

# 全年摘要 Highlights of the Year

## 重要數字一覽 Figures at a Glance



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



調停成功率  
Conciliation success rate



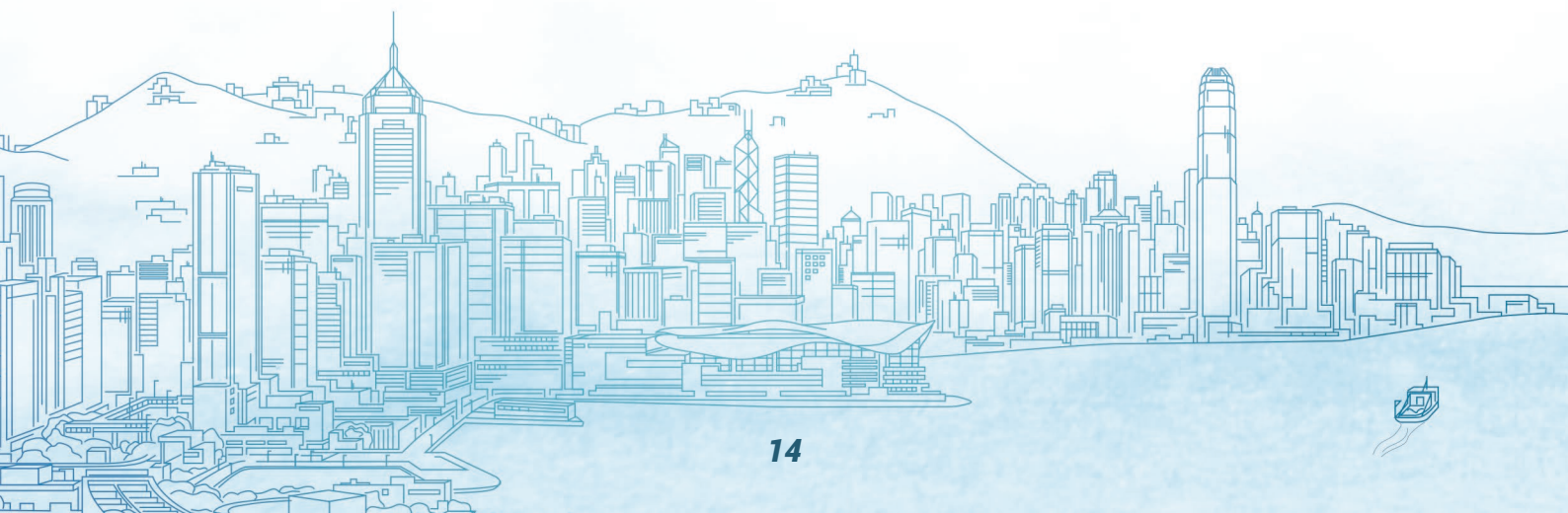
**11**  
宗個案獲法律協助  
cases granted with legal assistance

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



為受屈人取得的金錢總額達港幣  
HK\$

**6,112,602** 元  
of payment secured for aggrieved parties





提供港幣  
HK\$

973,416 元

資助予  
funding for

25

個推廣平等機會的社區項目  
community projects

舉辦

60

項主要推廣活動  
major promotional  
activities organised



超過  
Over

48 300

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



舉辦

495

場培訓課程  
training sessions

29 276 參加人次  
participants



接觸  
Reached

1 827 908

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



平機會網站錄得  
EOC website recorded

1 819 152 使用人次  
users

51 428 973 點擊率  
hit rate

點擊率  
hit rate



## 全年摘要 Highlights of the Year

### 2021-22年度獎項及嘉許

### Awards & Recognition 2021-22



9/2021 September 2021

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

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

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

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



11/2021 November 2021

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

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



3/2022 March 2022

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

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



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

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

## 2021-22 主要活動

## Major Events & Activities 2021-22

4/2021 April 2021

### 委任平機會新任委員

#### Appointment of New Members to the EOC

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

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



5/2021 May 2021

### 平機會成立25周年

#### 25th Anniversary of the EOC

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

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



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

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



5/2021 May 2021

### 平等機會僱主嘉許計劃頒獎禮

#### Awards Presentation Ceremonies of the Equal Opportunity Employer Recognition Scheme

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

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

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

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



6/2021 June 2021

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

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

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

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

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



10/2021 October 2021

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

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

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

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

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

11/2021 November 2021

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

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

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



3/2022 March 2022

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

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

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