

## 主席的話 Chairperson's Message

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## 平等機會 人人共享

## Making Equal Opportunities Accessible to All

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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





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

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

平等機會委員會  
主席  
林美秀, SBS

**Linda LAM Mei-sau, SBS**  
Chairperson  
Equal Opportunities Commission