

全年摘要 Highlights of the Year

重要數字一覽 Figures at a Glance



答覆

10 015

個查詢

enquiries answered



處理

1 349

宗投訴

complaints handled



9

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



每宗投訴平均處理時間

Average handling time of a complaint

88 日

days



調停成功率

Conciliation success rate

85%



3

宗個案提交至法庭審理
cases taken to court



為受屈人取得的金錢總額

超過港幣

Over HK\$

6,900,000 元

in monetary payments secured for aggrieved parties

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舉辦

Organised

526 場培訓課程
training sessions for

31 539 參加人次
participants



平機會網站錄得

The EOC website recorded

3 400 601 使用人次
users

86 075 018 點擊率
hit rate



12 039

名學生觀看了推廣平等
機會信息的話劇表演
students watched equal
opportunities dramas



42

名學生參加了平等機會青年
大使計劃 2023/24
students participated in the
Equal Opportunity Youth
Ambassador Scheme 2023/24



接觸約

Reached around

1 300 000

名社交媒體 (Instagram、Facebook及領英)
獨立用戶
unique social media users on Instagram,
Facebook and LinkedIn



提供港幣
HK\$

1,034,320 元

資助予
funding for

13 個推廣平等機會的社區項目
community projects to promote equal opportunities



舉辦

Organised

64

項主要推廣活動
major promotional activities

全年摘要 Highlights of the Year



2023-24 年度獎項及嘉許 Awards & Recognition 2023-24

平機會獲僱員再培訓局嘉許為「人才企業」。

The Employees Retraining Board awarded the status of Manpower Developer to the EOC.

04/2023

平機會獲香港警務處防止罪案科委任為「安全城市大使」。

The EOC was appointed as a SafeCity Ambassador by the Crime Prevention Bureau of Hong Kong Police Force.

05/2023

平機會獲強制性公積金計劃管理局嘉許為2022-23年度「積金好僱主」。

The EOC was recognised as a Good MPF Employer for 2022-23 by the Mandatory Provident Fund Schemes Authority.

09/2023

平機會獲得凝動香港體育基金的「機構『一』起動」嘉許。

The EOC was recognised as a SportsHour Organisation by the InspiringHK Sports Foundation.

10/2023



2023-24 年度獎項及嘉許 Awards & Recognition 2023-24

平機會總平等機會主任(投訴事務)朱敏茵女士及高級平等機會主任(反性騷擾事務組)蘇家盈女士獲頒發2023年申訴專員嘉許獎(公職人員獎)，印證她們的專業精神及卓越服務。

Ms Candy CHU, Chief Equal Opportunities Officer (Complaint Services) and Ms Susana SOO, Senior Equal Opportunities Officer (Anti-Sexual Harassment Unit) of the EOC, were presented with The Ombudsman's Awards 2023 for their professional and commendable services.

平機會在香港管理專業協會主辦的2023年度「最佳年報獎」中獲頒發「優秀小型機構年報獎」。

The EOC won the Hong Kong Management Association's 2023 Best Annual Reports Awards – Excellence Award for Small Size Entries.

11/2023

平機會獲香港社會服務聯會頒發10年Plus「同心展關懷」標誌，肯定了平機會持續在關懷社會、僱員及環境方面作出的努力。

The EOC was awarded the 10 Years Plus Caring Organisation status by the Hong Kong Council of Social Service, in recognition of the Commission's sustained commitment to caring for the community, its employees and the environment.

02/2024



2023-24 主要活動 Major Events & Activities 2023-24

平機會推出「友善服務 無分種族」巴士車身廣告。

The EOC launched the 'Racially Friendly Customer Services for All' bus body advertising campaign.

4/2023

行政長官委任五名新平機會委員，以及再度委任九名現任平機會委員，任期兩年，由2023年5月20日起生效。

The Chief Executive appointed five new EOC Members and reappointed nine existing EOC Members for a term of two years effective from 20 May 2023.

平機會在電視台推出《同一天空下》生命短片系列，以推廣關愛文化，消除歧視。

The EOC launched the *Under the Same Sky* short movie series on TV to promote a culture of care and non-discrimination.

5/2023



2023-24 主要活動

Major Events & Activities 2023-24

平機會為首屆平等機會青年大使計劃舉行嘉許典禮，向36名完成計劃的大專生作出嘉許。計劃旨在向青年人推廣多元、平等及共融的價值。

The EOC held a recognition ceremony for 36 tertiary students to celebrate their completion of the inaugural Equal Opportunity Youth Ambassador Scheme, which aims to promote the values of diversity, equality and inclusion (DEI) to the younger generation.

平機會公布「香港年輕殘疾人士從學校過渡至工作的有效策略的研究」結果。該研究的目的是探討年輕殘疾人士從中學／專上教育過渡至工作的經歷。

The EOC released the findings of the Study on Effective Strategies to Facilitate School-to-work Transition of Young Persons with Disabilities in Hong Kong, which explored the experiences of young persons with disabilities as they transition from secondary/post-secondary education to the labour market.

平機會公布「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」結果。該研究的目的是檢視現時融合教育於中小學的推行成效。

The EOC released the findings of the Study on Challenges, Effective Policies and Best Practices of Ordinary Schools in Educating Students with Special Educational Needs in Hong Kong, which examined the effectiveness of the current implementation of integrated education in primary and secondary schools.

6/2023

全年摘要 Highlights of the Year



2023-24 主要活動

Major Events & Activities 2023-24

07/2023

平機會為首屆種族友善校園嘉許計劃舉行嘉許典禮，嘉許60間參與的學校。計劃鼓勵學校向學生推廣種族平等及共融的價值。

The EOC staged a recognition ceremony to commend 60 schools for participating in the inaugural Racially Friendly Campus Recognition Scheme, which encouraged schools to promote racial equality and inclusion among students.

08/2023

平機會推出2023-24年度平等機會社會參與資助計劃，資助非牟利機構舉辦活動以推廣反歧視條例及平等機會的概念。

The EOC launched the 2023-24 Community Participation Funding Programme on Equal Opportunities, which provides funding support to non-profit-making organisations for organising activities to promote the anti-discrimination ordinances and the equal opportunity concept.

9/2023

平機會舉辦「媒體報道與精神健康」研討會，促進本地媒體中肯報道精神健康議題。

The EOC hosted the 'Seminar on Media Reporting of Mental Health Issues' to foster bias-free coverage of mental health issues in local media.

10/2023

平機會推出《如何支援殘疾人士：餐飲服務通用設計實用指南》，旨在向飲食業界提供簡易實用的指引，為有不同需要的顧客提升食肆的通達程度及服務質素。

The EOC released the *How to Support Persons with Disabilities: Practical Guide on Universal Design for Catering Services*, an easy-to-read toolkit offering practical suggestions for the catering industry to improve access and services for diners with diverse needs.



2023-24 主要活動

Major Events & Activities 2023-24

平機會舉行題為「種族多元共融進展：成果、挑戰和目標」的活動，慶祝《種族多元共融僱主約章》成立五周年。活動為簽署機構提供平台，討論如何在工作間促進種族多元共融。

The EOC held an event entitled 'Racial DEI Progress: Gains, Gaps & Goals' to celebrate the fifth anniversary of the Racial Diversity & Inclusion Charter for Employers. The event provided a platform for signatories to discuss ways to advance racial diversity and inclusion in the workplace.

平機會與香港電台第二台合作，推出全新粵語電台節目《同處一室》，每星期播放一集。節目請來嘉賓及平機會代表分享推廣多元共融的經驗，旨在消除偏見、誤解及定型。

The EOC collaborated with Radio Television Hong Kong (RTHK) Radio 2 to produce a new Cantonese radio show titled *Inclusive Society*. Featuring interviews with guests and EOC representatives on their experiences in promoting diversity and inclusion, the weekly show aims to eliminate prejudices, misunderstandings and stereotypes.

平機會聯同九龍崇德社及香港中小型企業聯合會合辦了一場預防職場性騷擾論壇。論壇旨在加強香港中小企對職場性騷擾的關注及了解。

The EOC co-organised a forum on the prevention of workplace sexual harassment with the Zonta Club of Kowloon and the Hong Kong Small and Medium Enterprises Association. The event served to enhance awareness and understanding of anti-sexual harassment measures among small and medium enterprises in Hong Kong.

11/2023



2023-24 主要活動

Major Events & Activities 2023-24

平機會發表《策略性工作規劃2024-2026》。工作規劃定下六項策略目標及19個優先工作項目，以便加強處理香港有關歧視及平等機會的最迫切問題。

The EOC released the *Strategic Plan 2024-2026*, outlining six strategic goals and 19 work priorities to enhance efforts to tackle the most pressing issues regarding discrimination and equal opportunities in Hong Kong.

1/2024

平機會舉辦平等機會青年大使計劃2023/24迎新典禮，為計劃揭開序幕。共有42名大專院校學生獲選參加計劃，透過一系列體驗式學習活動，加深了解多元、平等及共融的價值。

The EOC organised an orientation ceremony to kick off the Equal Opportunity Youth Ambassador Scheme 2023/24. Forty-two tertiary students were selected to join the scheme and participate in a range of experiential activities to deepen their understanding of diversity, equality and inclusion.

2/2024

平機會宣布推出全港首個通用設計嘉許計劃2024/25，目的是表揚在採納通用設計方面有傑出表現的公營及私營機構，分享創造共融環境的良好常規。

The EOC announced the launch of Hong Kong's first Universal Design Award Scheme 2024/25, which aims to recognise public and private organisations with outstanding contributions in implementing universal design and encourage the sharing of good practices in creating inclusive environments.



2023-24 主要活動 Major Events & Activities 2023-24

特區政府公布，行政長官委任林美秀女士為平機會的新任主席，任期三年，由2024年4月11日起生效。

The SAR Government announced that the Chief Executive appointed Ms Linda LAM Mei-sau as the new Chairperson of the EOC for a term of three years, effective from 11 April 2024.

3/2024

平機會推出多項活動響應2024年國際消除種族歧視日，包括「消除偏見 無分種族」巴士車身宣傳廣告，以及於2024年3月16日在大館舉辦多元共融教育論壇。在論壇的專題研討環節，教育工作者及多元平等共融從業員討論如何消除教師及學生對性別、種族及殘疾的無意識偏見。

The EOC launched a series of initiatives to commemorate International Day for the Elimination of Racial Discrimination (IDERD) 2024, which included a bus-body advertising campaign with the tagline “Interrupt Bias. All Races as One”. Another highlight was the Diversity & Inclusion Education Forum held on 16 March 2024 at Tai Kwun. The event featured a panel discussion with education experts and DEI practitioners on tackling unconscious biases related to gender, race and disability among teachers and students.