



平等機會委員會
EQUAL OPPORTUNITIES COMMISSION

Annual Report 04/05 年報

我們的抱負

聯同社會各界的支持，致力締造一個機會平等和沒有歧視的社會。

我們的使命

推動男女之間、傷健之間、有家庭崗位和沒有家庭崗位的人士之間機會平等；

透過立法、行政措施和公眾教育，消除對性別、婚姻狀況、懷孕、殘疾及家庭崗位的歧視；

消除性騷擾及對殘疾人士的騷擾和中傷。

Our Vision

The EOC will create, with the support of the community, an environment where there is no barrier to equal opportunities and no discrimination.

Our Mission

To promote equality of opportunity between men and women, between persons with and without a disability, and irrespective of family status;

To eliminate discrimination on the grounds of gender, marital status, pregnancy, disability and family status through legislative provisions, administrative measures and public education;

To eliminate sexual harassment, and harassment and vilification of persons with a disability.

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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.

主席序言 Chairperson's Foreword

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

主席序言 Chairperson's Foreword

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

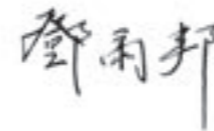
It has been a year of consolidation and intense activity for Members and staff at the Commission. The government appointed Independent Panel of Inquiry submitted its report on the EOC to the Legislative Council in early 2005. The Commission Members are now working closely with staff to take forward the 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



消除歧視

— 制度及政策檢討

Eliminating Discrimination

— System and Policy Reviews



Preventing Sexual Harassment in Universities

In 2003, in view of information brought to the EOC's attention with regard to various activities in Hong Kong's universities, we conducted a study on sexual harassment within these institutions. The findings showed that various activities conducted at orientation camps, including the use of slogans, contained sexual content and were highly insensitive, leading to a "sexually hostile environment". While such an environment is unlawful in the workplace, the legislation at present does not extend to educational establishments. Following an earlier proposal by the EOC for the government to amend the SDO to prohibit such an environment in education, we are given to understand that the ordinance will be amended soon.

In view of the study and its subsequent findings, we organized a *Forum on Preventing Sexual Harassment in Universities* in conjunction with the Women's Commission (WoC) in August 2004, to share the results of the study and discuss how we could move forward to prevent sexual harassment in Hong Kong's universities. Forty participants, including representatives from the administration and student unions of Hong Kong's eight universities, non-governmental organizations, the EOC and WoC attended the Forum.

There was general consensus that the issue of sexual harassment in universities should be tackled seriously, with the need to introduce sexual harassment policies as well as more transparent complaint handling procedures in the institutions. In addition, the government was urged to speed up the process of amending the SDO. It was also agreed that the Forum should be held regularly as it provides an excellent opportunity to raise awareness of the issue and

防止大學校園內的性騷擾

2003年，本地大學的多項活動引起了平等機會委員會的關注，因此，委員會進行了一項有關大學校園性騷擾的研究。結果顯示，迎新營的多項活動(包括所用的口號)均涉及性，參加者缺乏對性的敏感度，營造了一個「在性方面具敵意的環境」。同類的環境在工作場所而言，已屬違法，但現時法例並未延伸至教育機構。委員會早前已向政府建議修訂《性別歧視條例》，以涵蓋這類性騷擾，而政府的回覆顯示，條例在短期內會獲得修訂。

鑑於上述研究及結果，委員會於2004年8月與婦女事務委員會(婦委會)合辦了「防止性騷擾大學論壇」，和與會者分享上述研究結果，並討論如何防止大學內的性騷擾。論壇共有四十人參加，包括八所大學的職員、學生會、非政府組織、委員會及婦委會的代表。

與會者一致認為應認真處理大學內的性騷擾，並需在大學引入性騷擾政策，以及更具透明度的投訴處理程序；此

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外，亦促請政府盡快修訂《性別歧視條例》。會眾同時認為應定期舉辦論壇，藉以提高相關意識及解釋性騷擾的概念。論壇為如何有效協助本地教育機構防止性騷擾，提供了適當的討論平台。

論壇後，委員會及婦委會於2005年7月再合辦「全港大專生迎新遊戲設計比賽」，藉以提高學生的性別意識。是次活動目的在於打破性別定型，提倡兩性平等，令學生在沒有性騷擾的環境中學習以及培養正確的態度。

改革高中及高等教育學制

教育統籌局(教統局)於2004年10月發布《改革高中及高等教育學制—對未來的投資》諮詢報告，委員會歡迎該項學制改革，並向教統局提出了建議。教統局於其後的教育改革工作計劃中，回應了委員會的大部份建議項目。

委員會建議應把性別、殘疾及多元文化融入主流教育，並以此作為各科的長遠策略。教統局繼續著手把有特殊教育需要及少數族裔學生融入主流學校，讓他們享有接受主流教育的機會。

對於委員會要求有實質措施以消除新學制中失衡及不平等的情況，並對弱勢社群給予援助，教統局承諾會為每位學生提供十二年教育，並會就經濟援助檢討其政策。

有關建議中的新科目—通識科，委員會已作好準備支援教師及學生學習平等機會課題。現時，委員會的熱線、投訴服務、資源中心及網站已為老師及學生提供協助。



clarify the concept of sexual harassment. Participants saw the Forum as an useful platform for effective collaboration and coordination on how best to prevent sexual harassment in Hong Kong's education establishment.

Following the Forum, the EOC and WoC co-organized an *Orientation Camp Game Design Contest to Promote Gender Awareness among Hong Kong's university students* in July 2005. The aim was to break down gender stereotypes and promote understanding of gender equality, in order to enable students to learn and form attitudes in an environment free of sexual harassment.

Reforming the Academic Structure for Secondary and Higher Education

Responding to the consultation paper on *Reforming the Academic Structure for Senior Secondary Education and Higher Education – Actions for Investing in the Future*, issued by the Education and Manpower Bureau (EMB) in October 2004, we welcomed the new reform and made a submission to the EMB. We were pleased to note that most of our concerns were addressed in the EMB's subsequent action plan.

在學校課程納入平等機會原則

教育能有效消除歧視，因此，委員會與教統局的課程發展處緊密合作，致力把平等機會原則納入學校課程。近年來，委員會與課程發展處定期研究如何透過學校課程，提高學生對平等機會概念的理解與認同。

委員會自2004年7月起，與本地出版商討論如何在教科書中更全面地表現兩性及弱勢社群的角色。直至今日，有關工作重點在於本地教學資源呈現更廣闊的平等機會概念。各有關人士已同意合作，在將來把多元文化、性別意識及平等機會價值納入本地教科書及課程。

與反歧視法例有關的保險問題

2004年初，委員會主席就委員會《與反歧視法例有關的保險問題討論文件》，與香港保險業聯會代表探討及跟



The Commission had suggested that gender, disability and multicultural mainstreaming be adopted as a long-term strategy across all disciplines. The EMB undertook to continue the integration of students with special education needs (SEN) and ethnic minorities students into ordinary schools in so far as they could benefit from such an education.

In response to the EOC's request for solid steps to be set out to redress any imbalances and inequalities in the new education system and that protection be offered to disadvantaged groups, the EMB declared its commitment to provide every student with 12 years of schooling and promised to review its policy in relation to financial assistance.

With regard to the proposed new subject, Liberal Studies, we are ready and will provide support in the training of teachers and students on equal opportunities issues. Meanwhile, our hotline, help services as well as our resource library and website are readily available to assist teachers and students.

Integrating Equal Opportunity Principles into the School Curriculum

Education is crucial in eliminating discrimination. As such, we work closely with the Curriculum Development Institute (CDI) of the EMB, seeking to integrate the subject of equal opportunities into the school curriculum. At ongoing meetings held with CDI, we study ways to enhance understanding and acceptance of equal opportunity concepts into the school curriculum.

消除歧視

一 制度及政策檢討

Eliminating Discrimination – System and Policy Reviews



進。該份討論文件在2002/03年度發表，就不同保險業慣常做法或會涉及反歧視法例所引起的關注，徵詢業界意見。香港保險業聯會遂組成專家工作小組研究有關問題，並作出相應行動，包括：

- 草擬立場文件，就基於委員會建議而委任保險業申訴專員的可能性作出探討；
- 檢討《基因檢驗實務守則》；及
- 為從業員草擬有關原先存在的健康狀況及完全不受保項目的指引

委員會今年一直與香港保險業聯會保持定期對話，並對其《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》的修訂草稿提供意見。上述守則及聲明已於2005年初定稿，經修訂後，保險業界提供了較廣泛的保險產品及保障範圍。我們認為，保險公司在提供保障時可考慮調整保費水平或承保金額，而不宜斷然拒絕承保處於個別狀況的人士。委員會與保險業界仍有進一步的合作空間，例如為保險中介人、保險公司及消費者提供培訓。

Discussions with Hong Kong's publishers began in July 2004 to consider a more comprehensive representation of both genders as well as the disadvantaged in Hong Kong's textbooks. So far, work is aimed at presenting a broader spectrum of equal opportunity concepts in Hong Kong's teaching materials. All parties concerned have agreed to work together to incorporate diversity, gender awareness and equal opportunity values into Hong Kong's school books and curriculum in the future.

Insurance Issues under the Anti-discrimination Ordinances

In early 2004, our Chairperson explored with representatives of the Hong Kong Federation of Insurers (HKFI) to follow up on the EOC's *Discussion Paper on Insurance Issues under the Anti-discrimination Legislation*. Released in 2002/03, the discussion paper was published to gain views from the industry with regard to various insurance practices that could raise concern under the anti-discrimination ordinances. As a result, the HKFI formed a task force to look into the matter and take action on concerns raised. These included:

- Drafting of a position paper on the possibility of establishing an Insurance Ombudsman based on our proposal;
- Reviewing the Code of Practice on Genetic Testing; and
- Drafting guidelines on pre-existing conditions and blanket exclusions for members.

We maintained a regular dialogue with the HKFI during the year, providing input both for the HKFI's revised draft *Code of Practice on Genetic Testing* as well as its draft *Statement*

同值同酬

「同值同酬」專責工作小組於2004年進行了多次會議，就有關本港公營機構同值同酬問題所作的諮詢報告最後草稿，提供了寶貴意見。隨著2004年12月政府委任鄧爾邦出任委員會主席，以及2005年5月新任委員就任，委員會將進一步探討上述「同值同酬」研究所關注的議題，及有關的諮詢報告，了解所涉及的各種複雜問題，找出最佳及最合適的未來路向。委員會了解到，日後處理此問題的方向將帶來深遠影響，因此，在達成最後決定前，委員會將對同值同酬問題作出全面而深入的考慮。



of Best Practice on Applying Pre-existing Conditions and Exclusions. The Code and Statement were finalized in early 2005. It is observed that the insurance community has provided a wider range of products and coverage. Insurers are urged to provide protection by adjusting the premium level or the insured amount instead of outrightly declining applications from people with certain conditions. Yet there may be further areas for cooperation with the insurance community, such as education of agents, insurers and consumers.

Equal Pay for Work of Equal Value (EPEV)

A series of meetings were held in 2004 among members of the task force that was set up to steer the consultancy study on EPEV. They provided valuable views and comments on the final draft of the Consultant's Report which followed the study conducted on EPEV in Hong Kong's public sector. Since the appointment of our new Chairperson, Raymond Tang, in December 2004 and our new Members in May 2005, the issues raised in the study and Consultant's Report will be studied further to understand the complex issues at hand, in order to recommend the best and most appropriate way forward. The EOC is fully aware of the wider implications and far-reaching consequences of the future direction to be taken on this subject, as such thorough consideration will be given to all aspects of EPEV before a final decision is reached.

Review of Certain Provisions of the Copyright Ordinance

In December 2004, the Government issued the document *Review of Certain Provisions of the Copyright Ordinance* for public consultation. Major issues involved in the consultation

消除歧視

一 制度及政策檢討

Eliminating Discrimination – System and Policy Reviews



《檢討版權條例的若干條文》

2004年12月，政府發表《檢討版權條例的若干條文》文件，並諮詢公眾。諮詢工作的主要議題在於應否及如何修訂豁免範圍。政府已就《版權條例》為視障人士制定若干「允許作為」，例如將版權作品轉製成其他特殊形式版本，為視障人士減少障礙。

委員會對政府回應視障人士的需要深表歡迎，不過，我們亦就諮詢文件作出建議，指出殘疾人士各有不同的需要，要視乎其殘疾類別、程度，以及協助克服殘疾的不同裝置而定。例如，聽障人士需要將以聲音傳送的作品轉製成文字作品；手指只能有限度活動的人士則需要把作品改製成「較容易翻閱」的版本。委員會同時建議政府應另外諮詢殘疾人士及有關的非政府組織，了解他們的需要及在《版權條例》下最適合他們的豁免方案。

exercise were whether there should be any amendment to, and if yes how these should be made, to the provisions on copyright exemption. The Government has undertaken to improve certain “permitted acts” in provisions within the Copyright Ordinance for visually impaired people, such as the transcribing of copyrighted work into specialized formats to improve accessibility for this specialized group of people.

Whilst welcoming the Government’s effort to address the needs of the visually impaired, our submission in response to the consultation document pointed out that the needs of people with disabilities (PWDs) are diverse, depending on the type and degree of disability, as well as the various access devices that are available in overcoming these disabilities. For example, persons with hearing impairment need audio work transcribed into written text while people with limited finger movement require publications to be reprinted on easy-to-flip pages. We also suggested that a separate exercise be carried out to consult PWDs and related NGOs on their needs and the most suitable exemptions for PWDs with regard to the ordinance.

In response to this suggestion, two consultation meetings were held in early 2005 with relevant NGOs to gain their direct views. In view of this positive outcome, we can see that our response has highlighted our role, in mainstreaming disability considerations into the Government’s legislative and policy making processes.

The International Covenant on Economic, Social and Cultural Rights (ICESCR)

The EOC submitted its report on Hong Kong’s Second Report before the 34th Session of the Committee on Economic, Social and Cultural Rights (ICESCR). The ICESCR has applied to

回應上述建議，政府於2005年初與有關的非政府組織舉行了兩次諮詢會議。這正面的回應突顯了委員會的角色，就是將有關殘疾的考慮引入政府立法及政策制定的程序。

《經濟、社會與文化權利國際公約》

委員會就香港特別行政區於聯合國經濟、社會、文化權利委員會第34屆會議前發表的第二次報告書提交了報告。《經濟、社會與文化權利國際公約》自1976年起適用於香港，《香港特別行政區基本法》亦定明《經濟、社會與文化權利國際公約》適用於香港的有關規定繼續生效，並通過香港法律予以實施。提交予日內瓦第34屆經濟、社會與文化權利委員會的報告突出了自2001年第一份報告提交後，香港在履行國際公約的有關工作。

委員會的立場書促請政府加快立法程序，盡快把反種族歧視法例擴展至私營界別。委員會建議政府在周詳規劃和廣泛諮詢公眾後，考慮在香港設立一個獨立的人權委員會，以便能更具成本效益，妥善處理各方面的人權問題。

Hong Kong since 1976, and the Basic Law of the HKSAR states that the provisions of the ICESCR as applied to Hong Kong, shall remain in force and shall be implemented through the laws of the HKSAR. The report, submitted to the 34th Session of the Committee on Economic, Social and Cultural Rights in Geneva, therefore highlighted the work that has been carried out in Hong Kong to meet our international obligations under the Covenant, since the First Report was submitted in 2001.

Our submission urged the HKSAR Government to speed up the legislative process so that legislation against racial discrimination could be extended to the private sector as soon as practicable. The EOC recommended that the HKSAR Government should consider setting up a single independent human rights commission in Hong Kong through careful planning and wide public consultation, so that the various aspects of human rights can be properly catered for in a more cost-effective manner.



投訴處理 及法律行動

Complaint Handling and Legal Actions

根據香港的三條反歧視條例，凡基於性別、婚姻狀況、懷孕、殘疾或家庭崗位而作出歧視，即屬違法。根據《性別歧視條例》和《殘疾歧視條例》，性騷擾或基於殘疾而作出的騷擾及中傷，皆屬違法。

反歧視條例中有關僱傭範疇的條文不單保障在職人士，亦為求職者、代理人及承辦商提供保障。條例亦涵蓋關乎職業訓練、職業介紹所、業務合夥、專業團體及職工會等活動。條例中有關非僱傭範疇的條文，包括教育、貨品或服務的提供、以至參加會社和體育活動、處所管理及政府活動等方面。

查詢

委員會在本年度繼續致力為市民服務，解答市民對各種歧視問題的查詢，和接受他們的投訴。委員會於1997年4月至1998年3月(即正式全面投入服務的首年)共接獲7,284宗查詢，其中包括5,670宗一般查詢和1,614宗具體查詢。在2004/05年度，此數字已倍增至13,341宗，當中7,035宗是一般查詢，6,306宗是具體查詢。

一般查詢包括委員會的工作和本港三條反歧視條例，至於具體查詢，則涉及與個別事件有關的問題。在本年度6,306宗具體查詢中，1,324宗與《性別歧視條例》有關，2,800宗與《殘疾歧視條例》有關，157宗與《家庭崗位歧視條例》有關，另有430宗關乎委員會的工作，其餘1,595宗則涉及年齡、種族、性傾向及宗教等不屬委員會權限的問題(詳情見表1)。

Under Hong Kong's three anti-discrimination ordinances, it is unlawful to discriminate against anyone on the grounds of sex, marital status, pregnancy, disability or family status. Behaviour such as sexual harassment, or harassment and vilification on the grounds of disability, are unlawful under the Sex Discrimination Ordinance and the Disability Discrimination Ordinance.

The employment-related provisions of the ordinances provide protection, not only to existing employees but also to job applicants, agents and contractors. They also cover activities relating to vocational training, employment agencies, partnership admissions, professional bodies and trade unions. The non-employment related provisions offer coverage in areas ranging from education and the provision of goods or services to participation in clubs and sporting activities, the management of premises and government activities.

Enquiries

During the year, the EOC continued to work with the public as they approached us with their enquiries and complaints on a range of issues relating to the different kinds of discrimination in Hong Kong. In our first full year of operation, from April 1997 to March 1998, we recorded a total of 7,284 enquiries consisting of 5,670 general and 1,614 specific enquiries. In 2004/2005, the figure had nearly doubled to 13,341 with 7,035 general and 6,306 specific enquiries.

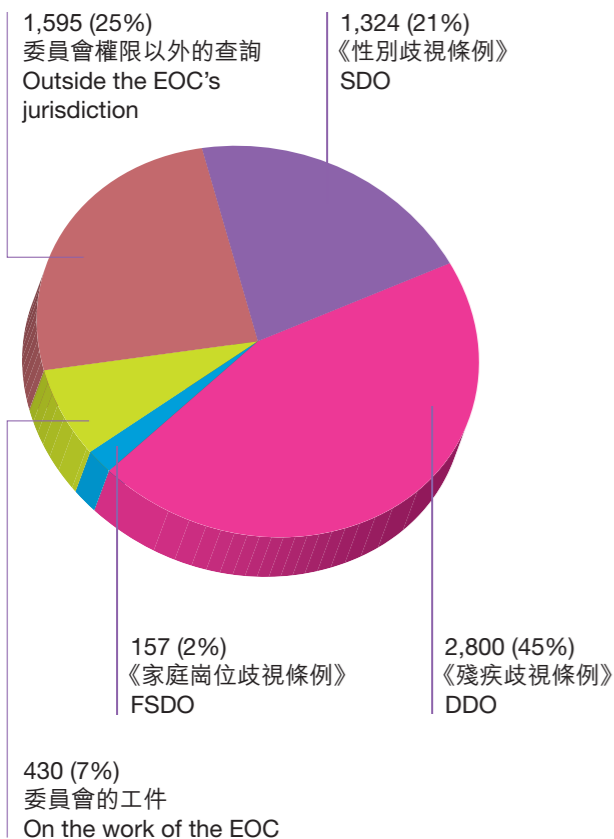
General enquiries relate to our activities and the provisions of Hong Kong's anti-discrimination legislation, whilst specific enquiries cover incident-related questions. Of the 6,306 specific enquiries received, 1,324 were related to the Sex Discrimination Ordinance (SDO), 2,800 to the Disability

投訴處理 及法律行動 Complaint Handling and Legal Actions

投訴與調查

根據香港的反歧視條例規定，任何人士如認為受到違法歧視，可親身或授權代表向委員會提出書面投訴。調查期間，委員會會研究個案情況，並讓雙方就有關指稱提出意見和作出回應。我們首先會致力以調解方式協助雙方和解，假如未能和解，委員會可應投訴人的申請，考慮提供其他形式的協助。委員會會研究每宗申請，考慮當中是

表 1. 2004年4月1日至2005年3月31日期間的具體查詢分類 (共6,306宗)
Figure 1. Specific Enquiries received from 1 April 2004 to 31 March 2005 (Total Number: 6,306)



Discrimination Ordinance (DDO) and 157 to the Family Status Discrimination Ordinance (FSDO). A further 430 focused on the work of the EOC, while the remaining 1,595 enquiries, covering areas such as age, race, sexual orientation and religion, fell outside our jurisdiction. (See Figure 1).

Complaints and Investigations

Anyone who feels that he or she has been treated unlawfully under Hong Kong's anti-discrimination legislation can seek redress by lodging a complaint in writing, either personally or through a representative, with the EOC. First of all, when investigating the complaint, we look into the facts of each case with both parties being given the opportunity to comment and respond to the allegations made. Then, we endeavour to resolve the matter through conciliation, helping the parties involved to reach a settlement. If a settlement cannot be reached, we are able to consider other forms of assistance if the complainant makes an application to take the matter further. We look at each application individually, considering issues of principle as well as the ability of the applicant to deal with the case unaided. Assistance granted can include advice, legal assistance or any other assistance deemed appropriate.

Complaints Handled

During the year, we received complaints from 449 complainants against 534 respondents involving 562 cases of alleged unlawful acts, a decrease from the 854 complaints received in 2003/04 from 500 complainants. Of the complaints, 195 were received under the SDO, 343 under the DDO and 24 under the FSDO. (See Figure 2). Together with those carried forward from previous years, we investigated a total of 789 complaints, representing a decrease of 31% as compared to 1,151 in the previous year (See Figure 3). However, this has meant a higher conciliation rate between complainants and respondents, rising to 69% during the year as compared with 53% in the previous twelve months. The higher number of

表 2. 2004年4月1日至2005年3月31日期間接獲的投訴調查 (共562宗)
Figure 2. Number of Cases of Complaint Investigation received from 1 April 2004 to 31 March 2005 (Total number: 562)

		《性別歧視條例》 SDO	《殘疾歧視條例》 DDO	《家庭崗位歧視條例》 FSDO	總數 Total
投訴數目	No. of complaints	195	343	24	562
投訴人數目	No. of complainants	148	281	20	449
答辯人數目	No. of respondents	185	327	22	534

否涉及原則問題，和評估投訴人能否在沒有委員會協助的情況下獨自處理個案。協助形式包括給予法律意見、法律協助、或任何委員會認為適當的協助。

經處理的投訴

2004/05年度，委員會接獲由449名投訴人對534名答辯人作出的投訴，共涉及562宗指稱違法作為的個案，較2003/04年度由500名投訴人作出854宗投訴為少。在這些投訴中，有195宗根據《性別歧視條例》提出、343宗關乎《殘疾歧視條例》，另有24宗關乎《家庭崗位歧視條例》。(詳情見表2)。連同往年未完成的個案，委員會在本年度共處理789宗投訴，比上年度的1,151宗少31%(詳情見表3)。不過，投訴人與答辯人達成和解的比率有所提升，本年度達69%，較前12個月的53%為高。2003/04年度處理的投訴個案較多，是由於當時爆發非典型肺炎引起社會恐慌，受疫症影響的市民紛紛致電委員會查詢及投訴，所以委員會需處理的投訴較多。

在2004/05年度，委員會完成了593宗有關指稱違法作為個案的調查工作(詳情見表3a)。當中有261宗進行了調解，其中181宗調解成功，餘下的80宗個案未能和解(詳情見表3b)。

complaints and cases handled in 2003/04 year was attributed to the SARS epidemic, which resulted in a rush of enquiries and complaints from those directly affected by the panic within the community.

In 2004/05, we completed investigations on 593 cases of alleged unlawful behaviour (See Figure 3a). Of this number, 261 proceeded to conciliation, with 181 reaching successful settlement. The remaining 80 cases were unsuccessful (See Figure 3b).

Complaint cases that do not proceed to conciliation are discontinued for a variety of reasons. This happens if the act in question is not unlawful, the complainant no longer wants to pursue the complaint, or if a period of over 12 months has passed since the act was committed. Investigations also cease if the dispute is resolved through other means, or if the EOC considers the complaint to be frivolous, vexatious, misconceived or lacking in substance. A total of 332 complaints in this category were discontinued (See Figure 4).

投訴處理 及法律行動 Complaint Handling and Legal Actions

表 3. 2004年4月1日至2005年3月31日期間已處理的投訴調查 (共789宗)
Figure 3. Number of Cases of Complaint Investigation handled from 1 April 2004 to 31 March 2005 (Total number: 789)

		《性別歧視條例》 SDO	《殘疾歧視條例》 DDO	《家庭崗位歧視條例》 FSDO	總數 Total
僱傭範疇	Employment	259	323	24	606
非僱傭範疇	Non-employment	27	148	8	183
總數	Total	286	471	32	789

至於未進行調解的投訴，是因為各種原因需終止調查，例如有關作為並不違法、投訴人不想繼續追究、所指稱的行為在投訴時已超過12個月。此外，若投訴透過其他方法獲得解決或委員會認為有關投訴屬瑣屑無聊、無理取鬧、錯誤理解或缺乏實質，委員會亦會終止調查。在終止個案方面，本年度有332宗(詳情見表4)。

與《性別歧視條例》相關之投訴

- 委員會本年度共調查了259宗涉及僱傭範疇的指稱，當中懷孕歧視個案依然佔最多，有112宗(43%)，其次是性騷擾，共94宗(36%) (詳情見表5)。
- 委員會本年度共調查了27宗涉及非僱傭範疇的指稱，其中14宗 (52%)關乎性騷擾(詳情見表6)。

與《殘疾歧視條例》相關之投訴

- 委員會本年度調查了471宗有關《殘疾歧視條例》的指稱，其中323宗屬僱傭範疇，148宗屬非僱傭範疇。
- 在已處理的僱傭範疇及非僱傭範疇個案中，殘疾歧視的投訴個案佔最多，達421宗(佔總數89%)(詳情見表7及表8)。

表 3a. 2004年4月1日至2005年3月31日期間經調查及調解後已完結的個案 (共593宗)
Figure 3a. Number of Cases of Complaint Investigation concluded from 1 April 2004 to 31 March 2005 (Total number: 593)

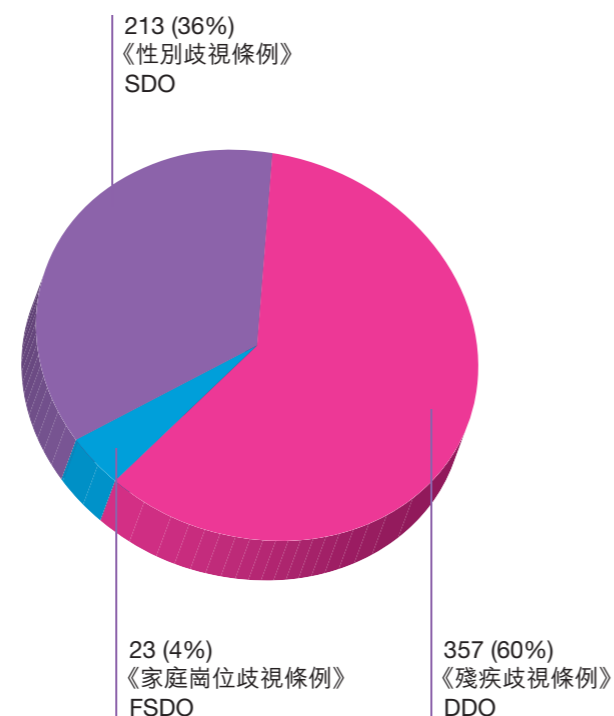
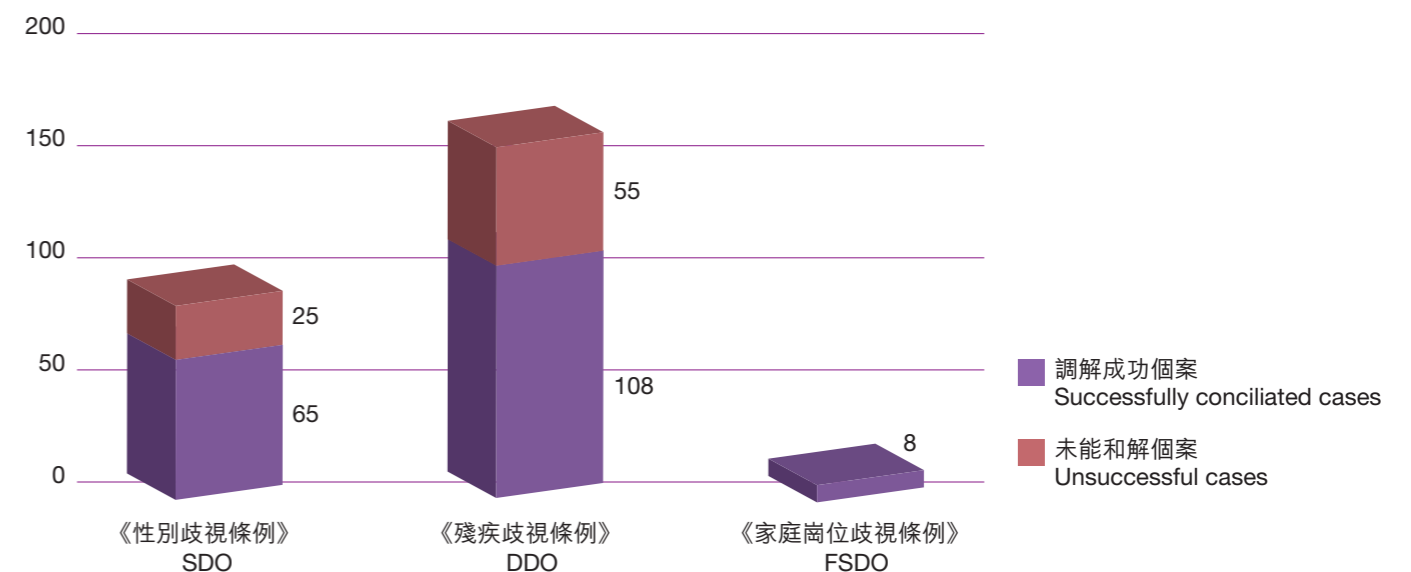


表 3b. 2004年4月1日至2005年3月31日期間曾進行調解的個案 (共261宗)
Figure 3b. Cases Proceeding to Conciliation from 1 April 2004 to 31 March 2005 (Total number: 261)



與《家庭崗位歧視條例》相關的投訴

- 委員會本年度調查了32宗有關《家庭崗位歧視條例》的指稱，當中有24宗(75%)關乎僱傭範疇，8宗(25%)關乎非僱傭範疇(詳情見表9)。大部分關乎僱傭範疇的指稱 (58%)與基於家庭崗位的解僱有關。

委員會的主動調查

對於第三者或不想參與調查或調解的受屈人士所提出的違法行為，委員會亦會採取行動。在這些情況下，委員會會聯絡有關人士，就事件作出調查，向他們解釋有關法例，並建議他們加以糾正。在本年度，委員會處理了32宗有關個案，其中16宗關乎《性別歧視條例》，18宗關乎《殘疾歧視條例》，而委員會在本年度並沒有收到關乎《家庭崗位歧視條例》的投訴。

SDO-related Complaints

- A total of 259 employment-related allegations were investigated. Pregnancy discrimination continued to be the major cause for complaint with 112 cases (43%), followed by 94 (36%) sexual harassment cases (See Figure 5).
- Investigations were made into 27 non-employment related allegations; 14 (52%) of which were related to sexual harassment (See Figure 6).

DDO- related Complaints

- A total of 471 allegations were investigated, consisting of 323 employment-related and 148 non-employment related cases.
- Among both the employment-related and non-employment related cases handled, disability discrimination was the single largest cause for complaint, accounting for 421 (89%) of the total (See Figures 7 and 8).

投訴處理 及法律行動 Complaint Handling and Legal Actions

表 4. 2004年4月1日至2005年3月31日期間個案終止調查的原因 (共332宗)
Figure 4. Discontinued Cases by Reason from 1 April 2004 to 31 March 2005 (Total number: 332)

		不屬違法 作為 No unlawful acts	瑣屑無聊 或缺乏實質 Fivolous or lacking in substance	投訴人不願 繼續追究 Complainants did not wish to pursue	投訴得到 提早解決 Complaint resolved through early resolution	超過12個月 的時限 Beyond 12-month time bar	總數 Total
《殘疾歧視條例》	DDO	10	132	36	12	4	194
《性別歧視條例》	SDO	2	67	47	6	1	123
《家庭崗位歧視條例》	FSDO	0	12	2	1	0	15
總數	Total	12	211	85	19	5	332

表 5. 2004年4月1日至2005年3月31日期間根據《性別歧視條例》提出，關於僱傭範疇而獲調查的指稱 (共259宗)
Figure 5. Employment Related Allegations investigated under the SDO from 1 April 2004 to 31 March 2005 (Total number: 259)

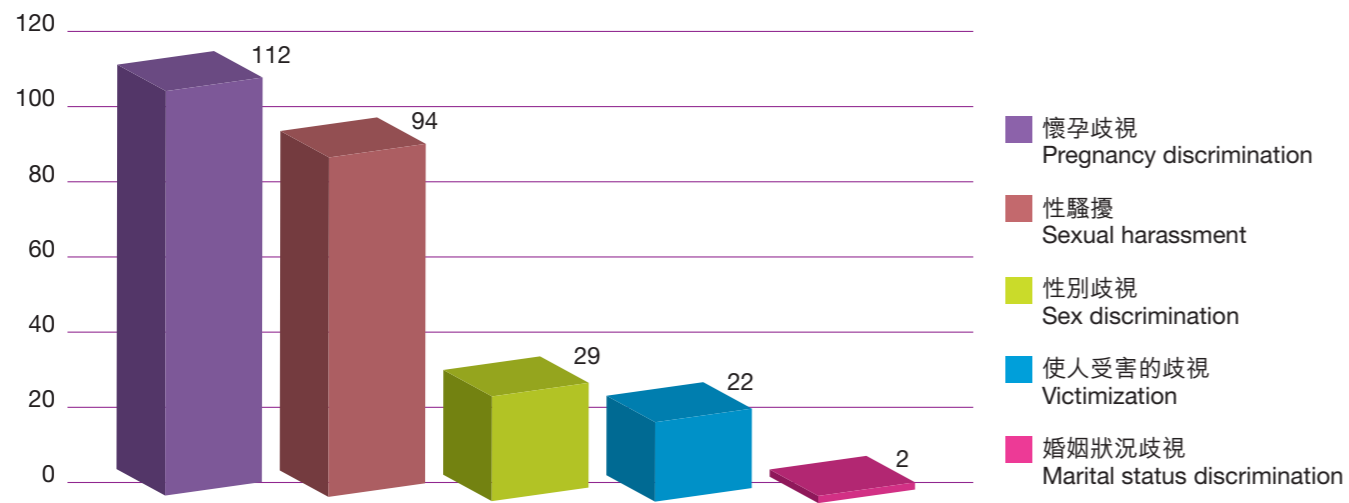
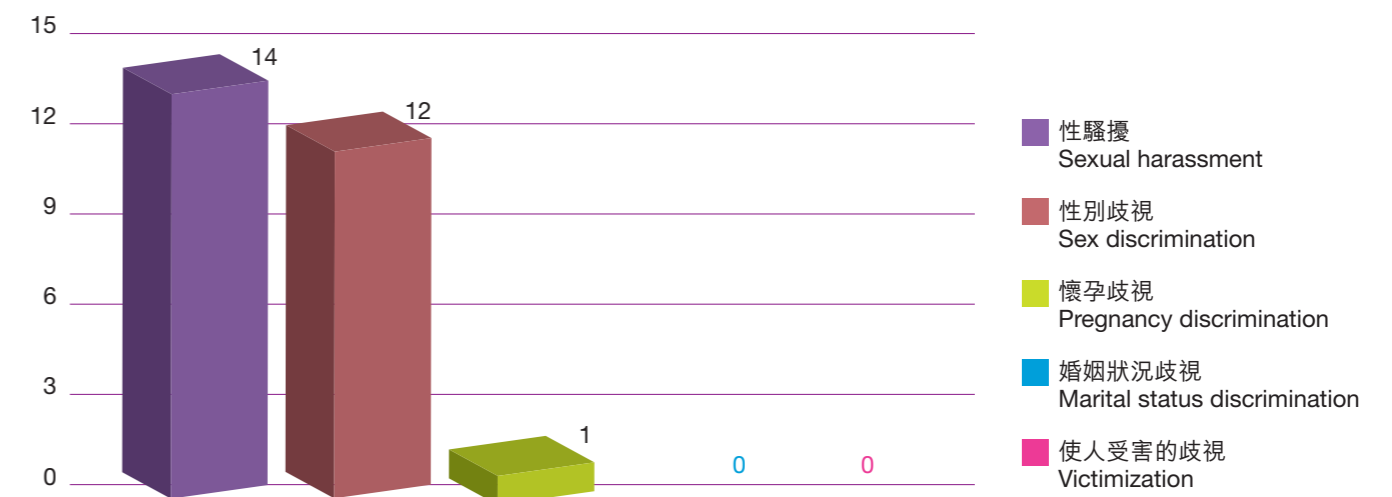


表 6. 2004年4月1日至2005年3月31日期間根據《性別歧視條例》提出，關於非僱傭範疇而獲調查的指稱 (共27宗)
Figure 6. Non-employment Related Allegations investigated under the SDO from 1 April 2004 to 31 March 2005 (Total number: 27)



法律協助的申請

如果投訴的雙方未能達成和解，委員會可向有意採取法律行動的申請人提供法律協助。在收到協助申請後，委員會的律師會評估個案的證據是否有力及其他考慮因素，然後向委員會提出建議。委員會的法律及投訴專責小組會根據法律意見，決定是否給予協助。協助的形式包括：由委員會的律師向申請人提供法律意見、協助申請人取得進一步的資料或證據、由委員會律師或經委員會延聘的私人執業大律師在訴訟中擔任申請人的法律代表等。

在2004/05年度，委員會一共處理53宗有關法律協助的申請，其中14宗獲委員會給予協助。有關申請的分類詳情請參閱“附錄5：法律協助的申請”。

FSDO-related Complaints

- During the year, a total of 32 FSDO allegations were investigated, 24 (75%) of which were employment-related and eight (25%) were non-employment related (See Figure 9). The majority (58%) of the allegations in the employment field were related to dismissal on the grounds of family status.

EOC-initiated Investigations

We also take action on complaints with regard to unlawful acts brought to our attention by third parties, or aggrieved individuals who do not wish to be involved in the investigation or conciliation process. Under these circumstances, the Commission approaches the concerned parties to inquire into the matter, explain the relevant legislation, and advise that they rectify the situation. During the year, we handled 32 such cases, 16 under the SDO and 18 under the DDO. No complaints in this category were received under the FSDO.

投訴處理 及法律行動 Complaint Handling and Legal Actions

獲委員會給予法律協助的個案

本年度有20宗獲委員會給予法律協助的個案(包括2004/05年度或以前已獲給予協助的個案)在展開法律程序前已獲得解決。解決原因包括:雙方就問題達成和解,或委員會因各種原因撤回法律協助(例如委員會在研究過證據後,認為不宜繼續給予協助),或個案發展令委員會需繼續給予法律協助等。

此外,有9宗在2004/05年度或以前已獲給予法律協助的個案,至2005年3月底仍未有結果或仍未展開法律程序,詳情見附錄6。

Applications for Legal Assistance

If a lodged complaint has not been settled, the EOC has the power to grant assistance to applicants who wish to proceed with legal action in relation to the complaint. When an application for assistance is received, our lawyers conduct an assessment of the application before advising the Commission on the strength of the evidence and other considerations to be taken into account. Depending on the legal advice received, we will decide whether or not to grant assistance. This assistance can include legal advice to the applicant by the EOC's lawyers, legal services relating to the consideration and assessment of further information or

表 7. 2004年4月1日至2005年3月31日期間根據《殘疾歧視條例》提出, 關乎僱傭範疇而獲調查的指稱 (共323宗)
Figure 7. Employment Related Allegations investigated under the DDO from 1 April 2004 to 31 March 2005 (Total Number: 323)

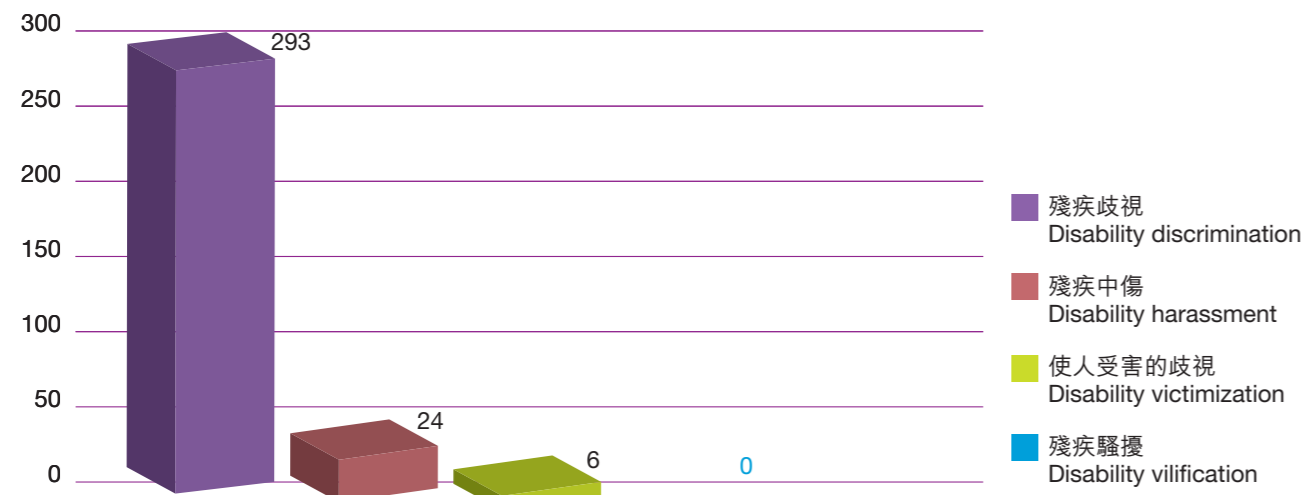


表 8. 2004年4月1日至2005年3月31日期間根據《殘疾歧視條例》提出, 關乎非僱傭範疇而獲調查的指稱 (共148宗)
Figure 8. Non-employment Related Allegations investigated under the DDO from 1 April 2004 to 31 March 2005 (Total number: 148)

投訴類別 Type of complaint	投訴數目 Number of complaints
殘疾歧視 Disability discrimination	128
貨品、服務及設施 Goods, services and facilities	47
處所通道 Access to premises	49
教育 Education	11
政府 Government	19
處所的處置和管理 Disposal and management of premises	1
其他 Others	1
殘疾中傷、騷擾及使人受害的歧視 Disability vilification, harassment & victimization	20
總數 Total	148

法律訴訟

委員會在本年度處理了三宗法庭案件, 這三宗案件在2004/05年度前已展開法律程序, 但截至2005年3月底止, 案件仍未了結。

有一宗上訴案雖在2004/05年度結束時仍在進行, 其後, 上訴法庭維持原訟法庭的判決, 宣判由委員會協助的原告人得直。不過, 上訴法庭把給予原告人的賠償額降低。

在本年度, 委員會展開了9宗個案的法律程序, 其中4宗個案在雙方同意和解條款保密的情況下已獲解決; 另外4宗個案在2004/05年度結束時仍在進行, 餘下的一宗個案, 原告人獲判勝訴, 詳情見附錄 7。

evidence, or representation at these legal proceedings by the EOC's lawyers, or barristers in private practice briefed by the EOC.

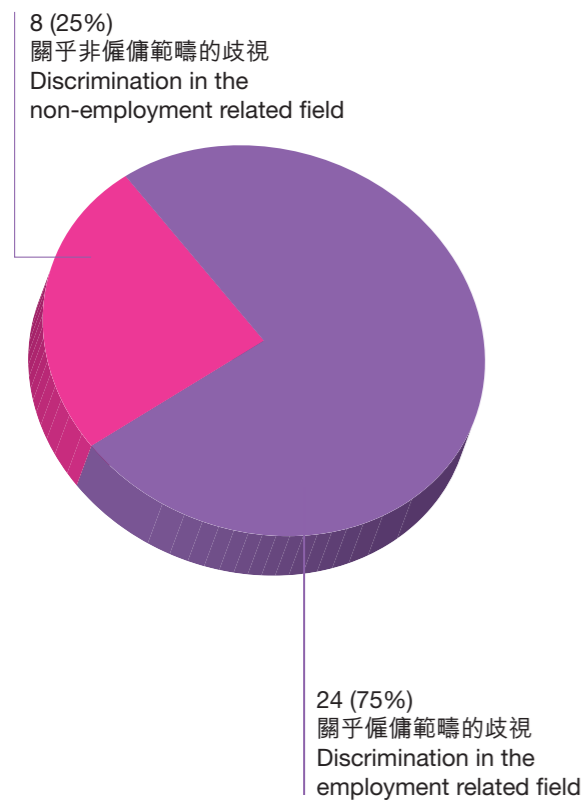
In 2004/05, we dealt with 53 applications for assistance, granting assistance in 14 of them. Further details and a breakdown of these applications can be found under "Appendix 5: Applications for Legal Assistance".

Legally Assisted Cases

In the year under review, 20 cases, in which legal assistance had been granted (both before and during 2004/05), were resolved without the commencement of legal proceedings. Either the parties in question reached settlement or the EOC withdrew assistance for various reasons. These reasons range from instances where, upon further examination of

投訴處理 及法律行動 Complaint Handling and Legal Actions

表 9. 2004年4月1日至2005年3月31日期間根據《家庭崗位歧視條例》提出並獲調查的指稱 (共32宗)
Figure 9. Allegations investigated under the FSDO from 1 April 2004 to 31 March 2005 (Total number: 32)



the evidence, it was deemed inappropriate to continue assistance, or when subsequent developments between the parties made it unnecessary for assistance to continue.

In addition, we also dealt with nine other cases where legal assistance had been granted either before or during 2004/05. These cases are ongoing as no outcome had been reached nor court proceedings commenced as at the end of March 2005. For further details, please refer to Appendix 6.

Court Cases

During the year, we also handled three court cases which had commenced proceedings before 2004/05. These cases were all still ongoing at the end of March 2005.

An appeal case was also still ongoing at the end of 2004/05. The appeal court subsequently upheld the decision handed down at the court of first instance, which found on behalf of the Plaintiff, who was assisted by the EOC. However, the appeal court reduced the compensation awarded.

During the year, we commenced legal proceedings in nine cases. Four of these were settled on a confidential basis and four were still ongoing at the end of the year 2004/05. In the remaining case, judgment was received for the Plaintiff. Please see Appendix 7 for details.

委員會在2004/05年度採取法律行動的概要 Summary of the EOC's Legal Activities in 2004/05

2004/05年度處理的法律協助申請 Applications for legal assistance processed in 2004/05	2003/04年度收到的申請 Received in 2003/04	17
	2004/05年度收到的申請 Received in 2004/05	36
	總數 Total	53
	給予法律協助 Granted	14
	不給予法律協助 Not Granted	30
	撤銷申請 Withdrawn	1
	考慮中 Under Consideration	8
獲給予法律協助的個案 (毋需展開法律程序) Legally assisted cases (without commencing legal proceedings)	已解決 Resolved	20
	處理中 Ongoing	9
委員會協助的法庭案件(2004/05年度前已展開訴訟) EOC assisted court cases (commenced before 2004/05)	處理中 Ongoing	3
獲委員會協助的上訴案 Assisted cases under appeal	處理中 Ongoing	1
獲委員會協助的法庭案件(在2004/05年度展開訴訟) EOC assisted court cases (commenced in 2004/05)	已解決 Settled	4
	勝訴 Won	1
	處理中 Ongoing	4

推廣平等機會 Promoting Equal Opportunities



Our Role

Working to increase public awareness, fostering equal opportunities values and improving understanding of the anti-discrimination ordinances and related issues for the community of Hong Kong remains the cornerstone of our work. Our diverse public education programmes are wide ranging, from early education and school programmes to community outreach activities, media campaigns, training programmes and publications.

Early Education

Focusing on the youth is a major EOC strategy as we seek to inculcate acceptance of equal opportunity values from an early age. Helping our young students to understand the negative impact of discrimination and to develop a commitment to an all-inclusive society, our schools programme is based on a series of drama performances and youth development projects.

Drama Performances

Drama helps to translate a concept into a situation which can be better understood and more easily accepted by children. We therefore join forces with local theatre troupes to stage plays and puppet shows which focus on equal opportunities, the three anti-discrimination ordinances and diversity.

During the year, an interactive play, *3-D Interactive Machine*, co-produced by the EOC and Jumbo Kids Theatre, introduced the Family Status Discrimination Ordinance and related scenarios to primary school students. Forty performances were subsequently held in 34 primary schools for about 10,000 students in 2004/05.

The Jumbo Kids Theatre also received funding from the Commission for performing *Equal Opportunities Olympics*, a play which promoted the message "Inclusion and Equality for

我們的角色

委員會繼續致力提高公眾意識、鞏固平等機會價值，並提高社區對反歧視條例與相關問題的了解。我們舉辦多元化的公眾教育項目，從早期的教育和學校活動，以至深入接觸社群、媒介宣傳、培訓課程和出版刊物等，涵蓋範圍廣泛。

早期教育

委員會的一項重要策略是推行青少年教育，從小開始灌輸平等機會的價值觀，潛移默化。透過在學校推出一連串戲劇表演和青少年發展項目，協助莘莘學子認識歧視的負面影響，培育他們對共融社會的承擔。

戲劇表演

戲劇有助把概念轉化為處境，讓兒童更易於明白和接受當中的訊息。因此，委員會與本地多個劇團合作，製作以平等機會、三條反歧視條例和多元文化為題材的話劇和木偶劇。

推廣平等機會 Promoting Equal Opportunities

委員會本年度與大細路劇團合力製作了一齣互動話劇「3D互動百變機」，向小學生介紹《家庭崗位歧視條例》和有關問題。劇團於2004/05年度共為34間小學，約10,000名學生進行了40場演出。

大細路劇團亦獲得委員會資助，演出另一齣戲劇「平等細運會」，推廣「社區共融 人人平等」的訊息。劇團於2004/05年度進行了30場演出，賞劇的學生達7,000人。

森林聯盟劇團製作有關預防性騷擾的話劇「唔係講笑」，是委員會最受歡迎的劇目。本年度演出共60場，約15,000名中學生觀看。

委員會於本年度亦有贊助香港復康會和香港弱能兒童護助會的「街坊小子」木偶劇表演，演出場數為178場。此劇娛樂性豐富，廣受歡迎，自1998年推出以來，已有超過150,000名小學生欣賞過此木偶劇。

為童軍而設的平等機會訓練課程

這項課程由委員會聯同香港童軍總會及香港女童軍總會合辦，於2004年8月至11月舉行。課程包括四次培訓環

All”。A total of 30 performances were completed in 2004/05 for over 7,000 students.

Forest Union produced *This is not a Joke*, our most popular play which focuses on the prevention of sexual harassment. A total of 60 shows were performed for about 15,000 secondary school students in 2004/05.

During the year, we also sponsored 178 performances of *The Kids on the Block*, a puppet show presented by the Hong Kong Society for Rehabilitation and the Society for the Relief of Disabled Children. The production, which is highly entertaining and easily understood by children, has been a big hit with over 150,000 primary school students who have seen it since its inception in 1998.

EO Development Programme for Scouts and Girl Guides

This programme, jointly organized by the EOC, Scout Association of Hong Kong and Hong Kong Girl Guides Association, was held between August and November 2004. A total of four training sessions, ranging from workshops, lectures and visits to rehabilitation groups, were held for scouts and girl guides to learn more about equal opportunity. The participants then produced a drama performance for the *EO Expo 2004*. This is our second co-operative effort with the Scout Association of Hong Kong, which with the Hong Kong Girl Guides, have a total of 100,000 members.

“Career Challenge 2004”

Building on past success, in 2004/05, we once again organized our highly popular *Career Challenge Youth Mentorship Programme*. The programme underlines the importance of breaking down stereotypes, and has been successfully completed by thousands of secondary school students since 2002. In 2004/05, 500 students were able to broaden their horizons, as they joined their mentors at work or in large-group sharing sessions between January and March 2005.

節，分別以工作坊、講座和探訪復康團體等形式進行，讓參加者學習有關平等機會的知識，他們更合力製作了一齣話劇，在「2004年平等機會博覽」中演出。這是委員會第二次與香港童軍總會合作，該會與香港女童軍總會的成員人數合共達100,000人之多。



「無定型新人類2004」

鑑於過往參加者反應熱烈，委員會於2004/05年度再次舉辦「無定型新人類」青少年師友計劃。這項活動強調打破定型的重要性。自2002年起，已有逾千名中學生參加這項計劃。於2005年1月至3月期間，共有500名學生到訪嘉賓導師的工作間或參與大型分享會，從而擴闊視野。

十名來自非傳統性行業的傑出人士為委員會擔任「無定型新人類2004」的嘉賓導師，包括：香港傷殘青年協會理事會主席張偉良、前香港劍擊隊代表何嘉麗、莎莎國際控股有限公司主席及行政總裁郭少明、「非常林奕華」藝術總監林奕華、稅務局局長劉麥懿明、環境運輸及工務局局長廖秀冬博士、中華廚藝學院總導師劉國柱、助理警務處處長(資訊系統科)施關綺蘿、國際插花藝術學校校長黃源喜，和中華電力有限公司常務董事阮蘇少涓。

Ten outstanding achievers from a wide spectrum of non-traditional fields served as mentors for *Career Challenge 2004*. They included: Benny CHEUNG, Chairperson of the Board of Directors, Hong Kong Federation of Handicapped Youth; HO Ka-lai, Ex-member, the Hong Kong Fencing Team; Simon KWOK, Chairman and Chief Executive Officer, Sa Sa International Holdings Limited; Edward LAM, Artistic Director, Edward Lam Dance Theatre; Alice LAU, Commissioner of Inland Revenue; Dr Sarah LIAO, Secretary for the Environment, Transport and Works; LIU Guozhu, Chief Instructor (Food Preparation), Chinese Cuisine Training Institute; Bonnie SMITH, Assistant Commissioner of Police (Information System), Hong Kong Police Force; James WONG, Headmaster, International School of Flower Arrangement; and Betty YUEN, Managing Director, CLP Power Hong Kong Limited.

For the many young participants, the programme provided a rare opportunity for them to meet with successful individuals who were able to overcome gender and disability barriers to reach their goals.

“Have Your Say on Family Status” Youth Debate Competition

To enhance public awareness of the Family Status Discrimination Ordinance, the EOC and the Kowloon Women's Organization Federation co-organized the “*Have Your Say on Family Status*” Youth Debate Competition for secondary schools. Applications were received from 67 schools, and after three rounds of heated debate, which commenced in April 2004, the PAOC Ka Chi Secondary School beat its rivals to emerge as the winner in May 2004.

“A Mission for Equal Opportunities – Student Forum”

To produce a training module for the classroom situation, we worked with Radio Television Hong Kong (RTHK) on an educational package for teachers. The module features our third TV docu-drama series *A Mission for Equal Opportunities* and includes a user manual, FAQs and VCDs. A total of 2,000

推廣平等機會 Promoting Equal Opportunities



是項活動為年青人提供難得的機會，讓他們與傑出人士分享，了解他們突破性別及殘疾障礙的成功經驗。

「家庭崗位你有Say」中學生辯論大賽

為提高公眾對《家庭崗位歧視條例》的認識，委員會和九龍婦女聯合會合辦「家庭崗位你有Say」全港中學生辯論大賽，共收到67間學校報名參加。由2004年4月開始，經過了三輪激烈的賽事，加拿大神召會嘉智中學最終於2004年5月舉行的決賽中奪得冠軍。

「非常平等任務」學生論壇

委員會與香港電台合作製成教學資料套。這套適合課堂使用的教材，包括一本使用者手冊、常見問題及第3輯「非常平等任務」的電視實況劇光碟。委員會向學校和非牟利機構免費派發超過2,000份教材套。

為配合教材套的推出，委員會於2005年1月舉行了一個工作坊，為逾70位教師講解如何使用該教材套。我們又為學生舉辦論壇，鼓勵他們就劇集中的課題發表意見。

modules were distributed free of charge to schools and non-profit organizations.

To launch the teaching kit, over 70 teachers participated in a workshop held in January 2005. Student forums were also organized to encourage students to express their views on subjects and issues raised in the TV series.

Community Outreach

In promoting equal opportunities and the anti-discrimination ordinances, the Commission remains committed to invest in our outreach activities in the community. We continue to strengthen links and work closely with our partners across different sectors to educate members of the public about current EO issues and discrimination problems.

The Community Participation Funding Programme

Making every effort to foster equal opportunity values in Hong Kong, we have provided funding since 1997 to encourage non-governmental organizations, community groups and schools to initiate their own projects on equal opportunities. During the year, the *Community Participation Funding Programme* has attracted 111 applications, allocating HK\$670,426 to 55 different projects. (See Appendix 8 for organizations funded under this programme.)

Equal Opportunities Expo 2004

Equal Opportunities Expo, our major annual public education initiative was held from October 2004 to February 2005. The event was jointly organized with Commercial Radio, to promote the theme “Reaching out for Equal Opportunities” through the launch of *Career Challenge 2004*, weekly radio programmes, roadshows, and a series of community events.

深入社群

在推廣平等機會和反歧視法例的工作上，委員會一直深入社群，與社會各界別的夥伴保持聯繫和緊密合作，讓社會人士認識現今的平等機會和歧視問題。

社會參與資助計劃

自1997年以來，委員會一直資助非政府機構、社會團體和學校舉辦與平等機會有關的活動，致力把平等機會觀念納入主流。本年度的「社會參與資助計劃」收到111份申請，委員會共撥出港幣670,426元資助55項活動。(有關獲資助機構名單，請參閱附件8。)



平等機會博覽2004

委員會每年一度的重點公眾教育活動「平等機會博覽」於2004年10月至2005年2月進行。是次博覽與商業電台合辦，透過「無定型新人類2004」開幕禮、每周電台節目、社區巡迴活動，和一連串的地區項目，帶出「平等機會全接觸」的主題。

2004年10月至11月期間，委員會在小西灣、屯門、葵芳和馬鞍山舉行了四次社區巡迴活動，並輯錄當中的精彩內容於商業一台每周節目中播出。知名人士如立法會議員余

During the Expo, four roadshows were held in Siu Sai Wan, Tuen Mun, Kwai Fong and Ma On Shan in October and November 2004. The highlights of these roadshows were featured in a weekly programme on Commercial Radio 1. Politicians and celebrities including legislative councillor the Hon Audrey EU Yuet-mee, popular singer and EO Ambassador HUI Chi-on, mentors of *Career Challenge 2004*, representatives from rehab and women's groups, joined the programme to promote the message of creating an inclusive environment for the community. Many community organizations, including Lok Kwan Social Service and HKSKH Ma On Shan (South) Children & Youth Integrated Service Centre also worked with us to show support for equal opportunity.

“EO Through Your Eyes” Photo Competition

We launched our first photo competition in November 2004, encouraging members of the public and aspiring photographers to show the different and varying aspects of inclusion and diversity in everyday life. The “*EO Through Your Eyes*” Photo Competition, co-organized with Commercial Radio, subsequently attracted some 600 entries in three categories – Youth Division, Open Division and Professional Division, with more than 40 submissions coming from mainland China and overseas.

Raymond TANG, Chairperson of the EOC; KO Po-ling, Convenor of the Public Education and Research Committee of the EOC; May CHAN, Chairperson of the Hong Kong News Executives' Association and Director of News and Public Affairs of Commercial Radio; Water POON, renowned photographer; and Leo LAM, President of Hong Kong Rehab Power were the adjudicators in the competition. The winning entries were selected for their creativity, quality and effectiveness in promoting gender equality, inclusion of people with a disability as well as the portrayal of equal opportunities for persons with family status.

推廣平等機會 Promoting Equal Opportunities



若薇、流行歌手兼平等機會大使許志安、「無定型新人類2004」的多位嘉賓導師、復康團體和婦女團體代表亦有參與此活動，推廣共融社會的訊息。多個社會機構，包括樂群社會服務處和香港聖公會馬鞍山(南)青少年綜合服務中心等，亦有參與此活動，支持平等機會。

「你眼看平等」攝影比賽

委員會於2004年11月舉辦首個攝影比賽，鼓勵市民和攝影愛好者，透過鏡頭展現日常生活中接納包容及多元文化的情境。「你眼看平等」攝影比賽由委員會與商業電台合辦，分為青少年組、公開組和專業攝影師組，共收到逾600份參賽作品，其中40多份來自國內和海外。

委員會主席鄧爾邦、委員會公眾教育及研究專責小組召集人高寶齡、香港新聞行政人員協會主席兼商業電台新聞及公共事務總監陳淑薇、著名攝影家水禾田，和香港復康力量會長林章偉為比賽擔任評判。他們根據參賽作品的創意、攝影水準、以及是否有效推廣性別平等、傷健共融和有家庭崗位人士獲得平等機會等準則，選出優勝作品。

Media Campaigns

Engagement with the media is an essential element of our communication strategy. It is recognized that the dissemination of information on equal opportunity is crucial in changing public attitudes and behaviour.

TV Docu-drama

The Commission commenced production of the fourth TV docu-drama series, *A Mission for Equal Opportunities* in February 2005. The TV series, which has been very well received by the public in the past, was developed in conjunction with RTHK. Based on real life discrimination cases, the series sends a strong message that discrimination is unlawful, and cannot be tolerated in our society.

Media Activities

A mark of progress in mainstreaming equal opportunity is the increase in public awareness and expectations of the Commission's performance. Daily media enquiries touch on many issues, including those not seemingly related to the three anti-discrimination ordinances. The Commission is viewed to be taking the lead to give due consideration to current issues. In 2004/05, we held three news conferences, granted 21 media interviews and issued 24 news releases. The Promotion and Education Unit also handled 552 media enquiries, along with some 425 enquiries from students, government departments, private companies and community organizations.

To promote the TV docu-drama series *A Mission for Equal Opportunities*, we also contributed 6 feature articles to the *Apple Daily* which explained the legal perspectives of equal opportunities issues conveyed in the TV programmes. A poster advertisement campaign on the docu-drama series was launched in April 2005 on Hong Kong's mass transit system. Posters conveying equal opportunity messages were shown on over 200 light boxes at Mass Transit Railway,

傳媒宣傳

與傳媒保持聯繫是委員會傳訊工作的重要環節。有效推廣平等機會的訊息，是改變公眾態度與行為的重要因素。

電視實況劇

委員會於2005年2月開始製作第四輯電視實況劇「非常平等任務」。這齣與香港電台合力製作的電視劇，一直廣受觀眾歡迎。劇集是根據真實歧視個案改編，向市民傳遞歧視屬違法行為、絕對不容於社會的強烈訊息。

傳媒活動

市民的平等機會意識及對委員會的期望逐漸提高，反映出平等機會概念已逐漸融入社會主流。傳媒每日向委員會提出的查詢涉及不同範疇，當中更包括三條反歧視法例以外的問題。在探討一些備受關注的課題上，委員會被認為是起了帶頭作用。於2004/05年度，我們共召開了三次新聞發布會，進行了21次傳媒預約訪問和發出24份新聞稿。宣傳及教育組又處理了552宗傳媒查詢，和425宗由學生、政府部門、私人機構和社會團體提出的查詢。

為宣傳電視實況劇「非常平等任務」，委員會在《蘋果日報》撰寫6篇特稿，就劇中帶出的平等機會問題，從法律



Kowloon-Canton Railway and Light Rail stations to millions of passengers. Thousands of posters were distributed to private and public housing estates, schools, universities, libraries, hospitals and public enquiry service centres of the Home Affairs Department to publicize the docu-drama series and promote anti-discrimination concepts.

The EOC also contributed articles to *Ming Pao*, the *Hong Kong Teachers' Centre Bulletin* and *PTU News* (a publication of the Hong Kong Professional Teachers' Union) to illustrate anti-discrimination principles and related issues.

On-line Resource Centre

The EOC website, our fully bi-lingual (Chinese/English) on-line resource centre, is maintained to ensure that the most up-to-date information on equal opportunities issues in Hong Kong and around the world is available online. The website provides a full and open view of all our activities, and is proving to be increasingly popular with the public with an average monthly hit rate of over 1,480,000 during the 2004/05 review year.

Strengthening the content of our current website and keeping up with technological developments, we embarked on a project to enhance our website in early 2005. A highlight of the revamped website will be specifically targeted at the employment sector, where employers and employees will be able to access the latest information on how the equal opportunity ordinances can work for them. The new website will be launched in 2006.

Public Education Programmes

Talks

In 2004/05, we conducted 336 talks to interested groups and received 22 groups at the Commission. Participants

推廣平等機會 Promoting Equal Opportunities

觀點作出解釋。委員會又於2005年4月在本港的鐵路系統推出大型宣傳海報，透過地下鐵路、九廣鐵路和輕鐵等200多個海報燈箱，向數以百萬計的乘客宣傳實況劇及平等機會訊息。另有數千張海報分別派到各私人屋苑、公共屋邨、學校、大學、圖書館、醫院和民政事務總署的公眾查詢服務中心，以宣傳劇集和推廣反歧視理念。

委員會亦為《明報》、《香港教師中心傳真》和《教協報》(香港教育專業人員協會刊物)撰文，闡述反歧視的原則和相關問題。

網上資源中心

委員會網站是一個全雙語(中英文)網上平等機會資源中心，讓市民瀏覽香港以至世界各地有關平等機會的最新資訊，及委員會的各項活動。我們的網頁越來越受歡迎，於2004/05年度平均每月點擊率超過1,480,000次。

為增強網頁內容，和配合科技發展，委員會於2005年初開始進行更新網頁的工作。預計網站會有革新面貌，當中包括特別有關僱傭範疇的資訊，讓僱主和僱員可了解平等機會條例如何在工作間應用。新網站將於2006年初啟用。

公眾教育活動

講座

於2004/05年度，委員會為有興趣的人士和團體舉辦了336場講座，並接待了22個團體。參加者來自政府部門、本地及海外非政府組織、大專院校以至商界。除了講解反歧視條例外，討論範圍亦包括與歧視和平等機會有關的議題。



came from government departments, local and overseas non-governmental organizations, tertiary institutions and the business sector. Apart from the anti-discrimination ordinances, the sessions covered a full spectrum of issues on discrimination and equal opportunities.

Newsletters

EOC News, our quarterly bilingual newsletter, provides a regular update of our programmes and activities as well as case studies under the anti-discrimination ordinances. EOC News, which boasts a circulation of over 80,000 copies, is available free to members of the public. Braille and on-line versions are also available.

New Resources

Resources focusing on different aspects of the anti-discrimination legislation, as well as new developments in the field, continue to raise awareness, and provide information and assistance in eliminating discrimination.

New resources issued during the year include:

- "A Mission for Equal Opportunities – Student Forum" Educational Module
- EOC Annual Report 2003/04
- Community Participation Funding Programme on Equal Opportunities 2004/2005 (information booklet)

季刊

《平等機會委員會通訊》是一本中、英對照的季刊，定期報道委員會的最新活動，及有關反歧視條例的個案研究。通訊的發行量超過80,000份，免費供市民索閱，同時亦備有點字版和網上版。

新資源

委員會製作的資源探討反歧視法例的不同層面，以及在平等機會方面的新發展，藉此提高市民對平等機會觀念的認識，並提供反歧視的資訊。

本年度製作的新資源計有：

- 「非常平等任務」學生論壇教育資料套
- 2003/04年度年報
- 2004/05年度平等機會社會參與資助計劃(資料小冊子)
- 「家庭崗位你有Say」中學生辯論大賽(小冊子)
- 委員會通訊第29至32期
- 認識你的權利-《家庭崗位歧視條例》(修訂版)
- 「認識歧視條例 共創公平社會」單張(修訂版)

曾刊登委員會文章的刊物包括：

- Career Times出版的《法律迷蹤》，講述有關僱傭問題的實務建議
- 奧斯陸大學挪威人權中心中國研究中心出版的《禁止就業歧視：國際標準和國內的實踐》

此外，委員會與教育統籌局合作推出「為教師而設網上課程」，協助教師認識《殘疾歧視條例》，和如何對有特殊學習需要的學生提供調適。

- "Have Your Say on Family Status" Youth Debate Competition (booklet)
- EOC News (Issue 29-32)
- "Know Your Rights Series – FSDO" leaflet (Revised version)
- "Stand up for Equal Opportunity" leaflet (Revised version)

Articles contributed by the EOC were included in the following publications :

- Legal Puzzle published by Career Times, provides practical advice on employment issues
- Eliminating Discrimination in Employment: International Standards and Implementation in China, published by the China Programme of the Norwegian Centre for Human Rights, University of Oslo.

In addition, the new E-learning Package for Teachers was developed in partnership with the Education and Manpower Bureau to help teachers learn about the DDO and how to accommodate children with special educational needs.



建立聯繫 Building Networks



建立聯繫

委員會的首要工作是消除歧視；為有效實踐這個目標，與社區相關團體、以至世界各地機構保持聯繫甚為重要。唯有積極保持對話，才能在瞬息萬變的世界中掌握時代脈搏，使我們有能力理解及推廣新的工作。

國際聯繫

過去一年的活動頻密，委員會繼續與國際人權組織保持交流，讓彼此知悉各地的發展情況。

2004年國際信息科技峰會

2004年5月，委員會協辦在香港舉行的「國際信息科技峰會」，主題為「超越障礙，步向成功 — 全球最佳電子資訊及創意經驗分享」。約有400名來自超過24個國家的信息科技專家及專業人士參與，與會者探討了新概念及趨勢將如何主導信息科技的未來，也討論了如何打破日益嚴重的數碼隔膜。科技雖能改善生活，但世界上仍有不少個人、機構、甚至整個社區未有機會使用信息科技。因此，



Building Networks

The EOC's primary goal is to eliminate discrimination. To fulfil this goal effectively, engagement with our community, our stakeholders and the world at large, is crucial. Only an ongoing and proactive dialogue allows us to keep our finger on the pulse – enabling us to see, understand, initiate and drive, the latest equal opportunity issues in a rapidly changing world.

International Networking

It has been a year of considerable activity, we maintained our exchanges with international human rights organizations, updating ourselves and others on the many developments in different parts of the world.

The Global ICT Summit 2004

In May 2004, we assisted in organizing the *Global ICT Summit 2004*, which took place in Hong Kong. With the theme *From Adversity to Success – The World's Best e-Content & e-Creativity Experience*, the event was attended by some 400 information and communications technology (ICT) specialists and professionals from over 24 countries. They shared not only their knowledge on the concepts and trends that will shape the future of ICT, but also their views on how to bridge the growing digital divide, in situations where individuals, organizations and sometimes even whole communities do not have access to this life enhancing technology. We spoke about the enrichment that ICT can provide to life and the importance of ensuring that this technology and information is accessible to everyone.

建立聯繫 Building Networks

委員會的發言著眼於信息科技如何令生活更多姿多彩，帶出「信息科技·人人共享」的重要性。

2004年全球婦女高峰會議

同月，委員會亦參加了在南韓首爾舉行的「2004年全球婦女高峰會議」。約900名來自83個國家的婦女出席會議，當中包括女部長、公職人員、企業家及非政府組織的代表，一方面慶賀女性在各方面的領導，另一方面討論如何確保性別平等、促進婦女的主導地位及經濟發展。會議主題是“領導、科技及增長”，重點在於運用科技促進商貿，進軍不同市場及擴展網絡。

會議期間，委員會亦參與了有關經濟發展的峰會前部長級圓桌會議，共有51位女部長及副部長出席。會議探討如何鼓勵婦女使用科技，以及公、私營界別如何合作促進婦女的經濟發展。

國家人權機構亞太論壇

委員會在2004年9月出席了在南韓首爾舉行的「第9屆國家人權機構亞太論壇」年會。與會者來自世界各地，包括巴勒斯坦獨立人權委員會總監、澳洲人權及平等機會委員會執行總幹事、紐西蘭人權委員會首席專員，以及伊拉克和瓜地馬拉部長。除討論各國的人權發展狀況，代表團亦參觀了南韓的國家人權委員會。

聯合國經濟、社會與文化權利委員會第34屆會議

委員會與聯合國屬下監察公約實施情況的組織定期保持聯繫。2005年2月，委員會就香港政府按《經濟、社會與文化權利公約》的第二次報告，向聯合國經濟、社會與文

The Global Summit of Women 2004

In the same month, the EOC participated in the *Global Summit of Women 2004*, which took place in Seoul, Korea. About 900 women from 83 countries, including women ministers, public officials, entrepreneurs and NGO representatives attended the event, celebrating women's leadership globally and discussing how best to ensure gender equality, promote women's leadership and accelerate the economic development of women. The Summit's theme *Leadership, Technology and Growth*, focused on the use of technology to grow business, access diverse markets and expand networks.

During the event, the EOC participated in the *Pre-Summit Ministerial Roundtable on Economic Development*. Attended by 51 women ministers and deputy ministers, the Roundtable explored best practices in accessing technology for women as well as public and private sector partnerships in advancing women's economic growth.

Asia Pacific Forum of National Human Rights Institutions

The EOC also attended the *9th Annual Meeting of the Asia Pacific Forum of National Human Rights Institutions*, which was held in Seoul, Korea in September 2004. A diverse group from around the world were able to participate, including the Commissioner General of the Palestine Independent Commission for Human Rights, the Executive Director of the Australian Human Rights and Equal Opportunity Commission and the Chief Commissioner of the New Zealand Human Rights Commission, as well as ministers from Iraq and Guatemala to discuss human rights developments in their respective countries. The delegates also paid a visit to the National Human Rights Commission in Korea.



The 34th Session of the Committee on Economic, Social and Cultural Rights (ICESCR)

In the process of maintaining regular contact with the treaty monitoring bodies of the United Nations, the EOC attended the *34th Session of the Committee on Economic, Social and Cultural Rights* in Geneva in April 2005, after submitting our Report to the UN Committee in February 2005 on Hong Kong's Second Report on ICESCR.

Before the Geneva hearing, we welcomed two prominent visitors from the UN Committee on Economic, Social and Cultural Rights, Professor Virginia Bonoan-Dandan, Chairperson; and Maria Virginia Bras Gomes, member of the Committee from Portugal to the EOC.

委員會代表在2004/05年度出席的地區/國際會議
Major Regional and International Conferences attended by the EOC in 2004/05

日期 Date	活動 Event	地點 Location
2004年5月 May 2004	2004年國際訊息科技峰會 Global ICT Summit 2004	中國香港 Hong Kong, China
2004年5月 May 2004	2004年全球婦女高峰會議 Global Summit of Women 2004	南韓首爾 Seoul, Korea
2004年8月 August 2004	反歧視工作坊 (奧斯陸大學挪威人權中心中國研究計劃舉辦) Workshop on Non-discrimination (organized by China Programme of the Norwegian Centre for Human Rights, University of Oslo)	中國北京 Beijing, China
2004年8月 August 2004	第7屆人文服務資訊科技應用國際會議 The 7th International Conference of Human Services Information Technology Applications	中國香港 Hong Kong, China
2004年9月 September 2004	國家人權機構亞太論壇第九屆年會 9th Annual Meeting of the Asia Pacific Forum of National Human Rights Institutions	南韓首爾 Seoul, Korea

委員會代表在2004/05年度出席的地區/國際會議

Major Regional and International Conferences attended by the EOC in 2004/05

日期 Date	活動 Event	地點 Location
2004年10月 October 2004	《綜合全面促進和保護殘疾人士權利和尊嚴的國際公約》 專責委員會地區跟進第三及第四屆會議工作坊 (由聯合國亞太經濟社會委員會與亞太殘疾論壇合辦) Workshop on Regional Follow-up to the Third and Fourth Sessions of the Ad Hoc Committee on a Comprehensive and Integral International Convention on the Protection and Promotion of the Rights and Dignity of Persons with Disabilities (organized by United Nations Economic and Social Commission for Asia and the Pacific / Asia Pacific Disability Forum)	泰國曼谷 Bangkok, Thailand
2004年11月 November 2004	粵港台人士康復服務研討會 (由廣東省殘疾人聯合會、香港明愛、台灣智障者家長總會及澳門弱智人士服務協會舉辦) Seminar on Rehabilitation Services for Persons with Intellectual Disability (organized by Guangdong Disabled Persons' Federation, Caritas Hong Kong, Parents Association for Persons with Intellectual Disability, Taiwan, and the Macau Association for the Mentally Handicapped)	中國廣州 Guangzhou, China
2005年4月 April 2005	聯合國經濟、社會與文化權利委員會第34屆會議 The 34 th Session of the Committee on Economic, Social and Cultural Rights (ICESCR)	瑞士日內瓦 Geneva, Switzerland

2004/05年度到訪委員會的國內及世界各地嘉賓

EOC Visitors from Mainland China and around the World in 2004/05

日期 Date	嘉賓 Visitors
2004年6月 June 2004	上海交通大學法學院副院長兼人權法研究中心主任周偉教授 Prof. Zhou Wei, Deputy Dean of Law School of Shanghai Jiao Tong University and Director of Human Rights Law Study Centre
2004年7月 July 2004	浙江大學法學院、煙台大學法學院及內蒙古社會科學院法學所的學者/學生 (由亞洲人權委員會安排 — 3次到訪) Teaching staff/students from Zhejiang University Law School, Yantai University Law Faculty and Law Institute of Inner Mongolia Academy of Social Sciences (organized by Asian Human Rights Commission -3 visits)
2004年10月 October 2004	聯合國經濟、社會與文化權利委員會主席及成員 (Virginia Bonoan-Dandan教授及Maria Virginia Bras Gomes) Chairperson and Member of the United Nations Committee on Economic, Social and Cultural Rights (Professor Virginia Bonoan-Dandan and Maria Virginia Bras Gomes)
2004年11月 November 2004	沙地阿拉伯國際人權組織執行委員會成員 (Lubna A. Al-Ansary博士) Member of Executive Council, National Society of Human Rights, Saudi Arabia (Dr. Lubna A. Al-Ansary)
2004年11月 November 2004	廣州中山大學法律服務中心律師(由亞洲法律資源中心安排) Lawyers from the Legal Clinic of the Sun Yat-sen University in Guangzhou (organized by Asian Legal Resource Centre)
2004年12月 December 2004	山西大學法學院、內蒙古大學法學院、新疆大學法學院學者 (由法律教育信託基金舉辦) Teaching staff from Law Schools of Shanxi University, Inner Mongolia University and Xinjiang University (organized by the Legal Education Trust Fund)
2005年1月 January 2005	浙江、重慶、南京、上海及深圳司法局官員 (由香港律政司安排) Officials from the Justice Department of Zhejiang, Justice Bureaux of Chongqing, Nanjing, Shanghai and Shenzhen (organized by the Department of Justice, Hong Kong)

化權利委員會遞交了我們的報告，又在2005年4月到日內瓦出席了該委員會的第34屆會議。

到日內瓦出席會議前，委員會接待了兩位重要訪客，分別是聯合國經濟、社會與文化權利委員會主席Virginia Bonoan-Dandan教授及來自葡萄牙的委員會成員Maria Virginia Bras Gomes。

本地聯繫

過去一年，委員會與新聯繫的相關團體及非政府組織緊密合作，他們所代表公民社會的重要聲音，提高了委員會活動的效益。這種夥伴關係顯示了市民對平等機會的重要性日益認同，亦成為量度平等機會對大眾日常生活影響的其中一個指標。

委員會定期出席香港婦女中心協會屬下愛滋病諮詢專責小組的常務會議。小組討論了多個項目，包括進行「香港婦女到性病診所求診的需要與風險基線研究」、由愛滋病信託基金所贊助活動的進度，以及為市民提供的訓練課程。

委員會十分支持香港互聯網專業協會舉辦的「2004年無障礙優異網站獎」。在有關工作上，委員會與資訊科技專業人員緊密合作，幫助弱勢社群，並撥款予社區機構舉辦活動，藉以推廣資訊科技的使用。這些活動提高

Local Links

In the past years, we have worked closely with new stakeholders and NGO's, which provide an important voice from civil society to enhance our activities. On the other hand, our partnerships with these local groups have shown the growing importance of EO as perceived by the community, and is one measure of how equal opportunity affects our daily lives.

The EOC attended the regular meetings of the Advisory Committee on AIDS of the Hong Kong Federation of Women's Centres. The Committee discussed various issues, including conducting a *Baseline Study on Needs and Risks of Women Attending Sexually-transmitted Illnesses Clinics in Hong Kong*, progress of projects funded by AIDS Trust Fund and training courses for the public.

We actively supported the *Hong Kong Internet Professionals Association's Web Care Award 2004*. EOC initiatives in this direction include working closely with IT professionals to empower disadvantaged communities, as well as funding for initiatives which promote IT accessibility. These activities promote greater awareness of equal opportunities within the community, building links and ongoing partnerships with our stakeholders.

We also participated in the *Mental Health Month 2004*, with its month-long series of activities organized by the Health, Welfare and Food Bureau, various government departments and NGOs to spearhead the mental well-being of children. The launch of the *Caring School* programme was aimed at enhancing the mental health awareness of students, their family and teachers, and encouraging early detection of mental illnesses by parents and educators.

社區對平等機會的認識，建立並維持與相關團體的夥伴關係。

委員會又參與2004年的「精神健康月」。這項由衛生福利及食物局、多個政府部門及非政府組織合辦長達逾月的活動，推動社會人士關注兒童的精神健康狀況。「關懷校園」計劃的推出，目的是提高學童、家長及教師對精神健康的關注，鼓勵家長和教育工作者及早發現兒童的精神健康問題。

委員會為約200名天主教中、小學校長及行政人員舉行為期兩天半的「教育環境中的平等機會與人力資源問題」研討會。委員會特設兩小時的工作坊，為天主教20名主教及主要神職人員介紹委員會的工作及簡介三條反歧視條例。這項活動是香港天主教勞工事務委員會在2004/05年度推出的「良好工作待遇」運動的主要一環。

The EOC delivered 5 half-day seminars to about 200 principals and administrators of Catholic primary and secondary schools in Hong Kong on *Equal Opportunity and Human Resources Issues in Education Setting*. One 2-hour workshop was conducted, introducing the work of the Commission and giving an overview of the three Ordinances to around 20 bishops and prominent liturgical workers of the Catholic Church. The initiative formed a major part of the Hong Kong Catholic Commission for Labour Affairs' campaign on promoting "Decent Work" launched in 2004/2005.

In our work to promote equal opportunity to union works, this year we provided public education courses on EO laws for women workers, jointly organized by the Legal Education Trust Fund and the Hong Kong Federation of Trade Unions.

To strengthen our capacity to deliver quality service, staff of the EOC paid a visit to Towngas, to learn about change management strategies and customer service practices in the private sector.



委員會在2004/2005年度舉辦、贊助及參與的本地會議/活動

Local Conferences / Events Organized, Supported or Attended by the EOC in 2004/2005

日期 Date	活動 Event	主辦機構 Organized by
2004年5月 May 2004	「前車可鑑 — 香港的管治」研討會 Conference on “Lessons to Learn : Governing Hong Kong”	香港政策研究所 Hong Kong Policy Research Institute
2004年5月 May 2004	「關懷員工家庭」研討會 Seminar on “Promoting A Family Friendly Workplace”	香港社會服務聯會 The Hong Kong Council of Social Service
2004年6月 June 2004	無障礙旅遊研討會 Seminar on “Barrier Free Tourism”	路向四肢傷殘人士協會、香港傷殘青年 協會、香港視網膜病變協會、香港復康聯盟 Direction Association for the Handicapped, Hong Kong Federation of Handicapped Youth, Retina Hong Kong, Rehab Alliance
2004年7月 July 2004	「政府、商界與第三部門之間的 三方合作」研討會 Seminar : “Tri-partite partnership among Government, Business and the Third Sector”	中央政策組 Central Policy Unit
2004年7月 July 2004	第七屆精神健康大使畢業典禮 Graduation Ceremony of Mental Health Ambassadors	香港家連家精神健康倡導協會 Hong Kong Family Link Mental Health Advocacy Association
2004年8月 August 2004	防止性騷擾 — 大學論壇 Forum on “Preventing Sexual Harassment in Universities”	委員會及婦女事務委員會 EOC and the Women’s Commission
2004年8月 August 2004	利民會國際會議暨亞洲論壇 Worldwide Richmond Fellowship Conference & Asia Pacific Forum 2004	利民會 Richmond Fellowship of Hong Kong
2004年8月 August 2004	「有關草擬促進和保護殘疾人士權利和 尊嚴的國際公約之關鍵問題」研討會 Seminar on “Critical Issues affecting the Drafting of an International Convention on Protection and Promotion of the Rights and Dignity of Persons with Disabilities”	香港社會服務聯會 Hong Kong Council of Social Service
2004年8月 August 2004	「委員會面對的挑戰」午餐會 Luncheon on Challenges faced by the EOC	香港民主促進會 Hong Kong Democratic Foundation

日期 Date	活動 Event	主辦機構 Organized by
2004年9月 September 2004	「香港人的工作與生活平衡」研討會 Seminar on “Work-life Balance in Hong Kong”	公益企業 Community Business
2004年9月 September 2004	少數性傾向人士論壇 Sexual Minorities Forum	民政事務局 Home Affairs Bureau
2004年9月 September 2004	少數族裔人士論壇 Ethnic Minorities Forum	民政事務局 Home Affairs Bureau
2004年10月 October 2004	2004年精神健康月 Mental Health Month 2004	2004年精神健康月籌委會 Organizing Committee of Mental Health Month 2004
2004年10月 October 2004	法律週2004 Law Week 2004	香港律師會 The Law Society of Hong Kong
2004年11月 November 2004	「家庭暴力在少數族裔中的隱與現」講座 Forum on “Domestic Violence in the Ethnic Minority Communities”	和諧之家 Harmony House
2004年11月 November 2004	「無障礙運輸」研討會 “Transport for All” Seminar	運輸署 Transport Department
2004年11月 November 2004	中小企國際市場推廣日 World SME Expo	香港貿易發展局 Hong Kong Trade Development Council
2004年12月 December 2004	性別觀點主流化非政府組織經驗交流會 Seminar on Gender Mainstreaming in NGOs	新婦女協進會 Association for the Advancement of Feminism
2005年1月 January 2005	「平等機會、相異衝擊與禁止種族歧視法例」 研討會 “Equal Opportunities, Disparate Impact & the Laws against Racial Discrimination” Seminar	香港大學 University of Hong Kong
2005年2月-5月 February – May 2005	為校長及行政人員而設5個「教育環境中的 平等機會與人力資源問題」研討會;為主教及 主要神職人員而設的工作坊 Five Seminars for principals, and administrators on “Equal Opportunity and Human Resources Issues in Education Setting” and Workshop for bishops and liturgical workers	香港天主教勞工事務委員會 Hong Kong Catholic Commission for Labour Affairs

建立聯繫 Building Networks

日期 Date	活動 Event	主辦機構 Organized by
2005年3月 March 2005	「傳播媒介與女性形象的再思」研討會 Seminar on "The Image of Women in the Mass Media"	和諧之家 Harmony House
2005年3月 March 2005	卓賢匯 Confluence Dinner	香港科技大學 The Hong Kong University of Science & Technology
2005年3月 March 2005	「如何興辦具社會責任感的服務企業」研討會 Seminar on "How to run a responsible business for service industries"	香港上海匯豐銀行及商界環保協會 Business Environment Council, HSBC
2005年3月 March 2005	「同根同心齊共融」之Sun體驗活動 "Same Roots, One Heart" Integration Event	九龍婦女聯會 Kowloon Women's Organizations Federation

向工會推廣平等機會方面，今年委員會與法律教育信託基金和香港工會聯合會攜手，為婦女勞工提供公眾教育課程，講述平等機會法律。

為裝備員工提供更好服務，委員會造訪了中華煤氣有限公司，了解私營機構推動變革的策略及所提供的顧客服務。

一般活動

委員會致力與各國對等機構保持聯繫，以他們作為借鏡，訂立評估委員會專業及發展的指標。兩位澳洲人權及平等機會委員會資深訓練員Tracy Raymond和Domenic Vircillo，在2005年11月為我們的職員提供調查及調解深造課程，並與委員會職員交換有關解決糾紛意見。

在2004/05年度，委員會接待了更多的內地及各國訪客，包括沙地阿拉伯國際人權組織執政委員會成員Lubna A. Al-Ansary博士。內地的訪客對委員會在香港執行的反歧視條例深感興趣，並希望以之作為參考幫助他們當地的弱勢社群。

General Activities

Our efforts to maintain liaison with our counterparts around the world provides us with benchmarks against which we can measure our own expertise and development. In November 2005, we welcomed Ms Tracey Raymond and Mr. Domenic Vircillo, both seasoned trainers from the Australian Human Rights and Equal Opportunity Commission, who provided advanced courses for EOC staff on investigation and conciliation, as well as exchanging views on dispute resolution.

In 2004/05, we welcomed a growing number of visitors from mainland China and around the world, including Dr. Lubna A. Al-Ansary, Member of Executive Council of Saudi Arabia National Society of Human Rights. Our visitors from across the border have shown keen interest in our work of implementing anti-discrimination legislation in Hong Kong, in their efforts to assist the disadvantaged groups in their own communities.





認識平等機會 Understanding Equal Opportunities

「香港友待家庭的僱傭政策及措施」研究

多項研究顯示，工作與家庭並非兩個獨立範疇，而是互賴並存、難以定界的。近年來，世界各地以至香港都越來越關注勞動人口的工作與生活平衡，要求營造「友待家庭」環境的訴求亦日漸增加。

不少機構理解到個人生活與工作平衡的重要性，因而推行了友待家庭政策，幫助員工平衡工作與家庭的角色。許多婦女認為，家庭崗位是晉升的一大障礙，因此友待家庭政策對在職母親更為重要，有助她們既要照顧家人，又要顧及工作。根據外國一些僱主的經驗，友待家庭政策可使僱員在負起家庭責任的同時，亦能維持工作效率。要確保有家庭崗位的人士在僱傭範疇內享有平等機會，及考慮到未來社會需要，我們有必要了解友待家庭政策如何推行，和是否適用於香港。同樣重要的，是了解僱主及僱員對這些政策的認識。

因此，委員會計劃進行意見調查，希望對友待家庭政策在香港的需求、認知、普及程度和其好處有更多了解。

Survey of Family-friendly Employment Policies and Practices in Hong Kong

Researchers have long recognized that work and family are not separate spheres, but are interdependent domains with permeable boundaries. In the past few years, there have been growing concerns over the lack of work-life balance among the working population and calls for a more family friendly environment have increased both around the world and in Hong Kong.

A number of organizations, aware of the importance of a healthy work-life balance, have now introduced Family-friendly Policies, or FFPs, which have been designed to help employees to balance work and family roles. As many working women consider family responsibilities to be one of the barriers to their further career advancement, FFPs therefore, are particularly important to women with children because they allow women to balance their personal caring and work duties. According to the experience of employers in a number of countries overseas, FFPs enable employees to work productively while also meeting their family responsibilities. To ensure equal opportunity treatment in employment for individuals with family responsibilities and to plan for the future, it is important to understand how FFPs will work, and whether they are a practical option for Hong Kong. Just as importantly it is crucial to find out how employers and employees in Hong Kong will perceive these programmes.

The EOC is therefore planning to conduct a survey to gain a better understanding on the needs, awareness, prevalence and benefits of FFPs in Hong Kong.

培訓及顧問服務

Training and Consultancy

近年，社會對企業的期望逐漸改變，消費者除要求商界以公平開放的方式經營外，更期望他們提供平等的就業機會，並採用公正的管理模式。為提升服務質素，政府部門、公營機構及商界均致力在機構內提高反歧視意識和推行良好措施。為此他們需要掌握處理歧視問題的技巧和程序，毋怪乎對於培訓及顧問服務組來說，這又是忙碌的一年。

我們的培訓及發展計劃已在上年度擴展至政府和教育界，當中包括專為教師及市民大眾而編寫的資料套。在2004/05年度，我們再接再勵，加強這方面的工作。參加者對培訓課程的回應均十分正面，認為「度身訂造」的工作坊對他們大有幫助。各界對我們的服務需求殷切，可見平等機會概念正逐漸為商界所認識及重視。自2001年培訓組成立以來，我們為超過35,000位商家、人力資源從業員、法律界及其他界別的專業人士，舉辦了超過600個講座、簡介會及工作坊。

持續培訓課程及顧問服務

為私營機構舉辦的平等機會工作坊

為配合香港商界對本港反歧視法例的培訓及資料需求，我們在本年度內舉辦了兩項定期計劃，期間共637人完成了36節課程。參加者主要是人力資源從業員、從事平等機會工作的人士和管理人員。這些課程令中小型企業對處理涉及三條反歧視條例的問題有更深入的認識。

Social expectations have changed in recent years – knowledgeable consumers are increasingly demanding businesses to operate in a fair and open manner, providing equal employment opportunities as well as fair and equitable management practices. In delivering a better service to stakeholders, government institutions, public bodies and businesses have been keen to raise awareness of discrimination and best practice within their organizations, while also seeking the skills and procedures to deal with such problems, should they arise. It was another busy year for our Training and Consultancy Unit.

In 2003/04, our training and development programmes broadened into government and education with special learning packages for teachers as well as the general community. This trend not only continued but strengthened in 2004/05. We have received positive feedback from our trainees – who acknowledged the benefits of our “tailored” programmes, and increasing demand for our services shows that we are able to achieve progress in generating awareness and understanding of equal opportunity concepts in the workplace. Since the establishment of our training unit in 2001, we have completed over 600 talks, presentations and workshops for more than 35,000 business, human resource, legal and other professionals.

Ongoing Activities

Equal Opportunity Workshops for the Private Sector

In meeting needs identified in the employment sector for training and information on Hong Kong's anti-discrimination legislation, we completed two calendar programmes,

培訓及顧問服務 Training and Consultancy

我們今年增設了一項新課程——「人力資源管理問題」，令定期計劃的內容更為豐富。課程探討管理員工的問題，亦論及殘疾歧視條例下處理病假申請的有效對策。

「度身訂造」的培訓課程

我們為機構「度身訂造」的培訓課程越來越受到歡迎，這些課程除配合個別機構的需求外，更幫助他們制定平等機會政策及程序。本年度完成的課程較去年超逾兩倍，廣受用家好評。在2004/05年度，我們共為15,472人提供了239節課程，與去年比較參加人數多了151%，課程次數增加了109%。

為本港的專業人士提供培訓

我們繼續為本港個別專業界別提供培訓。承接2003/04年的發展計劃，委員會本年度繼續把重點放在保險業，集中為業內人士提供培訓。在2004/05年度，超過1,750位保險中介人參與了委員會提供的持續專業發展課程。

consisting of 36 sessions for 637 participants, during the financial year. Aimed particularly at Hong Kong's human resource professionals, equal opportunity practitioners and managers, many medium and small business are now better equipped to comply with the SDO, DDO and FSDO.

Broadening the scope of these programmes, we introduced a new course during the year. *Issues in Human Resources Management* explores various staff management issues, dealing with the subject of sick leave under the Disability Discrimination Ordinance and effective strategies to tackle it.

Tailor Made Training Programmes

Our tailor made training programmes continue to increase in popularity as they not only meet the equal opportunity needs of individual organizations, but also help those particular organizations develop their own EO policies and procedures. In view of the many positive comments received from clients, our work in this area more than doubled during the year. In 2004/05, we completed 239 training sessions for 15,472 people, representing a growth of 109% and 151% respectively, as compared to the previous year.

Training Hong Kong's Professionals

We also continue to provide training for specific professional groups across Hong Kong. In line with our activities in 2003/04 as well as our ongoing focus on the insurance industry, much of our work in this area during the year centred primarily on insurance intermediaries during the year. In 2004/05, we delivered Continuing Professional Development (CPD) courses to over 1,750 insurance intermediaries.



為非政府組織舉辦的平等機會工作坊

去年委員會與香港社會服務聯會合辦的訓練計劃非常成功，今年再度合作，於2004年10月及11月為非政府機構工作人員提供培訓工作坊，共有86名代表參加。

為教師及公務員而設的平等機會培訓課程

隨著互聯網的普及，委員會加速發展網上的互動教學。網上學習有很多優點，形式互動、按個人的學習進度及時間完成課程，成本亦比傳統課堂學習為低。因此，2004年6月，我們與教育統籌局推出了《平等機會——由學校開始》網上課程，為中小學教師提供有關殘疾歧視條例的網上自學培訓。凡完成合共三個單元課程的教師，即獲認可為完成持續專業發展的4小時培訓。

委員會又與公務員培訓處合作，製作了「共享多元文化」公務員網上自學教材套。為配合社會發展，資料套包含了平等機會價值、性別觀點主流化和尊重多元文化等元素。

Equal Opportunity Workshops for NGOs

In view of the success of our development programmes organized in conjunction with the Hong Kong Council of Social Service for NGOs last year, we joined hands once again with the Council to deliver training programmes for the management and staff of NGOs. These workshops, which were attended by a total of 86 NGO representatives, took place throughout October and November 2004.

EO Training and Learning for Teachers and Civil Servants

With widespread access to the Internet, we are placing an increasing focus on interactive and web-based teaching and learning. The advantages of e-learning programmes are multifold – learning is interactive, yet teachers can proceed at their own pace, place and time. The cost of delivery is also low compared to traditional classroom teaching methods. In June 2004, we launched our *E-learning Package for Teachers on Equal Opportunities in Education* in partnership with the Education and Manpower Branch. The package provides a self paced web-based training programme for primary and secondary school teachers in relation to the DDO. Teachers who successfully complete the three modules also receive a credit of four hours towards their Continuing Professional Development.

Working with the Civil Service Training and Development Institute, a self-learning kit for civil servants on *Valuing Diversity* is being developed. Reflecting developments in the general community in Hong Kong, the packages within the kit are being designed to include equal opportunity values, gender mainstreaming issues and respect for diversity. Produced in conjunction with the Home Affairs Bureau and the Women's Commission, the training kit will be completed in 2005.



這個與民政事務局和婦女事務委員會一起合作的計劃，已於2005年完成。

為外籍勞工舉辦的性騷擾研討會

委員會在2004/05年度透過明愛社區發展服務，為200名外籍勞工舉辦了有關性騷擾的研討會。由於前一年反應熱烈，我們於2004年11月及12月為來自印尼、泰國和菲律賓的勞工舉辦了三個同類型的研討會。

繼前年印尼領事館的參與後，泰國領事館與菲律賓領事館的代表亦在04/05年度出席研討會，解釋領事館所提供的服務和支援。研討會約有200人參加，與會者原先對平等機會法例賦予的保障並不熟悉，故研討會提供的資料對她們大為有用。

Sexual Harassment Seminars for Migrant Workers

In 2004/05, about 200 migrant workers attended a number of seminars held in conjunction with the Caritas Community Development Service on sexual harassment. In view of the success of seminars held the year before, three further seminars on the subject were organized for Hong Kong's Indonesian, Thai and Filipino workers in November and December 2004.

Following the lead of the Indonesian Consulate last year, representatives from the Royal Thai Consulate and Philippine Consulate in Hong Kong were also present at the seminars for Thai and Filipino workers, to explain their services and the consulate support available to workers. As participants are generally unfamiliar with the issues and as many of them are unaware of their rights under the equal opportunity laws in Hong Kong, they found the information provided to be very useful. Around 200 participants attended the seminars.

Sexual Harassment Awareness Training for University Students

In view of the Forum on Preventing Sexual Harassment in Universities held in August 2004, a number of recommendations were made by participants, including a call for collaboration with the EOC to carry out more publicity and education initiatives against sexual harassment.

As a result, we held seven workshops and seminars on *Sexual Harassment Awareness Training for Student Leaders* at the request of four universities (Chinese University of

為大學生而設的性騷擾認知培訓課程

委員會在2004年8月舉行了「防止性騷擾—大學論壇」，得到不少參加者寶貴的建議，更獲邀合辦防止性騷擾的宣傳及教育工作。

因此，在2005年6月至8月期間，我們應四所大學(香港中文大學、香港城市大學、香港理工大學及嶺南大學)的邀請，提供了合共7場的性騷擾認知培訓工作坊及研討會，共有超過330位學生領袖參加。他們對課程的回應非常正面，認為內容十分切合他們所關注的事項。

Hong Kong, City University of Hong Kong, Hong Kong Polytechnic University and Lingnan University), which more than 330 student leaders attended from June to August 2005. Participants' feedback was very positive, and students felt the contents used were relevant to the issues they were concerned about.

財務報告 Financial Statements

平等機會委員會 截至二零零五年三月三十一日止財政年度的帳目報告

核數師報告書

致： 平等機會委員會委員

(委員會是依據《性別歧視條例》於香港成立)

本核數師已完成審核第62至第85頁之帳目，該等帳目乃按照香港普遍採納之會計原則編製。

委員會及核數師各自之責任

委員會有責任編製真實兼公平之帳目。在編製該等真實兼公平之帳目時，必須採用適當之會計政策，並且貫徹應用該等會計政策。

本核數師之責任是根據審核之結果，對該等帳目作出獨立意見，並按照我們已同意的聘約條款的規定，僅向整體委員會報告。除此以外，我們的報告書不可用作其他用途。我們概不就本報告書的內容，對任何其他人士負責或承擔法律責任。

意見之基礎

本核數師已按照香港會計師公會所頒佈之核數準則進行審核工作。審核範圍包括以抽樣方式查核與帳目所載數額及披露事項有關之憑證，亦包括評審委員會於編製帳目時所作之重大估計和判斷，所採用之會計政策是否適合委員會之具體情況，及有否貫徹應用並足夠披露該等會計政策。

本核數師在策劃和進行審核工作時，均以取得所有本核數師認為必需之資料及解釋為目標，以便獲得充分憑證，就該等帳目是否存有重大錯誤陳述，作出合理之確定。在作出意見時，本核數師亦已評估該等帳目所載之資料在整體上是否足夠。本核數師相信我們之審核工作已為下列意見提供合理之基礎。

意見

本核數師認為，上述之帳目足以真實兼公平地顯示委員會於二零零五年三月三十一日結算時之財務狀況，及截至該日止財政年度之業績及現金流量。

羅兵咸永道會計師事務所
香港執業會計師

香港，二零零五年十一月七日

Equal Opportunities Commission Statement of Accounts for the Year Ended 31st March 2005

AUDITORS' REPORT TO THE COMMISSION MEMBERS OF THE EQUAL OPPORTUNITIES COMMISSION

(established in Hong Kong pursuant to the Sex Discrimination Ordinance)

We have audited the accounts on pages 62 to 85 which have been prepared in accordance with accounting principles generally accepted in Hong Kong.

Respective responsibilities of Commission and auditors

The Commission is responsible for the preparation of accounts which give a true and fair view. In preparing accounts which give a true and fair view it is fundamental that appropriate accounting policies are selected and applied consistently.

It is our responsibility to form an independent opinion, based on our audit, on those accounts and to report our opinion solely to you, as a body, in accordance with our agreed terms of engagement, and for no other purpose. We do not assume responsibility towards or accept liability to any other person for the contents of this report.

Basis of opinion

We conducted our audit in accordance with Statements of Auditing Standards issued by the Hong Kong Institute of Certified Public Accountants. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the accounts. It also includes an assessment of the significant estimates and judgements made by the Commission in the preparation of the accounts, and of whether the accounting policies are appropriate to the circumstances of the Commission, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance as to whether the accounts are free from material misstatement. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the accounts. We believe that our audit provides a reasonable basis for our opinion.

Opinion

In our opinion the accounts give a true and fair view of the state of affairs of the Commission as at 31st March 2005 and of its results and cash flows for the year then ended.

PricewaterhouseCoopers
Certified Public Accountants

Hong Kong, 7th November 2005

財務報告

Financial Statements

收支結算表

截至二零零五年三月三十一日止財政年度

	附註	2005 港幣	2004 港幣
收入及收益			
政府補助		71,926,715	78,074,380
法律訴訟費用的補償		126,000	-
利息收入		344,496	233,758
雜項收入		984,777	560,917
		<u>73,381,988</u>	<u>78,869,055</u>
支出			
職員薪酬		35,825,977	40,450,045
職員約滿酬金、其他福利及津貼		14,272,116	14,843,427
未使用年假的準備之(減少)/增長		(161,411)	223,108
法律費用		674,254	820,893
宣傳及公眾教育支出		2,771,155	3,987,955
經費來自資本補助基金的宣傳及公眾教育支出	8	(51,285)	(218,414)
研究計劃及教材資料套		3,488	346,055
租金及差餉		5,316,163	5,447,527
傢俬及設備折舊		343,852	3,238,886
經費來自資本補助基金的傢俬及設備	8	-	(2,370,000)
外訪、會議及職員培訓		346,411	254,522
其他經營費用		2,207,083	2,596,879
		<u>61,547,803</u>	<u>69,620,883</u>
財政年度盈餘	3	11,834,185	9,248,172
由一般儲備撥入	7	-	1,324,190
轉至儲備	7	(8,865,874)	-
轉至應付政府的補助盈餘帳	11	(2,968,311)	(10,572,362)
盈餘結轉		<u>-</u>	<u>-</u>

Statement of Income and Expenditure for the Year Ended 31st March 2005

	Note	2005 HK\$	2004 HK\$
INCOME AND REVENUE			
Government subventions		71,926,715	78,074,380
Reimbursement of costs from legal litigation		126,000	-
Interest income		344,496	233,758
Sundry income		984,777	560,917
		<u>73,381,988</u>	<u>78,869,055</u>
EXPENDITURE			
Staff salaries		35,825,977	40,450,045
Staff gratuity, other benefits and allowances		14,272,116	14,843,427
(Decrease)/increase in provision for unutilised annual leave		(161,411)	223,108
Legal fees		674,254	820,893
Publicity and public education expenses		2,771,155	3,987,955
Publicity and public education expenses financed by capital subvention fund	8	(51,285)	(218,414)
Research projects and training modules		3,488	346,055
Rent and rates		5,316,163	5,447,527
Furniture and equipment depreciation		343,852	3,238,886
Furniture and equipment financed by capital subvention fund	8	-	(2,370,000)
Overseas visits, conferences and staff training		346,411	254,522
Other operating expenses		2,207,083	2,596,879
		<u>61,547,803</u>	<u>69,620,883</u>
Surplus for the Year	3	11,834,185	9,248,172
Transfer from general reserve	7	-	1,324,190
Transfer to reserve	7	(8,865,874)	-
Transfer to subvention surplus account payable to Government	11	(2,968,311)	(10,572,362)
Surplus carried forward		<u>-</u>	<u>-</u>

財務報告

Financial Statements

資產負債表

二零零五年三月三十一日

	附註	2005 港幣	2004 港幣
非流動資產			
固定資產	4	6	6
應收政府的約滿酬金補助	5	3,398,284	5,601,359
		<u>3,398,290</u>	<u>5,601,365</u>
流動資產			
應收政府的未使用年假補助		1,723,173	1,884,584
其他應收帳款、按金及預付款項		665,139	633,882
銀行結存及現金		46,209,439	27,736,800
		<u>48,597,751</u>	<u>30,255,266</u>
流動負債			
應付帳項、準備及應計費用	6	2,279,616	3,875,389
職員約滿酬金的準備	9(b)	11,195,500	1,240,196
未使用年假的準備		1,723,173	1,884,584
預收政府補助	10	2,080,835	745,035
應付政府的補助盈餘帳	11	13,540,673	10,572,362
		<u>30,819,797</u>	<u>18,317,566</u>
淨流動資產			
		<u>17,777,954</u>	<u>11,937,700</u>
亦即:			
儲備	7	18,750,000	9,884,126
盈餘及虧損帳		-	-
		<u>18,750,000</u>	<u>9,884,126</u>
長期服務金及遣散費的準備	9(a)	163,669	166,080
職員約滿酬金的準備	9(b)	2,036,615	7,211,614
資本補助基金	8	225,960	277,245
		<u>21,176,244</u>	<u>17,539,065</u>

鄧爾邦先生
委員會主席

蔡惠琴女士
行政及財務專責小組召集人

鄧伊珊小姐
會計師

Statement of Assets and Liabilities as at 31st March 2005

	Note	2005 HK\$	2004 HK\$
NON CURRENT ASSETS			
Fixed assets	4	6	6
Gratuity subvention receivable from Government	5	3,398,284	5,601,359
		<u>3,398,290</u>	<u>5,601,365</u>
CURRENT ASSETS			
Unutilised annual leave subvention receivable from Government		1,723,173	1,884,584
Other receivables, deposits and prepayments		665,139	633,882
Bank balances and cash		46,209,439	27,736,800
		<u>48,597,751</u>	<u>30,255,266</u>
CURRENT LIABILITIES			
Accounts payable, provisions and accruals	6	2,279,616	3,875,389
Provision for staff gratuity	9(b)	11,195,500	1,240,196
Provision for unutilised annual leave		1,723,173	1,884,584
Government subvention received in advance	10	2,080,835	745,035
Subvention surplus account payable to Government	11	13,540,673	10,572,362
		<u>30,819,797</u>	<u>18,317,566</u>
NET CURRENT ASSETS			
		<u>17,777,954</u>	<u>11,937,700</u>
RESERVES SURPLUS AND DEFICIT ACCOUNT			
Represented by:			
RESERVES	7	18,750,000	9,884,126
		-	-
		<u>18,750,000</u>	<u>9,884,126</u>
Provision for long service and severance payment	9(a)	163,669	166,080
Provision for staff gratuity	9(b)	2,036,615	7,211,614
Capital subvention fund	8	225,960	277,245
		<u>21,176,244</u>	<u>17,539,065</u>

Mr. Raymond TANG Yee-bong
Chairperson of the Commission

Ms. Virginia CHOI Wai-kam
Convener of the Administration
and Finance Committee

Miss Kerrie TENG
Accountant

財務報告

Financial Statements

資金變動表

截至二零零五年三月三十一日止財政年度

Statement of Changes in Funds for the Year Ended 31st March 2005

	收支結算表 港幣	儲備 港幣 (註 7)	資本 補助基金 港幣 (註 8)	總數 港幣
於2003年4月1日	-	11,208,316	2,865,659	14,073,975
重新分類	-	-	(2,865,659)	(2,865,659)
財政年度盈餘	9,248,172	-	-	9,248,172
由一般儲備撥入	1,324,190	(1,324,190)	-	-
轉至應付政府的補助盈餘帳	(10,572,362)	-	-	(10,572,362)
於2004年3月31日	-	9,884,126	-	9,884,126
財政年度盈餘	11,834,185	-	-	11,834,185
由收支結算表撥入	(8,865,874)	8,865,874	-	-
轉至應付政府的補助盈餘帳	(2,968,311)	-	-	(2,968,311)
於2005年3月31日	-	18,750,000	-	18,750,000

	Statement of income and expenditure HK\$	Reserves HK\$ (Note 7)	Capital subvention fund HK\$ (Note 8)	Total HK\$
At 1st April 2003	-	11,208,316	2,865,659	14,073,975
Reclassified	-	-	(2,865,659)	(2,865,659)
Surplus for the year	9,248,172	-	-	9,248,172
Transfer from general reserve	1,324,190	(1,324,190)	-	-
Transfer to subvention surplus account payable to Government	(10,572,362)	-	-	(10,572,362)
At 31st March 2004	-	9,884,126	-	9,884,126
Surplus for the year	11,834,185	-	-	11,834,185
Transfer from statement of income and expenditure	(8,865,874)	8,865,874	-	-
Transfer to subvention surplus account payable to Government	(2,968,311)	-	-	(2,968,311)
At 31st March 2005	-	18,750,000	-	18,750,000

財務報告

Financial Statements

現金流動表

截至二零零五年三月三十一日止財政年度

	附註	2005 港幣	2004 港幣
營運活動現金流入淨額	13(a)	18,471,995	7,651,241
投資活動			
已收利息		344,496	233,758
購置固定資產		(343,852)	(1,066,444)
投資活動現金流入/(流出)淨額		644	(832,686)
融資前之現金流入淨額		18,472,639	6,818,555
融資活動			
政府資本補助	13(b)	-	-
融資活動現金流入淨額		-	-
現金及現金等值之增加 年初之現金及現金等值		18,472,639 27,736,800	6,818,555 20,918,245
年末之現金及現金等值		46,209,439	27,736,800
現金及現金等值結存分析:			
銀行結存及現金		46,209,439	27,736,800

Cash Flow Statement for the Year Ended 31st March 2005

	Note	2005 HK\$	2004 HK\$
Net cash inflow from operating activities	13(a)	18,471,995	7,651,241
Investing activities			
Interest received		344,496	233,758
Purchase of fixed assets		(343,852)	(1,066,444)
Net cash inflow/(outflow) from investing activities		644	(832,686)
Net cash inflow before financing		18,472,639	6,818,555
Financing activities			
Government capital subvention	13(b)	-	-
Net cash inflow from financing activities		-	-
Increase in cash and cash equivalents		18,472,639	6,818,555
Cash and cash equivalents at the beginning of year		27,736,800	20,918,245
Cash and cash equivalents at the end of year		46,209,439	27,736,800
Analysis of balances of cash and cash equivalents:			
Bank balances and cash		46,209,439	27,736,800

1. 法律地位

平等機會委員會(「委員會」)是一個法定機構，於1996年成立，負責執行《性別歧視條例》、《殘疾歧視條例》及《家庭崗位歧視條例》。委員會致力消除基於性別、婚姻狀況、懷孕、殘疾及家庭崗位而產生的歧視。此外，委員會亦致力消除性騷擾及基於殘疾的騷擾及中傷行為，促進男女之間、傷健之間及不同家庭崗位人士之間的平等機會。

委員會是政府補助機構，可根據《稅務條例》(香港法例第112章)豁免繳交稅務局之一切徵稅。

2. 主要會計政策

擬定帳目所採用的主要會計政策列明如下：

(a) 擬備帳目基礎

帳目是採用原值成本慣例，按照香港普遍採納之會計原則及香港會計師公會所頒佈之會計準則擬定。

香港會計師公會新近頒佈了多項新定及經修訂的《香港財務報告準則》和《香港會計準則》(「新香港財務報告準則」)。這些準則在由二零零五年一月一日或以後開始的會計期間生效。委員會並沒有就截至二零零五年三月三十一日止年度帳目提早採用這些新香港財務報告準則。委員會已開始評估新香港財務報告準則的影響，但現階段仍未適宜說明這些準則會對委員會的經營業績和財務狀況構成重大的影響。

(b) 收益的確認

(i) 政府補助收入是以應計制確認。

與特定計劃有關的政府補助已包括在資本補助基金內，並在配合補助打算補償成本需要的期間遞延及在收支結算表上確認為收入。

與購置固定資產有關的政府補助已包括在資本補助基金內，並在配合有關資產的折舊費用時將收入記入收支結算表上。

(ii) 法律訴訟費用的補償是以確立收款的權利時確認。

(iii) 利息收入是根據未到期之本金以其適用的利率按時間比例記帳。

(iv) 雜項收入是以應計制確認。

(c) 固定資產

委員會是非牟利機構，可豁免遵守香港會計師公會所頒佈之會計實務準則第17條「物業、機器及設備」的規定。

固定資產乃按成本值減累積撥帳額入帳。

每個固定資產的類目均以港幣一元的帳面值入帳。所有固定資產購置的成本，已於購置年度在收支結算表中撇帳。

1. Legal status

The Equal Opportunities Commission (the "Commission") is a statutory body set up in 1996 to implement the Sex Discrimination Ordinance, the Disability Discrimination Ordinance and the Family Status Discrimination Ordinance. The Commission works towards the elimination of discrimination on the grounds of sex, marital status, pregnancy, disability and family status. The Commission also aims to eliminate sexual harassment and harassment and vilification on the grounds of disability and promote equality of opportunities between men and women, between persons with and without a disability and irrespective of family status.

The Commission is a government subvented body exempted from payment of all taxes administered by the Inland Revenue Department by virtue of the Inland Revenue Ordinance (Chapter 112).

2. Principal accounting policies

The principal accounting policies adopted in the preparation of these accounts are set out below:

(a) Basis of preparation

The accounts have been prepared under the historical cost convention and in accordance with accounting principles generally accepted in Hong Kong and comply with accounting standards issued by the Hong Kong Institute of Certified Public Accountants ("HKICPA").

The HKICPA has recently issued a number of new and revised Hong Kong Financial Reporting Standards and Hong Kong Accounting Standards ("new HKFRSs") which are effective for accounting periods beginning on or after 1st January 2005. The Commission has not early adopted these new HKFRSs in the accounts for the year ended 31st March 2005. The Commission has already commenced an assessment of the impact of these new HKFRSs but is not yet in a position to state whether these new HKFRSs would have a significant impact on its results of operations and financial position.

(b) Revenue recognition

(i) Income from government subvention is recognised on an accruals basis.

Government subventions relating to specific projects are included in the capital subvention fund and are deferred and recognised as income in the statement of income and expenditure over the period necessary to match them with the costs they are intended to compensate.

Government subventions relating to the purchase of fixed assets are included in the capital subvention fund and are credited to the statement of income and expenditure as income to match with the depreciation charge of the related assets.

(ii) Reimbursement of costs from legal litigation is recognised when the right to receive payment is established.

(iii) Interest income is recognised on a time proportion basis, taking into account the principal amounts outstanding and the interest rates applicable.

(iv) Sundry income is recognised on an accruals basis.

(c) Fixed assets

The Commission, as a non-profit making organization, is exempt from compliance with Statement of Standard Accounting Practice ("SSAP") No. 17 "Property, plant and equipment" issued by the Hong Kong Institute of Certified Public Accountants.

Fixed assets are stated at cost less accumulated amounts written off.

Each category of fixed assets is stated at a nominal value of HK\$1. The cost of all additions is written off in the year of acquisition to the statement of income and expenditure.

2. 主要會計政策(續)

- (d) **營業租約**
資產擁有權之全部得益及風險實質地由出租公司保留之租約，皆作為營業租約入帳。營業租約的付款在扣除出租公司給予的獎勵金後，以直線法按租約期在收支結算表中支銷。
- (e) **外幣換算**
外幣交易按交易日之兌換率折算。於結算日以外幣顯示之貨幣資產及負債均按結算日之匯率換算。所有匯兌盈虧，均已計入收支結算表內。
- (f) **準備**
準備是在委員會因過往事項而持有法定或推定債務，而資源可能需要流出以償付這些債務，以及能夠可靠地估計數額時予以確認。若委員會預期會得到準備的補償，當補償是完全肯定時，補償才確認為另一項資產，並以有關準備的金額為限。
- (g) **僱員福利**
- (i) **僱員假期享有權**
僱員應享有的年假及長期服務假期於確立時確認。因僱員已提供服務而產生的年假及長期服務假期在結算日已撥出準備。

僱員應享有的病假、分娩假及陪產假於放假時才確認。
- (ii) **退休金責任**
委員會已在香港成立一個強制性公積金計劃(「計劃」)。該計劃之資產分開存放於信託人管理之基金內。委員會和僱員雙方均須按相等於有關入息的5%供款，以每人每月1千元為限。委員會向計劃作出的供款，於產生時列作支出。

3. 財政年度盈餘

	2005 港幣	2004 港幣
年內盈餘已扣除下列項目：		
固定資產之撇銷		
- 經費來自政府資本補助	-	197,558
- 經費來自其他政府補助	343,852	868,886
營業租約 - 土地及樓宇	5,316,163	5,447,527
核數師酬金	27,320	25,560
	<u> </u>	<u> </u>

2. Principal accounting policies (continued)

- (d) **Operating leases**
Leases where substantially all the risks and rewards of ownership of assets remain with the leasing company are accounted for as operating leases. Payments made under operating leases net of any incentives received from the leasing company are charged to the statement of income and expenditure on a straight-line basis over the lease period.
- (e) **Translation of foreign currencies**
Transactions in foreign currencies are translated at exchange rates ruling at the transaction dates. Monetary assets and liabilities expressed in foreign currencies at the balance sheet date are translated at rates of exchange ruling at the balance sheet date. All exchange differences are dealt with in the statement of income and expenditure.
- (f) **Provisions**
Provisions are recognised when the Commission has a present legal or constructive obligation where as a result of past events, it is probable that an outflow of resources will be required to settle the obligation, and a reliable estimate of the amount can be made. Where the Commission expects a provision to be reimbursed, the reimbursement is recognised as a separate asset, to the extent of the amount of the related provision, but only when the reimbursement is virtually certain.
- (g) **Employee benefits**
- (i) **Employee leave entitlements**
Employee entitlements to annual leave and long service leave are recognised when they accrue to employees. A provision is made for the estimated liability for annual leave and long service leave as a result of services rendered by employees up to the balance sheet date.

Employee entitlements to sick leave and maternity or paternity leave are not recognised until the time of leave.
- (ii) **Pension obligations**
The Commission has established a mandatory provident fund scheme ("MPF scheme") in Hong Kong. The assets of the MPF scheme are held in separate trustee-administered funds. Both the Commission and the employees are required to contribute 5% of the employees' relevant income, subject to a maximum of HK\$1,000 per employee per month. The Commission's contributions to the MPF scheme are expensed as incurred.

3. Surplus for the year

	2005 HK\$	2004 HK\$
Surplus for the year is stated after charging the following:		
Fixed assets written off		
- financed by government capital subventions	-	197,558
- financed by other government subventions	343,852	868,886
Operating leases - land and buildings	5,316,163	5,447,527
Auditors' remuneration	27,320	25,560
	<u> </u>	<u> </u>

4. 固定資產

	租賃 物業裝修 港幣	固定裝置 及裝修 港幣	辦公室 傢俬 及設備 港幣	汽車 港幣	電腦器材 港幣	即時傳譯 及 擴音系統 港幣	總數 港幣
成本							
於2004年4月1日	645,649	5,543,399	3,127,548	726,698	3,900,760	394,724	14,338,778
年內增置	-	8,009	200,208	-	135,635	-	343,852
年內減少/撤銷	-	-	(113,344)	-	(114,196)	-	(227,540)
於2005年3月31日	645,649	5,551,408	3,214,412	726,698	3,922,199	394,724	14,455,090
撤銷之累計數目							
於2004年4月1日	645,648	5,543,398	3,127,547	726,697	3,900,759	394,723	14,338,772
年內撤銷	-	8,009	200,208	-	135,635	-	343,852
年內減少/撤銷	-	-	(113,344)	-	(114,196)	-	(227,540)
於2005年3月31日	645,648	5,551,407	3,214,411	726,697	3,922,198	394,723	14,455,084
帳面淨值							
於2005年3月31日	1	1	1	1	1	1	6
於2004年3月31日	1	1	1	1	1	1	6

5. 應收政府的約滿酬金補助

	2005 港幣	2004 港幣
於4月1日	5,601,359	5,959,344
撥出約滿酬金準備	7,200,925	6,826,015
已收政府約滿酬金補助	(9,404,000)	(7,184,000)
於3月31日	3,398,284	5,601,359

這代表香港特別行政區政府將會補償予委員會職員約滿酬金方面的資金。

4. Fixed assets

	Leasehold improvements HK\$	Fixtures and fittings HK\$	Office furniture and equipment HK\$	Motor vehicles HK\$	Computer equipment HK\$	Simultaneous interpretation and public address equipment HK\$	Total HK\$
Cost							
At 1st April 2004	645,649	5,543,399	3,127,548	726,698	3,900,760	394,724	14,338,778
Additions	-	8,009	200,208	-	135,635	-	343,852
Disposals/written off	-	-	(113,344)	-	(114,196)	-	(227,540)
At 31st March 2005	645,649	5,551,408	3,214,412	726,698	3,922,199	394,724	14,455,090
Accumulated amounts written off							
At 1st April 2004	645,648	5,543,398	3,127,547	726,697	3,900,759	394,723	14,338,772
Written off for the year	-	8,009	200,208	-	135,635	-	343,852
Disposals/written off	-	-	(113,344)	-	(114,196)	-	(227,540)
At 31st March 2005	645,648	5,551,407	3,214,411	726,697	3,922,198	394,723	14,455,084
Net book value							
At 31st March 2005	1	1	1	1	1	1	6
At 31st March 2004	1	1	1	1	1	1	6

5. Gratuity subvention receivable from Government

	2005 HK\$	2004 HK\$
At 1st April	5,601,359	5,959,344
Provision made for staff gratuity	7,200,925	6,826,015
Gratuity subvention received from Government	(9,404,000)	(7,184,000)
At 31st March	3,398,284	5,601,359

This represents funds to be reimbursed by the Government in respect of gratuity payments to staff of the Commission.

6. 應付帳項、準備及應計費用

應付帳項、準備及應計費用已包括以下準備的變動：

法律費用的準備

	2005 港幣	2004 港幣
於4月1日	1,430,700	2,825,478
撥出準備	674,254	820,893
財政年度已支付之金額	(872,573)	(2,215,671)
於3月31日	<u>1,232,381</u>	<u>1,430,700</u>

法律費用的準備是因應由委員會提出或向委員會提出的法律訴訟所涉及的法律開支而設立，其使用的時間及金額將取決於個別法律訴訟的進展。

7. 儲備

	基本 設施儲備 港幣	法律 訴訟儲備 港幣	一般儲備 港幣	儲備 港幣	總數 港幣
於2003年3月31日及2003年4月1日 撥入收支結算表	886,266	2,544,045	7,778,005	-	11,208,316
	-	-	(1,324,190)	-	(1,324,190)
	<u>886,266</u>	<u>2,544,045</u>	<u>6,453,815</u>	<u>-</u>	<u>9,884,126</u>
於2004年3月31日 由基本設施、法律訴訟及一般儲備轉至儲備	(886,266)	(2,544,045)	(6,453,815)	9,884,126	-
由收支結算表撥入	-	-	-	8,865,874	8,865,874
於2005年3月31日	<u>-</u>	<u>-</u>	<u>-</u>	<u>18,750,000</u>	<u>18,750,000</u>

政府取代以往批准委員會將收支結算表內一定金額的盈餘撥入各類儲備的做法，於本財政年度，已准許委員會維持儲備餘額，並以委員會每年經常性資助的25%為上限。因此，委員會已設立新的儲備帳，並將基本設施儲備、法律訴訟儲備及一般儲備的餘額轉至這個新的儲備帳。這個新的儲備可作一般用途，委員會有權自行運用上限內的儲備。

在過往年度，基本設施儲備可作電腦系統改善、辦公室翻新、辦公室保安改善及其他資本開支之用。法律訴訟儲備可作為給予根據反歧視條例提出起訴的人士的法律援助或向委員會提出的法律訴訟所涉及的法律費之用。一般儲備是由收支結算表撥入，以作一般用途。

Notes to the Accounts

6. Accounts payable, provisions and accruals

Movement of provisions included in accounts payable, provisions and accruals is as follows:

Provision for legal fees

	2005 HK\$	2004 HK\$
At 1st April	1,430,700	2,825,478
Provisions made	674,254	820,893
Amount paid during the year	(872,573)	(2,215,671)
At 31st March	<u>1,232,381</u>	<u>1,430,700</u>

Provision for legal fees is set up for legal expenses to be incurred in respect of litigation raised by or against the Commission. The timing and amount to be utilised will depend on the progress of the respective litigation.

7. Reserves

	Capital reserve HK\$	Legal litigation reserve HK\$	General reserve HK\$	Reserve HK\$	Total HK\$
At 31st March 2003 and at 1st April 2003	886,266	2,544,045	7,778,005	-	11,208,316
Transfer to the statement of income and expenditure	-	-	(1,324,190)	-	(1,324,190)
	<u>886,266</u>	<u>2,544,045</u>	<u>6,453,815</u>	<u>-</u>	<u>9,884,126</u>
At 31st March 2004	(886,266)	(2,544,045)	(6,453,815)	9,884,126	-
Transfer from capital, legal litigation and general reserves to reserve	-	-	-	8,865,874	8,865,874
Transfer from statement of income and expenditure	-	-	-	8,865,874	8,865,874
At 31st March 2005	<u>-</u>	<u>-</u>	<u>-</u>	<u>18,750,000</u>	<u>18,750,000</u>

During the year, instead of approving the transfer of certain amount of the surplus from statement of income and expenditure to various reserves, the Government has allowed the Commission to maintain reserve balance which is capped at 25% of the Commission's annual recurrent subvention. Accordingly, the Commission has set up a new reserve account and transferred the balances of capital reserve, legal litigation reserve and general reserve to this new reserve account. This new reserve is available for general use and can be spent at the discretion of the Commission within the reserve ceiling.

In previous years, the capital reserve was available for use in computer system enhancement, office refurbishment, improvement of office security and other capital expenditure. The legal litigation reserve was utilized for legal fees in respect of legal assistance granted to any person who institutes proceedings under the anti-discrimination ordinances or any litigation raised against the Commission. The general reserve was transferred from the statement of income and expenditure and was available for general use.

8. 資本補助基金

	為不同界別 製作的 教材資料 港幣	增加 辦公室的 設立成本 港幣	「同值同酬」 研究及 教育計劃 港幣	總數 港幣
於2003年3月31日及 2003年4月1日	440,000	2,370,000	55,659	2,865,659
轉至收支結算表作收入以配合：				
- 經費來自政府資本補助 的固定資產折舊	-	(197,558)	-	(197,558)
- 傢俬及設備的其他費用	-	(2,172,442)	-	(2,172,442)
- 宣傳及公眾教育支出	(218,414)	-	-	(218,414)
總數	(218,414)	(2,370,000)	-	(2,588,414)
於2004年3月31日	221,586	-	55,659	277,245
轉至收支結算表作收入以配合：				
- 經費來自政府資本補助 的固定資產折舊	-	-	-	-
- 傢俬及設備的其他費用	-	-	-	-
- 宣傳及公眾教育支出	(17,535)	-	(33,750)	(51,285)
總數	(17,535)	-	(33,750)	(51,285)
於2005年3月31日	204,051	-	21,909	225,960

資本補助基金指為特定計劃已收的非經常性政府資本補助但未使用的結餘，基金在配合有關成本時放行為收入並記入收支結算表上。

8. Capital subvention fund

	Sector targeted training materials HK\$	Setting up costs for additional office HK\$	Research and educational projects on equal pay for work of equal value HK\$	Total HK\$
At 31st March 2003 and 1st April 2003	440,000	2,370,000	55,659	2,865,659
Transfer to the statement of income and expenditure as income to match with:				
- Depreciation of fixed assets financed by government capital subventions	-	(197,558)	-	(197,558)
- Other charges for furniture and equipment	-	(2,172,442)	-	(2,172,442)
- Publicity and public education expenses	(218,414)	-	-	(218,414)
Total	(218,414)	(2,370,000)	-	(2,588,414)
At 31st March 2004	221,586	-	55,659	277,245
Transfer to the statement of income and expenditure as income to match with:				
- Depreciation of fixed assets financed by government capital subventions	-	-	-	-
- Other charges for furniture and equipment	-	-	-	-
- Publicity and public education expenses	(17,535)	-	(33,750)	(51,285)
Total	(17,535)	-	(33,750)	(51,285)
At 31st March 2005	204,051	-	21,909	225,960

The capital subvention fund represents the unutilised balance of non-recurrent government capital subvention received for special projects. The funds are released to the statement of income and expenditure as income to match the related costs.

9. 長期負債

(a) 長期服務金及遣散費的準備

	2005 港幣	2004 港幣
於4月1日	166,080	142,073
撥出準備	(2,411)	24,007
財政年度已支付之金額	-	-
於3月31日	<u>163,669</u>	<u>166,080</u>

(b) 職員約滿酬金的準備

	2005 港幣	2004 港幣
於4月1日	8,451,810	5,959,344
撥出準備	7,200,925	6,826,015
財政年度已支付之金額	(2,420,620)	(4,333,549)
於3月31日	<u>13,232,115</u>	<u>8,451,810</u>
減：包括在流動負債的一年內到期之金額	(11,195,500)	(1,240,196)
長期部份	<u>2,036,615</u>	<u>7,211,614</u>

職員約滿酬金的準備是因應將付予由受僱日期起計，於委員會完成三年合約之僱員的職員約滿酬金而設立。

10. 預收政府補助

預收的政府補助，是有關各項於年終後才提供的服務。

11. 應付政府的補助盈餘帳

這標題下的餘額指超出註7所述儲備上限的金額，此數額並需於下一個財政年度歸還政府，除非得到民政事務局局長，經諮詢財經事務及庫務局局長後的批准，或獲民政事務局局長，經諮詢財經事務及庫務局局長後提高儲備額上限。

在過往年度，這金額指仍未收到政府批准可保留在委員會儲備內的盈餘餘額。

9. Long term liabilities

(a) Provision for long service and severance payment

	2005 HK\$	2004 HK\$
At 1st April	166,080	142,073
Provisions made	(2,411)	24,007
Amount paid during the year	-	-
At 31st March	<u>163,669</u>	<u>166,080</u>

(b) Provision for staff gratuity

	2005 HK\$	2004 HK\$
At 1st April	8,451,810	5,959,344
Provisions made	7,200,925	6,826,015
Amount paid during the year	(2,420,620)	(4,333,549)
At 31st March	<u>13,232,115</u>	<u>8,451,810</u>
Less: amount due within one year included in current liabilities	(11,195,500)	(1,240,196)
Long term portion	<u>2,036,615</u>	<u>7,211,614</u>

Provision for staff gratuity is set up for the gratuity payments which will be payable to employees of the Commission who complete their three year contracts commencing from the date of their employment.

10. Government subvention received in advance

The subvention is received in advance in connection with various services to be provided after year end.

11. Subvention surplus account payable to Government

Balance under this heading represents the amount above the cap of the new reserve account as set out in note 7 and needs to be refunded to Government in the following financial year, except when the approval of the Secretary for Home Affairs ("SHA") has been received after consultation with the Secretary for Financial Services and the Treasury ("SFST") or when the ceiling of reserve is raised by the SHA following consultation with the SFST.

In previous years, the amount represented the remaining portion of the surplus, if any, for which the Government's approval for keeping as the Commission's reserves has not been received.

12. 營業租約承付款

於三月三十一日，委員會有於下列期間涉及土地及樓宇之不可撤銷營業租約而須繳付之未來最低租金總額如下：

	2005 港幣	2004 港幣
一年內	-	2,670,066
一年之外及五年內	-	-
	<u>-</u>	<u>2,670,066</u>
	<u><u>-</u></u>	<u><u>2,670,066</u></u>

13. 現金流動表附註

(a) 營運活動現金流入淨額與財政年度盈餘之對帳表

	2005 港幣	2004 港幣
財政年度盈餘	11,834,185	9,248,172
財政年度的固定資產撇銷	343,852	1,066,444
利息收入	(344,496)	(233,758)
	<u>11,833,541</u>	<u>10,080,858</u>
扣除營運資金變動前之經營盈餘	11,833,541	10,080,858
應收政府的約滿酬金補助之減少	2,203,075	357,985
應收政府的未使用年假補助之減少/(增長)	161,411	(223,108)
其他應收帳款、按金及預付款項之增長	(31,257)	(258,263)
應付帳項、準備及應計費用之減少	(1,595,773)	(1,844,141)
職員約滿酬金的準備之增長	4,780,305	2,492,466
未使用年假的準備之(減少)/增長	(161,411)	223,108
預收政府補助之增長/(減少)	1,335,800	(613,257)
應付政府的補助盈餘帳之增長	2,968,311	10,572,362
資本補助基金之減少	(51,285)	(2,588,414)
長期服務金及遣散費的準備之(減少)/增長	(2,411)	24,007
轉至應付政府的補助盈餘帳	(11,834,185)	(10,572,362)
儲備之增長	8,865,874	-
	<u>18,471,995</u>	<u>7,651,241</u>
	<u><u>18,471,995</u></u>	<u><u>7,651,241</u></u>

12. Commitments under operating leases

At 31st March, the Commission had future aggregate minimum lease payments in respect of land and buildings under non-cancellable operating leases as follows:

	2005 HK\$	2004 HK\$
Not later than one year	-	2,670,066
Later than one year and not later than five years	-	-
	<u>-</u>	<u>2,670,066</u>
	<u><u>-</u></u>	<u><u>2,670,066</u></u>

13. Notes to the cash flow statement

(a) Reconciliation of surplus for the year to net cash inflow from operating activities

	2005 HK\$	2004 HK\$
Surplus for the year	11,834,185	9,248,172
Fixed assets written off for the year	343,852	1,066,444
Interest income	(344,496)	(233,758)
	<u>11,833,541</u>	<u>10,080,858</u>
Operating surplus before working capital changes	11,833,541	10,080,858
Decrease in gratuity subvention receivable from Government	2,203,075	357,985
Decrease/(increase) in unutilised annual leave subvention receivable from Government	161,411	(223,108)
Increase in other receivables, deposits and prepayments	(31,257)	(258,263)
Decrease in accounts payable, provisions and accruals	(1,595,773)	(1,844,141)
Increase in provision for staff gratuity	4,780,305	2,492,466
(Decrease)/increase in provision for unutilised annual leave	(161,411)	223,108
Increase/(decrease) in Government subvention received in advance	1,335,800	(613,257)
Increase in subvention surplus account payable to Government	2,968,311	10,572,362
Decrease in capital subvention fund	(51,285)	(2,588,414)
(Decrease)/increase in provision for long service and severance payment	(2,411)	24,007
Transferred to subvention surplus account payable to Government	(11,834,185)	(10,572,362)
Increase in reserves	8,865,874	-
	<u>18,471,995</u>	<u>7,651,241</u>
	<u><u>18,471,995</u></u>	<u><u>7,651,241</u></u>
Net cash inflow from operating activities	18,471,995	7,651,241

13. 現金流動表附註(續)

(b) 財政年度融資變動分析

	資本補助基金	
	2005 港幣	2004 港幣
於4月1日	-	2,865,659
撥入其他負債	-	(2,865,659)
政府補助之現金流入	-	-
財政年度已使用之金額	-	-
於3月31日	-	-

14. 帳目核准

此帳目由委員會委員於二零零五年十一月七日核准。

13. Notes to the cash flow statement (continued)

(b) Analysis of changes in financing during the year

	Capital subvention fund	
	2005 HK\$	2004 HK\$
At 1st April	-	2,865,659
Transfer to other liabilities	-	(2,865,659)
Cash inflow from government grant	-	-
Amount utilised during the year	-	-
At 31st March	-	-

14. Approval of accounts

The accounts were approved by the Commission Members on 7th November 2005.

平等機會委員會委員 (截至2005年3月31日)

Members of the Equal Opportunities Commission (as at 31.3.2005)



鄧爾邦先生 主席
Mr. TANG Yee-bong, Raymond
Chairperson



白仲安先生 委員
Mr. John Robertson BUDGE
M.B.E., J.P.
Member



周永新教授 委員
Prof. CHOW Wing-sun, Nelson
M.B.E., S.B.S., J.P.
Member



林貝聿嘉女士 委員
Mrs. LAM PEI Yu-dja, Peggy
G.B.S., O.B.E., J.P.
Member



凌劉月芬女士 委員
Mrs. LING LAU Yuet-fun, Laura
Member



楊國琦先生 委員
Mr. YEUNG Kwok-ki, Anthony
Member



陳瑜女士 委員
Ms. CHAN Yu
Member



高寶齡女士 委員
Ms. KO Po-ling
Member



羅文鈺教授 委員
Prof. Japhet Sebastian LAW
Member



王沛詩女士 委員
Ms. WONG Pui-sze, Priscilla
Member



楊港興先生 委員
Mr. YEUNG Kong-hing, Peter
J.P.
Member



張閻蘅女士 委員
Ms. Gloria CHANG
Member



郭建勳博士 委員
Dr. KWOK Kin-fun, Joseph
J.P.
Member



李鳳英女士 委員
The Hon. LI Fung-ying
B.B.S., M.B.E., J.P.
Member



鄺維庸醫生 委員
Dr. WU Wai-yung, Raymond
G.B.S., O.B.E., J.P.
Member



余秀珠女士 委員
Ms. YU Sau-chu, Jessie
Member

平等機會委員會專責小組成員及職權範圍 (截至2005年3月31日) Membership & Terms of Reference of the Committees of the Equal Opportunities Commission (as at 31.3.2005)

行政及財務專責小組

成員

- 1 楊港興先生 (召集人)
- 2 林貝聿嘉女士
- 3 羅文鈺教授
- 4 李鳳英女士
- 5 楊國琦先生
- 6 王沛詩女士
- 7 鄔維庸醫生

職權範圍

- 1 審核委員會的年度開支預算初稿。
- 2 考慮和批准委員會接受的捐款。
- 3 審核委員會的帳目報表初稿及核數師報告書。
- 4 審核委員會活動的年度報告初稿。
- 5 審核行政安排備忘錄及其後的任何建議修訂。
- 6 就委員會有關工作的事項設立招聘小組，以及通過招聘小組作出的建議。
- 7 就聘請總薪級表第45點或以上的僱員設立招聘小組，以及通過招聘小組作出的建議。
- 8 就續聘或終止聘請總薪級表第45點或以上的僱員的事宜給予意見。
- 9 通過行政安排備忘錄內的每季工作進度回顧報告。
- 10 就委員會委任核數師提出建議。
- 11 定期檢討委員會的僱員及行政政策。
- 12 就有關租賃、續租或購買委員會辦公室的建議給予意見及作出批准。

Administration and Finance Committee

Membership

- 1 Mr. YEUNG Kong-hing, Peter (Convenor)
- 2 Mrs. LAM PEI Yu-dja, Peggy
- 3 Prof. Japhet Sebastian LAW
- 4 The Hon. LI Fung-ying
- 5 Mr. YEUNG Kwok-ki, Anthony
- 6 Ms. WONG Pui-sze, Priscilla
- 7 Dr. WU Wai-yung, Raymond

Terms of Reference

- 1 To review the draft Annual Estimates of Expenditure of the Commission.
- 2 To consider and approve donations to the Commission.
- 3 To review the draft statements of accounts of the Commission and the auditor's reports.
- 4 To review the draft annual report on the activities of the Commission.
- 5 To review the Memorandum of Administrative Arrangements and any proposed amendments thereof.
- 6 To set up tender boards in relation to matters connected with the work of the Commission and to approve such recommendations as are made by these boards.
- 7 To set up recruitment boards in relation to staff employed at MPS Point 45 and above and to approve such recommendations as are made by these boards.
- 8 To advise on matters related to further employment or termination of service in relation to staff employed at MPS point 45 and above.
- 9 To approve reports for quarterly reviews under the Memorandum of Administrative Arrangements.
- 10 To make recommendations to the Commission in respect of the appointment of an auditor.
- 11 To keep the staffing and administrative policies of the Commission under review.
- 12 To advise and to approve recommendations in relation to the leasing, renewal or acquisition of the Commission's office accommodation.

平等機會委員會專責小組成員及職權範圍 (截至2005年3月31日) Membership & Terms of Reference of the Committees of the Equal Opportunities Commission (as at 31.3.2005)

社會參與及宣傳專責小組

成員

- 1 張閻蘅女士 (召集人)
- 2 林貝聿嘉女士
- 3 高寶齡女士
- 4 郭鍵勳博士
- 5 李鳳英女士
- 6 王沛詩女士
- 7 余秀珠女士
- 8 黎秀玲女士 (增選委員)

職權範圍

- 1 就推動平等機會和消除歧視的措施給予意見，以推動社會各界投入活動。
- 2 就與政府及非政府組織(包括僱主機構及關注團體)的聯絡工作給予意見。
- 3 就與機構建立夥伴關係並共同推動平等機會的措施給予意見。
- 4 就加強委員會的宣傳工作及與傳媒的關係的措施給予意見。
- 5 審閱委員會就上述(1)、(2)、(3)和(4)項所採取的行動的報告。
- 6 在民政事務局批准的預算範圍之內，考慮和批准各界社團舉辦宣傳及推廣活動的資助申請。
- 7 監察公眾對委員會工作的反應，及向委員會建議前瞻的路向。

Community Participation and Publicity Committee

Membership

- 1 Ms. Gloria CHANG (Convenor)
- 2 Mrs. LAM PEI Yu-dja, Peggy
- 3 Ms. KO Po-ling
- 4 Dr. KWOK Kin-fun, Joseph
- 5 The Hon. LI Fung-ying
- 6 Ms. WONG Pui-sze, Priscilla
- 7 Ms. YU Sau-chu, Jessie
- 8 Ms. LAI Sau-ling (Co-opted Member)

Terms of Reference

- 1 To advise on measures to foster community participation in promoting equal opportunities and eliminating discrimination.
- 2 To advise on measures for liaison with government bodies and non-government organizations including employment establishments and concern groups.
- 3 To advise on measures for developing corporate partnership in promoting equal opportunities policy.
- 4 To advise on measures to strengthen publicity and media relations of the Commission.
- 5 To receive reports on actions taken by the EOC office in pursuance of (1), (2), (3) and (4) above.
- 6 To consider and approve funding applications in connection with promotion and publicity projects to be undertaken by community organizations within the budgetary confines as approved by the Home Affairs Bureau from time to time.
- 7 To monitor community response to the Commission's work and make recommendations to the Commission on the way forward.

平等機會委員會專責小組成員及職權範圍 (截至2005年3月31日) Membership & Terms of Reference of the Committees of the Equal Opportunities Commission (as at 31.3.2005)

公眾教育及研究專責小組

Public Education and Research Committee

成員

- 1 高寶齡女士 (召集人)
- 2 郭鍵勳博士
- 3 陳瑜女士
- 4 楊國琦先生
- 5 余秀珠女士
- 6 周永新教授
- 7 陳潤根先生 (增選委員)

Membership

- 1 Ms. KO Po-ling (Convenor)
- 2 Dr. KWOK Kin-fun, Joseph
- 3 Ms. CHAN Yu
- 4 Mr. YEUNG Kwok-ki, Anthony
- 5 Ms. YU Sau-chu, Jessie
- 6 Prof. CHOW Wing-sun, Nelson
- 7 Mr. CHAN Yun-kan (Co-opted Member)

職權範圍

- 1 為委員會對關注的事項進行公眾教育時所採取的措施給予意見。
- 2 在委員會已確立的預算範圍之內，審議和通過製作委員會的教材資料套。
- 3 在委員會已確立的預算範圍之內，審議和通過委員會的研究計劃。
- 4 審閱委員會辦事處有關公眾教育和研究計劃的委託事宜的工作報告。
- 5 審閱委員會負責或委託進行的公眾教育和研究計劃的工作進展報告。

Terms of Reference

- 1 To advise on measures to be taken in conducting public education on issues of concern to the Commission.
- 2 To consider and approve training modules of the Commission within the budgetary confines as determined by the Commission from time to time.
- 3 To consider and approve research projects of the Commission within the budgetary confines as determined by the Commission from time to time.
- 4 To receive reports from the EOC office on the commissioning of projects in public education and research.
- 5 To receive progress reports on public education and research undertaken or commissioned by the Commission.

平等機會委員會專責小組成員及職權範圍 (截至2005年3月31日) Membership & Terms of Reference of the Committees of the Equal Opportunities Commission (as at 31.3.2005)

法律及投訴專責小組

Legal and Complaints Committee

成員

- 1 鄧爾邦先生 (召集人)
- 2 白仲安先生 (副召集人)
- 3 陳瑜女士
- 4 張閻蘅女士
- 5 郭鍵勳博士
- 6 林貝聿嘉女士
- 7 凌劉月芬女士
- 8 王沛詩女士
- 9 楊港興先生

Membership

- 1 Mr. TANG Yee-bong, Raymond (Convenor)
- 2 Mr. John Robertson BUDGE (Deputy Convenor)
- 3 Ms. CHAN Yu
- 4 Ms. Gloria CHANG
- 5 Dr. KWOK Kin-fun, Joseph
- 6 Mrs. LAM PEI Yu-dja, Peggy
- 7 Mrs. LING LAU Yuet-fun, Laura
- 8 Ms. WONG Pui-sze, Priscilla
- 9 Mr. YEUNG Kong-hing, Peter

職權範圍

- 1 對須由平等機會委員會根據《性別歧視條例》第88條、《殘疾歧視條例》第85條及《家庭崗位歧視條例》第66條訂立的規則作出建議。
- 2 審閱有關調解員給予根據《性別歧視條例》第84條、《殘疾歧視條例》第80條及《家庭崗位歧視條例》第62條而向平等機會委員會提出書面申訴的人以調解方式提供協助的報告，並知會平等機會委員會。
- 3 審閱有關根據《性別歧視條例》第84(4)條、《殘疾歧視條例》第80(4)條及《家庭崗位歧視條例》第62(4)條由主席作出對某項申訴不進行調查或終止調查的決定的報告，並知會平等機會委員會。
- 4 審閱調解員有關根據《性別歧視條例》第84條、《殘疾歧視條例》第80條及《家庭崗位歧視條例》第62條提出的，但不經調解達致和解的申訴個案的報告。
- 5 考慮根據《性別歧視條例》第85條、《殘疾歧視條例》第81條及《家庭崗位歧視條例》第63條要求調解以外的協助的申請；並在認為適合時，給予該等協助。
- 6 建議平等機會委員會有關進行正式調查的調查範圍。

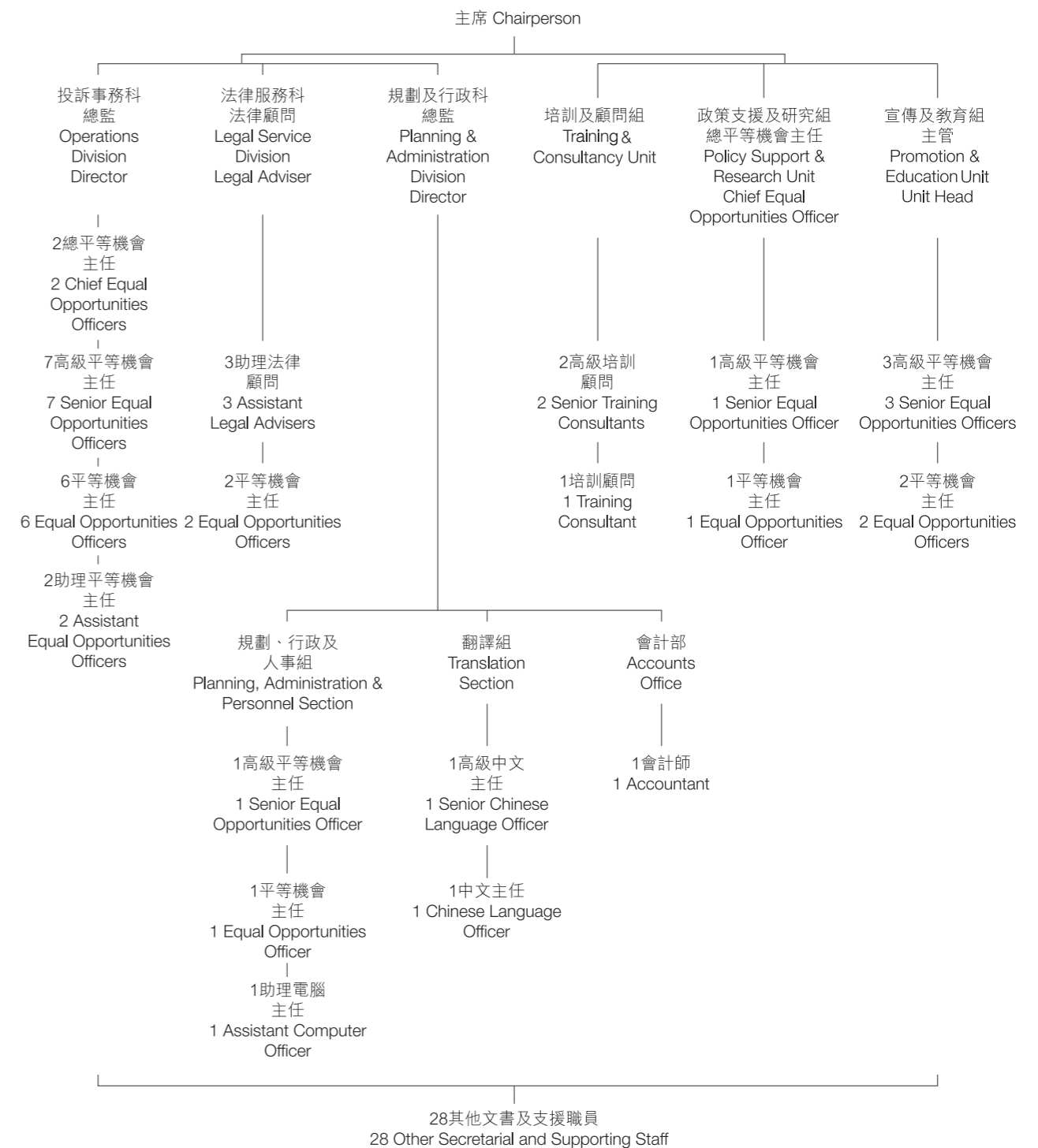
Terms of Reference

- 1 To recommend to the EOC rules to be made under section 88 of SDO, section 85 of DDO and section 66 of FSDO.
- 2 To receive reports on the assistance by way of conciliation provided by conciliators to persons lodging complaints in writing with the EOC pursuant to section 84 of SDO, section 80 of DDO and section 62 of the FSDO and to keep the EOC informed accordingly.
- 3 To receive reports on the decisions made by the Chairperson, pursuant to section 84(4) of SDO, section 80(4) of DDO and section 62(4) of the FSDO, not to conduct or to discontinue an investigation into an act the subject of a complaint and to keep the EOC informed accordingly.
- 4 To receive reports from conciliators in respect of cases where there has not been a settlement of the matter to which an act the subject of a complaint lodged pursuant to section 84 of SDO, section 80 of DDO and section 62 of the FSDO relates.
- 5 To consider applications made under section 85 of SDO, section 81 of DDO and section 63 of the FSDO for assistance other than by way of conciliation and to grant such applications it thinks fit.
- 6 To advise the EOC on terms of reference to conduct a formal investigation.

平等機會委員會專責小組成員及職權範圍 (截至2005年3月31日) Membership & Terms of Reference of the Committees of the Equal Opportunities Commission (as at 31.3.2005)

- | | |
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| <p>7 就正式調查提供初步調查結果，並擬備報告供平等機會委員會考慮，包括向平等機會委員會作建議。</p> <p>8 就發出執行通知，向平等機會委員會作建議。</p> <p>9 審閱有關遵守執行通知的報告，並向平等機會委員會就不遵守執行通知的事作建議，看是否需要作正式調查。</p> <p>10 決定對《性別歧視條例》第81條所指的持續的歧視或性騷擾、《殘疾歧視條例》第77條所指的持續的歧視、騷擾或中傷及《家庭崗位歧視條例》第59條所指的持續的歧視採取何種行動。</p> <p>11 分別根據《性別歧視條例》第82條、《殘疾歧視條例》第78條及《家庭崗位歧視條例》第60條，決定對違反《性別歧視條例》第43、44或45條、《殘疾歧視條例》第42、43、44或45條及《家庭崗位歧視條例》第31、32及33條的作為提出何種法律程序。</p> <p>12 分別根據《性別歧視條例》第66條、《殘疾歧視條例》第63條及《家庭崗位歧視條例》第45條，檢討《性別歧視條例》附表3和附表5、《殘疾歧視條例》附表2、3和5及《家庭崗位歧視條例》附表2，有需要時，向平等機會委員會提交修訂附表的建議。</p> <p>13 分別根據《性別歧視條例》第64(1)(e)條、《殘疾歧視條例》第62(1)(e)條及《家庭崗位歧視條例》第44(1)(d)條，檢討《性別歧視條例》、《殘疾歧視條例》及《家庭崗位歧視條例》的施行情況，有需要時，向平等機會委員會提交修訂條例的建議。</p> | <p>7 To make preliminary findings in a formal investigation and prepare a report of such for the consideration of the EOC, including making recommendations to the EOC.</p> <p>8 To make recommendations to the EOC in respect of the issue of enforcement notices.</p> <p>9 To receive reports on compliance with enforcement notices and recommend to the EOC whether a formal investigation should be conducted in the event of non-compliance.</p> <p>10 To decide on actions to be taken in respect of persistent discrimination or sexual harassment under section 81 of SDO, in respect of persistent discrimination, harassment or vilification under section 77 of DDO and in respect of persistent discrimination under section 59 of FSDO.</p> <p>11 To decide on the proceedings to be brought in respect of a contravention of sections 43, 44 or 45 of SDO, sections 42, 43, 44 or 45 of DDO and sections 31, 32 and 33 of FSDO, pursuant to section 82 of SDO, section 78 of DDO and section 60 of FSDO respectively.</p> <p>12 To keep under review Schedules 3 and 5 of SDO, Schedules 2, 3 and 5 of DDO and Schedule 2 of FSDO and when necessary, recommend to the EOC proposals for amending the schedules, in accordance with section 66 of SDO, section 63 of DDO and section 45 of FSDO respectively.</p> <p>13 To keep under review the working of SDO, DDO and FSDO and when necessary, recommend to the EOC proposals for amending the Ordinances in accordance with section 64(1)(e) of SDO, section 62(1)(e) of DDO and section 44(1)(d) of FSDO.</p> |
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平等機會委員會辦事處的組織架構 (截至2005年3月31日) Organizational Structure of the Equal Opportunities Commission (as at 31.3.2005)



備註:
1 總編制為71人 (不包括主席)。

Note:
1 Total number of staff under establishment is 71(excluding EOC Chairperson).

平等機會委員會辦事處管理小組 (截至2005年3月31日) Management Team of the Equal Opportunities Commission (as at 31.3.2005)

主席 鄧爾邦	Chairperson TANG Yee-bong, Raymond
法律顧問 彭佩蘭	Legal Adviser Alexandra PAPADOPOULOS
總監 (規劃及行政) 陳奕民	Director (Planning & Administration) CHAN Yick-man, Michael
署理總監 (投訴事務) 李紹葵	Acting Director (Operations) LI Siu-kwai, Joseph
總平等機會主任 (政策支援及研究) 朱崇文	Chief Equal Opportunities Officer (Policy Support & Research) CHU Chung-man, Ferrick
主管 (宣傳及教育) 劉家馨	Head (Promotion & Education) LIU Jia-shin, Betty

申請法律協助 Applications for Legal Assistance

任何曾向委員會作出投訴但未獲成功調解的人士，如想提出法律訴訟，委員會可向他們提供法律協助。在2004/05年度，委員會處理了53宗法律協助申請，其中有17宗申請在2003/04年度收到，另在本年度收到36宗申請。在這53宗申請中，委員會向14宗申請提供了協助。協助形式各有不同，包括由委員會律師給予法律意見、取得進一步的資料或證據、由委員會的律師或在外聘請私人執業大律師，在法律訴訟中擔任申請人的法律代表。向委員會申請及得到協助的個案統計數字如下：

The EOC is empowered to grant legal assistance to any person considering legal proceedings in respect of a complaint lodged and which has not received settlement. In 2004/05, the EOC processed 53 such applications. Seventeen of these 53 applications were received in the 2003/04 reporting period, with the remaining 36 received in 2004/05. Assistance was granted in 14 of the 53 applications. The assistance granted by the EOC takes many forms, and can include legal advice by the EOC's lawyers, services to obtain further information or evidence, or representation in legal proceedings by the EOC's lawyers, or by barristers in private practice briefed by the EOC. A general breakdown of the different types of applications and their numbers appears below:

個案(截至2004/05年度終結)	獲給予 法律協助	不獲給予 法律協助	申請人 撤銷申請	考慮中
Cases (at the end of 2004/05)	Assistance Granted	Assistance Not Granted	Withdrawal by Applicant	Under Consideration
殘疾歧視或騷擾 (僱傭範疇) Disability Discrimination or Harassment (Employment)	5	14	0	4
殘疾歧視或騷擾 (其他範疇, 如提供貨品及服務) Disability Discrimination or Harassment (Other Fields e.g. Provision of Goods and Services)	1	2	1	1
性別歧視或騷擾 (僱傭範疇) Sex Discrimination or Harassment (Employment)	6	11	0	3
性別歧視或騷擾 (其他範疇, 如提供貨品及服務) Sex Discrimination or Harassment (Other Fields, e.g. Provision of Goods and Services)	0	2	0	0
婚姻狀況歧視(僱傭範疇) (提供貨品及服務) Marital Status Discrimination (Employment) (Provision of Goods and Services)	2	0	0	0
家庭崗位歧視 (提供貨品及服務) Family Status Discrimination (Provision of Goods and Services)	0	1	0	0
總數 Total (53)	14	30	1	8

獲法律協助的個案 Legally Assisted Cases

在2004/05年度，有20宗個案毋需展開法律訴訟而得以解決
(包括2004/05年度或以前獲法律協助的個案)：

個案 Cases	結果 Outcome
殘疾歧視 (受僱期間受到較差待遇) Disability discrimination (less favourable in employment)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
殘疾歧視 (受僱期間受到較差待遇) Disability discrimination (less favourable in employment)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
殘疾歧視 (受僱期間受到較差待遇) Disability discrimination (less favourable in employment)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
殘疾歧視 (超級市場的出入口通道) Disability discrimination (accessibility to a supermarket)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
殘疾歧視 (解僱) Disability discrimination (termination of employment)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
殘疾歧視 (使用銀行設施) Disability discrimination (accessibility to banking facilities)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
僱傭範疇的殘疾歧視 (解僱) Disability discrimination in employment discrimination (termination of employment)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
殘疾歧視 (酒店拒絕提供服務) Disability discrimination (refusal of hotel services)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
僱傭範疇的性騷擾 Sexual Harassment in employment	委員會經進一步研究證據後，決定不給予法律協助。 Commission withdrew assistance in light of further examination of evidence.
殘疾歧視 (解僱) Disability discrimination (termination of employment)	委員會經進一步研究證據後，決定不給予法律協助。 Commission withdrew assistance in light of further examination of evidence.
家庭崗位歧視 (解僱) Family status discrimination (termination of employment)	委員會經進一步研究證據後，決定不給予法律協助。 Commission withdrew assistance in light of further examination of evidence.
性別歧視 (解僱) Sex Discrimination (termination of employment)	委員會經進一步研究證據後，決定不給予法律協助。 Commission withdrew assistance in light of further examination of evidence.
殘疾歧視 (解僱) Disability discrimination (termination of employment)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
殘疾歧視 (解僱) Disability discrimination (termination of employment)	申請人撤銷投訴。 Applicant withdrew.
家庭崗位歧視 (僱員職位調派政策) Family status discrimination (employee posting policy)	僱主澄清僱員職位調派政策符合法律規定。 Employer clarified posting policy in line with legal requirement.
僱傭範疇的性騷擾 Sexual harassment in employment	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
教育範疇的殘疾歧視 (開除學籍) Disability discrimination in education (expulsion from school)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
懷孕歧視 (解僱) Pregnancy discrimination (termination of employment)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
殘疾歧視 (拒絕聘用) Disability discrimination (refusal of employment)	委員會經進一步研究證據後，決定不給予法律協助。 Commission withdrew assistance in light of further examination of evidence.
家庭崗位歧視 (調派職位及法律構成解僱) Family status discrimination (posting arrangement and constructive dismissal)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.

此外，在2004/05年度，委員會亦處理了另外九宗在本年度或以前獲得法律協助的個案。這些個案目前仍在處理中，截至本年度結束時，這些個案還未了結，也未曾展開任何法律程序。

In 2004/05, the following 20 cases (which include cases granted legal assistance before and during 2004/05) were resolved without commencing legal proceedings:

個案 Cases	結果 Outcome
殘疾歧視 (受僱期間受到較差待遇) Disability discrimination (less favourable in employment)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
殘疾歧視 (受僱期間受到較差待遇) Disability discrimination (less favourable in employment)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
殘疾歧視 (受僱期間受到較差待遇) Disability discrimination (less favourable in employment)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
殘疾歧視 (超級市場的出入口通道) Disability discrimination (accessibility to a supermarket)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
殘疾歧視 (解僱) Disability discrimination (termination of employment)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
殘疾歧視 (使用銀行設施) Disability discrimination (accessibility to banking facilities)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
僱傭範疇的殘疾歧視 (解僱) Disability discrimination in employment discrimination (termination of employment)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
殘疾歧視 (酒店拒絕提供服務) Disability discrimination (refusal of hotel services)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
僱傭範疇的性騷擾 Sexual Harassment in employment	委員會經進一步研究證據後，決定不給予法律協助。 Commission withdrew assistance in light of further examination of evidence.
殘疾歧視 (解僱) Disability discrimination (termination of employment)	委員會經進一步研究證據後，決定不給予法律協助。 Commission withdrew assistance in light of further examination of evidence.
家庭崗位歧視 (解僱) Family status discrimination (termination of employment)	委員會經進一步研究證據後，決定不給予法律協助。 Commission withdrew assistance in light of further examination of evidence.
性別歧視 (解僱) Sex Discrimination (termination of employment)	委員會經進一步研究證據後，決定不給予法律協助。 Commission withdrew assistance in light of further examination of evidence.
殘疾歧視 (解僱) Disability discrimination (termination of employment)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
殘疾歧視 (解僱) Disability discrimination (termination of employment)	申請人撤銷投訴。 Applicant withdrew.
家庭崗位歧視 (僱員職位調派政策) Family status discrimination (employee posting policy)	僱主澄清僱員職位調派政策符合法律規定。 Employer clarified posting policy in line with legal requirement.
僱傭範疇的性騷擾 Sexual harassment in employment	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
教育範疇的殘疾歧視 (開除學籍) Disability discrimination in education (expulsion from school)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
懷孕歧視 (解僱) Pregnancy discrimination (termination of employment)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
殘疾歧視 (拒絕聘用) Disability discrimination (refusal of employment)	委員會經進一步研究證據後，決定不給予法律協助。 Commission withdrew assistance in light of further examination of evidence.
家庭崗位歧視 (調派職位及法律構成解僱) Family status discrimination (posting arrangement and constructive dismissal)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.

Additionally, in 2004/05, the EOC also dealt with nine other cases which had been granted legal assistance before and during 2004/05. These cases are still being handled and, as at the end of 2004/05, no outcome had yet been reached nor had any court proceedings commenced.

法庭訴訟 Court Cases

在2004/05年度前已獲委員會協助展開訴訟的案件：

個案 Cases	情況 Status
紀律部隊在招聘時基於應徵者的家庭成員有精神病病歷而作出殘疾歧視 Disability discrimination in recruitment by a disciplinary service on the grounds of a family history of mental illness	截止2004/05年度結束為止，案件仍在處理中。 Ongoing as at the end of 2004/05.
懷孕歧視 (受到較差待遇及解僱) Pregnancy discrimination (less favourable treatment and termination of employment)	截止2004/05年度結束為止，案件仍在處理中。 Ongoing as at the end of 2004/05.
僱傭範疇的殘疾歧視 Disability discrimination in employment	截止2004/05年度結束為止，案件仍在處理中。 Ongoing as at the end of 2004/05.

獲協助進行上訴的個案：

個案 Cases	情況 Status
安老院招聘時的懷孕歧視 Pregnancy discrimination in recruitment by an old aged home	被告人提出上訴 Appeal by Defendant 截止2004/05年度結束為止，案件仍在處理中。 Ongoing as at the end of 2004/05.

在2004/05年度獲委員會協助展開訴訟的案件：

個案 Cases	情況 Status
懷孕及家庭崗位歧視 (解僱) Pregnancy and family status discrimination (termination of employment)	截止2004/05年度結束為止，案件仍在處理中。 Ongoing as at the end of 2004/2005.
殘疾歧視 (解僱) Disability discrimination (termination of employment)	原告人獲判勝訴 (由委員會提供協助) Judgment for the Plaintiff (assisted by the EOC).
懷孕及家庭崗位歧視 (受到較差待遇及解僱) Pregnancy and family status discrimination (less favourable treatment and termination of employment)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
殘疾歧視 (解僱) Disability discrimination (termination of employment)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
家庭崗位歧視 (要求超時工作及解僱) Family status discrimination (overtime work requirement and termination of employment)	截止2004/05年度結束為止，案件仍在處理中。 Ongoing as at the end of 2004/05.
懷孕及家庭崗位歧視 (解僱) Pregnancy and family status discrimination (termination of employment)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
殘疾歧視 (受到較差待遇及解僱) Disability discrimination (less favourable treatment and termination of employment)	截止2004/05年度結束為止，案件仍在處理中。 Ongoing as at the end of 2004/05.
殘疾歧視 (解僱) Disability discrimination (termination of employment)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
懷孕歧視 (解僱) Pregnancy discrimination (termination of employment)	截止2004/05年度結束為止，案件仍在處理中。 Ongoing as at the end of 2004/05.

平等機會社會參與資助計劃所資助的機構 (2004/2005) List of Organizations Funded under the Community Participation Funding Programme (2004/2005)

機構名稱

香港仔街坊福利會社會服務中心
心創作劇場
明愛亞洲外地勞工社會服務
明愛香港仔社區中心
香港中華基督教青年會荃灣會所
(兒童及青少年綜合服務隊)
香港中華基督教青年會康怡會所
性權會
形相軸
飛雁幼稚園
扶康會/社區精神健康連網
港九街坊婦女會孫方中書院
和諧之家·新家庭社區教育及資源中心
基督教靈實協會明德日間活動中心暨宿舍
協康會粉嶺家長資源中心
協康會大坑東家長資源中心
協康會大窩口中心
香港傷健協會坪洲長者暨青少年鄰舍中心
匡智元朗晨曦學校
匡智張玉瓊晨輝學校
香港社區共融協會
香港特殊學習障礙協會
香港唐氏綜合症協會
香港婦女中心協會
路德會長青群康中心
香港路德會社會服務處 — 石硤尾失明者中心
香港路德會社會服務處路德會雍盛綜合服務中心
香港遊樂場協會彩霞青少年中心
香港遊樂場協會青衣青少年綜合服務中心
香港單親協會
香港基督教女青年會
香港青年學院
樂群社會服務處
馬鞍山聖若瑟小學
新生精神康復會新康中心

Organization

Aberdeen Kai-fong Welfare Association Social
Service Centre
Bravo Theatre
Caritas Asian Migrant Workers Social Service Project
Caritas Community Centre – Aberdeen
Chinese YMCA of Hong Kong Tsuen Wan Centre
(Integrated Team)
Chinese YMCA of Hong Kong, Kornhill Centre
Civil Rights for Sexual Diversities
Concealed Life
Fei Ngan Kindergarten
Fu Hong Society / Community Mental Health Link
H.K. & Kowloon Kaifong Women's Association
Sun Fong Chung College
Harmony House – Community Education
and Resource Centre
Haven of Hope Christian Service
– Ming Tak Day Centre and Hostel
Heep Hong Society Fanling Parents Resource Centre
Heep Hong Society Tai Hang Tung Parents
Resource Centre
Heep Hong Society Tai Wo Hau Centre
HKPHAB Peng Chau Neighbourhood Elderly
cum Children & Youth Centre
Hong Chi Morninglight School, Yuen Long
Hong Chi Winifred Mary Cheung Morninghope School
Hong Kong Association for Community Inclusion
Hong Kong Association for Specific Learning Disabilities
Hong Kong Down Syndrome Association
Hong Kong Federation of Women's Centres
Hong Kong Lutheran Centre For The Disabled
Hong Kong Lutheran Social Service
– Shek Kip Mei Lutheran Centre for the Blind
Hong Kong Lutheran Social Service
Yung Shing Lutheran Integrated Service Centre
Hong Kong Playground Association Choi Ha Children
& Youth Centre
Hong Kong Playground Association Integrated Service
For Children & Youth – Tsing Yi
Hong Kong Single Parents Association
Hong Kong Young Women's Christian Association
Hong Kong Youth Institute
Lok Kwan Social Service
Ma On Shan St. Joseph's Primary School
New Life Psychiatric Rehabilitation Association

平等機會社會參與資助計劃所資助的機構 (2004/2005) List of Organizations Funded under the Community Participation Funding Programme (2004/2005)

葵涌醫院病人資源及交誼中心
博愛醫院王東源夫人長者地區中心
聖公會麥理浩夫人中心家庭活動及資源中心
深青社 (主辦團體) / 共源主義 (協辦團體)
香港中華基督教青年會沙田青少年外展社會工作隊
香港聖公會馬鞍山 (南) 青少年綜合服務中心
聖安當小學上午校
聖文嘉幼稚園家長教師會
香港小童群益會賽馬會秀茂坪青少年綜合服務中心
香港小童群益會粉嶺青少年綜合服務中心
香港小童群益會黃竹坑兒童中心
中華基督教會基順學校暨資源中心
基督教協基會黃埔綜合青少年服務中心
香港同志電影節
香港復康會
五旬節聖潔會香港區會基列社會服務中心
香港痲痺協會愛睿工場及宿舍
東華三院黃祖棠社會服務大樓
東華三院雷詠祥兒童中心
青年觀塘

Tuen Mun Training and Activity Centre
Patient Resource and Social Centre, Kwai Chung Hospital
Pok Oi Hospital Mrs. WONG TUNG YUEN
District Elderly Community Centre
S.K.H.Lady MacLehose Centre Family Activity
and Resource Centre
ShamChing Youth Association / Opensource Association
Shatin Youth Outreaching Social Work Team
Chinese YMCA of Hong Kong
SKH Ma On Shan (South) Children & Youth
Integrated Services Centre
St. Antonius Primary School (A.M)
St. Monica's Kindergarten Parent-Teacher Association
The Boys' and Girls' Clubs Association of Hong Kong
– Jockey Club Sau Mau Ping Children and
Youth Integrated Centre
The Boys' and Girls' Clubs Association of Hong Kong
Fanling Youth Integrated Service Centre
The Boys' and Girls' Clubs Association of Hong Kong
Wong Chuk Hang Children Centre
The Church of Christ in China Kei Shun Speical School
The Church of United Brethren in Christ Whampoa
Integrated Children and Youth Service Centre
The Hong Kong Lesbian and Gay Film Festival Society
The Hong Kong Society for Rehabilitation
The Pentecostal Holiness Church Hong Kong
Conference Gilead Social Service Centre
The Spastics Association of Hong Kong Erik Kvan
Workshop and Hostel
Tung Wah Group of Hospitals Wong Cho Tong
Day Care Centre for the Elderly
Tung Wah Group of Hospitals Lui Wing Cheung
Children Centre
Youth Kwun Tong

2004/05年度平等機會夥伴

Our Partners in Equal Opportunities (2004/2005)

香港婦女中心協會愛滋病諮詢專責小組
劉麥懿明 (稅務局局長)
新婦女協進會
香港女障協進會
張偉良 (香港傷殘青年協會理事會主席)
阮蘇少涓(中華電力有限公司常務董事)
施關綺蘿 (助理警務處處長 — 資訊系統科)
商界環保協會
經濟日報 Career Times
明愛社區發展服務
中華廚藝學院
香港城市大學
公務員事務局
公務員培訓處
中華電力有限公司
商業電台
公益企業
課程發展處
數碼港管理有限公司
衛生署
路向四肢傷殘人士協會
廖秀冬博士 (環境運輸及工務局局長)
教育統籌局
林奕華 (「非常林奕華」藝術總監)
森林聯盟
和諧之家
衛生福利及食物局
協康會
何嘉麗 (前香港劍擊隊代表)
民政事務局
香港天主教勞工事務委員會
香港社會服務聯會
香港民主促進會
香港協痾會
香港家連家精神健康倡導協會
香港傷殘青年協會
香港保險業聯會
香港工會聯合會
香港總商會
香港女童軍總會
香港互聯網專業人員協會

Advisory Committee on AIDS, Hong Kong Federation of Women's Centres
Alice LAU (Commissioner of Inland Revenue)
Association for the Advancement of Feminism
Association of Women with Disabilities Hong Kong
Benny CHEUNG (Chairperson of Board of Directors, Hong Kong Federation of Handicapped Youth)
Betty YUEN (Managing Director, CLP Power Hong Kong Limited)
Bonnie SMITH (Assistant Commissioner of Police, Information System)
Business Environment Council
Career Times
Caritas Community Development Service
Chinese Cuisine Training Institute
City University of Hong Kong
Civil Service Bureau
Civil Service Training and Development Institute
CLP Power Hong Kong Limited
Commercial Radio
Community Business
Curriculum Development Institute
Cyberport Management Limited
Department of Health
Direction Association for the Handicapped
Dr. Sarah LIAO (Secretary for the Environment, Transport and Works)
Education and Manpower Bureau
Edward LAM (Artistic Director, Edward Lam Dance Theatre)
Forest Union
Harmony House
Health, Welfare and Food Bureau
Heep Hong Society
HO Ka-lai (Ex-member, Hong Kong Fencing Team)
Home Affairs Bureau
Hong Kong Catholic Commission for Labour Affairs
Hong Kong Council of Social Service
Hong Kong Democratic Foundation
Hong Kong Epilepsy Association
Hong Kong Family Link Mental Health Advocacy Association
Hong Kong Federation of Handicapped Youth
Hong Kong Federation of Insurers
Hong Kong Federation of Trade Unions
Hong Kong General Chamber of Commerce
Hong Kong Girl Guides Association
Hong Kong Internet Professionals Association

路德會長青群康中心
香港新聞行政人員協會
香港政策研究所
香港理工大學
香港復康力量
香港單親協會
香港復康會
香港貿易發展局
香港上海匯豐銀行
香港人力資源管理學會
香港專業教育學院
黃源喜(國際插花藝術學校校長)
大細路劇團
九龍婦女聯會
法律教育信託基金
嶺南大學
劉國柱(中華廚藝學院總教導員)
樂群社會服務處
2004精神健康月籌辦委員會
葵涌醫院病人資源及交誼中心
香港教育專業人員協會
香港電台
香港復康聯盟
香港視網膜病變協會
利民會
香港童軍總會
郭少明(莎莎國際控股有限公司主席及行政總裁)
聖公會教區福利協會
香港弱能兒童護助會
香港中文大學
香港律師會
香港公開大學
香港大學
香港科技大學
中華煤氣有限公司
運輸署
東華三院黃祖棠綜合職業復康中心暨宿舍
奧斯陸大學
婦女事務委員會

Hong Kong Lutheran Centre for the Disabled
Hong Kong News Executives' Association
Hong Kong Policy Research Institute
Hong Kong Polytechnic University
Hong Kong Rehab Power
Hong Kong Single Parents Association
Hong Kong Society for Rehabilitation
Hong Kong Trade Development Council
HSBC
Hong Kong Institute of Human Resource Management
Hong Kong Institute of Vocational Education
James WONG (Headmaster, International School of Flower Arrangement)
Jumbo Kids Theatre
Kowloon Women's Organizations Federation
Legal Education Trust Fund
Lingnan University
LIU Guozhu (Chief Instructor) Food Preparation, Chinese Cuisine Training Institute
Lok Kwan Social Service
Organizing Committee of Mental Health Month 2004
Patient Resource and Social Centre, Kwai Chung Hospital
Hong Kong Professional Teachers' Union
Radio Television Hong Kong
Rehabilitation Alliance Hong Kong
Retina Hong Kong
Richmond Fellowship of Hong Kong
Scout Association of Hong Kong
Simon KWOK (Chairman & CEO, Sa Sa International Holdings Limited)
SKH Diocesan Welfare Council
Society for the Relief of Disabled Children
The Chinese University of Hong Kong
The Law Society of Hong Kong
The Open University of Hong Kong
The University of Hong Kong
The Hong Kong University of Science & Technology
Towngas
Transport Department
Tung Wah Group of Hospitals Wong Cho Tong Integrated Vocational Rehabilitation Centre cum Hostel
University of Oslo
Women's Commission

我們承諾竭盡所能服務社會,以誠懇有禮的態度盡力協助市民,我們的服務標準及指標如下:
We pledge to serve the community to the best of our abilities. We are committed to providing a courteous, helpful and efficient service. The service standard and the performance target we aim to achieve are as follows:

	服務標準 Service Standard	服務指標 (達到服務標準的百分比) Performance Target (% meeting standard)
查詢 Enquiry		
- 在辦公時間內回覆電話查詢 Answer telephone enquiries during office hours	即時回覆 immediately	95%
- 接見到辦事處查詢的人士 Interview a walk-in enquirer at EOC office	30分鐘內 within 30 minutes	95%
- 回覆簡單的書面查詢 Reply to written enquiries on simple issues	5個工作天內 within 5 working days	95%
- 回覆複雜的書面查詢 Reply to written enquiries on complex issues	14個工作天內 within 14 working days	95%
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%
- 經預約安排,接見有意提出投訴的人士 Interview a prospective complainant asking for an appointment	5個工作天內 within 5 working days	95%
- 完成處理投訴個案 Conclude a complaint case	6個月內 within 6 months	75%
法律協助 Legal Assistance		
- 審批法律協助的申請並回覆申請者 Make a decision and inform an applicant of the outcome of application for legal assistance	3個月內 within 3 months	85%
公眾教育及宣傳 Public Education and Promotion		
- 安排有關平等機會課題及法例的講座 Meet requests for talks on equal opportunity issues and legislation	6個星期內 within 6 weeks	95%
- 處理市民以郵寄或傳真索取委員會刊物 Meet requests by mail or fax for EOC publications	3個工作天內 within 3 working days	95%