

Equal Opportunities Commission Fact Sheet

平等機會委員會工作一覽 2012/2013

一年工作成果 Achievements in a year

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

- 就有關四條反歧視條例的投訴進行調查，並鼓勵雙方進行調停以解決紛爭
- 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 four anti-discrimination laws and encouraging conciliation between parties in dispute
- Providing legal assistance to aggrieved persons
- Implementing education and promotion
- Reviewing the legislation and providing guidelines
- Conducting research on issues relevant to discrimination and equal opportunities

為受歧視人士取得約
9,980,000港元的賠償

About HK \$9,980,000
secured in compensation
for complainants



答覆了超過 16,600
個電話查詢及處理了
超過 900 宗投訴

Over 16,600 enquiries
answered and over
900 complaints
handled



提供港幣160萬元以資
助64項社區計劃來推
廣平等機會訊息

HK\$1,600,000
granted to fund 64
community projects
to promote equal
opportunities



調停成功率達 72%
72% Successful
conciliation rate



獲得2個本地獎項
2 awards won
locally for our work



發表有關 (1) 性別定
型及其對男性的影響
探索性研究 (2) 融合
教育制度下殘疾學生
的平等學習機會研究
(3) 學生對性的態度及
對性騷擾的看法之研
究的結果

Release of findings of
(1) Exploratory Study
on Gender
Stereotyping and its
Impacts on Male
Gender (2) Study on
Equal Learning
Opportunities for
Students with
Disabilities under the
Integrated Education
System (3) Study on
Students' Sexual
Attitudes and Views on
Sexual Harassment



超過 43,700 位學生
觀看了平等機會話劇
More than 43,700
students watched our EO
plays



每月平均 93,000 人次
瀏覽我們的網站
93,000 people
visited our website per
month on
average



公布平等機會意識調查
結果

Release of the results of a
public awareness survey
on equal opportunities



超過 47,500 個
僱主、僱員及團體獲
得我們的培訓

More than 47,500
employers, employees
and interested
parties received our
training



獲處理的投訴

Complaints Handled 929

殘疾歧視條例 DDO
總數 Total: 357+165=522

(表 1 Figure 1)

(註 1 Note 1)

性別歧視條例 SDO
總數 Total: 309+18=327

(表 2 Figure 2)

種族歧視條例 RDO
總數 Total: 17+39=56

(註 2 Note 2)

家庭崗位歧視條例 FSDO
總數 Total: 22+2=24

(註 3 Note 3)

僱傭範疇
Employment-related

非僱傭範疇
Non-employment related

註 1: 165 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: Of the 165 non-employment related DDO complaints, most of them were related to the provision of goods, services and facilities, as well as access to premises

註 2: 56 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

Note 2: Of the 56 RDO cases, the majority were non-employment related, such as race discrimination in the provision of goods, services and facilities.

註 3: 一如以往，在反歧視條例中，家庭崗位歧視條例的投訴個案為數最少

Note 3: As in previous years, FSDO cases made up the smallest portion of complaints filed under the anti-discrimination ordinances

表一 Figure 1



357 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
Of the 357 employment-related DDO
complaints, most of them were
related to sick leave and work injuries

殘疾歧視 314
Disability Discrimination

殘疾騷擾 36
Disability Harassment

使人受害的歧視 7
Victimization

表二 Figure 2



309 宗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
Of the 309 employment-related SDO
cases, the majority were related to
pregnancy discrimination and sexual
harassment

性騷擾 133
Sexual harassment

懷孕歧視 124
Pregnancy discrimination

性別歧視 24
Sex discrimination

使人受害的歧視 18
Victimization

婚姻狀況歧視 10
Marital status discrimination

法律協助 Legal Assistance

殘疾歧視條例
DDO

6

7

7

性別歧視條例
SDO

4

8

3

■ 給予法律協助 Given

■ 不給予法律協助 Not Given

■ 考慮中 Under Consideration

- 共處理 35 宗法律協助的申請—10 宗獲法律協助，15 宗不獲協助，10 宗考慮中
35 cases handled: 10 cases given legal assistance, 15 not given and 10 cases being considered
- 於 2012/13 年沒有收到就《家庭崗位歧視條例》及《種族歧視條例》的個案給予法律協助的申請
There was no application for legal assistance under FSDO and RDO in 2012/13

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 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 promote 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 declining legal assistance:

- The evidence is insufficient to support a good prospect of 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 and facilities; improvements to 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

主要報告 / 意見書 Key Reports/Submissions

發表四個研究 / 調查報告：

1. 《性別定型及其對男性的影響探索性研究》
2. 《融合教育制度下殘疾學生的平等學習機會研究》
3. 《學生對性的態度及對性騷擾的看法之研究》
4. 《平等機會意識公眾意見調查 2012》

向立法會及國際機構就 (1) 無障礙通道 (2) 融合教育制度 (3) 精神健康政策 (4) 殘疾人權利公約 (5) 公民權利和政治權利國際公約，呈交了五份建議書

Release of 4 Research Reports/Studies:

1. Exploratory Study on Gender Stereotyping and its Impacts on Male Gender
2. Study on Equal Learning Opportunities for Students with Disabilities under the Integrated Education System
3. Study on Students' Sexual Attitudes and Views on Sexual Harassment
4. 2012 Public Awareness Survey on Equal Opportunities

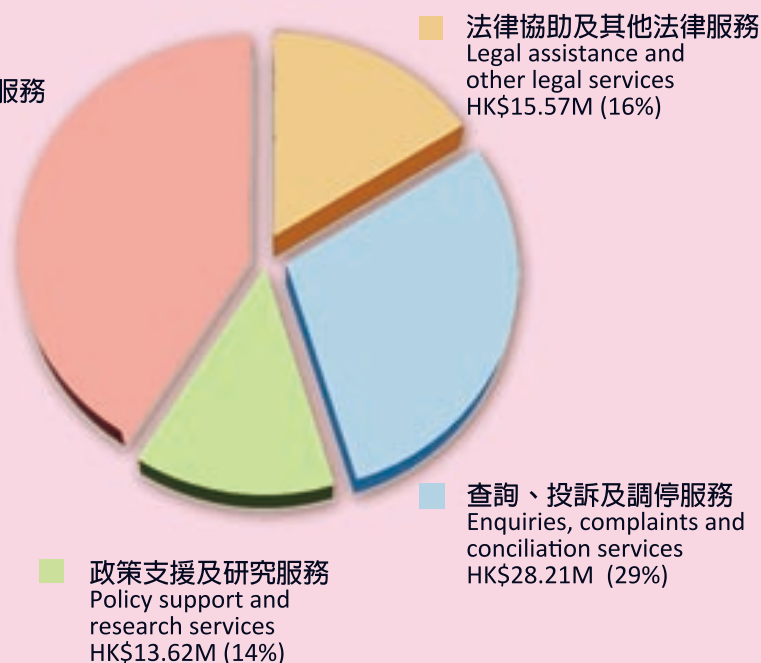
- Five submissions to Legislative Council and international bodies on topics related to (1) Barrier Free Access (2) Integrated Education System (3) Mental Health Policy (4) Convention on the Rights of Persons with Disabilities (5) International Covenant on Civil and Political Rights



財務報告 Financial Highlights

總收入 * Total Income*	港幣 9,765 萬元 HK\$97.65M
總支出 Total Expenditure	港幣 9,728 萬元 HK\$97.28M
盈餘 Surplus	港幣 37 萬元 HK\$0.37M

- 宣傳、培訓及公眾教育服務
Publicity, training and public education services
HK\$39.88M (41%)



* 總收入包括港幣 9,544 萬元政府資助及港幣 221 萬元其他收入

* Total income includes government subvention at HK\$95.44M and other income at HK\$2.21M



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