

同行廿五載

25 Years Together

2020-21 年 報
Annual Report



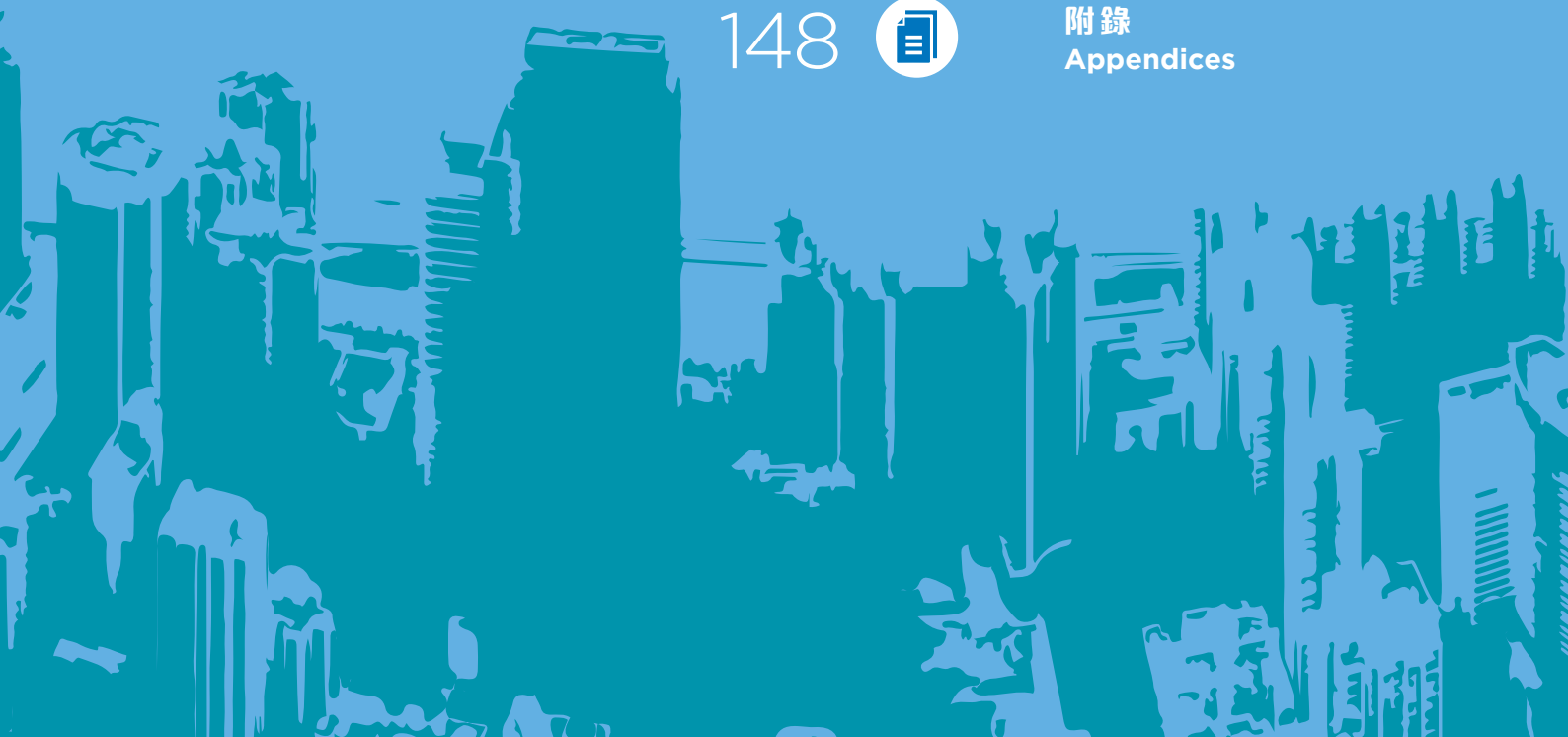
平等機會委員會
EQUAL OPPORTUNITIES COMMISSION





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主席的話

Chairperson's Message

“

香港在2020-21年度經歷了萬重風浪和轉變，激起漩渦的無疑是2019冠狀病毒病。… 在實施一連串改變及調整措施期間，有一點維持不變的是，我們決心保障邊緣社群的福祉。

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”



02

香港在2020-21年度經歷了萬重風浪和轉變，激起漩渦的無疑是2019冠狀病毒病。疫情下出現的新常態影響各行各業，平機會自然亦不例外。一如其他機構，平機會需適應新形勢，作出轉變。為了協助控制疫情，我們在網上舉辦活動，改進彈性工作安排，並短暫調整我們的服務。

在實施一連串改變及調整措施期間，有一點維持不變的是，我們決心保障邊緣社群的福祉。平機會於1996年成立，已服務社會達25年，我們深切明白時勢不穩時，根深蒂固的偏見便浮現，導致人們往往將系統性的問題諉過於人，為了尋找快捷的答案而將問題歸咎於邊緣社群，令他們淪為代罪羔羊。

Hong Kong found itself swept up in tides of change in 2020-21, sparked not least by COVID-19. The new normal spared no one, and the EOC, like many organisations, had to adapt and reinvent itself. We made events virtual, enhanced flexible working arrangements, and temporarily adjusted our services to help contain the contagion.

Amid all the shifts and shake-ups, there is one constant: our commitment to safeguarding the well-being of the marginalised. Having served the city for 25 years – the EOC was established in 1996 – we are acutely attuned to how alienated groups can easily become scapegoats for systemic problems in times of uncertainty, as deep-rooted prejudice erupts to clear the way for expedient “solutions”.



因此，疫情下我們需優先處理的議題，是促使個別人士和決策者，理解並支援面對不同困境的弱勢社群，例如外來工人、非華語市民、照顧者和殘疾人士。我們就此進行了多項工作，例如接受傳媒訪問、發出聲明、擬備並上載常見問題，還有與民間組織進行網上和實體會面，以了解他們的憂慮，並提議有關方面加強共融措施，例如與政府溝通，確保更適時準確地把重要資訊翻譯成少數族裔所用的語言。

Our priority, therefore, has been building the capacity of both individuals and policymakers to empathise with and support disadvantaged communities who face unique challenges during the pandemic, such as migrant workers, non-Chinese-speaking citizens, carers and people with disabilities. We gave interviews, issued statements, published FAQs, met with civil society groups on- and offline to hear about their concerns, and advised relevant parties to step up their inclusivity game, working with the Government, for instance, to ensure that essential information would be translated into ethnic minority languages in a more timely and accurate manner.



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03

隨着當局及部分僱主實施有關病毒測試及疫苗注射的防疫措施，傳媒經常向平機會查詢有關措施是否構成違法歧視。我們的回應有時簡單直接，有時則需作出較詳細的解釋，因相關問題或涉及較複雜的概念、法例訂明的例外情況以及個別事件的特定因素。必須強調的是，儘管平機會希望得到市民大眾認同，但我們必須秉持專業精神，準確地解釋法例，務實地解決分歧。有別於一些評論人，我們絕不能隨意拋出「歧視」等有清晰法律定義的字詞。這無疑會令不同政治光譜的人失望，但我們始終是獨立的法定機構，執法工作必須不偏不倚，方能伸張正義。

As anti-pandemic measures relating to testing and vaccination were rolled out from time to time by the authorities and employers alike, the EOC was often called upon to comment on alleged instances of unlawful discrimination. Sometimes our answer would be straightforward; other times a more nuanced explanation was warranted, as more complex concepts, statutory exemptions, and the specific circumstances of individual cases came into play. What cannot be overemphasised is that as much as the EOC desires to win the hearts of everyone in town, our professionalism requires a rigorous approach to explaining the law and a pragmatic attitude towards resolving differences. We simply cannot throw around words carrying specific legal meaning – such as “discrimination” – with the same casualness some commentators are happy to embrace. This inevitably frustrates certain people, often across the political spectrum. But we are, after all, an independent statutory body. We can only do the community justice by upholding the law without fear or favour.

主席的話 Chairperson's Message

雖然處理疫情衍生的問題是我們在2020-21年度的重要工作之一，但我們的工作實不止於此。我們不單為紀念成立25周年而推出了多項嶄新的項目，還促進近年最廣泛的反歧視條例法律改革，使多年來的倡議工作得以落實。我們更採納了「以受害人為本」的方針和改善機制，以處理市民的歧視投訴。

必須介紹的嶄新項目莫過於首屆平等機會僱主嘉許計劃。計劃除了旨在嘉許香港僱主實行多元共融常規措施，還宣揚多元共融文化在社會和經濟方面的裨益。計劃吸引了大大小小規模的公私營機構報名參與，共提交了420份申請，它們所僱用的人數合共超過22萬人，來自各行各業。平機會於2021年5月宣布結果，共有160間機構因致力在工作間推行性別平等、傷健平等、家庭崗位平等或種族平等政策而獲得嘉許。

Responding to COVID, as important as it is, did not define the entirety of our work in 2020-21. In fact, not only did we manage to roll out a string of unprecedented initiatives in marking our 25th anniversary, but we also saw our long-time advocacy efforts bear fruit in the most extensive reform of the anti-discrimination law in recent years. And we adopted a “victim-centric approach” and enhanced our mechanism for processing discrimination complaints from the public.

Topping the list of our breakthroughs was the launch of the inaugural Equal Opportunity Employer Recognition Scheme. Designed to amplify both the ethical and economic case for diversity and inclusion (D&I), as well as recognise best practice among employers in Hong Kong, the Scheme attracted 420 applications from organisations big and small, public and private. Together they employ over 220 000 people across an extensive spectrum of industries. The EOC announced the results in May 2021, recognising 160 organisations with a track record of advancing workplace equality for women and men, people with disabilities, those with family responsibilities, and/or ethnic minorities.





除了鼓勵商界實施多元共融理念，平機會還籌辦了「真•相」巡迴攝影展。此項目獲得13間非政府組織及香港大學文學院支持，目的是讓弱勢社群以照片表達心聲及日常生活，為自己的權利發聲。平機會收集了超過130張由弱勢社群親自拍攝的照片，他們包括聾人、視障或行動不便人士、受精神健康問題困擾的人士、非華語青年、外籍傭工、照顧者、新來港婦女，以及性小眾和跨性別人士。作品於網上展出後不足四個月已錄得26 000瀏覽人次，其後舉行的實體巡迴展覽的參觀人次約12萬。此外，平機會亦邀請了「網紅」為活動製作短片，在YouTube及Facebook上播放，至2020-21年度結束時已有超過60 000人次瀏覽。

與此同時，平機會於2020-21年度投放新資源，成立了反性騷擾事務組，以加強打擊性騷擾。反性騷擾事務組設有熱線（2106 2222），向查詢者提供相關法律資訊以及投訴和申索的途徑，並在有需要時轉介給合適的輔導及治療服務單位。反性騷擾事務組除了服務市民大眾，還向不同界別的機構提供有關預防性騷擾的知識，並探討現有法律的改革方向，務求為受害人提供更完善的保障。在我執筆之時，我們正進一步審視有關性騷擾的法例，以辨識漏洞，並預期於2021年年底將修例建議提交政府。

Besides incentivising the business sector to embrace D&I principles, the EOC curated “The Way We Are”, a photo storytelling project which gave voice to underrepresented communities with the support of 13 NGOs and the Faculty of Arts, The University of Hong Kong. Inspired by a belief in the empowering nature of self-narratives, the EOC collected over 130 original “photo essays” from deaf people, people with visual or mobility challenges, people with mental health issues, non-Chinese youth, migrant workers, carers, new immigrant women from Mainland China and LGBT people. Their works were showcased through a virtual gallery which registered 26 000 views in less than four months of its launch, coupled with a physical exhibition tour boasting an estimated footfall of 120 000. Further, the EOC engaged influencers to produce videos about the campaign for YouTube and Facebook, drawing a viewership of over 60 000 by the end of 2020-21.

Meanwhile, the EOC dedicated new resources to combating sexual harassment in 2020-21 by setting up the Anti-Sexual Harassment Unit (ASHU). The ASHU operates a hotline (2106 2222) to provide callers with information on relevant laws, advice on how to lodge complaints and seek redress, and referral to counselling and therapy when needed. Public services aside, its work extends to equipping organisations in different sectors with knowledge of preventive measures, and examining the current legal regime to assess possibilities for reform. As I pen this message, we are finalising a paper on plugging the loopholes in the law against sexual harassment, expected to be submitted to the Government by the end of 2021.



主席的話 Chairperson's Message

香港的反歧視法律在某些範疇上的確已獲得改善。2020年6月，立法會議員一致通過《2018年歧視法例（雜項修訂）條例草案》，涉及八項對《性別歧視條例》、《殘疾歧視條例》、《家庭崗位歧視條例》和《種族歧視條例》的重大修訂，例如就母乳餵哺歧視提供明文保障、禁止共同工作場所內的性騷擾、殘疾騷擾和種族騷擾等。這些法例修訂均源自平機會於2016年向政府提交的報告，當中載列了多達73項改革香港反歧視條例的建議。

然而，這並不表示法律改革已經完成。舉例來說，近年來在社會和經濟環境轉變下，本地出生的人士與新來港人士之間的嫌隙越趨嚴重，引發了對歧視和騷擾的關注。此外，雖然香港討論因不同性傾向而引起的歧視議題已有超過四分之一世紀，但社會上對應否立法規管因性傾向而產生的歧視、騷擾及中傷行為仍爭論不休。很明顯地，現有法例不足以充分處理這些議題，因此平機會決定擬備立法建議，爭取持份者支持，從而協助政府堵塞漏洞。

針對新來港人士受到歧視、騷擾及中傷的問題，平機會於2021年3月底向政府提交意見書，建議透過立法去應對同一種族內，以及基於居民身分和原居地地區的歧視、騷擾和中傷行為。另一方面，我們還正擬備一份諮詢文件，提出不同立法選項，規管基於性傾向和性別認同的歧視、騷擾和中傷行為，預計短期內可就此諮詢持份者。

In some respects, our law is already changing for the better. In June 2020, lawmakers across the aisle voted in support of the Discrimination Legislation (Miscellaneous Amendments) Bill 2018, which packed eight significant changes to the Sex Discrimination Ordinance, Disability Discrimination Ordinance, Family Status Discrimination Ordinance and Race Discrimination Ordinance. From introducing express protections against breastfeeding discrimination to prohibiting sexual, disability and racial harassment in common workplaces, these legislative improvements had their origin in a report the EOC submitted to the Government in 2016, which contained as many as 73 recommendations for overhauling Hong Kong's anti-discrimination legislation.

Our pursuit of legislative reform is far from over. As Hong Kong undergoes socio-economic changes, hostility continues to intensify between people born in Hong Kong and new immigrants from Mainland China, igniting concerns over discrimination and harassment. In addition, the city is seemingly in a deadlock over legislating against discrimination on grounds of sexual orientation, despite the debates that have spanned over a quarter of a century. Clearly, the current law is not geared to deal adequately with these issues, and the EOC is determined to help the Government fill these gaps by drawing up legislative proposals and rallying support from stakeholders.

In relation to new immigrants from Mainland China, the EOC made a submission to the Government in late March 2021 on tackling, through legislation, intra-racial discrimination, harassment and vilification, as well as discrimination, harassment and vilification on grounds of residency status and regional origin. Also underway is a consultation paper laying out legislative options for addressing discrimination, harassment and vilification on grounds of sexual orientation and gender identity, with consultation sessions with stakeholders planned for the near future.



“平機會在過去25年一直為弱勢發聲，為追求平等作先驅開路。雖然香港在2020-21年度受到疫症陰霾籠罩，而至今全球仍未掌握疫情的長遠影響，但我相信平機會將來定會繼續履行使命——聽取未被聽到的聲音、察看未被看到的現象，為弱勢充權。

07

Indeed, for two and a half decades, the EOC has strived to be a companion to the stigmatised and a trailblazer in the quest for equality. While 2020-21 may be overshadowed by unpleasant surprises and the world has yet to grasp the full impact of the pandemic, I am confident that we will continue our legacy – of hearing the unheard, seeing the unseen and empowering the powerless – for the years to come. ”

最後，我衷心向所有平機會委員致意，多謝他們多年來在其專業領域內惠賜真知灼見。此外，平機會職員在疫情期間依然克盡厥職，且靈活變通，發揮創意，盡全力克服疫情的挑戰，一如既往為市民提供服務，我在此向他們表達謝意。

Lastly, I must express my heartfelt gratitude to the EOC Members for contributing their insights and expertise to the Commission's work over the past year. A big thank-you is also in order to the EOC staff for working creatively to overcome the disruptions caused by COVID and serving the public with the same dedication as always.

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 Commission 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.



08

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

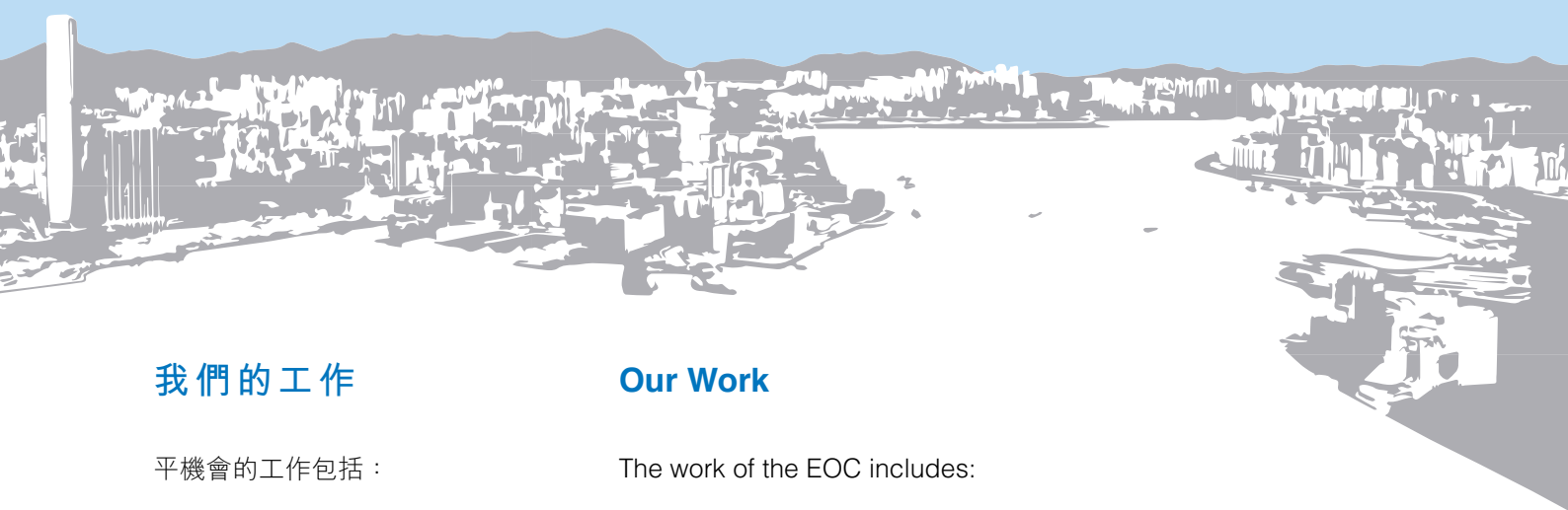
To create a pluralistic and inclusive society free of discrimination, with no barriers to equal opportunities.

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。

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.

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 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.

平機會簡介 About Us

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.

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策略目標 Strategic Goal

1

制定更健全的法律框架，保障市民免受歧視

Instigating a stronger legal framework to protect the community from discrimination

策略目標 Strategic Goal

2

維持效率效能兼備、以受害人為本的歧視投訴處理制度

Maintaining an efficient and effective redress system built on victim-centric approach for complaints

策略目標 Strategic Goal

3

建立更強大的歧視證據和知識庫

Developing stronger evidence and knowledge base of discrimination

策略目標 Strategic Goal

4

為容易遭受歧視的群體減少不平等狀況

Reducing inequalities for communities at high risks of discrimination

策略目標 Strategic Goal

5

追求卓越機構管治

Delivering organisational excellence



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

答覆

24 303

個查詢

enquiries answered



處理

1 179

宗投訴

complaints handled



調停成功率

84%

Conciliation success rate



8

宗個案獲法律協助

cases granted with legal assistance



13

宗個案提交至法庭審理

cases taken to court

為投訴人取得的賠償總額接近港幣

513

萬

Almost HKD

5.13

million of compensation
secured for complainants





港幣 **1,020,692** 元資助予 **24** 個推廣平等機會的社區項目
HKD of funding for community projects



舉辦 **99** 項主要推廣活動
major promotional activities organised

13

接近 **20 800** 名學生觀看了宣傳平等機會信息的話劇表演
Nearly students watched equal opportunities dramas

舉辦 **370** 次培訓課程，參加者達 **18 340** 人次
training sessions organised for participants



99% 參加者對培訓表示滿意
of participants satisfied with EOC training

全年摘要 Highlights of the Year

2020-21年度獎項及嘉許 Awards & Recognition 2020-21

09 / 2020

平機會獲僱員再培訓局頒發「人才企業——企業大獎」(2018-20)。

The EOC was honoured with the Manpower Developer – Grand Prize Award 2018-20 by the Employees Retraining Board.

平機會獲強制性公積金計劃管理局嘉許為「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 and bestowed with the e-Contribution Award and MPF Support Award by the Mandatory Provident Fund Schemes Authority.

平機會簽署勞工處的《好僱主約章》2020，獲認可為「友」「家」好僱主。

The EOC was recognised as a Family-friendly Good Employer under the Good Employer Charter 2020 by the Labour Department.



01 / 2021

平機會投訴事務科兩名職員——黎嘉雯女士和陸靈小姐——獲頒發2020年申訴專員嘉許獎(公職人員獎)。



Two members of the EOC's Complaint Services Division – Ms Carmen LAI Ka-man and Miss Ella LUK Ling – won The Ombudsman's Awards 2020 in the "Officials of Public Organisations" category.



01 / 2021



平機會因致力在社區建立年齡友善環境和推廣年齡友善文化，在賽馬會齡活城市「全城・長者友善」計劃中獲得表揚。

The EOC was recognised in the Jockey Club Age-friendly City Partnership Scheme for its contribution to building an age-friendly environment and creating an age-friendly culture in the community.

02 / 2021

平機會獲香港社會服務聯會頒發「10年Plus同心展關懷」標誌。

The EOC was awarded the “10 Years Plus Caring Organisation Logo” by the Hong Kong Council of Social Service.



15

03 / 2021

平機會獲個人資料私隱專員公署頒發「私隱之友嘉許獎2021」金獎狀。

The EOC was presented with the Privacy Friendly Awards 2021 – Gold Certificate by the Office of the Privacy Commissioner for Personal Data.



全年摘要 Highlights of the Year

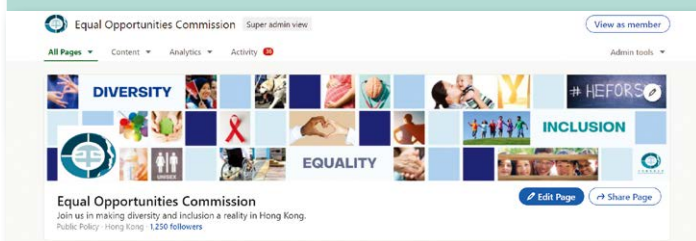
2020-21 主要活動

Major Events & Activities 2020-21

04 / 2020

平機會開設LinkedIn專頁，分享最新活動消息、有關平等機會議題的資訊，以及實踐多元共融常規的建議。

The EOC launched its LinkedIn page to share updates on its activities, information about equal opportunities issues and tips on diversity and inclusion practices.



05 / 2020

政府於2020年5月8日公布委任藍建中先生為平機會新任委員，以及再度委任現任委員梁世民醫生，任期由2020年5月20日開始，為期兩年。

The Government announced on 8 May 2020 the appointment of Mr Simon LAM Ken-chung and re-appointment of Dr Sigmund LEUNG Sai-man, BBS, JP as Members of the EOC for a term of two years from 20 May 2020.

平機會於2020年5月18日向立法會政制事務委員會提交工作計劃。

The EOC presented its work plan to the Legislative Council Panel on Constitutional Affairs on 18 May 2020.

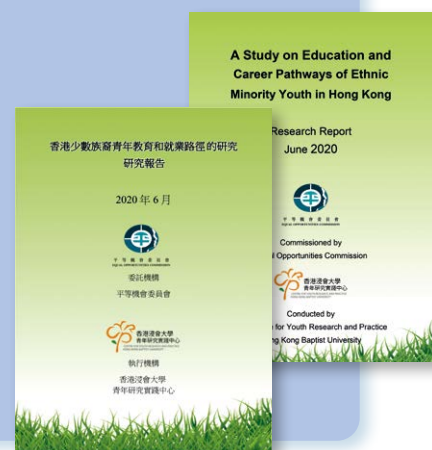


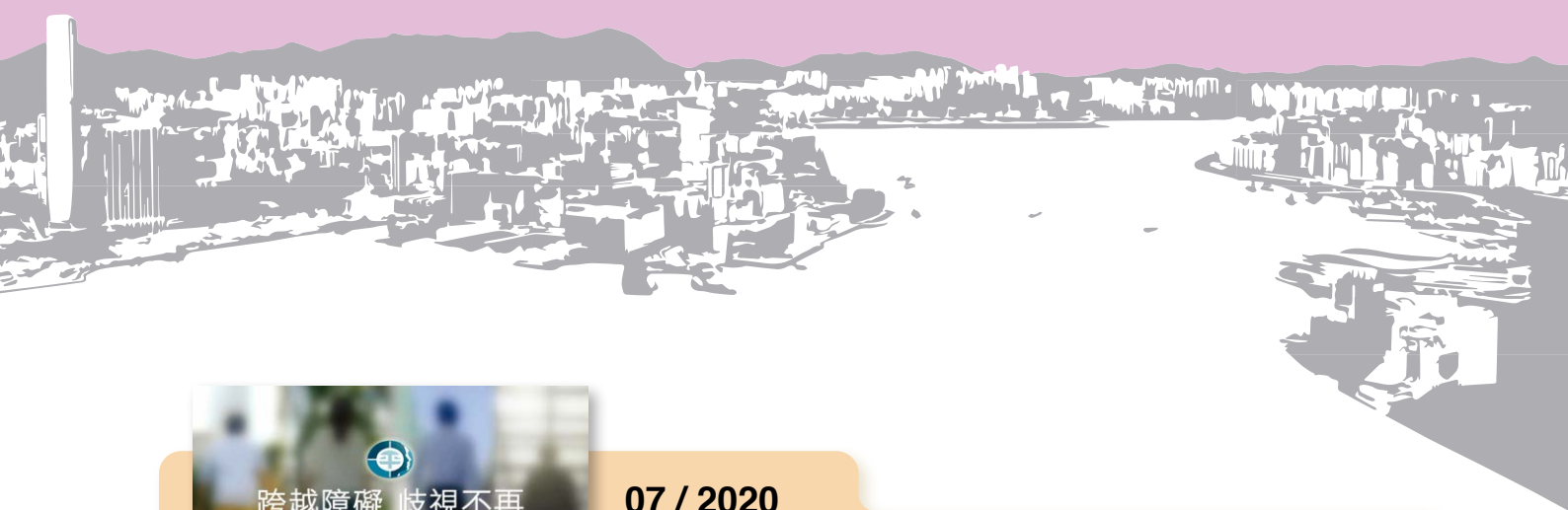
06 / 2020

立法會於2020年6月11日通過《2018年歧視法例（雜項修訂）條例草案》，落實了平機會在《歧視條例檢討意見書》中提出的八項法律改革建議。除了有關餵哺母乳歧視的條文於2021年6月19日生效之外，其餘所有條文於2020年6月19日正式生效。

The Discrimination Legislation (Miscellaneous Amendments) Bill 2018, which took forward eight of the EOC's law reform recommendations under the Discrimination Law Review, was passed by the Legislative Council on 11 June 2020. The Ordinance later came into effect on 19 June 2020, with the exception of the provisions on breastfeeding discrimination, which would come into effect one year later on 19 June 2021.

平機會於2020年6月公布了香港少數族裔青年教育和事業路徑的研究結果。The EOC released the findings of A Study on Education and Career Pathways of Ethnic Minority Youth in Hong Kong in June 2020.





07 / 2020

平機會推出新一輯機構短片，名為「跨越障礙 歧視不再」，為25周年紀念活動揭開序幕。平機會還發布了有關處理投訴程序及調停的全新短片，就有關程序提供視聽指引。

The EOC launched a new corporate video “Overcoming Barriers to an Inclusive World”, as a curtain raiser of its 25th anniversary programme. A new video on complaint handling and conciliation was also released to provide audio-visual guidance on the procedures involved.

平機會推出兒童填色及繪畫比賽，作為平機會25周年活動之一。比賽邀請兒童透過填色及繪畫，表達「互相尊重、友愛共融」的主題。

The EOC organised a Children's Colouring and Drawing Competition as part of its 25th anniversary programme, inviting children to submit colouring and drawing works based on the themes of mutual respect, friendship and inclusion.



17

08 / 2020

平機會於2020年8月21日為平等機會之友會會員舉辦「了解反歧視條例最新修訂及建立母乳餵哺友善工作間」網上研討會。講者重點講解修例後為員工提供的新保障範疇和母乳餵哺的好處，並與參加者分享建立母乳餵哺友善工作間的經驗和祕訣。

The EOC organised a webinar “The Latest Amendments to the Anti-discrimination Ordinances & Breastfeeding-friendly Workplace” for EO Club members on 21 August 2020. The speakers highlighted the new protections for employees in line with the latest law amendments and the benefits of breastfeeding, and shared experiences and tips on how to create a breastfeeding-friendly workplace.



平機會就2020年施政報告公眾諮詢向政府提交意見書，提出多項建議，包括支援非華語學生，以及因應2019冠狀病毒病疫情向弱勢種族群體提供紓困支援措施。

The EOC made a submission to the Government in response to the 2020 Policy Address Public Consultation, listing its recommendations on support measures for non-Chinese-speaking students and COVID-19 relief support for the disadvantaged racial groups.

全年摘要 Highlights of the Year

2020-21 主要活動

Major Events & Activities 2020-21

09 / 2021

平機會於2020年9月28日與香港基督教協進會以網上形式合辦題為「讓教會成為安全之所：預防教會內的性騷擾研討會」。

The EOC and the Hong Kong Christian Council co-hosted a webinar named “Making our Church Safe for All: Seminar on Preventing Sexual Harassment in Church” on 28 September 2020.

平機會就2020年施政報告公眾諮詢向政府提交另一份意見書，闡述有關在2019冠狀病毒病疫情下對照顧者的支援、女性產假後復工的法定權利、家庭友善工作安排、支援有特殊教育需要的學生等建議，以及其他議題。

The EOC made another submission to the Government in response to the 2020 Policy Address Public Consultation, listing its recommendations on support for caregivers during COVID-19, statutory right of women to return to work after maternity leave, family-friendly flexible working arrangements, support for students with special educational needs and other issues.

平機會改善了供公眾使用的網上查詢和投訴表格，以持續改善服務。

As part of its ongoing improvement effort, the EOC enhanced the online enquiry and complaint forms for use by members of the public.



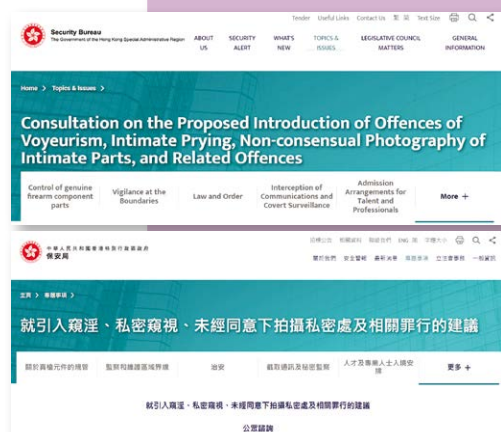
10 / 2021

平機會公布「公眾對女政治領袖的態度之研究」結果。

The EOC released findings of its Study on Public Attitudes towards Female Political Leadership.

平機會獲香港交易所支持，於2020年10月6日舉辦「種族多元共融工作間——機遇與挑戰」網上論壇。

The EOC hosted a virtual roundtable entitled “Opportunities and Challenges in Building Workplace Racial D&I” with support from Hong Kong Exchanges and Clearing Limited on 6 October 2020.



平機會就引入「窺淫、私密窺視、未經同意下拍攝私密處及相關罪行」的事宜，向保安局提交一系列意見書中的首份回應。平機會亦於當中提出若干檢討和擴大已實施接近十年的「性罪行定罪紀錄查核機制」適用範圍的建議。

The EOC made the first of its multiple submissions to the Security Bureau on the proposed introduction of offences of voyeurism, intimate prying, non-consensual photography of intimate parts and related offences. The EOC also put forward some recommendations for reviewing and expanding the scope of the decade-old Sexual Conviction Record Check Scheme.

11 / 2020

平機會推出全港首個「平等機會僱主嘉許計劃」，旨在嘉許在實施平等機會政策方面有出色表現的公私營機構。計劃涵蓋性別平等、傷健平等共融、家庭崗位平等及種族平等共融四個範疇。

The EOC launched the first-ever Equal Opportunity Employer Recognition Scheme in Hong Kong, which seeks to recognise public and private organisations with a proven track record of implementing policies in the areas of Gender Equality, Equality for Diverse Abilities, Family Status Equality, and Racial Equality and Inclusion.

平機會專責處理預防性騷擾事宜的反性騷擾事務組正式開始運作。該事務組亦為受性騷擾影響人士充當第一站支援的角色。

The Anti-Sexual Harassment Unit of the EOC – a dedicated unit to manage campaigns relating to preventing sexual harassment – came into operation. The Unit also acts as the first port of call for those affected by sexual harassment.



19

12 / 2020

為呼籲大眾在抗疫期間繼續守護種族平等和共融的價值，平機會在港鐵車廂內推出以「無分膚色、同心抗疫」為主題的廣告。

In an effort to rally support for racial equality and inclusion amid the ongoing COVID-19 crisis, the EOC rolled out an advertising campaign under the theme "Fight the virus together as one human race" on MTR trains.

平機會推出名為「真•相：巡迴攝影展」的網上展覽，展出130多張由弱勢社群拍攝的原創作品。

The EOC launched a virtual exhibition entitled "The Way We Are", which featured over 130 original photographic works contributed by marginalised groups.



全年摘要 Highlights of the Year

2020-21 主要活動

Major Events & Activities 2020-21

01 / 2021

平機會公布《本港體育總會制定反性騷擾政策研究報告2020》。

The EOC released the report on “Formulation of Anti-Sexual Harassment Policies of National Sports Associations in Hong Kong 2020”.



平機會的反性騷擾事務組開設反性騷擾熱線2106 2222，處理市民有關性騷擾的查詢。

The Anti-Sexual Harassment Unit of the EOC launched a dedicated hotline 2106 2222 to handle the public's enquiries about sexual harassment.

為了紀念平機會於2021年5月成立25周年，平機會推出了專題網站，展示平機會多年來的里程碑和重要工作，並羅列25周年項目下的不同活動。平機會亦正製作一套紀念短片，計劃於5月份推出。

In celebration of the 25th anniversary of the EOC in May 2021, the EOC rolled out a dedicated website, highlighting the major milestones and initiatives of the EOC through the years, while listing the events and activities of the anniversary programme. A commemorative video was also under development for release in May 2021.



平機會於2021年1月22日與香港女障協進會合辦「亞太區殘疾婦女照顧者研討會2021」。

The EOC teamed up with the Association of Women with Disabilities Hong Kong to organise the “Asia-Pacific Women Caregivers with Disabilities Conference 2021” on 22 January 2021.



02 / 2021

平機會於2021年1月29至2月26日在荃灣南豐紗廠展出「真•相：巡迴攝影展」內由弱勢社群拍攝的作品。

The EOC staged an exhibition of the photographic works by marginalised communities under “The Way We Are” campaign in The Mills, Tsuen Wan from 29 January to 26 February 2021.

平機會於2021年2月18日向立法會政制事務委員會報告平機會2020-21年度的工作進度及2021-22年度的工作重點。

The EOC provided an update on the Commission's work in 2020-21 and its key focuses for 2021-22 to the Legislative Council Panel on Constitutional Affairs on 18 February 2021.



03 / 2021

為響應國際婦女節，平機會與香港大學文學院性別平等及多元委員會於2021年3月7日透過Zoom合辦題為「為弱勢充權：香港女性之聲」(Marginalisation and Empowerment: Voices of Hong Kong Women)的網上研討會。

In celebration of International Women's Day, the EOC and the Committee on Gender Equality and Diversity, Faculty of Arts of The University of Hong Kong co-organised a seminar "Marginalisation and Empowerment: Voices of Hong Kong Women" via Zoom on 7 March 2021.

《2020年性別歧視(修訂)條例草案》於2021年3月17日在立法會通過，把基於餵哺母乳的騷擾定為違法行為。

The Sex Discrimination (Amendment) Bill 2020, which sought to prohibit harassment on grounds of breastfeeding, was passed by the Legislative Council on 17 March 2021.

為響應2021年國際消除種族歧視日，平機會與香港明愛合作，於3月21日舉辦題為「展望疫後未來」(Looking Beyond the Pandemic)的網上論壇。

To mark the 2021 International Day for the Elimination of Racial Discrimination, the EOC joined hands with Caritas Hong Kong and hosted an online forum entitled "Looking Beyond the Pandemic" on 21 March 2021.

平機會於2021年3月26日為教練、運動員及體育界從業員舉辦有關性騷擾的網上研討會，吸引超過600人參加。研討會的支持機構包括康樂及文化事務署、中國香港體育協會暨奧林匹克委員會、香港體育學院及香港浸會大學。

The EOC organised an online seminar on sexual harassment for coaches, athletes and practitioners in the sports sector on 26 March 2021, with support from the Leisure and Cultural Services Department, Sports Federation and Olympic Committee of Hong Kong, China, Hong Kong Sports Institute and Hong Kong Baptist University. The seminar attracted an impressive attendance of over 600 participants.

Co-Organized by

明愛青少年及社區服務
Caritas Youth and Community Service

平等機會委員會
EQUAL OPPORTUNITIES COMMISSION

INTERNATIONAL DAY FOR THE ELIMINATION OF RACIAL DISCRIMINATION 2021 Online Forum

Looking Beyond The Pandemic

Mr. Chan Wai Leung, Charlie
Service Head,
Caritas Youth and Community Service

Mr. Vivek Mahbubani
Comedian
(Moderator)

Mr. CHU Man-Kin, Ricky, I.D.S.
Chairperson,
Equal Opportunities Commission

QR Code

← Online registration
Deadline: March 18, 2021

MARCH 21, 2021
2:30PM - 4:15PM

zoom

全年摘要 Highlights of the Year

25周年紀念活動

25th Anniversary Programme

“

平等共融寰宇夢

To an equal world we all aspire,

機緣成就豈憑空

But never by chance does change transpire.

廿載深耕根葉茂

Sown over twenty years in times good and dire,

五月收成碩果豐

May our seeds bear fruit justly desired.

— 朱敏健 Ricky CHU Man-Kin

”

22

平機會於1996年5月20日成立。為慶祝成立25周年，平機會於2020年年中至2021年舉辦一系列節目和活動，旨在凝聚各持份者和公眾，一同了解平機會多年來的工作進展及成果，並參與有關平等機會的討論，分享對香港未來平等機會發展的抱負。

25周年紀念活動集合了短片、網上攝影展、僱主嘉許計劃及國際會議等形式，不但使公眾更加明白平等機會的重要，還提升了平機會的形象。

To celebrate the 25th anniversary of the EOC, which was established on 20 May 1996, the Commission put together a programme of events and activities running from mid-2020 to 2021. These events and activities were aimed at bringing together the stakeholders and members of the community – to learn about the progress of the EOC's work through the years and the impact it has created, to participate in the discourse on equal opportunities, and to share their aspirations for the future development of equal opportunities in Hong Kong.

From videos and virtual photography exhibition to employer recognition scheme and international congress, the 25th anniversary programme not only created greater awareness of the importance of equal opportunities, but also raised the profile of the EOC.

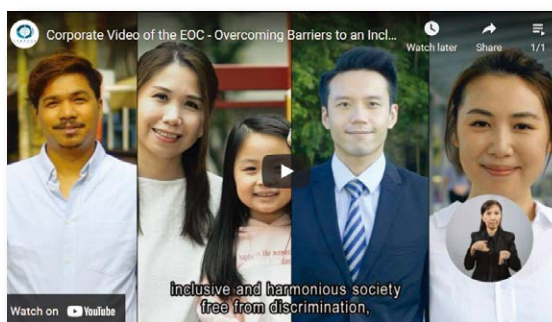
全新平機會機構短片

平機會於2020年7月31日發布名為「跨越障礙 歧視不再」的全新機構短片，為25周年紀念活動揭開序幕。影片介紹香港的反歧視條例，以及平機會在執法、預防及教育的多方面工作。影片備有廣東話、英語及普通話版本，可於平機會的網站及YouTube頻道觀看。



New EOC Corporate Video

To kick-start the 25th anniversary programme, the EOC released a new corporate video entitled “Overcoming Barriers to an Inclusive World” on 31 July 2020. The video introduces the anti-discrimination ordinances in Hong Kong, and the multi-faceted work of the EOC in law enforcement, prevention and education. Available in Cantonese, English and Putonghua, the video can be watched from the EOC’s website and YouTube channel.



專屬標誌及網站

平機會特別為25周年設立了專屬網站，當中附有由社會參與及宣傳專責小組前增選成員謝俊謙教授設計的鮮明標誌。網站除了提供相關節目與活動的資訊，還回顧了平機會過去25年來的重要里程碑。

平機會亦發放了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、重要里程碑及工作成果。



Dedicated logo and website

A dedicated website on the 25th anniversary programme, which carried a distinct logo designed by Prof TSE Tsun-him, former Co-opted Member of the Community Participation and Publicity Committee, was set up. Apart from providing information about the various events and activities under the programme, the website chronicles the major milestones of the EOC through the last 25 years.

The EOC also produced a commemorative video on its 25th anniversary. Featuring EOC Chairperson Mr Ricky CHU Man-kin as the narrator, the video showcases the history and milestones of the EOC and the impact created through its work.



25周年紀念活動

兒童填色及繪畫比賽

平機會於2020年7月至8月底收到694份作品，由平機會主席及委員評選作品並決定得獎名單。比賽結果已於2020年10月公布，並已上載至平機會網站及Facebook專頁。

25th Anniversary Programme

Children's Colouring and Drawing Competition

This competition – geared at engaging children and their families – was rolled out in July 2020. Under the competition, pre-school and lower primary pupils were invited to fill in colours for a drawing by local illustrator Dreamergo. Apart from colouring, they could also add their own elements in the drawing to express what “mutual respect, friendship and inclusion” meant to them. For upper primary students, they could draw an A4-size picture based on the above themes.

The EOC collected 694 entries from July to end-August 2020. These were reviewed by the EOC Chairperson and Members, who acted as judges and selected the winners of the competition. The results were announced in October 2020 and posted on the EOC's website and Facebook page.



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。該計劃是首個有關平等機會的嘉許計劃，旨在嘉許在推行平等機會僱傭政策方面表現卓越的公司和機構，促進僱主認識平等機會政策的好處，從而為香港僱員建立平等包容的工作間。

Equal Opportunity Employer Recognition Scheme

The EOC launched the Equal Opportunity Employer Recognition Scheme in November 2020. The first of its kind in Hong Kong, the Scheme is designed to give recognition to companies and organisations which have excelled in the implementation of equal opportunities employment policies, and raise awareness of the benefits of these policies, with a view to fostering an equal and inclusive workplace for employees in Hong Kong.

計劃設有四個範疇：性別平等、傷健平等共融、家庭崗位平等及種族平等共融。公營機構及私營企業可報名參與任何一個或全部範疇。評審準則包括管理層對推動平等機會及多元共融價值的承擔、機構實施相關政策的情況、政策的創意和可持續性，以及政策帶來的裨益。獲評審團選出的機構會獲嘉許為平等機會僱主，在上述全部四個範疇均有卓越成就表現的機構更可獲頒發平等機會僱主金獎，而採用出眾平等機會政策的中小型企業則會獲得傑出中小企獎。

There are four categories under the Scheme: gender equality, equality for diverse abilities, family status equality and racial equality and inclusion. Companies and organisations in both public and private sectors may enrol on any one or all of the four categories. Judging criteria include: commitment of management to equal opportunities, diversity and inclusion values; implementation of relevant policies in the organisation; the innovativeness and sustainability of the policies; as well as benefits of the policies. Organisations selected by the assessment panels will be honoured as Equal Opportunity Employer. Those who excel in all four categories will receive the Equal Opportunity Employer Gold Award, while small- and medium-sized enterprises (SMEs) with impressive EO policies will be given the Outstanding SME Award.



計劃於2021年1月31日截止報名，平機會共收到420份申請。申請來自192間屬不同界別和行業的機構，在香港合共聘用超過220 000名僱員。持份者對此計劃的反應尤其正面：

By the application deadline on 31 January 2021, the EOC received 420 applications from 192 organisations spanning across different sectors and industries. Together they account for over 220 000 employees in Hong Kong. In particular, positive feedback was received from stakeholders:

“「平等機會僱主嘉許計劃實在非常有意義，取得業界及機構的熱烈反應。」
“The Equal Opportunity Employer Recognition Scheme is a very meaningful one, receiving overwhelming response from industries and organisations.”

「這是個很有價值和意義的項目，我祝計劃取得重大成功。」
“It is a worthy and meaningful initiative, and I wish the programme a great success.”

「這個計劃確實是聯繫業界的極佳舉措！」
“It’s indeed a very good engagement initiative!”



全年摘要 Highlights of the Year

25周年紀念活動

「真・相巡迴攝影展」視像推廣活動

平機會於2020年12月推出此活動，以網上展覽形式展出超過130張由邊緣社群拍攝的原創作品，他們包括聾人、視障人士、少數族裔學生、外籍家庭傭工、抑鬱症患者、照顧者、新來港婦女，以及同性戀、雙性戀和跨性別群體。活動獲14間機構支持，為邊緣社群提供平台，以真實日常寫照來展現自己。他們的攝影作品及親自撰寫的描述，均凸顯了香港依然存在的偏見和定型觀念。自活動推出起四個月內，該網站的瀏覽次數接近26 000次。

25th Anniversary Programme

“The Way We Are” Visual Campaign

This campaign launched in December 2020 involved virtual exhibition of over 130 original photographic works by marginalised groups, including deaf people, people with visual challenges, ethnic minority students, foreign domestic workers, those living with depression, carers, new immigrant women from Mainland China and the LGBTI communities. Supported by 14 organisations, the campaign offers a platform of self-representation for the marginalised groups through authentic portraits of their everyday life. The works and the self-curated descriptions put in focus the prejudices and stereotypes that still persist in the city of Hong Kong. The campaign website registered nearly 26 000 visits within four months of the launch.



主辦機構 Organiser

 平等機會委員會
EQUAL OPPORTUNITIES COMMISSION

場地伙伴 Venue Partners

 the mills
THE MILLS

 Faculty of Arts
THE UNIVERSITY OF HONG KONG
香港大學文學院

協辦機構 Supporting Organisations

 DASHA
香港女伴協會
Association of Women with Disabilities Hong Kong

 BGCA
香港公平機會委員會
Equal Opportunities Commission

 Faculty of Arts
THE UNIVERSITY OF HONG KONG
香港大學文學院

 香港婦女中心協會
Hong Kong Women's Centre

 香港聾人福利促進會
The Hong Kong Society for the Deaf

 KELY
啟康服務處

 Lens on Us
香港盲人協會

 女角
香港婦女團體聯合總會

 Pride Out Loud
香港同志團體聯合會

 SoCo
社會綜合服務中心

 盲眼路
Sightlines



為加強活動在社交媒體的曝光率，平機會與在香港土生土長的印度裔YouTuber新德莉莉合作，與部分攝影師對談，訪問內容片段製作成三段短片，於2020年12月下旬至2021年2月下旬在新德莉莉的YouTube頻道及臉書發布。截至2020-21年度止，有關短片吸引了超過60 000瀏覽次數。

To create strong presence of the campaign on social media, the EOC collaborated with Hong Kong-born Indian YouTuber New Dellily, who interviewed some of the contributing photographers in a three-part video series. The videos were released on New Dellily's YouTube channel and Facebook page between late December 2020 and late February 2021, drawing a viewership of over 60 000 by the end of 2020-21.



除此，平機會於2021年2月14至20日期間在87個港鐵車站張貼活動海報，以作宣傳。張貼位置由港鐵免費提供。

Another publicity stunt was the display of the campaign posters at 87 MTR stations between 14 and 20 February 2021, with the poster sites provided by MTR at no cost.

為了走入社群，接觸更多地區人士，平機會在香港不同地點舉行展覽，巡迴展出攝影作品。首場展覽於2021年1月29日至2月26日假荃灣南豐紗廠舉行。根據網上問卷調查的結果，89%曾經到訪展覽的人士表示他們非常／頗喜歡該展覽，而85%的訪客表示他們非常或頗同意展覽讓他們加深認識不同社群。

In order to reach out and engage the community, the EOC staged roving exhibitions in different locations of Hong Kong, the first stop being The Mills in Tsuen Wan from 29 January to 26 February 2021. Feedback from visitors who completed the online questionnaire indicated that 89% of the respondents said they liked the exhibition very much/quite a lot, while 85% strongly or quite agreed that the exhibition had enabled them to learn more about different communities.



全年摘要 Highlights of the Year

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另一場展覽則於2021年3月6日至4月15日假香港大學逸夫教學樓藝術走廊舉行。平機會更於2021年3月7日與香港大學文學院性別平等及多元委員會舉辦「為弱勢充權：香港女性之聲」研討會，以響應3月8日的國際婦女節。研討會以Zoom進行，吸引了大約60名參加者，一起討論香港社會經濟地位較低的婦女和少數族裔女性面對的挑戰，以及如何可以透過藝術和攝影為這些婦女充權，讓她們作出自我表述。

25th Anniversary Programme

The second stop of the exhibition was held at the Gallery of Run Run Shaw Tower in The University of Hong Kong (HKU) from 6 March to 15 April 2021. As a spin-off event of the exhibition at HKU, the EOC co-organised with the Committee on Gender Equality and Diversity under the University's Faculty of Arts a seminar entitled "Marginalisation and Empowerment: Voices of Hong Kong Women" on 7 March to tie in with the International Women's Day on 8 March. Conducted via Zoom, the seminar attracted some 60 participants, who joined in the discussion about the challenges facing women with lower socioeconomic status and ethnic minority women in Hong Kong, and the potential of art and photography as a medium of representation and empowerment.

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觀眾的意見 Feedback from visitors :

「觸動人心。」

「好好睇，希望可在多些地方展覽，讓更多人瞭解。」

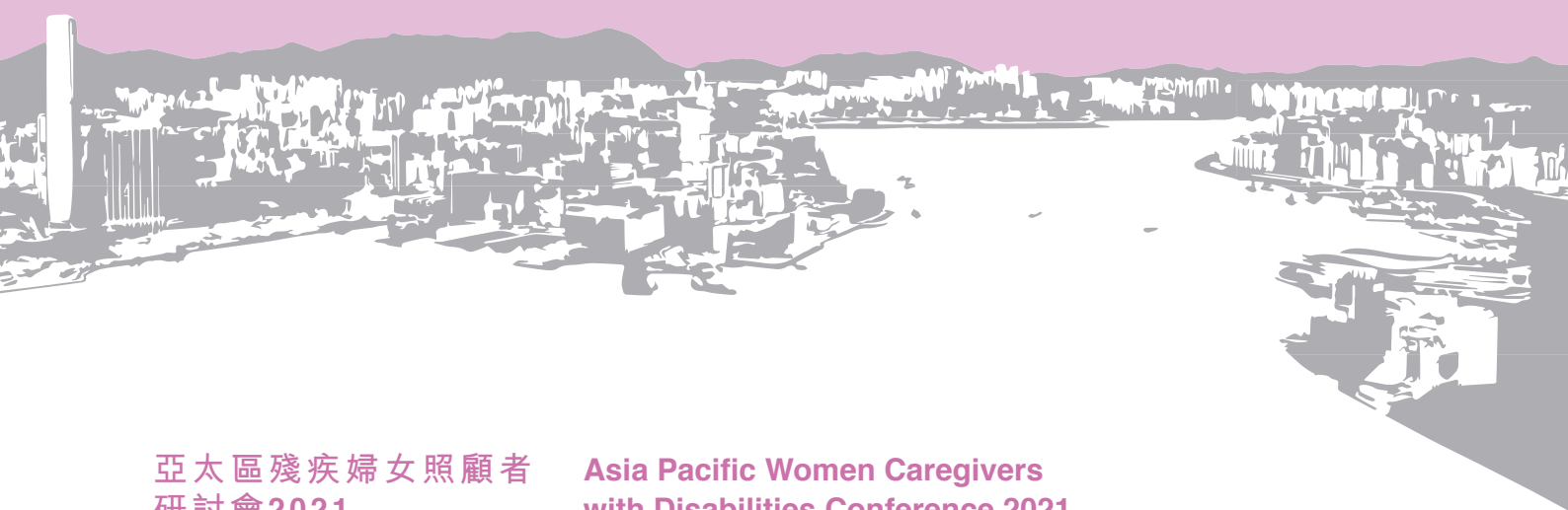
"Thank you for helping to raise awareness of these issues in Hong Kong."

"A wonderful job to everyone who has contributed. Thank you for this brilliant initiative."

"I really liked the support for the underserved communities. Please keep it up as it's an inspiration for all!"

"Very good topics. Great to know more about minority groups."

"There should be more exhibitions like this that features diverse communities."



亞太區殘疾婦女照顧者研討會2021

此研討會由平機會與香港女障協進會於2021年1月22日合辦。來自香港及海外的嘉賓擔任講者，檢視了殘疾女性照顧者的情況及權利，以及香港實施反歧視法例的情況。研討會亦旨在推動不同群體參與推廣平等機會，為殘疾婦女建立國際支援網絡，推廣更安全及無障礙的環境，並促進殘疾婦女的權利。

研討會大約有220人參加，包括本地非政府組織的代表、學者、專業人士、本地殘疾婦女及其家人，以及政府官員，而整個研討會的過程亦在YouTube直播。

Asia Pacific Women Caregivers with Disabilities Conference 2021

This conference was co-organised by the EOC and the Association of Women with Disabilities Hong Kong (AWD HK) on 22 January 2021. Gathering speakers from Hong Kong and overseas, the conference reviewed the situation and rights of women caregivers with disabilities and the implementation of the anti-discrimination ordinances in Hong Kong. It also provided an opportunity to synergise different parties in equal opportunity promotion; build international support network for women with disabilities; and promote a safer and more barrier-free environment, as well as the rights of women with disabilities.

The conference drew some 220 participants, including representatives of local NGOs, scholars, professionals, local women with disabilities and their families, as well as Government officials, and was broadcast live via YouTube.

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更多活動

截至2020-21年度止，25周年紀念活動仍然在進行。平等機會僱主嘉許計劃的結果將於2021年5月公布，屆時會舉行頒獎禮。平機會亦正籌劃其他項目，鼓勵年青一代參與推廣平等機會。

More activities

As at the end of 2020-21, the activities of the 25th anniversary programme remained ongoing. The announcement of results of the Equal Opportunity Employer Recognition Scheme and the award presentation ceremony have been scheduled for May 2021. Other initiatives have also been planned for to engage the younger generation.



我們的架構 Our Organisation

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.

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。

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.

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。

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.

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教育項目；以及監察社會對平機會工作的回應。

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.



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。

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.

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。

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.

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>

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>

以下為平機會管治委員會的成員（截至2021年3月31日）：

Below is membership of the EOC Board as at 31 March 2021:

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



陳麗雲教授
Prof CHAN Lai-wan,
Cecilia, JP

香港大學社會工作及社會行政學系榮休教授
香港復康會副會長
香港婦女基金會執行委員會成員
Professor Emeritus,
Department of Social Work &
Social Administration,
The University of Hong Kong
Vice-President,
Hong Kong Society for Rehabilitation
Member of Executive Committee,
The Women's Foundation



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
公共圖書館諮詢委員會委員
Member, Legislative Council
Non-Executive Director,
Urban Renewal Authority
Member, Public Libraries Advisory Committee



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



蔡玉萍教授
Prof CHOI Yuk-ping,
Susanne

香港中文大學社會學系教授
香港中文大學亞太研究所性別研究中心
聯席主任
Professor, Department of Sociology,
The Chinese University of Hong Kong
Co-Director, The Gender Research Centre,
Hong Kong Institute of Asia-Pacific Studies,
The Chinese University of Hong Kong



高朗先生
Mr Mohan
DATWANI

律師、香港公司治理公會副總裁
破產欠薪保障基金委員會委員
上訴委員會(房屋)成員
Solicitor, Deputy Chief Executive,
The Hong Kong Chartered
Governance Institute
Member, Protection of Wages on Insolvency
Fund Board Member,
Appeal Panel (Housing)



何超蓮女士
Ms HO Chiu-ha,
Maisy, BBS

信德集團有限公司執行董事
公民教育委員會委員
香港演藝學院校董會委員
Executive Director, Shun Tak Holdings Limited
Member, Committee on the Promotion of
Civic Education
Council Member, The Hong Kong Academy
for Performing Arts



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



羅君美女士
Ms Elizabeth LAW,
MH, JP

羅思雲羅君美會計師事務所有限公司執業董事
香港女會計師協會有限公司創會主席
香港職業發展服務處主席
Managing Director, Law & Partners CPA Ltd
Founding President, Association of Women
Accountants (Hong Kong) Limited
Chairman, Hong Kong Employment
Development Services Limited Association

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梁頌恩女士
Ms LEUNG Chung-yan,
Juan, MH

香港工會聯合會副會長
最低工資委員會委員
香港生產力促進局理事會成員
Vice President, The Hong Kong Federation
of Trade Unions
Member, Minimum Wage Commission
Council Member,
Hong Kong Productivity Council



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
商務及經濟發展局專業服務協進
支援計劃評審委員會委員
菲臘牙科醫院管理局上任主席（2013-2019）
Vice-President, Hong Kong Professional and
Senior Executives Association
Member, Professional Services Advancement
Support Scheme Vetting Committee,
Commerce and Economic Development Bureau
Immediate Past Chairman, Board of
Governors of the Prince Philip Dental Hospital (2013-2019)

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平機會委員 EOC Members



羅乃萱女士
Ms Shirley Marie Therese LOO,
BBS, MH, JP

家庭發展基金總幹事
公共圖書館諮詢委員會副主席
語文教育及研究常務委員會委員
General Secretary, Family Development Foundation
Vice-Chairman, Public Libraries Advisory
Committee
Member, Standing Committee
on Language Education and Research (SCOLAR)



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

太古地產有限公司董事—人力資源
Director, Human Resources,
Swire Properties Limited



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

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



余翠怡小姐
Miss YU Chui-ye,
BBS, MH

殘疾人士奧運會輪椅劍擊香港代表
體育委員會成員
Hong Kong Paralympics representative
in wheelchair fencing
Member, Sports Committee



管治委員會會議

受2019冠狀病毒病疫情影響，平機會在2020-21年度只於2020年6月舉行了一次管治委員會會議，出席率超過82%。原定於2020年9月、12月和2021年3月舉行的例會均予取消。委員以傳閱文件方式處理平機會事務。

以下為2020年6月管治委員會會議的出席記錄。

Board Meetings

Due to the COVID-19 epidemic, only one Board meeting was held in June 2020 with an attendance rate of over 82% during the year under review. Three regular meetings originally scheduled for September and December 2020, and for March 2021 were cancelled. The Commission's business was transacted by circulation of papers among Members.

The attendance record of the meeting held in June 2020 is listed in the table below.

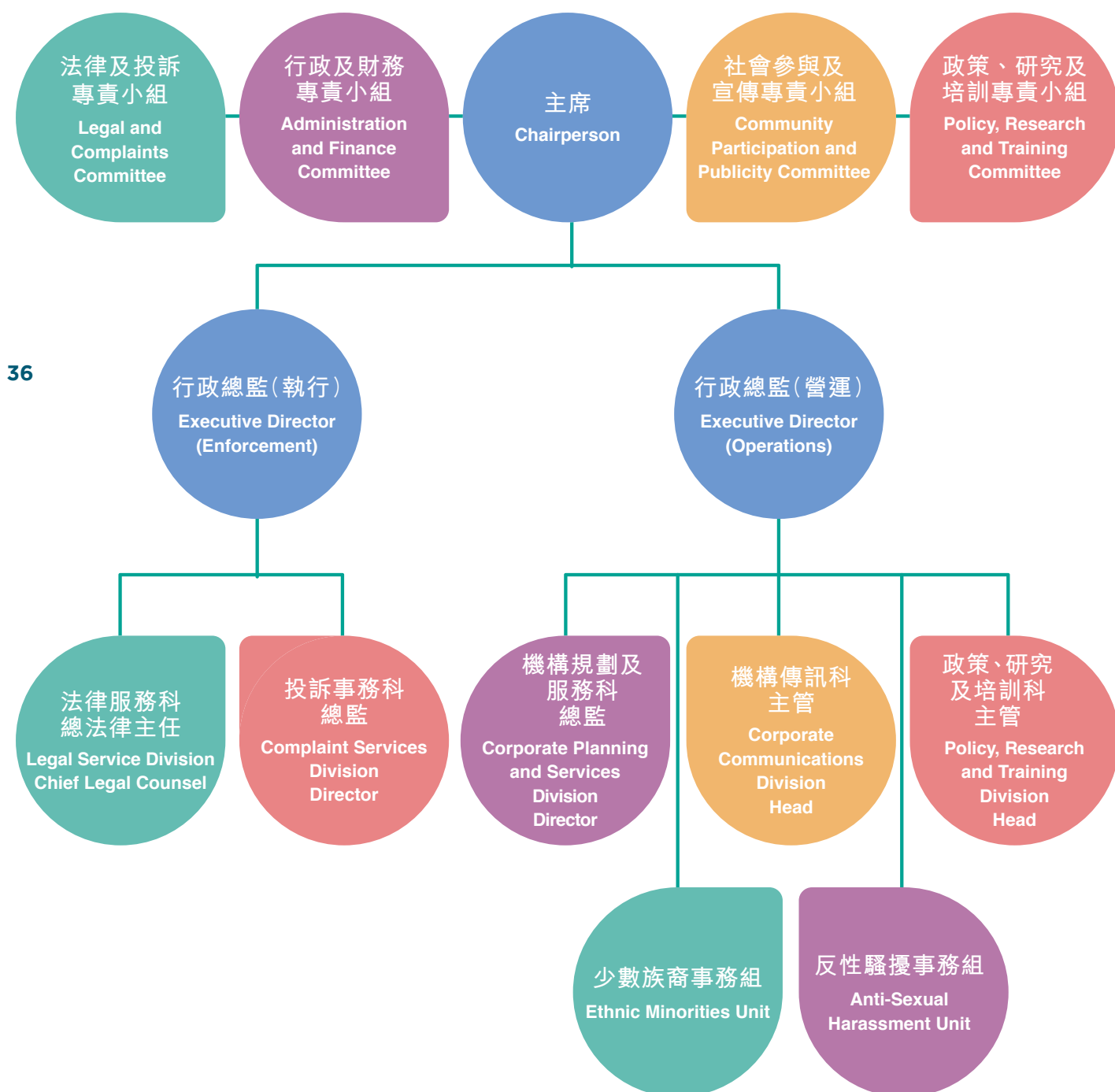
		18 / 06 / 2020
朱敏健先生 (主席)	Mr CHU Man-kin, Ricky, IDS (Chairperson)	✓
陳麗雲教授	Prof CHAN Lai-wan, Cecilia, JP	✓
鄭泳舜議員	The Hon CHENG Wing-shun, Vincent, MH, JP	✓
趙文宗教授	Prof CHIU Man-chung, Andy	✓
蔡玉萍教授	Prof CHOI Yuk-ping, Susanne	✓
高朗先生	Mr Mohan DATWANI	✓
何超蓮女士	Ms HO Chiu-ha, Maisy, BBS	缺席 Abs
藍建中先生*	Mr LAM Ken-chung, Simon*	✓
羅君美女士	Ms Elizabeth LAW, MH, JP	缺席 Abs
梁頌恩女士	Ms LEUNG Chung-yan, Juan, MH	缺席 Abs
梁世民醫生	Dr LEUNG Sai-man, Sigmund, BBS, JP	✓
羅乃萱女士	Ms Shirley Marie Therese LOO, BBS, MH, JP	✓
謝偉鴻博士	Dr SHIE Wai-hung, Henry	✓
唐安娜女士	Ms Anna THOMPSON	✓
利哲宏博士	Dr Rizwan ULLAH, MH	✓
黃梓謙先生	Mr WONG Chi-him, Gary	✓
余翠怡小姐	Miss YU Chui-yee, BBS, MH	✓

* 任期自2020年5月20日起 Appointment effective from 20 May 2020

Abs = Absent

我們的架構 Our Organisation

平等機會委員會的組織架構 (截至2021年3月31日)
Organisational Structure of the Equal Opportunities Commission
(as of 31 March 2021)





平等機會委員會辦事處管理小組 (截至2021年3月31日)
Management Team of the Equal Opportunities Commission
(as of 31 March 2021)

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

投訴事務總監 Director (Complaint Services)

蕭傑雄先生 Mr SIU Kit-hung, Tony

機構規劃及服務總監 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

機構傳訊主管 Head (Corporate Communications)

王珊娜女士 Ms WONG Shan-nar, Shana

政策、研究及培訓主管 Head (Policy, Research and Training)

林潔儀小姐 Miss LAM Kit-yee, Kitty



執法

Enforcing the Law



任何人士若認為自己受到反歧視條例中所指出的歧視、騷擾或中傷，可向平機會提出書面投訴。平機會將致力按「以受害人為本」的方針，並謹守公正持平的原則，處理市民的投訴。

Anyone who believes that he/she has experienced discrimination, harassment or vilification specified in the anti-discrimination ordinances may lodge a complaint with the EOC in writing. The EOC is committed to adopting a “victim-centric” approach, while adhering to the principles of fairness and impartiality in handling the complaint.



投訴處理

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、殘疾、家庭崗位和種族的歧視。由2021年6月19日起，基於餵哺母乳的歧視也屬違法。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，可向平機會作出書面投訴。投訴必須由受屈人或受屈人授權的代表提出，而且投訴必須包含對反歧視條例下違法行為的指稱。

Complaint Handling

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, disability, family status and race, and with effect from 19 June 2021 onwards, breastfeeding. 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 in writing with the EOC. The complaint must be lodged by the aggrieved person or by a representative authorised by that person, and should contain an allegation of unlawful act under the anti-discrimination ordinances.



平機會收到查詢或投訴後，會先審視該查詢或投訴是否符合上述條件或基準。如果符合，便會正式將其歸類為投訴（投訴調查類別），並迅速編配個案主任跟進。

Upon receiving an enquiry or complaint, the EOC will verify if it has met the above conditions or threshold. If yes, it will be formally classified as a complaint (under Complaint Investigation), and a case officer would be promptly assigned to follow up on it.

平機會處理的投訴一般分為以下兩類：

Complaints handled by the EOC are generally classified into two categories:

- (a) 投訴調查 —— 如上文所述，這類投訴由受屈人或受屈人授權的代表提出；以及
- (b) 平機會作出的主動調查／跟進行動 —— 這類個案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。有關事件是由平機會留意到，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。

- (a) Complaint investigation – these are complaints lodged by the aggrieved person or by the representative authorised by the aggrieved person, as mentioned above; and
- (b) EOC-initiated investigation / follow-up actions – These are incidents or situations involving unlawful acts, and issues that gave rise to concerns of discrimination under the law. The 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.

投訴處理機制及程序

平機會致力按「以受害人為本」的方針處理投訴，同時恪守公平公正的原則。調查投訴時，平機會會審視所有與個案有關的資料，並讓涉案各方有充足機會作出回應。平機會致力在合適情況下，鼓勵爭議各方進行調停。調停完全屬自願性質。

Complaint-handling Mechanism and Procedures

The EOC is committed to adopting a “victim-centric” approach, while adhering to the principles of fairness and impartiality in handling complaints. When investigating a complaint, the EOC would examine all information relevant to the case and give all involved parties adequate opportunities to respond. Where deemed appropriate, the EOC would encourage the parties in dispute to settle through conciliation, which is entirely voluntary.

執法 Enforcing the Law

為了讓公眾易於了解投訴處理程序，平機會製作了全新的短片，並於2020年7月發布。短片長15分鐘，講解平機會如何處理投訴，以及如何根據法例規定，在合適的情況下透過調停解決紛爭。短片以一宗虛構的殘疾歧視個案為背景，講述一名燈飾公司前僱員投訴僱主殘疾歧視，從而帶出平機會個案主任的工作，包括就投訴進行調查，會見投訴人、答辯人及證人，協助雙方收窄分歧，安排和解會議，讓雙方就賠償的形式及／或金額達成共識。

To enable the public to understand the complaint-handling procedures easily, the EOC produced and released a new video in July 2020. Lasting for 15 minutes, the video serves to illustrate how the EOC handles complaints and, when appropriate, endeavours to settle them by conciliation as mandated by the law. With the fictitious example of a disability discrimination complaint lodged by a former employee of a lighting company, the video walks viewers through the work of EOC's case officers – from investigating complaints and interviewing complainants, respondents and witnesses to narrowing disagreement between parties and conducting settlement meetings where the form and/or amount of compensation is agreed upon.

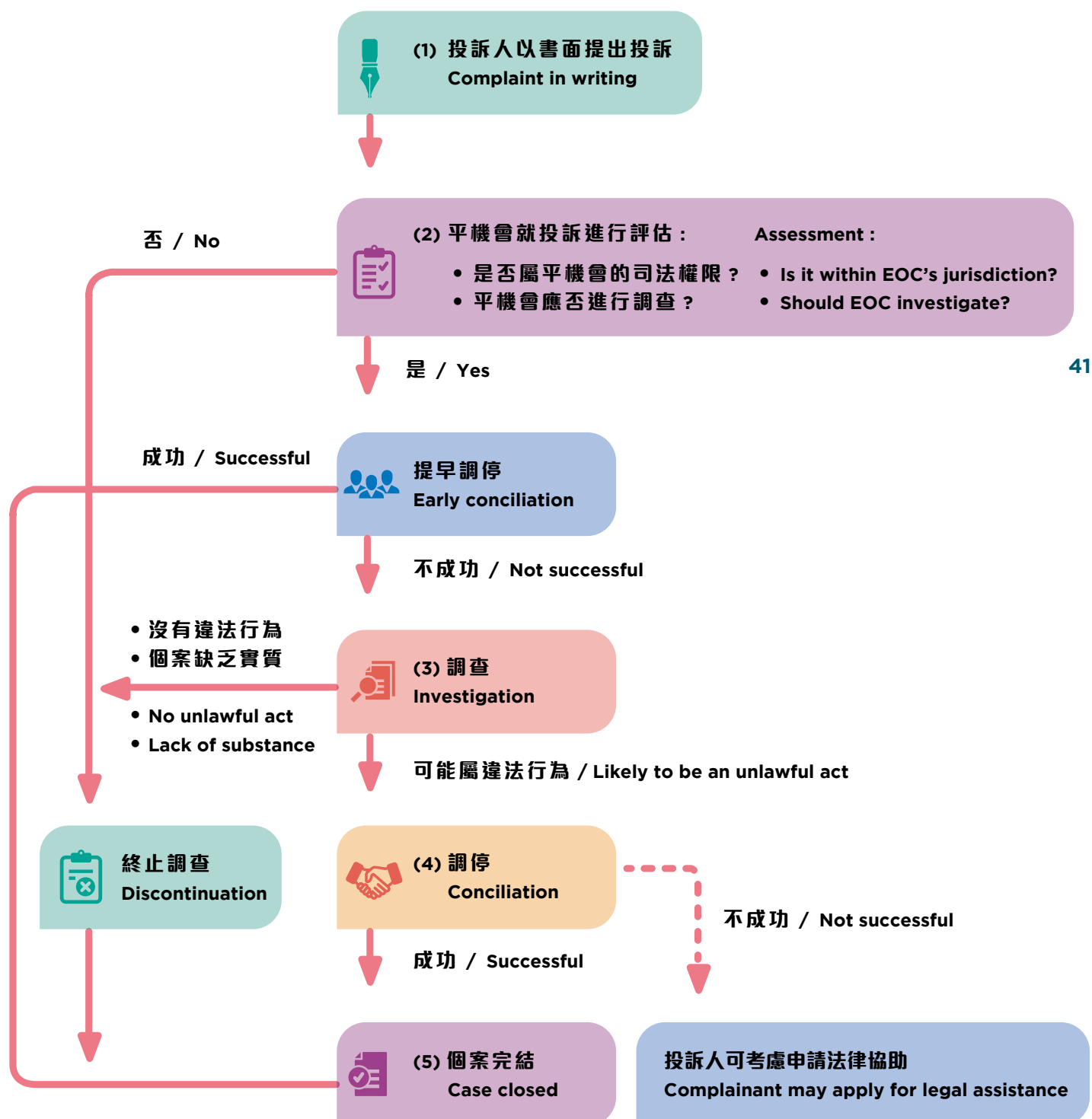


投訴處理程序流程圖

向平機會提出投訴

Flowchart on Complaint-handling Process:

Taking a Complaint to the EOC



執法 Enforcing the Law

已處理的查詢及投訴

改良網上查詢及投訴表格

平機會為了持續改善公眾服務，於2020年7月改良了網上查詢及投訴表格。市民如希望根據反歧視條例提出查詢或投訴，可由原來的電郵改為使用網上表格，或可透過郵遞、傳真或親臨平機會辦事處，提交書面查詢或投訴。

市民使用網上表格，可快捷方便地向平機會提出查詢及投訴，過程中系統會提示市民提交所需資料，以免因遺漏資料或提交無關資料而造成延誤，讓平機會可以迅速跟進查詢及投訴。

查詢

在2020-21年度，平機會共處理了24 303宗查詢，比2019-20年度多112%。查詢個案大幅上升，主要由於平機會在2020年4月收到超過14 000封電郵，它們大部分由同一樣本電郵複製而來，內容關於一名執業大律師被指稱在社交媒體上發出歧視性的言論。然而，該個案不屬平機會的管轄範圍。

在整體查詢當中，有：

- 4 995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
- 19 308宗為具體查詢，關乎一些可能會演變為投訴的情況和事件。

公眾作出查詢的方法包括透過平機會的電話熱線作出查詢、書信，以及與平機會職員當面對談。

Enquiries and Complaints Handled

Enhanced Online Enquiry and Complaint Forms

The EOC also refined its online enquiry and complaint-handling forms in July 2020, as part of its ongoing effort to enhance its services to the public. Members of the public who wish to lodge enquiries or complaints under the anti-discrimination ordinances may use the online forms instead of emails. Alternatively, they may submit their enquiries and complaints in writing to the EOC through mail, fax or in person.

The online forms provide convenient and user-friendly means for the public to lodge their enquiries and complaints with the EOC. While using the online forms, they will be prompted by the system to submit the necessary information, so that possible delay due to missing or irrelevant information can be avoided, and the EOC can follow up on the enquiries and complaints promptly.

Enquiries

In 2020-21, the EOC handled a total of 24 303 enquiries, 112% more than in 2019-20. The substantial increase was mainly attributed to an influx of over 14,000 emails to the EOC in April 2020. Largely derived from the same template, these emails concerned the allegedly discriminatory remarks made by a practising barrister on the social media platform, which fell outside the jurisdiction of the EOC.

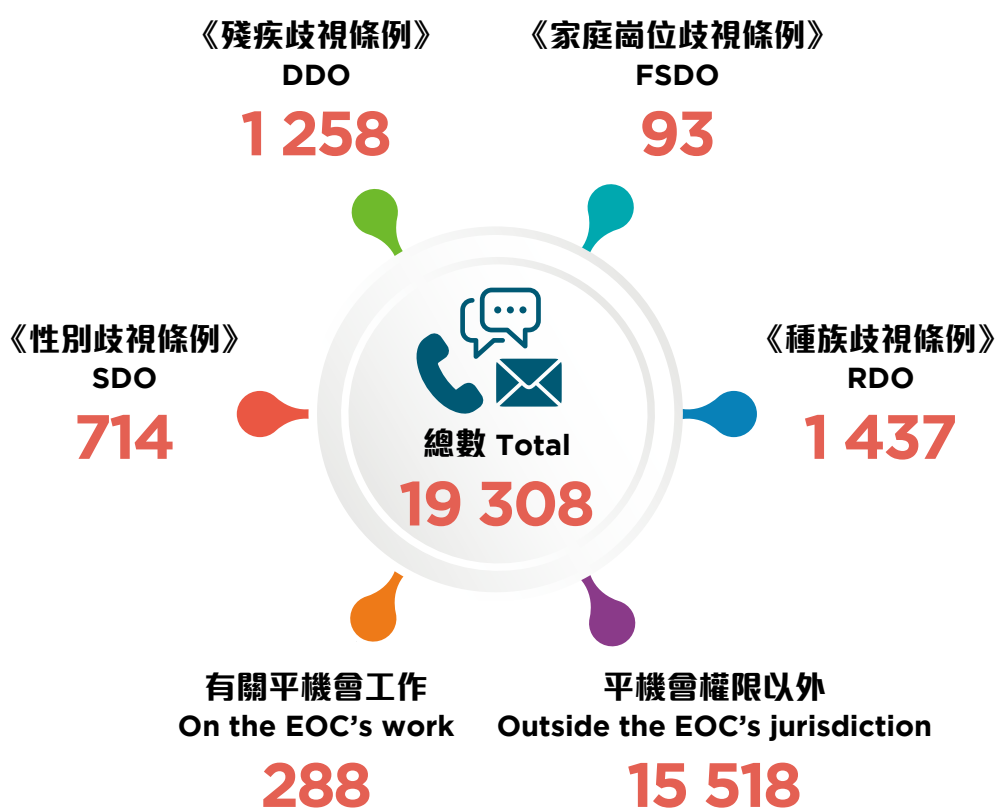
Out of the total enquiries handled:

- 4 995 were general enquiries about the provisions of the anti-discrimination laws and events organised by the EOC; and
- 19 308 were specific enquiries about scenarios or incidents that might become complaints.

The enquiries were made by the public through the EOC telephone hotline, writing and face-to-face interviews.

2020-21年度具體查詢數字 (按條例分類)

Breakdown on Specific Enquiries by Ordinances in 2020-21



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已處理的投訴

在2020-21年度，平機會收到875宗屬投訴調查類別的投訴個案，以及25宗屬主動調查類別的投訴個案。連同去年尚未完成的個案（包括投訴調查及主動調查的個案），平機會在2020-21年度共處理了1 179宗投訴，比2019-20年度減少23%。

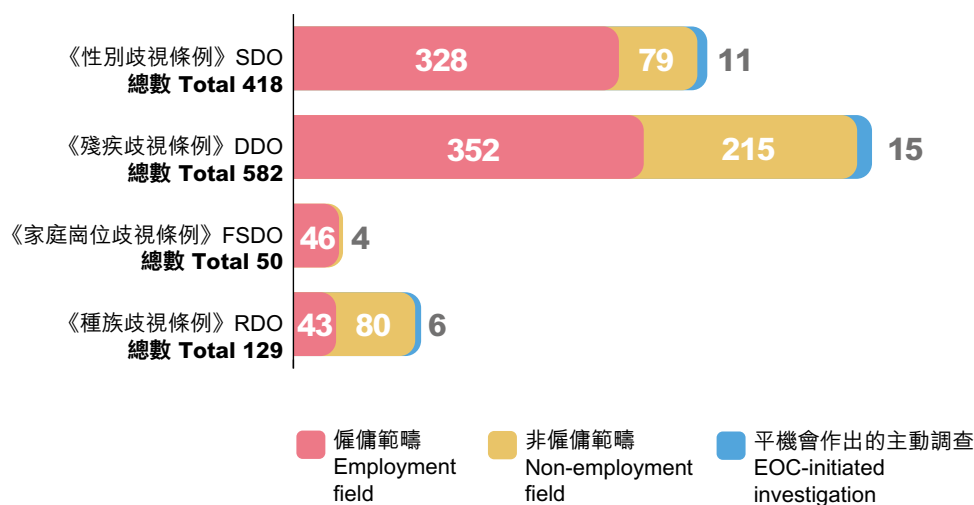
Complaints Handled

In 2020-21, the EOC received 875 complaints under the Complaint Investigation category, while 25 fell under the EOC-initiated Investigation category. Together with the complaints carried forward from the previous year (both those under Complaint Investigation and the EOC-initiated Investigation), the EOC handled a total of 1 179 complaints in 2020-21, 23% less than in 2019-20.

執法 Enforcing the Law

2020-21 年度已處理的投訴總數（包括2019-20年度尚未完成的個案）：1 179宗

Total Number of Complaints Handled in 2020-21 (including cases carried over from 2019-20): 1 179



有關《性別歧視條例》的投訴

- 大部分（約81%）《性別歧視條例》的投訴（投訴調查類別）屬於僱傭範疇。性騷擾（151宗）和懷孕歧視個案（125宗）仍佔首兩位。

Complaints under the SDO

- A large majority (around 81%) of the complaints (Complaint Investigation) handled under the SDO belonged to the employment field. Sexual harassment (151 cases) and pregnancy discrimination (125 cases) continued to occupy the top two ranks of cases.

有關《殘疾歧視條例》的投訴

- 有關《殘疾歧視條例》的投訴（投訴調查類別）中，有62%（352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。

Complaints under the DDO

- Of the complaints (Complaint Investigation) handled under the DDO, 62% (352 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.



有關《家庭崗位歧視條例》的投訴

- 在50宗《家庭崗位歧視條例》的個案中，46宗屬於僱傭範疇，不少指稱涉及基於家庭崗位而遭解僱。

Complaints under the FSDO

- Of the 50 FSDO cases, 46 were employment-related. A number of the allegations concerned dismissal on the ground of family status.

有關《種族歧視條例》的投訴

- 在123宗《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、設施或服務方面向內地人作出歧視和騷擾。

Complaints under the RDO

- A large majority of the 123 RDO cases were non-employment-related, which mainly concerned discrimination and harassment against the Mainlanders in the provision of goods, facilities or services.

平機會作出的主動調查／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32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》（主要是招聘和服務提供的問題）。

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 32 such cases, with the majority falling in the DDO category (mainly on accessibility and service provision), followed by the SDO (mainly on recruitment and service provision).

執法 Enforcing the Law

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

在2020-21年度，投訴調查類別中的個案有887宗完結，當中155宗進行了調停，最終130宗成功調停，調停成功率為84%，相對2019-20年度的成功率是70%。

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

Of the 887 cases concluded under Complaint Investigation in 2020-21, 155 proceeded to conciliation, with 130 successfully conciliated. The conciliation success rate was 84%, compared to 70% in 2019-20.

84%

調停成功率
Conciliation success rate

已完結個案

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；
- 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；

Cases Concluded

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;
- 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;



- 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 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.

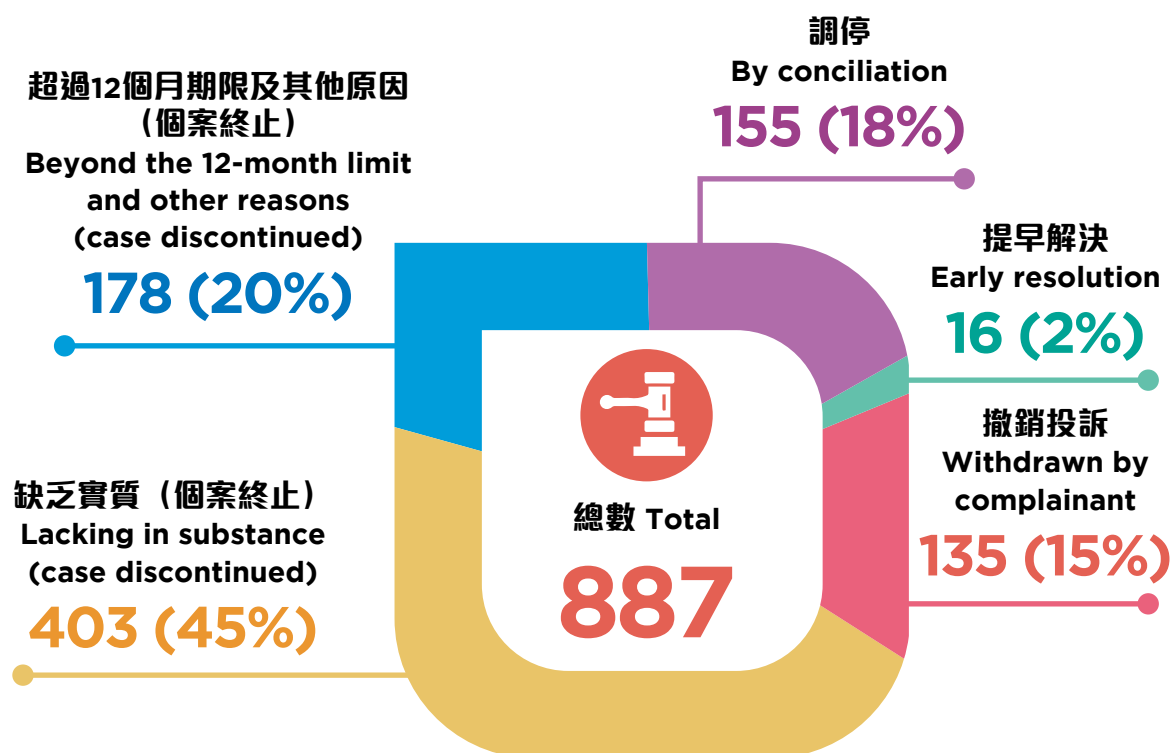
整體而言，平機會在2020-21年度能達到在六個月內完成處理75%個案的服務承諾。

Overall, the EOC was able to fulfil its performance pledge of concluding 75% of the cases within six months in 2020-21.

2020-21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 2020-21 by Action Taken

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執法 Enforcing the Law

法律服務科

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。

Legal Service Division

When 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，提交予平機會管治委員會轄下的法律及投訴專責小組。該小組會根據平機會律師的法律意見和下文載列的原則，考慮並決定應否為個案提供協助。

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. Taking into account the advice of the EOC lawyers and the principles mentioned below, the LCC will consider and decide whether assistance should be given to a case.

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 lawyers, legal services related to the gathering and assessment of further information or evidence, or representation in legal proceedings by the EOC lawyers or by lawyers 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.



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？
- 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？

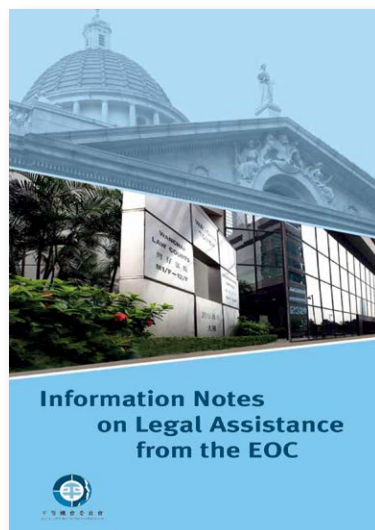
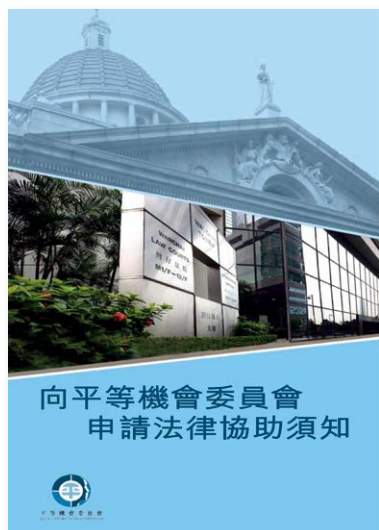
這些因素在每宗個案的適用程度不一，專責小組通常會綜合考慮各種原因才作出決定。

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?
- 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 (e.g. 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?

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



執法 Enforcing the Law

申請協助

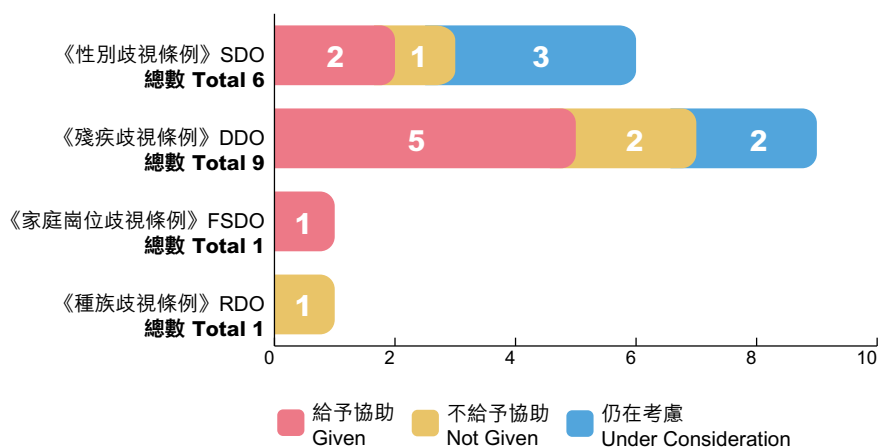
在2020-21年度，平機會共處理了17宗法律協助申請，當中八宗獲得協助，四宗不獲協助。截至財政年度完結時，尚有五宗申請仍在考慮。

Applications for Assistance

In 2020-21, the EOC handled 17 applications for assistance. Of these, 8 cases were given legal assistance. A total of 4 cases were not given assistance, while 5 cases were still under consideration at the end of the fiscal year.

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

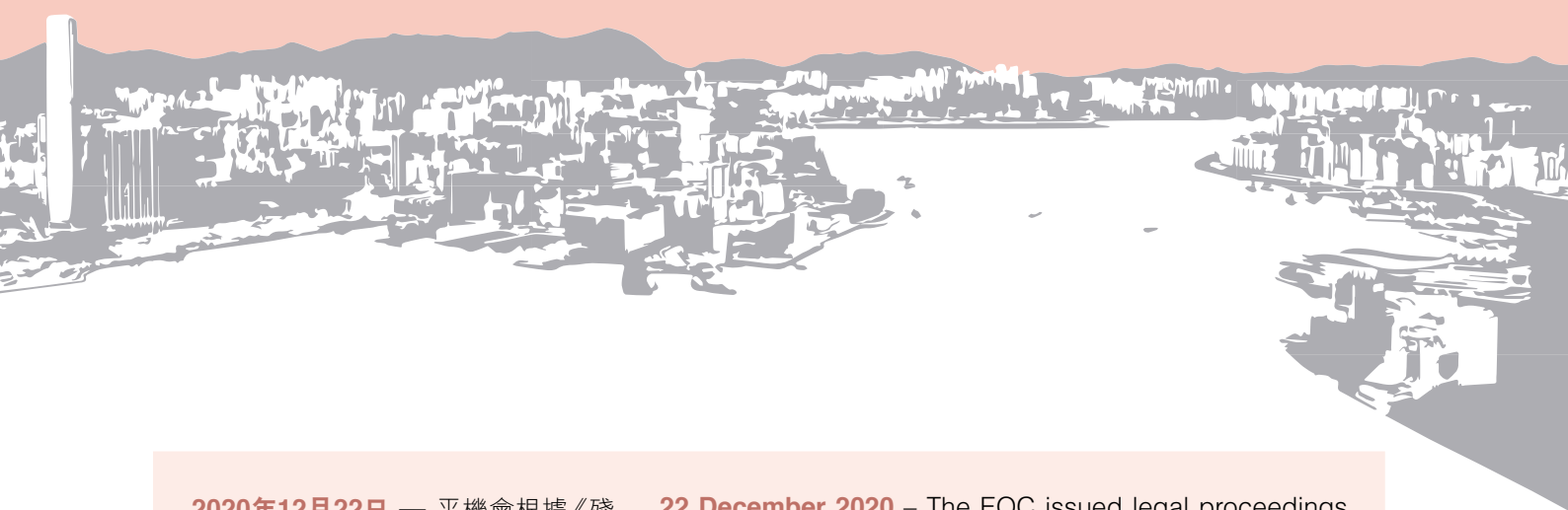
2020年4月15日 — 平機會根據《殘疾歧視條例》，代表一名患有妥瑞症的未成年人士（申索人）向區域法院提出法律訴訟。申索人指稱，他的四名同學模仿其因妥瑞症誘發的抽搐，以及在其他同學面前當眾嘲笑他，基於其殘疾而騷擾他。

2020年5月25日 — 平機會根據《家庭崗位歧視條例》代表一名女士向區域法院提出法律訴訟。該女士曾受僱於一間公司，任職高級藝術總監，她聲稱該公司沒有提供適當的安排，讓她可以在工作地點集乳。該公司亦基於她的家庭崗位，即照顧初生孩子的責任，在她產假復職後把她解僱。

Examples of Legally Assisted Cases

15 April 2020 – The EOC issued legal proceedings in the District Court under the DDO on behalf of a minor with Tourette syndrome (Claimant). The Claimant alleged that four of his classmates harassed him on account of his disability, by mimicking his motor tics caused by the syndrome and making insulting remarks about his tics in front of other students.

25 May 2020 – The EOC issued legal proceedings in the District Court under the FSDO on behalf of a woman who previously worked for a company as a senior art director. She claimed that her company did not provide appropriate accommodation for her to pump milk at work. Upon her return to work after maternity leave, she was dismissed by the company on the ground of her family status, that is, her responsibility of taking care of her newborn child.



2020年12月22日 — 平機會根據《殘疾歧視條例》代表一名外籍家庭傭工提出法律訴訟。該外籍家庭傭工指稱，她的前僱主基於她的殘疾（宮頸癌）及相關病假，終止其僱傭合約。

2021年1月22日 — 平機會根據《性別歧視條例》代表一名女士提出法律訴訟。該女士曾受僱於一間餐廳，負責洗碗工作，她聲稱於該餐廳任職廚師的兩名前同事曾多次性騷擾她。此外，她聲稱其前僱主並無採取任何合理切實可行的步驟，以防止其僱員作出性騷擾行為，因此須就該兩名廚師的性騷擾行為負上轉承責任。

22 December 2020 – The EOC issued legal proceedings under the DDO on behalf of a foreign domestic helper, who alleged that her former employer discriminated against her by terminating her employment on the ground of her disability (cervical cancer) and related sick leave.

22 January 2021 – The EOC issued legal proceedings under the SDO on behalf of a woman, who worked as a dishwasher in a restaurant. The woman claimed that two of her former colleagues, who worked as chefs in the restaurant, sexually harassed her on a number of occasions. She further claimed that her former employer was vicariously liable for the acts of the chefs, as he failed to take reasonable practicable steps to prevent them from doing the acts.

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無需展開訴訟便已完結的 受助個案

在2020-21年度，有14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。

另有七宗個案在2020-21年度及之前獲法律協助的個案仍在處理，至報告期完結時尚未有結果或未展開法律訴訟。

Legally Assisted Cases Concluded without Commencing Legal Proceedings

In 2020-21, 14 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.

A total of 7 other cases, to which legal assistance was given before and during the year, remained in process, with no outcome having been reached and no court proceedings having commenced yet at the end of the period under review.

執法 Enforcing the Law

法庭案件

平機會在2020-21年度共處理了13宗法庭訴訟，其中四宗有關《性別歧視條例》，六宗有關《殘疾歧視條例》，一宗有關《家庭崗位歧視條例》，另有一宗同時有關《性別歧視條例》和《家庭崗位歧視條例》，以及一宗同時有關《性別歧視條例》和《殘疾歧視條例》。

在平機會律師的協助下，一宗個案獲法庭判受助人勝訴（詳見下文「勝訴案例」），四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2021年3月31日為止，其餘八宗個案仍未完結。

Court Cases

In 2020-21, the EOC handled 13 court proceedings – 4 under the SDO, 6 under the DDO, 1 under the FSDO, 1 under both the SDO and FSDO, and 1 under both the SDO and DDO.

With assistance from the EOC lawyers, 1 case successfully obtained a judgement against the respondent from the Court (see below “successful court case”), while 4 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 8 cases, they were still ongoing as of 31 March 2021.

處理
Handled

13

宗法庭訴訟
court proceedings

勝訴案例

在李國珍 對 徐培正經營東京電腦配件公司 [2020] HKDC 998一案，平機會代表申索人向她的前僱主（答辯人）提出申索。法庭於2020年11月裁定申索人基於懷孕/家庭崗位受到答辯人歧視，判申索人勝訴。這宗個案中，答辯人沒有向申索人發放年終花紅，並因為申索人的懷孕/家庭崗位而解僱她。因此，法庭向申索人判給港幣116,218元的賠償（包括港幣55,000元感情損害賠償、港幣55,218元收入損失賠償，以及港幣6,000元懲罰性賠償）。

Successful court case

In 李國珍 v 徐培正經營東京電腦配件公司 [2020] HKDC 998, the EOC successfully obtained a judgement in November 2020 on behalf of the claimant against her former employer (respondent), holding that the respondent discriminated against the claimant on the ground of her pregnancy/family status. In this case, the claimant was not paid a year-end bonus and was dismissed due to her pregnancy/family status. As a result, the Court awarded the claimant a total sum of HK\$116,218 in damages (which was made up of HK\$55,000 as damages for injury to feelings, HK\$55,218 as loss of earnings and HK\$6,000 as punitive damages).



和解條款

雖然平機會致力協助有需要的個案展開法律訴訟，但亦重視透過和解解決爭議。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；金錢賠償；提供聘用機會；或復職；以及
- 向慈善機構作出捐款。

Settlement Terms

While the EOC endeavours to assist warranted cases by way of commencing legal proceedings, the EOC appreciates the value of resolving disputes through settlement. For those cases which were successfully conciliated or settled after legal assistance, 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 compensation; offers of employment; or reinstatements; and
- Donations to charity.

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金錢賠償

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賠償總額接近港幣513萬元。

Monetary Compensation

The total monetary compensation secured by the EOC for complainants and claimants through conciliation, legal assistance and settlement out of court during the period under review reached almost HK\$5.13 million.

金錢賠償總額接近
Total compensation close to

港幣
HKD \$5,130,000

執法 Enforcing the Law

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予政府；審校合約及協議；以及提供其他形式的內部法律支援。

反歧視條例修訂

平機會於2016年就歧視條例檢討向政府提交意見書，提出了73項建議。政府其後提出《2018年歧視法例（雜項修訂）條例草案》，並於2018年11月刊憲，以落實平機會提出的其中八項建議。立法會於2020年6月11日通過該條例草案。除了有關餵哺母乳歧視的條文將於2021年6月19日生效之外，其餘所有條文已於2020年6月19日正式生效。

條例作出以下修訂，以加強公眾在四條反歧視條例下免受歧視和騷擾的保障：

- 在《性別歧視條例》的僱傭；提供貨品、服務和設施；教育；會社及處所等主要範疇，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；

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 other 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.

Amendments to the Anti-discrimination Ordinances

Following the EOC's submission on the Discrimination Law Review (DLR) in 2016, the Government introduced and gazetted the Discrimination Legislation (Miscellaneous Amendments) Bill 2018 in November 2018, which took forward eight of the 73 recommendations the EOC made in the DLR. The Bill was passed by the Legislative Council on 11 June 2020. All of the provisions came into force on 19 June 2020, except the breastfeeding discrimination provisions, which would come into force on 19 June 2021.

The Ordinance consisted of the following amendments, which served to strengthen the protection against discrimination and harassment under the four anti-discrimination ordinances:

- Provide protection from direct and indirect discrimination, as well as victimisation for breastfeeding women in key sectors, such as employment, the provision of goods, services and facilities, education, clubs and premises under the SDO;



- 在《性別歧視條例》、《殘疾歧視條例》及《種族歧視條例》下，禁止共同工作場所內沒有僱傭關係的場所使用者（例如寄售專櫃的員工、義工及實習人員）之間的性騷擾、殘疾騷擾及種族騷擾；
- 在《殘疾歧視條例》及《種族歧視條例》下，保障服務提供者免受顧客的殘疾騷擾和種族騷擾，包括在香港註冊的飛機和船舶上作出殘疾騷擾和種族騷擾，即使有關飛機和船舶在香港境外；
- 在《種族歧視條例》下，保障市民免被認定歸於某種族人士而遭直接和間接種族歧視，以及種族騷擾；
- 在《種族歧視條例》下，保障市民的有聯繫者免受直接種族歧視和種族騷擾；
- 在《性別歧視條例》及《殘疾歧視條例》下，保障會社成員或申請成為會社成員的人免受會社管理層的性騷擾和殘疾騷擾；以及
- 廢除《性別歧視條例》、《家庭崗位歧視條例》及《種族歧視條例》下，如間接歧視案中的答辯人能證明施加有關的要求或條件的意圖並不是基於歧視，便無需支付損害賠償的條文規定。
- Provide protection from sexual, disability and racial harassment in common workplaces where there is no employment relationship (e.g. consignment workers, volunteers and interns) under the SDO, DDO and RDO;
- Provide protection from disability and racial harassment where customers harass service providers, including where such acts occur on Hong Kong registered aircraft or ships and while they are overseas under the DDO and RDO;
- Introduce protection from direct and indirect racial discrimination and racial harassment by imputation under the RDO;
- Protect an associate of a person from direct racial discrimination and racial harassment under the RDO;
- Provide protection from sexual and disability harassment for members and prospective members of clubs, by the management of the clubs under the SDO and DDO; and
- Repeal requirements of an intention to discriminate as a pre-condition to awarding damages for acts of indirect discrimination under the SDO, FSDO and RDO.

另外，政府於2020年1月在憲報刊登《2020年性別歧視（修訂）條例草案》，保障餵哺母乳的婦女免受騷擾。有關修訂的保障範疇與餵哺母乳歧視的保障範疇相同，包括僱傭；提供貨品、服務及設施；教育；會社；處所及共同工作場所。立法會於2021年3月17日通過該條例草案。《2021年性別歧視（修訂）條例》將於2021年6月19日正式生效，即與餵哺母乳歧視的條文同日生效。

Separately, the Government gazetted another Bill – the Sex Discrimination (Amendment) Bill 2020 – to provide protection from harassment on the grounds of breastfeeding in January 2020. The amendments provide protection from breastfeeding harassment in the same sectors in which breastfeeding discrimination is prohibited, such as employment, the provision of goods, services and facilities, education, clubs, premises, as well as in common workplaces. The Bill was passed by the Legislative Council on 17 March 2021, and the Sex Discrimination (Amendment) Ordinance 2021 would come into force on 19 June 2021, the same date as the provisions on breastfeeding discrimination.

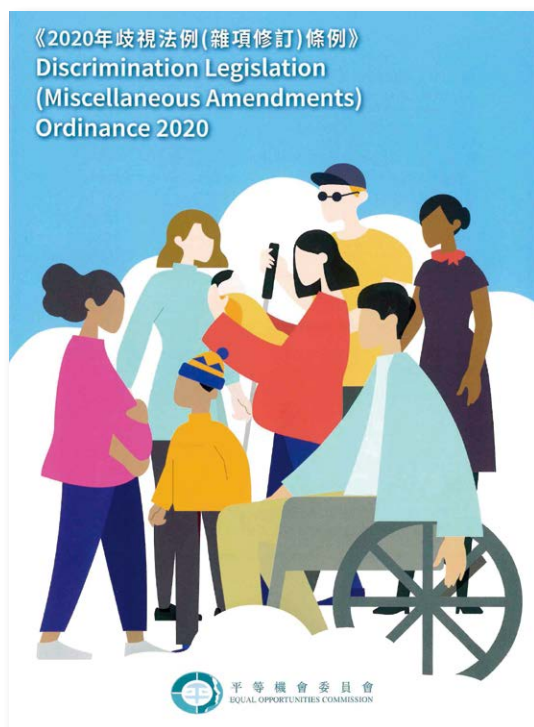
執法 Enforcing the Law

有關新修訂條文的指南和公眾教育

為了協助公眾認識四條條例的最新修訂，以及他們的權利和責任，平機會就所有新修訂條文擬備及發布了一系列詳盡指南和資料單張，並上載至平機會網站。各版本的指南亦已翻譯成多種語言，以便少數族裔持份者加深了解相關修訂。此外，平機會在全港推出宣傳，就條例的主要修訂內容進行公眾教育，以及為非政府組織和商界等不同持份者舉行講座及工作坊，解釋有關條文。

Guidance and Education on the Amendments

To help the public understand the amendments to the ordinances and their rights and responsibilities under the law, the EOC prepared and released a series of detailed guidance and information leaflets on all the amendments, which are available on the EOC website. Versions of the guidance were also translated into a number of languages to help ethnic minority stakeholders better understand the amendments. Furthermore, education has been undertaken with a citywide publicity campaign on the key amendments, as well as talks and workshops arranged for different stakeholders, including NGOs and the business sector, to explain the provisions.





檢討性騷擾的保障

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。平機會現正進行是項詳細法律檢討，待內部討論後，平機會計劃於2021年第四季向政府提交有關法例改革的建議。

就有關性罪行的法律改革提交意見書

平機會於2020年10月向政府提交意見書，回應政府就建議引入「窺淫、私密窺視、未經同意下拍攝私密處及相關罪行」進行的公眾諮詢。平機會贊成有關建議，認為在香港引入這些新罪行是適時和必要的，以阻嚇潛在罪犯，並為影像性暴力的受害者討回公道。平機會亦促請政府檢討已制定超過十年的「性罪行定罪紀錄查核機制」，為弱勢群體提供更全面的保障。

2021年3月，平機會就引入「窺淫、私密窺視、未經同意下拍攝私密處及相關罪行」再次提交意見書。政府於2021年3月24日向立法會提交《2021年刑事罪行（修訂）條例草案》進行首讀和二讀。該條例草案採納了平機會的建議。

另外，平機會於2021年2月向法律改革委員會提交意見書，回應該會就「性罪行檢討中的判刑及相關事項」發表的諮詢文件。

Review of Protections from Sexual Harassment

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 is in the process of conducting that detailed legal review, and after internal discussions, plans to make submissions to the Government on any proposals for legislative reform by the fourth quarter of 2021.

Submissions on Legal Reforms Relating to Sexual Offences

The EOC made a submission to the Government in October 2020 in response to the public consultation on the proposed introduction of offences of voyeurism, intimate prying, non-consensual photography of intimate parts, and related offences. The EOC expressed support for the proposal, and viewed that the introduction of these new offences in Hong Kong was both timely and essential to deterring potential offenders and securing justice for victims of image-based sexual violence. The EOC also called for the need to review the scope of the decade-old Sexual Conviction Record Check (SCRC) Scheme, in order to better protect different vulnerable groups.

In March 2021, the EOC made a further submission to the Government on the proposed introduction of offences of voyeurism, intimate prying, non-consensual photography of intimate parts, and related offences. On 24 March 2021, the Government introduced the Crimes (Amendment) Bill 2021 into the Legislative Council for first and second reading. The Bill adopted the recommendations made by the EOC.

Separately, the EOC made a submission to the Law Reform Commission in February 2021 in response to the consultation on sentencing and related matters in the review of sexual offences.



執法 Enforcing the Law

研究如何立法處理基於未受保障特徵的歧視

如上文所述，平機會的法律服務科不時檢討反歧視條例，並在平機會認為適當的情況下提出法例修訂建議。平機會進行法律研究，向政府建議可行的法律框架，以打擊現行反歧視條例涵蓋範圍以外未受保障特徵的歧視。

Studies on Possible Legislation for Addressing Discrimination on Grounds of Unprotected Characteristics

As mentioned above, the legal team of the EOC reviews the anti-discrimination ordinances from time to time, and where the EOC considers appropriate, proposes legislative amendments to them. The EOC conducts legal research and makes submissions to the Government on the possible legal framework for tackling discrimination on the grounds of unprotected characteristics not covered by the existing anti-discrimination ordinances.

香港人與中國內地來港人士及旅客之間的歧視

平機會跟進歧視條例檢討中提出的建議，以處理香港人與在香港的內地中國人（包括新來港人士及內地訪港旅客）之間的歧視。平機會進行了一項法律研究，審視有哪些法律條文，可以處理香港人與在港內地人之間基於居民身分或原居地地區的歧視、騷擾和中傷。這種歧視由來已久，而且有證據顯示在2019冠狀病毒病疫情下，情況更趨嚴重。平機會已完成報告，並於2021年3月向政府（政制及內地事務局）提交意見書，以供考慮。

Discrimination between Persons from Hong Kong and New Immigrants and Visitors from the Mainland China

The EOC has followed up on the DLR recommendations to address the discrimination between persons from Hong Kong and Mainland Chinese in Hong Kong (including new immigrants and visitors to Hong Kong from the Mainland). The EOC undertook a legal study to examine the possible legal provisions for tackling discrimination, harassment and vilification between persons from Hong Kong and Mainlanders in Hong Kong on the grounds of residency status or regional origin. Such discrimination remains a longstanding issue, and there is evidence that it has worsened during the COVID-19 epidemic. The study was completed and submitted to the Government (Constitutional and Mainland Affairs Bureau) for consideration in March 2021.



性傾向、性別認同及雙性人身分歧視

平機會另一個法律研究範疇是基於性傾向、性別認同及雙性人身分的歧視。有關研究旨在審視可行立法方案，以處理僱傭、教育，以及提供貨品、設施及服務等公共範疇中基於上述原因的歧視。平機會並打算就其建議諮詢主要持份者，在考慮持份者的意見後，將擬備全面的研究報告，並提出建議，以供政府考慮。

Discrimination on the Grounds of Sexual Orientation, Gender Identity and Intersex Status

Another area of the EOC's legal study is discrimination on the grounds of sexual orientation, gender identity and intersex status. The study aims to examine the possible options for legislating against discrimination, harassment and vilification on these grounds in public domains, such as employment, education, as well as the provision of goods, facilities and services. The EOC also intends to consult key stakeholders on its proposals. After considering the views of stakeholders, the EOC will compile a comprehensive research report with recommendations for the Government's consideration.

執法 Enforcing the Law

服務使用者的正面回饋

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，驅使我們進一步提升表現。

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 Commission, or received legal assistance in taking their cases forward. Their constructive feedback and positive comments are testimonials of our professionalism and service quality, and motivate us to strive for even better performance..

「感謝你們一直以來為這件事的周旋及付出，深深感受到你們的工作熱誠…，所以我答允和解。」

"Thanks so much for your help! This has been my very positive experience working with government body. Thanks for your patience and professionalism!"

「本人因病入院，及後遭無理解僱，其後本人向貴會尋求協助，職員熱心協助，並多次和公司作出溝通，可惜調解不成功。及後有幸個案轉介至貴會法律部，在平機會律師的協助下，公司終於願意和解，本人亦得到非常滿意的賠償金。」

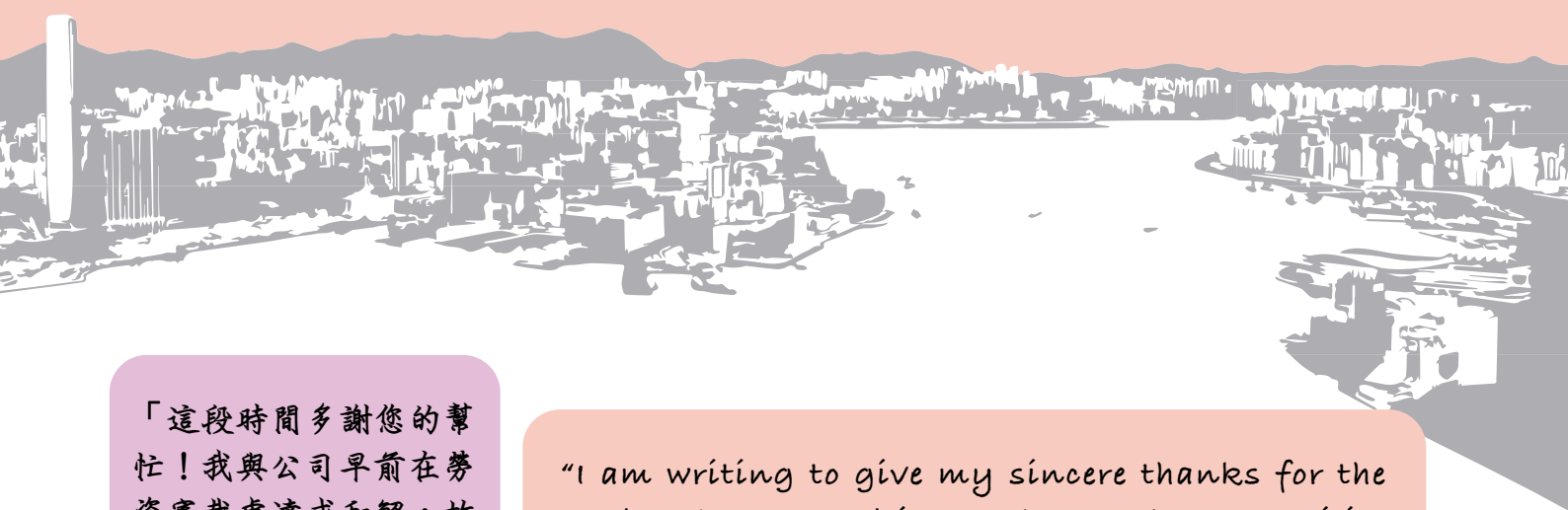
"I just wished to say thank you for your assistance and professionalism over the last year. I think we were very fortunate to have you as our case officer..."

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。」

"I am writing to express my sincere gratitude to the EOC officers for assisting me in my dispute with the company. They have been so thoughtful and patient to me, listening to my complaints and grievance and gave very professional advice."

「就投訴人的投訴，現清楚平機會的職能未能符合投訴人所想，故撤銷投訴，亦感謝平機會主任既專業及耐性解答及分析，謝謝及抱歉為你帶來麻煩。」

"We are pleased to inform you that A has signed the conciliation agreement....We would like to express our gratitude to you for assisting us to reach a settlement with A."



「這段時間多謝您的幫忙！我與公司早前在勞資審裁處達成和解，故我通知您我的個案需要取消。一直以來多謝您的協助及幫忙。」

「感謝你的協助，本人日前到該處時發現殘疾人士洗手間已回復正常運作，本人和廣大市民多謝貴會的協助。」

「本人同意和解協議的內容，真的感激你的幫忙，事件擾攘這麼久不好意思，多謝你。」

「這裡要特別讚揚個案主任的工作，保質保素，認真負責，我誠心感激不盡，感謝平機會的工作人員！」

老闆來和我道歉，講了很多次對不起，請求與我握手言和，我也同意了。在這裡寫信到平機會，撤銷告老闆。」

「本人已經和公司完成調解，本人很慶幸這期間能獲得閣下的各樣幫助，真的非常感激你，謝謝！」

"I am writing to give my sincere thanks for the good work you are doing at the Equal Opportunities Commission. My case of pregnancy discrimination was recently handled by your case officer. He was clear, personable and patient to explain the process and the work of the EOC to me, and with his efficient help I was able to close my case after successful early conciliation. Your work really makes a difference. Please keep it up!"

"Thank you very much for the successful conciliation, especially in early conciliation stage. With your exceptional professionalism, expertise, great effort and extra time, you successfully resolved the complex case, were able to solve the complicated dilemma between both parties. Your great effort helped to prevent the secondary damage and collateral damage to all parties."

"Thank you very much for organising the CCTV footage of the incident. After viewing the said footage, I am satisfied and accordingly would like to withdraw the complaint."

"Thank you for taking the time to handle my case. You always respond to me quickly and explain things thoroughly. I am grateful for your help and I wish you the best in your career."



預防歧視

Preventing Discrimination



平機會每年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源，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。

To understand the trends and root causes of discrimination and develop data-driven insights, the EOC conducts and commissions a range of research studies every year. 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.



政策、研究及培訓

Policy, Research and Training

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研究調查

在2020-21年度，平機會公布了下列三項研究的結果：

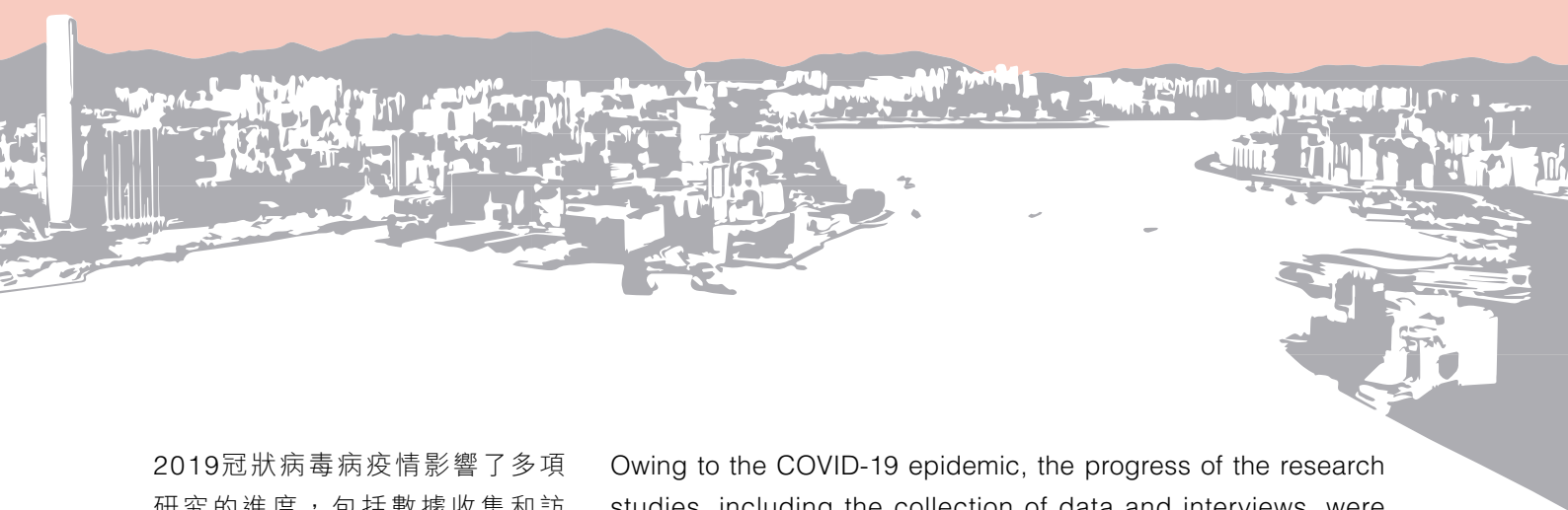
- 香港少數族裔青年教育和事業路徑的研究（2020年6月）；
- 公眾對女政治領袖的態度之研究（2020年10月）；以及
- 本港體育總會制定反性騷擾政策研究報告2020（2021年1月）。

Research Studies

In 2020-21, the EOC released the findings of three studies, namely:

- A Study on Education and Career Pathways of Ethnic Minority (EM) Youth in Hong Kong (June 2020);
- A Study on Public Attitudes Towards Female Political Leadership (October 2020); and
- Report on the Formulation of Anti-Sexual Harassment Policies of National Sports Associations in Hong Kong 2020 (January 2021).





2019冠狀病毒病疫情影響了多項研究的進度，包括數據收集和訪談。截至2021年3月底，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；
- 為香港少數族裔語言傳譯員及筆譯員制訂資歷認證與規管制度的可行模式之研究；
- 香港年輕殘疾人士從求學過渡至工作的研究；以及
- 對職場精神病人的標籤及歧視態度之研究。

Owing to the COVID-19 epidemic, the progress of the research studies, including the collection of data and interviews, were affected. As at end-March 2021, the following research studies remained in progress:

- Study on Challenges, Effective Policies and Best Practices of Ordinary Schools in Educating Students with Special Educational Needs in Hong Kong;
- A Study on Potential Models for Accreditation and Recognition of Interpreters and Translators in EM Languages in Hong Kong;
- Study on Effective Strategies to Facilitate School-to-Work Transition of Young Persons with Disabilities (PWDs) in Hong Kong; and
- Study on Perceptions of Stigmatisation and Discrimination of Persons with Mental Illness in the Workplace.

平機會於2020年11月展開「平等機會意識公眾意見調查2021」。這是平機會第六次進行此項調查，以收集公眾對平等機會及平機會工作的意見。預計這項調查於2021年完成。

The EOC commenced the Equal Opportunities Awareness Survey 2021 in November 2020. This was the sixth time the EOC conducted this survey to gauge public opinions on the idea of equal opportunities and the EOC's work. The survey is expected to be completed in 2021.

另外，平機會於2021年3月於全港展開有關性騷擾認知的電話調查，以了解香港的職場性騷擾的普遍情況。

Separately, the EOC commenced a territory-wide telephone survey on knowledge of sexual harassment in March 2021 to understand the prevalence of sexual harassment at the workplace in Hong Kong.





預防歧視 Preventing Discrimination

平等機會研究項目 資助計劃

2020-21年度期間，平機會於2020年6月再次推出平等機會研究項目資助計劃，為合資格學者和團體提供資助，在四條反歧視條例的範疇內就歧視議題進行研究。至2020年9月1日截止申請時，平機會收到29份申請，當中有九份申請合資格獲發資助。所有獲資助的研究項目已於2020年12月展開，至2020-21年度完結時仍在進行。

Funding Programme of Research Projects on Equal Opportunities

During 2020-21, the EOC also launched the Funding Programme of Research Projects on Equal Opportunities in June 2020. The programme provides funding for eligible academics and organisations to undertake research projects on discrimination issues under the scope of the four anti-discrimination ordinances. By the deadline of 1 September 2020, the EOC received 29 applications, of which nine were selected as eligible for funding. By December 2020, all the funded research projects had commenced and remained in progress at the end of 2020-21.

反性騷擾運動

平機會於2012年推行反性騷擾運動。2020-21年度，平機會繼續採用多管齊下的工作方針，透過調查研究、政策指導及培訓，協助教育界、體育界及宗教界等不同界別打擊性騷擾。

Anti-Sexual Harassment Campaign

The EOC launched the Anti-Sexual Harassment Campaign in 2012. In 2020-21, the EOC continued to assist different sectors, including education, sports and religious sector, to combat sexual harassment through a multi-pronged approach of research studies, policy guidance and training.

大專教育界

平機會於2019年年初公布《打破沉默：本港大學生性騷擾調查研究報告》後，一直就預防性騷擾措施與不同大學溝通和合作。2020年10月，大學教育資助委員會（教資會）資助的八間大學聘請平機會製作防止校園性騷擾的網上培訓課程，供教資會資助大學的所有學生使用，並在課程推出後加以推廣。由於上述培訓課程只供八間教資會資助大學的學生使用，因此平機會將製作另一套全新的培訓課程，供非教資會資助的大專院校學生使用，以提高他們的防止性騷擾的意識。

Tertiary Education Sector

Following the release of the report on “Break the Silence: Territory-wide Study on Sexual Harassment of University Students in Hong Kong” in early 2019, the EOC has been communicating and collaborating with different universities on the preventive measures. In October 2020, the eight universities funded by the University Grants Committee (UGC) hired the EOC to produce an online training module on prevention of sexual harassment for all students of the UGC-funded universities, and to promote the programme after its launch. Since the above-mentioned training programme will be used exclusively by the students of the eight universities, the EOC will create another brand new online training module for students of the non-UGC funded tertiary institutions, in order to enhance students’ awareness on anti-sexual harassment.



體育界

平機會與中國香港體育協會暨奧林匹克委員會（港協暨奧委會）於2014年及2018年共同進行「性騷擾——體育界問卷調查」。調查結果公布後，平機會持續監察體育總會制定防止性騷擾政策的進度。

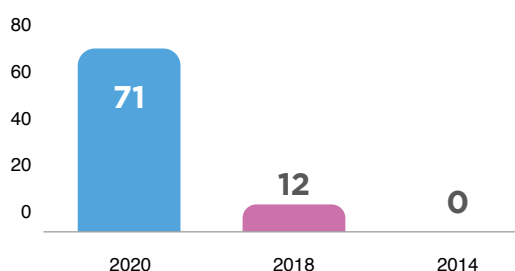
平機會於2021年1月發布題為《本港體育總會制定反性騷擾政策研究報告2020》的資料搜集研究。報告顯示，相較2014年及2018年的研究，體育總會在制定防止性騷擾政策及有關政策的透明度方面有顯著改善。截至2020年10月底，71間（90%）體育總會已經制定有關政策及／或教練及導師行為守則，高於2018年的22間。

Sports Sector

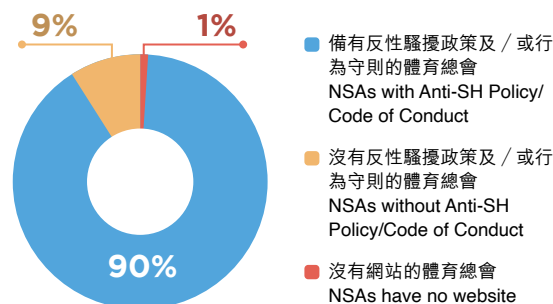
The EOC and the Sports Federation and Olympic Committee of Hong Kong, China (SF&OC) jointly conducted the Sexual Harassment: Questionnaire Survey for Sports Sector in 2014 and 2018. Following the release of the survey findings, the EOC continued to monitor the progress of formulation of anti-sexual harassment policy by the National Sports Associations (NSAs).

In January 2021, the EOC published the findings of its desk-top research – Report on the Formulation of Anti-Sexual Harassment Policies of NSAs in Hong Kong 2020. The report indicated a significant improvement on the formulation and transparency of anti-sexual harassment policy among NSAs, compared to the previous studies in 2014 and 2018. By end-October 2020, 71 or 90% of the NSAs already developed a policy and/or Code of Conduct for Coaches and Instructors, as compared to only 22 NSAs in 2018.

2014年研究、2018年研究與2020年研究中把反性騷擾政策或行為守則上載至網站供公眾閱覽的體育總會數目比較
Comparison of the number of NSAs with Anti-SH Policy or Code of Conduct uploaded on their website for public access in the 2014 & 2018 Surveys, and the 2020 Study



2020年研究中備有反性騷擾政策及／或行為守則的體育總會百分比
Percentage of NSAs with Anti-SH Policy and/or Code of Conduct in the 2020 Study



平機會獲康樂及文化事務署、港協暨奧委會、香港體育學院及香港浸會大學支持，於2021年3月26日為教練、運動員及體育界從業員舉辦網上研討會。網上研討會吸引大批參加者，有超過600人出席。研討會除了講解如何協助教練和運動員預防性騷擾，亦因應《性別歧視條例》的最新修訂，解釋何謂共同工作間的騷擾。

On 26 March 2021, the EOC organised an online seminar for coaches, athletes and practitioners in the sports sector, with support from the Leisure and Cultural Services Department, SF&OC, Hong Kong Sports Institute and Hong Kong Baptist University. The online seminar attracted an impressive attendance of over 600 participants. Besides highlighting how to empower coaches and athletes to prevent sexual harassment, the seminar also explained the latest amendments to the SDO in respect of harassment in common workplaces.

預防歧視 Preventing Discrimination

宗教界

2020-21年度，平機會繼續為基督教教會提供防止性騷擾培訓。平機會與香港基督教協進會及葡萄藤教會合作，於2020年9月28日為英語教會合辦網上研討會，題為「讓教會成為安全之所：預防教會內的性騷擾」。

Religious Sector

In 2020-21, the EOC continued to provide training on preventing sexual harassment to Christian churches. For example, on 28 September 2020, the EOC co-organised with the Hong Kong Christian Council and the Vine Church an online seminar named “Making Our Church Safe for All: Seminar on Preventing Sexual Harassment in Church” for English-speaking Christian churches.



反性騷擾事務組

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，其工作包括：

- 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。

Anti-Sexual Harassment Unit

With funding from the Government, the EOC established a dedicated Anti-Sexual Harassment Unit (ASHU), which came into operation in November 2020. 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.



該事務組更於2021年1月開設反性騷擾熱線（2106 2222），增加已有的查詢途徑，處理有關性騷擾的公眾查詢。公眾可致電了解有關性騷擾的法律條文、查詢申訴方法，以及輔導及治療服務轉介。除了性騷擾受害者外，僱主、人力資源從業員或市民大眾欲了解其法律責任，或想了解有關性騷擾的一般問題，都可以致電熱線查詢。

反性騷擾事務組亦已開始為不同界別舉行講座及工作坊，藉此提升他們預防性騷擾的意識，並裝備業界從業員以採取措施應對性騷擾。

平機會應政府於2020年的要求，現正全面檢討《性別歧視條例》下有關性騷擾的條文。法律服務科和反性騷擾事務組正一起緊密工作，找出目前保障不足之處，並在適當時建議法例改革。平機會計劃於2021年第四季向政府提交有關法例改革的建議。

In January 2021, the ASHU set up a dedicated hotline at 2106 2222, alongside other existing channels, to handle public enquiries about sexual harassment. Through this hotline, callers can obtain information on the provisions of the law on sexual harassment, advice on where to lodge complaints and seek redress, and referral to counselling and therapy services. Besides victims of sexual harassment, employers, human resources personnel and members of the general public who wish to learn about their potential liabilities or general issues relating to sexual harassment can also call the hotline for guidance.

The ASHU has also started conducting seminars and workshops for different sectors on enhancing the awareness of preventing sexual harassment and empowering the industry practitioners to take the initiative in tackling sexual harassment.

As requested by the Government in 2020, the EOC is in the process of conducting a holistic review of the current protections from sexual harassment under the SDO. The LSD and the ASHU are working closely to identify gaps in protection and, where appropriate, make further proposals for legislative amendments. The EOC plans to make the submissions on the recommendations for legislative reform to the Government by the fourth quarter of 2021.

預防歧視 Preventing Discrimination

性教育改革

平機會其中一項防止性騷擾工作是倡議改革學校性教育課程。平機會於2020年11月展開「本港中學實施全面性教育研究」，收集中學校長及／或教師對實施性教育的看法，並了解他們面對的困難。這項研究採用混合研究的設計，包括進行本地中學問卷調查，以及與校長、教師、社工及從事有關性教育工作的非政府組織員工進行焦點小組訪談。

另外，作為於2021年5月29日至30日在網上舉行的「第七屆海峽兩岸暨港澳地區青少年性與生殖健康會議」的支持單位，平機會於會上向數百名來自兩岸四地的參加者介紹平機會在性教育及反性騷擾方面的最新工作。

Sexuality Education Reform

As part of its effort to prevent sexual harassment, the EOC has been advocating reform of the sexuality education in schools. In November 2020, the EOC started a research project “A Study on Comprehensive Sexuality Education in Secondary Schools of Hong Kong” to collect the views of secondary school principals and/or teachers on implementing sexuality education and understand the challenges faced by them. The study adopted a mixed-method approach, including questionnaire survey of local secondary schools, and focus group interviews with principals, teachers, social workers and NGO workers who work on sexuality education related projects.

Separately, acting as a supporting organisation of “The 7th Cross-Strait, Hong Kong and Macau Conference on Adolescent Sexual and Reproductive Health” conducted online on 29-30 May 2021, the EOC presented its latest work on sexuality education and anti-sexual harassment to hundreds of online participants from Mainland China, Hong Kong, Macau and Taiwan.





政策倡議

向政府及其他組織提交意見書

2020-21年度，平機會向政府及立法會提交了一份意見書，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：

- 就少數族裔的語言支援服務相關事宜向立法會福利事務委員會與民政事務委員會提交的意見書（2020年6月）；
- 就支援弱勢種族群體向政府提交的意見書（2020年8月）；
- 就照顧者支援及殘疾人士住宿照顧服務向立法會福利事務委員會提交的意見書（2020年9月）；
- 就2020年施政報告公眾諮詢提交的意見書（2020年9月）；
- 就引入窺淫、私密窺視、未經同意下拍攝私密處及相關罪行的建議向保安局提交的意見書（2020年10月）；
- 就香港特別行政區參照《公民權利和政治權利國際公約》提交的第四次報告向立法會政制事務委員會提交的意見書（2020年11月）；
- 就疫情下支援弱勢種族群體的紓困措施向政務司司長提交的意見書（2021年1月）；
- 就性罪行檢討中的判刑及相關事項向法律改革委員會提交的意見書（2021年2月）；
- 就「防止基於性取向和性別認同的暴力和歧視問題的獨立專家報告」向聯合國人權理事會提交的意見書（2021年3月）；

Policy Advocacy

Submissions to the Government and Other Parties

In 2020-21, 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 Legislative Council Panel on Welfare Services and Panel on Home Affairs on issues related to the language support services for EMs (June 2020);
- Submission to the Government on support for the disadvantaged racial groups (August 2020);
- Submission to the Legislative Council Panel on Welfare Services on support for carers and the provision of residential care services for PWDs (September 2020);
- Submission of policy recommendations in response to the 2020 Policy Address public consultation (September 2020);
- Submission to the Security Bureau on the proposed introduction of offences of voyeurism, intimate prying, non-consensual photography of intimate parts and related offences (October 2020);
- Submission to the Legislative Council Panel on Constitutional Affairs regarding the EOC's views on the Fourth Report of the Hong Kong Special Administrative Region in respect of the International Covenant on Civil and Political Rights (November 2020);
- Submission to the Chief Secretary for Administration on COVID-19 relief support for disadvantaged racial groups (January 2021);
- Submission to the Law Reform Commission on sentencing and related matters in the review of sexual offences (February 2021);
- Submission to the Human Rights Council on Report of the Independent Expert on protection against violence and discrimination based on sexual orientation and gender identity (March 2021);



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- 就香港特別行政區參照《兒童權利公約》提交的第三次報告向立法會政制事務委員會提交的意見書（2021年3月）；以及
- 就引入窺淫、私密窺視、未經同意下拍攝私密處及相關罪行提交的進一步意見書（2021年3月）。
- Submission to the Legislative Panel on Constitutional Affairs on the Third Report of the Hong Kong Special Administrative Region under the United Nations Convention on the Rights of the Child (March 2021); and
- Further submission on the proposed introduction of offences of voyeurism, intimate prying, non-consensual photography of intimate parts, and related offences (March 2021).

殘疾人士的權利

2020年7月，政府公布由康復諮詢委員會制定的《殘疾人及康復計劃方案》（《方案》）。《方案》提出的其中一項策略建議是與平機會探討加強有關提供合理便利指引的宣傳和推廣，以加深僱主對相關指引的認識，推廣在工作間提供合理便利措施。

平機會歡迎有關建議，同時就《方案》的實施向政府提出多項意見，包括加強對殘疾人士的家庭及照顧者的支援，以及立法規定所有1997年前建成的建築物在切實可行的情況下，逐步設置無障礙設施和採納通用設計的概念等。為跟進事宜，平機會於2020年11月6日與勞工及福利局（勞福局）的助理康復專員及其工作團隊會面，討論如何合作推廣為殘疾人士提供合理便利措施，以及其他與促進殘疾人士平等機會相關的議題。

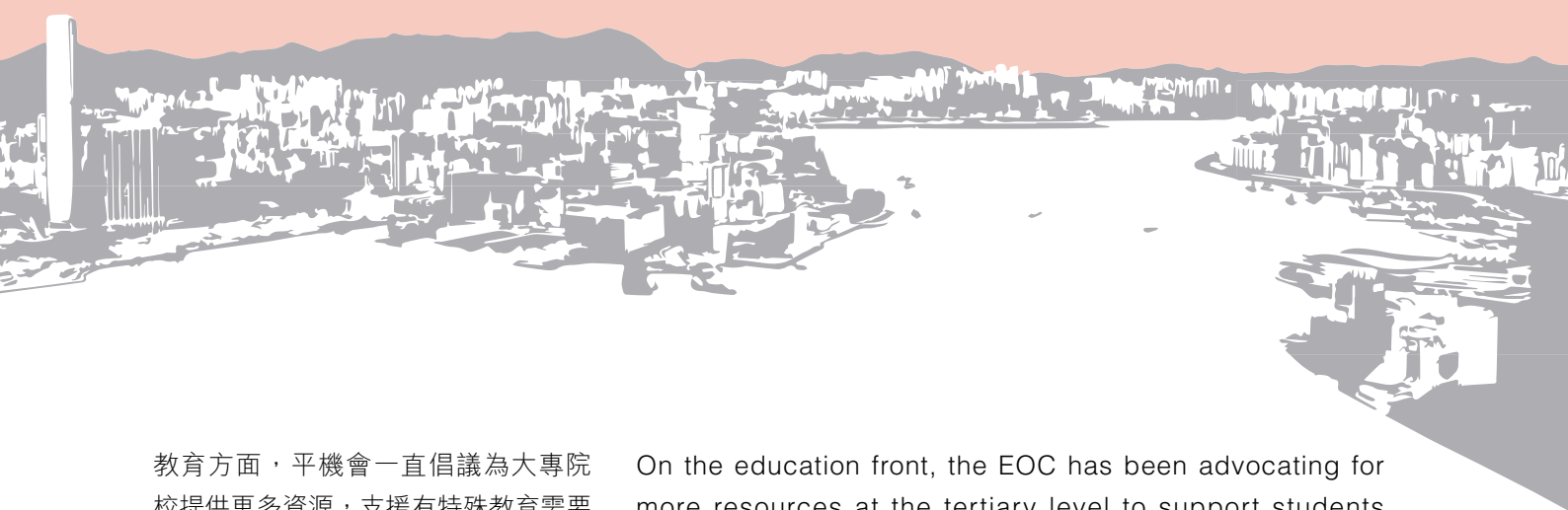
平機會於2020年11月接受香港銀行公會及香港金融管理局邀請出席分享會，討論制定《智障人士銀行服務指引》的事宜。該指引於2020年12月推出，羅列了向智障人士提供無障礙銀行服務的良好常規及建議，以供銀行公會的成員參考。

Rights of Persons with Disabilities

In July 2020, the Government released the Persons with Disabilities and Rehabilitation Programme Plan (RPP) by the Rehabilitation Advisory Committee. One of the strategic recommendations of the RPP is to engage the EOC on strengthening publicity and promotion of the guidance on reasonable accommodation, enhancing employers' understanding of the guidance and promoting reasonable accommodation in the workplace.

In welcoming the proposals, the EOC put forward a number of suggestions to the Government on the implementation of the RPP, including strengthening the support for families and caregivers of PWDs, and legislating for gradual incorporation of barrier-free facilities and universal design concepts to all pre-1997 buildings where practicable. To follow up on the matter, the EOC had a meeting with the Assistant Commissioner of Rehabilitation and her team from the Labour and Welfare Bureau (LWB) on 6 November 2020 to discuss how to collaborate on promoting reasonable accommodation for PWDs and other issues related to the promotion of equal opportunities for PWDs.

Also in November 2020, the EOC was invited by the Hong Kong Association of Banks (HKAB) and the Hong Kong Monetary Authority to participate in a sharing session and discuss the formulation of the Guideline on Banking Services for Persons with Intellectual Disabilities (PWIDs). The above Guideline, which lists good practices and recommendations for providing accessible banking services to PWIDs, was launched in December 2020 for HKAB members' reference.



教育方面，平機會一直倡議為大專院校提供更多資源，支援有特殊教育需要（特教）的大學生。教資會提供特別資助加強對特教大學生的支援，第二輪特別資助於2020年11月完結之後，教資會推出第三輪特別資助，額外投放了3,000萬元，供受資助大學使用。

此外，平機會一直呼籲為特教中學生提供更多支援。平機會於2021年2月24日與荃灣、葵涌及青衣區中學校長會合辦網上研討會，就「疫情下的支援——如何為有特殊教育需要學生及其家長提供支援」議題進行討論，參加者超過180人。

On the education front, the EOC has been advocating for more resources at the tertiary level to support students with SEN. Following completion of the UGC Special Grant Phase Two in November 2020, which was geared for enhancing support for students with SEN, the UGC allocated an additional \$30 million to the UGC-funded universities as Phase Three of the Special Grant.

In addition, the EOC has been calling for greater support to SEN students in secondary schools. An online seminar was co-organised with The Association of Heads of Secondary Schools of Tsuen Wan, Kwai Chung & Tsing Yi District on 24 February 2021, with over 180 participants joining in topical discussion on “How to support students with SEN and their parents during COVID-19?”.



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平機會於2020-21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。

平機會亦繼續支持由勞福局、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。

In 2020-21, the EOC continued to act as an independent advisor of the Web Accessibility Recognition Scheme (WARS). 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 EOC also offered its longstanding support to the Mental Health Month campaign by the LWB, 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.





培訓與顧問服務

定期培訓和專設課程

自2001年起，平機會已為私營及公營界別的人士及機構提供有關反歧視條例的培訓。培訓課程分為兩類，分別為每年春／秋季兩季舉辦讓公眾參加的定期培訓課程，以及應機構要求而提供的專設培訓課程。

平機會於2020-21年度舉辦了29個定期培訓課程，參加者共431人；而專設培訓課程則有341個，參加者超過17 900人。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。為配合2020年6月正式生效的《2020年歧視法例（雜項修訂）條例》，平機會於2020年秋季培訓課程推出一個全新課程，解釋反歧視條例的最新修訂。

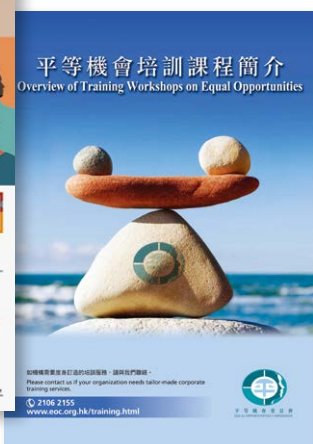
Training & Consultancy

Calendar Training and Customised Training

The EOC has been offering training on the anti-discrimination ordinances for individuals and organisations in both private and public sectors since 2001. There are two types of training programmes, namely the calendar training programmes, which are offered to the public twice a year in spring and autumn, and customised training programmes for organisations upon request.

In 2020-21, the EOC conducted 29 training sessions for 431 participants under the calendar training programmes. As for customised training, 341 sessions were conducted for over 17 900 participants. The most popular topic was the anti-discrimination ordinances, followed by the prevention of sexual harassment. To tie in with the implementation of the Discrimination Legislation (Miscellaneous Amendments) Ordinance 2020 in June 2020, a brand new course explaining the latest amendments to the anti-discrimination ordinances was introduced under the Autumn 2020 training programme.

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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2020-21年度，平機會應要求為一間機構提供顧問服務，涉及超過8 000名員工，亦為八間教資會資助大學提供顧問服務，涉及超過10萬名全日制大學生。

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 2020-21, upon request, the EOC provided consultancy services for an organisation covering more than 8 000 employees, and also for the eight UGC-funded universities, which have more than 100 000 full-time students in total.

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2020-21年度，接近285人加入了該會，他們來自超過155間機構。

Equal Opportunity (EO) Club

The EO Club was established in 2006 to provide a platform of learning and exchange on preventing discrimination among employers, human resource practitioners, supervisors and trainers. In 2020-21, there were nearly 285 participants from over 155 organisations joining the EO Club.

2020年8月21日，平機會為平等機會之友會會員舉辦了「了解反歧視條例最新修訂及建立母乳餵哺友善工作間」網上研討會。講者重點講解修例後為員工提供的新保障範疇和母乳餵哺的好處，並與參加者分享建立母乳餵哺友善工作間的經驗和祕訣。

On 21 August 2020, the EOC organised a webinar “The Latest Amendments to the Anti-discrimination Ordinances and Breastfeeding-friendly Workplace” for EO Club members. The speakers highlighted the new protections for employees in line with the latest law amendments and the benefits of breastfeeding, and also shared experiences and tips on how to create a breastfeeding-friendly workplace.



少數族裔事務組

2020-21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、提供培訓及進行外展工作，以消除少數族裔在教育、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少數族裔，給予更多支援。

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。例如，平機會於2020年10月與教育局舉行會議，跟進平機會的建議。

在此之前，平機會於2020年6月公布「香港少數族裔青年教育與事業路徑的研究」結果。該研究採用混合調查方法，包括學生調查、與少數族裔青年及／或成年人（包括少數族裔父母、教師和社工）的個人和焦點小組訪談，以及對僱主的電話調查和個人訪談。研究發現：

Ethnic Minorities Unit

In 2020-21, the Ethnic Minorities Unit (EMU) of the EOC continued to adopt a three-pronged approach encompassing policy recommendation, training and outreach in its work, with a view to removing the barriers faced by ethnic minorities (EM) 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 EM communities, who face stiff challenges under the COVID-19 epidemic.

Education

During the year in review, the EOC continued to urge the Government to plug the gaps in the existing educational system and enhance support for non-Chinese-speaking (NCS) students. For instance, a meeting was conducted with the Education Bureau in October 2020 to follow up on the EOC's recommendations.

Earlier in June 2020, the EOC released the findings of "A Study on Education and Career Pathways of Ethnic Minority Youth in Hong Kong". The study employed a mixed-method approach and encompassed a student survey, individual and focus group interviews with EM youth and/or adults (including EM parents, teachers, and social workers), and a telephone survey and individual interviews with employers. The study found that:

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- 少數族裔學生比華裔學生有更高的志向和自我效能感，而且來自少數族裔學生集中度低的學校（少數族裔學生人數低於10%）的學生，能交到較多華裔朋友，獲所在社會接納的主觀感受亦較高；
- EM students have higher aspiration and self-efficacies than ethnic Chinese students. Also, those from low concentration schools (with an intake of less than 10% of EM students in school) have more ethnic Chinese friends and higher perceived host receptivity;



教育志向 Education Aspiration

50.94pt

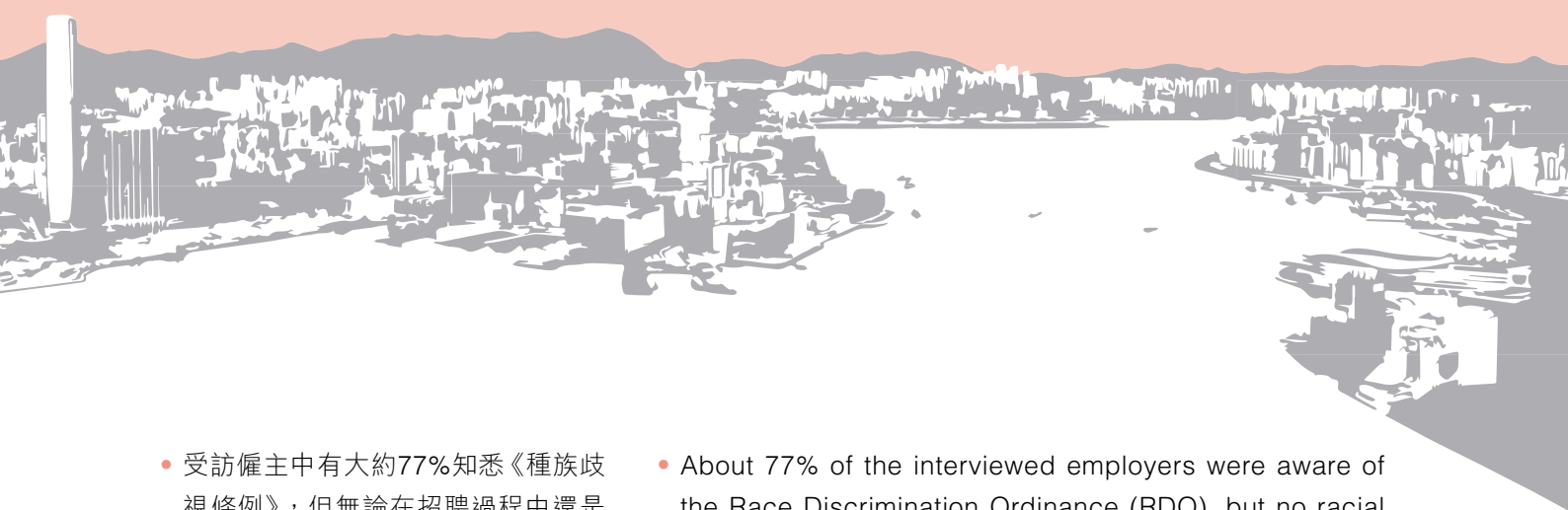
少數族裔學生
Ethnic Minority
students



48.63pt

華裔學生
Ethnic Chinese
students

- 在香港的少數族裔青年之間的教育和職業路徑因人而異，而且受多個因素影響，例如語言能力、個人能力和主動性、社會資源的可用性和獲取性，以及財政狀況；以及
- The education and career pathways among EM youth in Hong Kong vary between different people, and depend greatly on such factors as language ability, personal capacity and initiative, availability of and accessibility to social resources, and financial situation; and



- 受訪僱主中有大約77%知悉《種族歧視條例》，但無論在招聘過程中還是在工作場所，受訪僱主都表示沒有遇過種族歧視的個案。僱主普遍認為少數族裔僱員的中文閱讀和書寫能力較低，不僱用在本地受教育的少數族裔僱員是可以理解的。此外，大多數僱主對於使用勞工處和非政府組織的少數族裔就業服務的意願甚低。

- About 77% of the interviewed employers were aware of the Race Discrimination Ordinance (RDO), but no racial discrimination was reported by the employers either in the hiring process or at the workplace. In general, the employers agreed that EM employees possess low proficiency in Chinese reading and writing and it would be understandable not to hire locally educated EM. Also, most employers have low intention to use EM employment services provided by the Labour Department and NGOs.

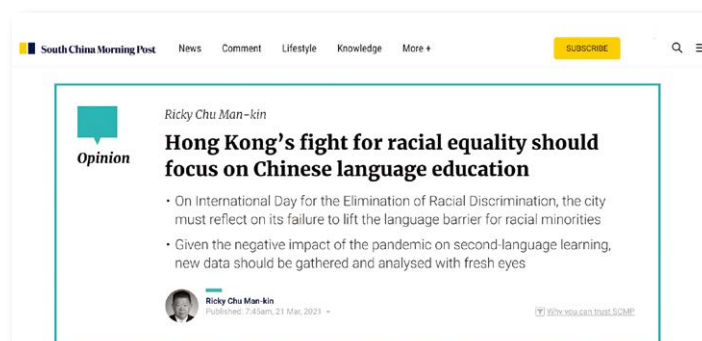
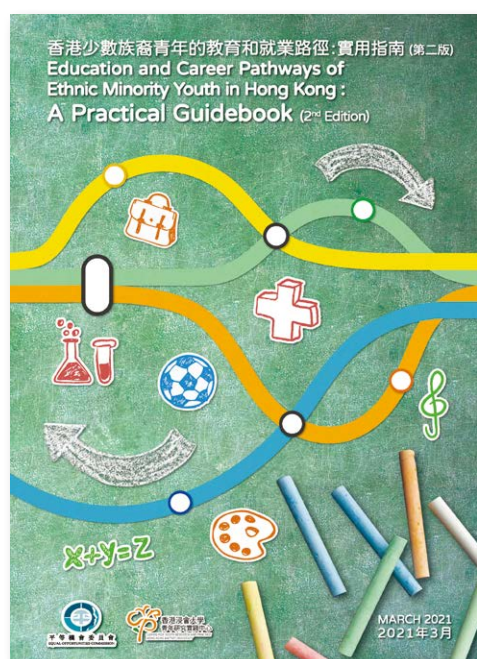
研究團隊提出了多項建議，包括提高少數族裔青年的中文水準、擴大就業可能和機會、加強支援網絡及培養多元文化環境。

The research team listed a number of recommendations, including improving the Chinese language proficiency of EM youth, expanding employment possibilities and opportunities, strengthening the support network and cultivating a multicultural environment.

研究結果公布後，少數族裔事務組發出實用指南，為就業輔導教師及非華裔學生提供有關可行教育和事業路徑的資訊，以及可供使用的資源和支援服務。

Following the release of the study findings, the EMU published a Practical Guidebook to provide career teachers and NCS students with information about potential education and career pathways, as well as available resources and support services.

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就業

《種族多元共融僱主約章》

自2018年8月推出《種族多元共融僱主約章》以來，簽署約章機構的數目持續上升。截至2021年3月31日，有160間機構簽署了約章，承諾支持種族多元共融的僱傭政策。附錄3載列了截至2021年3月31日已簽署約章的機構名單。

就業

Racial Diversity and Inclusion Charter for Employers

Since the launch of the Racial Diversity and Inclusion Charter for Employers in August 2018, the number of signatories continued to go up. As at 31 March 2021, there were 160 signatories enrolled on the Charter, pledging their support to racially diverse and inclusive employment policies. Signatories of the Charter as at 31 March 2021 are listed in Appendix 3.

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Hundred Fifty Plus Racial D&I Charter Signatories Join the EOC in Commemorating IDERD 2021



Mr. Ricky CHU Man-kin
EOC Chairperson

Events across the world over the last year have focused attention on racial equality as never before making the International Day for the Elimination of Racial Discrimination (IDERD) on 21 March this year more relevant than ever. While to many, racial inequality and the Black Lives Matter movement may seem half a world away, it has forced everyone to examine their own homes more closely. In Hong Kong, our racial minorities still face many hurdles in accessing equal opportunities in the most important areas of their lives including employment, education and housing. It is important to recognise that racial minorities are contributing members to Hong Kong's economy, society and identity. A younger and growing non-Chinese workforce has to be valued as a vital Hong Kong resource, especially now, to help rebuild and revitalise Hong Kong after the ravages of the pandemic. To give this talent pool an equal chance to contribute, it is imperative for all of us to denounce racial bias and discrimination. Business leaders can play an all-important role by helping to remove employment barriers and encourage constructive interactions between their employees and the racial minority community. This is exactly what drove us to launch the Racial Diversity & Inclusion Charter for Employers back in 2018. We are pleased that the Charter recently crossed the 150 signatory mark, thanks in large to a surge in interest in the area of racial diversity and inclusion (D&I) across the business sector driven by the international attention to anti-racism actions in some parts of the world. With large multinational companies leading the way, we are also seeing an increasing number of smaller and also local businesses joining the D&I journey. This growing support for making workplaces more racially diverse and inclusive is an encouraging sign of change that can only bring benefits to businesses as well as employees and through that society at large. This IDERD day, the Equal Opportunities Commission would like to thank its 150 Charter partners for joining hands in order to improve workplace racial D&I thereby helping us move closer to our objective of making Hong Kong a more equal, fair and inclusive place to be.

Message from the Chairperson

Events across the world over the last year have focused attention on racial equality as never before making the International Day for the Elimination of Racial Discrimination (IDERD) on 21 March this year more relevant than ever. While to many, racial inequality and the Black Lives Matter movement may seem half a world away, it has forced everyone to examine their own homes more closely. In Hong Kong, our racial minorities still face many hurdles in accessing equal opportunities in the most important areas of their lives including employment, education and housing. It is important to recognise that racial minorities are contributing members to Hong Kong's economy, society and identity. A younger and growing non-Chinese workforce has to be valued as a vital Hong Kong resource, especially now, to help rebuild and revitalise Hong Kong after the ravages of the pandemic. To give this talent pool an equal chance to contribute, it is imperative for all of us to denounce racial bias and discrimination. Business leaders can play an all-important role by helping to remove employment barriers and encourage constructive interactions between their employees and the racial minority community. This is exactly what drove us to launch the Racial Diversity & Inclusion Charter for Employers back in 2018. We are pleased that the Charter recently crossed the 150 signatory mark, thanks in large to a surge in interest in the area of racial diversity and inclusion (D&I) across the business sector driven by the international attention to anti-racism actions in some parts of the world. With large multinational companies leading the way, we are also seeing an increasing number of smaller and also local businesses joining the D&I journey. This growing support for making workplaces more racially diverse and inclusive is an encouraging sign of change that can only bring benefits to businesses as well as employees and through that society at large. This IDERD day, the Equal Opportunities Commission would like to thank its 150 Charter partners for joining hands in order to improve workplace racial D&I thereby helping us move closer to our objective of making Hong Kong a more equal, fair and inclusive place to be.



The Charter gained strong support from employers



Acknowledgement to Lewis Sikit



Acknowledgement to KPMG



Acknowledgement to KPMG



Acknowledgement to KPMG



為聯繫已簽署約章的機構，並鼓勵僱主分享良好常規，少數族裔事務組在2020-21年度舉辦了多項講座及研討會，包括：

- 2020年8月12日—與數碼港及FELIZ Consulting合辦「Equality at Work and What Has Changed with COVID-19?」網上座談會；
- 2020年10月6日—獲香港交易所支持舉辦「Cultural D&I in the Workplace – from Policy to Practice」網上研討會；
- 2020年12月3日—為簽署機構提供打擊工作間無意識的偏見的網上培訓；以及
- 2021年2月2日—舉辦有關在招聘過程中採取多元共融措施的網上培訓。

To engage the Charter signatories and encourage the sharing of best practices, the EMU organised a series of talks and seminars in 2020-21:

- 12 August 2020 – Co-organised with Cyberport and FELIZ Consulting an online talk on “Equality at Work and What Has Changed with COVID-19?”;
- 6 October 2020 – Organised Zoom seminar “Cultural D&I in the Workplace – from Policy to Practice” with support from HKEX;
- 3 December 2020 – Provided online training session on tackling unconscious bias in the workplace for signatories; and
- 2 February 2021 – Conducted online training session on introducing diversity and inclusion in recruitment.

數碼港 Cyberport

Equality at Work and What Has Changed with COVID-19

Smart-Space Smart Talk

12-8-2020
4:00pm - 5:30pm
Format: Zoom Meeting
Language: English

Co-Organisers: 平等機會委員會 (Equal Opportunities Commission), FELIZ CONSULTING

Guest Speakers:
Ricky Chu, Chairperson, Equal Opportunities Commission
Panellists:
Peter Reading, Senior Legal Counsel, Equal Opportunities Commission
Everly Cheryl Choi, Director of Growth, AC Consulting Global Limited
Moderators:
Mónica Hall, Founder and CEO, FELIZ Consulting, D&I Advocate
Alice So, Head of Employment, Hong Kong Cyberport Management Company Limited
Annie Tsai, Partner, Deacons Law Firm
Nina Atimah, Regional Head of Risk Management, Global Banking & Markets and Commercial Banking, HSBC
Devi Novianti, Equal Opportunities Officer, Equal Opportunities Commission

Registration
Enquiries: smart-space@cyberport.hk
cyberport.hk

平等機會委員會
EQUAL OPPORTUNITIES COMMISSION

Cultural D&I in the Workplace: From Policy to Practice

Supporting Organisation: HKEX 香港交易所

Equality Roundtable: Opportunities & Challenges in Building Workplace Racial D&I

6 Oct, 2:00-3:30pm Zoom

Corporate D&I Experts
Paul Choi, HKEX
Olivia Wong, John Swire & Sons
Paul Arkwright, HR Magazine

Young Professionals
Tayyeb Mohamed, EY
Tracy Srivastava, Vyond
Jones Law, NISI (HK) Ltd.

預防歧視 Preventing Discrimination

獲取貨品、服務及設施

為提高服務提供者的文化敏感度，少數族裔事務組在2020-21年度為不同政府部門、機構及服務提供者的前線僱員提供培訓。2020-21年度，平機會一共舉辦了115場有關《種族歧視條例》及多元文化的培訓，其中69場的對象是主流社會人士，例如政府人員、教師及本地企業的僱主，另外46場則為少數族裔社群而設，包括外籍家庭傭工。

Access to Goods, Services & Facilities

To enhance the cultural sensitivity of service providers, the EMU provided training to frontline staff of various Government departments, organisations and service providers in 2020-21. Altogether 115 training sessions on the RDO and cultural diversity were conducted in 2020-21, with 69 sessions for members of the mainstream community, such as Government officials, teachers and employers of local businesses, and 46 sessions for the EM communities, including foreign domestic workers.

社區外展及參與

Community Outreach and Engagement

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為進一步了解不同少數族裔社群在2019冠狀病毒病疫情下的處境，並探討如何可協助他們紓困，平機會主席於2020年5月與多個團體的代表會面，包括香港尼泊爾人聯會、香港亞洲家務工工會聯會，以及明愛青少年及社區服務。平機會除了去信相關政府部門及機構轉達少數族裔的關注，還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。

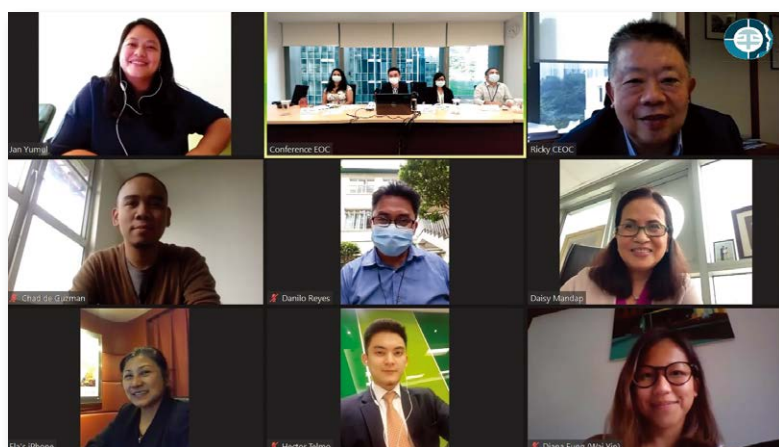
To gain a deeper understanding of the difficulties facing different EM communities under the COVID-19 epidemic and find ways to alleviate their plight, the EOC Chairperson met the representatives of various organisations, including the Hong Kong Nepalese Federation, the Hong Kong Federation of Asian Domestic Workers Unions, and Caritas Youth and Community Service, in May 2020. Apart from writing to relevant Government departments and organisations to relay their concerns, the EOC also published a series of articles in local media outlets to call for greater understanding and cultural sensitivity among policymakers and the public.





2020年9月，平機會主席與香港超過10間服務少數族裔的機構舉行另一輪網上會議，討論在第三波疫情下他們面對的難題，以及平機會可以給予的協助。平機會在會後採取多項跟進行動，例如促成少數族裔社群與非政府組織聯繫，在平機會平台上提供有關政府支援措施的資訊，並去信相關政府部門。平機會還就施政報告諮詢向政府提交意見書，建議為少數族裔提供2019冠狀病毒病紓困支援措施。

In September 2020, the EOC Chairperson had another round of online meetings with over 10 organisations serving EM communities in Hong Kong, discussing the challenges they faced amid the third wave of COVID-19 infections and the support the EOC could give. The EOC undertook a number of follow-up actions after the meetings, such as connecting the EM communities with the NGOs, providing information about the Government's support measures on the EOC platform, and writing to relevant Government departments. The EOC also submitted recommendations to the Government in the context of the Policy Address consultation, putting forward suggestions on COVID-19 relief support for the EM communities.



預防歧視 Preventing Discrimination

港鐵廣告

為呼籲大眾守護種族平等和共融的價值，平機會於2020年12月在港鐵港島綫、觀塘綫和荃灣綫港鐵車廂推出廣告，為期36個星期。首階段廣告於2020年12月17日至2021年3月10日推出。平機會邀請社會企業WEDO Global合作，設計以「無分膚色、同心抗疫」為主題的廣告，當中有10名來自不同種族社群的香港人參與，包括非洲裔、華裔、白種人、菲律賓裔、印度裔、印尼裔、尼泊爾裔、巴基斯坦裔、泰裔和越南裔人士。廣告旨在鼓勵大眾團結抗疫，同時強調每個人均為社會付出貢獻，不分性別、種族、年齡、職業或其他身分。

MTR Advertising

In an effort to rally support for racial equality and inclusion, the EOC rolled out a 36-week advertising campaign in December 2020 on the MTR Island Line, Kwun Tong Line and Tsuen Wan Line. For the first phase of the campaign from 17 December 2020 to 10 March 2021, the EOC partnered with social enterprise WEDO Global on developing the advertisement which carried the theme "Fight the virus together as one human race". Featuring 10 people of different ethnicities, including members of the African, Chinese, Caucasian, Filipino, Indian, Indonesian, Nepalese, Pakistani, Thai and Vietnamese communities in Hong Kong, the advertisement was meant to highlight the need for solidarity in trying times, and the contribution everyone makes to the fight against the pandemic, regardless of gender, race, age, occupation and other attributes.





為響應國際消除種族歧視日，平機會與香港明愛合作，於2021年3月21日合辦網上論壇「展望疫後未來」(Looking Beyond the Pandemic)。論壇包含兩個專題講座，講者就「疫情前後：少數族裔社群面對的挑戰和機遇」(Challenges and Opportunities for Ethnic Minority Communities During and Beyond the Pandemic)和「攜手合作，建設更美好的將來」(Working Together for a Better Future)進行討論。參加者反應踴躍，有接近100人參加，多間媒體也有報道。

On 21 March 2021, the EOC partnered with Caritas and co-hosted an online forum “Looking Beyond the Pandemic” to tie in with International Day on the Elimination of Racial Discrimination. The forum featured two panels, with speakers deliberating on “Challenges and Opportunities for Ethnic Minority Communities During and Beyond the Pandemic” and “Working Together for a Better Future”. The forum was well received with nearly 100 participants, and was covered by multiple media outlets.



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Co-Organized by
 明愛青少年及社區服務
 Caritas Youth and Community Service
 平等機會委員會
 EQUAL OPPORTUNITIES COMMISSION

INTERNATIONAL DAY FOR THE ELIMINATION OF RACIAL DISCRIMINATION 2021 Online Forum
Looking Beyond The Pandemic

Discussion I:
 Challenges & Opportunities for the Ethnic Communities during and beyond the Pandemic

Mr. Gurmeet Singh (Representative of Khalsa Darbar)
 Ms. Anisah M. Malik (Frontline Social Worker, Caritas)
 Mr. Chura Bahadur Thapa (Non-official Member of the Committee on the Promotion of Racial Harmony)

Mr. Ahtsham Hafeez (Member of Civil Aid Service)
 Mr. Singh Sukhbir (Representative of Sena Group)
 Ms. Rajend Prasad (Representative of Caritas Concern Group)

MARCH 21, 2021
2:30PM - 4:30PM

Online registration →
 Deadline: March 18, 2021
https://zoom.us/join/register?wn_f47sMte0duugVWd@Lc3aw
 Enquiries: ycsem@caritaswss.org.hk

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 Caritas Youth and Community Service
 平等機會委員會
 EQUAL OPPORTUNITIES COMMISSION

INTERNATIONAL DAY FOR THE ELIMINATION OF RACIAL DISCRIMINATION 2021 Online Forum
Looking Beyond The Pandemic

Discussion II:
 Working Together for a Better Future

Mr. Eric Ho Wan, Howard PH (CEO of Dr. Peak)
 Mr. Siwan Ushah (Member of Equal Opportunities Commission)
 Mr. PUL Vito Krung, Moses (Chief Officer of Family & Community Service, The Hong Kong Council of Social Service)

Mr. Vijay Partap Sharma (Founder & Facilitator, ULTIMATE LIMITED)
 Ms. Anisah M. Malik (Frontline Social Worker, Caritas)

MARCH 21, 2021
2:30PM - 4:30PM

← Online registration
 Deadline: March 18, 2021
https://zoom.us/join/register?wn_f47sMte0duugVWd@Lc3aw
 Enquiries: ycsem@caritaswss.org.hk



教育大眾

Educating the Public

“

平機會在2019冠狀病毒病疫情期間加強了傳訊工作，以回應疫情下有關平等權利的問題及關注，並提高公眾的意識，明白在疫情下必須更加防備歧視出現。

In the face of COVID-19, the EOC stepped up its communication efforts to address questions and concerns about equality rights, and strived to raise the public's awareness and understanding of the importance of preventing discrimination under the epidemic.

”

社區教育及宣傳

Community Education and Publicity

疫情期間的傳訊工作

Communications amid COVID-19

平機會在2019冠狀病毒病疫情期間加強了傳訊工作，以回應疫情下有關平等權利的問題及關注。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2021年3月底，當在Google輸入關鍵字「COVID discrimination」時，該專頁的自然搜尋率依然位列第一，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。

In the face of COVID-19, the EOC stepped up its communication efforts to address questions and concerns about equality rights under the epidemic. A dedicated website was activated in March 2020 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 2021, the webpage remained number 1 on 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.

因應疫情最新發展和衍生的議題，平機會發出了多份聲明及評論文章，主席還接受了不同媒體的訪問。平機會在訪問和文章中，均強調疫情對邊緣社群的影響，呼籲社會大眾對待弱勢社群時應抱持更大同理心，給予更多支持，並澄清法例的適用情況，目的是希望提高公眾的意識，以及使他們明白在疫情下必須更加防備歧視出現。

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. From highlighting the impact of COVID on the marginalised communities and calling for greater empathy and support to clarifying the application of the law, the EOC strived to raise the public's awareness and understanding of the importance of preventing discrimination under the epidemic.



大眾媒體推廣及宣傳活動

無論是印刷媒體、電子媒體或網上媒體，大眾媒體仍是平機會重要的溝通及推廣途徑。2020-21年度，平機會安排了31個訪問，由平機會主席和管理層講述有關歧視和平等機會的活動和議題。

Mass Media Promotions and Publicity

Indeed, the media – whether print, electronic or online – remains an important communication and promotional channel for the EOC. In 2020-21, the EOC lined up and facilitated 31 media interviews for the Chairperson and management of the EOC to talk about events and issues related to discrimination and equal opportunities.

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14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、立場新聞及獨立媒體。

Newspaper Column and Op-ed Series by EOC Chairperson

During the year, a total of 14 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, Stand News 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，有關專欄可於《am730》網頁和手機應用程式，以及平機會網頁的「主席隨筆」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 mobile app, as well as "The Chairperson's Perspectives" section on the EOC website.



教育大眾 Educating the Public

於香港電台第二台推出的 平等機會多元共融行動

平機會於2006年首次與香港電台第二台合作推出「平等機會多元共融行動」，並於2019年12月至2020年12月再度推出這項活動，重點項目包括：

- 每星期在「Made in Hong Kong」節目時段內播放不同持份者團體的半小時訪問環節及廣播劇，內容關於平等機會及多元共融議題；
- 在「晨光第一線」節目時段內推出「我的精裔朋友」特輯；以及
- 「通識六十秒」宣傳環節。

Equal Opportunities Diversity Project on RTHK Radio 2

The EOC collaborated with RTHK Radio 2 on the Equal Opportunities Diversity Project, which was first introduced in 2006, from December 2019 to December 2020. The project featured:

- Weekly 30-minute interviews with different stakeholder groups and weekly radio dramas on topics related to equal opportunities, diversity and inclusion on the “Made in Hong Kong” programme;
- Radio segments on the morning programme “Morning Suite”; and
- 60-second promotional segments on “One Minute – Know it All”.



社交及數碼媒體宣傳

YouTube 頻道

平機會除了透過傳統媒體，還積極使用社交媒體平台，向市民傳遞資訊，在疫情下與社區保持聯繫。

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27齣新短片，包括平等機會紀錄片及平機會公眾活動的精華片段。截至2021年3月底，平機會的YouTube頻道已上載了375齣短片，總瀏覽次數超過560 000次。

Social and Digital Media Promotions

YouTube Channel

On top of traditional media channels, the EOC also made heavy use of social media platforms to disseminate information and stay connected with the community under the epidemic.

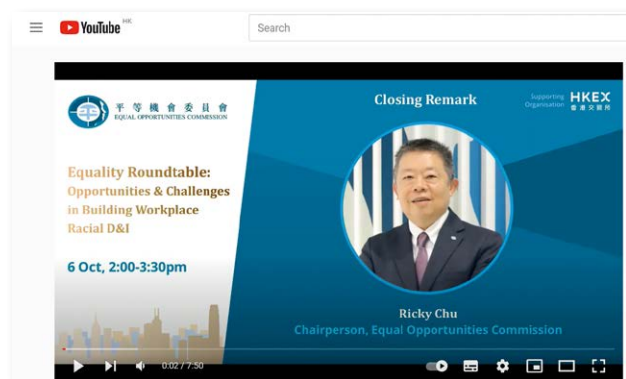
The EOC YouTube Channel was launched in February 2008 to boost the Commission's online presence while releasing informative and entertaining videos about equal opportunities and inclusion. During the year in review, 27 new videos were added to the EOC YouTube Channel, including documentaries on equal opportunities and highlights of the EOC's public events. As at the end of March 2021, a total of 375 videos had been uploaded, with over 560 000 views.

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齣短片在
videos on



YouTube



教育大眾 Educating the Public

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。年內，平機會在專頁上發布了超過80篇帖文，內容關於平機會的招聘廣告、與平等機會議題相關的活動和動向、履行社會企業責任的措施，以及推行多元共融常規的方法等。為響應3月8日國際婦女節，平機會於2021年3月6日至8日在其領英專頁舉辦活動，由平機會員工分享自己對性別平等的親身經歷和看法。截至2021年3月底，平機會領英專頁的追蹤人數達到930。

EOC LinkedIn Page

The EOC launched its LinkedIn Page on the International Day for the Elimination of Racial Discrimination (IDERD) on 21 March 2020, targeting professionals of different sectors and the corporate community. During the year, over 80 posts were published, including advertisements on career openings within the EOC, announcements on events and happenings related to equal opportunities, information on corporate social responsibility initiatives and tips on diversity and inclusion practices. In celebration of International Women's Day on 8 March, the EOC launched a mini-campaign on its LinkedIn page from 6-8 March 2021, which featured EOC colleagues sharing their stories and perspectives on gender equality. As at end-March 2021, the number of followers reached 930.

「共融 i 世代」Facebook專頁

平機會於過去一年繼續透過「共融 i 世代」Facebook專頁聯繫年青一代。在2020-21年度，平機會共發表了144篇帖文，提供有關平機會活動的資訊、對時事的回應，以及與平等機會有關的事宜。

Generation “i” Facebook

The EOC continued to make use of the Generation “i” facebook page during the year to engage the younger generation. Altogether 144 posts were published in 2020-21 to provide information about the EOC's activities and response to current affairs, as well as issues and events related to equal opportunities.





平機會網站

平機會的網站仍然是為公眾提供反歧視條例及平機會工作資訊的重要平台。網站除了提供中英文雙語版本外，並同時包含無障礙設計，方便有不同需要的人士使用，歷年來得到多項無障礙網頁計劃的嘉許及獎項。2020-21年度，平機會網站錄得的點擊率合共接近2 450萬次，每月吸引訪客超過135 800人次。

EOC Website

The EOC's website remains an important platform for providing information about the anti-discrimination ordinances and the EOC's initiatives to the public. Fully bilingual (Chinese and English) and accessible to people with different needs, the website has been recognised by various web accessibility schemes and awards through the years. In 2020-21, the website recorded a total hit rate of nearly 24.5 million and attracted over 135 800 visitors a month.



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聯繫社區

25周年紀念活動

平機會藉成立25周年的契機，透過多種溝通途徑和平台舉辦大型綜合活動。活動內容包括兒童填色比賽、攝影展覽及僱主嘉許計劃，目的是增加平機會的曝光率、推動市民參與推動平等機會，以及宣揚平等機會、多元共融的信息。

Engaging the Community

25th Anniversary Campaign

Riding on its 25th anniversary, the EOC rolled out a large-scale, integrated campaign employing multiple communication channels and platforms. Featuring a range of activities that included children colouring competition, photography exhibition and a recognition scheme for employers, the campaign is designed to widen the exposure of the EOC, engage the public and promulgate the messages of equal opportunities, diversity and inclusion.

教育大眾 Educating the Public

平機會透過線上線下平台，並利用合作夥伴及持份者的網絡，推廣計劃內所有節目和活動。活動詳情請參閱第22-29頁。

To promote the events and activities under the campaign, the EOC made use of both online and offline platforms, and leveraged on the networks of the collaborative parties and stakeholders. Details of the campaign can be found on page 22-29.





《2020年歧視法例（雜項修訂）條例》的宣傳工作

為配合2020年6月實施的《2020年歧視法例（雜項修訂）條例》，平機會展開公眾教育及宣傳活動，在平機會網站上發布多份以多種語言編寫的指南及單張，例如有關條例修訂內容的指南及有關共同工作場所內騷擾的單張。平機會亦向持份者及市民大眾派發有關資料的印刷版。

至於將於2021年6月生效的禁止歧視餵母乳的條文，平機會亦發出了平等對待餵母乳女性的指南，內容涵蓋僱傭及相關範疇，以及其他範疇。繼立法會於2021年3月通過《2020年性別歧視（修訂）條例草案》後，平機會修訂了有關指南，加入禁止基於餵母乳作出騷擾的內容。

除了上述指南及單張，平機會還製作電視宣傳短片及電台宣傳聲帶，並在港鐵站推出廣告，有關宣傳已定於2021-22年度第一季推出。



Publicity for Discrimination Legislation (Miscellaneous Amendments) Ordinance 2020

To tie in with the implementation of the Discrimination Legislation (Miscellaneous Amendments) Ordinance 2020 in June 2020, the EOC embarked on a public education and publicity campaign. A series of guidance and leaflets in multiple languages were released on the EOC website, including guidance on the law amendments under the Ordinance and leaflet on harassment in common workplace. The EOC also arranged the print versions of these materials to be distributed to stakeholders and the general public.

In relation to the provisions on breastfeeding discrimination, which would come in effect in June 2021, the EOC released guidance for the employment and related sectors, and for other sectors. These were updated following the passage of the Sex Discrimination (Amendment) Bill 2020 in March 2021, which prohibited harassment on grounds of breastfeeding.

Apart from the above guidance and leaflets, also included in the publicity campaign were the production of TV and radio APIs (announcements in public interest), and advertisement in MTR stations, which were scheduled to be rolled out from the first quarter of 2021-22.



教育大眾 Educating the Public

平等機會社會參與資助計劃

2020-21年度，平機會透過「平等機會社會參與資助計劃」，資助了24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1,020,692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。

平機會亦支持其他機構舉辦的活動，以宣揚反歧視信息。於2020-21年度，平機會支持了36個在香港舉辦的項目及活動。此外，主席出席了45個社區活動，發表了44次演說，並參與了逾30次與持份者的會議。

Community Participation Funding Programme

In 2020-21, the EOC's Community Participation Funding Programme provided HK\$1,020,692 of funding support to 24 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 EOC also rendered support to initiatives by organisations to promote anti-discrimination messages. In 2020-21, the EOC supported 36 projects and initiatives across the city. In addition, the Chairperson attended 45 community events and functions, and delivered 44 speeches, besides taking part in over 30 meetings with stakeholders.





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。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。2020-21年度，平機會為近20 800名學生安排共158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。

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. However, owing to the COVID epidemic, most of the performances were staged via electronic and social media platforms, such as Zoom and YouTube. In 2020-21, the EOC arranged for 158 performances for almost 20 800 students. Almost all of the schools indicated in the feedback survey that the plays were “good” or “very good”.



20 800

學生觀看了平等機會戲劇演出
Students watched drama
performances on equal opportunities

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教育大眾 Educating the Public

香港國際牙科博覽暨研討會

年內平機會第二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。是次博覽於2021年1月22日至24日在香港會議展覽中心舉行，為期三日。平機會向博覽入場人士派發超過1 100份刊物，並送出超過420份紀念品。參加者對平機會的反應正面，接近82%的受訪者表示參觀平機會的攤位後，對平等機會加深了認識。

Hong Kong International Dental Expo and Symposium

For the second 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 from 22-24 January 2021. During the 3-day Expo, the EOC distributed over 1 100 publications and 420 souvenirs to visitors. Again, positive feedback was received, with almost 82% of the respondents stated that they knew more about equal opportunities after visiting the EOC's booth.



刊物及其他通訊資料

在2020-21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期刊的精簡版隨《晴報》向市民派發，又將五千份發送予主要持份者。

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。

Publications and Other Communication Materials

In 2020-21, 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 is 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.

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.

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機構管治

Corporate Governance



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、行政及財務政策及程序，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.



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翻新平機會網站

平機會網站是與公眾溝通的重要途徑，因此平機會於2020-21年度全面翻新網站，涵蓋範圍廣泛，包括改善網站結構及設計、增設簡體版網頁，以及採用對應手機及適應性的設計。預期新網站於2021-22年度下半年準備就緒。

Revamp of the EOC Website

Given the importance of the EOC website as a channel for communicating with the public, the EOC embarked on a major revamp of the website in 2020-21. The scope of the revamp included enhancing the architecture and design of the website, introducing simplified Chinese webpages, as well as adding mobile and responsive web designs, among other works. It is expected that the revamped website will be ready by the latter half of 2021-22.



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2020-21年度的服務承諾均全部達標，而大部分項目更有出色表現，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 2020-21, the EOC achieved all of the service standards in its performance pledge and excelled in most of the targets. The details are shown in the following table.

服務承諾全部達標 Achieved all service standards in performance pledge

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平機會於2020-21年度的
服務承諾

EOC's Performance Pledge in 2020-21

	服務標準 Service standard	服務表現目標	實際表現		
		Performance target	Actual performance		
		(達標的百分比) (% Meeting standard)	(百分比) (Percentage)	(數目) (Number)	
查詢 Enquiry					
在辦公時間內回覆電話查詢 Answer telephone enquiries during office hours	即時回覆 Immediately	95%	100%	總數 Total：4 839 達標 Met：4 839 不達標 Not met：0	
接見親臨辦事處查詢的人士 Interview a walk-in enquirer at EOC office	30分鐘內 Within 30 minutes	95%	100%	總數 Total：64 達標 Met：64 不達標 Not met：0	
回覆繁複的書面查詢 Reply to written enquiries on complex issues	14個工作天內 Within 14 working days	95%	100%	總數 Total：2 234 達標 Met：2 234 不達標 Not met：0	

機構管治 Corporate Governance

	服務標準 Service standard	服務表現目標	實際表現	
		Performance target	Actual performance	
		(達標的百分比) (% Meeting standard)	(百分比) (Percentage)	(數目) (Number)
投訴 Complaint				
對書面投訴開始採取行動 Initiate action on a written complaint	3個工作天內 Within 3 working days	100%	100%	總數 Total : 901 達標 Met : 901 不達標 Not met : 0
經預約安排，接見有意提出 投訴的人士 Interview a prospective complainant asking for an appointment	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 Conclude a complaint case	6個月內 Within 6 months	75%	84%	總數 Total : 912 達標 Met : 769 不達標 Not met : 143
法律協助 Legal assistance				
審批法律協助的申請並回覆 申請者 Make a decision and inform an applicant of the outcome of application for legal assistance	3個月內 Within 3 months	85%	100%	總數 Total : 14 達標 Met : 14 不達標 Not met : 0



	服務標準 Service standard	服務表現目標	實際表現	
		Performance target	Actual performance	
		(達標的百分比) (% Meeting standard)	(百分比) (Percentage)	(數目) (Number)
公眾教育及宣傳 Public education and promotion				
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 : 277 達標 Met : 277 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 : 53 達標 Met : 53 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	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	85項 80 activities	100%	總數 Total : 99 達標 Met : 99 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%	99.8%	總數 Total : 3 698 達標 Met : 3 692 不達標 Not met : 6

機構管治 Corporate Governance

重組管理架構

於2019年12月發表的平機會《管治、管理架構及投訴處理程序檢討》報告中，建議平機會採取以受害人為本的方針，作為機構文化的重要一環。經仔細考慮該報告的結果及建議，平機會於2020年5月在獲取所需政府撥款後實行架構重組。

在新的管理架構下，兩個負責執行的科別，即投訴事務科及法律服務科，將由一名行政總監（定為首長級薪級表第2點級別）（D2級）督導，而其他與行政和營運相關的部門，即政策、研究及培訓科、機構規劃及服務科、機構傳訊科、少數族裔事務組，以及新成立的反性騷擾事務組，則由另一名同為D2級的行政總監統領。

管理架構重組有助加強兩個負責執行的科別的協同作用和緊密合作。由於新的架構取消了營運總裁職位（D3級），平機會內相等於公務員體系中首長級職位的總數維持五個（已包括平機會主席）。

此外，平機會加設了兩個總平等機會主任職級的職位，分別監督政策、研究及培訓科以及法律服務科。這些新增職位對科別管理至為重要，並有助促進平機會的整體接任安排。加上新成立的反性騷擾事務組，新架構加強了平機會履行法定職能及職務的能力。

Restructuring of Management Structure

With due regard to the findings and recommendations in the report on the EOC's Governance, Management Structure and Complaint-handling Process (Process Review Report) released in December 2019, which recommended that the EOC should adopt a victim-centric approach as an integral part of its corporate culture, the EOC reorganised its management structure in May 2020, having secured the necessary funding from the Government.

Under the restructuring, the two enforcement divisions – Complaint Services Division and Legal Service Division – were placed under the overall command of an Executive Director (at D2 level). As for the other administrative and operational divisions i.e. the Policy, Research and Training Division, the Corporate Planning and Services Division, the Corporate Communications Division, the Ethnic Minorities Unit, as well as the newly established Anti-Sexual Harassment Unit, they were placed under another Executive Director, also at D2 level.

The organisational change is inductive to achieving greater synergy and closer collaboration between the two enforcement divisions. Since the Chief Operations Officer post at D3 level was taken out of the new management structure, the total number of directorate posts (comparable to those in the civil service) in the EOC remained at five (including the Chairperson).

In addition, the EOC created two Chief Equal Opportunities Officer posts to supervise the Policy, Research and Training Division and the Legal Service Division respectively. These newly created posts were pivotal to divisional management and conducive to the overall succession planning of the EOC. Together with the newly established ASHU, the new structure strengthened the capacity of the EOC in delivering its statutory roles and duties.



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。主席及平機會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 EOC staff 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.



我們的團隊 Our Team

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2021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 2021, 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。

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.

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。因應疫情發展及政府採取的社交距離措施，平機會在2020年7月至9月，以及2020年11月下旬至2021年2月底實施特別工作安排，期間只向公眾提供基本和有限度服務，又要求平機會員工輪流返回辦公室工作。此措施旨在減少平機會辦公室內同一時間聚集的員工和市民人數。

COVID-19 Related Measures

The EOC strived to protect the health and safety of staff members under the COVID-19 epidemic. With due regard to the epidemic situation and the social distancing measures adopted by the Government, the EOC implemented special work arrangements between July and September 2020, and from late November 2020 to end-February 2021. During these periods, 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 measure was intended to reduce the number of staff, as well as members of the public, present at the EOC office at any one time.

在運作許可的情況下，平機會採取靈活的工作安排，例如彈性上班和午飯時間，讓員工避免在繁忙時段往返辦公室。此外，平機會制定了疫症應變計劃，以處理員工確診感染或懷疑感染2019冠狀病毒病的情況。

Where operationally feasible, work arrangements of staff were handled with flexibility, such as staggering work and lunch hours, so that staff members could avoid travelling to and from the office during the peak hours. In addition, the EOC drew up a Pandemic Contingency Plan to deal with situations where staff members were confirmed or suspected to have contracted COVID-19.



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2020-21年度，平機會就反歧視條例的修訂內容舉辦了培訓課程，另外就社交媒體的發展和影響，於2021年1月和2月邀請香港中文大學朱順慈副教授舉行工作坊，以及於2021年4月邀請平機會委員黃梓謙先生參與分享會。

平機會員工亦參加了兩個網上研討會，分別是2020年8月有關職場平等的研討會，以及2020年10月有關在工作間建立種族多元共融的機遇和挑戰的研討會。

除此之外，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／個人發展的培訓課程、研討會或會議，例如調解培訓課程和法律研討會，可獲得全額或部分學費資助。

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 2020-21, the EOC organised training sessions on amendments to the anti-discrimination ordinances, in addition to workshops and sharing sessions on the development and leveraging of social media, as conducted by Associate Professor Donna S C CHU of The Chinese University of Hong Kong in January and February 2021, and by EOC Member Mr Gary WONG in April 2021.

Staff members also participated in two online seminars on equality at work in August 2020, and on opportunities and challenges in building workplace racial diversity and inclusion in October 2020.

Furthermore, staff members were 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, such as conciliation training courses and legal seminars.



我們的團隊 Our Team

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2020年11月的突發事件的自我照顧身心健康講座及2021年3月的中醫腸胃護理身心健康講座。

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 also arranged for staff members, such as on self-caring in critical incidents in November 2020, and on Chinese medicine for stomach curing in March 2021.



職業安全與健康

平機會亦關心員工的職業健康與安全，安排有認可評估員資格的員工定期進行內部巡查，確保平機會辦事處的工作環境沒有潛在危險，並遵從《職業安全及健康條例》的規定。

Occupational Safety and Health

The EOC cares about employees' occupational health and safety as well. Regular inspections were conducted internally by qualified staff assessors to ensure that the working environment of staff members is free from potential hazards, and comply with the requirements under the Occupational Safety and Health Ordinance.



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，例如香港傷殘青年協會的曲奇義賣、基督教靈實協會的耆樂餅義賣籌款活動，以及地中海貧血兒童基金和香港兔唇裂顎協會的賣旗活動。其他有意義的活動包括支持公益行善「折」食日及旨在推廣傷健共融的盲人觀星傷健營。



Volunteering and Charitable Activities

The EOC strongly supports employees to participate in volunteering. During the year in review, the Commission took part in various fundraising activities of NGOs. These included cookies-selling by Hong Kong Federation of Handicapped Youth, Qile Cake Charity Sale by the Haven of Hope Christian Service, as well as flag-selling by Children's Thalassaemia Foundation and Hong Kong Association for Cleft Lip and Palate. Other meaningful initiatives included supporting the Community Chest Skip Lunch Day and the "Stargaze Camp for All and the Blind", a volunteer movement aiming to promote inclusiveness and integration of people with disabilities into society.



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環保措施

平機會實行多項措施，全年致力減廢和保護環境。平機會除了支持無冷氣夜2020活動，還於2020年6月參與了綠色低碳日籌款活動。



Environmental Protection Measures

The EOC implements various measures to reduce waste and conserve the environment year-round. In addition to supporting the "No Air-Con Night 2020", the EOC played a part in the fundraising for the Green Low Carbon Day 2020 in June 2020.





財務報表 Financial Statements

平等機會委員會
截至二零二一年
三月三十一日止
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)

Equal Opportunities Commission
Financial Statements
for the year ended
31 March 2021

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

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

意見

本核數師(以下簡稱「我們」)已審計列載於第111至147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2021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2021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。

Opinion

We have audited the financial statements of Equal Opportunities Commission ("the Commission") set out on pages 111 to 147, which comprise the statement of assets and liabilities as at 31 March 2021, 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 2021 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。

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.

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鑒證結論。

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。

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。

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。

- 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.

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

2021年8月30日

KPMG Certified Public Accountants

8th Floor, Prince's Building

10 Chater Road

Central, Hong Kong

30 August 2021

收支結算表截至 2021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 2021

(Expressed in Hong Kong dollars)

		附註 Note	2021	2020
收入	Income			
政府補助	Government subventions	3	129,452,406	119,946,906
其他收入	Other income		3,395,602	2,384,902
			132,848,008	122,331,808
支出	Expenditure			
職員薪酬	Staff salaries		81,896,374	78,344,598
職員約滿酬金、其他福利及津貼	Staff gratuity, other benefits and allowances		24,181,829	23,118,876
強積金供款	Mandatory provident fund contributions		1,762,925	1,701,399
未使用年假的撥備的增加	Increase in provision for unutilised annual leave		2,682,470	556,933
法律費用	Legal fees		496,617	1,370,720
宣傳及公眾教育支出	Publicity and public education expenses		4,170,540	4,292,214
研究及培訓計劃支出	Research and training projects expenses		1,036,923	1,423,918
涉及辦公室物業的支出	Expenses in respect of office premises		1,980,546	2,013,185
租賃作自用辦公室物業的折舊	Depreciation of property leased for own use as office premises	4	6,128,781	6,128,781
其他物業、機器及設備的折舊	Depreciation of other property, plant and equipment	4	2,800,382	2,867,564
外訪及會議	Overseas visits and conferences		-	53,185
職員本地培訓	Staff local training		88,489	455,401
核數師酬金	Auditor's remuneration		104,900	103,200
租賃負債利息	Interest on lease liabilities		1,416,647	1,593,218
其他營運費用	Other operating expenses		2,751,972	2,313,703
			131,499,395	126,336,895
財政年度盈餘 / (虧損)	Surplus/(deficit) for the year	11	1,348,613	(4,005,087)

第118至147頁的附註為本財務報表的一部分。

The notes on pages 118 to 147 form part of these financial statements.

財務報表 Financial Statements

全面收益表截至 2021年3月31日止財政年度

(所有數額均以港元為單位)

平機會於任一所呈列的年度期間，除「財政年度盈餘／（虧損）」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「財政年度盈餘／（虧損）」相同。

Statement of comprehensive income for the year ended 31 March 2021

(Expressed in Hong Kong dollars)

The Commission had no components of comprehensive income other than “surplus / (deficit) 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 “surplus / (deficit) for the year” in both years.

資產負債表於 2021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 2021

(Expressed in Hong Kong dollars)

		附註 Note	2021	2020
資產	ASSETS			
非流動資產	Non-current asset			
物業、機器及設備	Property, plant and equipment	4	39,666,998	47,341,069
流動資產	Current assets			
應收政府的未使用年假補助	Unutilised annual leave subventions receivable from the Government		6,528,559	3,846,089
其他應收帳款、按金及預付款項	Other receivables, deposits and prepayments	5	3,344,914	3,118,369
存款期超過三個月的銀行存款	Bank deposits with original maturity over three months		33,434,499	21,082,532
現金及現金等價物	Cash and cash equivalents	6	13,910,335	15,580,695
			57,218,307	43,627,685
總資產	Total assets		96,885,305	90,968,754
負債	LIABILITIES			
非流動負債	Non-current liabilities			
職員約滿酬金的撥備	Provision for staff gratuity	8	7,452,323	8,480,242
預收政府補助	Government subventions received in advance	3	2,883,461	2,579,081
租賃負債	Lease liabilities	10	30,301,485	35,584,278
資本補助基金	Capital subvention fund	7	2,803,180	4,782,788
			43,440,449	51,426,389
流動負債	Current liabilities			
職員約滿酬金的撥備	Provision for staff gratuity	8	9,349,133	9,114,343
未使用年假的撥備	Provision for unutilised annual leave		6,528,559	3,846,089
預收政府補助	Government subventions received in advance	3	21,594,382	11,507,090
其他應付帳項及應計費用	Other payables and accruals	9	2,562,961	3,472,579
租賃負債	Lease liabilities	10	5,282,793	4,902,849
資本補助基金	Capital subvention fund	7	1,890,719	1,811,719
			47,208,547	34,654,669
總負債	Total liabilities		90,648,996	86,081,058

財務報表 Financial Statements

資產負債表（續）
於2021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 2021 (continued)

(Expressed in Hong Kong dollars)

		附註 Note	2021	2020
基金	FUNDS			
儲備	Reserves	11	6,236,309	4,887,696
總基金	Total funds		6,236,309	4,887,696
總基金及負債	Total funds and liabilities		96,885,305	90,968,754

於2021年8月30日批准並授權公布本財務報表。

Approved and authorised for issue on 30 August 2021 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 2021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 2021

(Expressed in Hong Kong dollars)

		收支結算表 Statement of income and expenditure	儲備 Reserves (附註11) (note 11)	總數 Total
於2019年4月1日的結餘	Balance at 1 April 2019	-	8,892,783	8,892,783
2019-20年度資金變動：	Changes in funds for 2019-20:			
財政年度虧損及全面收入總額	Deficit and total comprehensive income for the year	(4,005,087)	-	(4,005,087)
轉撥	Transfer	4,005,087	(4,005,087)	-
於2020年3月31日及 2020年4月1日的結餘	Balance at 31 March 2020 and 1 April 2020	-	4,887,696	4,887,696
2020-21年度資金變動：	Changes in funds for 2020-21:			
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日的結餘	Balance at 31 March 2021	-	6,236,309	6,236,309

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財務報表 Financial Statements

現金流量表截至
2021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 2021

(Expressed in Hong Kong dollars)

		附註 Note	2021	2020
營運活動	Operating activities			
財政年度盈餘 / (虧損)	Surplus / (deficit) for the year		1,348,613	(4,005,087)
調整：	Adjustments for:			
折舊	Depreciation	4	8,929,163	8,996,345
利息收入	Interest income		(319,567)	(518,985)
租賃負債利息	Interest on lease liabilities		1,416,647	1,593,218
營運資金變動前的經營盈餘	Operating surplus before changes in working capital		11,374,856	6,065,491
應收政府的未使用年假補助的增加	Increase in unutilised annual leave subventions receivable from the Government	3	(2,682,470)	(556,933)
其他應收帳款、按金及預付款項的增加	Increase in other receivables, deposits and prepayments		(226,545)	(221,670)
其他應付帳項及應計費用的減少	Decrease in other payables and accruals		(909,618)	(947,185)
職員約滿酬金的撥備的(減少)/增加	(Decrease) / increase in provision for staff gratuity		(793,129)	3,816,311
未使用年假的撥備的增加	Increase in provision for unutilised annual leave		2,682,470	556,933
預收政府補助的增加	Increase in Government subventions received in advance	3	10,391,672	7,549,783
資本補助基金的減少	Decrease in capital subvention fund	3	(1,900,608)	(2,163,756)
營運活動所產生的現金淨額	Net cash generated from operating activities		17,936,628	14,098,974
投資活動	Investing activities			
已收利息	Interest received		319,567	441,759
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		(12,351,967)	(6,895,017)
購置物業、機器及設備	Payment for the purchase of property, plant and equipment		(1,255,092)	(234,561)
投資活動所耗用的現金淨額	Net cash used in investing activities		(13,287,492)	(6,687,819)

現金流量表（續）截至 2021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 2021 (continued)

(Expressed in Hong Kong dollars)

		附註 Note	2021	2020
融資活動	Financing activities			
支付租賃租金的資本部分	Capital element of lease rentals paid	6(b)	(4,902,849)	(4,937,470)
支付租賃租金的利息部分	Interest element of lease rentals paid	6(b)	(1,416,647)	(1,593,218)
用於融資活動的現金淨額	Net cash used in financing activities		(6,319,496)	(6,530,688)
現金及現金等價物的淨 （減少）／增加	Net (decrease) / increase in cash and cash equivalents		(1,670,360)	880,467
年初的現金及現金等價物	Cash and cash equivalents at beginning of the year	6(a)	15,580,695	14,700,228
年末的現金及現金等價物	Cash and cash equivalents at end of the year	6(a)	13,910,335	15,580,695

財務報表 Financial Statements

財務報表附註

(所有數額均以港元為單位)

Notes to the financial statements

(Expressed in Hong Kong dollars)

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。

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 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。

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.



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。

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) 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。

(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.

財務報表 Financial Statements

2 主要會計政策 (續)

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。

(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)

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.

(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:



- 平機會在租賃土地的樓宇權益按尚餘租賃期折舊

- The Commission's interests in buildings situated on leasehold land are depreciated over the unexpired term of lease.

- 租賃物業裝修 租賃期或六年 (以較短者為準)

- Leasehold improvements The shorter of the lease term and 6 years

- 辦公室傢俬及設備 分別為五年及三年

- Office furniture and equipment 5 and 3 years respectively

- 汽車 七年

- Motor vehicles 7 years

- 電腦軟件 三至五年

- Computer software 3 to 5 years

- 電腦硬件 三至五年

- Computer hardware 3 to 5 years

- 視聽及即時傳譯系統 六年

- Audio & visual and simultaneous interpretation system 6 years

資產的可使用年限及其剩餘價值 (如有)會每年檢討。

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

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值兩者中的較高額。在評估使用值時，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。

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.

財務報表 Financial Statements

2 主要會計政策 (續)

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。

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。

2 Significant accounting policies (continued)

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.

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.



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)）。

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)).

財務報表 Financial Statements

2 主要會計政策 (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)

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:



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。

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.

財務報表 Financial Statements

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，其後按攤銷成本列帳；除非在貼現的影響非常微小時，則按成本列帳。

(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、分娩假及待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 and subsequently stated at amortised cost unless the effect of discounting would be immaterial, in which case they are stated at cost.

(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.



(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。

(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，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。

(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.

(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.

財務報表 Financial Statements

2 主要會計政策 (續)

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。

(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。

2 Significant accounting policies (continued)

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.

(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.



(I) 關聯人士

- (a) 個人或該個人的近親家庭成員，如該個人在以下情況下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。
- (b) 在以下任何情況下一實體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) 一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) 一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。

(I) 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.
- (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.

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2 主要會計政策 (續)

(v) 該實體是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。

(vi) 該實體受在(I)(a)項中所辨別的個人所控制或共同控制。

(vii) 在(I)(a)(i)項中所辨別的個人而該個人對該實體有重大影響力，或該個人是該實體(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。

個人的近親家庭成員指可影響，或受該個人影響，他們與該實體交易的家庭成員。

2 Significant accounting policies (continued)

(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.

(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:

		2021	2020
財政年度獲批的政府補助	Government subventions granted for the year	135,261,000	124,776,000
調整：	Adjustments for:		
未使用年假的撥備的增加	Increase in provision for unutilised annual leave	2,682,470	556,933
預收政府補助的增加	Increase in Government subventions received in advance	(10,391,672)	(7,549,783)
資本補助基金的減少(附註7)	Decrease in capital subvention fund (note 7)	1,900,608	2,163,756
在收支結算表內確認的政府補助	Government subventions recognised in the statement of income and expenditure	129,452,406	119,946,906

財務報表 Financial Statements

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 Property leased for own use	租賃 物業裝修 Leasehold improvements	辦公室 傢俬及設備 Office furniture and equipment	汽車 Motor vehicles	電腦軟件 Computer software	電腦硬件 Computer hardware	視聽及即時 傳譯系統 Audio & visual and simultaneous interpretation system	總數 Total
成本：	Cost:								
於2019年3月31日	At 31 March 2019	-	10,979,227	3,622,304	782,128	2,489,371	1,874,026	1,080,030	20,827,086
對首次應用《香港財務報告準則》第16號的影響	Impact on initial application of HKFRS 16	44,944,389	-	-	-	-	-	-	44,944,389
於2019年4月1日	At 1 April 2019	44,944,389	10,979,227	3,622,304	782,128	2,489,371	1,874,026	1,080,030	65,771,475
增置	Additions	-	51,596	97,368	-	-	85,597	-	234,561
轉出	Transfer out	-	(152,166)	-	-	-	-	-	(152,166)
減少	Disposals	-	-	(13,715)	-	-	(64,039)	-	(77,754)
於2020年3月31日	At 31 March 2020	44,944,389	10,878,657	3,705,957	782,128	2,489,371	1,895,584	1,080,030	65,776,116
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
累積折舊：	Accumulated depreciation:								
於2019年4月1日	At 1 April 2019	-	2,583,678	2,745,908	366,359	2,328,518	1,305,775	247,507	9,577,745
年度折舊	Charge for the year	6,128,781	1,833,583	411,367	111,732	97,687	233,190	180,005	8,996,345
轉出時撥回	Written back on transfer out	-	(61,289)	-	-	-	-	-	(61,289)
減少時撥回	Written back on disposals	-	-	(13,715)	-	-	(64,039)	-	(77,754)
於2020年3月31日	At 31 March 2020	6,128,781	4,355,972	3,143,560	478,091	2,426,205	1,474,926	427,512	18,435,047
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
帳面淨值：	Net book value:								
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
於2020年3月31日	At 31 March 2020	38,815,608	6,522,685	562,397	304,037	63,166	420,658	652,518	47,341,069



(b) 使用權資產

使用權資產的帳面淨值分析如下：

	2021	2020
租賃作自用的物業，按已折舊成本列帳	32,686,827	38,815,608

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。

在損益內確認與租賃有關的支出項目的分析如下：

	2021	2020
租賃作自用的物業下的使用權資產的折舊支出	6,128,781	6,128,781
租賃負債利息	1,416,647	1,593,218

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。

(b) Right-of-use assets

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

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.

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

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

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5 其他應收帳款、按金及預付款項

5 Other receivables, deposits and prepayments

		2021	2020
按金及預付款項	Deposits and prepayments	2,659,858	2,118,243
其他應收帳款	Other receivables	685,056	1,000,126
		3,344,914	3,118,369

除按金754,056元(2020年:691,722元)預期於一年以上收回外，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 (2020: \$691,722) which are expected to be recovered after more than one year.

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6 現金及現金等價物及其他現金流量資料

6 Cash and cash equivalents and other cash flow information

(a) 現金及現金等價物包括：

(a) Cash and cash equivalents comprise:

		2021	2020
銀行結存及現金	Bank balances and cash	7,399,791	2,519,390
存款期不超過三個月的短期銀行存款	Short-term bank deposits with original maturity not more than three months	6,510,544	13,061,305
現金及現金等價物	Cash and cash equivalents	13,910,335	15,580,695

(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。

(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 Lease liabilities (附註10) (Note 10)
於2019年3月31日	At 31 March 2019	-
對首次應用《香港財務報告準則》第16號的影響	Impact on initial application of HKFRS 16	45,424,597
於2019年4月1日	At 1 April 2019	45,424,597
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	(4,937,470)
支付租賃租金的利息部分	Interest element of lease rentals paid	(1,593,218)
融資現金流量產生的變動總額	Total changes from financing cash flows	(6,530,688)
其他變動：	Other change:	
租賃負債利息	Interest on lease liabilities	1,593,218
於2020年3月31日及2020年4月1日	At 31 March 2020 and 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	At 31 March 2021	35,584,278

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(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：

(c) Total cash outflow for leases

Amount included in the cash flow statement for leases comprises the following:

		2021	2020
於融資現金流量之內	Within financing cash flows	6,319,496	6,530,688

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7 資本補助基金

7 Capital subvention fund

		宣傳《種族歧視條例》、 《性別歧視條例》和 少數族裔的平等機會 Promotion of RDO*, SDO* and equal opportunities for ethnic minorities	購置物業、 機器及設備 Purchase of property, plant and equipment	總數 Total
於2019年4月1日	At 1 April 2019	629,722	8,128,541	8,758,263
已收政府補助	Subventions received from the Government	-	320,000	320,000
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:			
- 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	-	(1,854,034)	(1,854,034)
轉至經常補助	Transfer to recurrent subventions	(629,722)	-	(629,722)
於2020年3月31日	At 31 March 2020	-	6,594,507	6,594,507
代表：	Representing:			
流動部分	Current portion			1,811,719
非流動部分	Non-current portion			4,782,788
				6,594,507



		宣傳《種族歧視條例》、 《性別歧視條例》和 少數族裔的平等機會 Promotion of RDO*, SDO* and equal opportunities for ethnic minorities	購置物業、 機器及設備 Purchase of property, plant and equipment	總數 Total
於2020年4月1日	At 1 April 2020	-	6,594,507	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:			
- 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)	(1,900,608)
於2021年3月31日	At 31 March 2021	-	4,693,899	4,693,899
代表：	Representing:			
流動部分	Current portion			1,890,719
非流動部分	Non-current portion			2,803,180
				4,693,899

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。

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.

* Representing abbreviations of Race Discrimination Ordinance and Sex Discrimination Ordinance respectively.

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8 職員約滿酬金的撥備

8 Provision for staff gratuity

		2021	2020
於2020/2019年4月1日	At 1 April 2020/2019	17,594,585	13,778,274
撥出撥備	Provisions made	13,646,668	13,133,305
取消	Forfeitures	(413,748)	(2,745)
財政年度已支付 / 應付之金額	Amounts paid/payable during the year	(14,026,049)	(9,314,249)
於2021/2020年3月31日	At 31 March 2021/2020	16,801,456	17,594,585
減：流動部分	Less: Current portion	(9,349,133)	(9,114,343)
非流動部分	Non-current portion	7,452,323	8,480,242

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

		2021	2020
其他應付帳項	Other payables	2,109,700	2,892,445
應計費用	Accrued expenses	316,106	518,147
預收款項	Receipts in advance	137,155	61,987
		2,562,961	3,472,579

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:

		2021		2020	
		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	5,282,793	6,509,800	4,902,849	6,319,496
一年後至兩年 內	After 1 year but within 2 years	6,085,715	7,101,600	5,282,793	6,509,800
兩年後至五年 內	After 2 years but within 5 years	21,633,571	23,183,840	20,160,266	22,479,200
五年後	After 5 years	2,582,199	2,602,080	10,141,219	10,408,320
		30,301,485	32,887,520	35,584,278	39,397,320
		35,584,278	39,397,320	40,487,127	45,716,816
減：未來利息 支出總額	Less: total future interest expenses		(3,813,042)		(5,229,689)
租賃負債現值	Present value of lease liabilities		35,584,278		40,487,127

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11 儲備

11 Reserves

		2021	2020
於2020/2019年4月1日	At 1 April 2020/2019	4,887,696	8,892,783
轉入 / (轉出) 至收支結算表	Transfer from/(to) statement of income and expenditure	1,348,613	(4,005,087)
於2021/2020年3月31日	At 31 March 2021/2020	6,236,309	4,887,696

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

		2021	2020
職員福利	Employee benefits	18,688,541	15,760,701
聘用期結束後福利	Post-employment benefits	2,915,999	2,433,641
		<u>21,604,540</u>	<u>18,194,342</u>

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）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 the Inland Revenue Ordinance (Chapter 112).

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14 承擔

14 Commitments

資本承擔

物業、機器及設備未在財務報表內提撥準備於2021年3月31日的資本承擔如下：

Capital commitments

Capital commitments outstanding at 31 March 2021 in respect of property, plant and equipment not provided for in the financial statements were as follows:

		2021	2020
已簽約	Contracted for	-	-
已核准但未簽約	Authorised but not contracted for	332,500	387,420
		<u>332,500</u>	<u>387,420</u>

財務報表 Financial Statements

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資方式。

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。

(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。

15 Financial risk management and fair values of financial instruments

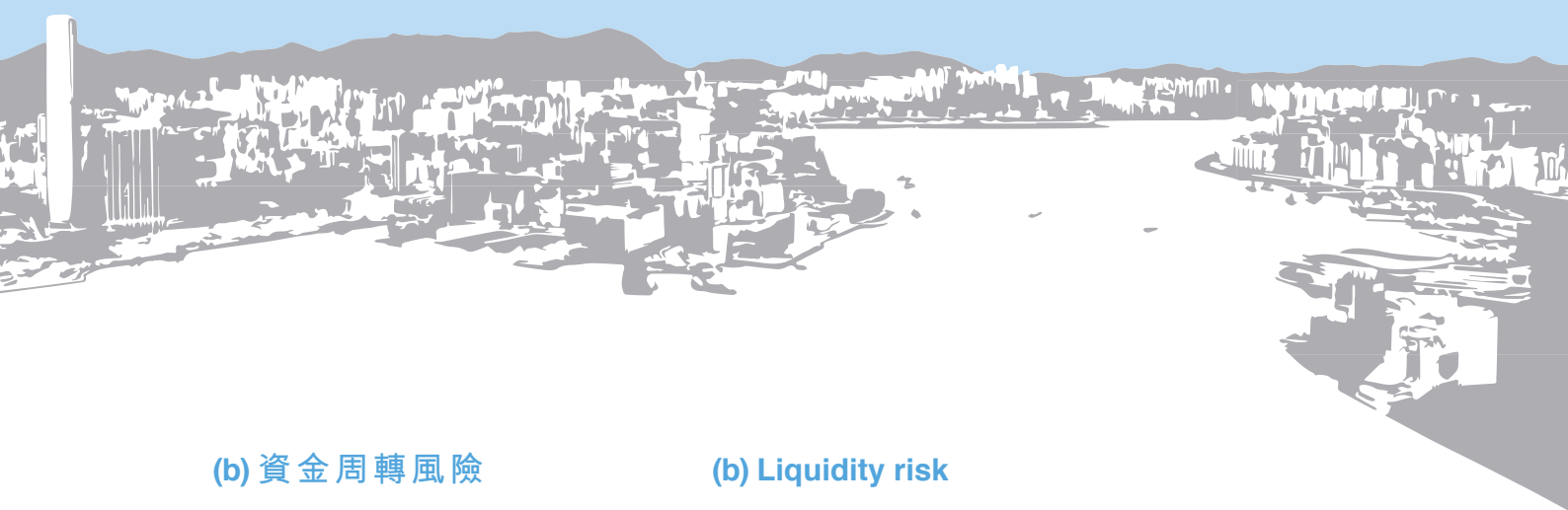
Risk management is carried out by the finance department under the procedural guidelines approved by the Members of the Administration and Finance Committee of the Commission. The finance department identifies and evaluates financial risks and provides procedural guidelines for overall risk management 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.

(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) 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。

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。

(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.

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:

2021
未貼現合約現金流出
Contractual undiscounted cash outflow

143

		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

財務報表 Financial Statements

15 財務風險管理及金融工具的公允價值(續)

15 Financial risk management and fair values of financial instruments (continued)

2020
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	9,114,343	6,658,831	1,821,411	-	17,594,585	17,594,585
未使用年 假的撥備	Provision for unutilised annual leave	3,846,089	-	-	-	3,846,089	3,846,089
預收政府 補助	Government subventions received in advance	11,507,090	2,151,973	427,108	-	14,086,171	14,086,171
其他應付 帳項及 應計費 用	Other payables and accruals	3,472,579	-	-	-	3,472,579	3,472,579
租賃負債	Lease liabilities	6,319,496	6,509,800	22,479,200	10,408,320	45,716,816	40,487,127
		<u>34,259,597</u>	<u>15,320,604</u>	<u>24,727,719</u>	<u>10,408,320</u>	<u>84,716,240</u>	<u>79,486,551</u>



(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風險。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。

敏感度分析

估計假若利率整體上升／下調100（2020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2021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。2020年的分析亦根據上述基準進行。

(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.

Sensitivity analysis

At 31 March 2021, it was estimated that a general increase/decrease of 100 (2020: 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 2020.



財務報表 Financial Statements

15 財務風險管理及金融工具的公允價值(續)

(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2021年及2020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)

(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 2021 and 2020.



16 截至2021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2021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 2021

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 2021 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

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.



附錄

Appendix 1

平機會專責小組會議的出席記錄 (由2020年4月1日至2021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 2020 to 31 March 2021

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

Attendance Record of Administration and Finance Committee (A&FC) Meetings

整體出席率為100% (註1)

Overall attendance rate was 100% (Note 1)

	28/05/2020	05/03/2021
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)	✓	✓
高朗先生 Mr Mohan DATWANI	✓	✓
羅君美女士 Ms Elizabeth LAW, MH, JP	✓	✓
梁頌恩女士 Ms LEUNG Chung-yan, Juan, MH	✓	✓
羅乃萱女士 (註2) Ms Shirley Marie Therese LOO, BBS, MH, JP (Note 2)	✓	✓
唐安娜女士 Ms Anna THOMPSON	✓	✓
黃梓謙先生 Mr WONG Chi-him, Gary	✓	✓
朱敏健先生 (主席) Mr CHU Man-kin, Ricky, IDS (Chairperson)	✓	✓

註1：兩次原定於2020年8月及11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2020年5月20日起加入行政及財務專責小組

Note 1: Two regular meetings originally scheduled for August and November 2020 were cancelled due to the COVID-19 epidemic. The Committee's business was transacted by circulation of papers.

Note 2: Joined A&FC on 20 May 2020



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100% (註1)

Overall attendance rate was 100% (Note 1)

	23/04/2020	16/07/2020	22/10/2020
羅乃萱女士 (召集人) Ms Shirley Marie Therese LOO, BBS, MH, JP (Convenor)	✓	✓	✓
梁頌恩女士 (副召集人) Ms LEUNG Chung-yan, Juan, MH (Deputy Convenor)	✓	✓	✓
陳家殷先生 (註2) Mr CHAN Ka-yan, Samuel, BBS, JP (Note 2)	✓	不適用 N/A	不適用 N/A
何超羣女士 Ms HO Chiu-ha, Maisy, BBS	✓	✓	✓
梁世民醫生 Dr LEUNG Sai-man, Sigmund, BBS, JP	✓	✓	✓
李美辰女士 (註2及3) Ms Christina Maisenne LEE (Note 2 & 3)	✓	不適用 N/A	不適用 N/A
游家敏女士 (註3) Ms YAU Ka-man, Carmen (Note 3)	✓	✓	✓
朱敏健先生 (主席) Mr CHU Man-kin, Ricky, IDS (Chairperson)	✓	✓	✓

註1：一次原定於2021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2020年5月19日為止

註3：增選成員

Note 1: One regular meeting originally scheduled for January 2021 was cancelled due to the COVID-19 epidemic. The Committee's business was transacted by circulation of papers.

Note 2: Appointment up to 19 May 2020

Note 3: Co-opted Members

附錄 Appendix 1

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83% (註1)

Overall attendance rate was over 83% (Note 1)

	15/06/2020	19/10/2020
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)	✓	✓
陳麗雲教授 Prof CHAN Lai-wan, Cecilia, JP	✓	✓
趙文宗教授 Prof CHIU Man-chung, Andy	✓	✓
何超蓮女士 Ms HO Chiu-ha, Maisy, BBS	缺席 Abs	✓
藍建中先生 (註2) Mr LAM Ken-chung, Simon (Note 2)	✓	✓
梁世民醫生 Dr LEUNG Sai-man, Sigmund, BBS, JP	✓	缺席 Abs
余翠怡小姐 Miss YU Chui-yee, BBS, MH	✓	缺席 Abs
朱敏健先生 (主席) Mr CHU Man-kin, Ricky, IDS (Chairperson)	✓	✓

註1：三次原定於2020年8月、12月及2021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: Three regular meetings originally scheduled for August and December 2020, and for February 2021 were cancelled due to the COVID-19 epidemic. The Committee's business was transacted by circulation of papers.

註2：自2020年5月20日起加入法律及投訴專責小組

Note 2: Joined LCC on 20 May 2020

Abs = Absent

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83% (註1)

Overall attendance rate was over 83% (Note 1)

	21/05/2020	08/10/2020 特別會議 Special meeting	19/11/2020
蔡玉萍教授 (召集人) Prof CHOI Yuk-ping, Susanne (Convenor)	✓	✓	✓
利哲宏博士, MH (副召集人) Dr Rizwan ULLAH, MH (Deputy Convenor)	✓	缺席 Abs	✓
藍建中先生 (註2) Mr LAM Ken-chung, Simon (Note 2)	✓	✓	✓
唐安娜女士 Ms Anna THOMPSON	✓	✓	✓
黃梓謙先生 Mr WONG Chi-him, Gary	✓	✓	✓
莊耀洸先生 (註3) Mr CHONG Yiu-kwong (Note 3)	✓	缺席 Abs	✓
嚴楚碧女士 (註3) Ms YIM Chor-pik, Rabi (Note 3)	缺席 Abs	✓	缺席 Abs
朱敏健先生 (主席) Mr CHU Man-kin, Ricky, IDS (Chairperson)	✓	✓	✓

註1：一次原定於 2021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2020年5月20日起加入政策、研究及培訓專
責小組

註3：增選成員

Note 1: One regular meeting originally scheduled for February 2021
was cancelled due to the COVID-19 epidemic. The Committee's
business was transacted by circulation of papers.

Note 2: Joined PRTC on 20 May 2020

Note 3: Co-opted Member

Abs = Absent

附錄 Appendix 1

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2021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 2021)

利哲宏博士 Dr Rizwan ULLAH, MH (Convenor) ¹	蕭嘉韻女士 Ms Katherine SHIU ³
蔡玉萍教授 Prof CHOI Yuk-ping, Susanne (Convenor) ²	梁若芊博士 Dr Eugenie LEUNG
莊耀洸先生 Mr CHONG Yiu-kwong (Deputy Convenor)	梁麗清博士 Dr LEUNG Lai-ching
陳浩庭先生 Mr CHAN Ho-ting, Mac	盧詩曼女士 Ms Stella LO
高朗先生 Mr Mohan DATWANI	黃嘉盈女士 Ms Olivia WONG ⁴
藍建中先生 Mr LAM Ken-chung, Simon	江嘉惠小姐 Miss Judy KONG ⁴
蔡惠琴女士 Ms CHOI Wai-kam, Virginia ³	辛蔚嫻小姐 Miss Julia SUN ⁴
馮偉華博士 Dr FUNG Wai-wah ³	

1: 任期自2021年2月起生效 Membership effective from February 2021

2: 自2021年2月4日不再擔任召集人 Ceased to be convenor from 4 February 2021

3: 任期於2020年12月31日完結 Membership ended on 31 December 2020

4: 於2021年1月1日加入成為增選成員 Joined on 1 January 2021 as Co-opted Member



附錄 Appendix 2

24個團體獲「平等機會 社會參與資助計劃」 撥款主辦項目

平機會自1996-97年起每年均推出「平等機會社會參與資助計劃」，其主要目的是鼓勵非政府機構，包括社區組織及學校舉辦活動，以加深大眾認識平等機會概念及反歧視條例。2020-21年度，社會參與資助計劃共收到50份申請，其中由24個機構舉辦的24項活動獲批核，資助總額達1,020,692港元。

Community Participation Funding Programme on Equal Opportunities Supported Projects by 24 Organisations

The annual Community Participation Funding Programme on Equal Opportunities began in 1996-97. Its primary objective is to encourage NGOs, including community groups and schools, to organise projects, with a view to deepening public understanding on the subject of equal opportunities and the anti-discrimination legislation. In 2020-21, the programme attracted 50 applications, of which 24 projects by 24 organisations were approved for a total funding of HK\$1,020,692.

藝造人才有限公司

Artscompana Limited

中港文化交流促進會

China Hong Kong Culture Exchange Association Limited

Cult 製作

Culture Production

地利亞修女紀念學校（協和）

Delia Memorial School (Hip Wo)

路向四肢傷殘人士協會

Direction Association for the Handicapped

甲乙丁劇團

Finding C Theatre

香港傷健共融網絡有限公司

Hong Kong Network for the Promotion of Inclusive Society

香港布廠商會朱石麟中學

HKWMA Chu Shek Lun Secondary School

香港婦女基督徒協會

Hong Kong Women Christian Council

香港基督教女青年會（婦女事工部）

Hong Kong Young Women's Christian Association

朔月藝團

New Moon Arts Dream

Resolve Foundation Limited

Resolve Foundation Limited

平等性教育及輔導協會

Sexuality Education and Counselling Association



附錄 Appendix 2

少言劇社	Siu Yin Theatre
香港小童群益會賽馬會南葵涌 青少年綜合服務中心	The Boys' and Girls' Clubs Association of Hong Kong Jockey Club South Kwai Chung Children and Youth Integrated Service Centre
香港中文大學社會工作學系	Department of Social Work, The Chinese University of Hong Kong
The Gurkhas Group (G3S) Charity Foundation Limited	The Gurkhas Group (G3S) Charity Foundation Limited
家庭計劃指導會	The Family Planning Association of Hong Kong
路德會啟聾學校法團校董會	The Incorporated Management Committee of Lutheran School for the Deaf
香港盲人輔導會 (視聽障人士資源中心)	The Hong Kong Society for the Blind (Resource Centre for the Deafblind)
愛滋寧養服務協會	The Society for AIDS Care Limited
香港結節性硬化症協會	Tuberous Sclerosis Complex Association of Hong Kong
基督教懷智服務處	Wai Ji Christian Service
和富領袖網絡	Wofoo Leaders' Network Limited



附錄

Appendix 3

《種族多元共融僱主約章》
簽署機構名單
(截至 2021 年 3 月 31 日)

Signatories of the Racial Diversity &
Inclusion Charter for Employers
(as at 31 March 2021)

首輪簽署機構*

1. 奧雅納
2. AXA安盛
3. 中電控股有限公司
4. 社商賢匯
5. 大快活集團有限公司
6. 滙豐
7. 曉光集團
8. 香港金域假日酒店
9. 怡中航空服務集團
10. 宏利人壽保險(國際)有限公司
11. 信德集團有限公司

Founding Signatories*

- Arup
- AXA Hong Kong and Macau
- CLP Holdings Limited
- Community Business
- Fairwood Holdings Limited
- HSBC
- Hiu Kwong Group
- Holiday Inn Golden Mile Hong Kong
- Jardine Aviation Services Group
- Manulife (International) Limited
- Shun Tak Holdings Limited

* 以公司／機構名稱英文字母順序排列

* Company names in alphabetical order

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第二輪簽署機構*

Second Round Signatories*

12.	Africa Coffee And Tea Limited	Africa Coffee And Tea Limited
13.	香港立信德豪會計師事務所有限公司	BDO Limited
14.	英國駐香港總領事館	British Consulate-General Hong Kong
15.	國泰航空有限公司	Cathay Pacific Airways Limited
16.	中信國際電訊（信息技術）有限公司	CITIC Telecom International CPC Limited
17.	陶氏化學太平洋有限公司	Dow Chemical Pacific Limited
18.	Escapade Sports	Escapade Sports
19.	安永	EY
20.	FDM Group HK Ltd	FDM Group HK Ltd
21.	忠意人壽（香港）有限公司	Generali Life (Hong Kong) Ltd
22.	青洲英坭有限公司	Green Island Cement Company Limited
23.	香港飛機工程有限公司	Hong Kong Aircraft Engineering Company Limited
24.	康業服務有限公司	Hong Yip Service Company Limited
25.	HR Magazine (Excel Media Group Limited)	HR Magazine (Excel Media Group Limited)
26.	Iron Mountain Asia Pacific Holdings Limited	Iron Mountain Asia Pacific Holdings Limited
27.	鐵山香港有限公司	Iron Mountain Hong Kong Limited

* 以公司／機構名稱英文字母順序排列

* Company names in alphabetical order



28.	香港太古集團有限公司	John Swire & Sons (HK) Limited
29.	新世界發展有限公司	New World Development Company Limited
30.	電訊盈科	PCCW
31.	RS Components Limited	RS Components Limited
32.	SENSational Foundation	SENSational Foundation
33.	信德中旅船務管理有限公司	Shun Tak – China Travel Ship Management Limited
34.	信德物業管理有限公司	Shun Tak Property Management Limited
35.	南華早報出版有限公司及 南華早報刊物出版有限公司	South China Morning Post Publishers Limited and SCMP Magazines Publishing Limited
36.	太古可口可樂	Swire Coca Cola
37.	太古地產有限公司	Swire Properties Limited
38.	香港澳洲商會	The Australian Chamber of Commerce in Hong Kong
39.	香港加拿大商會	The Canadian Chamber of Commerce in Hong Kong
40.	香港管理專業協會	The Hong Kong Management Association
41.	達盟香港有限公司	TMF Hong Kong Limited
42.	沃博聯亞洲採購有限公司	Walgreens Boots Alliance Asia Sourcing Limited
43.	愛同行有限公司	WEDO GLOBAL Limited

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第三輪簽署機構*

44. 美國安泰保險（香港）有限公司
45. American Express International, Inc
46. 康瑋有限公司
47. 凱諦思香港有限公司
48. Bamboo Difference Limited
49. 中國銀行（香港）有限公司
50. BEAUSKIN Medical
51. Bowers
52. 匯達交通服務有限公司
53. Bridge Partnership (HK) Limited
54. 卡諾仕有限公司
55. 國泰航空服務有限公司
56. Chappuis Halder and Co Limited
57. 中國飛機服務有限公司
58. 中國奧園集團股份有限公司
59. 香港花旗集團
60. 城巴有限公司
61. Clement Shield (Security Specialist & Event Organiser) Limited

Third Round Signatories*

- Aetna Insurance (Hong Kong) Limited
- American Express International, Inc
- Anway Limited
- Arcadis Hong Kong Limited
- Bamboo Difference Limited
- Bank of China (Hong Kong) Limited
- BEAUSKIN Medical
- Bowers
- Bravo Transport Services Limited
- Bridge Partnership (HK) Limited
- Canopath Company Limited
- Cathay Pacific Services Limited
- Chappuis Halder and Co Limited
- China Aircraft Services Limited
- China Aoyuan Group Limited
- Citi Hong Kong
- Citybus Limited
- Clement Shield (Security Specialist & Event Organiser) Limited

* 以公司／機構名稱英文字母順序排列

* Company names in alphabetical order



62.	Carrefour Global Sourcing Asia Limited	Carrefour Global Sourcing Asia Limited
63.	Cornerstone Global Partners	Cornerstone Global Partners
64.	瑞士信貸（香港）有限公司	Credit Suisse (Hong Kong) Limited
65.	帝理律師行	Daly & Associates
66.	得利龍百貨有限公司	Delicron (HK) Limited
67.	戶戶送	Deliveroo Hong Kong Ltd
68.	德勤企業財務顧問有限公司	Deloitte & Touche Corporate Finance Limited
69.	德勤諮詢（香港）有限公司	Deloitte Advisory (Hong Kong) Limited
70.	德勤國際稅務中心（亞太區）有限公司	Deloitte AP ICE, Limited
71.	Deloitte Asia Pacific Services Limited	Deloitte Asia Pacific Services Limited
72.	德勤・關黃陳方會計師行	Deloitte Touche Tohmatsu
73.	口罩博士	Dr Mask
74.	香港逸東酒店	Eaton HK
75.	愛德曼國際公關（香港）有限公司	Edelman Public Relations Worldwide (HK) Limited
76.	Enrich HK	Enrich HK
77.	平義社有限公司	Equal Justice Limited
78.	eWave Limited	eWave Limited
79.	FELIZ Consulting Company	FELIZ Consulting Company

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80.	Freshfields Bruckhaus Deringer	Freshfields Bruckhaus Deringer
81.	馮氏集團	Fung Group
82.	未來照明有限公司	Future Lighting Collection Limited
83.	港威酒店	Gateway Hotel
84.	瀚天顧問工程師有限公司	Glory Sky Consulting Engineers Limited
85.	點點綠有限公司	Greendotdot.com Limited
86.	香港仁人家園有限公司	Habitat for Humanity Hong Kong
87.	Hallmark Cards (HK) Limited	Hallmark Cards (HK) Limited
88.	HandsOn Hong Kong	HandsOn Hong Kong
89.	恒益物業管理有限公司 (恒基兆業地產集團成員公司)	Hang Yick Properties Management Limited (A Member of Henderson Land Group)
90.	史密夫斐爾律師事務所	Herbert Smith Freehills
91.	峻益(香港)有限公司	HKP Corporation Limited
92.	香港建造業服務協會	Hong Kong Construction Services Association
93.	香港交易及結算所有限公司	Hong Kong Exchanges and Clearing Limited
94.	香港模擬東盟協會	Hong Kong Model ASEAN Association
95.	尊家管業有限公司 (恒基兆業地產集團成員公司)	H-Privilege Limited (A Member of Henderson Land Group)
96.	高葉律師行	Hugill & Ip



97.	Ignatica Limited	Ignatica Limited
98.	J. Rotbart & Co	J. Rotbart & Co
99.	JC Legal	JC Legal
100.	仲量聯行有限公司	Jones Lang LaSalle Limited
101.	Justice Centre Hong Kong	Justice Centre Hong Kong
102.	Kerogen Capital (Asia) Limited	Kerogen Capital (Asia) Limited
103.	童協基金有限公司	Kids4Kids Limited
104.	傑志(體育管理)有限公司	Kitchee (Sports Management) Limited
105.	客路旅遊科技有限公司	Klook Travel Technology Limited
106.	通力電梯(香港)有限公司	KONE Elevator (HK) Limited
107.	畢馬威會計師事務所	KPMG
108.	Legal Beagle Limited	Legal Beagle Limited
109.	Lewis Sanders Limited	Lewis Sanders Limited
110.	世勤律師事務所	Lewis Silkin
111.	誠信行貿易有限公司	Lexington Limited
112.	年利達律師事務所	Linklaters
113.	美酒滙有限公司	Major Cellar Company Limited



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114. Maples Fiduciary Services (Hong Kong) Limited	Maples Fiduciary Services (Hong Kong) Limited
115. Maples Fund Services (Asia) Limited	Maples Fund Services (Asia) Limited
116. 馬哥孖羅香港酒店	Marco Polo Hongkong Hotel
117. Marriott International	Marriott International
118. 孖士打律師行	Mayer Brown
119. 經緯園藝有限公司	Melofield Nursery & Landscape Contractor Limited
120. 美亞製造廠有限公司	Meyer Manufacturing Company Limited
121. 百階（香港）有限公司	Million Rank (HK) Limited
122. 現代貨箱碼頭有限公司	Modern Terminals Limited
123. 澳大利亞國民銀行	National Australia Bank Limited
124. 諾安科健	Neurum Limited
125. 新世界第一巴士服務有限公司	New World First Bus Services Limited
126. 現。在設計有限公司	NowHere® Design Limited
127. 新創建集團有限公司	NWS Holdings Limited
128. 奧的斯電梯（香港）有限公司	Otis Elevator Company (HK) Limited
129. Pacific Basin Shipping (HK) Limited	Pacific Basin Shipping (HK) Limited
130. 融幼社	PathFinders Limited



131. 美國輝瑞科研製藥有限公司	Pfizer Corporation Hong Kong Limited
132. 太子酒店	Prince Hotel
133. Prolific Company Limited	Prolific Company Limited
134. PVH Asia Limited	PVH Asia Limited
135. PVH Far East Limited	PVH Far East Limited
136. Ravenscroft & Schmierer	Ravenscroft & Schmierer
137. Resolve Foundation Limited	Resolve Foundation Limited
138. Richemont Asia Pacific Ltd	Richemont Asia Pacific Ltd
139. RPA (HK), Limited	RPA (HK), Limited
140. Sia Partners Hong Kong Limited	Sia Partners Hong Kong Limited
141. 信和集團	Sino Group
142. 天傳有限公司	Sky Connection Limited
143. 駿宏企業有限公司	Soon Grow Enterprise Limited
144. 金朝陽集團有限公司	Soundwill Holdings Limited
145. Specsavers Procurement Asia Limited	Specsavers Procurement Asia Limited
146. Star Anise Limited	Star Anise Limited
147. 昇捷控股有限公司	Synergis Holdings Limited
148. Synpulse Hong Kong Limited	Synpulse Hong Kong Limited

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149. 香港美國商會	The American Chamber of Commerce in Hong Kong
150. The Capital Markets Company Limited (“Capco”)	The Capital Markets Company Limited (“Capco”)
151. 香港木球會	The Hong Kong Cricket Club
152. 婦女基金會有限公司	The Women’s Foundation Limited
153. 小彬紀念基金會有限公司	The Zubin Mahtani Gidumal Foundation Limited
154. 天盛道場	Tin Shing Dojang
155. Tommy Hilfiger Asia Limited	Tommy Hilfiger Asia Limited
156. 當吉（香港）有限公司	Tonkichi (HK) Limited
157. Total Loyalty Company Limited	Total Loyalty Company Limited
158. 卓佳專業商務有限公司	Tricor Services Limited
159. 亞洲聯合財務有限公司	United Asia Finance Limited
160. Uplifters Limited	Uplifters Limited
161. 偉易達集團	VTech Group of Companies
162. 胡周黃建築設計（國際）有限公司	WCWP International Limited
163. 勤信律師事務所有限法律責任合夥	Yang Chan & Jamison LLP
164. YGM Marketing Limited	YGM Marketing Limited



平等機會委員會
EQUAL OPPORTUNITIES COMMISSION



香港黃竹坑香葉道41號16樓
16/F, 41 Heung Yip Road, Wong Chuk Hang, Hong Kong

電話 Tel: 2511 8211 | 網址 Website: www.eoc.org.hk
傳真 Fax: 2511 8142 | 電郵 Email: eoc@eoc.org.hk
(供一般查詢 For general enquiries)

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Campaign

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