



全年摘要 Highlights of the Year



答覆 **11,481** 個查詢
enquiries answered



處理 **1,526** 宗投訴
complaints handled



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



12 宗個案提交至法庭審理
cases taken to court



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



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



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



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



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



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



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



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

4/2019

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

8/2019

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

11/2019

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



2/2020

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





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2019/20 主要活動

Major Events & Activities 2019/20

4/2019

朱敏健先生於2019年4月11日出任平機會主席。

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

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



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





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5/2019



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

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

於2019年5月20日向立法會政制事務委員會提交周年工作計劃。

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

於2019年5月29日公布「識別出減少公眾反對為精神健康綜合社區中心及其他精神健康設施選址的有效方法」的研究結果。



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

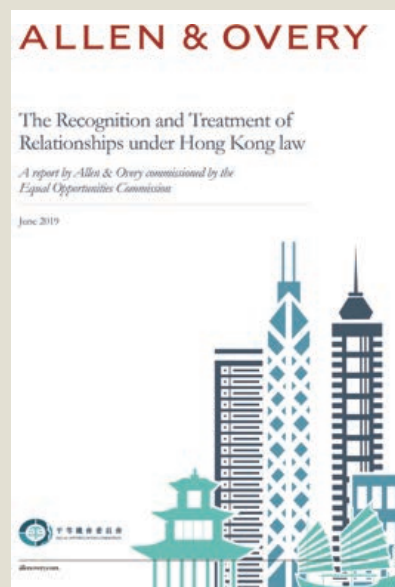


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6/2019

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

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



7/2019



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

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

8/2019



於2019年8月2日為《種族多元共融僱主約章》的簽署機構舉辦圓桌討論會議。

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



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9/2019

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

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

向教育局學校課程檢討專責小組提交有關改革本港性教育意見書。

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



10/2019

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

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





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11/2019



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

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

12/2019

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

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





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1/2020

於網頁發布平機會策略性工作規劃2020-2022。

Published online the EOC Strategic Plan 2020-2022.

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

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



2/2020

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

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



3/2020

設立「2019冠狀病毒病與歧視」專題網頁。

Launched new dedicated webpage on COVID-19.



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策略性工作規劃2020-2022

Strategic Plan 2020-2022

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

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

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

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

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

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





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

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

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

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

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

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

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

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