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香港聯合書院設計

## Equal Opportunities for All 機會平等 共建社群



平等機會委員會  
EQUAL OPPORTUNITIES COMMISSION

## 我們的抱負 Our Vision

建設一個沒有歧視、崇尚多元、包容共濟的社會，人人共享平等機會。

To create a pluralistic and inclusive society free of discrimination where there is no barrier to equal opportunities.

## 我們的使命 Our Mission

為實踐抱負，我們會：

- 與社會各界建立夥伴關係；
- 促進社會人士對平等機會和多元化的關注、認識和接納，進行教育，以預防歧視；
- 執行反歧視條例；及
- 為歧視的受屈者提供途徑，討回公道。

We seek to achieve our vision by :

- establishing partnerships with all sectors in the community;
- promoting awareness, understanding and acceptance of diversity and equal opportunities and providing education to prevent discrimination;
- enforcing compliance with provisions in the anti-discrimination legislation; and
- providing access to redress for discrimination.

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# 主席序言

## Chairperson's Foreword



明報圖片 Photo: Ming Pao

在過去一年，平等機會委員會(委員會)在連番諮詢委員、職員和持份者後，訂出更明確的抱負和使命，積極推進平等機會工作。委員會自1996年9月起為市民提供服務，一直與非政府機構和公私營界別保持夥伴關係，致力把平等機會納入主流。過程中達致的協同作用，令委員會轉變了工作模式。

恐懼往往源自無知，故此發放資訊是消除歧視的關鍵，而加強委員會內外溝通，更成為我們的重要承諾。對內而言，我們制訂了相關政策和機構聲明，當中包含委員會的價值觀、策略及目標，將之傳達至委員會全人，作為推動未來工作的基礎。

至於委員會的對外溝通，首要的策略是讓市民都享有平等機會獲取優質資訊和協助。我們撥款更新委員會網站，把重點放在三條反歧視條例、委員會的服務及網上資源上。在我們處理的投訴當中，有80%源自僱傭範疇，市民對委員會培訓和顧問服務的需求因而亦明顯上升。然而，為了把訊息傳達給更多人，我們決定借助網上資訊的傳達功能，作為預防歧視的措施，協助被歧視的人獲得充權。

It has been a productive year for the Commission, after a series of extensive consultations with Members, staff and our stakeholders, a more focused vision and mission was identified to advance our work in equal opportunities. Since the Equal Opportunities Commission opened its doors to the public in September 1996, we have been able to engage NGOs, the public and private sectors as our partners in mainstreaming equal opportunities and the synergy that has been achieved necessitated a transformation in the way we conduct our work.

Fear is often borne out of ignorance, therefore the dissemination of information is crucial in combating discrimination. Improving communication within and outside the Commission became a major commitment. Internally, what has evolved is a policy comprising our corporate statement of values, strategies and objectives that is fully communicated to those of us at the Commission, and will drive our work in the years to come.

For our external communication strategy, first and foremost, we looked to improve individuals' equal access to quality information and assistance. We invested in the EOC website which was revamped to highlight the three anti-discrimination ordinances, our services and on-line resources. Reflecting the high level of complaints derived from the employment sector (approximately 80% of total complaints processed), we have witnessed a growth in demand for our training and consultancy services. However, to reach out to as many as possible, we decided to leverage advice and information on line, as a measure to prevent discrimination and also, a tool to empower those who have been discriminated against to seek assistance.

# 主席序言

## Chairperson's Foreword

我們實現了一項新構思，就是透過成立「平等機會之友會」，在企業和其他機構中引入「平等機會主任」的概念。我們相信，每個工作間的「平等機會主任」都有助把多元文化納入主流，為員工締造更佳的工作環境，如此一來，員工便成為更具效率和效能的人力資源。平等機會之友會是一個由僱主、人力資源從業員和職場培訓人員所組成的廣大網絡，提升他們對歧視法例的認識，並協助僱主遵守法例及良好管理常規。

委員會近年與相關機構，例如非政府機構、工會、政府部門和決策局結成更緊密的夥伴關係。我們明白有需要讓各界夥伴和市民大眾對委員會在履行職責方面的進展有更深瞭解。這是提升社會人士(包括傳媒)對委員會工作增進認識的重要一步。在每次委員會大會後，我們恢復舉行新聞簡布會，而會議記錄在確認後亦會上載我們的網站。種種跟進委員會工作進度的措施，顯示出我們對保持高透明度、開放及問責的決心。

根據ACNielsen兩年前進行的公眾意見調查，宣傳和教育是委員會最為人熟知的職能。調查亦顯示，市民要求委員會推行更多宣傳和教育，其次是有關平等機會觀念和措施的培訓。為此，在考慮過各方意見後，委員會委員和管理層達成共識，把宣傳、公眾教育和培訓職能合併，達到最佳的協同效果。

We designed a new initiative, the Equal Opportunities Club to introduce the concept of "EO Officers" in corporations and other organizations. We believe that an "EO Officer" in every workplace will help mainstream diversity, create a better work environment for staff, which means a more efficient and effective team for the employer. The Club will form a wide network of employers, human resources practitioners and trainers to improve understanding of Hong Kong's three anti-discrimination ordinances, and implementation of good management practices in compliance with the law.

Having forged stronger partnerships with our stakeholders, such as NGOs, corporations, trade unions, government departments and bureaus in recent years, we understand the need to keep our partners and the public better informed about the progress of how we are discharging our duties. This is a significant step in enhancing the community including the media's understanding of our work. We reinstated the practice of conducting a media briefing following each regular EOC Meeting, and the confirmed minutes of the Meetings are now on our website. These steps to chart the progress of our work in the public domain demonstrate our commitment to transparency, openness and accountability.

Promotion and education is the most known function of the EOC according to the Public Perception Survey by ACNielsen conducted two years ago. The same survey also revealed that the public demanded more promotion and education, followed by training on EO concepts and practices. To this end, there is also a general consensus among Members and senior staff, after taking into consideration views expressed by our key stakeholders, that our publicity, public education and training functions be merged to achieve greater synergy and impact.



自2005年4月開始，我們的宣傳及教育組與培訓及顧問服務組合併成為機構傳訊及培訓組<sup>1</sup>。經歷近十年的運作後，上述兩組的專業知識和資源重新整合，回應不斷轉變的需求，更集中和深入推廣平等機會。這次精簡架構訂定了委員會新的傳訊策略，為不同界別提供更具成效的公眾教育服務。

在教育方面，我們推出廣受歡迎的學校活動，例如在小學上演互動話劇，以及在中學推行打破定型觀念的青少年師友計劃，為大學生製作的網上教育資料套亦即將完成。僱傭方面，我們著手制定更多遵守法例的工具如網上的培訓課程。這些長遠的工作有助切合市民需求，就反歧視條例之下的適用情況及個人權利和責任，提供更深入的資料。

投訴個案的數字在過去12個月有所上升，當中，關乎工傷的升幅較為顯著。無障礙通道和設施依然是殘疾人士的重點關注，我們將於未來數月就此問題進行正式調查。至於《性別歧視條例》的有關個案當中，最嚴重的仍是懷孕歧視，我們預備在2007年初推出相關的媒體宣傳計劃。雖然大部份僱主都知道因為員工懷孕而將之解僱是違法的，但不少僱主仍然在員工產假後復工時將之解僱，這亦同屬違法。

Since April 2005 the Promotion and Education Unit was merged with the Training and Consultancy Unit to become the Corporate Communications and Training Unit<sup>1</sup>. After close to ten years of operation, expertise and resources from both units are now realigned and ready to cater to today's changing needs, and that is to provide more focused and in-depth promotion of equal opportunities. This streamlining of the Commission's structure underpins our new communications strategy, to provide effective public education initiatives for different sectors in the community.

In the case of the education sector, we have in place successful and popular schools programmes, such as interactive plays in primary schools and career mentorship projects to break down stereotyping in secondary schools. Plans now call for the completion of on-line education modules for university students, and in the employment sector, the Commission shall develop more compliance tools such as web-based training. This long term approach will address calls for the EOC to provide more in-depth information about the application, and individuals' rights and obligations under the anti-discrimination ordinances.

In the last 12 months, complaint cases have been on the rise with work-injury related cases appearing to be more significant. Accessibility remains an important issue for persons with disabilities, and we shall conduct a Formal Investigation on this particular problem in the coming months. Pregnancy discrimination is still the most serious form of discrimination under the Sex Discrimination Ordinance, and the Commission is preparing to launch a media campaign

<sup>1</sup> 按周永新教授及凌劉月芬女士所進行的「委員會角色及組織管理架構檢討報告(2004)」的建議進行。

<sup>1</sup> As recommended in the Report on Review of the Role and Organizational and Management Structure of the EOC by Professor Nelson CHOW and Mrs. Laura LING (2004).

# 主席序言

## Chairperson's Foreword



委員會不斷改善及精簡內部的運作程序，以便提供更完善的投訴處理服務。我們提升了個案管理系統，以加強數據分享功能，亦方便我們在有需要時，作出以理據為基礎的研究。此外，委員會亦決定制訂一項持平政策<sup>2</sup>，重新確認及清楚說明委員會在調查投訴及調解時不偏不倚的角色。這個重要的訊息在我們開始處理投訴時，已向投訴人及答辯人傳達，讓他們明白需要提供所有相關資料，協助雙方作出明智決定。

藉著法律協助，多年來我們曾帶動制度的變革，改善相關措施，並為個別人士伸張正義。以一名懷孕客戶經理的個案為例，區域法院裁定，僱主由於員工懷孕放病假及產假而對其施加壓力，是違法的歧視，即使僱主並非刻意去作出歧視，仍屬違法。此外，僱主對於女性健康問題作出不體諒的回應，以及隨意對該員工作出不實的指稱，均反映歧視態度。法庭合共判給原告人544,156元的賠償，當中包括200,000元感情損害賠償，是考慮到原告人受到約兩年的不公平對待，亦顯示她所受傷害的程度；賠償金額是目前為止同類懷孕歧視個案的最高金額。

in early 2007. While most employers are aware that sacking female employees because of their pregnancy is unlawful, many still err in dismissing them upon their return to work from maternity leave.

In our continuous efforts to improve and streamline our internal operation procedures to better our complaint handling service to the public, we upgraded our case management system to enhance data sharing and to help us conduct evidence based research if and when the need arose. We also made the decision to develop an impartiality policy<sup>2</sup>, to reaffirm and clarify the Commission's role in investigating and conciliating complaints. This important message is conveyed to the complainant and respondent at the beginning of the complaint handling process, which underscores the need for them to provide all relevant information in order to assist both parties to make an informed decision.

我們協助投訴人作出法律申訴的角色往往被視為是帶動變革的關鍵。在去年，我們獲邀在立法會若干個事務委員會及會議上提出觀點、發表意見並報告進度，這情況意味著「平等」觀念理應納入社會各階層的主流。除了立法會民政事務委員會外，我們亦曾參與其他的會議，包括立法會教育事務委員會有關「少數族裔兒童的教育」會議及「研究殘疾人士的交通需要及為他們提供公共交通票價優惠的事宜小組委員會」會議。

另一個帶動改革的範疇是政策及研究，我們的「香港家庭友善僱傭政策及措施」研究，獲多間公司回應，代表僱員總數超過160,000人，是本港首次有如此規模涵蓋僱主和僱員的研究。由於工作與生活的平衡越來越受到僱主和僱員所關注，委員會將繼續推廣在僱傭範疇採納家庭友善政策及措施的好處。這項由委員會與婦女事務委員會合作的研究值得多方參考，因為若能在工作和生活之間取得平衡，男女僱員均可以就其工作和照顧者的角色，作出更佳選擇。

Over the years, our legal assistance have changed systems, improved practices and enabled individuals to seek justice. In the case of an expectant mother who was an account manager, the District Court held that it was unlawful discrimination for an employer to put pressure on a pregnant employee due to her pregnancy related sick leave and maternity leave, even if the employer did not intentionally discriminate. Furthermore, the employer's insensitive responses to the women's health problems reflected a discriminatory attitude, so did the employer's readiness in leveling fraudulent accusations against her. To mark the degree of hurt and indignation, the Court awarded a total sum of \$544,156 including \$200,000 for injury to feelings, the highest award in similar pregnancy cases so far, taking into account the unfair treatment the plaintiff faced which lasted about two years.

Our role in providing legal redress to complainants is often seen as pivotal in effecting change. In the last year, perhaps as a reflection of considerations to mainstream equality in different walks of life, the Commission had been invited to present views, provide advice and to report progress in a good number of Legislative Council panels and meetings. Apart from the Panel on Home Affairs, our participation was extended to, including others, the Panel on Education meeting on education for children of ethnic minorities, the Subcommittee to Study the Transport Needs of and Provision of Concessionary Public Transport Fares for Persons with Disabilities.

<sup>2</sup> 按周永新教授及凌劉月芬女士所進行的「委員會角色及組織管理架構檢討報告(2004)」的建議進行。

<sup>2</sup> As recommended in the Report on Review of the Role and Organizational and Management Structure of the EOC by Professor Nelson CHOW and Mrs. Laura LING (2004).

# 主席序言

## Chairperson's Foreword

鑑於政府有意立法禁止種族歧視，委員會已早作綢繆，與相關機構及人士聯繫，為我們將擔當的新角色作好準備。首先，委員會與不同的服務提供者、少數族裔團體、商會、領事館及政府進行連串磋商，加強我們對這方面的了解，有效處理相關問題。委員會亦正就其他工作作出規劃，以便提供新的服務。

邁向十周年，委員會將推出紀念活動，令市民更加瞭解及支持平等機會。雖然平等機會不再是陌生的概念，但我們仍需繼續努力，提高社會人士的認識，並推廣到商界作更廣泛應用。經過十年時間，現在是適當時候回望過去，透過反思過往的經驗，定出未來路向。我很高興員工的合作和承擔確保了委員會的工作效率，讓委員會能迎接各種挑戰。員工的流失率低，亦讓我們得以留住他們的經驗和專業知識，鞏固委員會作為監管機構的角色。

Another aspect of effecting change is in the area of policy and research. We conducted a Study on Family-Friendly Employment Policies and Practices (FEPPs) in Hong Kong. Companies employing a total of over 160,000 employees were surveyed, making it the first study of this scale in Hong Kong that covered employers and employees. As achieving work/life balance increasingly becomes an issue for employees and employers, the Commission will continue to promote the benefits of adopting FEPPs in the employment sector. This joint project with the Women's Commission deserves further consideration because better work life balance will allow more men and women to make better choices in relation to their work and caring roles.

In terms of planning for the government's intention to legislate against race discrimination, we have undertaken to connect with the relevant stakeholders, and worked proactively to prepare for our new role. To begin with, the Commission has engaged in a series of discussions with service providers, minority groups, chambers of commerce, the consular corps and the government as a capacity building exercise. Other initiatives are being mapped out to enable us to deliver our new service to the public.

As we approach our tenth year, we shall be rolling out a tenth anniversary programme for members of the public to garner their understanding and support of equal opportunities. Although equal opportunity is no longer a novel concept in our community, there is still much to do to heighten its awareness at the community level and broaden its application in the business sector. After ten years, it is a good time to



在國際層面上，我們曾為促進和保護殘疾人權利和尊嚴的國際公約草擬工作作出貢獻，在各國完成磋商後，公約將提交2006年9月開幕的聯合國大會通過。對全球的殘疾人士而言，這條新國際公約所帶來的影響，將會非常深遠，標誌著一個新的紀元。委員會的工作繼續向前，我們期望來年能匯報更多正面的進展。

平等機會委員會主席

鄧爾邦

look back, to learn from what we have done and to plot our path ahead. I am gratified with the staff's co-operation and commitment which has ensured that work has been carried out efficiently, to meet our many challenges. A low staff turnover has also enabled experience and expertise to reside within the Commission, and has buttressed the quality of our regulatory role.

On the international front, we have been able to contribute to the drafting of the International Convention on the Protection and Promotion of the Rights and Dignity of Persons with Disabilities. When negotiation amongst State Parties is complete, the treaty will be sent to the United Nations' General Assembly for endorsement at its next session in September 2006. It will be the dawn of a new era for persons with disability worldwide. The impact of the new international convention will be far reaching indeed. As work continues, we expect more positive developments for reporting in the coming year.

Raymond Tang  
Chairperson, Equal Opportunities Commission

# 從宏觀層面消除歧視 Eliminating Discrimination – The Broader Perspective



## 殘疾人士的交通需要及為他們提供公共交通票價優惠

立法會內務委員會於2005年底成立「研究殘疾人士的交通需要及為他們提供公共交通票價優惠的事宜小組委員會」，專責探討切合殘疾人士交通需要，替他們提供公共交通票價優惠的可行方案。小組委員會並就只向若干類殘疾人士而不向其他殘疾人士提供優惠是否違反《殘疾歧視條例》，徵詢平等機會委員會的意見。本會主席及代表於2006年共出席了小組委員會五次會議，就擬議的票價優惠計劃的合法性提出意見。

本會向小組委員會表示，有相同及類似需要的個別殘疾人士應得到同等待遇。基本上，本會關注到若參照政府建議的殘疾類別去訂定合資格獲得票價優惠的殘疾人士，有些理應獲得優惠的殘疾人士卻可能得不到優惠。小組委員會認為有需要修訂《殘疾歧視條例》，明確向某類殘疾人士提供票價優惠的做法不會違反《殘疾歧視條例》，並要求政府作出跟進。

## Transport Needs of and Provision of Concessionary Public Transport Fares for Persons with a Disability

A Subcommittee to Study the Transport Needs of and Provision of Concessionary Public Transport Fares for Persons with Disabilities was formed under the House Committee of the Legislative Council in late 2005. The Subcommittee focused its work on exploring feasible options to cater for the transport needs and to provide concessionary public transport fares for persons with a disability. The EOC's views were sought on whether the provision of fare concession to certain groups of persons with a disability but not others, would contravene the DDO. The Chairperson and representatives of the Commission have since attended five meetings of the Subcommittee in 2006 to provide views on the legality of the proposed concessionary scheme.

The EOC advised the Subcommittee that individual persons with a disability who have the same or similar need should be treated equally. In essence, we are concerned with whether there may be deserving persons with a disability who are left out of the scheme, if selection of eligible persons with a disability is done by reference to types of disabilities as proposed by the Government. The Subcommittee considered that it is desirable to amend the DDO, to put it beyond doubt that selective provision of concessionary fares to persons with a disability would not constitute a contravention of DDO, and asked the Administration to follow up accordingly.



# 從宏觀層面消除歧視 Eliminating Discrimination – The Broader Perspective



## 《公民權利及政治權利國際公約》

在聯合國有關委員會審議香港特別行政區政府提交《公民權利及政治權利國際公約》的第二次定期報告前，本委員會於2006年3月向立法會民政事務委員會提交了對特區政府在本港實施公約的意見。委員會再次要求政府通過我們多年前提出、且已為政府接納的《性別歧視條例》修訂建議。委員會亦促請政府為投票站選址時，採用更多方便行動困難人士的場地；立法禁止種族、年齡和性傾向歧視，以履行其國際責任；和設立「精神健康局」以制定和統籌有關精神健康的全面策略。

## 同值同酬

同值同酬研究於2003年完成，其後委員會主席和管治委員會連番變動，故此《顧問報告》仍未公布。現任管治委員會於2005年12月同意成立專責工作小組，研究有關事宜的未來路向。預料《顧問報告》將於本年稍後發表。

## The International Covenant on Civil and Political Rights (ICCPR)

In March 2006, the Commission submitted comments on the HKSAR Government's implementation of ICCPR in Hong Kong to the Panel on Home Affairs of the LegCo before the HKSAR's second periodic report on the subject was heard by the relevant United Nations committee. In that submission, the EOC reiterated our request for the Government to introduce the amendments to the SDO accepted by the Government some years ago. We also urged the Government to identify more venues accessible to mobility-impaired persons for use as polling stations in future; to legislate against discrimination on the grounds of race, age and sexual orientation in order to meet its international obligations; and to set up a Mental Health Council to formulate and coordinate a comprehensive strategy on mental health.

## Equal Pay for Work of Equal Value (EPEV)

The Commission supports the principle of equal pay for work of equal value which is a concept practiced in a number of countries overseas to address the issue that women, as a group, are paid less than men for doing the same job. The Commission's Study on Equal Pay for Work of Equal Value is now complete, and will be released later in the year.

## 參與愛滋病顧問局的工作

在仍然缺乏有效治療的情況下，預防工作是遏止愛滋病的最佳方法。然而，偏見、負面標籤和歧視對預防愛滋病卻構成重大障礙。

衛生福利及食物局局長於2005年12月委任委員會政策及研究組主管為愛滋病顧問局委員。透過這途徑，委員會積極參與愛滋病預防工作，向顧問局從平等機會角度提出意見。除了常規會議外，我們亦參加該局愛滋病社區論壇屬下的婦女及兒童工作小組，就向這兩類別市民宣傳預防愛滋病的策略提出建議。

## 檢討《版權條例》的條文

回應政府檢討《版權條例》若干條文而進行的公眾諮詢，委員會倡議，在考慮給予某些認許行為豁免時，宜以公平和不歧視的態度，考慮殘疾人士的不同需要。政府接納了這意見，並向殘疾人士群體和非政府組織進行諮詢。其後，工商及科技局於2006年3月提出立法建議，改善《版權條例》下獲豁免的範圍。有關條例草案提供了新的認許行為，配合有閱讀障礙人士的特殊需要。

## Participation in the Work of Advisory Council on AIDS (ACA)

In the absence of an effective cure, prevention is the only available tool to contain the HIV/AIDS epidemic. Prejudice, stigma and discrimination, however, present major obstacles to effective prevention of HIV/AIDS.

The Secretary for Health, Welfare and Foods appointed the Head of Policy and Research Unit of the EOC as a member of the Advisory Council on AIDS in December 2005. Through this channel, we have actively participated in and provided input from an equal opportunity perspective to the prevention work of the ACA. Apart from participating in the meetings of the ACA, we also participated in the Working Group on Women and Children formed under the Community Forum of the ACA to recommend HIV/AIDS strategies for these two groups of people.

## Review of Provisions in the Copyright Ordinance

In response to the public consultation on the review of certain provisions of the Copyright Ordinance, the EOC advised the Government to take into account the diverse needs of people with disabilities in a fair and non-discriminatory manner when considering exemptions for some permitted acts under the Ordinance. The Government has also taken our advice to consult the disability community and NGOs in this respect. After consultation, the Commerce, Industry and Technology Bureau made a legislative proposal in March 2006 to improve the exemption regimes of the Copyright Ordinance. The Bill provided a new permitted act to meet the special reading needs of persons with a disability with a print disability.

# 認識平等機會

## Understanding Equal Opportunities



### 香港家庭友善僱用政策及措施意見調查

為了對在香港推行家庭友善僱用政策及措施的需要、認知、普遍程度和好處有更深入瞭解，我們與婦女事務委員會合作進行「香港家庭友善僱用政策及措施」意見調查。研究目的在於找出實況，檢視香港家庭友善僱用政策及措施的現況。研究分三階段：閱覽以往有關的研究、向僱主/人力資源經理進行電子問卷調查、和由僱員自行填寫問卷。

這是香港第一次由僱主和僱員參與的同類研究。研究人員於2006年2月完成閱覽以往研究的工作，然後於2006年3月至5月調查了137間公司(共160,000名員工)的僱主和僱員。



### Research on Family-friendly Employment Policies and Practices in Hong Kong

“Family-friendly Employment Policies and Practices in Hong Kong” (FEPPs) survey was again a joint project with the Women’s Commission. The project was commissioned in order to gain a better understanding on the needs, awareness, prevalence and benefits of FEPPs in Hong Kong. The survey was designed to be a fact-finding exercise with an aim to review the current situation of FEPPs in Hong Kong. The research would comprise three phases: a literature review of overseas experience, an electronic survey among employers/human resources managers and a self-administered questionnaire survey among employees.

It was the first study of this scale in Hong Kong to cover both employers and employees. The literature review was completed in February 2006 and 137 companies employing a workforce of 160,000 were surveyed. The employer and employee surveys were conducted between March and May 2006.

# 認識平等機會

## Understanding Equal Opportunities

調查的主要結果於2006年6月公布，顯示香港僱主對家庭友善僱用政策及措施的認知程度偏低，這類措施亦未見普及。另一方面，僱員的回應清楚顯示，他們強烈支持廣泛推行家庭友善僱用政策及措施，認為可為公司和僱員帶來多方面的好處。

### 「性別平等教育的挑戰與前景：亞太地區第二屆國際研討會」

為了從文化、歷史、社會及經濟領域等角度，提高對男女平等問題的認識，委員會與香港教育學院於本年度開始籌劃亞太地區第二屆性別平等教育國際研討會。

Key findings of the surveys released in June 2006 revealed a low awareness of FEPPs among the employers and a low prevalence of FEPPs in Hong Kong. On the other hand, responses from employees clearly demonstrated a strong support for wider adoption of FEPPs and the range of benefits that FEPPs might bring to both the companies and the employees.

### The Second International Conference on Gender Equity Education in the Asia-Pacific Region

To enhance understanding of gender equity issues from a broad range of perspectives, including cultural, historical, social and economic dimensions, the EOC in collaboration with the Hong Kong Institute of Education began planning for the Second International Conference on Gender Equity Education in the Asia-Pacific Region.



研討會於2006年6月舉行，來自亞太區各國學者、教育界人士、課程行政人員、非政府組織代表和學生，就關於性別平等教育的最新進展交流意見、研究結果和經驗。

除此以外，「跳出性別框框」青年日緊接研討會舉行。參加者包括本地中學生、青少年中心成員和研討會參加者。是次活動讓青年人從不同角度掌握實際知識，從而與朋輩探討男女平等教育的概念。研討會讓委員會和地區內的教育界人士探討性別平等教育的新思維和發展。

This conference in June 2006 provided an opportunity for scholars, educators, programme administrators, non-governmental organization representatives and students from different countries in the Asia-Pacific region to share their views, research findings and experiences on current issues related to gender equity education.

In addition to the Conference, a Youth Forum was conducted in which participants, comprising local secondary school students, members of youth centres as well as conference participants participated. The young participants introduced to their peers the perspectives and practical knowledge relating to gender equity education. The Conference allowed the EOC and the educational community in the region to explore new intellectual insights and developments in the field of gender equity education.

# 投訴處理及法律行動

## Complaint Handling and Legal Action



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，作出性騷擾，或基於殘疾而作出的騷擾及中傷等行為，皆屬違法。

三條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、中介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，以高效率 and 效益的方式解答市民循不同途徑(如電話、親訪、信件和電子郵件)提出的各種歧視問題。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，當中包括5,670宗一般查詢和1,614宗具體查詢。在2005/06年度，此數字增逾兩倍至25,934宗，當中7,927宗是一般查詢，18,007宗是具體查詢。具體查詢的數字突然上升，是因為收到11,750宗就性傾向事宜的查詢和書面意見。

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 offer effective and efficient enquiry service to members of the public who approached us by phone, in person, via letters and e-mails 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 2005/2006, the figure more than tripled to 25,934 with 7,927 general and 18,007 specific enquiries. The sudden rise in specific enquiries was triggered by 11,750 enquiries and written views expressed on the subject of sexual orientation.

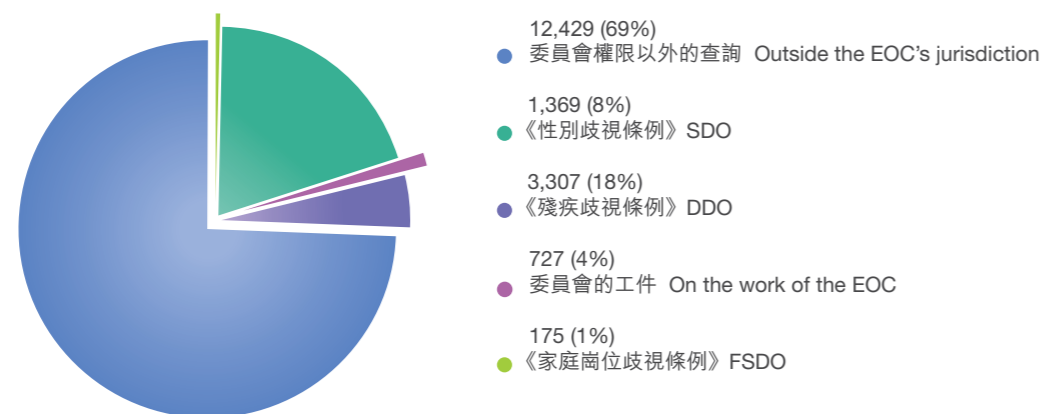
# 投訴處理及法律行動

## Complaint Handling and Legal Action

一般查詢包括委員會的工作和本港反歧視條例，具體查詢則涉及個別事件的有關問題。在本年度收到的18,007宗具體查詢中，1,369宗與《性別歧視條例》有關，3,307宗與《殘疾歧視條例》有關，175宗與《家庭崗位歧視條例》有關，另有727宗關乎委員會的工作，其餘12,429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)。

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 18,007 specific enquiries received, 1,369 were related to the Sex Discrimination Ordinance (SDO), 3,307 to the Disability Discrimination Ordinance (DDO) and 175 to the Family Status Discrimination Ordinance (FSDO). A further 727 focused on the work of the EOC, while the remaining 12,429 enquiries, covering areas such as age, race, sexual orientation and religion, fell outside our jurisdiction. (See Figure 1).

表 1. 2005年4月1日至2006年3月31日期間的具體查詢分類 (共18,007宗)  
Figure 1. 18,007 Specific Enquiries - 1 April 2005 to 31 March 2006



### 投訴與調查

任何人士如認為自己因性別、婚姻狀況、懷孕、殘疾和家庭崗位這些受法例保障的原因而受到歧視，可親身或授權代表向委員會提出書面投訴，尋求公道。首先，在調查期間，委員會會研究每宗個案的情況，並讓雙方就有關指稱提出意見和作出回應。然後，我們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。

### Complaints and Investigations

Anyone who feels that he or she has been discriminated against on protected grounds including gender, marital status, pregnancy, disability and family status 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.

表 2. 2005年4月1日至2006年3月31日期間接獲的投訴及調查 (共678宗)  
Figure 2. Complaints and Investigations: 678 complaints received - 1 April 2005 to 31 March 2006

|       |                     | 《性別歧視條例》<br>SDO | 《殘疾歧視條例》<br>DDO | 《家庭崗位歧視條例》<br>FSDO | 總數<br>Total |
|-------|---------------------|-----------------|-----------------|--------------------|-------------|
| 投訴數目  | No. of complaints   | 233             | 420             | 25                 | 678         |
| 投訴人數目 | No. of complainants | 162             | 351             | 18                 | 531         |
| 答辯人數目 | No. of respondents  | 215             | 392             | 19                 | 626         |

### 經處理的投訴

2005/06年度，委員會接獲由531名投訴人對626名答辯人作出的投訴，共涉及678宗指稱違法作為的個案，較2004/05年度由449名投訴人作出562宗投訴為多。在這些投訴中，有233宗根據《性別歧視條例》提出、420宗關乎《殘疾歧視條例》，另有25宗關乎《家庭崗位歧視條例》。連同往年未完成的個案，委員會在本年度共處理874宗投訴，比上年度的789宗增加10.8% (詳情見表3)。投訴人與答辯人達致和解的比率達64%，而之前12個月的調解率為69%。

### Complaints Handled

During the year, we received complaints from 531 complainants against 626 respondents involving 678 cases of alleged unlawful acts, an increase from the 562 complaints received in 2004/05 from 449 complainants. Of the complaints, 233 were received under the SDO, 420 under the DDO and 25 under the FSDO. Together with those carried forward from previous years, we investigated a total of 874 complaints, representing an increase of 10.8% as compared to 789 in the previous year (See Figure 3). The conciliation rate between complainants and respondents is 64% during the year as compared with 69% in the previous twelve months.

# 投訴處理及法律行動

## Complaint Handling and Legal Action

表3. 2005年4月1日至2006年3月31日期間已處理的投訴調查 (共874宗)  
Figure 3. Complaints and Investigations: 874 complaints handled – 1 April 2005 to 31 March 2006

|       |                | 《性別歧視條例》<br>SDO | 《殘疾歧視條例》<br>DDO | 《家庭崗位歧視條例》<br>FSDO | 總數<br>Total |
|-------|----------------|-----------------|-----------------|--------------------|-------------|
| 僱傭範疇  | Employment     | 277             | 410             | 29                 | 716         |
| 非僱傭範疇 | Non-employment | 29              | 124             | 5                  | 158         |
| 總數    | Total          | 306             | 534             | 34                 | 874         |

在2005/06年度，委員會完成了624宗有關指稱違法作為個案的調查工作(詳情見表3a)。當中有265宗進行了調解，其中170宗調解成功，餘下的95宗個案未能和解(詳情見表3b)。

In 2005/06, we completed investigations on 624 cases of alleged unlawful behaviour (See Figure 3a). Of this number, 265 proceeded to conciliation, with 170 reaching successful settlement. The remaining 95 cases were unsuccessful (See Figure 3b).

表3a. 2005年4月1日至2006年3月31日期間經調查及調解後已完結的個案 (共624宗)  
Figure 3a. Investigation & Conciliation: 624 cases concluded – 1 April 2005 to 31 March 2006

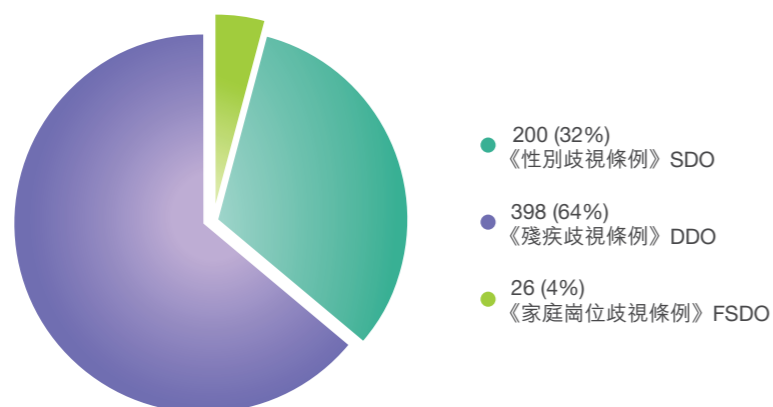


表3b. 2005年4月1日至2006年3月31日期間曾進行調解的個案 (共265宗)  
Figure 3b. Cases Proceeding to Conciliation: 265 cases – 1 April 2005 to 31 March 2006

|        |                                | 《性別歧視條例》<br>SDO | 《殘疾歧視條例》<br>DDO | 《家庭崗位歧視條例》<br>FSDO | 總數<br>Total |
|--------|--------------------------------|-----------------|-----------------|--------------------|-------------|
| 調解成功個案 | Successfully conciliated cases | 71              | 93              | 6                  | 170         |
| 未能和解個案 | Unsuccessful cases             | 30              | 64              | 1                  | 95          |
| 總數     | Total                          | 101             | 157             | 7                  | 265         |

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、或所指稱的行為在投訴時已超過12個月的限期。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359宗(詳情見表4)。

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 359 complaints in this category were discontinued (See Figure 4).

表4. 2005年4月1日至2006年3月31日期間個案終止調查的原因 (共359宗)  
Figure 4. Discontinued Cases by Reason: 359 cases – 1 April 2005 to 31 March 2006

|            |       | 不屬違法<br>作為<br>No<br>unlawful<br>acts | 瑣屑無聊<br>或缺乏實質<br>Frivolous or<br>lacking in<br>substance | 投訴人不願<br>繼續追究<br>Complainants<br>did not wish<br>to pursue | 投訴得到<br>提早解決<br>Complaint<br>resolved through<br>early resolution | 超過12個月<br>的時限<br>Beyond<br>12-month<br>time bar | 總數<br>Total |
|------------|-------|--------------------------------------|--|--|---|---|-------------|
| 《殘疾歧視條例》   | DDO   | 9                                    | 150  | 66   | 11  | 5   | 241         |
| 《性別歧視條例》   | SDO   | 1                                    | 60   | 25   | 9   | 4   | 99          |
| 《家庭崗位歧視條例》 | FSDO  | 1                                    | 10   | 8  | 0   | 0   | 19          |
| 總數         | Total | 11                                   | 220  | 99   | 20  | 9   | 359         |

# 投訴處理及法律行動

## Complaint Handling and Legal Action

### 與《性別歧視條例》相關之投訴

- 委員會本年度共調查了277宗涉及僱傭範疇的指稱，當中懷孕歧視個案仍然是主要的投訴原因，有118宗(43%)，其次是性騷擾，共95宗(34%) (詳情見表5)。
- 委員會本年度共調查了29宗涉及非僱傭範疇的指稱，其中18宗 (62%)關乎性別歧視 (詳情見表6)。

### SDO-related Complaints

- A total of 277 employment-related allegations were investigated. Pregnancy discrimination continued to be the major cause for complaint with 118 cases (43%), followed by 95 (34%) sexual harassment cases (See Figure 5).
- Investigations were made into 29 non-employment related allegations; 18 (62%) of which were related to sex discrimination (See Figure 6).

表5. 2005年4月1日至2006年3月31日期間根據《性別歧視條例》提出，關乎僱傭範疇而獲調查的指稱 (共277宗)  
Figure 5. Employment Related Allegations investigated under the SDO: 277 cases – 1 April 2005 to 31 March 2006

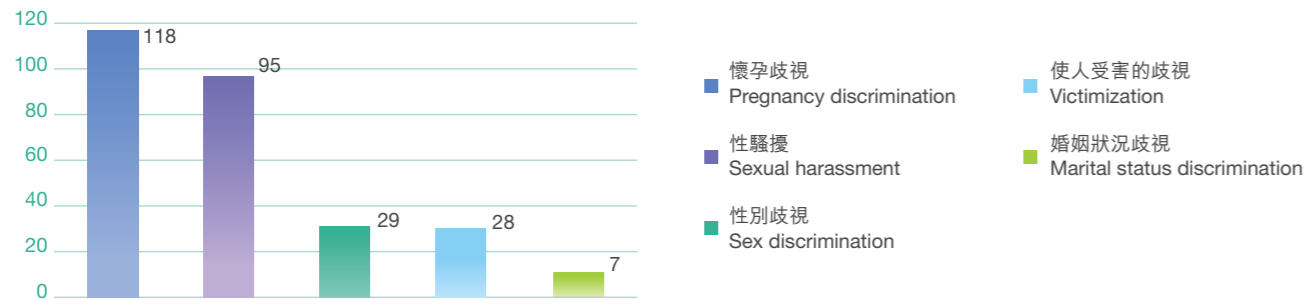


表6. 2005年4月1日至2006年3月31日期間根據《性別歧視條例》提出，關乎非僱傭範疇而獲調查的指稱 (共29宗)  
Figure 6. Non-employment Related Allegations investigated under the SDO: 29 cases – 1 April 2005 to 31 March 2006



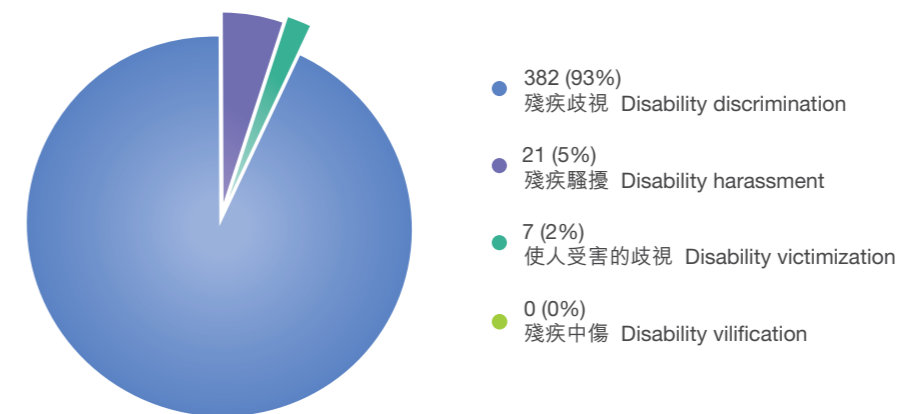
### 與《殘疾歧視條例》相關之投訴

- 委員會本年度調查了534宗有關《殘疾歧視條例》的指稱，其中410宗屬僱傭範疇，124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492宗(佔總數92%)(詳情見表7及表8)。

### DDO-related Complaints

- A total of 534 allegations were investigated, consisting of 410 employment-related and 124 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 492 (92%) of the total (See Figures 7 and 8).

表7. 2005年4月1日至2006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410宗)  
Figure 7. Employment Related Allegations investigated under the DDO: 410 cases – 1 April 2005 to 31 March 2006



# 投訴處理及法律行動

## Complaint Handling and Legal Action

表 8. 2005年4月1日至2006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124宗)  
Figure 8. Non-employment Related Allegations investigated under the DDO: 124 cases – 1 April 2005 to 31 March 2006

| 投訴類別 Type of complaint  | 投訴數目 Number of complaints |
|---|---------------------------|
| 殘疾歧視 Disability discrimination                                      | 110                       |
| 貨品、服務及設施 Goods, services and facilities                             | 41                        |
| 處所通道 Access to premises   | 37                        |
| 政府 Government   | 16                        |
| 教育 Education  | 12                        |
| 會社 Club   | 2                         |
| 處所的處置和管理 Disposal and management of premises                        | 1                         |
| 其他 Other fields   | 1                         |
| 殘疾中傷、騷擾及使人受害的歧視 Disability vilification, harassment & victimization | 14                        |
| <b>總數 Total</b>   | <b>124</b>                |

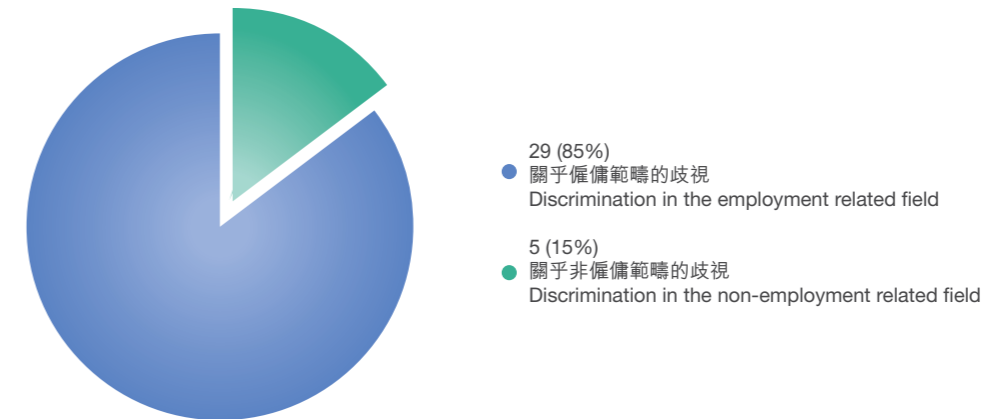
### 與《家庭崗位歧視條例》相關的投訴

- 委員會本年度調查了34宗有關《家庭崗位歧視條例》的指稱，當中有29宗(85%)關乎僱傭範疇，5宗(15%)關乎非僱傭範疇(詳情見表9)。大部分關乎僱傭範疇的指稱(55%)與基於家庭崗位的其他不利情況有關。

### FSDO-related Complaints

- During the year, a total of 34 FSDO allegations were investigated, 29 (85%) of which were employment-related and five (15%) were non-employment related (See Figure 9). The majority (55%) of the allegations in the employment field were related to other detriments on the grounds of family status.

表 9. 2005年4月1日至2006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34宗)  
Figure 9. Allegations investigated under the FSDO: 34 cases – 1 April 2005 to 31 March 2006



### 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，就事件作出查詢，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82宗有關個案，其中18宗關乎《性別歧視條例》，63宗關乎《殘疾歧視條例》，和1宗關乎《家庭崗位歧視條例》。

### 法律協助的申請

當投訴的雙方未能達成和解，委員會有權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供考慮和評估、或由委員會的律師或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。

### 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 82 such cases, 18 under the SDO and 63 under the DDO, and one under the FSDO.

### Applications for Legal Assistance

Where a complaint has been lodged and has not been settled, the EOC has power to grant assistance to applicants who wish to take legal proceedings with regard to the complaint. When an application for assistance is received, our lawyers will conduct an assessment of the application before advising the EOC on the strength of the evidence and other considerations. Upon receipt of the legal advice of the lawyers, the EOC will decide whether or not to grant assistance. The assistance granted by the EOC may include legal advice to the applicant by the EOC's lawyers, legal services relating to consideration and assessment of further information or evidence, or representation in legal proceedings by the EOC's lawyers, or by barristers in private practice briefed by the EOC.



# 投訴處理及法律行動

## Complaint Handling and Legal Action

在2005/06年度，委員會共處理56宗有關法律協助的申請，其中20宗獲得協助。有關申請的分類詳情請參閱附錄5。

### 獲委員會給予法律協助的個案

在2005/06年度，共有14宗獲委員會協助的個案(包括自往年延續至本年度的個案)在展開法律程序前已獲得解決。解決原因包括個案雙方達成和解，或委員會因各種原因而撤回法律協助(例如委員會研究證據之後，認為不宜繼續給予協助)。

此外，有15宗在2005/06年度或以前已獲給予法律協助的個案，至2005/06年底仍未有結果，亦未展開法律程序。詳情見附錄6。

### 法律訴訟

委員會在2005/06年度處理了7宗法庭案件，這7宗案件在2005/06年度前已展開法律程序。當中4宗案件已獲解決；2宗案件進行審訊後，委員會協助的原告人均在審訊中獲判勝訴；而餘下的一宗案件在2005/06年度完結前仍在處理中。

During 2005/06, we had to deal with 56 applications for assistance and granted assistance to 20 of them. Further details and a breakdown of the applications can be found under Appendix 5.

### Legally Assisted Cases

During 2005/06, 14 cases in which legal assistance was granted before and during 2005/06 were resolved without commencing legal proceedings. These were cases in which the parties reached settlement or cases in which the EOC withdrew assistance for various reasons, for example, where upon further examination of the evidence it was considered not appropriate to continue assistance.

15 other cases where legal assistance was granted before and during 2005/06, were still being handled and for which no outcome had yet been reached and no court proceedings had been commenced as at the end 2005/06. For further details, please refer to Appendix 6.

### Court Cases

During 2005/06, the EOC handled seven court cases in which court proceedings were commenced before 2005/06. Four of these cases were settled. Two of these cases proceeded to trial, and judgment was given in favour of the EOC assisted plaintiffs in both trials. The remaining case was still under handling at the end of 2005/06.

上述兩宗在2005/06年度進行審訊的案件，委員會協助的原告人獲判勝訴，其中一宗被告人其後嘗試提出上訴，但未能獲得許可。

在2005/06年度，委員會展開了3宗案件的法律訴訟。其中一宗案件在雙方同意和解條款保密的情況下已獲解決；另外2宗在2005/06年底前仍在進行。詳情見附錄7。

In one of the two cases mentioned above which proceeded to trial in 2005/06, the defendant later tried but failed to obtain leave to appeal against the decision in favour of the EOC assisted plaintiff.

During 2005/06, the EOC commenced legal proceedings in three cases. One of these cases was settled on confidential terms and two were on-going as at the end of 2005/06. Please see Appendix 7 for details.

### 委員會在2005/06年度採取法律行動的概要 Summary of the EOC's Legal Activities 2005/06

|   |                                       |           |
|---|---------------------------------------|-----------|
| 在2005/06年度處理的法律協助申請<br>Applications for legal assistance processed during 2005/06     | 2004/05年度收到的申請<br>Received in 2004/05 | 8         |
|   | 2005/06年度收到的申請<br>Received in 2005/06 | 48        |
|   | <b>總數</b><br><b>Total</b>             | <b>56</b> |
|   | 給予法律協助<br>Granted                     | 20        |
|   | 不給予法律協助<br>Not Granted                | 28        |
|   | 考慮中<br>Under Consideration            | 8         |
| 獲給予法律協助的個案(毋需展開法律程序)<br>Legally assisted cases (without commencing legal proceedings) | 已解決<br>Resolved                       | 14        |
|   | 處理中<br>Ongoing                        | 15        |
| 委員會協助的法庭案件 (2005/06年度前已展開訴訟)<br>EOC assisted court cases (commenced before 2005/06)   | 已解決<br>Resolved                       | 4         |
|   | 勝訴<br>Won                             | 2         |
|   | 處理中<br>Ongoing                        | 1         |
| 委員會協助的法庭案件 (在2005/06年度展開訴訟)<br>EOC assisted court cases (commenced during 2005/06)    | 已解決<br>Settled                        | 1         |
|   | 處理中<br>Ongoing                        | 2         |

# 推廣平等機會 Promoting Equal Opportunities



發放資訊，是消除歧視最有效的方法之一。今年，我們全面更新委員會網站，為所有對平等機會問題有興趣的人士提供實用的資訊和協助。不論你是需要尋找資料做功課，或曾遭受歧視、又或視力有障礙，我們更新後的網站都會方便大家。加強網站訊息服務，能令每個人享有平等機會獲取最新資訊和協助。

現時網站涵蓋委員會所有活動的資料，更為詳盡公開。事實證明，越來越多市民瀏覽委員會的網站。2005/06年度，委員會網站的每月平均點擊率為1,520,000。

## 學校活動

委員會其中一項重要策略是從小灌輸平等機會的價值觀。透過在學校推出一連串戲劇表演和青少年發展項目，幫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。



The dissemination of information is one of the most effective ways to fight discrimination. This year, we have been committed to overhaul the Commission's website, to ensure that we are able to deliver quality information and advice to individuals who want to know more about equal opportunity. Whether you are a student completing a school project, someone who had experienced discrimination or a person with visual impairment, our website is now realigned to facilitate navigation and to improve our provision of services so that everyone can enjoy equal access to up-to-date information and assistance.

The revamped website provides a full and open view of all our activities, and is proving to be increasingly popular with the public, averaging a monthly hit rate of over 1,520,000 during the 2005/06 review year.

## School Programmes

Focusing on the youth is a major EOC strategy as we seek to nurture 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.

# 推廣平等機會 Promoting Equal Opportunities

## 戲劇表演

戲劇將概念轉化為處境，讓兒童更易於明白和認同。委員會與本地三個劇團合作，在學校推出以平等機會、三條反歧視條例和多元文化為題材的話劇和木偶劇。今年有50,900名學生觀賞我們的戲劇表演。

## Drama Performances

Drama helps to translate an abstract concept into a scenario which can be better understood and more easily accepted by children. We engaged three local theatre troupes to stage plays and puppet shows which focus on equal opportunities, the three anti-discrimination ordinances and diversity. This year, 50,900 students have watched and enjoyed our drama performances.

### 2005/06年度戲劇表演一覽 List of drama performances in 2005/06

| 劇目<br>Title                           | 主題<br>Theme   | 場數<br>Number of Performances | 觀眾人數<br>Number of Participants                  |
|---------------------------------------|---|------------------------------|---|
| 3 D互動百變機<br>3-D Interactive Machine   | 《家庭崗位歧視條例》<br>Family Status Discrimination Ordinance                  | 42                           | 10,000 名小學生<br>10,000 primary school students   |
| 平等細運會<br>Equal Opportunities Olympics | 共融與平等機會<br>and equality for all                                       | 28                           | 6,000 名小學生<br>6,000 primary school students     |
| 唔係講笑<br>This is not a Joke            | 防止性騷擾<br>Prevention of sexual harassment                              | 60                           | 15,000 名中學生<br>15,000 secondary school students |
| 街坊小子<br>The Kids on the Block         | 瞭解殘疾問題及兩性平等<br>Understanding of disability issues and gender equality | 175                          | 19,900 名小學生<br>19,900 primary school students   |



## [無定型新人類2005]

延續過往佳績，共有500名學生在2005/06年度參加這個廣受歡迎的平等機會青少年師友計劃。這項每年舉辦的活動強調打破定型觀念的重要性，自2002年起有逾2,000名中學生參與。在2005年11月至2006年2月期間，共58間學校的學生藉著到訪嘉賓導師的工作間或參與大型分享會，擴闊視野。

十一名來自非傳統行業的傑出人士擔任「無定型新人類2005」的嘉賓導師，包括：工程師/無國界醫生香港辦事處董事會成員周健德女士、南華早報總編輯馮惠儀女士、香港大學社會工作及社會行政學系副教授/關懷愛滋前主席何式凝女士、天文台高級科學主任/世界氣象組織航空氣象委員會管理層成員劉心怡女士、前民政事務局常任秘書長李麗娟女士、著名音樂人盧冠廷先生、醫生/傑出殘疾人士獎得主吳家榮醫生、救護主任/世界消防競技大賽金牌得主潘角青女士、平等機會委員會委員/香港回教信託基金總會前主席和現任秘書沙意先生、星展銀行有限公司副主席/星展銀行(香港)有限公司主席黃鋼城先生及著名兒童節目主持人王者匡先生。

這項活動為年青人提供寶貴機會，讓他們從傑出人士的分享中獲益，瞭解嘉賓導師突破性別及殘疾障礙並實現理想的成功經驗。

## “Career Challenge 2005”

Building on past success, in 2005/06, 500 students joined our highly popular Career Challenge Youth Mentorship Programme. The annual project underlines the importance of breaking down stereotypes, and has been successfully completed by over 2,000 secondary school students since 2002. This year, students from 58 schools were able to broaden their horizons, as they joined their mentors at work or in large-group sharing sessions between November 2005 and February 2006.

Eleven outstanding achievers from a wide spectrum of non-traditional fields served as mentors for Career Challenge 2005. They were: Alice CHOW, engineer and board member of Médecins Sans Frontières Hong Kong; Fanny FUNG, editor of South China Morning Post; Dr HO Sik Ying, associate professor of Department of Social Work and Social Administration at the University of Hong Kong and former chairperson of AIDS Concern; Sharon LAU, Senior Scientific Officer of Hong Kong Observatory and management group member of Commission for Aeronautical Meteorology of World Meteorological Organisation; Shelley LEE, former Permanent Secretary for Home Affairs; Lowell LO, renowned composer and song-writer; Dr Gary NG, recipient of Outstanding Disabled Persons Award; Alison PUN, ambulance officer of Fire Services Department and gold medallist of World Firefighters Game; Saeed UDDIN, EOC Member and former chairman and current honorary secretary of the Incorporated Trustees of the Islamic Community Fund of Hong Kong; Frank WONG, chairman of DBS Bank (Hong Kong) Limited and vice chairman of DBS Bank Ltd.; and Harry WONG, renowned artist specializing in children's entertainment.

# 推廣平等機會 Promoting Equal Opportunities

## 全港大專生性別認知迎新遊戲設計比賽

鑑於近年大學迎新營遊戲備受社會關注，本委員會及婦女事務委員會(婦委會)於較早前與八間大專院校合辦論壇，討論預防校園性騷擾的方法。今年，委員會及婦委會合辦全港大專生性別認知迎新遊戲設計比賽。來自八間大學的12組參賽隊伍提交了遊戲構思，其中五隊獲選參與2005年7月的決賽。比賽要求迎新營的組織及參加者設計有趣而又創新的遊戲，以推廣兩性平等，最後由香港理工大學的學生勝出。

## 「非常平等任務：學生論壇」

為製作適合課堂的教材，我們與香港電台為教師編寫了一套教育資料套。在第四輯電視實況劇「非常平等任務」啟播後，委員會與香港電台舉辦了學生論壇，討論電視劇中的真實個案和相關的法律條文。學生論壇現已剪輯為教育資料套的一部份，其他並包括電視實況劇DVD光碟和解說小冊子。我們已向學校和非牟利機構免費派發了1,200份資料套。

## 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，與社會各界夥伴加強聯繫，緊密合作，讓社會人士認識現今的平等機會和歧視問題。

For the many young participants, the value of the programme meant a rare opportunity for them to meet with achievers who were able to overcome gender and disability barriers to reach their goals.

## Orientation Camp Game Design Contest

In light of the concerns about games played at universities' orientation camps in recent years, the EOC, in collaboration with the Women's Commission, organized a forum earlier with eight universities to discuss ways of preventing sexual harassment on campus. This year, the two Commissions organized the first "Orientation Camp Game Design Contest to Promote Gender Awareness" for university students. A total of 12 teams from eight universities submitted game plans for the competition, and five teams were selected to compete in the finals in July 2005. The contest required orientation camp organizers and participants to design games that were fun and creative to promote the message of gender equality. Students from Hong Kong Polytechnic University beat rivals to emerge as the winner of the competition.

## 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. Following the debut of the fourth TV docu-drama series "A Mission for Equal Opportunities", the EOC and RTHK held a student forum to discuss real-life cases of discrimination as portrayed in the TV programme, and the legal provisions related to the cases. The student forum was produced as part of an educational module, which included a set of DVDs of the TV series and an explanatory booklet. A total of 1,200 modules were distributed free of charge to schools and non-profit organizations.



## 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91份申請，委員會共撥出港幣714,495元資助56項活動。(有關獲資助機構名單，請參閱附錄8。)

## 平等機會博覽2005

委員會於2005年10月29日，假樂富中心為每年一度的重點公眾教育活動「平等機會博覽」舉行開幕禮，主題是「無懼障礙 創造未來」，整個博覽於2005年11月至12月期間舉行。

本年度的重點是「你眼看平等」巡迴攝影展覽及「無定型新人類2005」青少年師友計劃。在開幕典禮上，五位「無定型新人類」青少年師友計劃的嘉賓導師——著名音樂人盧冠廷先生、傑出殘疾人士獎得主吳家榮醫生、工程師/無國界醫生香港辦事處董事會成員周健德女士、香港首位加入聯合國世界氣象組織的女氣象員劉心怡女士及著名兒童節目主持人王者匡先生，分享了他們如何衝破障礙、取得成功的個人經驗。

三個社會團體——香港特殊學習障礙協會、明愛向晴軒及香港復康聯盟亦有參與開幕活動，設置資訊及遊戲攤位，推廣平等機會。此外，委員會的社區夥伴於這段期間共舉辦二十多項活動，包括：講座、工作坊、探訪及嘉年華會，與委員會一起致力實現建立公平共融社會的抱負。

## 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 further strengthened links and worked 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

In 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 91 applications, allocating HK\$714,495 to 56 different projects. (See Appendix 8 for organizations funded under this programme.)

## Equal Opportunities Expo 2005

The EOC launched its annual major public education initiative – Equal Opportunities Expo 2005 on 29 October 2005 at Lok Fu Shopping Centre. "Overcoming Adversity to Build a Better Future" was the theme of this year's community events, which ran from November through December 2005.

Highlights of Equal Opportunities Expo 2005 included the Commission's youth mentorship programme "Career Challenge 2005" and "EO Through Your Eyes" roving photo exhibition. At the launching ceremony of the Expo, Career Challenge mentors Lowell LO, renowned composer/songwriter; Dr Gary NG, recipient of the Outstanding Disabled Persons Award; Alice CHOW, Engineer/Board Member,

# 推廣平等機會 Promoting Equal Opportunities

## 「你眼看平等」攝影展覽

繼於2004年舉辦首次攝影比賽後，委員會本年度與商業一台合辦「你眼看平等」攝影展覽，推廣多元共融訊息。巡迴展覽在2005年8月至2006年2月舉行，為期七個月，展出「你眼看平等」攝影比賽的得獎作品，推廣兩性平等、傷健共融及尊重有家庭崗位人士的需要。

展覽於十個區的商場、九廣鐵路及地鐵站舉行，包括灣仔、筲箕灣、佐敦、旺角、樂富、黃大仙、油塘、觀塘、大埔及將軍澳，逾20,000人參觀。

## 媒體宣傳

有效推廣平等機會的訊息，是改變公眾態度與行為的關鍵因素。透過大眾傳媒傳達訊息，是委員會工作的重要環節。

Médecins Sans Frontières Hong Kong ; Sharon LAU, the first woman from Hong Kong to serve as member of the UN's World Meteorological Organization; Harry WONG, a famous TV host of children's programmes shared their personal experiences and discussed how they had overcome difficulties to strive for success.

Three community organizations – Hong Kong Association for Specific Learning Disabilities, Caritas Family Crisis Support Centre and Rehabilitation Alliance Hong Kong – also joined in the launch by setting up information booths to promote equal opportunities. In addition, over 20 activities ranging from talks, workshops, visits and carnivals were organized during this period by our community partners to help build the Commission's vision for a fair and inclusive society.

## “EO Through Your Eyes” Photo Exhibition

Following the Commission's first photo competition in 2004, the Commission and Commercial Radio 1 launched the EO Through Your Eyes Photo Exhibition to promote the concept of inclusion and acceptance of diversity. The roving exhibition ran for seven months from August 2005 to February 2006 to display the winning entries of EO Through Your Eyes Photo Competition, which highlighted gender equality, inclusion of persons with a disability and accommodations for persons with family status.

The exhibition were held in shopping malls, KCRC and MTR stations in ten districts: Wanchai, Shau Kei Wan, Jordan, Mong Kok, Lok Fu, Wong Tai Sin, Yau Tong, Kwun Tong, Tai Po and Tseung Kwan O. It is estimated that over 20,000 people viewed our exhibitions.



## 電視實況劇

委員會與香港電台合力製作第四輯「非常平等任務」電視實況劇，深入探討不同形式的歧視，新一輯實況劇以六個真實個案為藍本，於2005年4月至5月播放，每集吸引130萬觀眾收看。

為宣傳「非常平等任務」電視實況劇，我們向蘋果日報提供了六份特稿，解釋實況劇內關乎平等機會的法律觀點。同時，我們在2005年4月為配合實況劇於地鐵推出海報宣傳。

## 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，當中包括三條反歧視法例以外的問題。在探討一些備受關注的議題上，委員會被認為是起了主導作用。於2005/06年度，我們向南華早報、蘋果日報、Career Times 及新報提供特稿，並召開了兩次新聞發布會，進行16次傳媒預約訪問和發出22份新聞稿。機構傳訊及培訓組又處理了452宗傳媒查詢，及279宗由學生、政府部門、私營公司和社會團體提出的查詢。

## Media Campaigns

It is recognized that the dissemination of information on equal opportunity is crucial in changing public attitudes and behaviour, and over the years engagement with the media has become an essential element of our communication strategy.

## TV Docu-drama

The EOC joined hands with Radio Television Hong Kong again to produce a fourth series of the TV docu-drama “A Mission for Equal Opportunities” for a closer look at different forms of discrimination. The new series, based on six real-life cases, was broadcast from April to May 2005. The programme attracted an estimated 1.3 million viewers per episode.

In promoting “A Mission for Equal Opportunities”, we contributed 6 feature articles to the Apple Daily News 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.

## 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 2005/06, we contributed articles to the South China Morning Post, Apple Daily News, Career Times and Hong Kong Daily News, held two news conferences,

# 推廣平等機會 Promoting Equal Opportunities



## 公眾教育

### 講座

於2005/06年度，委員會舉辦了193場講座，並接待23個團體。參加者來自政府部門、本地及海外非政府機構、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及平等機會有關的議題。

### 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。季刊的發行量超過80,000份，免費供市民索閱，亦備有點字版和網上版。

為瞭解公眾對委員會季刊的意見，我們於2005年10月向12,000位訂戶寄上意見調查問卷，反應非常正面，令人鼓舞。結果顯示，委員會通訊能符合讀者需要，有助加深他們對平等機會的瞭解和接納。

granted 16 media interviews and issued 22 news releases. The Corporate Communications and Training Unit also handled 452 media enquiries, along with 279 enquiries from students, government departments, private companies and community organizations.

## Public Education

### Talks

In 2005/06, we conducted 193 talks and received 23 groups at the Commission. Participants 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.

To gauge public opinions on our quarterly newsletter, the Commission sent out an evaluation questionnaire in October 2005 to 12,000 subscribers. The feedback was very positive and encouraging. The findings showed that the EOC News met the needs of our readers and was considered useful in enhancing their understanding and acceptance level of equal opportunity.

## 新資源

委員會製作各種資源，介紹反歧視法例的不同層面，及平等機會新趨勢，藉此提高市民的認知，並提供反歧視的資訊和協助。過去一年，我們派發了350,000份刊物：

- 《非常平等任務：學生論壇》教育資料套
- 2004/05年度年報
- 「你眼看平等」攝影比賽得獎作品的紀念性質萬用卡
- 2005/06年度平等機會社會參與資助計劃(資料小冊子)
- 委員會通訊(第33至36期)
- 「認識歧視條例，共創公平社會」單張(修訂版)
- 《何謂調解》單張(修訂版)
- 《殘疾歧視條例教育實務守則》(修訂版)
- 《家庭崗位歧視條例僱傭實務守則》(修訂版)

以下刊物曾刊登委員會文章：

- Career Times 出版的《法律迷蹤》，提供有關僱傭問題的實務建議
- 南華早報刊登「認識你的權利」系列文章
- 蘋果日報刊登六份特稿，解釋「非常平等任務」實況劇內平等機會問題的法律觀點。
- 展智季刊刊登有關智障人士投票權利的文章
- 新報刊登有關反歧視條例之下保險問題的文章

## 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. In the past year, we were able to distribute about 350,000 copies of the following:

- “A Mission for Equal Opportunities – Student Forum” Educational Module
- EOC Annual Report 2004/05
- EOC Souvenir Cards displaying winning entries of “EO through Your Eyes” Photo Competition
- Community Participation Funding Programme on Equal Opportunities (information booklet)
- EOC Newsletter (Issue 33 – 36)
- “Stand up for Equal Opportunity” leaflet (revised version)
- “What is Conciliation?” leaflet (revised version)
- Code of Practice on Education under Disability Discrimination Ordinance (revised version)
- Code of Practice on Employment under Family Status Discrimination Ordinance (revised version)

The following publications carried articles contributed by the EOC:

- Legal Puzzle published by Career Times provides practical advice on employment issues
- South China Morning Post published the “Know Your Rights” series
- Apple Daily News published 6 feature articles on the legal perspectives of equal opportunities issues based on the TV docu-drama series “A Mission for Equal Opportunities”
- Chin Chi Quarterly published “Voting Rights for Persons with Mental Impairment”
- Hong Kong Daily News published an article on insurance issues under the anti-discrimination legislation

# 培訓及顧問

## Training and Consultancy



委員會的「宣傳及教育組」與「培訓及顧問組」於2005年4月合併，成為「機構傳訊及培訓組」，有助推行機構傳訊及公眾教育的整體政策，產生更好的協同效應。合併後，委員會的公眾教育策略成效顯著，正好回應社會需求，提供更深入的資訊，和促進平等機會主流化的優質教材。

自2001年開始提供培訓及顧問服務以來，我們已為超過40,000位來自私營企業、公營機構及非政府組織的人力資源從業員、法律界及其他界別的专业人士舉辦了超過700場講座、簡介會及工作坊。

這方面的公眾教育經驗顯示，企業和機構十分需要委員會提供指引，加強他們對本港三條反歧視條例的認識，和協助他們實施良好管理常規，以符合法例要求。

有見及此，我們推出了網上的「平等機會之友會」，並鼓勵企業和機構設立「平等機會主任」。我們相信，設立「平等機會主任」一職，有助機構為員工建立更好的工作環境。

The Promotion & Education Unit and the Training and Consultancy Unit were merged to become the Corporate Communications and Training Unit beginning April 2005. The move was proposed to create better synergy for the implementation of an integrated strategy on communications and public education. The public education strategy has proved fruitful so far, following views expressed by the community for more in-depth information and quality materials to mainstream equal opportunities.

Since the Commission's training and consultancy services began in 2001, we have completed over 700 talks, presentations and workshops for more than 40,000 people comprising human resources practitioners, legal and other professionals from private business, public bodies and non-government organizations.

Our experience in this particular aspect of our public education function reveals a strong need for guidance to be provided for businesses and organizations to improve understanding of the Hong Kong's three anti-discrimination ordinances, and furthermore to assist employers in implementing good management practices to comply with the law.

With this in mind, we designed the on-line "EO Club" to introduce the concept of 'EO Officers' in corporations and other organizations. We believe that an "EO Officer" in every organization will help to create a better work environment for everyone.

# 培訓及顧問 Training and Consultancy



## 持續課程

### 為私營機構而設的平等機會工作坊

委員會的培訓服務獲得重視與好評，不單可從培訓學員的回應得到肯定，也從舊學員繼續報讀更多課程反映出來。在2005/06年度，約有五成培訓班學員以往曾報讀其他課程，反映大家對委員會培訓服務的滿意程度。

委員會在本年舉辦了兩季定期課程共40課，參加人數達755人。

我們在本年度推出了關於「轉承責任」的新課程。根據現時的反歧視條例，僱主需為僱員在受聘期間的行為負上轉承責任。這課程探討了僱主在條例下的責任，和僱主若想免除轉承責任，應要採取的合理措施。由於課程反應熱烈，現已成為一項固定課程。

### 「度身訂造」的培訓課程

在2005/06年度，我們共為8,034人提供了126節課程。「反歧視法例」這課題仍然最受歡迎，其次是「防止及處理性騷擾」。

## Ongoing Activities

### Equal Opportunity Workshops for the Private Sector

The value and benefits of our training services are acknowledged not merely through the positive feedback we received from the training participants, but also from the clients who return for more training. In 2005/06, about 50% of our trainees are repeat clients, indicating a high level of satisfaction with our training services.

Two calendar programmes consisting of 40 sessions for 755 participants were completed during the financial year.

A new course on Vicarious Liability was introduced during the year. Under the current anti-discrimination ordinances, an employer is vicariously liable for the acts of its employees in the course of employment. The programme explores the responsibilities of employers under the provision, and the steps that can be reasonably taken by employers to discharge their vicarious liability. The popularity of the course has made it a regular course in the programme.

### Tailor Made Training Programmes

In 2005/06, we completed 126 training sessions for 8,034 people. The anti-discrimination ordinances remains the most sought after programme, while prevention and management of sexual harassment comes second.

## 為專業人士提供培訓

### 保險中介人

在2005/06年度，委員會為469位保險中介人提供了持續專業發展課程，重點是反歧視條例下與保險業有關的條文，包括違法歧視行為的範疇，而最重要的，是保險公司可採取的良好常規，以防止出現違法行為。

### 校長

由於反歧視條例涵蓋主要公眾活動，包括僱傭、教育、貨品及服務的提供，因此在法例之下，校長扮演著雙重角色。他們既要作僱傭方面的決策，亦要照顧殘疾學生的特別教育需要。今年是委員會與教育統籌局第三年合作為新任校長提供培訓課程，約有150位校長在本年度接受了我們的平等機會培訓。

### 人力資源從業員

在香港人力資源管理學會邀請下，委員會為人力資源從業員提供了有關「三條反歧視條例」及「招聘程序」的課程，亦成為學會為其會員提供的試驗性質認可課程《僱傭法例及僱員關係證書》的組成部分。

## Training Hong Kong's Professionals

### Insurance Intermediaries

In 2005/06, we delivered Continuing Professional Development (CPD) courses to 469 insurance intermediaries. The programme focuses on provisions relating to the insurance industry under the anti-discrimination ordinances. Issues include areas where unlawful discrimination may arise and, most important of all, good practices that may be undertaken by insurers to avoid unlawful acts.

### School Principals

As the anti-discrimination ordinances cover major public activities including, inter alia, employment, education, provision of goods and services, school principals play a dual role under the laws in that they are responsible for making employment decisions as well as ensuring that the special needs of students with a disability are met. For the third year running, in collaboration with the Education and Manpower Bureau, we have been providing equal opportunity training for newly appointed school principals. About 150 principals took part in the training during the year.

### Human Resources Practitioners

At the invitation of the Hong Kong Institute of Human Resource Management (IHRM), the Commission provided 2 training courses on the 3 anti-discrimination ordinances and recruitment processes to human resources practitioners. These courses were components of a pilot accreditation programme "Certificate in Employment Law and Employee Relations" offered by IHRM to its members.



# 培訓及顧問 Training and Consultancy



## 網上培訓課程

今年委員會完成了數項網上培訓課程，包括我們為香港公務員編寫的培訓教材套，以及兩個關於三條反歧視條例與防止性騷擾的網上課程。

### 為公務員而設的平等機會培訓課程

委員會與公務員培訓處會合力編寫的《共享多元文化》公務員網上自學教材套於2006年3月推出。教材套內容包括性別認知、殘疾認知、種族認知及本港三條反歧視條例。

### 為大學生而設的性騷擾認知培訓課程

委員會於2004年8月舉行「防止性騷擾 — 大學論壇」，鼓勵各大學與委員會聯手舉辦更多防止性騷擾的宣傳教育活動，其後，委員會在上年度為學生領袖提供了7場培訓工作坊及研討會，而本年度則提供了8場。

由於學生每年的變動，委員會與學界曾商議及探討有否需要制定持續性更高的培訓方法及其可行性。最後決定為大學生提供網上「防止性騷擾」課程，而大學亦允諾向學生推介該教材套，並定於2007年推出。

## On-line Training

It has been a productive year with the completion of a training module for Hong Kong's civil servants and 2 web-based modules on the 3 anti-discrimination ordinances and prevention of sexual harassment.

### EO Training and Learning for Civil Servants

Working with the Civil Service Training and Development Institute, an e-learning package for Hong Kong's civil servants on Valuing Diversity was developed and launched in March 2006. The topics covered by the package consist of gender awareness, disability awareness, racial awareness and the anti-discrimination ordinances in Hong Kong.

### Sexual Harassment Awareness Training for University Students

Following the Forum on Preventing Sexual Harassment in Universities held in August 2004 which recommended collaboration among the universities with the EOC to carry out more publicity and education initiatives against sexual harassment, 7 seminars and workshops on the topic for student leaders were held in 2005 and a further 8 conducted during this financial year.

As the student population changes every year, the need and feasibility to have a more sustainable training method was deliberated and explored. A decision to provide on-line training on preventing sexual harassment for university students was reached with commitment from the universities to introduce the learning kit to their students. The web-based training module is now scheduled to be launched in 2007.

### 在委員會網頁推出私營機構網上平等機會自學課程

委員會已全面革新網頁版面，並於2006年5月特別為「平等機會之友會」會員推出有關反歧視條例的網上自學課程。另一項有關防止性騷擾的新課程亦已完成，不久將會推出。

## 為婦女團體而設的培訓課程

委員會本年度為有290,000名會員的香港工會聯合會的前線女工作人員，舉辦了一個工作坊，重點是婦女勞工面對的平等機會問題，尤其是懷孕歧視及性騷擾，並向參加者解釋委員會處理投訴的機制。

委員會亦與香港各界婦女聯合會合辦有關《性別歧視條例》及《家庭崗位歧視條例》的工作坊。該活動亦是婦女事務委員會、香港公開大學及商業電台合作的「自在人生自學計劃」項目之一。

### Web-based EO Learning Program on the EOC Website for Private Enterprise

An e-learning package on the anti-discrimination ordinances was developed and launched on the revamped EOC website exclusively for EO Club members in May 2006. Another programme on preventing sexual harassment has been completed and will follow soon after.

## Training for Women's Groups

A workshop for frontline female workers of the 290,000 member of Hong Kong Federation of Trade Unions serving women members was held in the year. The workshop focused on EO issues faced by women in the labour force today, in particular, pregnancy discrimination and sexual harassment, and explains the complaint handling mechanism of the Commission.

Another workshop for women on the Sex Discrimination Ordinance and the Family Status Discrimination Ordinance was held in conjunction with the Hong Kong Federation of Women as part of the "Capacity Building Mileage Programme" developed by the Women's Commission in partnership with the Open University of Hong Kong and Commercial Radio.

# 建立聯繫

## Building Networks



### 地區及國際聯繫

平等機會被視為現代社會的基準，因此，在此領域工作的人理應互相交流資訊和經驗，務求促進這方面的發展。這種持續的對話，不但提高我們對世界新趨勢和最佳管理常規的瞭解，更讓我們有機會與國際社會交流香港的模式。

近年，內地訪客到訪委員會的人數大有增加，反映他們對公民社會的事宜日益關注。為了增加對內地性別和殘疾工作的認識，加強與內地有關部門的聯繫，委員會委員和管理人員於2005年7月進行為期三日、行程緊密的交流活動，拜訪了北京七個相關的非政府組織和政府部門，包括中華全國婦女聯合會、中國殘疾人聯合會和國家民族事務委員會。討論的題目主要集中在保護個人權利、為婦女及殘疾人士充權等事宜。有關少數民族政策，國家民政部向我們簡介了內地為融和全國56個少數民族而設的制度和架構。

### Regional and International Networks

Equal opportunity is a recognized benchmark of a modern society, therefore it is incumbent upon those who work in the field to be able to exchange information and experiences in order to advance the cause. This ongoing dialogue not only strengthens our awareness of emerging trends and best practices around the world, it also enables us to share the Hong Kong model with the international community.

In recent years, the Commission has witnessed a growing number of visitors from the Mainland, which indicates a rising interest in civil society. To enhance understanding of the work on gender and disability in China and to improve liaison with our counterparts on the Mainland, Members and staff of the EOC took a three day intensive exchange programme to seven relevant NGOs and government departments in Beijing in July 2005, paying visits to the All China Women's Federation, the China Disabled Persons' Federation and the State Ethnic Affairs Commission. The subjects discussed focused on protection of individuals' rights, empowerment issues for women and persons with a disability. On ethnic minority policies the Ministry of Civil Affairs briefed us on the Mainland's system and framework to accommodate China's 56 ethnic minority groups.

## 建立聯繫 Building Networks



### 保護和促進殘疾人的權利與尊嚴的國際公約

委員會去年出席了聯合國亞太經濟與社會委員會在曼谷舉行的《保護和促進殘疾人的權利與尊嚴的國際公約》大會特設委員會第5次地區續後會議及第6次會議之預備工作坊。今年7月，我們參與了監察《琵琶湖千年行動綱要》推行的持份者協調會議。《琵琶湖千年行動綱要》提供了一個行動框架，致力於2003至2012年間為亞洲及太平洋區殘疾人士締造一個包容、無障礙和以權利為本的社會。

建議中的《促進和保護殘疾人權利和尊嚴的國際公約》具體地禁止在各領域對殘疾人的歧視，包括：公民權利、訴諸司法的權利、教育、醫療、通道及交通。這條公約已正式遞交聯合國大會在2006年9月開始的會期通過。

### The International Convention to Protect and Promote the Rights and Dignity of Persons with Disabilities

Last year, we attended the UNESCAP Workshop on Regional Follow-up to the Fifth Session and Preparation for the Sixth Session of the Ad Hoc Committee on the International Convention on the Protection and Promotion of the Rights and Dignity of Persons with Disabilities in Bangkok. In July this year, we participated in the Stakeholders' Co-ordination Meeting (SCM) on the Monitoring of the Implementation of the Biwako Millennium Framework (BMF). The BMF provides a framework for action to further the goals of an inclusive barrier-free and rights-based society for persons with disabilities in Asia and Pacific region in the period 2003-2012.

The proposed International Convention to Protect and Promote the Rights and Dignity of Persons with Disabilities specifically prohibits discrimination against persons with disabilities in all areas of life, including civil rights, access to justice, right to education, health services and access to transportation. The convention has been formally sent to the UN General Assembly for adoption, at its next session in September 2006.

### 本地聯繫

要把平等機會觀念化為主流思想，必須建立緊密的社區關係。與公營及私營機構、非政府組織及各個關注團體保持聯絡，有利與他們結成夥伴，實現改革。

由於殘疾人士經常遇到不同的障礙，因此我們主動聯繫非政府組織，正視有關問題，尋求解決辦法。在精神病問題上，偏見和無知令精神病患者一直飽受歧視和負面標籤。有見及此，我們於2005年10月參加了每年一度的「精神健康月」活動。

### Local Links

Investing in our community is essential in mainstreaming equal opportunities. Engaging the public and private sectors, non-governmental organizations (NGOs) and different interest groups enabled us to forge partnerships and effect change.

As persons with disabilities face barriers on a daily basis, we actively maintained our links with NGOs to address the relevant issues and worked on providing possible solutions. In the area of mental illness, where ignorance and prejudice contribute to ongoing discrimination and stigmatisation, we participated in the annual Mental Health Month in October 2005.

# 建立聯繫 Building Networks



委員會代表在2005/06年度出席的主要地區/國際會議及交流  
Major International and Regional Conferences/Exchanges attended by the EOC in 2005/06

| 日期<br>Date                | 活動<br>Event  | 地點<br>Location               |
|---------------------------|--|------------------------------|
| 2005年4月<br>April 2005     | 聯合國經濟、社會、文化權利委員會第34屆會議<br>34th Session of the UN Committee on Economic, Social and Cultural Rights   | 瑞士日內瓦<br>Geneva, Switzerland |
| 2005年7月<br>July 2005      | 訪問：國務院新聞辦公室、民政部、國務院港澳事務辦公室、國家民族事務委員會、中華全國婦女聯合會及屬下婦女法律援助中心、中共中央黨校、中國殘疾人聯合會及屬下北京市殘疾人就業指導中心<br>Visits: The State Council Information Office, Ministry of Civil Affairs, Hong Kong and Macao Affairs Office of State Council, State Ethnic Affairs Commission, All-China Women's Federation, Party Academy of Central Committee of CPC, China Disabled Persons' Federation | 中國北京<br>Beijing, China       |
| 2005年7月<br>July 2005      | 亞洲及太平洋經濟社會委員會有關《促進和保護殘疾人權利和尊嚴的國際公約》大會特設委員會第5次地區續後會議及第6次會議之預備工作坊<br>UN ESCAP Workshop on Regional Follow-up to the Fifth Session and Preparation for the Sixth Session of the Ad Hoc Committee on an International Convention on the Protection and Promotion of the Rights and Dignity of Persons with Disabilities  | 泰國曼谷<br>Bangkok, Thailand    |
| 2005年8月<br>August 2005    | 紀念聯合國第四次世界婦女大會召開10週年會議<br>2005 Conference in Commemoration of the 10th Anniversary of the 4th World Conference on Women  | 中國北京<br>Beijing, China       |
| 2005年11月<br>November 2005 | 深圳市自閉症研究會 — 自閉症研討會<br>Shenzhen Autism Association – Seminar on Autism  | 中國深圳<br>Shenzhen, China      |
| 2005年11月<br>November 2005 | 澳門婦女聯合總會 — 《家庭教育之實施、挑戰與展望》研討會<br>The Women's General Association of Macao – Seminar on Family Education  | 澳門<br>Macao                  |

委員會本年度與海外到訪嘉賓分享的課題包括：工作場所環境、反歧視法例、教育及性別問題。

Workplace environment, anti-discrimination legislation, education as well as gender issues were issues we shared with a number of prominent overseas visitors during the year.

2005/06年度到委員會訪問的嘉賓  
Visitors to the EOC 2005/06

| 日期<br>Date                | 嘉賓<br>Visitors  |
|---------------------------|---|
| 2005年4月<br>April 2005     | 國際勞工局組織北京局局長康妮<br>Ms Constance Thomas, Director, ILO – Beijing Office   |
| 2005年4月<br>April 2005     | 愛爾蘭國家殘疾局主席Angela Kerins博士<br>愛爾蘭復康團體主席Joseph Treacy<br>愛爾蘭國家殘疾局理事Noreen Gildea  |
| 2005年5月<br>May 2005       | 澳門婦女聯合總會<br>The Women's General Association of Macao  |
| 2005年9月<br>September 2005 | 國家民族事務委員會<br>State Ethnic Affairs Commission, PRC   |
| 2005年10月<br>October 2005  | 聯合國亞太經濟與社會委員會人口及社會融合部殘疾計劃社會事務主任Kay Nagata<br>Mr. Kay Nagata, Social Affairs Officer, Disability Sub-Programme, Population and Social Integration Section, Economic & Social Commissioner for Asia and the Pacific |
| 2005年11月<br>November 2005 | 斯里蘭卡「人人共享運動」活動統籌主任Thanuja Navaratne<br>Ms Thanuja Navaratne from Sri Lanka (Project coordinator of "Access for All" advocacy campaign)  |
| 2005年12月<br>December 2005 | 國際自由公會聯合會屬下婦女委員會<br>Women's Committee, International Confederation of Free Trade Unions   |
| 2006年2月<br>February 2006  | 加拿大艾伯特省社區發展部長Minister Gary Mar<br>Minister Gary Mar, Minister of Community Development, Government of Alberta, Canada   |

# 建立聯繫 Building Networks



委員會代表在2005/06年度出席的本地會議/研討會  
Local Conferences/Seminars Attended by the EOC in 2005/06

| 日期<br>Date                | 活動<br>Event  | 主辦機構<br>Organizer  |
|---------------------------|--|--|
| 2005年5月<br>May 2005       | 「規管者的法律責任：國際標準新趨勢」研討會<br>Seminar on "Liability of Regulators : Emerging International Standards"                           | 香港大學<br>The University of Hong Kong  |
| 2005年6月<br>June 2005      | 國民教育國際交流研討會<br>International Symposium on National Education   | 公民教育委員會<br>The Committee on the Promotion of Civic Education   |
| 2005年6月<br>June 2005      | 記者會：保障精神科疾病及情緒失調的醫療保險計劃<br>Press Conference on Common Mood & Anxiety Disorder  | 香港醫學會<br>The Hong Kong Medical Association   |
| 2005年7月<br>July 2005      | 第二屆香港智障人士會議<br>2nd Hong Kong Conference for Persons with Mental Handicap   | 香港社會服務聯會<br>香港復康聯會<br>Hong Kong Council of Social Service – Joint Council for the Physically and Mentally Disabled |
| 2005年8月<br>August 2005    | 「精神病康復者或其家屬常遇到問題」研討會<br>Seminar on Issues faced by Persons who have Recovered from Mental Illness and their Family Members | 香港家連家精神健康<br>倡導協會<br>Hong Kong Family Link<br>Mental Health Advocacy<br>Association                                |
| 2005年9月<br>September 2005 | 匯豐銀行慈善基金路向四肢傷殘人士協會活動中心開幕典禮<br>Opening Ceremony of Activity Centre  | 路向四肢傷殘人士協會<br>Direction Association for the Handicapped  |
| 2005年9月<br>September 2005 | 午餐會演講 — 「平等機會：有利營商」<br>Luncheon Speech – "Equal Opportunity : A Case for Business"   | 香港英商會<br>British Chamber of Commerce   |

委員會代表在2005/06年度出席的本地會議/研討會  
Local Conferences/Seminars Attended by the EOC in 2005/06

| 日期<br>Date                | 活動<br>Event   | 主辦機構<br>Organizer                               |
|---------------------------|---|---|
| 2005年9月<br>July 2005      | 有關「草擬促進和保護殘疾人權利和尊嚴的國際公約之關鍵問題」研討會<br>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<br>Hong Kong Council of Social Service |
| 2005年9月<br>September 2005 | 基督教勵行會少數族裔綜合服務中心開幕典禮暨融和嘉年華<br>Opening Ceremony of Christian Action Integrated Services Centre for Ethnic Minorities and Harmony Carnival  | 基督教勵行會<br>Christian Action                      |
| 2005年10月<br>October 2005  | 慶祝德國統一酒會<br>Reception: Celebration of the Day of German Unity   | 德國領事館<br>German Consulate                       |
| 2005年10月<br>October 2005  | 聯絡會議<br>Liaison Meeting   | 香港僱主聯合會<br>Employers' Federation of Hong Kong   |
| 2005年10月<br>October 2005  | 2005年精神健康月開幕典禮<br>Mental Health Month – Opening Ceremony  | 衛生福利及食物局<br>Health, Welfare and Food Bureau     |
| 2005年10月<br>October 2005  | 2005年網絡無障礙行動頒獎典禮<br>Web Care Campaign 2005 – Award Presentation Ceremony  | 互聯網專業協會<br>Internet Professional Association    |
| 2005年11月<br>November 2005 | 「性與法律研討會」<br>"Sex and the Law" Forum  | 香港電台<br>Radio Television Hong Kong              |
| 2005年11月<br>November 2005 | 傑出顧客服務獎總決賽<br>The DCSA Banquet & "Best of the Best Award" Contest   | 香港壽險管理學會有限公司<br>LOMA Society of Hong Kong       |
| 2005年8月<br>August 2005    | 和諧之家第二十屆週年大會暨『如何促進家庭健康及社會和諧?』講座<br>Twentieth Annual General Meeting of Harmony House Limited cum Forum on "How to Promote Harmony and Health in Our Families and Community?"                            | 和諧之家<br>Harmony House                           |

# 建立聯繫 Building Networks



委員會代表在2005/06年度出席的本地會議/研討會  
Local Conferences/Seminars Attended by the EOC in 2005/06

| 日期<br>Date                 | 活動<br>Event  | 地點<br>Location   |
|----------------------------|--|--|
| 2005年11月<br>November 2005  | 第廿五屆香港人力資源管理學會週年會議<br>「香港人力資源管理學會銀禧大會 — 反璞歸真，以人為本」<br>2005 HKIHRM Annual Conference & Exhibition “Back to Basics? – HKIHRM Jubilee Conference” | 香港人力資源管理學會<br>Hong Kong Institute of Human Resource Management |
| 2005年11月<br>July 2005      | 政治才能研討會<br>Seminar on Political Talents  | 香港大學<br>The University of Hong Kong                            |
| 2005年11月<br>September 2005 | 2005年十大傑出青年選舉<br>Ten Outstanding Young Persons Awards Presentation Ceremony 2005   | 國際青年商會香港總會<br>Junior Chamber International Hong Kong           |
| 2005年11月<br>November 2005  | 「模範殘疾僱員獎」及「開明僱主獎」頒獎典禮<br>Outstanding Disabled Employees Award & Enlightened Employers Award Presentation Ceremony 2005                         | 經濟發展及勞工局<br>Economic Development and Labour Bureau             |
| 2005年11月<br>November 2005  | 四地一心聾人視覺藝術大展開幕典禮<br>Four Corners of China Deaf Artist Exhibition Opening Ceremony  | 香港聾人協進會<br>Hong Kong Association of the Deaf                   |
| 2005年11月<br>November 2005  | 三方合作研討會<br>Seminar on Tripartite Partnership (TTP)   | 中央政策組<br>Central Policy Unit                                   |
| 2005年11月<br>November 2005  | 十大再生勇士頒獎典禮<br>“Top Ten Regeneration Warriors” Award Presentation Ceremony  | 再生會<br>Regeneration Society                                    |
| 2005年12月<br>October 2005   | 香港反歧視法例講座<br>Seminar on “Anti-Discrimination Ordinances in Hong Kong”  | 中國委託公証人協會<br>Association of China-Appointed Officers Ltd.      |
| 2006年1月<br>January 2006    | 性傾向平等機會樂繽紛<br>Equal Opportunities (Sexual Orientation) Awareness Day   | 民政事務局<br>Home Affairs Bureau                                   |
| 2006年1月<br>January 2006    | 「社會夥伴關係」會議<br>Convention on New Social Partnership   | 香港社會服務聯會<br>Hong Kong Council of Social Service                |

委員會代表在2005/06年度出席的本地會議/研討會  
Local Conferences/Seminars Attended by the EOC in 2005/06

| 日期<br>Date               | 活動<br>Event   | 地點<br>Location   |
|--------------------------|---|--|
| 2006年2月<br>February 2006 | 「商界展關懷」嘉許禮<br>Caring Company Recognition Ceremony                             | 香港社會服務聯會<br>The Hong Kong Council of Social Service                  |
| 2006年2月<br>February 2006 | 2006年朋友無疆界嘉年華<br>Friends Unlimited Carnival 2006                              | 香港融樂會<br>Unison Hong Kong  |
| 2006年2月<br>February 2006 | 會員交流<br>Networking Gathering  | 病人互助組織聯盟<br>Alliance for Patients' Mutual Help Organization          |
| 2006年2月<br>February 2006 | 康復公眾教育推廣策略分享會<br>Strategy Sharing Session: Public Education on Rehabilitation | 香港復康聯會<br>The Joint Council for the Physically and Mentally Disabled |
| 2006年3月<br>March 2006    | 發展領導才能研討會<br>Seminar on Leadership Development                                | 勞工處<br>Labour Department   |
| 2006年3月<br>November 2005 | 發展領導才能研討會—地鐵的應用<br>Seminar on Leadership Development - Application in MTR     | 地鐵公司<br>Mass Transit Railway Corporation                             |
| 2006年3月<br>March 2006    | 慶祝2006年國際婦女日酒會<br>Celebration of International Women's Day 2006               | 婦女事務委員會<br>Women's Commission  |
| 2006年3月<br>March 2006    | 香港協癇會週年大會<br>Annual Conference of the Hong Kong Epilepsy Association          | 香港癲癇會<br>The Hong Kong Epilepsy Association                          |

# 財務報告

平等機會委員會  
截至二零零六年三月三十一日止財政年度的財務報表

## 核數師報告

致：平等機會委員會委員  
(依據《性別歧視條例》於香港成立)

本核數師已完成審核第59至第73頁之財務報表，該等財務報表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財務報表。在編製該等真實兼公平之財務報表時，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，對該等財務報表作出獨立意見，並按照雙方已同意的聘約條款之規定，僅向整體委員會報告，除此以外本報告別無其他目的。本核數師不會就本報告的內容向任何其他人士負上或承擔任何責任。

## 意見之基礎

本核數師已按照香港會計師公會所頒佈之香港審計準則進行審核工作。審核範圍包括以抽樣方式查核與財務報表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財務報表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，就該等財務報表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財務報表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，上述之財務報表足以真實兼公平地顯示委員會於二零零六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盈餘及現金流量。

羅兵咸永道會計師事務所  
香港執業會計師

香港，二零零六年十二月十四日

資產負債表  
(除特別註明外，所有金額均為港幣)

|                |       | 於三月三十一日           |                   |
|----------------|-------|-------------------|-------------------|
|                | 附註    | 2006              | 2005              |
| <b>資產</b>      |       |                   |                   |
| <b>非流動資產</b>   |       |                   |                   |
| 物業、機器及設備       | 4     | 7,596,106         | 6                 |
| 應收政府的約滿酬金補助    | 5     | 2,062,075         | 3,398,284         |
|                |       | <u>9,658,181</u>  | <u>3,398,290</u>  |
| <b>流動資產</b>    |       |                   |                   |
| 應收政府的未使用年假補助   |       | 1,806,035         | 1,723,173         |
| 其他應收帳款、按金及預付款項 | 6     | 2,589,411         | 665,139           |
| 銀行結存及現金        | 7     | 27,931,338        | 46,209,439        |
|                |       | <u>32,326,784</u> | <u>48,597,751</u> |
| <b>總資產</b>     |       | <u>41,984,965</u> | <u>51,996,041</u> |
| <b>基金</b>      |       |                   |                   |
| 儲備             | 8     | 24,260,345        | 18,750,000        |
| 收支結算表          |       | -                 | -                 |
|                |       | <u>24,260,345</u> | <u>18,750,000</u> |
| <b>負債</b>      |       |                   |                   |
| <b>非流動負債</b>   |       |                   |                   |
| 資本補助基金         | 9     | 20,010            | 225,960           |
| 長期服務金及遣散費的準備   | 10(a) | 40,045            | 163,669           |
| 職員約滿酬金的準備      | 10(b) | 3,303,640         | 2,036,615         |
|                |       | <u>3,363,695</u>  | <u>2,426,244</u>  |
| <b>流動負債</b>    |       |                   |                   |
| 其他應付帳項及應計費用    | 11    | 7,371,317         | 2,279,616         |
| 職員約滿酬金的準備      | 10(b) | 2,634,681         | 11,195,500        |
| 未使用年假的準備       |       | 1,806,035         | 1,723,173         |
| 預收政府補助         | 13    | 2,548,892         | 2,080,835         |
| 應付政府的補助盈餘帳     | 14    | -                 | 13,540,673        |
|                |       | <u>14,360,925</u> | <u>30,819,797</u> |
| <b>總負債</b>     |       | <u>17,724,620</u> | <u>33,246,041</u> |
| <b>總基金及負債</b>  |       | <u>41,984,965</u> | <u>51,996,041</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

第63至73頁之附註為財務報表之部份。

收支結算表  
(除特別註明外，所有金額均為港幣)

|                      | 附註 | 截至三月三十一日止財政年度     |                   |
|----------------------|----|-------------------|-------------------|
|                      |    | 2006              | 2005              |
| <b>收入</b>            |    |                   |                   |
| 政府補助                 | 14 | 70,235,596        | 71,926,715        |
| 法律訴訟費用的補償            |    | 299,785           | 126,000           |
| 利息收入                 |    | 1,089,173         | 344,496           |
| 雜項收入                 |    | 683,163           | 984,777           |
|                      |    | <u>72,307,717</u> | <u>73,381,988</u> |
| <b>支出</b>            |    |                   |                   |
| 職員薪酬                 |    | 34,433,153        | 35,825,977        |
| 職員約滿酬金、其他福利及津貼       |    | 13,657,524        | 14,272,116        |
| 未使用年假的準備之增長/(減少)     |    | 82,862            | (161,411)         |
| 法律費用                 |    | 1,585,360         | 674,254           |
| 宣傳及公眾教育支出            |    | 4,567,532         | 2,771,155         |
| 經費來自資本補助基金的宣傳及公眾教育支出 | 9  | (205,950)         | (51,285)          |
| 研究計劃及教材資料套           |    | 248,825           | 3,488             |
| 營業租約租金               |    | 8,532,531         | 5,316,163         |
| 折舊支出                 |    | 265,652           | -                 |
| 物業、機器及設備的撇銷          |    | -                 | 343,852           |
| 清理物業、機器及設備的虧損        |    | 48,857            | -                 |
| 外訪及會議                |    | 299,078           | 65,707            |
| 職員培訓                 |    | 51,220            | 280,704           |
| 核數師酬金                |    | 41,500            | 27,320            |
| 其他經營費用               |    | 3,189,228         | 2,179,763         |
|                      |    | <u>66,797,372</u> | <u>61,547,803</u> |
| <b>財政年度盈餘</b>        |    | <u>5,510,345</u>  | <u>11,834,185</u> |

資金變動表  
(除特別註明外，所有金額均為港幣)

|                         | 收支結算表       | 儲備(註 8)    | 總數          |
|-------------------------|-------------|------------|-------------|
| <b>於2004年4月1日</b>       | -           | 9,884,126  | 9,884,126   |
| 財政年度盈餘                  | 11,834,185  | -          | 11,834,185  |
| 轉至應付政府的補助盈餘帳            | (2,968,311) | -          | (2,968,311) |
| 轉撥                      | (8,865,874) | 8,865,874  | -           |
| <b>於2005年3月31日及4月1日</b> | -           | 18,750,000 | 18,750,000  |
| 財政年度盈餘                  | 5,510,345   | -          | 5,510,345   |
| 轉撥                      | (5,510,345) | 5,510,345  | -           |
| <b>於2006年3月31日</b>      | -           | 24,260,345 | 24,260,345  |



現金流動表  
(除特別註明外，所有金額均為港幣)

|                         | 附註 | 截至三月三十一日止財政年度 |              |
|-------------------------|----|---------------|--------------|
|                         |    | 2006          | 2005         |
| <b>營運活動現金流量</b>         |    |               |              |
| 營運活動現金(流出)/流入淨額         | 18 | (11,456,665)  | 18,471,995   |
| <b>投資活動現金流量</b>         |    |               |              |
| 已收利息                    |    | 1,089,173     | 344,496      |
| 購置物業、機器及設備              | 4  | (7,910,609)   | (343,852)    |
| 原本存款期超過3個月的銀行存款之減少/(增加) |    | 14,899,723    | (11,318,286) |
| 投資活動所產生/(所用)之現金淨額       |    | 8,078,287     | 11,317,642   |
| <b>現金及現金等值之(減少)/增加</b>  |    | (3,378,378)   | 7,154,353    |
| 年初之現金及現金等值              |    | 17,721,090    | 10,566,737   |
| <b>年末之現金及現金等值</b>       | 7  | 14,342,712    | 17,721,090   |

## 財務報表附註

(除特別註明外，所有金額均為港幣)

### 1 一般資料

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，並促進男女之間、傷健之間及不同家庭崗位人士之間的平等機會。

委員會是按法例在香港成立，辦事處註冊地址為香港太古城太古灣道14號太古城中心三座19樓。

除特別註明外，本財務報表均以港幣呈報。委員會委員於二零零六年十二月十四日核准發行本財務報表。

### 2 主要會計政策的概要

擬定財務報表所採用的主要會計政策列明如下。除特別註明外，這些政策均貫徹應用於所有呈報的年份。

#### 2.1 擬備帳目基礎

本財務報表已經按照由香港會計師公會頒佈的《香港財務報告準則》(此統稱包括所有適用的個別《香港財務報告準則》、《香港會計準則》及詮釋)。本財務報表是採用原值成本慣例擬定。

編製該等符合《香港財務報告準則》的財務報表需要運用若干主要會計估計，亦需要管理層於應用委員會的會計政策時作出判斷。沒有牽涉較高精度判斷或較複雜的範疇，或對財務報告屬重大假設或估計的範疇。

#### 採納由二零零五年一月一日開始生效新訂/經修訂的《香港財務報告準則》

於二零零五年四月一日，委員會採納了與其營運有關新訂或經修訂的《香港財務報告準則》。視乎情況需要，以往年度的比較數字已根據有關規定作出修訂。

(i) 採納以下新訂或經修訂的《香港財務報告準則》並無導致委員會的會計政策有重大變動。

- 《香港會計準則》第1號「財務報表的列報」已剔除准許委員會不披露物業、機器及設備變動對帳用的比較資料的條文。
- 《香港會計準則》第21號「外幣滙率變動的影響」對委員會的政策沒有重大的影響。根據經修改準則的指引，委員會委員視港幣為委員會的功能貨幣和列報貨幣。
- 《香港會計準則》第24號「有關連人士披露」已影響有關連人士的識別和若干其他有關連人士的披露。

# 財務報表附註

(除特別註明外，所有金額均為港幣)

## 2 主要會計政策的概要(續)

### 2.1 擬備帳目基礎(續)

- (ii) 採納經修訂的《香港會計準則》第16號「物業、機器及設備」已導致與物業、機器及設備的確認和計量相關的會計政策改變。於以往年度，委員會以非牟利機構身份，獲豁免遵守香港會計師公會所頒佈之會計實務準則第17號「物業、機器及設備」的規定。物業、機器及設備於購置年度在收支結算表中計提全額的折舊。每個物業、機器及設備的類目均保留港幣一元的帳面值入帳。

採納《香港會計準則》第16號後，非牟利機構沒有豁免，委員會需跟從《香港會計準則》第16號的規定。物業、機器及設備的新會計政策已詳載於以下附註2.3。

然而，香港會計師公會於《香港會計準則》第16號中引入針對非牟利機構的有限度過渡性條文。根據該等有限度的過渡性條文，每個物業、機器及設備項目緊接應用《香港會計準則》第16號前的帳面金額被視作應用當日的成本，並由2005年4月1日開始計提折舊。因此，採納《香港會計準則》第16號並沒有導致追溯財務影響。

- (iii) 採納《香港會計準則》第32號「財務工具：披露及列報」、第39號「財務工具：確認及計量」及第39號(修訂)「財務資產及財務負債的過渡及初次確認」後，有關確認、計量、終止確認及披露財務資產及負債的會計政策因而有所變更。然而，由於委員會的財務資產及負債主要來自到期日短的一般營運，財務資產及負債的公允價值與帳面價值相若，所以採納《香港會計準則》第32及39號的影響輕微。於年結日，委員會並無任何衍生的財務工具或對沖活動。

[沒有提早採納由二零零六年一月一日或以後開始生效的新訂/經修訂的《香港財務報告準則》](#)

若干新準則、修訂及現有準則的詮釋(統稱「修訂本」)已公佈，由二零零六年四月一日或以後開始的會計期間生效。部份修訂本與委員會有關，並適用於委員會，然而，委員會並沒有就本財務報表提早採用。委員會已開始，但未完成評估適用修訂本對其經營業績及財務狀況的影響。委員會委員相信，除了若干額外披露外，對財務報表並沒有重大的影響。

### 2.2 功能和列報貨幣

財務報表包括的項目均以委員會經營所在地的主要經濟環境的貨幣(「功能貨幣」)計算。財務報表以委員會的功能和列報貨幣，即港幣列示。

# 財務報表附註

(除特別註明外，所有金額均為港幣)

## 2 主要會計政策的概要(續)

### 2.3 物業、機器及設備

物業、機器及設備均以原值成本扣除折舊和減值虧損後列帳。原值成本包括購置該等項目的直接支出。

租賃物業裝修的折舊按其成本扣除累積折舊和減值虧損，於租賃期間或對委員會的估計可使用年期兩者中較短者撇銷計算。

其他物業、機器及設備的折舊按下列的估計可使用年期，以直線法將其成本分攤至剩餘價值計算：

|           |      |
|-----------|------|
| 固定裝置及裝修   | 六年   |
| 辦公室傢俬及設備  | 三至五年 |
| 汽車        | 七年   |
| 電腦器材      | 三至四年 |
| 即時傳譯及擴音系統 | 六年   |

資產的剩餘價值和可使用年期均於年結日檢討，及在適當情況下予以調整。

### 2.4 非財務資產的減值

每當事件或情況改變顯示帳面金額可能不能收回時，檢討須攤銷或計提折舊資產的減值。資產的帳面金額超出其可收回金額的數額確認為減值虧損。可收回金額以其公允價值扣除銷售成本或使用價值計算，兩者以較高者為準。就評估減值而言，資產以能獨立辨認現金流量的最低層次(現金產生單位)分組。

### 2.5 應收帳款

應收帳款最初按公允價值確認，其後按照實際利率法以攤銷後成本扣除減值準備計算。當客觀證據顯示委員會不能根據應收帳款的原來條款收回全部到期的金額時，確定應收帳款的減值準備。準備的金額將按資產的帳面金額與根據實際利率貼現的預期未來現金流量的現值兩者之間的差額計算，在收支結算表內確認。

### 2.6 現金及現金等值

現金及現金等值包括現金及原本存款期為三個月或以下的銀行存款。

## 財務報表附註

(除特別註明外，所有金額均為港幣)

### 2 主要會計政策的概要(續)

#### 2.7 僱員福利

##### (a) 僱員假期及約滿酬金享有權

僱員應享有的年假及約滿酬金於確立時確認。截至年結日止，因僱員已提供服務而產生的年假及約滿酬金已撥出準備。

僱員應享有的病假、分娩假及陪產假於放假時才確認。

##### (b) 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。委員會及僱員均需要按僱員有關入息的5%供款，並以每位僱員每月港幣1,000元為限。委員會向該計劃的供款均於產生時列作支出。

委員會支付供款後便沒有進一步的付款責任。只有能確定現金退款或將來付款的減少時，預繳的供款才可確認為資產。

#### 2.8 準備

準備是在委員會因過往事項而有法定或推定債務，而資源可能需要流出以償付這些債務，以及已可靠地估計數額時予以確認。將來營運損失不確認準備。

若有多項同類責任，則資源流出以償付責任的可能性須整體考慮該類別責任而釐定。對同一類別責任所包括的項目，即使其流出的可能性極低，亦須作出撥備。

#### 2.9 收益的確認

##### (a) 政府補助

如能合理確定補助將收到、且委員會將遵照附帶條件，按公允價值確認政府補助。

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。

與購置物業、機器及設備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。

##### (b) 法律訴訟費用的補償

法律訴訟費用的補償是以確立收款的權利時確認。

##### (c) 利息收入

利息收入按照實際利率法和時間比例確認。

## 財務報表附註

(除特別註明外，所有金額均為港幣)

### 2 主要會計政策的概要(續)

#### 2.9 收益的確認(續)

##### (d) 雜項收入

雜項收入是以應計制確認。

#### 2.10 租約 — 營業租約

資產擁有權得益及風險之主要部份由出租公司保留之租約，皆分類為營業租約。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。

### 3 財務風險管理

風險管理根據委員會批准的政策由會計部進行。會計部與運作單位緊密合作，以識別及評估財務風險。委員會為整體風險管理訂定書面原則，例如利率風險、所使用財務工具，以及投資剩餘的流動資金。

委員會沒有面對外匯風險、信貸風險及流動資金風險。利率風險方面，除了以市場利率計息的短期銀行存款外，委員會沒有其他重大的計息資產及負債。

## 財務報表附註

(除特別註明外，所有金額均為港幣)

## 4 物業、機器及設備

|            | 租賃<br>物業裝修 | 固定裝置<br>及裝修 | 辦公室<br>傢俬<br>及設備 | 汽車        | 電腦器材        | 即時傳譯<br>及<br>擴音系統 | 總數           |
|------------|------------|-------------|------------------|-----------|-------------|-------------------|--------------|
| 於2004年4月1日 |            |             |                  |           |             |                   |              |
| 成本         | 645,649    | 5,543,399   | 3,127,548        | 726,698   | 3,900,760   | 394,724           | 14,338,778   |
| 累積折舊       | (645,648)  | (5,543,398) | (3,127,547)      | (726,697) | (3,900,759) | (394,723)         | (14,338,772) |
| 帳面淨額       | 1          | 1           | 1                | 1         | 1           | 1                 | 6            |

## 截至2005年3月31日止財政年度

|           |   |         |           |   |           |   |           |
|-----------|---|---------|-----------|---|-----------|---|-----------|
| 年初帳面淨額    | 1 | 1       | 1         | 1 | 1         | 1 | 6         |
| 年內增置      | - | 8,009   | 200,208   | - | 135,635   | - | 343,852   |
| 年內減少 - 成本 | - | -       | (113,344) | - | (114,196) | - | (227,540) |
| - 折舊      | - | -       | 113,344   | - | 114,196   | - | 227,540   |
| 撇銷        | - | (8,009) | (200,208) | - | (135,635) | - | (343,852) |
| 年末帳面淨額    | 1 | 1       | 1         | 1 | 1         | 1 | 6         |

## 於2005年3月31日

|      |           |             |             |           |             |           |              |
|------|-----------|-------------|-------------|-----------|-------------|-----------|--------------|
| 成本   | 645,649   | 5,551,408   | 3,214,412   | 726,698   | 3,922,199   | 394,724   | 14,455,090   |
| 累積折舊 | (645,648) | (5,551,407) | (3,214,411) | (726,697) | (3,922,198) | (394,723) | (14,455,084) |
| 帳面淨額 | 1         | 1           | 1           | 1         | 1           | 1         | 6            |

## 截至2006年3月31日止財政年度

|           |           |             |           |           |           |           |             |
|-----------|-----------|-------------|-----------|-----------|-----------|-----------|-------------|
| 年初帳面淨額    | 1         | 1           | 1         | 1         | 1         | 1         | 6           |
| 年內增置      | 5,642,977 | -           | 1,146,879 | 260,880   | 661,346   | 198,527   | 7,910,609   |
| 年內減少 - 成本 | (694,505) | (5,551,407) | (780,223) | (225,025) | (202,596) | (124,128) | (7,577,884) |
| - 折舊      | 645,648   | 5,551,407   | 780,223   | 225,025   | 202,596   | 124,128   | 7,529,027   |
| 折舊        | (77,696)  | -           | (58,805)  | (37,268)  | (86,369)  | (5,514)   | (265,652)   |
| 年末帳面淨額    | 5,516,425 | 1           | 1,088,075 | 223,613   | 574,978   | 193,014   | 7,596,106   |

## 於2006年3月31日

|      |           |   |             |           |             |           |             |
|------|-----------|---|-------------|-----------|-------------|-----------|-------------|
| 成本   | 5,594,121 | 1 | 3,581,068   | 762,553   | 4,380,949   | 469,123   | 14,787,815  |
| 累積折舊 | (77,696)  | - | (2,492,993) | (538,940) | (3,805,971) | (276,109) | (7,191,709) |
| 帳面淨額 | 5,516,425 | 1 | 1,088,075   | 223,613   | 574,978     | 193,014   | 7,596,106   |

## 財務報表附註

(除特別註明外，所有金額均為港幣)

## 5 應收政府的約滿酬金補助

|            | 2006        | 2005        |
|------------|-------------|-------------|
| 於4月1日      | 3,398,284   | 5,601,359   |
| 年度內確認的補助   | 7,262,791   | 7,200,925   |
| 已收政府約滿酬金補助 | (8,599,000) | (9,404,000) |
| 於3月31日     | 2,062,075   | 3,398,284   |

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。

## 6 其他應收帳款、按金及預付款項

|        | 2006      | 2005    |
|--------|-----------|---------|
| 其他應收帳款 | 410,310   | 411,866 |
| 按金     | 1,865,958 | 76,769  |
| 預付款項   | 313,143   | 176,504 |
|        | 2,589,411 | 665,139 |

其他應收帳款、按金及預付款項的帳面金額與其公允價值相若。

## 7 銀行結存及現金

|                    | 2006       | 2005       |
|--------------------|------------|------------|
| 銀行存款及現金            | 1,656,734  | 7,628,320  |
| 原本存款期不超過3個月的短期銀行存款 | 12,685,978 | 10,092,770 |
| 現金及現金等值            | 14,342,712 | 17,721,090 |
| 原本存款期超過3個月的短期銀行存款  | 13,588,626 | 28,488,349 |
|                    | 27,931,338 | 46,209,439 |

短期銀行存款的平均實際利率為2.7%(2005年：1.4%)，這些銀行存款的存款期由1個月至1年(2005年：由1個月至1年)不等。

## 財務報表附註

(除特別註明外，所有金額均為港幣)

### 8 儲備

|                           | 基本設施<br>儲備 | 法律訴訟<br>儲備  | 一般儲備        | 儲備         | 總數         |
|---------------------------|------------|-------------|-------------|------------|------------|
| 於2004年3月31日               | 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  |
| 由基本設施、法律訴訟及<br>一般儲備轉至儲備   | (886,266)  | (2,544,045) | (6,453,815) | 9,884,126  | -          |
| 於2005年3月31日及<br>2005年4月1日 | -          | -           | -           | 18,750,000 | 18,750,000 |
| 由收支結算表撥入                  | -          | -           | -           | 5,510,345  | 5,510,345  |
| 於2006年3月31日               | -          | -           | -           | 24,260,345 | 24,260,345 |

儲備可作一般用途，委員會有權自行運用上限內的儲備。此上限為委員會每年的經常性資助加上物業、機器及設備帳面淨額後的25%。

### 9 資本補助基金

|                               | 為不同界別<br>製作的<br>教材資料 | 「同值同酬」<br>研究及教育<br>計劃 | 總數        |
|-------------------------------|----------------------|-----------------------|-----------|
| 於2004年4月1日                    | 221,586              | 55,659                | 277,245   |
| 轉至收支結算表作收入以配合:<br>- 宣傳及公眾教育支出 | (17,535)             | (33,750)              | (51,285)  |
| 於2005年3月31日及4月1日              | 204,051              | 21,909                | 225,960   |
| 轉至收支結算表作收入以配合:<br>- 宣傳及公眾教育支出 | (205,950)            | -                     | (205,950) |
| 於2006年3月31日                   | (1,899)              | 21,909                | 20,010    |

資本補助基金指就特定計劃已收取但仍未使用的非經常性政府資本補助結餘。此項基金轉至收支結算表作為收入，以配合有關成本。

## 財務報表附註

(除特別註明外，所有金額均為港幣)

### 10 長期負債

#### (a) 長期服務金及遣散費的準備

|        | 2006      | 2005    |
|--------|-----------|---------|
| 於4月1日  | 163,669   | 166,080 |
| 已使用    | (123,624) | (2,411) |
| 於3月31日 | 40,045    | 163,669 |

#### (b) 職員約滿酬金的準備

|            | 2006         | 2005         |
|------------|--------------|--------------|
| 於4月1日      | 13,232,115   | 8,451,810    |
| 撥出準備       | 7,262,791    | 7,200,925    |
| 財政年度已支付之金額 | (14,556,585) | (2,420,620)  |
| 於3月31日     | 5,938,321    | 13,232,115   |
| 減：流動部份     | (2,634,681)  | (11,195,500) |
| 流動部份       | 3,303,640    | 2,036,615    |

職員約滿酬金的準備是為了支付由受僱日期起計已完成三年合約之委員會僱員的約滿酬金而設立的。

### 11 其他應付帳項及應計費用

|              | 2006      | 2005      |
|--------------|-----------|-----------|
| 其他應付帳項       | 5,190,126 | 755,913   |
| 應計費用         | 1,446,627 | 192,632   |
| 法律費用的準備(註12) | 688,254   | 1,232,381 |
| 預收款項         | 46,310    | 98,690    |
|              | 7,371,317 | 2,279,616 |

其他應付帳項及應計費用的帳面金額與其公允價值相若。

## 財務報表附註

(除特別註明外，所有金額均為港幣)

### 12 法律費用的準備

|            | 2006                        | 2005                        |
|------------|-----------------------------|-----------------------------|
| 於4月1日      | 1,232,381                   | 1,430,700                   |
| 撥出準備       | 1,585,360                   | 674,254                     |
| 財政年度已支付之金額 | (2,129,487)                 | (872,573)                   |
|            | <u>                    </u> | <u>                    </u> |
| 於3月31日     | 688,254                     | 1,232,381                   |
|            | <u>                    </u> | <u>                    </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。

### 13 預收政府補助

此項政府補助是有關於年結日後才提供的各項服務而預收的款項。

### 14 應付政府的補助盈餘帳

這標題下的餘額指超出註8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长，經諮詢財經事務及庫務局局长後的批准，或獲民政事務局局长，經諮詢財經事務及庫務局局长後提高儲備額上限。根據截至2005年3月31日止財政年度的儲備上限，超出儲備上限的金額，即港幣13,540,673元，應於本年度以對沖經常性資助形式歸還給政府。故此，政府支付委員會的經常性資助已於本年度扣除此金額。

### 15 主要管理報酬

|       | 2006                        | 2005                        |
|-------|-----------------------------|-----------------------------|
| 薪酬及津貼 | 9,426,276                   | 10,022,617                  |
| 其他福利  | 1,815,306                   | 1,720,254                   |
|       | <u>                    </u> | <u>                    </u> |
|       | 11,241,582                  | 11,742,871                  |
|       | <u>                    </u> | <u>                    </u> |

### 16 所得稅支出

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。

## 財務報表附註

(除特別註明外，所有金額均為港幣)

### 17 承擔

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：

|          | 2006                        | 2005                        |
|----------|-----------------------------|-----------------------------|
| 一年內      | 5,563,584                   | -                           |
| 一年以上至五年內 | 22,254,336                  | -                           |
| 五年後      | 3,940,872                   | -                           |
|          | <u>                    </u> | <u>                    </u> |
|          | 31,758,792                  | -                           |
|          | <u>                    </u> | <u>                    </u> |

### 18 營運活動現金(流出)/ 流入淨額

|                  | 2006                        | 2005                        |
|------------------|-----------------------------|-----------------------------|
| 財政年度盈餘           | 5,510,345                   | 11,834,185                  |
| 調整：              |                             |                             |
| - 折舊支出           | 265,652                     | -                           |
| - 物業、機器及設備的撇銷    | -                           | 343,852                     |
| - 清理物業、機器及設備的虧損  | 48,857                      | -                           |
| - 利息收入           | (1,089,173)                 | (344,496)                   |
| 營運資金變動：          |                             |                             |
| - 應收政府的約滿酬金補助    | 1,336,209                   | 2,203,075                   |
| - 應收政府的未使用年假補助   | (82,862)                    | 161,411                     |
| - 其他應收帳款、按金及預付款項 | (1,924,272)                 | (31,257)                    |
| - 其他應付帳項及應計費用    | 5,091,701                   | (1,595,773)                 |
| - 職員約滿酬金的準備      | (7,293,794)                 | 4,780,305                   |
| - 未使用年假的準備       | 82,862                      | (161,411)                   |
| - 長期服務金及遣散費的準備   | (123,624)                   | (2,411)                     |
| - 預收政府補助         | 468,057                     | 1,335,800                   |
| - 應付政府的補助盈餘帳     | (13,540,673)                | 2,968,311                   |
| - 資本補助基金         | (205,950)                   | (51,285)                    |
| - 轉至應付政府的補助盈餘帳   | -                           | (11,834,185)                |
| - 儲備             | -                           | 8,865,874                   |
|                  | <u>                    </u> | <u>                    </u> |
| 營運活動現金(流出)/ 流入淨額 | (11,456,665)                | 18,471,995                  |
|                  | <u>                    </u> | <u>                    </u> |

清理物業、機器及設備並無出售收入。

# Financial Statements

Equal Opportunities Commission  
Financial Statements for the Year Ended 31st March 2006

## 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 financial statements on pages 75 to 89 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 financial statements which give a true and fair view. In preparing financial statements 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 financial statements 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 Hong Kong Standards on Auditing 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 financial statements. It also includes an assessment of the significant estimates and judgements made by the Commission in the preparation of the financial statements, 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 financial statements are free from material misstatement. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements. We believe that our audit provides a reasonable basis for our opinion.

### Opinion

In our opinion the financial statements give a true and fair view of the state of affairs of the Commission as at 31st March 2006 and of its surplus and cash flows for the year then ended.

**PricewaterhouseCoopers**  
Certified Public Accountants

Hong Kong, 14th December 2006

## Statement of Assets and Liabilities (All amounts in Hong Kong dollars unless otherwise stated)

|   | Note  | As at 31st March  |                   |
|---|-------|-------------------|-------------------|
|   |       | 2006              | 2005              |
| <b>ASSETS</b>   |       |                   |                   |
| <b>Non current assets</b>                                     |       |                   |                   |
| Property, plant and equipment                                 | 4     | 7,596,106         | 6                 |
| Gratuity subvention receivable from Government                | 5     | 2,062,075         | 3,398,284         |
|   |       | <u>9,658,181</u>  | <u>3,398,290</u>  |
| <b>Current assets</b>   |       |                   |                   |
| Unutilised annual leave subvention receivable from Government |       | 1,806,035         | 1,723,173         |
| Other receivables, deposits and prepayments                   | 6     | 2,589,411         | 665,139           |
| Bank balances and cash  | 7     | 27,931,338        | 46,209,439        |
|   |       | <u>32,326,784</u> | <u>48,597,751</u> |
| <b>Total assets</b>   |       | <u>41,984,965</u> | <u>51,996,041</u> |
| <b>FUNDS</b>  |       |                   |                   |
| Reserves  | 8     | 24,260,345        | 18,750,000        |
| Statement of income and expenditure                           |       | -                 | -                 |
| <b>Total funds</b>  |       | <u>24,260,345</u> | <u>18,750,000</u> |
| <b>LIABILITIES</b>  |       |                   |                   |
| <b>Non-current liabilities</b>                                |       |                   |                   |
| Capital subvention fund                                       | 9     | 20,010            | 225,960           |
| Provision for long service and severance payment              | 10(a) | 40,045            | 163,669           |
| Provision for staff gratuity                                  | 10(b) | 3,303,640         | 2,036,615         |
|   |       | <u>3,363,695</u>  | <u>2,426,244</u>  |
| <b>Current liabilities</b>                                    |       |                   |                   |
| Other payables and accruals                                   | 11    | 7,371,317         | 2,279,616         |
| Provision for staff gratuity                                  | 10(b) | 2,634,681         | 11,195,500        |
| Provision for unutilised annual leave                         |       | 1,806,035         | 1,723,173         |
| Government subvention received in advance                     | 13    | 2,548,892         | 2,080,835         |
| Subvention surplus account payable to Government              | 14    | -                 | 13,540,673        |
|   |       | <u>14,360,925</u> | <u>30,819,797</u> |
| <b>Total liabilities</b>                                      |       | <u>17,724,620</u> | <u>33,246,041</u> |
| <b>Total funds and liabilities</b>                            |       | <u>41,984,965</u> | <u>51,996,041</u> |

**Mr. Raymond TANG Yee-bong**  
Chairperson of the Commission

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

**Miss Kerrie TENG**  
Accountant

The notes on pages 79 to 89 form an integral part of these financial statements.

## Statement of Assets and Liabilities

(All amounts in Hong Kong dollars unless otherwise stated)

|   | Note | Year ended 31st March |                   |
|---|------|-----------------------|-------------------|
|   |      | 2006                  | 2005              |
| <b>Income</b>   |      |                       |                   |
| Government subventions  | 14   | 70,235,596            | 71,926,715        |
| Reimbursement of costs from legal litigation                                |      | 299,785               | 126,000           |
| Interest income   |      | 1,089,173             | 344,496           |
| Sundry income   |      | 683,163               | 984,777           |
|   |      | <u>72,307,717</u>     | <u>73,381,988</u> |
| <b>Expenditure</b>  |      |                       |                   |
| Staff salaries  |      | 34,433,153            | 35,825,977        |
| Staff gratuity, other benefits and allowances                               |      | 13,657,524            | 14,272,116        |
| Increase/(decrease) in provision for unutilised annual leave                |      | 82,862                | (161,411)         |
| Legal fees  |      | 1,585,360             | 674,254           |
| Publicity and public education expenses                                     |      | 4,567,532             | 2,771,155         |
| Publicity and public education expenses financed by capital subvention fund | 9    | (205,950)             | (51,285)          |
| Research projects and training modules                                      |      | 248,825               | 3,488             |
| Operating lease rentals   |      | 8,532,531             | 5,316,163         |
| Depreciation expense  |      | 265,652               | -                 |
| Property, plant and equipment written off                                   |      | -                     | 343,852           |
| Loss on disposals of property, plant and equipment                          |      | 48,857                | -                 |
| Overseas visits and conferences   |      | 299,078               | 65,707            |
| Staff training  |      | 51,220                | 280,704           |
| Auditors' remuneration  |      | 41,500                | 27,320            |
| Other operating expenses  |      | 3,189,228             | 2,179,763         |
|   |      | <u>66,797,372</u>     | <u>61,547,803</u> |
| <b>Surplus for the year</b>   |      | <u>5,510,345</u>      | <u>11,834,185</u> |

## Statement of Changes in Funds

(All amounts in Hong Kong dollars unless otherwise stated)

|  | Statement of<br>income and<br>expenditure | Reserves<br>(Note 8) | Total       |
|--|---|----------------------|-------------|
| <b>At 1st April 2004</b>                                     | -   | 9,884,126            | 9,884,126   |
| Surplus for the year   | 11,834,185                                | -                    | 11,834,185  |
| Transfer to subvention surplus account payable to Government | (2,968,311)                               | -                    | (2,968,311) |
| Transfers  | (8,865,874)                               | 8,865,874            | -           |
| <b>At 31st March and 1st April 2005</b>                      | -   | 18,750,000           | 18,750,000  |
| Surplus for the year   | 5,510,345                                 | -                    | 5,510,345   |
| Transfers  | (5,510,345)                               | 5,510,345            | -           |
| <b>At 31st March 2006</b>                                    | -   | 24,260,345           | 24,260,345  |



## Cash Flow Statement

(All amounts in Hong Kong dollars unless otherwise stated)

|   | Note | Year ended 31st March |              |
|---|------|-----------------------|--------------|
|   |      | 2006                  | 2005         |
| <b>Cash flows from operating activities</b>                               |      |                       |              |
| Net cash (outflow)/inflow from operating activities                       | 18   | (11,456,665)          | 18,471,995   |
| <b>Cash flows from investing activities</b>                               |      |                       |              |
| Interest received   |      | 1,089,173             | 344,496      |
| Purchases of property, plant and equipment                                | 4    | (7,910,609)           | (343,852)    |
| Decrease/(increase) in bank deposits with original maturity over 3 months |      | 14,899,723            | (11,318,286) |
| Net cash generated from/(used in) investing activities                    |      | 8,078,287             | 11,317,642   |
| <b>(Decrease)/increase in cash and cash equivalents</b>                   |      | (3,378,378)           | 7,154,353    |
| Cash and cash equivalents at beginning of the year                        |      | 17,721,090            | 10,566,737   |
| <b>Cash and cash equivalents at end of the year</b>                       | 7    | 14,342,712            | 17,721,090   |

## Notes to the Financial Statements

(All amounts in Hong Kong dollars unless otherwise stated)

**1 General information**

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 established by statute in Hong Kong. The address of its registered office is 19/F, Cityplaza Three, 14 Taikoo Wan Road, Taikoo Shing, Hong Kong.

These financial statements are presented in Hong Kong dollars unless otherwise stated. These financial statements have been approved for issue by the Commission Members on 14th December 2006.

**2 Summary of significant accounting policies**

The principal accounting policies adopted in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

**2.1 Basis of preparation**

The financial statements have been prepared in accordance with Hong Kong Financial Reporting Standards ("HKFRS"), which collective term includes all applicable individual HKFRS, Hong Kong Accounting Standards ("HKAS") and Interpretations issued by the Hong Kong Institute of Certified Public Accountants ("HKICPA"). The financial statements have been prepared under the historical cost convention.

The preparation of financial statements in conformity with HKFRS requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the Commission's accounting policies. There is no area involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements.

The adoption of new / revised HKFRS effective from 1st January 2005

On 1st April 2005, the Commission adopted the new or revised HKFRS, which are relevant to its operations. The prior year comparatives have been amended as required, in accordance with the relevant requirements.

- (i) The adoption of the following new or revised HKFRS did not result in substantial changes to the Commission's accounting policies. In summary:
- HKAS 1 "Presentation of Financial Statements" has eliminated the provision allowing the Commission not to disclose comparative information for the reconciliation of movements in property, plant and equipment, and has affected the presentation of certain disclosures.
  - HKAS 21 "The Effects of Changes in Foreign Exchange Rates" has no material effect on the Commission's policies. Based on the guidance to the revised standard, the Commission Members consider Hong Kong dollars as its functional currency and its presentation currency.
  - HKAS 24 "Related Party Disclosures" has affected the identification of related parties and some other related-party disclosures.

## Notes to the Financial Statements

(All amounts in Hong Kong dollars unless otherwise stated)

### 2 Summary of significant accounting policies (Continued)

#### 2.1 Basis of preparation (Continued)

- (ii) The adoption of revised HKAS 16 “Property, Plant and Equipment” has resulted in a change in accounting policy relating to the recognition and measurement of property, plant and equipment. In prior years, the Commission, being a non-profit making organisation, was exempted from compliance with Statement of Standard Accounting Practice 17 “Property, Plant and Equipment” issued by the HKICPA. Property, plant and equipment were fully depreciated in the year of purchase to the statement of income and expenditure. A nominal value of HK\$1 was retained in each category of property, plant and equipment.

After the adoption of HKAS 16, there is no exemption for non-profit organisations and the Commission has to follow the requirements under HKAS 16. Details of the new accounting policy for property, plant and equipment are set out in note 2.3 below.

However, there is a limited transition provision in HKAS 16 introduced by HKICPA for non-profit organisations. In accordance with the limited transitional provision, the carrying amount of an item of property, plant and equipment immediately before applying HKAS 16 is deemed to be its cost at that date of application and depreciation is provided thereon commencing from 1st April 2005. Accordingly, no retrospective financial impact has resulted from the adoption of HKAS 16.

- (iii) The adoption of HKASs 32 “Financial Instruments: Disclosures and Presentation”, 39 “Financial Instruments: Recognition and Measurement” and 39 (Amendment) “Transition and Initial Recognition of Financial Assets and Financial Liabilities” has resulted in a change in the accounting policy relating to the recognition, measurement, derecognition and disclosure of financial assets and liabilities. However, the effects of adopting HKASs 32 and 39 are insignificant as the financial assets and liabilities of the Commission mainly arise from normal operations with short maturity dates, in which the fair value of the financial assets and liabilities approximates to their carrying value. The Commission does not have any derivative financial instruments or hedging activities at the year end date.

#### No early adoption of new/revised HKFRS effective from 1st January 2006 or after

Certain new standards, amendments and interpretations to existing standards (collectively, “Amendments”) have been published which are effective for accounting periods beginning on or after 1st April 2006. Some of the Amendments are relevant and applicable to the Commission, however, they have not been early adopted in these financial statements. The Commission has commenced, but not yet completed, an assessment of the impact of the applicable Amendments on its results of operations and financial position. The Commission Members are of the view that the impact on the financial statements would not be significant other than certain additional disclosures.

#### 2.2 Functional and presentation currency

Items included in the financial statements are measured using the currency of the primary economic environment in which the Commission operates (“the functional currency”). The financial statements are presented in Hong Kong dollars, which is the Commission’s functional and presentation currency.

## Notes to the Financial Statements

(All amounts in Hong Kong dollars unless otherwise stated)

### 2 Summary of significant accounting policies (Continued)

#### 2.3 Property, plant and equipment

Property, plant and equipment are stated at historical cost less depreciation and impairment losses. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

Depreciation of leasehold improvements is calculated to write off their cost less accumulated depreciation and impairment losses over the periods of the leases or their expected useful lives to the Commission, whichever is shorter.

Depreciation of other property, plant and equipment is calculated using the straight-line method to allocate cost to their residual values over their estimated useful lives, as follows:

|  |              |
|--|--------------|
| Fixtures and fittings                                    | 6 years      |
| Office furniture and equipment                           | 3 to 5 years |
| Motor vehicles   | 7 years      |
| Computer equipment                                       | 3 to 4 years |
| Simultaneous interpretation and public address equipment | 6 years      |

The assets’ residual values and useful lives are reviewed, and adjusted if appropriate, at the year end date.

#### 2.4 Impairment of non-financial assets

Assets that are subject to amortisation or depreciation are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset’s carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset’s fair value less costs to sell and value in use. For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash flows (cash-generating units).

#### 2.5 Receivables

Receivables are recognised initially at fair value and subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for impairment of receivables is established when there is objective evidence that the Commission will not be able to collect all amounts due according to the original terms of receivables. The amount of the provision is the difference between the asset’s carrying amount and the present value of estimated future cash flows, discounted at the effective interest rate. The amount of the provision is recognised in the statement of income and expenditure.

#### 2.6 Cash and cash equivalents

Cash and cash equivalents include cash in hand and deposits held with banks with original maturities of three months or less.

## Notes to the Financial Statements

(All amounts in Hong Kong dollars unless otherwise stated)

### 2 Summary of significant accounting policies (Continued)

#### 2.7 Employee benefits

(a) **Employee leave and gratuity entitlements**

Employee entitlements to annual leave and gratuities are recognised when they accrue to employees. A provision is made for the estimated liability for annual leave and gratuities as a result of services rendered by employees up to the year end date.

Employee entitlements to sick leave and maternity or paternity leave are not recognised until the time of leave.

(b) **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.

The Commission has no further payment obligations once the contributions have been paid. Prepaid contributions are recognised as an asset to the extent that a cash refund or a reduction in the future payments is available.

#### 2.8 Provisions

Provisions are recognised when the Commission has a present legal or constructive obligation where as a result of past events; it is more likely than not that an outflow of resources will be required to settle the obligation; and the amount has been reliably estimated. Provisions are not recognised for future operating losses.

Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. A provision is recognised even if the likelihood of an outflow with respect to any one item included in the same class of obligations may be small.

#### 2.9 Revenue recognition

(a) **Government subventions**

Grants from the government are recognised at their fair value where there is a reasonable assurance that the grant will be received and the Commission will comply with all attached conditions.

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 property, plant and equipment 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.

(b) **Reimbursement of costs from legal litigation**

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

## Notes to the Financial Statements

(All amounts in Hong Kong dollars unless otherwise stated)

### 2 Summary of significant accounting policies (Continued)

#### 2.9 Revenue recognition (Continued)

(c) **Interest income**

Interest income is recognised on a time proportion basis using the effective interest method.

(d) **Sundry income**

Sundry income is recognised on an accruals basis.

#### 2.10 Leases - operating leases

Leases in which a significant portion of the risks and rewards of ownership are retained by the lessor are classified as operating leases. Payments made under operating leases (net of incentives received from the lessor) are expensed in the statement of income and expenditure on a straight-line basis over the period of the lease.

### 3 Financial risk management

Risk management is carried out by the accounting department under policies approved by the Commission. The accounting department identifies and evaluates financial risks in close co-operation with the operating units. The Commission provides written principles for overall risk management such as interest-rate risk, use of financial instruments and investing excess liquidity.

The Commission's activities do not expose to foreign exchange risk, credit risk and liquidity risk. For interest-rate risk, except for the short-term bank deposits which bear interest at market rates, the Commission has no other significant interest-bearing assets and liabilities.

## Notes to the Financial Statements

(All amounts in Hong Kong dollars unless otherwise stated)

## 4 Property, plant and equipment

|                                   | Leasehold<br>improvements | Fixtures<br>and<br>fittings | Office<br>furniture<br>and<br>equipment | Motor<br>vehicles | Computer<br>equipment | Simultaneous<br>interpretation<br>and public<br>address<br>equipment | Total        |
|-----------------------------------|---------------------------|-----------------------------|---|-------------------|-----------------------|--|--------------|
| <b>At 1st April 2004</b>          |                           |                             |   |                   |                       |  |              |
| Cost                              | 645,649                   | 5,543,399                   | 3,127,548                               | 726,698           | 3,900,760             | 394,724  | 14,338,778   |
| Accumulated depreciation          | (645,648)                 | (5,543,398)                 | (3,127,547)                             | (726,697)         | (3,900,759)           | (394,723)  | (14,338,772) |
| Net book amount                   | 1                         | 1                           | 1                                       | 1                 | 1                     | 1  | 6            |
| <b>Year ended 31st March 2005</b> |                           |                             |   |                   |                       |  |              |
| Opening net book amount           | 1                         | 1                           | 1                                       | 1                 | 1                     | 1  | 6            |
| Additions                         | -                         | 8,009                       | 200,208                                 | -                 | 135,635               | -  | 343,852      |
| Disposals - cost                  | -                         | -                           | (113,344)                               | -                 | (114,196)             | -  | (227,540)    |
| - depreciation                    | -                         | -                           | 113,344                                 | -                 | 114,196               | -  | 227,540      |
| Written off                       | -                         | (8,009)                     | (200,208)                               | -                 | (135,635)             | -  | (343,852)    |
| Closing net book amount           | 1                         | 1                           | 1                                       | 1                 | 1                     | 1  | 6            |
| <b>At 31st March 2005</b>         |                           |                             |   |                   |                       |  |              |
| Cost                              | 645,649                   | 5,551,408                   | 3,214,412                               | 726,698           | 3,922,199             | 394,724  | 14,455,090   |
| Accumulated depreciation          | (645,648)                 | (5,551,407)                 | (3,214,411)                             | (726,697)         | (3,922,198)           | (394,723)  | (14,455,084) |
| Net book amount                   | 1                         | 1                           | 1                                       | 1                 | 1                     | 1  | 6            |
| <b>Year ended 31st March 2006</b> |                           |                             |   |                   |                       |  |              |
| Opening net book amount           | 1                         | 1                           | 1                                       | 1                 | 1                     | 1  | 6            |
| Additions                         | 5,642,977                 | -                           | 1,146,879                               | 260,880           | 661,346               | 198,527  | 7,910,609    |
| Disposals - cost                  | (694,505)                 | (5,551,407)                 | (780,223)                               | (225,025)         | (202,596)             | (124,128)  | (7,577,884)  |
| - depreciation                    | 645,648                   | 5,551,407                   | 780,223                                 | 225,025           | 202,596               | 124,128  | 7,529,027    |
| Depreciation                      | (77,696)                  | -                           | (58,805)                                | (37,268)          | (86,369)              | (5,514)  | (265,652)    |
| Closing net book amount           | 5,516,425                 | 1                           | 1,088,075                               | 223,613           | 574,978               | 193,014  | 7,596,106    |
| <b>At 31st March 2006</b>         |                           |                             |   |                   |                       |  |              |
| Cost                              | 5,594,121                 | 1                           | 3,581,068                               | 762,553           | 4,380,949             | 469,123  | 14,787,815   |
| Accumulated depreciation          | (77,696)                  | -                           | (2,492,993)                             | (538,940)         | (3,805,971)           | (276,109)  | (7,191,709)  |
| Net book amount                   | 5,516,425                 | 1                           | 1,088,075                               | 223,613           | 574,978               | 193,014  | 7,596,106    |

## Notes to the Financial Statements

(All amounts in Hong Kong dollars unless otherwise stated)

## 5 Gratuity subvention receivable from Government

|  | 2006        | 2005        |
|--|-------------|-------------|
| At 1st April                                 | 3,398,284   | 5,601,359   |
| Subvention recognised for the year           | 7,262,791   | 7,200,925   |
| Gratuity subvention received from Government | (8,599,000) | (9,404,000) |
| At 31st March                                | 2,062,075   | 3,398,284   |

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

## 6 Other receivables, deposits and prepayments

|                   | 2006      | 2005    |
|-------------------|-----------|---------|
| Other receivables | 410,310   | 411,866 |
| Deposits          | 1,865,958 | 76,769  |
| Prepayments       | 313,143   | 176,504 |
|                   | 2,589,411 | 665,139 |

The carrying amounts of other receivables, deposits and prepayments approximate to their fair value.

## 7 Bank balances and cash

|  | 2006       | 2005       |
|--|------------|------------|
| Cash at bank and in hand   | 1,656,734  | 7,628,320  |
| Short-term bank deposits with original maturity not more than 3 months | 12,685,978 | 10,092,770 |
| Cash and cash equivalents  | 14,342,712 | 17,721,090 |
| Short-term bank deposits with original maturity over 3 months          | 13,588,626 | 28,488,349 |
|  | 27,931,338 | 46,209,439 |

The average effective interest rate on short-term bank deposits is 2.7% (2005: 1.4%). These deposits have a maturity from one month to one year (2005: from one month to one year).

## Notes to the Financial Statements

(All amounts in Hong Kong dollars unless otherwise stated)

**8 Reserves**

|   | Capital<br>reserve | Legal<br>litigation<br>reserve | General<br>reserve | Reserve    | Total      |
|---|--------------------|--------------------------------|--------------------|------------|------------|
| At 31st March 2004  | 886,266            | 2,544,045                      | 6,453,815          | -          | 9,884,126  |
| Transfer from statement of income and expenditure                       | -                  | -                              | -                  | 8,865,874  | 8,865,874  |
| Transfer from capital, legal litigation and general reserves to reserve | (886,266)          | (2,544,045)                    | (6,453,815)        | 9,884,126  | -          |
| At 31st March 2005 and 1st April 2005                                   | -                  | -                              | -                  | 18,750,000 | 18,750,000 |
| Transfer from statement of income and expenditure                       | -                  | -                              | -                  | 5,510,345  | 5,510,345  |
| At 31st March 2006  | -                  | -                              | -                  | 24,260,345 | 24,260,345 |

The reserve is available for general use and can be spent at the discretion of the Commission within the reserve ceiling, which is capped at 25% of the Commission's annual recurrent subvention plus the net book value of property, plant and equipment.

**9 Capital subvention fund**

|  | Sector<br>targeted<br>training<br>materials | Research and<br>educational<br>projects on<br>equal pay for work<br>of equal value | Total     |
|--|---|--|-----------|
| At 1st April 2004  | 221,586                                     | 55,659   | 277,245   |
| Transfer to the statement of income and expenditure as income to match with: |   |  |           |
| - Publicity and public education expenses                                    | (17,535)                                    | (33,750)   | (51,285)  |
| At 31st March and 1st April 2005   | 204,051                                     | 21,909   | 225,960   |
| Transfer to the statement of income and expenditure as income to match with: |   |  |           |
| - Publicity and public education expenses                                    | (205,950)                                   | -  | (205,950) |
| At 31st March 2006   | (1,899)                                     | 21,909   | 20,010    |

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 with the related costs.

## Notes to the Financial Statements

(All amounts in Hong Kong dollars unless otherwise stated)

**10 Long term liabilities**

## (a) Provision for long service and severance payment

|               | 2006      | 2005    |
|---------------|-----------|---------|
| At 1st April  | 163,669   | 166,080 |
| Utilisation   | (123,624) | (2,411) |
| At 31st March | 40,045    | 163,669 |

## (b) Provision for staff gratuity

|                             | 2006         | 2005         |
|-----------------------------|--------------|--------------|
| At 1st April                | 13,232,115   | 8,451,810    |
| Provisions made             | 7,262,791    | 7,200,925    |
| Amount paid during the year | (14,556,585) | (2,420,620)  |
| At 31st March               | 5,938,321    | 13,232,115   |
| Less: current portion       | (2,634,681)  | (11,195,500) |
| Non-current portion         | 3,303,640    | 2,036,615    |

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.

**11 Other payables and accruals**

|                                    | 2006      | 2005      |
|------------------------------------|-----------|-----------|
| Other payables                     | 5,190,126 | 755,913   |
| Accruals                           | 1,446,627 | 192,632   |
| Provision for legal fees (Note 12) | 688,254   | 1,232,381 |
| Receipt in advance                 | 46,310    | 98,690    |
|                                    | 7,371,317 | 2,279,616 |

The carrying amounts of other payables and accruals approximate to their fair value.

## Notes to the Financial Statements

(All amounts in Hong Kong dollars unless otherwise stated)

### 12 Provision for legal fees

|                             | 2006              | 2005              |
|-----------------------------|-------------------|-------------------|
| At 1st April                | 1,232,381         | 1,430,700         |
| Provisions made             | 1,585,360         | 674,254           |
| Amount paid during the year | (2,129,487)       | (872,573)         |
|                             | <u>          </u> | <u>          </u> |
| At 31st March               | 688,254           | 1,232,381         |
|                             | <u>          </u> | <u>          </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.

### 13 Government subvention received in advance

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

### 14 Subvention surplus account payable to Government

Balance under this heading represents the amount above the cap of the reserve account as set out in note 8 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. Based on the reserve ceiling for the year ended 31st March 2005, the amount in excess of the reserve ceiling, amounting to HK\$13,540,673, should be returned to the Government by way of offsetting its recurrent subvention in the current year. In this regard, the Government has reduced its payment of recurrent subvention to the Commission by this amount in the current year.

### 15 Key management compensation

|                         | 2006              | 2005              |
|-------------------------|-------------------|-------------------|
| Salaries and allowances | 9,426,276         | 10,022,617        |
| Other benefits          | 1,815,306         | 1,720,254         |
|                         | <u>          </u> | <u>          </u> |
|                         | 11,241,582        | 11,742,871        |
|                         | <u>          </u> | <u>          </u> |

### 16 Income tax expense

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).

## Notes to the Financial Statements

(All amounts in Hong Kong dollars unless otherwise stated)

### 17 Commitments

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

|   | 2006              | 2005              |
|---|-------------------|-------------------|
| Not later than one year                           | 5,563,584         | -                 |
| Later than one year and not later than five years | 22,254,336        | -                 |
| Later than five years                             | 3,940,872         | -                 |
|   | <u>          </u> | <u>          </u> |
|   | 31,758,792        | -                 |
|   | <u>          </u> | <u>          </u> |

### 18 Net cash (outflow)/inflow from operating activities

|   | 2006              | 2005              |
|---|-------------------|-------------------|
| Surplus for the year  | 5,510,345         | 11,834,185        |
| Adjustments for:  |                   |                   |
| - Depreciation expense  | 265,652           | -                 |
| - Property, plant and equipment written off                       | -                 | 343,852           |
| - Loss on disposals of property, plant and equipment              | 48,857            | -                 |
| - Interest income   | (1,089,173)       | (344,496)         |
| Changes in working capital:                                       |                   |                   |
| - Gratuity subvention receivable from Government                  | 1,336,209         | 2,203,075         |
| - Unutilised annual leave subvention receivable from Government   | (82,862)          | 161,411           |
| - Other receivables, deposits and prepayments                     | (1,924,272)       | (31,257)          |
| - Other payables and accruals                                     | 5,091,701         | (1,595,773)       |
| - Provision for staff gratuity                                    | (7,293,794)       | 4,780,305         |
| - Provision for unutilised annual leave                           | 82,862            | (161,411)         |
| - Provision for long service and severance payment                | (123,624)         | (2,411)           |
| - Government subvention received in advance                       | 468,057           | 1,335,800         |
| - Subvention surplus account payable to Government                | (13,540,673)      | 2,968,311         |
| - Capital subvention fund   | (205,950)         | (51,285)          |
| - Transferred to subvention surplus account payable to Government | -                 | (11,834,185)      |
| - Reserves  | -                 | 8,865,874         |
|   | <u>          </u> | <u>          </u> |
| Net cash (outflow)/inflow from operating activities               | (11,456,665)      | 18,471,995        |
|   | <u>          </u> | <u>          </u> |

There is no sales proceed from the disposals of property, plant and equipment.

# 平等機會委員會委員

截至2006年3月31日

## Members of the Equal Opportunities Commission

as at 31.3.2006



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



鄭國杰博士  
Dr. CHENG Kwok-kit, Edwin  
委員 Member



張黃楚沙女士  
Mrs. CHONG WONG Chor-sar  
M.H.  
委員 Member



羅觀翠博士  
Dr. LAW Koon-chui, Agnes  
J.P.  
委員 Member



譚香文議員  
The Hon TAM Heung-man,  
Mandy  
委員 Member



葉健民先生  
Mr. YIP Kin-man, Raymond  
委員 Member



趙其琨教授  
Prof. Randy CHIU  
委員 Member



顧張文菊女士  
Mrs. KOO CHEUNG Man-kok,  
Christine  
委員 Member



廖淥波先生  
Mr. LIU Luk-por, Desmond  
委員 Member



沙意先生  
Mr. Saeed UDDIN  
M.H.  
委員 Member



蔡惠琴女士  
Ms CHOI Wai-kam, Virginia  
委員 Member



林錦儀女士  
Ms LAM Kam-yi  
委員 Member



勞永樂醫生  
Dr. LO Wing-lok  
J.P.  
委員 Member



王鳳儀女士  
Ms Margaret WONG  
委員 Member

# 平等機會委員會專責小組成員及職權範圍

截至2006年3月31日

## Membership & Terms of Reference of the Committees of the Equal Opportunities Commission

as at 31.3.2006

### 行政及財務專責小組

#### 成員

1. 蔡惠琴女士 (召集人)
2. 廖淥波先生 (副召集人)
3. 鄭國杰博士
4. 譚香文議員
5. 王鳳儀女士

#### 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標小組，以及通過招標小組作出的建議。
7. 就聘用「首長級薪級表」和「首長級(律政人員)薪級表」的僱員設立招聘小組，以及通過招聘小組作出的建議。
8. 就續聘或終止聘用「首長級薪級表」和「首長級(律政人員)薪級表」的僱員的事宜作出決定。
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. Ms CHOI Wai-kam, Virginia (Convenor)
2. Mr. LIU Luk-por, Desmond (Deputy Convenor)
3. Dr. CHENG Kwok-kit, Edwin
4. The Hon TAM Heung-man, Mandy
5. Ms Margaret WONG

#### 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 on Directorate Pay Scale and Directorate (Legal) Pay Scale and to approve such recommendations as are made by these boards.
8. To decide on matters related to further employment or termination of service in relation to staff employed on Directorate Pay Scale and Directorate (Legal) Pay Scale.
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.

### 社會參與及宣傳專責小組

#### 成員

1. 勞永樂醫生 (召集人)
2. 沙意先生 (副召集人)
3. 鄭國杰博士
4. 趙其琨教授
5. 張黃楚沙女士
6. 顧張文菊女士
7. 王鳳儀女士

#### 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. Dr. LO Wing-lok, J.P. (Convenor)
2. Mr. Saeed UDDIN, M.H. (Deputy Convenor)
3. Dr. CHENG Kwok-kit, Edwin
4. Prof. Randy CHIU
5. Mrs. CHONG WONG Chor-sar, M.H., J.P.
6. Mrs. KOO CHEUNG Man-kok, Christine
7. Ms Margaret WONG

#### 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.



## 公眾教育及研究專責小組

### 成員

1. 趙其琨教授 (召集人)
2. 顧張文菊女士 (副召集人)
3. 蔡惠琴女士
4. 羅觀翠博士
5. 勞永樂醫生
6. 沙意先生
7. 葉健民先生

### 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。

## Public Education and Research Committee

### Membership

1. Prof. Randy CHIU (Convenor)
2. Mrs. KOO CHEUNG Man-kok, Christine (Deputy Convenor)
3. Ms CHOI Wai-kam, Virginia
4. Dr. LAW Koon-chui, Agnes, J.P.
5. Dr. LO Wing-lok, J.P.
6. Mr. Saeed UDDIN, M.H.
7. Mr. YIP Kin-man, Raymond

### 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.

## 法律及投訴專責小組

### 成員

1. 鄧爾邦先生 (召集人)
2. 葉健民先生 (副召集人)
3. 鄭國杰博士
4. 林錦儀女士
5. 廖淥波先生
6. 勞永樂醫生
7. 譚香文議員
8. 沙意先生

### 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。

## Legal and Complaints Committee

### Membership

1. Mr. TANG Yee-bong, Raymond (Convenor)
2. Mr. YIP Kin-man, Raymond (Deputy Convenor)
3. Dr. CHENG Kwok-kit, Edwin
4. Ms LAM Kam-yi
5. Mr. LIU Luk-por, Desmond
6. Dr. LO Wing-lok, J.P.
7. The Hon TAM Heung-man, Mandy
8. Mr. Saeed UDDIN, M.H.

### 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.

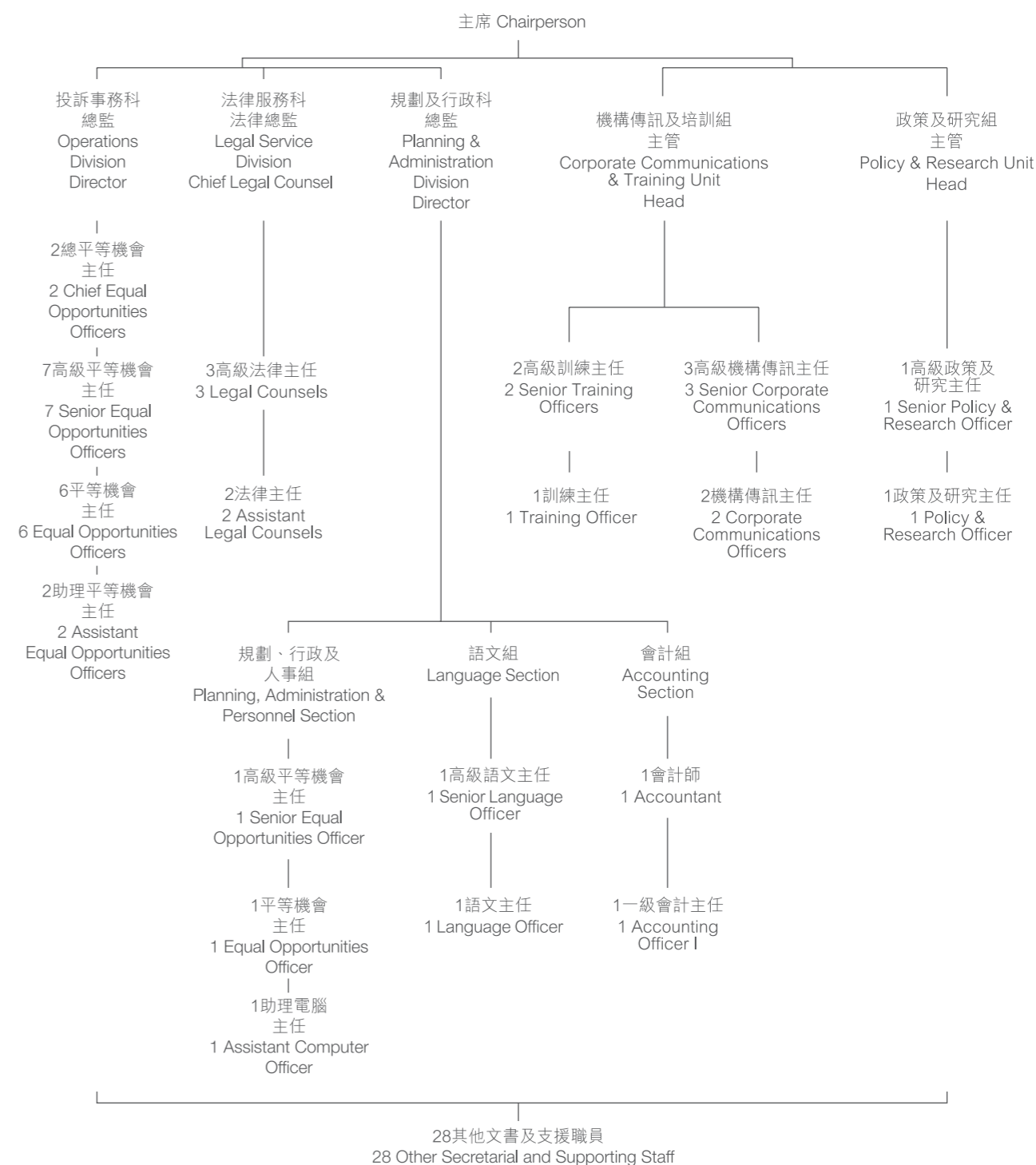
6. 建議平等機會委員會有關進行正式調查的調查範圍。
  7. 就正式調查提供初步調查結果，並擬備報告供平等機會委員會考慮，包括向平等機會委員會作建議。
  8. 就發出執行通知，向平等機會委員會作建議。
  9. 審閱有關遵守執行通知的報告，並向平等機會委員會就不遵守執行通知的事作建議，看是否需要作正式調查。
  10. 決定對《性別歧視條例》第81條所指的持續的歧視或騷擾、《殘疾歧視條例》第77條所指的持續的歧視、騷擾或中傷及《家庭崗位歧視條例》第59條所指的持續的歧視採取何種行動。
  11. 分別根據《性別歧視條例》第82條、《殘疾歧視條例》第78條及《家庭崗位歧視條例》第60條，決定對違反《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。
  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。
  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。
6. To advise the EOC on terms of reference to conduct a formal investigation.
  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.
  8. To make recommendations to the EOC in respect of the issue of enforcement notices.
  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.
  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.
  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.
  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.
  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.

## 平等機會委員會辦事處的組織架構

截至2006年3月31日

### Organizational Structure of the Equal Opportunities Commission

as at 31.3.2006



備註：  
1 總編制為72人（不包括主席）。

Note:  
1 Total number of staff under establishment is 72(excluding EOC Chairperson).

## 平等機會委員會辦事處管理小組

截至2006年3月31日

### Management Team of the Equal Opportunities Commission

as at 31.3.2006

|                         |   |
|-------------------------|---|
| <b>主席</b><br>鄧爾邦        | <b>Chairperson</b><br>TANG Yee-bong, Raymond                              |
| <b>總監(規劃及行政)</b><br>陳奕民 | <b>Director (Planning &amp; Administration)</b><br>CHAN Yick-man, Michael |
| <b>總監(投訴事務)</b><br>李紹葵  | <b>Director (Operations)</b><br>LI Siu-kwai, Joseph                       |
| <b>法律總監</b><br>潘力恆      | <b>Chief Legal Counsel</b><br>POON Lik-hang, Herman                       |
| <b>政策及研究主管</b><br>朱崇文   | <b>Head, Policy &amp; Research</b><br>CHU Chung-man, Ferrick              |
| <b>機構傳訊及培訓主管</b><br>劉家馨 | <b>Head, Corporate Communications and Training</b><br>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之人士，如想提出法律訴訟，委員會可向他們提供法律協助。在2005/06年度，委員會處理了56宗法律申請，其中有8宗申請在2004/05年度收到，另在本年度收到48宗申請。在這56宗申請中，委員會向20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 taking legal proceedings in respect of a complaint lodged, and in respect of which there has not been any settlement. During 2005/06, the EOC had to process 56 applications. 8 of these 56 applications were received in the period 2004/05, the rest (48) were received during 2005/06. Assistance was granted in 20 applications out of the 56. The assistance granted by the EOC may take many forms, and includes legal advice by the EOC's lawyers, services for obtaining 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 numbers by general type of applications appears below:

| 個案<br>Cases   | 獲給予<br>法律協助<br>Assistance<br>Granted | 不獲給予<br>法律協助<br>Assistance<br>Not Granted | 考慮中<br>(截至2005/06年底)<br>Under Consideration<br>(as at the end of<br>2005/06) |
|---|--------------------------------------|---|--|
| 殘疾歧視或騷擾 (僱傭範疇)<br>Disability discrimination or harassment (employment)  | 11                                   | 16  | 5  |
| 殘疾歧視或騷擾 (其他範疇，如提供貨品及服務)<br>Disability discrimination or harassment<br>(other fields e.g. provision of goods and services) | 5                                    | 4   | 2  |
| 性別歧視或騷擾 (僱傭範疇)<br>Sex discrimination or harassment (employment)   | 4                                    | 8   | 0  |
| 性別歧視或騷擾 (其他範疇，如提供貨品及服務)<br>Sex discrimination or harassment<br>(other fields, e.g. provision of goods and services)       | 0                                    | 0   | 0  |
| 家庭崗位歧視 (僱傭範疇)<br>Family status discrimination (employment)  | 0                                    | 0   | 1  |
| 家庭崗位歧視 (提供貨品及服務)<br>Family status discrimination<br>(provision of goods and services)                                     | 0                                    | 0   | 0  |
| 總數 (56)<br>Total  | 20                                   | 28  | 8  |

## 獲法律協助的個案 Legally Assisted Cases

在2005/06年度，以下個案毋需展開法律訴訟而得以解決  
(包括2005/06年度或以前獲法律協助的個案)：

During 2005/06, the following cases (which include cases granted legal assistance before and during 2005/06) were resolved without commencing legal proceedings:

| 個案<br>Cases   | 結果<br>Outcome  |
|---|--|
| 進入處所通道的殘疾歧視<br>Disability discrimination (accessibility to premises)  | 雙方達成和解，條款內容保密。<br>Parties settled on confidential terms.   |
| 進入處所通道的殘疾歧視<br>Disability discrimination (accessibility to premises)  | 雙方達成和解，條款內容保密。<br>Parties settled on confidential terms.   |
| 殘疾歧視 (政府履行其職能及運用其權力)<br>Disability discrimination (in the performance of the Government functions and exercise of its powers) | 委員會經進一步研究證據後，決定不給予法律協助。<br>Commission withdrew assistance in light of further examination of evidence. |
| 僱傭範疇的性騷擾<br>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。<br>Commission withdrew assistance in light of further examination of evidence. |
| 性別歧視 (懷孕及殘疾歧視)<br>Sex discrimination (pregnancy and disability discrimination)  | 委員會經進一步研究證據後，決定不給予法律協助。<br>Commission withdrew assistance in light of further examination of evidence. |
| 殘疾歧視 (及騷擾)<br>Disability discrimination (and harassment)  | 雙方達成和解，條款內容保密。<br>Parties settled on confidential terms.   |
| 性別歧視 (懷孕歧視)<br>Sex Discrimination (Pregnancy discrimination)  | 雙方達成和解，條款內容保密。<br>Parties settled on confidential terms.   |
| 殘疾歧視 (解僱)<br>Disability discrimination (termination of employment)  | 雙方達成和解，條款內容保密。<br>Parties settled on confidential terms.   |
| 殘疾歧視 (解僱)<br>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。<br>Commission withdrew assistance in light of further examination of evidence. |
| 殘疾歧視 (解僱)<br>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。<br>Commission withdrew assistance in light of further examination of evidence. |
| 僱傭範疇的殘疾歧視 (沙士)<br>Disability discrimination in employment (SARS)  | 雙方達成和解，條款內容保密。<br>Parties settled on confidential terms.   |
| 僱傭範疇的性騷擾及殘疾歧視<br>Sexual harassment and disability discrimination in employment  | 雙方達成和解，條款內容保密。<br>Parties settled on confidential terms.   |

此外，在2005/06年度，委員會亦處理了另外15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 addition, in 2005/06, the EOC also had to deal with 15 other cases in which legal assistance was granted before and during 2005/06, which were still being handled and, as at the end of 2005/06, no outcome had yet been reached and no court proceedings had been commenced.

## 法律訴訟 Court Cases

在2005/06年度前已獲委員會協助展開訴訟的案件：

EOC assisted court cases which were commenced before 2005/06:

| 個案<br>Cases   | 情況<br>Status   |
|---|--|
| 紀律部隊在招聘時基於應徵者的家庭成員有精神病歷而作出殘疾歧視<br>Disability discrimination in recruitment by a disciplinary service on the grounds of family history of mental illness | 雙方達成和解，條款內容保密。<br>Parties settled on confidential terms.             |
| 懷孕歧視(受到較差待遇及解僱)<br>Pregnancy discrimination (less favourable treatment and termination of employment)   | 原訴人獲判勝訴 (獲委員會提供協助)。<br>Judgment for the Plaintiff (assisted by EOC). |
| 僱傭範疇的殘疾歧視<br>Disability discrimination in employment  | 雙方達成和解，條款內容保密。<br>Parties settled on confidential terms.             |
| 懷孕及家庭崗位歧視 (解僱)<br>Pregnancy and family status discrimination (termination of employment)  | 原訴人獲判勝訴 (獲委員會提供協助)。<br>Judgment for the Plaintiff (assisted by EOC). |
| 家庭崗位歧視(要求超時工作及解僱)<br>Family status discrimination (overtime work requirement and termination of employment)   | 截止2005/06年度結束為止，案件仍在處理中。<br>Ongoing as at the end of 2005/06.        |
| 殘疾歧視 (受到較差待遇及解僱)<br>Disability discrimination (less favourable treatment and termination of employment)   | 雙方達成和解，條款內容保密。<br>Parties settled on confidential terms.             |
| 懷孕歧視(解僱)<br>Pregnancy discrimination (termination of employment)  | 雙方達成和解，條款內容保密。<br>Parties settled on confidential terms.             |

在2005/06年度獲委員會協助展開訴訟的案件：

EOC assisted court cases which were commenced during 2005/06:

| 個案<br>Cases  | 情況<br>Status  |
|--|---|
| 性騷擾<br>Sexual harassment   | 雙方達成和解，條款內容保密。<br>Parties settled on confidential terms.      |
| 性騷擾 (解僱)<br>Sexual harassment (termination of employment)          | 截止2005/06年度結束為止，案件仍在處理中。<br>Ongoing as at the end of 2005/06. |
| 殘疾歧視 (解僱)<br>Disability discrimination (termination of employment) | 截止2005/06年度結束為止，案件仍在處理中。<br>Ongoing as at the end of 2005/06. |

## 平等機會社會參與資助計劃所資助的機構

2005/2006

### List of Organizations Funded under the Community Participation Funding Programme

2005/2006

| 機構名稱                  | Organization   |  |
|-----------------------|--|--|
| 自強協會                  | 1 <sup>st</sup> Step Association   | 香港遊樂場協會彩霞青少年中心   |
| 防止虐待兒童會               | Against Child Abuse  | 香港工人健康中心   |
| 般咸道官立小學               | Bonham Road Government Primary School  | 藍田循道衛理小學   |
| 心創作劇場                 | Bravo Theatre  | 獅子會中學  |
| 道慈佛社楊日霖紀念中學           | B.T.C.F.S. Yeung Yat Lam Memorial School   | 新生精神康復會新康中心  |
| 明愛賽馬會荔景社會服務中心         | Caritas Jockey Club Lai King Rehabilitation Centre                               | 新界社團聯會婦女中心   |
| 明愛樂務綜合職業訓練中心          | Caritas Lok Mo Integrated Vocational Training Centre                             | 葵涌醫院病人資源及交誼中心  |
| 香港中華基督教青年會顯徑會所        | Chinese YMCA of Hong Kong, Hin Keng Centre                                       | 保良局陳百強伉儷青衣學校   |
| 香港中華基督教青年會康怡會所        | Chinese YMCA of Hong Kong, Kornhill Centre                                       | 香港彩虹愛滋感染及病患者朋輩互助小組   |
| 基督教家庭服務中心             | Christian Family Service Centre  | 利民會新翠實業社   |
| 基督教香港信義會北區青少年綜合服務中心   | E.L.C.H.K. North District Integrated Youth Service Centre                        | 聖雅各福群會復康服務社交康樂中心   |
| 飛雁幼稚園                 | Fei Ngan Kindergarten  | 青少年愛滋教育中心  |
| 扶康會上李屋成人訓練中心          | Fu Hong Society Sheung Li Uk Adult Training Centre                               | 香港小童群益會油塘青少年服務中心   |
| 和諧之家·新家庭社區教育及資源中心     | Harmony House Community Educational & Resource Centre                            | 基督教協基黃埔綜合青少年服務中心   |
| 協康會陳宗漢紀念中心            | Heep Hong Society Chan Chung Hon Centre  | 香港管理專業協會羅桂祥中學  |
| 協康會環翠中心               | Heep Hong Society Wan Tsui Centre  | 香港唐氏綜合症協會白普理家庭資源中心   |
| 香港傷健協會賽馬會沙田青少年綜合服務中心  | H.K.P.H.A.B. Jockey Club Shatin Integrated Service Centre for Children and Youth | 香港聾人福利促進會默勤社   |
| 香港傷健協會坪洲長者暨青少年鄰舍中心    | H.K.P.H.A.B. Peng Chau Neighbourhood Elderly cum Children & Youth Centre         | 香港復康會  |
| 香港聖公會麥理浩夫人中心家庭活動及資源中心 | H.K.S.K.H. Lady MacLehose Centre Family Activity and Resource Centre             | 香港復康會社區復康網絡  |
| 香港聖公會麥理浩夫人中心青衣邨社區會堂   | H.K.S.K.H. Lady MacLehose Centre Tsing Yi Estate Community Hall                  | 香港心理衛生會  |
| 香港聖公會馬鞍山(北)青少年綜合服務中心  | H.K.S.K.H. Ma On Shan (North) Children and Youth Integrated Service Centre       | 香港復康聯盟   |
| 香港聖公會馬鞍山(南)青少年綜合服務中心  | H.K.S.K.H. Ma On Shan (South) Children and Youth Integrated Service Centre       | 香港痲痺協會愛睿工場及宿舍  |
| 香港聖公會沙田青少年綜合服務中心      | H.K.S.K.H. Shatin Children & Youth Integrated Service Centre                     | 東華三院賽馬會大角咀綜合服務中心   |
| 香港基督教女青年會蝴蝶灣綜合社會服務處   | H.K.Y.W.C.A. Butterfly Bay Integrated Social Service Centre                      | 東華三院黃竹坑綜合服務大樓  |
| 匡智屯門晨崗學校              | Hong Chi Morninghill School, Tuen Mun  | 東華三院馬振玉紀念中學  |
| 匡智元朗晨曦學校              | Hong Chi Morninglight School, Yuen Long  | 東華三院高可寧紀念小學  |
| 香港失明人互聯會              | Hong Kong Federation of the Blind  | 仁濟醫院王華湘中學  |
| 香港路德會社會服務處—石硤尾失明者中心   | Hong Kong Lutheran Social Service – Shek Kip Mei Lutheran Centre for the Blind   |  |
|                       | Hong Kong Playground Association Choi Ha Children & Youth Centre                 | Hong Kong Workers' Health Centre   |
|                       |  | Lam Tin Methodist Primary School   |
|                       |  | Lions College  |
|                       |  | New Life Psychiatric Rehabilitation Association Tuen Mun Training and Activity Centre                      |
|                       |  | New Territories Association of Societies Women Centre  |
|                       |  | Patient Resource and Social Centre, Kwai Chung Hospital  |
|                       |  | P.L.K. Mr & Mrs Chan Pak Keung Tsing Yi School   |
|                       |  | Positive Peers, Rainbow of Hong Kong   |
|                       |  | Richmond Fellowship of Hong Kong New Jade Manufacturing Centre   |
|                       |  | St. James' Settlement Rehabilitation Services Social & Recreational Centre                                 |
|                       |  | TeenAIDS   |
|                       |  | The Boys' and Girls' Clubs Association of Hong Kong Yau Tong Children and Youth Integrated Services Centre |
|                       |  | The Church of United Brethren in Christ Whampoa Integrated Children and Youth Service Centre               |
|                       |  | The HKMA K. S. Lo College  |
|                       |  | The Hong Kong Down Syndrome Association  |
|                       |  | The Hong Kong Society for the Deaf   |
|                       |  | The Hong Kong Society for Rehabilitation   |
|                       |  | The Hong Kong Society for Rehabilitation Community Rehabilitation Network                                  |
|                       |  | The Mental Health Association of Hong Kong   |
|                       |  | The Rehabilitation Alliance Hong Kong  |
|                       |  | The Spastics Association of Hong Kong Erik Kvan Workshop and Hostel  |
|                       |  | TWGHs Jockey Club Tai Kok Tsui Integrated Service Centre   |
|                       |  | TWGHs Wong Chuk Hang Centre  |
|                       |  | TWGHs C.Y. Ma Memorial College   |
|                       |  | TWGHs Ko Ho Ning Memorial Primary School   |
|                       |  | Yan Chai Hospital Wong Wha San Secondary School  |

# 平等機會夥伴

2005/2006

## Our Partners in Equal Opportunities

2005/2006

防止虐待兒童會  
 周健德 (無國界醫生香港辦事處董事會成員)  
 潘角青 (救護主任/ 世界消防競技大賽金牌得主)  
 關注婦女性暴力協會  
 中國委托公証人協會  
 心創作劇場  
 經濟日報 Career Times  
 明愛向晴軒  
 明愛筲箕灣綜合家庭服務中心  
 明愛屯門綜合家庭服務中心  
 明愛男士成長中心  
 中華基督教會基順小學  
 香港中華基督教青年會(華愛之家)  
 公務員事務局  
 公務員培訓處  
 商業電台  
 公益企業  
 衛生署  
 教育統籌局  
 家連家協會  
 馮惠儀 (南華早報總編輯)  
 森林聯盟  
 黃鋼城 (星展銀行(香港)有限公司主席)  
 吳家榮 (醫生 / 傑出殘疾人士獎得主)  
 香港印藝學會  
 和諧之家  
 王者匡 (著名兒童節目主持人)  
 匡智元朗晨曦學校  
 香港特殊學習障礙協會  
 香港失明人協進會  
 香港職工會聯盟  
 香港社會服務聯會  
 香港教育學院  
 香港人力資源管理學會  
 香港各界婦女聯合協進會  
 香港遊樂場協會(青衣)  
 香港復康力量  
 香港聾人福利促進會  
 香港性教育促進會  
 香港痙攣協會 (石圍角中心)  
 Against Child Abuse  
 Alice CHOW (Board Member, Médecins Sans Frontières Hong Kong)  
 Alison PUN (Ambulance Officer / Gold Medallist of World Firefighters Game)  
 Association Concerning Sexual Violence Against Women  
 Association of China – Appointed Officers Ltd.  
 Bravo Theatre  
 Career Times  
 Caritas Family Crisis Support Centre  
 Caritas Integrated Family Service Centre - Shau Kei Wan  
 Caritas Integrated Family Service Centre - Tuen Mun  
 Caritas Personal Growth Centre for Men  
 CCC Kei Shun Primary School  
 Chinese YMCA of Hong Kong (Home of Love Wah Fu Hostel)  
 Civil Service Bureau  
 Civil Service Training and Development Institute  
 Commercial Radio  
 Community Business  
 Department of Health  
 Education and Manpower Bureau  
 Family Link Association  
 Fanny FUNG (Editor, South China Morning Post)  
 Forest Union  
 Frank WONG (Chairman of DBS Bank (Hong Kong) Limited)  
 Gary NG (Doctor / Recipient of the Outstanding Disabled Persons Award)  
 Graphic Art Association of Hong Kong  
 Harmony House  
 Harry WONG (Renowned Artist Specializing in Children's Entertainment)  
 Hong Chi Morninglight School, Yuen Long  
 Hong Kong Association for Specific Learning Disabilities  
 Hong Kong Blind Union  
 Hong Kong Confederation of Trade Unions  
 Hong Kong Council of Social Service  
 Hong Kong Institute of Education  
 Hong Kong Institute of Human Resource Management  
 Hong Kong Federation of Women  
 Hong Kong Playground Association (Tsing Yi Centre)  
 Hong Kong Rehab Power  
 Hong Kong Society for the Deaf  
 Hong Kong Sex Education Association  
 Hong Kong Spastics Association (Shek Wai Kok Centre)  
 Hong Kong Women Foundation

香港婦女基金會  
 何式凝 (香港大學社會工作及社會行政學系副教授)  
 互聯網專業協會  
 大細路劇團  
 廖冬梅 (2005十大傑出青年)  
 樂群社會服務處  
 香港壽險管理學會有限公司  
 盧冠廷 (著名音樂人)  
 中華女子學院  
 新生精神康復會  
 挪威奧斯陸大學人權委員會中國研究計劃  
 香港公開大學  
 精神健康月籌委會  
 種族關係組 (民政事務局)  
 香港電台  
 香港復康聯盟  
 風雨蘭  
 香港視網膜病變協會  
 利民會  
 香港西區扶輪社匡智農輝學校  
 沙意先生 (平等機會委員會委員 / 香港回教信託基金總會前主席和現任秘書)  
 劉心怡 (天文台高級科學主任 / 世界氣象組織航空氣象委員會管理層成員)  
 路德會石硤尾失明者中心  
 李麗娟 (前任民政事務局常任秘書長)  
 社會福利署 — 土瓜灣綜合家庭服務中心  
 社會福利署 — 南北青衣綜合家庭服務中心  
 社會福利署 — 油麻地綜合家庭服務中心  
 社會福利署 — 元朗綜合家庭服務中心  
 聖雅各福群會  
 香港小童群益會  
 香港中華總商會  
 香港中華廠商聯合會  
 香港中文大學 (防疫研究中心)  
 公民教育委員會  
 香港總商會  
 街坊小子  
 香港大學  
 屯門區婦女會  
 基督教懷智服務處  
 婦女事務委員會  
 自強協會  
 3d-learner (為學障人士提供服務的美國機構)  
 HO Sik Ying (Associate Professor, Department of Social Work and Social Administration, the University of Hong Kong)  
 Internet Professionals Association  
 Jumbo Kids Theatre  
 Liao Tong-mei (Recipient of Hong Kong Ten Outstanding Young Persons Award 2005)  
 Lok Kwan Social Service  
 LOMA Society of Hong Kong  
 Lowell LO (Renowned Composer / Song-writer)  
 National Women's University of China  
 New Life Psychiatric Rehabilitation Association  
 Norwegian Human Rights Commission, University of Oslo–China Programme  
 Open University of Hong Kong  
 Organizing Committee of Mental Health Month  
 Race Relations Unit (Home Affairs Bureau)  
 Radio Television Hong Kong  
 Rehabilitation Alliance Hong Kong  
 RainLily  
 Retina Hong Kong  
 Richmond Fellowship Hong Kong  
 Rotary Club of Hong Kong Island West Hong Chi Morninghope School  
 Saeed UDDIN (EOC Member / Former Chairman and current Honorary Secretary of the Incorporated Trustees of the Islamic Community Fund of Hong Kong)  
 Sharon LAU (Senior Scientific Officer, Hong Kong Observatory / Management Group Member, Commission for Aeronautical Meteorology, World Meteorological Organisation)  
 Shek Kip Mei Lutheran Centre for the Blind  
 Shelley LEE (Former Permanent Secretary for Home Affairs)  
 Social Welfare Department - To Kwa Wan Integrated Family Service Centre  
 Social Welfare Department - Tsing Yi North & South Integrated Family Service Centre  
 Social Welfare Department - Yau Ma Tei Integrated Family Service Centre  
 Social Welfare Department - Yuen Long Integrated Family Service Centre  
 St James' Settlement  
 The Boys' and Girls' Clubs Association of Hong Kong  
 The Chinese General Chamber of Commerce  
 The Chinese Manufacturers' Association of Hong Kong  
 The Chinese University of Hong Kong (Centre for Emerging Infectious Disease)  
 The Committee on the Promotion of Civic Education  
 The Hong Kong General Chamber of Commerce  
 The Kids on the Block  
 The University of Hong Kong  
 Tuen Mun District Women's Association  
 Wai Ji Christian Service  
 Women's Commission  
 1st Step Association  
 3d-learner of USA (organization providing service for persons with dyslexia)

# 我們的承諾

## Our Pledge

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<br>Service Standard          | 服務指標<br>(達到服務標準的百分比)<br>Performance Target<br>(% meeting standard) |
|---|-----------------------------------|--|
| <b>查詢 Enquiry</b>   |                                   |  |
| 在辦公時間內回覆電話查詢<br>Answer telephone enquiries during office hours  | 即時回覆<br>immediately               | 95%  |
| 接見到辦事處查詢的人士<br>Interview a walk-in enquirer at EOC office   | 30分鐘內<br>within 30 minutes        | 95%  |
| 回覆簡單的書面查詢<br>Reply to written enquiries on simple issues  | 5個工作天內<br>within 5 working days   | 95%  |
| 回覆複雜的書面查詢<br>Reply to written enquiries on complex issues   | 14個工作天內<br>within 14 working days | 95%  |
| <b>投訴 Complaint</b>   |                                   |  |
| 對書面投訴開始採取行動<br>Initiate action on a written complaint   | 3個工作天內<br>within 3 working days   | 100%   |
| 經預約安排，接見有意提出投訴的人士<br>Interview a prospective complainant asking for an appointment                            | 5個工作天內<br>within 5 working days   | 95%  |
| 完成處理投訴個案<br>Conclude a complaint case   | 6個月內<br>within 6 months           | 75%  |
| <b>法律協助 Legal Assistance</b>  |                                   |  |
| 審批法律協助的申請並回覆申請者<br>Make a decision and inform an applicant of the outcome of application for legal assistance | 3個月內<br>within 3 months           | 85%  |
| <b>公眾教育及宣傳 Public Education and Promotion</b>   |                                   |  |
| 安排有關平等機會課題及法例的講座<br>Meet requests for talks on equal opportunity issues and legislation                       | 6個星期內<br>within 6 weeks           | 95%  |
| 處理市民以郵寄或傳真索取委員會刊物<br>Meet requests by mail or fax for EOC publications  | 3個工作天內<br>within 3 working days   | 95%  |