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After Hong Kong emerged from the COVID-19 pandemic, a renewed sense of hope and vitality has returned to the city. We went full steam ahead to implement our initiatives and took meaningful steps forward.



## 平等共融跨世代 攜手譜出新篇章 Forging Ahead to a New Chapter of Equal Opportunities and Inclusion

平等機會委員會（「平機會」）一直致力締造更美好的未來，這個信念驅使我們建立更公平公正的社會，最終目的是讓所有人——不論性別、殘疾、家庭崗位或種族——都享有平等機會盡展所長。隨着香港走出2019冠狀病毒病疫情的陰霾，社會重拾希望和活力，各界步上復常之路，我們全力落實措施，推進工作。

At the Equal Opportunities Commission (EOC), our drive to create a better tomorrow fuels our effort to build a fairer society that provides everyone – regardless of gender, disability, family status or race – the opportunity to thrive. After Hong Kong emerged from the COVID-19 pandemic, a renewed sense of hope and vitality has returned to the city. With the resumption of normalcy in everyday life, we went full steam ahead to implement our initiatives and took meaningful steps forward.

## 主席的話 Chairperson's Message

2022年4月，我展開了擔任平機會主席的第二個任期。對於再度獲得委任，我著實感到十分榮幸，這印證了平機會近年在捍衛邊緣社羣權益以及促進多元共融方面的成績獲得認同。

自我於2019年開始擔任主席至今，其間香港經歷了巨大變遷。但縱使面對動盪，平機會仍然堅守專業精神，保障社會上最無助的羣體免受歧視，同時向廣大市民宣揚互相尊重和多元共融的價值。平機會積極推行這些工作，並取得理想進展，我深感自豪。在我開啟續任的新篇章之際，我會不忘初心，堅守當初的目標和抱負，繼續為市民大眾服務，致力建立更公平公正的社會。

In April 2022, I commenced my second term as the Chairperson of the EOC. I am deeply humbled and honoured by the reappointment as it is a testament to the achievements we have made in recent years in safeguarding the rights of marginalised groups while fostering a more inclusive and diverse Hong Kong.

Since I assumed the role in 2019, our city has experienced significant shifts and changes. In such uncertain times, the EOC has steadfastly maintained its professionalism in protecting society's most vulnerable from discrimination while promoting the values of mutual respect, inclusivity and diversity to the wider public. I am proud of the work we have done and the progress we have made. In this new chapter of my journey as Chairperson, I am as committed as ever to my original mission and aspirations when I first took up the post – to serve the community and build a fairer society.



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2022年對香港特別行政區而言同樣是一個重要的里程碑，這年特區成立25周年，為慶祝此重要時刻，平機會推出了「平等機會月：承先啟後廿五載 平等共融塑未來」計劃，舉行了連串線上線下活動，以期推動大眾在新征程上擁抱平等多元的價值。

國家主席習近平於2022年7月1日的重要講話中，強調香港必須「切實排解民生憂難」，並「共同維護和諧穩定」。對於習主席提出的香港未來發展方向，平機會可說是同向同行。從調停爭議、提供法律協助，以至與社會各個界別和持份者合作倡議政策轉變和提高市民對平等機會的認識，平機會的工作都與排解民生憂難息息相關。我們深切明白，平機會肩負重任，必須實踐祖國對香港的期望。

The year 2022 also marked a significant milestone for the Hong Kong Special Administrative Region, which celebrated the 25th anniversary of its establishment. As part of the anniversary's celebrations, the EOC launched the 'Equal Opportunities Month: Together for an Equal and Inclusive Hong Kong' campaign, which featured various online and offline activities to mobilise the community at large to embrace the values of equality and inclusion in the new era.

In his important speech on 1 July 2022, President Xi Jinping highlighted that Hong Kong needs to address "people's concerns and difficulties in daily life" and that society should "work together to safeguard harmony and stability". From conciliating disputes and providing legal assistance to collaborating with different sectors of society and stakeholders to advocate for policy change and raise public awareness, our work is inextricably tied to the concerns and issues communities face in their daily lives, and we are keenly aware that we have a key role to play in realising the motherland's vision for Hong Kong.

2022-23年度，平機會在推動平等方面的工作進展顯著。在執行反歧視條例的法定職責方面，我們處理了超過9 100宗查詢及逾1 200宗投訴。此外，我們還提出法律訴訟，處理了11宗法庭訴訟，目的是為受害人討回公道，向大眾說明何謂違法歧視行為。

除了執法，我們還繼續監察社會上歧視的普遍程度，透過深入的定質和定量研究，尋求方法加強保護邊緣羣體。我們進行的研究，揭示了網絡和職場性騷擾的普遍情況，還有精神病患者在工作上面對的標籤和歧視問題。研究得出的結果，為我們提供了確切的證據基礎，向持份者進行倡議，一起推動正面的社會轉變。

要消除歧視，確保所有人能平等投入社會，預防工作是不可或缺。因應聾人和聽障人士在司法程序中遇到的困難，平機會發布了指引，提供實用措施和資訊，協助法律工作者與聾人和聽障人士溝通。此外，我們推出了網上課程，協助大專學生了解和預防校園性騷擾。

Throughout 2022-23, the EOC made notable progress in advancing equality for all. As the statutory body tasked with enforcing the anti-discrimination ordinances, we responded to over 9 100 enquiries and handled more than 1 200 complaints. In addition, we initiated legal proceedings and handled 11 court cases with the aim of providing redress for the victims and highlighting unlawful discriminatory practices to the public.

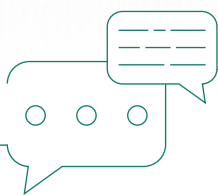
Aside from enforcing the law, we continued to monitor the pervasiveness of discrimination in the community and explored means to enhance protection for marginalised groups through in-depth qualitative and quantitative research. From uncovering the prevalence of sexual harassment online and in the workplace to shedding light on the different forms of stigmatisation and discrimination that persons with mental illness face at work, the studies give us a solid evidence base to lobby stakeholders and advocate for positive social change.

When it comes to eliminating discrimination, prevention is an indispensable tool to ensure all members of the community can participate in society equally. In light of the difficulties people who are deaf and hard of hearing (DHoH) encounter during the legal process, the EOC published a guide with practical steps and information resources to remove communication barriers between legal practitioners and the DHoH community. Meanwhile, we also launched an online training course to help tertiary students learn about and prevent sexual harassment on campus.





## 主席的話 Chairperson's Message



儘管不少人已逐漸遠離2019冠狀病毒病的挑戰，但無可否認疫情對各個社羣帶來了不同程度的影響，使本來已經不平等的情況雪上加霜。第五波疫情爆發期間，便經常有少數族裔人士表示遭受歧視，尤其是擔任家庭傭工和外賣速遞員的少數族裔人士。我們透過推行「無分膚色 同心抗疫」運動，並在主流媒體發表文章，加強公眾宣傳，鼓勵市民尊重差異和摒棄偏見，同心克服困難。

青年興，則香港興。2022-23年度，我們加強向新一代宣揚多元共融的價值，首次推出平等機會青年大使計劃，讓參與計劃的36名大專學生透過體驗式學習活動，加深認識多元共融的價值。我們還在2022年首次推出「尊重與平等：停止性騷擾」貼圖設計比賽，收到接近300份來自學生及市民的參賽作品。此外，我們又舉行了種族友善校園嘉許計劃，共有60間學校參與。這些計劃及措施獲得熱烈反應，證明年輕一代越來越重視平等。我們相信，年青人將會是平機會推動共融文化的盟友。

While the challenges posed by COVID-19 are slowly fading in the rear-view mirror for many people, the pandemic has had differential impact on communities, often exacerbating existing inequalities. Members of ethnic minority communities, especially those working as foreign domestic workers and food couriers, reported being discriminated against in the midst of the fifth wave of outbreak. Through the territory-wide 'Fight the Virus Together as One Human Race' campaign and articles in major news outlets, the EOC stepped up publicity to encourage the public to see beyond differences, speak up against prejudice and overcome challenges together.

Our society will only prosper when our young people thrive. Accordingly, we strengthened our efforts to promote the value of inclusion and diversity to the next generation. We launched the first-ever Equal Opportunity Youth Ambassador Scheme, which gave 36 tertiary students the opportunity to enhance their knowledge of diversity and inclusion through experiential learning. The 'Equality and Respect: Stop Sexual Harassment' sticker design competition, which we also ran for the first time in 2022, received nearly 300 entries from students and the general public, while our Racially Friendly Campus Recognition Scheme saw 60 schools participating. The enthusiastic response to these schemes and initiatives reflect the growing importance of equality for the younger generation, and we are sure that young people will become our allies in creating an inclusive future.



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Together, I am confident that we can transform Hong Kong into a truly inclusive city.



平機會的策略性工作規劃2019-22延長一年後，至2023年即將完結。在撰寫此文之時，我們正與管治委員會商討如何制定未來三年的策略性優先工作項目和計劃，這份規劃將引領我們開闢新方向，塑造香港的平等面貌。毫無疑問，平機會在過去一年所推行的工作將為我們奠定堅實的基礎，驅動我們躍動創新、向前邁進。

最後，我必須向平機會委員致謝，有賴各委員的貢獻和專業意見，我們才得以順利落實工作，取得滿意成果。此外，我想藉此感謝平機會的員工，他們忠誠竭力為市民提供服務。我深信，只要我們同心同行，定能使香港成為真正共融的城市。

平等機會委員會主席  
朱敏健, IDS

The EOC's Strategic Plan for 2019-22 is coming to an end, following its one-year extension to 2023. As I pen this message, we are working with the Board to delineate the strategic priorities and work plan for the next three years, which will serve as the North Star for us to chart new paths and make impact on the equality landscape in Hong Kong. I have no doubt in my mind that the work we have done over the past 12 months will provide a solid foundation for us to make breakthroughs and serve as the engine to propel us forward.

Last but not least, all the work and achievements we have accomplished would not be possible without the contributions and insights provided by the EOC Members. I would also like to thank the EOC staff members for their dedication and commitment to serving the public. Together, I am confident that we can transform Hong Kong into a truly inclusive city.

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