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## 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 baby care 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