



平等機會委員會論壇2015

Equal Opportunities Commission Forum 2015



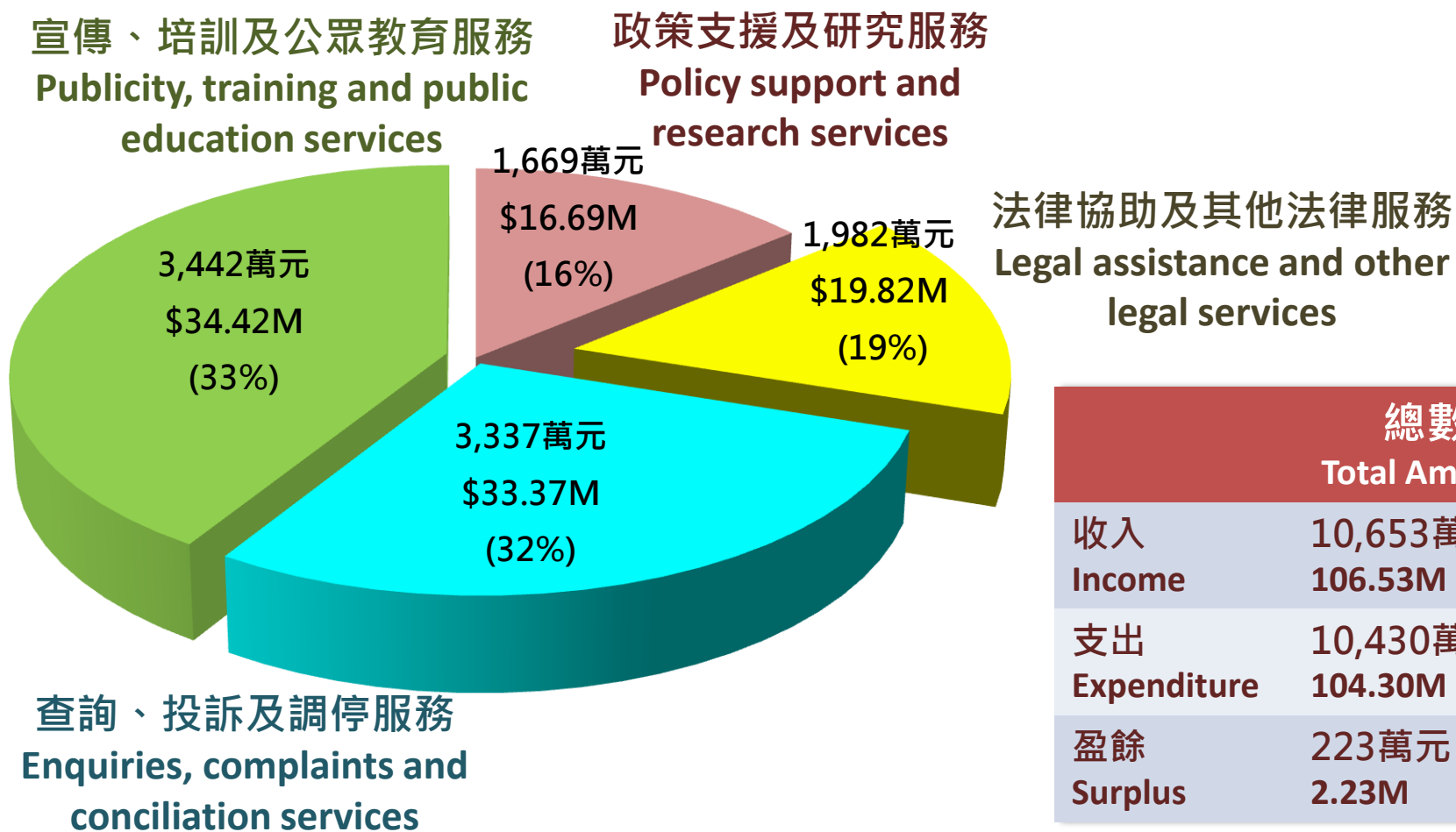
平等機會委員會 EQUAL OPPORTUNITIES COMMISSION
網址 Website www.eoc.org.hk



2014/15年度財政重點 (包括員工及行政支出)

Financial Highlights 2014/15

(including staff, rental and administration costs)



	總數 Total Amount
收入 Income	10,653萬元 106.53M
支出 Expenditure	10,430萬元 104.30M
盈餘 Surplus	223萬元 2.23M

服務承諾 Performance Pledges



	服務標準 Service Standard	達標要求 Performance Target	實際表現 Actual Performance			
			2013/14		2014/15	
			%	宗數 No.	%	宗數 No.
查詢 Enquiry						
在辦公時間內回覆 電話查詢 Answer telephone enquiries	即時回覆 Immediately	95%	100	8,434	91	10,325
接見到辦事處查詢 的人士 Interview a walk-in enquirer	30分鐘內 within 30 minutes	95%	100	376	100	275
回覆複雜的書面查詢 Written reply on complex issues	14個工作 天內 within 14 working days	95%	100	1,573	100	1,585

服務承諾 Performance Pledges



	服務標準 Service Standard	達標要求 Performance Target	實際表現 Actual Performance			
			2013/14		2014/15	
			%	宗數 No.	%	宗數 No.
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	668	100	598
完成處理投訴個案 Conclude a complaint case	6個月內 within 6 months	75%	78	679	78	576

服務承諾 Performance Pledges



	服務標準 Service Standard	達標要求 Performance Target	實際表現 Actual Performance			
			2013/14		2014/15	
			%	宗數 No.	%	宗數 No.
法律協助 Legal Assistance						
審批法律協助的申請並 回覆申請者 Inform an applicant of decision on legal assistance	3個月內 within 3 months	85%	79	47	85	27

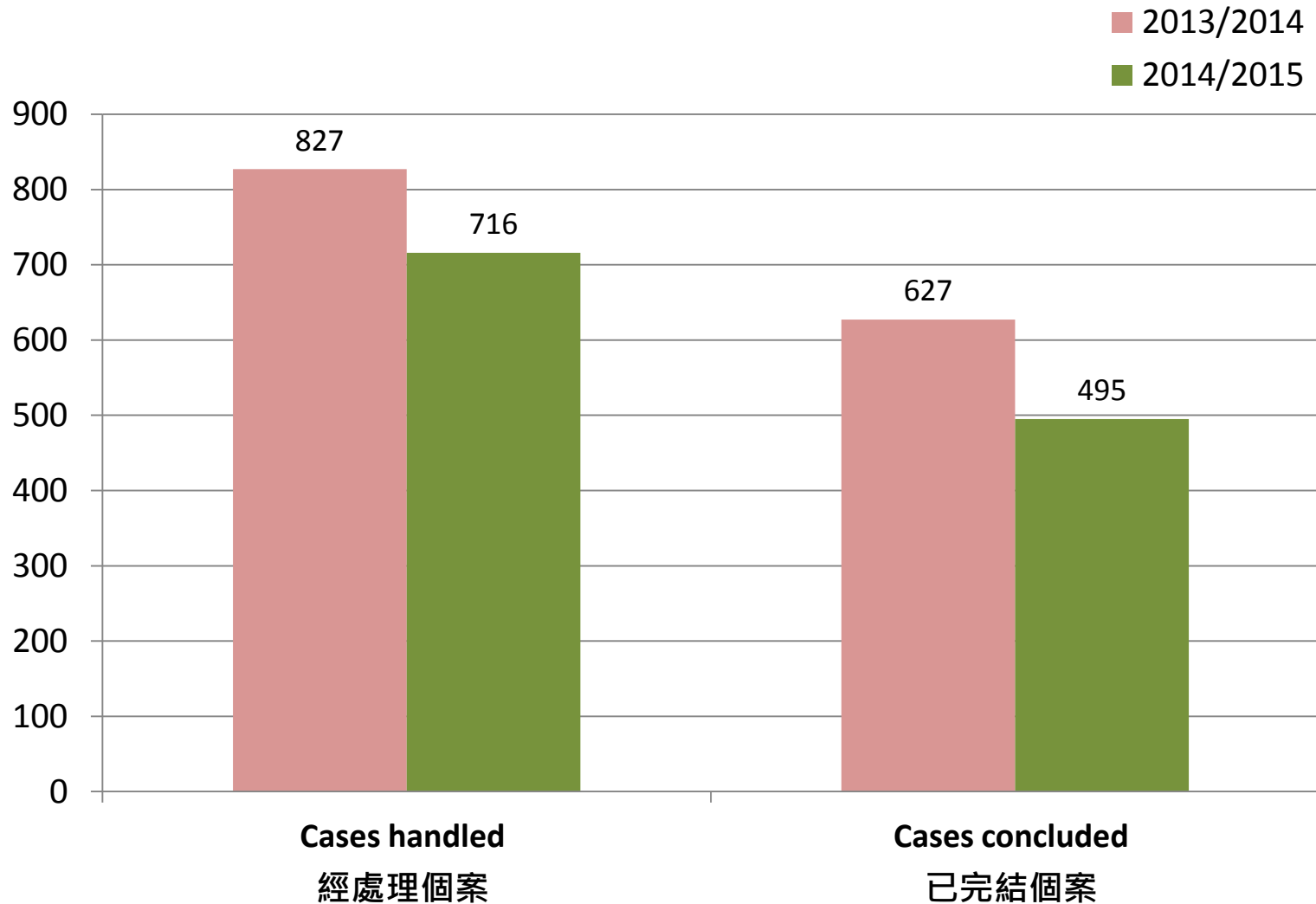
服務承諾 Performance Pledges



	服務標準 Service Standard	達標要求 Performance Target	實際表現 Actual Performance			
			2013/14		2014/15	
			%	宗數 No.	%	宗數 No.
公眾教育及宣傳 Public Education and Promotion						
安排講座 Meet requests for talks on equal opportunity issues and legislation	6個星期內 within 6 weeks	95%	100	446	99	343
大型推廣活動的次數 Convene major promotional events	12個月內 within 12 months	60/80項 60 /80 activities	100	99	100	100
接受培訓者的滿意程度 Participants satisfied with training	滿意 satisfactory	80%	99	6,728	99	9,176

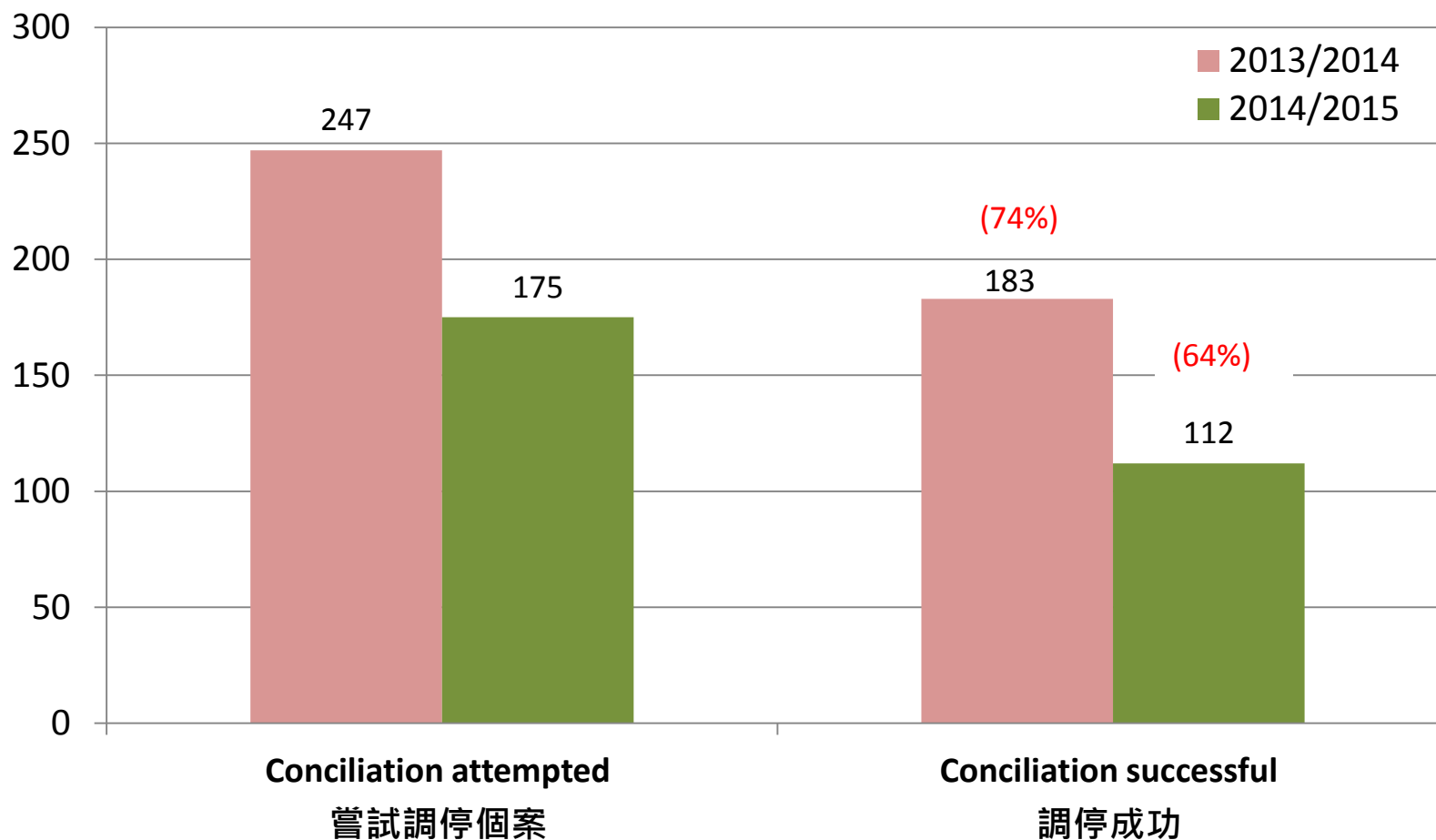


投訴個案 Complaint Cases



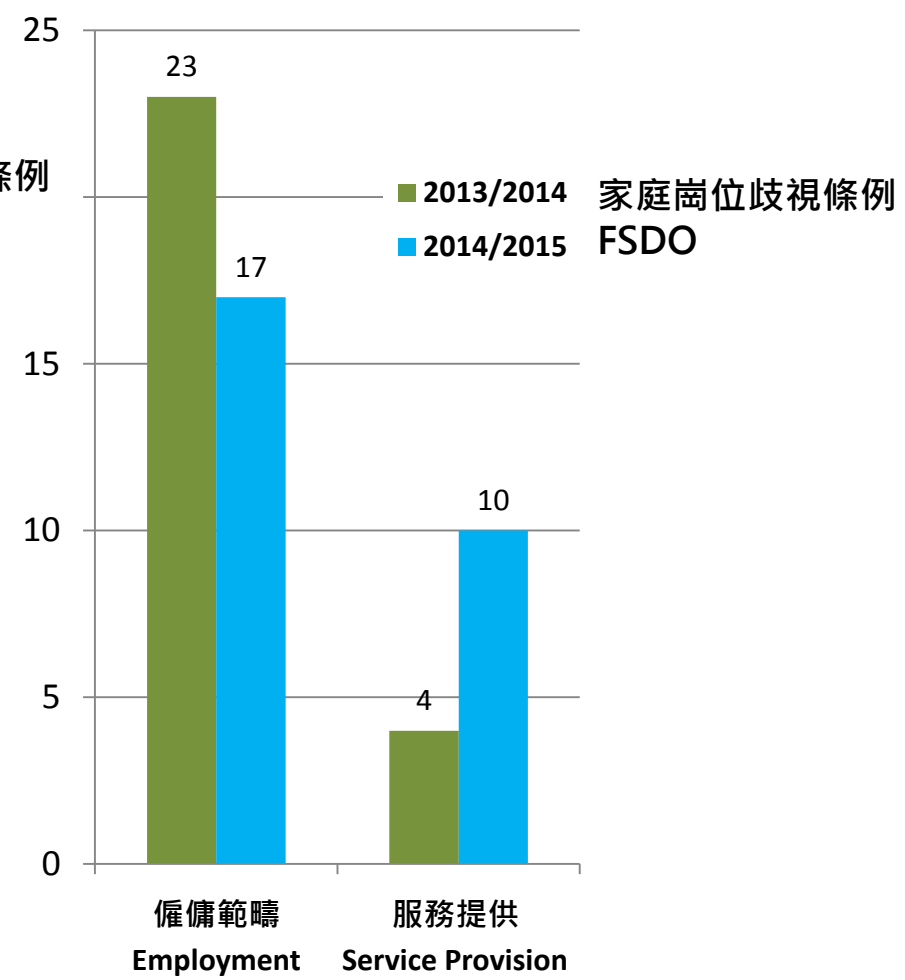
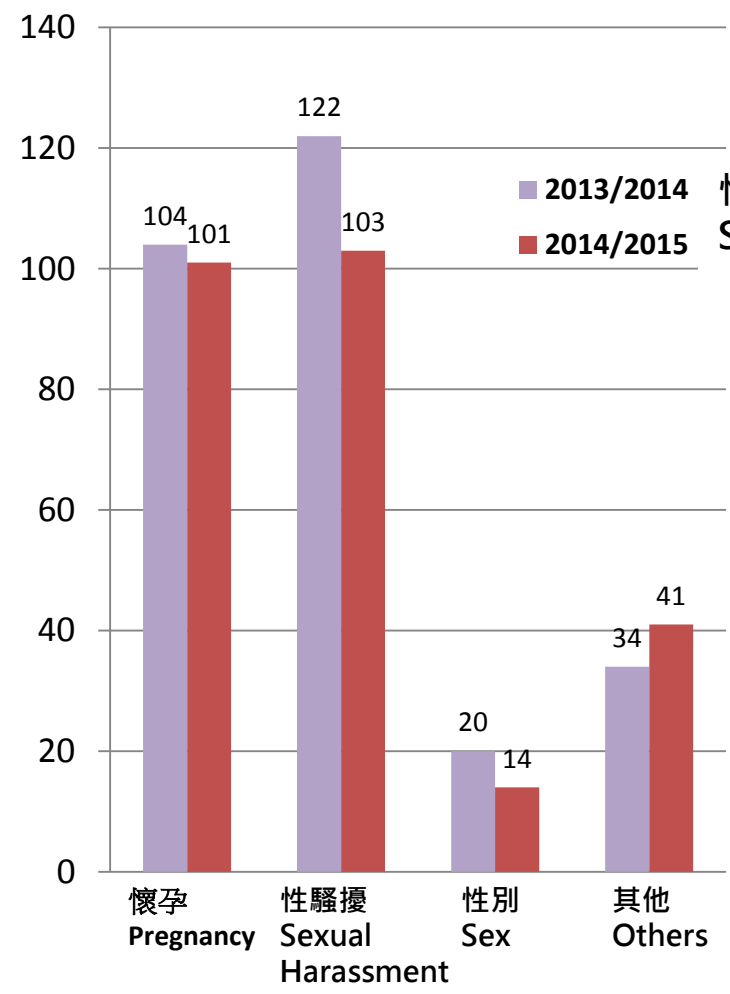


投訴個案 Complaint Cases



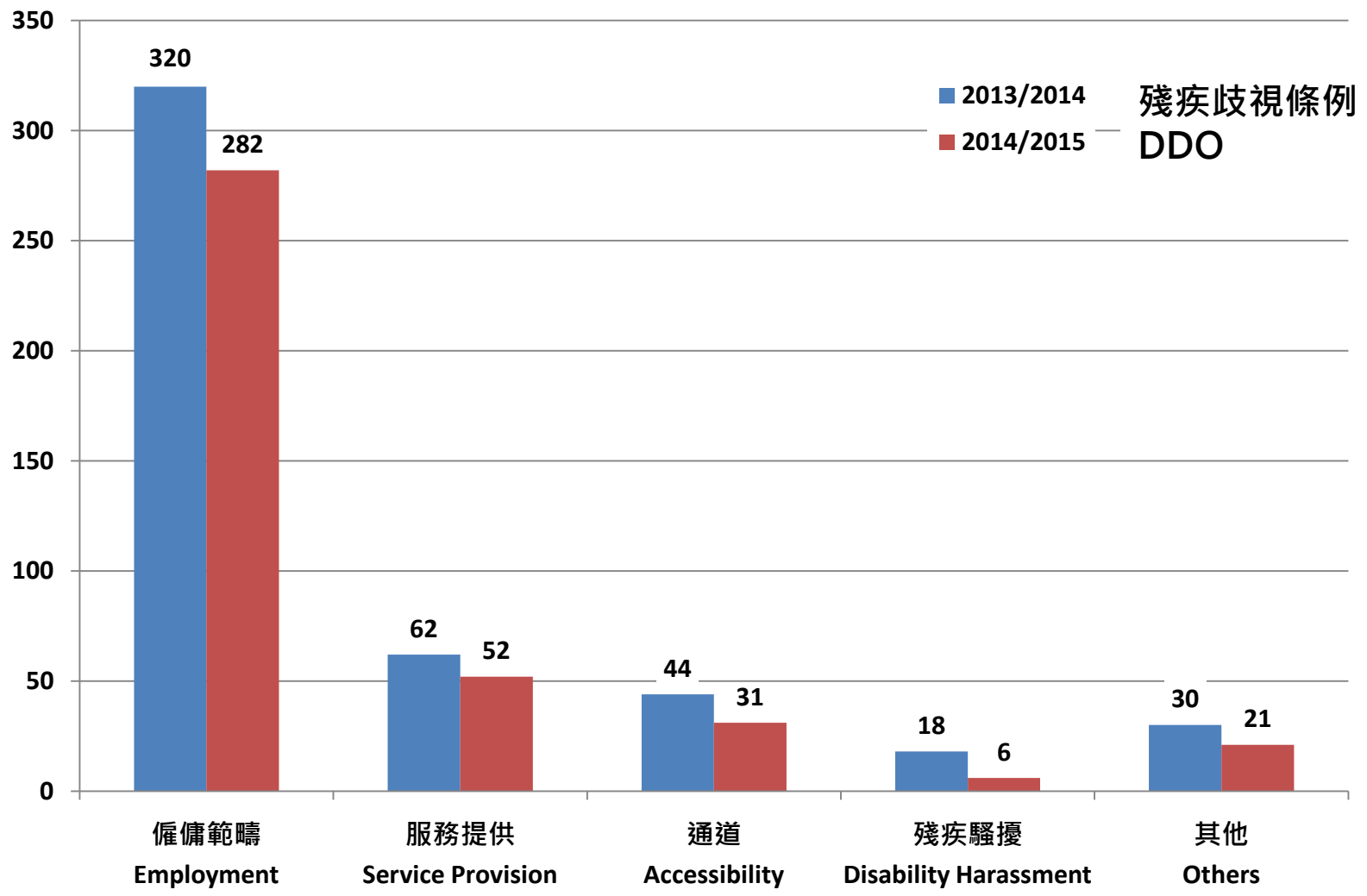


個案類別 Nature of Complaints



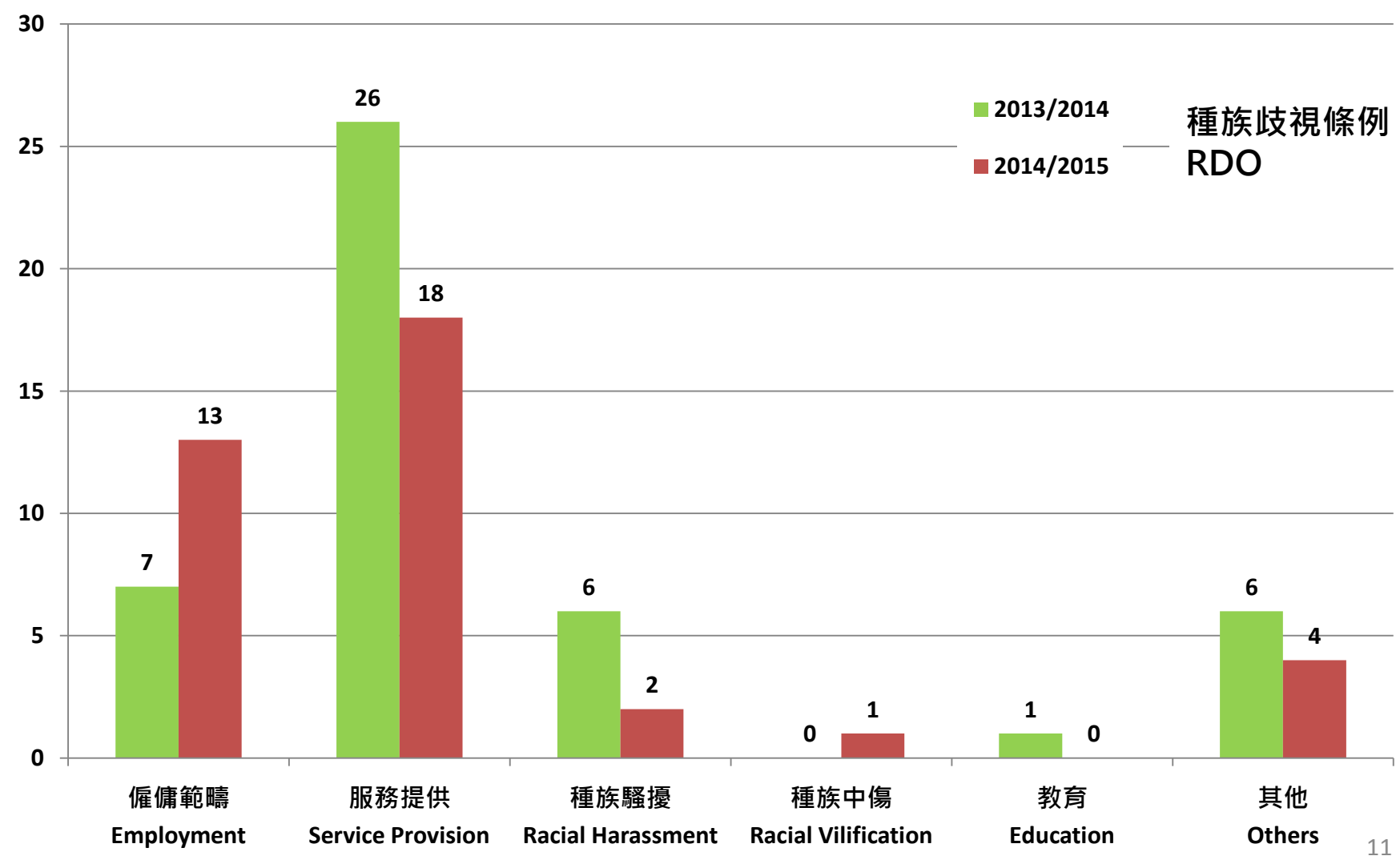


個案類別 Nature of Complaints



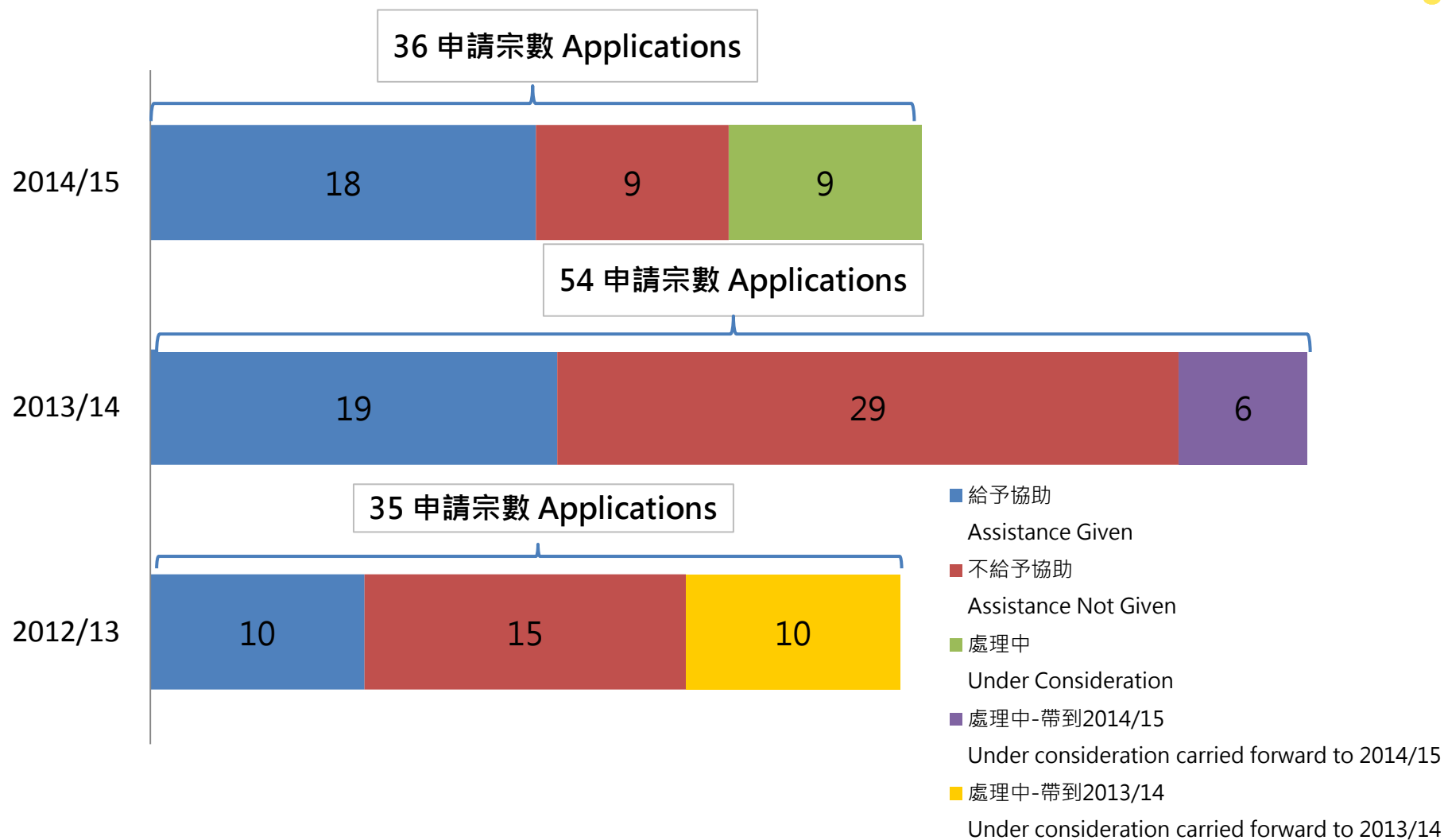


個案類別 Nature of Complaints



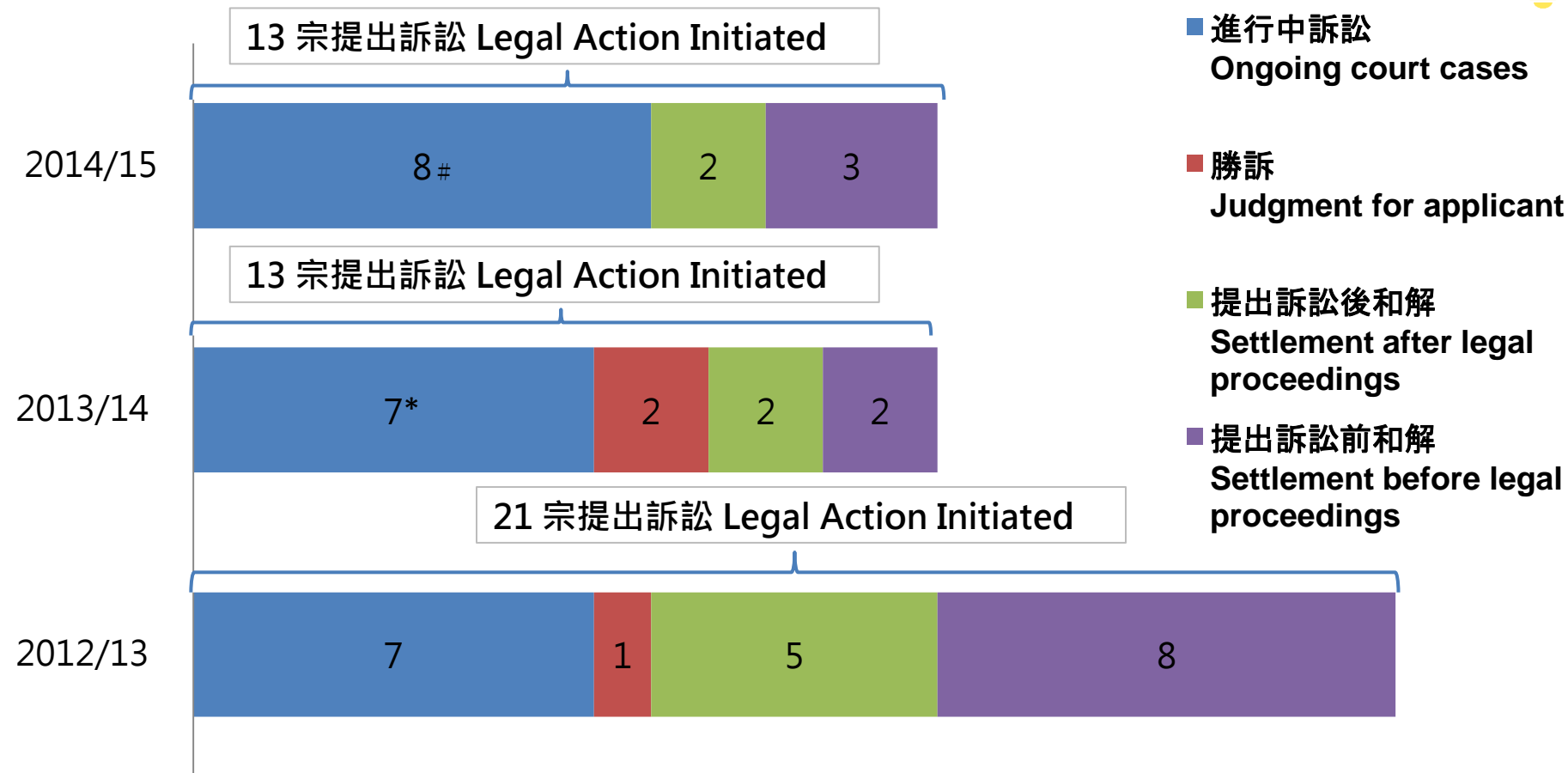


法律協助 Legal Assistance





法律協助 Legal Assistance

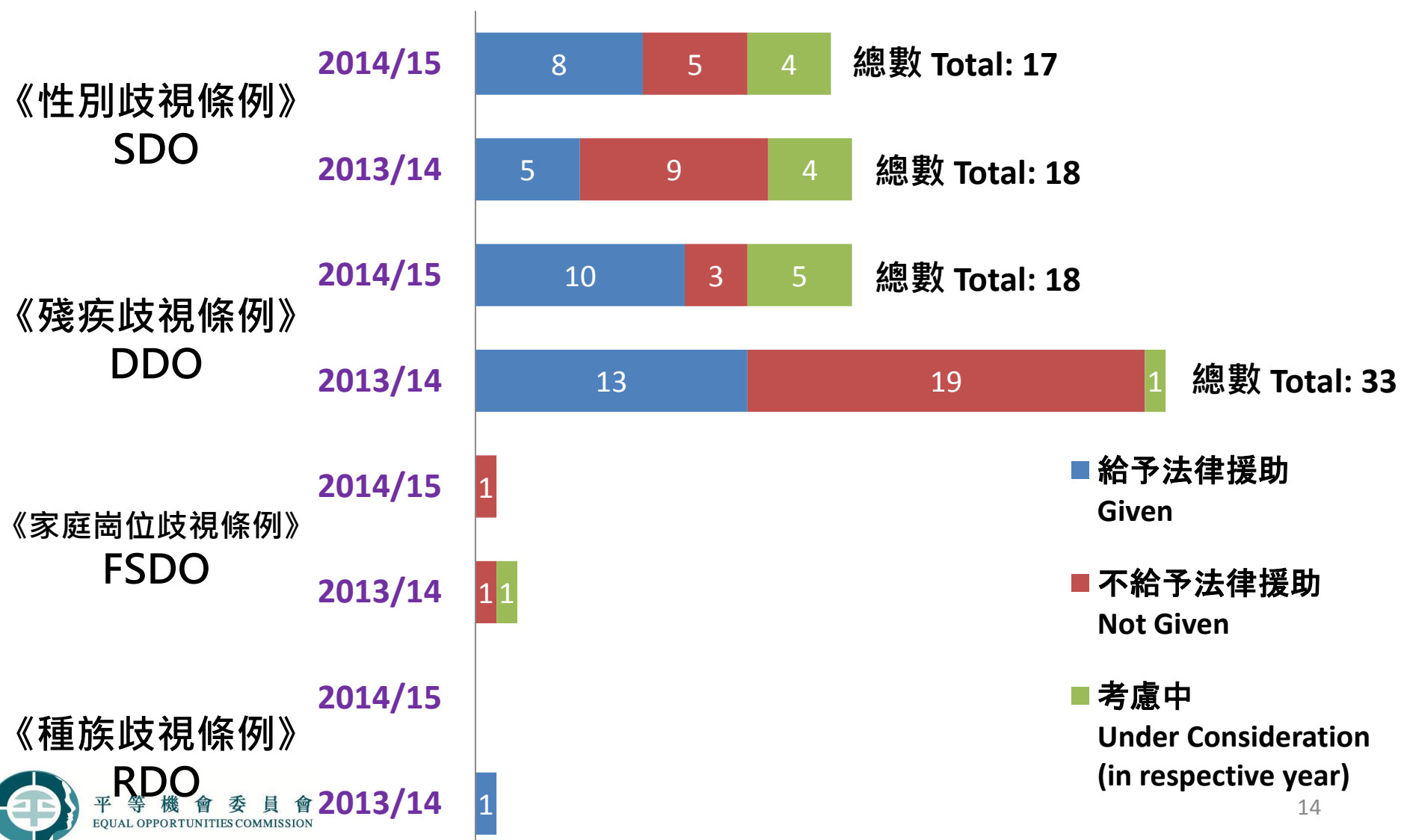


* 一宗以法庭之友身份參與的案件沒有計算在內
 One case involved as amicus curiae is not included
 # 二宗以法庭之友身份參與的案件沒有計算在內
 Two cases involved as amicus curiae is not included

審視申請法律協助的個案數字(按條例分類)



Breakdown of applications for legal assistance (by Ordinance)



主要政策工作 Major Policy Work

◆ 反性騷擾運動

Anti-Sexual Harassment Campaign

◆ 在香港大專院校推動平等機會

Promoting Equal Opportunities in Local Tertiary Institutions



主要政策工作 Major Policy Work

◆ 無障礙網頁

Web Accessibility



◆ 倡議保障不同性傾向、性別認同人士及雙性人的權利

Advocating for protecting the rights of persons with different sexual orientation, gender identity and intersex status

主要政策工作 Major Policy Work

已完成的研究項目

Completed research projects:



- 《職場性騷擾及歧視 --外籍家庭傭工問卷調查》
Sexual Harassment and Discrimination in Employment –
Questionnaire Survey for Foreign Domestic Workers
- 《性騷擾及歧視 --體育界問卷調查》
Questionnaire Survey on Sexual Harassment for the
Sports Sector



主要政策工作 Major Policy Work

已完成的研究項目(續)

Completed research projects (cont.):

- 平等機會研究項目資助計劃
Funding Programme of Research Projects on Equal Opportunities –11 funded research projects
 - ◆ 「25種公眾對視障人士的誤解」調查
Research of 25 common misunderstanding of visually impaired person
 - ◆ 消除零售業產品推銷員的性騷擾危機
Elimination of sexual harassment and discrimination against sales promoters in retail industry
 - ◆ 性騷擾政策檢視清單—大專院校及中小學
Harassment Prevention Policy Checklist to Community Colleges, Primary and Secondary schools
 - ◆ 對傷健殘疾的意識：物業管理行業的基線調查
Disability Awareness: A Baseline Study in the Property Management Sector



主要政策工作 Major Policy Work

- ◆ 跨性別人仕在保安部門遇到的性騷擾
Security Services in the Work with Trans People that Would Lead to Sexual Harassment
- ◆ 性別定型與社交媒體
Gender Stereotyping and Social Media
- ◆ 人力資源從業員對聘請肢體殘疾人士態度的基線調查
Baseline Survey on Attitudes of Human Resources Practitioners towards Employment of People with Physical Disabilities
- ◆ 同性/雙性戀及跨性別中學生的性別及性傾向歧視經歷
Gender and Sexual-Orientation Harassment: Experiences of LGBTQ Students in Secondary Schools
- ◆ 本港不同行業聘用少數族裔人士之情況研究
Research on Ethnic Minorities' Employment in Different Sectors in Hong Kong
- ◆ 打破界限：從少數族裔人士的成功故事檢討現行的反歧視政策
Breaking through the barriers – Ethnic minority success stories and their implications for policy intervention in Hong Kong
- ◆ 自強自立：南亞裔小企業在香港
Empowerment through Business: South Asian Entrepreneurship in Hong Kong



主要政策工作 Major Policy Work

正進行的項目

Ongoing research project:

- 《職場年齡歧視的探索性研究》
Exploratory Study on Age Discrimination in Employment
- 《有關立法禁止性傾向、性別認同及雙性人身份歧視的研究》
Study on Legislation against Discrimination on the Grounds of Sexual Orientation, Gender Identity and Intersex Status
- 《研究對少數族裔在提供貨品、服務和設施、及處所的處置或管理方面的歧視》
Study on Discrimination against Ethnic Minorities in the Provision of Goods, Services and Facilities, and Disposal and Management of Premises



主要政策工作 Major Policy Work

正進行的項目 (續)

Ongoing research project (cont.):



- 《中小型企業的懷孕歧視之研究》
Study on Pregnancy Discrimination in Small and Medium Enterprises
- 《平等機會意識公眾意見調查2015》
Equal Opportunities Awareness Survey 2015



主要政策工作 Major Policy Work

定期工作坊

Calendar Training

- 於每年春季和秋季舉行。2015年春季工作坊共開辦了**17班**，參加人數為**372人**

offered twice a year in Spring and Autumn. For the 2015 Spring workshops, there were **17 courses** and the total number of participants was **372**.



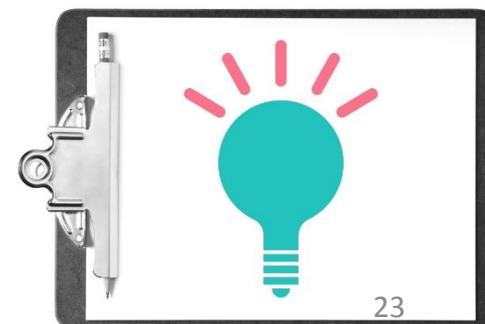
主要政策工作 Major Policy Work

專為機構設計的訓練課程

Customized Training

- 可應機構要求，在內容、長短及/或形式上按機構的要求而設計課程，這類訓練服務是收取費用的，課程是全年提供。2015/16年度第一季和第二季共舉行了**184班**專為機構設計的訓練課程，參加人數超過**11,644人**。

offered year-round at the request of the organization on a fee for service basis. Content, duration and/or format of training will be tailor-made to meet the specific needs of the requesting organizations. In the first two quarters of 2015, over **184 customized training** were conducted reaching out to more than **11,644 participants**.



主要政策工作 Major Policy Work

課程包括

Courses including

- 委員會與法例
The Commission and the Ordinances
- 轉承責任
Vicarious Liability
- 預防及處理工作間性騷擾
Preventing and Managing Sexual Harassment in the Workplace
- 如何處理工作間的投訴
Managing Complaints in the Workplace
- 調解技巧入門
Introduction to Mediation



主要工作範疇 Major Work Areas

公眾教育
Public Education

推動社區參與
Foster Community
Participation

Equal Opportunities Diversity Project 2015

(in Cantonese)

Radio Programme on
RTHK Radio 2
(FM 94.8 - 96.9)

Every Thursday, 2:00pm - 2:30pm



主要工作 Major Work



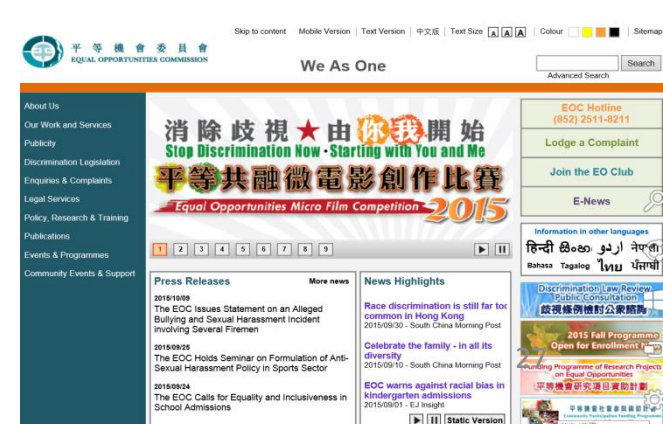
- 傳媒宣傳活動
 - 教育宣傳活動
 - 刊物及電子通訊
 - 持份者外展計劃
- Media publicity programmes
 - Educational/publicity programmes
 - Publications and eNews
 - Stakeholders Outreach



主要工作 Major Work



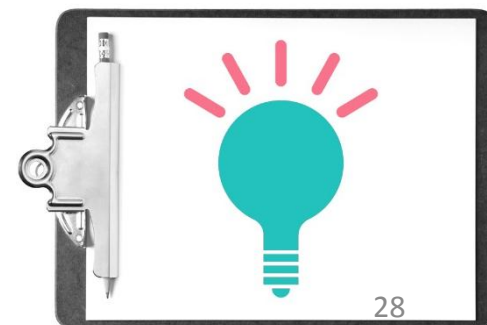
- 網上宣傳活動
- 青少年活動
- 商界活動
- EOC 網站
- On-line programmes
- Youth programmes
- Business programmes
- Comprehensive website information



平等機會社會參與資助計劃

Community Participation Funding Programme on Equal Opportunities

- ◆ 目的：協助社區團體舉辦推廣平等機會活動
Aim: To fund community organizations to promote equal opportunities
- ◆ 今年批准撥款\$1,366,347資助45個項目
45 projects were granted a total of \$1,366,347 this year



一些數字 Some Figures



	2014/15
傳媒查詢 Media enquiries	518
媒體訪問 Media interviews	88
校園戲劇表演觀眾數目 Drama performances for students – no. of participants	69,729
平機會半年刊派發數字 EOC Journal (circulation)	104,000 (2 issues)
參與社區活動 Participation in community events	145
平均每月網站點擊率/瀏覽人次 Average monthly website hit rate/visitors	2,160,000 / 141,000