



平等機會委員會工作一覽 EOC Fact Sheet 2009/2010

平等機會委員會

平等機會委員會是香港的一個法定機構，負責執行反歧視條例，即《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》。

我們的工作

我們透過以下的工作，致力消除歧視、推動平等機會：

- 就有關四條反歧視條例的投訴進行調查，並鼓勵雙方調解以解決紛爭
- 為受屈人士提供法律協助
- 教育及推廣
- 檢討法例並提供指引
- 就與歧視及平等機會相關的議題進行研究

Who We Are

The Equal Opportunities Commission (EOC) is a statutory body responsible for 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).

What We Do

- Investigating into complaints lodged under the 4 anti-discrimination laws and encourage conciliation between parties in dispute
- Providing legal assistance to aggrieved persons
- Education and promotion
- Reviewing the legislation and providing guidelines
- Conducting research on issues relevant to discrimination and equal opportunities

一年工作成果 Achievements in a Year

港幣**12,000,000**元的賠償

— 透過調解及



法律協助而成功爭取
About HK\$12,000,000
SECURED IN COMPENSATION
THROUGH CONCILIATION AND
LEGAL ASSISTANCE

62% 為進入調解階段後的調解成功率

62 % of complaints were
successfully conciliated
after proceeding to
conciliation stage

採納了不同建議以改善機構管治、內部監控及運作效率

Various recommendations
implemented to improve
corporate governance,
internal control and
operational efficiency

75,000 每月瀏覽我們網站的平均人次



75,000 people visited
our website per month



超過**80,000**名市民定期收到平機會通訊

Over 80,000 people
received EOC newsletter
per issue



57,000 位學生觀看平等機會話劇

57,000 students watched
our EO plays

32,000 位僱主、僱員及團體接受我們的培訓

32,000 employers,
employees and interested
parties received our
training



答覆了**15,000**個電話查詢及處理了1,114宗投訴

15,000 enquiries
answered by our hotlines
and 1,114 complaints
handled



以港幣**1,560,000**元資助了**63**個非牟利機構推廣平等機會

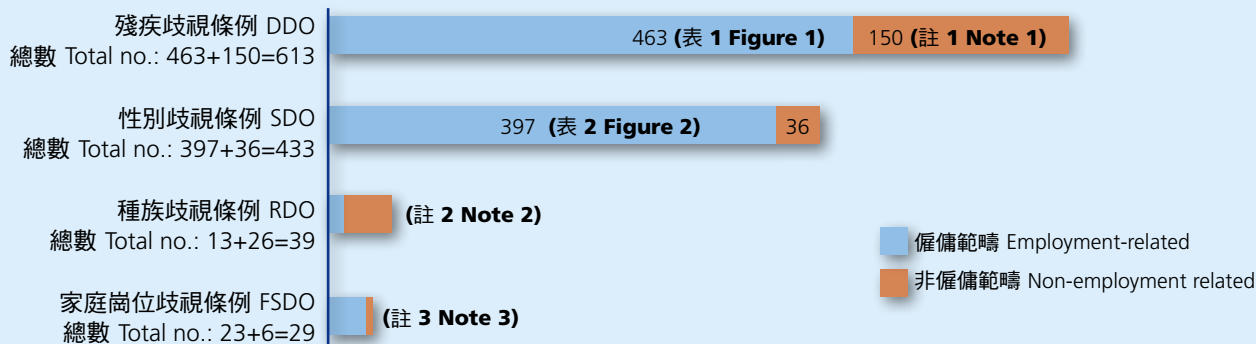
HK\$ 1,560,000
provided to 63 non-
profit organizations
through our funding
scheme to promote equal
opportunities



10,000 個受訪住戶回應了有關「種族接納」的統計調查

10,000 households
participated in the EOC's
Racial Acceptance Survey

獲處理的投訴 Complaints Handled 1,114



■ 殘疾歧視 422 Disability discrimination
■ 殘疾騷擾 37 Disability harassment
■ 使人受害的歧視 4 Victimization



表 1: 463宗僱傭範疇的殘疾歧視投訴-大部分投訴與病假和工傷有關

Figure 1: 463 employment-related DDO complaints - most complaints were related to sick leave and work injuries

■ 懷孕歧視 227 Pregnancy discrimination
■ 性騷擾 113 Sexual harassment
■ 使人受害的歧視 21 Victimization
■ 性別歧視 31 Sex discrimination
■ 婚姻狀況歧視 5 Marital status discrimination



表 2: 僱傭範疇的性別歧視投訴-大部分投訴與懷孕歧視和性騷擾有關

Figure 2: 397 employment related SDO cases - the majority of the complaints were related to pregnancy discrimination and sexual harassment

註 1: 150宗非僱傭範疇的殘疾歧視投訴-大部分投訴與貨品、服務及設施的提供和進出處所有關

Note 1: 150 non-employment related DDO complaints - most of them were related to provision of goods, services and facilities, as well as access to premises

註 2: 39宗種族歧視投訴-大部分的投訴與非僱傭範疇有關，其中主要為在接受貨品、服務及設施時受到種族歧視

Note 2: 39 RDO cases - the majority of the complaints were non-employment related (e.g. racial discrimination in provision of goods, services and facilities)

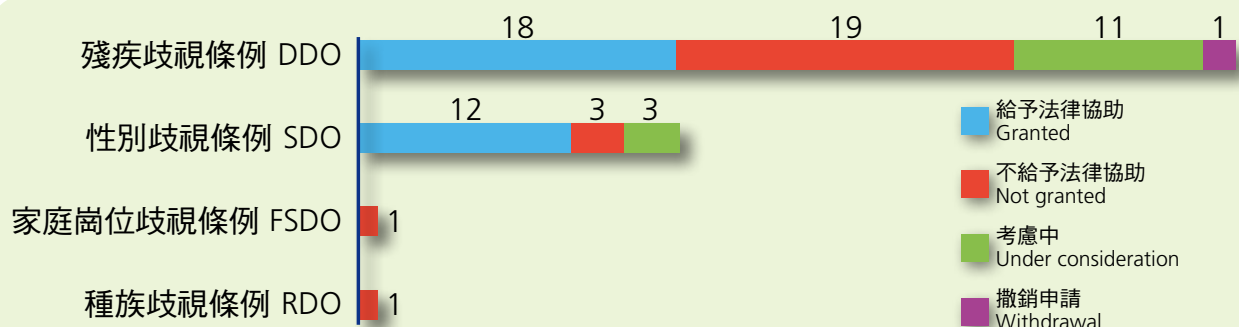
註 3: 和性別歧視條例及殘疾歧視條例一樣，大部份關於家庭崗位歧視的投訴個案都是與僱傭範疇有關

Note 3: Similar to the SDO and DDO, most of the complaints lodged under the FSDO are employment related





法律協助 Legal Assistance



共處理69宗法律協助的申請—30宗獲法律協助，24宗不獲協助，14宗處理中，1宗撤銷申請
69 cases handled - 30 cases granted legal assistance, 24 not granted, 14 cases being considered, 1 case withdrawn

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的歧視問題的關注，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 granting legal assistance:

- To establish precedent cases on important legal issues
- To raise public awareness in areas of discrimination which are still prevalent in Hong Kong, for example, pregnancy discrimination and accessibility to premises
- To procure institutional changes to eliminate discrimination

不給予法律協助的主要原因：

- 證據不足，個案難以在法庭上勝訴
- 個案並不涉及重要的原則問題
- 運用法律程序處理也無法達致有意義的結果

Main reasons for declining legal assistance:

- The evidence is insufficient to support a good prospect of success in court
- The case does not involve an important question of principle
- No meaningful result can be achieved by way of legal proceedings



和解條件 Settlement Terms

經調解方式或提供法律協助後的和解條件：

- 金錢賠償、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、承諾停止歧視作為、限制某些行為、紀律處分

Settlement terms after conciliation or legal assistance:

- monetary compensation; offers of employment; reinstatements; donations to charity
- provision of benefits; provision of education programmes/training; provision of goods, services & facilities and improvements in facilities and accessibility
- reference letters; apology; complainants accepting respondents' explanation
- changes in policies/practices; undertaking to cease discriminatory practices; restrictions on future acts; disciplinary actions

重要刊物/意見書 Key Publications/Submissions



- 向立法會及國際機構就殘疾人士的權益、消除種族歧視及兒童權益等議題呈交了13份意見書
- 以8種語言出版的《種族歧視條例僱傭實務守則》
- 以8種語言出版的《種族歧視條例與我》單張
- 向平機會申請法律協助須知

於2010/11年度出版 — 《殘疾歧視條例僱傭實務守則修訂版》
— 《無障礙通道及設施正式調查報告》



- 13 submissions to Legco meetings and international bodies on human rights issues including the rights of persons with disabilities, elimination of racial discrimination, and the rights of the child.

- Code of Practice on Employment under the Race Discrimination Ordinance in 8 languages
- The "Race Discrimination & I" leaflets in 8 languages
- Information Guide to Legal Assistance from the EOC Launched in 2010/11
- Revised Code of Practice on Employment under the Disability Discrimination Ordinance
- Formal Investigation Report on Accessibility



財務報告 Financial Highlights

| | |
|--------------------------|-------------------------|
| 總收入* Total Income* | 港幣8,743萬元 HK\$87.43M |
| 總支出 Total Expenditure | 港幣8,742萬元 HK\$87.42M |
| 盈餘 Surplus | 港幣1萬元 HK\$0.01M |

* 總收入包括港幣8,465萬元政府資助及港幣278萬元其他收入。

* Total income include government subventions at HK\$84.65M and other income at HK\$2.78M

