



平等機會委員會
EQUAL OPPORTUNITIES COMMISSION



平等共融跨世代
攜手譜出新篇章

Forging Ahead to
a **New Chapter** of
Equal Opportunities and
Inclusion 

2022-23
Annual Report
年報





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隨着香港走出2019冠狀病毒病疫情的陰霾，社會重拾希望和活力，我們全力落實措施，推進工作。

After Hong Kong emerged from the COVID-19 pandemic, a renewed sense of hope and vitality has returned to the city. We went full steam ahead to implement our initiatives and took meaningful steps forward.



平等共融跨世代 攜手譜出新篇章 Forging Ahead to a New Chapter of Equal Opportunities and Inclusion

平等機會委員會（「平機會」）一直致力締造更美好的未來，這個信念驅使我們建立更公平公正的社會，最終目的是讓所有人——不論性別、殘疾、家庭崗位或種族——都享有平等機會盡展所長。隨着香港走出2019冠狀病毒病疫情的陰霾，社會重拾希望和活力，各界步上復常之路，我們全力落實措施，推進工作。

At the Equal Opportunities Commission (EOC), our drive to create a better tomorrow fuels our effort to build a fairer society that provides everyone – regardless of gender, disability, family status or race – the opportunity to thrive. After Hong Kong emerged from the COVID-19 pandemic, a renewed sense of hope and vitality has returned to the city. With the resumption of normalcy in everyday life, we went full steam ahead to implement our initiatives and took meaningful steps forward.

主席的話 Chairperson's Message

2022年4月，我展開了擔任平機會主席的第二個任期。對於再度獲得委任，我著實感到十分榮幸，這印證了平機會近年在捍衛邊緣社羣權益以及促進多元共融方面的成績獲得認同。

自我於2019年開始擔任主席至今，其間香港經歷了巨大變遷。但縱使面對動盪，平機會仍然堅守專業精神，保障社會上最無助的羣體免受歧視，同時向廣大市民宣揚互相尊重和多元共融的價值。平機會積極推行這些工作，並取得理想進展，我深感自豪。在我開啟續任的新篇章之際，我會不忘初心，堅守當初的目標和抱負，繼續為市民大眾服務，致力建立更公平公正的社會。

In April 2022, I commenced my second term as the Chairperson of the EOC. I am deeply humbled and honoured by the reappointment as it is a testament to the achievements we have made in recent years in safeguarding the rights of marginalised groups while fostering a more inclusive and diverse Hong Kong.

Since I assumed the role in 2019, our city has experienced significant shifts and changes. In such uncertain times, the EOC has steadfastly maintained its professionalism in protecting society's most vulnerable from discrimination while promoting the values of mutual respect, inclusivity and diversity to the wider public. I am proud of the work we have done and the progress we have made. In this new chapter of my journey as Chairperson, I am as committed as ever to my original mission and aspirations when I first took up the post – to serve the community and build a fairer society.



在我開啟續任的新篇章之際，我會不忘初心，堅守當初的目標和抱負，繼續為市民大眾服務，致力建立更公平公正的社會。

In this new chapter of my journey as Chairperson, I am as committed as ever to my original mission and aspirations when I first took up the post – to serve the community and build a fairer society.



主席的話 Chairperson's Message



2022年對香港特別行政區而言同樣是一個重要的里程碑，這年特區成立25周年，為慶祝此重要時刻，平機會推出了「平等機會月：承先啟後廿五載 平等共融塑未來」計劃，舉行了連串線上線下活動，以期推動大眾在新征程上擁抱平等多元的價值。

國家主席習近平於2022年7月1日的重要講話中，強調香港必須「切實排解民生憂難」，並「共同維護和諧穩定」。對於習主席提出的香港未來發展方向，平機會可說是同向同行。從調停爭議、提供法律協助，以至與社會各個界別和持份者合作倡議政策轉變和提高市民對平等機會的認識，平機會的工作都與排解民生憂難息息相關。我們深切明白，平機會肩負重任，必須實踐祖國對香港的期望。

The year 2022 also marked a significant milestone for the Hong Kong Special Administrative Region, which celebrated the 25th anniversary of its establishment. As part of the anniversary's celebrations, the EOC launched the 'Equal Opportunities Month: Together for an Equal and Inclusive Hong Kong' campaign, which featured various online and offline activities to mobilise the community at large to embrace the values of equality and inclusion in the new era.

In his important speech on 1 July 2022, President Xi Jinping highlighted that Hong Kong needs to address "people's concerns and difficulties in daily life" and that society should "work together to safeguard harmony and stability". From conciliating disputes and providing legal assistance to collaborating with different sectors of society and stakeholders to advocate for policy change and raise public awareness, our work is inextricably tied to the concerns and issues communities face in their daily lives, and we are keenly aware that we have a key role to play in realising the motherland's vision for Hong Kong.

2022-23年度，平機會在推動平等方面的工作進展顯著。在執行反歧視條例的法定職責方面，我們處理了超過9 100宗查詢及逾1 200宗投訴。此外，我們還提出法律訴訟，處理了11宗法庭訴訟，目的是為受害人討回公道，向大眾說明何謂違法歧視行為。

除了執法，我們還繼續監察社會上歧視的普遍程度，透過深入的定質和定量研究，尋求方法加強保護邊緣羣體。我們進行的研究，揭示了網絡和職場性騷擾的普遍情況，還有精神病患者在工作上面對的標籤和歧視問題。研究得出的結果，為我們提供了確切的證據基礎，向持份者進行倡議，一起推動正面的社會轉變。

要消除歧視，確保所有人能平等投入社會，預防工作是不可或缺。因應聾人和聽障人士在司法程序中遇到的困難，平機會發布了指引，提供實用措施和資訊，協助法律工作者與聾人和聽障人士溝通。此外，我們推出了網上課程，協助大專學生了解和預防校園性騷擾。

Throughout 2022-23, the EOC made notable progress in advancing equality for all. As the statutory body tasked with enforcing the anti-discrimination ordinances, we responded to over 9 100 enquiries and handled more than 1 200 complaints. In addition, we initiated legal proceedings and handled 11 court cases with the aim of providing redress for the victims and highlighting unlawful discriminatory practices to the public.

Aside from enforcing the law, we continued to monitor the pervasiveness of discrimination in the community and explored means to enhance protection for marginalised groups through in-depth qualitative and quantitative research. From uncovering the prevalence of sexual harassment online and in the workplace to shedding light on the different forms of stigmatisation and discrimination that persons with mental illness face at work, the studies give us a solid evidence base to lobby stakeholders and advocate for positive social change.

When it comes to eliminating discrimination, prevention is an indispensable tool to ensure all members of the community can participate in society equally. In light of the difficulties people who are deaf and hard of hearing (DHoH) encounter during the legal process, the EOC published a guide with practical steps and information resources to remove communication barriers between legal practitioners and the DHoH community. Meanwhile, we also launched an online training course to help tertiary students learn about and prevent sexual harassment on campus.



主席的話 Chairperson's Message

儘管不少人已逐漸遠離2019冠狀病毒病的挑戰，但無可否認疫情對各個社羣帶來了不同程度的影響，使本來已經不平等的情況雪上加霜。第五波疫情爆發期間，便經常有少數族裔人士表示遭受歧視，尤其是擔任家庭傭工和外賣速遞員的少數族裔人士。我們透過推行「無分膚色 同心抗疫」運動，並在主流媒體發表文章，加強公眾宣傳，鼓勵市民尊重差異和摒棄偏見，同心克服困難。

青年興，則香港興。2022-23年度，我們加強向新一代宣揚多元共融的價值，首次推出平等機會青年大使計劃，讓參與計劃的36名大專學生透過體驗式學習活動，加深認識多元共融的價值。我們還在2022年首次推出「尊重與平等：停止性騷擾」貼圖設計比賽，收到接近300份來自學生及市民的參賽作品。此外，我們又舉行了種族友善校園嘉許計劃，共有60間學校參與。這些計劃及措施獲得熱烈反應，證明年輕一代越來越重視平等。我們相信，年青人將會是平機會推動共融文化的盟友。

While the challenges posed by COVID-19 are slowly fading in the rear-view mirror for many people, the pandemic has had differential impact on communities, often exacerbating existing inequalities. Members of ethnic minority communities, especially those working as foreign domestic workers and food couriers, reported being discriminated against in the midst of the fifth wave of outbreak. Through the territory-wide 'Fight the Virus Together as One Human Race' campaign and articles in major news outlets, the EOC stepped up publicity to encourage the public to see beyond differences, speak up against prejudice and overcome challenges together.

Our society will only prosper when our young people thrive. Accordingly, we strengthened our efforts to promote the value of inclusion and diversity to the next generation. We launched the first-ever Equal Opportunity Youth Ambassador Scheme, which gave 36 tertiary students the opportunity to enhance their knowledge of diversity and inclusion through experiential learning. The 'Equality and Respect: Stop Sexual Harassment' sticker design competition, which we also ran for the first time in 2022, received nearly 300 entries from students and the general public, while our Racially Friendly Campus Recognition Scheme saw 60 schools participating. The enthusiastic response to these schemes and initiatives reflect the growing importance of equality for the younger generation, and we are sure that young people will become our allies in creating an inclusive future.



青年興，則香港興。我們相信，年青人將會是平機會推動共融文化的盟友。

Our society will only prosper when our young people thrive. We are sure that many will become our allies in creating an inclusive future.





我深信，只要我們同心同行，定能使香港成為真正共融的城市。

Together, I am confident that we can transform Hong Kong into a truly inclusive city.



平機會的策略性工作規劃2019-22延長一年後，至2023年即將完結。在撰寫此文之時，我們正與管治委員會商討如何制定未來三年的策略性優先工作項目和計劃，這份規劃將引領我們開闢新方向，塑造香港的平等面貌。毫無疑問，平機會在過去一年所推行的工作將為我們奠定堅實的基礎，驅動我們躍動創新、向前邁進。

最後，我必須向平機會委員致謝，有賴各委員的貢獻和專業意見，我們才得以順利落實工作，取得滿意成果。此外，我想藉此感謝平機會的員工，他們忠誠竭力為市民提供服務。我深信，只要我們同心同行，定能使香港成為真正共融的城市。

The EOC's Strategic Plan for 2019-22 is coming to an end, following its one-year extension to 2023. As I pen this message, we are working with the Board to delineate the strategic priorities and work plan for the next three years, which will serve as the North Star for us to chart new paths and make impact on the equality landscape in Hong Kong. I have no doubt in my mind that the work we have done over the past 12 months will provide a solid foundation for us to make breakthroughs and serve as the engine to propel us forward.

Last but not least, all the work and achievements we have accomplished would not be possible without the contributions and insights provided by the EOC Members. I would also like to thank the EOC staff members for their dedication and commitment to serving the public. Together, I am confident that we can transform Hong Kong into a truly inclusive city.

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。

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。

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。

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；

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

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

Our Vision

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

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.

Our Work

The work of the EOC includes:

- Investigating complaints lodged under the four anti-discrimination ordinances and encouraging settlement by conciliation between parties in dispute;
- Providing assistance, including legal assistance, to persons facing discrimination;
- Implementing educational and publicity programmes and offering related resources;

- 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。
- Reviewing legislation and providing guidelines; and
- Conducting research studies and surveys on discrimination issues and making policy recommendations based on the 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。

策略性工作規劃2020-2023

平機會的首要目標是根據反歧視條例，消除系統性的障礙，並打擊侵害個人權利的行為。策略性工作規劃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。

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.

Strategic Plan 2020-2023

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 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.

平機會簡介 About Us

過去數年香港一直受2019冠狀病毒病影響，尤其是2022年經歷第五波疫情，平機會難以全面推展工作。平機會原定於2022-23年第三季舉行集思會以制定新的工作規劃，最終因社交距離措施規定而擱置。因此，平機會把目前的策略性工作規劃延長一年，直至2023年年底。平機會將會繼續採用三管齊下的方法，從執法、預防及教育着手，處理歧視和不平等的問題。

With Hong Kong under the influence of COVID-19 in the past few years, particularly the fifth wave of the epidemic in 2022, the EOC was unable to take forward its work in full swing. The strategic retreat originally scheduled for the third quarter of 2022-23 to map out a new strategic plan was ultimately shelved due to the requirement to maintain social distancing. The EOC therefore extended the current strategic plan for one year until end-2023, continuing its three-pronged approach of enforcement, prevention and education to tackle discrimination and inequality issues.





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：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



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 the grounds of sexual orientation, gender identity and intersex status (SOGII) 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



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：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

全年摘要 Highlights of the Year



重要數字一覽 Figures at a Glance

答覆 **9 191** 個查詢
enquiries answered

處理 **1 209** 宗投訴
complaints handled

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

106 日
days

調停成功率
Conciliation success rate

84%

6
宗個案獲法律協助
cases granted with legal assistance

4
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
超過港幣 **8,400,000** 元
Over HK\$ of monetary payment secured for aggrieved parties

全年摘要 Highlights of the Year

提供港幣
HK\$

1,262,779 元

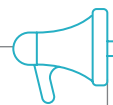
資助予 **18** 個推廣平等機會的社區項目
funding for **18** community projects



舉辦
Organised

69

項主要推廣活動
major promotional activities



63 225 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 **484** 場培訓課程
Organised **484** training sessions

27 901 參加人次
participants



接觸約
Reached
around

2 200 000

名社交媒體 (Instagram、Facebook 及領英) 獨立用戶
unique social media users on Instagram, Facebook and LinkedIn



平機會網站錄得
EOC website recorded

2 166 913 使用人次及
users and

81 513 053 點擊率
hit rate



全年摘要 Highlights of the Year

2022-23 年度獎項及嘉許 Awards & Recognition 2022-23



9/2022

平機會獲強制性公積金計劃管理局嘉許為2021-22年度「積金好僱主」。

The EOC was recognised as a Good MPF Employer for 2021-22 by the Mandatory Provident Fund Schemes Authority.



11/2022



投訴事務科高級平等機會主任胡佩欣小姐及葉潔凝女士獲頒發2022年申訴專員嘉許獎(公職人員獎)，表揚她們致力提供專業卓越的服務。

Sofie WU and Annie YIP, both Senior Equal Opportunities Officers of the Complaint Services Division, were presented with The Ombudsman's Awards 2022 for their professional and commendable services.

2/2023

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2023年3月1日至2024年2月29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 for the period from 1 March 2023 to 29 February 2024, in recognition of the EOC's continuous commitment to Caring for the Community, Caring for the Employees and Caring for the Environment.



3/2023

平機會因致力推動年齡友善的文化，獲得「賽馬會齡活城市『全城·長者友善』計劃2022」的嘉許。

The EOC was recognised in the Jockey Club Age-friendly City Partnership Scheme 2022 for the Commission's contribution in creating an age-friendly culture in the community.





2022-23 主要活動
Major Events & Activities 2022-23

4/2022

平機會於2022年4月8日推出題為「無分膚色同心抗疫」的巴士車身宣傳廣告，呼籲各界齊心抗疫，發揮團結和種族共融精神。

The EOC launched the 'Fight the Virus Together As One Human Race' bus body advertising campaign on 8 April 2022 to call for solidarity and racial inclusion in the fight against the COVID-19 pandemic.



朱敏健先生於2022年3月獲行政長官再度委任為平機會主席，第二屆任期由2022年4月11日開始。

Mr Ricky CHU Man-kin, IDS commenced his second term as the EOC Chairperson on 11 April 2022, following the reappointment by the Chief Executive in March 2022.

5/2022

行政長官再度委任藍建中先生和梁世民醫生為平機會委員，任期兩年，由2022年5月20日起生效。

The Chief Executive re-appointed Mr Simon LAM Ken-chung and Dr Sigmund LEUNG Sai-man, BBS, JP as members of the EOC for a term of two years with effect from 20 May 2022.

平機會於2022年5月12日公布「2021年全港性騷擾調查」結果。調查發現，約17.8%和11.8%的受訪者表示在調查前24個月內分別曾遭網絡性騷擾和職場性騷擾。

The EOC released the findings of the first-ever 'Territory-wide Representative Survey on Sexual Harassment in Hong Kong 2021' on 12 May 2022, which showed that about 17.8% and 11.8% of the respondents reported having experienced sexual harassment online and at work respectively over the past 24 months prior to the survey.



平機會於2022年5月27日舉行「高等教育界消除性騷擾的經驗和挑戰圓桌會議」，九所大學的代表在會議上交流了打擊校園性騷擾的意見及經驗。

The EOC held a 'Roundtable on Experiences and Challenges in Eliminating Sexual Harassment in the Higher Education Sector' on 27 May 2022, during which representatives from nine universities exchanged their views on and experiences in combating campus sexual harassment.

全年摘要 Highlights of the Year

2022-23 主要活動 Major Events & Activities 2022-23



6/2022



為慶祝香港特別行政區成立25周年，平機會推出「平等機會月：承先啟後廿五載 平等共融塑未來」全港宣傳計劃，透過一連串跨平台線上線下活動，向大眾展示平等機會的重要性和對社會的效益，推動大眾接納多元共融的價值。

The EOC launched a citywide awareness and promotional campaign 'Equal Opportunities Month: Together for an Equal and Inclusive Hong Kong', an accredited celebration event for the 25th anniversary of the establishment of the Hong Kong SAR. The campaign featured a plethora of online and offline activities and promotions across multiple platforms to highlight the importance and shared benefits of equal opportunities, and mobilised community members to embrace the values of diversity and inclusion.

平機會於2022年6月10日舉行「尊重與平等：停止性騷擾」貼圖設計比賽2022頒獎禮，並公布得獎貼圖讓公眾下載。比賽由平機會反性騷擾事務組主辦，收到約300份參賽作品，旨在提升公眾對性騷擾的關注和認識。

The EOC held an award ceremony for the 'Equality and Respect: Stop Sexual Harassment' Sticker Design Competition 2022 on 10 June 2022 and published the winning designs. The competition, which received some 300 entries, was organised by the EOC's Anti-Sexual Harassment Unit to raise public awareness and understanding of sexual harassment.



平機會宣布委託跨媒體創作人馬浚偉製作《同一天空下》生命短片系列。短片內容展現不同形式的偏見和歧視，並講述這些情況如何影響劇中人物的生命和人際關係。

The EOC announced the production of a short movie series entitled 'Under the Same Sky'. Commissioned to multi-media producer Steven MA Chun-wai, the movies would depict different forms and experiences of prejudices and discrimination, and explore how these impact the lives and relationships of the people concerned.



2022-23 主要活動
Major Events & Activities 2022-23

7/2022



平機會發布《並肩走過：我們的一天》短片，讓公眾更了解平機會的日常工作，包括處理投訴和調停、提供法律協助、檢討法例、進行研究、倡議政策改革、為企業提供培訓，以及公眾教育等。

The EOC released a video titled 'Walking in Solidarity: A Day at the EOC', which offers an inside look at the daily work of the EOC from handling complaints, conciliating disputes, giving legal assistance and reviewing the law to conducting research, advocating policy reform, training corporations and engaging the public.

8/2022

平機會推出名為「餵哺母乳 不容歧視」的港鐵宣傳廣告，介紹反歧視法例如何保障香港女性免受餵哺母乳的歧視和騷擾。

The EOC launched an MTR advertising campaign titled 'Say No to Breastfeeding Discrimination' to explain how the anti-discrimination law protects women in Hong Kong from breastfeeding discrimination and harassment.



9/2022



平機會推出為期12個星期的港鐵宣傳廣告，以推廣種族友善服務，呼籲貨品和服務提供者一視同仁，友善地對待不同背景的顧客，照顧他們的需要。

The EOC ran a 12-week MTR advertising campaign to promote racially friendly services. The campaign featured advertisements on carriage panels with messages encouraging goods and service providers to cater to the needs of diverse customers in an equal and friendly manner.

全年摘要 Highlights of the Year

2022-23 主要活動 Major Events & Activities 2022-23



10/2022

平機會推出首屆「平等機會青年大使計劃」，在大專院校招募參加者，目的是向年輕一代推廣平等機會和多元共融的價值。
The EOC launched the first-ever 'Equal Opportunity Youth Ambassador Scheme' for tertiary students, which aimed to promote the values of diversity, equal opportunity and inclusion to the younger generation.



11/2022



平機會發布《聾健司法平等：供殘疾人士、法律工作者和參與司法程序人士參考的指引》，提供與聾人和聽障人士溝通的指導原則，以及在不同司法程序中可為他們提供的適當便利措施。

The EOC released a brand new 'Equal Access to Justice for Persons Who are Deaf and Hard of Hearing: A Guide for Persons with Disabilities, Legal Practitioners, and Parties Involved in the Judicial Process'. The Guide provides guiding principles for communicating with deaf and hard of hearing persons, as well as possible appropriate accommodation measures during different stages of legal proceedings.

平機會於2022年11月22日公布「本港中學實施全面性教育研究」結果，研究發現香港的性教育普遍不足，性教育課時亦不足夠。

The EOC released on 22 November 2022 the findings of 'A Study on Comprehensive Sexuality Education in Secondary Schools of Hong Kong', which showed that sexuality education in Hong Kong is largely inadequate and the teaching hours are insufficient.



為慶祝《種族多元共融僱主約章》成立四周年，平機會於2022年11月25日為約章簽署機構舉辦「掌握脈搏 評估進度」實體活動。

The EOC held an in-person event 'Tracking Racial Diversity & Inclusion Progress' for signatories of the Racial Diversity & Inclusion Charter for Employers on 25 November 2022 to mark the fourth anniversary of the Charter.



2022-23 主要活動
Major Events & Activities 2022-23

12/2022

平機會推出為期六個星期的巴士車身廣告，以「開明業主 無分種族」為標語，推廣種族平等的物業租賃。

The EOC ran a six-week bus body advertising campaign under the tagline 'Open Your Doors to Tenants of All Ethnicities' to promote racial equality in tenancy.



1/2023



平機會為「平等機會青年大使計劃」舉辦迎新聚會。計劃甄選了36名大專生為青年大使，為他們安排了一連串體驗活動，以加深他們對平等機會和多元共融等價值的了解。

The EOC organised a welcome ceremony of the 'Equal Opportunity Youth Ambassador Scheme', under which 36 tertiary students were selected to join the programme and participate in a range of experiential activities to deepen their understanding of the values of diversity, equal opportunity and inclusion.

全年摘要 Highlights of the Year

2022-23 主要活動 Major Events & Activities 2022-23



2/2023

平機會公布「對職場精神病患者的標籤及歧視態度之研究」的結果。研究發現，81.7%受訪在職人士及78.5%受訪精神病患者均認為歧視精神病患者的情況在香港非常普遍或普遍。

The EOC released the findings of the 'Study on Perceptions of Stigmatisation and Discrimination of Persons with Mental Illness (PMIs) in the Workplace', which showed that 81.7% of the surveyed employed persons and 78.5% of the surveyed PMIs considered discrimination against PMIs in Hong Kong to be very prevalent or quite prevalent.

對職場精神病患者的標籤
及歧視態度之研究

2023年3月

香港教育大學

Study on Perceptions of
Stigmatization and Discrimination
of Persons with Mental Illness in
the Workplace

MARCH 2023

Department of Psychology
The Education University of
Hong Kong



3/2023



為響應2023年國際消除種族歧視日，平機會以「推動平等 不分你我」為主題，開展一系列活動，包括推出以「消除偏見 無分種族」為宣傳口號的巴士車身及港鐵車廂廣告。

The EOC kick-started a series of initiatives under the theme 'All Races as One' to commemorate International Day for the Elimination of Racial Discrimination (IDERD) 2023. These included a bus body advertising campaign and a MTR advertising campaign, which carried the tagline "Interrupt Bias. All Races as One".

另一項重點活動是「種族友善校園嘉許計劃」，邀請中小學在3月份推出多項響應國際消除種族歧視日的校

本措施和活動。此外，平機會於3月18日舉行《共融校園、無分種族》研討會，有來自接近70間學校共超過80名參加者，包括校長、教職員及學生參與。

Another highlight was the launch of the Racially Friendly Campus Recognition Scheme, which invited primary and secondary schools to mark IDERD with school-based initiatives and activities throughout March. On 18 March 2023, an 'All Races As One' Racial Inclusion Seminar was held for over 80 school principals, teachers, staff and students from nearly 70 schools.

以睿智領導——我們的架構

Leading with Insights – 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。

以下為平機會管治委員會的成員（截至2023年3月31日）：

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.

Below is membership of the EOC Board as at 31 March 2023:

主席 Chairperson



朱敏健先生
Mr CHU Man-kin, Ricky, IDS

我們的架構 Our Organisation

平機會委員 EOC Members



陳麗群女士
Ms CHAN Lai-kwan, Queenie, MH

基督教香港信義會社會服務部總幹事
社會工作訓練及人力策劃諮詢委員會委員
香港社會服務聯會業界財務專責委員會主席
Chief Executive, Evangelical Lutheran Church
Social Service – Hong Kong
Member, Advisory Committee on Social Work
Training and Manpower Planning
Chairperson, Specialised Committee on Sector Finance,
Hong Kong Council of Social Service



陳麗雲教授
Prof CHAN Lai-wan, Cecilia, JP

香港復康會副會長
婦女基金會董事局成員
香港大學社會工作及社會行政學系榮譽教授
Vice President, Hong Kong Society for Rehabilitation
Member, Board of Governors, The Women's Foundation
Professor Emeritus, The University of Hong Kong



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

立法會議員
市區重建局非執行董事
大型體育活動事務委員會副主席
Legislative Councillor
Non-Executive Director, Urban Renewal Authority
Vice Chairman, Major Sports Events Committee



趙文宗教授
Prof CHIU Man-chung, Andy

北京師範大學法學院講座教授
Chair Professor, Law School, Beijing Normal University

我們的架構 Our Organisation



蔡懿德女士
Ms CHOI Yi-tak, Rosanna

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



高德蘭博士
Dr Theresa CUNANAN

香港房屋委員會財務小組委員會非官方委員
Non-official Member, Finance Committee,
Hong Kong Housing Authority



高朗先生
Mr Mohan DATWANI

律師、香港公司治理公會副總裁
語文教育及研究常務委員會委員
Solicitor, Deputy Chief Executive, The Hong Kong
Chartered Governance Institute
Member, Standing Committee on Language
Education and Research



何超蓮女士
Ms HO Chiu-ha, Maisy, BBS

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

我們的架構 Our Organisation



藍建中先生
Mr LAM Ken-chung, Simon

上訴委員會(城市規劃)副主席
純心向陽靈性與輔導中心董事
Fraternity Chambers大律師
Deputy Chairman, Appeal Board Panel (Town Planning)
Director, Pure Heart Sunshine Spiritual and
Counselling Centre
Barrister-at-Law, Fraternity Chambers



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

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



謝偉鴻博士
Dr SHIE Wai-hung, Henry

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



唐安娜女士
Ms Anna THOMPSON

香港太古集團有限公司一人事董事
人力資源規劃委員會非官方委員
明德醫院理事會成員
Staff Director, John Swire & Sons (HK) Ltd
Non-official Member, Human Resources
Planning Commission
Member, Board of Governors of Matilda and
War Memorial Hospital

我們的架構 Our Organisation



曾志文女士
Ms TSANG Chi-man, Linda

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



利哲宏博士
Dr Rizwan ULLAH, MH

羅定邦中學副校長
青年發展委員會青年全人發展行動小組召集人
兒童事務委員會非官方委員
Vice Principal, Law Ting Pong Secondary School
Convenor, Action Group of Youth Wellness,
Youth Development Commission
Non-official Member, Commission on Children



黃梓謙先生
Mr WONG Chi-him, Gary, JP

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



嚴楚碧女士
Ms YIM Chor-pik, Rabi

路向四肢傷殘人士協會主席(10/2016–11/2022)
香港復康聯會管理委員會副主席
RPM Workstation設計總監
Chairperson, Direction Association for the Handicapped
(10/2016 – 11/2022)
Vice Chairperson, Management Committee of
Hong Kong Joint Council for People with Disabilities
Design Director, RPM Workstation

我們的架構 Our Organisation

管治委員會會議

平機會在2022-23年度共舉行了四次管治委員會會議，出席率平均為85.3%。若委員連續兩次缺席會議，秘書處會給予書面提示。另外，委員亦須向管治委員會作出利益申報。

以下為2022-23年度管治委員會會議的出席記錄。

Board Meetings

During 2022-23, four Board meetings were held, with an average attendance rate of 85.3%. Where Members have been absent for two consecutive meetings, a reminder would be issued to them. In addition, Members are required to declare their interests in matters, if any, to be considered by the Board.

The attendance record of the meetings held in 2022-23 is listed in the table below.

| | | 22/9/2022 定期 Regular | 15/12/2022 定期 Regular | 9/3/2023 特別 Special | 16/3/2023 定期 Regular |
|---------------|---|-------------------------|--------------------------|------------------------|-------------------------|
| 朱敏健先生 (主席) | Mr CHU Man-kin, Ricky, IDS (Chairperson) | ✓ | ✓ | ✓ | ✓ |
| 陳麗群女士 | Ms CHAN Lai-kwan, Queenie, MH | ✓ | ✓ | 缺席 Abs | ✓ |
| 陳麗雲教授 | Prof CHAN Lai-wan, Cecilia, JP | ✓ | ✓ | ✓ | ✓ |
| 鄭泳舜議員 | The Hon CHENG Wing-shun, Vincent, MH, JP | ✓ | ✓ | 缺席 Abs | ✓ |
| 趙文宗教授 | Prof CHIU Man-chung, Andy | ✓ | ✓ | 缺席 Abs | ✓ |
| 蔡懿德女士 | Ms CHOI Yi-tak, Rosanna | ✓ | ✓ | ✓ | ✓ |
| 高德蘭博士 | Dr Theresa CUNANAN | ✓ | ✓ | ✓ | ✓ |
| 高朗先生 | Mr Mohan DATWANI | ✓ | ✓ | 缺席 Abs | ✓ |
| 何超蕙女士 | Ms HO Chiu-ha, Maisy, BBS | 缺席 Abs | ✓ | ✓ | ✓ |
| 藍建中先生 | Mr LAM Ken-chung, Simon | ✓ | 缺席 Abs | ✓ | 缺席 Abs |
| 梁世民醫生 | Dr LEUNG Sai-man, Sigmund, BBS, JP | ✓ | ✓ | ✓ | ✓ |
| 謝偉鴻博士 | Dr SHIE Wai-hung, Henry | ✓ | ✓ | ✓ | ✓ |
| 唐安娜女士 | Ms Anna THOMPSON | ✓ | ✓ | ✓ | ✓ |
| 曾志文女士 | Ms TSANG Chi-man, Linda | ✓ | ✓ | ✓ | ✓ |
| 利哲宏博士 | Dr Rizwan ULLAH, MH | ✓ | ✓ | ✓ | 缺席 Abs |
| 黃梓謙先生 | Mr WONG Chi-him, Gary, JP | ✓ | 缺席 Abs | ✓ | 缺席 Abs |
| 嚴楚碧女士 | Ms YIM Chor-pik, Rabi | ✓ | ✓ | ✓ | ✓ |

Abs = Absent

管治委員會轄下四個專責小組

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

行政及財務專責小組

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

社會參與及宣傳專責小組

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

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，負責多項職務，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。

Four Committees under the Board

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

Administration and Finance Committee (A&FC)

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

Community Participation and Publicity Committee (CPPC)

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

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.

我們的架構 Our Organisation

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，負責指引平機會的政策及研究工作，包括就政策分析及所倡議的觀念提出意見；審批各項研究和培訓教材套項目；以及審閱政策及研究的報告。

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

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

Policy, Research & Training Committee (PRTC)

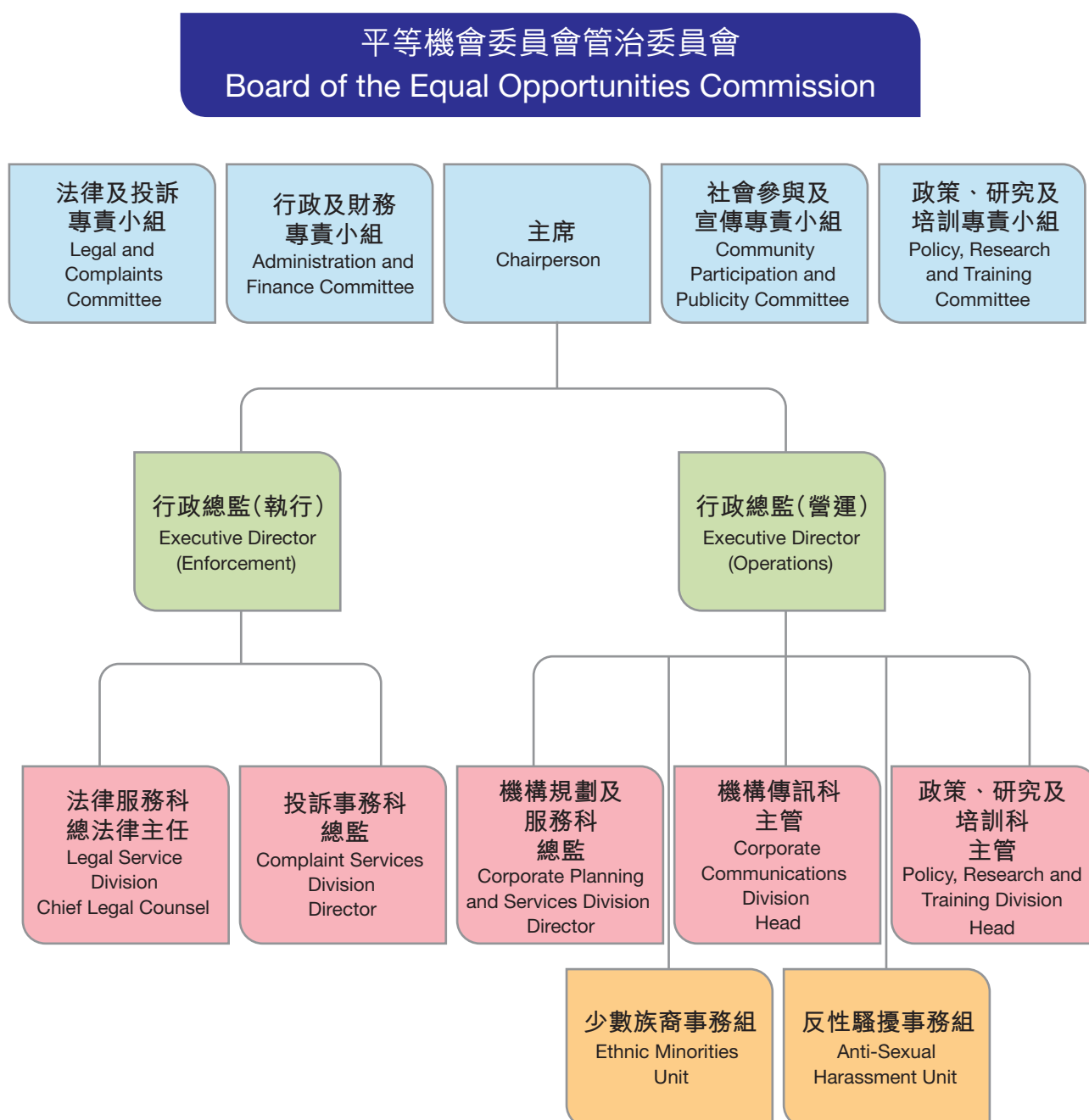
The PRTC holds meetings every three months, and is responsible for directing the EOC's policy and research efforts, which entails advising on policy analysis/advocacy; considering and approving research and training modules; and evaluating policy and research reports.

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

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



平等機會委員會的組織架構 (截至2023年3月31日)
Organisational Structure of the Equal Opportunities Commission
(as of 31 March 2023)



我們的架構 Our Organisation

平等機會委員會辦事處管理小組 (截至2023年3月31日) Management Team of the Equal Opportunities Commission (as of 31 March 2023)

主席 Chairperson

朱敏健先生 Mr CHU Man-kin, Ricky, IDS

行政總監(營運) Executive Director (Operations)

朱崇文博士 Dr CHU Chung-man, Ferrick

行政總監(執行) Executive Director (Enforcement)

陸志祥先生 Mr LUK Chi-cheung, Ivan

總監(投訴事務) Director (Complaint Services)

蕭傑雄先生 Mr SIU Kit-hung, Tony

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

李錦雄先生 Mr LI Kam-hung, Oska

總法律主任 Chief Legal Counsel

文瑞麟先生 Mr MAN Sui-lun, Allan

主管(機構傳訊) Head (Corporate Communications)

王珊娜女士 Ms WONG Shan-nar, Shana

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

徐好婷女士 Ms TSUI Ue-ting, Doris



為歧視受害人討回公道——投訴處理 Providing Redress to Victims of Discrimination – Complaint Handling

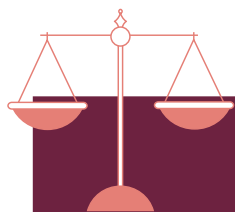


平機會獲授權調查公眾根據四條反歧視條例提出的投訴，並鼓勵爭議各方進行調停。這些條例禁止基於性別、懷孕、婚姻狀況、餵哺母乳、殘疾、家庭崗位和種族的歧視。條例同時保障公眾免受性騷擾、基於餵哺母乳的騷擾，以及基於殘疾和種族的騷擾與中傷。

公眾人士如感到自己遭受法例所指的歧視、騷擾或中傷，可透過平機會網頁的網上表格提出投訴，或透過郵遞、傳真或親臨平機會辦事處向平機會遞交書面投訴。平機會在投訴處理程序的各個階段，均採用「以受害人為本」的方針，除了恪守公平公正的原則，還同時留心 and 體恤受害人的特別需要。

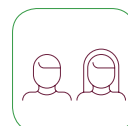
The EOC is mandated to conduct investigation into complaints lodged under the four anti-discrimination ordinances, and encourage conciliation between the parties in dispute. These ordinances prohibit unlawful discrimination on the grounds of sex, pregnancy, marital status, breastfeeding, disability,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

Members of the public who feel that they have been subject to discrimination, harassment and vilification, as specified in the ordinances, may lodge a complaint with the EOC via the online form on the EOC website, or by submitting the complaint in writing through mail, fax or in person. The EOC adopts a “victim-centric” approach at all stages of the complaint-handling process, which recognises and pays attention to the special needs of victims while adhering to the principles of fairness and impartiality.



平機會採用「以受害人為本」的方針，
並恪守公平公正的原則。

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



投訴處理 Complaint Handling

投訴處理機制及程序

平機會收到查詢或投訴後，會審視：

- (a) 投訴是否由受屈人或獲認可的受屈人之授權代表提出；以及
- (b) 投訴是否包含在反歧視條例下屬於違法行為的指稱。

如投訴符合上述條件，平機會會迅速編配個案主任跟進。

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

為了讓公眾易於了解投訴處理程序，平機會製作了一系列視聽資訊，包括有關投訴和調停的短片，以及有關投訴處理程序的語音檔案。所有視聽資訊皆備有廣東話、普通話、英文及八種少數族裔語言版本，並已上載至平機會的網站。

Complaint-handling Mechanism and Procedures

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

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

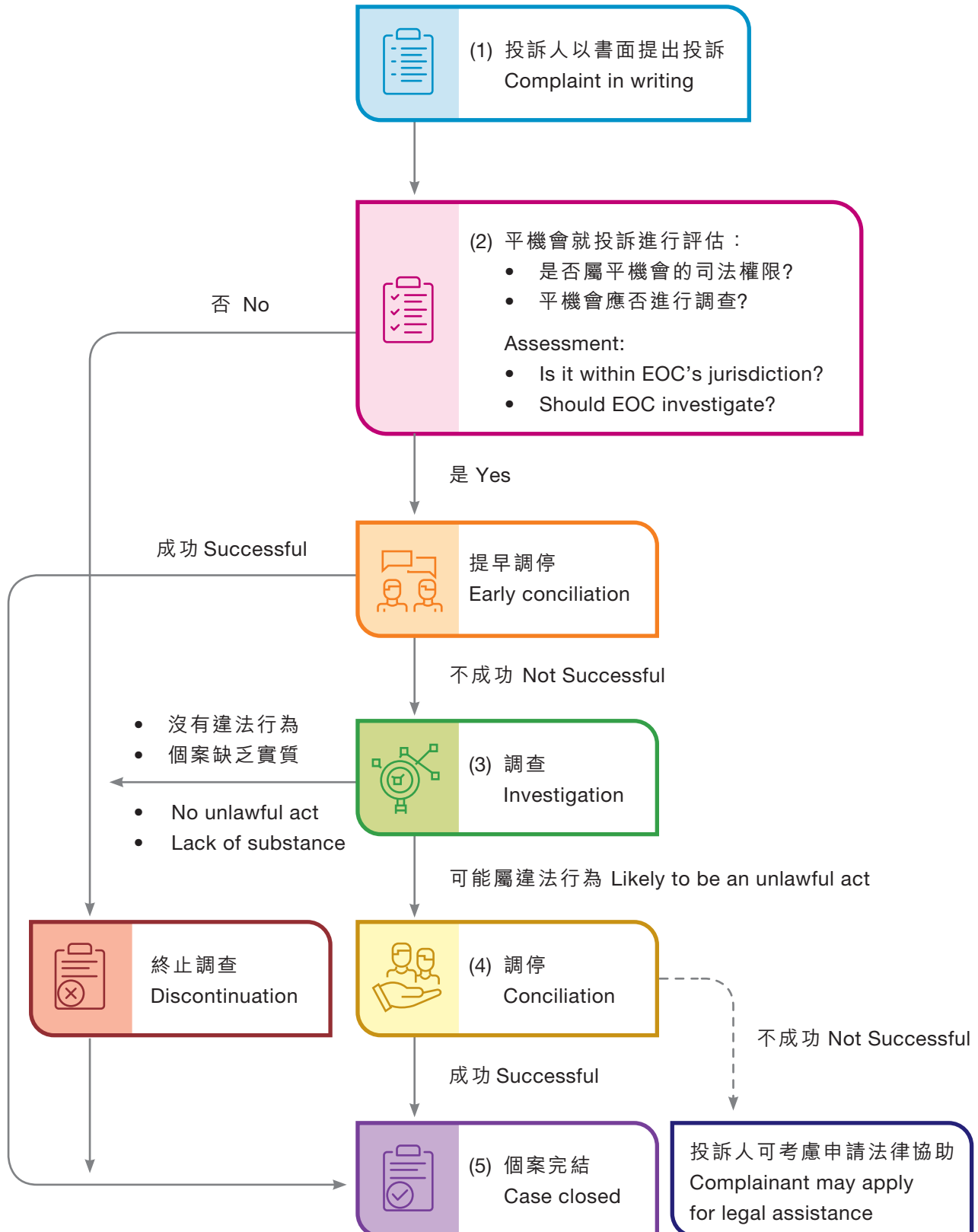
Where the above conditions have been met, a case officer will be promptly assigned to follow up on the complaint.

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

To enable the public to better understand the complaint-handling procedures, the EOC has produced a series of audio-visual materials, including videos about complaints and conciliation, and audio tracks on the procedures. All the materials are available on the EOC website in Cantonese, Putonghua and English, as well as eight languages used by the ethnic minority communities.



投訴處理程序流程圖
Flowchart of the Complaint-handling Process



投訴處理 Complaint Handling

已處理的查詢及投訴

查詢

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

在2022-23年度，平機會共處理了9 191宗查詢，比2021-22年度減少9%。在所有查詢當中，有：

- 5 844宗為一般查詢，關乎反歧視條例的條文和平機會的活動；以及
- 3 347宗為具體查詢，關乎一些可能會演變為投訴的情況和事件。

Enquiries and Complaints Handled

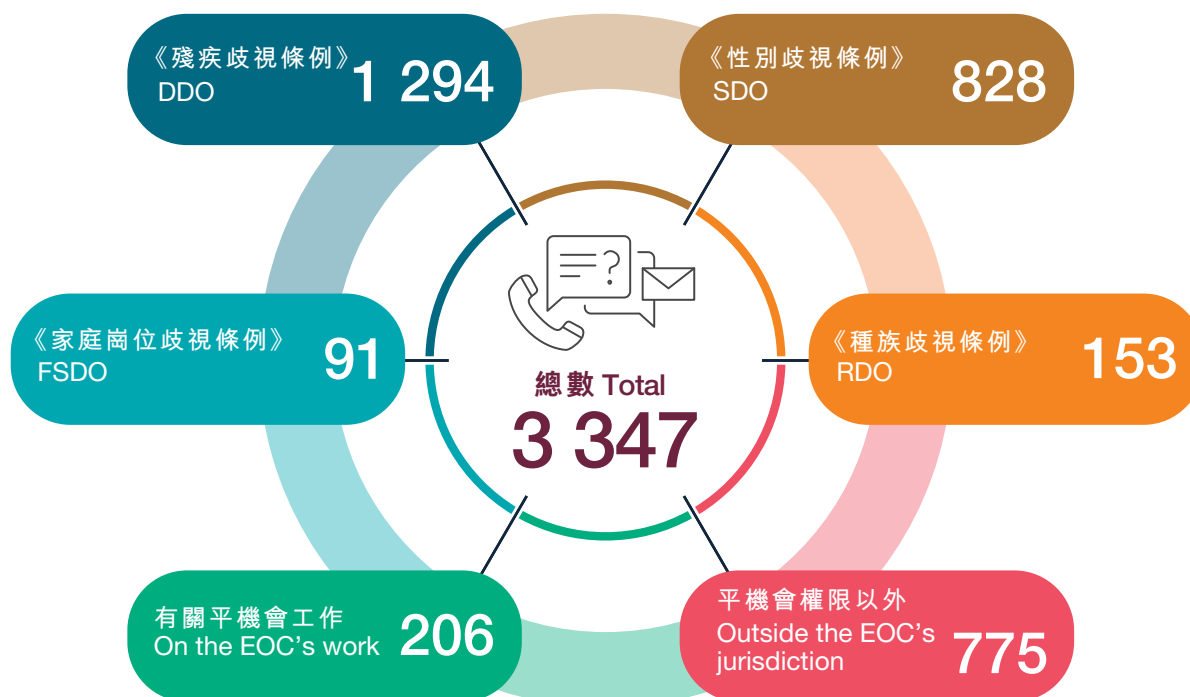
Enquiries

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

In 2022-23, the EOC handled a total of 9 191 enquiries, 9% less than in 2021-22. Out of the total enquiries handled:

- 5 844 were general enquiries about the provisions of the anti-discrimination laws and events organised by the EOC; and
- 3 347 were specific enquiries about scenarios or incidents that might become complaints.

2022-23年度具體查詢數字(按條例分類) Breakdown of Specific Enquiries by Ordinances in 2022-23



已處理的投訴

在2022-23年度，平機會收到904宗投訴，亦對涉及違法行為的事件或情況，以及根據法例可能引起歧視問題的事宜主動展開調查及／或作出跟進行動。有關事件是平機會留意到，或由第三方或不想參與調查或調停過程的個別受屈人士向平機會報告。在這些情況下，平機會會向有關方面查詢事件，解釋相關的法例條文，並就如何改善情況提供意見。

連同過往年度尚未完成的個案（包括平機會主動調查的個案），平機會在2022-23年度共處理了1 209宗投訴，比2021-22年度的1 266宗減少了5%。

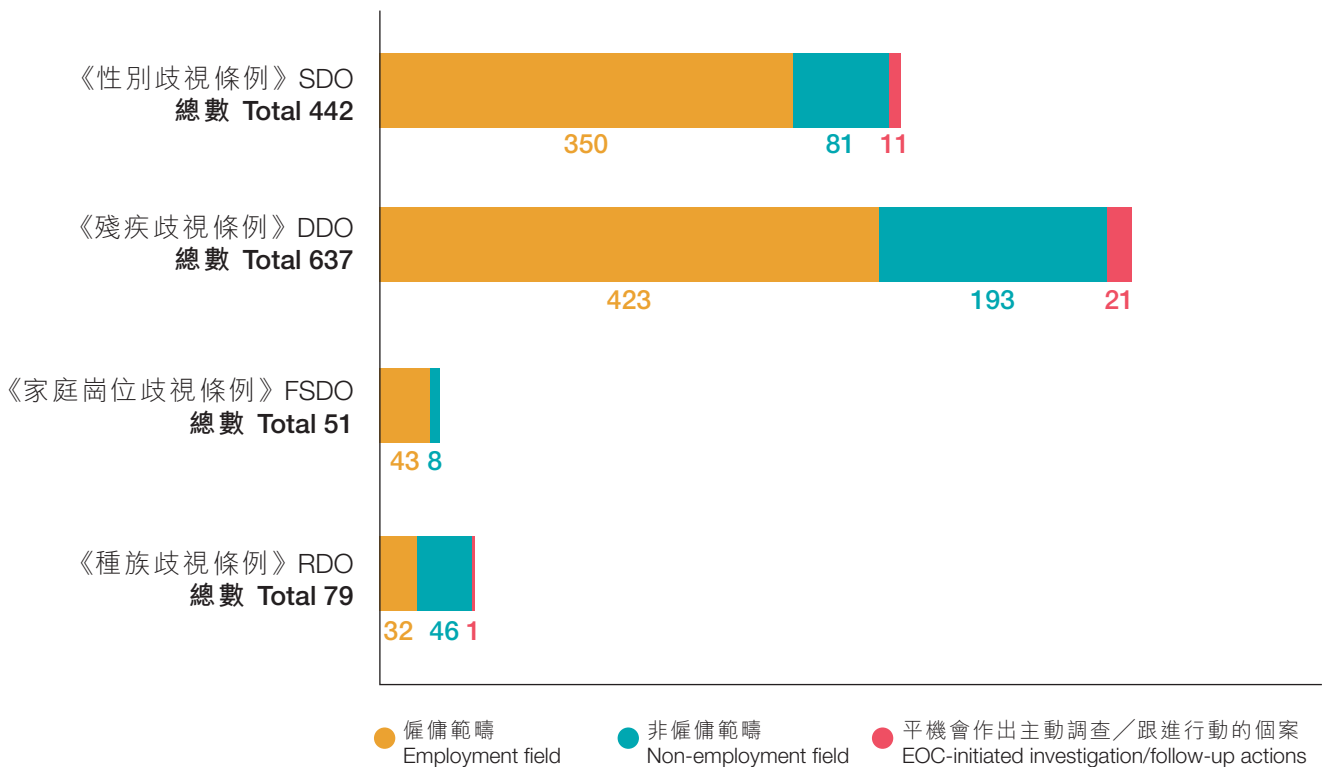
2022-23年度已處理的投訴及平機會作出主動調查／跟進行動的個案總數（包括過往年度尚未完成的個案）：1 209宗

Complaints Handled

In 2022-23, the EOC received 904 complaints. The EOC also initiated investigation and/or follow-up actions into incidents or situations involving unlawful acts, and issues that gave rise to concerns of discrimination under the law. These incidents were noticed by the EOC, or brought to the attention of the EOC by third parties or aggrieved individuals who did not wish to be involved in the investigation or conciliation process. Under these circumstances, the EOC would approach the concerned parties to inquire into the matter, explain the relevant legal provisions and advise them on ways to rectify the situation.

Together with the complaints carried forward from previous years (including EOC-initiated investigations), the EOC handled a total of 1 209 complaints in 2022-23, 5% less than the figure (1 266) in 2021-22.

Total Number of Complaints and EOC-initiated Investigations/Follow-up Actions Handled in 2022-23 (including cases carried over from previous years): 1 209



投訴處理

Complaint Handling

有關《性別歧視條例》的投訴

- 大部分(約81%)有關《性別歧視條例》的投訴屬於僱傭範疇。性騷擾(192宗)和懷孕歧視個案(88宗)仍然是最常見的兩類個案。

有關《殘疾歧視條例》的投訴

- 有關《殘疾歧視條例》的投訴中，有423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。其餘的個案則主要涉及提供貨品、服務及設施。

有關《家庭崗位歧視條例》的投訴

- 在51宗有關《家庭崗位歧視條例》的個案中，43宗屬於僱傭範疇，不少指稱涉及基於家庭崗位而遭解僱。

有關《種族歧視條例》的投訴

- 在78宗有關《種族歧視條例》的個案中，大部分涉及在提供貨品、服務或設施方面的歧視。

有關2019冠狀病毒病的投訴

就2019冠狀病毒病疫情以及政府和其他界別實施的預防和管控措施，市民提出了不同查詢。在2022-23年度，平機會就疫症事宜收到180宗查詢和74宗投訴；就疫苗接種則收到106宗查詢和13宗投訴。投訴主要涉及僱傭範疇，部分關乎貨品、服務及設施的提供。

Complaints under the SDO

- A large majority (around 81%) of the complaints handled under the SDO belonged to the employment field. Sexual harassment (192 cases) and pregnancy discrimination (88 cases) continued to be the two most common types of cases.

Complaints under the DDO

- Of the complaints handled under the DDO, 423 cases were related to employment, and the majority were concerned with the dismissal of employees due to sick leave and work injuries. The majority of the remaining cases were related to the provision of goods, services and facilities.

Complaints under the FSDO

- Of the 51 FSDO complaint cases, 43 were employment-related. A number of the allegations were concerned with dismissals on the ground of family status.

Complaints under the RDO

- A large majority of the 78 RDO cases were related to discrimination in the provision of goods, services and facilities.

Complaints Concerning COVID-19

The COVID-19 epidemic and the implementation of preventive and control measures by the Government and other sectors have led to various kinds of enquiries from the public. During 2022-23, the EOC received 180 enquiries and 74 complaints concerning the epidemic, and 106 enquiries and 13 complaints concerning vaccination. The complaints were mainly employment-related, while some were concerned with the provision of goods, services and facilities.



例如，一名醫生涉嫌拒絕為一名確診2019冠狀病毒病的病人提供服務。根據《殘疾歧視條例》，服務提供者若基於某人的殘疾，包括2019冠狀病毒病，拒絕向該人提供服務，即屬違法，除非提供有關服務會對服務提供者造成不合情理的困難。經平機會調停後，雙方達成和解，該名醫生同意之後為患上2019冠狀病毒病的病人提供服務。

在另一宗個案中，一名感染2019冠狀病毒病的送貨員康復後復工，隨即被僱主解僱。根據《殘疾歧視條例》，僱主若基於僱員的殘疾而解僱該名僱員，即屬違法。雙方就個案達成和解，僱主同意向該送貨員支付一筆款項。

For example, a medical practitioner allegedly refused to provide service to a patient who was diagnosed with COVID-19. Under the DDO, it is unlawful for a service provider to refuse the provision of services to someone on the ground of that person's disability, which includes COVID-19, unless it would impose unjustifiable hardship to the service provider. Upon conciliation by the EOC, the case was settled, with the medical practitioner agreeing to provide services to patients contracted with COVID-19 thereafter.

In another case, a delivery worker, who had recovered from COVID-19, was dismissed upon his resumption of duty. The DDO makes it unlawful for an employer to dismiss an employee on the ground of the employee's disability. The complaint was settled with a monetary payment by the employer to the delivery worker.

平機會的主動調查／跟進行動

如上文所述，平機會亦會對涉及違法行為的事件或情況，以及根據法例可能引起歧視問題的事宜主動展開調查及／或作出跟進行動。平機會在報告期內處理了33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》(主要是服務提供的問題)。

EOC-initiated Investigations/Follow-up Actions

As mentioned above, the EOC also initiated investigations 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 33 such cases, with the majority falling under the DDO (mainly on accessibility and service provision), followed by the SDO (mainly on service provision).

投訴處理 Complaint Handling



平機會就通道問題作出的主動跟進行動 EOC-initiated Follow-up Actions into Accessibility Issues

某商場把暢通易達洗手間鎖上，此舉可能影響殘疾人士使用。平機會主動就個案展開跟進行動，其後商場不再鎖上暢通易達洗手間，讓公眾得以使用。

在另一宗個案中，某快餐店只設有固定的餐桌和餐椅，令輪椅使用者難以在店內移動，亦只能坐在桌子之間的空間，但該處經常有食客和職員端着食物走過。平機會跟進此個案後，快餐店同意提供可移動的椅子和優先座位，以確保用餐空間暢通易達。

平機會主動展開上述跟進行動，有助提升設施的便利程度，並建立無障礙環境。

A shopping mall was alleged to have locked up its accessible toilet, potentially affecting people with disabilities. The EOC initiated follow-up actions into the case, after which the shopping mall unlocked the accessible toilet for public use.

In another case, a fast-food restaurant allegedly provided inflexible dine-in settings with only fixed tables and chairs. The arrangement was difficult for wheelchair users to navigate, and forced them to sit in the spaces between tables, where customers and staff would frequently walk by carrying food. The EOC followed up on the case and the restaurant agreed to provide movable chairs and priority seats to ensure an accessible dine-in setting for the wheelchair users.

The follow-up actions initiated by the EOC mentioned above helped enhance accessibility and foster a barrier-free environment.

調停

在調查投訴個案的過程中，平機會致力協助投訴人和答辯人通過調停達成和解。調停的目的是讓各有關方面找出一致同意的方法解決爭議，協助各人不再受爭議困擾。

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

Conciliation

In the course of investigating a complaint case, the EOC endeavours to help the complainant and the respondent reach a settlement by way of conciliation. The purpose of conciliation is to bring together the parties concerned to look for ways of resolving the dispute consensually and help them move forward.

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

在2022-23年度，有964宗投訴個案完結，當中162宗進行了調停，最終136宗成功調停，調停成功率為84%。2021-22年度的調停成功率是86%。

Of the 964 complaint cases concluded in 2022-23, 162 proceeded to conciliation, with 136 successfully conciliated. This translated into a conciliation success rate of 84% as compared to 86% in 2021-22.



和解個案案例

以下是平機會在2022-23年度處理的投訴個案案例。透過平機會的調停，投訴人和答辯人雙方進行討論，就解決方法達成協議。

Examples of Conciliated Cases

The following are examples of complaints handled by the EOC in 2022-23. Through conciliation facilitated by the EOC, the complainant(s) and the respondent(s) were able to discuss and agree on resolutions.



僱傭範疇的種族歧視 Racial Discrimination Related to Employment

某餐廳向一名巴基斯坦裔女求職者提出不能在工作期間穿戴頭巾的聘用條件，該名求職者投訴餐廳種族歧視。

A restaurant allegedly disallowed a female job seeker of Pakistani origin to wear a hijab at work as an employment condition. The job seeker lodged a racial discrimination complaint against the restaurant.

雖然宗教並非《種族歧視條例》涵蓋的受保障特徵，但如果僱主在沒有充分理由的情況下，對所有僱員施加一項要求或條件，導致屬某些族群的僱員因未能符合有關要求或條件而蒙受不利，便可能構成「間接歧視」。

Although religion is not a protected characteristic under the RDO, if an employer, without justifiable reasons, imposes a common requirement or condition on all employees, such that employees of certain ethnic groups would not be able to comply with it and suffer a detriment, then this may constitute “indirect discrimination”.

經平機會調停後，爭議雙方達成和解。餐廳同意向投訴人支付一筆款項及作出道歉，並表明日後歡迎不同種族、文化背景及宗教信仰人士應徵工作。

Upon conciliation by the EOC, the dispute was settled with the restaurant agreeing to give the complainant a monetary sum and an apology. The restaurant also indicated that it welcomed applicants of all races, culture and religions to work in future recruitment.

投訴處理 Complaint Handling



對外籍家庭傭工的懷孕歧視 Pregnancy Discrimination of a Foreign Domestic Worker

某外籍家庭傭工在產假後遭僱主解僱。

An employer allegedly dismissed a foreign domestic worker after her maternity leave.

根據《性別歧視條例》，僱主若基於僱員懷孕而把她解僱，即屬違法。法例亦保障外籍家庭傭工。

Under the SDO, it is unlawful for an employer to dismiss an employee on the ground of her pregnancy. The law also protects foreign domestic workers.

經調停後，答辯人同意向投訴人支付一筆款項，以同時解決投訴人就《性別歧視條例》及《僱傭條例》提出的個案。

Upon conciliation, a monetary sum was offered to the complainant by the respondent as a global settlement for both cases under the SDO and the Employment Ordinance.



對外籍家庭傭工的性騷擾 Sexual Harassment of a Foreign Domestic Worker

某外籍家庭傭工遭僱主的丈夫性騷擾。

The husband of the employer of a foreign domestic worker allegedly sexually harassed the latter.

根據《性別歧視條例》，任何僱主、主事人或代理人(即獲授權發出工作指令和監督工作的人士)，如對其僱員或合約工作者作出性騷擾，即屬違法。換言之，《性別歧視條例》不僅保障外籍家庭傭工免受僱主的性騷擾，也保障他們免受有代理人身份的僱主家人的性騷擾。

Under the SDO, it is unlawful for an employer, principal or agent (being authorised to give work instructions and supervise the work) to sexually harass an employee or contract worker. In other words, the SDO protects foreign domestic workers from sexual harassment not only by their employers, but also by the family members of the employers who act as agents.

經調停後，爭議雙方達成和解，該僱主和她的丈夫同意向投訴人支付一筆款項。

Upon conciliation, the dispute was settled with both the employer and her husband agreeing to give the complainant a monetary payment.

已完結個案

平機會的服務承諾是在180日或六個月內完成處理75%的投訴個案。在2022-23年度，平機會的表現超越目標，有86%的個案在六個月內完成處理，投訴的平均處理時間只是106日。

Cases Concluded

The EOC's performance pledge is to conclude 75% of the complaints within 180 days or six months. In 2022-23, the EOC outperformed its target, with 86% of the complaints concluded within six months, and the average handling time of the complaints only at 106 days.

投訴處理 Complaint Handling

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；
- 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。

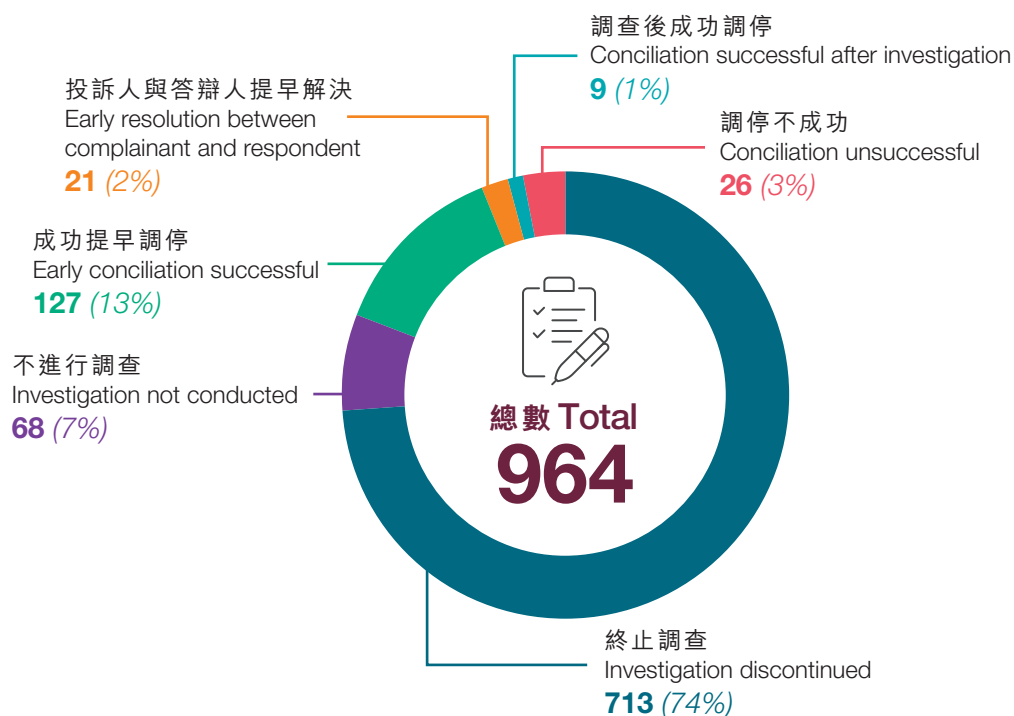
在2022-23年度，平機會決定不對68宗個案進行調查，並終止調查713宗個案。

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;
- 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.

In 2022-23, the EOC decided not to conduct an investigation in 68 cases, and discontinued investigations in another 713 cases.

2022-23年度已完結的個案數字(根據所採取的行動分類) Breakdown of Cases Concluded in 2022-23 by Action Taken



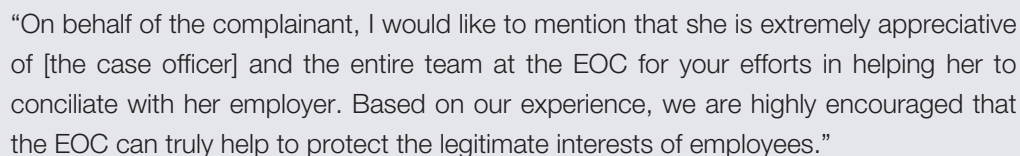
投訴處理 Complaint Handling

服務使用者的正面回應

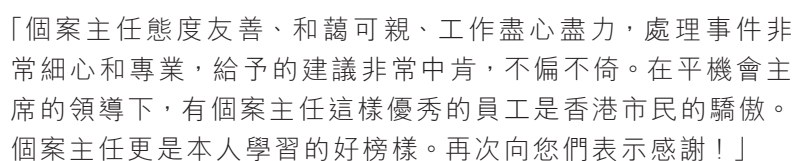
平機會不時接獲公眾的正面意見和鼓勵說話，這些公眾人士都曾使用平機會的服務，向平機會作出查詢和提出投訴，又或獲得平機會的法律協助，跟進他們的個案。他們具建設性的意見和正面評價印證了平機會的專業和優質服務水平，驅使平機會進一步提升表現。

Positive Feedback from Service Users

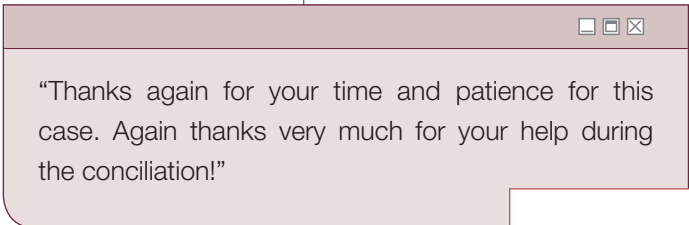
From time to time, the EOC receives encouraging and positive feedback from members of the public, who have lodged enquiries and complaints with the EOC, or received legal assistance in taking their cases forward. Their constructive feedback and positive comments are a testament to the EOC's professionalism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



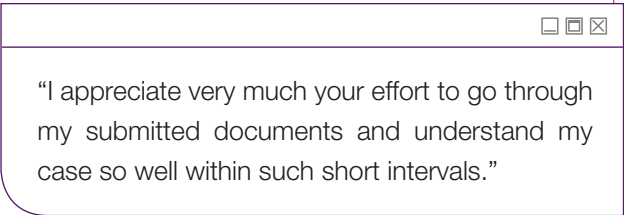
"On behalf of the complainant, I would like to mention that she is extremely appreciative of [the case officer] and the entire team at the EOC for your efforts in helping her to conciliate with her employer. Based on our experience, we are highly encouraged that the EOC can truly help to protect the legitimate interests of employees."



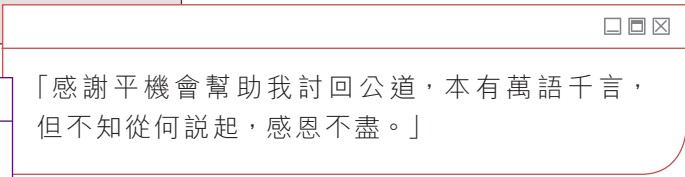
「個案主任態度友善、和藹可親、工作盡心盡力，處理事件非常細心和專業，給予的建議非常中肯，不偏不倚。在平機會主席的領導下，有個案主任這樣優秀的員工是香港市民的驕傲。個案主任更是本人學習的好榜樣。再次向您們表示感謝！」



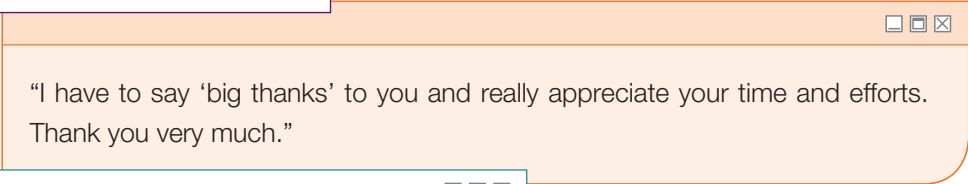
"Thanks again for your time and patience for this case. Again thanks very much for your help during the conciliation!"



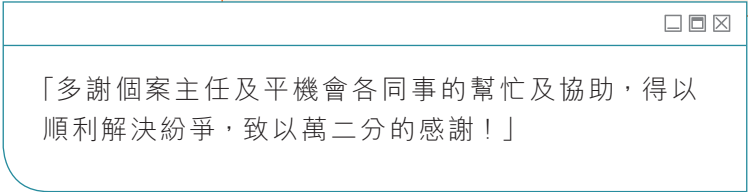
"I appreciate very much your effort to go through my submitted documents and understand my case so well within such short intervals."



「感謝平機會幫助我討回公道，本有萬語千言，但不知從何說起，感恩不盡。」



"I have to say 'big thanks' to you and really appreciate your time and efforts. Thank you very much."



「多謝個案主任及平機會各同事的幫忙及協助，得以順利解決紛爭，致以萬二分的感謝！」



“Thank you very much for helping me throughout the process. It is helpful to have you who is so experienced in similar cases and be here to offer guidance impartially. Your help and patience is invaluable.”

“We are indebted to your patience, professional guidance and assistance throughout this matter and have learned during the process.”



「感謝平等機會委員會在這次事件中體現認真及專業的能力。」

「個案主任細心向本人講解程序及處理方法。在短短數月內已經協調有關部門處理及將問題解決……為傷殘人士及其家人解決了使用通道的困苦。現特函向平等機會委員會表達謝意及讚揚個案主任的出色工作表現。」

「我非常感謝從我投訴以來個案主任和平機會對我的支持，你們的幫助在我最憤怒無助的時候給了我很大的信心和安慰。」

「平機會處理個案效率優良……個案主任皆秉持專業及持平態度，致力解決問題，現特函表揚。感謝你們的用心及努力！」



“During this period, I really appreciate that you guided me on how to face and solve the problem professionally. Thank you.”

「致以衷心感謝個案主任過往以來的工作表現優秀，充分表現個案主任對工作的熱誠，專業的工作效率，待人熱誠有禮……現特函表揚……感謝平等機會委員會提供的服務。」

「真是十分感激個案主任的幫忙！……希望平機會繼續為社會上不公平的事件伸張正義！謝謝！」

捍衛法治——法律服務

Upholding the Law — Legal Service



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

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

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.

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：

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:

- 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(如懷孕歧視和處所的無障礙事宜)？
- 案件會否鼓勵有關方面在制度上作出改革以消除歧視？

- 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?

- 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可觀的勝算？
 - 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？
 - 平機會可按個別案件的情況，考慮任何其他相關事宜。
- 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 EOC may consider any other matters which may be relevant on a case-by-case basis.

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

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

若專責小組成員決定給予某個案法律協助，負責的平機會律師會採取一切所需跟進行動協助受助人。有關協助包括由平機會律師向受助人提供法律意見、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受助人。

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 assisted person. The assistance may include legal advice to the assisted person by the EOC lawyer(s), legal services related to the gathering and assessment of further information or evidence, or representation in legal proceedings by the EOC lawyer(s) or by lawyer(s) in private practice engaged by the EOC.

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

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

法律協助申請

在2022-23年度，平機會共處理了12宗法律協助申請，當中六宗獲得協助，三宗不獲協助。截至2023年3月31日，其餘三宗仍在考慮。

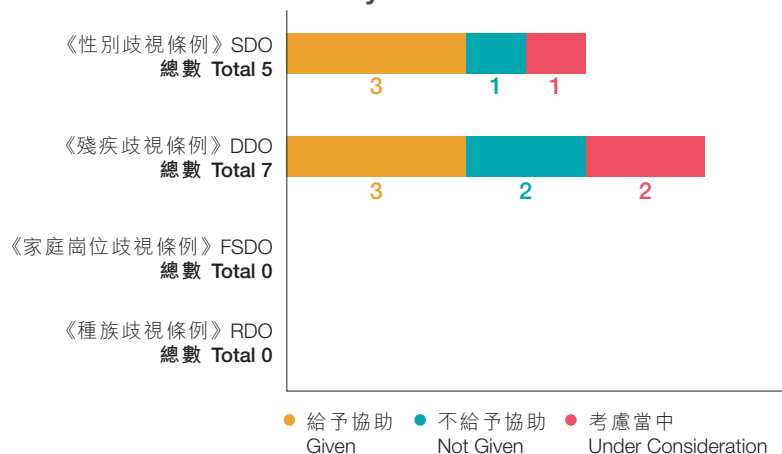
Applications for Assistance

In 2022-23, the EOC handled 12 applications for assistance. Of these, six cases were given legal assistance, three cases were rejected, and the remaining three cases were still under consideration as of 31 March 2023.

法律服務 Legal Service

按條例劃分的法律協助申請數字

Breakdown on Applications for Legal Assistance by Ordinance



法律協助的案例

Examples of Legally Assisted Cases

2022年4月21日 — 平機會根據《殘疾歧視條例》，代表一名申索人在區域法院提出法律訴訟。申索人曾向答辯人的公司申請業務發展經理的職位，並成功獲取錄。然而，申索人正式上班前確診2019冠狀病毒病。他留院兩星期後，為他診治的醫生確定他已經康復。申索人通知答辯人他可以上班，卻獲告知已另覓人選出任業務發展經理的職位，無法再錄用他。申索人聲稱，答辯人基於他的殘疾（即感染2019冠狀病毒病）而拒絕向他提供或故意不向他提供職位，屬違法歧視行為。

2022年5月23日 — 平機會根據《殘疾歧視條例》，代表一名申索人在區域法院提出法律訴訟。申索人聲稱他的前僱主（答辯人）基於他感染2019冠狀病毒病而對他作出殘疾歧視，將他解僱。申索人受僱為答辯人的項目經理，上班數天後確診感染2019冠狀病毒病，並需要住院治療。住院期間，申索人收到答辯人的WhatsApp訊息，指因他感染2019冠狀病毒病而解僱他。

21 April 2022 — The EOC issued legal proceedings under the DDO in the District Court, on behalf of a person (the Claimant), who made a job application for the position of Business Development Manager (BDM) in the Respondent company. The Claimant's job application was successful. However, before he commenced work, he was diagnosed with a COVID-19 infection. After being hospitalised for about two weeks, his treating doctor confirmed that he had recovered. When the Claimant informed the Respondent that he was ready to report for duty, he was told that the BDM position had been filled up by others and was no longer available to him. The Claimant alleged that the Respondent unlawfully discriminated against him by refusing or deliberately omitting to offer him the employment on the ground of his disability, i.e. COVID-19 infection.

23 May 2022 — The EOC issued legal proceedings under the DDO in the District Court, on behalf of a person (the Claimant) who alleged that his former employer (the Respondent) discriminated against him by terminating his employment on the ground of his disability (i.e. being infected with COVID-19). The Claimant was employed by the Respondent as Project Manager. A few days after he had reported for duty, the Claimant was diagnosed with COVID-19 infection and was hospitalised. During his hospitalisation, the Claimant received a termination message sent by the Respondent via WhatsApp, which stated that he was dismissed because of his infection with COVID-19.

2022年11月16日 — 平機會根據《殘疾歧視條例》，代表一名申索人在區域法院提出法律訴訟。申索人指稱他的前僱主(答辯人)基於他的殘疾(左下肢蜂窩性組織炎)而將他解僱，屬歧視行為。

申索人受僱於一間中式酒樓(答辯人)任職侍應。入職後一個多星期，申索人左腳感到痛楚，經醫生診斷為患上「左下肢蜂窩性組織炎」。醫生給予申索人四天病假。在病假期間，答辯人通知申索人他的職位暫時由替工頂替，他可以在痊癒後復工。幾天後，申索人告知答辯人可以恢復工作，答辯人卻表示已經解僱了申索人，原因是擔心他的腿患將來會復發。

2023年3月1日 — 平機會根據《性別歧視條例》，代表一名外籍家庭傭工(申索人)在區域法院提出法律訴訟。申索人指稱她多次被前僱主(答辯人)性騷擾，包括答辯人在申索人洗澡後靠近嗅她頭髮和身體的氣味。

16 November 2022 — The EOC issued legal proceedings under the DDO in the District Court, on behalf of a person (the Claimant) who alleged that his former employer (the Respondent) discriminated against him by terminating his employment on the ground of his disability (i.e. Left Lower Limb Cellulitis).

The Claimant was employed by a Chinese restaurant (the Respondent) as a waiter. A couple of days after he had reported for duty, the Claimant suffered from leg pain and was diagnosed with Left Lower Limb Cellulitis. He was granted sick leave for four days. During his sick leave, the Respondent informed the Claimant that his position had temporarily been filled up by another person and he could resume duty after he had recovered. A few days later, the Claimant told the Respondent that he was ready to resume duty but the Respondent replied that he was dismissed for the fear that his leg pain would reoccur in the future.

1 March 2023 — The EOC instituted legal proceedings under the SDO in the District Court, on behalf of a foreign domestic helper (the Claimant) who said that her former employer (the Respondent) sexually harassed her on a number of occasions during her employment with him, including coming up close to sniff the fragrance of her hair and body after she had taken a shower.

無需展開訴訟便已完結的受助個案

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

Legally Assisted Cases Concluded without Commencing Legal Proceedings

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

法律服務 Legal Service

在2022-23年度，有五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。另有四宗個案仍在處理，至報告期完結時尚未有結果或未展開法律訴訟。

法庭案件

平機會在2022-23年度共處理了11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》，餘下一宗同時有關《性別歧視條例》和《殘疾歧視條例》。

在平機會律師的協助下，六宗個案獲判勝訴，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2023年3月31日，其餘五宗個案的法庭訴訟仍未完結。

和解條款

經成功調停或獲法律協助後和解的個案，和解條款包括：

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

In 2022-23, five cases, to which legal assistance was given before and during the year, were either resolved without the need to commence legal proceedings, or were given no further assistance upon further development and assessment of evidence. Another four cases remained in process, with no outcome having been reached and no court proceedings having commenced yet at the end of the period under review.

Court Cases

In 2022-23, the EOC handled 11 court cases — four under the SDO, six under the DDO, and one under both SDO and DDO.

With assistance from the EOC lawyers, six cases successfully obtained a favourable judgment, were settled on confidential terms without proceeding to trial, or were given no further assistance upon further development and assessment of evidence. For the remaining five cases, the court proceedings were still ongoing as of 31 March 2023.

Settlement Terms

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

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



投訴／申訴人取得金額
Monetary Payment for Complainants/Claimants

超過港幣 **8,400,000** 元
Over HK\$

支付金錢

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索人取得的金錢總額超過港幣840萬元。

Monetary Payment

The total monetary payment secured by the EOC for complainants and claimants through conciliation, legal assistance and settlement out of court during the period under review exceeded HK\$8.4 million.

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向政府提交意見書；審校合約及協議；以及提供其他形式的內部法律支援。

Other Legal Work

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

檢討條例的保障

平機會其中一項主要職能，是檢討反歧視條例的實施情況，並且視乎需要提出修例建議。例如，平機會進行了兩項條例檢討，第一項是有關《性別歧視條例》對性騷擾方面的保障，第二項是探討如何透過法例修訂解決香港人與內地人之間的歧視、騷擾和中傷問題。平機會已於2021年向政府提交兩項檢討的結果，供政府進一步考慮。

Review of Protections under the Ordinances

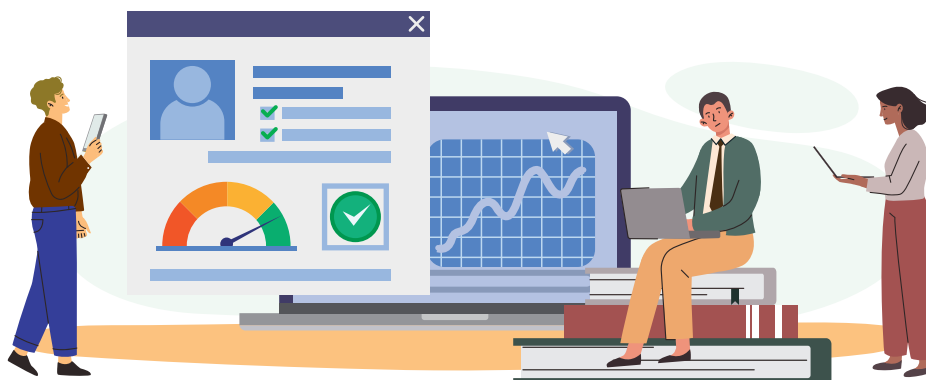
One of the main functions of the EOC is to keep under review the workings of the anti-discrimination ordinances and when necessary, draw up proposals for amendments. For example, the EOC conducted a review of the protections from sexual harassment under the SDO, and another on the possibility of tackling the discrimination, harassment and vilification between people from Hong Kong and those from the Mainland through legislative amendments. The findings of both reviews had been submitted to the Government in 2021 for further consideration.

此外，平機會一直進行法律研究，探討如何在現行反歧視法例的框架下保障性小眾免受歧視。截至報告期完結時，內部研究仍在進行。

In addition, the EOC has been working on a legal study to explore the possible options for providing legal protections for sexual minorities from discrimination based on the existing framework of the anti-discrimination law. As at the end of the review period, the internal study remained in progress.

倡議正面改變——政策、研究及培訓

Advocating Positive Changes — Policy, Research and Training



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

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

研究調查

平機會每年都進行或委託機構進行不同調查研究，以了解歧視的趨勢及根本原因，並建立以數據為本的深入見解分析。這些研究就社會上歧視的普遍情況及公眾的態度提供有用的指標，有助制定和實施政策措施，解決歧視問題。

Research Studies

Each year the EOC conducts and commissions a range of research studies to understand the trends and root causes of discrimination and develop data-driven insights. These studies provide useful indicators on the prevalence of discrimination in society and the public's attitudes, which would facilitate the formulation and implementation of policy measures to address the problems.

在2022-23年度，平機會發表了以下研究報告：

In 2022-23, the EOC released the following studies:

- 全港性騷擾調查(2022年5月)；
- 本港中學實施全面性教育研究報告(2022年11月)；以及
- 對職場精神病患者的標籤及歧視態度之研究(2023年2月)。
- Territory-wide Representative Survey on Sexual Harassment in Hong Kong (May 2022);
- Study on Comprehensive Sexuality Education in Secondary Schools of Hong Kong (November 2022); and
- Study on Perceptions of Stigmatisation and Discrimination of Persons with Mental Illness in the Workplace (February 2023).

全港性騷擾調查

主要結果

約17.8%及11.8%的受訪者報稱在調查前24個月內，分別在網上及在工作期間遭受性騷擾。

受訪者最常遭遇的網絡性騷擾形式是收到不雅照片或影片，令他們覺得被冒犯(55.8%)；最常見的職場性騷擾形式則是有人在受訪者面前與其他人說有關性的話題或笑話(61.5%)。

較年輕女性是最容易遭受職場及網絡性騷擾的年齡群組，尤其是18至34歲的女性。

Territory-wide Representative Survey on Sexual Harassment in Hong Kong

Major findings

About 17.8% and 11.8% of the respondents reported that they were sexually harassed online and at work respectively over the 24 months prior to the survey.

The most common form of online sexual harassment experienced by the respondents was “receiving indecent photos or videos online”, which made them feel offended (55.8%), while workplace sexual harassment often occurred in the form of sexually suggestive comments or jokes made to others but in the respondents’ presence (61.5%).

Notably, younger women, specifically those aged 18-34, were found to be more vulnerable to both workplace and online sexual harassment.



建議

平機會建議各界別的大小公司和機構應制定清晰的反性騷擾政策，建立有效的投訴處理機制，並定期向員工提供加強反性騷擾認知的培訓。僱主應在僱員培訓計劃中鼓勵旁觀者在適當時介入，而非當沉默的旁觀者。

調查報告建議政府研究是否可向僱主施加積極責任，規定僱主須採取合理和相稱的措施以預防職場性騷擾。

Recommendations

Employers of all sizes and sectors should develop a clear anti-sexual harassment policy, establish an effective complaint-handling mechanism, and provide awareness training to staff on a regular basis. Emphasis can be put on encouraging employees to intervene when appropriate, rather than remain silent bystanders.

The Government is recommended to explore the feasibility of introducing a positive duty on employers to take reasonable and proportionate steps to prevent workplace sexual harassment.

政策、研究及培訓 Policy, Research and Training

本港中學實施全面性教育研究報告

主要結果

在填寫問卷的203間學校中，13.8%在2018/19學年完全沒有在課堂教授性教育，12.3%沒有舉辦任何有關性教育的活動。

大部分學校(85.2%)在不同科目的課堂納入性教育元素，最常納入性教育元素的科目是科學／綜合科學科和生物科，只有2%的學校把性教育設為獨立科目。

回應學校中有接近一半表示在2018/19學年編配五小時或以下予性教育課堂，有超過90%學校編配20小時或以下。報告指出，性教育課時不足，其中一個原因是「中學課程太緊湊」。

接近一半回應的學校(47.6%)表示，2018/19學年在校內教授性教育的人員不曾修讀任何有關性教育的專業發展課程。

至於香港中學性教育是否足夠方面，差不多一半學校代表(49.7%)表示不足夠(43.3%)或非常不足夠(6.4%)。

Study on Comprehensive Sexuality Education in Secondary Schools of Hong Kong

Major findings

Out of the 203 schools that completed the questionnaire, 13.8% did not teach any sexuality education at all in classroom, and 12.3% did not organise any activities related to the subject during the 2018/19 school year.

A majority (85.2%) of the schools included elements of sexuality education in different subjects, such as Science/Integrated Science and Biology, and only 2.0% of the schools taught sexuality education as a separate subject.

Nearly half of the responded schools said they allocated five hours or below to sexuality education classes, while over 90% allocated 20 hours or below during the 2018/19 school year. One of the major reasons cited was lack of time, "as the secondary school curriculum is already jam-packed".

Nearly half (47.6%) of the responded schools said their staff members who taught sexuality education in the 2018/19 school year had not taken any professional development course related to the subject.

When asked about the adequacy of sexuality education, almost half of the school representatives (49.7%) said sexuality education was insufficient (43.3%) or very insufficient (6.4%) in secondary schools in Hong Kong.



建議

政府應考慮重新採用並更新1997年《學校性教育指引》，為中學訂明統一的架構及建議課時。

政府亦應規定負責教授性教育的教師接受專業發展培訓，並考慮制定或提供資助予有關方面制定全面的性教育教材，以及向學校提供資助，以聘請非政府組織提供性教育。具體而言，政府應顧及有特殊教育需要、非華裔及有不同性傾向和性別認同等小眾學生的情況，因應他們面對的文化和語言差異等特殊困難，提供資助以制定適切的性教育教材。

校方除了應檢視和修訂其性教育課程，還應提供足夠資源和誘因，鼓勵教師接受相關培訓。報告亦建議每一間學校應設立性教育統籌主任職位，向家長提供更多性教育方面的支援，例如提供性教育資源。

對職場精神病人的標籤及歧視態度之研究

主要結果

約八成在職人士(81.7%)及精神病患者(78.5%)認為歧視精神病人的情況在香港非常普遍或頗普遍。

約七成受訪者(包括在職人士及精神病患者)認為精神病患者「獲得和他人相比較少的升職機會」及「因為患有精神病而不被聘用」。

Recommendations

The Government should consider reactivating and updating the 1997 Guidelines on Sex Education in Schools, stipulating a standardised structure and recommended teaching hours for secondary schools.

Professional development training should also be made mandatory for teachers teaching sexuality education, and consideration should be given on developing and/or providing funding for developing a comprehensive set of teaching materials, as well as providing subsidies for schools to hire non-governmental organisations to provide sexuality education. In particular, funding should be provided for developing sexuality education materials tailored to the needs of minority students, including students with special educational needs, non-ethnic Chinese students and those with different sexual orientations and gender identities, in light of the specific challenges they face, such as cultural and language differences.

As for the schools, besides reviewing and revising their existing curricula, adequate resources and incentives should be provided to teachers to undergo relevant training. It is also recommended that each school should set up a designated post of sexuality education coordinator and that support for parents on sexuality education should be enhanced by schools, such as providing sexuality education resources.

Study on Perceptions of Stigmatisation and Discrimination of Persons with Mental Illness in the Workplace

Major findings

About 80% of employed persons (81.7%) and persons with mental illness (PMIs) (78.5%) considered that the discrimination against PMIs in Hong Kong is very prevalent or quite prevalent.

Around 70% of the respondents (both employed persons and PMIs) observed PMIs as “having fewer opportunities for promotion” and “not hired because of mental illness”.

政策、研究及培訓 Policy, Research and Training

大部分在職人士表示接受精神病患者 (89.4%)，但有兩成在職人士對精神病患者持有標籤性看法 (19.8%)。

約45%的精神病患者表示，過去五年曾在求職、離職及在職的過程中經歷過至少一次歧視，但只有少數採取行動，主要是擔心未來僱主的看法。

約兩成 (18.9%) 的精神病患者就精神健康求醫而請假時遇到困難。

只有12.5%的精神病患者表示他們目前工作或最近工作的公司有提供精神健康支援。

在僱主方面，深度訪談的結果顯示，許多僱主及主管不清楚他們的法律責任、《殘疾歧視條例》下甚麼情況會構成殘疾歧視，以及如何處理精神病患者提出的精神病歧視投訴。他們的公司亦缺乏對聘請及管理精神病患者的清晰指引及政策，尤其是規模較小的公司。

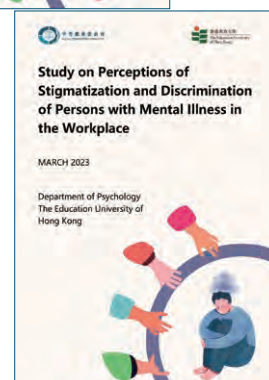
Majority of employed persons reported to show acceptance towards PMIs (89.4%), while one-fifth held stigmatised views against PMIs (19.8%).

Over the past five years, some 45% of the PMIs reported that they experienced discrimination in at least one of the following scenarios: hiring, quitting/layoff, at work. But not many took action due to their concern over their future employers' views.

Around one-fifth of PMIs (18.9%) encountered difficulties when applying for sick leave for seeking mental illness advice.

Only 12.5% of the PMIs reported that the company for which they were currently working or the last company they worked for has provided mental health support.

On the employers' side, in-depth interviews showed that many employers and supervisors lack knowledge about their legal liability, what constituted disability discrimination under the Disability Discrimination Ordinance (DDO) and the procedure to handle complaints from PMIs on mental illness discrimination. There was also a lack of clear guidelines and policies for hiring and managing PMIs, especially for smaller companies.



建議

當局應加強公眾教育，以提高市民對殘疾歧視的關注。例如，勞工處及精神健康諮詢委員會可與平機會合作，為企業管理層及其前線員工提供研討會及講座。

政府應考慮向平機會、勞工處及僱主提供更多資源及協助，以積極地促進制定歧視相關政策及措施，從而協助職場上的精神病患者康復。

僱主應為僱員提供合理工作調適以作為精神健康友善僱傭措施。他們亦可以為員工安排培訓，好讓他們摒除謬誤，加強對精神健康的認識。

正進行的研究

於2022-23年度結束前，以下研究仍在進行：

- 香港年輕殘疾人士從學校過渡至工作的有效策略的研究；以及
- 香港普通學校教育特殊教育需要學生的挑戰、有效政策及最佳措施研究。

平機會在2022-23年度還委託了機構進行「在香港『公眾可進出處所』餵哺母乳的研究」。

Recommendations

More public education should be arranged to promote awareness of disability discrimination in Hong Kong. For instance, the Labour Department and Advisory Committee on Mental Health can work together with the EOC to provide seminars and talks for both the management of businesses and their frontline staff.

The Government should consider providing more resources and assistance to the EOC, the Labour Department and employers to proactively facilitate the development of discrimination-related policies and measures for supporting PMIs' recovery in the workplace.

As for the employers, they are urged to offer reasonable work accommodation to employees as a mental health-friendly employment practice. Training may also be arranged for staff to debunk myths and promote mental health awareness.

Research Studies in Progress

The following research studies remained in progress at the end of 2022-23:

- Study on Effective Strategies to Facilitate School-to-Work Transition of Young Persons with Disabilities in Hong Kong; and
- Study on Challenges, Effective Policies and Best Practices of Ordinary Schools in Educating Students with Special Educational Needs (SEN) in Hong Kong.

The EOC also commissioned a 'Study on Breastfeeding at Publicly Accessible Premises in Hong Kong' in 2022-23.

政策、研究及培訓 Policy, Research and Training

平等機會研究項目資助計劃

平機會透過「平等機會研究項目資助計劃2020-21」，為學術機構及非政府組織共九個研究項目提供資助。在2022-23年度，以下資助研究的結果已經公布，提供有關社會歧視趨勢及成因的進一步見解。

Funding Programme of Research Projects on Equal Opportunities

The EOC provided funding support to nine research projects by academia and NGOs under the Funding Programme of Research Projects on Equal Opportunities 2020-21. In 2022-23, the findings of the following funded studies were released, which provided further insights into the trends and causes of discrimination in society:

| 研究項目名稱 Title of the Research Project | 受資助機構 Funded Party | 公布日期 Release Date |
|--|--|---------------------------|
| 網絡媒體對香港少數族裔的描繪和香港的網絡種族歧視研究 A Study of Online Media Representation of Ethnic Minorities in Hong Kong and Their Experiences of Online Racial Discrimination | 香港城市大學媒體與傳播系 Department of Media and Communication, City University of Hong Kong | 2022年5月 May 2022 |
| 大專院校反性騷擾政策檢視清單(2020-2021)研究報告 Anti-Sexual Harassment Policy Checklist — Research Report on Tertiary Institutions (2020-2021) | 新婦女協進會 The Association for the Advancement of Feminism | 2022年5月 May 2022 |
| 招收少數族裔幼稚園學生： 克服挑戰 確認機遇 Admitting Ethnic Minority Kindergarteners: Overcoming Challenges and Identifying Opportunities | 香港都會大學教育及語文學院與香港惠苗協會 School of Education and Languages of Hong Kong Metropolitan University and Hong Kong Child-riety Association | 2022年6月 June 2022 |
| 探索性研究：香港南亞少數族裔中影響父母對女兒接種子宮頸癌疫苗決定的挑戰和促成因素 An Exploration of the Challenges and Enablers of Parental HPV Vaccination Decision for Adolescent Daughters among South Asian Ethnic Minorities in Hong Kong | 香港中文大學那打素護理學院 The Nethersole School of Nursing, The Chinese University of Hong Kong | 2022年7月 July 2022 |
| 探索南亞學生及家庭於香港特殊教育中的經驗 Exploring Intersectional Experiences of South Asian Ethnic Minority Students and Families in Special Educational Context in Hong Kong | 明愛專上學院 Caritas Institute of Higher Education | 2022年9月 September 2022 |

| 研究項目名稱 Title of the Research Project | 受資助機構 Funded Party | 公布日期 Release Date |
|--|---|--------------------------|
| 晚期疾病患者的家屬照顧者 Family Caregivers of Persons With Advanced Illnesses | 明愛專上學院 Caritas Institute of Higher Education | 2023年1月 January 2023 |
| 為香港有特殊教育需要的小學生營造 無障礙網上學習環境 Creating a Barrier-free Online Learning Environment for Primary School Students with Special Educational Needs in Hong Kong | 香港大學教育學院 Faculty of Education, The University of Hong Kong | 2023年2月 February 2023 |
| 探討自閉症大專生的經歷和需要 Exploring the Experiences and Needs of College Students with Autism Spectrum Disorder (ASD) | 香港中文大學教育心理學系 Department of Educational Psychology, The Chinese University of Hong Kong | 2023年2月 February 2023 |



政策、研究及培訓 Policy, Research and Training

政策倡議

向政府及其他組織提交的意見書

2022-23年度，平機會向政府及其他機構提交了以下有關政策措施的意見書，以處理香港的歧視問題。

- 就2022施政報告公眾諮詢向政府提交的意見書(2022年9月)－平機會提出建議，以改善對有特殊教育需要的學生、殘疾人士、非華裔人口和照顧者的支援措施；並提倡推行性教育；推廣家庭友善的彈性工作安排；加強中小型企業預防和打擊職場性騷擾的能力；以及
- 向香港交易及結算所有限公司提交的意見書(2023年2月)－平機會就建議擴大無紙化上市機制及其他《上市規定》修訂的諮詢文件表達意見，為殘疾人士推廣數碼無障礙。

殘疾人士的權利

過去一年，平機會透過與不同的本地及海外持份者合作，繼續推動包括殘疾人士在內的弱勢群體的平等機會。平機會除了發布指引和政策大綱，還應不同機構和專業團體要求，分享有關執行反歧視條例的專業知識和經驗，以及在工作場所推廣共融的良好常規。

Policy Advocacy

Submissions to the Government and Other Parties

In 2022-23, the EOC made the following submissions to the Government and other parties on policy measures for tackling discrimination issues in Hong Kong:

- Submission to the Government in response to the 2022 Policy Address Public Consultation (September 2022) — the EOC laid out the proposals on enhancing the support measures for students with special educational needs, persons with disabilities, non-ethnic Chinese population and carers; promoting sexuality education and family-friendly flexible working arrangements; and strengthening the ability of small- and medium-sized enterprises to prevent and combat workplace sexual harassment; and
- Submission to the Hong Kong Exchanges and Clearing Limited (February 2023) — the EOC put forward its opinions in response to the Consultation Paper on Proposals to Expand the Paperless Listing Regime and Other Rule Amendments, with a view to promoting digital accessibility for persons with disabilities.

Rights of Persons with Disabilities (PWDs)

During the year in review, the EOC continued to advocate for the equal opportunities of the disadvantaged communities, including those of PWDs, through collaboration with different local and international stakeholders. Apart from offering guidelines and policy frameworks, the EOC was invited by various organisations and professional bodies to share its expertise and experience on implementing the anti-discrimination ordinances, and best practices for promoting inclusion in the workplace.

聾健司法平等：供殘疾人士、法律工作者和參與司法程序人士參考的指引(「《指引》」)

平機會於2022年11月15日推出一套實用指引，以促進司法程序的不同持份者之間的溝通，包括聾人和聽障人士、法律工作者及手語傳譯員。平機會制定此《指引》，旨在處理近年聾人和聽障人士因誤解或溝通不當而在司法程序中面對障礙的問題。

在制定《指引》時，平機會參考了不同國際標準和香港的做法，以及諮詢了本地聾人群體的人士和機構、學者、手語傳譯員、法律工作者及公共機構，例如律政司、香港大律師公會、法律援助署、當值律師服務、司法機構和香港律師會等。

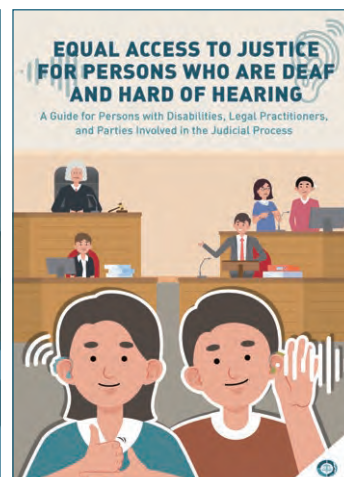
《指引》提供與聾人和聽障人士溝通時的注意事項和一般原則，還提出與聾人和聽障人士達致有效溝通的建議，讓法庭、法官、司法人員、法律代表及手語傳譯員等參與司法程序的人士參考。

Equal Access to Justice for Persons Who are Deaf and Hard of Hearing: A Guide for Persons with Disabilities, Legal Practitioners, and Parties Involved in the Judicial Process

On 15 November 2022, the EOC released a practical guide to facilitate communication between different parties involved in the judicial process, including people who are deaf and hard of hearing (DHoH), legal practitioners and sign language interpreters. The Guide was developed by the EOC in view of the barriers encountered by DHoH persons during the legal process due to misunderstanding or miscommunication in recent years.

In compiling the Guide, the EOC has taken reference from various international standards and local practices, as well as consulted individuals and organisations from the local DHoH community, academics, sign language interpreters, legal practitioners and public bodies, such as Department of Justice, Hong Kong Bar Association, Legal Aid Department, The Duty Lawyer Service, The Judiciary, The Law Society of Hong Kong, etc.

The Guide not only sets out general tips and principles for communicating with DHoH persons, but also contains suggestions for different parties in the judicial process, such as the court, judges and judicial officers, legal representatives, and sign language interpreters, etc. on effective communication with DHoH persons.



政策、研究及培訓

Policy, Research and Training

例如，平機會建議在聆訊開始之前，應詢問聾人和聽障人士與傳譯員（或即時字幕員或口語唇讀傳譯員），雙方是否能明白對方意思和互相溝通，並且能與法庭溝通。另外，在提供任何輔助工具和服務前，必須先詢問每一名聾人和聽障人士的需要，並找出適當的便利措施。由於聾人和聽障人士有不同文化和語言特性，而且輔助設備種類繁多，所以此舉極為重要。

《指引》預期能促進參與司法程序各方的溝通，長遠而言，實現所有人能平等地尋求司法公正的最終目標。

《指引》的全文及摘要已上載至平機會網站，摘要的香港手語版亦已上載至平機會的YouTube頻道。

有關職場殘疾歧視的網上研討會

平機會與香港腦癇基金會在2022年7月16日合辦「腦癇症患者在職場上面對的挑戰與機遇」網上研討會，有超過200人參加。平機會主席朱敏健先生於活動上致開幕辭，講述如何促進殘疾人士在工作上的平等機會；行政總監（營運）朱崇文博士則講解《殘疾歧視條例》如何保障僱員和求職者免遭殘疾歧視，以及僱主如何可為患有腦癇症的僱員提供便利措施。

For instance, the EOC suggests that at the beginning of a court hearing, both the DHoH person and the interpreter (or the speech-to-text reporter or the lip-speaker as the situation may be) should be asked whether they are able to understand and communicate with each other and the court. Further, before offering any auxiliary aids and services, it is imperative to always ask about the needs of each individual DHoH person and identify the appropriate accommodation measures. This is important given the diversity of cultural and linguistic identities among DHoH persons and the variety of assistance available.

It is anticipated that the Guide could facilitate communication between different parties in the judicial process and help achieve the ultimate goal of equal access to justice for all in the long run.

The full text and highlights of the Guide could be accessed from the EOC website. Hong Kong Sign Language version of the highlights of the Guide is also available on the EOC's YouTube Channel.

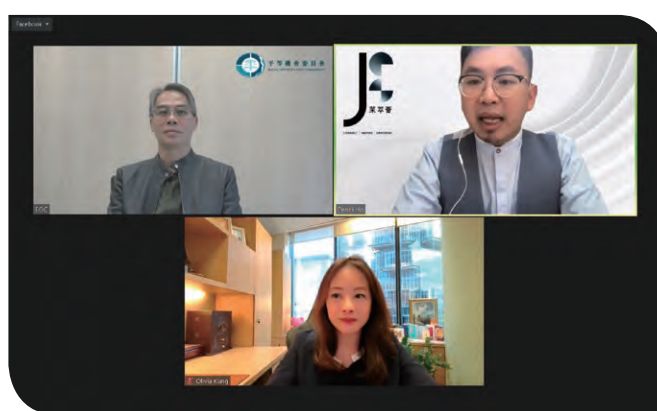
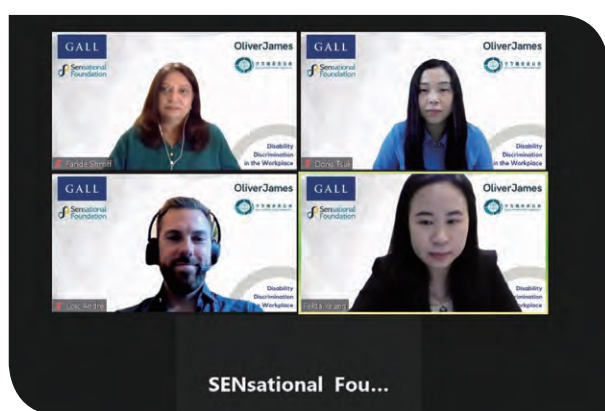
Webinars on Disability Discrimination in the Workplace

The EOC co-organised with the Epilepsy Foundation of Hong Kong a webinar 'Challenges and Opportunities of Persons with Epilepsy in the Workplace' on 16 July 2022 for over 200 participants. EOC Chairperson Mr Ricky CHU Man-kin gave an opening speech to address the equal opportunities of PWDs in the workplace. Dr Ferrick CHU Chung-man, Executive Director (Operations), presented how the Disability Discrimination Ordinance protects employees and job applicants from disability discrimination, as well as steps employers can take to accommodate the needs of talents with epilepsy.

政策、研究及培訓 Policy, Research and Training

此外，於2022年5月23日及2022年10月11日，平機會與高嘉力律師行，以及非牟利組織 Oliver James Ability 和 SENSational Foundation 合辦「職場上的殘疾歧視」網上研討會，有超過100人參加。署理主管(政策、研究及培訓)徐好婷女士講解香港的殘疾人士面對的困難，以及僱主可如何為殘疾求職者及僱員提供更佳支援，採取合理和適切的措施以照顧其需要。

In addition, the EOC partnered with Hong Kong law firm Gall and non-profit organisations Oliver James Ability and SENSational Foundation on a webinar 'Disability Discrimination in the Workplace' on 23 May 2022 and 11 October 2022 for over 100 participants. Ms Doris TSUI Ue-ting, Acting Head (Policy, Research and Training) talked about the barriers faced by PWDs in Hong Kong and how employers can better support job applicants and employees with disabilities by taking reasonable and proportionate steps to accommodate their needs.



對殘疾人士就業的支援

為推動殘疾人士就業，平機會繼續擔任CareER的傷健共融指數(Disability Inclusion Index, DII)的支持機構，該指數是評估工具，讓機構評核其推動傷健共融措施的成效。平機會還於2022年10月參加了共融招聘展暨CareER DII成果發布會，鼓勵更多僱主僱用殘疾人士。

Supporting Employment of PWDs

To promote the employment of PWDs, the EOC continued to serve as a Supporting Organisation of the CareER's Disability Inclusion Index (DII), an assessment tool for organisations to evaluate their steps taken to build a disability-inclusive workplace. The EOC participated in the Inclusive Recruitment Fair cum CareER DII Dissemination Ceremony in October 2022 to encourage more employers to hire PWDs.



政策、研究及培訓 Policy, Research and Training

工作間的平等機會

2022年7月21日，平機會應香港交易及結算所有限公司邀請參加「ESG Academy網絡研討會：聚焦企業管治」。行政總監（營運）朱崇文博士以「透過平等機會建立良好文化」為題演講，介紹企業可採取哪些具體措施，把多元、平等及共融價值融入其文化、常規及政策。網上研討會有超過670人參加。

朱崇文博士也於2022年10月20日在茱萃薈舉辦的「平等機會與良好管治文化」網上座談會上，談及平等機會和性別多元在勞動人口和董事會層面的重要性，並分享建立共融工作間的良好管理常規，以提升企業管治。約100人透過Zoom或Facebook直播參加座談會。

2022年6月，平機會應英國特許房屋經理學會亞太分會邀請，就「反歧視條例簡介及物業管理行業的注意事項」主題舉辦網上培訓，有超過200名會員參加。平機會講者除了討論在不同處所為殘疾人士、長者和餵哺母乳的女性採用通達設計，還講解如何在房屋和物業管理的層面顧及不同族裔人士的需要。

Equal Opportunities in the Workplace

The EOC was invited to speak at the ESG Academy Webinar: Corporate Governance in Focus organised by the Hong Kong Exchanges and Clearing Limited on 21 July 2022. Dr Ferrick CHU Chung-man, Executive Director (Operations), gave a presentation titled 'Building a Positive Culture with Equal Opportunities' and shared concrete steps that a business could take to embed diversity, equality and inclusion into its culture, practices and policies. Over 670 audience attended the online webinar.

Dr Ferrick CHU Chung-man also spoke at the JES Network Webinar: Equal Opportunities and Good Governance on 20 October 2022 to discuss the importance of equal opportunities and gender diversity at the workforce and board level. He shared good management practices for building an inclusive workplace to enhance corporate governance. Around 100 participants attended the webinar via Zoom and Facebook Live.

In June 2022, the EOC was invited by The Chartered Institute of Housing Asian Pacific Branch (CIHAPB) to deliver an online webinar on the topic "Introduction to the Anti-discrimination Laws and Implications for the Property Management Industry". As well as discussing how to adopt accessible designs in different premises for PWDs, elderly and breastfeeding mothers, the EOC highlighted the measures to accommodate the needs of ethnic minorities in housing and property management to over 200 CIHAPB members.



精神健康月運動

平機會繼續支持由勞工及福利局、其他政府部門、公營機構及非政府組織合辦的精神健康月運動。平機會是籌備委員會研究工作小組的成員，與籌委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，並出席了公布調查結果的記者會。

Mental Health Month Campaign

The EOC continued to support the Mental Health Month campaign by the Labour and Welfare Bureau, other Government departments, public organisations and 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, and participated in the media conference to announce the survey findings.



對有特殊教育需要學生的支援

平機會一直與本地大學定期舉行會議，推廣支援有特殊教育需要的學生的良好常規。2022年11月，平機會邀請非牟利招聘組織Oliver James Ability出席本地大學推廣平等機會聯繫網絡會議，介紹支援殘疾人士發展事業和僱主的措施。

Support Students with Special Educational Needs

The EOC has been coordinating regular meetings with local universities to promote and share best practices for supporting students with special educational needs. In November 2022, Oliver James Ability, a non-profit recruitment agency, was invited to introduce their support service for the careers of PWDs and for employers in their inclusion journey at the meeting of the Network for Promoting Equal Opportunities in Local Universities.

政策、研究及培訓 Policy, Research and Training

另外，香港浸會大學及香港科技大學邀請平機會擔任顧問，製作關於香港高等教育的特殊教育需要的網上培訓教材。平機會於2021年11月與一家海外動畫公司展開合作，製作五套動畫，內容涵蓋《殘疾歧視條例》及平等相關議題。該兩所大學會於2023年下半年向學生提供有關網上課程。

Separately, the Hong Kong Baptist University and The Hong Kong University of Science and Technology invited the EOC to act as a consultant for the production of an online training module on “special educational needs in higher education in Hong Kong”. The EOC started the collaboration with an overseas animation company in November 2021 to develop five animated videos covering the DDO and equality-related issues. The two universities will offer the module to the university community in the second half of 2023.



無障礙網頁嘉許計劃

平機會於2022-23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。2022年6月，平機會應邀出席工作坊，講述無障礙網頁很重要的原因，並重點解釋反歧視法例在無障礙網頁方面的影響。2023年3月，平機會加入無障礙網頁嘉許計劃諮詢委員會，商討2023年4月的頒獎典禮的安排，以及重塑2024-25年度嘉許計劃的形象和推廣計劃的事宜。

Web Accessibility Recognition Scheme

In 2022-23, the EOC continued to act as an independent advisor of the Web Accessibility Recognition Scheme (WARS) organised by Hong Kong Internet Registration Corporation Limited (HKIRC) and co-organised by the Office of the Government Chief Information Officer. In June 2022, the EOC was invited to speak at the workshop ‘Why Web Accessibility Matters’, with a focus on explaining the implications of the anti-discrimination laws in relation to web accessibility. In March 2023, the EOC joined the WARS Advisory Committee to discuss the award presentation ceremony in April 2023, as well as the scheme’s rebranding and the promotional plan for WARS 2024-25.

培訓與顧問服務

定期培訓和專設課程

平機會致力為不同界別提供反歧視條例的知識，務求把平等機會觀念融入主流文化。自2001年起，平機會已為公私營界別的人力資源從業員、行政人員、管理人員、業務擁有人、僱員及其他相關人員舉辦有關反歧視條例的培訓。培訓課程分為兩類，分別為每年春／秋兩季舉辦讓公眾參加的定期培訓課程，以及應機構要求而提供的專設培訓課程。

平機會於2022-23年度舉辦了484場培訓課程，參加者共27 901人，當中有30場為定期培訓課程，有513人參加，其餘454場為專設培訓課程，共27 388人參加。最受歡迎的培訓課程主題是反歧視條例，其次為防止性騷擾。

Training & Consultancy

Calendar Training and Customised Training

The EOC endeavours to equip different sectors with knowledge of the anti-discrimination ordinances, with a view to mainstreaming the concepts of equal opportunities. Since 2001, the EOC has been offering training on the anti-discrimination ordinances for HR practitioners, executives, managers, business owners and employees alike in both public and private sectors. There are two types of training programmes, namely the calendar training programmes, which are offered to the public twice a year in spring and autumn, and customised training programmes for organisations upon request.

In 2022-23, the EOC conducted 484 training sessions with a total of 27 901 participants from various sectors, including 30 training sessions for 513 participants under the calendar training programmes, and 454 customised training sessions for 27 388 participants. The most popular topic was the anti-discrimination ordinances, followed by the prevention of sexual harassment.



政策、研究及培訓 Policy, Research and Training



2022-23年度，平機會推出了「《殘疾歧視條例》及《種族歧視條例》在教育範疇的保障」及「《性別歧視條例》如何保障餵哺母乳的婦女」兩個課程。此外，平機會編製了全新的「Quality with Equality」教材套，對象是公務員和公營機構的場所使用者。教材套包含互動桌上遊戲、講述不同場景的短片系列及自學教材，目的是提升參加者對四條反歧視條例的認識，並更加明白須遵守法例。平機會向政府全部15個決策局的局長及超過50個部門的首長介紹並推廣教材，以便有關方面日後進行培訓。

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，亦提供顧問服務，為機構編寫有關平等機會事宜的內部培訓教材。在2022-23年度，平機會應要求為一間機構提供顧問服務，涉及300名員工。

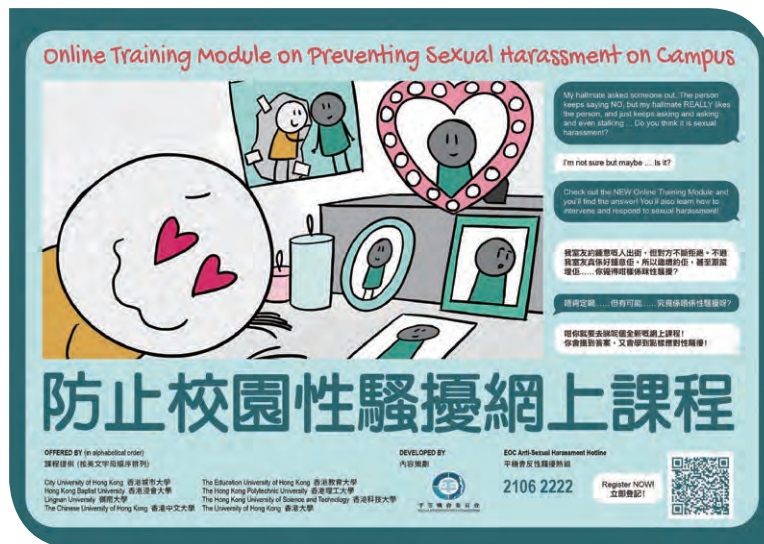
Two new training courses, namely 'Disability Discrimination Ordinance and Race Discrimination Ordinance in Education' and 'How Breastfeeding Women are Protected under the Sex Discrimination Ordinance', were rolled out in 2022-23. In addition, the EOC produced a new set of training materials, namely the 'Quality with Equality' package for civil servants and workplace participants in the public sector. Consisting of an interactive board game, a series of scenario-based videos and a set of self-learning materials, the package aims to enhance participants' awareness and observance of the four anti-discrimination ordinances. The EOC introduced and promoted the materials to the heads of all 15 bureaux and over 50 departments of the Government to facilitate their future training.

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 2022-23, the EOC, upon request, provided consultancy services for an organisation covering 300 employees.

八所受公帑資助的本地大學邀請平機會提供顧問服務，協助大學編製有關預防校園性騷擾的網上培訓教材。平機會與一家海外動畫公司合作，製作動畫影片和生動的視覺材料，以解釋性騷擾的定義和主要概念，澄清對性騷擾的普遍誤解，以及為遭遇或目睹性騷擾的人士提供實用資訊。八所大學於2023年年初推出了教材，超過八成參加者認為教材十分有用／有用，而且對整體教材感到十分滿意／滿意。

The eight local publicly-funded universities invited the EOC to act as a consultant for the production of an online training module on preventing sexual harassment on campus. The EOC, in collaboration with an overseas animation company, developed animated videos and engaging visuals to explain the definition and key concepts of sexual harassment, debunk common myths about sexual harassment, and provide practical advice for individuals who encounter or witness such behaviour. The eight universities rolled out the module in early 2023. Over 80% of participants found the module very helpful/helpful and felt very satisfied/satisfied with the module as a whole.



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2022-23年度，有165名新增會員，他們來自89間機構。

2022年9月16日，平機會為平等機會之友會會員舉辦了「看不見的殘疾」網上研討會。研討會集中講解「看不見的殘疾」的意思，即不易察覺的殘疾，包括精神健康問題、自閉症和聽力障礙。講者分享了他們對工作間看不見的殘疾的看法，並討論僱主如何可在工作間支援有看不見的殘疾的僱員。

Equal Opportunity (EO) Club

The EO Club was established in 2006 to provide a platform of learning and exchange on preventing discrimination among employers, HR practitioners, supervisors and trainers. In 2022-23, 165 participants from 89 organisations joined the EO Club.

On 16 September 2022, the EOC organised a webinar 'Supporting Persons with Invisible Disabilities in the Workplace' for EO Club members. The webinar focused on the idea of "invisible disability" which refers to disabilities that are not obvious to outsiders, such as mental health, autism, hearing disability, etc. The speakers at the webinar shared their perspectives about invisible disabilities in the workplace and discussed how employers could support employees with these conditions.

建立安全環境——反性騷擾事務組

Fostering a Safe Environment — Anti-Sexual Harassment Unit



預防性騷擾是平機會其中一項工作重點。平機會獲得政府撥款，成立了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。

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

反性騷擾事務組的工作

Work of Anti-Sexual Harassment Unit

反性騷擾事務組的工作範圍廣泛，包括：

The diverse range of work of the ASHU includes:

- 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，並轉介至情緒支援及其他服務。

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



接獲
Received

439

宗查詢
enquiries

專設熱線及網站

該事務組於2021年1月設立了反性騷擾熱線(2106 2222)，透過這增設查詢途徑向公眾提供有關性騷擾的法律條文、申訴方法，以及轉介情緒支援、輔導及其他社區服務等資訊。

2022年4月至2023年3月期間，該事務組收到439宗有關性騷擾的查詢。這些查詢是公眾透過反性騷擾熱線、平機會查詢熱線、網上查詢表格或電郵、郵寄或傳真，以及親臨平機會辦事處所作出的。當中接近60%來自希望討回公道的受屈人；另超過三成的查詢者是人力資源從業員、代表僱主處理內部投訴或制定反性騷擾機制的人員、旁觀者如目擊者，以及希望協助及支援受屈人的家人和朋友等。

反性騷擾事務組於2021年10月推出有關反性騷擾的專設網站，名為COMPASS。該資源平台提供與性騷擾有關的眾多資訊，包括法例簡介、法庭案例、研究報告、培訓指南、政策大綱，以及有關預防性騷擾的刊物及短片。網站也是公眾查詢的另一個途徑，大約有五分之一查詢者，最先透過網上渠道接觸反性騷擾事務組。

Dedicated Hotline and Website

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

Between April 2022 and March 2023, the ASHU received 439 enquiries about sexual harassment. These were made through the ASHU's hotline, the general enquiry hotline, online enquiry forms or by e-mail, by mail or fax, as well as in person at the EOC office. Out of these enquiries, close to 60% were raised by aggrieved persons hoping to seek redress, while over 30% were made by HR practitioners, or those representing employers on handling internal complaints or establishing anti-sexual harassment mechanism, as well as bystanders, such as witnesses, friends and family members, who wished to assist and support the aggrieved persons.

In October 2021, the ASHU launched a dedicated website on anti-sexual harassment called COMPASS. The website serves as a resource platform and provides easy access to a host of information related to sexual harassment, such as introduction to the legislation, court cases, research reports, training guidance, policy frameworks, and publications and videos on preventing sexual harassment. The website also serves as an additional channel for the public to submit enquiries, as around one-fifth of the enquirers first approached the ASHU via online channels.



COMPASS
專設網站



COMPASS
Dedicated website

反性騷擾事務組 Anti-Sexual Harassment Unit



貼圖設計比賽頒獎禮

反性騷擾事務組除了處理查詢，還舉辦不同公眾參與及教育活動。該事務組於2022年1月舉辦「尊重與平等：停止性騷擾」貼圖設計比賽。隨着越來越多人在日常使用即時通訊軟件溝通時發送貼圖，該事務組舉辦貼圖設計比賽，以提升公眾對性騷擾的關注和認識，鼓勵各界人士透過說話及行動締造安全的環境，並促進互相尊重和平等，從而消除性騷擾。

是次比賽反應熱烈，收到接近300份參賽作品，作品來自個人參加者，以及超過十間中學和高等教育院校的學生。該事務組於2022年6月10日舉行頒獎禮，由主禮嘉賓政制及內地事務局副局長胡健民先生，MH，JP頒發獎項予公開組、初中組及高中組的得獎者。在頒獎禮中，平機會邀請了公開組及高中組的冠軍分享得獎作品的創作理念，亦邀請了「最積極參與學校獎」的得獎學校的代表，分享制定和推行反性騷擾教育的經驗。截至2023年3月底，貼圖的下載次數超過4 700次。

Award Presentation of Sticker Design Competition

In addition to handling enquiries, the ASHU also organised various public engagement and education activities. In January 2022, the ASHU rolled out a citywide sticker design competition entitled 'Equality and Respect: Stop Sexual Harassment'. Riding on the increased popularity of sending stickers on instant messaging software in everyday communication, the competition aimed to increase the public's awareness and knowledge of sexual harassment, encourage community members to create a safe environment through their words and actions, and promote mutual respect and equality with a view to eliminating sexual harassment.

The competition received enthusiastic responses from the public with close to 300 entries, including participation from individuals and over 10 secondary schools and higher education institutions. On 10 June 2022, the ASHU held an award ceremony for the winners of the competition, with the Under Secretary for Constitutional and Mainland Affairs, Mr Clement WOO Kin-man, MH, JP, acting as the Guest of Honour to present prizes to the awardees in the Open, Junior Secondary School and Senior Secondary School categories. At the event, champions from the Open and Senior Secondary School categories were invited to explain the ideas behind their winning designs and representatives from the 'Most Supportive Schools' shared their experiences in developing and delivering anti-sexual harassment education. As at end-March 2023, there were over 4 700 downloads of the stickers.



公開組冠軍—潘卓瑤

Open Group Category Champion — POON Cheuk Yiu



高中組冠軍—阮茵宜
(香港道教聯合會青松中學)

Secondary School Senior Category Champion
— YUEN Yan Yi
(HKTA Ching Chung Secondary School)



初中組冠軍—楊民逸
(中華基督教會協和書院)

Secondary School Junior Category Champion
— YEUNG Man Yat
(CCC Heep Woh College)

反性騷擾事務組 Anti-Sexual Harassment Unit

建立沒有性騷擾的校園

平機會在2019年發表了《打破沉默：本港大學生性騷擾調查》研究報告（「《打破沉默》報告」）。結果顯示近四分之一（23%）大學生在調查前12個月曾受到性騷擾。自公布調查報告後，平機會與參與調查的九所大學合作，協助它們消除校園性騷擾。為跟進有關進展，平機會於2021年5月去信九所大學的校長／副校長，邀請他們分享採取反性騷擾措施的最新情況。平機會繼而綜合整理大學的回覆，並於2022年5月發表跟進報告。

跟進報告結果顯示，《打破沉默》報告內提出的16項建議，平均有13項獲九所大學採納實施，反映各院校均致力為學生建立沒有騷擾的環境，讓大學生可以安全地在校園學習。其中，在投訴處理機制方面，平機會建議大學應清晰說明各部門處理性騷擾投訴的分工，其反性騷擾政策和投訴程序亦應清楚具體訂明保密原則，以及保障投訴人及證人免受「使人受害的歧視」。全部九所大學已落實有關建議。

Building Harassment-Free Campuses

The EOC released the report entitled 'Break the Silence: Territory-wide Study on Sexual Harassment of University Students in Hong Kong' (Break the Silence report) in 2019. The results showed that nearly one-fourth (23%) of the student respondents had been sexually harassed within 12 months before the survey was conducted. Upon the release of the report, the EOC reached out to the nine participating universities to offer further help on eliminating sexual harassment on campus. To follow up on the progress, the EOC wrote to the Presidents/Vice Presidents of the nine universities in May 2021, inviting them to share updates on their anti-sexual harassment measures. The EOC then consolidated and compiled the replies from the universities and published a follow-up report in May 2022.

According to the follow-up report, the nine universities are committed to building a safe learning environment free of harassment for students. This is evident by the fact that an average of 13 out of 16 recommendations made in the 2019 Break the Silence report were implemented by the institutions. In particular, all nine universities implemented the EOC's proposal concerning complaint-handling mechanism, which emphasised the importance of a clear division of labour between departments when handling sexual harassment complaints, as well as the need to guarantee confidentiality and protection against victimisation in anti-sexual harassment policies and complaint procedures.



反性騷擾事務組 Anti-Sexual Harassment Unit



平機會在2022年5月27日發表跟進報告，並在同日舉辦了高等教育界圓桌會議，旨在讓大學分享打擊性騷擾的經驗及挑戰。大學的代表亦就加強大學管治、制定政策、改善投訴處理機制和有效地推行反性騷擾培訓與教育課程進行討論。平機會除了邀請了九所大學的代表，也邀請了其他大專院校及非政府組織的代表出席圓桌會議，讓他們分享消除性騷擾的良好做法。

On 27 May 2022, the EOC held a roundtable discussion for the higher education sector to coincide with the release of the report. The roundtable aimed to provide a platform for universities to share their experiences and challenges in combating sexual harassment. The universities also discussed how to strengthen governance, formulate policies, improve the complaint-handling mechanism, and effectively implement anti-sexual harassment training and education programmes. Besides the representatives from the nine universities, the EOC also invited representatives from other tertiary institutions and NGOs to attend the roundtable to share their good practices for eliminating sexual harassment.

反性騷擾事務組 Anti-Sexual Harassment Unit

另外，平機會繼於2023年年初推出為大學教育資助委員會（「教資會」）資助的大學而設的網上培訓教材後，現正製作另一套網上培訓教材，供非教資會資助的高等院校學生使用，預計於2024-25年度完成。

除了製作網上培訓教材，該事務組亦在校園舉行有關防止性騷擾的講座及培訓課程，內容包括鼓勵受害者和旁觀者勇敢發聲及提醒教職員處理內部投訴的重要原則。在2022-23年度，該事務組為兩所大學舉行了五場培訓課程，約有900名職員、研究課程研究生及學生領袖參加。

持續與社區聯繫

反性騷擾事務組一直積極與社會不同界別的持份者溝通，提高他們對性騷擾的關注，並加強彼此的合作和夥伴關係，攜手消除性騷擾。在過去一年，該事務組曾與多個機構和代表會面，包括教育局、立法會議員、各國駐港總領事，以及平等機會婦女聯席和九龍崇德社等非政府組織。

在這些會議上，該事務組向持份者闡釋其工作及介紹平機會有關性騷擾的調查結果，並讓他們進一步了解《性別歧視條例》對性騷擾的定義，以及強調制定消除性騷擾措施的重要性。該事務組會繼續為持份者提供必要的支援、培訓和工具，讓他們能夠與平機會共同打擊香港的性騷擾行為。

Separately, following the launch of an online training module for universities funded by the University Grants Committee (UGC) in early 2023, the EOC is developing another online training module for students of the non-UGC-funded tertiary institutions. The training module is expected to be ready in 2024-25.

In addition to producing online training modules, the ASHU also conducted talks and training sessions on the prevention of sexual harassment in schools, covering topics such as encouraging victims and bystanders to speak up and reminding staff members of key principles when handling internal complaints. In 2022-23, the ASHU conducted five training sessions for two universities, reaching out to around 900 staff, research postgraduates and student leaders.

Continued Engagement with the Community

The ASHU has been actively engaging stakeholders in different sectors in society, raising their awareness of sexual harassment while fostering collaboration and partnerships to eliminate sexual harassment. During the year in review, the ASHU met various organisations, including the Education Bureau, legislators, consuls general and non-governmental organisations, such as Hong Kong Women's Coalition on Equal Opportunities and Zonta Club of Kowloon.

These meetings allowed the ASHU to explain its work and highlight the EOC's research findings on sexual harassment to stakeholders, as well as instil greater understanding of the definitions of sexual harassment under the Sex Discrimination Ordinance, and the importance of putting in place measures to eliminate sexual harassment. The ASHU will continue to empower stakeholders, by providing the necessary support, training and tools, so that they can work alongside the EOC to combat sexual harassment in the city.



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



2019冠狀病毒病第五波疫情肆虐，使本來已面對嚴峻困難和歧視的香港少數族裔人士的境況雪上加霜，外籍家庭傭工和外賣速遞員當然不能倖免。因此，平機會的少數族裔事務組在2022-23年度從各方面加強推廣種族平等共融，包括倡議政策改革、推行教育計劃及推動社會不同界別參與，目的是消除非華裔人士在教育、就業以及獲取貨品、服務和設施方面的障礙。

教育

在非華裔學生的教育方面，少數族裔事務組繼續呼籲政府改革目前的中國語文課程第二語言學習架構，並制定以中文作為第二語言的整全課程，涵蓋特定教學法，相應的教學工具和教科書。這樣有助非華裔學生擁有實用的語言能力，從而獲得更多就業機會。

另一項關注議題是非華裔學生在幼稚園收生程序中所受到的待遇。少數族裔事務組應教育局邀請，於2022年8月及9月為社區工作人員和學校管理人員舉辦了兩場分享會，講解一視同仁的幼稚園收生程序和在学校推動種族共融的重要。此外，少數族裔事務組在平機會的YouTube頻道上載了四條短片，兩條為尼泊爾語，另外兩條為烏爾都語，告知尼泊爾裔和巴基斯坦裔家長在申請幼稚園入學時的權利和重要資源。

In 2022-23, the Ethnic Minorities Unit (EMU) of the EOC stepped up its work to promote racial equality and inclusion on various fronts, as the fifth wave of the COVID-19 epidemic exacerbated the difficulties and discrimination faced by the ethnic minority communities, including the city's migrant domestic workers and food couriers. From advocating for policy changes to launching public education programmes and engaging different sectors of the community, the EMU worked to remove the barriers faced by non-ethnic Chinese (NEC) in education, employment and accessing goods, services and facilities.

Education

On education for NEC students, the EMU continued to call on the Government to overhaul the existing Chinese Language Curriculum Second Language Learning Framework, and put in place a comprehensive, full-fledged Chinese as a second language curriculum complete with specific pedagogy, teaching tools and textbooks. This would enable NEC students to acquire a practical level of language proficiency and in turn more job opportunities.

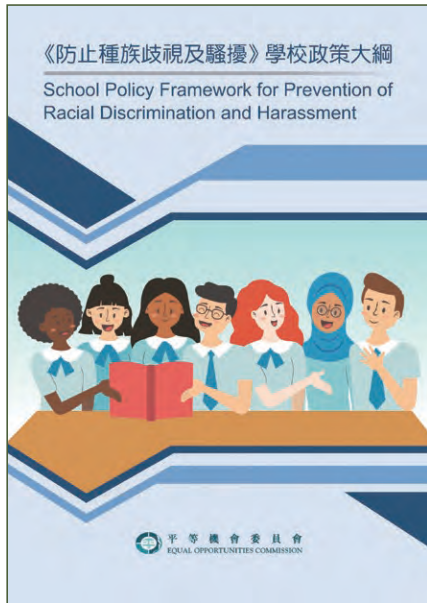
Another key concern is the treatment of NEC children in kindergarten admission. Upon the invitation of the Education Bureau, the EMU conducted two sharing sessions in August and September 2022 for community workers and school administrators on the importance of non-discriminatory kindergarten admission and the promotion of racial inclusion in schools. In addition, the EMU uploaded four videos, two in Nepali and two in Urdu, on its YouTube channel to inform Nepalese and Pakistani parents of their rights and essential resources in kindergarten application.

少數族裔事務組 Ethnic Minorities Unit

為推廣種族共融的校園環境，少數族裔事務組於2023年3月18日舉行《共融校園、無分種族》研討會，吸引了來自接近70間學校共超過80名參加者，包括學校校長、教職員及學生。研討會上，資深的教育專業人員討論種族共融為何重要，以及如何達致種族共融，其後有兩名意見領袖暢談如何以有趣和目標清晰的方法推動種族共融。研討會除了解釋種族共融學校的重要，少數族裔事務組還公布了新推出的《防止種族歧視及騷擾》學校政策大綱及《種族連線》消除歧視教材套。

To foster the development of racially inclusive school environments, the EMU organised the 'All Races As One Seminar for Schools' on 18 March 2023, which attracted over 80 school principals, teachers, staff and students from nearly 70 schools. The event included a panel discussion with experienced educators on why racial inclusion is important and how to achieve it. This was followed by dialogue with two opinion leaders on engaging and purpose-driven means to promote racial inclusion. Apart from explaining the importance of racial inclusion in schools, the EMU also presented the newly released 'School Policy Framework for Prevention of Racial Discrimination and Harassment' and 'All Races As One: Learning Kit on Eliminating Racial Discrimination' during the seminar.





暑期實習計劃

平機會再次與小彬紀念基金會合作，透過其暑期實習計劃「EMerging Talent Internship Programme」，為非華裔大專學生提供實習機會。平機會邀請《種族多元共融僱主約章》（「《約章》」）的簽署機構為學生提供實習職位，讓學生增加工作經驗和擴闊視野，從而改善就業前景。有24間機構在暑假期間提供43個實習職位予38名非華裔學生，當中超過八成的實習職位由《約章》簽署機構提供。

EMerging Talent Internship Programme

The EOC partnered with Zubin Foundation for another year to provide NEC tertiary students with internship opportunities through the latter's EMerging Talent Internship Programme. Signatories of the EOC's Racial Diversity and Inclusion Charter for Employers were invited to provide placements for students, giving them opportunities to gain work experience and exposure with the aim to enhance their career prospects. The programme successfully created 43 placements for 38 students in 24 host companies over the summer. Over 80% of the internship positions were provided by signatories of the Charter.



少數族裔事務組 Ethnic Minorities Unit

就業

《種族多元共融僱主約章》

《種族多元共融僱主約章》於2018年8月推出，共有九項良好常規，目的是協助僱主消除僱員和求職者在僱傭政策中的障礙，培育員工對不同文化的認識、敏感度和接納，並為僱員建立種族共融的環境。在2022-23年度，簽署機構數目突破了300間。截至2023年3月底，共有308間公私營機構簽署了《約章》，承諾支持種族多元共融的僱傭政策。平等機會的網頁載列了簽署《約章》的機構名單：<https://www.eoc.org.hk/zh-hk/news-and-events/events-and-programmes/eoc-events/inclusion-charter>。



少數族裔事務組定期為簽署機構舉辦線上線下研討會和活動，例如在2022年8月及12月舉辦了兩場分享會，讓簽署機構互相聯繫和分享種族共融的常規。此外，少數族裔事務組還於2022年11月25日在香港金融大會堂舉辦「掌握脈搏 評估進度」活動，藉着活動慶祝《約章》成立四周年，還公布了進階版的《約章》簽署機構年度問卷。進階版問卷的問題更詳盡具體，內容關於種族多元共融措施的實施情況和影響，以讓簽署機構檢視進度，繼續努力在工作間推廣種族多元共融。

Employment

Racial Diversity and Inclusion Charter for Employers

Launched in August 2018, the Racial Diversity and Inclusion Charter for Employers provides a set of nine good practices for employers. It aims to help employers remove barriers in their employment policies for staff and job seekers, cultivate cultural awareness, sensitivity and acceptance among staff members, and establish a racially inclusive environment for employees. The year 2022-23 saw the number of signatories reach the 300-landmark. As at end-March 2023, 308 organisations from both the public and private sectors have signed the Charter, pledging their support to racially inclusive employment policies. Signatories of the Charter are listed on the EOC website: <https://www.eoc.org.hk/en/news-and-events/events-and-programmes/eoc-events/inclusion-charter>.



The EMU organised online and offline seminars and events for the signatories regularly. For example, two sharing sessions were organised in August and December 2022 to provide opportunities for the signatories to network and share racially inclusive practices. The EMU also organised the 'Tracking Racial Diversity & Inclusion Progress' event at the HKEX Connect Hall on 25 November 2022. Apart from celebrating the fourth anniversary of the Charter, the EMU launched the Advanced Annual Review Form of the Charter during the event. With more detailed and targeted questions on the implementation and impact of racial diversity and inclusion initiatives, the form aims to help signatories track their progress and sustain their effort on promoting racial diversity and inclusion in the workplace.



獲取貨品、服務及設施

鑑於非華裔社群在獲取服務和租住房屋時面對困難，少數族裔事務組在2022-23年度推出多項宣傳及推廣活動，包括：

- 2022年9月，少數族裔事務組推出「友善服務 無分種族」港鐵車廂廣告，呼籲貨品和服務提供者以平等和友善的態度，照顧顧客多樣化的需求；



Access to Goods, Services & Facilities

In light of the difficulties the NEC communities encounter in accessing services and renting accommodation, the EMU launched a series of publicity and promotional campaigns in 2022-23, including:

- In September 2022, the EMU ran an MTR compartment advertising campaign entitled 'Racially Friendly Customer Services for All', appealing to providers of goods and services to cater to the diverse needs of customers in an equal and friendly manner;



少數族裔事務組 Ethnic Minorities Unit

- 2022年12月，少數族裔事務組推出「開明業主 無分種族」巴士車身廣告，鼓勵業主抱持開明態度，接納來自不同種族和背景的租客；
 - 於過去一年，少數族裔事務組繼續與地產代理監管局合作，為地產代理提供培訓課程；以及
 - 少數族裔事務組於年內推出九種語言版本的《不同族裔租客應認識的香港〈種族歧視條例〉》短片，協助少數族裔了解法例如何保障他們的租賃權益。
- In December 2022, the EMU ran a bus body advertising campaign entitled 'Open Your Doors to Tenants of All Ethnicities' to encourage all landlords to be open and welcoming to tenants from all ethnicities and backgrounds;
 - During the year in review, the EMU continued to work with the Estate Agents Authority to provide training sessions for estate agents; and
 - The EMU released a video entitled 'What You Should Know as a Tenant under the Race Discrimination Ordinance' in nine languages in 2022 to help EMs understand how their rights in tenancy are protected under the ordinance.

有關《種族歧視條例》的培訓

在報告期內，少數族裔事務組繼續為公私營界別的機構提供有關《種族歧視條例》及文化敏感度的培訓。2022年4月至2023年3月，共舉行了73場培訓，參加者達4 020人。

Training on RDO

During the year in review, the EMU continued to organise training on the RDO and cultural sensitivity for organisations in the public and private sectors. Between April 2022 and March 2023, a total of 73 training sessions were organised for 4 020 participants.



共舉行了
Organised **73** 場有關《種族歧視條例》及
文化敏感度的培訓
training sessions on the RDO
and cultural sensitivity

社區外展及參與

在2019冠狀病毒病疫情期間，少數族裔事務組接觸不同非華裔社群，了解他們面對的困難。舉例來說，少數族裔事務組在2022年年初和2022年第三季，分別與孟加拉駐香港總領事館和斯里蘭卡佛學與文化中心合辦工作坊，講解反視條例的保障。2022年第四季，少數族裔事務組與香港社會服務聯會及印度協會會面，討論非華裔社群在求職和租住房屋時受到的歧視，並探討解決方法。此外，少數族裔事務組與非政府組織合辦研討會，探討如何為外籍家庭傭工創造沒有歧視的工作環境，又持續為外籍家庭傭工提供培訓，協助他們認識反歧視條例的保障。

Community Outreach and Engagement

Amid the COVID-19 epidemic, the EMU reached out to different NEC communities to understand the difficulties they face. For example, in early 2022 and in the third quarter of 2022, the EMU co-organised workshops with the Consulate General of Bangladesh and Sri Lankan Buddhist Cultural Centre respectively to explain the protections under the anti-discrimination ordinances. In the fourth quarter of the same year, the EMU met Hong Kong Council of Social Service and The India Association Hong Kong to discuss discrimination encountered by the NEC communities in seeking employment and renting accommodation, and to explore solutions. Moreover, the EMU co-organised seminars with NGOs to explore ways of creating a working environment free of discrimination for foreign domestic workers, and continued to provide training for foreign domestic workers to help them understand the protections under the anti-discrimination ordinances.



少數族裔事務組 Ethnic Minorities Unit

報告期內少數族裔事務組撰寫了多篇推廣種族共融和諧的專欄文章，以主席名義在多個本地媒體刊登。

During the year in review, the EMU wrote a number of opinion articles to promote the message of racial inclusion and harmony, which were published in various local media outlets under the Chairperson's name.

國際消除種族歧視日

為響應2023年國際消除種族歧視日，少數族裔事務組以「推動平等 不分你我」為主題，開展一系列活動。首先於3月13日推出巴士車身廣告，其後於3月16日推出港鐵車廂廣告，兩者均以「消除偏見 無分種族」為宣傳口號。

International Day for the Elimination of Racial Discrimination

To mark International Day for the Elimination of Racial Discrimination (IDERD) 2023, the EMU organised a series of initiatives under the theme 'All Races as One'. A bus body advertising campaign was launched on 13 March, followed by an MTR advertising campaign from 16 March. Both advertisement campaigns carried the tagline, 'Interrupt Bias. All Races as One'.



少數族裔事務組 Ethnic Minorities Unit

為了在學校推廣種族共融，少數族裔事務組在2023年3月推出種族友善校園嘉許計劃，邀請中小學在3月份推出多項響應國際消除種族歧視日的校本措施和活動，參與學校在訂明期限結束時會獲嘉許為「支持種族友善校園」。是次活動合共有63間學校和教育機構參與。

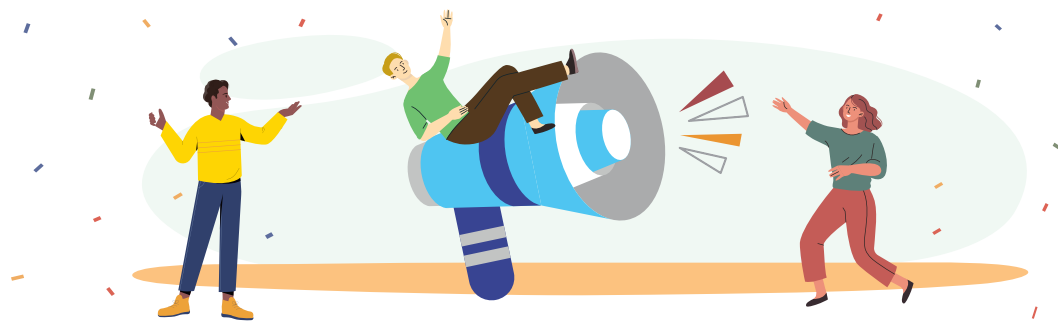
To promote racial inclusion in schools, the EMU launched the Racially Friendly Campus Recognition Scheme in March 2023, inviting primary and secondary schools to mark IDERD with school-based initiatives and activities during the month. Participating schools were recognised as Racially Friendly Campus Champions at the end of the prescribed period. A total of 63 schools and educational institutions signed up for the scheme.



2023年3月，平機會向行政長官提交意見書，就如何解決非華裔人士在教育 and 就業方面遇到的挑戰以及加強香港的種族共融給予建議。

A submission to the Chief Executive was also made in March 2023, laying out the EOC's recommendations on addressing the education and employment challenges facing the NEC population and ways to advance racial inclusion in Hong Kong.

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



大眾媒體推廣及宣傳活動

Mass Media Promotions and Publicity

對法例修訂的宣傳

Publicity on Legislative Amendments

平機會在2022-23年度繼續宣傳《2020年歧視法例(雜項修訂)條例》和《2021年性別歧視(修訂)條例》生效後更完善的法律保障。在報告期內，平機會製作電視宣傳短片和電台宣傳聲帶，並繼續在本地電視台及電台廣播，解釋《性別歧視條例》、《殘疾歧視條例》和《種族歧視條例》保障在共同工作場所不會受到性騷擾、殘疾騷擾和種族騷擾，以及《性別歧視條例》保障女性免受基於母乳餵哺的歧視和騷擾。

In 2022-23, the EOC continued to publicise the enhanced legal protection brought by the Discrimination Legislation (Miscellaneous Amendments) Ordinance 2020 and the Sex Discrimination (Amendment) Ordinance 2021. During the year in review, TV and radio Announcements in the Public Interest (APIs) produced by the EOC to explain the protections against sexual harassment, disability harassment and racial harassment in common workplaces under the SDO, DDO and RDO, as well as the protections against breastfeeding discrimination and harassment under the SDO, continued to be broadcast on local TV and radio stations.

為響應每年8月1日至7日的國際母乳哺育周，平機會於2022年8月推出名為「餵哺母乳 不容歧視」的港鐵燈箱宣傳廣告，希望加深公眾了解《性別歧視條例》保障女性免受餵哺母乳的歧視和騷擾。宣傳期由2022年7月29日至8月18日，其間在60個港鐵站展示大型海報。

In August 2022, the EOC launched an MTR advertising campaign titled 'Say No to Breastfeeding Discrimination' to raise public awareness of the protections from against discrimination and harassment for breastfeeding women under the SDO, in support of the annual celebration of the World Breastfeeding Week from 1 to 7 August. The campaign featured large posters across 60 MTR stations from 29 July 2022 to 18 August 2022.



傳訊、宣傳及社會參與 Communications, Publicity and Community Participation

平機會主席的報章專欄及專題文章

在報告期內，平機會以主席名義在多份本地中英文報章發表共23篇專題文章，有關報章包括《中國日報》、《信報》、《明報》、《星島日報》、《南華早報》及《英文虎報》。

Newspaper Column and Op-ed Series by EOC Chairperson

During the year in review, the EOC released a total of 23 op-ed articles in the name of the Chairperson. These were published in several Chinese and English local dailies, such as the *China Daily*, *Hong Kong Economic Journal*, *Ming Pao Daily*, *Sing Tao Daily*, *South China Morning Post* and *The Standard*.



此外，平機會主席在網上媒體am730和香港01定期撰寫專欄，與讀者分享他對平等機會議題的見解。在2022-23年共發表了17篇專欄文章，有關文章也可於平機會網頁瀏覽。

In addition, the EOC Chairperson ran a regular column in the online media outlets *am730* and *HK01* respectively to share thoughts and insights into equal opportunity issues. The column articles, totalling 17 in 2022-23, are also available on the EOC website.

傳訊、宣傳及社會參與

Communications, Publicity and Community Participation

社交及數碼媒體宣傳

Instagram 及 Facebook

平機會的Instagram專頁「平·常·事EO Matters」在2022-23年度繼續擴大接觸層面，尤其是接觸年輕一代。年內，平機會發布了47篇帖文，有超過370萬人次瀏覽和超過57 000次互動。截至2023年3月底，專頁有13 000名追隨者，當中超過九成屬18歲至34歲的年齡群組。

2022年4月4日，平機會邀得創作歌手馮允謙(Jay FUNG)和香港出生的菲裔歌手安家怡(Marla ENRIQUEZ)，在Instagram專頁舉行首次直播。在該場半小時的迷你音樂會上，Jay和Marla以柔婉的歌聲療癒人心。他們亦談及各自對未來的希望和抱負，而且分享了學習中文作為第二語言的經驗。在Instagram的音樂會精華片段更吸引了超過17 000次瀏覽。

Social and Digital Media Promotions

Instagram and Facebook

The EOC's Instagram (IG) account 'EO Matters' (平·常·事) continued to expand its reach, especially to the younger generation in 2022-23. During the year, the EOC published 47 posts, which achieved a total reach of over 3.7 million and more than 57 000 interactions. As at end-March 2023, the page had 13 000 followers, with over 90% aged between 18 and 34.

On 4 April 2022, the EOC hosted the first-ever live show on its IG profile, featuring singer-songwriter Jay FUNG and Hong Kong-born Filipino talent Marla ENRIQUEZ. During the half-hour live-streamed mini-concert, Jay and Marla warmed the hearts of the audiences with their mellow singing, and talked about their hopes and aspirations for the future. They also shared their experiences of learning Chinese as a second language. The video highlights of the performance on IG attracted over 17 000 views.



傳訊、宣傳及社會參與 Communications, Publicity and Community Participation

平機會的Facebook專頁同樣名為「平·常·事EO Matters」，追隨者人數在2022-23年度穩步上升。平機會除了在Facebook專頁發布與Instagram專頁相似的內容，還會不時推出互動活動，以推動更多現有追隨者參與和吸引新的追隨者。例如，平機會藉着5月的國際家庭日舉辦有獎遊戲，請網民分享見解，講述家庭對於他們的意義。此外，於2022年7月及8月再舉辦兩輪有關《殘疾歧視條例》的有獎遊戲。2022年4月至2023年3月，平機會Facebook專頁的帖文及推廣活動吸引了超過290萬人次瀏覽，並有88 000次互動。

The EOC's Facebook page, also named 'EO Matters' (平·常·事), achieved steady growth in followers and reach in 2022-23. Besides mirroring the content on Instagram, the EOC rolled out interactive campaigns to engage followers and gain new ones from time to time. For example, riding on International Day of Families in May 2022, a prize game was held to invite netizens to share their views on what families mean to them. Another two rounds of prize game were organised in July and August 2022 to test the netizens' knowledge of the Disability Discrimination Ordinance. Between April 2022 and March 2023, the posts and promotions on the EOC's Facebook page had a total reach over 2.9 million and 88 000 interactions.



傳訊、宣傳及社會參與

Communications, Publicity and Community Participation

平機會領英專頁

平機會於2020年3月21日國際消除種族歧視日在社交媒體領英開設專頁，以各行各業的專才及企業為目標。2022-23年度，平機會在專頁上發布了超過60篇帖文，內容涉及平等機會相關議題的活動和動向、履行社會企業責任的措施、推行多元共融常規的方法，以及向勞資雙方推廣平等機會，策動思維的內容等。平機會領英專頁的廣泛內容共錄得超過113 000次曝光次數，並吸引了超過16 000次互動。

EOC LinkedIn Page

The EOC launched its LinkedIn Page on International Day for the Elimination of Racial Discrimination (IDERD) on 21 March 2020, targeting professionals of different sectors and the corporate community. During 2022-23, over 60 posts were published, including announcements on events and happenings related to equal opportunities, information on corporate social responsibility initiatives and tips on diversity and inclusion practices, as well as thought leadership pieces to promote the importance of equal opportunities to employers and employees. The diverse content attracted over 113 000 impressions and more than 16 000 interactions.



YouTube 頻道

平機會於2008年2月推出YouTube頻道，透過上載資訊趣味兼備的短片，介紹平等機會及共融價值，加強平機會在網上的曝光。過去一年，平機會YouTube頻道共增添69齣新短片，包括推廣《殘疾歧視條例》的動畫短片、介紹平機會工作的員工影片，以及有關投訴處理及調停程序的不同語言短片。截至2023年3月底，平機會的YouTube頻道共上載了472齣短片，總瀏覽次數超過80萬次。

YouTube Channel

The EOC YouTube Channel was launched in February 2008 to boost the Commission's online presence while releasing informative and entertaining videos about equal opportunities and inclusion. During the year in review, 69 new videos were added to the EOC YouTube Channel, including short animated videos to promote the Disability Discrimination Ordinance, a staff video on the work of the EOC, as well as videos on the complaint handling procedures and conciliation process in different languages. As at end-March 2023, a total of 472 videos had been uploaded, with over 800 000 views.

平等機會月：承先啟後廿五載 平等共融塑未來

2022年6月，平機會推出「平等機會月：承先啟後廿五載 平等共融塑未來」全港宣傳計劃。此計劃是慶祝香港特別行政區成立25周年的認可活動之一，透過一連串跨平台線上線下活動，向大眾展示平等機會的重要和對社會的效益，推動大眾接納多元共融的價值。

Equal Opportunities Month: Together for an Equal and Inclusive Hong Kong

In June 2022, the EOC launched a citywide awareness and promotional campaign 'Equal Opportunities Month: Together for an Equal and Inclusive Hong Kong', an accredited event celebrating the 25th Anniversary of the Establishment of the Hong Kong Special Administrative Region (HKSAR). Featuring a plethora of online and offline activities and promotions across multiple platforms, the EO Month campaign aimed to highlight the importance and shared benefits of equal opportunities, and mobilise community members to embrace the values of diversity and inclusion.



《同一天空下》生命短片

「平等機會月」的重點項目是《同一天空下》生命短片，由平機會委託資深演員、歌手、編劇兼導演馬浚偉製作。該短片系列描述不同形式的偏見和歧視，並講述這些情況如何影響劇中人物的生命和人際關係。

‘Under the Same Sky’ Short Movie Series

The major highlight of the campaign was a series of short movies entitled ‘Under the Same Sky’, which production was commissioned to veteran actor, singer, playwright and director Steven MA Chun-wai. The short movies depict experiences of prejudices and discrimination in different forms, and how these impact the lives and relationships of the people concerned.

傳訊、宣傳及社會參與

Communications, Publicity and Community Participation

2022年6月22日，平機會舉行新聞發布宣布《同一天空下》生命短片製作計劃，並公開主題曲《我信》。《我信》由本地視障音樂家李軒作曲，由馬浚偉主唱，已於各電台播放。短片預期於2023年推出。

On 22 June 2022, the EOC held a press conference to announce the production, during which the theme song 'I Believe' was also unveiled. Composed by local musician with visual impairment Hin LEE and performed by Steven MA, the theme song was released for broadcast by local radio stations, while the movie series was scheduled for release in 2023.



同一天空下
Under the Same Sky

生命短片系列
Short movie series on equal opportunities

八個感人故事，針對基於殘疾、性別、懷孕、親生、原籍、年長、非婚地位或種族的意見歧視，明白被歧視的單薄所面對的困難與需要，改變歧視的現狀。

Eight touching stories depict prejudice and discrimination based on disability, gender, marital status, pregnancy, breastfeeding, family status or race. Understand the difficulties and needs faced by those who are being discriminated against, and help stop discrimination.

從心出發 被下歧視
Stop discrimination now!

觀看短片
Watch the videos

ViuTV 99台

編劇 導演 監製: 馬浚偉
Script Writer Director Producer: Steven Ma

14-5-2023 (星期日Sunday) 14:30 - 16:00
28-5-2023 (星期日Sunday) 13:30 - 15:00

平等機會委員會
EQUAL OPPORTUNITIES COMMISSION

2511 8211 www.eoc.org.hk

《殘疾歧視條例知多少》動畫短片

平機會除了推出《同一天空下》生命短片系列，也在YouTube頻道推出了共有18集的《殘疾歧視條例知多少》動畫短片，解釋《殘疾歧視條例》如何保障公眾在工作場所免受殘疾歧視、騷擾及中傷。

短片內容根據平機會與香港電台第一台合作的《平等就業•豐盛生活行動》電台節目改編，動畫則由支援專注力失調及過度活躍症患者的社會企業Let's Talk ADHD的成員製作。根據平機會的數據，有關殘疾歧視的投訴是平機會每年處理的投訴當中佔比最大，其中大部分屬僱傭範疇。平機會希望透過短片，讓僱主及僱員加深認識法例所賦予的責任和權利，以便採取更佳預防措施。

'Understanding the Disability Discrimination Ordinance (DDO)' Animated Video Series

Besides the 'Under the Same Sky' short movie series, the EOC released on its YouTube channel an 18-episode video series entitled 'Understanding the Disability Discrimination Ordinance (DDO)', which explains the protection available under the ordinance against disability discrimination, harassment and vilification in the workplace.

The content is based on the radio programmes under the 'Employment Equality Project' produced in collaboration with Radio Television Hong Kong Radio 1, while the animation is created by members of the social enterprise Let's Talk ADHD, which supports persons with attention deficit and hyperactivity disorder. According to the EOC's statistics, complaints filed under the DDO took up the largest share of complaints handled by the EOC each year, with the majority falling in the employment field. The animated videos serve to explain the rights and obligations of employers and employees under the DDO, so that they can implement better preventive measures.



傳訊、宣傳及社會參與

Communications, Publicity and Community Participation

教育項目

Educational Programmes

平等機會青年大使計劃

Equal Opportunity Youth Ambassador Scheme



平機會在2022年10月7日宣布推出全新的平等機會青年大使計劃，目的是進一步向青年推廣平等機會和多元共融的價值。

The EOC announced the launch of the Equal Opportunity Youth Ambassador Scheme on 7 October 2022. A brand new initiative of the EOC, the Scheme served to further the EOC's youth engagement effort in promoting the values of diversity, equal opportunity and inclusion to the younger generation.

全港大專院校的全日制學生皆可報名參加，結果36名大專學生獲甄選成為首批平等機會青年大使。平機會為青年大使安排了多項體驗式學習和師友活動，目的是提升他們對平等機會的關注和體驗。平機會希望他們憑藉從計劃獲得的知識和經驗，向校園朋輩間推廣多元和平等機會的信息。

The Scheme invited applications from full-time tertiary students in Hong Kong. Altogether 36 tertiary students were selected as 'Equal Opportunity Youth Ambassadors' to join the inaugural Scheme. The EOC lined up a range of experiential learning and mentoring activities for them, which were designed to enhance their awareness and experience of equal opportunity. The EOC hopes that the experiences and knowledge would empower the Youth Ambassadors to help spread the message of diversity, equal opportunity and inclusion to their peers on campus.

傳訊、宣傳及社會參與 Communications, Publicity and Community Participation

青年大使的體驗旅程由2023年1月7日的迎新聚會開始，當日平機會主席朱敏健先生，IDS及平機會社會參與及宣傳專責小組召集人黃梓謙先生，JP均出席了聚會。聚會除了讓青年大使互相認識，還向他們介紹反歧視條例的內容和平機會的工作。2023年1月至3月，青年大使參與了以下活動：

- 2023年1月12日——青年大使參與由香港傷健共融網路成立的「猛龍長跑隊」的訓練。當日青年大使在「猛龍長跑隊」教練、多項長跑賽事的獎牌得主姚潔貞女士帶領下，與殘疾運動員一起跑步。參與活動的還有平機會主席朱敏健先生和香港傷健共融網路總幹事莫儉榮先生，MH。該活動旨在提供機會予青年大使與殘疾人士交流，從而了解他們在日常生活中面對的困難。

The Youth Ambassadors' experiential journey began with an orientation gathering on 7 January 2023. They were welcomed by EOC Chairperson Mr Ricky CHU Man-kin, IDS and Mr Gary WONG Chi-him, JP, Convenor of the EOC's Community Participation and Publicity Committee. As well as getting to know each other, the Youth Ambassadors were given an introduction to the anti-discrimination ordinances and the work of the EOC during the session. Between January and March 2023, the Youth Ambassadors took part in the following activities:

- 12 January 2023 — the Youth Ambassadors flexed their muscle and joined in a training session of the Fearless Dragon Running Team founded by the Hong Kong Network for the Promotion of Inclusive Society (HKNPIS). Also joining the session were EOC Chairperson Mr Ricky CHU Man-kin and Chief Executive of HKNPIS Mr Kim MOK Kim-wing, MH, while Ms Christy YIU Kit-ching, Chief Coach of the running team and award-winning long-distance runner, coached the Youth Ambassadors. The session was meant to provide an opportunity for the Youth Ambassadors to interact with persons with disabilities and understand their challenges in everyday life.



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- 2023年2月2日——青年大使獲邀參與由香港迪士尼樂園度假區舉辦的「迪士尼創夢家開放日」。這項職業博覽及招聘會不但設有現場招聘及面試，亦有領袖及演藝人員分享環節，展示度假區如何致力促進多元共融及無障礙。青年大使透過出席開放日，見證一間現代企業如何通過提倡多元共融的價值，促進企業創新及成長。
- 2023年2月11日及18日——青年大使參加特別為青年大使計劃而設的「灣仔多元文化社區導賞團」，探索區內充滿文化色彩的不同地點，包括參觀錫克廟和品嚐多款傳統食品。
- 2 February 2023 — the Ambassadors were invited to join Hong Kong Disneyland Resort's 'Open House for Dream Makers' event. The career development and job recruitment expo not only offered onsite interviews and recruitment, but also featured leaders and cast sharing sessions to demonstrate how the Resort is committed to inclusivity and accessibility, enabling the students to witness a real-life example of how a modern corporate embraces diversity and inclusion to drive innovation and growth.
- 11 and 18 February 2023 — the Ambassadors joined a tailor-made Wan Chai Multicultural Community Tour, in which they explored different cultural sites in the district, including a visit to the Sikh Temple and sampled various traditional dishes.



- 2023年3月4日——青年大使參觀香港導盲犬訓練學校，了解如何與視障人士溝通，以及體驗在黑暗中由導盲犬帶領行走。
- 4 March 2023 — the Youth Ambassadors visited the Hong Kong Seeing Eye Dog Training School, during which they were given a briefing on how to communicate with people with visual impairment, experienced navigating in the dark and walking with a guide dog.



傳訊、宣傳及社會參與 Communications, Publicity and Community Participation



青年大使還參加了師友活動，與平機會主席及委員交流。最後，計劃以嘉許典禮作結，青年大使在典禮上分享體會，並獲平機會頒發證書。

Other activities included a mentoring session by EOC Chairperson and Members. The Scheme concluded with a Recognition Ceremony, which gave the Youth Ambassadors opportunities to recount their experiences and receive certificates from the EOC.



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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。2022-23年度，平機會為63 225名學生安排共404場演出。受2019冠狀病毒病疫情影響，部分演出透過Zoom或YouTube等社交媒體平台進行。

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 at schools. In 2022-23, the EOC arranged 404 performances for 63 225 students. Due to the COVID-19 pandemic, some of the performances were staged virtually via social media platforms, such as Zoom and YouTube.

Almost all the schools indicated in the feedback survey that the plays were “good” or “very good”.



聯繫社區

平等機會社會參與資助計劃

2022-23年度，平機會透過「平等機會社會參與資助計劃」，資助了18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1,262,779元。

Engaging the Community

Community Participation Funding Programme on Equal Opportunities

In 2022-23, the EOC's Community Participation Funding Programme on Equal Opportunities provided HK\$1,262,779 of funding support to 18 projects by community groups, NGOs and educational institutions.

傳訊、宣傳及社會參與 Communications, Publicity and Community Participation

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。此外，資助計劃亦向有特定主題的項目給予資助，去年的特定主題是通用設計、防止餵哺母乳歧視及騷擾、性騷擾／殘疾騷擾／種族騷擾及家庭崗位。獲資助的機構名單載於附錄2。

These projects were geared towards promoting greater understanding of the four anti-discrimination ordinances and the concepts of equal opportunities and inclusion. In addition, the Programme also provided funding support to projects that carried the special themes of universal design, protection for breastfeeding discrimination and harassment, sexual/disability/racial harassment and family status. The list of funded organisations is included in Appendix 2.



平機會除了推行資助計劃，還支持其他機構舉辦的活動，以宣揚反歧視信息。於2022-23年度，平機會支持了43個在香港舉辦的項目及活動。此外，主席出席了122個社區活動，發表了67次演說，並參與了61次與持份者的會議。

Besides running the Funding Programme, the EOC rendered support to initiatives by organisations to promote anti-discrimination messages. In 2022-23, the EOC supported 43 projects and initiatives across the city. In addition, the Chairperson attended 122 community events and functions, delivered 67 speeches, and took part in 61 meetings with stakeholders.

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香港國際牙科博覽暨研討會 (2022年12月2日至4日)

平機會第四度參加由香港牙醫學會主辦的香港國際牙科博覽暨研討會，介紹反歧視條例與僱傭範疇和提供貨品、服務及設施方面的關係。博覽暨研討會於香港會議展覽中心舉行，為期三日，其間平機會派發了超過1 700份刊物及950份紀念品。平機會的攤位獲得正面評價，92%受訪者表示參觀平機會的攤位後，對平等機會加深了認識。此外，這次活動為平機會的社交媒體平台(包括Instagram、Facebook、領英及YouTube)吸引了140次的互動。

Hong Kong International Dental Expo and Symposium (2 – 4 December 2022)

For the fourth time, the EOC participated in the Hong Kong International Dental Expo and Symposium organised by the Hong Kong Dental Association at Hong Kong Convention and Exhibition Centre to highlight the relevance of the anti-discrimination ordinances in the context of employment and the provision of goods, services and facilities. During the three-day Expo, the EOC distributed over 1 700 publications and 950 souvenirs to visitors. Positive feedback was received, with 92% of the respondents stated that they knew more about equal opportunities after visiting the EOC's booth. In addition, this Expo attracted a total of 140 engagements on the EOC's social media platforms, including Instagram, Facebook, LinkedIn and YouTube.



學與教博覽2022 (2022年12月7日至9日)

平機會於2022年第二次參加學與教博覽，希望透過分享教育資源，例如平機會YouTube頻道的記錄片和相關教材套，以及兒童繪本系列《高仔與朋友們》，協助教育工作者在課堂內外向學生傳遞平等和共融的信息。

Learning and Teaching Expo 2022 (7 – 9 December 2022)

The EOC participated in the Learning and Teaching Expo for the second time in 2022. By sharing various educational resources, such as the EOC YouTube documentaries and an accompanying learning kit, as well as the storybook series *Tally & friends*, the EOC aimed to help educators spread the message of equality and inclusion both inside and outside of the classroom.

傳訊、宣傳及社會參與 Communications, Publicity and Community Participation

在為期三日的博覽中，平機會向入場人士派發了超過3 500份刊物及2 800份紀念品。參觀者對平機會的評價正面，差不多91%受訪者表示參觀平機會的攤位後加深了對平等機會的認識。此外，這次活動為平機會的社交媒體平台(包括Instagram、Facebook、領英及YouTube)吸引了477次互動。

During the three-day Expo, the EOC distributed more than 3 500 publications and 2 800 souvenirs to visitors. Positive feedback was received, with almost 91% of the respondents stated that they knew more about equal opportunities after visiting the EOC's booth. In addition, participation in the Expo attracted a total of 477 engagements for the EOC's social media platforms, including Instagram, Facebook, LinkedIn and YouTube.



刊物及其他傳訊資料

在2022-23年度，平機會繼續每兩個星期發布《平機會電子通訊》，並發送給約7 500名訂閱人士，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。

平機會亦製作了《平等新動向》電子期刊，內容主要是剖析歧視議題，並介紹平機會近期的工作。《平等新動向》會發送予平機會的持份者，並上載至平機會的網站供公眾閱覽。

Publications and Other Communication Materials

In 2022-23, the EOC continued to issue the e-newsletter *News from the EOC* every two weeks, informing around 7 500 subscribers of the EOC's latest work, positions on topical issues about discrimination, as well as related events organised by community organisations.

The EOC also developed an e-journal *The EO Beat*, which dissects issues of discrimination and highlights recent work of the Commission. The journal was sent to the EOC stakeholders and uploaded on the EOC website for public reading.

追求卓越服務——機構管治

Striving for Service Excellence — 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，以及記錄完備的辦公室、行政及財務政策和程序，以確保平機會所有層面皆符合內部及外部規定，而且以高效和符合成本效益的方式運用資源。

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.

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，平機會於2023年3月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 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 are posted on the EOC website, and attendance records of the EOC Board and Committee meetings are provided in the Annual Report. In addition, a presentation on the Commission's annual work plan was made to the Legislative Council Panel on Constitutional Affairs in March 2023.

服務承諾

Performance Pledge

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2022-23年度的服務承諾全部達標，詳情載於下表。

The EOC has put in place a set of service standards, which are expressed generally in terms of the response time, to measure and quantify its performance. In 2022-23, the EOC achieved all of the service standards in its performance pledge. The details are shown in the following table.



平機會於2022-23年度的服務承諾

EOC's Performance Pledge in 2022-23

| | 服務標準 Service standard | 服務表現目標 | | 實際表現 | |
|--|-----------------------------------|--|-----------------------|---|--|
| | | Performance target (達標的百分比) (% Meeting standard) | (百分比) (Percentage) | Actual performance (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 : 5 844 達標 Met : 5 844 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 : 106 達標 Met : 106 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 : 916 達標 Met : 916 不達標 Not met : 0 | |
| 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 : 934 達標 Met : 934 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 : 3 達標 Met : 3 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% | 86% | 總數 Total : 997 達標 Met : 854 不達標 Not met : 143 | |

機構管治 Corporate Governance

| | 服務標準 Service standard | 服務表現目標 | | 實際表現 | |
|---|------------------------------------|--|-----------------------|---|----------------------|
| | | Performance target (達標的百分比) (% Meeting standard) | (百分比) (Percentage) | Actual performance (數目) (Number) | |
| 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 : 達標 Met : 不達標 Not met : | 9 9 0 |
| 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 : 達標 Met : 不達標 Not met : | 353 353 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 : 達標 Met : 不達標 Not met : | 27 27 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% | 100% | 總數 Total : 達標 Met : 不達標 Not met : | 1 1 0 |
| 舉辦主要推廣活動的 次數 Convene major promotional events | 12個月內 Within 12 months | 60項 60 activities | 100% | 總數 Total : 達標 Met : 不達標 Not met : | 69 69 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 : 達標 Met : 不達標 Not met : | 5 036 5 024 12 |

「國家主席重要講話精神」座談會

平機會因應國家主席習近平於2022年7月1日在香港發表的講話，於2022年8月4日舉辦了「國家主席重要講話精神」座談會。座談會由平機會主席主持，出席者有平機會管理層和總主任級人員。

Session on ‘Spirit of the President’s Important Speech’

On 4 August 2022, the EOC held a session on ‘Spirit of the President’s Important Speech’ following President Xi Jinping’s speech in Hong Kong on 1 July 2022. The session was hosted by the EOC Chairperson and attended by the management team and Chief Officers of the EOC.



舉辦座談會的目的，是討論如何可在平機會的工作和日後路向中落實主席提及的「四個必須」和「四點希望」，並就此交換意見。座談會上討論的主要信息其後向所有平機會員工傳達。

The purpose of the session was to exchange thoughts and discuss how best the Commission can take forward the “four musts” and “four expectations” raised in President Xi’s speech, in the context of the Commission’s work and future pathway. Key messages discussed in the session were then cascaded to EOC’s staff members.

機構管治 Corporate Governance



與持份者聯繫

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

例如，平機會於2023年3月22日接待了有超過30名內地高級法官的訪問團，他們全部正修讀由香港城市大學司法教育與研究暨香港法律查明中心所開辦的中國高級法官法學博士課程。參訪的目的是讓他們了解香港的普通法制度，以及香港法定機構的職能及運作。在交流環節中，平機會主席朱敏健先生介紹了平機會的工作及香港的反歧視條例；而內地法官則分享了他們在內地的司法工作。透過是次交流，雙方認識了兩地法律制度的最新發展，收穫甚豐。

Stakeholder Engagement

The EOC continued to engage and build rapport with community groups, academia and NGOs throughout the year in review. The Chairperson and staff members met with different stakeholder groups and attended a number of community events and functions. Dialogues and exchanges were also held with various consulates, and Mainland and international organisations and officials.

For example, the EOC hosted a visit for over 30 Mainland senior judges on 22 March 2023. The judges were participants of the Doctor of Juridical Science (JSD) Programme run by The Centre for Judicial Education and Research cum Identification of Hong Kong Law of The City University of Hong Kong. The purpose of the visit was to familiarise the participants with Hong Kong's common law system, as well as the functions and operations of Hong Kong's statutory bodies. During the exchange session, EOC Chairperson Mr Ricky CHU Man-kin introduced the EOC's work and Hong Kong's anti-discrimination ordinances, while the Mainland judges shared their judicial work across the border. The exchange proved to be fruitful, as both sides gained up-to-date knowledge of each other's legal systems.



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



平機會致力為員工提供安全、共融和互助的工作環境，以及讓員工學習並發揮潛能的平等機會。截至2023年3月31日，平機會的全職員工數目為109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 2023, there were 109 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

隨着2019冠狀病毒病疫情在2022年下半年受控，平機會跟隨政府採取的新安排，更新了防疫措施。由2022年12月起，訪客進入平機會辦事處處所無須再掃描「安心出行」場所二維碼及出示疫苗通行證。

COVID-19 Related Measures

As the COVID-19 epidemic came under control in the latter part of 2022, the EOC updated its anti-epidemic measures in the light of the arrangements by the Government. With effect from December 2022, visitors entering the EOC Office premises were no longer required to scan the 'LeaveHomeSafe' venue QR code and present their Vaccine Pass.

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2022-23年度，參加員工培訓課程及經驗分享會的員工共有244人次。

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 2022-23, 244 attendances were recorded in staff training and development programmes and experience-sharing sessions.

員工溝通及發展 Staff Communications and Development

例如，平機會在2022年7月安排了兩場有關聽障的體驗式學習環節。在「黑暗中對話」帶領下，學習活動旨在協助員工向殘疾人士提供服務時，提升同理能力及敏感度。

For example, the EOC organised two experiential learning sessions on hearing impairment in July 2022. Facilitated by Dialogue in the Dark, the sessions aimed to enhance staff members' empathetic skills and sensitivity in the course of service delivery when dealing with persons with disabilities.



員工如獲平機會推薦或自發參與由外間機構舉辦且與工作有關的專業／個人發展培訓課程、講座或會議，可獲得全額或部分學費資助。員工獲資助的外間培訓課程例子包括香港科技大學舉辦的領導／管理才能發展課程，以及其他法律研討會和人力資源發展課程。

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

員工宣傳短片

2022年6月，平機會發布了《並肩走過：我們的一天》短片，由平機會不同部門的同事粉墨登場，親身帶領觀眾走進平機會，分享他們每天的工作，包括處理投訴、進行調停、處理法律協助個案、撰寫政策建議和研究報告、提供行政支援，以及與傳媒和持份者溝通等。這套短片已上載至平機會的網站和YouTube頻道，讓公眾更了解平機會的文化和價值觀，以及在社會上所扮演的重要角色。

Staff Video

In June 2022, the EOC released a video about the work of the Commission. Entitled 'Walking in Solidarity: A Day at the EOC', the video offers an inside look at the work of the EOC, as staff members from different divisions walk viewers through their daily schedules — from handling and conciliating complaints, working on legally assisted cases, drawing up policy recommendations and research reports, and providing administrative support to communicating with the media and stakeholders. Available on the EOC website and YouTube channel, the video enables the public to better understand the values and culture of the EOC and its indispensable role in society.



平機會員工獎項

平機會於2022年6月舉行員工獎項頒獎典禮，頒發獎項予為平機會服務至少十年的員工。平機會主席朱敏健先生向三名員工頒發十年長期服務獎，向32名員工頒發20年長期服務獎，以表揚他們多年來專心致志為平機會工作，貢獻良多。

EOC Staff Awards

A staff awards presentation ceremony was organised in June 2022 to honour staff members who had served the EOC for at least 10 years. EOC Chairperson Mr Ricky CHU Man-kin presented long service awards of 10 and 20 years to three and 32 staff members respectively, in recognition of their dedicated service, commitment and contributions to the EOC over the past decades.

員工溝通及發展 Staff Communications and Development

員工支援與健康

平機會年內繼續外聘顧問為員工提供支援計劃，以協助員工達致工作與生活平衡，並加強精神健康。支援計劃設有24小時熱線，提供專業輔導服務、諮詢服務、工作與生活平衡的資訊及學習資源。支援計劃其中一個項目是舉辦促進員工福祉的定期講座，例如在2022年10月14日和2023年2月24日，便分別舉辦了名為「健腦操」和「在家／辦公室輕鬆做運動」的健康講座。

「一起動」

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

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 professional counselling services, consultation sessions, work-life balance information and learning resources. Under the programme, regular seminars were arranged to improve staff members' wellbeing. For example, the seminars on 'Be Alive with Brain Gym' and 'Home/Office Workout' were held on 14 October 2022 and 24 February 2023 respectively.

SportsHour

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



員工溝通及發展 Staff Communications and Development

年內，平機會舉辦了不同活動，例如在2022年8月5日舉辦運動服日兼伸展工作坊，另有呼吸、跳舞及定期瑜伽興趣小組，全部由平機會員工於午飯時間帶領進行。

2022年5月21日，平機會參加了由凝動香港體育基金舉辦的「邨JUMP!」企業慈善三人籃球邀請賽，隊員包括平機會委員黃梓謙先生、平機會行政總監(營運)朱崇文博士和其他平機會員工。隊員竭盡全力，奮力迎戰，在享受籃球運動樂趣之餘，同時為培訓全港屋邨青年籌款。比賽也提供了寶貴的機會讓平機會員工建立團隊精神，並鼓勵他們實踐積極健康的生活。

Throughout the year, the EOC organised different activities, such as a Sportswear Day and Mindful Stretching Session on 5 August 2022, breathwork classes, dance interest class and regular yoga classes, all conducted by EOC staff members during lunch hours.

On 21 May 2022, the EOC participated in the 'WELL DUNK! Charity Corporate 3x3 Basketball Tournament' organised by the InspiringHK Sports Foundation. Comprising EOC Member Mr Gary WONG Chi-him, EOC Executive Director (Operations) Dr Ferrick CHU Chung-man, as well as other staff members, the EOC team laced up their sneakers, broke a sweat and battled with other corporate teams — both for the fun and excitement of basketball, and for raising funds for training youth players at public estates across Hong Kong. The tournament also gave excellent opportunities of building team spirit and motivating the EOC colleagues to lead an active and healthy life through sport.



員工溝通及發展 Staff Communications and Development

義工及慈善活動

平機會大力支持員工參與義工及慈善活動。過去一年，平機會參加了非政府組織舉辦的不同籌款活動，包括：

- 香港公益金每年舉行的公益行善「折」食日(2023年3月)；
- 非政府組織CareER舉辦的CareER潛能無限線上慈善跑2022(2022年11月至12月)；
- 基督教靈實協會的耆樂餅義賣籌款活動(2022年11月)；
- 奧比斯世界視覺日(2022年10月13日)；
- 地中海貧血兒童基金愛心賣旗日(2022年9月17日)；以及
- 香港兔唇裂顎協會賣旗日(2022年4月23日)。

Volunteering and Charitable Activities

The EOC strongly supports employees to participate in volunteering and charitable events. During the year in review, the EOC staff took part in various fundraising activities of NGOs. These included:

- The annual charity event Skip Lunch Day held by the Community Chest (March 2023);
- CareER RunnERthon Online 2022 organised by NGO CareER (November to December 2022);
- Qile Cake Charity Sale organised by the Haven of Hope Christian Service (November 2022);
- the ORBIS World Sight Day (13 October 2022);
- the Children's Thalassaemia Foundation Flag Day (17 September 2022); and
- Hong Kong Association for Cleft Lip and Palate Flag Day (23 April 2022).



環保措施

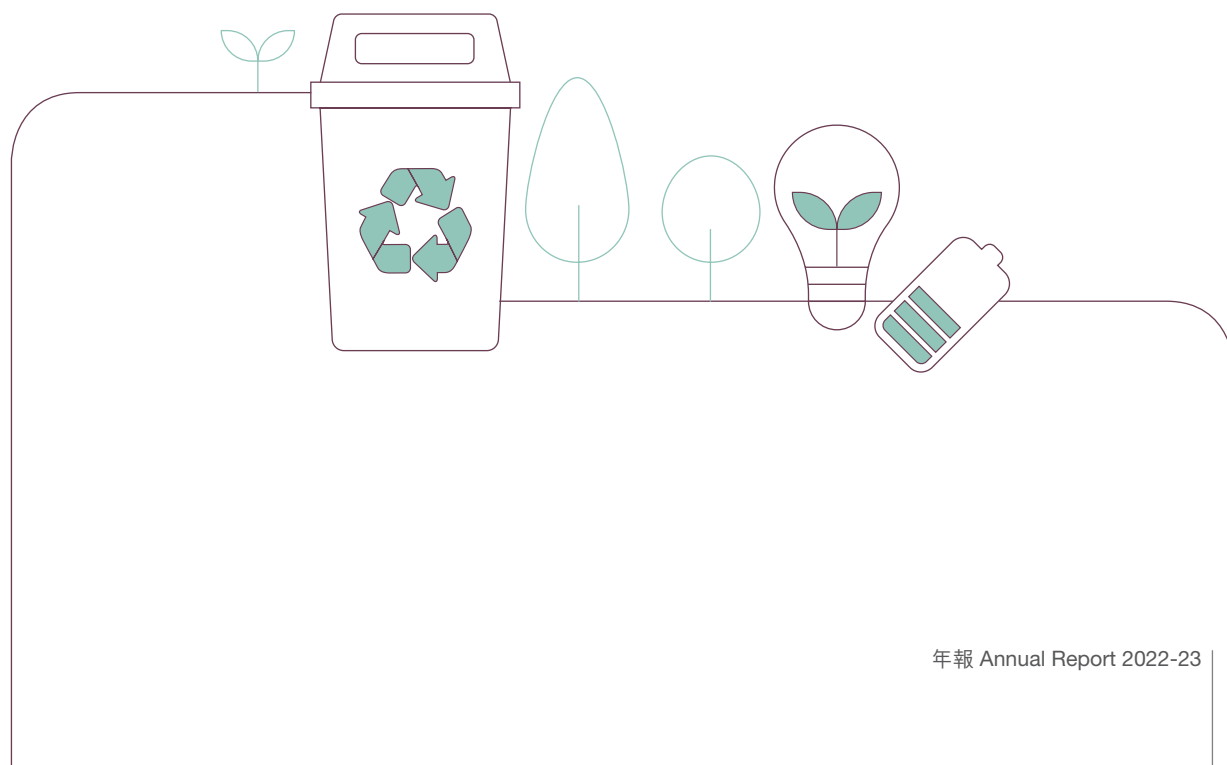
平機會實行多項措施，致力減廢和響應保護環境。平機會採購以環保方法製造的貨品，或委聘以環保方法提供貨品或服務的供應商。例如，平機會安排以環保紙印刷，並規定打印機必須盡可能使用環保墨水。平機會積極支持節約能源，自2013年起已連續九年簽署由機電工程署推出的《節能約章》。

為了減少辦公室產生的廢物，平機會備有既定政策，把超出所需的可再用家具和設備捐給慈善團體。此外，平機會設置了指定回收箱，積極鼓勵員工減廢。

Environmental Protection Measures

The EOC also implements various measures to reduce waste and supports initiatives that aim to conserve the environment. The EOC endeavours to procure goods produced in an environmentally-friendly way or engage the services of suppliers who produce their goods or services in an environmentally-friendly way. Examples include arranging printing with recycled papers and requiring printers to use environmentally-friendly ink where possible. Being a steadfast supporter of energy saving and conservation, the EOC has signed up to the Energy Saving Charter launched by the Electrical and Mechanical Services Department for nine consecutive years since 2013.

In an effort to reduce office waste, the EOC has an established policy to donate reusable furniture and equipment that are surplus to requirements to charities. In addition, the EOC actively encourages staff members to participate in waste reduction by providing designated bins for disposal of recyclable waste.



財務報表

Financial Statements



平等機會委員會
截至2023年3月31日止
財政年度的財務報表

Equal Opportunities Commission
Financial Statements
for the year ended 31 March 2023

獨立核數師報告
致平等機會委員會
管治委員會委員
(依據《性別歧視條例》在香港成立)

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117至153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2023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2023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 117 to 153, which comprise the statement of assets and liabilities as at 31 March 2023, 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 2023 and of its financial performance and its cash flows for the year then ended in accordance with Hong Kong Financial Reporting Standards (“HKFRSs”) issued by the Hong Kong Institute of Certified Public Accountants (“HKICPA”).

意見的基礎

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

財務報表及其核數師報告以外的信息

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

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

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

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

Basis for opinion

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

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

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

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

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

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

財務報表 Financial Statements

平機會就財務報表須承擔的責任

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

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

核數師就審計財務報表承擔的責任

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

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

Responsibilities of the Commission for the financial statements

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

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

Auditor's responsibilities for the audit of the financial statements

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

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with HKSAs 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，我們與平等機會管治委員會委員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

2023年9月6日

KPMG

Certified Public Accountants

8th Floor, Prince's Building

10 Chater Road

Central, Hong Kong

6 September 2023

收支結算表
截至2023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 2023

(Expressed in Hong Kong dollars)

| | | 附註 Note | 2023 | 2022 |
|--------------------|---|------------|--------------------|-------------|
| 收入 | Income | | | |
| 政府補助 | Government subventions | 3 | 132,504,170 | 129,905,957 |
| 其他收入 | Other income | | 3,836,708 | 3,119,254 |
| | | | 136,340,878 | 133,025,211 |
| 支出 | Expenditure | | | |
| 職員薪酬 | Staff salaries | | 85,367,020 | 84,851,964 |
| 職員約滿酬金、 其他福利及津貼 | Staff gratuity, other benefits and allowances | | 24,035,823 | 24,607,514 |
| 強積金供款 | Mandatory provident fund contributions | | 1,779,187 | 1,822,728 |
| 未使用年假的撥備的 減少 | Decrease in provision for unutilised annual leave | | (305,331) | (1,369,648) |
| 法律費用 | Legal fees | | 698,649 | 82,021 |
| 宣傳及公眾教育支出 | Publicity and public education expenses | | 7,725,249 | 6,173,067 |
| 研究計劃及培訓計劃支出 | Research projects and training projects expenses | | 1,642,114 | 2,013,454 |
| 涉及辦公室物業的支出 | Expenses in respect of office premises | | 2,151,864 | 1,983,254 |
| 租賃作自用辦公室物業 的折舊 | Depreciation of property leased for own use as office premises | 4 | 6,128,780 | 6,128,781 |
| 其他物業、機器及設備 的折舊 | Depreciation of other property, plant and equipment | 4 | 3,002,362 | 2,857,649 |
| 職員本地培訓 | Staff local training | | 449,982 | 366,962 |
| 核數師酬金 | Auditor's remuneration | | 114,000 | 104,900 |
| 租賃負債利息 | Interest on lease liabilities | | 1,015,885 | 1,227,007 |
| 其他一般行政費用 | Other general administrative expenses | | 3,055,047 | 2,777,952 |
| | | | 136,860,631 | 133,627,605 |
| 財政年度虧損 | Deficit for the year | 11 | (519,753) | (602,394) |

財務報表 Financial Statements

全面收益表 截至2023年3月31日止 財政年度(續)

(所有數額均以港元為單位)

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

Statement of comprehensive income for the year ended 31 March 2023 (continued)

(Expressed in Hong Kong dollars)

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

資產負債表
於2023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 2023

(Expressed in Hong Kong dollars)

| | | 附註 Note | 2023 | 2022 |
|--------------------|---|------------|-------------------|-------------------|
| 資產 | ASSETS | | | |
| 非流動資產 | Non-current asset | | | |
| 物業、機器及設備 | Property, plant and equipment | 4 | 23,048,288 | 31,887,378 |
| 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 | | 4,853,580 | 5,158,911 |
| 其他應收帳款、按金 及預付款項 | Other receivables, deposits and prepayments | 5 | 3,181,568 | 2,908,525 |
| 存款期超過三個月的 銀行存款 | Bank deposits with original maturity over three months | | — | 39,396,517 |
| 現金及現金等價物 | Cash and cash equivalents | 6 | 66,116,444 | 16,150,869 |
| | | | 74,151,592 | 63,614,822 |
| 總資產 | Total assets | | 97,199,880 | 95,502,200 |
| 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 | 6,650,228 | 10,157,576 |
| 預收政府補助 | Government subventions received in advance | 3 | 14,077,474 | 7,949,526 |
| 租賃負債 | Lease liabilities | 10 | 17,426,808 | 24,215,770 |
| 資本補助基金 | Capital subvention fund | 7 | 69,368 | 1,159,391 |
| | | | 38,223,878 | 43,482,263 |
| 流動負債 | Current liabilities | | | |
| 職員約滿酬金的撥備 | Provision for staff gratuity | 8 | 13,231,229 | 6,286,767 |
| 未使用年假的撥備 | Provision for unutilised annual leave | | 4,853,580 | 5,158,911 |
| 預收政府補助 | Government subventions received in advance | 3 | 25,555,771 | 24,082,515 |
| 其他應付帳項及 應計費用 | Other payables and accruals | 9 | 2,342,275 | 2,908,409 |
| 租賃負債 | Lease liabilities | 10 | 6,788,962 | 6,085,715 |
| 資本補助基金 | Capital subvention fund | 7 | 1,090,023 | 1,863,705 |
| | | | 53,861,840 | 46,386,022 |
| 總負債 | Total liabilities | | 92,085,718 | 89,868,285 |

財務報表 Financial Statements

資產負債表 於2023年3月31日(續) (所有數額均以港元為單位)

Statement of assets and liabilities as at 31 March 2023 (continued) (Expressed in Hong Kong dollars)

| | | 附註 Note | 2023 | 2022 |
|--------|------------------------------------|------------|------------|------------|
| 資金 | FUNDS | | | |
| 儲備 | Reserves | 11 | 5,114,162 | 5,633,915 |
| 總資金 | Total funds | | 5,114,162 | 5,633,915 |
| 總資金及負債 | Total funds and liabilities | | 97,199,880 | 95,502,200 |

於2023年9月6日批准並授權公布本財務報表。

Approved and authorised for issue on 6 September 2023 by

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

梁世民醫生, BBS, JP
Dr Sigmund LEUNG Sai-man, BBS, JP
行政及財務專責小組召集人
Convener of the
Administration and
Finance Committee

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

第124至153頁的附註為本財務報表的一部分。

The notes on pages 124 to 153 form part of these financial statements.

資金變動表
截至2023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 2023

(Expressed in Hong Kong dollars)

| | | 收支結算表 Statement of income and expenditure | 儲備(附註11) Reserves (note 11) | 總數 Total |
|------------------------------|--|--|-----------------------------------|-------------|
| 於2021年4月1日的結餘 | Balance at 1 April 2021 | – | 6,236,309 | 6,236,309 |
| 2021-22年度資金變動： | Changes in funds for 2021-22: | | | |
| 財政年度虧損及全面 | Deficit and total comprehensive | | | |
| 收入總額 | income for the year | (602,394) | – | (602,394) |
| 轉撥 | Transfer | 602,394 | (602,394) | – |
| 於2022年3月31日及 2022年4月1日的結餘 | Balance at 31 March 2022 and 1 April 2022 | – | 5,633,915 | 5,633,915 |
| 2022-23年度資金變動： | Changes in funds for 2022-23: | | | |
| 財政年度虧損及全面 | Deficit and total comprehensive | | | |
| 收入總額 | income for the year | (519,753) | – | (519,753) |
| 轉撥 | Transfer | 519,753 | (519,753) | – |
| 於2023年3月31日的結餘 | Balance at 31 March 2023 | – | 5,114,162 | 5,114,162 |

財務報表 Financial Statements

現金流量表 截至2023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 2023

(Expressed in Hong Kong dollars)

| | | 附註 Note | 2023 | 2022 |
|--------------------------------|--|------------|-------------------|-------------|
| 營運活動 | Operating activities | | | |
| 財政年度虧損 | Deficit for the year | | (519,753) | (602,394) |
| 調整： | Adjustments for: | | | |
| 折舊 | Depreciation | 4 | 9,131,142 | 8,986,430 |
| 利息收入 | Interest income | | (1,406,564) | (163,157) |
| 租賃負債利息 | Interest on lease liabilities | | 1,015,885 | 1,227,007 |
| 營運資金變動前的 經營盈餘 | Operating surplus before changes in working capital | | 8,220,710 | 9,447,886 |
| 應收政府的未使用年假 補助的減少 | Decrease in unutilised annual leave subventions receivable from the Government | 3 | 305,331 | 1,369,648 |
| 其他應收帳款、按金及 預付款項的(增加)/ 減少 | (Increase)/decrease in other receivables, deposits and prepayments | | (273,043) | 436,389 |
| 其他應付帳項及應計 費用的(減少)/增加 | (Decrease)/increase in other payables and accruals | | (566,134) | 345,448 |
| 職員約滿酬金的撥備 的增加/(減少) | Increase/(decrease) in provision for staff gratuity | | 3,437,114 | (357,113) |
| 未使用年假的撥備的 減少 | Decrease in provision for unutilised annual leave | | (305,331) | (1,369,648) |
| 預收政府補助的增加 | Increase in Government subventions received in advance | 3 | 7,601,204 | 7,554,198 |
| 資本補助基金的減少 | Decrease in capital subvention fund | 3 | (1,863,705) | (1,670,803) |
| 營運活動所產生的現金 淨額 | Net cash generated from operating activities | | 16,556,146 | 15,756,005 |

現金流量表
截至2023年3月31日止
財政年度(續)

(所有數額均以港元為單位)

Cash flow statement
for the year ended 31 March 2023
(continued)

(Expressed in Hong Kong dollars)

| | | 附註 Note | 2023 | 2022 |
|-------------------------------|---|------------|--------------------|--------------------|
| 投資活動 | Investing activities | | | |
| 已收利息 | Interest received | | 1,406,564 | 163,157 |
| 存款期超過三個月的 銀行存款的減少/ (增加) | Decrease/(increase) in bank deposits with original maturity over three months | | 39,396,517 | (5,962,018) |
| 購置物業、機器及設備 | Payment for the purchase of property, plant and equipment | | (292,052) | (1,206,810) |
| 源自/(用於)投資活動的 現金淨額 | Net cash generated from/(used in) investing activities | | 40,511,029 | (7,005,671) |
| 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) | (6,085,715) | (5,282,793) |
| 支付租賃租金的利息 部分 | Interest element of lease rentals paid | 6(b) | (1,015,885) | (1,227,007) |
| 用於融資活動的現金 淨額 | Net cash used in financing activities | | (7,101,600) | (6,509,800) |
| 現金及現金等價物的 淨增加 | Net increase in cash and cash equivalents | | 49,965,575 | 2,240,534 |
| 年初的現金及現金等 價物 | Cash and cash equivalents at beginning of the year | 6(a) | 16,150,869 | 13,910,335 |
| 年末的現金及現金等 價物 | Cash and cash equivalents at end of the year | 6(a) | 66,116,444 | 16,150,869 |

財務報表

Financial Statements

財務報表附註

(所有數額均以港元為單位)

1 背景

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

平機會按法例在香港成立，辦事處註冊地址為香港黃竹坑香葉道41號16樓。

2 主要會計政策

(a) 遵例聲明

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

Notes to the financial statements

(Expressed in Hong Kong dollars)

1 Background

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

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

2 Significant accounting policies

(a) Statement of compliance

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

2 主要會計政策(續)

(a) 遵例聲明(續)

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

(b) 財務報表編製基準

本財務報表是以歷史成本作為計量基準而編製的。

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

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

2 Significant accounting policies (continued)

(a) Statement of compliance (continued)

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

(b) Basis of preparation of the financial statements

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

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

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

2 主要會計政策(續)

(c) 會計政策的變動

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

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

(d) 物業、機器及設備

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

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

2 Significant accounting policies (continued)

(c) Changes in accounting policies

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

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

(d) Property, plant and equipment

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

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

2 主要會計政策(續)

(d) 物業、機器及設備(續)

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

資產的可使用年限及其剩餘價值(如有)會每年檢討。

2 Significant accounting policies (continued)

(d) Property, plant and equipment (continued)

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

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

2 主要會計政策(續)

(d) 物業、機器及設備(續)

平機會在每個匯報期間終結時審閱物業、機器及設備的帳面金額，以確定有否減值跡象。減值虧損只限於當資產或所附屬的現金產生單位的帳面金額超過可收回金額時在收支結算表內確認。資產或所附屬的現金產生單位的可收回金額是其公允價值減清理費用與使用值兩者中的較高額。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。

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

(e) 租賃資產

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

2 Significant accounting policies (continued)

(d) Property, plant and equipment (continued)

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

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

(e) Leased assets

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

2 主要會計政策(續)

(e) 租賃資產(續)

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

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

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

2 Significant accounting policies (continued)

(e) Leased assets (continued)

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

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

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

2 主要會計政策(續)

(e) 租賃資產(續)

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

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

(f) 其他應收帳款

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

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

2 Significant accounting policies (continued)

(e) Leased assets (continued)

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

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

(f) Other receivables

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

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

2 主要會計政策(續)

(f) 其他應收帳款(續)

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

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

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

(g) 現金及現金等價物

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

2 Significant accounting policies (continued)

(f) Other receivables (continued)

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

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

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

(g) Cash and cash equivalents

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

2 主要會計政策(續)

(h) 其他應付帳項及應計費用

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

(i) 僱員福利

(i) 僱員假期及約滿酬金享有權

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

僱員應享有的病假、分娩假及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. Subsequent to initial recognition, other payables and accruals are stated at amortised cost unless the effect of discounting would be immaterial, in which case they are stated at invoice amounts.

(i) Employee benefits

(i) Employee leave and gratuity entitlements

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

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

(ii) Pension obligations

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

2 主要會計政策(續)

(j) 撥備及或有負債

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

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

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

2 Significant accounting policies (continued)

(j) Provisions and contingent liabilities

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

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

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

2 主要會計政策(續)

(k) 收入的確認

平機會收入的確認政策詳情如下：

(i) 政府補助

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

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

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

2 Significant accounting policies (continued)

(k) Income recognition

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

(i) Government subventions

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

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

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

2 主要會計政策(續)

(k) 收入的確認(續)

(ii) 利息收入

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

(iii) 雜項收入

雜項收入以應計制確認。

(l) 關聯人士

(a) 某人或該人的近親家庭成員在以下情況下會視為與平機會有關聯：

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

2 Significant accounting policies (continued)

(k) Income recognition (continued)

(ii) Interest income

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

(iii) Sundry income

Sundry income is recognised on an accrual basis.

(l) Related parties

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

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

2 主要會計政策(續)

(I) 關聯人士(續)

(b) 某實體在以下任何情況下會視為與平機會有關聯：

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

2 Significant accounting policies (continued)

(I) Related parties (continued)

(b) An entity is related to the Commission if any of the following conditions applies:

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

2 主要會計政策(續)

(I) 關聯人士(續)

- (vi) 該實體受在(I)(a)項中所辨別的人所控制或共同控制。
- (vii) 在(I)(a)(i)項中所辨別的人而該人對該實體有重大影響力，或該人是該實體(或是該實體的母公司)的主要管理人員的成員。
- (viii) 該實體或所屬集團內的任何成員為向平機會提供主要管理人員服務。

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

2 Significant accounting policies (continued)

(I) Related parties (continued)

- (vi) The entity is controlled or jointly-controlled by a person identified in (I)(a).
- (vii) A person identified in (I)(a)(i) has significant influence over the entity or is a member of the key management personnel of the entity (or of a parent of the entity).
- (viii) The entity, or any member of a group of which it is a part, provides key management personnel services to the Commission.

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

3 政府補助及預收政府補助

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

財政年度獲批的政府補助與在收支結算表內確認的政府補助對帳表：

3 Government subventions and Government subventions received in advance

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

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

| | | 2023 | 2022 |
|----------------|--|-------------|-------------|
| 財政年度獲批的政府補助 | Government subventions granted for the year | 138,547,000 | 137,159,000 |
| 調整： | Adjustments for: | | |
| 未使用年假的撥備的減少 | Decrease in provision for unutilised annual leave | (305,331) | (1,369,648) |
| 預收政府補助的增加 | Increase in Government subventions received in advance | (7,601,204) | (7,554,198) |
| 資本補助基金的減少(附註7) | Decrease in capital subvention fund (note 7) | 1,863,705 | 1,670,803 |
| 在收支結算表內確認的政府補助 | Government subventions recognised in the statement of income and expenditure | 132,504,170 | 129,905,957 |

4 物業、機器及設備

4 Property, plant and equipment

(a) 帳面值的對帳

(a) Reconciliation of carrying amount

| | | 租賃作自用的物業 | 租賃物業裝修 | 辦公室傢俬及設備 | 汽車 | 電腦軟件 | 電腦硬件 | 視聽及即時傳譯系統 | 總數 |
|--------------|----------------------------------|-----------------------------|------------------------|--------------------------------|----------------|-------------------|-------------------|---|-------------|
| | | Property leased for own use | Leasehold improvements | Office furniture and equipment | Motor vehicles | Computer software | Computer hardware | Audio & visual and simultaneous interpretation system | Total |
| 成本： | Cost: | | | | | | | | |
| 於2021年4月1日 | At 1 April 2021 | 44,944,389 | 11,266,158 | 3,728,829 | 782,128 | 2,533,391 | 2,401,269 | 1,080,030 | 66,736,194 |
| 增置 | Additions | - | 100,445 | 179,120 | - | 363,700 | 563,545 | - | 1,206,810 |
| 減少 | Disposals | - | - | (11,909) | - | - | - | - | (11,909) |
| 於2022年3月31日 | At 31 March 2022 | 44,944,389 | 11,366,603 | 3,896,040 | 782,128 | 2,897,091 | 2,964,814 | 1,080,030 | 67,931,095 |
| 於2022年4月1日 | At 1 April 2022 | 44,944,389 | 11,366,603 | 3,896,040 | 782,128 | 2,897,091 | 2,964,814 | 1,080,030 | 67,931,095 |
| 增置 | Additions | - | 8,900 | 132,042 | - | 54,400 | 96,710 | - | 292,052 |
| 減少 | Disposals | - | - | (79,885) | - | (460,316) | (569,654) | - | (1,109,855) |
| 於2023年3月31日 | At 31 March 2023 | 44,944,389 | 11,375,503 | 3,948,197 | 782,128 | 2,491,175 | 2,491,870 | 1,080,030 | 67,113,292 |
| 累計折舊： | Accumulated depreciation: | | | | | | | | |
| 於2021年4月1日 | At 1 April 2021 | 12,257,562 | 6,212,560 | 3,242,146 | 589,823 | 2,478,051 | 1,681,537 | 607,517 | 27,069,196 |
| 年度折舊 | Charge for the year | 6,128,781 | 1,888,853 | 269,934 | 111,733 | 60,973 | 346,151 | 180,005 | 8,986,430 |
| 減少時撥回 | Written back on disposals | - | - | (11,909) | - | - | - | - | (11,909) |
| 於2022年3月31日 | At 31 March 2022 | 18,386,343 | 8,101,413 | 3,500,171 | 701,556 | 2,539,024 | 2,027,688 | 787,522 | 36,043,717 |
| 於2022年4月1日 | At 1 April 2022 | 18,386,343 | 8,101,413 | 3,500,171 | 701,556 | 2,539,024 | 2,027,688 | 787,522 | 36,043,717 |
| 年度折舊 | Charge for the year | 6,128,780 | 1,894,556 | 223,802 | 53,039 | 155,395 | 495,565 | 180,005 | 9,131,142 |
| 減少時撥回 | Written back on disposals | - | - | (79,885) | - | (460,316) | (569,654) | - | (1,109,855) |
| 於2023年3月31日 | At 31 March 2023 | 24,515,123 | 9,995,969 | 3,644,088 | 754,595 | 2,234,103 | 1,953,599 | 967,527 | 44,065,004 |
| 帳面淨值： | Net book value: | | | | | | | | |
| 於2023年3月31日 | At 31 March 2023 | 20,429,266 | 1,379,534 | 304,109 | 27,533 | 257,072 | 538,271 | 112,503 | 23,048,288 |
| 於2022年3月31日 | At 31 March 2022 | 26,558,046 | 3,265,190 | 395,869 | 80,572 | 358,067 | 937,126 | 292,508 | 31,887,378 |

4 物業、機器及設備(續)

(b) 使用權資產

使用權資產的帳面淨值分析如下：

| | | 2023 | 2022 |
|-----------------------|---|------------|------------|
| 租賃作自用的物業， 按已折舊成本列帳 | Property leased for own use, carried at depreciated cost | 20,429,266 | 26,558,046 |

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：

| | | 2023 | 2022 |
|------------------------------|--|-----------|-----------|
| 租賃作自用的物業下的 使用權資產的折舊 支出 | Depreciation charge of right-of-use assets under property leased for own use | 6,128,780 | 6,128,781 |
| 租賃負債利息 | Interest on lease liabilities | 1,015,885 | 1,227,007 |

租賃的總現金流出量的詳情和租賃負債的到期日分析分別載於附註6(c)及10。

4 Property, plant and equipment
(continued)

(b) Right-of-use assets

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.

5 其他應收帳款、按金及預付款項

5 Other receivables, deposits and prepayments

| | | 2023 | 2022 |
|---------|--------------------------|------------------|------------------|
| 按金及預付款項 | Deposits and prepayments | 2,715,458 | 2,694,485 |
| 其他應收帳款 | Other receivables | 466,110 | 214,040 |
| | | 3,181,568 | 2,908,525 |

除按金754,056元(2022年：754,056元)預期於一年以後收回外，所有其他應收帳款、按金及預付款項預期於一年內收回或確認為支出。

All of the other receivables, deposits and prepayments are expected to be recovered or recognised as expense within one year except for deposits of \$754,056 (2022: \$754,056) which are expected to be recovered after more than one year.

6 現金及現金等價物及其他現金流量資料

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:

| | | 2023 | 2022 |
|------------------|--|-------------------|-------------------|
| 銀行結存及現金 | Bank balances and cash | 4,348,932 | 7,138,190 |
| 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 | 61,767,512 | 9,012,679 |
| 現金及現金等價物 | Cash and cash equivalents | 66,116,444 | 16,150,869 |

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6 現金及現金等價物及其他 現金流量資料(續)

(b) 融資活動所產生的負債 的對帳：

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

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

(b) Reconciliation of liabilities arising from financing activities:

The table below details changes in the Commission's liabilities from financing activities, including both cash and non-cash changes. Liabilities arising from financing activities are liabilities for which cash flows were, or future cash flows will be, classified in the cash flow statement as cash flows from financing activities.

| | | 租賃負債 (附註10) Lease liabilities (Note 10) |
|-----------------------|---|---|
| 於2021年4月1日 | At 1 April 2021 | 35,584,278 |
| 融資現金流量產生的變動： | Changes from financing cash flows: | |
| 支付租賃租金的資本部分 | Capital element of lease rentals paid | (5,282,793) |
| 支付租賃租金的利息部分 | Interest element of lease rentals paid | (1,227,007) |
| 融資現金流量產生的變動總額 | Total changes from financing cash flows | (6,509,800) |
| 其他變動： | Other change: | |
| 租賃負債利息 | Interest on lease liabilities | 1,227,007 |
| 於2022年3月31日及2022年4月1日 | At 31 March 2022 and 1 April 2022 | 30,301,485 |
| 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 | (6,085,715) |
| 支付租賃租金的利息部分 | Interest element of lease rentals paid | (1,015,885) |
| 融資現金流量產生的變動總額 | Total changes from financing cash flows | (7,101,600) |
| 其他變動： | Other change: | |
| 租賃負債利息 | Interest on lease liabilities | 1,015,885 |
| 於2023年3月31日 | At 31 March 2023 | 24,215,770 |

6 現金及現金等價物及其他 現金流量資料(續)

(c) 租賃的總現金流出量

已計入現金流量表的租賃款
項包括：

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

(c) Total cash outflow for leases

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

| | | 2023 | 2022 |
|-----------|-----------------------------|-----------|-----------|
| 於融資現金流量之內 | Within financing cash flows | 7,101,600 | 6,509,800 |

7 資本補助基金

7 Capital subvention fund

| | | 購置物業、 機器及設備 Purchase of property, plant and equipment |
|-------------------------------|--|--|
| 於2021年4月1日 | At 1 April 2021 | 4,693,899 |
| 已收政府補助 | Subventions received from the Government | 266,000 |
| 轉至收支結算表作為收入以配合： | Transfer to statement of income and expenditure as income to match with: | |
| — 經費來自政府資本補助基金的物 業、機器及設備折舊 | – Depreciation of property, plant and equipment financed by Government capital subvention fund | (1,936,803) |
| 於2022年3月31日 | At 31 March 2022 | 3,023,096 |
| 代表： | Representing: | |
| 流動部分 | Current portion | 1,863,705 |
| 非流動部分 | Non-current portion | 1,159,391 |
| | | 3,023,096 |
| 於2022年4月1日 | At 1 April 2022 | 3,023,096 |
| 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 | (1,863,705) |
| 於2023年3月31日 | At 31 March 2023 | 1,159,391 |
| 代表： | Representing: | |
| 流動部分 | Current portion | 1,090,023 |
| 非流動部分 | Non-current portion | 69,368 |
| | | 1,159,391 |

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7 資本補助基金(續)

資本補助基金指就特定計劃及為購置物業、機器及設備已收取但仍未使用的非經常政府資本補助結餘。此項基金轉至收支結算表作為收入，以配合於產生期間的有關成本。

7 Capital subvention fund (continued)

The capital subvention fund represents the unutilised balance of non-recurrent Government capital subvention received for special projects and the purchase of property, plant and equipment. The funds are released to the statement of income and expenditure as income to match with the related costs when incurred.

8 職員約滿酬金的撥備

8 Provision for staff gratuity

| | | 2023 | 2022 |
|-------------------|---|---------------------|--------------|
| 於2022/2021年4月1日 | At 1 April 2022/2021 | 16,444,343 | 16,801,456 |
| 撥出撥備 | Provisions made | 13,795,614 | 13,845,806 |
| 取消 | Forfeitures | (984,736) | (441,449) |
| 財政年度已支付/ 應付的金額 | Amounts paid/payable during the year | (9,373,764) | (13,761,470) |
| 於2023/2022年3月31日 | At 31 March 2023/2022 | 19,881,457 | 16,444,343 |
| 減：流動部分 | Less: Current portion | (13,231,229) | (6,286,767) |
| 非流動部分 | Non-current portion | 6,650,228 | 10,157,576 |

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

| | | 2023 | 2022 |
|--------|---------------------|------------------|-----------|
| 其他應付帳項 | Other payables | 1,961,561 | 2,546,713 |
| 應計費用 | Accrued expenses | 334,831 | 312,918 |
| 預收款項 | Receipts in advance | 45,883 | 48,778 |
| | | 2,342,275 | 2,908,409 |

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:

| | | 2023 | | 2022 | |
|------------|--------------------------------------|--|---------------------------------------|--|---------------------------------------|
| | | 租賃款項的 現值 Present value of the lease payments | 租賃款項 總額 Total lease payments | 租賃款項的 現值 Present value of the lease payments | 租賃款項 總額 Total lease payments |
| 一年內 | Within 1 year | 6,788,962 | 7,571,360 | 6,085,715 | 7,101,600 |
| 一年後至兩年內 | After 1 year but within 2 years | 7,285,589 | 7,806,240 | 6,788,962 | 7,571,360 |
| 兩年後至五年內 | After 2 years but within 5 years | 10,141,219 | 10,408,320 | 17,426,808 | 18,214,560 |
| | | 17,426,808 | 18,214,560 | 24,215,770 | 25,785,920 |
| | | 24,215,770 | 25,785,920 | 30,301,485 | 32,887,520 |
| 減：未來利息支出總額 | Less: total future interest expenses | | (1,570,150) | | (2,586,035) |
| 租賃負債現值 | Present value of lease liabilities | | 24,215,770 | | 30,301,485 |

11 儲備

11 Reserves

| | | 2023 | 2022 |
|------------------|---|------------------|-----------|
| 於2022/2021年4月1日 | At 1 April 2022/2021 | 5,633,915 | 6,236,309 |
| 轉至收支結算表 | Transfer to statement of income and expenditure | (519,753) | (602,394) |
| 於2023/2022年3月31日 | At 31 March 2023/2022 | 5,114,162 | 5,633,915 |

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%（「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 ("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

| | | 2023 | 2022 |
|----------|--------------------------|-------------------|------------|
| 職員福利 | Employee benefits | 18,601,500 | 19,964,409 |
| 聘用期結束後福利 | Post-employment benefits | 2,936,369 | 3,028,843 |
| | | 21,537,869 | 22,993,252 |

13 所得稅支出

13 Taxation

平機會是政府補助機構，可根據《稅務條例》(香港法例第112章)第88條豁免繳交稅務局的一切徵稅。

The Commission is a Government subvented body exempted from payment of all taxes administered by the Inland Revenue Department by virtue of Section 88 of the Inland Revenue Ordinance (Chapter 112).

14 承擔

資本承擔

於2023年3月31日，沒有在財務報表內就物業、機器及設備作出撥備的資本承擔如下：

| | | 2023 | 2022 |
|---------|-----------------------------------|----------------|------|
| 已簽約 | Contracted for | — | — |
| 已核准但未簽約 | Authorised but not contracted for | 796,000 | — |
| | | 796,000 | — |

政府將提供637,000元資本補助基金，以應付2023-24年度的資本承擔。

14 Commitments

Capital commitments

Capital commitments outstanding at 31 March 2023 in respect of property, plant and equipment not provided for in the financial statements were as follows:

A capital subvention fund of \$637,000 will be provided by the Government to support the capital commitments in 2023-24.

15 財務風險管理及金融工具的公允價值

風險管理由會計組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。會計組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。

15 Financial risk management and fair values of financial instruments

Risk management is carried out by the Accounts Section under the procedural guidelines approved by the Members of the Administration and Finance Committee of the Commission. The Accounts Section identifies and evaluates financial risks and provides procedural guidelines for overall risk management such as interest-rate risk, use of financial instruments and investing excess liquidity.

The Commission's activities do not expose it to foreign exchange risk, credit risk and liquidity risk. For interest-rate risk, except for the short-term bank deposits which bear interest at market rates, the Commission has no other significant interest-bearing assets and liabilities. Accordingly, the Commission's income and operating cash flows are substantially independent of changes in market interest rates and the exposure to cash flow and fair value interest rate risk is low.

15 財務風險管理及金融工具的公允價值(續)

(a) 信貸風險

信貸風險指因交易對手不能履行合約責任，導致平機會蒙受財務損失的風險。平機會在銀行存款、現金及現金等價物，以及其他應收帳款、按金及預付款項面對的信貸風險不大，原因是平機會只在信貸評級良好的金融機構存放現金，並定期審視其他應收帳款、按金及預付款項。平機會認為信貸風險屬於低水平，且預期信貸虧損準備並不重大。

平機會沒有提供任何可引致平機會承受信貸風險的擔保。

(b) 資金周轉風險

平機會的政策是定期監察現時及預計的資金周轉需要，以確保維持足夠現金儲備應付短期及較長期的資金周轉需要。

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

(a) Credit risk

Credit risk refers to the risk that a counterparty will default on its contractual obligations resulting in a financial loss to the Commission. The Commission's exposure to credit risk arising from bank deposits, cash and cash equivalents and other receivables, deposits and prepayments is limited because the Commission only places deposits with financial institutions with sound credit ratings and other receivables, deposits and prepayments are reviewed regularly, for which the Commission considers to have low credit risk and the ECL allowance is considered insignificant.

The Commission does not provide any guarantees which would expose the Commission to credit risk.

(b) Liquidity risk

The Commission's policy is to regularly monitor its current and expected liquidity requirements to ensure that it maintains sufficient reserves of cash to meet its liquidity requirements in the short and longer term.

15 財務風險管理及金融工具的公允價值(續)

(b) 資金周轉風險(續)

下表載列平機會金融負債在報告期末時的剩餘合約年期，資料根據未貼現合約現金流及平機會可能被要求付款的最早日期編製。

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

(b) Liquidity risk (continued)

The following table shows the remaining contractual maturities at the end of the reporting period of the Commission's financial liabilities, which are based on contractual undiscounted cash flows and the earliest date the Commission can be required to pay:

| | | 2023 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 | 總計 Total | 帳面金額 Carrying amount |
| 職員約滿酬金的撥備 | Provision for staff gratuity | 13,231,229 | 5,123,517 | 1,526,711 | 19,881,457 | 19,881,457 |
| 未使用年假的撥備 | Provision for unutilised annual leave | 4,853,580 | — | — | 4,853,580 | 4,853,580 |
| 其他應付帳項及 應計費用 | Other payables and accruals | 2,342,275 | — | — | 2,342,275 | 2,342,275 |
| 租賃負債 | Lease liabilities | 7,571,360 | 7,806,240 | 10,408,320 | 25,785,920 | 24,215,770 |
| | | 27,998,444 | 12,929,757 | 11,935,031 | 52,863,232 | 51,293,082 |

15 財務風險管理及金融工具的公允價值(續)

(b) 資金周轉風險(續)

| | | 2022 | | | | |
|-----------------|---|--|--|---|-------------|----------------------------|
| | | 未貼現合約現金流出 | | | | |
| | | Contractual undiscounted cash outflow | | | | |
| | | 一年以下或 即時到期 Within 1 year or on demand | 一年以上 但兩年以下 More than 1 year but less than 2 years | 兩年以上 但五年以下 More than 2 years but less than 5 years | 總計 Total | 帳面金額 Carrying amount |
| 職員約滿酬金的撥備 | Provision for staff gratuity | 6,286,787 | 8,478,790 | 1,678,766 | 16,444,343 | 16,444,343 |
| 未使用年假的撥備 | Provision for unutilised annual leave | 5,158,911 | — | — | 5,158,911 | 5,158,911 |
| 預收政府補助 | Government subventions received in advance | 24,082,515 | 7,673,210 | 276,316 | 32,032,041 | 32,032,041 |
| 其他應付帳項及 應計費用 | Other payables and accruals | 2,908,409 | — | — | 2,908,409 | 2,908,409 |
| 租賃負債 | Lease liabilities | 7,101,600 | 7,571,360 | 18,214,560 | 32,887,520 | 30,301,485 |
| | | 45,538,222 | 23,723,360 | 20,169,642 | 89,431,224 | 86,845,189 |

(c) 利率風險

利率風險指由於市場利率變動導致金融工具的公允價值或未來現金流量出現波動的风险。平機會所涉及的利率風險只有按市場利率計息的短期銀行存款。

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

(b) Liquidity risk (continued)

(c) Interest rate risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The Commission's only exposure to interest rate risk is via its short-term bank deposits which bear interest at market rates.

15 財務風險管理及金融工具的公允價值(續)

(c) 利率風險(續)

敏感度分析

估計假若利率整體上升/下調100(2022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2023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。2022年的分析亦根據上述基準進行。

(d) 貨幣風險

平機會所有交易均以港元計價,平機會因而沒有承受貨幣風險。

(e) 公允價值衡量

平機會的金融工具按攤銷成本列帳的帳面金額與其於2023年及2022年3月31日的公允價值並無重大差異。

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

(c) Interest rate risk (continued)

Sensitivity analysis

At 31 March 2023, it was estimated that a general increase/decrease of 100 (2022: 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 2022.

(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 2023 and 2022.

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16 截至2023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新準則或修訂，惟於截至2023年3月31日止年度尚未生效，本財務報表亦沒有採納該等新準則及修訂。這些新準則或修訂包括以下可能會適用於平機會的準則：

16 Possible impact of amendments, new standards and interpretations issued but not yet effective for the year ended 31 March 2023

Up to the date of issue of these financial statements, the HKICPA has issued a number of new or amended standards, which are not yet effective for the year ended 31 March 2023 and which have not been adopted in these financial statements. These developments include the following which may be relevant to the Commission:

| | 於下列日期或 之後開始的 會計期間生效 | Effective for accounting periods beginning on or after |
|---|---|--|
| 《香港會計準則》第1號 (修訂本) 流動與非流動負債分類 | Amendments to HKAS 1, <i>Presentation of financial statements: Classification of liabilities as current or non-current</i> | 2023年1月1日 1 January 2023 |
| 《香港會計準則》第1號 (修訂本) 財務報表的呈報及《香港財務報告準則》實務報告第2號 (修訂本) 作出重大判斷：會計政策披露 | Amendments to HKAS 1, <i>Presentation of financial statements</i> and HKFRS Practice Statement 2, <i>Making materiality judgements: Disclosure of accounting policies</i> | 2023年1月1日 1 January 2023 |
| 《香港會計準則》第8號 (修訂本) 會計政策、會計估計的變動及差錯：會計估計的定義 | Amendments to HKAS 8, <i>Accounting policies, changes in accounting estimates and errors: Definition of accounting estimates</i> | 2023年1月1日 1 January 2023 |

16 截至2023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(續)

平機會現正評估這些新準則或修訂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新準則或修訂不大可能會對財務報表有重大影響。

香港會計師公會亦於2023年7月就強制性公積金與長期服務金抵銷機制的會計影響頒布新的香港會計師公會指引。由於平機會正在進行評估，可能會在適當時候確定進一步的影響。

16 Possible impact of amendments, new standards and interpretations issued but not yet effective for the year ended 31 March 2023 (continued)

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.

The HKICPA has also issued a new HKICPA guidance on the accounting implications of the mandatory provident fund-long service payment offsetting mechanism in July 2023. As the Commission is in the progress of making an assessment, further impacts may be identified in due course.

附錄 Appendix 1



平機會專責小組會議的出席記錄 (由2022年4月1日至2023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 2022 to 31 March 2023

According to the EOC's procedures for meetings, cancelled meetings should be rescheduled as soon as possible and within one month. If not possible, the Convenor needs to decide which agenda items should be circulated for advice or information, and which items can be deferred to the next regular meeting.

行政及財務專責小組會議的出席記錄

整體出席率為88%

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

Overall attendance rate was 88%

| | 26/5/2022 | 25/8/2022 | 24/11/2022 | 23/2/2023 |
|---|-----------|-----------|------------|-----------|
| 謝偉鴻博士(召集人) Dr SHIE Wai-hung, Henry (Convenor) | ✓ | ✓ | ✓ | ✓ |
| 梁世民醫生(副召集人) Dr LEUNG Sai-man, Sigmund, BBS, JP (Deputy Convenor) | ✓ | ✓ | ✓ | ✓ |
| 蔡懿德女士 Ms CHOI Yi-tak, Rosanna | ✓ | ✓ | ✓ | ✓ |
| 高朗先生 Mr Mohan DATWANI | ✓ | ✓ | ✓ | ✓ |
| 唐安娜女士 Ms Anna THOMPSON | ✓ | 缺席 Abs | ✓ | ✓ |
| 曾志文女士 Ms TSANG Chi-man, Linda | 缺席 Abs | ✓ | ✓ | 缺席 Abs |
| 黃梓謙先生 Mr WONG Chi-him, Gary, JP | ✓ | ✓ | 缺席 Abs | ✓ |
| 朱敏健先生(主席) Mr CHU Man-kin, Ricky, IDS (Chairperson) | ✓ | ✓ | ✓ | ✓ |

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81%

Overall attendance rate was 81%

| | 28/4/2022 | 14/7/2022 | 27/10/2022 | 26/1/2023 |
|--|------------|------------|------------|------------|
| 黃梓謙先生(召集人) Mr WONG Chi-him, Gary, JP (Convenor) | ✓ | ✓ | ✓ | ✓ |
| 嚴楚碧女士(副召集人) Ms YIM Chor-pik, Rabi (Deputy Convenor) | ✓ | ✓ | ✓ | ✓ |
| 陳麗群女士 Ms CHAN Lai-kwan, Queenie, MH | ✓ | ✓ | 缺席 Abs | ✓ |
| 蔡懿德女士(註1) Ms CHOI Yi-tak, Rosanna (Note 1) | 不適用 N/A | 不適用 N/A | ✓ | 缺席 Abs |
| 何超羸女士 Ms HO Chiu-ha, Maisy, BBS | 缺席 Abs | ✓ | ✓ | ✓ |
| 梁世民醫生 Dr LEUNG Sai-man, Sigmund, BBS, JP | ✓ | ✓ | ✓ | ✓ |
| 曾志文女士 Ms TSANG Chi-man, Linda | ✓ | 缺席 Abs | 缺席 Abs | ✓ |
| 游家敏女士(註2) Ms YAU Ka-man, Carmen (Note 2) | 缺席 Abs | 不適用 N/A | 不適用 N/A | 不適用 N/A |
| 朱敏健先生(主席) Mr CHU Man-kin, Ricky, IDS (Chairperson) | ✓ | ✓ | ✓ | ✓ |

註1： 於2022年7月25日加入社會參與及宣傳專責小組

Note 1: Joined the CPPC on 25/7/2022

註2： 增選成員；任期至2022年5月19日為止

Note 2: Co-opted Member. Appointment up to 19/5/2022

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

整體出席率為100% (註1)

Overall attendance rate was 100% (Note 1)

| | 17/10/2022 |
|--|------------|
| 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 | ✓ |
| 何超羸女士 Ms HO Chiu-ha, Maisy, BBS | ✓ |
| 藍建中先生 Mr LAM Ken-chung, Simon | ✓ |
| 梁世民醫生 Dr LEUNG Sai-man, Sigmund, BBS, JP | ✓ |
| 朱敏健先生(主席) Mr CHU Man-kin, Ricky, IDS (Chairperson) | ✓ |

註1：原定於2022年4月、6月、8月、12月及2023年2月舉行的會議因2019冠狀病毒病疫情及其他原因，經召集人批准下取消。專責小組的事務以傳閱文件方式處理。

Note 1: With the approval of the Convenor, the meetings originally scheduled for April, June, August, December 2022 and February 2023 were cancelled due to the COVID-19 epidemic and other reasons. The Committee's business was transacted by circulation of papers.

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

整體出席率為76%

Overall attendance rate was 76%

| | 19/5/2022 | 18/8/2022 | 17/11/2022 | 16/2/2023 |
|--|-----------|------------|------------|------------|
| 利哲宏博士(召集人) Dr Rizwan ULLAH, MH (Convenor) | ✓ | ✓ | ✓ | ✓ |
| 藍建中先生(副召集人) Mr LAM Ken-chung, Simon (Deputy Convenor) | ✓ | ✓ | ✓ | ✓ |
| 陳麗群女士 Ms CHAN Lai-kwan, Queenie, MH | 缺席 Abs | ✓ | ✓ | ✓ |
| 高德蘭博士 Dr Theresa CUNANAN | ✓ | ✓ | 缺席 Abs | 缺席 Abs |
| 唐安娜女士 Ms Anna THOMPSON | 缺席 Abs | 缺席 Abs | ✓ | 缺席 Abs |
| 曾志文女士 Ms TSANG Chi-man, Linda | ✓ | ✓ | ✓ | ✓ |
| 嚴楚碧女士 Ms YIM Chor-pik, Rabi | 缺席 Abs | 缺席 Abs | ✓ | ✓ |
| 莊耀洸先生(註1) Mr CHONG Yiu-kwong (Note 1) | ✓ | 不適用 N/A | 不適用 N/A | 不適用 N/A |
| 朱敏健先生(主席) Mr CHU Man-kin, Ricky, IDS (Chairperson) | ✓ | ✓ | ✓ | ✓ |

註1： 增選成員；任期至2022年5月19日
為止

Note 1: Co-opted Member. Appointment up to 19/5/2022

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2023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 2023)

利哲宏博士(召集人)

Dr Rizwan ULLAH, MH (Convenor)

莊耀洸先生(副召集人)¹

Mr CHONG Yiu-kwong (Deputy Convenor)¹

高朗先生

Mr Mohan DATWANI

藍建中先生

Mr LAM Ken-chung, Simon

江嘉惠小姐²

Miss KONG Ka-wai, Judy²

梁麗清博士^{2,3}

Dr LEUNG Lai-ching^{2,3}

梁若芊博士^{2,3}

Dr LEUNG Yeuk-sin, Eugenie^{2,3}

盧詩曼女士²

Ms LO Sze-man, Stella²

辛蔚嫻小姐²

Miss SUN Wai-han, Julia²

黃嘉盈女士²

Ms WONG Ka-ying, Olivia²

¹ 任期至2022年5月20日為止 Appointment up to 20/5/2022

² 增選成員 Co-opted Member

³ 任期至2022年12月31日為止 Appointment up to 31/12/2022



平等機會社會參與資助計劃—2022-23年度獲資助機構名單

2022-23年度，社會參與資助計劃共收到42份申請，其中由17個機構*舉辦的18個活動獲批核，資助總額達港幣1,262,779元。

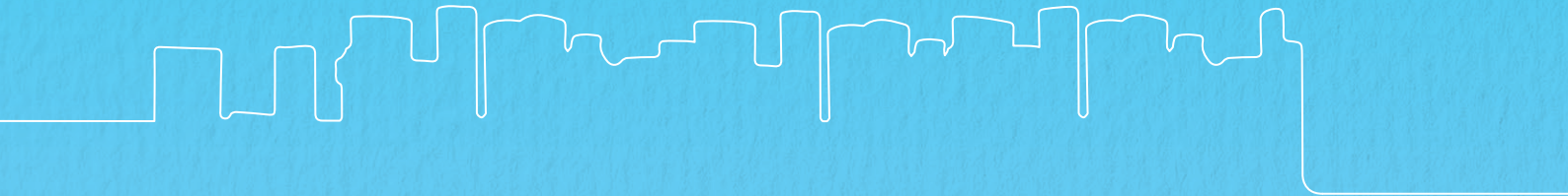
Community Participation Funding Programme – List of Funded Organisations in 2022-23

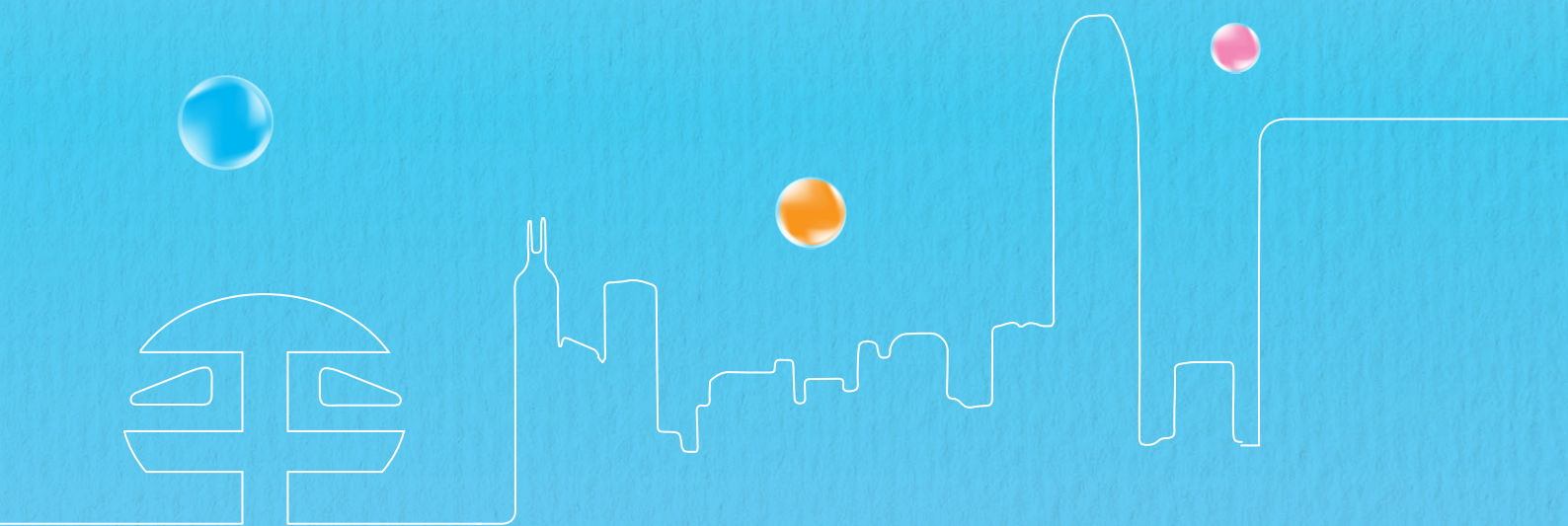
In 2022-23, the Community Participation Funding Programme attracted 42 applications, of which 18 projects by 17 organisations* were approved for a total funding of HK\$1,262,779.

| 機構名稱 | Name of Organisation |
|--------------------------------------|--|
| Access to Justice Fellowship Limited | Access to Justice Fellowship Limited |
| 康健服裝協會有限公司 | Care Apparel Association Limited |
| 香港中華基督教青年會(服務單位：輔導組) | Chinese YMCA of Hong Kong (Service Unit: Counselling Unit) |
| 香港中華基督教青年會顯徑會所 | Chinese Young Men's Christian Association of Hong Kong – Hin Keng Centre |
| 基督教勵行會 | Christian Action |
| 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 |
| 平義社有限公司 | Equal Justice Limited |
| 青新行動 | Flash Action |
| 幫幫手有限公司 | Helpology Limited |
| 香港傷健共融網絡有限公司 | Hong Kong Network for the Promotion of Inclusive Society |
| 馬鞍山社區服務協會 | Ma On Shan Community Services Association |
| 領航者生涯規劃發展有限公司 | Navigator Life Planning and Development Company Limited |
| Resolve Foundation Limited | Resolve Foundation Limited |
| 香港精神科醫學院 | The Hong Kong College of Psychiatrists Limited |
| 香港盲人輔導會 | The Hong Kong Society for the Blind |
| 路德會啟聾學校法團校董會 | The I.M.C. Lutheran School for the Deaf |

* Access to Justice Fellowship Limited有兩項活動獲批核撥款。

* Access to Justice Fellowship Limited was approved funding for two projects.







平等機會委員會
EQUAL OPPORTUNITIES COMMISSION



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傳真 Fax: 2511 8142 | 電郵 Email: eoc@eoc.org.hk
(供一般查詢 For general enquiries)

短訊查詢服務 SMS Enquiry Service: 6972566616538
(供聽障/有語言障礙人士使用 For people with hearing impairment/speech difficulties)

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Campaign

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YouTube 頻道
YouTube channel

