

# 主席序言 Chairperson's Foreword



本人深感榮幸以委員會主席的身份，提交2004/05財政年度的報告。我感謝委員會的歷任主席及委員，在過去九年，他們打下了穩固的基礎，使我們可以順利履行職責。我向他們承諾，新任的委員和我本人會繼續這份決心，堅定不移地執行委員會的職務。

## 我們的角色

平等機會是現代社會進步的指標。我相信現今很多人都會同意，公眾對保障殘疾人士權利、確保兩性平等的期望因委員會的工作而有所提升，亦認同不應歧視有家庭崗位的人士。而在致力消除歧視之餘，我們的角色亦不斷演變。

近年來，不少相關團體一直就委員會的角色與我們保持對話。有些團體認為我們所做的太多，另一些則認為還未足夠。然而，委員會在致力達成使命時，必須公正無私，不偏不倚，令求助的人士對我們保持信心。此外，維持本會的獨立性，才可以讓人明白，我們是有能力為所有市民服務的。我們將繼續以行動證明，委員會有能力履行職責，嚴格依從法例的條文及精神，並確保香港能實踐國際公約的責任。

It is indeed my privilege to be reporting on the activities of the EOC for the 2004/05 financial year as Chairperson of the Commission. I wish to thank my predecessors and former EOC Members in the past nine years for contributing to the Commission's solid foundation to enable us to deliver our responsibilities. I should like to reassure them that the commitment will continue, as our new Members and myself remain steadfast in carrying out our duties.

## Our Role

Equal opportunity is a benchmark of progress in a modern society. I think many in our community today will agree that the work of the Commission has raised public expectations, about protecting rights for persons with disability, ensuring women and men enjoy equal status in our society, and that people with family status should not be discriminated. In our efforts to eliminate discrimination, our role continues to evolve.

Over the years, many of our stakeholder groups have engaged in an ongoing dialogue with us about what that role should be. Some consider that we have done too much, while others feel that we should do more. However, it is important that the Commission should always remain fair and impartial in our approach to fulfil our mission and to be regarded as such, in order to enjoy the full confidence of those who seek our assistance. And for the EOC to discharge its duties properly, only an independent Commission can be seen to work for everyone in Hong Kong. We shall continue to demonstrate that we have the capability to exercise the Commission's functions, true to the letters and spirit of our laws as well as to ensure that Hong Kong fulfills its obligations under the relevant international treaties.



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## 倡議平等機會

2004/05年內，委員會增強了與公私營及社區相關機構的策略性關係，共同努力消除歧視，這或可被視為平等機會主流化的一個指標。

在公營界別方面，我們加強了與婦女事務委員會(婦委會)的合作，防止在大學發生性騷擾。由於教育有充權的重要功能，因此我們亦與婦委會和課程發展處合作，進行課程改革，把平等機會和性別觀點主流化的觀念納入



學校課程。我們並與婦委會開始計劃一項有關友待家庭政策的調查，預計會在明年初完成。這項新的議題，預示了工作與個人生活平衡的另一領域，值得深入研究。

為了協助公務員向市民提供優質服務，委員會與公務員事務局合作為前線公僕制定兩個有關殘疾及平等機會法例的自學教材套，整體目標為提高公務員對性別、種族、殘疾及平等機會等課題的敏感度、認識和興趣。

大眾都認同教育能改變態度、消除定型觀念和加深理解，亦是幫助個人充權的工具。公眾教育是委員會的重點

## Advocating Equal Opportunities

Throughout 2004/05, the Commission has widened its strategic relationships with a broad spectrum of key stakeholders in the public, private and community sectors to eliminate discrimination. This may be taken as an indicator of mainstreaming equal opportunities, since many more organizations are now working along side with us to advocate our values.

In the public sector, we have strengthened our cooperation with the Women's Commission (WoC) to prevent sexual harassment in the universities. As education is the key to empowerment, we are also working with the WoC and the Curriculum Development Institute in curriculum reform, to intertwine equal opportunity and gender mainstreaming concepts into the school curriculum. Together with the WoC, planning for a survey of family friendly policies has begun with completion expected early next year. This is a relatively new subject in Hong Kong, but it is one which heralds a new dimension in work-life balance and therefore warrants more research.

To assist civil servants in delivering quality service to the public, the Commission has joined hands with the Civil Service Bureau to develop two e-learning training modules for civil servants, on the subject of disability sensitivity and the equal opportunity ordinances. The self-learning modules are aimed to raise the sensitivity, understanding and interest in gender, race, disability and equal opportunities issues, so that frontline officers would be better equipped to serve the public.

Education is a recognized tool not only in changing attitudes, removing stereotypes and enhancing understanding, it also empowers individuals. Public education is a major area of our work, and a variety of programmes are focused on



工作，我們在各界舉辦不同的活動。今年的工作包括為本港中學製作一個方便使用的教材套，幫助教師在課堂使用。此教材套取材自收視理想的電視實況劇，教師在教授通識課或社會科學課時，可以利用此教材套作為指引，就三條反歧視條例進行深入的討論，增進學生理解。

## 帶動變革

雖然委員會各個範疇的工作以不同方式影響了市民的生活，但一般認為，委員會的法律行動是最能推動變革的方法之一。在一名教師的個案中，其任職的私立學校在得知他患上癌症並需要接受治療之後，把他解僱，原告人(在委員會的協助下)獲判港幣198,000元的賠償。這宗個案向僱主發出一個清晰和重要的訊息，就是僱主需合理行事，採取真正可行的措施，為因殘疾而不能工作的員工提供遷就。

反歧視條例之下的保險問題，是委員會較早前發表的一份公眾討論文件的題目。香港保險業聯會其後組成專責

different sectors. Amongst the many initiatives conducted this year, we produced a user-friendly teaching kit for Hong Kong's secondary schools, to help educators teach about equal opportunities in the classroom situation. Based on a successful TV docu-drama series, the self-help kit is a guide for teachers to conduct in-depth discussion and understanding of the three anti-discrimination ordinances during liberal studies and social science classes.

## Effecting Change

Whereas different aspects of the Commission's work have impacted on individuals' lives in one way or another, it is generally regarded that our legal actions are one of the most effective ways to produce change. In the case of the teacher who was dismissed by a private school after the school learned that he had cancer and had to receive treatment, the plaintiff (assisted by the EOC) won and was awarded HK\$198,000 in damages. This case sends out a clear and important message for employers to act reasonably, and to take genuine and practical steps to accommodate employees who become unable to work because of their disabilities.

Insurance issues under the anti-discrimination legislation was the subject of a public discussion paper published earlier by the EOC. Subsequently, the Hong Kong Federation of Insurers (HKFI) formed a task force to look into the issues and concerns raised. We provided input for the HKFI's revised draft Code of Practice on Genetic Testing as well as its draft Statement of Best Practice on Applying Pre-existing Conditions and Exclusions. The Code and Statement were finalized in early 2005.

The Commission and Hong Kong's NGOs share a close working relationship. This year, we joined with the Association of Women with Disabilities Hong Kong, to work with the

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小組，研究文件所提出的問題。我們亦就香港保險業聯會修訂其《基因檢驗實務守則》及《原先存在的健康狀況及不受保項目的最佳措施聲明》等草稿提供意見。該實務守則和聲明已於2005年初落實定稿。

委員會與本港的非政府機構一直保持緊密合作。今年，委員會與香港女障協進會一同與衛生署合作，令殘疾婦女更了解享用公共衛生服務的途徑，並且提高使用服務的方便程度。這項工作惠及有殘疾的女性，消除她們尋求基本醫療服務所面對的障礙，提升生活質素。

### 未來方向

本年對委員會的委員和職員來說是整固期，全年活動頻繁。政府委任的獨立調查小組於2005年初向立法會提交有關委員會的報告，委員現正與員工緊密合作，跟進這報告及委員會內部檢討報告所列出的建議，進一步提升透明度和問責性。

政府擬立法禁止種族歧視，對香港來說是重要的一步，委員會對此表示歡迎。我們預計將會肩負起執行這新法例的責任，故正擬備行動計劃，務求在新例制訂之後，協助所有相關人士明瞭及遵守法例。

自從年初接任委員會主席一職以來，社會各界對我們工作的興趣和支持，令我深為感動。我認為，委員會獲得支持的原因很簡單：消除歧視和推廣平等機會是重要的工

Department of Health to improve awareness and accessibility of public health services. The initiative will impact on women with disabilities, removing barriers for those seeking essential medical services, and a better quality of life.

### Future Directions

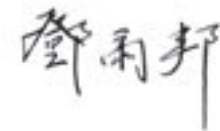
It has been a year of consolidation and intense activity for Members and staff at the Commission. The government appointed Independent Panel of Inquiry submitted its report on the EOC to the Legislative Council in early 2005. The Commission Members are now working closely with staff to take forward the recommendations contained in that report as well as those in the Commission's internal reviews, with the objective to improve the transparency and accountability of the EOC.

The government's move to legislate against race discrimination will be a significant step for Hong Kong. The EOC welcomes this initiative. In anticipation of accepting responsibility for its implementation, the EOC is currently preparing a plan of action to assist all stakeholders in understanding and complying with the new law when it is enacted.

作，因為它協助個人充權，改善民生，並為商界帶來更多商機。

我藉此機會向熱誠的夥伴和支持者表達謝意，特別是幫助年輕人打破定型觀念和對抗歧視的「無定型新人類師友計劃」的各位導師。我們能與各位合作，深感榮幸。我深信，將來有更多人認同建設公平社會的抱負，令所有人都能夠在一個和平及和諧的社會中生活。

平等機會委員會主席



鄧爾邦

Having taken up my new role as Chairperson of the EOC at the beginning of the year, I have been deeply impressed by the amount of interest and support the community has displayed in the Commission's work. To me, the reason is simple. There is value in eliminating discrimination and promoting equal opportunities because it empowers individuals, it can improve lives and it means better business.

I would like to take this opportunity to thank our dedicated partners and supporters whom we have had the good fortune of working together this year, perhaps in particular the mentors in our *Career Challenge* programme, who have committed themselves in helping Hong Kong's young people to break stereotypes and combat discrimination. I am confident that in the years to come, many more will share our vision to build a fairer society in which we can all live in peace and harmony.



Raymond Tang  
Chairperson, Equal Opportunities Commission

