 Major Events & Activities 2024-25

04/2024

平機會新任主席林美秀女士履新。

Ms Linda LAM Mei-sau assumed office as Chairperson of the EOC.

平機會舉辦「種族多元共融運動日」以慶祝《種族歧視條例》生效15周年和推廣種族共融的價值。

The EOC organised the Racial Diversity & Inclusion Sports Day to mark the 15th anniversary of the implementation of the Race Discrimination Ordinance and promote the value of racial inclusion.

05/2024

行政長官委任王偉倫博士成為平機會新任委員，及再度委任現任委員藍建中先生，任期為兩年，由2024年5月20日起生效。

The Chief Executive appointed Dr Vincent WONG Wai-lun as the new EOC Member and reappointed existing Member Mr Simon LAM Ken-chung for a term of two years effective from 20 May 2024.

平機會推出《導盲犬：實用指南》以提高公眾對導盲犬使用者及導盲犬的接納。

The EOC released the *Guide Dogs: A Practical Guide* to foster greater acceptance of guide dog users and guide dogs.

06/2024

平機會舉行「平等機會青年大使計劃2023/24」嘉許典禮，向42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 ceremony to recognise 42 tertiary students for completing the Equal Opportunity Youth Ambassador Scheme 2023/24, which aims to promote the values of diversity, equality and inclusion to young people.

07/2024

平機會舉行「全民暢達@香港研討會」，以鼓勵社會各界合作，將香港打造成通達共融的智慧城市。多位來自建築、房屋、資訊及創新科技、學術、銀行和醫療等不同界別的專家講者，與政府不同部門的代表、立法會議員及近300名與會者，分享他們的經驗和灼見。

The EOC organised the Accessible for All@Hong Kong Symposium to foster cross-sector collaboration in transforming Hong Kong into an accessible and inclusive smart city. Expert speakers from diverse sectors, including architecture, housing, innovation and technology, academia, banking and healthcare, shared their experiences and insights with representatives from various Government departments, Legislative Council Members and around 300 participants.



2024-25年度主要活動 Major Events & Activities 2024-25

08/2024

平機會舉辦「『你智識玩』聯校探討校園性騷擾工作坊」，提升學生領袖和大學教職員建立安全和沒有騷擾的校園環境的能力。

The EOC organised the “Play Smart” Joint-University Interactive Workshop on Addressing Sexual Harassment on Campus to enhance the capacity of student leaders and university staff members to create safe and harassment-free campuses.

平機會公布「在香港『公眾可進出處所』餵哺母乳的研究」的結果，這項研究審視公眾地方能否提供育嬰及哺乳設施及其狀況。

The EOC released the Study on Breastfeeding at Publicly Accessible Premises in Hong Kong, which examined the conditions and availability of baby care and lactation facilities in public places.

09/2024

平機會推出《如何在工作間支援有認知障礙症僱員 — 給僱主的實用指南》，以加強公眾對認知障礙症的認識，並為僱主就如何支援有認知障礙的僱員及其照顧者提供實用建議。

The EOC published *How to Support Employees with Dementia at Work – A Practical Guide for Employers* to improve the public’s understanding of dementia and offer guidance to employers on supporting employees with dementia and their caregivers.

10/2024

平機會聯同香港族裔共融聯會，在灣仔錫克廟為非華裔求職者舉辦「種族多元共融招聘會」。五個政府部門以及11間企業參與，並提供不同行業、資歷要求及職級的職位空缺。

The EOC, along with the Federation of Hong Kong Ethnic Communities, held the Racial Diversity & Inclusion Recruitment Fair for non-ethnic Chinese job seekers at the Khalsa Diwan (Sikh Temple) in Wan Chai. Five Government departments and 11 corporate organisations offered a wide range of jobs across different sectors, qualifications and levels.

11/2024

平機會舉行首屆「通用設計嘉許計劃」嘉許典禮以表揚在採納通用設計方面有傑出表現的機構。

The EOC held the award presentation ceremony for the inaugural Universal Design Award Scheme to recognise organisations with outstanding contributions in implementing universal design practices.

平機會推出「平等機會研究項目資助計劃2025/26」，旨在資助合資格學者及機構進行具創意並與四條反歧視條例有關的研究項目。

The EOC launched the Funding Programme of Research Projects on Equal Opportunities 2025/26 to provide support to eligible academics and organisations to undertake innovative research projects that are related to the four anti-discrimination ordinances.



2024-25年度主要活動 Major Events & Activities 2024-25

12/2024

平機會推出《「平」行宇宙 — 小學生網上教材套》，透過有趣的動畫和互動學習活動，向小學生推廣平等機會的重要性。

The EOC launched “*Harmony in the Universe*” – *Online Educational Modules for Primary School Students* to promote the value of equal opportunities to primary school students through engaging animations and interactive learning activities.

平機會推出首屆「平等機會盃中學校際辯論比賽」，讓中學生有機會探討香港有關平等機會的議題，並向年青人及公眾推廣多元共融。

The EOC launched the inaugural Equal Opportunity Cup Inter-School Debate Competition to provide opportunities for secondary school students to explore issues related to equal opportunities in Hong Kong, and to promote equality and inclusion to the younger generation and the public.

02/2025

平機會推出2025-26年度「平等機會社會參與資助計劃」，鼓勵非牟利機構、慈善組織、學校舉辦教育活動，提高公眾對反歧視條例的認識。

The EOC launched the 2025-26 Community Participation Funding Programme on Equal Opportunities to encourage non-profit organisations, charities and schools to implement educational activities to enhance the public’s understanding of the anti-discrimination ordinances.

我們的架構 Our Organisation

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 backgrounds and expertise.

Below is the membership of the EOC Board as at 31 March 2025:



林美秀女士
Ms LAM Mei-sau, Linda, SBS

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顧問
(機構及人才發展)
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
Advisor (Organization and Talent Development),
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, BBS, 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

我們的架構 Our Organisation

平等機會委員 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

香港愛滋病顧問局委員
Member, Hong Kong Advisory Council on AIDS

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

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

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

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

我們的架構 Our Organisation

平等機會委員 EOC Members

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
註冊社工
Social Services Coordinator, Ebenezer School and
Home for the Visually Impaired
Registered Social Worker

曾志文女士
Ms TSANG Chi-man, Linda, MH

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, JP

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
Vice Principal, Hong Kong Baptist University Affiliated
School Wong Kam Fai Secondary and Primary School
District Council Member, Kowloon City District Council

黃梓謙先生
Mr WONG Chi-him, Gary, MH, JP

深圳市前海深港現代服務業管理局
首席港澳聯絡專家
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
Chief Hong Kong and Macao Liaison Expert, Authority of
Qianhai Shenzhen-Hong Kong Modern Service Industry
Cooperation Zone of Shenzhen
Board Member, The Chinese Association of Hong Kong
& Macao Studies
Non-official Member and Convenor of Working Group
on Promotion and Public Engagement, Commission on
Children

平機會委員
EOC Members

王偉倫博士
Dr WONG Wai-lun, Vincent

東部地區公共行政組織議決會主席
上訴及規則委員會(學術及職業資歷評審條例)成員
推廣職業專才教育和資歷架構督導委員會成員
Chairman (Resolution Committee), Eastern Regional
Organization for Public Administration
Board Member, Appeal Board and the Rules Committee,
Accreditation of Academic and Vocational Qualifications
Ordinance
Committee Member, Steering Committee on Promotion
of Vocational and Professional Education and Training
and Qualifications Framework

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

我們的架構

Our Organisation

管治委員會會議

平機會在2024-25年度共舉行了四次管治委員會會議，出席率平均為91.2%。若委員連續兩次缺席會議，秘書處會向該委員作出書面提示。若該委員往後再次缺席會議，秘書處亦會再次發出書面提示。此外，委員亦須向管治委員會作出利益申報。

以下為2024-25年度管治委員會會議的出席記錄。

Board Meetings

During 2024-25, four Board meetings were held, with an average attendance rate of 91.2%. Where a Member has been absent for two consecutive meetings, a reminder would be issued to the Member. Following that, a further reminder would be issued to the Member again for any subsequent absence. 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 2024-25 is listed in the table below.

		20/6/2024 定期Regular	19/9/2024 定期Regular	19/12/2024 定期Regular	20/3/2025 定期Regular
林美秀女士(主席)	Ms LAM Mei-sau, Linda, SBS (Chairperson)	√	√	√	√
陳麗群女士	Ms CHAN Lai-kwan, Queenie, MH	√	√	缺席 Abs	√
鄭泳舜議員	The Hon CHENG Wing-shun, Vincent, BBS, MH, JP	√	√	√	√
蔡懿德女士	Ms CHOI Yi-tak, Rosanna, MH	√	缺席 Abs	√	√
周莉莉女士	Miss Lily CHOW	√	√	√	√
高德蘭博士	Dr Theresa CUNANAN	缺席 Abs	缺席 Abs	√	√
方文傑先生	Mr FONG James Mathew	√	√	√	√
藍建中先生	Mr LAM Ken-chung, Simon	√	√	√	√
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, MH	√	√	√	√
利哲宏博士	Dr Rizwan ULLAH, MH, JP	√	√	√	√
黃梓謙先生	Mr WONG Chi-him, Gary, MH, JP	√	√	缺席 Abs	缺席 Abs
王偉倫博士	Dr WONG Wai-lun, Vincent	√	√	√	√
胡潔瑩博士	Dr WU Kit-ying, Kitty, JP	√	√	√	√

Abs = Absent

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、帳目、運作表現及年報；成立招標委員會和批准他們的建議；決定首長級別員工的人事聘用；以及定期檢討平機會的僱員及行政政策。

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；審批由平機會資助其他人士進行的教育項目；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 performance 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 governmental and non-governmental, 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.

我們的架構 Our Organisation

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事項提出意見；審批各項研究和培訓教材套；以及審閱政策及研究的報告。

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>

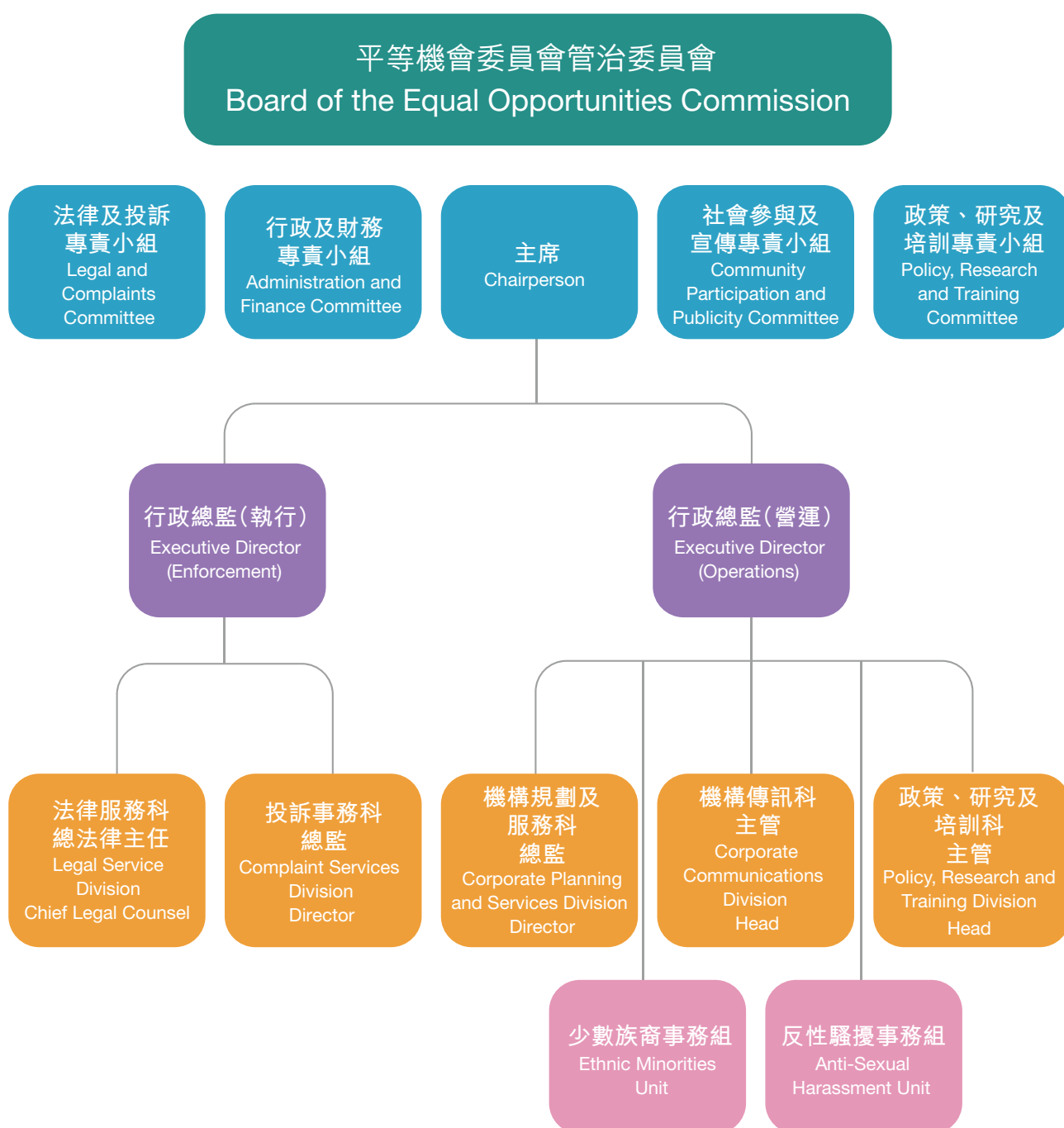
Policy, Research & Training Committee (PRTC)

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>

平等機會委員會的組織架構(截至2025年3月31日)

Organisational Structure of the Equal Opportunities Commission
(as of 31 March 2025)



我們的架構 Our Organisation

平等機會委員會辦事處管理團隊 (截至2025年3月31日) Management Team of the Equal Opportunities Commission (as of 31 March 2025)

主席 **Chairperson**

林美秀女士 Ms LAM Mei-sau, Linda, SBS

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)**

陳潔貞女士 Ms CHAN Kit-ching, Lisa

總法律主任 **Chief Legal Counsel**

文瑞麟先生 Mr MAN Sui-lun, Allan

主管(機構傳訊)(署任) **Head (Corporate Communications) (Acting)**

賴月玲女士 Ms LAI Yuet-ling, Joyce

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

徐妤婷女士 Ms TSUI Ue-ting, Doris

投訴處理：為歧視受害人討回公道

Complaint Handling: Providing Redress for Victims of Discrimination

平機會獲授權就根據四條反歧視條例作出的投訴進行調查，並致力協助雙方透過調停解決紛爭。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反歧視條例所指的歧視、騷擾、使人受害及／或中傷，可透過平機會網站的網上投訴表格提出投訴，或透過郵遞、傳真方式，或親臨平機會辦事處遞交投訴。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，還同時留心體恤受害人的特別需要。

The EOC is mandated to conduct investigations into complaints lodged under the four anti-discrimination ordinances, and endeavours to effect a settlement through conciliation for 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, victimisation and/or vilification, as specified in the anti-discrimination ordinances, may lodge a complaint with the EOC via the online complaint form on the EOC website, or by mail or fax. Complainants may also submit a complaint in person at the EOC office. 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 Complaint Handling

投訴處理機制及程序

平機會收到查詢或投訴後，會進行初步評估／調查去審視：

- (a) 投訴是否由受屈人或獲認可的受屈人的授權代表提出；
- (b) 投訴是否在有關行為發生12個月內提出，或如延期作出投訴是否具備情有可原的情況；以及
- (c) 投訴是否有足夠資料支持屬反歧視條例下的違法行為。

如投訴符合上述條件，平機會會迅速編配個案主任跟進投訴，並邀請雙方嘗試提早調停，以就有關爭議及早達至互惠互利的解決方案。若提早調停不成功，平機會或會就投訴進行全面調查，讓平機會能夠掌握更多事實。調查期間，平機會將審視個案有關的所有資料。在合適的情況下，平機會鼓勵爭議雙方探討能否再次進行調停，以期達致和解。

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 a complaint, the EOC will conduct a preliminary assessment/investigation to evaluate if:

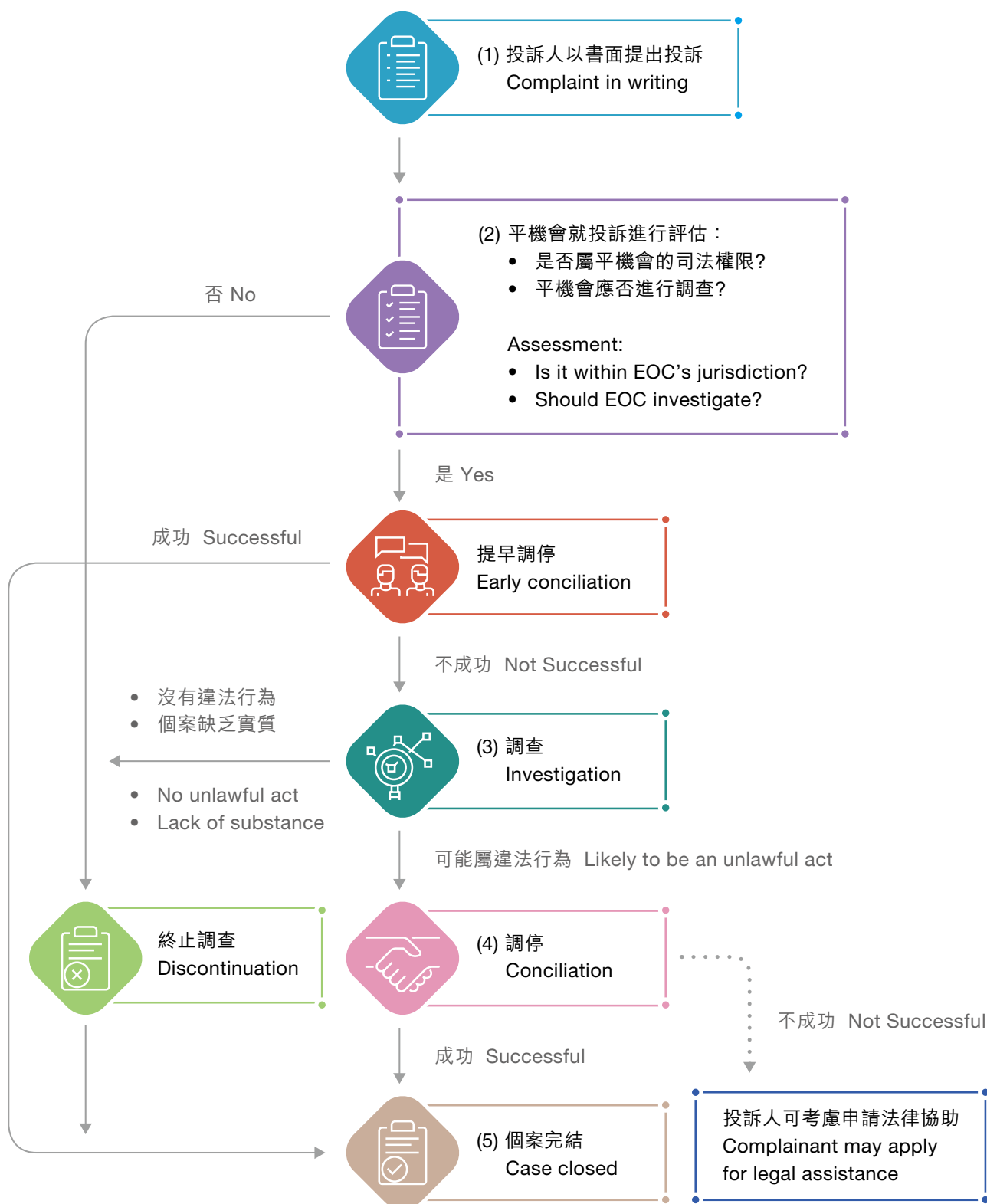
- (a) The complaint is lodged by the aggrieved person or by an accepted representative authorised by that person;
- (b) The complaint is lodged within 12 months of when the alleged acts occurred, and if there were extenuating circumstances for a delay in making the complaint; and
- (c) The complaint contains information to support an allegation of unlawful act(s) 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 and will invite the parties involved to attempt early conciliation to promptly achieve a mutually beneficial resolution to the matter. In cases where the conciliation attempt is unsuccessful, the EOC may conduct a full investigation into the complaint, which will enable the EOC to gain clarity of the relevant facts. When investigating a complaint, the EOC examines all information relevant to the case. Where deemed appropriate, the EOC encourages the parties in dispute to explore again the possibility of reaching a settlement through conciliation.

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.

投訴處理程序流程圖

Flowchart of the Complaint-handling Process



投訴處理 Complaint Handling

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。

在2024-25年度，平機會共處理了10 244宗查詢，比2023-24年度增加2%。在所有查詢當中，有：

- 4 714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
- 5 530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.

In 2024-25, the EOC handled a total of 10 244 enquiries, 2% more than in 2023-24. Out of the total enquiries handled:

- 4 714 were general enquiries about the provisions of the anti-discrimination laws and events organised by the EOC; and
- 5 530 were specific enquiries about scenarios or incidents that might become complaints.

2024-25年度具體查詢數字(按條例分類)

Breakdown of Specific Enquiries by Ordinances in 2024-25



已處理的投訴

在2024-25年度，平機會收到1 102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展開主動調查及／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2024-25年度共處理了1 398宗投訴，比2023-24年度的1 349宗增加了4%。

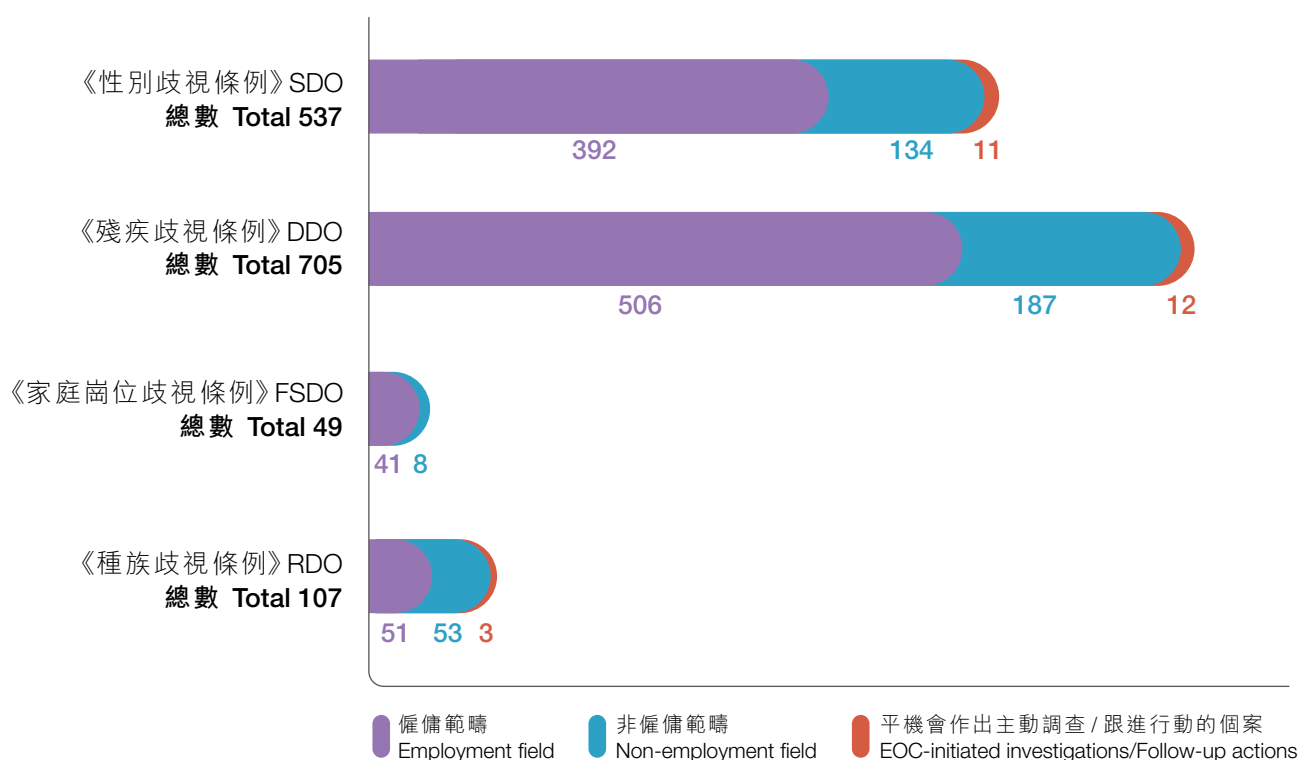
2024-25年度已處理的投訴及平機會作出主動調查／跟進行動的個案總數（包括過往年度尚未完成的個案）：1 398宗

Complaints Handled

In 2024-25, the EOC received 1 102 complaints. The EOC also initiated investigation and/or follow-up actions into incidents or situations involving allegations of 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 and/or follow-up actions), the EOC handled a total of 1 398 complaints in 2024-25, 4% more than the figure (1 349) in 2023-24.

Total Number of Complaints and EOC-initiated Investigations/Follow-up Actions Handled in 2024-25 (including cases carried over from previous years): 1 398



投訴處理 Complaint Handling

有關《性別歧視條例》的投訴

- 大部分(約75%)有關《性別歧視條例》的投訴屬於僱傭範疇。性騷擾(331宗)和懷孕歧視個案(99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506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、服務及設施或其他有關僱傭範疇的不利，例如不按比例削減年終獎金。

有關《家庭崗位歧視條例》的投訴

- 在49宗有關《家庭崗位歧視條例》的個案中，41宗屬於僱傭範疇，部分指稱涉及基於家庭崗位而遭解僱或蒙受其他有關僱傭範疇的不利，例如為照顧直系家庭成員而對彈性上班安排有真正需要，但卻被不合理要求超時工作。

有關《種族歧視條例》的投訴

- 在104宗有關《種族歧視條例》的個案中，53宗屬於非僱傭範疇，大部分的個案與提供貨品、服務或設施有關。

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展開主動調查及／或作出跟進行動。平機會在報告期內處理了26宗此類個案，大部分與《殘疾歧視條例》下有關通達和服務提供的問題，其次是《性別歧視條例》下有關招聘和服務提供的問題。

Complaints under the SDO

- A large majority (around 75%) of the complaints handled under the SDO belonged to the employment field. Sexual harassment (331 cases) and pregnancy discrimination (99 cases) continued to be the two most common types of cases.

Complaints under the DDO

- Of the complaints handled under the DDO, 506 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 employment-related detriments, such as disproportionate reduction of year-end bonus.

Complaints under the FSDO

- Of the 49 FSDO complaint cases, 41 were employment-related. A number of the allegations concerned dismissals and other employment-related detriments, such as being subjected to unjustifiable requirements to work overtime, despite their genuine need for flexible work arrangements to care for their immediate family members.

Complaints under the RDO

- Of the 104 cases handled under the RDO, 53 cases were non-employment related. The majority of these cases were related to 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 26 such cases. The cases received are mostly divided between issues related to accessibility and service provision under the DDO and those concerning recruitment and service provision under the SDO.



平機會就暢達問題作出的主動跟進行動
EOC-initiated Follow-up Actions into Accessibility Issues

某食肆拒絕讓攜帶導盲犬的客人進入。平機會主動跟進該個案後，有關食肆推行措施，歡迎視障人士及其導盲犬進入食肆用膳。

A restaurant allegedly refused to allow customers with guide dogs to enter. After the EOC initiated follow-up action on the case, the restaurant implemented measures to welcome customers with visual impairments and their guide dogs to dine at the establishment.

在另一宗個案，一名巴士司機拒絕為輪椅使用者提供斜道登上巴士。平機會跟進個案，建議巴士公司為司機提供培訓時將事件用作參考例子，提醒司機採取積極措施協助殘疾乘客。

In another case, a bus driver allegedly refused to provide a ramp for wheelchair users to board the bus. The EOC followed up on the case and recommended that the bus company use the incident as an example in its training for drivers, reminding them to take proactive steps to assist passengers with disabilities.

平機會上述的跟進工作有助提升社區的通達程度。

The aforementioned follow-up actions by the EOC led to improvements in accessibility in the community.

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、支付和解金、修改政策和慣例、檢討工作程序或其他安排。

Conciliation

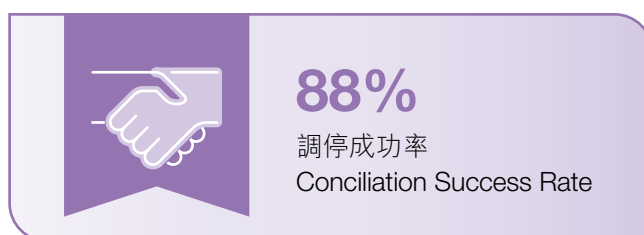
In the course of investigating a complaint case, the EOC endeavours to help the complainant and the respondent reach a settlement by way of conciliation. The purpose of conciliation is to bring together the parties concerned to look for ways to resolve the dispute consensually and help them move forward.

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.

投訴處理 Complaint Handling

在2024-25年度，有1 117宗投訴個案完結，當中169宗進行了調停，最終148宗成功調停，調停成功率為88%。2023-24年度的調停成功率是85%。

Of the 1 117 complaint cases concluded in 2024-25, 169 proceeded to conciliation, with 148 successfully conciliated. This translates into a conciliation success rate of 88% as compared to 85% in 2023-24.



和解個案案例

以下是平機會在2024-25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商議，就解決方法達成協議。

Examples of Conciliated Cases

The following are examples of complaints handled by the EOC in 2024-25. Through conciliation facilitated by the EOC, the complainant(s) and the respondent(s) were able to discuss and come to an agreement 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

投訴人指稱某美容院因為她患有哮喘而拒絕她的預約。

The complainant alleged that a beauty parlour refused to take her booking due to her asthma.

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，投訴人與美容院的代表見面，該代表解釋公司有關健康申報的政策，並歡迎投訴人再次預約。美容院並同意提醒員工有需要時應徵詢醫護人員的意見。

Upon conciliation, the complainant met with a representative of the beauty parlour, who explained the company's policy regarding health declarations and welcomed the complainant to make another booking. The beauty parlour also agreed to remind their staff members to seek advice from medical personnel when needed.



僱傭方面的懷孕歧視和殘疾歧視

Pregnancy Discrimination and Disability Discrimination in Relation to Employment

投訴人指稱當她告知僱主自己懷孕後，僱主向她提供六個月的合約，而非原定的12個月合約。僱主稱因她放產假、病假和延長居家工作時間，而無法有效評估她的表現。

The complainant alleged that after she informed her employer of her pregnancy, the employer offered her a six-month contract instead of a 12-month contract as previously observed, citing that they were unable to effectively evaluate her performance due to her maternity leave, sick leave and an extended period of working from home.

根據《性別歧視條例》，僱主如基於僱員懷孕而給予較差的待遇，即屬違法。根據《殘疾歧視條例》，僱主如基於僱員的殘疾而給予其較差的待遇，即屬違法。

Under the SDO, it is unlawful for an employer to treat an employee less favourably on the ground of her pregnancy. Under the DDO, it is unlawful for an employer to treat an employee less favourably on the ground of his or her disability.

經調停後，僱主同意作出和解金補償，並向投訴人發出工作證明。

Upon conciliation, the employer agreed to offer a monetary sum and issue an employment certificate to the complainant.



教育方面的性騷擾

Sexual Harassment in Relation to Education

投訴人是一名大學生，她在通訊軟件收到由來歷不明的電話號碼發出的男性私處圖片和與性相關的訊息。後來，這個號碼被查出是投訴人的大學同學所有。

The complainant, who is a university student, received a photo of a male genital and messages of a sexual nature from an anonymous number on a messaging application. The number was subsequently traced to a schoolmate from the complainant's university.

根據《性別歧視條例》，一名學生性騷擾在同一所學校就讀的另一名同學，即屬違法。性騷擾的定義是指不受歡迎的、涉及性的行為，而一個合理的人在顧及所有情況後，應會預期該人會感到受冒犯、侮辱或威嚇。

Under the SDO, it is unlawful for a student to sexually harass another student attending the same educational institution. Sexual harassment is defined as unwelcome conduct of a sexual nature in circumstances which a reasonable person, having regard to all the circumstances, would anticipate that the act would cause offence, humiliation or intimidation.

經調停後，該名同學同意向投訴人支付和解金補償。

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

投訴處理 Complaint Handling



僱傭方面的性騷擾

Sexual Harassment in Relation to Employment

投訴人是一間商店的兼職店務助理。他指稱其男性經理在店內觸碰他的乳頭。

The complainant is a male part-time shop assistant at a store. He alleged that a male manager at the store touched his nipple.

根據《性別歧視條例》，一名僱員對另一名同事作出不受歡迎的、涉及性的行為，而一個合理的人在顧及所有情況後，應會預期後者會感到受冒犯、侮辱或威嚇，即屬違法。

Under the SDO, it is unlawful for an employee to engage in unwelcome conduct of a sexual nature in relation to a co-worker in circumstances in which a reasonable person, having regard to all the circumstances, would have anticipated that the latter would be offended, humiliated or intimidated.

經調停後，該經理同意向投訴人支付和解金補償和給予道歉信。

Upon conciliation, the manager agreed to offer a monetary sum and provide an apology letter to the complainant.



僱傭方面的性別歧視

Sex Discrimination in Relation to Employment

投訴人是一名應徵文員一職的男性求職者，他被女面試官告知，其職責包括打理植物和洗杯，該職位只適合女性擔任。

The complainant, who is a male job applicant for the position of clerk, was informed by a female interviewer that the job duties of the post, including looking after plants and washing cups, were only suitable for female.

根據《性別歧視條例》，僱主如基於性別而拒絕聘用某人，即屬違法。

Under the SDO, it is unlawful for an employer to refuse to employ a person on the ground of his or her sex.

經調停後，求職者接受面試官的書面道歉。

Upon conciliation, the job applicant accepted a written apology from the interviewer.



僱傭方面的家庭崗位歧視
Family Status Discrimination in Relation to Employment

投訴人指稱她為了照顧兩名患病的孩子請假而遭僱主解僱。

The complainant alleged that her employer terminated her employment after she took leave to look after her two children when they fell ill.

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，僱主同意向投訴人支付和解金補償。

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



提供貨品、服務及／或設施方面的種族歧視
Race Discrimination in Relation to the Provision of Goods, Services and/or Facilities

投訴人指稱一名地產代理在見到她與她的印度裔男朋友後，拒絕向她展示一單位。投訴人亦指稱該代理的僱主需要就代理的行為負上轉承責任。

The complainant alleged that a real estate agent refused to show her a flat after seeing her with her Indian boyfriend. The complainant also alleged that the employer of the agent is vicariously liable for his act.

根據《種族歧視條例》，服務提供者如基於某人的有聯繫者的種族而拒絕提供貨品、服務或設施，即屬違法。根據《種族歧視條例》，除非僱主已採取合理可行的措施去預防有關行為，否則僱主亦可能需要為其僱員的種族歧視行為負上轉承責任。

Under the RDO, it is unlawful for a service provider to refuse the provision of goods, services or facilities to a person on the ground of the race of an associate. Under the RDO, employers can also be held vicariously liable for acts of racial discrimination by their employees in the course of employment unless they have taken reasonably practical steps to prevent such acts.

經調停後，投訴人接受地產代理的書面道歉。

Upon conciliation, the complainant accepted a written apology from the real estate agent.

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2024-25年度，平機會有1 117宗個案完結（1 094宗投訴調查個案及23宗主動調查個案），當中有91%的個案是在六個月內完成處理（997宗投訴調查個案及23宗主動調查個案，共1 020宗），表示平機會的表現超越目標。此外，投訴的平均處理時間為87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（依據代表投訴的有關規則作處理）；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 2024-25, there were 1 117 concluded cases (including 1 094 complaints for investigation and 23 cases of self-initiated investigation and/or follow-up actions). Out of these, 91% of the cases were completed within six months (997 complaints for investigation and 23 cases of self-initiated investigation and/or follow-up actions, totalling 1 020 cases), meaning that the EOC surpassed its target. Furthermore, the average handling time of the complaints was 87 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2024-25年度，除了38宗個案因投訴人與答辯人提早解決而終止調查，平機會決定不對66宗個案進行調查，並終止調查821宗個案。前者的原因包括經平機會檢視投訴人提供的資料後，認為所指稱的行為不屬違法，或事件發生時間已超過追溯期限。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，例如以個人理由撤回投訴或投訴欠缺實質。下表載列終止調查的原因：

In 2024-25, other than 38 cases that were discontinued due to early resolution between the complainant and the respondent, the EOC decided not to conduct an investigation in 66 cases, and discontinued handling another 821 cases after investigation. The former happens in different cases such as where the EOC, having reviewed the information provided by the complainant, considered that the alleged acts might not be unlawful or the incidents had happened far exceeding the statutory time limit. 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, such as withdrawal of the complaints out of personal reasons or the complaints were lacking in substance. A detailed breakdown of the reasons for discontinuation is set out in the table below:

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	13	24
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	23	245
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	3	18
投訴缺乏實質、基於錯誤理解等 The complaint was lacking in substance or misconceived etc.	27	534
總數 Total	66	821
投訴人與答辯人提早解決 Early resolution between complainant and respondent	38	

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繼續維持優質服務水平以及持續提升表現。



在此過程中，我由衷感謝您和平機會團隊為調查此案所付出的努力和專業。您的投入和專業態度令人敬佩，我很感謝你們的協助。



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 have received legal assistance in taking their cases forward. Their constructive feedback and positive comments encourage the EOC to maintain its commitment to excellence and dedication to continuous enhancement.



I'm extremely grateful that you've taken on my case and have been consistently following up. Your commitment to upholding fairness in discrimination cases is truly valued.



I am writing to express my heartfelt thanks for all that you've done for the complainant's case. Thank you for going out of your way to facilitate a settlement. This means a lot for the complainant and has brought her closure for a difficult chapter of her life.



May I take this opportunity to express my heartfelt appreciation to the support of the EOC.

Our clients wish to express their gratitude for the hard work of the Commission.



很感謝貴會盡心竭力的幫忙，以致能與答辯公司達成和解，也很多謝個案主任的體諒，百忙中仍抽空遠道來遷就和協助我簽署協議文件！





衷心感謝您在處理我們的殘疾歧視投訴過程中所提供的專業協助和支持。您的努力和專業知識不僅幫助我們取得了公義，也讓我們感受到平等和尊重。

在這半年的日子裡，得到您的幫忙讓我可以放心做手術，健康咁回來了。特別是您對工作的專業精神，面對每日繁忙個案非常有耐心地處理妥當，總是盡善盡美，讓我感到無比安心，您辛苦了！



I also want to express my heartfelt thanks for your effort yesterday in facilitating the negotiations. I really appreciate you staying behind for us to facilitate the settlement.



投訴人託我感謝個案主任及平機會同事，希望大家能在反歧視的路上，繼續幫助基層工友！我也感謝你在過去一年多的持續付出和努力！



有勞幫忙及謝謝你的耐心開解，無言感激！



The respondent would like to express our appreciation for the efforts of the EOC to handle this complaint of pregnancy discrimination fairly and without bias.



欣賞你對工作的熱誠及持平態度，讚揚你的專業，多謝你的幫忙。



Thank you for your dedication and hard work in facilitating the conciliation. I appreciate your ongoing support and guidance throughout this matter.



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。

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.

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，以及擬備詳盡的意見書提交予平機會管治委員會轄下的法律及投訴專責小組，決定應否給予法律協助。

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 legal analysis for the Legal and Complaints Committee (LCC) of the EOC Board, advising whether legal assistance should be granted.

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：

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:

- 案件能否就重要法律議題確立先例？
- 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？
- 證據是否足以令個案在法庭有較高的勝訴機會？
- 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？
- 平機會可按個別個案的情況，考慮任何其他相關事宜。
- 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 of success in court?
- Is legal proceeding the best or most effective way to eliminate discrimination insofar as the particular case is concerned?
- 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。

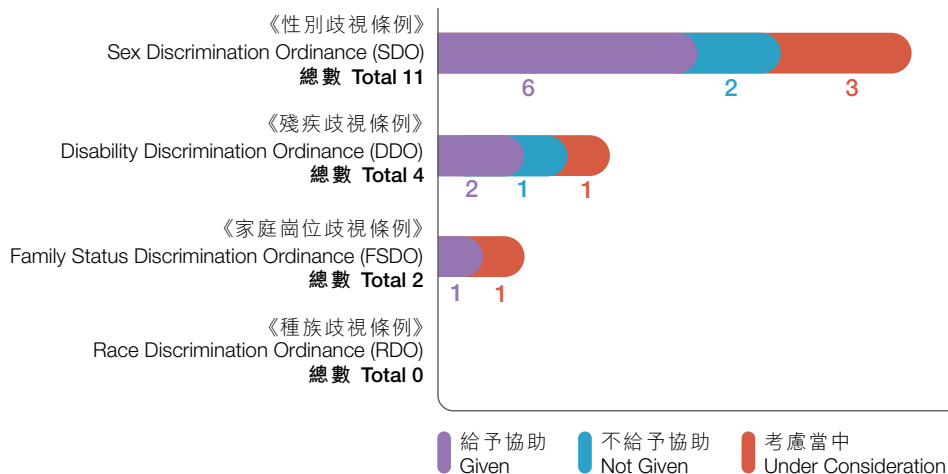
若專責小組成員決定給予某個案法律協助，負責的平機會律師會採取一切所需跟進行動協助受助人。有關協助包括由平機會律師向受助人提供法律意見、收集或評估進一步資料或證據，或由平機會律師或平機會聘任的私人執業律師在法律訴訟中代表受助人。

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，為受助人提出法律訴訟。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2024-25年度，平機會共處理了17宗法律協助申請，當中九宗獲得協助，三宗不獲協助。截至2025年3月31日，其餘五宗仍在考慮當中。

按條例劃分的法律協助申請數字 (2024年4月 – 2025年3月)



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 giving 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 documents 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 interlocutory hearings/trials or engage an external counsel to do so, depending on the complexity and magnitude of the case.

Applications for Legal Assistance

In 2024-25, the EOC handled 17 applications for legal assistance. Of these, legal assistance was granted in nine cases and rejected in three cases. As of 31 March 2025, five applications were under consideration.

Breakdown of Applications for Legal Assistance (by Ordinance) (April 2024 – March 2025)



法律協助的案例
An Example of a Legally Assisted Case

2024年12月6日

平機會根據《性別歧視條例》和《種族歧視條例》，代表一名孟加拉裔女性(申索人)在區域法院提出法律訴訟。申索人指稱，在她於一家律師行任職兼職法律文員期間，她的前僱主(第一答辦人)經常用與性有關和鄙視其種族的用語來稱呼她，令她蒙受性騷擾和種族騷擾。

申索人亦指稱，她的前直屬上司(第二答辦人)多次對她進行性騷擾，包括透過即時通訊軟件，向申索人發送具性含意圖片的超連結，以及在申索人已向他表示不安的情況下，仍反覆向申索人談及他的性生活等。

申索人指稱她因而受到嚴重的情緒困擾，這些違法的騷擾行為最終迫使她自動離職。

6 December 2024

The EOC issued legal proceedings under the SDO and the RDO in the District Court, on behalf of a Bangladeshi female (the Claimant) who alleged that she was subjected to sexual harassment and racial harassment by her former employer (the 1st Respondent) who frequently addressed her with sexual and derogatory racial terms during her employment as a part-time law clerk at his law firm.

The Claimant also alleged that her former direct supervisor (the 2nd Respondent) had sexually harassed her on many occasions. The incidents included sending a hyperlink to a photo of sexual connotation to the Claimant via instant messaging application, and repeatedly describing his sexual activities to the Claimant despite her expressed discomfort.

The Claimant alleged that she suffered severe emotional distress and was constructively dismissed as a result of the unlawful harassment acts.

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2024-25年度，有四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。10宗個案仍在處理當中，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2024-25年度共處理了六宗法庭訴訟，其中兩宗有關《性別歧視條例》，三宗有關《殘疾歧視條例》，一宗個案同時有關《性別歧視條例》和《種族歧視條例》。

在平機會律師的協助下，兩宗個案獲判勝訴，一宗個案因應個案最新發展而無需進一步協助。截至2025年3月31日，其餘三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 the need to go through time-consuming and costly court proceedings. To this end, the designated lawyer(s) of the EOC would assist the Claimant(s) in settlement negotiations with the Respondent(s), besides providing legal advice and representation.

In 2024-25, among the legal assistance cases granted both before and during the year, four cases were resolved or concluded without the need to commence legal proceedings. Ten cases remained in progress, with no outcome having been reached and no court proceedings having commenced yet at the end of the period under review.

Court Cases

In 2024-25, the EOC handled six court cases – two brought under the SDO, three brought under the DDO and one brought under both the SDO and the RDO.

With the assistance from the EOC lawyers, a favourable judgment was obtained in two cases. No further assistance was needed in one case upon further development of the case. For the remaining three cases, court proceedings were still ongoing as of 31 March 2025.



2024年11月28日
DCEO 3/2024

這是一宗僱傭範疇的殘疾歧視個案。在此案件中，一名在鋼琴教室擔任客戶服務主任的女士(申索人)，在試用期間因放病假，被她的僱主(答辯人)基於她的殘疾和放取相關病假而解僱，構成《殘疾歧視條例》下的違法殘疾歧視行為。

平機會向申索人提供法律協助，其內部律師代表申索人按《殘疾歧視條例》提出法律訴訟，以及代表申索人出庭應訊。

區域法院在2024年4月18日作出非正審判決，之後在2024年11月28日作出評估損害賠償的最終判決。

區域法院考慮到平機會的陳詞後，判定答辯人須向申索人支付143,000港元的賠償，當中包括95,000港元的情感損害賠償和48,000港元的收入損失賠償，即相等於申索人三個月薪金。此外，答辯人須支付申索人在是次賠償評估的訟費。

在這個案中，區域法院因應通脹調整了不同級別感情損害賠償的金額，為香港法庭在日後衡量歧視案件申索的感情損害賠償更新了指引，平機會表示歡迎。

法庭在這判決發出重要的訊息，提醒所有僱主，如基於僱員的殘疾及放病假而把他／她解僱，包括在試用期間，是違法的行為。

28 November 2024
DCEO 3/2024

This is a disability discrimination case in the field of employment. In this case, a Customer Service Officer of a piano learning centre (the Claimant) was dismissed by her employer (the Respondent) on the ground of her disability and related sick leave during her probationary period, which amounted to unlawful disability discrimination under the DDO.

In providing legal assistance to the Claimant, the EOC's in-house lawyers represented the Claimant in issuing legal proceedings under the DDO, conducted the case and attended court hearings on her behalf.

The District Court entered an interlocutory judgment on liability on 18 April 2024 and delivered a final judgment on the assessment of damages on 28 November 2024.

Having heard the submissions of the EOC, the District Court ordered the Respondent to pay to the Claimant a sum of HK\$143,000, of which HK\$95,000 was for injury to feelings, and HK\$48,000 was for loss of income, which was equivalent to the Claimant's salary of three months. The Respondent was also ordered to pay the Claimant's legal costs for the assessment of damages.

In this case, the District Court also adjusted the amounts of different levels of damages for injury to feelings according to inflation. This provides an updated guideline for the Courts in Hong Kong in assessing damages for injury to feelings in discrimination cases in the future, which the EOC welcomes.

The judgment sends a strong reminder to all employers that it is unlawful to dismiss an employee on the ground of his/her disability and sick leave irrespective of whether the employee is on probation or not.



法庭案件例子
Examples of Court Cases

2025年2月14日
DCEO 4/2023

這是一宗僱傭範疇的性騷擾個案。在此案件中，一名外籍家庭傭工(申索人)指稱在受僱期間，多次被前僱主(答辯人)性騷擾，包括答辯人在申索人沐浴後靠近她嗅聞她的頭髮和身體的香味，以及不斷要求申索人與他發生性行為。

平機會向申索人提供法律協助，其內部律師代表申索人按《性別歧視條例》提出法律訴訟，以及代表申索人出庭應訊。

案件於2024年8月13至14日審訊。區域法院於2025年2月14日判申索人勝訴，指答辯人作出的行為構成《性別歧視條例》所指的性騷擾。

區域法院判定答辯人須支付申索人合共182,387.30港元的賠償，包括60,000港元的感情損害賠償、10,000港元的懲戒性損害賠償，以及112,387.30港元的收入損失賠償，並附加利息。區域法院還命令答辯人須支付申索人此案的訟費。

今次法庭的裁決提醒所有僱主，在工作期間對僱員，包括外籍家庭傭工，作出性騷擾是違法行為，並會帶來嚴重的法律後果。

14 February 2025
DCEO 4/2023

This is a sexual harassment case in the field of employment. In this case, a foreign domestic worker (the Claimant) alleged that during her employment, her former employer (the Respondent) sexually harassed her on a number of occasions, including coming up close to sniff the fragrance of her hair and body after she had taken a shower and persistently requesting to have sex with her.

In providing legal assistance to the Claimant, the EOC's in-house lawyers represented the Claimant in issuing legal proceedings under the SDO, conducted the case and attended court hearings on her behalf.

The trial took place on 13-14 August 2024. On 14 February 2025, the District Court handed down the judgment in favour of the Claimant, holding that the Respondent had engaged in conduct constituting sexual harassment as defined under the SDO.

The District Court further ordered that the Respondent to pay the Claimant a total compensation of HK\$182,387.30, which includes HK\$60,000 for injury to feelings, HK\$10,000 for exemplary damages and HK\$112,387.30 for loss of income, along with interest. The Court also ordered the Respondent to pay the Claimant's legal costs.

This court ruling sends a strong reminder to all employers that sexual harassment against employees, including foreign domestic workers, during their employment is unlawful and will lead to serious legal consequences.

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／改善措施，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；
- 紀律處分；作出道歉；或投訴人接受答辯人的解釋；以及
- 給予推薦信；支付和解金；提供聘用機會；或復職。

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640萬港元。

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;
- Disciplinary action; apologies; or complainants accepting the respondents' explanation; and
- Provision of reference letters; monetary payment; offers of employment; or reinstatements.

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\$6.4 million.

Other Legal Work

Legal assistance is only one of the various branches of legal work at the EOC. The LSD also advises the Complaint Services Division on the handling of enquiries and complaints; drafts codes of practice and 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，透過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的政策措施和解決方法。

在香港「公眾可進出處所」餵哺母乳的研究

平機會藉著國際母乳哺育周於2024年8月6日公布「在香港『公眾可進出處所』餵哺母乳的研究」結果。研究評估餵哺母乳女性對《性別歧視條例》下有關母乳餵哺的條文的理解，檢視在公眾可進出處所餵哺母乳的普及率和經驗，以及評估香港的母乳餵哺設施的情況。

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 legal rights and responsibilities.

Research Studies

Every year, the EOC conducts and commissions research studies to gather data-driven insights on the trends and root causes of discrimination. 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.

Study on Breastfeeding at Publicly Accessible Premises in Hong Kong

The EOC released the Study on Breastfeeding at Publicly Accessible Premises in Hong Kong on 6 August 2024 to coincide with World Breastfeeding Week. The study evaluated breastfeeding women's understanding of the breastfeeding-related provisions under the SDO, examined the prevalence and experiences of breastfeeding at publicly accessible premises and assessed the condition of breastfeeding facilities in Hong Kong.

政策、研究及培訓 Policy, Research and Training

主要結果

研究顯示超過81%餵哺母乳或集乳的被訪女性認為應該在公眾地方提供更多餵哺母乳或集乳的設施。部分受訪者亦認為現有設施不足，81.9%的受訪者認為應提升相關設施的衛生標準，74.7%的受訪者認為這些空間需要提高私隱度。

根據研究，超過五分之四的受訪者(82.9%)表示認識《性別歧視條例》，另外超過三分之二的受訪者(69%)表示認識《性別歧視條例》下有關母乳餵哺的條文，而物業管理公司及地產發展商的受訪者則對《性別歧視條例》的條文有不同程度的理解。

此外，研究團隊對香港50個商場和50個政府處所進行了設施審核，發現有10個商場和8個政府處所沒有育嬰及哺乳室，52.5%的商場和38.1%的政府處所的育嬰範圍面積並未符合屋宇署《在商業樓宇提供育嬰間及哺乳室》作業備考的建議面積。

建議

研究報告列出一系列向政府、地產發展商、物業管理公司、僱主及僱員的建議。

其中，政府可以考慮提供建設母乳餵哺設施的誘因，在現有的綠建環評認證和履行可持續建築設計指引之上，加入要求在規定的單位面積內設置適當或平均分佈的母乳餵哺設施，以作為獲得總建築面積寬免的先決條件。

Major Findings

The study found that 81% of the respondents, who had breastfed or expressed milk, believed that more breastfeeding or milk expressing facilities are needed in public places. Some respondents expressed that existing facilities were inadequate, with 81.9% advocating for improved hygiene standards and 74.7% calling for more privacy in these spaces.

According to the study, more than four-fifths of the survey respondents (82.9%) said they knew about the SDO and more than two-thirds of the survey respondents (69%) said they knew the provisions on breastfeeding under the SDO. As for property management company and property developer respondents, they displayed varying degrees of awareness regarding the provisions of the SDO.

Additionally, the research team conducted access audit of 50 shopping centres and 50 government premises in Hong Kong. It found that 10 shopping centres and 8 government premises did not provide baby care and lactation facilities. The baby care areas in 52.5% of the shopping centres and 38.1% of the government premises did not comply with the suggested size as stipulated in the Buildings Department's Practice Note on "Provision of Baby care Rooms and Lactation Rooms in Commercial Buildings".

Recommendations

The study put forward a series of recommendations for the Government, property developers, property management companies, employers and employees.

To provide incentives for establishing breastfeeding facilities, the Government should consider requiring an appropriate and even distribution of breastfeeding facilities in a specified unit of area as a prerequisite for receiving gross floor area ratio concessions. This requirement could be added to the existing BEAM Plus certification and fulfilment of Sustainable Building Design Guidelines.

研究又建議政府考慮修訂《在商業樓宇提供育嬰間及哺集乳室》作業備考，以改善相關設施服務差距。在改善相關設施數量方面，屋宇署可以修訂作業備考，鼓勵商業樓宇提供多於一間育嬰及哺乳室。

除了政府，研究亦建議地產發展商在新商場的設計階段包含寬敞且設備齊全的育嬰及哺乳室。對於現有的商場，發展商亦應計劃擴大育嬰及哺乳室範圍，建立新的育嬰及哺乳室或設置一些流動育嬰及哺乳室，以緩解旺季或暑假期間的長時間輪候現象。此外，物業管理公司可與應用程式開發人員合作開發實時輪候應用程式，令照顧者可以預料設施的使用情況。

正進行的研究(2024年4月至2025年3月)

平機會於2024年4月至2025年3月期間展開了以下研究：

- 支援精神病患者的照顧者的有效政策及措施研究；
- 從人力資源管理人員和在職人士家人的角度理解家庭友善僱傭措施的研究；
- 公共交通的性別角度研究；以及
- 縮窄數位落差以提升少數族裔的個人與社會福祉研究。

The Study also advised the Government to revise the Practice Note on “Provision of Babycare Rooms and Lactation Rooms in Commercial Buildings” to address service gaps. In order to increase the quantity of such facilities, the Buildings Department may revise the Practice Note and encourage the provision of more than one babycare and lactation room (BLR) in commercial buildings.

Apart from the Government, property developers are advised to include spacious and well-equipped BLRs in the design phase of new shopping malls. For existing shopping malls, developers should plan to expand the babycare and lactation areas, create new BLRs or designate mobile BLRs to alleviate long queues during peak periods and summer holidays. Property management companies could work with app developers to develop electronic queuing apps to allow users to check the usage of BLRs.

Ongoing Research Studies (From April 2024 to March 2025)

The following research studies were commenced in the period of April 2024 to March 2025:

- Study on Effective Policies and Measures to Support Caregivers of Persons with Mental Illness;
- Study on Family-Friendly Employment Practices from the Perspectives of Human Resource Managers and Family Members of Employees;
- Study on Gender Perspectives in Public Transport; and
- Study on Improving Social Wellbeing of Ethnic Minorities in Hong Kong through Ameliorating the Digital Divide.

政策、研究及培訓 Policy, Research and Training

平等機會研究項目資助計劃

平機會於2024年11月25日推出「平等機會研究項目資助計劃2025/26」，資助合資格的學者及組織進行具創意並與四條反歧視條例相關的研究項目。資助計劃將優先考慮關於以下一項或多於一項領域的研究項目：

- 於某些行業或網上平台提供貨物、服務及／或環境時，缺乏考慮殘疾人士的暢通可達或缺乏考慮針對不同需要人士(如有嬰兒車、幼童或長者的家庭、年長照顧者或少數族裔人士等)的通用設計；
- 少數族裔人士於某些行業就業機會；
- 應對照顧者照顧某些類別人士的困難及需要的政策／決策過程或其缺失；
- 母乳餵哺友善工作間；
- 現時由個別性別主導的職業或行業的性別定型；
- 平機會以往的研究沒有涵蓋的行業的性騷擾情況；以及
- 四條反歧視條例包括的不同性質的歧視的交織情況。

平機會於2024年12月17日舉行了簡介會，向有興趣申請的機構介紹了資助計劃。計劃在2025年2月25日截止報名，合共收到31個申請。

Funding Programme of Research Projects on Equal Opportunities

On 25 November 2024, the EOC launched the Funding Programme of Research Projects on Equal Opportunities 2025/26, which provides support to eligible academics and organisations with inspiring ideas to undertake innovative research projects that are related to the four anti-discrimination ordinances. Projects focusing on one or more of the following themes would be given priority:

- Lack of accessibility for persons with disabilities, or lack of universal design for people with diverse needs (e.g. family with prams or young children, the elderly, mature caregivers or ethnic minorities) in the provision of goods, services and/or environments in certain industries or on online platforms;
- Employment opportunities for ethnic minorities in certain industries;
- Policies/policy-making processes or gaps in addressing the difficulties and needs of caregivers in taking care of specific type(s) of care recipients;
- Breastfeeding-friendly workplaces;
- Gender stereotypes in occupations and industries currently dominated by a gender;
- Sexual harassment in industries which have not been covered in research previously conducted by the EOC; and
- Intersectionality of discrimination issues based on different attributes covered by the four anti-discrimination ordinances.

A briefing session was held on 17 December 2024 to introduce the programme to interested parties. The programme received a total of 31 applications at the close of the application on 25 February 2025.

政策倡議

向政府及其他組織提交的意見書

在2024-25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，以處理香港的不同的歧視問題：

- 就香港交易及結算所有限公司有關《企業管治守則》及相關《上市規則》條文檢討的諮詢文件提交意見書(2024年8月) — 平機會對多項建議表示支持，包括要求發行人的提名委員會至少有一名不同性別的董事，以及要求在《企業管治報告》中披露各層級員工的性別比例。意見書亦就全面的多元化僱傭政策提出建議。
- 就2024施政報告公眾諮詢向政府提交兩份意見書(2024年8月及9月)。8月份提交的意見書建議從課程、教師培訓、考試制度、職涯規劃等方面，提升非華裔學生的中文學習和教育支援。而9月份提交的意見書則建議香港落實通用設計原則、為殘疾人士及其照顧者賦能、締造家庭友善社區和促進不同種族社群之間的和諧關係。
- 就2025-26年度財政預算案公眾諮詢向政府提交意見書(2025年2月) — 平機會提出財政預算措施在香港推廣通用設計原則及無障礙旅遊，探索共融社會的經濟機遇，支援有精神健康需要的人士，以及加強對育兒及生育的支援。

Policy Advocacy

Submissions to the Government and Other Parties

In 2024-25, 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 Hong Kong Exchanges and Clearing Limited (HKEx) in response to its Consultation Paper on Review of Corporate Governance Code and Related Listing Rules (August 2024) – The EOC expressed support for various proposals, including the requirement for issuers to have at least one director of a different gender on the nomination committee and the requirement to disclose the gender ratio at all levels of the company in the Corporate Governance Report. The submission also made recommendations on comprehensive employment policies to promote diversity.
- Submission to the Government in response to the 2024 Policy Address Public Consultation (August & September 2024) – The EOC made two submissions to the Government. In the August submission, the EOC put forward recommendations on the curriculum, teacher training, examination system and career planning to enhance Chinese language learning and educational support for non-ethnic Chinese students. The submission in September included proposals to implement universal design principles in Hong Kong, empower people with disabilities and their carers, build a family-friendly community and foster harmonious relations between diverse ethnic communities.
- Submission to the Government in response to the 2025-2026 Budget Consultation (February 2025) – The EOC proposed budgetary measures to promote universal design principles and accessible tourism in Hong Kong, explore economic opportunities in an inclusive society, support persons with mental health needs and enhance childcare and childbirth support.

政策、研究及培訓 Policy, Research and Training

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、產品和服務，方便不同人生階段及不同能力的人，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2024-25年度，平機會舉行多項活動向公眾推廣通用設計的概念，並鼓勵社會不同領域採用通用設計。

通用設計嘉許計劃2024/25

平機會在2024年11月1日於香港故宮文化博物館的香港賽馬會演講廳舉行首屆「通用設計嘉許計劃」嘉許典禮，表揚在落實通用設計和締造通達環境方面有傑出表現的270間機構。

香港特別行政區政府政制及內地事務局局長曾國衛先生擔任典禮的主禮嘉賓。平機會主席和物業管理業監管局主席黃江天博士分別在典禮上致開幕辭及結語。超過300名嘉賓參與了頒獎典禮，包括平機會委員、支持機構及得獎處所的代表。

Universal Design and Accessibility

Universal design is a user-centric design approach that seeks to create built environments, products and services that are convenient and easily useable by individuals with different abilities and at different stages in life, including people with disabilities, the elderly, caregivers, pregnant women and families with young children. In 2024-25, 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.

Universal Design Award Scheme 2024/25

On 1 November 2024, the EOC held an award presentation ceremony for the inaugural Universal Design Award Scheme (UDAS) at the Hong Kong Jockey Club Auditorium of the Hong Kong Palace Museum. The ceremony recognised 270 premises for their outstanding contributions in implementing universal design and creating accessible environments.

Mr Erick TSANG Kwok-wai, Secretary for Constitutional and Mainland Affairs of the HKSAR Government was the Guest of Honour. The EOC Chairperson and Dr James WONG Kong-tin, Chairperson of the Property Management Services Authority, delivered the opening and closing speeches respectively. Over 300 guests attended the ceremony, including EOC Members, representatives from the supporting organisations and awarded premises.

首屆通用設計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處所，例如工作、餐飲、購物及娛樂消閒，包括：

- (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。

本次計劃下，120個處所獲得金獎，133個處所獲得銀獎，13個處所獲得銅獎，以及4個處所獲得精神可嘉獎。而11個處所更榮獲特別嘉許大獎，以表揚處所具備出色的通用設計措施與服務。

平機會亦推出了「暢通易達承諾書」，以鼓勵目前未能符合暢通易達標準的處所承諾盡力建設無障礙環境。承諾書共獲得107份申請，當中涵蓋共290個處所。平機會計劃在2025-26年度推出第二屆「通用設計嘉許計劃」。

The inaugural UDAS consisted of five application categories, covering premises that are commonly used in daily life for work, dining, shopping and leisure activities. They include:

- (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.

Under the Scheme, 120 premises received the Gold Award, 133 premises received the Silver Award, 13 premises obtained the Bronze Award and four premises were recognised with the Certificate of Merit. Eleven premises also received the Special Recognition Award for their exceptional universal design provisions and services.

The EOC also introduced the Universal Accessibility Pledge to encourage premises currently unable to meet accessibility standards to show their commitment in creating barrier-free environments. The pledge received 107 applications, covering 290 premises. The EOC plans to launch the second edition of UDAS in 2025-26.

政策、研究及培訓 Policy, Research and Training

《導盲犬：實用指南》

平機會於2024年5月9日推出《導盲犬：實用指南》，以加強各界對導盲犬的認識，提高他們對導盲犬使用者及導盲犬的接納。

平機會在製作該《指南》時，參考了其他司法管轄區對導盲犬的法律保障和香港的相關資訊，並諮詢了本地導盲犬服務機構、視障人士和相關機構。《指南》除了介紹導盲犬的定義和識別方法外，還引述導盲犬使用者的正面及負面經歷。此外，《指南》更詳列給不同界別持份者包括交通服務提供者、餐廳、酒店、處所管理人及僱主的實用要訣，協助他們為導盲犬使用者及其服務犬營造共融環境。

Guide Dogs: A Practical Guide

On 9 May 2024, the EOC released *Guide Dogs: A Practical Guide* to enhance public awareness and foster greater acceptance of guide dog users and guide dogs.

In compiling the Guide, the EOC referred to the legal protection for guide dogs in other jurisdictions and relevant local information. Additionally, the EOC consulted local organisations offering guide dog services, people with visual impairments, and related organisations. Aside from introducing the definition and identification methods of guide dogs, the Guide also showcases positive and negative encounters guide dog users have experienced. Furthermore, the Guide provides practical tips for stakeholders in different sectors, including transport providers, restaurants, hotels, premises managers and employers, on ways to foster inclusive environments for guide dog users and their service animals.

到訪啟德體育園

在啟德體育園於3月正式開幕前，平機會主席於2025年2月19日率領代表團到訪體育園。

在文化體育及旅遊局的安排下，平機會的代表團，包括平機會委員周莉莉女士、方文傑先生、藍建中先生、涂淑怡女士以及平機會管理團隊，參觀了啟德青年運動場、啟德體藝館、啟德主場館及周邊，觀察場地的通達設施及暢達程度。代表團亦視察了為殘疾人士而設的無障礙通道及尋路指示，包括無障礙泊車位、暢通易達更衣室和洗手間、方便輪椅使用者的售票處和點字及觸覺平面圖。

Kai Tak Sports Park Visit

On 19 February 2025, the EOC Chairperson led an EOC delegation to visit the Kai Tak Sports Park prior to its opening in March 2025.

During the visit arranged by the Culture, Sports and Tourism Bureau, the EOC delegation, including EOC Members Miss Lily CHOW, Mr James Mathew FONG, Mr Simon LAM Ken-chung, Miss Shirley TO Shuk-yi and the management team, toured the Kai Tak Youth Sports Ground, the Kai Tak Arena, the Kai Tak Stadium and the surrounding facilities to observe accessibility features and connectivity of the venues. The delegation also examined barrier-free access and wayfinding signage for individuals with disabilities, including designated accessible parking, accessible changing rooms and washrooms, wheelchair-accessible ticket offices and braille and tactile maps.

向立法會議員簡報推動通用設計主流化的工作

平機會主席於2024年12月16日與平機會的代表出席立法會政制事務委員會的會議，講述平機會在社區推動通用設計主流化的工作。在呈交予委員會的文件中，平機會介紹了過往及未來為推廣通用設計和提升城市暢達度而作出的工作。

Briefing Lawmakers on Promoting the Mainstreaming of Universal Design

On 16 December 2024, the EOC Chairperson, along with EOC representatives, attended a meeting of the Legislative Council's Panel on Constitutional Affairs to present the EOC's efforts in promoting the mainstreaming of universal design in the community. In the paper submitted to the Panel, the EOC introduced both past and future initiatives aimed at promoting universal design and enhancing the city's accessibility.

政策、研究及培訓 Policy, Research and Training

建立共融工作間和加強支援照顧者

《如何在工作間支援有認知障礙症僱員－給僱主的實用指南》

平機會於2024年9月26日發布《如何在工作間支援有認知障礙症僱員－給僱主的實用指南》，旨在提升僱主對認知障礙症的認識，提供實用建議，支援患有認知障礙症的僱員，以及需要照顧有認知障礙症家人的僱員。

《指南》糾正一般人認為確診認知障礙症的人應該停止工作的常見誤解，並強調上班事實上能夠幫助患者與社會保持聯繫，使生活較有規律和目標，有助促進身心健康。為支援照顧認知障礙症患者的僱員，僱主可以提供彈性工作安排，提供家庭或無薪假期，讓僱員能夠陪家屬覆診，並提供資源協助他們處理壓力和提升抗逆能力。

Building Inclusive Workplaces and Strengthening Support for Carers

How to Support Employees with Dementia at Work – A Practical Guide for Employers

On 26 September 2024, the EOC released *How to Support Persons with Dementia at Work – A Practical Guide for Employers*. The toolkit aims to enhance employers' understanding of dementia and provide practical advice on supporting employees with the condition, as well as those who care for individuals with dementia.

The Guide challenges the common assumption that individuals with dementia should stop working, highlighting that a work routine can help these individuals stay socially connected, lead a more structured and purposeful life and improve their wellbeing. To support employees who care for persons with dementia, employers should consider offering flexible work arrangements, granting family or unpaid leave for employees to accompany family members to medical appointments and providing resources to help employees manage stress and build resilience.

加強支援母乳餵哺

平機會於2024年7月30日參加了由衛生署、醫院管理局、愛嬰醫院香港協會、聯合國兒童基金香港委員會合辦的「國際母乳哺育周2024」慶祝典禮。活動呼籲社會大眾在工作間及公共場所支援授乳母親，從而在香港建立母乳餵哺友善的環境。「國際母乳哺育周2024」是國際母乳哺育行動聯盟每年一度舉辦的全球性活動，平機會亦響應活動，透過機構不同渠道提高社會對有關母乳餵哺議題的關注和行動。

Enhancing Support for Breastfeeding

On 30 July 2024, the EOC participated in the World Breastfeeding Week 2024 Celebration Ceremony organised by the Department of Health in collaboration with the Hospital Authority, the Baby-friendly Hospital Initiative Hong Kong Association and the Hong Kong Committee for UNICEF. With the aim to promote a breastfeeding-friendly environment in Hong Kong, the event called on the public to provide essential support for mothers in the workplace and in public spaces. The EOC also promoted the World Breastfeeding Week 2024, an annual global campaign organised by the World Alliance for Breastfeeding Action, through its own communication channels to raise awareness and encourage action on issues related to breastfeeding.

支援有特殊教育需要的學生

平機會與本地大專院校定期召開會議，以加強推廣及鼓勵交流支援有特殊教育需要學生的良好規範。2024年4月，香港中文大學手語及聾人研究中心獲邀出席本地大專院校推廣平等機會聯繫網絡的會議，分享他們對為聽障人士提供支援服務的見解。

Support for Students with Special Educational Needs

The EOC has been coordinating regular meetings with local universities to facilitate the promotion and exchange of best practices in supporting students with special educational needs. In April 2024, the Centre for Sign Linguistics and Deaf Studies of The Chinese University of Hong Kong was invited to share insights on their support service for students with hearing impairments at the meeting of the Network for Promoting Equal Opportunities in Local Universities.

政策、研究及培訓 Policy, Research and Training

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。2024年的精神健康月以「連繫身邊人」為主題，鼓勵市民關心身邊的家人和朋友。全港各區舉行了一系列活動，向公眾推廣精神健康的重要性，並增加他們對精神健康議題的了解和對精神復原人士的接納程度。

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 non-governmental organisations. With the theme 'Linking Hearts, Bridging Communities', the initiative encouraged the public to prioritise the mental wellbeing of their friends and families. The campaign featured a wide range of events across Hong Kong to promote the importance of mental health, enhance public understanding of mental health issues, and increase acceptance of persons in recovery.

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。

平機會於2024-25年度舉辦了565場培訓課程，有來自不同界別共39 398人參加。當中有32場為定期培訓課程，有667人參加，其餘533場為專設培訓課程，共38 731人參加。最受歡迎的培訓課程主題為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

Training & Consultancy

Calendar Training and Customised Training

The EOC endeavours to equip different sectors with knowledge of the anti-discrimination ordinances and mainstreaming the values of equality and inclusion. Since 2001, the EOC has been offering training on the anti-discrimination ordinances for human resources 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.

In 2024-25, the EOC conducted 565 training sessions for a total of 39 398 participants from various sectors, including 32 training sessions for 667 participants under the calendar training programmes, and 533 customised training sessions for 38 731 participants. The most popular topic was Introduction to Anti-discrimination Laws and Work of the Commission, followed by Sexual Harassment (including a general

騷擾)。為了預防和處理高等教育界的性騷擾問題，平機會的培訓部門為不同的大專院校提供了68場專設培訓課程，共8 039名教職員及學生參加。

2024-25年度，平機會推出了「在桌遊中認識平等機會」及「DEI友善工作間」兩個新課程。

introduction and managing sexual harassment). To prevent and address sexual harassment in the higher education sector, the EOC's Training Team conducted 68 customised training sessions for various tertiary institutions, reaching out to 8 039 staff members and students.

The EOC introduced two new training courses, namely 'Understanding Equal Opportunities via Board Game' and 'Embracing Diversity, Equality and Inclusion in the Workplace', in 2024-25.

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。

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.

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2024-25年度，有138名新增會員，他們來自76間機構。

Equal Opportunity (EO) Club

The EO Club was established in 2006 to provide a platform for learning and exchange on preventing discrimination among employers, human resources practitioners, supervisors and trainers. In 2024-25, 138 participants from 76 organisations joined the EO Club.

2024年10月25日，平等機會之友會舉辦「促進職場性別平等並肩體現共融精神」研討會。講者鼓勵僱主支持僱員，包括職業女性，平衡工作與家庭的責任。除此之外，他們分享了成功的企業例子，以及如何有效評估和達致相關可持續發展的目標。一名平機會的代表以講解相關反歧視條例為研討會作結。

On 25 October 2024, the EO Club held a seminar titled 'Promoting Gender Equality and Allyship in the Workplace'. Guest speakers encouraged employers to support employees, including working women, to balance family and career responsibilities. In addition, they shared successful examples in the corporate setting, as well as effective solutions to assess and achieve relevant sustainability indices. A representative from the EOC concluded the seminar with an overview of relevant anti-discrimination laws.

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11月起投入服務。

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：

- 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；
- 提升大眾對預防性騷擾政策和措施的認識；以及
- 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。

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。

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 November 2020.

Work of the Anti-Sexual Harassment Unit

The diverse range of work of the ASHU includes:

- 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;
- Promoting public awareness of anti-sexual harassment policies and measures; and
- Conducting a holistic review of the current legal regime to identify protection gaps and recommend legislative amendments where appropriate.

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.



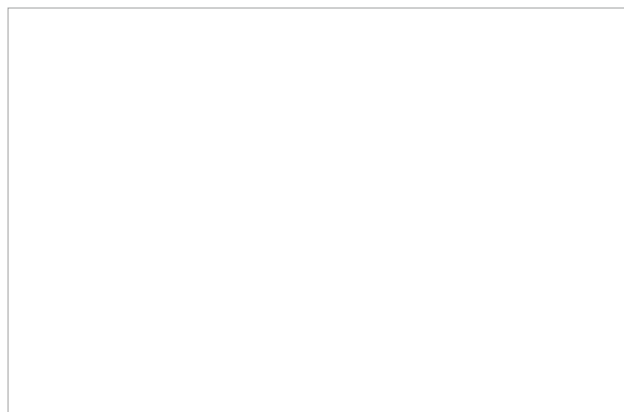
2024年4月至2025年3月期間，該事務組收到599宗有關性騷擾的查詢。這些查詢是公眾透過反性騷擾熱線、平機會查詢熱線、網上查詢表格或電郵、郵寄或傳真，以及親臨平機會辦事處所作出的。當中，55%的查詢來自希望討回公道的受屈人；另外31%的查詢是來自人力資源從業員、代表僱主處理內部投訴或制定反性騷擾機制的人員、旁觀者如目擊者，以及希望協助及支援受屈人的家人和朋友等。

Between April 2024 and March 2025, the ASHU received 599 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, 55% were raised by aggrieved persons hoping to seek redress, while 31% 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.



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。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。網站也為公眾查詢提供另一個途徑，大約有七分之一的查詢者，最先透過網上渠道接觸反性騷擾事務組。自2023年起，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. 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-seventh of the enquirers first approached the ASHU via online channels. Since 2023, an interactive question-and-answer feature has been added to COMPASS. The feature helps members of the general public identify their needs and guides them to the relevant webpages, enabling them to easily obtain useful information even during non-office hours.



反性騷擾事務組 Anti-Sexual Harassment Unit

預防學界性騷擾

預防校園性騷擾是平機會的要務。繼推出供八所大學教育資助委員會(「教資會」)資助大學使用的預防性騷擾網上培訓課程後，平機會在2024年製作及推出另一個網上學習平台「認識性騷擾」，以供非教資會資助的大專院校學生使用，提升年青人對性騷擾的了解。

透過11部動畫影片，這個為非教資會大專院校而設的網上課程讓同學了解性騷擾的定義、可能發生性騷擾的情況，並了解如何預防和應對性騷擾。課程亦包括無意識偏見、界線、關係和性別權力的內容。在報告期內，近1 000名參加者報讀了非教資會資助大專院校的網上課程，所有校方的課程管理員均滿意有關性騷擾的網上學習課程。

除了網上培訓課程，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。2024年4月至2025年3月，反性騷擾事務組為多間院校舉辦了18節培訓課程，有3 929名職員及學生參加。

Preventing Sexual Harassment in the Education Sector

Combating sexual harassment on campuses is a top priority for the EOC. Following the launch of an online training module on the prevention of sexual harassment for the eight universities funded by the University Grants Committee (UGC), the EOC developed and published a separate online learning platform, 'Understanding Sexual Harassment', for students at the non-UGC-funded tertiary institutions in 2024 to improve young people's understanding of sexual harassment.

Through 11 animated videos, the online course for non-UGC-funded tertiary institutions allows students to explore topics such as the definition of sexual harassment, the circumstances in which such incidents may occur and ways to prevent and respond to sexual harassment. It also covers issues including unconscious bias, boundaries, relationships and gender power dynamics. During the year in review, close to 1 000 participants were enrolled in the online course for non-UGC-funded tertiary institutions. All course administrators on campus were satisfied with the online learning course on sexual harassment.

In addition to online training, the EOC provides in-depth training to further enhance academic staff and students' understanding of sexual harassment. From April 2024 to March 2025, the ASHU organised 18 training sessions for various institutions, reaching out to 3 929 staff members and students.

平機會繼續積極預防大學迎新營發生性騷擾。一如往年，平機會呼籲校方要求學生（特別是可能會帶領、籌辦或參加迎新營的學生）接受防止反性騷擾培訓。此外，反性騷擾事務組於2025年1月15日舉辦了一個有關在校園加強打擊性騷擾的分享會，與會者包括教資會資助的八間大學的代表，他們負責處理平等機會事務、學生事務及活動、校園事務及宿舍生活。是次會議提供平台給大學分享他們在暑假期間處理性騷擾的經驗，以期協助各大學採取加強措施，處理 2025 年舉辦的迎新活動。

2024年8月5日，來自香港八間大學的40名學生領袖和教職員參加了反性騷擾事務組舉辦的「『你智識玩』聯校探討校園性騷擾工作坊」。透過講座、訪談、個案分享、分組討論及角色扮演等互動環節，幫助籌辦活動的學生領袖、宿舍導師和支援學生活動的教職員，認識《性別歧視條例》下有關性騷擾的條文如何保障校園內的學生及教職員免受性騷擾，並一起探討預防校園性騷擾的有效措施和技巧。工作坊舉辦後，多間大學邀請反性騷擾事務組在校園提供類似的工作坊，讓更多學生領袖能夠從課堂和討論中學習應對性騷擾。

The EOC has continued making efforts to prevent sexual harassment at university orientation camps. As with previous years, the EOC called on universities to mandate students to receive anti-sexual harassment training, especially those who may lead, organise or join orientation camps. In addition, the ASHU hosted a collaborative sharing session to strengthen efforts in combatting sexual harassment on campuses on 15 January 2025. The session brought together representatives from offices at the eight UGC-funded universities that focus on equal opportunities, student affairs and activities and campus and residential life. The meeting provided a platform for the universities to share their experiences in addressing sexual harassment during the summer period and to devise enhanced measures for upcoming orientation programmes in 2025.

On 5 August 2024, the ASHU organised the “Play Smart” Joint-University Interactive Workshop on Addressing Sexual Harassment, which was attended by over 40 student leaders and staff members from eight universities in Hong Kong. Through interactive activities, including lectures, interviews, case sharing, group discussions and role-playing activities, student leaders who organise student activities, dormitory tutors and staff supporting student activities learnt about the provisions under the SDO that protect students and staff from sexual harassment, and explored effective measures and techniques to prevent unlawful acts on campus. A number of universities have further engaged the ASHU to provide similar workshops on campus to enable more student leaders to benefit from the lectures and discussions on tackling sexual harassment.

反性騷擾事務組 Anti-Sexual Harassment Unit

2024年5月20日，平機會主席林美秀女士聯同平機會的代表，出席立法會政制事務委員會的會議，向議員簡報平機會在大專院校打擊性騷擾的工作。平機會在向事務委員會提交的文件中，闡述了其在大專院校如何透過多管齊下的措施，推動零騷擾的校園，當中包括進行深入的研究調查、提供網上培訓課程和專設面授培訓課程，以及進行針對性的宣傳活動。

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，並進行策略性合作，打擊性騷擾。反性騷擾事務組透過這些活動向持份者介紹其工作及平機會就性騷擾有關的研究結果、解釋《性別歧視條例》中對性騷擾的定義、強調制定措施消除性騷擾的重要性，以及建立打擊性騷擾的夥伴關係。例如，反性騷擾事務組於2025年3月18日與香港公司治理公會聯合舉辦了一場網上工作坊，向其會員介紹了預防職場性騷擾的重要概念，以及提供執行相關政策和措施的指引，作為企業管治的一部分。針對社福界，反性騷擾事務組和社會服務聯會於2025年2月21日聯合舉辦了網上工作坊，協助非政府機構在僱傭和設施及服務提供方面打擊性騷擾。此外，一家國際科技企業的香港分部邀請反性騷擾事務組在2024年7月和10月為其高層員工舉辦一系列工作坊。約400名負責管理的員工參加了工作坊，學習在工作間和提供服務方面預防性騷擾的技巧。

On 20 May 2024, the EOC Chairperson, along with EOC representatives, attended a meeting of the Legislative Council's Panel on Constitutional Affairs to present the EOC's efforts in tackling sexual harassment in tertiary institutions to the Members. In the paper submitted to the Panel, the EOC outlined its multi-pronged approach, which includes in-depth research, online educational modules, in-person training and publicity campaigns aimed at fostering harassment-free environments in tertiary institutions.

Fostering Sexual Harassment-free Workplaces

The ASHU has been taking proactive steps to engage with stakeholders in different sectors with a view to raising their awareness of sexual harassment and fostering strategic collaborations and partnerships to tackle the issue. These engagements 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 prevent sexual harassment and establish partnerships to tackle sexual harassment. For example, the ASHU co-hosted a webinar with the Hong Kong Chartered Governance Institute on 18 March 2025 to introduce to its members key concepts in preventing workplace sexual harassment and provide guidance on implementing relevant policies and practices as part of corporate governance. For the social service sector, the ASHU co-organised a webinar with the Hong Kong Council of Social Service on 21 February 2025 to facilitate non-governmental organisations in tackling sexual harassment in the areas of employment and provision of facilities or services. Separately, the Hong Kong office of a global technology company invited the ASHU to organise a series of workshops for its senior staff members between July and October 2024. Around 400 employees with management responsibilities attended the workshops to acquire skills on preventing sexual harassment in the workplace and in service provision.

反性騷擾事務組另一工作重點是與中小型企業合作打擊性騷擾。2024年11月15日，反性騷擾事務組舉辦了「預防性騷擾：如何制訂及執行反性騷擾政策」工作坊，為過去數年曾參與反性騷擾培訓的中小企進一步提供支援，以改善管治、減低風險及制定合適政策，為所有僱員締造安全環境。合共30名參加者出席了工作坊，反性騷擾事務組亦主動提出可協助參與機構審視他們的政策。

為響應國際婦女節，反性騷擾事務組於2025年3月邀請不同界別和規模的機構，參加「工作間預防性騷擾的措施」問卷調查。這項調查旨在分析本地僱主推行打擊性騷擾的措施。反性騷擾事務組會分析收集數據，數據結果將會有助平機會為香港企業和機構制定更合適的支援，以建立無性騷擾的職場文化。

共創安全空間：反性騷擾60秒短片創作比賽

2025年3月14日，反性騷擾事務組推出「共創安全空間：反性騷擾 60 秒短片創作比賽」，邀請公眾發揮創意，製作60秒以內的生動短片，宣揚對性騷擾零容忍的信息，推動互相尊重的文化，共建更安全的社區。比賽分為三個組別，分別是中學組、高等教育組和不設年齡和身分限制的公開組。

Working with small and medium-sized enterprises (SMEs) to tackle sexual harassment is another key focus of the ASHU. On 15 November 2024, the ASHU hosted a workshop titled 'Preventing Workplace Sexual Harassment: How to Formulate and Implement an Anti-Sexual Harassment Policy' for SMEs that have attended training workshops in previous years to give them additional support in improving governance, mitigating risks, establishing appropriate policies and fostering a safe environment for all employees. The ASHU also offered to review the participating organisations' policies. A total of 30 participants attended the workshop.

In March 2025, the ASHU invited organisations from diverse sectors and of all sizes to participate in an online survey to coincide with International Women's Day. Titled 'Preventive Measures against Workplace Sexual Harassment', the survey aims to analyse measures local employers have implemented to combat sexual harassment. The ASHU will analyse the collected data. The findings will serve to inform the EOC in devising tailored support for businesses and organisations in Hong Kong to establish a sexual harassment-free workplace culture.

“Safe Spaces for All” Anti-Sexual Harassment 60-Second Video Contest

On 14 March 2025, the ASHU launched the “Safe Spaces for All” Anti-Sexual Harassment 60-Second Video Contest, inviting members of the public to create innovative short videos to promote the message of zero tolerance for sexual harassment, foster a culture of mutual respect and build safer communities. The contest features three categories, one for secondary school students, another for tertiary students and an open category with no restrictions on the participants' age or identity.

少數族裔事務組：消除共融障礙

Ethnic Minorities Unit: Removing Barriers to Integration

2024-25年度，平機會的少數族裔事務組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，所進行工作包括倡議政策改革、推行公眾教育活動，以及與社會不同界別人士溝通。

《種族歧視條例》15周年

2024年是《種族歧視條例》生效15周年，平機會舉辦一系列有關種族多元共融的活動，以促進非華裔社群融入社會。重點活動之一是於2024年4月21日在香港恒生大學舉行的「種族多元共融運動日」，活動旨在促進不同種族社群之間的互動，加強互相尊重和彼此合作的價值觀。

運動日獲各界積極支持，超過300名不同族裔、背景、年齡和職業的參加者，參與了不同運動項目，加強彼此的認識和接納。例如16間中小學參與了六人閃避球比賽，地利亞修女紀念學校的隊伍奪得中學組冠軍，而青衣商會小學則奪得小學組的殊榮。同時，十間企業隊伍競逐三人籃球賽，結果由安永拿到冠軍。由藝人和紀律部隊中不同族裔的代表組成的隊伍，亦參加了閃避球嘉賓邀請賽。此外，運動日亦設立了適合不同能力人士參加，學習基本動作技能的攤位及遊戲。

In 2024-25, 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 individuals face in education, employment, and accessing goods, services and facilities.

15th Anniversary of the Race Discrimination Ordinance

As 2024 marked the 15th anniversary of the enforcement of the RDO, the EOC launched various initiatives related to racial diversity and inclusion to facilitate the integration of non-ethnic Chinese communities in society. One of the flagship events was the Racial Diversity & Inclusion Sports Day, which took place on 21 April 2024 on the campus of the Hang Seng University of Hong Kong. The event aimed to promote the values of racial integration, mutual respect and collaboration among people of diverse races.

The Sports Day received enthusiastic responses from various sectors, with over 300 participants of different ethnicities, backgrounds, ages and occupations connecting through various sports, which strengthened mutual understanding and acceptance. For example, sixteen primary and secondary schools participated in the 6-on-6 dodgeball competition. The team from Delia Memorial School (Glee Path) won the championship in the Secondary division, while Tsing Yi Trade Association Primary School came out on top in the Primary division. Meanwhile, 10 corporates took part in the 3-on-3 basketball tournament, with EY emerging as the champion. Teams including celebrities and multi-racial representatives from the disciplinary forces played an invitational dodgeball game as well. Aside from the competitions, the EOC also set up booths and games related to fundamental movement skills, allowing individuals of all abilities to participate in the event.

教育

在改善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改革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獲取實用的語言能力，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，平機會繼續推出「種族友善校園嘉許計劃」。這項獲教育局支持的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。參加的學校數目由第一屆的60間，增加逾一倍至第二屆的158間。平機會於2024年7月5日舉行了嘉許典禮，表揚參與計劃的學校致力推動多元文化學習環境。

Education

To improve the quality of education for non-ethnic Chinese 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 non-ethnic Chinese 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 continued to organise the Racially Friendly Campus Recognition Scheme. Supported by the Education Bureau, the Scheme encouraged participating schools to promote the message of racial inclusion through student activities and publicity campaigns. The number of schools participating in the scheme more than doubled from 60 in the inaugural edition to 158 in the second edition of the scheme. On 5 July 2024, the EOC organised a recognition ceremony to commend the participating schools for their efforts in fostering multicultural learning environments.

少數族裔事務組 Ethnic Minorities Unit

平機會於2024年9月宣布推出第三屆「種族友善校園嘉許計劃」。計劃進一步擴大，並新增三個獎項，包括「支持種族友善星級校園」、「種族多元共融伙伴老師獎」，「年度種族友善校園活動獎」，以表揚籌辦具創意活動的學校以及在校園推動平等共融方面有傑出表現的老師。

在報告期內，少數族裔事務組積極在大專院校推動種族共融，為各大專院校的學生和教職員，舉辦了多次的工作坊和分享會。

就業

《種族多元共融僱主約章》

2024年11月，平機會慶祝《種族多元共融僱主約章》（「約章」）六周年。約章共有九項良好常規，目的是協助僱主消除在僱傭政策中推動種族共融的障礙，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2025年3月31日，共有524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>。

In September 2024, the EOC launched the third edition of the scheme. It has been expanded to include three new awards, namely the Racially Friendly Campus Star Champion Award, the Racial Diversity & Inclusion Teacher Partner Award and the Racially Friendly Campus Activity Award of the Year, to recognise schools with creative activities and teachers with outstanding performance in promoting equality and inclusion in schools.

During the year in review, the EMU actively engaged with tertiary institutions to promote racial inclusion, organising workshops and sharing sessions for students and staff members from various tertiary institutions.

Employment

Racial Diversity and Inclusion Charter for Employers

In November 2024, the EOC celebrated the sixth anniversary of the Racial Diversity & Inclusion Charter for Employers. The Charter provides a set of nine good practices to help employers remove barriers to racial inclusion in their employment policies, cultivate cultural awareness, sensitivity and acceptance among staff members and establish a racially inclusive environment for employees. As of 31 March 2025, 524 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>.

為慶祝約章成立六周年，平機會於2024年11月29日舉辦了名為「Marking Milestones」的活動，吸引了180名來自不同界別的參加者。活動設有分享環節，請來三名業界領袖分享在各自機構推行種族多元共融政策及措施的挑戰和好處。平機會亦在活動上宣布推出「種族多元共融僱主嘉許計劃」，以表揚致力為不同種族的僱員建設種族平等工作間的機構。嘉許計劃設有「種族平等招聘獎」、「共融工作環境獎」及「社區參與獎」三個獎項類別，以表揚僱主在各主要範疇推動種族平等和共融方面作出的正面影響。計劃合共收到來自97間機構合共240個申請。

On 29 November 2024, the EOC organised an event called 'Marking Milestones' to celebrate the sixth anniversary of the Charter. The event, which attracted 180 participants from various sectors, featured a panel discussion with three industry leaders on the challenges and advantages of launching policies and initiatives to promote racial inclusion in their organisations. To recognise organisations that demonstrate a significant commitment to creating inclusive work environments for employees of all races, the EOC also announced the launch of the inaugural Racial Diversity & Inclusion Employers Award Scheme during the event. The Scheme features three award categories, namely the Racial Equity in Hiring Award, Inclusive Workplace Award and Community Engagement Award, covering key areas where employers can make positive impact in advancing racial equality and inclusion. The Scheme received 240 applications from 97 organisations.

少數族裔事務組 Ethnic Minorities Unit

近年，越來越多中小型企業簽署約章。2025年3月18日，平機會舉行了約章簽署儀式，歡迎中小企可持續發展學會旗下14間企業會員加入成為約章簽署機構。在活動中，平機會同時公布了第二輪約章進階版年度問卷的結果。這份報告邀請簽署機構填報問卷，詳述它們推行的種族多元共融政策及措施的資料。報告合共收到42個回應，填報問卷的中小企比例大幅增加，反映即使是規模較小的企業及機構，亦有能力並願意實施促進種族就業平等的措施及政策。

In recent years, there has been a growing number of small and medium-sized enterprises (SMEs) becoming signatories of the Charter. On 18 March 2025, the EOC held a signing ceremony to welcome 14 SMEs from the SME Sustainability Society as new signatories. At the event, the EOC also released the findings from the second round of Advanced Annual Reviews submitted by Charter signatories. The review, which included 42 responses, invited signatories to fill in an 'Advanced Annual Review Form' to provide details of the policies and practices they have adopted to promote racial diversity and inclusion. There was a significant growth in the number of SMEs participating in the review, highlighting that even smaller enterprises and organisations are capable of and willing to implement practices and policies that promote racial equality in employment.

平機會亦鼓勵約章簽署機構為本地就學的非華裔青年提供實習機會。平機會連續第五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」，本年度共有21間簽署機構為35名非華裔大專生提供暑期實習機會。

Signatories are encouraged to offer internship opportunities for locally educated, non-ethnic Chinese young people. For the fifth consecutive year, the EOC recruited signatories to join the EMerging Talent Internship Programme organised by the Zubin Foundation. Under this scheme, 21 signatory companies provided summer internship experiences to 35 non-ethnic Chinese tertiary students.

平機會於2024年10月20日在灣仔錫克廟舉行「種族多元共融招聘會」，為非華裔人才配對合適僱主。活動與香港族裔共融聯會合辦，亦是慶祝中華人民共和國成立75周年的活動之一。招聘會提供超過500個涉及不同行業及技能水平的職位空缺予香港的非華裔求職者。參與的僱主包括多個政府部門及約章簽署機構。超過800人參加了是次招聘會。

In order to better connect non-ethnic Chinese talents with prospective employers, the EOC organised the Racial Diversity & Inclusion Recruitment Fair on 20 October 2024 at the Gurdwara Khalsa Diwan (Sikh Temple) in Wan Chai. Organised in collaboration with the Federation of Hong Kong Ethnic Communities, the event was part of the celebration of the 75th National Day. The fair offered over 500 vacancies across various industries and skill levels for non-ethnic Chinese communities in Hong Kong. Participating employers included Government departments and Charter signatories. Over 800 people attended the event.

與勞工處合作

平機會於2024年11月13日參加由勞工處及民建聯少數族裔委員會合辦的「共創多元文化工作間招聘會」。招聘會為非華裔求職者提供了不同行業的多個職位空缺。平機會在會上設置攤位展示來自22間約章簽署機構的70個職位空缺，收集了68個職位申請。此外，平機會在場內舉辦了兩場求職講座，介紹法律、執法及科技行業，吸引超過80人參加，當中包括兩間學校的中學生。

Collaboration with the Labour Department

On 13 November 2024, the EOC participated in Building a Multicultural Workplace Job Fair co-organised by the Labour Department and the Democratic Alliance for the Betterment and Progress of Hong Kong Ethnic Minorities Committee. The job fair offered a variety of positions across different industries for non-ethnic Chinese candidates. The EOC set up a booth to display 70 job vacancies from 22 Charter signatories and collected a total of 68 job applications. It also organised two career talks for the legal, law enforcement and technology sectors at the job fair, attracting over 80 participants, including students from two secondary schools.

少數族裔事務組 Ethnic Minorities Unit

為外籍家庭傭工及有關機構提供培訓

2024年，香港有超過36萬名外籍家庭傭工（「外傭」），外傭的工作和貢獻對不少家庭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，平機會於2024年8月25日舉辦了「打破隔閡：《殘疾歧視條例》與外籍家庭傭工及少數族裔婦女精神健康工作坊」，加強外傭對有關精神健康需要的法律保障，以及向僱主介紹有效的方法，支援有精神健康需要的外傭。

Training for Foreign Domestic Workers and Relevant Organisations

In 2024, there were over 360 000 foreign domestic workers (FDWs) in Hong Kong. Their 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 25 August 2024, the EMU held the Breaking Barriers: Disability Discrimination Ordinance and Mental Health Workshop for Migrant Domestic Workers and EM Women. The workshop strengthened FDWs' understanding of the legal protections related to mental health needs and introduced effective ways for employers to support FDWs with mental health needs.

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，少數族裔事務組與地產代理監管局合作，建議地產代理採取預防種族歧視的措施。平機會為逾200名代理舉行了合共四場網上課程。

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

In response to the difficulties non-ethnic Chinese communities encounter in accessing services and renting accommodation, the EOC collaborated with the Estate Agents Authority to advise practitioners on preventive actions against racial discrimination. The EOC organised a total of four online sessions for over 200 agents.

平機會亦為政府部門及公營機構舉辦定期的培訓課程，以提升公共服務提供者在種族平等的意識和文化敏感度。在報告期內，平機會合共為1 838名公職人員舉辦了25場培訓。

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。2024年4月至2025年3月，共舉行了116場培訓，參加者達5 773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2024年6月，平機會主席參觀九龍清真寺，與香港回教信託基金總會代表會面，平機會在會上介紹了其工作，並和穆斯林社群交流。

平機會主席於2025年2月23日在油尖旺區議會議員Aruna GURUNG女士的辦公室，與尼泊爾裔社群領袖會面。會面加強了平機會與尼泊爾裔社群的連繫，更有助了解他們的需要。在報告期內，平機會主席亦與香港印度協會、孟加拉國駐香港總領事館、印度尼西亞駐香港總領事館及其他為非華裔社群提供服務的社區團體會面。

In addition, the EOC organised regular training sessions for Government departments and public bodies to promote racial equality awareness and cultural sensitivity of public service providers. During the year in review, 25 sessions were provided to 1 838 public officers.

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 2024 and March 2025, a total of 116 training sessions were organised for 5 773 participants.

Community Outreach and Engagement

The EMU frequently engages with various stakeholders and different non-ethnic Chinese communities to understand their needs in Hong Kong.

For example, the EOC Chairperson visited the Kowloon Mosque to meet with the Incorporated Trustees of the Islamic Community Fund of Hong Kong in June 2024. The meeting allowed the EOC to introduce its work and exchange views with the Muslim community.

On 23 February 2025, the EOC Chairperson met with leaders of the Nepalese community at the Yau Tsim Mong District Councillor Ms Aruna GURUNG's office. The meeting strengthened the EOC's connections with the Nepalese community, allowing the EOC to better understand their needs. The EOC Chairperson also met with the India Association of Hong Kong, the Consulate General of the People's Republic of Bangladesh, the Consulate General of the Republic of Indonesia in Hong Kong and other community organisations that provide services to non-ethnic Chinese communities during the year in review.

少數族裔事務組 Ethnic Minorities Unit

為了響應2025年國際婦女節，平機會於2025年3月15日在香港非洲中心舉辦以「為女性充權：健康、權利及福祉」為題的活動。活動匯聚不同非華裔社群的女性領袖，探討來自不同族裔及文化背景的女性所面對的獨有挑戰，並提高她們對反歧視條例保障權利的關注。活動除了有演講和專題討論環節，亦有大笑瑜珈班及曼陀羅填色班。

On 15 March 2025, the EMU organised an event titled 'Empowering Women: Rights, Health and Wellbeing' at the Africa Center Hong Kong to commemorate International Women's Day 2025. The event brought together female leaders from various non-ethnic Chinese communities to address the unique challenges faced by women from diverse ethnic and cultural backgrounds while raising awareness of their rights under the anti-discrimination legislations. The event featured talks and panel discussions as well as laughter yoga and mandala colouring sessions.

在2024-25年，少數族裔事務組定期與不同的非政府組織及領事館合作，舉辦反歧視培訓及工作坊，為接近1 800名非華裔社群成員和社區工作者提供39場的培訓。

In 2024-25, the EMU regularly organised anti-discrimination training and workshops in partnership with various non-governmental organisations and consulate offices. A total of 39 sessions were conducted for nearly 1 800 non-ethnic Chinese community members and community workers.

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，加深公眾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。

大眾媒體推廣及宣傳活動

平機會主席的報章專欄及專題文章

在報告期內，平機會以主席名義在本地不同中英文報章發表共五篇文章表達觀點，有關報章包括《明報》、《南華早報》及《英文虎報》。

此外，平機會主席在網上媒體《香港01》定期撰寫專欄，分享對平等機會議題的見解。在2024-25年共發表了26篇專欄文章，有關文章也可於平機會網頁瀏覽。

《媒體處理精神健康新聞指引》

平機會於2024年6月7日推出《媒體處理精神健康新聞指引》（「《指引》」）。《指引》由平機會與精神健康諮詢委員會個別委員及香港報業評議會的代表合作編寫，旨在供媒體工作者參考，鼓勵他們在報道有關精神健康議題或事件時，秉持公正持平的原則。《指引》特別強調五大原則，包括力求準確、減少傷害、保護私隱、慎用語言及影像以及幫助及支持，藉此避免在媒體污名化和負面標籤有精神健康需要的人士和復元人士。平機會已把《指引》上載至其網站並發布予媒體機構參考。

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 equality and inclusion.

Mass Media Promotions and Publicity

Newspaper Column and Op-ed Series by EOC Chairperson

During the year in review, the EOC released a total of five op-ed articles in the name of the Chairperson. These were published in Chinese and English local dailies, such as *Ming Pao Daily*, *South China Morning Post*, and *The Standard*.

In addition, the EOC Chairperson ran a regular column in the online media outlet *HK01* to share thoughts and insights into equal opportunity issues. The column articles, totalling 26 in 2024-25, are also available on the EOC website.

Media Guidelines for Reporting on Mental Health Issues

On 7 June 2024, the EOC released the *Media Guidelines for Reporting on Mental Health Issues*. Developed by the EOC in collaboration with individual members of the Advisory Committee on Mental Health and a representative from the Hong Kong Press Council, the Guidelines serve as a reference for media practitioners, encouraging them to uphold the principles of fairness and objectivity when reporting on issues or incidents related to mental health. In particular, the Guidelines highlight five principles, namely ensure accuracy, minimise harm, protect privacy, use proper language and images and help and support, to prevent the stigmatisation and labelling of people with mental health needs and those in recovery in the media. The publication has been uploaded to the EOC website and distributed to media organisations.

公眾教育及宣傳 Community Education and Publicity

社交及數碼媒體宣傳

Instagram及Facebook

平機會的Instagram帳號「平•常•事EO Matters」在2024-25年度繼續擴大接觸層面，尤其是接觸年輕一代。帳號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。其中，平機會於2024年7月和12月在Instagram帳號分別推出有關反性騷擾和通達的互動有獎遊戲，邀請公眾思考方法締造零騷擾的校園和改善城市的暢達程度。報告期內，平機會共發布了共54篇帖文，有1 844 574人次瀏覽及25 922次互動。截至2025年3月底，專頁有22 711名追隨者，當中有80.1%屬於34歲或以下的年齡群組。

Social and Digital Media Promotions

Instagram and Facebook

The EOC's Instagram (IG) account EO Matters (平.常.事) continued to expand its reach in 2024-25, especially to the younger generation. 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. In addition, the EOC launched two interactive prize games on anti-sexual harassment and accessibility via the IG account in July and December 2024 respectively, inviting the public to come up with suggestions on ways to create harassment-free campuses and improve the city's accessibility for all. During the year in review, the EOC published 54 posts, which achieved a total reach of 1 844 574 and 25 922 interactions. As at end-March 2025, the account had 22 711 followers, with 80.1% aged 34 or below.

平機會的Facebook專頁同樣名為「平•常•事EO Matters」，追隨者人數和接觸人數在2024-25年度穩步上升。Facebook專頁發布與Instagram帳號相似的內容。在2024年4月至2025年3月，平機會Facebook專頁的帖文及宣傳吸引了2 543 371人次瀏覽，並有83 516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 2024-25. The page mirrored content from the IG account. Between April 2024 and March 2025, the posts and promotions on the EOC's Facebook page had a total reach of 2 543 371 and 83 516 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。2024-25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資訊、推行多元共融措施的方法，以及向勞資雙方推廣平等機會重要性的思想領袖內容等。平機會領英專頁的廣泛內容共錄得79 416次曝光次數，並吸引了17 531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 2024-25, the page published 61 posts, including announcements on events and initiatives 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 79 416 impressions and 17 531 interactions.

公眾教育及宣傳 Community Education and Publicity

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。在報告期內，平機會YouTube頻道共增添26段新短片，包括「種族多元共融運動日」、「平等機會青年大使計劃2023/24」、「2023/24種族友善校園嘉許典禮」及「通用設計嘉許計劃嘉許典禮精華片段」。截至2025年3月底，平機會的YouTube頻道共上載了522段短片，總瀏覽次數超過1 730 000。

YouTube Channel

The EOC YouTube Channel was launched in February 2008 to boost the EOC's online presence through informative and entertaining videos about equal opportunities and inclusion. During the year in review, 26 new videos were uploaded to the channel, including 'Racial Diversity & Inclusion Sports Day 2024', 'Equal Opportunity Youth Ambassador Scheme 2023/24', '2023/24 Racially Friendly Campus Recognition Ceremony' and 'Universal Design Award Scheme Award Presentation Ceremony Highlight'. As at end-March 2025, a total of 522 videos have been uploaded, with over 1 730 000 views.

教育項目

平等機會青年大使計劃

平機會從2022年開始推出「平等機會青年大使計劃」，旨在向年輕一代推廣平等共融的價值。計劃為期六個月，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，接觸不同的社群，探索日常生活中平等機會的意義。為了加強向大專學生推廣反性騷擾的信息，平機會為青年大使提供網上及面授預防性騷擾培訓，他們亦需要製作與反性騷擾相關的宣傳品或舉辦相關活動。

Educational Programmes

Equal Opportunity Youth Ambassador Scheme

Since 2022, the EOC has been organising the Equal Opportunity Youth Ambassador Scheme with the aim to promote the values of equality and inclusion to the younger generation. The six-month programme provides a range of experiential activities for the participating tertiary students to connect with different communities and explore the meaning of equal opportunities in everyday life. To enhance the promotion of the anti-sexual harassment message to tertiary students, the EOC also provides online and in-person sexual harassment prevention training to the Youth Ambassadors. In addition, the Youth Ambassadors are required to create anti-sexual harassment publicity campaigns as part of the programme.

平機會於2024年6月15日舉行了嘉許典禮，嘉許完成第二屆計劃的大專學生。典禮上，青年大使獲頒發證書，分享他們的經驗和承諾打擊校園性騷擾。他們以「互相尊重拒絕性騷擾」的口號作出承諾，致力傳揚互相尊重的文化和建立零騷擾的學習和生活環境。典禮上亦展示了青年大使製作的22個線上及線下反性騷擾宣傳方案，內容包括製作海報、小冊子、即時通訊軟件貼圖及短片，社交媒體帖文、短片等。

On 15 June 2024, the EOC held a recognition ceremony to celebrate the participating tertiary students for completing the second edition of the Scheme. During the ceremony, the Youth Ambassadors received certificates, shared their experiences and took a pledge to tackle sexual harassment on campuses. Under the slogan 'Respect for All. Stop Sexual Harassment', they vowed to promote a culture of mutual respect and foster zero-harassment learning and living environments. A total of 22 online and offline anti-sexual harassment campaigns created by the Youth Ambassadors, including posters, leaflets, stickers and videos for instant message applications, social media posts and short films, were on display during the ceremony.

延續首兩屆青年大使計劃的成果，平機會於2024年10月宣布推出「平等機會青年大使計劃2024/25」，吸引了接近200個申請，來自14間大專院校的50名學生獲選成為第三屆平等機會青年大使。

Building on the success of the previous two editions of the Scheme, the EOC announced the launch of the Equal Opportunity Youth Ambassador Scheme 2024/25 in October 2024, attracting nearly 200 applications. Fifty students from 14 tertiary institutions were selected to form the third cohort of Youth Ambassadors.

平機會於2025年1月25日舉行迎新聚會。會上，平機會主席、平機會委員陳麗群女士和周莉莉女士歡迎新一屆的青年大使。各青年大使藉活動互相認識，並學習反歧視條例和了解平機會在推動平等機會的工作。歷屆的青年大使亦在活動上分享了他們的經驗。

The Scheme began with an orientation gathering on 25 January 2025, where the EOC Chairperson, EOC Members Ms Queenie CHAN Lai-kwan and Miss Lily CHOW welcomed the new cohort. The event provided an opportunity for the Youth Ambassadors to learn more about each other, the anti-discrimination ordinances and the EOC's work in promoting equal opportunities. Youth Ambassadors from previous cohorts also shared their experiences at the gathering.

公眾教育及宣傳 Community Education and Publicity

2025年2月至3月，青年大使參與了以下活動：

- 2025年2月13日及27日－青年大使參與由香港傷健共融網絡猛龍長跑隊帶領的訓練。青年大使透過活動學習成為殘疾人士的領跑員，從而了解視障人士或聽障人士在日常生活中面對的挑戰。

- 2025年2月22日－青年大使參與反性騷擾工作坊，平機會反性騷擾事務組向青年大使講解成為積極旁觀者的實用知識和技巧，讓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。

- 2025年3月7日－青年大使參觀港鐵公司，了解企業如何在工作間推動平等及共融。

Between February and March 2025, the Youth Ambassadors took part in the following activities:

- 13 February and 27 February 2025 – The Youth Ambassadors participated in training sessions with the Hong Kong Network for the Promotion of Inclusive Society's Fearless Dragon Running Team. The sessions gave the participants an opportunity to learn how to be a guide runner for people with disabilities and understand the challenges people with visual and hearing impairments face in everyday life.

- 22 February 2025 – The Youth Ambassadors participated in a workshop on tackling sexual harassment. Led by the EOC's Anti-Sexual Harassment Unit, the workshop equipped the Youth Ambassadors with practical knowledge and skills to be active bystanders and speak up against sexual harassment on campus. The Youth Ambassadors also received online training on sexual harassment prevention.

- 7 March 2025 – The Youth Ambassadors visited MTR Corporation to explore how companies can foster equality and inclusion in the workplace.

- 2025年3月15日及22日－青年大使在灣仔參加多元文化社區導賞團，行程包括參觀藍屋、錫克廟和北帝廟，並品嚐不同文化的傳統食物。

- 15 March and 22 March 2025 – The Youth Ambassadors joined a multicultural community tour in Wan Chai, which included visits to the Blue House, the Sikh Temple, and the Pak Tai Temple. They also sampled traditional dishes from different cultures.

計劃亦會安排青年大使使用輪椅在社區探索無障礙設施，以深入了解輪椅人士及其照顧者在日常生活中面對的困難。青年大使亦需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。嘉許典禮將於2025年6月舉行，屆時將展示青年大使的作品。

Other activities scheduled in the programme include a barrier-free community exploration tour. Participants will explore accessible facilities in the community in wheelchairs to gain a deeper understanding of the daily challenges faced by wheelchair users and their carers. The Youth Ambassadors are also required to create anti-sexual harassment promotional materials or activities to raise awareness of the issue on campus. The Youth Ambassadors' work will be showcased at the recognition ceremony scheduled for June 2025.

平等機會盃中學校際辯論比賽

2024年12月，平機會首次推出「平等機會盃中學校際辯論比賽」，提供平台予中學生探討香港有關平等機會的議題。比賽獲學界積極響應，吸引了117間中學及逾500名學生報名參加。

平機會舉辦辯論比賽旨在提升中學生對四條反歧視條例的關注。比賽以粵語進行，辯題涵蓋日常生活中的平等機會議題，例如有精神健康需要人士在社交媒體被污名化、非華裔人士的就業機會、迎新營性騷擾以及家庭友善僱傭措施的好處。

Equal Opportunity Cup Inter-School Debate Competition

In December 2024, the EOC launched the inaugural Equal Opportunity Cup Inter-School Debate Competition, giving a platform for secondary school students to explore issues related to equal opportunities in Hong Kong. The competition was enthusiastically received by the education sector, attracting applications from 117 secondary schools with over 500 students.

The EOC organised the debate competition to raise awareness of the four anti-discrimination ordinances among secondary school students. The debates were conducted in Cantonese with motions covering a wide range of daily issues related to equal opportunities, such as the stigmatisation of people with mental health needs on social media, employment opportunities for non-ethnic Chinese individuals, sexual harassment during orientation camps and the benefits of family-friendly employment practices.

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經抽籤後，共有32間學校入圍參賽，並於2025年2月至3月進行了28場淘汰賽。比賽獲多間學校支持，包括提供場地舉行賽事，以及邀請老師擔任淘汰賽的評判。商業電台是比賽的媒體伙伴，藉著電台的宣傳廣播提高公眾對活動的關注。

2025年3月29日舉行八強賽事後，粉嶺禮賢會中學、協恩中學、港大同學會書院和基督教崇真中學晉身四強。總決賽暨頒獎典禮將於2025年5月舉行，表揚冠亞季軍及每場賽事的最佳辯論員。

Thirty-two schools were selected through a draw. Three rounds of competition, comprising 28 knockout matches, took place between February and March 2025. The schools provided venues for the matches, and the teachers served as adjudicators. Commercial Radio was the media partner for the competition, broadcasting radio promotions to raise awareness of the initiative.

Following the quarter-final on 29 March 2025, Fanling Rhenish Church Secondary School, Heep Yunn School, Hong Kong University Graduate Association College and Tsung Tsin Christian Academy emerged as semi-finalists. The Grand Final cum Award Ceremony will be held in May 2025 to recognise the champion, first runner-up, second runner-up and the best debater of each match.

小學生教材套

平機會於2024年12月推出《「平」行宇宙——小學生網上教材套》首兩個篇章，加深小學生對平等機會價值的認識。教材套內容配合教育局編製的《價值觀教育課程架構2021》，合共有四個篇章，當中兩個篇章為初小學生而設計，另外兩個則為高小學生而設。平機會將於2025年4月推出餘下兩個篇章。

Educational Modules for Primary School Students

In December 2024, the EOC launched the first two modules of *“Harmony in the Universe” – Online Educational Modules for Primary School Students* with the aim to enhance primary school students’ understanding of the value of equal opportunities. The content of the modules was developed to align with the Education Bureau’s Values Education Curriculum Framework 2021. The EOC has developed four modules in total, two sets for lower primary and two sets for upper primary. The remaining two modules are scheduled for release in April 2025.

該教材套透過動畫短片，講述兩位來自地球的年輕太空人「阿平」和「Harmony」以及他們的朋友，在遊走探索宇宙期間如何了解平等和共融。透過有趣的問題討論、遊戲和活動，教材套將有助小學老師、教育工作者和家長鼓勵學童建立同理心，學會尊重差異和關愛他人。有關素材已上載至平機會網站培訓及教育一欄中的「教學資源」。

The modules feature animated short films about two astronauts from Earth, Ah Ping and Harmony, and their friends learning about equality and inclusion as they journey through space. Through engaging discussion questions, games and activities, the modules encourage students to explore the meaning of empathy, respect for differences and caring for others in collaboration with primary school teachers, educators and parents. The materials are available in the Teaching Resources section under the Training and Education tab on the EOC's website.

2024年12月11至13日，平機會於「學與教博覽2024」參展，向教育工作者推廣網上教材套以及其他教學資源。在參展期間，平機會派發了2 129份刊物及3 025份紀念品。訪客對平機會的攤位評價正面，近87%的受訪者表示到訪後對平等機會有更多認識。

From 11 to 13 December 2024, the EOC participated in the Learning & Teaching Expo 2024 to introduce the online educational modules and other educational materials to educational professionals. During the fair, the EOC distributed 2 129 publications and 3 025 souvenirs to visitors. The booth received positive feedback with almost 87% of the respondents stating that they had learnt more about equal opportunities after their visit.

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聯繫社區和持份者

全民通達@香港研討會

為了推動社會各界探討如何提升香港的暢達度和建立共融和年齡友善的環境，平機會於2024年7月15日在香港會議展覽中心舉行了「全民通達@香港研討會」。

活動邀請香港特別行政區政府房屋局局長何永賢女士擔任主禮嘉賓，並由患有杜興氏肌肉營養不良症並需要依靠輪椅代步的15歲青年「蝸牛仔」陳梓鍵揭開序幕，他在開幕時以獨白形式，邀請所有人一起構建更暢通易達的香港。

該全日活動邀請了合共15位來自建築、房屋、資訊及創新科技、學術、銀行和醫療等界別的專家講者，他們的演講及小組討論涵蓋不同議題，包括如何提升香港建築環境的暢達水平，推動數碼無障礙和共融、輔助科技的發展，以及透過發展智慧城市推動共融。平機會亦邀請了兩位來自內地的專家，分享在大灣區建立無障礙城市的經驗及中國無障礙城市指數的發展。約300名參加者出席研討會，包括非政府組織、專業團體、多個政府部門的代表，以及立法會議員。

Engaging the Community and Stakeholders

Accessible for All@Hong Kong Symposium

With the aim of encouraging different sectors of society to explore ways to enhance Hong Kong's accessibility and foster an inclusive, age-friendly environment, the EOC organised the Accessible for All@Hong Kong Symposium at the Hong Kong Convention and Exhibition Centre on 15 July 2024.

Ms Winnie HO Wing-yin, Secretary for Housing of the HKSAR Government was the Guest of Honour. To kick off the event, Snail CHEN Tsz-kin, a 15-year-old teenager who has Duchenne muscular dystrophy and relies on his wheelchair for mobility, gave a brief monologue inviting everyone to help build a more accessible Hong Kong.

The full-day event featured 15 expert speakers from diverse sectors, including architecture, housing, information and innovation technology, academia, banking and healthcare. The presentations and panel discussions covered a wide range of topics, ranging from enhancing the accessibility of Hong Kong's built environment and fostering a barrier-free and inclusive digital environment to the development of assistive technology and improving inclusion through the development of a smart city. The EOC also invited two experts from the Mainland to share their views on creating barrier-free cities in the Greater Bay Area and the development of a barrier-free index in China. Around 300 participants, including representatives from non-governmental organisations, professional bodies, various Government departments and Legislative Council Members, attended the Symposium.

平等機會社會參與資助計劃

在2024-25年度，平機會繼續向2023-24平等機會社會參與資助計劃下的多個項目提供支援，包括由香港傷健共融網絡製作有關傷健共融的微電影《猛龍傳之誰怕誰》、家庭計劃指導會推動性別平等的「才賦無別」教育活動，以及Institute of Leadership and Management Foundation Limited為少數族裔及殘疾人士賦權的「S.A.L.A.M.: Supporting Abilities, Learning and Mobility」青年項目。

2025年2月5日，平機會推出2025-26年度「平等機會社會參與資助計劃」，以資助不同項目加深大眾對四條反歧視條例的認識，以及提升公眾對平等機會和共融理念的理解。在2025-26年度，資助計劃亦會向專題項目提供資助，包括防止工作場所性騷擾；推廣產品、服務和／或環境方面的無障礙及通用設計；推廣對家庭崗位及／或家庭友善／哺乳友善僱傭措施的關注；以及促進教育及／或就業的種族共融。

平機會分別於2025年2月21日和25日舉行了兩場簡介會，讓有興趣申請的機構了解資助計劃的申請程序和要求。計劃在2025年3月31日截止，合共收到50個申請。

Community Participation Funding Programme on Equal Opportunities

In 2024-25, the EOC continued to provide support for the projects funded under the 2023-24 Community Participation Funding Programme on Equal Opportunities, including the Hong Kong Network for the Promotion of Inclusive Society Limited's production of *Fearless*, a micro-film focused on disability inclusion; the educational programme Talent Has No Gender by The Family Planning Association of Hong Kong to promote gender equality; and the Institute of Leadership and Management Foundation Limited's S.A.L.A.M.: Supporting Abilities, Learning and Mobility youth programme, which aims to empower ethnic minorities and people with disabilities.

On 5 February 2025, the EOC launched the 2025-26 Community Participation Funding Programme on Equal Opportunities. The Funding Programme provides funding to projects that promote a greater understanding of the four anti-discrimination ordinances and enhance the public's awareness of the concepts of equal opportunities and inclusion. For the year 2025-26, the Funding Programme will also provide funding support to projects that target specific issues, namely preventing sexual harassment in the workplace, promoting accessibility and universal design in products, services and/or environments, promoting awareness of family status and/or family/breastfeeding-friendly employment practices and fostering racial inclusion in education and/or employment.

The EOC held two briefing sessions on 21 February and 25 February 2025 to provide interested organisations with a better understanding of the application process and funding requirements. A total of 50 applications were received at the close of the application period on 31 March 2025.

公眾教育及宣傳 Community Education and Publicity

支持外界活動

除了推行資助計劃外，平機會亦會支持其他機構舉辦有關推廣反歧視信息的活動。在報告期內，平機會為34個項目及活動擔任支持機構。平機會主席亦出席了135場社區活動，發表了62篇演講，以及出席了109場與持份者的會面。

刊物及其他傳訊資料

在2024-25年度，平機會繼續每兩個星期發布《平機會電子通訊》予約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。報告期內，平機會發布了兩期電子期刊，並已上載至平機會的網站供公眾閱覽。

Support for External Initiatives

Besides running the Funding Programme, the EOC also provided other forms of support to initiatives by external organisations to promote anti-discrimination messages. In 2024-25, the EOC acted as the supporting organisation for 34 projects and initiatives across the city. In addition, the EOC Chairperson attended 135 community events and functions, delivered 62 speeches, and took part in 109 meetings with stakeholders.

Publications and Other Communication Materials

In 2024-25, 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 has also developed an e-journal *The EO Beat*, which dissects issues related to equal opportunities and highlights the Commissions' recent work. During the period in review, the EOC published two issues of the e-journal, which are available on the EOC website.

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2025年2月17日向立法會政制事務委員會介紹平機會的年度工作計劃。

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2024-25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. By putting in place comprehensive control and reporting mechanisms, detailed documentation systems and extensive administrative and financial policies and procedures, the EOC upholds compliance with internal and external requirements at all levels. Additionally, it ensures that resources are expended in an efficient, effective and value-for-money manner.

The EOC utilises different channels 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 report was made to the Legislative Council Panel on Constitutional Affairs on 17 February 2025.

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 2024-25, the EOC achieved all of the service standards in its performance pledge. The details are shown in the following table.



平機會於2024-25年度的服務承諾全部達標。

In 2024-25, the EOC achieved all of the service standards in its performance pledge.

平等機會於2024-25年度的服務承諾

EOC's Performance Pledge in 2024-25

	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: 4 714 達標 Met: 4 714 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: 186 達標 Met: 186 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: 1 159 達標 Met: 1 159 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: 1 125 達標 Met: 1 125 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: 1 達標 Met: 1 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%	91%	總數 Total: 1 117 達標 Met: 1 020 不達標 Not met: 97

	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%	總數 Total: 12 達標 Met: 12 不達標 Not met: 0
Make a decision and inform an applicant of the outcome of application for legal assistance	Within 3 months			
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: 388 達標 Met: 388 不達標 Not met: 0
Meet requests for talks on equal opportunity issues and legislation	Within 6 weeks			
處理市民以郵寄或傳真方式索取平等機會刊物	3個工作天內	95%	100%	總數 Total: 18 達標 Met: 18 不達標 Not met: 0
Meet requests by mail or fax for EOC publications	Within 3 working days			
回覆安排團體到訪的要求	5個工作天內	95%	100%	總數 Total: 1 達標 Met: 1 不達標 Not met: 0
Meet requests for guided group visits	Within 5 working days			
舉辦主要推廣活動的次數	12個月內	60項	100%	總數 Total: 62 達標 Met: 62 不達標 Not met: 0
Convene major promotional events	Within 12 months	60 activities		
對平等機會培訓服務表示滿意的參加者	滿意	80%	99.2%	總數 Total: 9 868 達標 Met: 9 792 不達標 Not met: 76
Participants satisfied with the training services provided by the EOC	Satisfactory			

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。

2024年10月14日，平機會主席聯同管理團隊，參觀了心光盲人院暨學校，了解該校的教育、復康及就業訓練服務。平機會的團隊亦與該校的代表進行討論，探討如何應對視障人士所面對的教育及就業挑戰。

2024年11月8日，平機會歡迎中國殘疾人聯合會（「中國殘聯」）到訪平機會，與平機會管理團隊會面，彼此就推動殘疾人士的福祉以及平等機會的工作進行深入的交流。平機會主席分享了平機會自成立以來在執行法例、研究調查、政策倡議及公眾教育等工作的重要里程碑。中國殘聯代表團則介紹了他們的職能，以及分享他們如何維護殘疾人士的合法權益。

Stakeholder Engagement

The EOC continued to engage and build rapport with community groups, academia and non-governmental organisations throughout the year in review. The EOC Chairperson and staff members met different stakeholder groups and attended a number of community events and functions. Dialogues and exchanges were also held with various consulates, as well as Mainland and international organisations and officials.

On 14 October 2024, the EOC Chairperson and the management team visited the Ebenezer School & Home for the Visually Impaired. The delegation learnt about Ebenezer's services in the areas of education, rehabilitation and career development. The EOC delegation also held a discussion with representatives from Ebenezer on ways to tackle the educational and employment challenges faced by people with visual impairments.

On 8 November 2024, the EOC hosted a visit from a delegation representing the China Disabled Persons' Federation (CDPF). The delegation met with the EOC management team and held in-depth exchanges on the welfare of people with disabilities and efforts to promote equal opportunities. The EOC Chairperson shared milestones the EOC has achieved since its establishment in the areas of law enforcement, research, policy advocacy and public education. The CDPF delegation introduced their role and explained how they protect the legal rights of people with disabilities.

2024年11月9日至10日，平機會主席率領16位員工參加了在深圳大學舉行的第三屆「大灣區殘障事業協同發展交流會」。為期兩日的交流會由中國殘疾人事業發展研究會及深圳大學主辦，平機會是其中一個承辦單位。交流會以殘障服務創新路徑與策略為核心議題，深化了平機會與內地機構推動殘疾人士平等機會和權利方面的合作。平機會的代表在主旨演講中，介紹了平機會處理殘疾歧視投訴及調停的程序，並在平行論壇上講述了平機會推動通用設計的工作。活動亦包括到訪東莞的康復教育基地及療養中心。

From 9 to 10 November 2024, the EOC Chairperson led a delegation comprised of 16 EOC staff members to participate in the Third Guangdong-Hong Kong-Macao Greater Bay Area Exchange Forum on Synergistic Promotion of Disability Rights and Services held at Shenzhen University. The two-day forum was co-hosted by the China Disability Research Society and Shenzhen University, while the EOC was one of the supporting organisers. With a focus on exploring innovative pathways and strategies for disability services, the forum deepened the EOC's collaboration with Mainland organisations on the promotion of equal opportunities and rights of people with disabilities. EOC representatives introduced the procedures for handling disability discrimination complaints and conducting conciliation in keynote speeches, and discussed the EOC's efforts to promote universal design in a parallel forum. The event also included visits to a rehabilitation education base and a care centre in Dongguan.

在報告期內，平機會繼續與全球相關機構分享專業知識。例如，平機會在2024年7月和2025年3月，分別接見了新加坡人力部和日本第二東京弁護士會的代表團，分享處理投訴和進行調停的見解。

During the period in review, the EOC continued to share its expertise with relevant organisations from the global community. For example, in July 2024 and March 2025, the EOC welcomed delegations from Singapore's Ministry of Manpower and the Daini Tokyo Bar Association respectively to exchange insights on conducting conciliation and handling complaints.

提升網絡安全

平機會致力維護資訊安全。在2024-25年度，平機會進行了全面資訊保安風險評估，並根據評估建議，實行了一系列措施，加強保障機構應對內部及外部風險。措施包括為員工提供培訓，提升網絡安全意識和知識。

Enhancing Cybersecurity

As part of the Commission's commitment to safeguarding information security, the EOC conducted a comprehensive information security risk assessment in 2024-25. Based on the recommendations of the assessment, the EOC has been implementing a range of measures to strengthen the organisation's protection against both internal and external threats. Among the measures is enhancing staff's cybersecurity awareness and knowledge through training.

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2025年3月31日，平機會的全職員工數目為112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。

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2024-25年度，參加員工培訓與發展課程及經驗分享會的員工共有674人次。

平機會在2024年7月31日為員工安排了一場資訊保安培訓課程。培訓課程概述資訊保安威脅及闡述保護網路安全的良好措施。在報告期內，員工須完成由香港互聯網註冊管理有限公司提供的網路安全自學課程。

平機會於2024年7月舉行了兩場「從心理學角度理解同理心」工作坊，藉此提升負責處理公眾查詢及投訴的前線員工的溝通技巧及敏感度。

平機會在2024年10月8日舉辦了一場「認識性／別小眾培訓工作坊」，藉此提升員工在與性／別小眾溝通時的敏感度。工作坊包括性／別小眾的經驗分享和如何與性／別小眾互動的重要技巧。

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 2025, there were 112 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.

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 2024-25, 674 attendances were recorded in staff training and development programmes and experience-sharing sessions.

On 31 July 2024, the EOC organised a training session on information security for staff members. The session provided an overview of information security threats and highlighted the best practices to safeguard cybersecurity. During the year under review, staff members were also required to complete a self-learning cybersecurity course offered by the Hong Kong Internet Registration Corporation Limited.

In July 2024, the EOC organised two training workshops on 'Understanding Empathy from a Psychological Aspect' to enhance the communication skills and sensitivity of front-line staff members responsible for handling enquiries and complaints from the public.

On 8 October 2024, a workshop titled 'Understanding the LGBT+ Community' was held to enhance staff members' sensitivity in engaging with the LGBT+ communities. The workshop included experience sharing by LGBT+ individuals and valuable tips on how to interact with them.

員工溝通及發展 Staff Communications and Development

平機會安排員工於2024年12月9日參觀香港導盲犬協會，讓參加者更深入認識導盲犬及輔助治療犬在協助不同需要人士時所擔當的重要角色。透過是次參觀，員工認識到香港導盲犬協會的工作、訓練導盲犬及輔助治療犬的過程，以及殘疾人士所面對的挑戰。

On 9 December 2024, the EOC organised a visit to the Hong Kong Guide Dogs Association (HKGDA) for staff members. The visit allowed participants to gain a deeper understanding of the vital roles that guide dogs and Animal Assisted Interventions (AAI) dogs play in assisting individuals with diverse needs. During the visit, staff members learnt about the work of the HKGDA, the training process for guide dogs and AAI dogs and the challenges faced by people with disabilities.

在2025年3月21日，平機會安排了一場有關肢體殘障的體驗式學習活動，讓員工了解殘疾人士在日常生活中的所面對的肢體和情緒障礙，以及探索讓殘疾人士使用的輔助科技和工具的最新發展。

On 21 March 2025, the EOC organised an experiential learning event on physical disabilities to allow staff members to experience the physical and emotional barriers encountered by people with disabilities in their daily lives and to explore the latest developments in assistive technologies and tools for people with disabilities.

除了以上由平機會舉辦的培訓課程，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和個人發展培訓課程、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／管理才能發展課程，以及其他法律研討會、調解技巧訓練和人力資源發展課程。

Besides the above training programmes organised by the EOC, staff members were also sponsored on a full or partial reimbursement basis to attend EOC-initiated or self-initiated job-related professional and 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, mediation skills training and human resources development courses.

參觀國家安全展覽廳

平機會一直致力維護國家安全和堅守法治精神。平機會主席於2024年8月30日率領包括管理團隊在內的員工代表團，參觀位於尖沙咀的國家安全展覽廳，該展覽廳於2024年8月6日正式開幕。透過專業導賞員的講解，代表團深入認識維護國家安全的重要性。

National Security Exhibition Gallery Visit

The EOC is committed to safeguarding national security and upholding the rule of law. On 30 August 2024, the EOC Chairperson led a delegation of staff members, including the management team, to visit the National Security Exhibition Gallery in Tsim Sha Tsui, following the official opening of the Gallery on 6 August 2024. Guided by professional docents, the delegation gained valuable insights into the importance of safeguarding national security.

參加北京國情研習課程

平機會委員蔡懿德女士連同九名平機會員工於2024年9月9日至13日在北京參加國家行政學院的國情研習課程。是次課程由中央人民政府駐香港特別行政區聯絡辦公室統籌，專為香港法定機構而設，旨在加深參加者對內地體制和發展的認識，了解內地社會和經濟的最新情況，並掌握國家的發展策略及與香港的關係。申訴專員公署及個人資料私隱專員公署亦參與了是次課程。

National Studies Course in Beijing

From 9 to 13 September 2024, EOC Member Ms Rosanna CHOI Yi-tak, along with nine EOC staff members, participated in a national studies course at the National Academy of Governance in Beijing. Organised by the Liaison Office of the Central People's Government in the HKSAR and specifically designed for statutory bodies in Hong Kong, the course aimed to enhance the participants' understanding of the Mainland's system and development, the latest social and economic situation, as well as Hong Kong's role in the country's development strategy. The Office of the Ombudsman and the Office of the Privacy Commissioner for Personal Data also participated in the course.

是次課程除了涵蓋習近平法治思想、國家安全與國防、國家的科技發展以及外交政策等課題外，還深入講解了全面準確貫徹『一國兩制』的重要性，以及國家進一步全面深化改革，推進中國式現代化的方針。

The course covered Xi Jinping Thought on the Rule of Law, national security and defence, the country's innovation development and foreign policy. Additionally, it delved into the importance of fully implementing the "One Country, Two Systems" principle, as well as the country's approach to deepen reform and further advance modernisation with Chinese characteristics.

員工溝通及發展 Staff Communications and Development

除了講學，學員還獲安排拜訪全國人民代表大會常務委員會香港特別行政區基本法委員會，以及參訪中國共產黨歷史展覽館及中關村國家自主創新示範區，深入認識國家的歷史和最新發展。

Apart from attending lectures, the participants visited the Committee of the Basic Law of the HKSAR under the Standing Committee of the National People's Congress, the Museum of the Chinese Communist Party and Zhongguancun National Independent Innovation Demonstration Zone to learn more about the country's history and latest development.

中共二十屆三中全會精神分享會

平機會於2024年9月11日舉辦了中共二十屆三中全會精神分享會。分享會旨在讓管理團隊對三中全會精神有更深入的了解，並思考如何在平機會的工作貫徹精神。分享會過後，各科主管與其他員工再分享會上討論的主要信息。

Sharing Session on the Spirit of the Third Plenary Session of the 20th Central Committee

On 11 September 2024, the EOC held a sharing session on the spirit of the Third Plenary Session of the 20th Central Committee (Third Plenary Session) of the Communist Party of China. The session enabled members of the management team to develop a thorough understanding of the spirit of the Third Plenary Session and explored how the EOC can implement the values in its work. Following the sharing session, division heads of the EOC cascaded the key messages discussed in the session to all EOC staff members.

員工活動

工作以外，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2024年11月的周年員工郊遊日以及2025年2月的員工聚會。

Staff Activities

Beyond work, the EOC organised various staff activities to foster team spirit and enhance employee wellbeing, including an annual staff outing in November 2024 and a staff gathering in February 2025.

員工支援與健康

在報告期內，平機會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。

Employee Assistance and Wellness

During the year in review, 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.

支援計劃其中一個項目是舉辦促進員工福祉的定期講座。兩個名為「識玩·醒目·上班族(桌遊篇)」及「友善說服的藝術」的身心健康講座分別於2024年9月25日和2025年3月14日舉行。

Under the programme, regular seminars were arranged to improve staff members' wellbeing. Two seminars entitled 'Fun & Growth in Board Games' and 'The Art of Friendly Persuasion' were held on 25 September 2024 and 14 March 2025 respectively.

員工溝通及發展 Staff Communications and Development

員工健康與福祉活動

平機會定期舉辦健康與福祉活動，藉此促進員工的身心健康，提升企業的效益。

例如，平機會在2024年6月21日和7月2日舉辦了柔力球體驗班。柔力球糅合了太極、羽毛球及網球的元素，有助提升柔軟度及協調能力。另外，平機會於2025年2月19日舉辦了禪繞畫工作坊。禪繞畫是一項結合藝術及冥想的活動，有助維持精神健康及激發創意。

平機會在2024年8月至11月為員工舉行了辦公室普拉提課程。此課程是凝動香港體育基金與香港賽馬會慈善信託基金合辦的項目之一。

Employee Health and Wellbeing Activities

As part of its culture to foster a healthy lifestyle and improve business efficiency, the EOC regularly organises health and wellbeing activities for staff members.

For example, experience sessions in *Rouliqiu*, which means “soft strength ball”, were organised on 21 June and 2 July 2024. This emerging sport combines elements of Tai Chi, badminton and tennis, and is beneficial for flexibility and coordination. Additionally, the EOC organised a Zentangle workshop for staff members on 19 February 2025. Zentangle is a form of art meditation that has been shown to have a positive impact on mental health and creativity.

From August to November 2024, the EOC also organised office Pilates classes for staff members as part of a programme co-organised by InspiringHK Sports Foundation and the Hong Kong Jockey Club Charities Trust.

育兒假

行政長官於2024年《施政報告》中提出由2025年4月起為育有三歲以下子女的政府僱員提供育兒假。此措施旨在加大力度支持新生家庭及締造有利的育兒環境。

作為家庭友善僱傭措施的倡議者，平機會亦由2025年4月1日起實施育兒假安排。育有三歲以下子女的員工，每年可以放取三天育兒假。

Childcare Leave

In the 2024 Policy Address, the Chief Executive announced that the Government would provide childcare leave for government employees with children under the age of three starting from April 2025. The measure aims to enhance support for families with young children and create an environment conducive to childcare.

As an advocate for family-friendly employment policies, the EOC has introduced childcare leave for EOC employees, effective from 1 April 2025. Staff members with children under the age of three are entitled to three days of childcare leave for each child per year.

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：

義工活動：

- 於2024年4月和8月探訪葵涌醫院，與有精神健康需要的院友創作圓圈畫；
- 於2024年5月探訪靈實恩光學校，與殘疾學生為幼苗移盆；
- 於2024年11月為基督教靈實協會售賣耆樂餅；以及
- 於2025年2月探訪靈實恩光學校，協助殘疾學生認識水循環。

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 non-governmental organisations, including:

Volunteer services:

- Paid two visits to patients with mental health needs in Kwai Chung Hospital in April and August 2024, during which the volunteers did circle painting with the patients;
- Visited the Haven of Hope Sunnyside School and joined students with disabilities in gardening activities in May 2024;
- Volunteered for the charity sale of Qile Cake organised by the Haven of Hope Christian Service in November 2024; and
- Visited the Haven of Hope Sunnyside School and helped students with disabilities learn about water in February 2025.

員工溝通及發展 Staff Communications and Development

2024年12月15日，平機會組織了一支隊伍參與香港復康會舉辦的城市定向籌款活動「無障行者2024」。城市定向體驗賽包括不同任務，例如坐在輪椅上乘搭公共交通工具、使用輪椅樓梯機上樓梯，以及表演手語歌。平機會的隊伍憑累計籌款額獲得「破障慈善愛心獎」季軍。

此外，平機會在CareER「潛能無限」線上慈善跑2024中獲得「最積極參與企業大獎」的銅獎。此次活動旨在為殘疾及有特殊教育需要的青年籌款。平機會的兩支隊伍由主席及八名員工組成，以每名隊員平均第三長的跑步距離贏得銅獎。

On 15 December 2024, the EOC formed a corporate team to participate in Barrier Busters 2024, a fundraising city-orienteeing challenge organised by the Hong Kong Society for Rehabilitation. The city-orienteeing competition involved tasks such as taking public transport in a wheelchair, climbing stairs using a stair lift and performing a sign language song. The EOC team was awarded second runner-up in the Barrier Busters Charity Team category based on the amount of donations raised.

In addition, the EOC was awarded the Most Engaging Corporate Award – Bronze at the CareER RunnERthon 2024, a fundraising event that aims to support youths with disabilities and special educational needs. The two running teams from the EOC, which included the EOC Chairperson and eight staff members, won the Bronze award for achieving the third-longest average distance per runner.

環保措施

平機會實行多項措施，致力減廢和響應保護環境。平機會採購以可持續方法製造的貨品，或委聘以環保方法提供貨品或服務的供應商。例如，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12年簽署由機電工程署推出的《節能約章》。

此外，平機會參加了由建造業議會及香港綠色建築議會合辦的「輕·型」上班日。員工在2024年9月5日穿上「輕·型」衣著上班，支持減少使用冷氣及推廣可持續的生活方式。

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。

Environmental Protection Measures

The EOC implements various measures to reduce waste and support environmentally-friendly initiatives. The EOC endeavours to procure sustainably produced goods or engage suppliers who produce their goods or services in an environmentally-friendly manner. Examples include printing on recycled paper and requiring printers to use environmentally-friendly ink when possible. As part of its commitment to efficient energy use, the EOC has signed the Electrical and Mechanical Services Department's Energy Saving Charter for 12 consecutive years since 2013.

In addition, the EOC supported and participated in the BizGreen Dress Day, which was co-organised by the Construction Industry Council and the Hong Kong Green Building Council. On 5 September 2024, staff members came to the office in the BizGreen dress code to showcase their commitment to reducing air conditioning consumption and promoting sustainable lifestyles.

In an effort to reduce office waste, the EOC has an established policy to donate surplus furniture and equipment that are still usable 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2025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 2025

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108至147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2025年3月31日的資產負債表與截至該日止財政年度的收支結算表、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《香港財務報告會計準則》(HKFRS Accounting Standards) 真實而中肯地反映了平機會於2025年3月31日的財務狀況及截至該日止財政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 108 to 147, which comprise the statement of assets and liabilities as at 31 March 2025, 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 2025 and of its financial performance and its cash flows for the year then ended in accordance with HKFRS Accounting Standards as issued by the Hong Kong Institute of Certified Public Accountants ("HKICPA").

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》，我們獨立於平機會，並已履行該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

平機會須對其他信息負責。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.

財務報表 Financial Statements

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《香港財務報告會計準則》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 HKFRS Accounting Standards as 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.

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.

財務報表 Financial Statements

- 評價財務報表的整體列報方式、結構和內容，包括披露，以及財務報表是否中肯反映交易和事項。

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

除其他事項外，我們與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。

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.

本獨立核數師報告的審計項目合夥人是陳百銘(執業證書編號：P08070)。

The engagement partner on the audit resulting in this independent auditor's report is Chan Pak Ming (practicing certificate number: P08070).

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

KPMG

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

2025年9月22日

22 September 2025

收支結算表
截至2025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 2025

(Expressed in Hong Kong dollars)

		附註 Note	2025	2024
收入	Income			
政府補助	Government subventions	3	137,331,137	135,392,580
銀行存款的利息收入	Interest income on bank deposit		2,595,025	2,704,662
其他收入	Other income		3,162,055	3,076,155
			143,088,217	141,173,397
支出	Expenditure			
職員薪酬	Staff salaries		95,745,381	91,379,823
職員約滿酬金、 其他福利及津貼	Staff gratuity, other benefits and allowances		26,036,992	24,528,706
強積金供款	Mandatory provident fund contributions		1,925,525	1,920,181
未使用年假的撥備的 增加／(減少)	Increase/(decrease) in provision for unutilised annual leave		76,451	(394,489)
法律費用	Legal fees		150,637	105,233
宣傳及公眾教育支出	Publicity and public education expenses		4,572,355	6,874,205
研究及培訓項目支出	Research and training projects expenses		1,142,270	1,493,381
辦公室及相關支出	Expenses in respect of office accommodation and related expenses		2,185,935	2,196,433
租賃作自用辦公室物業 的折舊	Depreciation of property leased for own use as office premises	4	5,810,493	5,916,588
其他物業、機器及設備 的折舊	Depreciation of other property, plant and equipment	4	849,844	2,084,691
租賃負債利息	Interest on lease liabilities	6(b)	1,296,692	1,268,696
資訊保安及資訊科技 提升措施	Information security and information technology enhancements		440,314	—
職員本地及海外考察、 會議及培訓	Staff local and overseas visits, conferences and training		473,301	723,810
核數師酬金	Auditor's remuneration		117,500	116,500
其他一般行政費用	Other general administrative expenses		3,050,083	3,450,873
			143,873,773	141,664,631
年內虧損	Deficit for the year	11	(785,556)	(491,234)

財務報表 Financial Statements

收支結算表 截至2025年3月31日止 財政年度(續)

(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「年內虧損」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「年內虧損」相同。

Statement of income and expenditure for the year ended 31 March 2025 (continued)

(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.

資產負債表

於2025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 2025

(Expressed in Hong Kong dollars)

		附註 Note	2025	2024
資產	ASSETS			
非流動資產	Non-current asset			
物業、機器及設備	Property, plant and equipment	4	26,564,861	32,915,054
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		4,535,542	4,459,091
其他應收帳款、按金 及預付款項	Other receivables, deposits and prepayments	5	4,088,686	4,305,205
存款期超過三個月的 銀行存款	Bank deposits with original maturity over three months		49,515,204	39,837,060
現金及現金等價物	Cash and cash equivalents	6(a)	19,704,955	23,920,789
			77,844,387	72,522,145
總資產	Total assets		104,409,248	105,437,199
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	10,400,388	6,349,898
預收政府補助	Government subventions received in advance	3(b)	19,910,408	17,482,637
租賃負債	Lease liabilities	10	24,194,056	30,230,974
資本補助金	Capital subvention fund	7	364,765	449,932
			54,869,617	54,513,441
流動負債	Current liabilities			
職員約滿酬金的撥備	Provision for staff gratuity	8	6,214,299	8,621,906
未使用年假的撥備	Provision for unutilised annual leave		4,535,542	4,459,091
預收政府補助	Government subventions received in advance	3(b)	26,907,960	25,214,524
其他應付帳款及應計費用	Other payables and accruals	9	1,922,373	2,677,908
租賃負債	Lease liabilities	10	6,036,918	5,217,508
資本補助金	Capital subvention fund	7	85,167	109,893
			45,702,259	46,300,830
總負債	Total liabilities		100,571,876	100,814,271

財務報表
Financial Statements

資產負債表
於2025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 2025 (continued)
(Expressed in Hong Kong dollars)

		附註 Note	2025	2024
資金	FUNDS			
儲備	Reserves	11	3,837,372	4,622,928
總資金	Total funds		3,837,372	4,622,928
總資金及負債	Total funds and liabilities		104,409,248	105,437,199

於2025年9月22日批准並授權公布本財務報表。

Approved and authorised for issue on 22 September 2025 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
Convener of the Administration
and Finance Committee

鄧伊珊女士
Ms Kerrie TENG
高級會計經理
Senior Accounting Manager

第120至第147頁的附註為本財務報表的一部分。 The notes on pages 120 to 147 form part of these financial statements.

資金變動表
截至2025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 2025

(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2023年4月1日的結餘	Balance at 1 April 2023	–	5,114,162	5,114,162
2023-24年度資金變動：	Changes in funds for 2023-24:			
年內虧損及全面收入總額	Deficit and total comprehensive income for the year	(491,234)	–	(491,234)
轉撥	Transfer	491,234	(491,234)	–
於2024年3月31日及 2024年4月1日的結餘	Balance at 31 March 2024 and 1 April 2024	–	4,622,928	4,622,928
2024-25年度資金變動：	Changes in funds for 2024-25:			
年內虧損及全面收入總額	Deficit and total comprehensive income for the year	(785,556)	–	(785,556)
轉撥	Transfer	785,556	(785,556)	–
於2025年3月31日的結餘	Balance at 31 March 2025	–	3,837,372	3,837,372

財務報表

Financial Statements

現金流量表

截至2025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 2025

(Expressed in Hong Kong dollars)

		附註 Note	2025	2024
營運活動	Operating activities			
年內虧損	Deficit for the year		(785,556)	(491,234)
調整：	Adjustments for:			
折舊	Depreciation	4	6,660,337	8,001,279
利息收入	Interest income		(2,595,025)	(2,704,662)
租賃負債利息	Interest on lease liabilities	6(b)	1,296,692	1,268,696
營運資金變動前的經營盈餘	Operating surplus before changes in working capital		4,576,448	6,074,079
應收政府的未使用年假補助的(增加)/減少	(Increase)/decrease in unutilised annual leave subventions receivable from the Government	3	(76,451)	394,489
其他應收帳款、按金及預付款項的減少/(增加)	Decrease/(increase) in other receivables, deposits and prepayments		120,111	(168,431)
其他應付帳款及應計費用的(減少)/增加	(Decrease)/increase in other payables and accruals		(755,535)	335,633
職員約滿酬金的撥備的增加/(減少)	Increase/(decrease) in provision for staff gratuity		1,642,883	(4,909,653)
未使用年假的撥備的增加/(減少)	Increase/(decrease) in provision for unutilised annual leave		76,451	(394,489)
預收政府補助的增加	Increase in Government subventions received in advance	3	4,121,207	3,063,916
資本補助金的減少	Decrease in capital subvention fund	3	(109,893)	(599,566)
源自營運活動的現金淨額	Net cash generated from operating activities		9,595,221	3,795,978

現金流量表
截至2025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 2025
(continued)

(Expressed in Hong Kong dollars)

	附註 Note	2025	2024
投資活動	Investing activities		
已收利息	Interest received	2,691,433	1,749,456
存款期超過三個月的 銀行存款的增加	Increase in bank deposits with original maturity over three months	(9,678,144)	(39,837,060)
購置物業、機器及 設備的款項	Payment for the purchase of property, plant and equipment	(310,144)	(1,391,429)
用於投資活動的現金 淨額	Net cash used in investing activities	(7,296,855)	(39,479,033)
融資活動	Financing activities		
支付租賃租金的資本 部分	Capital element of lease rentals paid	(5,217,508)	(5,243,904)
支付租賃租金的利息 部分	Interest element of lease rentals paid	(1,296,692)	(1,268,696)
用於融資活動的現金 淨額	Net cash used in financing activities	(6,514,200)	(6,512,600)
現金及現金等價物淨 減少	Net decrease in cash and cash equivalents	(4,215,834)	(42,195,655)
年初的現金及現金 等價物	Cash and cash equivalents at beginning of the year	23,920,789	66,116,444
年末的現金及現金 等價物	Cash and cash equivalents at end of the year	19,704,955	23,920,789

財務報表

Financial Statements

財務報表附註

(所有數額均以港元為單位)

1 背景

平等機會委員會(「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《香港財務報告會計準則》(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 HKFRS Accounting Standards, which collective term includes all applicable individual Hong Kong Financial Reporting Standards (“HKFRS”), 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新訂及修訂的《香港財務報告會計準則》，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《香港財務報告會計準則》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、收入和支出的匯報數額的判斷、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 new and amended HKFRS Accounting Standards 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 accounting period 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 HKFRS Accounting Standards 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《香港財務報告會計準則》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。

(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撇銷其成本的。計算方法如下：

2 Material accounting policies (continued)

(c) Changes in accounting policies

The HKICPA has issued certain amendments to HKFRS Accounting Standards 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.

(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
- 電腦軟件及電腦硬件 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 and 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。

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.

2 重大會計政策(續)

(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。

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表扣除。

2 Material accounting policies (continued)

(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.

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.

2 重大會計政策(續)

(e) 租賃資產(續)

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)）。

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。

2 Material accounting policies (continued)

(e) Leased assets (continued)

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)).

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.

2 重大會計政策(續)

(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：

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)予以撇銷。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撇銷金額時。

2 Material accounting policies (continued)

(f) Other receivables

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

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

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

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

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

2 重大會計政策(續)

(g) 現金及現金等價物

現金及現金等價物包括銀行存款及現金、存放於銀行及其他財務機構的活期存款，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金額。

(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福利累計時確認。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作出估計負債撥備。

僱員應享有的病假、分娩假及侍產假於放假時才確認。

2 Material accounting policies (continued)

(g) Cash and cash equivalents

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

(h) Other payables and accruals

Other payables and accruals are initially recognised at fair value. 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.

2 重大會計政策(續)

(i) 僱員福利(續)

(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。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。只預繳的供款在可獲得現金退款或將來付款減少時確認為資產。

(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)

(i) Employee benefits (continued)

(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.

(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。補償平機會已產生開支的政府補助，會在開支產生同期有系統地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，並且延遲至須與擬補償的成本配對時才在收支結算表內確認。

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。

(ii) 利息收入

利息收入按照實際利率法於應計時予以確認，所採用的利率是將金融資產在預計年期內的估計未來現金收入準確貼現為該金融資產帳面總額的利率。

(iii) 雜類收入

雜類收入以應計制確認。

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.

(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.

2 重大會計政策(續)

(I) 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。
- (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。

2 Material accounting policies (continued)

(I) 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.
- (b) An entity is related to the Commission if any of the following conditions applies:
 - (i) The entity and the Commission are members of the same group (which means that each parent, subsidiary and fellow subsidiary is related to the others).
 - (ii) One entity is an associate or joint venture of the other entity (or an associate or joint venture of a member of a group of which the other entity is a member).
 - (iii) Both entities are joint ventures of the same third party.
 - (iv) One entity is a joint venture of a third entity and the other entity is an associate of the third entity.

2 重大會計政策(續)

(I) 關聯人士(續)

(b) (續)

- (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。
- (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)

(b) (continued)

- (v) The entity is a post-employment benefit plan for the benefit of employees of either the Commission or an entity related to the Commission.
- (vi) The entity is controlled or jointly-controlled by a person identified in (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

(a) 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。

年內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

(a) Government subventions

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:

		2025	2024
年內獲批的政府補助	Government subventions granted for the year	141,266,000	138,251,419
調整：	Adjustments for:		
過往年度已收並於年內 確認的政府補助 (附註3(b))	Government subventions received in prior years and recognised during the year (note 3(b))	25,214,524	25,555,771
轉至預收政府補助 (附註3(b))	Transfer to Government subventions received in advance (note 3(b))	(29,335,731)	(28,619,687)
未使用年假的撥備的 增加／(減少)	Increase/(decrease) in provision for unutilised annual leave	76,451	(394,489)
資本補助金的減少(附註7)	Decrease in capital subvention fund (note 7)	109,893	599,566
在收支結算表內確認的 政府補助	Government subventions recognised in the statement of income and expenditure	137,331,137	135,392,580

財務報表 Financial Statements

3 政府補助及預收政府補助 (續)

3 Government subventions and Government subventions received in advance (continued)

(b) 預收政府補助

(b) Government subventions received in advance

		2025	2024
於年初	At the beginning of the year	42,697,161	39,633,245
在收支結算帳戶中確認 的金額(附註3(a))	Amount recognised in income and expenditure account (note 3(a))	(25,214,524)	(25,555,771)
年內已收並將於其後 數年內確認的補助 (附註3(a))	Subventions received during the year and to be recognised in ensuing years (note 3(a))	29,335,731	28,619,687
於年末	At the end of the year	46,818,368	42,697,161
代表：	Representing:		
流動部分	Current portion	26,907,960	25,214,524
非流動部分	Non-current portion	19,910,408	17,482,637
		46,818,368	42,697,161

4 物業、機器及設備

4 Property, plant and equipment

(a) 帳面金額的對帳

(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
於2024年4月1日	At 1 April 2024	61,421,005	11,551,040	3,999,594	917,124	1,299,860	2,640,920	1,080,030	82,909,573
增置	Additions	-	-	178,924	-	-	131,220	-	310,144
減少	Disposals	-	-	(23,363)	-	-	(137,557)	-	(160,920)
於2025年3月31日	At 31 March 2025	61,421,005	11,551,040	4,155,155	917,124	1,299,860	2,634,583	1,080,030	83,058,797
累計折舊：	Accumulated depreciation:								
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
於2024年4月1日	At 1 April 2024	30,431,711	11,162,060	3,747,260	304,053	1,041,375	2,233,186	1,074,874	49,994,519
年度折舊	Charge for the year	5,810,493	132,620	174,085	89,717	162,758	285,508	5,156	6,660,337
減少時撥回	Written back on disposals	-	-	(23,363)	-	-	(137,557)	-	(160,920)
於2025年3月31日	At 31 March 2025	36,242,204	11,294,680	3,897,982	393,770	1,204,133	2,381,137	1,080,030	56,493,936
帳面淨值：	Net book value:								
於2025年3月31日	At 31 March 2025	25,178,801	256,360	257,173	523,354	95,727	253,446	-	26,564,861
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

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：

		2025	2024
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	25,178,801	30,989,294

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：

		2025	2024
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	5,810,493	5,916,588
租賃負債利息	Interest on lease liabilities	1,296,692	1,268,696

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 and the maturity analysis of lease liabilities are set out in notes 6(c) and 10 respectively.

5 其他應收帳款、按金及預付款項

5 Other receivables, deposits and prepayments

		2025	2024
按金及預付款項	Deposits and prepayments	2,729,130	2,897,742
其他應收帳款	Other receivables	1,359,556	1,407,463
		4,088,686	4,305,205

除按金759,562元(2024年：759,562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 (2024: \$759,562) 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:

		2025	2024
銀行結餘及現金	Bank balances and cash	5,512,346	6,024,720
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	14,192,609	17,896,069
現金及現金等價物	Cash and cash equivalents	19,704,955	23,920,789

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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2023年4月1日	At 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:	
年內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日及2024年4月1日	At 31 March 2024 and 1 April 2024	35,448,482
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	(5,217,508)
支付租賃租金的利息部分	Interest element of lease rentals paid	(1,296,692)
融資現金流量產生的變動總額	Total changes from financing cash flows	(6,514,200)
其他變動：	Other change:	
租賃負債利息	Interest on lease liabilities	1,296,692
於2025年3月31日	At 31 March 2025	30,230,974

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:

	2025	2024
於融資現金流出量之內 Within financing cash outflow	6,514,200	6,512,600

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
於2024年4月1日	At 1 April 2024	559,825
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	(109,893)
於2025年3月31日	At 31 March 2025	449,932
代表：	Representing:	
流動部分	Current portion	85,167
非流動部分	Non-current portion	364,765
		449,932

7 資本補助金(續)

資本補助金指為購置每個超過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。此項資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

		2025	2024
於2024/2023年4月1日	At 1 April 2024/2023	14,971,804	19,881,457
撥出撥備	Provisions made	15,013,871	14,398,548
取消	Forfeitures	(86,031)	(815,276)
年內已支付／應付的金額	Amounts paid/payable during the year	(13,284,957)	(18,492,925)
於2025/2024年3月31日	At 31 March 2025/2024	16,614,687	14,971,804
減：流動部分	Less: Current portion	(6,214,299)	(8,621,906)
非流動部分	Non-current portion	10,400,388	6,349,898

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

		2025	2024
其他應付帳款	Other payables	1,525,624	2,256,291
應計費用	Accrued expenses	341,239	358,302
預收款項	Receipts in advance	55,510	63,315
		1,922,373	2,677,908

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:

		2025		2024	
		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	6,036,918	7,106,400	5,217,508	6,514,200
一年後但兩年內	After 1 year but within 2 years	6,758,251	7,576,160	6,036,918	7,106,400
兩年後但五年內	After 2 years but within 5 years	17,435,805	18,225,760	21,603,248	23,198,240
五年後	After 5 years	–	–	2,590,808	2,603,680
		24,194,056	25,801,920	30,230,974	32,908,320
		30,230,974	32,908,320	35,448,482	39,422,520
減：日後利息支出總額	Less: total future interest expenses		(2,677,346)		(3,974,038)
租賃負債現值	Present value of lease liabilities		30,230,974		35,448,482

11 儲備

11 Reserves

		2025	2024
於2024/2023年4月1日	At 1 April 2024/2023	4,622,928	5,114,162
轉至收支結算表	Transfer to statement of income and expenditure	(785,556)	(491,234)
於2025/2024年3月31日	At 31 March 2025/2024	3,837,372	4,622,928

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。財政年度結束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

		2025	2024
僱員福利	Employee benefits	15,510,646	14,948,274
離職後福利	Post-employment benefits	2,451,624	2,371,950
		17,962,270	17,320,224

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 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。

(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。

14 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.

(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.

14 財務風險管理及金融工具的公允價值(續)

(b) 資金周轉風險

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。

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：

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

(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.

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:

		2025					
		未貼現合約現金流出					
		Contractual undiscounted cash outflow					
		一年以下或 即時到期 Within 1 year or on demand	一年以上但 兩年以下 More than 1 year but less than 2 years	兩年以上但 五年以下 More than 2 years but less than 5 years	五年以上 More than 5 years	總額 Total	帳面金額 Carrying amount
職員約滿酬金的撥備	Provision for staff gratuity	6,214,299	10,400,388	-	-	16,614,687	16,614,687
未使用年假的撥備	Provision for unutilised annual leave	4,535,542	-	-	-	4,535,542	4,535,542
其他應付帳款及應計費用	Other payables and accruals	1,922,373	-	-	-	1,922,373	1,922,373
租賃負債	Lease liabilities	7,106,400	7,576,160	18,225,760	-	32,908,320	30,230,974
		19,778,614	17,976,548	18,225,760	-	55,980,922	53,303,576

14 財務風險管理及金融工具的公允價值(續)

(b) 資金周轉風險(續)

		2024 未貼現合約現金流出 Contractual undiscounted cash outflow					帳面金額 Carrying amount
		一年以下或 即時到期 Within 1 year or on demand	一年以上但 兩年以下 More than 1 year but less than 2 years	兩年以上但 五年以下 More than 2 years but less than 5 years	五年以上 More than 5 years	總額 Total	
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

(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。

敏感度分析

估計假若利率整體上升／下調100(2024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2025年3月31日有重大影響。

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

(b) Liquidity risk (continued)

		2024 未貼現合約現金流出 Contractual undiscounted cash outflow					Carrying amount
		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	
Provision for staff gratuity		8,621,906	3,576,408	2,773,490	–	14,971,804	14,971,804
Provision for unutilised annual leave		4,459,091	–	–	–	4,459,091	4,459,091
Other payables and accruals		2,677,908	–	–	–	2,677,908	2,677,908
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

(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.

Sensitivity analysis

At 31 March 2025, it was estimated that a general increase/decrease of 100 basis points (2024: 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.

14 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(續)

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。2024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2025年及2024年3月31日的公允價值並無重大差異。

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

(c) Interest rate risk (continued)

Sensitivity analysis (continued)

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 2024.

(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 2025 and 2024.

15 截至2025年3月31日止財政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2025年3月31日止財政年度尚未生效，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：

15 Possible impact of amendments, new standards and interpretations issued but not yet effective for the year ended 31 March 2025

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 2025 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
《香港財務報告準則》 第9號(修訂本)金融 工具和《香港財務報告 準則》第7號金融工具： 披露一對金融工具分類 和計量的修訂	Amendments to HKFRS 9, <i>Financial instruments</i> and HKFRS 7, <i>Financial instruments: disclosures – Amendments to the classification and measurement of financial instruments</i>	2026年1月1日	1 January 2026
《香港財務報告會計準則》 的年度改進－第11卷	Annual improvements to HKFRS Accounting Standards – Volume 11	2026年1月1日	1 January 2026
《香港財務報告準則》 第18號財務報表的 列報和披露	HKFRS 18, <i>Presentation and disclosure in financial statements</i>	2027年1月1日	1 January 2027
《香港財務報告準則》 第19號無公眾責任 的附屬公司：披露	HKFRS 19, <i>Subsidiaries without public accountability: disclosures</i>	2027年1月1日	1 January 2027

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1

Appendix 1

平機會專責小組會議的出席記錄(由2024年4月1日至2025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**83.3%**

Attendance Record of EOC Committee Meetings for the period 1 April 2024 to 31 March 2025

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 **83.3%**

	16/5/2024	22/8/2024	28/11/2024	26/2/2025
梁世民醫生(召集人)(註1) Dr LEUNG Sai-man, Sigmund, BBS, JP (Convenor) (Note 1)	✓	不適用 N/A	不適用 N/A	不適用 N/A
蔡懿德女士(召集人)(註2) Ms CHOI Yi-tak, Rosanna, MH (Convenor) (Note 2)	✓	✓	✓	✓
王偉倫博士(副召集人)(註3) Dr WONG Wai-lun, Vincent (Deputy Convenor) (Note 3)	不適用 N/A	✓	✓	✓
方文傑先生 Mr FONG James Mathew	✓	缺席 Abs	缺席 Abs	✓
馬為首先生 Mr Vishal MELWANI	✓	✓	✓	✓
黃梓謙先生 Mr WONG Chi-him, Gary, MH, JP	缺席 Abs	✓	✓	缺席 Abs
林美秀女士(主席) Ms LAM Mei-sau, Linda, SBS (Chairperson)	✓	✓	✓	✓

N/A = Not Applicable; Abs = Absent

註1：任期至2024年5月19日為止

Note 1: Appointment up to 19/5/2024

註2：副召集人任期至2024年6月13日屆滿；於2024年6月14日成為召集人

Note 2: Deputy Convenor appointment up to 13/6/2024; became Convenor on 14/6/2024

註3：自2024年5月29日起加入行政及財務專責小組會議；於2024年6月14日起成為副召集人

Note 3: Joined A&FC on 29/5/2024; became Deputy Convenor on 14/6/2024

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

整體出席率為83.9%

Overall attendance rate was 83.9%

	25/04/2024	18/07/2024	29/10/2024	04/02/2025
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) Ms CHAN Lai-kwan, Queenie, MH (Deputy Convenor)	✓	✓	✓	✓
鄭泳舜議員 The Hon CHENG Wing-shun, Vincent, BBS, MH, JP	✓	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 Lily CHOW	✓	✓	✓	✓
梁世民醫生 (註1) Dr LEUNG Sai-man, Sigmund, BBS, JP (Note 1)	✓	不適用 N/A	不適用 N/A	不適用 N/A
王偉倫博士 (註2) Dr WONG Wai-lun, Vincent (Note 2)	不適用 N/A	缺席 Abs	✓	不適用 N/A
胡潔瑩博士 Dr WU Kit-ying, Kitty, JP	✓	✓	缺席 Abs	✓
林美秀女士 (主席) Ms LAM Mei-sau, Linda, SBS (Chairperson)	✓	✓	✓	✓

N/A = Not Applicable; Abs = Absent

註1：任期至2024年5月19日為止

Note 1: Appointment up to 19/5/2024

註2：自2024年5月29日起加入社會參與及宣傳專責小組會議；任期至2024年12月31日為止

Note 2: Joined CPPC on 29/5/2024; Appointment up to 31/12/2024

附錄 1

Appendix 1

法律及投訴專責小組會議的出席記錄

整體出席率為**84.5%**

Attendance Record of Legal and Complaints Committee (LCC) Meetings

Overall attendance rate was **84.5%**

	15/4/2024	17/6/2024	19/8/2024	4/11/2024	12/12/2024	10/2/2025
謝偉鴻博士(召集人) Dr SHIE Wai-hung, Henry, MH (Convenor)	✓	✓	✓	✓	✓	✓
藍建中先生(副召集人)(註1) Mr LAM Ken-chung, Simon (Deputy Convenor) (Note 1)	✓	✓	✓	✓	不適用 N/A	不適用 N/A
陳麗群女士 Ms CHAN Lai-kwan, Queenie, MH	✓	✓	✓	✓	缺席 Abs	✓
方文傑先生 Mr FONG James Mathew	✓	✓	✓	缺席 Abs	缺席 Abs	缺席 Abs
梁世民醫生(註2) Dr LEUNG Sai-man, Sigmund, BBS, 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
馬為首先生 Mr Vishal MELWANI	✓	✓	✓	✓	✓	✓
涂淑怡女士 Miss TO Shuk-yi, Shirley	✓	✓	✓	✓	缺席 Abs	✓
曾志文女士 Ms TSANG Chi-man, Linda, MH	✓	✓	缺席 Abs	缺席 Abs	✓	✓
王偉倫博士(註3) Dr WONG Wai-lun, Vincent (Note 3)	不適用 N/A	✓	✓	缺席 Abs	✓	✓
胡潔瑩博士 Dr WU Kit-ying, Kitty, JP	✓	✓	✓	✓	缺席 Abs	✓
林美秀女士(主席) Ms LAM Mei-sau, Linda, SBS (Chairperson)	✓	✓	✓	✓	✓	✓

N/A = Not Applicable; Abs = Absent

註1：任期至2024年11月14日為止

Note 1: Appointment up to 14/11/2024

註2：任期至2024年5月19日為止

Note 2: Appointment up to 19/5/2024

註3：自2024年5月29日起加入法律及投訴專責小組會議

Note 3: Joined LCC on 29/5/2024

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84.4%

Overall attendance rate was 84.4%

	23/5/2024	8/8/2024	9/12/2024	20/2/2025
利哲宏博士(召集人) Dr Rizwan ULLAH, MH, JP (Convenor)	✓	✓	✓	✓
高德蘭博士(副召集人) Dr Theresa CUNANAN (Deputy Convenor)	✓	✓	✓	✓
周莉莉女士 Miss CHOW Lily	✓	✓	✓	✓
藍建中先生 Mr LAM Ken-chung, Simon	缺席 Abs	✓	✓	✓
唐安娜女士 Ms Anna THOMPSON	✓	✓	✓	✓
涂淑怡女士 Miss TO Shuk-yi, Shirley	✓	缺席 Abs	✓	✓
曾志文女士 Ms TSANG Chi-man, Linda, MH	缺席 Abs	缺席 Abs	缺席 Abs	✓
林美秀女士(主席) Ms LAM Mei-sau, Linda, SBS (Chairperson)	✓	✓	✓	✓

N/A = Not Applicable; Abs = Absent

附錄 1

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2025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 2025)

利哲宏博士(召集人)

Dr Rizwan ULLAH, MH, JP (Convenor)

藍建中先生

Mr LAM Ken-chung, Simon

江嘉惠女士¹

Ms KONG Ka-wai, Judy¹

盧詩曼女士¹

Ms LO Sze-man, Stella¹

辛蔚嫻小姐¹

Miss SUN Wai-han, Julia¹

黃嘉盈女士¹

Ms WONG Ka-ying, Olivia¹

¹ Co-opted Member 增選成員



平等機會委員會
EQUAL OPPORTUNITIES COMMISSION



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(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 impairments/speech difficulties)

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Facebook pages



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EO Matters



Uniquelyme
HK



EMbRACE
Campaign

LinkedIn 專頁
LinkedIn page



YouTube 頻道
YouTube channel

