

## 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



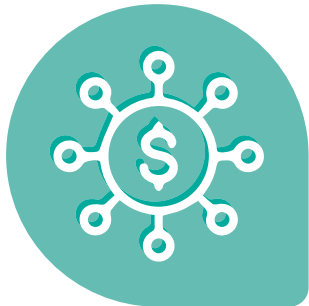
**8** 宗個案獲法律協助  
cases granted with legal assistance



**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 **24** community projects



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

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接近 **20 800** 名學生觀看了宣傳平等機會信息的話劇表演  
 Nearly **20 800** 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 **18 340** 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.



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#### 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.



20 申訴專員嘉許獎頒獎典禮  
20 Presentation Ceremony of The Ombudsman's Awards





### 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.



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### 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

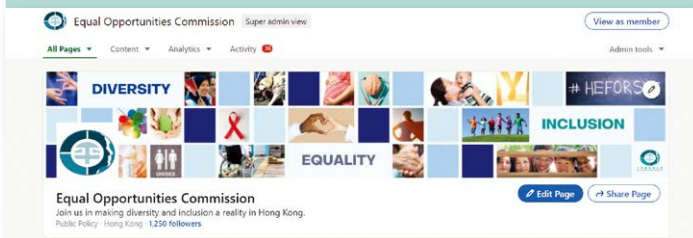
### 2020-21 主要活動

### 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.

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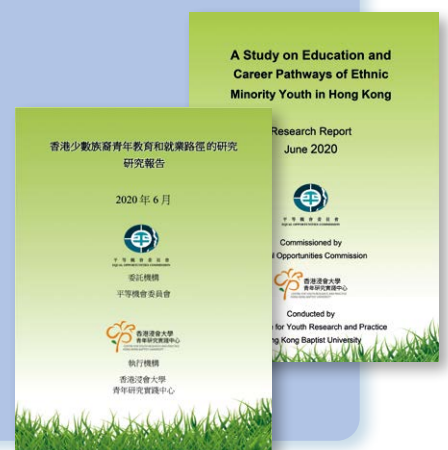


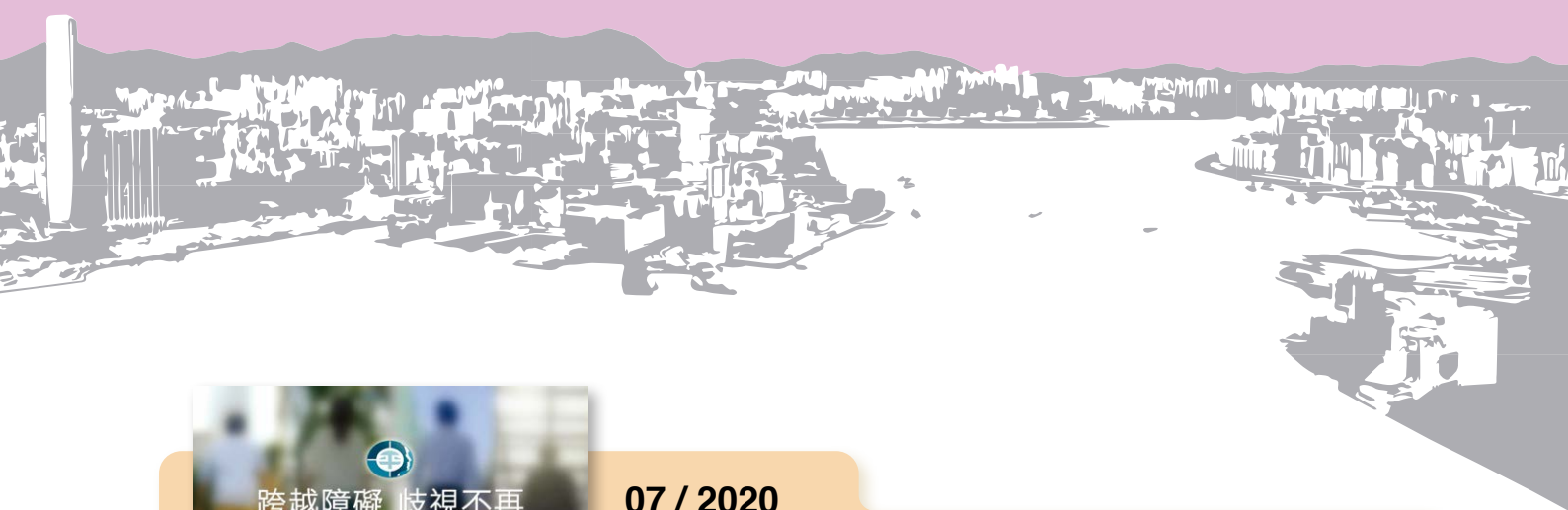
#### 06 / 2020

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.



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## 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.

### Reforms of the anti-discrimination Ordinances

#### Briefing for EO Club

Peter Reading  
Senior Legal Counsel  
Equal Opportunities Commission  
21 August 2020



# 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.



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### 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.

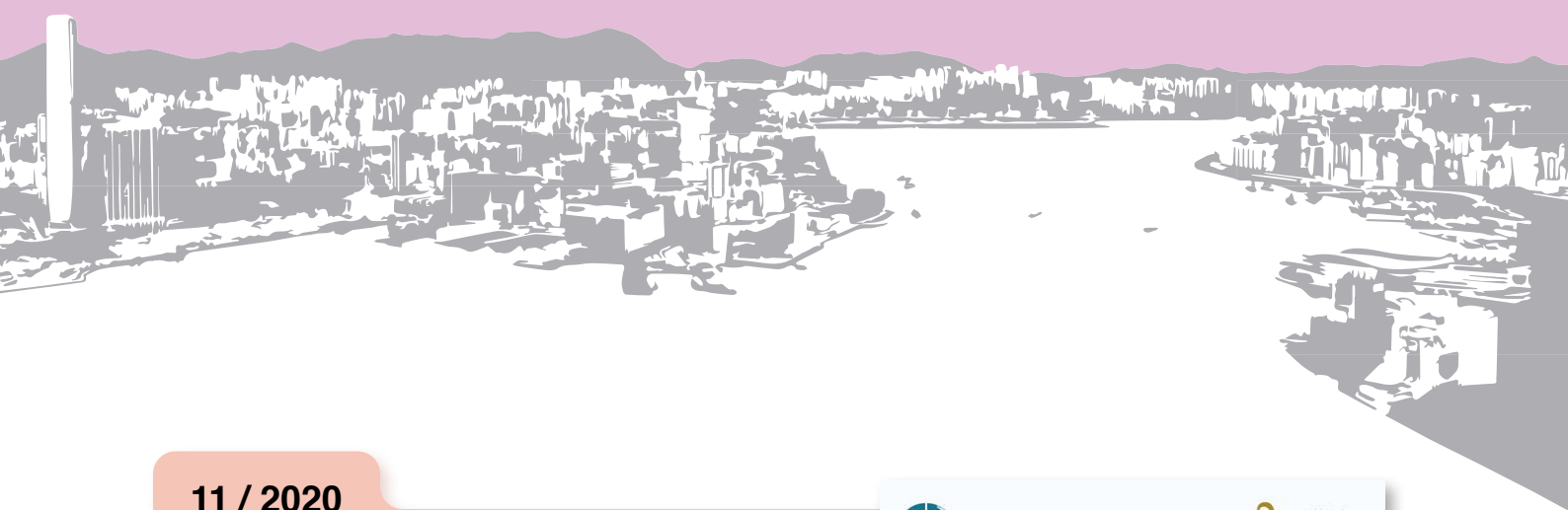
平機會獲香港交易所支持，於2020年10月6日舉辦「種族多元共融工作間——機遇與挑戰」網上論壇。

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.



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## 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.



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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

← 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

”

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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.



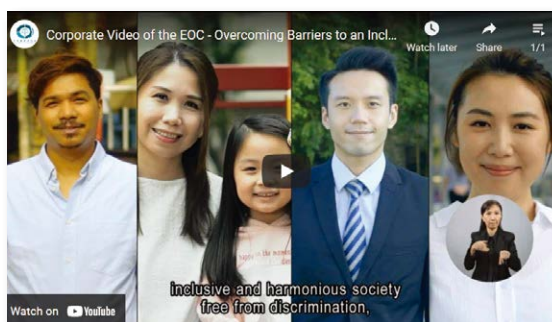
## 全新平機會機構短片

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.



## 全年摘要 Highlights of the Year

### 25周年紀念活動

#### 兒童填色及繪畫比賽

平機會於2020年7月推出這個以兒童及他們的家人為目標對象的比賽，招募幼兒及初小學童，為本地插畫家芝麻羔設計的圖像填上顏色。除了填色，他們還可以在作品加入個人元素，以表達主題「互相尊重、友愛共融」對他們的意義；至於參與比賽的高小學生則需以同一主題創作A4尺寸的圖畫。

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.



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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写的描述，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.



# 真·相

## THE WAY WE ARE

巡迴攝影展 PHOTO EXHIBITION TOUR

**主辦機構 Organiser**

 平等機會委員會  
EQUAL OPPORTUNITIES COMMISSION

**場地伙伴 Venue Partners**

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

**協辦機構 Supporting Organisations**

 香港女障協會  
Association of Women with Disabilities Hong Kong

 BGCA  
香港公平貿易  
FAIR TRADE HONG KONG

 Faculty of Arts  
THE UNIVERSITY OF HONG KONG  
Faculty of Education  
香港教育學院

 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 to world  
世界眼線

 女角  
香港婦女團體聯合總會

 Photo Lab  
PHOTO LAB

 盲眼線  
Sightlines

 SoCo  
社會綜合中心



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.

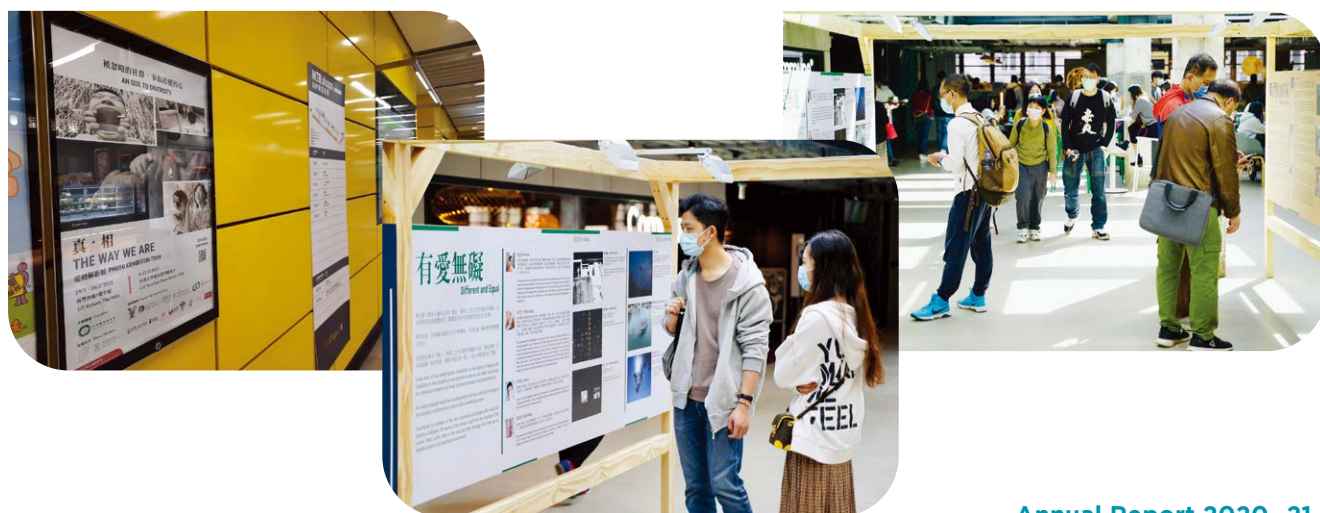


除此，平機會於2021年2月14至20日期間在87個港鐵車站張貼活動海報，以作宣傳。張貼位置由港鐵免費提供。

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

### 25周年紀念活動

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."*

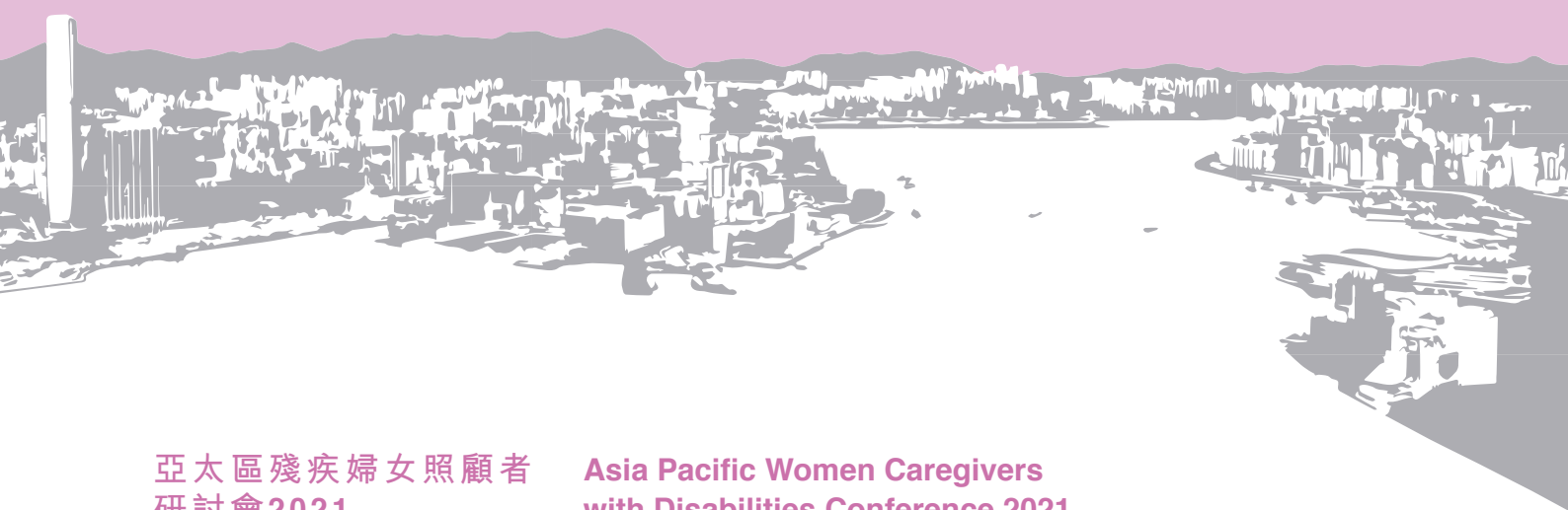
*"A wonderful job to everyone who has contributed. Thank you for this brilliant initiative."*

*"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，推廣更安全和無障礙的環境，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 (AWDHK) 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.