



平等機會委員會  
EQUAL OPPORTUNITIES COMMISSION

承傳廿五載 同心創未來  
**BUILDING a Bright Future Together**  
25 YEARS and BEYOND

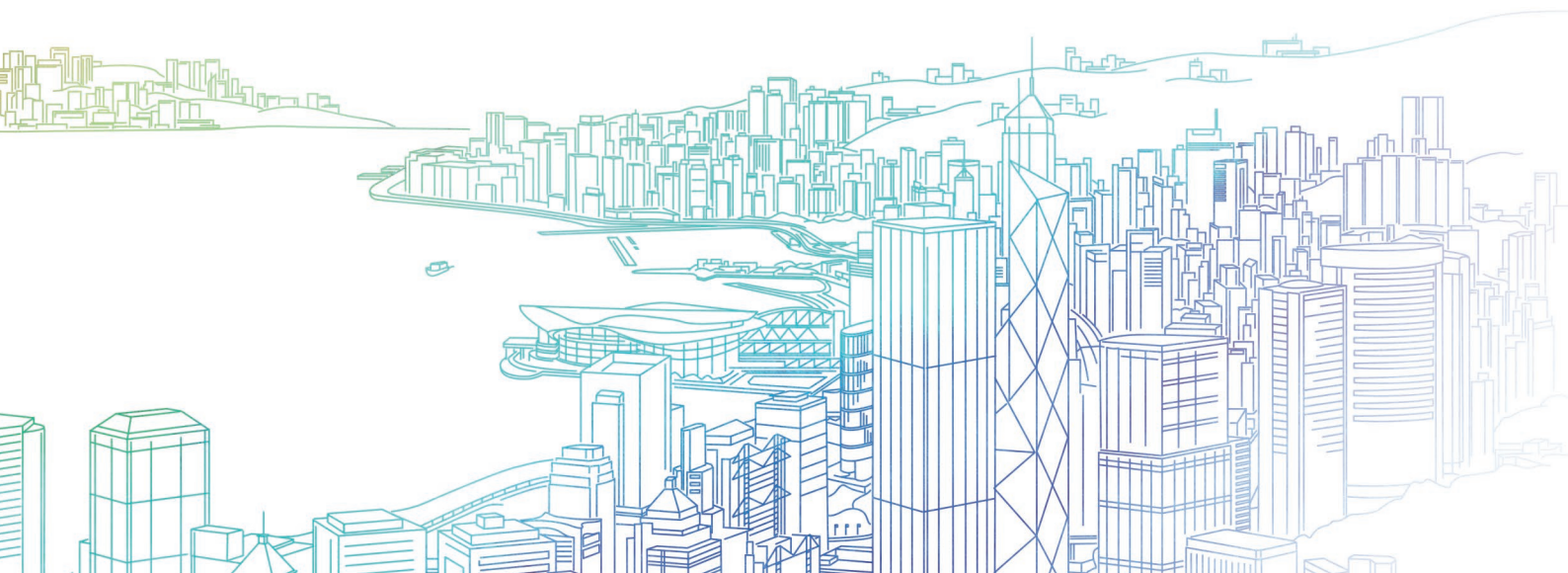
2021-22 年報 ANNUAL REPORT





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## 主席的話 Chairperson's Message



「其實地上本沒有路，  
走的人多了，也便成了路。」  
這是中國著名作家魯迅的名言。

The renowned Chinese writer  
Lu Xun once said “The earth  
has no roads to begin with. It is  
when people start walking the  
same path does a road come  
into existence.”

平等機會委員會(「平機會」)一直明白，爭取平等之路並非一朝一夕的事。非但如此，沿途甚至會凹凸不平，迂迴曲折，滿布障礙。然而，在與政府、商界和公民社會的深厚夥伴關係支持下，我們深信定能為香港追求更平等的社會，人人不受性別、殘疾、家庭崗位或種族等個人特徵所影響，都有平等機會盡展所長。

At the Equal Opportunities Commission (EOC), we have long recognised that the road to equality will not magically reveal itself overnight. In fact, along the way there may well be bumps, detours and setbacks. But never once have we doubted that we have strong allies and companions – the Government, the business sector and civil society – in our pursuit of a fairer Hong Kong, a Hong Kong where everyone has an equal opportunity to thrive in life regardless of their personal characteristics, such as gender, disability, family status or race.

## 路上同行

正正憑藉夥伴合作的精神，平機會在2021-22年度迎來成立25周年的重要時刻。儘管年內香港不幸爆發第五波新冠肺炎疫情，我們仍然與商界建立更緊密的工作關係，舉行了首屆平等機會僱主嘉許計劃，以推動僱主採取良好常規，並鼓勵其他機構仿效。計劃共收到420份申請，申請機構所僱用的員工總數超過22萬人。我們在2021年5月舉辦頒獎禮，頒發獎項予160間機構，表揚它們展示持續決心，為男女員工、殘疾員工、有家庭崗位的員工及／或非華裔員工，建立共融的工作環境。

過去一年，平機會的《種族多元共融僱主約章》亦有長足發展，簽署約章的機構突破200間，而且規模和業務性質各異，包含大集團、中小企、慈善機構以至教育院校。我們定期為簽署機構舉辦工作坊、研討會和圓桌會議，讓它們可以持續交流分享種族共融的良好常規及政策。此外，我們促成簽署機構與服務非華裔青年的民間組織合作，例如小彬紀念基金會，為非華裔學生提供實習機會。推行這些措施一方面可以增加香港的少數族裔的就業機會，另一方面可以促使機構明白，招募並培育來自不同種族或文化背景的人才的好處。

除了接觸商界，我們在2021-22年度還利用在服務邊緣社群方面的經驗和專業知識，直接協助政府的工作。例如，在2021年12月立法會換屆選舉舉行前，我們前往模擬投票站，視察選舉事務處為有特別需要選民而設的便利措施。選舉事務處增設了優先排隊的措施，讓孕婦、年滿70歲或以上的選民，以及因為疾病、損傷或依賴助行器具以致不能夠長時間排隊的選民，可以優先領取選票。平機會對此表示歡迎。

## Enlisting allies on the road to equality

In 2021-22 the EOC marked its 25th anniversary with precisely this collaborative spirit. Although the year coincided with the despairing fifth wave of COVID infections in the city, we fostered a closer working relationship with the business community, as we concluded the inaugural edition of our Equal Opportunity Employer Recognition Scheme, a new initiative designed to celebrate best practice and encourage others to follow suit. Having received 420 applications from organisations that employed a total of more than 220 000 people, we hosted an award ceremony in May 2021 to recognise 160 of these organisations who demonstrated a sustained commitment to creating an inclusive workplace for women and men, people with disabilities, people with family responsibilities and/or non-ethnic Chinese.

The past year also saw the EOC's Racial Diversity and Inclusion Charter for Employers reach its 200-signatory milestone. From conglomerates to SMEs, charities to educational institutions, we brought our signatories together regularly through workshops, seminars and roundtables for an ongoing dialogue about racially inclusive practices and policies. Furthermore, we connected them with civil society groups that serve non-ethnic Chinese youth, such as The Zubin Foundation, for internship-matching programmes. Behind these efforts is the dual goal of advancing employment opportunities for ethnic minorities in Hong Kong, and helping organisations realise the benefits of recruiting and grooming talents from diverse ethnic or cultural backgrounds.

Besides reaching out to businesses, we continued to contribute directly to the Government's work in 2021-22 by leveraging our experience and expertise in serving marginalised communities. For instance, in the run-up to the 2021 Legislative Council General Election last December, we visited a mock polling station to review the measures implemented by the Registration and Electoral Office (REO) to facilitate electors with special needs. An especially welcome move by the REO was the addition of a priority queue for pregnant women, persons aged 70 or above, and those unable to queue for a long time due to illness, injury or dependence on mobility aids to collect their ballot papers.

## 主席的話 Chairperson's Message

平機會與政府的夥伴合作關係，亦延伸至另一項重點工作：拆除非華裔群體的語言障礙。2021年12月，我們發表了有關為香港少數族裔語言傳譯員及翻譯員制訂資歷認證的可行研究，並把研究提交政府。我們認為，設立規管制度有助保障傳譯員和翻譯員的水平質素良好、可靠穩妥，最終可以確保非華裔人士有平等機會獲取服務。

基於同一理念，我們於2021年9月向立法會教育事務委員會提交意見書，持續倡議為非華語學生提供公平的學習環境。具體而言，我們提出為以學習中文為第二語言的學生制定有系統的課程，加強鼓勵教師接受相關培訓，並闡明高等教育院校如何可就那些選擇應考香港中學文憑中國語文科考試以外中文考試的學生，承認他們不同程度的中文水平。

在打擊映像性暴力方面，平機會與政府的協作取得了滿意的成果。我們就《2021年刑事罪行(修訂)條例草案》向政府提交了三份意見書。平機會提交意見書，是因為條例草案提出就違反個人身體自主權的行為訂立新的罪行，而那些行為有時候可同時構成《性別歧視條例》下的性騷擾。有關行為包括窺淫、非法拍攝或觀察私密部位、發布源自窺淫或非法拍攝或觀察私密部位的影像，以及未經同意下發布或威脅發布私密影像。條例草案於2021年9月獲立法會通過，當中採納了我們提出的若干建議，例如訂立採取性別中立原則、由上而下記錄／拍攝他人上衣的罪行，以及把罪行涵蓋修改影像以至看似顯示另一人的私密部位的情況。

The EOC's collaborative relationship with the Government extends to another significant area of our work: knocking down language barriers faced by non-ethnic Chinese communities. In December 2021, we published and submitted to the Government a feasibility study concerning the accreditation of interpreters and translators of ethnic minority languages in Hong Kong. We envisage that the setting up of a regulatory system would help to safeguard the quality and reliability of interpreters and translators, which in turn could ensure equal access to services for non-ethnic Chinese.

By the same token, in a submission to the Legislative Council Panel on Education in September 2021, we kept on advocating the need to level the playing field for non-Chinese-speaking students, specifically by introducing a systematic curriculum for these students to learn Chinese as a second language, stepping up incentives for teachers to receive relevant training, and clarifying how higher education institutions can recognise different levels of Chinese proficiency among students choosing alternatives to the Hong Kong Diploma of Secondary Education Chinese Language examination.

When it comes to tackling image-based sexual violence, the EOC's work with the Government led to fruitful results. In particular, we made three submissions to the Government in relation to the Crimes (Amendment) Bill 2021, which was of interest to the EOC as it sought to introduce new offences that violate the bodily autonomy of individuals and may, in some cases, simultaneously amount to sexual harassment under the Sex Discrimination Ordinance (SDO). These include voyeurism; unlawful recording or observation of intimate parts; publication of images originating from voyeurism or unlawful recording or observation of intimate parts; as well as publication or threatened publication of intimate images without consent. We were pleased to see that the Bill, passed by the Legislative Council in September 2021, had adopted our recommendations for including a gender-neutral offence of recording/photography down the top of a person, and for the offences to cover situations where an image has been altered to appear that a person's intimate parts are visible.

## 另闢新徑

平機會在2021-22年度不但與夥伴加強合作，在其他工作上也有實質進展。2021年6月19日，《性別歧視條例》禁止基於餵哺母乳的歧視和騷擾的法例修訂正式生效，為餵哺母乳女性爭取平等向前邁進重要一步。平機會隨即推出連串宣傳運動，包括在港鐵進行廣告宣傳，播放電視宣傳短片和電台宣傳聲帶，發布指南和小冊子，以及在社交媒體進行活動。

我們在推廣傷健共融方面也有新舉措，年內擔任了CareER推出的傷健共融指數的知識合作夥伴。該指數是一套全面的工具，用作評估機構在工作間促進傷健共融的進展。我們本着同一目標，在2022年年初推出「如何支援殘疾人士」系列小冊子，澄清僱主和教育院校對不同殘疾的誤解，例如腦癱症和妥瑞症。該系列小冊子也說明如何實施良好常規，為擁有多元才能人士和有特殊教育需要學生提供便利措施。

## Forging new paths

For the EOC, 2021-22 heralded not only strengthened collaboration, but also concrete progress made. On 19 June 2021, legislative amendments that introduced protections against breastfeeding discrimination and harassment under the SDO officially took effect. The EOC rolled out MTR ads, TV and radio APIs (announcements in the public interest), guidance and booklets, as well as social media campaigns to raise awareness of this major development in equality for breastfeeding women.

New horizons opened up for our work in promoting disability inclusion as well, as we became a Knowledge Partner of the Disability Inclusion Index launched by CareER, a comprehensive toolkit for organisations to assess their progress towards creating a disability-inclusive workplace. With the same objective in mind, we launched a new guidance series titled 'How to Support Persons with Disabilities' in early 2022 to debunk misconceptions among employers and educational institutions about different types of disabilities, such as epilepsy and Tourette syndrome. The series also serves to illustrate good practice in accommodating talents with diverse abilities and students with special educational needs.



## 主席的話 Chairperson's Message

另一項策動轉變的措施是在2020年11月成立反性騷擾事務組，以加強平機會在打擊性騷擾方面的工作。2021年10月，反性騷擾事務組推出名為COMPASS的反性騷擾資源平台。該平台資訊內容豐富，包括法例解釋、案例摘要、研究報告，以至為不同界別制定政策的指引。此資訊平台與經全面革新的平機會官方網站同時推出。革新的網站新增了若干功能，目的是提升使用者的體驗，例如在主頁增設資訊導覽分類系統，讓使用者可以迅速查閱所需資訊。

除了革新網站，平機會在2021年9月開設了「平·常·事 EO Matters」Instagram專頁，使平機會在網上的曝光率大增。專頁以時尚跳脫的風格設計，內容包羅萬有，包括以有趣方式講解平等機會的信息、活動推介，以及有關少數群體的真實故事，目的是推動年輕人成為日後關注共融的先驅。截至2022年3月底，專頁吸引了超過685 000人次瀏覽，以及超過32 700次互動。值得注意的是，專頁追蹤者有超過九成屬13歲至34歲的年齡群組，充分證明我們從年輕人着手，推動他們參與支持平等機會的工作成效顯著。

Also paving the way for change is our Anti-Sexual Harassment Unit, set up in November 2020 to enhance the EOC's work in combatting sexual harassment. In October 2021, the Unit launched COMPASS, an online portal of anti-sexual harassment resources. The abundant information featured on the platform covers everything from law explainers and digests of court cases to research reports and policy guidelines for organisations in different sectors. Coinciding with the creation of this portal was a comprehensive revamp of the official EOC website, which introduced new features aimed at enhancing user experience, including a navigation funnel on the homepage that quickly directs visitors to the information they need.

Another significant boost to the EOC's digital presence was the launch of our Instagram profile 'EO Matters' (平·常·事) in September 2021. Sporting chic designs and packaging messages of equal opportunity into fun trivia, event highlights and true stories about underrepresented communities, the profile carries the important aim of inspiring young people to become inclusion-conscious leaders of tomorrow. By the end of March 2022, our eclectic content reached over 685 000 people and attracted more than 32 700 interactions. Notably, people aged 13-34 accounted for over 90% of our followers, offering definitive proof of the high returns of our new efforts in engaging the younger generation.





## 清除路障

無可否認，我們必須消除歧視和偏見，香港社會才能和諧穩定，無奈目前通向平等之路上仍然有不少積年累月的路障。我們不時聽到來自內地的新移民、遊客、學生或商人在香港遭受歧視，然而目前的《種族歧視條例》並不足以糾正這情況。平機會因此主動進行法律研究，並於2021-22年度向政府提交修訂法例的意見書。此外，平機會亦提交了另一份有關修訂《性別歧視條例》的意見書，以加強免遭性騷擾的保障。這些法例修訂建議彰顯了平機會的信念，我們認為法律應以人為本，保障弱勢社群。我相信政府已細閱我們的建議書，期望即將可以取得進展。

另一個有礙香港和諧穩定但一直懸而未決的問題，是缺乏禁止基於性傾向、性別認同和性特徵的歧視、騷擾和中傷的法律保障。我們曾於2016年進行有關同性戀、雙性戀和跨性別人士遭受歧視的經驗的研究，在此研究的基礎上，我們於2021-22年度展開法律研究，考慮可如何修訂目前的《性別歧視條例》以堵塞漏洞。我們期望，待建議書擬稿完成後可聽取各持份者的意見。

## Removing roadblocks

Admittedly, there remain entrenched roadblocks to eliminating discrimination and prejudice, which is essential to maintaining Hong Kong as a harmonious and stable society. Every now and then, we still hear reports of new immigrants, visitors, students or businesspeople from Mainland China being subject to discrimination in Hong Kong. Unfortunately, the Race Discrimination Ordinance, as it currently stands, cannot provide adequate redress. In 2021-22, therefore, the EOC proposed legislative amendments in a submission to the Government, after taking the initiative to conduct legal research on the matter. Together with another submission regarding how the SDO could be amended to strengthen protections against sexual harassment, these efforts reflect the EOC's unwavering belief that the law should always serve the people and protect the vulnerable. I am confident that the Government has studied our proposals thoroughly, and progress will soon be made on these fronts.

Another longstanding yet unresolved issue that can also affect the harmony and stability of Hong Kong is the lack of legal protection against discrimination, harassment and vilification on grounds of sexual orientation, gender identity and sex characteristics. Building on a previous study in 2016 about experiences of discrimination among LGBTI people, we have commenced legal research in 2021-22 on how the gap could be filled by possible amendments to the existing SDO. We look forward to hearing the views of different stakeholders once a draft proposal is ready.

我們必須消除歧視和偏見，香港社會才能和諧穩定，無奈目前通向平等之路上仍然有不少積年累月的路障。

**There remain entrenched roadblocks to eliminating discrimination and prejudice, which is essential to maintaining Hong Kong as a harmonious and stable society.**

## 主席的話 Chairperson's Message

### 未來路向

香港特別行政區在2022年成立25周年，這不僅標誌香港在過去25年卓有成就，更加開啟充滿機遇的年代。我們相信要抓住新機遇，建立更美好的將來，必須仗賴各界同心協力。為此，我們於2021年11月公布涉及全港的平等機會意識公眾意見調查的結果，調查以電話訪問了超過1 500名15歲或以上的人士。平機會自1998年起開始進行同類意見調查，以了解公眾對平機會不同範疇工作的看法，2021年的調查已經是同一系列的第六個調查。

根據調查結果，差不多一半受訪者(49.9%)認為年齡歧視在香港非常普遍或頗普遍，情況令人擔憂。雖然平機會之前在2015-16年度曾進行職場年齡歧視的初步研究，但這次最新研究的結果顯示，應該是時候展開進一步探索性的法律研究，集中探討其他司法管轄區對禁止年齡歧視的保障範疇，以及在本港處理年齡歧視問題時可供借鏡的地方。

調查數據亦顯示，92.5%受訪者認為推動政府修訂《殘疾歧視條例》，規定僱主、教育院校及服務提供者為殘疾人士提供合理便利是非常重要或頗重要的。此外，90.3%表示推動中小學性教育改革，增加青少年對性騷擾的認識同樣非常重要或頗重要。

要推進以上工作並為香港的平等面貌創造富意義的轉變，平機會將繼續與社會各界合作，創新演變，求同存異。說到底，我們的工作與香港有著密切關連，除了解決弱勢群體的困境，更有助推動香港這個家的和諧穩定。

### The road ahead

The year 2022 marks the 25th anniversary of the establishment of the HKSAR. The milestone not only represents the achievements of the city in the past 25 years, but also ushers in a new era of opportunities to build a bright future. We believe this is a collective endeavour, so in November 2021 we released the findings of a territory-wide Equal Opportunities Awareness Survey, having interviewed over 1500 respondents aged 15 or above on telephone. This survey is the sixth edition of a series of similar surveys conducted by the EOC since 1998, which have provided valuable insights into how the public perceives the importance of different areas of the EOC's work.

Alarming, almost half of the respondents (49.9%) regarded age discrimination as very or quite prevalent in Hong Kong. While the EOC previously conducted a preliminary study about age discrimination in the workplace in 2015-16, we believe our latest findings suggest that the time has come for further exploratory legal research, focusing on the scope of protections against age discrimination in other jurisdictions and what lessons can be learned in terms of addressing the issue in our local context.

Our data also showed that 92.5% of the respondents considered it very or quite important to urge the Government to amend the Disability Discrimination Ordinance by introducing a duty on employers, educational institutions and service providers to provide reasonable accommodation for people with disabilities. In addition, 90.3% said the same about reforming sexuality education in primary and secondary schools to raise awareness against sexual harassment among young people.

To bring about these and other meaningful changes in Hong Kong's equality landscape, the EOC will continue to collaborate with all sectors in our society, innovate and evolve, and focus on narrowing differences and nurturing consensus. Ultimately, our work is integral to addressing the difficulties facing communities in need, as well as cultivating harmony and stability in the city we call home.



平機會的工作仗賴具備多元才能的員工，他們運用豐富的知識，本着鍥而不捨的精神專業幹練地工作，我必須向他們由衷致謝。此外，平機會各委員在過去一年以遠見卓識引領我們的工作，我亦深切感謝。

展望未來，平機會希望繼續得到社會上每一個界別、每一名市民的支持，使香港成為多元平等、和衷共濟的地方。

This will not be possible without the perseverance, knowledge and professionalism of the multi-talented EOC staff, to whom I must extend my deepest gratitude. I would also like to take this opportunity to thank the EOC Members for elevating our work over the past year with their precious advice and expertise.

Looking ahead, the EOC hopes to have the continued support of every sector and every citizen in making Hong Kong a diverse, inclusive and equal place for all.

平等機會委員會主席  
朱敏健, IDS

**Ricky CHU Man-kin, IDS**  
Chairperson  
Equal Opportunities Commission

## 平機會簡介 About Us

平等機會委員會（平機會）是於 1996 年成立的法定機構，負責執行香港的反歧視條例，包括《性別歧視條例》、《殘疾歧視條例》、《家庭崗位歧視條例》及《種族歧視條例》。

平機會致力消除基於性別、婚姻狀況、懷孕、餵哺母乳、殘疾、家庭崗位和種族而產生的歧視，並消除性騷擾、基於餵哺母乳的騷擾，以及基於殘疾及種族而作出的騷擾及中傷。



Set up in 1996, the EOC is a statutory body tasked with implementing the anti-discrimination ordinances in Hong Kong, namely the Sex Discrimination Ordinance (SDO), the Disability Discrimination Ordinance (DDO), the Family Status Discrimination Ordinance (FSDO) and the Race Discrimination Ordinance (RDO).

The EOC is committed to eliminating discrimination on the grounds of sex, marital status, pregnancy, breastfeeding, disability, family status and race, and eliminating sexual harassment, breastfeeding harassment, as well as harassment and vilification on the grounds of disability and race.

### 我們的抱負

建設一個沒有歧視、崇尚多元、包容共濟的社會，人人共享平等機會。

### Our Vision

To create a pluralistic and inclusive society free of discrimination, with no barriers to equal opportunities.

### 我們的使命

為落實抱負，平機會致力執行反歧視條例，為受歧視的人士提供途徑，討回公道；促進社會人士對多元共融和平等機會價值的關注、認識和接納；推行教育活動以預防歧視；並與社會各界建立夥伴關係。

### Our Mission

The EOC seeks to achieve its vision by enforcing compliance with the anti-discrimination legislation; providing access to redress for discrimination; promoting awareness, understanding and acceptance of the values of diversity, inclusion and equal opportunities; providing education to prevent discrimination; and establishing partnerships with different sectors of the community.

## 我們的工作

平機會的工作包括：

- 就根據四條反歧視條例作出的投訴進行調查，並鼓勵雙方透過調停以解決紛爭；
- 為受歧視的人士提供協助，包括法律協助；
- 進行教育和宣傳活動，並提供有關資源；
- 檢討法例並提供指引；以及
- 就與歧視相關的議題進行研究及調查，並根據結果作出政策建議。

## 我們與政府的關係

平機會雖然受香港特區政府資助，但在運作上獨立於政府。根據《性別歧視條例》第63(7)條，平機會「不得被視為政府的僱員或代理人，亦不得被視為享有政府的任何地位、豁免權或特權。」因此，平機會在管理、運作和預算上享有自主權。

政府與平機會的工作關係框架已於《行政安排備忘錄》(《備忘錄》)中列出。該《備忘錄》的條文根據平機會在使用資金方面享有自主權及彈性的原則而制定。與此同時，平機會亦有責任確保其運作、行政及管理制度與常規，都以最有效且審慎的方式運用政府資源。為此，平機會向特區政府內負責平機會事宜的政制及內地事務局提交每月開支報告、已審核帳目，以及有關財務及運作表現的每季工作進度報告。

## Our Work

The work of the EOC includes:

- Investigate complaints lodged under the four anti-discrimination ordinances and encourage settlement by conciliation between parties in dispute;
- Provide assistance, including legal assistance, to persons facing discrimination;
- Implement educational and publicity programmes and offer related resources;
- Review legislation and provide guidelines; and
- Conduct research studies and surveys on discrimination issues and make policy recommendations based on findings.

## Our Relationship with the Government

Although funded by the Hong Kong Special Administrative Region Government, the EOC operates independently in carrying out its tasks and duties. As per Section 63(7) of the SDO, the EOC "shall not be regarded as a servant or agent of the Government or as enjoying any status, immunity or privilege of the Government". Accordingly, the EOC has autonomy over the management and control of its activities and budget.

The framework for the working relationship between the Government and the EOC is laid out in the Memorandum of Administrative Arrangements (MAA). The provisions of the MAA are based on the principle that the EOC should have autonomy and flexibility in how to use its funds. At the same time, the EOC has the responsibility to ensure that the Commission's operational, administrative, and management systems and practices reflect the most effective and prudent use of the Government's subventions. To this end, the EOC provides monthly expenditure reports and audited accounts, as well as quarterly progress review reports on its financial position and operational performances to the Constitutional and Mainland Affairs Bureau, which is the focal point of contact between the Government and the EOC.

## 策略性工作規劃2020-2022

平機會的首要目標是根據反歧視條例，消除系統性障礙，並打擊侵害個人權利的行為。策略性工作規劃2020-2022載述平機會的策略目標、焦點範疇及優先工作項目。該工作規劃就平機會如何分配資源定立方向，以應對影響香港社會上重要及迫切的不平等議題，尤其是影響弱勢及邊緣社群的議題，指引平機會如何達到目標，即建立沒有歧視、人人共享平等機會的社會。

## Strategic Plan 2020-2022

The core objective of the EOC is to break down systemic barriers and tackle infringement of individual's rights under the anti-discrimination ordinances. The Strategic Plan 2020-2022 sets out the strategic goals, focus areas and work priorities of the EOC. It defines the way the EOC allocates its resources to address the important and pressing inequality issues affecting the Hong Kong society, particularly the disadvantaged and marginalised communities, leading the EOC towards its vision of a discrimination-free society where everyone can enjoy equal opportunities.

### 策略目標 STRATEGIC GOALS





**焦點範疇：性別歧視**  
**Focus Area: Gender Discrimination**

**優先工作項目：**

成立專責的反性騷擾事務組處理有關性騷擾的執法、預防及教育工作 • 打擊懷孕歧視

**Work Priorities:**

Set up a dedicated Anti-Sexual Harassment Unit (ASHU) to handle the enforcement, prevention and education on sexual harassment • Tackle pregnancy discrimination



**焦點範疇：殘疾歧視**  
**Focus Area: Disability Discrimination**

**優先工作項目：**

消除有特殊教育需要學生在接受教育方面所面對的障礙 • 提倡殘疾人士的平等就業機會 • 提升殘疾人士在享用貨品、服務及設施的便利程度 • 促進社會對殘疾人士的了解，並鼓勵傷健共融

**Work Priorities:**

Remove the educational barriers faced by students with special educational needs • Advance equal employment opportunities of persons with disabilities (PWDs) • Enhance accessibility to goods, services and facilities by PWDs • Promote understanding and inclusion of PWDs in society



**焦點範疇：家庭崗位歧視**  
**Focus Area: Family Status Discrimination**

**優先工作項目：**

提高公眾對家庭崗位歧視的認識 • 鼓勵僱主為有家庭及照顧責任的僱員提供彈性工作間政策及支援 • 防止對餵哺母乳婦女的歧視

**Work Priorities:**

Increase public knowledge of family status discrimination • Encourage employers to provide workplace flexibility and support for employees with family and caring responsibilities • Prevent discrimination against breastfeeding women



**焦點範疇：種族歧視**  
**Focus Area: Race Discrimination**

**優先工作項目：**

確保少數族裔享有平等教育機會 • 促使少數族裔享有平等就業機會 • 促使少數族裔享有平等機會獲取貨品、服務及設施

**Work Priorities:**

Ensure equal education opportunities for ethnic minorities (EMs) • Promote equal employment opportunities of EMs • Promote equal access to goods, services and facilities by EMs

**新的範疇 New Areas**

提出修例建議，禁止在教育、就業，以及提供貨品、服務及設施方面的性傾向、性別認同及雙性人身分歧視 • 研究在僱傭範疇禁止年齡歧視的可行法律框架 • 找出歧視新來港人士問題的處理方法

Formulate law amendment proposal to outlaw discrimination on grounds of sexual orientation, gender identity and intersex status in education, employment and provision of goods, services and facilities • Examine possible legislative framework for age discrimination in employment • Identify ways of redressing the discrimination faced by new immigrants to Hong Kong

# 全年摘要 Highlights of the Year

## 重要數字一覽 Figures at a Glance

  
答覆 **10 124** 個查詢  
enquiries answered

  
處理 **1 266** 宗投訴  
complaints handled


每宗投訴平均處理時間  
Average handling time of a complaint

  
**100** 日  
days

調停成功率  
Conciliation success rate

  
**86%**

  
**11**  
宗個案獲法律協助  
cases granted with legal assistance

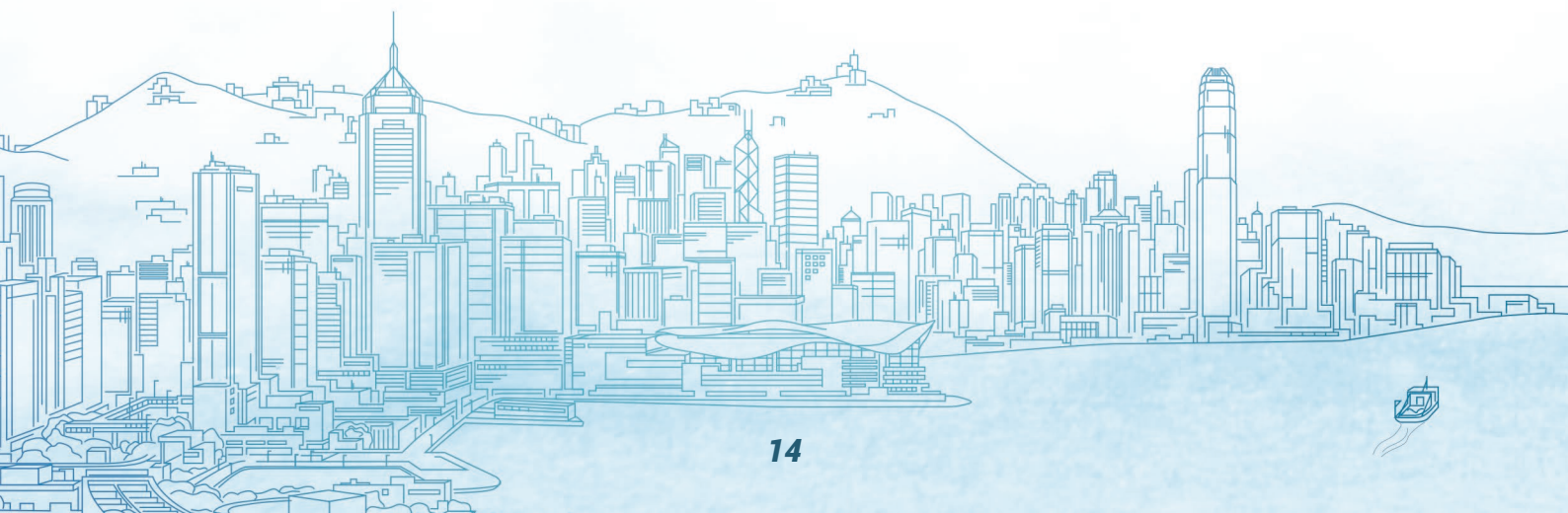
**2** 宗個案提交至  
法庭審理  
cases taken to court 



為受屈人取得的金錢總額達港幣  
HK\$

**6,112,602** 元

of payment secured for aggrieved parties







提供港幣  
HK\$

973,416 元

資助予  
funding for

25

個推廣平等機會的社區項目  
community projects

舉辦

60

項主要推廣活動  
major promotional  
activities organised



超過  
Over

48 300

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



舉辦

495

場培訓課程  
training sessions

29 276

參加人次  
participants



接觸  
Reached

1 827 908

名社交媒體 (Instagram、  
臉書及領英) 用戶  
social media users on  
Instagram, Facebook and  
LinkedIn



平機會網站錄得  
EOC website recorded

1 819 152

使用人次  
users

51 428 973

點擊率  
hit rate



## 全年摘要 Highlights of the Year

### 2021-22年度獎項及嘉許

### Awards & Recognition 2021-22



9/2021 September 2021

平機會獲強制性公積金計劃管理局嘉許為2020-21年度「積金好僱主」，並獲得「電子供款獎」和「積金推廣獎」。

The EOC was recognised as a Good MPF Employer for 2020-21 and bestowed with the e-Contribution Award and MPF Support Award by the Mandatory Provident Fund Schemes Authority.

平機會因致力促進員工的身心健康，獲凝動香港體育基金嘉許為「機構『一』起動」。

The EOC was recognised as a SportsHour Organisation by the InspiringHK Sports Foundation, in recognition of the EOC's effort in fostering staff wellness.



11/2021 November 2021

平機會職員署理總平等機會主任(服務及人力資源發展)姜瑞昌先生及高級平等機會主任(少數族裔事務組)何永強先生獲頒發2021年申訴專員嘉許獎(公職人員獎)，表揚他們致力提供專業卓越的服務，且一直勇於承擔責任。

John KEUNG, Acting Chief (Services & Human Resource Development) and Raymond HO, Senior Equal Opportunities Officer (Ethnic Minorities Unit) of the EOC were presented with The Ombudsman's Awards 2021 for their professional and commendable services, and their courage in accepting responsibilities over a sustained period.



3/2022 March 2022

平機會獲香港社會服務聯會頒發「10年Plus同心展關懷」標誌，可於2022年3月1日至2023年2月28日期間使用；這個獎項肯定了平機會一直致力關懷社區、關懷員工與關懷環境。

The EOC was awarded the 10 Years Plus Caring Organisation status by the Hong Kong Council of Social Service (HKCSS) for the period from 1 March 2022 to 28 February 2023, in recognition of the EOC's continuous commitment to Caring for the Community, Caring for the Employees and Caring for the Environment.



香港社會服務聯會把平機會納入2022年3月1日至2025年2月28日的「無障礙友善機構名單」，表揚平機會一直致力推動建立無障礙環境及文化，關心社區內的不同群體。

The EOC was included in the List of Barrier-free Organisations by HKCSS for the period from 1 March 2022 to 28 February 2025, in recognition of the EOC's continuous commitment to developing barrier-free environment and culture, and caring for different groups in the community.

## 2021-22 主要活動

## Major Events & Activities 2021-22

4/2021 April 2021

### 委任平機會新任委員

#### Appointment of New Members to the EOC

香港特區政府於2021年4月30日宣布，行政長官委任五名新委員加入平機會，由2021年5月20日起生效，為期兩年。五名新任委員分別是：陳麗群女士，MH、蔡懿德女士、高德蘭博士、曾志文女士及嚴楚碧女士。

The HKSAR Government announced on 30 April 2021 the appointment of five new Members to the EOC by the Chief Executive of the HKSAR. These five Members, whose term will last for two years from 20 May 2021, are: Ms CHAN Lai-kwan, Queenie, MH, Ms CHOI Yi-tak, Rosanna, Dr Theresa CUNANAN, Ms TSANG Chi-man, Linda and Ms YIM Chor-pik, Rabi.



5/2021 May 2021

### 平機會成立25周年

#### 25th Anniversary of the EOC

平機會於1996年5月20日成立，於2022年跨越25周年的重要里程碑。為紀念這項盛事，平機會在YouTube頻道發布短片。該短片由平機會主席朱敏健先生擔任聲音導航，介紹平機會的歷史、里程碑和多年來的工作成果。

The EOC – founded in 1996 – reached its 25th anniversary milestone on 20 May 2022. To commemorate the occasion, the EOC released a video on its YouTube channel. Featuring EOC Chairperson Mr Ricky CHU Man-kin as the narrator, the video showcases the history and milestones of the EOC, as well as the impact of its work created through the years.



為慶祝平機會成立25周年，平機會自2020年年中開始舉辦多項活動，包括兒童填色及繪畫比賽、網上攝影展、僱主嘉許計劃及國際會議，目的是促進社區參與，提升公眾對平等機會的認識。

The EOC rolled out a range of events and activities since mid-2020 to celebrate its 25th anniversary. From children's colouring and painting competition to virtual photography exhibition, employer recognition scheme and international congress, the 25th anniversary programme was designed to engage the community and generate greater awareness of the importance of equal opportunities.



5/2021 May 2021

平等機會僱主嘉許計劃頒獎禮

Awards Presentation Ceremonies of the Equal Opportunity Employer Recognition Scheme

平機會於2021年5月14日正式公布首屆平等機會僱主嘉許計劃的結果。計劃旨在促進僱主認識平等機會僱傭政策及常規措施的好處，並鼓勵更多僱主採用有關政策。

平機會收到來自192間不同行業和界別的機構共420份申請，評審團選出了160間機構為平等機會僱主。平機會於2021年5月14日、21日及26日舉行了頒獎禮，5月14日的頒獎禮更邀得政制及內地事務局局長曾國衛先生, GBS, IDSM, JP擔任主禮嘉賓。

On 14 May 2021, the EOC officially announced the results of its inaugural Equal Opportunity Employer Recognition Scheme, which served to raise awareness of the benefits of equal opportunity employment policies and practices, and encourage more employers to adopt these policies.

Altogether 160 organisations were named Equal Opportunity Employers. They were selected by the assessment panels out of 420 applications by 192 organisations across a wide spectrum of industries and sectors. To present the awards to the organisations, the EOC organised a number of ceremonies on 14, 21 and 26 May 2021, with Mr Erick TSANG Kwok-wai, GBS, IDSM, JP, Secretary for Constitutional and Mainland Affairs officiating at the ceremony on 14 May.



6/2021 June 2021

### 新增對餵哺母乳女性的法例保障 New Legal Protections for Breastfeeding Women

自2021年6月19日起，經修訂的《性別歧視條例》保障香港餵哺母乳的女性免受歧視或騷擾。相關修訂是透過《2020年歧視法例(雜項修訂)條例》及《2021年性別歧視(修訂)條例》作出，立法會分別於2020年及2021年通過有關修訂。

為宣傳新增的保障，平機會在全港展開公眾教育活動，包括於2021年6月19日至7月2日在60個港鐵站設置廣告，其後又於2021年8月1日起在電視及電台播放宣傳短片和聲帶。另外，平機會亦製作了詳細的指南和單張，協助不同界別了解法律的適用情況。

With effect from 19 June 2021, women in Hong Kong are protected from discrimination and harassment on the grounds of breastfeeding under the SDO. The relevant amendments to the ordinance were made through the Discrimination Legislation (Miscellaneous Amendments) Ordinance 2020 and the Sex Discrimination (Amendment) Ordinance 2021, passed by the Legislative Council in 2020 and 2021 respectively.

To publicise the new protections, the EOC mounted a citywide publicity campaign featuring advertisement across 60 MTR stations from 19 June to 2 July 2021. This was followed by the release of TV and radio APIs (announcements in public interest) on 1 August 2021. In addition, the EOC produced detailed guidance and booklets for different sectors to help them understand the application of the law.



10/2021 October 2021

### 平機會推出革新網站及反性騷擾資源平台 Launch of Revamped EOC Website and Anti-Sexual Harassment Resource Platform

平機會於2021年10月推出全新網站。經革新的網站改良了網頁設計和資料結構，包括在主頁新增資訊分類系統，以及採用適應性的網頁介面，讓使用者能簡易快捷地找到有關反歧視條例及平機會工作的相關資訊。

The EOC launched a new version of its website in October 2021. Featuring enhanced webpage design and information architecture, including a user-friendly funnelling system on the homepage, as well as mobile responsive design, the revamped website enables users to acquire information about the anti-discrimination ordinances and the work of the EOC even more conveniently and quickly.

平機會亦於同月推出名為COMPASS的網上資源平台，提供有關消除性騷擾的最新資訊。平台以使用者為本，資訊內容豐富，包括法例解釋、案例摘要、研究報告、培訓指南、制定政策的指引，以及解釋如何在不同情況下處理性騷擾的刊物及視聽資訊。此外，網站還設有顯眼的「我需要幫助」按鈕，讓有需要人士可以快捷地找到所需資訊以決定下一步行動。

In the same month, the EOC also launched COMPASS, an up-to-date, user-centric portal of online resources regarding combatting sexual harassment. The wealth of information available on the platform includes law explainers, digests of court cases, research reports, training tools, guidelines for policy formulation, as well as print and audio-visual materials addressing sexual harassment in various contexts. In addition, the portal features a prominent "I Need Help" button, which ensures that visitors can quickly locate information to decide on the next steps according to their needs.

11/2021 November 2021

平機會公布平等機會意識公眾意見調查2021的結果  
Findings of Equal Opportunities Awareness Survey 2021 Released

平機會於2021年11月11日公布《平等機會意識公眾意見調查2021》的結果。調查旨在了解公眾對平等機會的意識，以及對平機會工作的看法。調查結果顯示，公眾不但對平機會具高度認識，而且認為與「殘疾」及「性騷擾」有關的事宜，應是平機會未來工作範疇的重點。

On 11 November 2021, the EOC released findings of its Equal Opportunities Awareness Survey 2021, which was aimed at gauging public perceptions of equal opportunity issues and the EOC's work. The findings showed that the public not only had high awareness of the EOC, but they also considered issues relating to "disability" and "sexual harassment" to be of high importance in the forthcoming work on equal opportunities.



3/2022 March 2022

朱敏健先生, IDS獲再度委任為平機會主席  
Re-appointment of Mr Ricky CHU Man-kin, IDS as EOC Chairperson

香港特區政府於2022年3月4日宣布，行政長官再度委任朱敏健先生, IDS為平機會主席，由2022年4月11日起生效，為期兩年。

The HKSAR Government announced on 4 March 2022 that Mr Ricky CHU Man-kin, IDS was re-appointed by the Chief Executive of HKSAR as the Chairperson of the EOC for a term of two years from 11 April 2022.

## 平機會管治委員會

管治委員會就平機會的整體策略提供指引。現時管治委員會由主席及16名委員組成，他們均由香港特別行政區行政長官委任，來自不同背景，各具豐富的專業知識。

## The EOC Board

The EOC Board provides guidance on the overall strategies of the EOC. The current Board is comprised of a Chairperson and 16 Members. They are all appointed by the Chief Executive of the Hong Kong Special Administrative Region, and represent a diversity of background and expertise.



以下為平機會管治委員會的成員（截至2022年3月31日）：

Below is membership of the EOC Board as at 31 March 2022:

### 主席 Chairperson

朱敏健先生  
Mr CHU Man-kin, Ricky, IDS



## 我們的架構 Our Organisation

### 平機會委員 EOC Members



**陳麗群女士\***  
**Ms CHAN Lai-kwan,**  
**Queenie, MH\***

基督教香港信義會社會服務部總幹事  
社會工作訓練及人力策劃諮詢委員會委員  
香港社會服務聯會服務發展常設委員會主席  
Chief Executive, Evangelical Lutheran Church  
Social Service – Hong Kong  
Member, Advisory Committee on Social Work  
Training and Manpower Planning  
Chairperson, Standing Committee on Service  
Development, Hong Kong Council of Social Service



**陳麗雲教授**  
**Prof CHAN Lai-wan,**  
**Cecilia, JP**

香港復康會副會長  
香港婦女基金會執行委員會成員  
香港大學榮譽教授  
Vice President, Hong Kong Society for Rehabilitation  
Member, Executive Committee,  
The Women's Foundation  
Professor Emeritus, The University of Hong Kong



**鄭泳舜議員**  
**The Hon CHENG Wing-shun,**  
**Vincent, MH, JP**

立法會議員  
市區重建局非執行董事  
香港體育學院董事  
Legislative Councillor  
Non-Executive Director, Urban Renewal Authority  
Director, Hong Kong Sports Institute Limited



**趙文宗教授**  
**Prof CHIU Man-chung,**  
**Andy**

北京師範大學法學院嚴元浩講座教授  
澳洲法律學院訪問教授  
杭州師範大學法學院教授兼院長顧問(國外事務)  
Tony Yen Chair Professor of Law, Law School,  
Beijing Normal University  
Visiting Professor, College of Law (Australia)  
Professor of Law cum Advisor to Law Dean  
(International Affairs), Faculty of Law,  
Hangzhou Normal University





**蔡懿德女士\***  
**Ms CHOI Yi-tak,**  
**Rosanna\***

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香港會計師公會華德會計師事務所創始合夥人  
香港浸會大學義務司庫  
Co-founding Partner, CW CPA,  
Certified Public Accountants  
Honorary Treasurer, Hong Kong Baptist University



**高德蘭博士\***  
**Dr Theresa**  
**CUNANAN\***

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香港浸會大學國際學院人文及  
語言學部主管兼副課程總監  
香港特別行政區人力資源規劃委員會非官方委員  
Division Leader and Associate Programme Director  
(Arts & Languages), College of International Education,  
Hong Kong Baptist University  
Non-official Member, Human Resources Planning  
Commission, HKSAR



**高朗先生**  
**Mr Mohan**  
**DATWANI**

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律師、香港公司治理公會副總裁  
上訴委員會(房屋)成員  
Solicitor, Deputy Chief Executive,  
The Hong Kong Chartered  
Governance Institute  
Member, Appeal Panel (Housing)



**何超蓮女士**  
**Ms HO Chiu-ha,**  
**Maisy, BBS**

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信德集團有限公司執行董事  
香港演藝學院校董會委員  
醫院管理局成員  
Executive Director, Shun Tak Holdings Limited  
Council Member, The Hong Kong Academy for  
Performing Arts  
Member of the Hospital Authority

## 我們的架構 Our Organisation

### 平機會委員 EOC Members



藍建中先生  
Mr LAM Ken-chung,  
Simon

上訴委員團(城市規劃)副主席  
香港會計師公會紀律小組A委員  
Fraternity Chambers大律師  
Deputy Chairman, Appeal Board Panel (Town Planning)  
Member of Disciplinary Panel A, Hong Kong Institute of  
Certified Public Accountants  
Barrister-at-Law, Fraternity Chambers



梁世民醫生  
Dr LEUNG Sai-man,  
Sigmund, BBS, JP

香港專業及資深行政人員協會副會長  
紀律人員薪俸及服務條件常務委員會(紀常會)委員  
兼警務人員小組委員會主席  
保安局禁毒基金會管理委員會成員  
Vice President, Hong Kong Professional and Senior  
Executives Association  
Member, The Standing Committee on Disciplined  
Services Salaries and Conditions of Service and  
Chairman of Police Sub-Committee  
Member, The Beat Drug Fund Association Governing  
Committee, Security Bureau



謝偉鴻博士  
Dr SHIE Wai-hung,  
Henry

安老服務業行業培訓諮詢委員會副主席  
香港買位安老服務議會主席  
香港認知障礙症協會義務秘書  
Vice Chairman, Elderly Care Service Industry Training  
Advisory Committee  
Chairman, Association of Bought Place Elderly Services  
Honorary Secretary, Hong Kong Alzheimer's Disease  
Association



唐安娜女士  
Ms Anna  
THOMPSON

香港太古集團有限公司一人事董事  
Staff Director, John Swire & Sons (HK) Ltd



**曾志文女士\***  
**Ms TSANG Chi-man,**  
**Linda\***

香港工會聯合會副理事長  
香港工會聯合會大灣區服務社總幹事  
Vice Chairman, The Hong Kong Federation of  
Trade Unions  
Executive Director, The Hong Kong Federation of Trade  
Unions Greater Bay Area Community Services



**利哲宏博士**  
**Dr Rizwan**  
**ULLAH, MH**

青年發展委員會委員  
教育局政府助學金聯合委員會委員  
社會企業研究院常務副院長  
Member, Youth Development Commission  
Lay Member, Joint Committee on Student Finance,  
Education Bureau  
Executive Vice Chancellor,  
Social Enterprise Research Academy



**黃梓謙先生**  
**Mr WONG Chi-him,**  
**Gary, JP**

基滙資本公共事務及市場推廣總監  
全國港澳研究會理事  
兒童事務委員會非官方委員  
Head and Director of Public Affairs and  
Marketing, Gaw Capital  
Board Member, Chinese Association of  
Hong Kong & Macao Studies  
Non-official Member, Commission on Children



**嚴楚碧女士\***  
**Ms YIM Chor-pik,**  
**Rabi\***

路向四肢傷殘人士協會主席  
香港復康聯會管理委員會(香港社會服務聯會  
復康專責委員會)副主席  
RPM Workstation設計總監  
Chairperson, Direction Association for the Handicapped  
Vice-Chairperson, Management Committee of the Hong  
Kong Joint Council for People with Disabilities (HKCSS  
Specialised Committee on Rehabilitation Service)  
Design Director, RPM Workstation

\* 任期自2021年5月20日起

\* Appointment effective from 20 May 2021

## 我們的架構 Our Organisation

### 管治委員會會議

平機會在2021-22年度共舉行了三次管治委員會會議，出席率達84.3%。受2019冠狀病毒病疫情影響，原定於2022年3月17日舉行的例會予以取消，委員以傳閱文件方式處理平機會事務。若委員連續兩次缺席會議，秘書處會給予書面提示。另外，委員亦須向管治委員會作出利益申報。

以下為2021-22年度管治委員會會議的出席記錄。

### Board Meetings

During 2021-22, three Board meetings were held, with an average attendance rate of 84.3%. One meeting originally scheduled for 17 March 2022 was cancelled due to the COVID-19 epidemic. Instead, the EOC's business was transacted by circulation of papers among Members. Where Members have been absent for two consecutive meetings, a reminder would be issued to them. In addition, Members are required to declare their interests in matters, if any, to be considered by the Board.

The attendance record of the meetings held in 2021-22 is listed in the table below.

		17/06/2021	16/09/2021	16/12/2021
朱敏健先生(主席)	Mr CHU Man-kin, Ricky, IDS (Chairperson)	✓	✓	✓
陳麗群女士	Ms CHAN Lai-kwan, Queenie, MH	✓	✓	✓
陳麗雲教授	Prof CHAN Lai-wan, Cecilia, JP	✓	✓	✓
鄭泳舜議員	The Hon CHENG Wing-shun, Vincent, MH, JP	✓	缺席 Abs	缺席 Abs
趙文宗教授	Prof CHIU Man-chung, Andy	✓	✓	✓
蔡懿德女士	Ms CHOI Yi-tak, Rosanna	✓	✓	✓
高德蘭博士	Dr Theresa CUNANAN	✓	缺席 Abs	✓
高朗先生	Mr Mohan DATWANI	✓	✓	✓
何超蓮女士	Ms HO Chiu-ha, Maisy, BBS	✓	✓	缺席 Abs
藍建中先生	Mr LAM Ken-chung, Simon	✓	✓	✓
梁世民醫生	Dr LEUNG Sai-man, Sigmund, BBS, JP	✓	✓	✓
謝偉鴻博士	Dr SHIE Wai-hung, Henry	✓	✓	✓
唐安娜女士	Ms Anna THOMPSON	✓	✓	✓
曾志文女士	Ms TSANG Chi-man, Linda	✓	✓	缺席 Abs
利哲宏博士	Dr Rizwan ULLAH, MH	✓	✓	✓
黃梓謙先生	Mr WONG Chi-him, Gary, JP	缺席 Abs	✓	缺席 Abs
嚴楚碧女士	Ms YIM Chor-pik, Rabi	✓	✓	缺席 Abs

Abs = Absent

## 管治委員會轄下四個專責小組

平機會管治委員會轄下有四個專責小組，負責平機會的不同事務。四個專責小組分別是行政及財務專責小組、社會參與及宣傳專責小組、法律及投訴專責小組，以及政策、研究及培訓專責小組。

### 行政及財務專責小組

行政及財務專責小組每三個月舉行一次會議，職責包括審閱平機會預算、帳目、運作表現及年報；成立招標委員會和批准他們的建議；決定首長級別員工的人事聘用；以及定期檢討平機會的僱員及行政政策。

### 社會參與及宣傳專責小組

社會參與及宣傳專責小組每三個月舉行一次會議，負責就加強宣傳、教育、傳媒關係和社會參與等工作提供意見和審閱報告；就與政府、非政府組織、關注團體保持聯繫的方法提供意見；審批由平機會委託其他人士進行的研究或教育項目；以及監察社會對平機會工作的回應。

## Four Committees under the Board

Under the EOC Board, there are four committees appointed to pursue the goals of the Commission, namely the Administration and Finance Committee (A&FC), the Community Participation and Publicity Committee (CPPC), the Legal and Complaints Committee (LCC) and the Policy, Research and Training Committee (PRTC). Their respective scope of work is listed below.

### Administration and Finance Committee (A&FC)

The A&FC holds meetings every three months. Its responsibilities include: reviewing the EOC's budget, accounts, operational performances, and the annual report; setting up tender boards and approving their recommendations; deciding on personnel matters related to staff employed on the Directorate pay scale; and reviewing staffing and administrative policies.

### Community Participation and Publicity Committee (CPPC)

The CPPC holds meetings every three months, and is responsible for advising and receiving reports on measures related to strengthening publicity, education, media relations and community participation; providing advice on measures to connect with organisations, both Government and non-government, as well as concern groups; considering and approving assistance for educational projects undertaken by other persons; and monitoring the community's response to the work of the EOC.

## 我們的架構 Our Organisation

### 法律及投訴專責小組

法律及投訴專責小組每兩個月舉行一次會議，負責多種職務，包括就調停工作、正式調查、法律協助申請和執行通知提出意見，並作出監察和進行評估。此外，法律及投訴專責小組亦會就正式調查和修訂四條反歧視條例等事宜提出建議。

### 政策、研究及培訓專責小組

政策、研究及培訓專責小組每三個月舉行一次會議，負責帶引平機會的政策及研究工作，包括就政策分析及所倡議的觀念提出意見；審批各項研究和培訓教材套項目；以及審閱政策及研究的報告。

有關上述四個專責小組的成員名單，已列載於附錄1。至於詳細職權範圍，請瀏覽平機會網站：

<https://www.eoc.org.hk/zh-hk/about-the-eoc/organisation-and-staff-3>

### Legal and Complaints Committee (LCC)

The LCC holds meetings every two months, and is responsible for a variety of activities, including providing advice on, monitoring and evaluating conciliation, formal investigations, applications for legal assistance, and enforcement notices. In addition, the LCC makes recommendations on issues relating to formal investigations and on proposals for amending the four anti-discrimination ordinances.

### Policy, Research & Training Committee (PRTC)

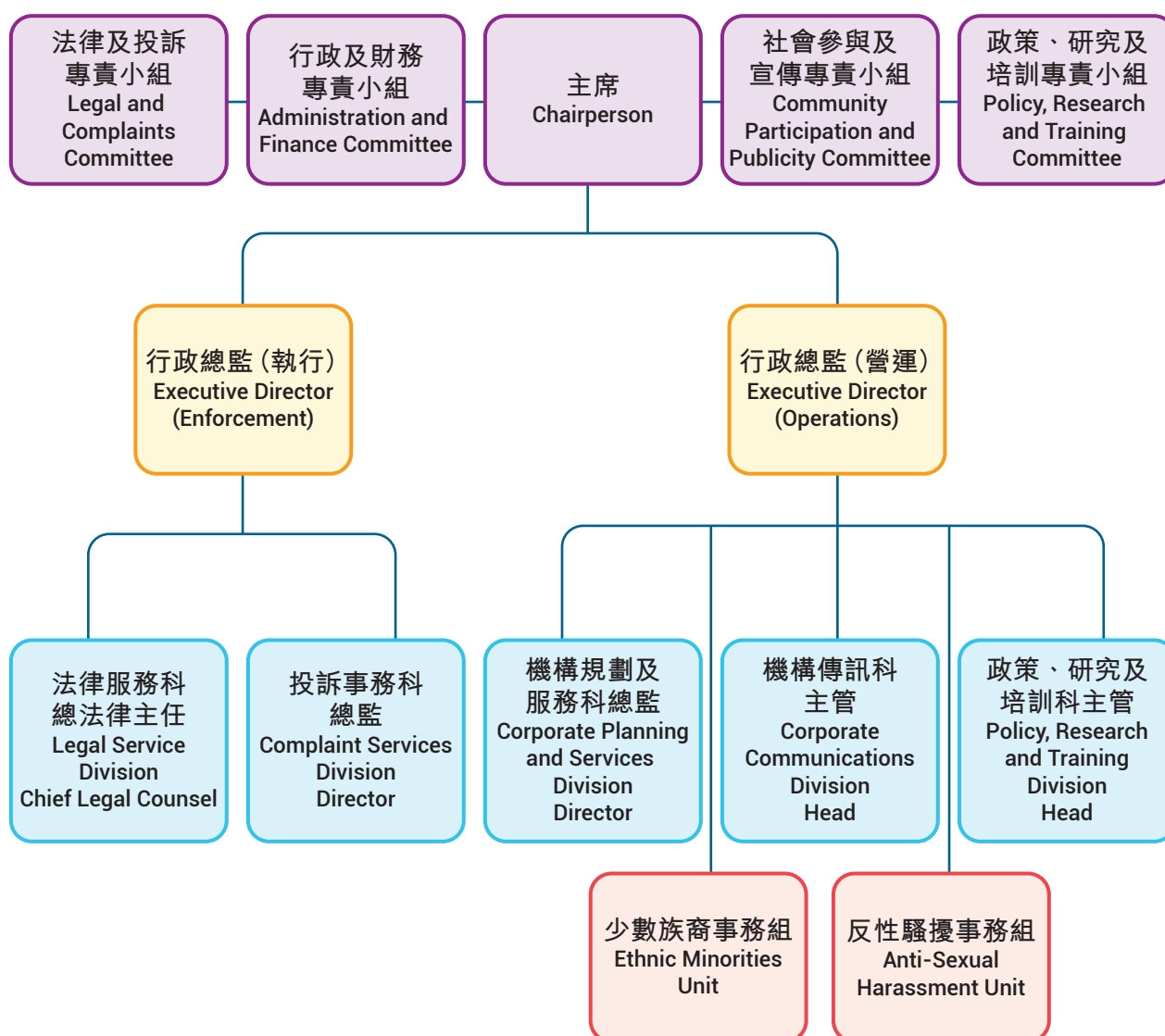
The PRTC holds meetings every three months, and is responsible for directing the EOC's policy and research efforts, which entails advising on policy analysis/advocacy; considering and approving research and training modules; and evaluating policy and research reports.

Membership of the above four committees is listed in Appendix 1. As for complete terms of reference, please refer to the EOC website:

<https://www.eoc.org.hk/en/about-the-eoc/organisation-and-staff-3>

## 平等機會委員會的組織架構 (截至2022年3月31日) Organisational Structure of the Equal Opportunities Commission (as of 31 March 2022)

### 平等機會委員會管治委員會 Board of the Equal Opportunities Commission



## 我們的架構 Our Organisation

### 平等機會委員會辦事處管理小組(截至2022年3月31日) Management Team of the Equal Opportunities Commission (as of 31 March 2022)

#### 主席 Chairperson

朱敏健先生 Mr CHU Man-kin, Ricky, IDS

#### 行政總監(營運) Executive Director (Operations)

朱崇文博士 Dr CHU Chung-man, Ferrick

#### 行政總監(執行) Executive Director (Enforcement)

陸志祥先生 Mr LUK Chi-cheung, Ivan

#### 總監(投訴事務) Director (Complaint Services)

蕭傑雄先生 Mr SIU Kit-hung, Tony

#### 總監(機構規劃及服務) Director (Corporate Planning and Services)

李錦雄先生 Mr LI Kam-hung, Oska

#### 總法律主任 Chief Legal Counsel

文瑞麟先生 Mr MAN Sui-lun, Allan

#### 主管(機構傳訊) Head (Corporate Communications)

王珊娜女士 Ms WONG Shan-nar, Shana

#### 主管(政策、研究及培訓)(署任) Head (Policy, Research and Training) (Acting)

徐好婷女士 Ms TSUI Ue-ting, Doris



# 為歧視受害人討回公道——投訴處理

## Providing Redress to Victims of Discrimination – Complaint Handling

平機會獲授權調查公眾根據四條反歧視條例提出的投訴，並鼓勵爭議各方進行調停。這些條例禁止基於性別、懷孕、婚姻狀況、餵哺母乳、殘疾、家庭崗位和種族的歧視。條例同時保障公眾免受性騷擾、基於餵哺母乳的騷擾，以及基於殘疾和種族的騷擾與中傷。

任何人士如感到自己遭受法例所指的歧視、騷擾或中傷，可透過平機會網頁的網上表格提出投訴，或透過郵遞、傳真或親臨平機會辦事處向平機會遞交書面投訴。

平機會在投訴處理程序各個階段，均採用「以受害人為本」的方針，除了恪守公平公正的原則，還同時留心 and 體恤受害人的特別需要。



The EOC is mandated to conduct investigation into complaints lodged under the four anti-discrimination ordinances, and encourage conciliation between the parties in dispute. These ordinances prohibit unlawful discrimination on the grounds of sex, pregnancy, marital status, breastfeeding, disability, family status and race. The ordinances also prohibit sexual harassment, breastfeeding harassment, as well as harassment and vilification on the grounds of disability and race.

Anyone who feels that he/she has been subject to discrimination, harassment and vilification, as specified in the ordinances, may lodge a complaint with the EOC – either by using the online form on the EOC website, or by submitting the complaint in writing through mail, fax or in person.

At all stages of the complaint-handling process, the EOC adopts a “victim-centric” approach, which recognises and pays attention to the special needs of victims while adhering to the principles of fairness and impartiality.

## 投訴處理 Complaint Handling

### 投訴處理機制及程序

平機會收到查詢或投訴後，會審視：

- (a) 投訴是否由受屈人或受屈人授權的代表提出；以及
- (b) 投訴是否包含在反歧視條例下屬於違法行為的指稱。

如符合上述條件，平機會會迅速編配個案主任跟進。

調查投訴時，平機會會審視所有與個案有關的資料。在合適的情況下，平機會鼓勵爭議各方進行調停。調停完全屬自願性質。

為了讓公眾易於了解投訴處理程序，平機會製作了一系列視聽資訊，包括有關投訴和調停的短片，以及有關投訴處理程序的語音檔案。所有視聽資訊皆備有廣東話、普通話和英文版本，可於平機會的網站觀看或收聽。

### Complaint-handling Mechanism and Procedures

Upon receiving an enquiry or complaint, the EOC will verify if:

- (a) The complaint is lodged by the aggrieved person or by a representative authorised by that person; and
- (b) The complaint contains an allegation of unlawful act under the anti-discrimination ordinances.

Where the above conditions have been met, a case officer would be promptly assigned to follow up on it.

When investigating a complaint, the EOC would examine all information relevant to the case. Where deemed appropriate, the EOC would encourage the parties in dispute to settle through conciliation, which is entirely voluntary.

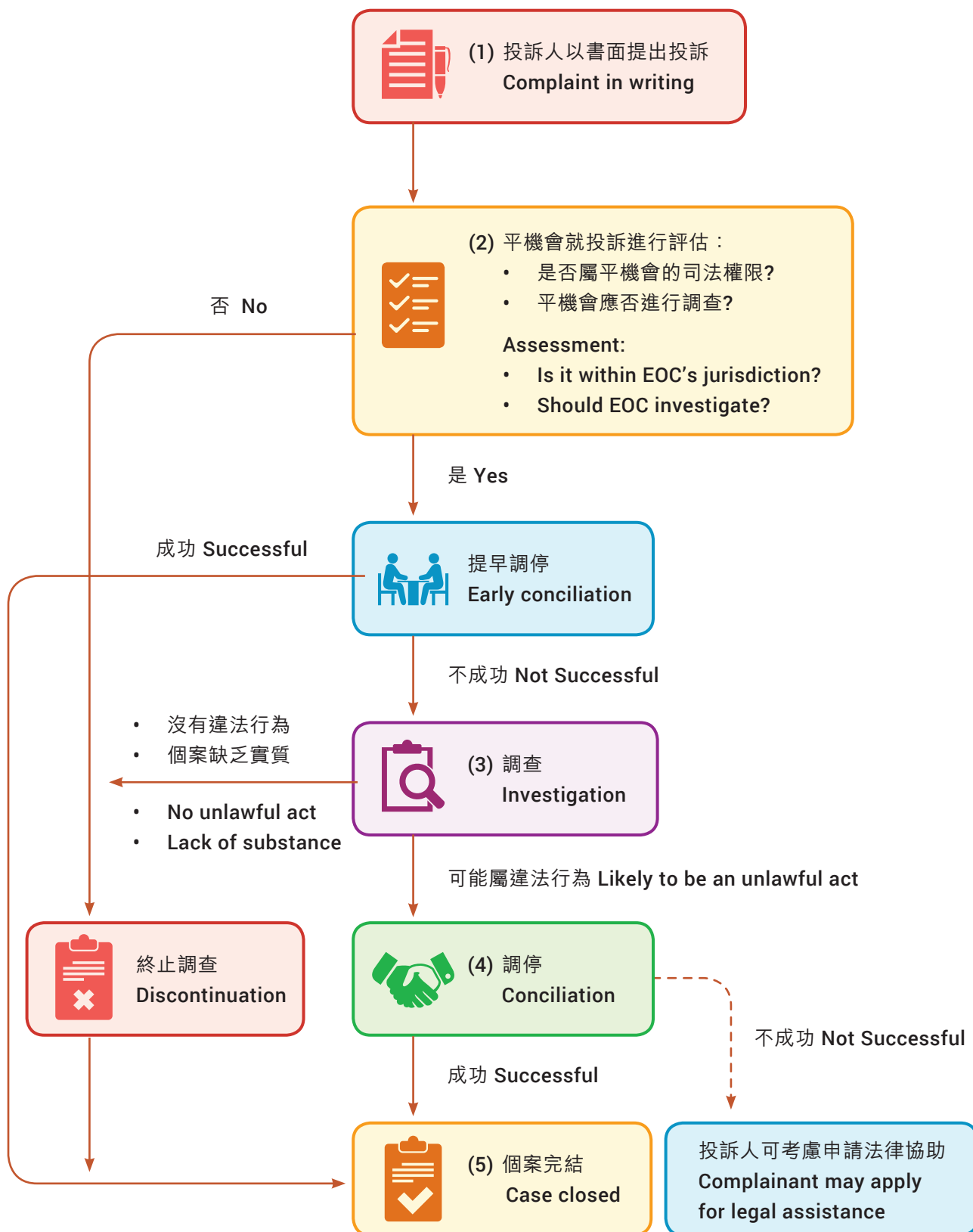
To enable the public to understand the complaint-handling procedures easily, the EOC has produced a series of audio-visual materials, including videos about complaints and conciliation, and audio tracks on the procedures. All these are available in Cantonese, Putonghua and English, and can be viewed or listened on the EOC website.

平機會採用「以受害人為本」的方針，  
並恪守公平公正的原則。

**The EOC adopts a “victim-centric” approach, while adhering to the principles of fairness and impartiality.**

### 投訴處理程序流程圖

### Flowchart on Complaint-handling Process



## 投訴處理 Complaint Handling

### 已處理的查詢及投訴

#### 查詢

平機會不時收到有關歧視、反歧視條例及平機會工作的查詢。查詢經由平機會網站的網上查詢表格、平機會電話熱線、信件和面談提出，有聽覺障礙／語言障礙人士可透過短訊向平機會提出。

在2021-22年度，平機會共處理了10 124宗查詢，比2020-21年度減少58%。查詢個案下跌，主要由於平機會在2020年4月收到超過14 000封電郵，使2020-21年度的查詢個案基數龐大。那些電郵大部分由同一樣本電郵複製而來，內容不屬平機會的管轄範圍，或者無法跟進。

在2021-22年度所有查詢當中，有：

- 6 863宗為一般查詢，關乎反歧視條例的條文和平機會的活動；以及
- 3 261宗為具體查詢，關乎一些可能會演變為投訴的情況和事件。

### Enquiries and Complaints Handled

#### Enquiries

From time to time, the EOC receives enquiries about discrimination, the anti-discrimination ordinances and its work from the public. These are submitted to the EOC through the online form on the EOC website, or through the EOC telephone hotline, writing and face-to-face interviews. People with hearing impairment/speech difficulties may also submit their enquiries to the EOC through SMS.

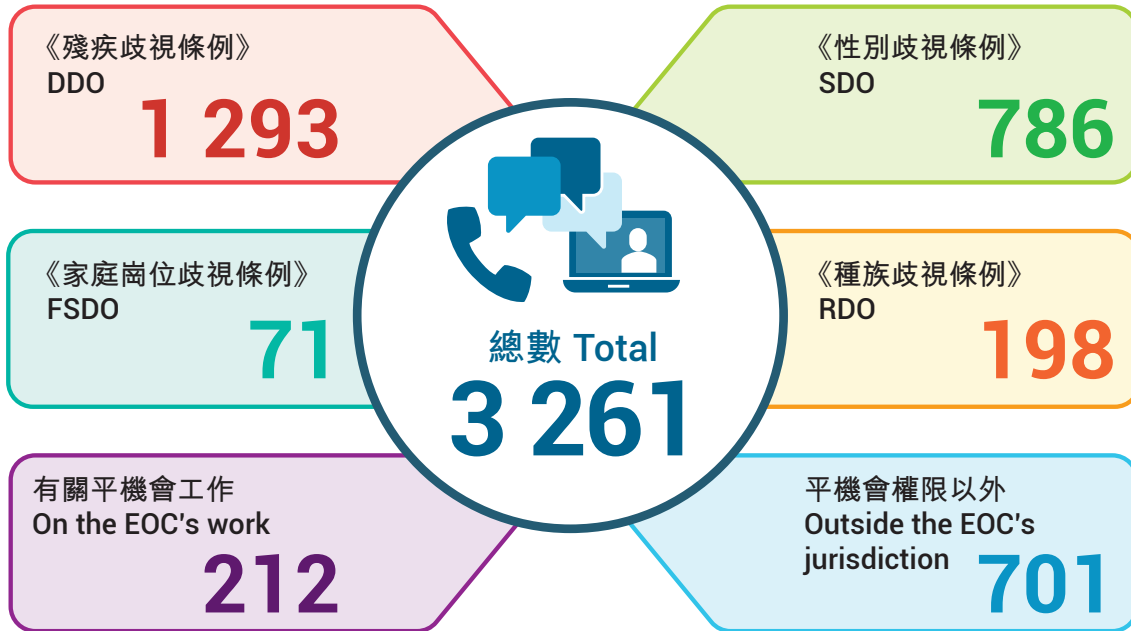
In 2021-22, the EOC handled a total of 10 124 enquiries, 58% less than in 2020-21. The drop was due to the exceptionally large base of enquiries in 2020-21, as caused by an influx of over 14 000 emails to the EOC in April 2020. These were largely derived from the same template, the subject matter of which was either outside the jurisdiction of the EOC or not pursuable.

Out of the total enquiries handled in 2021-22:

- 6 863 were general enquiries about the provisions of the anti-discrimination laws and events organised by the EOC; and
- 3 261 were specific enquiries about scenarios or incidents that might become complaints.

## 2021-22年度具體查詢數字(按條例分類)

## Breakdown on Specific Enquiries by Ordinances in 2021-22



## 已處理的投訴

在2021-22年度，平機會收到977宗投訴，亦對涉及違法行為的事件或情況，以及根據法例可能引起歧視問題的事宜主動展開調查及／或作出跟進行動。有關事件是平機會留意到，或由第三方或不想參與調查或調停過程的個別受屈人士向平機會報告。在這些情況下，平機會會向有關方面查詢事件，解釋相關的法例條文，並建議他們改善情況。

## Complaints Handled

In 2021-22, the EOC received 977 complaints. The EOC also initiated investigation and/or follow-up actions into incidents or situations involving unlawful acts, and issues that gave rise to concerns of discrimination under the law. These incidents were noticed by the EOC, or brought to the attention of the EOC by third parties or aggrieved individuals who did not wish to be involved in the investigation or conciliation process. Under these circumstances, the EOC would approach the concerned parties to inquire into the matter, explain the relevant legal provisions, and advise them on rectifying the situation.

## 投訴處理 Complaint Handling



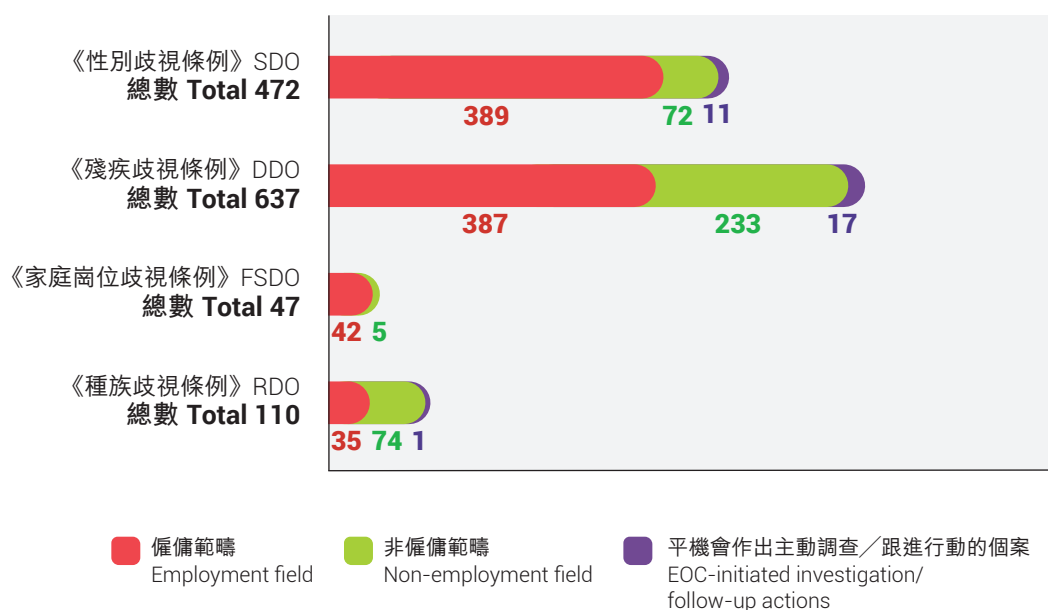
處理  
Handled **1 266** 宗投訴  
complaints

連同過往年度尚未完成的個案(包括平機會主動調查的個案), 平機會在2021-22年度共處理了1 266宗投訴, 比2020-21年度的1 179宗增加了7%。

Together with the complaints carried forward from previous years (including the EOC-initiated investigation), the EOC handled a total of 1 266 complaints in 2021-22, 7% more than the figure (1 179) in 2020-21.

**2021-22年度已處理的投訴及平機會作出主動調查/跟進行動的個案總數(包括過往年度尚未完成的個案): 1 266宗**

**Total Number of Complaints and EOC-initiated Investigation/Follow-up Actions Handled in 2021-22 (including cases carried over from previous years): 1 266**



## 有關《性別歧視條例》的投訴

- 大部分(約84%)有關《性別歧視條例》的投訴屬於僱傭範疇。性騷擾(202宗)和懷孕歧視個案(109宗)仍佔首兩位。

## 有關《殘疾歧視條例》的投訴

- 有關《殘疾歧視條例》的投訴中，有62%(387宗)屬於僱傭範疇，當中大多數涉及僱員因放病假和工傷而遭解僱。非僱傭範疇的個案則主要涉及提供貨品、服務及設施。

## 有關《家庭崗位歧視條例》的投訴

- 在47宗有關《家庭崗位歧視條例》的個案中，42宗屬於僱傭範疇，不少指稱涉及基於家庭崗位而遭解僱。

## 有關《種族歧視條例》的投訴

- 在109宗有關《種族歧視條例》的個案中，大部分屬於非僱傭範疇，主要涉及在提供貨品、服務或設施方面的歧視。

## 有關2019冠狀病毒病的投訴

就2019冠狀病毒病疫情及政府和其他界別實施的預防和管控措施，市民提出了不同查詢。在2021-22年度，平機會就疫症事宜收到160宗查詢和34宗投訴；就疫苗接種則收到236宗查詢和26宗投訴。投訴主要涉及僱傭範疇，部分關乎貨品、服務及設施的提供。

## Complaints under the SDO

- A large majority (around 84%) of the complaints handled under the SDO belonged to the employment field. Sexual harassment (202 cases) and pregnancy discrimination (109 cases) continued to occupy the top two ranks of cases.

## Complaints under the DDO

- Of the complaints handled under the DDO, 62% (387 cases) were related to employment, and the majority concerned the dismissal of employees due to sick leave and work injuries. For those cases not related to employment, the majority involved the provision of goods, services and facilities.

## Complaints under the FSDO

- Of the 47 FSDO complaint cases, 42 were employment-related. A number of the allegations concerned dismissal on the grounds of family status.

## Complaints under the RDO

- A large majority of the 109 RDO cases were non-employment-related, which mainly concerned discrimination in the provision of goods, services and facilities.

## Complaints concerning COVID-19

The COVID-19 epidemic and the implementation of preventive and control measures by the Government and other sectors have led to various kinds of queries from the public. During 2021-22, the EOC received 160 enquiries and 34 complaints concerning the epidemic, and 236 enquiries and 26 complaints concerning vaccination. The complaints were mainly employment-related, while some concerned the provision of goods, services and facilities.

## 投訴處理 Complaint Handling



例如，一名中醫師涉嫌拒絕為一名2019冠狀病毒病的康復者提供服務。經平機會調停後，該中醫師同意向投訴人發出書面道歉。

For example, a Chinese medicine practitioner allegedly refused to provide service to a person who had recovered from COVID-19. Upon conciliation by the EOC, the practitioner agreed to issue a written apology to the complainant.

根據《殘疾歧視條例》，服務提供者若基於某人的殘疾，包括冠狀病毒病和曾經存在的殘疾，拒絕向該人提供貨品、服務或設施，即屬違法。

Under the DDO, it is unlawful for a service provider to refuse the provision of goods, services and facilities to someone on the grounds of that person's disability, which definition covers both COVID-19 and past disability.

### 平機會的主動調查／跟進行動

如上文所述，平機會亦會對涉及違法行為的事件或情況，以及根據法例可能引起歧視問題的事宜主動展開調查及／或作出跟進行動。平機會在報告期內處理了29宗此類個案，大部分與《殘疾歧視條例》有關（主要是通道和服務提供的問題），其次是《性別歧視條例》（主要是招聘的問題）。

### EOC-initiated Investigation/Follow-up Actions

As mentioned above, the EOC also initiated investigation and/or follow-up actions on incidents or situations involving unlawful acts, and issues that gave rise to concerns of discrimination under the law. During the year under review, the EOC handled 29 such cases, with the majority falling in the DDO category (mainly on accessibility and service provision), followed by the SDO (mainly on recruitment).

### 平機會就招聘廣告作出的主動調查 EOC-initiated investigation into recruitment advertisements



平機會留意到互聯網某平台上有太多則招聘廣告，註明某特定性別為遴選／調整起薪點的準則之一。平機會主動調查事件，聯絡有關方面解釋反歧視條例的條文，最終該平台移除了有關廣告。

A number of recruitment advertisements were observed on an online platform, which listed a specific sex as one of the selection and/or starting salary adjustment criteria. The EOC initiated investigation into the matter and contacted the parties concerned to explain the provisions of the anti-discrimination ordinances. As a result, the advertisements were removed from the platform.

#### 吸取的經驗：

平機會透過主動採取行動，教育公眾，向大眾講解以性別為聘請或釐定僱傭條款的準則，有可能違反《性別歧視條例》。

#### Lesson learnt:

The EOC made use of self-initiated action to educate the public and promote awareness that using sex as a criterion in offering employment or determining terms of employment might be unlawful under the SDO.





### 平機會就銀行的通道問題作出的主動調查 EOC-initiated investigation into accessibility issue of a bank

某銀行的分行門前有數級梯級，使輪椅使用者無法進入銀行。平機會跟進個案，該銀行同意在該分行安裝爬樓梯機。

One of the branches of a bank allegedly had a few steps in front of its entrance, which hindered wheelchair users from entering the bank. The EOC followed up on the case and the bank agreed to equip the branch with a stair climber.

#### 吸取的經驗：

即使這個案沒有受屈人提出投訴，平機會亦主動作出跟進，使通道問題得以改善，推動建構暢通無阻的環境。

#### Lesson learnt:

Even though no aggrieved person came forward in this case, the EOC initiated follow-up actions, leading to enhancement of the access and a barrier-free environment.

## 調停

在調查投訴個案的過程中，平機會致力協助投訴人和答辯人通過調停達成和解。調停的目的是讓各有關方面找出令各方滿意的的方法解決爭議，讓各人不再受爭議困擾。

## Conciliation

In the course of investigating a complaint case, the EOC will endeavour to help the complainant and the respondent reach a settlement by way of conciliation. The purpose of conciliation is to bring together the parties concerned to look for ways of resolving the dispute to the satisfaction of both parties, so that they can move beyond the dispute.

調停完全屬自願性質。和解的形式可以是道歉、支付金額、修改政策和慣例、檢討工作程序及其他安排。

Conciliation is completely voluntary, and the settlement can be in the form of apology, payment, change in policy and practice, review of work procedures and other arrangements.

在2021-22年度，有964宗投訴個案完結，當中166宗進行了調停，最終143宗成功調停，調停成功率為86%。這個比率是近年最高的，相對2020-21年度的成功率是84%。

Of the 964 complaint cases concluded in 2021-22, 166 proceeded to conciliation, with 143 successfully conciliated. This translated into a conciliation success rate of 86% – the highest in recent years – as compared to 84% in 2020-21.



**86%** 調停成功率  
Conciliation Success Rate

## 投訴處理 Complaint Handling

### 和解個案案例

以下是平機會在2021-22年度處理的投訴個案案例。透過平機會的調停，投訴人和答辯人雙方進行討論，就解決投訴方法達成協議，無需再受爭執困擾。

### Examples of Conciliated Cases

The following are examples of complaints handled by the EOC in 2021-22. Through conciliation facilitated by the EOC, the complainant(s) and the respondent(s) were able to discuss and agree on the ways of resolving the complaint, so that they can move beyond the dispute.



#### 僱傭範疇的殘疾歧視 Disability discrimination related to employment

某外籍家庭傭工因其疾病(卵巢囊腫)而遭僱主解僱，於是向平機會和勞資審裁處提出投訴。

An employer allegedly dismissed a migrant domestic helper on the grounds of her illness (ovarian cyst). Besides lodging a complaint with the EOC, the complainant also filed her case at the Labour Tribunal.

根據《殘疾歧視條例》，僱主若基於僱員的疾病而把他／她解僱，即屬違法。

Under the DDO, it is unlawful for an employer to dismiss an employee on the grounds of his/her illness.

經調停後，答辯人向投訴人支付一筆款項，以同時解決平機會和勞資審裁處的個案。

Upon conciliation, a monetary sum was offered to the complainant by the respondent as a global settlement for both cases at the EOC and the Labour Tribunal.

#### 吸取的經驗：

#### Lessons learnt:

這個案顯示雙方的意願和合作對於能夠迅速達致和解至為重要，而即使其中一方已離開香港，個案也能繼續獲處理和解決。

This case highlights the importance of willingness and co-operation from both parties to achieve a speedy settlement. Also, even one of the parties was no longer in Hong Kong, the case could still be pursued and settled.



### 與參與會社有關的種族歧視 Racial discrimination related to participation in clubs

某會社要求一名非華裔成員每一次使用會社設施前，均須簽署申報表，確認遵守各項防疫規定。該成員投訴會社作出種族歧視。

根據《種族歧視條例》，若會社基於某成員的種族而不讓該成員或限制該成員獲得或享用該會社提供的任何利益、服務或設施，即屬違法。

經平機會調停後，該會社向有關成員發出書面道歉，並安排所有僱員參加平機會有關反歧視條例的培訓課程，還有即時修訂會社政策和僱員手冊。

#### **吸取的經驗：**

這個案證明種族差別待遇不為社會接受。

A club allegedly required a non-ethnic Chinese member to sign a declaration form to acknowledge various pandemic-control regulations every time before the member used the facilities of the club. The member lodged a complaint of racial discrimination against the club.

Under the RDO, it is unlawful for a club to discriminate against a person who is a member of the club on the grounds of race, by denying the person's access or limiting his or her access to any benefits, services or facilities provided by the club.

Upon conciliation by the EOC, the club issued a written apology to the member concerned. The club also arranged for all employees to attend a training session on the anti-discrimination ordinances by the EOC, as well as immediate change to the club's policy and employee's handbook.

#### **Lesson learnt:**

This case underlines that racial profiling has no place in society.



### 有關通道問題的殘疾歧視 Disability discrimination concerning accessibility

某幢建於80年代的住宅大廈沒有任何無障礙通道讓輪椅使用者使用，該大廈一名居民向平機會提出投訴。

根據《殘疾歧視條例》，任何人在提供進出處所的方法上歧視殘疾人士，即屬違法。

經調停後，該大廈的業主立案法團同意提供設施和推行措施，包括安裝爬樓梯機、提供改裝的輪椅、特別訂造可攜式斜道，以及進行樓梯改裝工程，以克服大廈在地理環境上的限制。

#### 吸取的經驗：

即使只有一名居民受影響，經調停後業主立案法團也願意作出改善，使大廈符合無障礙的環境。

A residential building built in the 1980s allegedly did not have any barrier-free access for wheelchair users. A resident of the building lodged a complaint with the EOC.

Under the DDO, it is unlawful to discriminate against persons with disabilities in relation to the means of access to premises.

Upon conciliation, the Incorporated Owners (IO) of the building agreed to provide a combination of facilities/measures, including a stair climber; a modified wheelchair; a tailor-made portable ramp; and staircase modification work to overcome the geographical barrier.

#### Lesson learnt:

Through conciliation, the IO was willing to make an effort to achieve a barrier-free environment even when there was only one resident affected.

## 已完結個案

平機會的服務承諾是在180日或六個月內完成處理75%的投訴個案。在2021-22年度，平機會的表現超越目標，有87%的個案在六個月內完成處理，投訴的平均處理時間只是100日。

根據法例，平機會可基於以下任何一個原因，決定不對投訴進行調查或終止調查：

- 平機會信納，根據有關的條例，投訴所指稱的行為不屬違法；

## Cases Concluded

The EOC's performance pledge is to conclude 75% of the complaints within 180 days or six months. In 2021-22, the EOC outperformed its target, with 87% of the complaints concluded within six months, and the average handling time of the complaints only at 100 days.

Under the ordinances, the EOC may decide not to conduct or to discontinue an investigation into a complaint for any of the following reasons:

- The EOC is satisfied that the alleged act is not unlawful by virtue of a provision under the ordinances;

- 平機會認為受屈人不願意進行或繼續調查；
- 有關行為在12個月前作出；
- 在代表投訴個案中，平機會決定投訴不應以代表投訴方式作出(以處理代表投訴的有關規則為依據)；或
- 平機會認為投訴屬瑣屑無聊、無理取鬧、基於錯誤理解或缺乏實質。
- The EOC is of the opinion that there is no desire on the part of the aggrieved person(s) for the investigation to be conducted or continued;
- More than 12 months have elapsed since the act;
- The EOC determines, in the case of a representative complaint, that the complaint should not be a representative complaint (in accordance with the relevant rules dealing with representative complaints); or
- The EOC is of the opinion that the complaint is frivolous, vexatious, misconceived or lacking in substance.

在2021-22年度，平機會決定不對181宗個案進行調查，並終止調查596宗個案。

In 2021-22, the EOC decided not to conduct investigation for 181 cases, and discontinued investigation for another 596 cases.

### 2021-22年度已完結的個案數字 (根據所採取的行動分類)

### Breakdown on Cases Concluded in 2021-22 by Action Taken



## 投訴處理 Complaint Handling

### 服務使用者的正面回應

平機會不時接獲公眾的正面意見和鼓勵說話，這些公眾人士都曾使用平機會的服務，向平機會作出查詢和提出投訴，又或獲得平機會的法律協助，跟進他們的個案。他們具建設性的意見和正面評價印證了平機會的專業和優質服務水平，驅使平機會進一步提升表現。

### Positive Feedback from Service Users

From time to time, the EOC receives encouraging and positive feedback from members of the public, who have lodged enquiries and complaints with the EOC, or received legal assistance in taking their cases forward. Their constructive feedback and positive comments are testimonials of the EOC's professionalism and service quality, and motivate the EOC to strive for even better performance.



「事件現已圓滿解決，實有賴貴會職員積極盡責、耐心分析指導，故此去信表揚，欣喜平機會能擁有精傑員工，能幹、明理、竭力維護平等公正原則，使香港市民樂享生活，並在國際社會維持良好形象，為世稱譽。」

“Thank you very much for all your help. I do feel relieved and somehow got what is due to me and got back my dignity, and that justice is served accordingly.”

“I am grateful that you have encouraged me to maintain an emotional balance in this process. Thank you for working hard on this process and making it fast, so that the pain and trauma for me are much less. Thank you again and the EOC for bringing light and hope to ordinary people like me.”

「我樂於見到三贏局面——平機會完成協調，投訴人釋懷以及我的放下。再次感謝你付出的時間和努力的協調。」

“We appreciate very much the assistance of the EOC and particularly the case officer, who gave us a lot of expert advice and facilitated us in the conciliation process...”

「感謝你們數個月來的熱心協助。」





「本人慶幸有平等機會委員會這個獨立法定機構，讓社會上受到不平等對待的人，有一個求助的渠道及機會。」

“Thank you so much for your assistance throughout, and I’m glad it ended in successful conciliation.”

「法律主任同個案主任同樣專業，在解釋法律條文、權利、責任各方面，都不厭其煩地詳加解說……本人同時祈望平機會日後繼續秉持宗旨，為弱勢社群，社會公義發聲。」

「感謝平機會及個案主任在此事上作出重大幫助，本人深表謝意。」

“Thank you very much for your attention and the time spent on this complaint. Your concern in the case is deeply appreciated.”

“May I take this opportunity to express our appreciation to you for providing us a channel to communicate with the complainant. Thank you very much.”

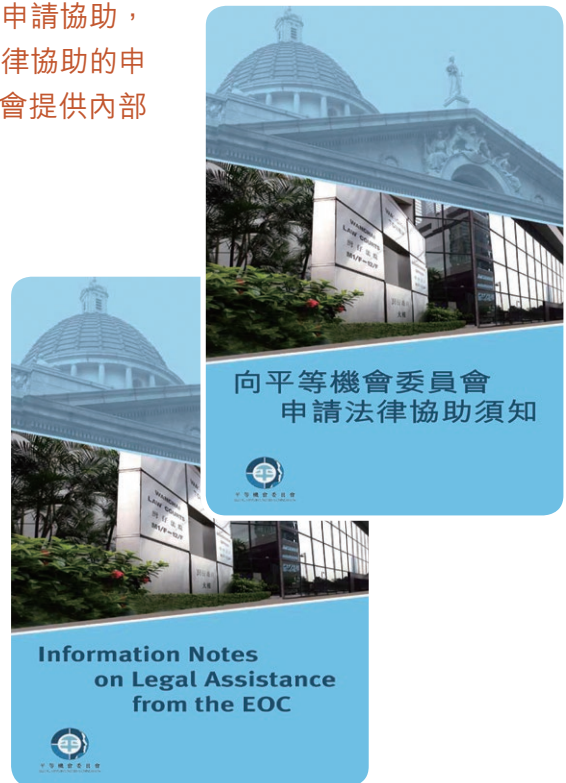
「很感謝個案主任在此投訴事件中付出過的努力和關心。」

“Thank you for your tremendous efforts in this conciliation, so that we can narrow the gap to finally reach an agreement...I really appreciate your effort and contribution!”

## 捍衛法治——法律服務 Upholding the Law – Legal Service

**投**訴人作出投訴後，若未能達成和解，可向平機會申請協助，包括法律協助。平機會的法律服務科負責處理法律協助的申請，還會就反歧視條例的成效進行檢討，以及向平機會提供內部法律意見和支援。

**W**hen a complaint has been lodged, but not settled, the complainant may apply to the EOC for assistance, including legal assistance. The Legal Service Division (LSD) of the EOC is responsible for handling applications for legal assistance, in addition to reviewing the effectiveness of the anti-discrimination laws and providing internal legal advice and support to the EOC.



### 向投訴人提供的協助

每當收到法律協助申請時，法律服務科會指派部門內一名律師處理有關申請。該律師會細閱與個案有關的所有文件和資料，進行法律研究，就應否給予法律協助擬備詳盡的意見書，提交平機會管治委員會轄下的法律及投訴專責小組。

### 提供法律協助與否的考慮因素

法律及投訴專責小組會考慮多項因素以決定是否提供法律協助，包括：

- 案件能否就重要法律問題確立先例？

### Assistance to Complainants

Whenever an application for legal assistance is received, a lawyer of the LSD will be assigned to deal with the application. The lawyer will peruse all documents and information in relation to the case, conduct legal research, and prepare a detailed submission to the Legal and Complaints Committee (LCC) of the EOC Board, advising whether legal assistance should be granted.

### Considerations for Giving or Not Giving Legal Assistance

In deciding whether or not to give legal assistance, the LCC considers a wide range of factors, including:

- Could the case establish a precedent on important legal issues?



- 案件會否喚起公眾關注香港仍然常見的歧視問題(如懷孕歧視和處所通道問題)?
- 案件會否鼓勵有關方面在制度上作出改革以消除歧視?
- 個案是否過於複雜,或雙方的相對位置過於懸殊(如權力不平衡),以致申請人難以處理?
- 證據是否足以在法庭獲得勝訴?
- 就某特定個案而言,法律訴訟是否消除歧視的最佳或最有效方法?
- Would the case raise public awareness in areas of discrimination which are still prevalent in Hong Kong, such as pregnancy discrimination and accessibility to premises?
- Would the case encourage institutional changes to eliminate discrimination?
- Would it be difficult for the applicant to handle the case given its complexity and/or the relevant position of the parties (eg imbalance of power)?
- Is the evidence sufficient to support a good prospect for success in court?
- Is legal proceeding the best or most effective way to eliminate discrimination insofar as the particular case is concerned?

這些因素在每一宗個案的適用程度不一,專責小組通常會綜合考慮各個原因才作出決定。

The applicability of these factors varies from case to case, and often a combination of reasons is involved in reaching a decision.

若專責小組成員決定給予某個案法律協助,負責的平機會律師會採取一切所需的跟進行動協助申請人。有關協助包括由平機會律師向申請人提供法律意見、收集或評估進一步資料或證據,或由平機會律師或平機會聘任的私人執業律師在法律訴訟中代表申請人。

If Members of the LCC decide to grant legal assistance to a particular case, the responsible EOC lawyer will take all necessary follow-up actions to assist the applicant. The assistance may include legal advice to the applicant by the EOC lawyer(s), legal services related to the gathering and assessment of further information or evidence, or representation in legal proceedings by the EOC lawyer(s) or by lawyer(s) in private practice engaged by the EOC.

法律服務科的指定律師會擔任受助人的法律代表,擬備所需的法律文件,為受助人提起法律訴訟程序。法律服務科的律師會在各非正審聆訊/審訊中代表受助人出庭,或視乎案件的複雜和影響程度,延聘外間的獨立大律師代表受助人出庭。

The designated lawyer(s) of the EOC will act as the assisted person's legal representative and prepare the necessary legal documentation with a view to issuing legal proceedings on behalf of the assisted person. The lawyer(s) will appear in court on behalf of the assisted person in various interlocutory hearings/trials or engage an independent counsel to do so, depending on the complexity and magnitude of the case.

## 法律服務 Legal Service

### 申請協助

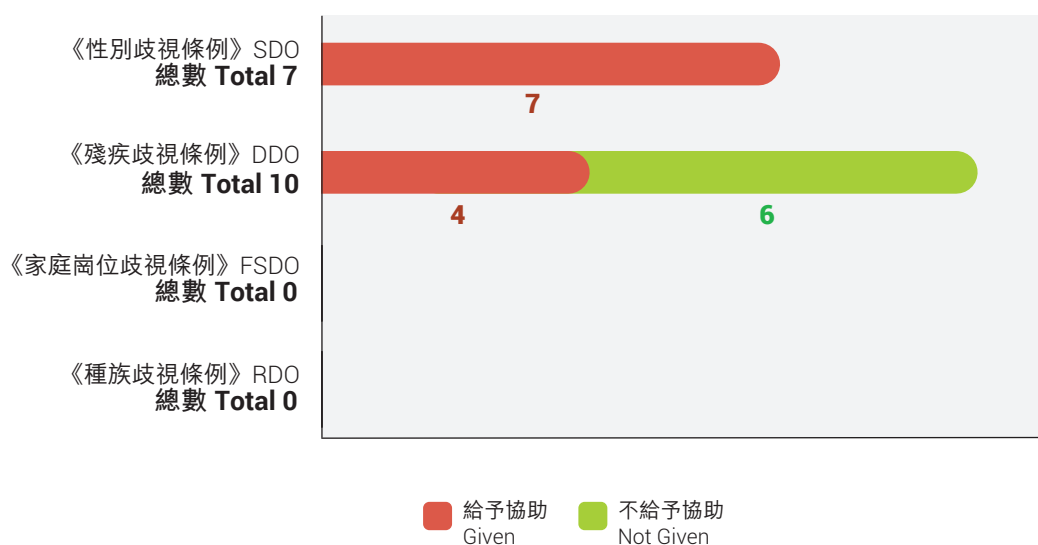
在2021-22年度，平機會共處理了17宗法律協助申請，當中11宗獲得協助，其餘六宗不獲協助。

### Applications for Assistance

In 2021-22, the EOC handled 17 applications for assistance. Of these, 11 cases were given legal assistance, while the remaining six cases were not given assistance.

### 按條例劃分的法律協助申請數字

### Breakdown on Applications for Legal Assistance by Ordinance



### 法律協助的案例 Examples of Legally Assisted Cases

**2021年7月20日**—平機會根據《性別歧視條例》，代表一名外籍家庭傭工（申索人）向區域法院提出法律訴訟。申索人指稱，受僱於前僱主（答辯人）期間多次被他性騷擾。

**20 July 2021** – The EOC issued legal proceedings under the SDO in the District Court on behalf of a foreign domestic helper (the Claimant), who alleges that her former employer (the Respondent) sexually harassed her on many occasions during the course of her employment with him.

**2021年11月5日**—平機會根據《性別歧視條例》，代表一名女士（申索人）向區域法院提出法律訴訟。申索人指稱，她的前男同事（答辯人）好幾次在工作場所內性騷擾她。

**5 November 2021** – The EOC issued legal proceedings under the SDO in the District Court on behalf of a woman (the Claimant), who alleges that her former male colleague (the Respondent) sexually harassed her in the workplace on a number of occasions.

## 無需展開訴訟便已完結的受助個案

雖然平機會致力協助有需要的個案展開法律訴訟，但平機會亦重視和解，讓雙方無需耗費大量時間和金錢經法庭程序，便得以解決爭議。為此，平機會的指定律師除了向申索人提供法律意見和擔任法律代表，也會協助申索人與答辯人進行和解商議。

在2021-22年度，有九宗在該年度及之前已獲法律協助的個案，無需展開法律訴訟便已解決，或是因為個案的進一步發展及評估證據後未獲進一步協助。另有七宗個案仍在處理，至報告期完結時尚未有結果或未展開法律訴訟。

## 法庭案件

平機會在2021-22年度共處理了十宗法庭訴訟，其中五宗有關《性別歧視條例》，四宗有關《殘疾歧視條例》，餘下一宗同時有關《性別歧視條例》和《殘疾歧視條例》。

在平機會律師的協助下，三宗個案在保密條款下成功和解而無需進行審訊，或因為個案的進一步發展及評估證據後未獲進一步協助。截至2022年3月31日為止，其餘七宗個案仍未完結。

## Legally Assisted Cases Concluded without Commencing Legal Proceedings

While the EOC endeavours to assist warranted cases by way of commencing legal proceedings, the EOC appreciates the value of settlement, which allows the parties concerned to resolve the dispute without having to undergo the time-consuming and costly court proceedings. To this end, the designated lawyer(s) of the EOC would assist the Claimant(s) in settlement negotiation with the Defendant(s), besides providing legal advice and representation.

In 2021-22, nine cases, to which legal assistance was given before and during the year, were either resolved without the need to commence legal proceedings, or were given no further assistance upon further development and assessment of evidence. Another seven cases remained in process, with no outcome having been reached and no court proceedings having commenced yet at the end of the period under review.

## Court Cases

In 2021-22, the EOC handled 10 court proceedings – five under the SDO, four under the DDO, and one involved both the SDO and DDO.

With assistance from the EOC lawyers, three cases were either successfully settled on confidential terms without proceeding to trial, or were given no further assistance upon further development and assessment of evidence. For the remaining seven cases, they were still ongoing as of 31 March 2022.

## 法律服務 Legal Service

### 和解條款

經成功調停或獲法律協助後和解的個案，和解條款包括：

- 更改政策／慣例；承諾停止歧視措施；
- 提供福利，包括教育課程／培訓；提供貨品、服務及設施；或改善設施和無障礙通道；
- 限制日後再犯同樣行為；紀律處分；作出道歉；或投訴人接受答辯人／機構的解釋；
- 發出推薦信；支付金錢；提供聘用機會；或復職；以及
- 向慈善機構作出捐款。

### 支付金額

在報告期內，平機會透過調停、法律協助和庭外和解方式，為受歧視的投訴人及申訴人取得的金錢總額超過港幣611萬元。

### Settlement Terms

For those cases which were successfully conciliated or settled after legal assistance was given, the settlement terms included:

- Changes in policies/practices; undertaking to cease discriminatory practices;
- Provision of benefits, including education programmes/training; provision of goods, services and facilities; or improvement in facilities and accessibility;
- Restrictions on future acts; disciplinary action; apologies; or complainants accepting the respondents' explanation;
- Provision of reference letters; monetary payment; offers of employment; or reinstatements; and
- Donations to charity.

### Monetary Payment

The total monetary payment secured by the EOC for complainants and claimants through conciliation, legal assistance and settlement out of court during the period under review exceeded HK\$6.11 million.



投訴／申訴人取得金額

Monetary Payment for Complainants/Claimants

超過 港幣  
Over HK\$ **6,110,000**

## 其他法律工作

平機會處理的法律工作涵蓋不同範疇，法律協助只屬其中一項。法律服務科還會就查詢及投訴向投訴事務科提供意見；草擬實務守則及其他指引；檢討反歧視條例及提出法例修訂建議；就相關的諮詢或立法建議擬備意見書提交政府；審校合約及協議；以及提供其他形式的內部法律支援。

例如，法律服務科處理了一宗有關前總平機會主任就被解僱一事於2018年向勞資審裁處提出的申索。法庭於2021年10月判平機會勝訴，指平機會解僱申索人時已按合約支付三個月代通知金及所有應得累積權益，符合《僱傭條例》第7條的規定，因此可在不給予理由的情況下終止僱傭合約。

## 反歧視法例的修訂

平機會其中一項主要職能，是檢討反歧視條例的實施情況，並且視乎需要提出修例建議。平機會於2016年就反歧視條例檢討向政府提交意見書，提出了73項改革法例的建議。政府其後提出《2018年歧視法例(雜項修訂)條例草案》以落實其中八項建議，該條例草案於2020年6月獲立法會通過。

## Other Legal Work

Legal assistance is only one of the various branches of legal work at the EOC. The LSD also advises the CSD on the handling of enquiries and complaints; drafts codes of practice and guidance; reviews the anti-discrimination ordinances and proposes legislative amendments to them; drafts submissions to the Government on relevant consultations or legislative proposals; vets contracts and agreements; and provides other forms of internal legal support.

For example, the LSD handled a labour tribunal claim against the EOC for dismissal, which was filed by an ex-Chief Equal Opportunities Officer in 2018. In October 2021, the court ruled in favour of the EOC, stating that the EOC was entitled to terminate the employment contract of the officer concerned without cause, and that the EOC, in terminating the contract pursuant to Section 7 of the Employment Ordinance, already paid three months' wages and all the accrued entitlements of the officer under the contract in lieu of notice.

## Amendments to the Anti-discrimination Ordinances

One of the main functions of the EOC is to keep under review the workings of the anti-discrimination ordinances and when necessary, draw up proposals for amendments. In 2016, the EOC made a submission to the Government under the Discrimination Law Review, listing out 73 recommendations for law reforms. Subsequently, the Government took forward eight of these recommendations by introducing the Discrimination Legislation (Miscellaneous Amendments) Bill 2018, which was passed by the Legislative Council in June 2020.

## 法律服務 Legal Service

該條例草案修訂了四條反歧視條例，禁止在共同工作場所內工作的人之間的性騷擾、殘疾騷擾和種族騷擾，以及禁止認定歸於某種族人士而作出的種族歧視，並把《種族歧視條例》的種族歧視保障範圍擴大至有聯繫者。此外，該條例草案修訂了《性別歧視條例》，保障餵哺母乳的婦女免受直接及間接歧視，以及使人受害的歧視。立法會於2021年3月通過了《性別歧視條例》的進一步修訂，保障餵哺母乳的婦女免受騷擾。除了有關餵哺母乳的條文於2021年6月19日生效之外，其餘所有保障條文已於2020年6月19日正式生效。

為向公眾廣泛宣傳修訂後的法例，平機會運用政府撥款發布了有關修訂法例的詳細指南和資料單張，還在全港推行了一連串網上和實體宣傳及公眾教育工作。

### 檢討條例的保障

政府於2020年要求平機會全面檢討《性別歧視條例》下有關性騷擾的條文，以找出目前保障不足之處，並在適當時建議法例改革。平機會已完成法律檢討，並已於2021年10月向政府提交結果。政府現正考慮有關建議。

平機會進行的另一項研究，是關於香港人與內地人之間的歧視、騷擾和中傷。平機會於2021年3月向政府提交研究報告，建議修訂《種族歧視條例》以解決有關問題。平機會之後一直與政府合作，商討如何可加強反歧視條例提供的保障。

Under the Bill, amendments were made to the four anti-discrimination ordinances to prohibit sexual, disability and racial harassment between persons working in common workplaces, prohibit racial discrimination by imputation, and expand protections from racial discrimination by association under the RDO. In addition, the Bill introduced protection under the SDO for breastfeeding women against direct and indirect discrimination, as well as victimisation. In March 2021, the Legislative Council passed further amendments to the SDO to provide protections for breastfeeding women from harassment. All the protections came into force on 19 June 2020, apart from those relating to breastfeeding, which came into force on 19 June 2021.

In order to widely publicise the enhanced legislation to community members, the EOC, by making use of funding from the Government, embarked on a range of online and offline publicity and public education activities across Hong Kong, besides releasing detailed guidance and information leaflets on the amendments.

### Review of Protections under the Ordinances

In 2020 the Government requested the EOC to conduct a holistic review of the current protections from sexual harassment under the SDO, to identify gaps in protection and, where appropriate, make recommendations for legislative amendments. The EOC already completed the legal review and submitted the findings to the Government in October 2021. The Government is currently considering those recommendations.

Another study concerned the discrimination, harassment and vilification between people from Hong Kong and those from the Mainland. In March 2021, the EOC submitted a study report to the Government, proposing to tackle the issue by legislation with amendments to the RDO. Since then, the EOC has been working with the Government on how the protection of the anti-discrimination ordinances could be enhanced.

平機會就基於性傾向、性別認同及雙性人身分的歧視展開研究，探討如何在現行反歧視法例的框架下保障有關人士免因上述理由而遭受歧視。截至報告期完結時，內部研究仍在進行。

In relation to discrimination on the grounds of sexual orientation, gender identity and intersex status, the EOC has embarked on a study to explore the possible options for providing legal protections from discrimination on those grounds based on the existing framework of the anti-discrimination law. As at the end of the review period, the internal study remained in progress.

## 向政府及立法會提交的立法意見書

法律服務科亦就政府提出訂立刑事法例規管影像性暴力的建議，擬備意見書提交政府及立法會。影像性暴力包括未經同意下拍攝裙底及衣領、拍攝其他私密影像，以及發布或威脅發布相關影像。平機會就這些議題提出意見，是因為某些影像性暴力同屬性騷擾，而且認為必須新增刑事懲處，讓受害人可循刑事途徑討回公道。

## Submissions to Government and Legislative Council on Legislative Proposals

LSD also led the drafting of submissions to the Government and the Legislative Council on the Government's proposals to introduce new criminal laws against image-based sexual violence, such as upskirt and downblouse photography of people without their consent, taking other intimate images of people, and publishing or threatening to publish such images. The EOC worked on these issues, as some forms of image-based sexual violence are also forms of sexual harassment, and it is important that victims have the possibility of seeking criminal redress where previously no criminal sanctions existed.

平機會於2021年3月及5月提交了詳細意見書，當中多項建議獲政府納入《2021年刑事罪行(修訂)條例草案》，例如刑事罪行涵蓋拍攝衣領，以及使法庭可命令控制相關影像的人士(包括社交媒體服務提供者)刪除或移除影像。條例草案已獲立法會通過，《2021年刑事罪行(修訂)條例》已於2021年9月生效。

The EOC made detailed submissions on the issues in March and May 2021, with many of the EOC's recommendations adopted in the Crimes (Amendment) Bill 2021, such as coverage of downblousing and enabling the court to order images to be deleted or taken down by any person controlling them, including social media providers. The Bill was passed by the Legislative Council and the Crimes (Amendment) Ordinance 2021 already came into force in September 2021.

## 倡議正面改變——政策、研究及培訓 Advocating Positive Changes – Policy, Research and Training

平機會為預防歧視進行範疇廣泛的工作，包括進行研究以探討歧視問題；就常見的歧視趨勢收集實證；利用現有的研究結果推動公共政策改變；促進持份者在掌握資訊的情況下進行討論，並分享良好常規；以及透過培訓，協助不同群體明白他們的法律權利和責任。

The wide spectrum of work undertaken by the EOC to prevent discrimination includes: conducting researches to explore discrimination issues, gathering evidence on the prevalent discriminatory trends, influencing public policies with the insights on hand, facilitating informed debates and sharing of best practices, and helping communities understand their rights and responsibilities under the law through training.



### 研究調查

平機會每年都進行或委託機構進行不同調查研究，以了解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及公眾的態度提供有用的指標，有助制定和實施政策措施，解決歧視問題。

在2021-22年度，平機會公布了以下研究：

- 平等機會意識公眾意見調查2021 (2021年11月公布)；以及
- 研究為香港少數族裔語言傳譯／翻譯員制訂資歷認證與規管制度的可行模式(2021年12月公布)。

### Research Studies

Each year the EOC conducts and commissions a range of research studies to understand 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 the public's attitudes, which would facilitate the formulation and implementation of policy measures to address the problems.

In 2021-22, the EOC released the following studies:

- Equal Opportunities Awareness Survey 2021 (released in November 2021); and
- A Study on a Potential Model for Accreditation and Regulation of Interpreters and Translators in Ethnic Minority (EM) Languages in Hong Kong (released in December 2021).



## 平等機會意識公眾意見調查2021

## Equal Opportunities Awareness Survey 2021



### 調查目的及調查方法 Objective & Methodology

- 本調查旨在了解公眾對平等機會的意識，以及對平機會工作的看法  
The survey aimed to gauge public perception about equal opportunities awareness and the EOC's work
- 由2021年2月底至4月初進行電話訪問  
Telephone interviews from late-February to early-April 2021
- 1 501名15歲或以上的被訪者  
1 501 respondents aged 15 or above
- 回應率：41.7%  
Response rate: 41.7%

根據「平等機會意識公眾意見調查2021」的結果，公眾整體的反歧視態度水平頗高，指數達60.7分(100分為最高)。公眾對平機會的認識也處於高水平，97.2%受訪者在訪問前曾聽過平機會。此外，他們對平機會的工作表現有正面評價，平均分為6.30分(分數由1至10分，10代表非常好)。

According to the results of the Equal Opportunities Awareness Survey 2021, the public respondents had a relatively high tendency of anti-discrimination attitude, with an index score of 60.7 out of 100. They also had high awareness of the EOC, with 97.2% of the respondents having heard of the EOC. Further, they held positive view of the EOC's performance, with an average score of 6.30 (on a scale of 1-10, with 10 denoting "very good").



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

就歧視情況在香港的普遍程度而言，約半數受訪者認為香港普遍有居民身分歧視(55.2%)、種族歧視(51.5%)及年齡歧視(49.9%)。事實上，12.7%受訪者表示在電話訪問前12個月內曾經歷歧視或騷擾，當中54.3%曾經歷年齡歧視、20.5%經歷性別歧視，以及16.2%受到性騷擾。

In terms of their perception of prevalence of discrimination in Hong Kong, about half of the respondents considered that discrimination on the grounds of residency status (55.2%), race (51.5%) and age (49.9%) were prevalent in Hong Kong. Indeed, 12.7% of the respondents claimed that they had experienced discrimination or harassment during the 12 months before the telephone interview. Of the various forms of discrimination and harassment, 54.3% experienced age discrimination, followed by sex discrimination (20.5%) and sexual harassment (16.2%).

對於未來平等機會工作範疇的重要程度，92.5%受訪公眾認為應推動政府修訂法例，在《殘疾歧視條例》下明確規定要為殘疾人士提供合理便利。這正是平機會於2016年向政府提交的《歧視條例檢討意見書》中其中一個法例改革建議。

On the importance level of the forthcoming work on equal opportunities, 92.5% of the respondents considered it very or quite important to urge the Government to introduce a distinct duty on providing reasonable accommodation for persons with disabilities (PWDs) under the DDO. This was in fact one of the law reform recommendations made by the EOC in its Discrimination Law Review report submitted to the Government in 2016.

### 有關未來平等機會工作範疇重要程度的意見 Perceived Importance Level of the Forthcoming Work on Equal Opportunities

 **92.5%**

推動修訂法例，明確規定要為殘疾人士提供合理便利

Urge the Government to amend DDO by introducing a distinct duty to make reasonable accommodation for persons with disabilities

 **91.0%**

推動企業、團體等制定防止性騷擾政策，及設立處理性騷擾機制

Encourage business and organisations to formulate anti-sexual harassment policies and set up a mechanism to handle sexual harassment complaints

 **90.3%**

推動中小學性教育改革，增加青少年對性騷擾的認知

Advocate reform of sexuality education in primary and secondary schools to raise the awareness of young people about sexual harassment

大部分受訪者亦認為應推動企業、團體等制定防止性騷擾政策，以及設立處理性騷擾的機制(91.0%)，並推動中小學性教育改革，增加青少年對性騷擾的認知(90.3%)。因應以上的調查結果，平機會將仔細分析，以籌劃未來的工作策略及優次。

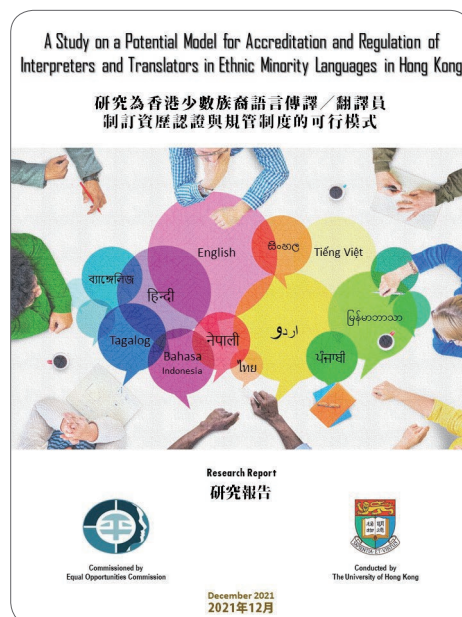
A majority of the respondents also accorded importance to work that encourages businesses and organisations to formulate anti-sexual harassment policies and a complaint-handling mechanism (91.0%), as well as advocacy for reform of sexuality education in primary and secondary schools to raise awareness of issues relating to sexual harassment among young people (90.3%). With due regard to the survey findings, the EOC will conduct detailed analysis with a view to mapping out its future work strategies and priorities.

### 研究為香港少數族裔語言傳譯／翻譯員制訂資歷認證與規管制度的可行模式

### A Study on a Potential Model for Accreditation and Regulation of Interpreters and Translators in Ethnic Minority Languages in Hong Kong

平機會在這份研究報告中提出14項建議。其中一項重要的建議是設立一個認證和規管機構，以管理認證和規管制度。該機構應履行的職能包括執行登記程序、進行資歷認證評估、管理登記及認證傳譯／翻譯員名冊、制定操守守則、以及處理投訴和執行紀律處分。其中一個可行模式是由大專院校與專業團體或在這個範疇有豐富經驗的其他機構合作，展開有關工作。

The EOC put forward 14 suggestions in the study report. One of the foremost was the establishment of an accrediting and regulatory body to administer the accreditation and regulatory system. This body will serve the functions of registration, conducting assessments, maintaining a directory of registered/accredited interpreters and translators, developing a code of ethics, handling complaints and exercising disciplinary actions. Among the feasible models identified is a partnership formed between a tertiary institution and a professional body/organisation with considerable experience in the industry.



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

### 正進行的研究

於2021-22年度結束前，以下研究仍在進行：

- 香港普通學校教育有特殊教育需要學生的研究；
- 香港年輕殘疾人士從求學過渡至工作的研究；
- 對職場精神病患者的標籤及歧視態度之研究；
- 2021年全港性騷擾調查；以及
- 本港中學實施全面性教育研究。

### 平等機會研究項目資助計劃

平機會亦透過「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的研究項目提供資助。有關研究結果將在2022年年中陸續公布，提供有關社會歧視趨勢及成因的進一步見解。

### Research Studies in Progress

The following research studies remained in progress at the end of 2021-22:

- Study on Challenges, Effective Policies and Best Practices of Ordinary Schools in Educating Students with Special Educational Needs (SEN) in Hong Kong;
- Study on Effective Strategies to Facilitate School-to-Work Transition of Young PWDs in Hong Kong;
- Study on Perceptions of Stigmatisation and Discrimination of Persons with Mental Illness in the Workplace;
- A Territory-wide Representative Survey on Sexual Harassment in Hong Kong 2021; and
- A Study on Comprehensive Sexuality Education in Secondary Schools of Hong Kong.

### Funding Programme of Research Projects on Equal Opportunities

The EOC also provided funding support to research projects by academia and NGOs under the Funding Programme of Research Projects on Equal Opportunities 2020-21. The findings of these studies will be released in mid-2022 to provide further insights into the trends and causes of discrimination in society.

## 政策倡議

### 向政府及其他組織提交意見書

2021-22年度，平機會向政府及立法會提交了多份意見書，內容涵蓋廣泛議題，例如包括與影像性暴力相關的性罪行法律改革，以及促進本港邊緣及弱勢群體在疫情下的平等機會而提出的政策建議。這些意見書包括：

- 2021年4月就檢討《企業管治守則》及相關《上市規則》條文的諮詢文件向香港交易及結算所有限公司提交的意見書；
- 2021年5月就《2021年刑事罪行(修訂)條例草案》向立法會法案委員會提交的意見書；
- 2021年7月就《香港愛滋病建議策略》起草工作向香港愛滋病顧問局提交的意見書；
- 2021年9月就支援非華語學生中文學與教的進展向立法會教育事務委員會提交的意見書；
- 2021年9月就2021施政報告公眾諮詢向政府提交的意見書，內容關於改善對照顧者的支援措施，並提倡有特殊教育需要的學生、殘疾人士、弱勢少數族裔和性小眾的平等機會；
- 2022年2月根據《殘疾歧視條例》和《種族歧視條例》就2019冠狀病毒病疫情下僱主和僱員的責任及權利，向立法會人力事務委員會特別會議提交的意見書；以及
- 2022年3月就非華裔人士的就業和種族共融向行政長官提交的意見書。

## Policy Advocacy

### Submissions to the Government and Other Parties

In 2021-22, the EOC made a number of submissions to the Government and the Legislative Council, ranging from legal reforms to strengthen the protection against image-based sexual violence to policy measures for advancing the equal opportunities of the marginalised and disadvantaged in society, especially during the epidemic. Below is a list of the submissions:

- Submission to the Hong Kong Exchanges and Clearing Limited on the Consultation Paper on Review of Corporate Governance Code and Related Listing Rules in April 2021;
- Submission to the Legislative Council Bills Committee on the Crimes (Amendment) Bill 2021 in May 2021;
- Submission to The Hong Kong Advisory Council on AIDS on the Development of Recommended HIV/AIDS Strategies for Hong Kong in July 2021;
- Submission to the Legislative Council Panel on Education on the Progress on Supporting Chinese Learning and Teaching for Non-Chinese-Speaking Students in September 2021;
- Submission to the Government in response to the 2021 Policy Address Public Consultations on enhancing the support measures to carers, promoting equal opportunities for students with special educational needs, PWDs, disadvantaged racial groups and sexual minorities in September 2021;
- Submission to the special meeting of the Legislative Council Panel on Manpower in February 2022 on the obligations and the rights of the employers and employees under the COVID-19 epidemic from the perspectives of the DDO and the RDO; and
- Submission to the Chief Executive in March 2022 on the employment for non-ethnic Chinese and racial inclusion.

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

### 殘疾人士的權利

過去一年，平機會透過與不同的本地及海外持份者合作，繼續致力推動包括殘疾人士在內的弱勢群體的平等機會。

### 就業

為推動殘疾人士就業，平機會與非政府組織CareER合作制定傷健共融指數。該指數是全面的工具，用於評估機構在工作間促進傷健共融的進展。平機會擔任知識夥伴，推出該共融指數之前為CareER職員舉行分享會，並檢視該指數內的設定問題。平機會更在該指數於2021年7月發布後向持份者推廣，並參與CareER於2021年10月舉辦的評估結果發布會及共融招聘展，呼籲不同界別的僱主多聘用殘疾人士。

### Rights of Persons with Disabilities (PWDs)

During the year in review, the EOC continued its effort to advance the equal opportunities of the disadvantaged communities, including those of PWDs, through collaboration with different local and international stakeholders.

### Employment

To promote the employment of PWDs, the EOC co-operated with NGO CareER on developing the Disability Inclusion Index (DII), a comprehensive tool for organisations to assess their progress towards creating a disability-inclusive workplace. Acting as a Knowledge Partner, the EOC conducted a sharing session with CareER's staff before the launch of the DII, and reviewed the questions in the DII. Furthermore, the EOC promoted the DII to stakeholders upon its launch in July 2021, and participated in the announcement of the DII survey findings and the inclusive recruitment fair held by CareER in October 2021 to urge for employment of PWDs by different sectors.



平機會擔任  
「傷健共融指數」  
知識夥伴。

The EOC acted as  
Knowledge Partner  
of the Disability  
Inclusion Index.

## 教育

在支援有特殊教育需要的學生方面，教育局經充分考慮平機會於2019年年底提交的建議後，着手設立電子途徑，在有特殊教育需要的學生同意的情況下，把有關學生的支援資料從中學轉移至本地大學。教育局代表應邀於2021年6月30日出席本地大學推廣平等機會聯繫網絡會議，與高等教育院校分享最新進展；該網絡由平機會負責協調，旨在促進高等教育院校分享支援有特殊教育需要的學生的良好常規。

另外，香港浸會大學及香港科技大學於2021年8月邀請平機會擔任顧問，製作關於香港高等教育的特殊教育需要的網上培訓教材。平機會正與一家海外動畫公司合作開發教材內容，當中涵蓋《殘疾歧視條例》及平等相關議題。

## 獲取貨品、服務及設施

平機會於2021年9月應香港銀行公會及香港金融管理局（「金管局」）邀請出席分享會，討論制定《認知障礙症患者銀行服務指引》的事宜。該《指引》就如何向認知障礙症患者提供銀行服務訂立基本原則，提出多項建議良好做法，並建議銀行為員工安排有關《殘疾歧視條例》的培訓。隨着香港銀行公會於2021年12月發布《指引》，金管局亦發出通告，呼籲所有提供零售銀行服務的銀行遵守《指引》內的建議。

## Education

In relation to the support for students with special educational needs (SEN), the Education Bureau (EDB), after giving due consideration to the EOC's proposal in late 2019, undertook to establish an e-channel for transferring information on support for students with SEN from secondary schools to local universities with the consent of the students concerned. On 30 June 2021, representatives from the EDB were invited to share the latest development with the tertiary institutions at the meeting of the Network for Promoting Equal Opportunities in Local Universities, which was coordinated by the EOC to facilitate sharing of best practices among the institutions.

Separately, the Hong Kong Baptist University (HKBU) and the Hong Kong University of Science and Technology (HKUST) invited the EOC to act as a consultant in August 2021 for the production of an online training module on "special educational needs in higher education in Hong Kong". The EOC is collaborating with an overseas animation company to develop the content of the module covering the DDO and equality-related issues.

## Access to Goods, Services and Facilities

In September 2021, the EOC was invited by the Hong Kong Association of Banks (HKAB) and the Hong Kong Monetary Authority (HKMA) to participate in a sharing session and discuss the formulation of the Guideline on Banking Services for Persons with Dementia. The Guideline establishes key principles and recommends good practices in providing banking services to persons with dementia. It also recommends that appropriate training on the DDO should be provided to bank staff. The Guideline was issued by the HKAB in December 2021 and upon its release, the HKMA issued a circular calling on all banks providing retail banking services to observe the recommended practices.

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



2021年11月，平機會及其他非政府組織應西九文化區及香港社會創投基金邀請，前往新落成的香港故宮文化博物館進行實地考察，就改善博物館的易達程度提供意見。

其後在2022年1月，平機會應英國內閣辦公室的殘疾事務組邀請，透過Zoom參加有關英國殘疾策略的國際諮詢會議。平機會向該事務組介紹如何在香港聯繫殘疾人士持份者，並講解平機會最近參與有關易達程度的諮詢。

平機會於2021-22年度繼續擔任無障礙網頁嘉許計劃的獨立顧問。該計劃由香港互聯網註冊管理有限公司主辦，並由政府資訊科技總監辦公室協辦，旨在嘉許機構及企業在其網站及／或流動應用程式採用無障礙設計，積極促進數碼共融。2021-22年度計劃的報名截止日期為2022年6月30日。

In November 2021, the EOC, together with other NGOs, was invited to join a site visit held by the West Kowloon Cultural District and Social Ventures Hong Kong. The purpose of the visit was to provide opinions on how to improve the accessibility of the brand new Hong Kong Palace Museum.

Later in January 2022, the EOC was invited by the UK Disability Unit under the Cabinet Office to join the international consultation exercise regarding its National Disability Strategy. The EOC introduced to the Unit via Zoom how disability stakeholder engagement was undertaken in Hong Kong and some recent examples of accessibility-related consultation involving the EOC.

In 2021-22, the EOC continued to act as an independent advisor of the Web Accessibility Recognition Scheme. Organised by Hong Kong Internet Registration Corporation Limited and co-organised by the Office of the Government Chief Information Officer, the Scheme aimed to recognise organisations and companies for contributing to digital inclusion by designing websites and/or mobile applications in an accessible manner. The 2021-22 Scheme is open for application until 30 June 2022.





平機會亦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運動。平機會是籌備委員會研究工作小組的成員，與籌備委員會其他成員合作進行了精神健康指數調查，以評估香港市民的精神健康狀態。

The EOC also offered its longstanding support to the Mental Health Month campaign by the Labour and Welfare Bureau, Government departments, other public organisations and NGOs. As a member of the Organising Committee's Research Working Group, the EOC jointly conducted the Mental Health Index survey to gauge the mental health status of Hong Kong citizens.

### 《如何支援殘疾人士》小冊子

### Leaflets on 'How to Support Persons with Disabilities'

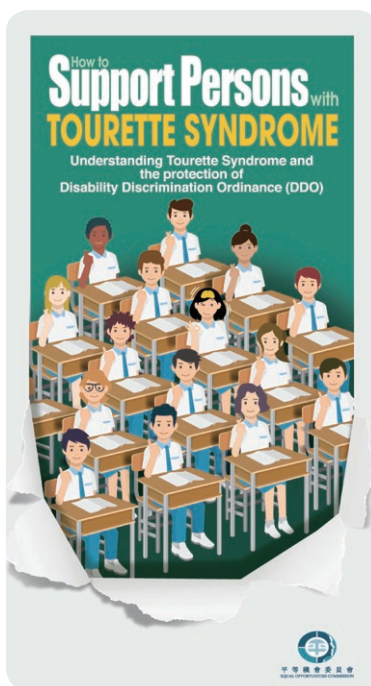
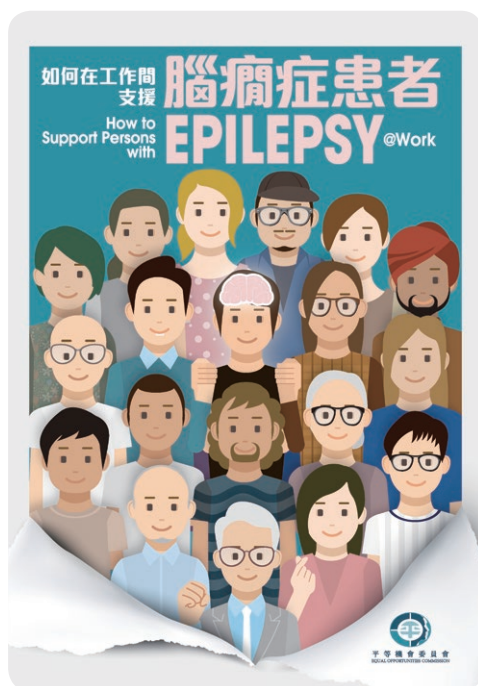
為澄清社會對不同殘疾類別的誤解，並鼓勵個人及機構推行良好常規，平機會推出了全新的《如何支援殘疾人士》系列小冊子。

To debunk myths around different types of disability and encourage good practice at both the individual and organisational levels, the EOC produced a new series of leaflets entitled 'How to Support Persons with Disability'.

首份小冊子《如何在工作間支援腦癇症患者》於2022年2月和平機會網站發布，內容除了涵蓋腦癇症發作病徵和急救技巧外，亦包括實際例子，說明機構可如何為患有腦癇症的僱員提供便利，以及一些腦癇症患者在職場上發揮所長、為機構作出貢獻的真實故事。

The first of the series was a guide on supporting persons with epilepsy at work, published on the EOC website in February 2022. Besides an explanation of this neurological condition and first-aid tips for helping to handle an epileptic seizure, the guide includes examples of accommodation that organisations can provide for employees with the condition, as well as empowering anecdotes of people with epilepsy who have built a rewarding career and contributed to their organisations' business.

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



另一份小冊子《如何支援妥瑞症患者》亦已上載至平機會網站，講解與妥瑞症患者（包括學生或僱員）溝通的小秘訣，以及《殘疾歧視條例》所提供的保障。有關保障適用於妥瑞症患者及其「有聯繫人士」，例如親屬或照顧者等。

Also available online is a leaflet about Tourette syndrome, which features simple dos and don'ts when studying or working with a person with Tourette syndrome. In addition, it offers a useful explanation of the protections under the DDO, which apply to persons with Tourette syndrome as well as their "associates", such as a relative or carer.

## 培訓與顧問服務

## Training & Consultancy

### 定期培訓和專設課程

### Calendar Training and Customised Training

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。

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 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2021-22年度舉辦了495場培訓課程，參加者共29 276人，當中有31場為定期培訓課程，有553人參加，其餘464場為專設培訓課程，共28 723人參加。最受歡迎的培訓課程主題是反歧視條例，其次為防止性騷擾。

In 2021-22, the EOC conducted 495 training sessions with a total of 29 276 participants from various sectors, including 31 training sessions for 553 participants under the calendar training programmes, and 464 customised training sessions for 28 723 participants. The most popular topic was the anti-discrimination ordinances, followed by the prevention of sexual harassment.

平機會因應反歧視條例的修訂新增了課程，例如「《性別歧視條例》對餵哺母乳的婦女的保障」，並修改了現有課程內容，解釋法例的適用情況和良好常規。

In view of the amendments to the anti-discrimination ordinances, the EOC introduced new courses, such as 'Protection of Breastfeeding Women under the Sex Discrimination Ordinance', and enhanced the content of the existing training courses to explain the application of the law and best practices.

舉辦 **495** 場培訓課程，參加者達

training sessions organised for **29 276** 人次 participants



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

### 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，亦為機構在編寫有關平等機會的內部培訓教材上提供顧問服務。在2021-22年度，平機會應要求為三間機構提供四次顧問服務，涉及14 700名員工，亦為八間大學教育資助委員會資助的大學提供顧問服務，協助大學編製教材予其全日制大學生使用。

### 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2021-22年度，有220名新增會員，他們來自119間機構。

2021年10月22日，平機會為平等機會之友會會員舉辦了「建立家庭友善工作間」網上研討會。講者講述其機構建立家庭友善工作間的成功例子，以及分享其他經驗和秘訣，啟發參加者持續推動建立家庭友善的工作間。

### 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 2021-22, the EOC, upon request, provided four consultancy services for three organisations covering 14 700 employees, and also for the eight universities funded by the University Grants Committee, which services would reach their full-time students.

### 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 2021-22, 220 participants from 119 organisations joined the EO Club.

On 22 October 2021, the EOC organised a webinar 'Building and Promoting a Family-friendly Workplace' for EO Club members. The speakers shared their organisations' success stories in building a family-friendly workplace, as well as other tips and experiences, which inspired participants to pursue continuous development.

## 建立安全環境——反性騷擾事務組 Fostering a Safe Environment – Anti-Sexual Harassment Unit

**預**防性騷擾是平機會其中一項工作重點。平機會獲得政府撥款，成立專責的反性騷擾事務組。該事務組於2020年11月正式投入服務。

**P**reventing sexual harassment is one of the work focuses of the EOC. With funding from the Government, the EOC established a dedicated Anti-Sexual Harassment Unit (ASHU), which came into operation in November 2020.



### 反性騷擾事務組的工作

反性騷擾事務組的工作包括：

- 全面檢討現時與性騷擾相關的法例，找出保障上的缺漏，並適時提出修訂法例的建議；
- 提升大眾對預防性騷擾政策和措施的認識；以及
- 為受性騷擾影響的人士充當第一站的支援角色，提供有關法律條文的資料，以及提供投訴及尋求公道的方法，並在有需要時轉介至輔導及治療服務。

### Work of Anti-Sexual Harassment Unit

The work of the ASHU includes:

- Conduct a holistic review of the current legal regime to identify protection gaps and recommend legislative amendments where appropriate;
- Promote public awareness on anti-sexual harassment policies and measures; and
- Serve as a first port of call for those affected by sexual harassment, providing information on provisions of the law, advice on where to lodge complaints and seek redress, and referral to counselling and therapy services.



熱線

Dedicated Hotline

**2106 2222**

## 反性騷擾事務組 Anti-Sexual Harassment Unit

### 專設熱線及網站

該事務組於2021年1月增設一個查詢途徑，設立反性騷擾熱線(2106 2222)，向公眾提供有關性騷擾的法律條文、申訴方法，以及輔導及治療服務轉介等資訊。

### Dedicated Hotline and Website

In January 2021, ASHU set up a dedicated hotline at 2106 2222, in addition to the existing enquiry channels, to provide the public with information on provisions of the law on sexual harassment, advice on where to lodge complaints and seek redress, and referral to counselling and therapy services.



2021年4月至2022年3月期間，該事務組收到373宗有關性騷擾的查詢。這些查詢是公眾透過反性騷擾熱線、平機會查詢熱線、網上查詢表格或電郵、郵寄或傳真，以及親臨平機會辦事處作出。當中超過一半來自希望討回公道的受屈人；另約兩成的查詢者是人力資源從業員，或代表僱主處理內部投訴或制定反性騷擾機制的人員。

Between April 2021 and March 2022, ASHU received 373 enquiries about sexual harassment. These were made through ASHU's hotline, the general enquiry hotline, online enquiry forms or by e-mail, by mail or fax, as well as in person at the EOC office. Out of these enquiries, more than half were raised by aggrieved persons hoping to seek redress, while 20% were made by HR practitioners, or those representing employers on handling internal complaints or establishing anti-sexual harassment mechanism.

反性騷擾事務組於2021年10月推出有關反性騷擾的專設網站，名為COMPASS。該資源平台提供豐富的資訊，包括法例簡介、法庭案例、研究報告、培訓指南、政策大綱，以及有關預防性騷擾的刊物及短片。

In October 2021, ASHU launched a dedicated website on anti-sexual harassment. Entitled COMPASS, the website serves as a resource platform and provides a host of information, such as introduction to the legislation, court cases, research reports, training guidance, policy frameworks, and publications and videos on preventing sexual harassment.



## 研討會及貼圖設計比賽

反性騷擾事務組除了處理查詢，還舉辦不同活動。舉例而言，該事務組與香港社會服務聯會於2021年6月合辦網上及實體研討會，吸引了超過160名來自社會服務機構的參加者。該事務組繼研討會後於2021年10月又舉辦了有關檢視機構內部政策及投訴處理的工作坊。上述活動旨在提醒社會服務機構有關《性別歧視條例》的最新修訂，這些修訂與社會服務界有密切關係，藉著研討會，可加深業界從業員對修訂條文的認識。



此外，反性騷擾事務組於2022年1月至3月舉辦「尊重與平等：停止性騷擾」貼圖設計比賽。隨著大眾使用即時通訊軟件的貼圖於日常溝通越趨普及，這比賽旨在提升公眾對性騷擾的關注和認識，並協助各界人士了解如何透過說話及行動締造安全的環境，從而促進互相尊重和平等，消除性騷擾。

## Seminar and Sticker Design Competition

Other than handling enquiries, ASHU also organises various activities. For example, ASHU collaborated with Hong Kong Council of Social Service on online and physical seminar in June 2021, which attracted over 160 participants from social service agencies. This was followed by a workshop on reviewing internal policy and complaint handling in October 2021. These events served to remind and raise awareness among the social service agencies upon the latest updates of the SDO, which were highly relevant to the sector.



Another activity by ASHU was the citywide sticker design competition entitled 'Equality and Respect: Stop Sexual Harassment' organised between January and March 2022. Riding on the increased popularity of stickers of instant messaging software in everyday communication, the competition aimed to increase the public's awareness and knowledge of sexual harassment, and assist community members to create a safe environment through their words and actions, with a view to promoting mutual respect and equality and hence eliminating sexual harassment.

## 反性騷擾事務組 Anti-Sexual Harassment Unit

是次比賽反應熱烈，收到接近300份參賽作品，作品來自個人參加者，以及超過10間中學和高等教育院校的學生。頒獎典禮將於2022-23年度第一季舉行，屆時會發布得獎作品讓公眾下載和使用。

### 反性騷擾運動

平機會於2021-22年度繼續推行反性騷擾運動，透過研究及培訓，協助不同界別打擊性騷擾。反性騷擾運動的對象包括教育界、體育界及宗教界。

### 教育界

為了跟進2019年公布的《打破沉默：本港大學生性騷擾調查研究報告》，平機會於2021年5月去信九所參與大學的校長／副校長，邀請各大學分享其反性騷擾措施的最新情況。平機會於2021年7月收到各大學的詳細回應，經整合後彙編為一份進度報告，將於2022-23年度第一季發布。此外，平機會計劃舉行「高等教育界消除性騷擾的經驗和挑戰圓桌會議」，邀請大學、高等教育院校和非政府組織的代表分享打擊性騷擾的經驗。

The competition received enthusiastic responses with close to 300 entries, including participation from individuals and over 10 secondary schools and higher education institutions. The stickers designed by the champion of each category were made available for the public to download and use in mobile communication.

### Anti-sexual Harassment Campaign

In 2021-22, the EOC continued its ongoing campaign to assist different sectors in combatting sexual harassment through research and training. These included the education, sports and religious sector.

### Education Sector

To follow up on the report of the 'Break the Silence: Territory-wide Study on Sexual Harassment of University Students in Hong Kong' ('Break the Silence' report) released in 2019, the EOC wrote to the Presidents/Vice Presidents of nine universities in May 2021, inviting them to share the latest situation of their anti-sexual harassment measures. In July 2021, the EOC received detailed replies from the universities, and consolidated them into a progress report to be released in the first quarter of 2022-23. In addition, the EOC made plans to hold a 'Roundtable on Experiences and Challenges of Eliminating Sexual Harassment in the Tertiary Education Sector', during which representatives from universities, tertiary institutions and NGOs would be invited to share their experiences on combatting sexual harassment.





2021-22年度，平機會參與了持份者舉辦的多個工作坊及培訓，討論上述研究報告的結果及推行性教育的方法。平機會出席的活動包括：香港家庭計劃指導會於2021年5月舉辦的第七屆海峽兩岸暨港澳地區青少年性與生殖健康會議；救助兒童會及香港恒生大學公共政策研究中心於2021年11月合辦的香港青年福祉研討會；以及智庫組織MWYO青年辦公室於2021年12月舉辦的性教育學生都有Say研究分享會。

During 2021-22, the EOC participated in various workshops and training sessions organised by stakeholders to discuss the findings of the 'Break the Silence' report and the implementation of sexuality education. These included: The 7th Cross-Strait, Hong Kong and Macau Conference on Adolescent Sexual and Reproductive Health organised by The Family Planning Association of Hong Kong in May 2021, seminar on wellbeing of young people in Hong Kong co-organised by Save the Children Hong Kong and The Hang Seng University of Hong Kong Centre for Public Policy Research in November 2021, and the Sex and Relationship Education Survey Forum organised by think tank MWYO in December 2021.



平機會受八所教育資助委員會(教資會)資助的大學委託，採購和製作切合本地情況的網上培訓教材，供八所大學的學生和職員使用。該教材預計於2022-23年度推出，平機會其後將會編製另一套網上培訓教材，供非教資會資助的高等教育院校使用。

The EOC has also been appointed by eight universities funded by the University Grants Committee (UGC) to procure and produce online training materials in local context for students and staff of the universities. The EOC expects to launch the materials in mid-2022. Separately, the EOC is developing another online training module for use by students of the non-UGC-funded tertiary institutions, which will also be launched in 2022.

## 反性騷擾事務組 Anti-Sexual Harassment Unit

### 體育界

平機會一直監察本港體育總會制定反性騷擾政策的進度。根據《本港體育總會制定反性騷擾政策研究報告2020》，截至2020年10月底，香港體育總會中有九成(71間)已制定反性騷擾政策及／或教練和導師反性騷擾行為守則。全部60間受資助體育總會均制定了反性騷擾政策或行為守則；19間自資體育總會中，有11間制定了反性騷擾政策或行為守則。

平機會於2021-22年度繼續為體育機構的職員提供培訓。例如，平機會於2021年8月應香港田徑總會邀請，為在香港參加國際田聯一級田徑教練班的人士舉辦培訓。該培訓屬教練班的其中一項必修項目，目的是促使田徑教練主動預防和處理性騷擾。

### 宗教界

2021-22年度，平機會繼續為宗教界舉辦培訓。2018年7月至2022年3月期間，平機會為來自16間教會的1 047名職員及會眾進行了19場培訓。

### Sports Sector

The EOC has been monitoring the progress of formulation of anti-sexual harassment policies by the national sports associations (NSAs). According to the 'Report on The Formulation of Anti-Sexual Harassment Policy among National Sports Association in Hong Kong 2020', 71 or 90% of the NSAs across Hong Kong already developed a policy and/or related Code of Conduct for Coaches and Instructors as at end-October 2020. Also, all of the 60 subvented NSAs developed either an anti-sexual harassment policy or a Code of Conduct, while 11 out of the 19 self-financed NSAs have done so.

The EOC continued to provide training for staff of the sports institutions in 2021-22. For example, the EOC provided training for participants of the World Coaches Education and Certification System Level 1 Course in Hong Kong in August 2021 upon the request of the Hong Kong Association of Athletes Affiliates. The training, which was one of the requirements for completing the course, served to motivate the coaches on preventing and tackling sexual harassment.

### Religious Sector

The EOC continued to organise training for the religious sector in 2021-22. Between July 2018 and March 2022, 19 training sessions for 1 047 staff and members of the congregation of 16 churches were conducted.

## 收窄差距——少數族裔事務組 Narrowing the Gap – Ethnic Minorities Unit

2021-22年度，平機會的少數族裔事務組繼續採取三管齊下的策略，提出政策建議、進行公眾教育及推動社會參與，以消除非華裔人士在教育、就業，以及獲取貨品、服務及設施方面所面對的障礙。在2019冠狀病毒病疫情下，少數族裔事務組特別加強聯繫及倡議工作，呼籲公眾對於疫情下承受嚴峻考驗的非華裔人士，給予更多支援。

In 2021-22, the Ethnic Minorities Unit (EMU) of the EOC continued to adopt a three-pronged approach encompassing policy recommendation, public education and community engagement in its work, with a view to removing the barriers faced by non-ethnic Chinese (NEC) in education, employment and accessing goods, services and facilities. In particular, the EMU stepped up its engagement and advocacy effort, calling for greater support for the NEC communities, who faced stiff challenges under the COVID-19 epidemic.



### 教育

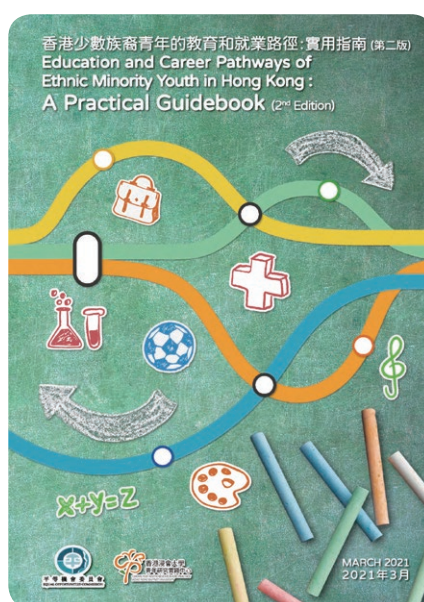
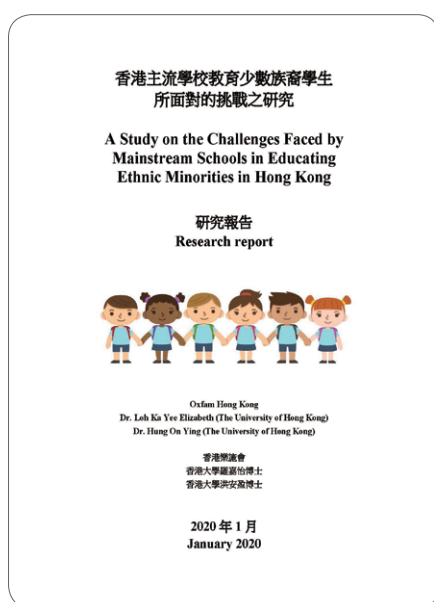
過去一年，平機會繼續促使政府堵塞目前非華語學生教育制度的漏洞，並加強對非華語學生的支援。2021年9月，平機會就支援非華語學生中文學與教的進展，向立法會教育事務委員會提交意見書。平機會再次促請政府全面檢視現行的學習架構、中國語文考試及為非華語學生提供的支援措施。平機會的建議包括：

### Education

During the year in review, the EOC continued to call on the Government to plug the gaps in the existing educational system and enhance support for non-Chinese-speaking (NCS) students. In September 2021, the EOC made a submission to the Legislative Council Panel on Education on the progress on supporting Chinese teaching and learning of NCS students. The EOC reiterated its urge to the Government to review comprehensively the existing learning framework, the Chinese examinations and support measures for NCS students. Among the suggestions were:

## 少數族裔事務組 Ethnic Minorities Unit

- 制定以中文作為第二語言的整全課程，涵蓋特定教學法，相應的教學工具和教科書，以及有系統的師資培訓等，以填補目前學習架構的不足；
- 要求中文科教師必須接受有關教導第二語言學習者的職前培訓，為現職中文科老師提供密集、漸進式的在職培訓課程，並規定每一間學校聘用某百分比的已受訓教師；
- 修訂第二語言學習者可選擇的中國語文考試，設立中國語文考試資歷階梯，在綜合中等教育證書／國際普通中學教育文憑與香港中學文憑考試之間設定多個等級，以便更準確反映及承認非華語學生的中文能力；
- 為升學就業組教師加強指引、培訓及資源，讓他們可以適時地切合學生的文化特點指導學生，確切評估學生的事業需要，使學生可及早學習所需技能，包括語文學習；以及
- Develop a full-fledged Chinese-as-a-second-language curriculum complete with specific pedagogy, corresponding teaching tools and textbooks, systematic teacher training etc, which are inadequate in the current Learning Framework;
- Make it essential for Chinese subject teachers to have undergone pre-job training on teaching second language learners, provide intensive and progressive in-service training courses for practising Chinese subject teachers, and require every school to have a certain ratio of trained teachers;
- Revise the Chinese language examination options for second language learners and develop a qualification ladder with progressive levels between GCSE/IGCSE and HKDSE\*, through which a range of language proficiency among NCS students can be better reflected and recognised;
- Strengthen guidance, training and resources for career teachers to provide timely and culturally responsive advice for the students on making realistic assessment of their career needs and taking early actions to equip themselves with the necessary skills, including language learning; and



\* GCSE General Certificate of Secondary Education  
IGCSE International General Certificate of Secondary Education  
HKDSE Hong Kong Diploma of Secondary Education

- 提供清晰的指示和指引，讓學校制定校本種族共融政策及課程，使所有學生(華語及非華語學生)了解和認識不同種族背景人士的文化，並具備文化敏感度。
- Provide clear instruction and guidance for all schools to develop policies on racial inclusion and curriculum so as to equip all students, Chinese- and non-Chinese-speaking, with cultural understanding, awareness and sensitivity towards people from different racial backgrounds.

## 幼稚園收生

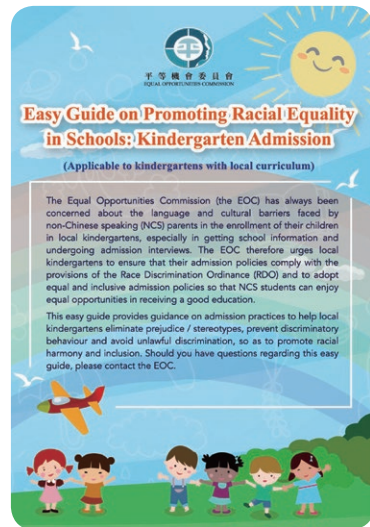
在非華語學生教育方面，平機會關注的另一項重要議題是公平的幼稚園收生機制。經平機會多次就非華語家長獲取幼稚園收生資訊提出建議及進行定期監察後，教育局在2021年加強了其指引，要求所有受資助幼稚園必須在其網頁提供英文資訊。教育局亦向幼稚園提供一筆過撥款，供幼稚園提升其網頁的語言功能。

為協助非華語家長在2022/23學年為子女申請入學，平機會與教育局合作，為家長及非政府組織舉辦簡介會。平機會亦製作以尼泊爾語及烏爾都語旁述的短片，向尼泊爾和巴基斯坦裔家長講解申請入學程序和《種族歧視條例》的保障。

## Kindergarten Admission

Fair kindergarten admission is another major concern of the EOC in the education of NCS students. Upon repeated advice by the EOC and regular monitoring over the accessibility of kindergarten admission information for NCS parents, the Education Bureau (EDB) strengthened its 2021 guidelines for all funded kindergartens to mandatorily provide English information on their webpages. The Bureau also offered a one-off grant for kindergartens to upgrade their webpage language-wise.

To assist NCS parents in school enrolment for their children in the 2022/23 school year, the EOC collaborated with the EDB on organising briefings for the parents and NGOs. The EOC also produced videos in Nepalese and Urdu to explain the enrolment procedures and protection under the RDO to the Nepalese and Pakistani parents.



## 少數族裔事務組 Ethnic Minorities Unit



### 就業

#### 《種族多元共融僱主約章》

平機會繼續推廣《種族多元共融僱主約章》（「《約章》」）。該《約章》為僱主提供九項良好常規建議，協助機構消除其僱傭政策對職員及求職者造成的障礙，培養員工的文化意識、敏感度和接納能力，以及為僱員建立種族共融工作間。

自2018年8月推出《約章》以來，簽署機構的數目持續上升。截至2022年3月31日，有超過210間機構簽署了《約章》，承諾支持種族多元共融的僱傭政策。平機會的網頁載列了已簽署《約章》的機構名單：  
<https://www.eoc.org.hk/zh-hk/news-and-events/events-and-programmes/eoc-events/inclusion-charter>

### Employment

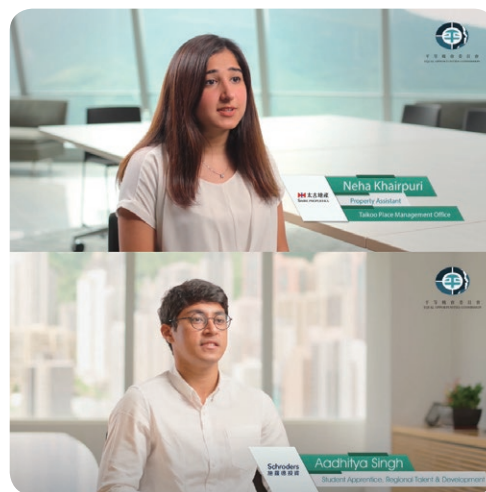
#### Racial Diversity and Inclusion Charter for Employers

The EOC continued to promote the Racial Diversity and Inclusion Charter for Employers (Charter), which provides a set of nine good practices for employers to remove barriers in their employment policies for staff and job seekers, to cultivate cultural awareness, sensitivity and acceptance among staff members, and to establish a racially inclusive environment for employees.

Since the launch of the Charter in August 2018, the number of signatories continued to go up. As at 31 March 2022, there were more than 210 signatories enrolled on the Charter, pledging their support to racially diverse and inclusive employment policies. Signatories of the Charter are listed on the EOC website:  
<https://www.eoc.org.hk/en/news-and-events/events-and-programmes/eoc-events/inclusion-charter>



## 少數族裔事務組 Ethnic Minorities Unit



平機會又與另一簽署機構小彬紀念基金會合作，推動簽署機構為其暑期實習計劃「EMerging Talent Internship Programme」的非華裔年輕人提供工作機會。合共35名來自弱勢種族群體的大專生在19間簽署機構內工作，他們均認為是次實習提供了寶貴機會，拓展他們的就業前景，為日後求職打好基礎。

With a view to engaging the signatories in promoting the employment opportunities of NEC young people, the EOC collaborated with The Zubin Foundation, another signatory, to line up internship opportunities at the offices of 19 signatories for 35 students from the disadvantaged ethnic communities under the Foundation's EMerging Talent Internship Programme 2021. The students found the internship an invaluable opportunity for broadening their career perspectives and equipping them for future employment.

## 獲取貨品、服務及設施

針對少數族裔租住房屋時面對的困難，平機會於2021年5月至7月期間推出以「稱心租客 無分種族」為題的港鐵宣傳廣告，在行駛於港島綫、荃灣綫和觀塘綫的列車內的車窗張貼海報，為期12星期。其後於同年11月以同一主題展開另一輪宣傳，在50部巴士車身展示廣告，為期三星期。

## Access to Goods, Services & Facilities

With due regard to the difficulties encountered by the EM communities in renting accommodation, the EOC launched a 12-week MTR compartment advertising campaign between May and July 2021, during which posters carrying the title 'Good Tenants Come in All Colours' were displayed on the window panels in the trains running on the Island Line, Tsuen Wan Line and Kwun Tong Line. In November 2021, the EOC ran another three-week advertisement campaign on 50 buses across Hong Kong.







另外，平機會自2021年9月起於YouTube、領英及Facebook發布一系列短片，推廣種族友善顧客服務。內容包括：

- 由不同種族的香港人分享身為顧客的經驗，當中反映了他們在租住單位、購物、外出用膳、使用理財服務等範疇受到的差別待遇(2021年9月)；
- 發布資訊圖表和短片，讓大眾加深了解《種族歧視條例》如何適用於租賃相關情況，以及受屈人可如何提出申訴。資訊圖表設有印尼語、中文、英語、印度語、尼泊爾語、旁遮普語、僧伽羅語和烏爾都語版本，而短片簡介備有印尼語、英語、印度語、尼泊爾語、旁遮普語、僧伽羅語和烏爾都語版本(2022年1月)；以及
- 由來自銀行和餐飲業的代表分享如何照顧不同族裔和文化背景的客户需要(2022年1月)。

In addition, the EOC released a series of videos on racially inclusive customer service since September 2021 on YouTube, LinkedIn and Facebook. These included:

- Videos featuring sharing by Hongkongers of different ethnic backgrounds about their experiences as customers, which revealed signs of differential treatment in housing, shopping, dining and access to financial services (September 2021);
- Infographics and a video explainer on how the RDO applies to tenancy-related situations, as well as avenues of redress for aggrieved individuals. The former comes in Bahasa Indonesia, Chinese, English, Hindi, Nepali, Punjabi, Sinhala and Urdu versions, while the latter is available in Bahasa Indonesia, English, Hindi, Nepali, Punjabi, Sinhala and Urdu (January 2022); and
- Videos featuring representatives from the banking and catering industries, who talked about how they addressed the needs of customers from diverse ethnic and cultural backgrounds (January 2022).

## 少數族裔事務組 Ethnic Minorities Unit



### 有關《種族歧視條例》的培訓

過去一年，平機會繼續為公私營界別提供有關《種族歧視條例》及文化敏感度的培訓。2021年4月至2022年3月期間，共舉行了81場培訓，參加者達6 173人。於2021年10月，平機會為公務員及公營機構的員工推出了網上學習課程，以提高他們的文化敏感度。

### 社區外展及參與

平機會繼續接觸不同非華裔社群，了解他們在2019冠狀病毒病疫情下的困境。例如，平機會於2021年11月及12月與超過20間機構的代表會面，討論房屋租賃的種族歧視問題，並採取了多項跟進行動。除了發布備有六種少數族裔語言版本的短片及資訊圖表，解釋《種族歧視條例》在房屋租賃方面的保障，平機會還向有關各方提交了多份意見書，包括在2022年3月就非華裔人士的就業和種族共融向行政長官提交意見書。此外，平機會在多個本地媒體刊登文章，呼籲決策者及市民大眾提高對少數族裔的了解和文化敏感度。

### Training on RDO

During the year in review, the EOC continued to organise training on the RDO and cultural sensitivity for organisations in the public and private sectors. Between April 2021 and March 2022, a total of 81 training sessions were organised for 6 173 participants. In October 2021, the EOC rolled out an online training course for civil servants and staff members of public organisations, which aimed to raise the cultural sensitivity of staff in the public sector.

### Community Outreach and Engagement

The EOC continued to reach out to different NEC communities to understand the difficulties they faced under the COVID-19 epidemic. For instance, the EOC met the representatives of over 20 organisations in November and December 2021 to discuss the racial discrimination in renting properties. A number of actions were taken to follow up on the discussions. In addition to releasing video and infographic messages in six languages of the NEC communities to illustrate the RDO's protection in tenancy, the EOC made multiple submissions to relevant parties, such as to the Chief Executive of the HKSAR in March 2022 on the employment of NEC and racial inclusion. A series of articles was also published in local media outlets to call for greater understanding and cultural sensitivity among policymakers and the public.



## 響應世界文化多樣性促進對話和發展日

每年5月21日是世界文化多樣性促進對話和發展日，旨在促進多元文化。為響應這個日子，平機會在2021年5月21日至6月3日期間舉辦連串活動。其中包括與來自不同種族背景的專業人士在網上進行專題討論，以及發布與《約章》簽署機構拍攝的一系列訪問短片，分享不同僱主在工作間實施的良好常規政策。此外，平機會主席朱敏健先生在本地媒體發表評論文章，包括《南華早報》、《信報》及獨立媒體。

## Celebrations for World Day for Cultural Diversity for Dialogue and Development

Riding on the World Day for Cultural Diversity for Dialogue and Development (World Cultural Diversity Day in short), held on 21 May every year to promote cultural diversity, the EOC organised a range of activities between 21 May and 3 June 2021, including an online panel discussion with professionals from diverse racial backgrounds and curated conversations with signatories of the Racial Diversity and Inclusion Charter for Employers on their workplace practices, which were captured in videos. Opinion articles by the EOC Chairperson Mr Ricky CHU Man-kin were also published in local media outlets, namely the *South China Morning Post*, *Hong Kong Economic Journal* and *Inmedia*.



平等機會委員會  
EQUAL OPPORTUNITIES COMMISSION



EMBRACE  
Respect, value, support racial equality  
種族平等・由發展開始

### 世界文化多樣性促進對話和發展日 (5月21日)



豐富多元的文化歷史一直在這個城市茁壯成長，歷久不衰，值得每位香港人珍而重之。

不論在工作間以至社會大環境，每人理應出一分力，擁抱多元和協助不同背景的人融入其中，讓這種文化精髓傳承下去。

**平等機會委員會主席朱敏健先生**  
節錄自2022年2月25日線上座談會：工作間的宗教及種族文化共融



平等機會委員會  
EQUAL OPPORTUNITIES COMMISSION



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種族平等・由發展開始

### World Day for Cultural Diversity for Dialogue and Development (21 May)



Hong Kong is lucky to have had a rich history of diversity that continues to this day. It is a unique characteristic of Hong Kong and one that we must treasure.

It is important that we embrace this diversity and make everyone feel welcome and included, whether in the workplace or outside. We must do our part.

**Ricky Chu**  
Equal Opportunities Commission  
Quoted from the Online Panel Discussion on 25 February 2022:  
Cultural and Religious Inclusion at the Workplace

## 少數族裔事務組 Ethnic Minorities Unit

### 響應國際消除種族歧視日

為響應3月21日的國際消除種族歧視日，平機會於2022年2月至4月期間透過Zoom網上平台舉辦三場以種族多元、平等、共融為題的網上座談會。第一場於2022年2月25日舉行，主題為宗教及種族文化共融，由錫克教和伊斯蘭教群體以及僱主代表，分享如何招聘、培育和挽留不同文化及宗教背景的人才。

第二場網上座談會於2022年3月23日舉行，題為「工作間的多重身分挑戰(種族、性別及其他)」，邀得不同種族背景的在職女性，包括一名外籍家庭傭工，與參加者分享她們在職場遇到的挑戰和優勢。最後一場座談會是「工作間的種族平等共融溝通策略」，於2022年4月13日在網上直播舉行。

除了這系列座談會，平機會於2022年3月推出社交媒體宣傳活動，邀請不同持份者參與，推動各界攜手消除種族歧視。平機會主席朱敏健先生也在Hong Kong Free Press及獨立媒體發表有關種族共融的專欄文章。

### International Day for the Elimination of Racial Discrimination

Another celebratory programme was on International Day for the Elimination of Racial Discrimination, which falls on 21 March. Between February and April 2022, the EOC hosted three webinars via Zoom to promote racial diversity, equality and inclusion. The first of the series, which took place on 25 February 2022, was about cultural and religious inclusion, with members of the Sikh and Muslim communities in Hong Kong, as well as employers, sharing how they recruited, groomed and retained talents from diverse cultural and religious backgrounds.

On 23 March 2022, the second webinar titled 'Race and Gender + Intersectionalities at the Workplace' was held. Working women of different ethnic backgrounds, including a foreign domestic worker, shared their challenges and strengths with the participants. The celebration was concluded with the finale discussion on 'Communication Strategies for Achieving Racial DEI' live-streamed on 13 April 2022.

Besides the webinar series, the EOC embarked on a social media campaign in March 2022, which engaged diverse stakeholders to call for the fight against racism together. Opinion articles on racial integration by EOC Chairperson Mr Ricky CHU Man-kin was also published in *Hong Kong Free Press* and *Inmedia* respectively.



# 推廣平等機會——傳訊、宣傳及社會參與 Spreading Our Message – Communications, Publicity and Community Participation

平機會於2021-22年度繼續借助傳統媒介、電子和社交平台，以及針對不同社群的推廣項目，宣揚多元、平等機會及共融的價值，教育社會大眾有關歧視的議題。在2019冠狀病毒病疫情期間，平機會更加強了傳訊工作，以回應疫情下有關平等權利的問題及關注。

Leveraging a mix of traditional media, digital and social media platforms, as well as promotional programmes targeting different community groups, the EOC continued to communicate the values of diversity, equal opportunities and inclusion, and educate the public on discrimination issues in 2021-22. In the face of COVID-19, the EOC stepped up its communication efforts to address questions and concerns about equality rights under the epidemic.



## 疫情期間的傳訊工作

平機會於2020年3月在網站開設專頁，提供有關反歧視條例的解釋、平機會接受傳媒訪問及發出文章的超連結，以及非政府組織提供資源的資訊。直至2022年3月底，在Google輸入關鍵字「COVID discrimination」時，該專頁的自然搜尋率依然位列首位，超越國際勞工組織、世界衛生組織及美國公平就業委員會的同類網頁。

因應疫情最新發展和衍生的議題，主席接受了不同媒體的訪問，平機會還發出了多份聲明及評論文章，例如：

- 平機會於2021年4月14日發出聲明，回應有關對食肆推行「疫苗氣泡」安排的關注和報道，並解釋反歧視條例在甚麼情況下適用；

## Communications amid COVID-19

In March 2020, the EOC launched a dedicated website to provide explanations on the anti-discrimination ordinances, links to the media interviews and articles by the EOC, and information on resources provided by NGOs. As at end-March 2022, the webpage remained on top of Google's organic search results for the key words "COVID discrimination", surpassing similar webpages under the International Labour Organization, World Health Organization and the US Equal Employment Opportunity Commission.

The EOC also issued a number of media statements and feature articles in response to the evolving situation and emerging issues, while the Chairperson took part in interviews by different media outlets. For example:

- The EOC issued a media statement on 14 April 2021 in response to concerns and reports about the introduction of a "vaccine bubble" scheme for restaurants, and explained how the anti-discrimination ordinances might apply;

## 傳訊、宣傳及社會參與

# Communications, Publicity and Community Participation

- 平機會主席朱敏健先生於2021年4月23日在《信報》和獨立媒體網頁刊登文章，並去信《南華早報》編輯，呼籲市民切勿標籤新冠肺炎確診者，更加不應標籤確診者所屬行業或群體；以及
- 平機會於2022年2月24日發出另一份聲明，深切關注一些據報感染新冠肺炎後被僱主解僱和趕離居所的外籍家庭僱工。
- EOC Chairperson, Mr Ricky CHU Man-kin published an article in *Hong Kong Economic Journal* and *InMedia*, as well as a letter to the editor in *The South China Morning Post* on 23 April 2021, appealing to the public to avoid stigmatising individuals who have tested positive for the coronavirus, let alone the professions or communities they belong to; and
- On 24 February 2022, the EOC issued another statement expressing deep concern over reports of foreign domestic workers being fired and turned out of homes by employers because they have contracted COVID-19.

## 大眾媒體推廣及宣傳活動

### 對法例修訂的宣傳

為廣泛宣傳《2020年歧視法例(雜項修訂)條例》和《2021年性別歧視(修訂)條例》(分別於2020年6月19日和2021年6月19日生效)所載的法例修訂，平機會運用政府撥款在全港展開連串網上和實體宣傳和公眾教育工作。

## Mass Media Promotions and Publicity

### Publicity on Legislative Amendments

To widely publicise the legislative amendments under the Discrimination Legislation (Miscellaneous Amendments) Ordinance 2020 and the Sex Discrimination (Amendment) Ordinance 2021, which took effect on 19 June 2020 and 19 June 2021 respectively, the EOC embarked on a range of online and offline publicity and public education activities across the city with funding from the Government.



2021年5月27日，平機會推出名為「共創和諧工作間 舉報騷擾零容忍」的電視宣傳短片和電台宣傳聲帶，以加深公眾認識《性別歧視條例》、《殘疾歧視條例》及《種族歧視條例》就共同工作場所內的性騷擾、殘疾騷擾及種族騷擾所提供的保障。該輯宣傳短片和聲帶設有廣東話、普通話及英文版本，短片更附以手語翻譯。宣傳短片於免費電視台、收費電視及香港港台電視各個頻道播放，宣傳聲帶則於香港電台、商業電台及新城電台共三個電台播放。宣傳短片亦已上載至平機會網站、平機會YouTube頻道、Facebook及領英專頁，供大眾收看。此外，平機會於2021年5月1日至14日進行港鐵宣傳，在60個港鐵站的燈箱展示有關共同工作場所的騷擾的海報，向公眾宣傳信息。

On 27 May 2021, the EOC launched TV and radio APIs (Announcements in the Public Interest) titled 'Create a Harmonious Workplace – Report and End Harassment' to raise awareness of the protections against sexual harassment, disability harassment and racial harassment in common workplaces under the SDO, DDO and RDO. Available in Cantonese, Putonghua and English with sign language interpretation, the TV and radio APIs could be watched and listened on various channels of free TV, Pay TV and RTHK TV, as well as channels of three radio stations, namely RTHK, Commercial Radio and Metro Broadcast. The TV API was also uploaded onto the EOC website and the EOC's YouTube channel, Facebook and LinkedIn pages for public viewing. In addition, the EOC arranged for posters on harassment in common workplaces to be displayed in the light boxes of 60 MTR stations from 1 to 14 May 2021 to spread the message to commuters.

### 有關餵哺母乳歧視和騷擾的宣傳活動

有關保障餵哺母乳婦女免遭歧視和騷擾的法例於2021年6月19日生效。平機會於2021年6月19日至7月2日在全港進行宣傳活動，首先在60個港鐵站進行廣告宣傳，然後推出電視宣傳短片和電台宣傳聲帶，並且發布資訊小冊子。

### Campaign against Breastfeeding Discrimination and Harassment

To publicise the protections against breastfeeding discrimination and harassment, which came into force on 19 June 2021, the EOC mounted a citywide publicity campaign featuring advertisement across 60 MTR stations from 19 June to 2 July 2021. This was followed by the release of TV and radio APIs and the distribution of information booklets.



## 傳訊、宣傳及社會參與

# Communications, Publicity and Community Participation

為響應8月1日至7日的國際母乳哺育周，平機會在社交媒體平台推出一連串宣傳活動，包括在Facebook發起「#一人一相撐母乳餵哺」行動、分享法例「懶人包」和上傳短片，以及在領英專頁向僱主和服務提供者推廣良好常規。

Facebook用戶可於平機會帖文的留言欄上載相片，並寫上「#一人一相撐母乳餵哺」，或分享香港一些設有哺乳友善設施的地方。該帖文吸引了超過2 300次互動（包括點擊、讚好、留言及分享），其後平機會於2021年8月再發布10篇帖文，講解《性別歧視條例》下對免遭餵哺母乳歧視和騷擾的保障。所有有關帖文有超過60 000人次瀏覽。

In celebration of the World Breastfeeding Week (1-7 August), the EOC rolled out promotions on its social media platforms, including a photo hashtag blitz, law explainers and a video on Facebook, and tips for employers and service providers on LinkedIn.

Facebook users were invited to comment on the EOC's post by uploading a photo with the hashtag #SupportBreastfeeding or sharing information on breastfeeding-friendly places in the city. The post, which attracted over 2 300 interactions (clicks, likes, comments, shares etc), was complemented by 10 posts in August 2021 to illustrate the protections against breastfeeding discrimination and harassment under the SDO. Altogether these posts reached over 60 000 Facebook users.







此外，平機會在《平等點·線·面》2021 年夏季期刊採用「建立友善環境 支持母乳餵哺」為主題，解釋新的法律保障。該期刊隨 2021 年 7 月 2 日的《晴報》向市民派發，也可在平機會網站下載。

In addition to the above, the EOC adopted the theme 'Creating a breastfeeding-friendly city' for the 2021 summer edition of its periodical *Equality Perspectives*. Distributed as an insertion in *Sky Post* on 2 July 2021 and available for download on the EOC website, the journal added to the range of resources available to explain the new legal protections.

## 平機會主席的報章專欄及專題文章

年內，主席在多份本地中英文日報發表共 28 篇專題文章，有關報章包括《信報》、《明報》、《星島日報》、《南華早報》及《英文虎報》；文章亦在多個網上媒體平台發布，例如 Hong Kong Free Press 及獨立媒體。

## Newspaper Column and Op-ed Series by EOC Chairperson

During the year, a total of 28 op-ed articles by the Chairperson were published in several Chinese and English local dailies, such as the *Hong Kong Economic Journal*, *Ming Pao Daily*, *Sing Tao Daily*, *South China Morning Post* and *The Standard*, and on various online media platforms, such as *Hong Kong Free Press* and *InMedia*.

此外，平機會主席繼續在香港免費報章《am730》網上版定期撰寫專欄，與讀者分享他對平等機會議題的見解。過去一年共發表了 26 篇專欄文章，有關文章可於《am730》網頁和平機會網頁的「主席文章」欄目瀏覽。

In addition, the EOC Chairperson continued to release articles in a regular column in the online version of the free newspaper *am730* to share thoughts and insights into equal opportunity issues. The column articles, totalling 26 during the year, are available on *am730*'s website and 'The Chairperson's Articles' section on the EOC website.

社交及數碼媒體宣傳

Instagram及Facebook


鑒於社交媒體平台極為普及，獲廣泛使用，平機會因此在2021-22年度加強在社交媒體平台的宣傳推廣。平機會於2021年9月開設「平·常·事 EO Matters」Instagram專頁，以進一步接觸年輕一代。首篇帖文是關於一名香港出生的巴基斯坦裔消防員，帖文吸引了超過44 800人次瀏覽，並有超過3 600次互動(包括讚好、分享、留言及儲存)。截至2022年3月底，平機會在Instagram專頁發布了32篇帖文，吸引了超過685 000人次瀏覽，有超過32 700次互動。此外，超過90%跟隨者的年齡介乎13歲至34歲，接近40%年齡為24歲或以下。這群年輕人正正是平機會的目標群體。

Social and Digital Media Promotions


Instagram and Facebook

Taking into account the immense popularity and use of social media platforms, the EOC strengthened its social media promotions in 2021-22. In September 2021, the EOC launched an Instagram account 'EO Matters' (平.常.事), with a view to further expanding its reach to the younger generation. The inaugural post, featuring a Hong Kong-born firefighter of Pakistani descent, reached over 44 800 people and attracted 3 600 interactions (including likes, shares, comments and saves). As at end-March 2022, the EOC published 32 posts on its Instagram profile, reaching over 685 000 people and attracting more than 32 700 interactions. Furthermore, over 90% of the followers were aged between 13-34, and nearly 40% aged 24 or below – the exact targets of the EOC.

**Instagram:**  
**Officially launched on**  
**27 Sep 2021**



**平·常·事 EO Matters**  
走進日常，認識不同人與事，探索平等的可能。  
A journey through everyday life.  
A celebration of diversity.  
A belief that equal opportunity matters for everyone.



接觸超過  
**Reached over**  
**685 000**  
人次 people



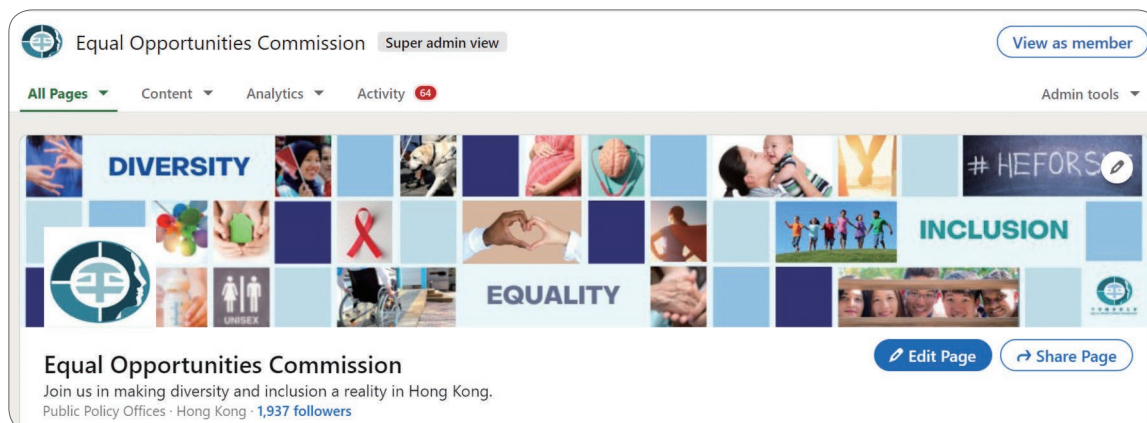
為配合Instagram專頁推出，平機會同時改革其Facebook專頁，並改名為「平·常·事 EO Matters」。平機會除了在Facebook專頁發布與Instagram專頁相似的內容，還會不時推出互動活動，以推動更多現有跟隨者參與和吸引新的跟隨者。例如，為響應國際母乳哺育周而於2021年8月舉行推廣餵哺母乳的主題標籤活動，又於2021年10月精神健康月推出文字解謎有獎遊戲。2021年4月至2022年3月期間，平機會Facebook專頁的帖文及推廣活動吸引了接近1 037 000人次瀏覽，並有77 400次互動。

To tie in with the launch of the Instagram profile, the EOC also revamped its Facebook page and renamed it as 'EO Matters' (平·常·事). Besides mirroring its content on Instagram, the EOC rolled out interactive campaigns to engage followers and gain new ones from time to time, such as a hashtag campaign on breastfeeding to coincide with the World Breastfeeding Week in August 2021, and a word puzzle prize game during the Mental Health Month Campaign in October 2021. Between April 2021 and March 2022, the posts and promotions on the EOC's Facebook page attracted almost 1 037 000 users and 77 400 interactions.



## 傳訊、宣傳及社會參與

# Communications, Publicity and Community Participation



## 平機會領英專頁

平機會於2020年3月21日國際消除種族歧視日在社交媒體領英開設專頁，以各行各業的專才及企業為目標。2021-22年度，平機會在專頁上發布了超過80篇帖文，內容涉及平等機會相關議題的活動和動向、履行社會企業責任的措施、推行多元共融常規的方法，以及平機會的招聘廣告等。平機會領英專頁內容共錄得接近106 000次曝光次數，吸引了超過9 450次互動。

## EOC LinkedIn Page

The EOC launched its LinkedIn Page on International Day for the Elimination of Racial Discrimination (IDERD) on 21 March 2020, targeting professionals of different sectors and the corporate community. During 2021-22, over 80 posts were published, including announcements on events and happenings related to equal opportunities, information on corporate social responsibility initiatives and tips on diversity and inclusion practices, as well as advertisements on career openings within the EOC. Together the content registered nearly 106 000 impressions and attracted more than 9 450 interactions.

## YouTube頻道

平機會於2008年2月推出YouTube頻道，透過上載資訊趣味兼備的短片，介紹平等機會及共融價值，加強平機會在網上的曝光。過去一年，平機會YouTube頻道共增添48齣新短片，包括平等機會記錄片及平機會公眾活動的精華片段。截至2022年3月底，平機會的YouTube頻道共上載了423齣短片，總瀏覽次數超過620 000次。

## YouTube Channel

The EOC YouTube Channel was launched in February 2008 to boost the Commission's online presence while releasing informative and entertaining videos about equal opportunities and inclusion. During the year in review, 48 new videos were added to the EOC YouTube Channel, including documentaries on equal opportunities and highlights of the EOC's public events. As at the end of March 2022, a total of 423 videos had been uploaded, with over 620 000 views.

## 聯繫社區

### 25周年紀念活動

平機會藉成立25周年的契機，舉辦了多項活動，聯繫市民一起參與推動平等機會，以及宣揚平等機會、多元共融的信息。所舉辦的活動包括兒童填色比賽、攝影展及僱主嘉許計劃。

2021年5月20日，平機會在其YouTube頻道發放了25周年紀念短片。該短片由平機會主席朱敏健先生擔任聲音導航，介紹平機會的歷史、重要里程碑及多年來的工作成果。

### 平等機會僱主嘉許計劃

平機會於2020年11月推出平等機會僱主嘉許計劃，是25周年紀念活動的重點項目。計劃旨在促進僱主認識平等機會僱傭政策及常規措施的好處，並鼓勵更多僱主採納有關政策。獎項分為四個類別，分別是性別平等、傷健平等共融、家庭崗位平等及種族平等共融。公私營界別的公司及機構可報名參加四個類別任何一個，甚或全部四個。

在2020年11月至2021年1月的報名期內，平機會收到420份申請，申請機構共192間，來自各行各業，在香港僱用人數超過22萬人。

## Engaging the Community

### 25th Anniversary Campaign

Riding on its 25th anniversary, the EOC organised a range of activities to engage community members and promote the messages of equal opportunities, diversity and inclusion. These included children colouring competition, photography exhibition and a recognition scheme for employers.

On 20 May 2021, the EOC released a video on its YouTube channel to commemorate its 25th anniversary. Featuring EOC Chairperson Mr Ricky CHU Man-kin as the narrator, the video showcases the history and milestones of the EOC, as well as the impact of its work created through the years.

### Equal Opportunity Employer Recognition Scheme

The EOC launched the Equal Opportunity Employer Recognition Scheme in November 2020 as one of the highlights of its 25th anniversary programme. The Scheme aimed to raise awareness of the benefits of equal opportunity employment policies and practices, and encourage more employers to adopt these policies. Companies and organisations in both public and private sectors were invited to enrol on any one or all four categories of the Scheme, namely Gender Equality, Equality for Diverse Abilities, Family Status Equality and Racial Equality and Inclusion.

During the enrolment period from November 2020 to January 2021, the EOC received 420 applications from 192 organisations across a wide spectrum of industries and sectors. Together these organisations accounted for over 220 000 employees in Hong Kong.



評審團經嚴格評估後，選出160間機構為平等機會僱主。平機會於2021年5月14日舉行首場頒獎禮，政制及內地事務局局長曾國衛先生，GBS, IDSM, JP出席擔任主禮嘉賓，其後再於5月21日及26日舉行典禮頒發獎項。

After vigorous evaluation by the assessment panels, 160 employers were selected as Equal Opportunity Employers. On 14 May 2021, the EOC held an awards presentation ceremony, with Secretary for Constitutional and Mainland Affairs, Mr Erick TSANG Kwok-wai, GBS, IDSM, JP as the Guest of Honour. This was followed by a series of awards presentation ceremonies on 21 and 26 May.

為廣泛宣傳計劃的成果，平機會除了在網頁上載得獎名單，還於5月17日在五份本地報章刊登平等機會僱主、金獎及傑出中小企獎的得獎機構名單。該五份報章為《香港經濟日報》、《明報》、《星島日報》、《南華早報》及《英文虎報》。平機會的網頁列載了平等機會僱主及得獎者的完整名單 <https://www.eoc.org.hk/s/eoemployer/hk/awardees.html>。

To widely publicise the results of the Scheme, the EOC published the lists of Equal Opportunity Employers and recipients of the Gold Award and Outstanding SME Award in five local newspapers, namely *Hong Kong Economic Times*, *Ming Pao Daily*, *Sing Tao Daily*, *South China Morning Post* and *The Standard*, on 17 May, besides uploading them onto the Scheme's website. The full list of the Equal Opportunity Employers and the awardees can be found in the EOC website: <https://www.eoc.org.hk/s/eoemployer/en/awardees.html>.

**平等機會委員會**  
EQUAL OPPORTUNITIES COMMISSION

**EOC Celebrates 25<sup>th</sup> Anniversary**  
160 Organisations Recognised as Equal Opportunity Employers

**Message from the Chairperson**

**Mr Ricky CHU Man-kin, IDSM**  
Chairperson of the Equal Opportunities Commission

Since its establishment under the Sex Discrimination Ordinance in May 1996, the Equal Opportunities Commission (EOC) has worked tirelessly to promote the vision of equal opportunities, diversity and inclusion in the workplace, and recognize the achievements of employers that demonstrate a commitment to implementing policies and practices on these issues. The EOC has been both decrying its members of advancing Hong Kong and discrimination and promoting diversity and inclusion based on sex, pregnancy, marital status, family status and race, sexual harassment, as well as harassment and victimisation on the grounds of disability and age.

To promote the vision of equal opportunities, diversity and inclusion in the workplace, and recognize the achievements of employers that demonstrate a commitment to implementing policies and practices on these issues, the EOC launched the Equal Opportunity Employer Recognition Scheme at the end of 2020, on the 25<sup>th</sup> anniversary of its operation. First of all, the Hong Kong Government is set to celebrate its 25<sup>th</sup> anniversary of the enactment of the Sex Discrimination Ordinance in Hong Kong on 17 May 2021. We look forward to having the support of all sectors in society as we keep on striving to break new ground and reach new heights.

**Introduction of the Recognition Scheme**

The Equal Opportunity Employer Recognition Scheme is the first of its kind in Hong Kong to recognize private and public organizations with a proven track record of implementing areas of Gender Equality, Equality for Diverse Abilities, Family Status Equality, and Race Inclusion.

Upon preliminary screening and shortlisting by the EOC, the assessment panels conducted evaluations and selected the Equal Opportunity Employers in each category. The criteria for the management to equal opportunities, diversity and inclusion, as well as the benefits of the policies. Organizations that have excelled in all that on the Equal Opportunity Employer Gold Award (EOE) will have adopted innovative employment policies may also be given the Outstanding SME Award.

The Recognition Scheme received an overwhelming response with 420 organisations having been announced at the Awards Presentation Ceremony last Friday (14 May 2021).

**Mr Erick TSANG Kwok-wai, IDSM, JP, Secretary for Constitutional and Mainland Affairs**  
Chief Guest, Fourth Party, and Mr Ricky CHU Man-kin, IDSM, Chairperson of the EOC, Chairperson of the Awards Presentation Ceremony and present winners of the Equal Opportunity Employer Gold Award.

**平等機會委員會 25周年 隆重呈獻嘉許計劃**  
160 機構獲嘉許為平等機會僱主

**嘉許計劃簡介**  
平等機會僱主價值表

「平等機會僱主嘉許計劃」乃為嘉許有關平等機會僱主之計劃，旨在嘉許有關平等機會僱主或成員有出色表現的公、私機構，並鼓勵其他公、私機構向平等機會僱主學習。

評審團經嚴格評估後，選出160間機構為平等機會僱主。平機會於2021年5月14日舉行首場頒獎禮，政制及內地事務局局長曾國衛先生，GBS, IDSM, JP出席擔任主禮嘉賓，其後再於5月21日及26日舉行典禮頒發獎項。

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平等機會委員會主席 **朱敏健** 先生，IDSM

# 「真相：巡迴攝影展」

平機會於2020年12月推出此活動，收集了超過130張由邊緣社群拍攝的照片，他們包括女性照顧者、外籍家庭傭工、非華裔青少年、殘疾人士或有精神健康問題人士、內地新來港人士，以及同性戀、雙性戀和跨性別群體。相片附以短文，分享他們在日常生活中遇到的喜樂和難題。

相片分為四個主題：有愛無礙、我們的歸屬、女性之聲以及與污名的長久戰。所有相片於平機會網頁展出，實體展覽則於2021年年初在荃灣南豐紗廠及香港大學舉行。

2021年8月23至28日，攝影展巡迴至香港文化中心大堂，展出作品約有50張。最後一站是嶺南大學，於2021年9月28日至10月28日在大學的第七屆平等機會活動期間展出近50張作品。

# 'The Way We Are' Visual Storytelling Campaign

The EOC launched this campaign in December 2020, which gathered over 130 photo essays by under-represented communities about the joys and challenges of their everyday life. The stories came from women carers, migrant workers, non-Chinese youth, people with disabilities or mental health issues, new immigrants from mainland China, and LGBT people.

Divided into four sections, namely 'Different and Equal', 'Where We Belong', 'Voices of Womanhood' and 'Battling Stigma', the photos were housed on the EOC website, while the physical exhibition took place in The Mills, Tsuen Wan and The University of Hong Kong in early 2021.

In August 2021 (23-28 August), the exhibition made another stop at the foyer of Hong Kong Cultural Centre, displaying about 50 photos from the collection. The final leg was at Lingnan University, which exhibited nearly 50 photos from 28 September to 28 October 2021 as part of its 7th Equal Opportunities Awareness Campaign.



### 平等機會社會參與資助計劃

2021-22年度，平機會透過「平等機會社會參與資助計劃」，資助了25個由不同社區團體、非政府組織及教育機構策劃的項目，資助總額高達港幣973,416元。獲資助的項目旨在加強公眾對四條反歧視條例的認識，並宣揚平等共融的觀念。附錄2列載了獲資助的機構名單。

平機會亦支持其他機構舉辦的活動，以宣揚反歧視信息。於2021-22年度，平機會支持了35個在香港舉辦的項目及活動。此外，主席出席了110個社區活動，發表了46次演說，並參與了逾39次與持份者的會議。

### 學校戲劇表演

平機會繼續與三個本地劇團(大細路劇團、森林聯盟及街坊小子木偶劇場)合作，為學校製作和演出以平等機會、多元共融為題材的話劇和木偶劇。



### Community Participation Funding Programme on Equal Opportunities

In 2021-22, the EOC's Community Participation Funding Programme on Equal Opportunities provided HK\$973,416 of funding support to 25 projects by community groups, NGOs and educational institutions. These projects were geared towards promoting greater understanding of the four anti-discrimination ordinances and the concepts of equal opportunities and inclusion. The list of funded organisations is included in Appendix 2.

The EOC also rendered support to initiatives by organisations to promote anti-discrimination messages. In 2021-22, the EOC supported 35 projects and initiatives across the city. In addition, the Chairperson attended 110 community events and functions, and delivered 46 speeches, besides taking part in over 39 meetings with stakeholders.

### School Drama Performances

The EOC continued to engage three local theatrical troupes, namely Jumbo Kids Theatre, Forest Union and Kids on the Block, to stage plays and puppet shows on equal opportunities and diversity values at schools.





然而，受疫情影響，大部分演出透過電子及社交媒體平台進行，例如Zoom及YouTube。2021-22年度，平機會為48 304名學生安排共329場演出。幾乎全部學校在意見調查中給予「好」或「非常好」的評價。

However, owing to the COVID epidemic, most of the performances were staged via electronic and social media platforms, such as Zoom and YouTube. In 2021-22, the EOC arranged 329 performances for 48 304 students. Almost all the schools indicated in the feedback survey that the plays were “good” or “very good”.

### 學與教博覽2021 (2021年12月8日至10日)

### Learning and Teaching Expo 2021 (8-10 December 2021)

平機會於2021年首次參加學與教博覽，與其他教育界人士分享其教育資源，包括YouTube記錄片系列和相關教材套，以及兒童繪本系列《高仔與朋友們》，協助教育工作者在課堂內外向學生傳遞平等和共融的信息。

The EOC participated in the Learning and Teaching Expo for the first time in 2021, and shared its range of resources for educators to spread the message of equality and inclusion both inside and outside of the classroom, such as the EOC YouTube documentaries and an accompanying learning kit, as well as the storybook series *Tally & friends*.



在為期三日的博覽中，平機會向入場人士派發了超過2 600份刊物及接近2 200份紀念品。參觀者對平機會的評價正面，差不多92%受訪者表示參觀平機會的攤位後加深了對平等機會的認識。此外，有近220名參觀者即場關注／讚好／分享平機會的社交媒體網頁，包括Facebook、Instagram、領英及／或YouTube。

During the three-day Expo, the EOC distributed more than 2 600 publications and almost 2 200 souvenirs to visitors. Positive feedback was received, with almost 92% of the respondents stated that they knew more about equal opportunities after visiting the EOC’s booth. Also, almost 220 visitors followed/liked/shared the EOC’s social media pages, including Facebook, Instagram, LinkedIn and/or YouTube, during the Expo.

## 傳訊、宣傳及社會參與

### Communications, Publicity and Community Participation

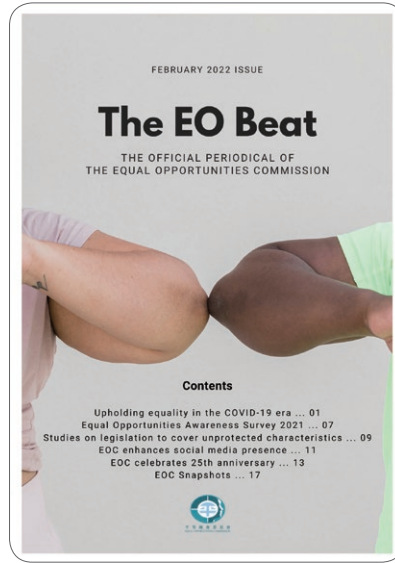
#### 香港國際牙科博覽暨研討會 (2021年12月10日至12日)

平機會第三度參加由香港牙醫學會主辦的香港國際牙科博覽暨研討會，介紹反歧視條例如何適用於提供貨品、服務及設施方面。博覽暨研討會為期三日，其間平機會派發了超過1 650份刊物及接近890份紀念品。平機會的攤位再次獲得正面評價，接近87%受訪者表示參觀平機會的攤位後，對平等機會加深了認識。此外，85名參觀者即場關注／讚好／分享平機會的社交媒體網頁，包括Facebook、Instagram、領英及／或YouTube。

#### Hong Kong International Dental Expo and Symposium (10-12 December 2021)

For the third time, the EOC participated in the Hong Kong International Dental Expo and Symposium organised by the Hong Kong Dental Association at Hong Kong Convention and Exhibition Centre to highlight how the anti-discrimination ordinances apply in the employment setting and the provision of goods, services and facilities. During the three-day Expo, the EOC distributed over 1 650 publications and almost 890 souvenirs to visitors. Again, positive feedback was received, with almost 87% of the respondents stated that they knew more about equal opportunities after visiting the EOC's booth. In addition, 85 visitors followed/liked/shared the EOC's social media pages, including Facebook, Instagram, LinkedIn and/or YouTube, during the Expo.





## 刊物及其他通訊資料

在2021-22年度，平機會為持份者及公眾出版了一系列刊物及通訊資料。其中一份是《平等點·線·面》期刊，以多角度深入探討平等議題。公眾可從平機會網站瀏覽這本期刊，另外，平機會亦安排了兩萬份四頁精簡版期刊隨《晴報》向市民派發，又將5 000份發送予主要持份者。

鑒於在網上閱覽資訊的趨勢日漸普及，尤其是透過流動裝置閱覽，因此平機會於2022年2月將《平等點·線·面》改版，易名為《平等新動向》，而且實行全面電子化，以進一步履行平機會實踐環保的承諾。

年內發布的其他刊物包括：

- 《你的權利有法有理：認識性騷擾》——這本小冊子詳細解釋《性別歧視條例》下有關性騷擾的保障，特別是2020年生效的法例修訂，有關共同工作場所性騷擾保障的內容。

## Publications and Other Communication Materials

In 2021-22, the EOC produced a series of publications and communication materials for stakeholders and members of the public. These included *Equality Perspectives*, a journal that dissects issues relating to equal opportunities from different angles. The periodical was available for access on the EOC website, while a four-page teaser was distributed as an insertion in 20 000 copies of the free daily *Sky Post*, and another 5 000 copies sent to major stakeholders.

With due regard to the public's trend for accessing information online and particularly through their mobile devices, the EOC revamped the journal in February 2022 and turned it into an online publication. Entitled *The EO Beat*, the periodical is completely virtual, honouring the EOC's ongoing commitment to protecting the environment.

Other publications released during the year included:

- *Learn the Law, Know Your Rights: Understanding Sexual Harassment* – this booklet offers an updated account of the protections against sexual harassment under the SDO, following amendments relating to sexual harassment in common workplaces which took effect in 2020.

## 傳訊、宣傳及社會參與

### Communications, Publicity and Community Participation

- 《為哺乳女性建立友善工作間》及《母乳餵哺零歧視 你我齊關注》小冊子——解釋有關在僱傭和其他範疇對母乳餵哺歧視和騷擾的新增保障，還有關於良好常規的資訊。
- 新一版《個案實錄》——載述經平機會調停和給予法律協助的真實個案，亦概述了平機會的投訴處理程序，以及當受屈人未能透過平機會的調停解決紛爭，繼而向平機會申請法律協助時，負責審批的平機會法律及投訴專責小組所考慮的各項因素。
- Booklets entitled *Let's Build a Breastfeeding-friendly Workplace* and *Let's Build a Breastfeeding-friendly Environment*, which explain the new protections against breastfeeding discrimination and harassment in the employment and other sectors, with tips on good practices.
- A new edition of *The Equal Opportunities Casebook*, which is based on a variety of actual complaints conciliated by the EOC and cases legally assisted by the Commission. The Casebook also outlines the EOC's complaint-handling procedure, as well as the factors the Commission's Legal and Complaints Committee takes into account when reviewing applications for legal assistance from aggrieved persons who have not been able to settle the relevant dispute through conciliation by the EOC.

平機會亦定期向大約8 000名訂閱了《平機會電子通訊》的人士發出該刊物，分享有關平機會的最新工作、對歧視議題的立場，以及社區組織舉辦活動的消息。

The EOC also sent out an e-newsletter *News from the EOC* regularly, informing around 8 000 subscribers of the EOC's latest work, positions on topical issues about discrimination, as well as related events organised by community organisations.



平機會致力維持卓越的機構管治。平機會備有全面的管控及報告機制、記錄完備的辦公室、行政及財務政策和程序，以確保平機會所有層面皆符合內部及外部規定，而且以高效和符合成本效益的方式運用資源。

平機會透過不同途徑及媒介令公眾知悉平機會的工作，例如於平機會網站內發布平機會管治委員會的會議時間表及會議記錄，並且在年報內披露管治委員會及專責小組會議的出席記錄。此外，平機會每年向立法會政制事務委員會介紹平機會的周年工作計劃。

The EOC is committed to maintaining high standards of corporate governance. Comprehensive control and reporting mechanisms, as well as well-documented office, administrative and financial policies and procedures are in place to ensure compliance with internal and external requirements at all levels, and that the EOC expends its resources in an efficient, effective and value-for-money manner.

The EOC utilises different channels and mediums to keep the public informed about the work of the Commission. For example, meeting schedules and minutes of the EOC Board were posted on the EOC website, and attendance records of the EOC Board and Committee meetings were provided in the Annual Report. In addition, presentation on the Commission's annual work plan is made to the Legislative Council Panel on Constitutional Affairs every year.

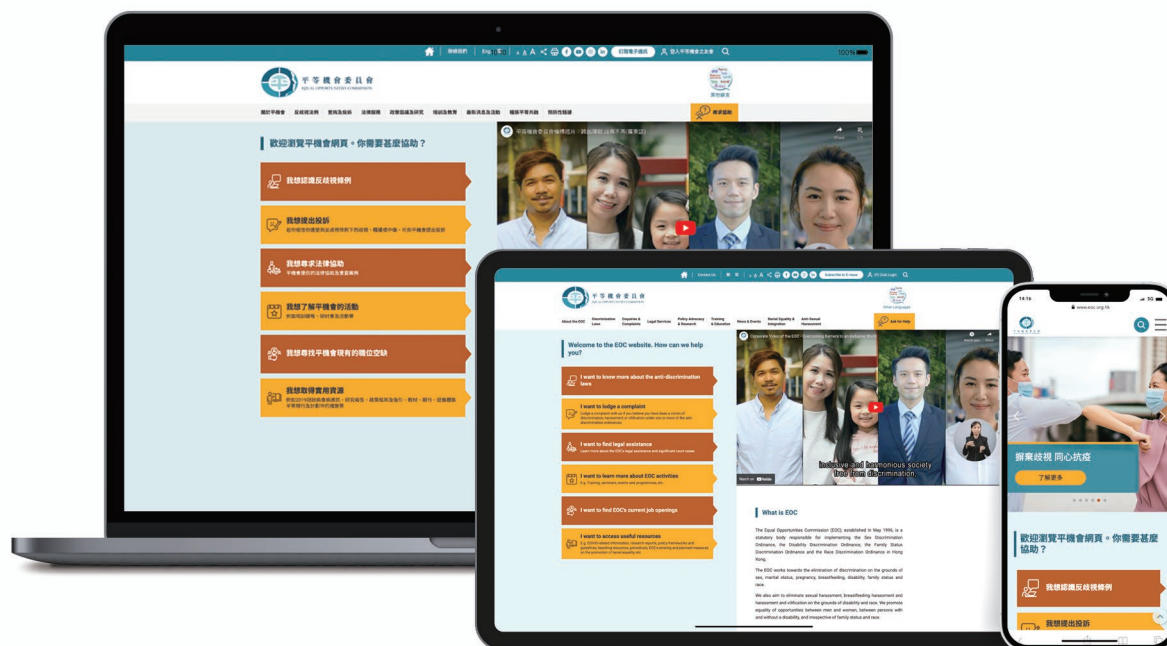
## 翻新平機會網站

為推廣平機會的機構形象、改善使用者體驗和提升網站的可用性，平機會於2020年開始翻新網站。翻新工作涵蓋範圍廣泛，包括改善網站結構、設計及功能、增設簡體中文版網頁，以及採用對應手機及適應性的網頁設計。

## Revamp of the EOC Website

The EOC started to revamp its official website in 2020. The objectives were to promote the EOC's corporate branding, enhance user experience and improve usability of the website. The scope of the revamp included: enhancing the architecture and design of the website, improving its functionalities, introducing simplified Chinese webpages, as well as adding mobile and responsive web designs, among other works.

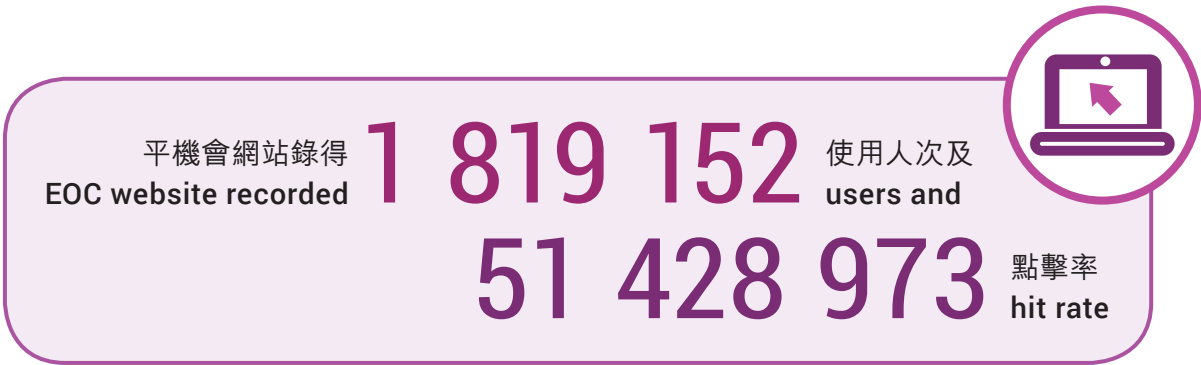
## 機構管治 Corporate Governance



2021年10月25日，平機會正式啟用革新網站。新網站設計簡潔現代，採用了全面的篩選搜尋設計，使用者可易於找到切合其需要的資訊，瀏覽時更加簡便快捷。其他新增功能包括能因應不同流動裝置的屏幕大小而自動調整版面的適應性網頁介面、列印友善功能，以及新增了簡體中文版，讓更多華語人士能夠瀏覽平機會的網站。

On 25 October 2021, the EOC formally launched the revamped website. Featuring a clean and modern design, the website has a comprehensive degree filter to streamline searches by website visitors according to their needs, making it easier to navigate and more user-friendly. Other enhanced functionalities included: a responsive web design which enables the screen size to adjust automatically according to different mobile devices, printer-friendly, and a simplified Chinese character version which aims at enhancing the accessibility of the Commission's website to Chinese communities.





2022年1月，平機會檢視了革新網站的表現。整體而言，無論是新的使用者、互動工作階段和事件的數目都錄得大幅增長。瀏覽平機會網站的人有所增加，尤以使用手機或平板電腦瀏覽的人為甚，並且更積極與網頁內容互動。另外，新網站更有效運用搜尋引擎最佳化功能，使網站頁面能夠在Google搜尋引擎中更頻繁地出現。

The EOC conducted a review in January 2022 to assess the performance of the revamped site. Overall the number of new users, engaged sessions and event counts all went up significantly. There were more people visiting the EOC website, especially those making use of mobile devices and tablets, and they interacted with the content more actively. Furthermore, the EOC website enjoyed better search engine optimisation, with the pages appearing more frequently in Google search results.

截至2022年3月底，平機會網站共錄得1 819 152使用人次及51 428 973點擊率。

As at end-March 2022, the EOC website recorded 1 819 152 users and 51 428 973 hit rate.

### 服務承諾

平機會制定了一套以回應時間計算的服務標準，以評估及量化服務水平。平機會於2021-22年度的服務承諾均全部達標，詳情載於下表。

### Performance Pledge

The EOC has in place a set of service standards, which are expressed generally in terms of responding times, to measure and quantify its performance. In 2021-22, the EOC achieved all of the service standards in its performance pledge. The details are shown in the following table.



服務承諾全部達標

**Achieved all service standards  
in performance pledge**

平機會於2021-22年度的服務承諾

EOC's Performance Pledge in 2021-22

	服務標準	服務表現目標		實際表現
	Service standard	Performance target	(百分比)	Actual performance
		(達標的百分比)	(百分比)	(數目)
		(% Meeting standard)	(Percentage)	(Number)
<b>查詢 Enquiry</b>				
在辦公時間內回覆電話查詢 <b>Answer telephone enquiries during office hours</b>	即時回覆 Immediately	95%	100%	總數 Total : 6 863 達標 Met : 6 863 不達標 Not met : 0
接見親臨辦事處查詢的人士 <b>Interview a walk-in enquirer at EOC office</b>	30分鐘內 Within 30 minutes	95%	100%	總數 Total : 100 達標 Met : 100 不達標 Not met : 0
回覆繁複的書面查詢 <b>Reply to written enquiries on complex issues</b>	14個工作天內 Within 14 working days	95%	100%	總數 Total : 866 達標 Met : 866 不達標 Not met : 0
<b>投訴 Complaint</b>				
對書面投訴開始採取行動 <b>Initiate action on a written complaint</b>	3個工作天內 Within 3 working days	100%	100%	總數 Total : 1 004 達標 Met : 1 004 不達標 Not met : 0
經預約安排，接見有意提出投訴的人士 <b>Interview a prospective complainant asking for an appointment</b>	5個工作天內 Within 5 working days	95%	100%	總數 Total : 2 達標 Met : 2 不達標 Not met : 0
完成處理投訴個案 <b>Conclude a complaint case</b>	6個月內 Within 6 months	75%	87%	總數 Total : 989 達標 Met : 863 不達標 Not met : 126
<b>法律協助 Legal assistance</b>				
審批法律協助的申請並回覆申請者 <b>Make a decision and inform an applicant of the outcome of application for legal assistance</b>	3個月內 Within 3 months	85%	100%	總數 Total : 17 達標 Met : 17 不達標 Not met : 0



	服務標準 Service standard	服務表現目標 Performance target (達標的百分比) (% Meeting standard)	實際表現 Actual performance (百分比) (Percentage)	實際表現 Actual performance (數目) (Number)
<b>公眾教育及宣傳 Public education and promotion</b>				
安排有關平等機會課題及 法例的講座 Meet requests for talks on equal opportunity issues and legislation	6個星期內 Within 6 weeks	95%	100%	總數 Total : 391 達標 Met : 391 不達標 Not met : 0
處理市民以郵寄或 傳真方式索取平機會刊物 Meet requests by mail or fax for EOC publications	3個工作天內 Within 3 working days	95%	100%	總數 Total : 46 達標 Met : 46 不達標 Not met : 0
回覆安排團體到訪的要求 Meet requests for guided group visits	5個工作天內 Within 5 working days	95%	不適用 N/A	總數 Total : – 達標 Met : – 不達標 Not met : –
舉辦主要推廣活動的次數 Convene major promotional events	12個月內 Within 12 months	60項 60 activities	100%	總數 Total : 60 達標 Met : 60 不達標 Not met : 0
對平機會培訓服務表示 滿意的參加者 Participants satisfied with the training services provided by the EOC	滿意 Satisfactory	80%	99.7%	總數 Total : 7 155 達標 Met : 7 136 不達標 Not met : 19

## 與持份者聯繫

平機會於年內持續與社區組織、學界及非政府組織保持聯繫，建立夥伴關係。平機會主席及職員除了與不同持份者機構會面，還出席了多項社區活動。平機會亦繼續與各國駐港外交人員、內地及海外機構和官員進行對話及交流。

## Stakeholder Engagement

The EOC continued to engage and build rapport with community groups, academia and NGOs during the year. The Chairperson and staff members had meetings with different stakeholder groups and attended a number of community events and functions. Dialogue and exchange were also made with the consular communities, and Mainland and international organisations and officials.

## 關顧員工——員工溝通及發展 Cherishing Our People – Staff Communications and Development

平機會致力為員工提供安全、共融和互助的工作環境，以及平等機會，讓員工學習並發揮潛能。截至2022年3月31日，平機會的全職員工數目為106人。

The EOC is committed to providing staff members with a safe, inclusive and supportive work environment, and equal opportunities to learn and realise their potential. As at 31 March 2022, there were 106 full-time staff members working in the EOC.



### 多重內部溝通平台

為了促進員工溝通，平機會設立了不同平台及途徑，包括討論涉及員工福利事宜的員工諮詢小組；負責在平機會內制定、檢討及推行平等機會政策和措施的平等機會專責小組；內聯網；以及定期向員工發出電郵和定期舉行簡報會。

### 有關2019冠狀病毒病的措施

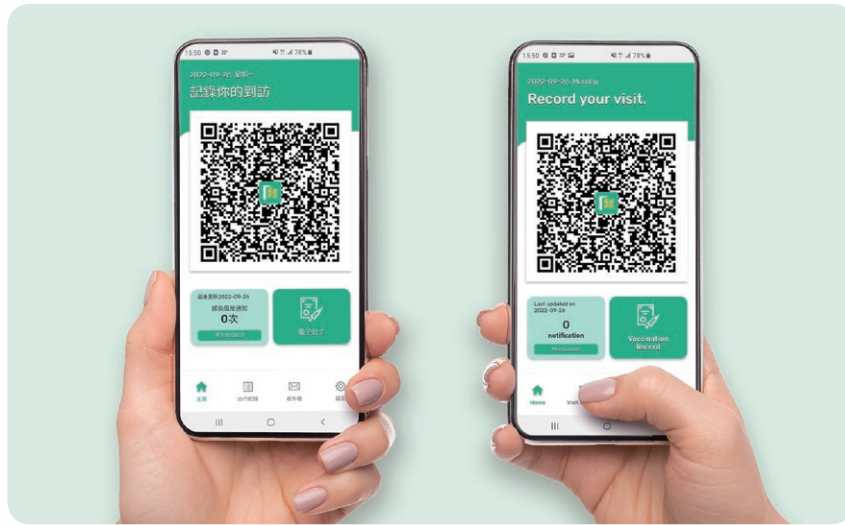
平機會在2019冠狀病毒病疫情期間，竭力保障員工健康安全。在報告期內，平機會密切監察疫情發展和留意政府的控疫措施，以確保能迅速有效地應對疫情。

### Multiple Internal Communication Platforms

To facilitate staff communication, a number of platforms and channels were utilised, including: the Staff Consultative Group for addressing matters of interest to staff, the EO Committee for developing, reviewing and implementing equal opportunity policies and practices within the EOC, the Intranet portal, as well as regular staff emails and briefings.

### COVID-19 Related Measures

The EOC strived to protect the health and safety of staff members under the COVID-19 epidemic. Throughout the year in review, the EOC closely monitored the development of the epidemic, and the measures adopted by the Government, to ensure that it could respond to the epidemic swiftly and efficiently.



2021年6月，平機會宣布將跟隨政府安排，為員工提供疫苗假期，以響應政府的「全城起動快打疫苗」運動。為協助員工了解有關2019冠狀病毒病疫苗的資訊，平機會安排員工參加於2021年6月10日由牽手·香港舉辦的網絡研討會。

In June 2021, the EOC announced that it would follow the Government's arrangement and offered its staff members COVID-19 vaccination leave, in order to support the Government's 'Early Vaccination for All' campaign. To help staff members understand how the COVID-19 vaccines work, arrangement was made for them to join in a webinar organised by HandsOn Hong Kong on 10 June 2021.

鑒於出現第五波疫情，加上政府採取社交距離措施，平機會於2022年1月至4月實施特別服務安排。其間平機會只向公眾提供基本和有限度服務，員工則以輪值方式上班。這些措施的目的是確保辦事處內的人士保持社交距離，以防疫情擴散及於社區反彈。

With due regard to the 5th wave of the COVID-19 epidemic and the social distancing measures adopted by the Government, the EOC implemented special service arrangements between January and April 2022. During this period, only basic and limited services were provided to the public, and staff members were required to return to the office by way of roster. The measures were intended to ensure social distancing was maintained in the office premise, and help prevent the spread of the infection and rebound in the community.

此外，平機會於2022年2月24日起跟隨政府措施，於辦事處實施疫苗通行證安排，以保障公眾和員工的安全。員工必須提供至少第一劑2019冠狀病毒病疫苗的接種記錄，才能進入平機會辦事處或其他與工作相關的處所（註：由2022年5月31日起，所有員工必須提供第三劑疫苗接種記錄，才能進入平機會辦事處）。

Furthermore, to ensure a safe environment for both the public and staff members, the EOC implemented the Vaccine Pass Arrangement at its office premise from 24 February 2022, in line with the Government's measure. All staff members were required to provide their vaccination record of at least the first dose of COVID-19 vaccine before entering the EOC office premise for duty, or other premises for work-related purpose (Note: With effect from 31 May 2022, all staff members are required to provide record of their third dose of COVID-19 vaccine upon entry to the EOC office premise).

## 員工溝通及發展 Staff Communications and Development

### 員工培訓與發展

每年，平機會都會為員工安排不同議題的培訓課程及分享會，旨在提升他們的專業技巧和知識，從而為公眾提供優質服務。在2021-22年度，參加員工培訓課程及經驗分享會的員工共有559人次。有關培訓和分享包括：

- 有關如何利用和借助社交媒體平台的培訓課程（2021年4月）；
- 提升同理能力的電話溝通技巧工作坊（2021年6月及7月）；
- 參觀數碼港，探討與數碼港社群公司合作的機會（2021年7月）；

### Staff Training and Development

Each year, the EOC organises training and development programmes and sharing sessions on various topics for staff members, with a view to enhancing their professional skills and knowledge for delivering high quality services to the public. During 2021-22, 559 attendances were recorded in staff training and development programmes and experience-sharing sessions. These included:

- Social media training series: Sharing session on “putting the public back into public relations”, which was about building on and leveraging the social media platforms (April 2021);
- Enhancing empathetic communication skills on the phone (June and July 2021);
- Visit to Cyberport to explore collaboration opportunities with Cyberport community companies (July 2021);





- 於香港科學園進行的行動不便體驗學習(2021年9月及10月)；
- 為支援平機會革新網站正式啟用的網站內容管理系統培訓(2021年10月)；
- 應對有精神健康問題服務使用者的工作坊(2021年12月)；以及
- 廉政公署「誠·公·SUCCESS」公共機構誠信網上課程(2021年12月)。
- Experiential learning event on physical mobility challenges at Hong Kong Science Park (September and October 2021);
- Website content management system training, which supported the formal launch of the revamped EOC website (October 2021);
- Workshop on handling service users with mental health issues (December 2021); and
- Implementing the ICAC's Integrity e-Learning Course for Public Bodies (December 2021).

員工如獲平機會推薦或自發參與由外間機構舉辦且與工作有關的專業／個人發展培訓課程、講座或會議，可獲得全額或部分學費資助。平機會贊助的外間培訓課程包括香港科技大學舉辦的領導／管理才能發展課程、相關會議以及其他包括法律研討會和語文課程在內的專業項目。

Staff members were also sponsored on a full or partial reimbursement basis to attend EOC-initiated or self-initiated, job-related professional/personal development programmes, seminars or conferences provided by external organisations. The external training programmes sponsored included: leadership/management development programmes run by the Hong Kong University of Science and Technology, relevant conferences, and other professional programmes, such as legal seminars and language courses.

## 員工溝通及發展 Staff Communications and Development

### 員工支援與健康

平機會年內繼續外聘顧問為員工提供支援計劃，以協助員工達致工作與生活平衡，並加強精神健康。支援計劃設有24小時熱線，提供免費專業輔導服務及學習資源。

年內平機會為員工安排了健康講座，例如2021年7月的跨世代職場達人溝通篇及2021年11月的中醫助眠法健康講座。

### 「一起動」

為鼓勵和幫助員工建立健康、積極的生活方式，平機會參加了凝動香港體育基金舉辦的「機構『一』起動」計劃。此計劃旨在鼓勵香港企業及機構建立充滿健康活力的工作環境，由僱主帶動員工及其家人每天參與一小時的體能活動，推動員工的身心健康，從而提升企業的效益。

平機會於內聯網設立了資訊欄目，發布身心健康和運動資訊，並為員工舉辦了不同活動，例如運動服日和午餐時間的舞蹈環節。



### Employee Assistance and Wellness

The EOC continued to engage an external consultant to operate an employee assistance programme for staff members, with a view to helping them achieve work-life balance and better mental health. The programme includes a 24-hour hotline, which provides free professional counselling services and learning resources.

During the year in review, wellness seminars were arranged for staff members, such as on how to work better with multi-generational workforce in July 2021, and on sleeping well with Yin Yang in November 2021.

### SportsHour

To encourage and help staff build a healthy and active lifestyle, the EOC supported the SportsHour Company Scheme (SportsHour) by InspiringHK Sports Foundation. The Scheme aims at encouraging Hong Kong companies and organisations to promote employees and family members' participation in one hour of physical activities daily, with a view to fostering a healthy lifestyle as part of the company culture, thus improving business efficiency.

As well as putting up an information corner on health tips, wellness and sports in the Intranet, the EOC organised different activities, such as sportswear day and lunch-time dance class for staff members.





## 義工及慈善活動

平機會大力支持員工參與義工活動。過去一年，平機會參加了非政府組織舉辦的不同籌款活動，包括關注自閉症大行動2021(2021年4月)、地貧愛心運動樂2021(2021年5月)、香港傷殘青年協會的全港賣旗日(2021年9月)、奧比斯世界視覺日(2021年10月)、基督教靈實協會的耆樂餅義賣籌款活動(2021年11月)、盲人觀星傷健營2021(2021年11月)、CareER的潛能無限線上慈善跑2021(2021年11月至12月)、基督教靈實協會的靈實慈善行(2021年12月)、香港傷健共融網絡的猛龍曲奇義賣(2022年1月)、香港復康聯盟賣旗日(2022年2月)和公益行善「折」食日(2022年3月)。

## 環保措施

平機會實行多項措施，致力減廢和響應保護環境，例如支持2021年6月的綠色低碳日和2021年10月8日的無冷氣夜2021。

## Volunteering and Charitable Activities

The EOC strongly supports employees to participate in volunteering. During the year in review, the EOC took part in various fundraising activities of NGOs. These included: Autism Awareness Actions 2021 (April 2021), Sports for Thalassaemia 2021 (May 2021), Hong Kong Federation of Handicapped Youth Flag Day (September 2021), ORBIS World Sight Day (October 2021), Qile Cake Charity Sale by the Haven of Hope Christian Service (November 2021), Stargaze Camp for All and the Blind 2021 (November 2021), CareER RunnERthon Online 2021 (November – December 2021), Haven of Hope Christian Service Charity Walk (December 2021), Hong Kong Network for the Promotion of Inclusive Society Cookies Sale (January 2022), Rehabilitation Alliance Flag Day (February 2022) and Community Chest Skip Lunch Day (March 2022).

## Environmental Protection Measures

The EOC also implements various measures to reduce waste and support initiatives that aim to conserve the environment, such as the Green Low Carbon Day 2021 in June 2021, and the 'No Air-Con Night 2021' on 8 October 2021.

# 財務報表

## Financial Statements

平等機會委員會  
截至2022年3月31日止  
財政年度的財務報表

獨立核數師報告  
致平等機會委員會  
全體大會

(依據《性別歧視條例》在香港成立)

### 意見

本核數師(以下簡稱「我們」)已審計列載於第115至150頁平等機會委員會(以下簡稱「平機會」)的財務報表，此財務報表包括於2022年3月31日的資產負債表，截至該日止年度的收支結算表、全面收益表、資金變動表和現金流量表，以及財務報表附註，包括主要會計政策概要。

我們認為，該等財務報表已按香港會計師公會頒布的《香港財務報告準則》真實而中肯地反映平機會於2022年3月31日的財政狀況及截至該日止年度的財務表現和現金流量。

Equal Opportunities Commission  
Financial Statements  
for the year ended 31 March 2022

Independent auditor's report to  
the Board of Commission Members of  
Equal Opportunities Commission

(Established in Hong Kong pursuant to the Sex  
Discrimination Ordinance)

### Opinion

We have audited the financial statements of Equal Opportunities Commission ("the Commission") set out on pages 115 to 150, which comprise the statement of assets and liabilities as at 31 March 2022, the statement of income and expenditure, the statement of comprehensive income, the statement of changes in funds and the cash flow statement for the year then ended and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements give a true and fair view of the financial position of the Commission as at 31 March 2022 and of its financial performance and its cash flows for the year then ended in accordance with Hong Kong Financial Reporting Standards ("HKFRSs") issued by the Hong Kong Institute of Certified Public Accountants ("HKICPA").



## 意見的基礎

我們已根據香港會計師公會頒布的《香港審計準則》進行審計。我們在該等準則下承擔的責任已在本報告「核數師就審計財務報表承擔的責任」部分中作進一步闡述。根據香港會計師公會頒布的《專業會計師道德守則》(以下簡稱「守則」)，我們獨立於平機會，並已履行守則中的其他專業道德責任。我們相信，我們所獲得的審計憑證能充足及適當地為我們的審計意見提供基礎。

## 財務報表及其核數師報告以外的信息

平機會須對其他信息負責。其他信息包括刊載於年報內的全部信息，但不包括財務報表及我們的核數師報告。

我們對財務報表的意見並不涵蓋其他信息，我們亦不對該等其他信息發表任何形式的鑑證結論。

結合我們對財務報表的審計，我們的責任是閱讀其他信息，在此過程中，考慮其他信息是否與財務報表或我們在審計過程中所了解的情況存在重大抵觸或者似乎存在重大錯誤陳述的情況。

基於我們已執行的工作，如果我們認為其他信息存在重大錯誤陳述，我們需要報告該事實。在這方面，我們沒有任何報告。

## Basis for opinion

We conducted our audit in accordance with Hong Kong Standards on Auditing (“HKSA”) issued by the HKICPA. Our responsibilities under those standards are further described in the *Auditor’s responsibilities for the audit of the financial statements* section of our report. We are independent of the Commission in accordance with the HKICPA’s *Code of Ethics for Professional Accountants* (“the Code”) and we have fulfilled our other ethical responsibilities in accordance with the Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## Information other than the financial statements and auditor’s report thereon

The Commission is responsible for the other information. The other information comprises all the information included in the annual report, other than the financial statements and our auditor’s report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

## 財務報表 Financial Statements

### 平機會就財務報表須承擔的 責任

平機會須負責根據香港會計師公會頒布的《香港財務報告準則》擬備真實而中肯的財務報表，並對其認為為使財務報表的擬備沒有由於欺詐或錯誤而導致的重大錯誤陳述所必需的內部控制負責。

在擬備財務報表時，平機會負責評估平機會持續經營的能力，並在適用情況下披露與持續經營有關的事項，以及使用持續經營為會計基礎，除非平機會有意將平機會清盤或停止經營，或別無其他實際的替代方案。

### 核數師就審計財務報表承擔的 責任

我們的目標，是對財務報表整體是否不存在由於欺詐或錯誤而導致的重大錯誤陳述取得合理保證，並出具包括我們意見的核數師報告。我們按照雙方同意的受聘條款，僅向平機會報告。除此以外，我們的報告不可用作其他用途。我們概不就本報告的內容，對任何其他人士負責或承擔法律責任。

合理保證是高水平的保證，但不能保證按照《香港審計準則》進行的審計，在某一重大錯誤陳述存在時總能發現。錯誤陳述可以由欺詐或錯誤引起，如果合理預期它們單獨或匯總起來可能影響財務報表使用者依賴財務報表所作出的經濟決定，則有關的錯誤陳述可被視作重大。

### Responsibilities of the Commission for the financial statements

The Commission is responsible for the preparation of the financial statements that give a true and fair view in accordance with HKFRSs issued by the HKICPA and for such internal control as the Commission determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Commission is responsible for assessing the Commission's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Commission either intends to liquidate the Commission or to cease operations, or has no realistic alternative but to do so.

### Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. This report is made solely to you, as a body, in accordance with our agreed terms of engagement, and for no other purpose. We do not assume responsibility towards or accept liability to any other person for the contents of this report.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with HKSAAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

在根據《香港審計準則》進行審計的過程中，我們運用了專業判斷，保持了專業懷疑態度。我們亦：

- 識別和評估由於欺詐或錯誤而導致財務報表存在重大錯誤陳述的風險，設計及執行審計程序以應對這些風險，以及獲取充足和適當的審計憑證，作為我們意見的基礎。由於欺詐可能涉及串謀、偽造、蓄意遺漏、虛假陳述，或凌駕於內部控制之上，因此未能發現因欺詐而導致的重大錯誤陳述的風險高於未能發現因錯誤而導致的重大錯誤陳述的風險。
- 了解與審計相關的內部控制，以設計適當的審計程序，但目的並非對平機會內部控制的有效性發表意見。
- 評價平機會所採用會計政策的恰當性及作出會計估計和相關披露的合理性。
- 對平機會採用持續經營會計基礎的恰當性作出結論。根據所獲取的審計憑證，確定是否存在與事項或情況有關的重大不確定性，從而可能導致對平機會的持續經營能力產生重大疑慮。如果我們認為存在重大不確定性，則有必要在核數師報告中告知使用者注意財務報表中的相關披露。假若有關的披露不足，則我們應當發表非無保留意見。我們的結論是基於核數師報告日止所取得的審計憑證。然而，未來事項或情況可能導致平機會不能持續經營。

As part of an audit in accordance with HKSAs, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of the Commission's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Commission.
- Conclude on the appropriateness of the Commission's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Commission's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Commission to cease to continue as a going concern.

## 財務報表 Financial Statements

- 評價財務報表的整體列報方式、結構和內容，包括披露，以及財務報表是否中肯反映交易和事項。
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

除其他事項外，我們與平機會委員會溝通了計劃的審計範圍、時間安排、重大審計發現等，包括我們在審計中識別出內部控制的任何重大缺陷。

We communicate with the Commission Members regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

**畢馬威會計師事務所**  
執業會計師  
香港中環  
遮打道10號  
太子大廈8樓  
2022年9月5日

**KPMG**  
Certified Public Accountants  
8th Floor, Prince's Building  
10 Chater Road  
Central, Hong Kong  
5 September 2022

收支結算表  
截至2022年3月31日止  
財政年度

(所有數額均以港元為單位)

Statement of income and expenditure  
for the year ended 31 March 2022

(Expressed in Hong Kong dollars)

		附註	2022	2021
		Note		
<b>收入</b>	<b>Income</b>			
政府補助	Government subventions	3	<b>129,905,957</b>	129,452,406
其他收入	Other income		<b>3,119,254</b>	3,395,602
			<b>133,025,211</b>	132,848,008
<b>支出</b>	<b>Expenditure</b>			
職員薪酬	Staff salaries		<b>84,851,964</b>	81,896,374
職員約滿酬金、 其他福利及津貼	Staff gratuity, other benefits and allowances		<b>24,607,514</b>	24,181,829
強積金供款	Mandatory provident fund contributions		<b>1,822,728</b>	1,762,925
未使用年假的撥備的 (減少)/增加	(Decrease)/increase in provision for unutilised annual leave		<b>(1,369,648)</b>	2,682,470
法律費用	Legal fees		<b>82,021</b>	496,617
宣傳及公眾教育支出	Publicity and public education expenses		<b>6,173,067</b>	4,170,540
研究及培訓計劃支出	Research and training projects expenses		<b>2,013,454</b>	1,036,923
涉及辦公室物業的支出	Expenses in respect of office premises		<b>1,983,254</b>	1,980,546
租賃作自用辦公室物業 的折舊	Depreciation of property leased for own use as office premises	4	<b>6,128,781</b>	6,128,781
其他物業、機器及設備 的折舊	Depreciation of other property, plant and equipment	4	<b>2,857,649</b>	2,800,382
職員本地培訓	Staff local training		<b>366,962</b>	88,489
核數師酬金	Auditor's remuneration		<b>104,900</b>	104,900
租賃負債利息	Interest on lease liabilities		<b>1,227,007</b>	1,416,647
其他營運費用	Other operating expenses		<b>2,777,952</b>	2,751,972
			<b>133,627,605</b>	131,499,395
<b>財政年度(虧損)/盈餘</b>	<b>(Deficit)/surplus for the year</b>	11	<b>(602,394)</b>	1,348,613

## 財務報表 Financial Statements

### 全面收益表 截至2022年3月31日止 財政年度

(所有數額均以港元為單位)

平機會於所呈列的所有年度內，除「財政年度(虧損)／盈餘」以外便沒有全面收益的組成項目。因此，平機會於兩個年度期間均沒有分開呈列全面收益表，平機會的「全面收入總額」和「財政年度(虧損)／盈餘」相同。

### Statement of comprehensive income for the year ended 31 March 2022

(Expressed in Hong Kong dollars)

The Commission had no components of comprehensive income other than “(deficit)/surplus for the year” in either of the years presented. Accordingly, no separate statement of comprehensive income is presented as the Commission’s “total comprehensive income” was the same as the “(deficit)/surplus for the year” in both years.

## 資產負債表 於2022年3月31日

(所有數額均以港元為單位)

## Statement of assets and liabilities as at 31 March 2022

(Expressed in Hong Kong dollars)

		附註 Note	2022	2021
<b>資產</b>	<b>ASSETS</b>			
<b>非流動資產</b>	<b>Non-current asset</b>			
物業、機器及設備	Property, plant and equipment	4	<b>31,887,378</b>	39,666,998
<b>流動資產</b>	<b>Current assets</b>			
應收政府的未使用 年假補助	Unutilised annual leave subventions receivable from the Government		<b>5,158,911</b>	6,528,559
其他應收帳款、按金 及預付款項	Other receivables, deposits and prepayments	5	<b>2,908,525</b>	3,344,914
存款期超過三個月的 銀行存款	Bank deposits with original maturity over three months		<b>39,396,517</b>	33,434,499
現金及現金等價物	Cash and cash equivalents	6	<b>16,150,869</b>	13,910,335
			<b>63,614,822</b>	57,218,307
<b>總資產</b>	<b>Total assets</b>		<b>95,502,200</b>	96,885,305
<b>負債</b>	<b>LIABILITIES</b>			
<b>非流動負債</b>	<b>Non-current liabilities</b>			
職員約滿酬金的撥備	Provision for staff gratuity	8	<b>10,157,576</b>	7,452,323
預收政府補助	Government subventions received in advance	3	<b>7,949,526</b>	2,883,461
租賃負債	Lease liabilities	10	<b>24,215,770</b>	30,301,485
資本補助基金	Capital subvention fund	7	<b>1,159,391</b>	2,803,180
			<b>43,482,263</b>	43,440,449
<b>流動負債</b>	<b>Current liabilities</b>			
職員約滿酬金的撥備	Provision for staff gratuity	8	<b>6,286,767</b>	9,349,133
未使用年假的撥備	Provision for unutilised annual leave		<b>5,158,911</b>	6,528,559
預收政府補助	Government subventions received in advance	3	<b>24,082,515</b>	21,594,382
其他應付帳項及 應計費用	Other payables and accruals	9	<b>2,908,409</b>	2,562,961
租賃負債	Lease liabilities	10	<b>6,085,715</b>	5,282,793
資本補助基金	Capital subvention fund	7	<b>1,863,705</b>	1,890,719
			<b>46,386,022</b>	47,208,547
<b>總負債</b>	<b>Total liabilities</b>		<b>89,868,285</b>	90,648,996

# 財務報表 Financial Statements

## 資產負債表 於2022年3月31日(續)

(所有數額均以港元為單位)

## Statement of assets and liabilities as at 31 March 2022 (continued)

(Expressed in Hong Kong dollars)

		附註 Note	2022	2021
資金	<b>FUNDS</b>			
儲備	Reserves	11	<b>5,633,915</b>	6,236,309
總資金	<b>Total funds</b>		<b>5,633,915</b>	6,236,309
總資金及負債	<b>Total funds and liabilities</b>		<b>95,502,200</b>	96,885,305

於2022年9月5日批准並授權公布本財務報表。

Approved and authorised for issue on 5 September 2022 by

朱敏健先生, IDS  
**Mr Ricky CHU Man-kin, IDS**  
平機會主席  
Chairperson of the  
Commission

謝偉鴻博士  
**Dr Henry SHIE Wai-hung**  
行政及財務專責小組召集人  
Convenor of the  
Administration and  
Finance Committee

鄧伊珊小姐  
**Miss Kerrie TENG**  
高級會計經理  
Senior Accounting Manager



## 資金變動表 截至2022年3月31日止 財政年度

(所有數額均以港元為單位)

## Statement of changes in funds for the year ended 31 March 2022

(Expressed in Hong Kong dollars)

		收支結算表 Statement of income and expenditure	儲備(附註11) Reserves (note 11)	總數 Total
於2020年4月1日的結餘	<b>Balance at 1 April 2020</b>	–	4,887,696	4,887,696
<b>2020-21年度資金變動：</b>	<b>Changes in funds for 2020-21:</b>			
財政年度盈餘及全面 收入總額	Surplus and total comprehensive income for the year	1,348,613	–	1,348,613
轉撥	Transfer	(1,348,613)	1,348,613	–
於2021年3月31日及 2021年4月1日的結餘	<b>Balance at 31 March 2021 and 1 April 2021</b>	–	6,236,309	6,236,309
<b>2021-22年度資金變動：</b>	<b>Changes in funds for 2021-22:</b>			
財政年度虧損及全面 收入總額	Deficit and total comprehensive income for the year	(602,394)	–	(602,394)
轉撥	Transfer	602,394	(602,394)	–
於2022年3月31日的結餘	<b>Balance at 31 March 2022</b>	–	5,633,915	5,633,915

## 財務報表 Financial Statements

### 現金流量表 截至2022年3月31日止 財政年度

(所有數額均以港元為單位)

### Cash flow statement for the year ended 31 March 2022

(Expressed in Hong Kong dollars)

		附註 Note	2022	2021
<b>營運活動</b>	<b>Operating activities</b>			
財政年度(虧損)/盈餘	(Deficit)/surplus for the year		<b>(602,394)</b>	1,348,613
調整：	Adjustments for:			
折舊	Depreciation	4	<b>8,986,430</b>	8,929,163
利息收入	Interest income		<b>(163,157)</b>	(319,567)
租賃負債利息	Interest on lease liabilities		<b>1,227,007</b>	1,416,647
<b>營運資金變動前的 經營盈餘</b>	<b>Operating surplus before changes in working capital</b>		<b>9,447,886</b>	11,374,856
應收政府的未使用年假 補助的減少/(增加)	Decrease/(increase) in unutilised annual leave subventions receivable from the Government		<b>1,369,648</b>	(2,682,470)
其他應收帳款、按金及 預付款項的減少/ (增加)	Decrease/(increase) in other receivables, deposits and prepayments		<b>436,389</b>	(226,545)
其他應付帳項及應計 費用的增加/(減少)	Increase/(decrease) in other payables and accruals		<b>345,448</b>	(909,618)
職員約滿酬金的撥備 的減少	Decrease in provision for staff gratuity		<b>(357,113)</b>	(793,129)
未使用年假的撥備的 (減少)/增加	(Decrease)/increase in provision for unutilised annual leave	3	<b>(1,369,648)</b>	2,682,470
預收政府補助的增加	Increase in Government subventions received in advance	3	<b>7,554,198</b>	10,391,672
資本補助基金的減少	Decrease in capital subvention fund	3	<b>(1,670,803)</b>	(1,900,608)
<b>營運活動所產生的現金 淨額</b>	<b>Net cash generated from operating activities</b>		<b>15,756,005</b>	17,936,628

## 現金流量表 截至2022年3月31日止 財政年度(續)

(所有數額均以港元為單位)

## Cash flow statement for the year ended 31 March 2022 (continued)

(Expressed in Hong Kong dollars)

		附註 Note	2022	2021
<b>投資活動</b>	<b>Investing activities</b>			
已收利息	Interest received		<b>163,157</b>	319,567
存款期超過三個月的 銀行存款的增加	Increase in bank deposits with original maturity over three months		<b>(5,962,018)</b>	(12,351,967)
購置物業、機器及設備	Payment for the purchase of property, plant and equipment		<b>(1,206,810)</b>	(1,255,092)
<b>投資活動所耗用的 現金淨額</b>	<b>Net cash used in investing activities</b>		<b>(7,005,671)</b>	(13,287,492)
<b>融資活動</b>	<b>Financing activities</b>			
支付租賃租金的資本 部分	Capital element of lease rentals paid	6(b)	<b>(5,282,793)</b>	(4,902,849)
支付租賃租金的利息 部分	Interest element of lease rentals paid	6(b)	<b>(1,227,007)</b>	(1,416,647)
<b>用於融資活動的現金 淨額</b>	<b>Net cash used in financing activities</b>		<b>(6,509,800)</b>	(6,319,496)
<b>現金及現金等價物的 淨增加/(減少)</b>	<b>Net increase/(decrease) in cash and cash equivalents</b>		<b>2,240,534</b>	(1,670,360)
年初的現金及現金等 價物	<b>Cash and cash equivalents at beginning of the year</b>	6(a)	<b>13,910,335</b>	15,580,695
年末的現金及現金等 價物	<b>Cash and cash equivalents at end of the year</b>	6(a)	<b>16,150,869</b>	13,910,335

# 財務報表 Financial Statements

## 財務報表附註

(所有數額均以港元為單位)

### 1 背景

平等機會委員會(「平機會」)是法定機構，於1996年成立，負責實施並執行反歧視法例，包括《性別歧視條例》、《殘疾歧視條例》、《家庭崗位歧視條例》及《種族歧視條例》。平機會致力消除基於性別、婚姻狀況、懷孕、餵哺母乳、殘疾、家庭崗位及種族的歧視，消除性騷擾、基於餵哺母乳的騷擾，以及基於殘疾及種族而作出的騷擾及中傷。平機會並促進男女之間、傷健之間、有家庭崗位與沒有家庭崗位之間，還有種族之間的平等機會。

平機會按法例在香港成立，辦事處註冊地址為香港黃竹坑香葉道41號16樓。

### 2 主要會計政策

#### (a) 遵例聲明

本財務報表根據香港會計師公會頒布所有適用的《香港財務報告準則》(此統稱包括適用的個別《香港財務報告準則》、《香港會計準則》及詮釋)，以及香港公認會計原則而編製。平機會採納的主要會計政策如下披露。

## Notes to the financial statements

(Expressed in Hong Kong dollars)

### 1 Background

The Equal Opportunities Commission ("the Commission") is a Hong Kong's statutory body established in 1996 responsible for the implementation and enforcement of the anti-discrimination ordinances, namely the Sex Discrimination Ordinance, the Disability Discrimination Ordinance, the Family Status Discrimination Ordinance and the Race Discrimination Ordinance. The Commission works towards the elimination of discrimination on the grounds of sex, marital status, pregnancy, breastfeeding, disability, family status and race; the elimination of sexual harassment; the elimination of harassment on grounds of breastfeeding, as well as the elimination of harassment and vilification on the grounds of disability and race. The Commission also promotes equality of opportunities between men and women, between persons with and without a disability and irrespective of family status and race.

The Commission is established by statute in Hong Kong. The address of its registered office is 16/F, 41 Heung Yip Road, Wong Chuk Hang, Hong Kong.

### 2 Significant accounting policies

#### (a) Statement of compliance

These financial statements have been prepared in accordance with all applicable Hong Kong Financial Reporting Standards ("HKFRSs"), which collective term includes all applicable individual Hong Kong Financial Reporting Standards, Hong Kong Accounting Standards ("HKASs") and Interpretations issued by the Hong Kong Institute of Certified Public Accountants ("HKICPA") and accounting principles generally accepted in Hong Kong. Significant accounting policies adopted by the Commission are disclosed below.

## 2 主要會計政策(續)

### (a) 遵例聲明(續)

香港會計師公會頒布了若干《香港財務報告準則》的修訂，並於本年度平機會的會計期間首次生效或可供提早採用。附註2(c)提供因首次應用該等準則而引致會計政策變動的資料，而該等資料只包括與平機會有關而須反映在本期及去年會計期的財務報表。

### (b) 財務報表編製基準

本財務報表是以歷史成本作為計量基準而編製的。

在編製符合香港財務報告準則的財務報表時，管理層需要作出影響會計政策的應用及資產、負債、收入和支出的呈報數額的判斷、估計和假設。這些估計和相關假設根據過往經驗及管理層因應當時情況下屬合理的各項其他因素為基礎而作出，所得結果是構成管理層就目前未能從其他資料來源即時得知資產及負債帳面值時所作出判斷的基礎。實際的結果可能與這些估計有差異。

管理層會不斷修訂各項估計及相關假設。如果會計估計的修訂僅影響某一期間，則該修訂會在該期間內確認入帳，或如果會計估計的修訂同時影響當前及未來期間，則該修訂會在修訂期間及未來期間內確認入帳。

## 2 Significant accounting policies (continued)

### (a) Statement of compliance (continued)

The HKICPA has issued certain amendments to HKFRSs that are first effective or available for early adoption for the current accounting period of the Commission. Note 2(c) provides information on any changes in accounting policies resulting from initial application of these developments to the extent that they are relevant to the Commission for the current and prior accounting periods reflected in these financial statements.

### (b) Basis of preparation of the financial statements

The measurement basis used in the preparation of the financial statements is the historical cost basis.

The preparation of financial statements in conformity with HKFRSs requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets, liabilities, income and expenditure. The estimates and associated assumptions are based on historical experience and various other factors that are believed to be reasonable under the circumstances, the results of which form the basis of making the judgements about carrying values of assets and liabilities that are not readily apparent from other sources. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

## 2 主要會計政策(續)

### (c) 會計政策的變動

香港會計師公會頒布了若干《香港財務報告準則》的修訂，並於本年度平機會的會計期間首次生效。

這些經修訂準則並未對平機會在當前會計期間或以往期間已編製或呈列的結果及財務狀況產生任何重大影響。平機會沒有採納任何在當前的會計年度尚未生效的新準則或詮釋。

### (d) 物業、機器及設備

物業、機器及設備，包括因相關物業、機械及設備租賃產生的使用權資產(見附註2(e))，以成本減去累計折舊及減值虧損後列帳。

折舊是在扣減物業、機器及設備的預計剩餘價值(如有)後，按預計可用年限以直線法沖銷其成本的。計算方法如下：

## 2 Significant accounting policies (continued)

### (c) Changes in accounting policies

The HKICPA has issued certain amendments to HKFRSs that are first effective for the current accounting period of the Commission.

None of the developments have had a material effect on how the Commission's results and financial position for the current or prior periods have been prepared or presented. The Commission has not applied any new standard or interpretation that is not yet effective for the current accounting period.

### (d) Property, plant and equipment

Property, plant and equipment, including right-of-use assets arising from leases of underlying property, plant and equipment (see note 2(e)), are stated at cost less accumulated depreciation and impairment losses.

Depreciation is calculated to write off the cost of items of property, plant and equipment, less their estimated residual value, if any, using the straight-line method over their estimated useful lives as follows:

## 2 主要會計政策(續)

### (d) 物業、機器及設備(續)

- 平機會在租賃土地的樓宇權益按尚餘租賃期折舊
- 租賃物業裝修 (以較短者為準) 租賃期或六年
- 辦公室傢俬及設備 分別為五年及三年
- 汽車 七年
- 電腦軟件 三至五年
- 電腦硬件 三至五年
- 視聽及即時傳譯系統 六年

資產的可使用年限及其剩餘價值(如有)會每年檢討。

## 2 Significant accounting policies (continued)

### (d) Property, plant and equipment (continued)

- The Commission's interests in buildings situated on leasehold land are depreciated over the unexpired term of lease.
- Leasehold improvements The shorter of the lease term or 6 years
- Office furniture and equipment 5 and 3 years respectively
- Motor vehicles 7 years
- Computer software 3 to 5 years
- Computer hardware 3 to 5 years
- Audio & visual and simultaneous interpretation system 6 years

Both the useful life of an asset and its residual value, if any, are reviewed annually.

## 2 主要會計政策(續)

### (d) 物業、機器及設備(續)

平機會在每個匯報期間終結時審閱物業、機器及設備的帳面金額，以確定有否減值跡象。減值虧損只限於當資產或所附屬的現金產生單位的帳面金額超過可收回金額時在收支結算表內確認。資產或所附屬的現金產生單位的可收回金額是其公允價值減清理費用與使用價值兩者中的較高額。在評估使用價值時，估計未來現金流量會按折讓率折讓至現值，而該折讓率應反映市場當時所評估的貨幣時間價值和該資產的獨有風險。假如用以釐定可收回數額的估計基準出現利好的變化，有關的減值虧損便會撥回。

報廢或出售任何物業、機器及設備所產生的損益以出售所得淨額與資產的帳面金額之間的差額釐定，並於報廢或出售日在收支結算表內確認入帳。

### (e) 租賃資產

訂立合約時，平機會會評估合約是否屬於或包含租賃。如果合約賦予在一段時間內可控制對已識別資產的使用權以換取對價，則合約屬於或包含租賃。如客戶有權主導已識別資產的使用，同時有權從該使用中獲取當中大部分經濟利益，便即獲賦予了控制權。

## 2 Significant accounting policies (continued)

### (d) Property, plant and equipment (continued)

The carrying amounts of property, plant and equipment are reviewed for indications of impairment at the end of each reporting period. An impairment loss is recognised in the statement of income and expenditure if the carrying amount of an asset, or the cash-generating unit to which it belongs, exceeds its recoverable amount. The recoverable amount of an asset, or of the cash-generating unit to which it belongs, is the greater of its fair value less costs of disposal and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a discount rate that reflects current market assessments of the time value of money and the risks specific to the asset. An impairment loss is reversed if there has been a favourable change in the estimates used to determine the recoverable amount.

Gains or losses arising from the retirement or disposal of an item of property, plant and equipment are determined as the difference between the net disposal proceeds and the carrying amount of the item and are recognised in the statement of income and expenditure on the date of retirement or disposal.

### (e) Leased assets

At inception of a contract, the Commission assesses whether the contract is, or contains, a lease. A contract is, or contains, a lease if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration. Control is conveyed where the customer has both the right to direct the use of the identified asset and to obtain substantially all of the economic benefits from that use.



## 2 主要會計政策(續)

### (e) 租賃資產(續)

在租賃開始日期，平機會會確認使用權資產和租賃負債，但租賃期為12個月或以下的短期租賃和低價值資產租賃除外。平機會就一項低價值資產訂立租賃時，會按每項租賃情況決定是否將租賃資本化。與未資本化租賃相關的租賃付款，在租賃期內有系統地確認為支出。

如租賃資本化，租賃負債初始按租賃期內應付的租賃付款的現值確認，以租賃隱含的利率貼現；或如無法輕易確定利率，則使用相關遞增借貸利率。於初始確認後，租賃負債按攤銷成本計量，而利息支出則使用實際利率法計量。並非取決於某一指數或比率的可變租賃款項，不包括在租賃負債的計量，故於其產生的會計期間於收支扣除。

租賃資本化時確認的使用權資產按成本進行初始計量，當中包括租賃負債的初始金額加上於開始日期或之前作出的任何租賃付款，以及所產生的任何初始直接成本。在適用情況下，使用權資產的成本亦包括拆除及移除相關資產或恢復相關資產或其所在場地的成本估算，有關估算貼現至其現值，並減去任何已收取的租賃優惠。使用權資產其後按成本減去累計折舊及減值虧損列帳(見附註2(d))。

## 2 Significant accounting policies (continued)

### (e) Leased assets (continued)

At the lease commencement date, the Commission recognises a right-of-use asset and a lease liability, except for short-term leases that have a lease term of 12 months or less and leases of low-value assets. When the Commission enters into a lease in respect of a low-value asset, the Commission decides whether to capitalise the lease on a lease-by-lease basis. The lease payments associated with those leases which are not capitalised are recognised as an expense on a systematic basis over the lease term.

Where the lease is capitalised, the lease liability is initially recognised at the present value of the lease payments payable over the lease term, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, using a relevant incremental borrowing rate. After initial recognition, the lease liability is measured at amortised cost and interest expense is calculated using the effective interest method. Variable lease payments that do not depend on an index or rate are not included in the measurement of the lease liability and hence are charged to income and expenditure in the accounting period in which they are incurred.

The right-of-use asset recognised when a lease is capitalised is initially measured at cost, which comprises the initial amount of the lease liability plus any lease payments made at or before the commencement date, and any initial direct costs incurred. Where applicable, the cost of the right-of-use assets also includes an estimate of costs to dismantle and remove the underlying asset or to restore the underlying asset or the site on which it is located, discounted to their present value, less any lease incentives received. The right-of-use asset is subsequently stated at cost less accumulated depreciation and impairment losses (see note 2(d)).

## 2 主要會計政策(續)

### (e) 租賃資產(續)

當指數或利率變動導致未來租賃款項有所變動，或平機會於剩餘價值擔保下預計應付金額估計有所變動，或重新評估平機會能否合理地確定會行使購買、延長或終止選擇權導致發生變動時，平機會會重新計量租賃負債。在這些情況下重新計量租賃負債時，需對使用權資產的帳面值作出相應調整，或如果使用權資產的帳面值已減至零，相應調整則計入損益。

在資產負債表內，平機會把使用權資產與類似相關資產列在同一行項目中，而租賃負債則另行列報。

### (f) 其他應收帳款

應收帳款於平機會擁有無條件收取代價的權利時確認。如果該代價僅隨時間推移即會到期支付，則收取該代價的權利視為無條件。

其他應收帳款採用實際利率法按攤銷成本減信貸虧損作出的撥備列帳，具體情況如下：

## 2 Significant accounting policies (continued)

### (e) Leased assets (continued)

The lease liability is remeasured when there is a change in future lease payments arising from a change in an index or rate, or there is a change in the Commission's estimate of the amount expected to be payable under a residual value guarantee, or there is a change arising from the reassessment of whether the Commission will be reasonably certain to exercise a purchase, extension or termination option. When the lease liability is remeasured in this way, a corresponding adjustment is made to the carrying amount of the right-of-use asset, or is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

In the statement of assets and liabilities, the Commission presents right-of-use assets within the same line item as similar underlying assets and presents lease liabilities separately.

### (f) Other receivables

A receivable is recognised when the Commission has an unconditional right to receive consideration. A right to receive consideration is unconditional if only the passage of time is required before payment of that consideration is due.

Other receivables are stated at amortised cost using the effective interest method less allowance for credit losses as determined below:

## 2 主要會計政策(續)

### (f) 其他應收帳款(續)

虧損撥備的計算金額相等於全期預期信貸虧損，即預期在應收帳款預計年限內出現的損失。虧損撥備按平機會過往的信貸虧損經驗採用撥備矩陣進行估計，並根據債務人特有的因素及於報告日期評估當前和預測一般經濟狀況的因素作出調整。

預期信貸虧損在每個報告日期重新計量，任何變更均於收支結算表中確認為減值損益。平機會確認減值損益，並通過虧損撥備帳對其他應收帳款的帳面金額作出相應調整。

其他應收帳款的帳面總額在沒有實際償付可能的情況下(部分或全部)予以沖銷。該情況一般出現在平機會確定債務人沒有資產或收入來源可產生足夠現金流量以償還沖銷金額時。

### (g) 現金及現金等價物

現金及現金等價物包括銀行存款及現金、存放於銀行及其他財務機構的活期存款，以及短期和高流動性的投資。此等投資可隨時換算為已知的、價值變動方面的風險不大，而且於購入後三個月內到期的現金額。

## 2 Significant accounting policies (continued)

### (f) Other receivables (continued)

The loss allowance is measured at an amount equal to lifetime expected credit losses ("ECLs"), which are those losses that are expected to occur over the expected life of the receivables. The loss allowance is estimated using a provision matrix based on the Commission's historical credit loss experience, adjusted for factors that are specific to the debtors and an assessment of both the current and forecast general economic conditions at the reporting date.

ECLs are remeasured at each reporting date with any changes recognised as an impairment gain or loss in the statement of income and expenditure. The Commission recognises an impairment gain or loss with a corresponding adjustment to the carrying amount of other receivables through a loss allowance account.

The gross carrying amount of other receivable is written off (either partially or in full) to the extent that there is no realistic prospect of recovery. This is generally the case when the Commission determines that the debtor does not have assets or sources of income that could generate sufficient cash flows to repay the amounts subject to the write-off.

### (g) Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and in hand, demand deposits with banks and other financial institutions, and short-term, highly liquid investments that are readily convertible into known amounts of cash and which are subject to an insignificant risk of changes in value, having been within three months of maturity at acquisition.

## 2 主要會計政策(續)

### (h) 其他應付帳項及應計費用

其他應付帳項及應計費用初值按公允價值確認，於初始確認後，其他應付帳項及應計費用按攤銷成本列帳；除非在貼現的影響非常微小時，則按發票金額列帳。

### (i) 僱員福利

#### (i) 僱員假期及約滿酬金享有權

僱員應享有的年假及約滿酬金於確立時確認。截至年結日止，因僱員已提供服務而產生的未放年假及約滿酬金已撥出撥備。

僱員應享有的病假、分娩假及侍產假於放假時才確認。

#### (ii) 退休金責任

平機會已在香港成立一個強制性公積金計劃(「計劃」)。該計劃的資產分開存放於信託人管理的基金內。平機會支付供款後便沒有進一步的付款責任。當供款到期時確認為僱員福利。只有能確定現金退款或將來付款的減少時，預繳的供款才可確認為資產。

## 2 Significant accounting policies (continued)

### (h) Other payables and accruals

Other payables and accruals are initially recognised at fair value. Subsequent to initial recognition, other payables and accruals are stated at amortised cost unless the effect of discounting would be immaterial, in which case they are stated at invoice amounts.

### (i) Employee benefits

#### (i) Employee leave and gratuity entitlements

Employee entitlements to annual leave and gratuities are recognised when they accrue to employees. A provision is made for the estimated liability for untaken annual leave and gratuities as a result of services rendered by employees up to the year end date.

Employee entitlements to sick leave, maternity leave and paternity leave are not recognised until the time of leave.

#### (ii) Pension obligations

The Commission has established a mandatory provident fund scheme ("MPF Scheme") in Hong Kong. The assets of the MPF Scheme are held in separate trustee-administered funds. The Commission has no further payment obligations once the contributions have been paid. The contributions are recognised as employee benefit expense when they are due. Prepaid contributions are recognised as an asset to the extent that a cash refund or a reduction in the future payments is available.

## 2 主要會計政策(續)

### (j) 撥備及或有負債

假如平機會須就已發生的事件承擔法律或推定義務，而履行該義務預期會導致含有經濟效益的資源外流，並且可作可靠的估計，便會計提撥備。如果貨幣時間價值重大，則撥備會按預計履行義務所需資源的現值列帳。

假如含有經濟效益的資源外流的可能性較低，或是無法對有關數額作出可靠的估計，該義務便會披露為或有負債，但如果資源外流的可能性極低則除外。須視乎會否發生某宗或多宗未來事件才能確定存在與否的義務，亦會披露為或有負債，但如果資源外流的可能性極低則除外。

假如預期第三方會補償部分或全部用以清繳撥備所需支出，則會將任何可實際確定的預期補償確認為獨立資產。所確認的補償金額以撥備的帳面金額為限。

## 2 Significant accounting policies (continued)

### (j) Provisions and contingent liabilities

Provisions are recognised when the Commission has a legal or constructive obligation arising as a result of a past event, it is probable that an outflow of economic benefits will be required to settle the obligation and a reliable estimate can be made. Where the time value of money is material, provisions are stated at the present value of the expenditure expected to settle the obligation.

Where it is not probable that an outflow of economic benefits will be required, or the amount cannot be estimated reliably, the obligation is disclosed as a contingent liability, unless the probability of outflow of economic benefits is remote. Possible obligations, whose existence will only be confirmed by the occurrence or non-occurrence of one or more future events are also disclosed as contingent liabilities unless the probability of outflow of economic benefits is remote.

Where some or all of the expenditure required to settle a provision is expected to be reimbursed by another party, a separate asset is recognised for any expected reimbursement that would be virtually certain. The amount recognised for the reimbursement is limited to the carrying amount of the provision.

## 2 主要會計政策(續)

### (k) 收入的確認

平機會收入的確認政策詳情如下：

#### (i) 政府補助

如能合理確定政府補助將收到、且平機會將遵照附帶條件時，便會於收支結算表內初始確認政府補助。補償平機會開支的政府補助，會在開支產生同期有系統的在收支結算表內確認為收入。

與特定計劃有關的政府補助已包括在資本補助基金內，並在配合補助打算補償成本需要的期間遞延及確認在收支結算表上。

與購置物業、機器及設備有關的政府補助已包括在資本補助基金內，並按有關資產的預計可用年限，以直線法記入收支結算表內。

## 2 Significant accounting policies (continued)

### (k) Income recognition

Details of the Commission's income recognition policies are as follows:

#### (i) Government subventions

Government subventions are recognised initially when there is reasonable assurance that they will be received and that the Commission will comply with the conditions attaching to them. Government subventions that compensate the Commission for expenses incurred are recognised as income in the statement of income and expenditure on a systematic basis in the same periods in which the expenses are incurred.

Government subventions relating to specific projects are included in the capital subvention fund and are deferred and recognised in the statement of income and expenditure over the period necessary to match them with the costs that they are intended to compensate.

Government subventions relating to the purchase of property, plant and equipment are included in the capital subvention fund and are credited to the statement of income and expenditure on a straight-line basis over the expected useful lives of the related assets.

## 2 主要會計政策(續)

### (k) 收入的確認(續)

#### (ii) 利息收入

利息收入按照實際利率法累計確認。利率是可準確將金融工具在預計年期內產生的未來現金收入折算為該金融資產總帳面值的利率。

#### (iii) 雜項收入

雜項收入以應計制確認。

### (l) 關聯人士

(a) 某人或該人的近親家庭成員在以下情況下會視為與平機會有關聯：

- (i) 可控制或共同控制平機會；
- (ii) 對平機會有重大影響力；或
- (iii) 是平機會的主要管理人員的成員。

## 2 Significant accounting policies (continued)

### (k) Income recognition (continued)

#### (ii) Interest income

Interest income is recognised as it accrues under the effective interest method using the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to the gross carrying amount of the financial asset.

#### (iii) Sundry income

Sundry income is recognised on an accrual basis.

### (l) Related parties

(a) A person, or a close member of that person's family, is related to the Commission if that person:

- (i) has control or joint control over the Commission;
- (ii) has significant influence over the Commission; or
- (iii) is a member of the key management personnel of the Commission.

## 2 主要會計政策(續)

### (I) 關聯人士(續)

- (b) 某實體在以下任何情況下會視為與平機會有關聯：
- (i) 該實體及平機會皆是同一集團成員(即每一間母公司、附屬公司及同系附屬公司與其他有關聯)。
  - (ii) 某實體是另一實體的聯營公司或合營公司(或該聯營公司或合營公司與該另一實體均屬同一集團)。
  - (iii) 兩個實體是同一第三者的合營公司。
  - (iv) 某實體是一第三者的合營公司而另一實體則是該第三者的聯營公司。
  - (v) 該實體提供福利予平機會或與平機會有關聯實體的僱員離職後的福利計劃。

## 2 Significant accounting policies (continued)

### (I) Related parties (continued)

- (b) An entity is related to the Commission if any of the following conditions applies:
- (i) The entity and the Commission are members of the same group (which means that each parent, subsidiary and fellow subsidiary is related to the others).
  - (ii) One entity is an associate or joint venture of the other entity (or an associate or joint venture of a member of a group of which the other entity is a member).
  - (iii) Both entities are joint ventures of the same third party.
  - (iv) One entity is a joint venture of a third entity and the other entity is an associate of the third entity.
  - (v) The entity is a post-employment benefit plan for the benefit of employees of either the Commission or an entity related to the Commission.



## 2 主要會計政策(續)

### (I) 關聯人士(續)

(vi) 該實體受在(I)(a)項中所辨別的人所控制或共同控制。

(vii) 在(I)(a)(i)項中所辨別的人而該人對該實體有重大影響力，或該人是該實體(或是該實體的母公司)的主要管理人員的成員。

(viii) 該實體或所屬集團內的任何成員為向平機會提供主要管理人員服務。

某人的近親家庭成員指該人與有關實體交易時，可能影響該人或受該人影響的家庭成員。

## 2 Significant accounting policies (continued)

### (I) Related parties (continued)

(vi) The entity is controlled or jointly-controlled by a person identified in (I)(a).

(vii) A person identified in (I)(a)(i) has significant influence over the entity or is a member of the key management personnel of the entity (or of a parent of the entity).

(viii) The entity, or any member of a group of which it is a part, provides key management personnel services to the Commission.

Close members of the family of a person are those family members who may be expected to influence, or be influenced by, that person in their dealings with the entity.

### 3 政府補助及預收政府補助

政府補助代表政府撥款予平機會提供服務的資金。預收政府補助是有關於年結日後才提供的各項服務而預收的款項。

財政年度獲批的政府補助與在收支結算表內確認的政府補助對帳表：

### 3 Government subventions and Government subventions received in advance

Government subventions represent the funds granted by the Government for the Commission's services. Government subventions are received in advance in connection with various services to be provided after year end.

Reconciliation between Government subventions granted for the year and Government subventions recognised in the statement of income and expenditure:

		2022	2021
財政年度獲批的政府補助	Government subventions granted for the year	<b>137,159,000</b>	135,261,000
調整：	Adjustments for:		
未使用年假的撥備的 (減少)／增加	(Decrease)/increase in provision for unutilised annual leave	<b>(1,369,648)</b>	2,682,470
預收政府補助的增加	Increase in Government subventions received in advance	<b>(7,554,198)</b>	(10,391,672)
資本補助基金的減少 (附註7)	Decrease in capital subvention fund (note 7)	<b>1,670,803</b>	1,900,608
在收支結算表內確認的 政府補助	Government subventions recognised in the statement of income and expenditure	<b>129,905,957</b>	129,452,406

## 4 物業、機器及設備

## 4 Property, plant and equipment

## (a) 帳面值的對帳

## (a) Reconciliation of carrying amount

		租賃作自 用的物業	租賃物業 裝修	辦公室傢俬 及設備	汽車	電腦軟件	電腦硬件	視聽及即時 傳譯系統	總數
		Property leased for own use	Leasehold improvements	Office furniture and equipment	Motor vehicles	Computer software	Computer hardware	Audio & visual and simultaneous interpretation system	Total
<b>成本：</b>	<b>Cost:</b>								
於2020年4月1日	At 1 April 2020	44,944,389	10,878,657	3,705,957	782,128	2,489,371	1,895,584	1,080,030	65,776,116
增置	Additions	-	387,501	282,234	-	44,020	541,337	-	1,255,092
減少	Disposals	-	-	(259,362)	-	-	(35,652)	-	(295,014)
於2021年3月31日	At 31 March 2021	44,944,389	11,266,158	3,728,829	782,128	2,533,391	2,401,269	1,080,030	66,736,194
於2021年4月1日	At 1 April 2021	44,944,389	11,266,158	3,728,829	782,128	2,533,391	2,401,269	1,080,030	66,736,194
增置	Additions	-	100,445	179,120	-	363,700	563,545	-	1,206,810
減少	Disposals	-	-	(11,909)	-	-	-	-	(11,909)
<b>於2022年3月31日</b>	<b>At 31 March 2022</b>	<b>44,944,389</b>	<b>11,366,603</b>	<b>3,896,040</b>	<b>782,128</b>	<b>2,897,091</b>	<b>2,964,814</b>	<b>1,080,030</b>	<b>67,931,095</b>
<b>累計折舊：</b>	<b>Accumulated depreciation:</b>								
於2020年4月1日	At 1 April 2020	6,128,781	4,355,972	3,143,560	478,091	2,426,205	1,474,926	427,512	18,435,047
年度折舊	Charge for the year	6,128,781	1,856,588	357,948	111,732	51,846	242,263	180,005	8,929,163
減少時撥回	Written back on disposals	-	-	(259,362)	-	-	(35,652)	-	(295,014)
於2021年3月31日	At 31 March 2021	12,257,562	6,212,560	3,242,146	589,823	2,478,051	1,681,537	607,517	27,069,196
於2021年4月1日	At 1 April 2021	12,257,562	6,212,560	3,242,146	589,823	2,478,051	1,681,537	607,517	27,069,196
年度折舊	Charge for the year	6,128,781	1,888,853	269,934	111,733	60,973	346,151	180,005	8,986,430
減少時撥回	Written back on disposals	-	-	(11,909)	-	-	-	-	(11,909)
<b>於2022年3月31日</b>	<b>At 31 March 2022</b>	<b>18,386,343</b>	<b>8,101,413</b>	<b>3,500,171</b>	<b>701,556</b>	<b>2,539,024</b>	<b>2,027,688</b>	<b>787,522</b>	<b>36,043,717</b>
<b>帳面淨值：</b>	<b>Net book value:</b>								
於2022年3月31日	At 31 March 2022	26,558,046	3,265,190	395,869	80,572	358,067	937,126	292,508	31,887,378
於2021年3月31日	At 31 March 2021	32,686,827	5,053,598	486,683	192,305	55,340	719,732	472,513	39,666,998

4 物業、機器及設備(續)

4 Property, plant and equipment  
(continued)

(b) 使用權資產

(b) Right-of-use assets

使用權資產的帳面淨值分析如下：

The analysis of the net book value of right-of-use assets is as follows:

		2022	2021
租賃作自用的物業， 按已折舊成本列帳	Property leased for own use, carried at depreciated cost	<b>26,558,046</b>	32,686,827

平機會透過租賃協議已取得使用物業的權利作其辦公室。該租賃最初為期三年，可選擇在合約期完結後續約。在租賃開始日期，平機會認為可合理確定將行使續租選擇權，因此續租期間的未來租賃款項已包括在租賃負債的計量內。租賃不包括任何可變租賃款項。

The Commission has obtained the right to use a property as its office through tenancy agreement. The lease runs for an initial period of three years with options to renew for additional periods after the end of the contract term. The Commission assesses at lease commencement date that it is reasonably certain to exercise the extension options and hence the future lease payments during the extension periods are included in the measurement of lease liabilities. The lease does not include any variable lease payments.

在損益內確認與租賃有關的支出項目的分析如下：

The analysis of expense items in relation to leases recognised in profit or loss is as follows:

		2022	2021
租賃作自用的物業下的 使用權資產的折舊支出	Depreciation charge of right-of-use assets under property leased for own use	<b>6,128,781</b>	6,128,781
租賃負債利息	Interest on lease liabilities	<b>1,227,007</b>	1,416,647

**4 物業、機器及設備(續)****(b) 使用權資產(續)**

租賃的總現金流出量的詳情和租賃負債的到期日分析分別載於附註6(c)及10。

**4 Property, plant and equipment (continued)****(b) Right-of-use assets (continued)**

Details of total cash outflow for leases, the maturity analysis of lease liabilities are set out in notes 6(c) and 10 respectively.

**5 其他應收帳款、按金及預付款項****5 Other receivables, deposits and prepayments**

		2022	2021
按金及預付款項	Deposits and prepayments	2,694,485	2,659,858
其他應收帳款	Other receivables	214,040	685,056
		<b>2,908,525</b>	<b>3,344,914</b>

除按金754,056元(2021年:754,056元)預期於一年以後收回外,所有其他應收帳款、按金及預付款項預期於一年內收回或確認為支出。

All of the other receivables, deposits and prepayments are expected to be recovered or recognised as expense within one year except for deposits of \$754,056 (2021: \$754,056) which are expected to be recovered after more than one year.

**6 現金及現金等價物及其他現金流量資料****(a) 現金及現金等價物包括:****6 Cash and cash equivalents and other cash flow information****(a) Cash and cash equivalents comprise:**

		2022	2021
銀行結存及現金	Bank balances and cash	7,138,190	7,399,791
存款期不超過三個月 短期銀行存款	Short-term bank deposits with original maturity not more than three months	9,012,679	6,510,544
現金及現金等價物	Cash and cash equivalents	<b>16,150,869</b>	<b>13,910,335</b>

## 財務報表 Financial Statements

### 6 現金及現金等價物及其他 現金流量資料(續)

#### (b) 融資活動所產生的負債 的對帳：

下表載列了平機會融資活動所產生的負債變動詳情，包括現金流及非現金流變動。融資活動所產生的負債是指其現金流量或未來現金流量將在現金流量表內歸類為融資活動所產生的現金流量。

### 6 Cash and cash equivalents and other cash flow information (continued)

#### (b) Reconciliation of liabilities arising from financing activities:

The table below details changes in the Commission's liabilities from financing activities, including both cash and non-cash changes. Liabilities arising from financing activities are liabilities for which cash flows were, or future cash flows will be, classified in the cash flow statement as cash flows from financing activities.

		租賃負債 (附註10) Lease liabilities (Note 10)
於2020年4月1日	At 1 April 2020	40,487,127
融資現金流量產生的變動：	Changes from financing cash flows:	
支付租賃租金的資本部分	Capital element of lease rentals paid	(4,902,849)
支付租賃租金的利息部分	Interest element of lease rentals paid	(1,416,647)
融資現金流量產生的變動總額	Total changes from financing cash flows	(6,319,496)
其他變動：	Other change:	
租賃負債利息	Interest on lease liabilities	1,416,647
於2021年3月31日及 2021年4月1日	At 31 March 2021 and 1 April 2021	35,584,278
融資現金流量產生的變動：	Changes from financing cash flows:	
支付租賃租金的資本部分	Capital element of lease rentals paid	(5,282,793)
支付租賃租金的利息部分	Interest element of lease rentals paid	(1,227,007)
融資現金流量產生的變動總額	Total changes from financing cash flows	(6,509,800)
其他變動：	Other change:	
租賃負債利息	Interest on lease liabilities	1,227,007
於2022年3月31日	At 31 March 2022	30,301,485

## 6 現金及現金等價物及其他現金流量資料(續)

### (c) 租賃的總現金流出量

已計入現金流量表的租賃款項包括：

## 6 Cash and cash equivalents and other cash flow information (continued)

### (c) Total cash outflow for leases

Amount included in the cash flow statement for leases comprises the following:

		2022	2021
於融資現金流量之內	Within financing cash flows	<b>6,509,800</b>	6,319,496

## 7 資本補助基金

## 7 Capital subvention fund

		購置物業、機器及設備 Purchase of property, plant and equipment
於2020年4月1日	At 1 April 2020	6,594,507
轉至收支結算表作為收入以配合：	Transfer to statement of income and expenditure as income to match with:	
一經費來自政府資本補助基金的物業、機器及設備折舊	– Depreciation of property, plant and equipment financed by Government capital subvention fund	(1,900,608)
於2021年3月31日	At 31 March 2021	<b>4,693,899</b>
代表：	Representing:	
流動部分	Current portion	1,890,719
非流動部分	Non-current portion	2,803,180
		<b>4,693,899</b>
於2021年4月1日	At 1 April 2021	4,693,899
已收政府補助	Subventions received from the Government	266,000
轉至收支結算表作為收入以配合：	Transfer to statement of income and expenditure as income to match with:	
一經費來自政府資本補助基金的物業、機器及設備折舊	– Depreciation of property, plant and equipment financed by Government capital subvention fund	(1,936,803)
於2022年3月31日	At 31 March 2022	<b>3,023,096</b>
代表：	Representing:	
流動部分	Current portion	1,863,705
非流動部分	Non-current portion	1,159,391
		<b>3,023,096</b>

## 7 資本補助基金(續)

資本補助基金指就特定計劃已收取但仍未使用的非經常政府資本補助結餘。此項基金轉至收支結算表作為收入，以配合於產生期間的有關成本。

## 7 Capital subvention fund (continued)

The capital subvention fund represents the unutilised balance of non-recurrent Government capital subvention received for special projects. The funds are released to the statement of income and expenditure as income to match with the related costs when incurred.

## 8 職員約滿酬金的撥備

## 8 Provision for staff gratuity

		2022	2021
於2021/2020年4月1日	At 1 April 2021/2020	<b>16,801,456</b>	17,594,585
撥出撥備	Provisions made	<b>13,845,806</b>	13,646,668
取消	Forfeitures	<b>(441,449)</b>	(413,748)
財政年度已支付／ 應付的金額	Amounts paid/payable during the year	<b>(13,761,470)</b>	(14,026,049)
於2022/2021年3月31日	At 31 March 2022/2021	<b>16,444,343</b>	16,801,456
減：流動部分	Less: Current portion	<b>(6,286,767)</b>	(9,349,133)
非流動部分	Non-current portion	<b>10,157,576</b>	7,452,323

職員約滿酬金的撥備是為了支付由受僱日期起計已完成三年合約的平機會僱員的約滿酬金而設立的。

Provision for staff gratuity is set up for the gratuity payments which will be payable to employees of the Commission who complete their three-year contracts commencing from the date of their employment.

## 9 其他應付帳項及應計費用

## 9 Other payables and accruals

		2022	2021
其他應付帳項	Other payables	<b>2,546,713</b>	2,109,700
應計費用	Accrued expenses	<b>312,918</b>	316,106
預收款項	Receipts in advance	<b>48,778</b>	137,155
		<b>2,908,409</b>	2,562,961

所有其他應付帳項及應計費用預期於一年內清繳。

All of the other payables and accruals are expected to be settled within one year.



## 10 租賃負債

下表載列平等機會租賃負債於報告期末的剩餘合約年期。

## 10 Lease liabilities

The following table shows the remaining contractual maturities of the Commission's lease liabilities at the end of the reporting period:

		2022		2021	
		租賃款項的 現值 Present value of the lease payments	租賃款項 總額 Total lease payments	租賃款項的 現值 Present value of the lease payments	租賃款項 總額 Total lease payments
一年內	Within 1 year	6,085,715	7,101,600	5,282,793	6,509,800
一年後至兩年內	After 1 year but within 2 years	6,788,962	7,571,360	6,085,715	7,101,600
兩年後至五年內	After 2 years but within 5 years	17,426,808	18,214,560	21,633,571	23,183,840
五年後	After 5 years	-	-	2,582,199	2,602,080
		<b>24,215,770</b>	<b>25,785,920</b>	30,301,485	32,887,520
		<b>30,301,485</b>	<b>32,887,520</b>	<b>35,584,278</b>	39,397,320
減：未來利息支出總額	Less: total future interest expenses		<b>(2,586,035)</b>		<b>(3,813,042)</b>
租賃負債現值	Present value of lease liabilities		<b>30,301,485</b>		<b>35,584,278</b>

## 11 儲備

## 11 Reserves

		2022	2021
於2021/2020年4月1日	At 1 April 2021/2020	<b>6,236,309</b>	4,887,696
(轉至)／轉自收支結算表	Transfer (to)/from statement of income and expenditure	<b>(602,394)</b>	1,348,613
於2022/2021年3月31日	At 31 March 2022/2021	<b>5,633,915</b>	6,236,309

平機會界定儲備為總資金。平機會在管理資金時，基本目的是確保平機會的財政持續穩健。財政年度終結時的儲備上限為平機會下個財政年度每年的經常補助的25%，加上物業、機器及設備賬面淨額，和減去應計的修復成本（「儲備上限」）。儲備可作一般用途，平機會有權自行運用上限內的儲備，超出的金額須歸還政府，除非得到政制及內地事務局常任秘書長的批准，或獲政制及內地事務局常任秘書長，經諮詢財經事務及庫務局局長後提高儲備額上限。

The Commission defines reserves as Total Funds. The Commission's primary objectives when managing its funds are to safeguard the Commission's ability to continue as a going concern. The reserves at the end of the financial year are capped at 25% of the Commission's annual recurrent subvention of the next financial year, plus the net book value of property, plant and equipment less accrued reinstatement cost ("the reserve ceiling"). The reserves are available for general use and can be spent at the discretion of the Commission within the reserve ceiling, exceeding which would need to be returned to the Government, except with the approval of the Permanent Secretary for Constitutional and Mainland Affairs ("PSCMA") or the reserve ceiling is raised by PSCMA following consultation with the Secretary for Financial Services and the Treasury.

## 12 主要管理層報酬

## 12 Key management compensation

		2022	2021
職員福利	Employee benefits	<b>19,964,409</b>	18,688,541
聘用期結束後福利	Post-employment benefits	<b>3,028,843</b>	2,915,999
		<b>22,993,252</b>	21,604,540

## 13 所得稅支出

## 13 Taxation

平機會是政府補助機構，可根據《稅務條例》(香港法例第112章)第88條豁免繳交稅務局的一切徵稅。

The Commission is a Government subvented body exempted from payment of all taxes administered by the Inland Revenue Department by virtue of Section 88 of the Inland Revenue Ordinance (Chapter 112).

## 14 承擔

### 資本承擔

於2022年3月31日，沒有在財務報表內就物業、機器及設備作出撥備的資本承擔如下：

		2022	2021
已簽約	Contracted for	–	–
已核准但未簽約	Authorised but not contracted for	–	332,500
		–	332,500

## 14 Commitments

### Capital commitments

Capital commitments outstanding at 31 March 2022 in respect of property, plant and equipment not provided for in the financial statements were as follows:

## 15 財務風險管理及金融工具的公允價值

風險管理由財務部根據平機會的行政及財務專責小組核准的程序指導方針執行。財務部鑑別和評估財務風險，就整體的風險管理訂定程序指導方針，例如利率風險、金融工具的運用，以及額外流動資金的投资方式。

平機會的運作，並不涉及外匯風險、信貸風險及資金周轉風險。至於利率風險，除按市場利率計算利息的短期銀行存款外，平機會並無其他重大計息資產及負債。因此，平機會的收入及營運現金流量大部分都不受市場利率變動的影響，須面對的現金流量及公允價值利率風險亦較低。

## 15 Financial risk management and fair values of financial instruments

Risk management is carried out by the finance department under the procedural guidelines approved by the Members of the Administration and Finance Committee of the Commission. The finance department identifies and evaluates financial risks and provides procedural guidelines for overall risk management such as interest-rate risk, use of financial instruments and investing excess liquidity.

The Commission's activities do not expose it to foreign exchange risk, credit risk and liquidity risk. For interest-rate risk, except for the short-term bank deposits which bear interest at market rates, the Commission has no other significant interest-bearing assets and liabilities. Accordingly, the Commission's income and operating cash flows are substantially independent of changes in market interest rates and the exposure to cash flow and fair value interest rate risk is low.

## 15 財務風險管理及金融工具的公允價值(續)

### (a) 信貸風險

信貸風險指因交易對手不能履行合約責任，導致平機會蒙受財務損失的風險。平機會在銀行存款、現金及現金等價物，以及其他應收帳款、按金及預付款項面對的信貸風險不大，原因是平機會只在信貸評級良好的金融機構存放現金，並定期審視其他應收帳款、按金及預付款項。平機會認為信貸風險屬於低水平，且預期信貸虧損準備並不重大。

平機會沒有提供任何可引致平機會承受信貸風險的擔保。

### (b) 資金周轉風險

平機會的政策是定期監察現時及預計的資金周轉需要，以確保維持足夠現金儲備應付短期及較長期的資金周轉需要。

## 15 Financial risk management and fair values of financial instruments (continued)

### (a) Credit risk

Credit risk refers to the risk that a counterparty will default on its contractual obligations resulting in a financial loss to the Commission. The Commission's exposure to credit risk arising from bank deposits, cash and cash equivalents and other receivables, deposits and prepayments is limited because the Commission only places deposits with financial institutions with sound credit ratings and other receivables, deposits and prepayments are reviewed regularly, for which the Commission considers to have low credit risk and the ECL allowance is considered insignificant.

The Commission does not provide any guarantees which would expose the Commission to credit risk.

### (b) Liquidity risk

The Commission's policy is to regularly monitor its current and expected liquidity requirements to ensure that it maintains sufficient reserves of cash to meet its liquidity requirements in the short and longer term.

## 15 財務風險管理及金融工具的公允價值(續)

### (b) 資金周轉風險(續)

下表載列平機會金融負債在報告期末時的剩餘合約年期，資料根據未貼現合約現金流及平機會可能被要求付款的最早日期編製。

## 15 Financial risk management and fair values of financial instruments (continued)

### (b) Liquidity risk (continued)

The following table shows the remaining contractual maturities at the end of the reporting period of the Commission's financial liabilities, which are based on contractual undiscounted cash flows and the earliest date the Commission can be required to pay:

2022  
未貼現合約現金流出  
Contractual undiscounted cash outflow

		一年以下或 即時到期 Within 1 year or on demand	一年以上但 兩年以下 More than 1 year but less than 2 years	兩年以上但 五年以下 More than 2 years but less than 5 years	五年以上 More than 5 years	總計 Total	帳面金額 Carrying amount
職員約滿酬金的撥備	Provision for staff gratuity	6,286,787	8,478,790	1,678,786	-	16,444,343	16,444,343
未使用年假的撥備	Provision for unutilised annual leave	5,158,911	-	-	-	5,158,911	5,158,911
預收政府補助	Government subventions received in advance	24,082,515	7,673,210	276,316	-	32,032,041	32,032,041
其他應付帳項及 應計費用	Other payables and accruals	2,908,409	-	-	-	2,908,409	2,908,409
租賃負債	Lease liabilities	7,101,600	7,571,360	18,214,560	-	32,887,520	30,301,485
		45,538,222	23,723,360	20,169,662	-	89,431,224	86,845,189

15 財務風險管理及金融工具的公允價值(續)

(b) 資金周轉風險(續)

15 Financial risk management and fair values of financial instruments (continued)

(b) Liquidity risk (continued)

2021  
未貼現合約現金流出  
Contractual undiscounted cash outflow

		一年以下或 即時到期 Within 1 year or on demand	一年以上但 兩年以下 More than 1 year but less than 2 years	兩年以上但 五年以下 More than 2 years but less than 5 years	五年以上 More than 5 years	總計 Total	帳面金額 Carrying amount
職員約滿酬金的撥備	Provision for staff gratuity	9,349,133	4,231,545	3,220,778	-	16,801,456	16,801,456
未使用年假的撥備	Provision for unutilised annual leave	6,528,559	-	-	-	6,528,559	6,528,559
預收政府補助	Government subventions received in advance	21,594,382	2,805,136	78,325	-	24,477,843	24,477,843
其他應付帳項及應計費用	Other payables and accruals	2,562,961	-	-	-	2,562,961	2,562,961
租賃負債	Lease liabilities	6,509,800	7,101,600	23,183,840	2,602,080	39,397,320	35,584,278
		46,544,835	14,138,281	26,482,943	2,602,080	89,768,139	85,955,097

(c) 利率風險

利率風險指由於市場利率變動導致金融工具的公允價值或未來現金流量出現波動的风险。平機會所涉及的利率風險只有按市場利率計息的短期銀行存款。

(c) Interest rate risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The Commission's only exposure to interest rate risk is via its short-term bank deposits which bear interest at market rates.

## 15 財務風險管理及金融工具的公允價值(續)

### (c) 利率風險(續)

#### 敏感度分析

估計假若利率整體上升／下調100(2021年:100)個基點，而其他變數均維持不變，不預期對平機會的盈餘及儲備於2022年3月31日有重大影響。

上述敏感度分析是假設利率的變動於財政年度結算日當日出現並已用於計算該日引致平機會承受利率風險的金融工具。100點子的增加或減少幅度，是管理層評估直至下一個年度的財政年度結算日當日期間有可能出現的合理性利率變動。2021年的分析亦根據上述基準進行。

### (d) 貨幣風險

平機會所有交易均以港元計價，平機會因而沒有承受貨幣風險。

### (e) 公允價值衡量

平機會的金融工具按攤銷成本列帳的帳面金額與其於2022年及2021年3月31日的公允價值並無重大差異。

## 15 Financial risk management and fair values of financial instruments (continued)

### (c) Interest rate risk (continued)

#### Sensitivity analysis

At 31 March 2022, it was estimated that a general increase/decrease of 100 (2021: 100) basis points in interest rates, with all other variables held constant, the impact on the Commission's surplus and reserves is not expected to be material.

The sensitivity analysis above has been determined assuming that the change in interest rates had occurred at the financial year end date and had been applied to the financial instruments which expose the Commission to interest rate risk at that date. The 100 basis points increase or decrease represents management's assessment of a reasonably possible change in interest rates over the period until the next annual financial year end date. The analysis is performed on the same basis for 2021.

### (d) Currency risk

The Commission has no exposure to currency risk as all of the Commission's transactions are denominated in Hong Kong dollars.

### (e) Fair value measurement

The carrying amounts of the Commission's financial instruments carried at amortised cost were not materially different from their fair values as at 31 March 2022 and 2021.

## 16 截至2022年3月31日止年度已頒布但尚未生效的修訂、新準則及詮釋可能帶來的影響

截至本財務報表公布日期止，香港會計師公會已頒布數項修訂及一項新準則——《香港財務報告準則》第17號保險合約，惟於截至2022年3月31日止年度尚未生效，本財務報表亦沒有採納該等修訂及新準則。這些修訂及新準則包括以下可能會適用於平機會的會計準則：

## 16 Possible impact of amendments, new standards and interpretations issued but not yet effective for the year ended 31 March 2022

Up to the date of issue of these financial statements, the HKICPA has issued a number of amendments and a new standard, HKFRS 17, *Insurance contracts*, which are not yet effective for the year ended 31 March 2022 and which have not been adopted in these financial statements. These include the following which may be relevant to the Commission.

		於下列日期或 之後開始的 會計期間生效	Effective for accounting periods beginning on or after
《香港會計準則》第16號 (修訂本)物業、機器及設備： 作擬定用途前所得款項	Amendments to HKAS 16, <i>Property, plant and equipment: Proceeds before intended use</i>	2022年1月1日	1 January 2022
《香港會計準則》第37號 (修訂本)虧損合約—— 履行合約的成本	Amendments to HKAS 37, <i>Onerous Contracts – cost of fulfilling a contract</i>	2022年1月1日	1 January 2022
《香港財務報告準則》 2018 - 2020年周期的 年度改進	Annual improvements to HKFRSs 2018-2020 cycle	2022年1月1日	1 January 2022
《香港會計準則》第1號 (修訂本)流動與非流動 負債分類	Amendments to HKAS 1, <i>Classification of liabilities as current or non-current</i>	2023年1月1日	1 January 2023
《香港會計準則》第1號(修訂本) 及《香港財務報告準則》 實務報告第2號(修訂本) 會計政策披露	Amendments to HKAS 1 and HKFRS Practice Statement 2, <i>Disclosure of accounting policies</i>	2023年1月1日	1 January 2023
《香港會計準則》第8號 (修訂本)會計估計的定義	Amendments to HKAS 8, <i>Definition of accounting estimates</i>	2023年1月1日	1 January 2023
《香港會計準則》第12號 (修訂本)單一交易產生的 資產及負債相關遞延稅項	Amendments to HKAS 12, <i>Deferred tax related to assets and liabilities arising from a single transaction</i>	2023年1月1日	1 January 2023

平機會現正評估這些修訂及新準則對首次應用期間所造成的影響。至目前為止，平機會認為採納有關修訂及新準則不大可能會對財務報表有重大影響。

The Commission is in the process of making an assessment of what the impact of these developments is expected to be in the period of initial application. So far it has concluded that the adoption of them is unlikely to have a significant impact on the financial statements.



## 平機會專責小組會議的 出席記錄(由2021年4月1日 至2022年3月31日)

根據平機會的會議程序，會議如需取消，應儘快在一個月內重新安排另一會議；如不可行，召集人需決定哪些項目應送交委員傳閱，以徵詢意見或作為參考；以及哪些項目可以推遲至下次定期會議商討。

## Attendance Record of EOC Committee Meetings for the period 1 April 2021 to 31 March 2022

According to the EOC's procedures for meetings, cancelled meetings should be rescheduled as soon as possible and within one month. If not possible, the Convenor needs to decide which agenda items should be circulated for advice or information, and which items can be deferred to the next regular meeting.

## 行政及財務專責小組會議的 出席記錄

整體出席率為87.5%(註1)

## Attendance Record of Administration and Finance Committee (A&FC) Meetings

Overall attendance rate was 87.5% (Note 1)

	27/5/2021	19/8/2021	25/11/2021
謝偉鴻博士(召集人) Dr SHIE Wai-hung, Henry (Convenor)	✓	✓	✓
梁世民醫生(副召集人) Dr LEUNG Sai-man, Sigmund, BBS, JP (Deputy Convenor)	✓	✓	✓
蔡懿德女士(註2) Ms CHOI Yi-tak, Rosanna (Note 2)	✓	✓	✓
高朗先生 Mr Mohan DATWANI	✓	✓	✓
唐安娜女士 Ms Anna THOMPSON	✓	✓	✓
曾志文女士(註2) Ms TSANG Chi-man, Linda (Note 2)	缺席 Abs	✓	缺席 Abs
黃梓謙先生 Mr WONG Chi-him, Gary, JP	✓	✓	缺席 Abs
朱敏健先生(主席) Mr CHU Man-kin, Ricky, IDS (Chairperson)	✓	✓	✓

註1：原定於2022年2月舉行的定期會議因2019冠狀病毒病疫情而取消。專責小組的事務以傳閱文件方式處理。

註2：自2021年5月20日起加入行政及財務專責小組

Note 1: The regular meeting originally scheduled for February 2022 was cancelled due to the COVID-19 epidemic. The Committee's business was transacted by circulation of papers.

Note 2: Joined A&FC on 20/5/2021

## 附錄 Appendix 1

### 社會參與及宣傳專責小組 會議的出席記錄

### Attendance Record of Community Participation and Publicity Committee (CPPC) Meetings

整體出席率為72.7% (註1)

Overall attendance rate was 72.7% (Note 1)

	22/4/2021	15/7/2021	28/10/2021
羅乃萱女士(召集人)(註2) Ms Shirley Marie Therese LOO, BBS, MH, JP (Convenor) (Note 2)	✓	不適用 N/A	不適用 N/A
黃梓謙先生(召集人)(註3, 4) Mr WONG Chi-him, Gary, JP (Convenor) (Note 3, 4)	不適用 N/A	✓	✓
梁頌恩女士(副召集人)(註2) Ms LEUNG Chung-yan, Juan, MH (Deputy Convenor) (Note 2)	✓	不適用 N/A	不適用 N/A
嚴楚碧女士(副召集人)(註4, 5) Ms YIM Chor-pik, Rabi (Deputy Convenor) (Note 4, 5)	不適用 N/A	缺席 Abs	✓
陳麗群女士(註4) Ms CHAN Lai-kwan, Queenie, MH (Note 4)	不適用 N/A	✓	✓
何超蓮女士 Ms HO Chiu-ha, Maisy, BBS	缺席 Abs	✓	✓
梁世民醫生 Dr LEUNG Sai-man, Sigmund, BBS, JP	缺席 Abs	✓	✓
曾志文女士(註4) Ms TSANG Chi-man, Linda (Note 4)	不適用 N/A	✓	缺席 Abs
游家敏女士(註6) Ms YAU Ka-man, Carmen (Note 6)	缺席 Abs	✓	缺席 Abs
朱敏健先生(主席) Mr CHU Man-kin, Ricky, IDS (Chairperson)	✓	✓	✓

註1：原定於2022年1月舉行的定期會議因2019冠狀病毒病疫情而取消。專責小組的事務以傳閱文件方式處理。

註2：任期至2021年5月19日為止

註3：自2021年5月20日起成為召集人

註4：自2021年5月20日起加入社會參與及宣傳專責小組

註5：自2021年5月20日起成為副召集人

註6：增選成員

Note 1: The regular meeting originally scheduled for January 2022 was cancelled due to the COVID-19 epidemic. The Committee's business was transacted by circulation of papers.

Note 2: Appointment up to 19/5/2021

Note 3: Became Convenor on 20/5/2021

Note 4: Joined CPPC on 20/5/2021

Note 5: Became Deputy Convenor on 20/5/2021

Note 6: Co-opted Member

## 法律及投訴專責小組會議的出席記錄

## Attendance Record of Legal and Complaints Committee (LCC) Meetings

整體出席率超過84.9% (註1)

Overall attendance rate was over 84.9% (Note 1)

	19/4/2021	21/6/2021	16/8/2021	20/12/2021
高朗先生(召集人) Mr Mohan DATWANI (Convenor)	✓	✓	✓	✓
謝偉鴻博士(副召集人) Dr SHIE Wai-hung, Henry (Deputy Convenor)	✓	缺席 Abs	✓	✓
陳麗雲教授 Prof CHAN Lai-wan, Cecilia, JP	✓	✓	✓	✓
趙文宗教授 Prof CHIU Man-chung, Andy	✓	✓	✓	缺席 Abs
何超羣女士 Ms HO Chiu-ha, Maisy, BBS	✓	✓	✓	缺席 Abs
藍建中先生 Mr LAM Ken-chung, Simon	缺席 Abs	✓	缺席 Abs	✓
梁世民醫生 Dr LEUNG Sai-man, Sigmund, BBS, JP	✓	✓	✓	✓
余翠怡小姐(註2) Miss YU Chui-yee, BBS, MH (Note 2)	✓	不適用 N/A	不適用 N/A	不適用 N/A
朱敏健先生(主席) Mr CHU Man-kin, Ricky, IDS (Chairperson)	✓	✓	✓	✓

註1：原定於2021年10月及2022年2月舉行的定期會議因2019冠狀病毒病疫情而取消。專責小組的事務以傳閱文件方式處理。

Note 1: Two regular meetings originally scheduled for October 2021 and February 2022 were cancelled due to the COVID-19 epidemic. The Committee's business was transacted by circulation of papers.

註2：任期至2021年5月19日為止

Note 2: Appointment up to 19/5/2021

## 附錄 Appendix 1

### 政策、研究及培訓專責小組 會議的出席記錄

### Attendance Record of Policy, Research and Training Committee (PRTC) Meetings

整體出席率超過92.3% (註1)

Overall attendance rate was over 92.3% (Note 1)

	6/5/2021	26/8/2021	18/11/2021
利哲宏博士, MH(召集人)(註2) Dr Rizwan ULLAH, MH (Convenor) (Note 2)	✓	✓	✓
藍建中先生(副召集人)(註3) Mr LAM Ken-chung, Simon (Deputy Convenor) (Note 3)	✓	✓	✓
陳麗群女士(註4) Ms CHAN Lai-kwan, Queenie, MH (Note 4)	不適用 N/A	✓	✓
蔡玉萍教授(註5, 6) Prof CHOI Yuk-ping, Susanne (Note 5, 6)	✓	不適用 N/A	不適用 N/A
高德蘭博士(註4) Dr Theresa CUNANAN (Note 4)	不適用 N/A	✓	缺席 Abs
唐安娜女士 Ms Anna THOMPSON	✓	缺席 Abs	✓
曾志文女士(註4) Ms TSANG Chi-man, Linda (Note 4)	不適用 N/A	✓	✓
黃梓謙先生(註6) Mr WONG Chi-him, Gary, JP (Note 6)	✓	不適用 N/A	不適用 N/A
嚴楚碧女士 Ms YIM Chor-pik, Rabi	✓	✓	✓
莊耀洸先生(註7) Mr CHONG Yiu-kwong (Note 7)	✓	✓	✓
朱敏健先生(主席) Mr CHU Man-kin, Ricky, IDS (Chairperson)	✓	✓	✓

註1：原定於2022年2月舉行的定期會議因2019冠狀病毒病疫情而取消。專責小組的事務以傳閱文件方式處理。

註2：副召集人任期至2021年5月19日屆滿；於2021年5月20日成為召集人

註3：於2021年5月20日成為副召集人

註4：自2021年5月20日起加入政策、研究及培訓專責小組

註5：召集人任期至2021年2月3日

註6：任期至2021年5月19日為止

註7：增選成員

Note 1: The regular meeting originally scheduled for February 2022 was cancelled due to the COVID-19 epidemic. The Committee's business was transacted by circulation of papers.

Note 2: Deputy Convenor appointment up to 19/5/2021; became Convenor on 20/5/2021.

Note 3: Became Deputy Convenor on 20/5/2021

Note 4: Joined PRTC on 20/5/2021

Note 5: Convenor appointment up to 3/2/2021

Note 6: Appointment up to 19/5/2021

Note 7: Co-opted Member

## 政策、研究及培訓專責小組轄下的反性騷擾運動工作小組成員名單(截至2022年3月31日)

### Membership of Working Group on Anti-Sexual Harassment Campaign under the Policy, Research and Training Committee (as of 31 March 2022)

利哲宏博士

Dr Rizwan ULLAH, MH (Convenor)

莊耀光先生

Mr CHONG Yiu-kwong (Deputy Convenor)

高朗先生

Mr Mohan DATWANI

藍建中先生

Mr LAM Ken-chung, Simon

江嘉惠女士

Ms KONG Ka-wai, Judy <sup>1</sup>

梁麗清博士

Dr LEUNG Lai-ching <sup>1</sup>

梁若芊博士

Dr LEUNG Yeuk-sin, Eugenie <sup>1</sup>

盧詩曼女士

Ms LO Sze-man, Stella <sup>1</sup>

辛蔚嫻小姐

Miss SUN Wai-han, Julia <sup>1</sup>

黃嘉盈女士

Ms WONG Ka-ying, Olivia <sup>1</sup>

<sup>1</sup> 增選成員 Co-opted Member

## 附錄 Appendix 2

### 平等機會社會參與資助計劃 — 2021-22年度獲資助機構 名單

2021-22年度，社會參與資助計劃共收到41份申請，其中由22個機構\*舉辦的25個活動獲批核，資助總額達港幣973,416元。

### Community Participation Funding Programme – List of Funded Organisations in 2021-22

In 2021-22, the Community Participation Funding Programme attracted 41 applications, of which 25 projects by 22 organisations\* were approved for a total funding of HK\$973,416.

機構名稱	Name of Organisation
藝造人才有限公司	Artscompana Limited
愛嬰醫院香港協會	Baby Friendly Hospital Initiative Hong Kong Association
文化動力慈善基金有限公司	Culture Power Charity Foundation Limited
地利亞修女紀念學校(協和)	Delia Memorial School (Hip Wo)
平義社有限公司	Equal Justice Limited
大同	Gay Harmony
香港婦女中心協會有限公司	Hong Kong Federation of Women's Centres Limited
香港遊樂場協會慈雲山青少年綜合服務中心	Hong Kong Playground Association Tsz Wan Shan Integrated Service Centre For Children & Youth
香港多媒體設計協會有限公司	Hong Kong Multimedia Design Association Limited
香港布廠商會朱石麟中學	HKWMA Chu Shek Lun Secondary School
自然育兒網絡	Natural Parenting Network
公益法香港有限公司	Pro Bono Hong Kong Ltd
Street Law HK Limited	Street Law HK Limited
香港小童群益會賽馬會馬鞍山青少年綜合服務中心	The Boys' and Girls' Clubs Association of Hong Kong Jockey Club Ma On Shan Children & Youth Integrated Service Centre

機構名稱	Name of Organisation
香港盲人輔導會	The Hong Kong Society for the Blind
路德會啟聾學校法團校董會	The Incorporated Management Committee of Lutheran School for the Deaf
香港戒毒會／東九龍社會服務中心 兒童功輔班小組	The Society for the Aid and Rehabilitation of Drug Abusers/Children tutorial class of East Kowloon Social Service Centre
香港結節性硬化協會	Tuberous Sclerosis Complex Association of Hong Kong
東華三院男天匯 — 男士成長中心	TWGH Sky Blue Club – Men Development Centre
基督教懷智服務處	Wai Ji Christian Service Association
睿動香港有限公司	Women In Sports Empowered Hong Kong Limited
青年守護基金有限公司	Youth Guardian Foundation Limited

\* 大同、香港婦女中心協會有限公司及香港多媒體設計協會有限公司各有兩項活動獲批核撥款。

\* Gay Harmony, Hong Kong Federation of Women's Centres Limited and Hong Kong Multimedia Design Association Limited were each approved funding for two projects.









平等機會委員會  
EQUAL OPPORTUNITIES COMMISSION



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