

平等機會委員會工作一覽 Equal Opportunities Commission Fact Sheet 2015/16



平等機會委員會
EQUAL OPPORTUNITIES COMMISSION



EOC 平機會
20TH ANNIVERSARY 二十周年

一年回顧 YEAR IN REVIEW

為投訴人取得近 Secured almost

\$4,640,000

賠償 in compensation for
complainants

就有關四條反歧視條例的投訴進行調查，
並鼓勵雙方透過調停解決紛爭
Investigate complaints lodged under the
4 anti-discrimination ordinances and encourage
conciliation between parties in dispute

答覆超過 Answered over

14,600

個查詢 enquiries

67%

調停成功率 Conciliation success rate

處理超過 Handled over

610

個投訴 complaints

平機會主要工作
Major functions of the EOC

就與歧視相關的議題進行
研究及政策倡議
Conduct research on issues
related to discrimination
and policy advocacy

為受歧視的人士提供法律協助
Provide legal assistance to
persons facing discrimination

進行教育及宣傳活動和
提供有關資源
Implement educational and
publicity programmes and
offer related resources

檢討法例並提供指引
Review legislation and
provide guidelines

舉辦 Organised
120
個大型推廣活動
major promotional
activities

近 Nearly

24,000

人士參與平機會培訓
課程及講座
participants attended
EOC's training and talks

超過 Over

70,000

名學生觀看了平等機會話劇
students watched EOC's equal
opportunity plays

HK\$1,370,000

用以資助45個社區計劃
used to fund 45 community projects

全年瀏覽平機會網頁人次接近
Yearly visitors to EOC website
almost reached

1,500,000

四條反歧視法例 Four anti-discrimination ordinances

《性別歧視條例》
Sex Discrimination Ordinance (SDO)

《殘疾歧視條例》
Disability Discrimination Ordinance (DDO)

《家庭崗位歧視條例》
Family Status Discrimination Ordinance (FSDO)

《種族歧視條例》
Race Discrimination Ordinance (RDO)

抱負 Vision

作為法定機構，平等機會委員會負責執行香港的反歧視條例。我們旨在建設一個沒有歧視、崇尚多元和包容共濟的社會，讓每個人都可享有平等機會。

A statutory body responsible for implementing the anti-discrimination ordinances in Hong Kong, the Equal Opportunities Commission aims to create a pluralistic and inclusive society free of discrimination, with no barriers to equal opportunities.

獲處理的投訴 COMPLAINTS HANDLED

《殘疾歧視條例》DDO
總數 Total: **220+102=322**



《性別歧視條例》SDO
總數 Total: **193+20=213**



《種族歧視條例》RDO
總數 Total: **22+30=52**



《家庭崗位歧視條例》FSDO
總數 Total: **21+4=25**



重點 Highlights

牽涉僱傭範疇 Employment-related:

(表一 Figure 1)



在220宗涉及僱傭範疇的殘疾歧視投訴中，大部分與病假和工傷有關。
Most of the 220 employment-related DDO complaints involved sick leave and work injuries.

(表二 Figure 2)



在193宗涉及僱傭範疇的性別歧視投訴中，大部分投訴與懷孕歧視和性騷擾有關。
The majority of the 193 employment-related SDO cases were related to pregnancy discrimination and sexual harassment.

牽涉非僱傭範疇 Non-employment-related:

註一 Note 1

102宗牽涉非僱傭範疇的殘疾歧視投訴主要涉及提供貨品、設施或服務，或處所通道問題。
The majority of the 102 non-employment-related DDO complaints involved the provision of goods, facilities or services, or access to premises.

註二 Note 2

共30宗種族歧視投訴屬非僱傭範疇，主要涉及提供貨品、設施或服務方面的歧視。
Over half or 30 of the RDO complaints were non-employment-related and concerned the provision of goods, facilities or services.

法律協助 LEGAL ASSISTANCE

給予法律協助的主要原因:

個案能就某些重要法律議題確立先例

可引起市民對香港常見歧視問題的關注，如懷孕歧視及通道設施等問題

可推動制度改變，消除歧視

Main reasons for giving legal assistance:

To establish a precedent on important legal issues

To raise public awareness on areas of discrimination which are still prevalent in Hong Kong, such as pregnancy discrimination and accessibility of premises

To encourage institutional changes to eliminate discrimination

不給予法律協助的主要原因:

證據不足，個案難以在法庭上獲勝訴。

運用法律程序處理也無法達致有意義的結果。

Main reasons for not giving legal assistance:

The evidence is insufficient to support a good prospect for success in court.

No meaningful result can be achieved by way of legal proceedings.

和解條款 SETTLEMENT TERMS

經調停方式或提供法律協助後的和解條件:

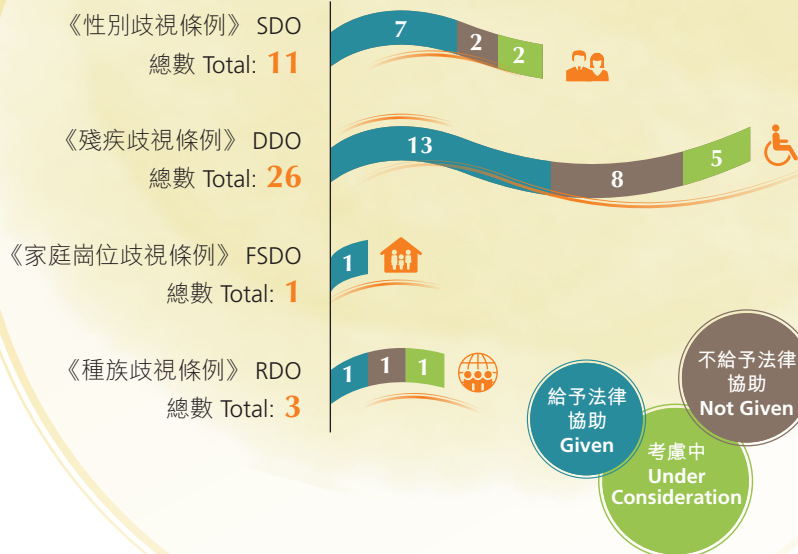
金錢補償、聘用、復職、慈善捐贈

福利補償、提供教育課程/培訓、提供貨品、服務及設施、改善及提供無障礙設施

撰寫推薦信、道歉、投訴人接受答辯人的解釋

修改政策/處事程序、承諾停止歧視行為、限制某些行為、紀律處分

按條例分類的法律協助申請數字 Breakdown of Applications for Legal Assistance by Ordinance



調停

調停的作用是讓各有關人士共同謀求辦法，解決爭端。調停能找出令雙方滿意的共同基礎去解決爭端，使他們不再受爭執所困擾。

調停全屬自願性質。調停過程中涉及的一切資料絕對保密，亦不會在訴訟時呈上法庭。假如達成協議，各方所簽署的調停協議書便是一份契約，具法律約束力。

Conciliation

The purpose of conciliation is to bring the different parties together to look for ways to resolve the dispute. Conciliation looks for common ground to help resolve the matter to the satisfaction of both parties so that they can move beyond the dispute.

Conciliation is completely voluntary. All information gathered in the conciliation process is kept confidential and is not made available to court proceedings. Should the parties concerned reach a settlement, the agreement signed by the parties is a contract and is legally binding.

Settlement terms after conciliation or legal assistance:

Monetary compensation; offer of employment; reinstatement; donation to charity

Provision of benefits; provision of education programmes/training; provision of goods, services and facilities; improvements to facilities and accessibility

Reference letter; apology; complainant accepting respondent's explanation

Changes in policies/practices; undertaking to cease discriminatory practices; restrictions on future acts; disciplinary actions

主要報告 KEY REPORTS/SUBMISSIONS

發表了三個研究/調查報告：

《性騷擾 — 體育界問卷調查》

《職場年齡歧視的探索性研究》

《立法禁止性傾向、性別認同及雙性人身份歧視的研究》

向立法會呈交五份建議書：

就對外傭及少數族裔的保障和支援向立法會福利事務委員會的「處理家庭暴力及性暴力的策略和措施小組委員會」提交兩份意見書

就有關聘用少數族裔人士為公務員向公務員及資助機構員工事務委員會遞交意見書

就少數族裔的貧窮問題向立法會扶貧小組委員會遞交意見書

就《立法禁止性傾向、性別認同及雙性人身份歧視的研究》報告向政制事務委員會提交意見書

Released 3 Research Reports/Studies:

Questionnaire Survey on Sexual Harassment for the Sports Sector

Exploratory Study on Age Discrimination in Employment

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

Made 5 Submissions to the Legislative Council:

2 submissions to the Panel on Welfare Services Subcommittee on Strategy and Measures to Tackle Domestic Violence and Sexual Violence on better protection and support for foreign domestic workers and ethnic minorities

Submission to the Panel on Public Service regarding the employment of ethnic minorities in the Civil Service

Submission to the Subcommittee on Poverty to tackle poverty problems of ethnic minorities

Submission of the Report on the Study on Legislation against Discrimination on the Grounds of Sexual Orientation, Gender Identity and Intersex Status to the Panel on Constitutional Affairs

財務報告 FINANCIAL HIGHLIGHTS

總收入
Total Income* 港幣1億1千零90萬元
\$110.90M

總支出
Total Expenditure 港幣1億1千零4萬元
\$110.04M

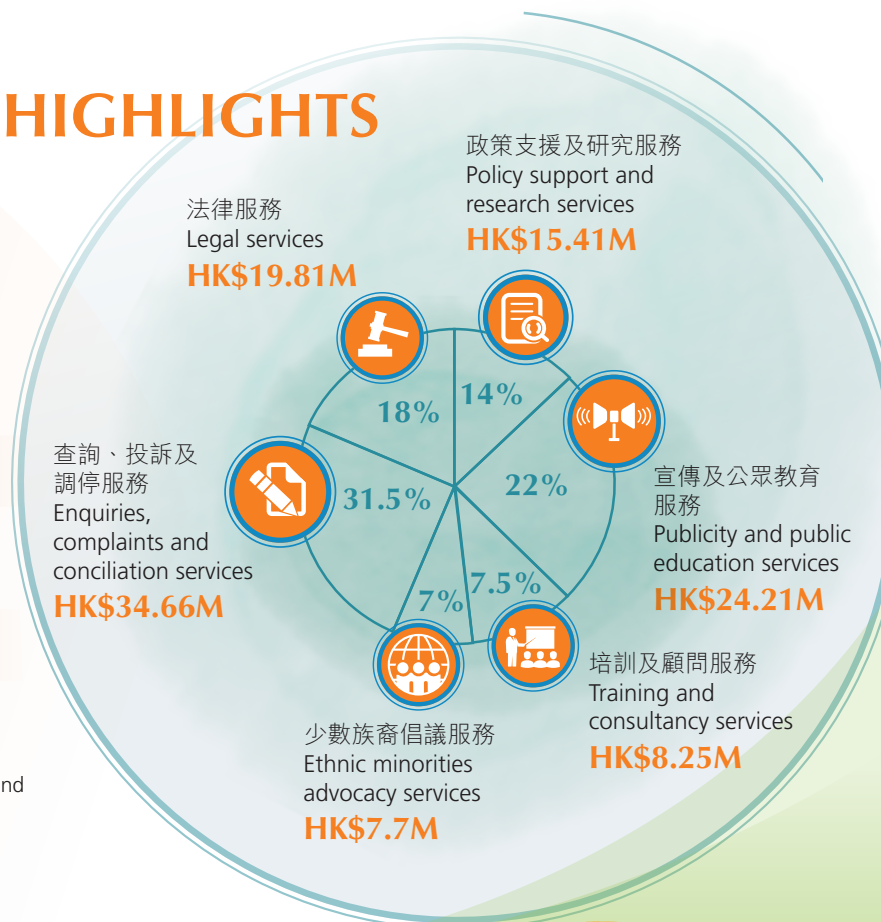
盈餘
Surplus 港幣86萬元
\$0.86M

儲備(截至2015年4月1日)
Reserve Balance as at 1.4.2015 港幣2,102萬元
\$21.02M

由收支結算表轉入
Transfer from Statement of
Income and Expenditure 港幣86萬元
\$0.86M

儲備(截至2016年3月31日)
Reserve Balance as at 31.3.2016 港幣2,188萬元
\$21.88M

* 總收入包括政府補助1億零820萬元及其他收入共270萬元。
Total income included Government subventions at HK\$108.2M and other income at HK\$2.7M.



平等機會委員會
EQUAL OPPORTUNITIES COMMISSION

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(供聽障/有語言障礙人士使用 For people with hearing impairment/speech difficulties)



平機會在 EDC on
www.youtube.com/user/hkeoc
www.facebook.com/careerchallenge
www.facebook.com/HKUniquelyMe