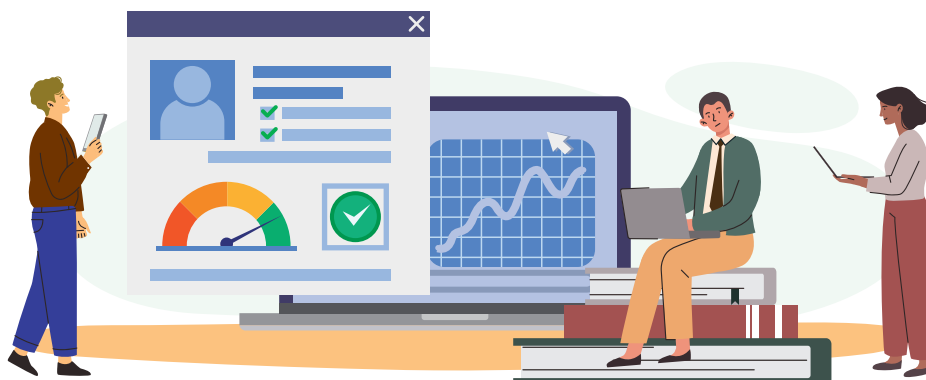


倡議正面改變——政策、研究及培訓

Advocating Positive Changes — Policy, Research and Training



平機會為預防歧視進行範疇廣泛的工作，包括進行研究以探討歧視問題；就常見的歧視趨勢收集實證；利用現有的研究結果推動公共政策改變；促進持份者在掌握資訊的情況下進行討論，並分享良好常規；以及透過培訓，協助不同群體明白他們的法律權利和責任。

The wide spectrum of work undertaken by the EOC to prevent discrimination includes: conducting research to explore discrimination issues, gathering evidence on the prevalent discriminatory trends, influencing public policies with the insights on hand, facilitating informed debates and sharing of best practices, and helping communities understand their rights and responsibilities under the law through training.

研究調查

平機會每年都進行或委託機構進行不同調查研究，以了解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及公眾的態度提供有用的指標，有助制定和實施政策措施，解決歧視問題。

Research Studies

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

在2022-23年度，平機會發表了以下研究報告：

In 2022-23, the EOC released the following studies:

- 全港性騷擾調查(2022年5月)；
- 本港中學實施全面性教育研究報告(2022年11月)；以及
- 對職場精神病患者的標籤及歧視態度之研究(2023年2月)。
- Territory-wide Representative Survey on Sexual Harassment in Hong Kong (May 2022);
- Study on Comprehensive Sexuality Education in Secondary Schools of Hong Kong (November 2022); and
- Study on Perceptions of Stigmatisation and Discrimination of Persons with Mental Illness in the Workplace (February 2023).

全港性騷擾調查

主要結果

約17.8%及11.8%的受訪者報稱在調查前24個月內，分別在網上及在工作期間遭受性騷擾。

受訪者最常遭遇的網絡性騷擾形式是收到不雅照片或影片，令他們覺得被冒犯(55.8%)；最常見的職場性騷擾形式則是有人在受訪者面前與其他人說有關性的話題或笑話(61.5%)。

較年輕女性是最容易遭受職場及網絡性騷擾的年齡群組，尤其是18至34歲的女性。

Territory-wide Representative Survey on Sexual Harassment in Hong Kong

Major findings

About 17.8% and 11.8% of the respondents reported that they were sexually harassed online and at work respectively over the 24 months prior to the survey.

The most common form of online sexual harassment experienced by the respondents was “receiving indecent photos or videos online”, which made them feel offended (55.8%), while workplace sexual harassment often occurred in the form of sexually suggestive comments or jokes made to others but in the respondents’ presence (61.5%).

Notably, younger women, specifically those aged 18-34, were found to be more vulnerable to both workplace and online sexual harassment.



建議

平機會建議各界別的大小公司和機構應制定清晰的反性騷擾政策，建立有效的投訴處理機制，並定期向員工提供加強反性騷擾認知的培訓。僱主應在僱員培訓計劃中鼓勵旁觀者在適當時介入，而非當沉默的旁觀者。

調查報告建議政府研究是否可向僱主施加積極責任，規定僱主須採取合理和相稱的措施以預防職場性騷擾。

Recommendations

Employers of all sizes and sectors should develop a clear anti-sexual harassment policy, establish an effective complaint-handling mechanism, and provide awareness training to staff on a regular basis. Emphasis can be put on encouraging employees to intervene when appropriate, rather than remain silent bystanders.

The Government is recommended to explore the feasibility of introducing a positive duty on employers to take reasonable and proportionate steps to prevent workplace sexual harassment.

政策、研究及培訓 Policy, Research and Training

本港中學實施全面性教育研究報告

主要結果

在填寫問卷的203間學校中，13.8%在2018/19學年完全沒有在課堂教授性教育，12.3%沒有舉辦任何有關性教育的活動。

大部分學校(85.2%)在不同科目的課堂納入性教育元素，最常納入性教育元素的科目是科學／綜合科學科和生物科，只有2%的學校把性教育設為獨立科目。

回應學校中有接近一半表示在2018/19學年編配五小時或以下予性教育課堂，有超過90%學校編配20小時或以下。報告指出，性教育課時不足，其中一個原因是「中學課程太緊湊」。

接近一半回應的學校(47.6%)表示，2018/19學年在校內教授性教育的人員不曾修讀任何有關性教育的專業發展課程。

至於香港中學性教育是否足夠方面，差不多一半學校代表(49.7%)表示不足夠(43.3%)或非常不足夠(6.4%)。

Study on Comprehensive Sexuality Education in Secondary Schools of Hong Kong

Major findings

Out of the 203 schools that completed the questionnaire, 13.8% did not teach any sexuality education at all in classroom, and 12.3% did not organise any activities related to the subject during the 2018/19 school year.

A majority (85.2%) of the schools included elements of sexuality education in different subjects, such as Science/Integrated Science and Biology, and only 2.0% of the schools taught sexuality education as a separate subject.

Nearly half of the responded schools said they allocated five hours or below to sexuality education classes, while over 90% allocated 20 hours or below during the 2018/19 school year. One of the major reasons cited was lack of time, "as the secondary school curriculum is already jam-packed".

Nearly half (47.6%) of the responded schools said their staff members who taught sexuality education in the 2018/19 school year had not taken any professional development course related to the subject.

When asked about the adequacy of sexuality education, almost half of the school representatives (49.7%) said sexuality education was insufficient (43.3%) or very insufficient (6.4%) in secondary schools in Hong Kong.



建議

政府應考慮重新採用並更新1997年《學校性教育指引》，為中學訂明統一的架構及建議課時。

政府亦應規定負責教授性教育的教師接受專業發展培訓，並考慮制定或提供資助予有關方面制定全面的性教育教材，以及向學校提供資助，以聘請非政府組織提供性教育。具體而言，政府應顧及有特殊教育需要、非華裔及有不同性傾向和性別認同等小眾學生的情況，因應他們面對的文化和語言差異等特殊困難，提供資助以制定適切的性教育教材。

校方除了應檢視和修訂其性教育課程，還應提供足夠資源和誘因，鼓勵教師接受相關培訓。報告亦建議每一間學校應設立性教育統籌主任職位，向家長提供更多性教育方面的支援，例如提供性教育資源。

對職場精神病人的標籤及歧視態度之研究

主要結果

約八成在職人士(81.7%)及精神病患者(78.5%)認為歧視精神病人的情況在香港非常普遍或頗普遍。

約七成受訪者(包括在職人士及精神病患者)認為精神病患者「獲得和他人相比較少的升職機會」及「因為患有精神病而不被聘用」。

Recommendations

The Government should consider reactivating and updating the 1997 Guidelines on Sex Education in Schools, stipulating a standardised structure and recommended teaching hours for secondary schools.

Professional development training should also be made mandatory for teachers teaching sexuality education, and consideration should be given on developing and/or providing funding for developing a comprehensive set of teaching materials, as well as providing subsidies for schools to hire non-governmental organisations to provide sexuality education. In particular, funding should be provided for developing sexuality education materials tailored to the needs of minority students, including students with special educational needs, non-ethnic Chinese students and those with different sexual orientations and gender identities, in light of the specific challenges they face, such as cultural and language differences.

As for the schools, besides reviewing and revising their existing curricula, adequate resources and incentives should be provided to teachers to undergo relevant training. It is also recommended that each school should set up a designated post of sexuality education coordinator and that support for parents on sexuality education should be enhanced by schools, such as providing sexuality education resources.

Study on Perceptions of Stigmatisation and Discrimination of Persons with Mental Illness in the Workplace

Major findings

About 80% of employed persons (81.7%) and persons with mental illness (PMIs) (78.5%) considered that the discrimination against PMIs in Hong Kong is very prevalent or quite prevalent.

Around 70% of the respondents (both employed persons and PMIs) observed PMIs as “having fewer opportunities for promotion” and “not hired because of mental illness”.

政策、研究及培訓 Policy, Research and Training

大部分在職人士表示接受精神病患者 (89.4%)，但有兩成在職人士對精神病患者持有標籤性看法 (19.8%)。

約45%的精神病患者表示，過去五年曾在求職、離職及在職的過程中經歷過至少一次歧視，但只有少數採取行動，主要是擔心未來僱主的看法。

約兩成 (18.9%) 的精神病患者就精神健康求醫而請假時遇到困難。

只有12.5%的精神病患者表示他們目前工作或最近工作的公司有提供精神健康支援。

在僱主方面，深度訪談的結果顯示，許多僱主及主管不清楚他們的法律責任、《殘疾歧視條例》下甚麼情況會構成殘疾歧視，以及如何處理精神病患者提出的精神病歧視投訴。他們的公司亦缺乏對聘請及管理精神病患者的清晰指引及政策，尤其是規模較小的公司。

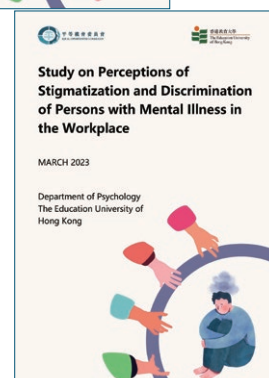
Majority of employed persons reported to show acceptance towards PMIs (89.4%), while one-fifth held stigmatised views against PMIs (19.8%).

Over the past five years, some 45% of the PMIs reported that they experienced discrimination in at least one of the following scenarios: hiring, quitting/layoff, at work. But not many took action due to their concern over their future employers' views.

Around one-fifth of PMIs (18.9%) encountered difficulties when applying for sick leave for seeking mental illness advice.

Only 12.5% of the PMIs reported that the company for which they were currently working or the last company they worked for has provided mental health support.

On the employers' side, in-depth interviews showed that many employers and supervisors lack knowledge about their legal liability, what constituted disability discrimination under the Disability Discrimination Ordinance (DDO) and the procedure to handle complaints from PMIs on mental illness discrimination. There was also a lack of clear guidelines and policies for hiring and managing PMIs, especially for smaller companies.



建議

當局應加強公眾教育，以提高市民對殘疾歧視的關注。例如，勞工處及精神健康諮詢委員會可與平機會合作，為企業管理層及其前線員工提供研討會及講座。

政府應考慮向平機會、勞工處及僱主提供更多資源及協助，以積極地促進制定歧視相關政策及措施，從而協助職場上的精神病患者康復。

僱主應為僱員提供合理工作調適以作為精神健康友善僱傭措施。他們亦可以為員工安排培訓，好讓他們摒除謬誤，加強對精神健康的認識。

正進行的研究

於2022-23年度結束前，以下研究仍在進行：

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

平機會在2022-23年度還委託了機構進行「在香港『公眾可進出處所』餵哺母乳的研究」。

Recommendations

More public education should be arranged to promote awareness of disability discrimination in Hong Kong. For instance, the Labour Department and Advisory Committee on Mental Health can work together with the EOC to provide seminars and talks for both the management of businesses and their frontline staff.

The Government should consider providing more resources and assistance to the EOC, the Labour Department and employers to proactively facilitate the development of discrimination-related policies and measures for supporting PMIs' recovery in the workplace.

As for the employers, they are urged to offer reasonable work accommodation to employees as a mental health-friendly employment practice. Training may also be arranged for staff to debunk myths and promote mental health awareness.

Research Studies in Progress

The following research studies remained in progress at the end of 2022-23:

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

The EOC also commissioned a 'Study on Breastfeeding at Publicly Accessible Premises in Hong Kong' in 2022-23.

政策、研究及培訓 Policy, Research and Training

平等機會研究項目資助計劃

平機會透過「平等機會研究項目資助計劃2020-21」，為學術機構及非政府組織共九個研究項目提供資助。在2022-23年度，以下資助研究的結果已經公布，提供有關社會歧視趨勢及成因的進一步見解。

Funding Programme of Research Projects on Equal Opportunities

The EOC provided funding support to nine research projects by academia and NGOs under the Funding Programme of Research Projects on Equal Opportunities 2020-21. In 2022-23, the findings of the following funded studies were released, which provided further insights into the trends and causes of discrimination in society:

研究項目名稱 Title of the Research Project	受資助機構 Funded Party	公布日期 Release Date
網絡媒體對香港少數族裔的描繪和香港的網絡種族歧視研究 A Study of Online Media Representation of Ethnic Minorities in Hong Kong and Their Experiences of Online Racial Discrimination	香港城市大學媒體與傳播系 Department of Media and Communication, City University of Hong Kong	2022年5月 May 2022
大專院校反性騷擾政策檢視清單(2020-2021)研究報告 Anti-Sexual Harassment Policy Checklist — Research Report on Tertiary Institutions (2020-2021)	新婦女協進會 The Association for the Advancement of Feminism	2022年5月 May 2022
招收少數族裔幼稚園學生： 克服挑戰 確認機遇 Admitting Ethnic Minority Kindergarteners: Overcoming Challenges and Identifying Opportunities	香港都會大學教育及語文學院與香港惠苗協會 School of Education and Languages of Hong Kong Metropolitan University and Hong Kong Child-arity Association	2022年6月 June 2022
探索性研究：香港南亞少數族裔中影響父母對女兒接種子宮頸癌疫苗決定的挑戰和促成因素 An Exploration of the Challenges and Enablers of Parental HPV Vaccination Decision for Adolescent Daughters among South Asian Ethnic Minorities in Hong Kong	香港中文大學那打素護理學院 The Nethersole School of Nursing, The Chinese University of Hong Kong	2022年7月 July 2022
探索南亞學生及家庭於香港特殊教育中的經驗 Exploring Intersectional Experiences of South Asian Ethnic Minority Students and Families in Special Educational Context in Hong Kong	明愛專上學院 Caritas Institute of Higher Education	2022年9月 September 2022

研究項目名稱 Title of the Research Project	受資助機構 Funded Party	公布日期 Release Date
晚期疾病患者的家屬照顧者 Family Caregivers of Persons With Advanced Illnesses	明愛專上學院 Caritas Institute of Higher Education	2023年1月 January 2023
為香港有特殊教育需要的小學生營造 無障礙網上學習環境 Creating a Barrier-free Online Learning Environment for Primary School Students with Special Educational Needs in Hong Kong	香港大學教育學院 Faculty of Education, The University of Hong Kong	2023年2月 February 2023
探討自閉症大專生的經歷和需要 Exploring the Experiences and Needs of College Students with Autism Spectrum Disorder (ASD)	香港中文大學教育心理學系 Department of Educational Psychology, The Chinese University of Hong Kong	2023年2月 February 2023



政策、研究及培訓 Policy, Research and Training

政策倡議

向政府及其他組織提交的意見書

2022-23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，以處理香港的歧視問題。

- 就2022施政報告公眾諮詢向政府提交的意見書(2022年9月)－平機會提出建議，以改善對有特殊教育需要的學生、殘疾人士、非華裔人口和照顧者的支援措施；並提倡推行性教育；推廣家庭友善的彈性工作安排；加強中小型企業預防和打擊職場性騷擾的能力；以及
- 向香港交易及結算所有限公司提交的意見書(2023年2月)－平機會就建議擴大無紙化上市機制及其他《上市規定》修訂的諮詢文件表達意見，為殘疾人士推廣數碼無障礙。

殘疾人士的權利

過去一年，平機會透過與不同的本地及海外持份者合作，繼續推動包括殘疾人士在內的弱勢群體的平等機會。平機會除了發布指引和政策大綱，還應不同機構和專業團體要求，分享有關執行反歧視條例的專業知識和經驗，以及在工作場所推廣共融的良好常規。

Policy Advocacy

Submissions to the Government and Other Parties

In 2022-23, the EOC made the following submissions to the Government and other parties on policy measures for tackling discrimination issues in Hong Kong:

- Submission to the Government in response to the 2022 Policy Address Public Consultation (September 2022) — the EOC laid out the proposals on enhancing the support measures for students with special educational needs, persons with disabilities, non-ethnic Chinese population and carers; promoting sexuality education and family-friendly flexible working arrangements; and strengthening the ability of small- and medium-sized enterprises to prevent and combat workplace sexual harassment; and
- Submission to the Hong Kong Exchanges and Clearing Limited (February 2023) — the EOC put forward its opinions in response to the Consultation Paper on Proposals to Expand the Paperless Listing Regime and Other Rule Amendments, with a view to promoting digital accessibility for persons with disabilities.

Rights of Persons with Disabilities (PWDs)

During the year in review, the EOC continued to advocate for the equal opportunities of the disadvantaged communities, including those of PWDs, through collaboration with different local and international stakeholders. Apart from offering guidelines and policy frameworks, the EOC was invited by various organisations and professional bodies to share its expertise and experience on implementing the anti-discrimination ordinances, and best practices for promoting inclusion in the workplace.

聾健司法平等：供殘疾人士、法律工作者和參與司法程序人士參考的指引(「《指引》」)

平機會於2022年11月15日推出一套實用指引，以促進司法程序的不同持份者之間的溝通，包括聾人和聽障人士、法律工作者及手語傳譯員。平機會制定此《指引》，旨在處理近年聾人和聽障人士因誤解或溝通不當而在司法程序中面對障礙的問題。

在制定《指引》時，平機會參考了不同國際標準和香港的做法，以及諮詢了本地聾人群體的人士和機構、學者、手語傳譯員、法律工作者及公共機構，例如律政司、香港大律師公會、法律援助署、當值律師服務、司法機構和香港律師會等。

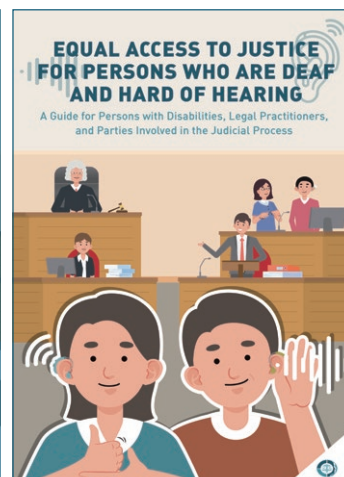
《指引》提供與聾人和聽障人士溝通時的注意事項和一般原則，還提出與聾人和聽障人士達致有效溝通的建議，讓法庭、法官、司法人員、法律代表及手語傳譯員等參與司法程序的人士參考。

Equal Access to Justice for Persons Who are Deaf and Hard of Hearing: A Guide for Persons with Disabilities, Legal Practitioners, and Parties Involved in the Judicial Process

On 15 November 2022, the EOC released a practical guide to facilitate communication between different parties involved in the judicial process, including people who are deaf and hard of hearing (DHoH), legal practitioners and sign language interpreters. The Guide was developed by the EOC in view of the barriers encountered by DHoH persons during the legal process due to misunderstanding or miscommunication in recent years.

In compiling the Guide, the EOC has taken reference from various international standards and local practices, as well as consulted individuals and organisations from the local DHoH community, academics, sign language interpreters, legal practitioners and public bodies, such as Department of Justice, Hong Kong Bar Association, Legal Aid Department, The Duty Lawyer Service, The Judiciary, The Law Society of Hong Kong, etc.

The Guide not only sets out general tips and principles for communicating with DHoH persons, but also contains suggestions for different parties in the judicial process, such as the court, judges and judicial officers, legal representatives, and sign language interpreters, etc. on effective communication with DHoH persons.



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例如，平機會建議在聆訊開始之前，應詢問聾人和聽障人士與傳譯員（或即時字幕員或口語唇讀傳譯員），雙方是否能明白對方意思和互相溝通，並且能與法庭溝通。另外，在提供任何輔助工具和服務前，必須先詢問每一名聾人和聽障人士的需要，並找出適當的便利措施。由於聾人和聽障人士有不同文化和語言特性，而且輔助設備種類繁多，所以此舉極為重要。

《指引》預期能促進參與司法程序各方的溝通，長遠而言，實現所有人能平等地尋求司法公正的最終目標。

《指引》的全文及摘要已上載至平機會網站，摘要的香港手語版亦已上載至平機會的YouTube頻道。

有關職場殘疾歧視的網上研討會

平機會與香港腦癱基金會在2022年7月16日合辦「腦癱症患者在職場上面對的挑戰與機遇」網上研討會，有超過200人參加。平機會主席朱敏健先生於活動上致開幕辭，講述如何促進殘疾人士在工作上的平等機會；行政總監（營運）朱崇文博士則講解《殘疾歧視條例》如何保障僱員和求職者免遭殘疾歧視，以及僱主如何可為患有腦癱症的僱員提供便利措施。

For instance, the EOC suggests that at the beginning of a court hearing, both the DHoH person and the interpreter (or the speech-to-text reporter or the lip-speaker as the situation may be) should be asked whether they are able to understand and communicate with each other and the court. Further, before offering any auxiliary aids and services, it is imperative to always ask about the needs of each individual DHoH person and identify the appropriate accommodation measures. This is important given the diversity of cultural and linguistic identities among DHoH persons and the variety of assistance available.

It is anticipated that the Guide could facilitate communication between different parties in the judicial process and help achieve the ultimate goal of equal access to justice for all in the long run.

The full text and highlights of the Guide could be accessed from the EOC website. Hong Kong Sign Language version of the highlights of the Guide is also available on the EOC's YouTube Channel.

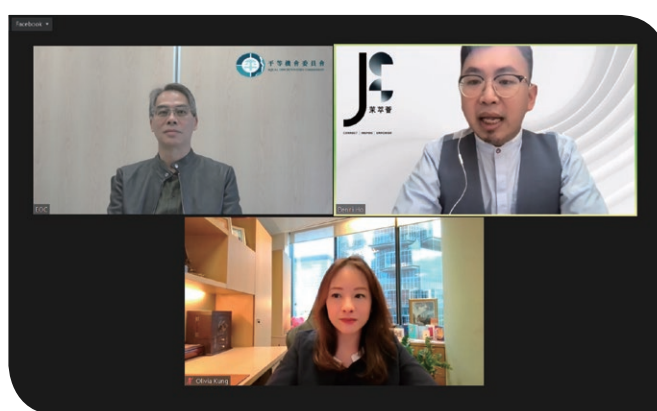
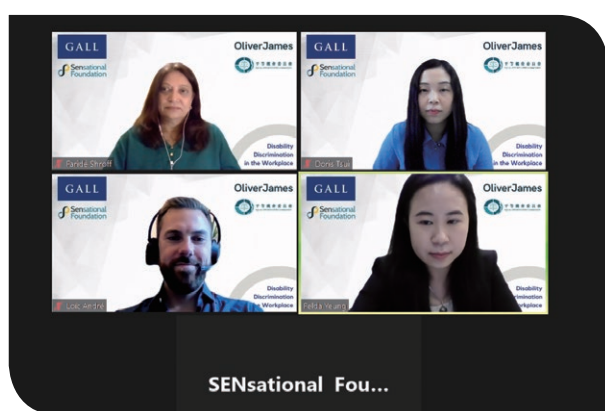
Webinars on Disability Discrimination in the Workplace

The EOC co-organised with the Epilepsy Foundation of Hong Kong a webinar 'Challenges and Opportunities of Persons with Epilepsy in the Workplace' on 16 July 2022 for over 200 participants. EOC Chairperson Mr Ricky CHU Man-kin gave an opening speech to address the equal opportunities of PWDs in the workplace. Dr Ferrick CHU Chung-man, Executive Director (Operations), presented how the Disability Discrimination Ordinance protects employees and job applicants from disability discrimination, as well as steps employers can take to accommodate the needs of talents with epilepsy.

政策、研究及培訓 Policy, Research and Training

此外，於2022年5月23日及2022年10月11日，平機會與高嘉力律師行，以及非牟利組織 Oliver James Ability 和 SENSational Foundation 合辦「職場上的殘疾歧視」網上研討會，有超過100人參加。署理主管(政策、研究及培訓)徐好婷女士講解香港的殘疾人士面對的困難，以及僱主可如何為殘疾求職者及僱員提供更佳支援，採取合理和適切的措施以照顧其需要。

In addition, the EOC partnered with Hong Kong law firm Gall and non-profit organisations Oliver James Ability and SENSational Foundation on a webinar 'Disability Discrimination in the Workplace' on 23 May 2022 and 11 October 2022 for over 100 participants. Ms Doris TSUI Ue-ting, Acting Head (Policy, Research and Training) talked about the barriers faced by PWDs in Hong Kong and how employers can better support job applicants and employees with disabilities by taking reasonable and proportionate steps to accommodate their needs.



對殘疾人士就業的支援

為推動殘疾人士就業，平機會繼續擔任CareER的傷健共融指數(Disability Inclusion Index, DII)的支持機構，該指數是評估工具，讓機構評核其推動傷健共融措施的成效。平機會還於2022年10月參加了共融招聘展暨CareER DII成果發布會，鼓勵更多僱主僱用殘疾人士。

Supporting Employment of PWDs

To promote the employment of PWDs, the EOC continued to serve as a Supporting Organisation of the CareER's Disability Inclusion Index (DII), an assessment tool for organisations to evaluate their steps taken to build a disability-inclusive workplace. The EOC participated in the Inclusive Recruitment Fair cum CareER DII Dissemination Ceremony in October 2022 to encourage more employers to hire PWDs.



政策、研究及培訓 Policy, Research and Training

工作間的平等機會

2022年7月21日，平機會應香港交易及結算所有限公司邀請參加「ESG Academy網絡研討會：聚焦企業管治」。行政總監（營運）朱崇文博士以「透過平等機會建立良好文化」為題演講，介紹企業可採取哪些具體措施，把多元、平等及共融價值融入其文化、常規及政策。網上研討會有超過670人參加。

朱崇文博士也於2022年10月20日在茱萃薈舉辦的「平等機會與良好管治文化」網上座談會上，談及平等機會和性別多元在勞動人口和董事會層面的重要性，並分享建立共融工作間的良好管理常規，以提升企業管治。約100人透過Zoom或Facebook直播參加座談會。

2022年6月，平機會應英國特許房屋經理學會亞太分會邀請，就「反歧視條例簡介及物業管理行業的注意事項」主題舉辦網上培訓，有超過200名會員參加。平機會講者除了討論在不同處所為殘疾人士、長者和餵哺母乳的女性採用通達設計，還講解如何在房屋和物業管理的層面顧及不同族裔人士的需要。

Equal Opportunities in the Workplace

The EOC was invited to speak at the ESG Academy Webinar: Corporate Governance in Focus organised by the Hong Kong Exchanges and Clearing Limited on 21 July 2022. Dr Ferrick CHU Chung-man, Executive Director (Operations), gave a presentation titled 'Building a Positive Culture with Equal Opportunities' and shared concrete steps that a business could take to embed diversity, equality and inclusion into its culture, practices and policies. Over 670 audience attended the online webinar.

Dr Ferrick CHU Chung-man also spoke at the JES Network Webinar: Equal Opportunities and Good Governance on 20 October 2022 to discuss the importance of equal opportunities and gender diversity at the workforce and board level. He shared good management practices for building an inclusive workplace to enhance corporate governance. Around 100 participants attended the webinar via Zoom and Facebook Live.

In June 2022, the EOC was invited by The Chartered Institute of Housing Asian Pacific Branch (CIHAPB) to deliver an online webinar on the topic "Introduction to the Anti-discrimination Laws and Implications for the Property Management Industry". As well as discussing how to adopt accessible designs in different premises for PWDs, elderly and breastfeeding mothers, the EOC highlighted the measures to accommodate the needs of ethnic minorities in housing and property management to over 200 CIHAPB members.



精神健康月運動

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運動。平機會是籌備委員會研究工作小組的成員，與籌委會其他成員合作進行了精神健康指數調查，以評估香港市民的精神健康狀態，並出席了公布調查結果的記者會。

Mental Health Month Campaign

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



對有特殊教育需要學生的支援

平機會一直與本地大學定期舉行會議，推廣支援有特殊教育需要的學生的良好常規。2022年11月，平機會邀請非牟利招聘組織Oliver James Ability出席本地大學推廣平等機會聯繫網絡會議，介紹支援殘疾人士發展事業和僱主的措施。

Support Students with Special Educational Needs

The EOC has been coordinating regular meetings with local universities to promote and share best practices for supporting students with special educational needs. In November 2022, Oliver James Ability, a non-profit recruitment agency, was invited to introduce their support service for the careers of PWDs and for employers in their inclusion journey at the meeting of the Network for Promoting Equal Opportunities in Local Universities.

政策、研究及培訓 Policy, Research and Training

另外，香港浸會大學及香港科技大學邀請平機會擔任顧問，製作關於香港高等教育的特殊教育需要的網上培訓教材。平機會於2021年11月與一家海外動畫公司展開合作，製作五套動畫，內容涵蓋《殘疾歧視條例》及平等相關議題。該兩所大學會於2023年下半年向學生提供有關網上課程。

Separately, the Hong Kong Baptist University and The Hong Kong University of Science and Technology invited the EOC to act as a consultant for the production of an online training module on “special educational needs in higher education in Hong Kong”. The EOC started the collaboration with an overseas animation company in November 2021 to develop five animated videos covering the DDO and equality-related issues. The two universities will offer the module to the university community in the second half of 2023.



無障礙網頁嘉許計劃

平機會於2022-23年度繼續擔任無障礙網頁嘉許計劃的獨立顧問。該計劃由香港互聯網註冊管理有限公司主辦，並由政府資訊科技總監辦公室協辦。2022年6月，平機會應邀出席工作坊，講述無障礙網頁很重要的原因，並重點解釋反歧視法例在無障礙網頁方面的影響。2023年3月，平機會加入無障礙網頁嘉許計劃諮詢委員會，商討2023年4月的頒獎典禮的安排，以及重塑2024-25年度嘉許計劃的形象和推廣計劃的事宜。

Web Accessibility Recognition Scheme

In 2022-23, the EOC continued to act as an independent advisor of the Web Accessibility Recognition Scheme (WARS) organised by Hong Kong Internet Registration Corporation Limited (HKIRC) and co-organised by the Office of the Government Chief Information Officer. In June 2022, the EOC was invited to speak at the workshop ‘Why Web Accessibility Matters’, with a focus on explaining the implications of the anti-discrimination laws in relation to web accessibility. In March 2023, the EOC joined the WARS Advisory Committee to discuss the award presentation ceremony in April 2023, as well as the scheme’s rebranding and the promotional plan for WARS 2024-25.

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。

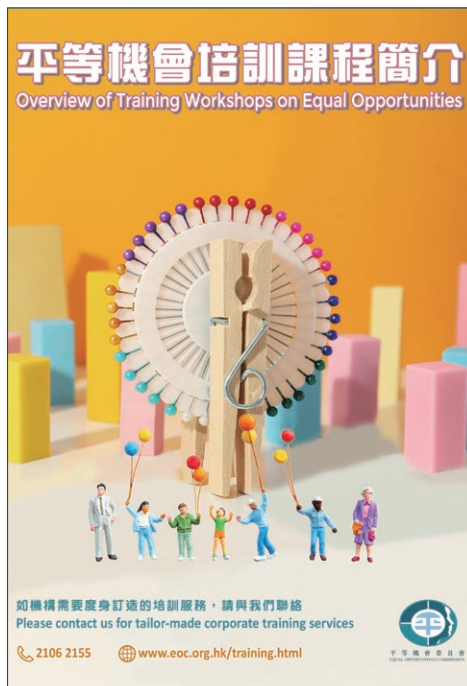
平機會於2022-23年度舉辦了484場培訓課程，參加者共27 901人，當中有30場為定期培訓課程，有513人參加，其餘454場為專設培訓課程，共27 388人參加。最受歡迎的培訓課程主題是反歧視條例，其次為防止性騷擾。

Training & Consultancy

Calendar Training and Customised Training

The EOC endeavours to equip different sectors with knowledge of the anti-discrimination ordinances, with a view to mainstreaming the concepts of equal opportunities. Since 2001, the EOC has been offering training on the anti-discrimination ordinances for HR practitioners, executives, managers, business owners and employees alike in both 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 2022-23, the EOC conducted 484 training sessions with a total of 27 901 participants from various sectors, including 30 training sessions for 513 participants under the calendar training programmes, and 454 customised training sessions for 27 388 participants. The most popular topic was the anti-discrimination ordinances, followed by the prevention of sexual harassment.



政策、研究及培訓 Policy, Research and Training



2022-23年度，平機會推出了「《殘疾歧視條例》及《種族歧視條例》在教育範疇的保障」及「《性別歧視條例》如何保障餵哺母乳的婦女」兩個課程。此外，平機會編製了全新的「Quality with Equality」教材套，對象是公務員和公營機構的場所使用者。教材套包含互動桌上遊戲、講述不同場景的短片系列及自學教材，目的是提升參加者對四條反歧視條例的認識，並更加明白須遵守法例。平機會向政府全部15個決策局的局長及超過50個部門的首長介紹並推廣教材，以便有關方面日後進行培訓。

顧問服務

平機會繼續為機構提供政策檢討服務，協助僱主制定處理工作間歧視和性騷擾的適當政策和程序，亦提供顧問服務，為機構編寫有關平等機會事宜的內部培訓教材。在2022-23年度，平機會應要求為一間機構提供顧問服務，涉及300名員工。

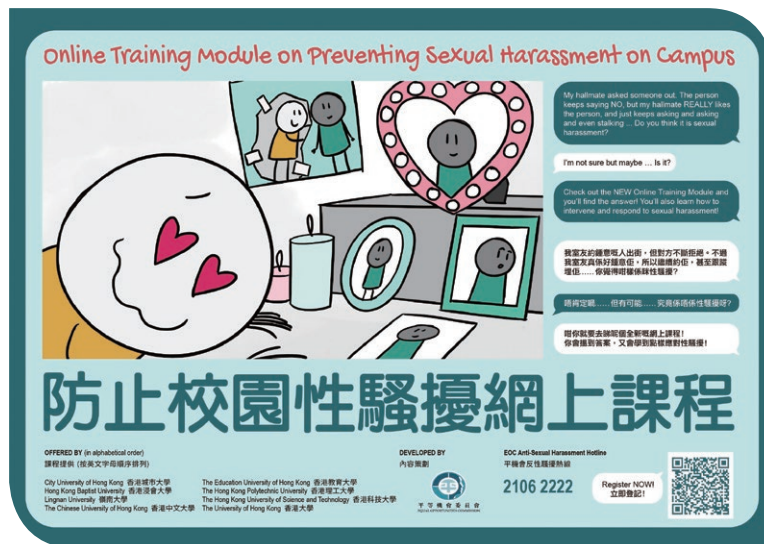
Two new training courses, namely 'Disability Discrimination Ordinance and Race Discrimination Ordinance in Education' and 'How Breastfeeding Women are Protected under the Sex Discrimination Ordinance', were rolled out in 2022-23. In addition, the EOC produced a new set of training materials, namely the 'Quality with Equality' package for civil servants and workplace participants in the public sector. Consisting of an interactive board game, a series of scenario-based videos and a set of self-learning materials, the package aims to enhance participants' awareness and observance of the four anti-discrimination ordinances. The EOC introduced and promoted the materials to the heads of all 15 bureaux and over 50 departments of the Government to facilitate their future training.

Consultancy Services

The EOC continued to provide policy review services for organisations with a view to assisting employers in developing appropriate policies and procedures to deal with workplace discrimination and sexual harassment. It also offers consultancy services to organisations in the development of internal training packages relating to equal opportunity issues. In 2022-23, the EOC, upon request, provided consultancy services for an organisation covering 300 employees.

八所受公帑資助的本地大學邀請平機會提供顧問服務，協助大學編製有關預防校園性騷擾的網上培訓教材。平機會與一家海外動畫公司合作，製作動畫影片和生動的視覺材料，以解釋性騷擾的定義和主要概念，澄清對性騷擾的普遍誤解，以及為遭遇或目睹性騷擾的人士提供實用資訊。八所大學於2023年年初推出了教材，超過八成參加者認為教材十分有用／有用，而且對整體教材感到十分滿意／滿意。

The eight local publicly-funded universities invited the EOC to act as a consultant for the production of an online training module on preventing sexual harassment on campus. The EOC, in collaboration with an overseas animation company, developed animated videos and engaging visuals to explain the definition and key concepts of sexual harassment, debunk common myths about sexual harassment, and provide practical advice for individuals who encounter or witness such behaviour. The eight universities rolled out the module in early 2023. Over 80% of participants found the module very helpful/helpful and felt very satisfied/satisfied with the module as a whole.



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2022-23年度，有165名新增會員，他們來自89間機構。

2022年9月16日，平機會為平等機會之友會會員舉辦了「看不見的殘疾」網上研討會。研討會集中講解「看不見的殘疾」的意思，即不易察覺的殘疾，包括精神健康問題、自閉症和聽力障礙。講者分享了他們對工作間看不見的殘疾的看法，並討論僱主如何可在工作間支援有看不見的殘疾的僱員。

Equal Opportunity (EO) Club

The EO Club was established in 2006 to provide a platform of learning and exchange on preventing discrimination among employers, HR practitioners, supervisors and trainers. In 2022-23, 165 participants from 89 organisations joined the EO Club.

On 16 September 2022, the EOC organised a webinar 'Supporting Persons with Invisible Disabilities in the Workplace' for EO Club members. The webinar focused on the idea of "invisible disability" which refers to disabilities that are not obvious to outsiders, such as mental health, autism, hearing disability, etc. The speakers at the webinar shared their perspectives about invisible disabilities in the workplace and discussed how employers could support employees with these conditions.