

# 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，透過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的政策措施和解決方法。

#### 在香港「公眾可進出處所」餵哺母乳的研究

平機會藉著國際母乳哺育周於2024年8月6日公布「在香港『公眾可進出處所』餵哺母乳的研究」結果。研究評估餵哺母乳女性對《性別歧視條例》下有關母乳餵哺的條文的理解，檢視在公眾可進出處所餵哺母乳的普及率和經驗，以及評估香港的母乳餵哺設施的情況。

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 legal rights and responsibilities.

### Research Studies

Every year, the EOC conducts and commissions research studies to gather data-driven insights on the trends and root causes of discrimination. 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.

#### Study on Breastfeeding at Publicly Accessible Premises in Hong Kong

The EOC released the Study on Breastfeeding at Publicly Accessible Premises in Hong Kong on 6 August 2024 to coincide with World Breastfeeding Week. The study evaluated breastfeeding women's understanding of the breastfeeding-related provisions under the SDO, examined the prevalence and experiences of breastfeeding at publicly accessible premises and assessed the condition of breastfeeding facilities in Hong Kong.

## 政策、研究及培訓 Policy, Research and Training

### 主要結果

研究顯示超過81%餵哺母乳或集乳的被訪女性認為應該在公眾地方提供更多餵哺母乳或集乳的設施。部分受訪者亦認為現有設施不足，81.9%的受訪者認為應提升相關設施的衛生標準，74.7%的受訪者認為這些空間需要提高私隱度。

根據研究，超過五分之四的受訪者(82.9%)表示認識《性別歧視條例》，另外超過三分之二的受訪者(69%)表示認識《性別歧視條例》下有關母乳餵哺的條文，而物業管理公司及地產發展商的受訪者則對《性別歧視條例》的條文有不同程度的理解。

此外，研究團隊對香港50個商場和50個政府處所進行了設施審核，發現有10個商場和8個政府處所沒有育嬰及哺乳室，52.5%的商場和38.1%的政府處所的育嬰範圍面積並未符合屋宇署《在商業樓宇提供育嬰間及哺乳室》作業備考的建議面積。

### 建議

研究報告列出一系列向政府、地產發展商、物業管理公司、僱主及僱員的建議。

其中，政府可以考慮提供建設母乳餵哺設施的誘因，在現有的綠建環評認證和履行可持續建築設計指引之上，加入要求在規定的單位面積內設置適當或平均分佈的母乳餵哺設施，以作為獲得總建築面積寬免的先決條件。

### Major Findings

The study found that 81% of the respondents, who had breastfed or expressed milk, believed that more breastfeeding or milk expressing facilities are needed in public places. Some respondents expressed that existing facilities were inadequate, with 81.9% advocating for improved hygiene standards and 74.7% calling for more privacy in these spaces.

According to the study, more than four-fifths of the survey respondents (82.9%) said they knew about the SDO and more than two-thirds of the survey respondents (69%) said they knew the provisions on breastfeeding under the SDO. As for property management company and property developer respondents, they displayed varying degrees of awareness regarding the provisions of the SDO.

Additionally, the research team conducted access audit of 50 shopping centres and 50 government premises in Hong Kong. It found that 10 shopping centres and 8 government premises did not provide baby care and lactation facilities. The baby care areas in 52.5% of the shopping centres and 38.1% of the government premises did not comply with the suggested size as stipulated in the Buildings Department's Practice Note on "Provision of Baby care Rooms and Lactation Rooms in Commercial Buildings".

### Recommendations

The study put forward a series of recommendations for the Government, property developers, property management companies, employers and employees.

To provide incentives for establishing breastfeeding facilities, the Government should consider requiring an appropriate and even distribution of breastfeeding facilities in a specified unit of area as a prerequisite for receiving gross floor area ratio concessions. This requirement could be added to the existing BEAM Plus certification and fulfilment of Sustainable Building Design Guidelines.

研究又建議政府考慮修訂《在商業樓宇提供育嬰間及哺集乳室》作業備考，以改善相關設施服務差距。在改善相關設施數量方面，屋宇署可以修訂作業備考，鼓勵商業樓宇提供多於一間育嬰及哺乳室。

除了政府，研究亦建議地產發展商在新商場的設計階段包含寬敞且設備齊全的育嬰及哺乳室。對於現有的商場，發展商亦應計劃擴大育嬰及哺乳室範圍，建立新的育嬰及哺乳室或設置一些流動育嬰及哺乳室，以緩解旺季或暑假期間的長時間輪候現象。此外，物業管理公司可與應用程式開發人員合作開發實時輪候應用程式，令照顧者可以預料設施的使用情況。

### 正進行的研究(2024年4月至2025年3月)

平機會於2024年4月至2025年3月期間展開了以下研究：

- 支援精神病患者的照顧者的有效政策及措施研究；
- 從人力資源管理人員和在職人士家人的角度理解家庭友善僱傭措施的研究；
- 公共交通的性別角度研究；以及
- 縮窄數位落差以提升少數族裔的個人與社會福祉研究。

The Study also advised the Government to revise the Practice Note on “Provision of Babycare Rooms and Lactation Rooms in Commercial Buildings” to address service gaps. In order to increase the quantity of such facilities, the Buildings Department may revise the Practice Note and encourage the provision of more than one babycare and lactation room (BLR) in commercial buildings.

Apart from the Government, property developers are advised to include spacious and well-equipped BLRs in the design phase of new shopping malls. For existing shopping malls, developers should plan to expand the babycare and lactation areas, create new BLRs or designate mobile BLRs to alleviate long queues during peak periods and summer holidays. Property management companies could work with app developers to develop electronic queuing apps to allow users to check the usage of BLRs.

### Ongoing Research Studies (From April 2024 to March 2025)

The following research studies were commenced in the period of April 2024 to March 2025:

- Study on Effective Policies and Measures to Support Caregivers of Persons with Mental Illness;
- Study on Family-Friendly Employment Practices from the Perspectives of Human Resource Managers and Family Members of Employees;
- Study on Gender Perspectives in Public Transport; and
- Study on Improving Social Wellbeing of Ethnic Minorities in Hong Kong through Ameliorating the Digital Divide.

## 政策、研究及培訓 Policy, Research and Training

### 平等機會研究項目資助計劃

平機會於2024年11月25日推出「平等機會研究項目資助計劃2025/26」，資助合資格的學者及組織進行具創意並與四條反歧視條例相關的研究項目。資助計劃將優先考慮關於以下一項或多於一項領域的研究項目：

- 於某些行業或網上平台提供貨物、服務及／或環境時，缺乏考慮殘疾人士的暢通可達或缺乏考慮針對不同需要人士(如有嬰兒車、幼童或長者的家庭、年長照顧者或少數族裔人士等)的通用設計；
- 少數族裔人士於某些行業就業機會；
- 應對照顧者照顧某些類別人士的困難及需要的政策／決策過程或其缺失；
- 母乳餵哺友善工作間；
- 現時由個別性別主導的職業或行業的性別定型；
- 平機會以往的研究沒有涵蓋的行業的性騷擾情況；以及
- 四條反歧視條例包括的不同性質的歧視的交織情況。

平機會於2024年12月17日舉行了簡介會，向有興趣申請的機構介紹了資助計劃。計劃在2025年2月25日截止報名，合共收到31個申請。

### Funding Programme of Research Projects on Equal Opportunities

On 25 November 2024, the EOC launched the Funding Programme of Research Projects on Equal Opportunities 2025/26, which provides support to eligible academics and organisations with inspiring ideas to undertake innovative research projects that are related to the four anti-discrimination ordinances. Projects focusing on one or more of the following themes would be given priority:

- Lack of accessibility for persons with disabilities, or lack of universal design for people with diverse needs (e.g. family with prams or young children, the elderly, mature caregivers or ethnic minorities) in the provision of goods, services and/or environments in certain industries or on online platforms;
- Employment opportunities for ethnic minorities in certain industries;
- Policies/policy-making processes or gaps in addressing the difficulties and needs of caregivers in taking care of specific type(s) of care recipients;
- Breastfeeding-friendly workplaces;
- Gender stereotypes in occupations and industries currently dominated by a gender;
- Sexual harassment in industries which have not been covered in research previously conducted by the EOC; and
- Intersectionality of discrimination issues based on different attributes covered by the four anti-discrimination ordinances.

A briefing session was held on 17 December 2024 to introduce the programme to interested parties. The programme received a total of 31 applications at the close of the application on 25 February 2025.

## 政策倡議

### 向政府及其他組織提交的意見書

在2024-25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，以處理香港的不同的歧視問題：

- 就香港交易及結算所有限公司有關《企業管治守則》及相關《上市規則》條文檢討的諮詢文件提交意見書(2024年8月) – 平機會對多項建議表示支持，包括要求發行人的提名委員會至少有一名不同性別的董事，以及要求在《企業管治報告》中披露各層級員工的性別比例。意見書亦就全面的多元化僱傭政策提出建議。
- 就2024施政報告公眾諮詢向政府提交兩份意見書(2024年8月及9月)。8月份提交的意見書建議從課程、教師培訓、考試制度、職涯規劃等方面，提升非華裔學生的中文學習和教育支援。而9月份提交的意見書則建議香港落實通用設計原則、為殘疾人士及其照顧者賦能、締造家庭友善社區和促進不同種族社群之間的和諧關係。
- 就2025-26年度財政預算案公眾諮詢向政府提交意見書(2025年2月) – 平機會提出財政預算措施在香港推廣通用設計原則及無障礙旅遊，探索共融社會的經濟機遇，支援有精神健康需要的人士，以及加強對育兒及生育的支援。

## Policy Advocacy

### Submissions to the Government and Other Parties

In 2024-25, 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 Hong Kong Exchanges and Clearing Limited (HKEx) in response to its Consultation Paper on Review of Corporate Governance Code and Related Listing Rules (August 2024) – The EOC expressed support for various proposals, including the requirement for issuers to have at least one director of a different gender on the nomination committee and the requirement to disclose the gender ratio at all levels of the company in the Corporate Governance Report. The submission also made recommendations on comprehensive employment policies to promote diversity.
- Submission to the Government in response to the 2024 Policy Address Public Consultation (August & September 2024) – The EOC made two submissions to the Government. In the August submission, the EOC put forward recommendations on the curriculum, teacher training, examination system and career planning to enhance Chinese language learning and educational support for non-ethnic Chinese students. The submission in September included proposals to implement universal design principles in Hong Kong, empower people with disabilities and their carers, build a family-friendly community and foster harmonious relations between diverse ethnic communities.
- Submission to the Government in response to the 2025-2026 Budget Consultation (February 2025) – The EOC proposed budgetary measures to promote universal design principles and accessible tourism in Hong Kong, explore economic opportunities in an inclusive society, support persons with mental health needs and enhance childcare and childbirth support.

## 政策、研究及培訓 Policy, Research and Training

### 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、產品和服務，方便不同人生階段及不同能力的人，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2024-25年度，平機會舉行多項活動向公眾推廣通用設計的概念，並鼓勵社會不同領域採用通用設計。

#### 通用設計嘉許計劃2024/25

平機會在2024年11月1日於香港故宮文化博物館的香港賽馬會演講廳舉行首屆「通用設計嘉許計劃」嘉許典禮，表揚在落實通用設計和締造通達環境方面有傑出表現的270間機構。

香港特別行政區政府政制及內地事務局局長曾國衛先生擔任典禮的主禮嘉賓。平機會主席和物業管理業監管局主席黃江天博士分別在典禮上致開幕辭及結語。超過300名嘉賓參與了頒獎典禮，包括平機會委員、支持機構及得獎處所的代表。

### Universal Design and Accessibility

Universal design is a user-centric design approach that seeks to create built environments, products and services that are convenient and easily useable by individuals with different abilities and at different stages in life, including people with disabilities, the elderly, caregivers, pregnant women and families with young children. In 2024-25, 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.

#### Universal Design Award Scheme 2024/25

On 1 November 2024, the EOC held an award presentation ceremony for the inaugural Universal Design Award Scheme (UDAS) at the Hong Kong Jockey Club Auditorium of the Hong Kong Palace Museum. The ceremony recognised 270 premises for their outstanding contributions in implementing universal design and creating accessible environments.

Mr Erick TSANG Kwok-wai, Secretary for Constitutional and Mainland Affairs of the HKSAR Government was the Guest of Honour. The EOC Chairperson and Dr James WONG Kong-tin, Chairperson of the Property Management Services Authority, delivered the opening and closing speeches respectively. Over 300 guests attended the ceremony, including EOC Members, representatives from the supporting organisations and awarded premises.

首屆通用設計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處所，例如工作、餐飲、購物及娛樂消閒，包括：

- (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。

本次計劃下，120個處所獲得金獎，133個處所獲得銀獎，13個處所獲得銅獎，以及4個處所獲得精神可嘉獎。而11個處所更榮獲特別嘉許大獎，以表揚處所具備出色的通用設計措施與服務。

平機會亦推出了「暢通易達承諾書」，以鼓勵目前未能符合暢通易達標準的處所承諾盡力建設無障礙環境。承諾書共獲得107份申請，當中涵蓋共290個處所。平機會計劃在2025-26年度推出第二屆「通用設計嘉許計劃」。

The inaugural UDAS consisted of five application categories, covering premises that are commonly used in daily life for work, dining, shopping and leisure activities. They include:

- (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.

Under the Scheme, 120 premises received the Gold Award, 133 premises received the Silver Award, 13 premises obtained the Bronze Award and four premises were recognised with the Certificate of Merit. Eleven premises also received the Special Recognition Award for their exceptional universal design provisions and services.

The EOC also introduced the Universal Accessibility Pledge to encourage premises currently unable to meet accessibility standards to show their commitment in creating barrier-free environments. The pledge received 107 applications, covering 290 premises. The EOC plans to launch the second edition of UDAS in 2025-26.

## 政策、研究及培訓 Policy, Research and Training

### 《導盲犬：實用指南》

平機會於2024年5月9日推出《導盲犬：實用指南》，以加強各界對導盲犬的認識，提高他們對導盲犬使用者及導盲犬的接納。

平機會在製作該《指南》時，參考了其他司法管轄區對導盲犬的法律保障和香港的相關資訊，並諮詢了本地導盲犬服務機構、視障人士和相關機構。《指南》除了介紹導盲犬的定義和識別方法外，還引述導盲犬使用者的正面及負面經歷。此外，《指南》更詳列給不同界別持份者包括交通服務提供者、餐廳、酒店、處所管理人及僱主的實用要訣，協助他們為導盲犬使用者及其服務犬營造共融環境。

### Guide Dogs: A Practical Guide

On 9 May 2024, the EOC released *Guide Dogs: A Practical Guide* to enhance public awareness and foster greater acceptance of guide dog users and guide dogs.

In compiling the Guide, the EOC referred to the legal protection for guide dogs in other jurisdictions and relevant local information. Additionally, the EOC consulted local organisations offering guide dog services, people with visual impairments, and related organisations. Aside from introducing the definition and identification methods of guide dogs, the Guide also showcases positive and negative encounters guide dog users have experienced. Furthermore, the Guide provides practical tips for stakeholders in different sectors, including transport providers, restaurants, hotels, premises managers and employers, on ways to foster inclusive environments for guide dog users and their service animals.

### 到訪啟德體育園

在啟德體育園於3月正式開幕前，平機會主席於2025年2月19日率領代表團到訪體育園。

在文化體育及旅遊局的安排下，平機會的代表團，包括平機會委員周莉莉女士、方文傑先生、藍建中先生、涂淑怡女士以及平機會管理團隊，參觀了啟德青年運動場、啟德體藝館、啟德主場館及周邊，觀察場地的通達設施及暢達程度。代表團亦視察了為殘疾人士而設的無障礙通道及尋路指示，包括無障礙泊車位、暢通易達更衣室和洗手間、方便輪椅使用者的售票處和點字及觸覺平面圖。

### Kai Tak Sports Park Visit

On 19 February 2025, the EOC Chairperson led an EOC delegation to visit the Kai Tak Sports Park prior to its opening in March 2025.

During the visit arranged by the Culture, Sports and Tourism Bureau, the EOC delegation, including EOC Members Miss Lily CHOW, Mr James Mathew FONG, Mr Simon LAM Ken-chung, Miss Shirley TO Shuk-yi and the management team, toured the Kai Tak Youth Sports Ground, the Kai Tak Arena, the Kai Tak Stadium and the surrounding facilities to observe accessibility features and connectivity of the venues. The delegation also examined barrier-free access and wayfinding signage for individuals with disabilities, including designated accessible parking, accessible changing rooms and washrooms, wheelchair-accessible ticket offices and braille and tactile maps.

### 向立法會議員簡報推動通用設計主流化的工作

平機會主席於2024年12月16日與平機會的代表出席立法會政制事務委員會的會議，講述平機會在社區推動通用設計主流化的工作。在呈交予委員會的文件中，平機會介紹了過往及未來為推廣通用設計和提升城市暢達度而作出的工作。

### Briefing Lawmakers on Promoting the Mainstreaming of Universal Design

On 16 December 2024, the EOC Chairperson, along with EOC representatives, attended a meeting of the Legislative Council's Panel on Constitutional Affairs to present the EOC's efforts in promoting the mainstreaming of universal design in the community. In the paper submitted to the Panel, the EOC introduced both past and future initiatives aimed at promoting universal design and enhancing the city's accessibility.

## 政策、研究及培訓 Policy, Research and Training

### 建立共融工作間和加強支援照顧者

#### 《如何在工作間支援有認知障礙症僱員－給僱主的實用指南》

平機會於2024年9月26日發布《如何在工作間支援有認知障礙症僱員－給僱主的實用指南》，旨在提升僱主對認知障礙症的認識，提供實用建議，支援患有認知障礙症的僱員，以及需要照顧有認知障礙症家人的僱員。

《指南》糾正一般人認為確診認知障礙症的人應該停止工作的常見誤解，並強調上班事實上能夠幫助患者與社會保持聯繫，使生活較有規律和目標，有助促進身心健康。為支援照顧認知障礙症患者的僱員，僱主可以提供彈性工作安排，提供家庭或無薪假期，讓僱員能夠陪家屬覆診，並提供資源協助他們處理壓力和提升抗逆能力。

### Building Inclusive Workplaces and Strengthening Support for Carers

#### How to Support Employees with Dementia at Work – A Practical Guide for Employers

On 26 September 2024, the EOC released *How to Support Persons with Dementia at Work – A Practical Guide for Employers*. The toolkit aims to enhance employers' understanding of dementia and provide practical advice on supporting employees with the condition, as well as those who care for individuals with dementia.

The Guide challenges the common assumption that individuals with dementia should stop working, highlighting that a work routine can help these individuals stay socially connected, lead a more structured and purposeful life and improve their wellbeing. To support employees who care for persons with dementia, employers should consider offering flexible work arrangements, granting family or unpaid leave for employees to accompany family members to medical appointments and providing resources to help employees manage stress and build resilience.

### 加強支援母乳餵哺

平機會於2024年7月30日參加了由衛生署、醫院管理局、愛嬰醫院香港協會、聯合國兒童基金香港委員會合辦的「國際母乳哺育周2024」慶祝典禮。活動呼籲社會大眾在工作間及公共場所支援授乳母親，從而在香港建立母乳餵哺友善的環境。「國際母乳哺育周2024」是國際母乳哺育行動聯盟每年一度舉辦的全球性活動，平機會亦響應活動，透過機構不同渠道提高社會對有關母乳餵哺議題的關注和行動。

### Enhancing Support for Breastfeeding

On 30 July 2024, the EOC participated in the World Breastfeeding Week 2024 Celebration Ceremony organised by the Department of Health in collaboration with the Hospital Authority, the Baby-friendly Hospital Initiative Hong Kong Association and the Hong Kong Committee for UNICEF. With the aim to promote a breastfeeding-friendly environment in Hong Kong, the event called on the public to provide essential support for mothers in the workplace and in public spaces. The EOC also promoted the World Breastfeeding Week 2024, an annual global campaign organised by the World Alliance for Breastfeeding Action, through its own communication channels to raise awareness and encourage action on issues related to breastfeeding.

### 支援有特殊教育需要的學生

平機會與本地大專院校定期召開會議，以加強推廣及鼓勵交流支援有特殊教育需要學生的良好規範。2024年4月，香港中文大學手語及聾人研究中心獲邀出席本地大專院校推廣平等機會聯繫網絡的會議，分享他們對為聽障人士提供支援服務的見解。

### Support for Students with Special Educational Needs

The EOC has been coordinating regular meetings with local universities to facilitate the promotion and exchange of best practices in supporting students with special educational needs. In April 2024, the Centre for Sign Linguistics and Deaf Studies of The Chinese University of Hong Kong was invited to share insights on their support service for students with hearing impairments at the meeting of the Network for Promoting Equal Opportunities in Local Universities.

## 政策、研究及培訓 Policy, Research and Training

### 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。2024年的精神健康月以「連繫身邊人」為主題，鼓勵市民關心身邊的家人和朋友。全港各區舉行了一系列活動，向公眾推廣精神健康的重要性，並增加他們對精神健康議題的了解和對精神復原人士的接納程度。

### 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 non-governmental organisations. With the theme 'Linking Hearts, Bridging Communities', the initiative encouraged the public to prioritise the mental wellbeing of their friends and families. The campaign featured a wide range of events across Hong Kong to promote the importance of mental health, enhance public understanding of mental health issues, and increase acceptance of persons in recovery.

### 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。

平機會於2024-25年度舉辦了565場培訓課程，有來自不同界別共39 398人參加。當中有32場為定期培訓課程，有667人參加，其餘533場為專設培訓課程，共38 731人參加。最受歡迎的培訓課程主題為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

### Training & Consultancy

#### Calendar Training and Customised Training

The EOC endeavours to equip different sectors with knowledge of the anti-discrimination ordinances and mainstreaming the values of equality and inclusion. Since 2001, the EOC has been offering training on the anti-discrimination ordinances for human resources 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.

In 2024-25, the EOC conducted 565 training sessions for a total of 39 398 participants from various sectors, including 32 training sessions for 667 participants under the calendar training programmes, and 533 customised training sessions for 38 731 participants. The most popular topic was Introduction to Anti-discrimination Laws and Work of the Commission, followed by Sexual Harassment (including a general

騷擾)。為了預防和處理高等教育界的性騷擾問題，平機會的培訓部門為不同的大專院校提供了68場專設培訓課程，共8 039名教職員及學生參加。

2024-25年度，平機會推出了「在桌遊中認識平等機會」及「DEI友善工作間」兩個新課程。

introduction and managing sexual harassment). To prevent and address sexual harassment in the higher education sector, the EOC's Training Team conducted 68 customised training sessions for various tertiary institutions, reaching out to 8 039 staff members and students.

The EOC introduced two new training courses, namely 'Understanding Equal Opportunities via Board Game' and 'Embracing Diversity, Equality and Inclusion in the Workplace', in 2024-25.

### 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。

### 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.

### 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2024-25年度，有138名新增會員，他們來自76間機構。

### Equal Opportunity (EO) Club

The EO Club was established in 2006 to provide a platform for learning and exchange on preventing discrimination among employers, human resources practitioners, supervisors and trainers. In 2024-25, 138 participants from 76 organisations joined the EO Club.

2024年10月25日，平等機會之友會舉辦「促進職場性別平等並肩體現共融精神」研討會。講者鼓勵僱主支持僱員，包括職業女性，平衡工作與家庭的責任。除此之外，他們分享了成功的企業例子，以及如何有效評估和達致相關可持續發展的目標。一名平機會的代表以講解相關反歧視條例為研討會作結。

On 25 October 2024, the EO Club held a seminar titled 'Promoting Gender Equality and Allyship in the Workplace'. Guest speakers encouraged employers to support employees, including working women, to balance family and career responsibilities. In addition, they shared successful examples in the corporate setting, as well as effective solutions to assess and achieve relevant sustainability indices. A representative from the EOC concluded the seminar with an overview of relevant anti-discrimination laws.