

政策、研究及培訓：透過倡議創造改變

Policy, Research and Training: Creating Change Through Advocacy

平機會以證據為本的方法處理歧視問題，例如進行研究及利用有關社會趨勢的研究結果，從而推動公共政策改革和倡議政策轉變。透過促進持份者在掌握資訊的情況下進行討論、分享良好常規及提供培訓，平機會亦促使不同群體明白他們的法律權利和責任。

研究調查

平機會每年都會進行或委託機構進行不同調查研究，以探討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提供有用的指標，追蹤公眾的態度，從而有助制定並實施有效政策措施，提出解決方法。

在2023-24年度，平機會發表了以下研究報告：

- 香港年輕殘疾人士從學校過渡至工作的有效策略的研究(2023年6月)；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(2023年6月)。

The EOC adopts an evidence-based approach to tackle discrimination by conducting research and leveraging the findings on social trends to influence public policies and advocate for change. By facilitating informed debates, sharing best practices and providing training, the EOC also empowers communities to understand their rights and responsibilities under the law.

Research Studies

Every year, the EOC conducts and commissions a range of research studies to explore 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 capture the public's attitudes, which would facilitate the formulation and implementation of effective policy measures and solutions.

In 2023-24, the EOC released the following studies:

- Study on Effective Strategies to Facilitate School-to-work Transition of Young Persons with Disabilities in Hong Kong (June 2023); and
- Study on Challenges, Effective Policies, and Best Practices of Ordinary Schools in Educating Students with Special Educational Needs in Hong Kong (June 2023).

香港年輕殘疾人士從學校過渡至工作的有效策略的研究

主要結果

研究探討年輕殘疾人士從中學／專上教育過渡至工作的經歷，結果發現年輕殘疾人士，不論是否有專上教育學歷，從學校過渡至工作都遇到重大障礙。

年輕殘疾人士認為他們不論在學校或工作間，都遭受殘疾歧視。受訪學生中有大約三分之一(36.4%)表示教師未能了解他們因殘疾而導致的學習困難，另有大約三分之一(36.1%)表示曾因殘疾被同學取笑或排斥。在專上教育環境的年輕殘疾人士的處境更加惡劣，有44.3%表示教師未能理解或難於理解他們因殘疾而導致的學習困難，有46.4%表示因殘疾在學校被同學取笑或排斥。

年輕殘疾人士工作間繼續面對僱主的誤解。從673名年輕殘疾人士的問卷調查顯示，約有三分之一在職受訪者指僱主誤解他們的殘疾，分配過於簡單的工作給他們；另有大約三分之一則指僱主無視他們的殘疾，分配過於困難的工作給他們。

Study on Effective Strategies to Facilitate School-to-work Transition of Young Persons with Disabilities in Hong Kong

Major Findings

The study explored the experiences of young persons with disabilities (PWDs) as they transition from secondary/post-secondary education to work. The study found that young PWDs, both with and without post-secondary educational attainment, encountered significant obstacles in transitioning from school to work.

The survey with young PWDs showed that they face disability discrimination both at schools and in the workplace. Around one-third of the respondents (36.4%) said their teachers failed to understand their learning difficulties caused by their disabilities, and around one-third (36.1%) also said they had been teased or rejected by classmates because of their disabilities. The situation was especially worse for young PWDs in post-secondary education settings, as 44.3% reported that their teachers failed to understand or had difficulty in understanding the learning difficulties caused by their disabilities, and 46.4% reported they were teased or rejected by classmates in school because of their disabilities.

In the workplace, young PWDs continued to face misunderstanding by their employers. According to a survey of 673 young PWDs, around one-third of the respondents who were working said their employers misunderstood their disabilities and assigned tasks that were too simple for them, while about one-third of them considered their employers ignored their disabilities and assigned tasks that were too difficult for them.

在與僱主的問卷調查中，大部分(85.1%)表示願意聘請具有專上學歷的殘疾人士，超過一半關注提供無障礙設施／便利措施的成本，而且擔心可能被起訴而不能對殘疾僱員作紀律處分。

建議

研究團隊提出三個政策方向，以促進年輕殘疾人士從中學／專上教育過渡至工作。該三個政策方向是由福利為本模式轉移至權利為本模式，減少跨界協作的差距和加強多層介入。研究團隊在三個政策方向提出以下八個相關策略：

- 加強公眾對《殘疾歧視條例》的認知；
- 透過公眾教育在社區推廣接納多元的意識；
- 加強主流中學的支援系統；
- 為年輕殘疾人士提供更多元化從學校過渡至工作的路徑；
- 邀請商界參與推動職場共融；
- 強化對殘疾專上學生的支援；
- 加強對隱性殘疾人士的支援；以及
- 邀請家長／照顧者參與設計年輕殘疾人士從學校過渡至工作的策略。

In the survey with employers, while the majority (85.1%) said they were willing to hire PWDs with post-secondary qualifications, more than half were concerned about the cost of providing barrier-free facilities/accommodation and feared not being able to discipline employees with disabilities because of potential lawsuits.

Recommendations

The research team proposed three policy directions to facilitate the school-to-work transition of young PWDs, namely shifting from a welfare-based to a rights-based approach, bridging gaps in cross-sector collaboration, and enhancing multi-level interventions. Under these policy directions, the team recommended eight relevant strategies:

- Enhancing public awareness of the DDO;
- Promoting the acceptance of diversity in the community through public education;
- Strengthening the support system in mainstream secondary schools;
- Promoting more diversified school-to-work transition pathways for young PWDs;
- Engaging the business sector in workplace inclusion;
- Strengthening support for post-secondary students with disabilities;
- Enhancing support for persons with invisible disabilities; and
- Engaging parents/carers in devising young PWDs' school-to-work transition strategies.

政策、研究及培訓 Policy, Research and Training

研究還建議政府在《殘疾歧視條例》中加入積極責任條款，為殘疾人士提供合理便利，並強調跨部門必須合作，例如提供就業支援、生涯規劃教育和職業指導，以加強對殘疾學生的支援。

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

主要結果

研究採用混合模式，檢視目前為支援有特殊教育需要而在中小學推行的融合教育的成效。參與問卷調查的有141名校長、141名特殊教育需要統籌主任及1 532名教師。在質性研究部分，研究團隊與教學人員、臨床專業人員及有特殊教育需要學生的家長進行了個人和小組訪談，另挑選了八間學校進行個案研究。

The study also recommended that the Government introduce a positive duty under the DDO for the provision of reasonable accommodation for PWDs, and highlighted the importance of cross-sector collaboration on strengthening support for students, including employment support, life planning education and career guidance.

Study on Challenges, Effective Policies, and Best Practices of Ordinary Schools in Educating Students with Special Educational Needs in Hong Kong

Major Findings

The study adopted a mixed-method approach to examine the effectiveness of the current integrated education (IE) in primary and secondary schools to support students with special educational needs (SEN). The questionnaire survey involved 141 school principals, 141 Special Educational Needs Coordinators (SENCOs), and 1 532 teachers. For the qualitative research, the study conducted individual and focus group interviews with teaching staff, clinical professionals, and parents of students with SEN. It also selected eight schools for case studies.

問卷調查發現超過90%的校長和特殊教育需要統籌主任充分理解《殘疾歧視條例》和《殘疾歧視條例教育實務守則》，而教師中則只有58.6%認為自己理解條例和守則。雖然超過80%的受訪者了解八項特殊教育需要的類別，但知道精神病是第九類特殊教育需要類型的教師的比例(76.1%)，較特殊教育需要統籌主任(96.5%)為少。此外，小學內有35%的特殊教育需要統籌主任和21.8%的教師以為學業成績稍遜是特殊教育需要類型之一。

在推行融合教育方面，超過80%的問卷調查受訪者表示課程緊迫或教務繁多是學校推行融合教育的最大困難，有超過70%的校長和特殊教育需要統籌主任也認為推行融合教育的行政工作繁重，而68.8%的教師則認為人力資源不足是推行融合教育的第二個最棘手的難題。

小組訪談和個人訪談中有部分受訪者認為，要求有特殊教育需要的學生學習主流教育課程，並接受主流教育的評核要求，是香港教育制度的不平等問題。他們表示雖然有不同評估調適措施可供有特殊教育需要的學生申請，但這些措施作用有限。此外，教育心理學家和言語治療師等不同的專業支援人員的資源仍然不足。

The survey found that while over 90% of principals and SENCOs had a good understanding of the DDO and the Code of Practice on Education under the DDO, only 58.6% of the teachers felt they understood them. Although over 80% of the survey respondents understood the eight types of SEN classifications, fewer teachers (76.1%) knew that mental illness is the ninth type of SEN, compared with SENCOs (96.5%). Additionally, 35% of SENCOs and 21.8% of teachers in primary schools considered academic underachievement as a type of SEN.

On the implementation of IE, over 80% of the survey respondents cited tight teaching schedules or heavy teaching workload as key challenges. Furthermore, over 70% of principals and SENCOs also expressed that implementing IE comes with a heavy administrative workload, while 68.8% of teachers cited a lack of manpower as the second most challenging factor in implementing IE.

Some interviewees from focus groups and individual interviews considered that requiring students with SEN to study the mainstream curriculum and meet mainstream assessments reflected the inequality in the education system of Hong Kong. They believed that although there are different assessment accommodation measures available for students with SEN to apply for, these measures have limited effectiveness. In addition, the resources of professional support personnel, such as educational psychologists and speech therapists, remained insufficient.

政策、研究及培訓 Policy, Research and Training

建議

研究團隊提出一系列政策建議，以提升推行融合教育的成效。建議分為三個範疇，分別是政府政策措施支援層面、專業支援和家校合作層面，以及教與學層面。主要建議包括：

- 增加現時學校資源運用的使用彈性，設立專業支援人員常額職位；
- 推行小班教學並上調整體普通學校的教師與班級比例以支援融合教育；
- 改善老師對《殘疾歧視條例》、《殘疾歧視條例教育實務守則》和融合教育的認識和技巧，加強大學及學校夥伴協作和推動持續的專業發展；
- 加強家校合作及公眾與家長教育，為有特殊教育需要的學生的家長提供更多支援；
- 加強對學生精神健康的支援；
- 推動多元化支援模式和為有特殊教育需要的學生及非華語的學生與家長建立學校、家長與社區支援的服務承托網絡；
- 設立「融合教育課程主任」新職位；
- 推廣紙筆評核以外的多元或另類評核方法；以及
- 加強支援特殊教育需要統籌主任，減輕他們工作職能負擔。

Recommendations

The research team proposed various policy recommendations under three domains to enhance the implementation of IE, namely government policy measures support, professional support, home-school cooperation and teaching and learning. The major recommendations include:

- Enhancing the flexibility of current school resource utilisation and establishing permanent positions for professional support personnel;
- Implementing small-class teaching and increasing the teacher-to-class ratio in every ordinary school for supporting IE;
- Improving teachers' understanding and skills on DDO, Code of Practice on Education under the DDO and IE, and strengthening university-school partnerships and professional development;
- Strengthening parent-school collaboration and public and parent education and providing more support to parents of students with SEN;
- Strengthening mental health support for students;
- Establishing a diversified support model for students with SEN and a support network for students with SEN and non-Chinese speaking students and parents;
- Setting up a new post with the title 'Curriculum Development Master/Mistress (Integrated Education)';
- Promoting diversified or alternative assessment methods beyond paper-and-pen assessment; and
- Strengthening support for SENCOs to reduce their workload.

正進行的研究

於2023-24年度結束前，以下研究仍在進行：

- 在香港「公眾可進出處所」餵哺母乳的研究；
- 縮窄數位落差以提升少數族裔的個人與社會福祉；
- 公共交通的性別角度研究；以及
- 支援精神病患者的照顧者的有效政策及措施研究。

Research Studies in Progress

The following research studies remained in progress at the end of 2023-24:

- Study on Breastfeeding at Publicly Accessible Premises in Hong Kong;
- Study on Improving Social Wellbeing of Ethnic Minorities in Hong Kong through Ameliorating the Digital Divide;
- Study on Gender Perspectives in Public Transport; and
- Study on Effective Policies and Measures to Support Caregivers of Persons with Mental Illness.

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進行的九個研究項目提供資助。在2023-24年度，以下資助研究的結果獲公布：

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. Following the release of findings of eight funded projects in 2022-23, the findings of the following funded study was released in 2023-24:

研究項目名稱 Title of the Research Project	受資助機構 Funded Party	公布日期 Release Date
對家庭友善僱傭措施的混合方法調查：由工作與家庭的衝突到增益 A Mixed-methods Investigation of Family-friendly Employment Practices (FFEPs): From Work-Family Conflict to Enrichment	香港教育大學心理學系 Department of Psychology, The Education University of Hong Kong	2023年6月 June 2023

全部九個資助研究項目已於2023年6月前完成。

With the release of the study above, all nine funded research projects were completed by June 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

2023-24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，以處理香港的不同歧視問題。

- 就2023施政報告公眾諮詢向政府提交的意見書(2023年8月)—平機會提出有關平等機會事宜的建議，包括推廣通用設計及智慧城市科技以提升出行便利程度；為有特殊教育需要的學生、殘疾人士、照顧者和非華裔人口提供支援；加強香港企業預防和打擊職場性騷擾的能力，以及改善性教育；
- 就推動本地公司以無紙化方式通訊的公眾諮詢向財經事務及庫務局提交的意見書(2024年1月)—平機會倡議更廣泛採用無障礙的電子通訊資料；以及
- 就2024-25年度財政預算案公眾諮詢向政府提交的意見書(2024年1月)—平機會提出財政預算措施以建立共融經濟，包括透過在全港持續進行實地審核以加強在公私營界別推廣採用通用設計的原則、提供共融科技學習及適當培訓以鼓勵殘疾人士遙距工作，以及向殘疾人士推廣香港的旅遊業。

Policy Advocacy

Submissions to the Government and Other Parties

In 2023-24, the EOC made the following submissions to the Government and other parties on policy measures to address various discrimination issues in Hong Kong:

- Submission to the Government in response to the 2023 Policy Address Public Consultation (August 2023) – the EOC laid out proposals related to various equal opportunities matters, such as promoting universal design and smart city technology to enhance mobility, providing support for students with SEN, PWDs, carers, and the non-ethnic Chinese population, strengthening the ability of corporations in Hong Kong to prevent and combat workplace sexual harassment and improving sexuality education;
- Submission to Financial Services and the Treasury Bureau (FSTB) in response to the Public Consultation on Promoting Paperless Corporate Communication for Hong Kong companies (January 2024) – the EOC called for the wider adoption of accessible electronic communications materials; and
- Submission to the Government in response to the 2024-2025 Budget Consultation (January 2024) – the EOC proposed budgetary measures for building an inclusive economy, including enhancement of universal design principles in both private and public sectors via continuous territory-wide accessibility audits, acquisition of inclusive technologies and appropriate training to encourage remote working of PWDs and promoting tourism for PWDs in Hong Kong.

通用設計及暢通易達

通用設計是以使用者為本的設計方法，目的是創造共融的建築環境和產品，讓不同人生階段中有不同能力的人，包括殘疾人士、長者、照顧者、孕婦及有幼童的家庭，都能易於使用。在2023-24年度，平機會推出多項措施向公眾推廣通用設計的概念，並鼓勵在社會上不同領域採用通用設計。

《如何支援殘疾人士：餐飲服務通用設計實用指南》

2023年10月30日，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》。指南旨在為餐飲業界提供簡易實用的指引以服務有不同需要的食客，以及強調提供便利措施的重要。

指南根據食客的一般用餐流程鋪排，由進入食肆、點餐至用餐，內容涵蓋無障礙要求及支援不同需要食客的便利措施。

指南備有檢查清單，鼓勵食肆採取措施以改善實際環境及數碼服務的暢通易達程度。指南亦提供實務步驟，方便食肆跟隨，同時也強調改善實際環境的暢通易達程度可以很簡單，只涉及低成本甚至無需成本的改動。

Universal Design and Accessibility

Universal design is a user-centric design approach that seeks to create inclusive built environments and products which are convenient and easily useable by individuals with different abilities and at different stages in life, including PWDs, the elderly, caregivers, pregnant women and family with young children. In 2023-24, the EOC launched various initiatives to promote the concept of universal design to the public and encourage its adoption in different domains in the society.

How to Support Persons with Disabilities: Practical Guide on Universal Design for Catering Services

On 30 October 2023, the EOC released *How to Support Persons with Disabilities: A Practical Guide on Universal Design for Catering Services*. The toolkit offers an easy-to-read practical guide for the catering industry on serving diners with diverse needs and highlights the importance of providing accommodation.

The structure of the Guide follows the typical customer journey of diners, from entering the restaurant and placing orders to dining, highlighting the accessibility requirements and accommodation measures for supporting diners with diverse needs.

The Guide provides a checklist to encourage restaurants to implement measures for improving the accessibility of their physical environment and digital services. In providing practical steps for restaurants to follow, the Guide also highlights that improving the accessibility of physical environments can be as simple as making minor no-cost or low-cost modifications.

政策、研究及培訓 Policy, Research and Training

在餐飲服務中應用無障礙科技研討會

2023年11月22日，平機會舉辦「在餐飲服務中應用無障礙科技」研討會，鼓勵餐飲業界更廣泛採用無障礙科技及推廣數碼共融。

平機會代表在研討會上簡介平機會的工作及反歧視條例，業界代表也應邀出席，分享在餐飲業中採用無障礙科技的良好常規。研討會共有超過40人參加，包括餐廳的營運團隊的管理及行政人員、餐飲集團的資訊科技專業人員、外賣平台及提供銷售點系統的機構。

Application of Accessible Technology in Catering Services Seminar

On 22 November 2023, the EOC held a seminar titled 'Application of Accessible Technology in Catering Services' to encourage greater adoption of accessible technology and promote digital inclusion in the catering sector.

During the seminar, EOC representatives gave participants an overview of the EOC's work and the anti-discrimination ordinances. Additionally, the event invited industry experts to share good practices for implementing accessible technology in the catering industry. The event attracted over 40 participants, including managers and executives from restaurant operation teams, information technology professionals from restaurant groups, food delivery platforms and companies providing point-of-sale systems.

通用設計嘉許計劃2024/25

平機會在2024年2月1日推出通用設計嘉許計劃2024/25，這是香港首個同類嘉許計劃。計劃的目的是表揚在採納通用設計和建立暢通易達環境方面有傑出表現的公營及私營機構。

Universal Design Award Scheme 2024/25

On 1 February 2024, the EOC launched Hong Kong's first Universal Design Award Scheme 2024/25. The scheme aims to recognise public and private organisations that have made outstanding contributions to implementing universal design and creating accessible environments.

嘉許計劃設有五個申請組別，涵蓋日常生活中經常接觸到的環境，例如上班、用膳、購物及消遣娛樂等活動場所。該五個申請組別是：

- (1) 商場及零售鋪位；
- (2) 辦公大樓及辦公室；
- (3) 食肆；
- (4) 康樂、體育或文化用途的樓宇及場地；以及
- (5) 活化項目。

The scheme features five application categories, covering spaces that are commonly used in daily life for work, dining, shopping and leisure activities. These are:

- (1) Shopping malls and retail spaces;
- (2) Office buildings and office spaces;
- (3) Restaurants;
- (4) Buildings and sites with recreational, sports or cultural purposes; and
- (5) Revitalised sites.

平機會於2024年1月至3月舉行了四場簡介會，協助有興趣的機構了解申請程序。經平機會實地審核場地後，評審委員會會選出得獎機構，得獎名單將於2024年10月公布。嘉許典禮將於2024年11月舉行，屆時會邀請所有得獎機構出席。

The EOC held four briefing sessions between January and March 2024 to help interested parties navigate the application process. Following site audits by the EOC and selection by the judging panels, the award winners will be announced in October 2024. All awarded organisations will be invited to the Award Presentation Ceremony to be held in November 2024.

政策、研究及培訓 Policy, Research and Training

「擁抱平等機會 促進ESG」研討會

平機會於2024年2月28日舉行「擁抱平等機會 促進ESG」研討會，高級平等機會主任（通用設計）馮詠欣女士向參加研討會的中小企講解通用設計的概念，並分享能提升辦公室暢通易達程度的良好常規。

Embracing Equal Opportunities to Enhance ESG Seminar

At the Embracing Equal Opportunities to Enhance ESG seminar organised by the EOC on 28 February 2024, Ms May FUNG Wing-yan, Senior Equal Opportunities Officer (Universal Design), introduced the concept of universal design to representatives from small and medium-sized enterprises. In her presentation, she also shared good practices for enhancing accessibility in office spaces.

家庭友善僱傭措施及照顧者支援措施

近年，彈性工作安排及措施越來越備受重視，以鼓勵工作與生活的平衡，尤以2019冠狀病毒病疫情過後為甚。家庭友善僱傭措施不但有助僱員兼顧工作及照顧責任，而且能同時提升生產力及歸屬感。社會人士也越加認識到，需要為照顧者提供更多支援。

Family-Friendly Employment Practices and Support for Carers

Flexible work arrangements and measures to promote work-life balance have gained prominence in recent years, especially since the COVID-19 pandemic. Family-friendly employment practices (FFEPs) can help employees juggle work and caring responsibilities, while boosting their productivity and sense of belonging. There is also a growing awareness in society of the need to better support carers.

在2023-24年，平機會便與不同界別合作，協助推廣家庭友善僱傭措施，為香港的照顧者提供更有利的環境。

In 2023-24, the EOC collaborated with different sectors to promote FFEPs and foster a more supportive environment for carers in Hong Kong.

平機會資助研究—對家庭友善僱傭措施的混合方法調查：由工作與家庭的衝突到增益

這項研究的結果顯示，400名受訪僱員中，有85.6%認為香港的僱主普遍不提供家庭友善僱傭措施。雖然受訪者表示希望有彈性上班時間及特別事假，但少於半數曾享有有關安排。

EOC-funded Study – A Mixed-methods Investigation of Family-friendly Employment Practices (FFEPs): From Work-Family Conflict to Enrichment

According to the study, 85.6% of the 400 surveyed employees expressed that it is uncommon for Hong Kong employers to provide FFEPs. Although the respondents said they would like to have flexible work schedules and special casual leave, less than half of them have experienced such arrangements.

在與僱主及經理的深入訪談部分，研究發現大多數受訪者並不熟悉家庭友善僱傭措施，亦不覺得必須提供有關安排，但他們期望僱員直接向主管要求提供特別便利措施以照顧家庭。

From the in-depth interviews with employers and managers, the study found that most interviewees were not familiar with FFEPs and did not feel obligated to provide such arrangements. Instead, employers and managers expected their employees to ask their direct supervisors for special accommodations to take care of family responsibilities.

這項研究發現在「住宿及膳食服務業」及「製造業」的僱主最不願意為僱員提供家庭友善僱傭措施。

研究團隊建議僱主提供書面家庭支援政策，正式告知僱員他們享有的支援種類，另外應為有照顧家庭責任的僱員提供照顧兒童、長者或殘疾人士的假期。研究亦發現，很多受訪僱員希望僱主提供家庭醫療保障及緊急事件援助。

The research found that companies in “accommodation and food services” and “manufacturing” were least willing to provide FFEPs for their employees.

The research team suggested that employers should have a written family-support policy and formally inform employees about the types of support they are entitled to. Leave to care for children, the elderly or PWDs should also be made available to support employees with family responsibilities. The research also noted that family medical insurance and critical incident support are desired by many employees surveyed.

推廣家庭友善僱傭措施研討會

2024年1月19日，平機會舉辦研討會推廣家庭友善僱傭措施，對象為公營、私營及非牟利機構的人力資源從業員，共有91人參加。

Seminar on Promoting Family-friendly Employment Practices

On 19 January 2024, the EOC organised a seminar to promote FFEPs for human resource professionals from organisations in the public, private and non-profit sectors, which attracted 91 participants.

政策、研究及培訓 Policy, Research and Training

研討會安排了專題討論環節，來自國泰航空有限公司、香港迪士尼樂園度假區、港鐵公司、富安集團有限公司及利民會的代表共同探討如何有效地推行家庭友善僱傭措施，以及如何支援有照顧責任的僱員。研討會亦設有分享環節，由在職照顧者分享平衡工作與照顧家庭責任的經驗。

The seminar featured a panel discussion with speakers from Cathay Pacific Airways Limited, Hong Kong Disneyland Resort, MTR Corporation, Richform Holdings Limited and Richmond Fellowship of Hong Kong. They explored effective implementation of FFEPs and measures to support employees with caring responsibilities. The event also included a sharing session with caregivers, who discussed their experiences of balancing work and family responsibilities.

有關支援照顧者的外間論壇

2023年5月19日，平機會前主席朱敏健先生參加由浸信會愛群社會服務處舉辦的「CARE is RIGHT照顧者關注日」研討會。朱先生在專題討論上解釋反視條例對照顧者的保障，並分享了支援照顧者的若干可行措施。

2023年8月12日，平機會行政總監（營運）朱崇文博士出席由黃金時代基金會舉辦的第八屆黃金時代展覽暨高峰會，參與「跨世代共融社區」專題討論。朱博士在演說中解釋了通用設計及科技如何協助有照顧責任的人士易於使用不同設施。

External Forums on Carer Support

On 19 May 2023, Mr Ricky CHU Man-kin, former Chairperson of the EOC, attended the Carer Awareness Day Conference titled 'CARE is RIGHT' hosted by the Baptist Oi Kwan Social Service. At the panel discussion, Mr Chu explained the protection offered by the anti-discrimination ordinances to carers and shared some possible measures for supporting carers.

On 12 August 2023, Dr Ferrick CHU Chung-man, Executive Director (Operations) of the EOC, attended the 8th Golden Age Expo and Summit hosted by the Golden Age Foundation and participated in the panel session titled 'Intergenerational Living Communities'. As part of his presentation, Dr Chu explained how universal design and technology can enable those with caring responsibilities to easily access different facilities.

2023年10月26日，朱博士參加了由香港家庭福利會舉辦的護老者論壇。論壇探討如何建立照顧者友善的社會，以及加強對護老者的支援。朱博士在簡報中解釋反歧視條例對照顧者的保障，以及僱主可如何支援有照顧長者責任的僱員。

On 26 October 2023, Dr Chu attended the Elderly Carers Forum hosted by the Hong Kong Family Welfare Society. The forum explored ways to foster a carer-friendly society and strengthen support for carers of the elderly. In his presentation, Dr Chu explained the protection afforded to caregivers under the anti-discrimination ordinances and various ways for employers to support employees with responsibilities to care for the elderly.

精神健康月活動

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活動。2023年的精神健康月以「Chill愛自己」為主題，鼓勵市民即使在急促的生活中累積各種壓力，也要優先正視自己的精神健康。全港各區舉行了一系列活動，向公眾推廣精神健康的重要，並增加他們對精神病及精神復原人士的了解和接納。

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. With the theme “Just Chill and Love Yourself”, the event encouraged the public to prioritise their mental wellbeing amidst the demands of their fast-paced lifestyles. An array of activities were organised across different parts of Hong Kong to promote the importance of mental health to the public and enhance their understanding and acceptance of mental health issues and persons in recovery.

政策、研究及培訓 Policy, Research and Training

支援有特殊教育需要的學生

平機會推出了一系列共五集的教育動畫影片，旨在加深大眾，尤其是大專生，對有特殊教育需要的學生的認識。影片以生動的卡通人物講解平等機會的概念、介紹《殘疾歧視條例》、解釋「合理便利」的定義、探討人們應否透露自己的殘疾狀況，以及解說與殘疾人士相處的禮儀。

這套動畫由平機會策劃，旨在教育大學成員及大眾如何為有特殊教育需要的學生營造共融的學習環境。動畫是香港浸會大學及香港科技大學兩所大學提供的特殊教育需要網上培訓課程的一部分。課程亦歡迎公眾人士報名。參加者在完成網上小測後，可獲得電子證書。

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。

Supporting Students with Special Educational Needs

The EOC released a series of five animated videos designed to educate the public, particularly tertiary students, about SEN. Featuring engaging cartoon characters, the videos explore the concept of equal opportunities, introduce the DDO, explain the definition of reasonable accommodation, discuss the question of whether one should disclose a disability and provide tips on disability etiquette.

Developed by the EOC, the videos are part of the SEN online training modules offered by Hong Kong Baptist University (HKBU) and The Hong Kong University of Science and Technology (HKUST), which aim to equip university members and the general public with the knowledge and skills to promote a more inclusive learning environment for students with SEN. Members of the public can also enrol in the course and receive an electronic certificate upon completion of an online quiz.

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 the 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.

平機會於2023-24年度舉辦了526場培訓課程，有來自不同界別共31 539人參加。當中有32場為定期培訓課程，有650人參加，其餘494場為專設培訓課程，共30 889人參加。最受歡迎的培訓課程主題是香港的反歧視條例及平機會的工作簡介，其次是性騷擾(包括一般簡介及處理性騷擾)。

In 2023-24, the EOC conducted 526 training sessions for a total of 31 539 participants from various sectors, including 32 training sessions for 650 participants under the calendar training programmes, and 494 customised training sessions for 30 889 participants. The most popular topic was Introduction to Anti-discrimination Laws and Work of the Commission, followed by the Sexual Harassment (including general introduction and managing sexual harassment).

2023-24年度，平機會推出了「反歧視條例之暢通易達無障礙」及「制止職場性騷擾之主管有責Dos and Don'ts」兩個新課程。

Two new training courses, namely 'Access for All under the Anti-Discrimination Ordinances' and 'Manager's Roles in Combating Workplace Sexual Harassment', were rolled out in 2023-24.

此外，平機會向公務員和公營機構的場所使用者派發「Quality with Equality」教材套。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。2023-24年度，公營機構有超過5 400人獲得教材以進行學習。

In addition, the EOC distributed a set of training materials, titled 'Quality with Equality', 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. In 2023-24, these materials have facilitated the learning of more than 5 400 members of the public sector.

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。平機會亦提供顧問服務，為機構編寫有關平等機會事宜的內部培訓教材。在2023-24年度，平機會應要求為一間機構提供顧問服務，涉及140名員工。

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 2023-24, the EOC, upon request, provided consultancy services for an organisation covering 140 employees.

政策、研究及培訓 Policy, Research and Training

平機會在2023年年初為八所受公帑資助的本地大學推出預防校園性騷擾的網上培訓教材後，在2024年年初為非教資會資助專上院校推出另一套網上培訓教材。

Following the launch of an online training module on preventing sexual harassment on campus for the eight local publicly-funded universities in early 2023, the EOC rolled out another online learning module for non-UGC-funded tertiary institutions in early 2024.

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2023-24年度，有145名新增會員，他們來自81間機構。

2023年12月11日，平等機會之友會為會員舉辦活動，讓會員體驗最新的平等機會桌上遊戲及參加性騷擾旁觀者訓練課程。遊戲環節結束後，平機會代表簡介香港的反歧視條例，並安排參加者參與小組討論及角色扮演，從而獲得預防性騷擾的實用技巧。

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 2023-24, 145 participants from 81 organisations joined the EO Club.

On 11 December 2023, The EO Club held an event for members to experience a brand new board game on equal opportunities and training for sexual harassment bystanders. After the board game session, EOC representatives gave a brief introduction to the anti-discrimination ordinances in Hong Kong. Participants also learnt practical tips on preventing sexual harassment through group discussion and role-play.