







## 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

平等機會委員會(平機會)在香港推行三條反歧視條例已超過十個年頭。我很高興在2006/07年，平機會在數個範疇上取得了進展，我們將繼續努力，為未來爭取更好成績。

去年，我們籌備並推出了一個為期12個月的平機會十周年活動計劃，以慶祝成立十周年。這個活動計劃是一項重要的工作，讓平機會的夥伴及社會大眾參與其中，並加深他們對平等機會在本港社會主流化的認識和支持。這個活動計劃在2006年10月「平等機會之友會」的成立典禮上揭開序幕。「平等機會之友會」是一個資訊交流平台，為公司和機構提供如何在工作間推行平等準則的指引。一直以來，在我們收到的投訴當中，接近八成是關乎僱傭範疇的，有鑑於此，我們設立「平等機會之友會」，以改善機構遵守平等機會法例的情況。

十周年活動計劃的重點之一，是平機會與瑞典駐香港總領事館、瑞典文化學會及香港中文大學合辦的「兩性平等的進程——瑞典和香港的情況」研討會，眾所周知，瑞典獨特的兩性平等模式被視為拉近兩性差距的楷模，因而獲得高度評價。海外和本地專家於研討會上就兩性平等的發展及未來路向作出深入討論。這個國際研討會的另一部分，是探討性別定型問題的青年論壇，論壇於研討會翌日假香港中文大學舉行。



明報圖片 Photo: Ming Pao

The Equal Opportunities Commission (EOC) has entered the second decade of implementing Hong Kong's three anti-discrimination ordinances. I am glad to report that we have completed a full year of activities in 2006/07, and progress has been made in a number of areas. However, it is also timely to plan for what more can be achieved.

Last year, we prepared and launched a 12-month programme of events and activities to commemorate our 10th Anniversary. The 10th Anniversary Year Programme was a major undertaking to engage our partners and members of the public to understand and support the mainstreaming of equal opportunities in our community. The Programme was launched at the inauguration of the EO Club in October 2006, an information-sharing platform that provides guidance for businesses and organizations to implement equality standards in the workplace. Over the years, close to 80% of our complaints have been employment related and it is based on this evidence that we created the EO Club to improve compliance.

One of the highlights of the anniversary year programme was the Seminar on Advancement in Gender Equality – The Swedish and Hong Kong Stories, which was jointly organized by the Commission, the Consulate General of Sweden, the Swedish Institute and the Chinese University of Hong Kong (CUHK). As we all know, Sweden's unique model for gender equality is highly regarded for closing the gender gap. Overseas and local experts were able to reflect on the progress of gender equality, and the way forward. As part of the international seminar, a youth forum on gender stereotypes was held the following day, at the CUHK campus.



## 主席序言 Chairperson's Foreword



為介紹平機會過去十年的工作成果，我們舉辦了「十年回顧展」，在港島、九龍及新界12個公眾場地巡迴展覽，當中展示的統計數字，讓市民更瞭解平機會一直以來的工作。在過去十年，我們處理了接近118,000宗查詢、收到的投訴共6,641宗，而法庭判定的損害賠償及庭外和解款項金額合共2,300萬元，派發給社會大眾的平機會刊物則超過600萬份。由此推論，若說平等機會的觀念是得到很多人的關注和支持的，這並非言過其實。

由2006年5月開始，平機會首次推出為期14個月的電台節目，在香港電台第2台每周播放嘉賓專訪。我們藉着這個節目進行持續的推廣工作，邀請了超過60位嘉賓出席電台節目，與我們合力提高市民對多元共融的認識，這些嘉賓來自社會各界，包括立法會、非政府機構、大學、復康組織及婦女團體。除了獲得廣泛的支持外，平機會亦透過這個電台頻道，每週與相關機構/人士聯繫及溝通。

平機會於2006年11月公布「同值同酬」研究，這是我們為了在香港促進同值同酬原則而進行的長期工作項目。平機會根據曾進行的《可行性研究》和《顧問研究》，制訂出在香港推行同值同酬的方式。在未來數月，我們會為僱主制訂實用指引，並會加強有關此課題的公眾教育和培訓。這是一個複雜

For an account of what the EOC has been able to achieve in the past ten years, a series of exhibitions “Ten Years On” was mounted in 12 public venues across Hong Kong Island, Kowloon and the New Territories. A few statistics from the exhibitions can offer a closer look at our work so far, close to 118,000 enquiries handled, 6,641 complaints received, \$23 million settled including damages awarded by the courts and out-of-court settlements, and over 6 million copies of our publications distributed. It is not an overstatement to conclude that equal opportunity is indeed a concern that is shared and supported by many among us.

In the past year, for the first time, the Commission ran a weekly interview programme on RTHK Radio 2 for 14 months beginning May 2006. This was a sustainable promotional tool with over 60 guests from all walks of life, such as the Legislative Council, NGOs, universities, rehab and women's groups joining hands to raise public awareness about inclusion and diversity. Apart from winning wider popular support, the value of this weekly media forum also enabled the Commission to connect and interact with our stakeholders.

The Commission released its Study on Equal Pay for Work of Equal Value (EPEV) in November 2006 as a long term project undertaken to advance the principle of EPEV in Hong Kong. Based on work conducted in a Feasibility Study and a Consultancy Study, the Commission has mapped out the introduction of equal pay for work of equal value in Hong Kong. In the coming months, we will develop a practical guide for employers, and strengthen public education and training on the subject. This is a complex subject, and we have examined closely views

的課題，不同國家對這課題也有不同的做法，故此我們仔細審議相關人士的意見，從而確保所採取的方向，適合於在香港促進同值同酬。

平機會於去年12月公布「在某些公眾可進出的處所進行的無障礙通道/設施正式調查」計劃，這項正式調查集中研究由房屋委員會、房屋協會、領匯管理有限公司和政府所興建、擁有或管理的屋邨、商場、停車場、建築物及辦公室的若干處所的前往/使用方法，調查特別參照法例規定須以無歧視的方式，為殘疾人士提供可使用設施的要求。

無障礙通道及設施對殘疾人士在就業、獲得貨品和服務、個人發展和獨立生活方面是必須的。因此，建立一個沒有障礙的環境，令有殘疾和沒有殘疾的人士享有平等機會及盡展潛能，是非常重要的。這項正式調查是平機會為促進殘疾人士與非殘疾人士之間機會平等而進行的工作。

由於本港有傳媒機構以隱藏的攝影機拍攝某紅歌星在後台更衣的照片，照片刊登後引起公眾強烈反響，因而觸發平機會進行一項「公眾對香港傳媒描述婦女的手法的意見調查」。偷拍事件呈現了在媒介中女性形象被定型化的問題，而這項意見調查亦會探討市民對兩性平等的意識，及他們對文字印刷媒體描繪女性的方式的看法。

expressed by stakeholders. Different countries have taken different routes on EPEV and we need to ensure that the direction we are taking is appropriate to advance equal pay for work of equal value in Hong Kong.

In December 2006, the Commission unveiled its plan to conduct a Formal Investigation on Accessibility in Certain Publicly Accessible Premises. The Formal Investigation is a focused study into the means of access to or use of certain premises within housing estates, commercial centres, car parks, buildings and offices built, owned or managed by the Housing Authority, Housing Society, The Link Management Ltd. and the HKSAR Government, with specific reference to the legal requirement of providing accessible facilities to persons with a disability in a non-discriminatory manner.

Accessibility is essential for persons with a disability in their enjoyment of equal opportunities at work, in delivery of goods and services, personal development and independent living. It is imperative to create a barrier-free environment where individuals with or without disabilities can enjoy equal opportunities to develop their full potential. The Formal Investigation is the EOC's initiative to promote equality of opportunity between persons with and without a disability.

A Study on Public Perception of Portrayal of Female Gender in the Hong Kong Media was spurred by controversial pictures taken with a hidden camera of a popular singer changing backstage. A public outcry followed when the pictures were published in a weekly magazine. The incident raised questions about stereotypical images of women in the media, and this survey will address issues such as awareness of gender equality and public attitudes regarding the treatment of women in the print media.



## 主席序言 Chairperson's Foreword



去年，我們繼續在立法會提出意見及建議，並報告我們的工作進度。我們曾應若干立法會事務委員會及小組委員會會議的邀請，參與討論關乎性別、殘疾及其他人權問題的事宜。把平等納入主流以帶動變革是平機會的基本工作，然而，即使在現存的法律框架之下，我們仍經常體會到，在現實生活中獲得更優質生活的機會，並不是平均分配給社會每個人的。我們長久以來推動有關「殘疾人士的交通需要及為他們提供公共交通票價優惠」的工作，就是一個好例子。

我們完全明白，在推動平等機會時，單靠立法未必足以改善弱勢社群在各個範疇的機會。實踐平等的意願、對社會公義或公平運用社會資源的追求，主動權都在決策者。本港一些主要的公共交通營運商已採取了實質的步驟，落實企業社會責任，例如為學生和長者提供票價優惠。我希望在不久的將來，他們會將殘疾人士納入這種優惠之列。一份由政府委託香港大學進行的研究指出，提供票價優惠實際上可以鼓勵殘疾人士和他們的照顧者增加出外，從而增加營運商的收入，抵銷提供優惠的開支。確實，很多海外研究都顯示，企業社會責任是利營商的。

In the past year, we continued to provide views, advice and reported progress in the Legislature. At the invitation of a number of Legislative Council panel and subcommittee meetings, the issues discussed focused on gender, disability and other human rights concerns. Mainstreaming equality to effect change is the cornerstone of our work. However, despite the existing legal framework, one is reminded that in reality, equal access to a better quality of life is not evenly distributed among everyone in our society. The lengthy campaign that has been waged for “Transport Needs of and Provision of Concessionary Fares for Persons with Disabilities” is a case in point.

We fully realize that in advancing equal opportunities, legislation itself may not be sufficient to improve life chances for marginalized groups. The willingness to put equality into practice, the quest for social justice or equitable use of the community's resources lie with the decision makers. Some of our major public transport operators have already taken concrete steps to embrace corporate social responsibility, such as by offering concessionary fares to the young and the aged. I hope that before long, they will extend this allowance to persons with disabilities. A University of Hong Kong study commissioned by the government has pointed out that concessionary fares could actually encourage more travel for persons with disabilities and their carers, thus increasing revenue to offset the cost of providing the concession. Indeed, many studies overseas have shown that corporate social responsibility makes good business sense.

More fundamentally, at a time when corporatization of public services has become more frequent (no doubt, for good and valid economic reasons), it is important for

更重要的是，當公共服務基於合理及有根據的經濟原因而日趨公司化的時候，企業的管理人員應緊記，對盈利的追求不應抵銷企業對社會責任的承擔。同樣，決策者在公司化的過程中亦應明瞭，新模式的法律擁有權或專利形式的管理並不會改變公共服務的「公共」性質，特別是有關設施的實益擁有權仍屬行政機關所持有。

殘疾歧視現仍普遍存在。我們的投訴數字顯示，關乎工傷的問題：例如不為員工提供遷就、解僱員工、及病假等仍然佔投訴的大多數。至於根據《性別歧視條例》而提出的投訴當中，則以懷孕歧視的數目佔最多，當中很多婦女都是在產假後復職時被解僱的。為了打擊這種形式的歧視，我們推出了一項傳媒計劃，包括兩個電視及電台宣傳短片，提醒僱主不應歧視女性僱員。

在為個別人士提供途徑以尋求法律索償時，我們發現投訴人與答辯人大多傾向進行庭外和解。這種情況顯示我們的制度能夠為雙方面服務，而訴訟並非解決糾紛的唯一可行途徑。我們着重以調查和調解的做法去促進社會對平等機會觀念的接納，這較耗費更多時間及人力的訴訟可取。然而，假如我們反歧視制度的重要元素受到質疑，我們將毫不猶疑地行使法例所賦予的權力，透過法律行動尋求解決。

corporate managers to bear in mind that the quest for more profits should not be at the expense of lowering the commitment to corporate social responsibilities. Likewise, decision makers in the process of corporatization should be mindful that a new mode of legal ownership or a franchised form of management does not change the 'public' nature of public services, especially where beneficial ownership in the facilities remain vested in the executive authority.

Disability discrimination remains prevalent. Our complaint figures show that work injury related issues, such as lack of accommodation for staff, dismissals, and sick leave matters still dominate. Meanwhile, pregnancy discrimination ranks the highest number of complaints under the Sex Discrimination Ordinance. To tackle this form of discrimination, we proceeded with a media campaign, comprising two sets of TV and radio announcements of public interest to discourage employers from mistreating their female staff, as many are sacked when they return to work from maternity leave.

In providing individuals access to legal redress, we have found that the trend is for complainants and respondents to settle out of court. This shows that our system is able to serve both sides, and that litigation is not the only viable way to settle disputes. Our emphasis on investigation and conciliation is perceived as a preferred way to promote acceptance of equal opportunity, instead of engaging more time and effort in litigation. Nonetheless, where the essential component of our anti-discriminatory framework is ever thrown into doubt, we shall not hesitate to exercise our powers under the law to seek resolution through legal action.



## 主席序言 Chairperson's Foreword



平機會亦以法庭之友的身份參與了有關《刑事罪行條例》內性傾向歧視的上訴程序。事緣政府就原訟法庭於2005年所作的一項裁決提出上訴，而上訴庭去年維持原先的裁決，即裁定法例禁止21歲以下人士進行同性性行為，卻同時訂立異性性行為的年齡下限為16歲的條文違憲。儘管所涉及的問題是性傾向歧視，但平機會認為法庭很可能會觸及歧視的一般概念，而這問題可能會對我們的工作有所影響，因此要確保上訴庭就此類觀念獲得不偏不倚的意見，這亦是對平機會工作有利的。

展望未來，我們已部署計劃為《種族歧視條例草案》立法而作好準備，以提高我們的運作能力，去擔當新的角色。幾位主要職員於2006年11月前往倫敦出席了英國種族平等委員會舉辦的種族會議，探討有關融合身份、平等機會、移徙、種族多元化及商界角色等問題，亦瞭解到英國及其他地方在推行種族歧視法例及改善種族關係方面的經驗。我們的同事亦到訪英國種族平等委員會，就實務守則、投訴處理、訴訟及與商界融合等議題作出交流。

按照計劃，我們已着手為員工提供培訓及研習班、進行研究項目及意見調查、擬備實務守則、建立聯繫網絡、舉辦公眾教育活動及草擬內部語文政策。

The EOC also participated as amicus curiae in the appeal proceedings concerning sexual orientation discrimination in the Crimes Ordinance. The government's appeal was against a Court of First Instance ruling in 2005. The Court of Appeal last year upheld the original ruling, which decided that a provision prohibiting homosexual sex until the age of 21 as opposed to 16 for heterosexuals was unconstitutional. Even though the subject matter was sexual orientation discrimination, the Commission considered that the Court was likely to deal with the general concepts of discrimination, which may impact on our work and that it was in the interest of the EOC to ensure that the Court of Appeal received impartial assistance on such concepts.

Looking ahead, in preparation for the enactment of the Race Discrimination Bill, we have proceeded with a plan of action for capacity building to assume our new role. A number of key staff attended the Race Convention in London in November 2006, organized by the Commission for Racial Equality (CRE) in the United Kingdom, which dealt with racial issues including the concept of integration identity, equal opportunities, migration, diversity and the role of business. Participants also learned about the experiences on implementing race discrimination legislation and promotion of race relations in the UK and elsewhere. Our colleagues also visited the CRE covering issues such as code of practice, complaint-handling, litigation, integration with the business sector.

As according to plan, we have embarked on training and study programmes for staff, conducting research projects and surveys, preparation of Codes of Practice, networking and organizing public education programmes, and drafting of an internal language policy.

在與海外機構建立聯繫網絡方面，平機會與香港教育學院合辦了一個為期三日的國際會議，以評估教育範疇的兩性差異，並為青少年男女探索新的學習機會。2006年6月舉行的「性別平等教育的挑戰與前景：亞太區第二屆國際研討會」，有來自11個國家及地區的超過100位專家講者及參加者出席。

我們亦積極參與「聯合國消除對婦女歧視委員會」的會議，及《保護和促進殘疾人權利和尊嚴的全面綜合國際公約》特設委員會的聯合國會議(亞洲及太平洋經濟社會委員會工作坊)。聯合國大會已於2006年12月通過這份具有重大意義的《殘疾人權利公約》，而當公約於2007年3月開放給各國簽署時，中國已成為最早簽署的締約國之一。

明年將會是平機會繁忙的一年，我期望與各委員及平機會的合作夥伴一同努力，進一步推動平等機會。

平等機會委員會主席

A handwritten signature in black ink, appearing to read '鄧爾邦'.

鄧爾邦

In networking with our counterparts overseas, the EOC joined the Hong Kong Institute of Education (HKIEd) in holding a 3-day international conference to evaluate gender differences in education and explore new learning opportunities for young women and men. "Challenges and Possibilities in Gender Equity Education: The Second International Conference in the Asia-Pacific Region" opened in June 2006, with over 100 expert speakers and participants from 11 countries and regions.

We have also been able to contribute to United Nations' meetings of the Committee on the Elimination of Discrimination Against Women (CEDAW), and the Ad Hoc Committee on a Comprehensive and Integral International Convention on the Protection and Promotion of the Rights and Dignity of Persons with Disabilities (ESCAP Workshop). The UN General Assembly has endorsed the landmark treaty, the Convention on the Rights of Persons with Disabilities, in December 2006 with China becoming one of the early signatories when the Convention was open for signature in March 2007.

The Commission is expecting another busy year ahead, and I look forward to working with our Members and other partners to further the cause.

A handwritten signature in black ink, appearing to read 'R. Tang'.

Raymond Tang  
Chairperson, Equal Opportunities Commission





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

### 無障礙通道/設施正式調查

平等機會委員會(平機會)於2006年12月宣布開展《就某些公眾可進出的處所進行的無障礙通道/設施正式調查》，調查包括本港公共屋邨、商場、停車場、大廈及辦公室等60處地點。

根據《殘疾歧視條例》，發展商和物業管理公司應為殘疾人士提供通道和設施，除非這樣做會對他們造成不合情理的困難。與「通道/設施障礙」有關的投訴，佔根據《殘疾歧視條例》提出的投訴約13%。平機會認為以投訴方式來糾正個別的通道/設施障礙問題，並非最有效處理問題的方法。

正式調查會研究百分之六由房屋委員會、房屋協會、領匯管理有限公司和政府所興建、擁有或管理的物業。調查參照法例的規定，研究這些建築物的出入通道和設施，是否以無歧視的方式，提供殘疾人士可使用的通道設施。

正式調查會收集相關團體，包括復康團體、專業人士和相關持份者對無障礙通道/設施問題的意見和觀點，從而研究改善的方法。

### Formal Investigation on Accessibility

The Equal Opportunities Commission (EOC) launched in December 2006 a Formal Investigation on Accessibility in Certain Publicly Accessible Premises covering about 60 sites within housing estates, commercial centres, car parks, buildings and offices in Hong Kong.

Under the Disability Discrimination Ordinance (DDO), developers and property management companies should provide access to persons with a disability unless this would impose unjustifiable hardship. Accessibility-related complaints make up about 13% of total complaints lodged under the DDO received by the EOC. This has led the Commission to consider that redressing individual accessibility problems by complaint handling may not be the most effective way to deal with inaccessibility.

The Formal Investigation is a focused study into the means of access to or use of about 6% of properties built, owned or managed by the Housing Authority, Housing Society, The Link Management Ltd. and the HKSAR Government, with specific reference to the legal requirement of providing accessible facilities to persons with a disability in a non-discriminatory manner.

The Formal Investigation will collate the opinions and views of interested parties, including disability groups, professionals and relevant stakeholders regarding accessibility problems and issues to consider ways of improvement.





## 從宏觀層面消除歧視

### Eliminating Discrimination – The Broader Perspective



為收集質與量方面的數據，調查以不同方式進行，包括文獻研究、巡查、焦點小組討論、個案研究、邀請相關人士提出意見及提交意見書、收集目標建築物的業主及管業部門的意見。是項正式調查預料於2008年3月完成。

#### 同值同酬

同值同酬的概念是有關男性與女性分別從事不同工作時出現的問題。在某些情況下，主要由男性擔任的工作的報酬，較主要由女性擔任的工作的報酬為高(或反之)，然而，兩類工作對機構的價值卻相若(或相同)。同值同酬的主張是：工作雖不一樣，但工作所要求的教育程度、技能、工作環境及其他因素倘相若，便可視為同值的工作。

平機會於2006年11月發表了《同值同酬研究》報告。這是平機會進行的一個長期項目，以促進在香港推行同值同酬的原則。該份綜合研究報告包括由平機會就同一題材委託進行的兩個研究，即：《同值同酬可行性研究(1997-1998)》和《公營部門同值同酬研究顧問報告(2004)》。平機會將透過公眾教育推廣和推行同值同酬原則，包括：檢討《性別歧視條例僱傭實務守則》，以便納入更具體而實在的例子，有助公眾認識這複雜的課題。平機會亦將制定實務指引，以推廣同值同酬以及同工同酬的概念。

To collect quantitative and qualitative data, the investigation comprises document review, access audit, focus groups discussion, case study, invitation of views and submission from stakeholders, response from owners and management of the target premises. The Formal Investigation is expected to be completed by March 2008.

#### Equal Pay for Work of Equal Value

Equal Pay for work of Equal Value (EPEV) is a concept which deals with the issue that arises when women and men are segregated into different jobs, but the jobs done mainly by men have higher rewards than those done by women, or vice versa, even though they may be of comparable (or equal) worth to the organization. EPEV argues for equal pay for jobs that are not the same but are comparable in terms of education, skills, working conditions and other factors, that is, jobs that are considered to be of equal value.

In November 2006, the EOC released its Study on Equal Pay for Work of Equal Value, a long term project undertaken by the Commission to advance the principle of EPEV in Hong Kong. It is a consolidated report of two studies on the subject, namely ‘Feasibility Study on EPEV (1997-1998)’ and ‘Consultancy Study on EPEV in the Public Sector (2004)’, commissioned by the EOC. The Commission will promote and implement the principle of EPEV by means of public education including reviewing the Code of Practice on Employment under SDO in order to incorporate more specific and solid examples to facilitate public understanding of this complex subject. The EOC will also develop practical guidelines to promote the concept of EPEV as well as equal pay for equal work.

#### 公眾對香港傳媒描述婦女的手法的意見調查

於1995年在北京舉行的聯合國第四屆世界婦女大會，其中一項關注重點是「對婦女採取角色定型的看法，婦女不能平等利用和參與一切通訊系統，尤其是傳播媒體」。再者，鑑於傳媒對公眾取得資訊和反映公眾意見方面，有舉足輕重的影響，平機會於2006年底開展一項研究調查，以回應一名女歌星在海外舉行演唱會時被人在後台偷拍更衣的事件。那些照片其後被某周刊登載，引起公眾強烈不滿。

平機會的意見調查旨在研究公眾對文字印刷媒體報道和處理有關女性新聞的手法所持的態度，以及公眾認為這種報道和處理手法對個人行為的影響，和一般市民對男女平等的理解。研究分為三部分，包括有關本地及海外相關問題的文獻研究、全港面對面住戶調查和由不同持份者組成的焦點小組意見調查。預料研究會於2008年初完成及公布結果。

#### 立法會事務委員會/小組委員會的會議

立法會設立了不同的事務委員會和小組委員會，以監察和研究政府政策及公眾關注的問題。過去一年，平機會的代表應立法會各事務委員會/小組委員會的邀請，出席了八次事務委員會/小組委員會的會議。

平機會曾就性別、殘疾和有關人權的題目提出意見，議題包括：「貧困婦女」、「殘疾人士的交通需要及為他們提供公共交通票價優惠」、「香港特別行政區參照《公民權利和政治權利國際公約》提交的第二次報告的審議結論」和「與香港電台編輯自主及廣播事務管理局作出懲處的尺度有關的事宜」。這反映出立法機關在審議政府及公共政策時，愈來愈關注到從平等機會角度作出考慮。這發展正好與平等機會主流化的原則看齊，而這也是平機會過去十年來一直大力主張的方向。

#### Study on Public Perception of Portrayal of Female Gender in the Hong Kong Media

At the United Nations’ Fourth World Conference on Women held in Beijing in 1995, one of the key concerns was “stereotyping of women and inequality in women’s access to and participation in, all communication systems, especially in the media”. Furthermore, the influence of the media has played a crucial role in informing and reflecting public opinion. The EOC initiated a research study in late 2006 in response to a case in which pictures of a canto-pop singer were taken by a hidden camera when she was changing clothes backstage during a concert overseas. The photographs published by a weekly magazine caused public outrage.

The objective of the EOC study is to examine public attitudes towards the treatment and coverage by the print media on women, its perceived effect on people’s behaviour and how the general public perceive gender equality. The research will comprise three phases including a literature review of local and overseas experiences, a territory-wide face-to-face household survey and a focus group survey of various stakeholders. The study is expected to be completed and released in early 2008.

#### Legislative Council Panel/Subcommittee Meetings

The Legislative Council (LegCo) has set up various panels and subcommittees to perform its role of monitoring and examining government policies and issues of public concern. In the past year, representatives of the Commission attended eight panel/subcommittee meetings on the invitation of the various panels/subcommittees.

The EOC provided our views on issues including gender, disability and human rights related topics such as “Women in Poverty”, “Transport Needs of and Provision of Concessionary Fares for Persons with Disabilities”, “Concluding Observations on the Second Report of the HKSAR in the light of the International Covenant on Civil and Political Rights” and “Issues Relating to the Editorial Independence of the Radio Television Hong Kong and the Yardsticks of the Broadcasting Authority in Imposing Sanctions”. It reflects that examining government or public policies from an equal opportunity perspective is gaining importance in our legislature. The development is in line with the principle of mainstreaming equal opportunity considerations that has been advocated by the Commission for the past decade.





## 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

平機會與婦女事務委員會於2006年6月攜手發表了《香港家庭友善僱用政策及措施》意見調查的初步結果。「家庭友善僱用政策及措施」是指僱主用以協助僱員平衡工作與家庭角色的政策。該等政策包括：彈性上班時間、共職、緊急休假和在正常上班時間在家工作等。這項調查的結果及海外的研究結果均顯示，家庭友善僱用政策及措施可帶來有形和無形的正面效果，可提升僱員的身心健康，例如在工作滿足感、身體和精神健康方面皆有裨益。僱主同樣表示，實行家庭友善僱用政策及措施可帶來正面的效果，如員工表現更出色、員工流失率降低和較少缺勤。

不過，是項研究顯示，家庭友善僱用政策及措施在香港的普及程度和採用率甚低。儘管接受調查的僱員均支持有關政策，但調查發現香港的工作文化是妨礙家庭友善僱用政策及措施推行的主要因素。

平機會致力推廣為僱員提供一個既能讓男性與女性分擔家庭責任、又能充分發揮潛能的環境。平機會將繼續努力在香港推廣家庭友善僱用政策及措施，讓男性和女性有更多選擇，令工作/生活方面更為平衡。

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

The initial findings of a research on “Family-friendly Employment Policies and Practices in Hong Kong” (FEPPs) were released jointly by the EOC and the Women’s Commission in June 2006. FEPPs refer to policies adopted by employers to help employees balance work and family roles. Examples of FEPPs include flexible working hours, job-sharing, time off for emergencies, and working from home during normal working hours. The results of this survey and studies conducted overseas indicate that FEPPs can lead to tangible and intangible positive outcomes. These can be beneficial to employees’ well-being such as job satisfaction, physical and mental health. Employers also report positive outcomes such as better staff performance, lower turnover rates and less absenteeism as a result of FEPPs.

However, the survey showed that the prevalence and adoption rate of FEPPs in Hong Kong were both low. Among the employees surveyed though there was a strong support for wider adoption of FEPPs. More significantly, the survey found that Hong Kong’s work culture was the major factor hindering adoption of FEPPs.

The EOC is committed to promoting the importance of providing an enabling environment in which women and men can share family responsibilities and fully develop their potential. The Commission will continue its efforts in promoting FEPPs in Hong Kong, as women and men need more choices in achieving a better work/life balance.







香港的三條反歧視條例，即《性別歧視條例》、《殘疾歧視條例》和《家庭崗位歧視條例》禁止一切性別歧視、性騷擾、懷孕歧視、婚姻狀況歧視；殘疾歧視、殘疾騷擾及中傷；及家庭崗位歧視等違法行為。

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，涵蓋教育、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。

#### 投訴與調查

任何人士如認為自己在反歧視法例保障範圍內受到歧視，可親身或授權代表向平機會提出書面投訴。平機會調查投訴時，會研究每宗個案的事實，讓雙方有機會就有關指稱提出意見和作出回應。如認為合適，平機會會致力以調解方式協助雙方和解。假如未能和解，平機會可應投訴人的申請，考慮提供其他形式的協助。平機會會個

Hong Kong's three anti-discrimination ordinances, namely the Sex Discrimination Ordinance (SDO), the Disability Discrimination Ordinance (DDO), and the Family Status Discrimination Ordinance (FSDO) prohibit unlawful behaviour such as sex discrimination, sexual harassment, pregnancy discrimination, marital status discrimination; disability discrimination, harassment and vilification; and family status discrimination.

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 cover areas such as education, the provision of goods or services, participation in clubs and sporting activities, the management of premises and government activities.

#### Complaints and Investigations

Anyone who feels that he or she has been discriminated against on protected grounds can lodge a complaint in writing, either personally or through a representative, with the EOC. When investigating the complaint, we look into the facts of each case with both parties being given the opportunity to

## 投訴處理及法律行動 Complaint Handling and Legal Action





# 投訴處理及法律行動

## Complaint Handling and Legal Action

別研究每宗申請，考慮當中是否涉及原則問題，和評估投訴人能否在沒有平機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、或任何平機會認為適當的協助。

comment and respond to the allegations made. Where it is considered appropriate, 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1 2006年4月1日至2007年3月31日期間接獲的投訴 (共655宗)  
Figure 1 Complaints and Investigations: 655 complaints received – 1 April 2006 to 31 March 2007

		《性別歧視條例》 SDO	《殘疾歧視條例》 DDO	《家庭崗位歧視條例》 FSDO	總數 Total
投訴數目	No. of complaints	240	391	24	655
投訴人數目	No. of complainants	195	322	16	533
答辯人數目	No. of respondents	228	378	19	625

### 經處理的投訴

2006/07年度，平機會接獲由533名投訴人對625名答辯人作出的投訴，共涉及655宗指稱違法行為的個案，較2005/06年度由531名投訴人作出678宗投訴為少。在這些投訴中，有240宗根據《性別歧視條例》提出、391宗根據《殘疾歧視條例》，另有24宗根據《家庭崗位歧視條例》。連同往年未完成的個案，平機會在本年度共處理905宗投訴，比上年度的874宗增加3.5%(詳情見表2)。成功調解率達72%，而之前12個月的調解率為64%。

### Complaints Handled

During the year, we received complaints from 533 complainants against 625 respondents involving 655 cases of alleged unlawful acts, a decrease from the 678 complaints received in 2005/06 from 531 complainants. Of the complaints, 240 were received under the SDO, 391 under the DDO and 24 under the FSDO. Together with those carried forward from previous years, we investigated a total of 905 complaints, representing an increase of 3.5% as compared to 874 in the previous year (See Figure 2). The successful conciliation rate is 72% during the year as compared with 64% in the previous twelve months.

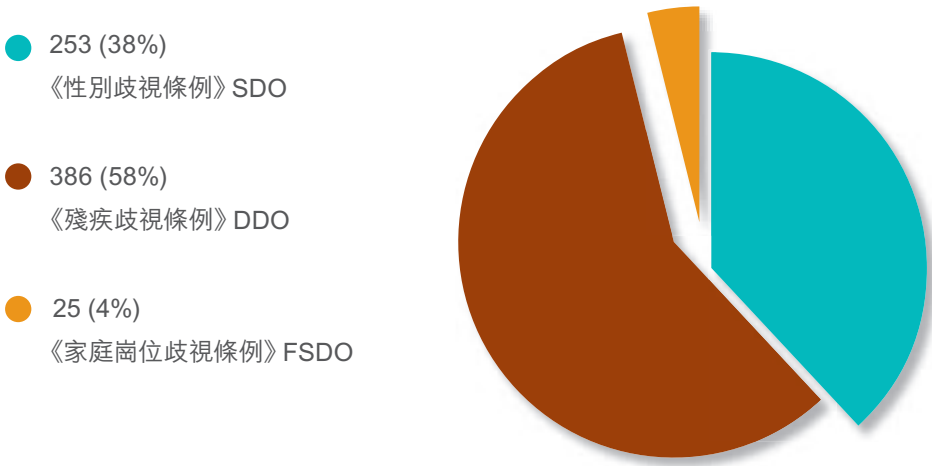
表2 2006年4月1日至2007年3月31日期間已處理的投訴調查 (共905宗)  
Figure 2 Complaints and Investigations: 905 complaints handled – 1 April 2006 to 31 March 2007

		《性別歧視條例》 SDO	《殘疾歧視條例》 DDO	《家庭崗位歧視條例》 FSDO	總數 Total
僱傭範疇	Employment	317	410	27	754
非僱傭範疇	Non-employment	29	117	5	151
總數	Total	346	527	32	905

在2006/07年度，平機會調查了664宗有關指稱違法行為的個案(詳情見表2a)。當中有237宗進行了調解，其中170宗調解成功，餘下的67宗個案未能和解 (詳情見表2b)。

In 2006/07, we completed investigations on 664 cases of alleged unlawful behaviour (See Figure 2a). Of this number, 237 proceeded to conciliation, with 170 reaching successful settlement; settlement failed for the remaining 67 cases (See Figure 2b).

表2a 2006年4月1日至2007年3月31日期間經調查及調解後已完結的個案 (共664宗)  
Figure 2a Investigation & Conciliation: 664 cases concluded – 1 April 2006 to 31 March 2007





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表2b 2006年4月1日至2007年3月31日期間曾進行調解的個案(共237宗)

Figure 2b Cases Proceeding to Conciliation: 237 cases – 1 April 2006 to 31 March 2007

	《性別歧視條例》 SDO	《殘疾歧視條例》 DDO	《家庭崗位歧視條例》 FSDO	總數 Total
調解成功個案 Successfully conciliated cases	67	98	5	170
未能和解個案 Unsuccessful cases	30	36	1	67
總數 Total	97	134	6	237

本年度有427宗投訴未進行調解，且因為各種原因需終止調查，例如：(i)有關作為並不違法，(ii)投訴人不想繼續追究，或(iii)所指稱的行為在投訴時已超過12個月的限期，(iv)投訴透過其他方法獲得解決，或(v)平機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（詳情見表3）。

A total of 427 complaints did not proceed to conciliation and they were discontinued for a variety of reasons such as (i) the act in question was not unlawful, (ii) the complainant no longer wanted to pursue the complaint, (iii) a period of over 12 months had passed since the act was committed, (iv) the dispute was resolved through other means, or (v) the EOC considered the complaint to be frivolous, vexatious, misconceived or lacking in substance (See Figure 3).

表3 2006年4月1日至2007年3月31日期間個案終止調查的原因(共427宗)

Figure 3 Discontinued Cases by Reason: 427 cases – 1 April 2006 to 31 March 2007

	不屬違法 作為 No unlawful acts	瑣屑無聊 或缺乏實質 Frivolous or lacking in substance	投訴人不願 繼續追究 Complainants did not wish to pursue	得到提早 解決 Matter resolved through early resolution	超過12個月 的時限 Beyond 12-month time bar	總數 Total
《殘疾歧視條例》DDO	9	169	53	7	14	252
《性別歧視條例》SDO	6	84	41	22	3	156
《家庭崗位歧視條例》FSDO	0	12	5	2	0	19
總數 Total	15	265	99	31	17	427

與《性別歧視條例》相關之投訴

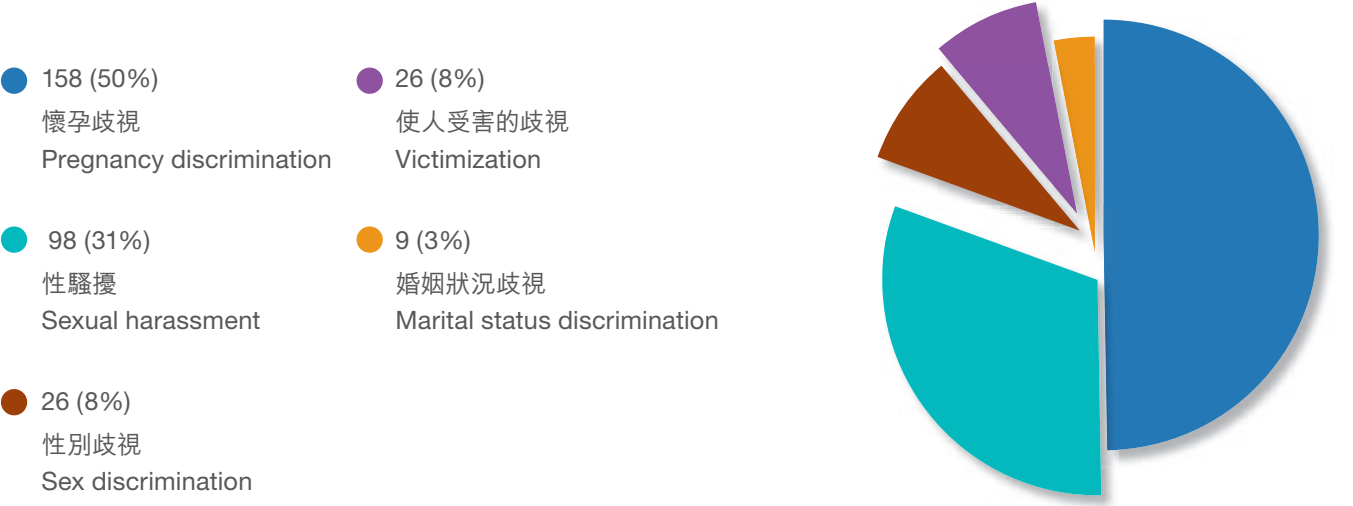
- 平機會本年度共調查了317宗涉及僱傭範疇的指稱，當中懷孕歧視仍然是主要的投訴原因，有158宗(50%)，其次是性騷擾，共98宗(31%)（詳情見表4）。
- 平機會本年度共調查了29宗涉及非僱傭範疇的指稱，其中20宗 (69%)關乎性別歧視（詳情見表5）。

SDO-related Complaints

- A total of 317 employment-related allegations were investigated. Pregnancy discrimination continued to be the major cause for complaint with 158 cases (50%), followed by 98 (31%) sexual harassment cases (See Figure 4).
- Investigations were made into 29 non-employment related allegations; 20 (69%) of which were related to sex discrimination (See Figure 5).

表4 2006年4月1日至2007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317宗)

Figure 4 Employment Related Allegations investigated under the SDO: 317 cases – 1 April 2006 to 31 March 2007





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表5 2006年4月1日至2007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 5 Non-employment Related Allegations investigated under the SDO: 29 cases – 1 April 2006 to 31 March 2007



與《殘疾歧視條例》相關之投訴

- 平機會本年度調查了527宗有關《殘疾歧視條例》的指稱，其中410宗屬僱傭範疇，117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453宗(佔總數86%)(詳情見表6及表7)。

DDO-related Complaints

- A total of 527 allegations were investigated, consisting of 410 employment-related and 117 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 453 (86%) of the total (See Figures 6 and 7).

表6 2006年4月1日至2007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 6 Employment Related Allegations investigated under the DDO: 410 cases – 1 April 2006 to 31 March 2007

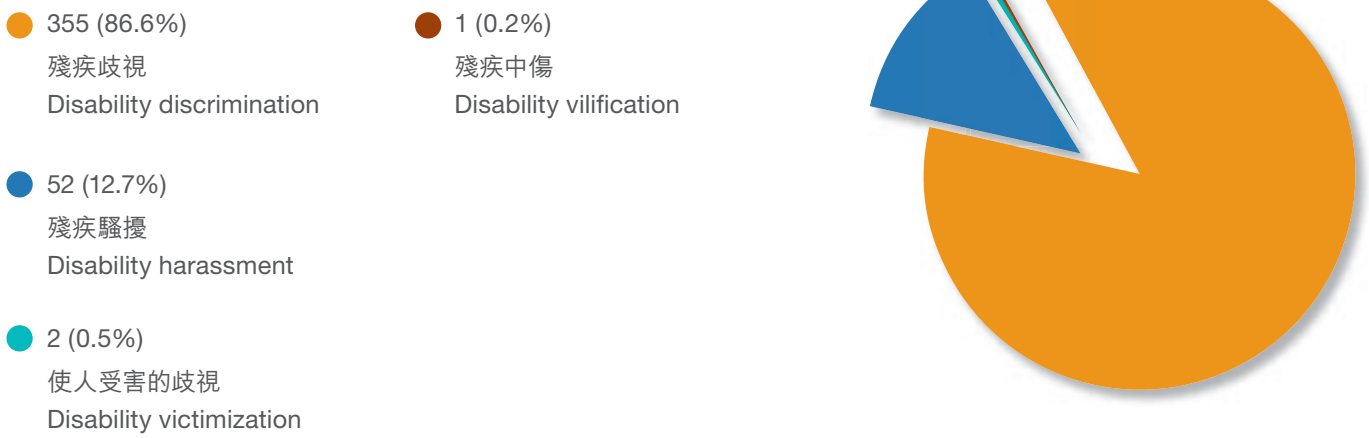


表7 2006年4月1日至2007年3月31日期間根據《殘疾歧視條例》提出，關乎非僱傭範疇而獲調查的指稱(共117宗)

Figure 7 Non-employment Related Allegations investigated under the DDO: 117 cases – 1 April 2006 to 31 March 2007

投訴類別	Type of complaint	投訴數目	Number of complaints
殘疾歧視	Disability discrimination	98	
	貨品、服務及設施	47	Goods, services and facilities
	處所通道	19	Access to premises
	政府	10	Government
	教育	18	Education
	會社	2	Club
	其他	2	Other fields
殘疾中傷、騷擾及使人受害的歧視	Disability vilification, harassment & victimization	19	
總數	Total	117	



# 投訴處理及法律行動

## Complaint Handling and Legal Action

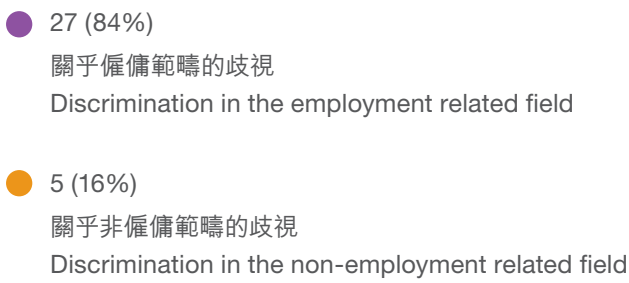
### 與《家庭崗位歧視條例》相關的投訴

- 平機會本年度調查了32宗有關《家庭崗位歧視條例》的指稱，當中有27宗(84%)關乎僱傭範疇，5宗(16%)關乎非僱傭範疇(詳情見表8)。大部分關乎僱傭範疇的指稱 (56%)與基於家庭崗位而被解僱有關。

### FSDO-related Complaints

- During the year, a total of 32 FSDO allegations were investigated, 27 (84%) of which were employment-related and five (16%) were non-employment related (See Figure 8). The majority (56%) of the allegations in the employment field were related to dismissal on the grounds of family status.

表8 2006年4月1日至2007年3月31日期間根據《家庭崗位歧視條例》提出並獲調查的指稱(共32宗)  
Figure 8 Allegations investigated under the FSDO: 32 cases – 1 April 2006 to 31 March 2007



### 平機會的主動調查

對於由不想參與調查或調解的受屈人士或第三者所提出投訴，平機會亦會採取行動。在這些情況下，平機會會聯絡有關人士，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，平機會處理了60宗這一類的個案，其中24宗關乎《性別歧視條例》（主要關於招聘及服務提供），36宗關乎《殘疾歧視條例》（主要關於通道及設施）。

### 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 them to rectify the situation. During the year, we handled 60 such cases: 24 under the SDO (mainly on recruitment and service provision) and 36 under the DDO (mainly on accessibility issues).

### 查詢

平機會在本年度繼續為市民提供高效率和效益的查詢服務，解答市民循不同途徑(如電話、親訪、信件和電子郵件)提出的各類歧視問題。平機會於2006/07年度共處理了15,960宗查詢，其中6,670宗為一般查詢，9,290宗為具體查詢。這數字較平機會於1996年成立首年的數字增加一倍。

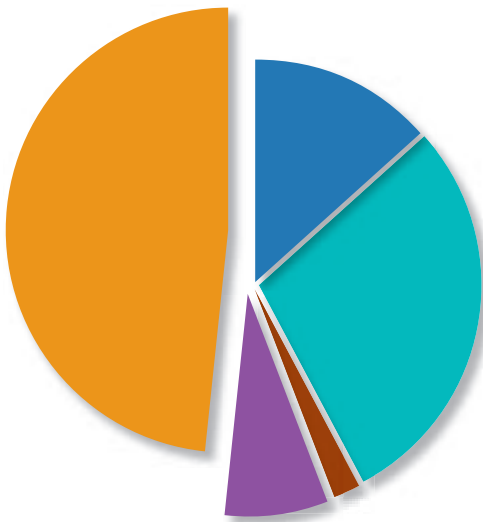
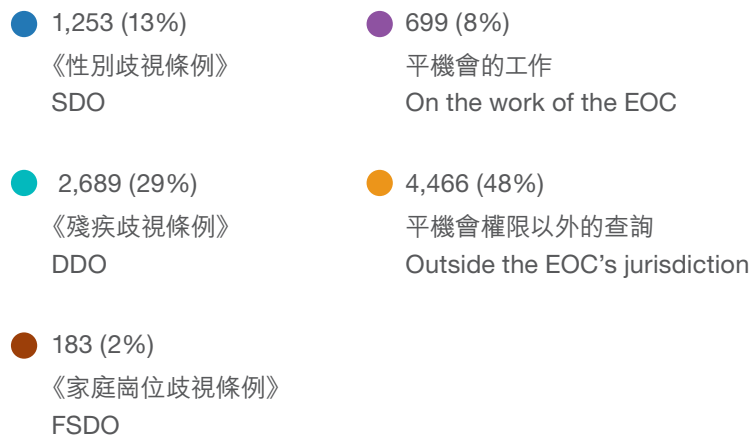
一般查詢涉及平機會的活動和反歧視條例的條文；而具體查詢則涉及個別事件的有關問題。本年度收到的9,290宗具體查詢中，有1,253宗與《性別歧視條例》有關，2,689宗與《殘疾歧視條例》有關，183宗與《家庭崗位歧視條例》有關。另有699宗關乎平機會的工作，至於其餘4,466宗查詢則涉及年齡、種族、性傾向及宗教等不屬平機會權限的問題(詳情見表9)。

### Enquiries

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 2006/2007, the number of enquiries handled was 15,960 with 6,670 general and 9,290 specific enquiries. The number has doubled that received in 1996 when we first set up.

General enquiries relate to our activities and the provisions of anti-discrimination law, whilst specific enquiries cover incident-related questions. Of the 9,290 specific enquiries received, 1,253 were related to the SDO, 2,689 to the DDO and 183 to the Family Status Discrimination Ordinance (FSDO). A further 699 focused on the work of the EOC, while the remaining 4,466 enquiries, covering areas such as age, race, sexual orientation and religion, fell outside our jurisdiction. (See Figure 9).

表9 2006年4月1日至2007年3月31日期間的具體查詢分類 (共9,290宗)  
Figure 9 9,290 Specific Enquiries – 1 April 2006 to 31 March 2007





# 法律協助的申請

## Applications for Legal Assistance

若有投訴人提出投訴，卻未能與對方達成和解，平機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，平機會的律師會評估個案，然後向委員會建議個案的證據是否有力及其他需考慮的因素。平機會會根據法律意見，決定是否給予協助。協助的形式包括：由平機會的律師向申請人提供法律意見、協助申請人取得及評估進一步的資料或證據、或由平機會的律師或平機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。

在2006/07年度，平機會共處理34宗有關法律協助的申請，其中14宗獲得協助。有關申請的分類詳情請參閱《附錄5：法律協助的申請》。

### 獲平機會給予法律協助的個案

在2006/07年度，共有6宗獲平機會協助的個案在展開法律程序前已經完結，當中包括自往年延續至本年度的個案。此類過案包括雙方達成和解，或平機會因各種原因，例如：證據不足，而撤回法律協助的個案。

此外，有11宗在2006/07年度或以前已獲給予法律協助的個案仍在處理中，個案至2006/07年底仍未展開法律程序(見附錄6)。

### 法律訴訟

平機會在2006/07年度處理了3宗法庭案件，這3宗案件都在2006/07年度已展開法律程序。當中2宗案件已獲解決；尚餘的1宗案件在2006/07年度完結前仍在處理中。

此外，平機會在2006/07年度展開了8宗案件的法律訴訟。其中2宗案件在雙方同意和解條款保密的情況下已獲解決。截至2006/07年度完結前，仍有6宗案件未完成訴訟程序。

除了以上的案件，一宗在2006/07年度前作出判決的案件，在2006/07年度需進行有關訟費的法律程序(見附錄7)。

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 the gathering and assessment of further information or evidence, representation in legal proceedings by the EOC's lawyers, or by barristers in private practice briefed by the EOC.

During 2006/07, we processed 34 applications for assistance and granted assistance in 14 of them. The details and a breakdown of the applications can be found under “Appendix 5: Applications for Legal Assistance”.

### Legally Assisted Cases

During 2006/07, 6 cases in which legal assistance was granted before and during 2006/07 were closed without commencing legal proceedings. These included cases in which the parties reached settlement or cases in which the EOC withdrew assistance for various reasons such as insufficient evidence.

11 other cases where legal assistance was granted before and during 2006/07 were still being handled and no court proceedings had been commenced as at the end of 2006/07 (See Appendix 6).

### Court Cases

During 2006/07, the EOC handled 3 court cases in which court proceedings were commenced before 2006/07. Two of these cases were settled. The remaining case was still being handled at the end of 2006/07.

In addition, the EOC commenced legal proceedings in 8 cases in 2006/07. Two of these cases were settled on confidential terms and 6 were ongoing as at the end of 2006/07.

Apart from the above, for 1 case in which judgment was given before 2006/07, there were further proceedings relating to costs which had to be dealt with during 2006/07 (See Appendix 7).

### 法庭之友

除了為未獲解決的投訴採取法律行動外，平機會亦會在適當的情況下，參與一些原告人沒有向平機會作出投訴的法庭案件。在這些案件中，平機會的參與不會偏袒任何一方，而是旨在以不偏不倚的態度，協助法庭發展相關的法理學。這種參與稱為「法庭之友」。在2006/07年度，平機會接受受影響一方的邀請，以法庭之友身份，就《刑事罪行條例》中有關指稱的性傾向條文，參與在上訴法庭的司法覆核。該案要求澄清究竟《刑事罪行條例》(第200章)內有關肛交的若干條文是否對同性戀男性存在不合理歧視。

## 平機會在2006/07年度採取法律行動的概要

### Summary of the EOC's Legal Activities 2006/07

在2006/07年度處理的法律協助申請	2005/06年度收到的申請	
Applications for legal assistance processed during 2006/07	Received in 2005/06	8
	2006/07年度收到的申請	
	Received in 2006/07	26
	<b>總數</b>	
	<b>Total</b>	34
	給予法律協助	
	Granted	14
	不給予法律協助	
	Not Granted	16
	考慮中	
	Under Consideration	4
獲給予法律協助的個案(毋需展開法律程序)	已解決	
Legally assisted cases (without commencement of legal proceedings)	Resolved	6
	處理中	
	Ongoing	11
委員會協助的法庭案件 (2006/07年度前已展開訴訟)	已解決	
EOC assisted court cases (commenced before 2006/07)	Resolved	2
	處理中	
	Ongoing	1
委員會協助的法庭案件 (在2006/07年度展開訴訟)	已解決	
EOC assisted court cases (commenced during 2006/07)	Settled	2
	處理中	
	Ongoing	6
法庭之友		
Amicus Curiae		1





## 推廣平等機會 Promoting Equal Opportunities

為慶祝十周年會慶，平機會自2006年10月起推出為期一年的公眾教育及宣傳活動。十周年活動旨在聯繫社會各界，讓他們更深入認識和支持平等機會。

### 十周年推廣活動工作

首項活動是「平等機會之友會」成立典禮。「平等機會之友會」是一個資訊分享平台，為僱主及僱員提供在工作間推行良好管理常規的指引。約有170名來自100家企業、中小型企業、非政府組織及政府機構人士，加入成為「平等機會之友會」會員。

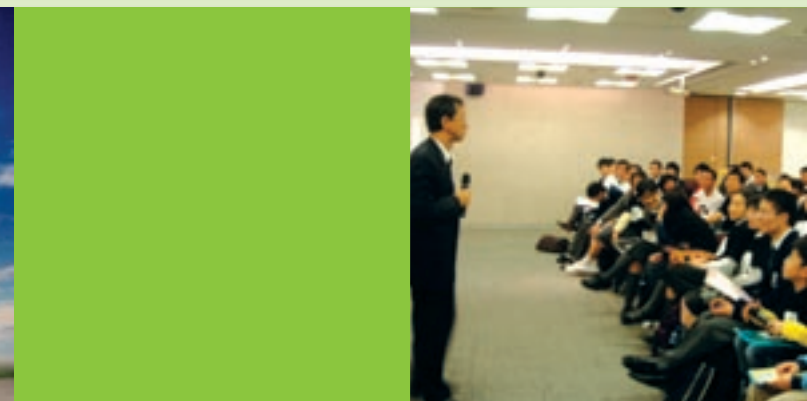
十周年活動的重點項目之一是「平等機會多元共融行動」電台節目，在香港電台第二台播出每星期半小時的訪問，為期十四個月。這是平機會首次透過傳媒每星期定期向市民介紹了委員會及社區夥伴的工作。這項主要的公眾教育活動成為廣受歡迎的節目，並且吸引了超過2000名公眾人士包括學生參加「種族共融攝影比賽」和由平機會與香港電台合辦的多元共融的徵文比賽。

To commemorate the Commission's 10th anniversary, we rolled out a 12-month programme of public education events and promotional activities in October 2006. The Anniversary Year Programme was designed to engage different sectors in our community to better understand and support equal opportunities.

### The 10th Anniversary Programme

The initiative was launched at the inauguration of the Equal Opportunities Club, an information-sharing platform to guide employers and employees to implement good management practices in the workplace. About 170 people from 100 corporates, SMEs, NGOs and government bodies joined the Club as members.

One of the highlights of the anniversary programme was the Equal Opportunities Diversity project, a 14-month radio programme on Radio Television Hong Kong (RTHK) Radio 2, comprising a weekly half-hour radio interview. For the first time, the Commission was able to showcase its work and the work of our community partners on a weekly basis in the media. This major public education effort succeeded in becoming a popular programme, which also attracted more than two thousand participants including students to join the "Powerful Images of Racial Harmony" photo competition and an essay competition on diversity associated with the radio programme.





# 推廣平等機會

## Promoting Equal Opportunities



平機會於2004年舉辦首個攝影比賽後，在2006年12月再接再勵推出「種族共融攝影比賽」，讓市民透過鏡頭，展現日常生活中接納包容及多元文化的各種面貌，藉此推廣種族融和的訊息。比賽分兩個組別，包括青少年組及公開組，共收到700多份參賽作品，其中超過30份作品來自國內和海外。

三條反歧視條例對香港的影響，都濃縮在「十年回顧」一系列巡迴展覽中，除了展出平機會第一個十年的工作成果外，也是向社會上那些曾協助移風易俗及推廣平等機會的人士致敬。展覽已於2006年11月至2007年3月先後在旺角、小西灣、觀塘、筲箕灣、馬鞍山、深水埗、黃大仙、天水圍、港島東、將軍澳、南區和屯門等十二區展出，介紹了平機會的工作、發展和平機會歷年宣傳活動的海報。

### 促進男女平等—瑞典與香港經驗研討會

平機會、瑞典領事館、瑞典文化學會和香港中文大學於2007年1月合辦「促進男女平等—瑞典與香港經驗研討會」。這也是平機會十周年慶祝活動之一，來自本地及海外的專家濟濟一堂，討論和交流促進男女平等的政策、活動和良好常規。超過300位來自公私營機構、非政府組織、學校和大專院校的參加者出席了研討會。

與會者根據瑞典和香港的經驗，反思了兩性平等的發展和未來路向。他們覺得研討會是個好開端，讓政府、商界、關注團體、志願機構、和從事平等機會工作的人士就研討會上提出的具體挑戰討論如何促進男女平等。此外，研討會亦鞏固了這方面的專業發展和建立連繫網絡，有助參加者建立合作關係。

Following the Commission’s first photo competition in 2004, the EOC launched the “Powerful Images of Racial Harmony” Photo Competition in December 2006, promoting racial harmony by showing aspects of inclusion and diversity in everyday life. It attracted some 700 entries in two categories – Youth Division and Open Division, with more than 30 submissions from the Mainland and overseas.

The impact of Hong Kong’s three anti-discrimination ordinances was encapsulated in a series of roving exhibitions entitled “Ten Years On”. This track record of our first decade also paid tribute to others in the community who had assisted in effecting changes in our society. The exhibitions were held in 12 districts, namely Mongkok, Siu Sai Wan, Kwun Tong, Shau Kei Wan, Ma On Shan, Sham Shui Po, Wong Tai Sin, Tin Shui Wai, Island East, Tseung Kwan O, Southern District and Tuen Mun from November 2006 to March 2007. They featured facts and figures about the work of the EOC, its progress, and a poster collection of the Commission’s publicity campaigns over the years.

### Seminar on Advancement in Gender Equality — The Swedish and Hong Kong Stories

In January 2007, the EOC, the Consulate General of Sweden, the Swedish Institute and the Chinese University of Hong Kong jointly organized the Seminar “Advancement in Gender Equality – The Swedish and Hong Kong Stories”. It was part of the EOC’s 10th Anniversary Year Programme that acted as a platform for local and overseas experts to discuss and share information on how policies, programmes and best practices had assisted in attaining gender equality. Over 300 participants from the private and public sectors, NGOs as well as schools and tertiary institutes attended the seminar.

作為研討會的延續，大會翌日又在香港中文大學舉行了一個名為「廿一世紀性別角色再探」的青少年論壇，來自29間學校百多位學生參加了論壇，就兩性平等交換意見。

### 學校活動

平機會在青少年的發展方面一向投放不少資源。我們相信，向青少年從小灌輸尊重他人的觀念，接納共融社會，至為關鍵。在學校演出方面，平機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。今年約有58,000名學生觀賞我們的戲劇表演。

### 2006/07年度戲劇表演一覽 List of drama performances in 2006/07

劇目 Title	主題 Theme	場數 Number of Performances	觀眾人數 Number of Participants
3 D互動百變機 3-D Interactive Machine	《家庭崗位歧視條例》 Family Status Discrimination Ordinance	36	9,000 名小學生 9,000 primary school students
平等細運會 Equal Opportunities Olympics	共融與平等機會 Inclusion and equality for all	36	9,000 名小學生 9,000 primary school students
學習障礙賽 Race Against Special Learning Disabilities	對有特殊學習障礙學生的包容與接納 Inclusion and acceptance of students with special learning disabilities	31	8,000 名小學生 8,000 primary school students
唔係講笑 This is not a Joke	防止性騷擾 Prevention of sexual harassment	65	16,000 名中學生 16,000 secondary school students
街坊小子 The Kids on the Block	瞭解殘疾問題及兩性平等 Understanding of disability issues and gender equality	130	16,000 名小學生 16,000 primary school students

Based on the Swedish and Hong Kong experiences, participants were able to reflect on the progress in gender equality, and the way forward. They considered the seminar a good starting point for further discussions on how the government, business, concerned groups, voluntary agencies and equal opportunities practitioners could promote gender equality, in response to the specific challenges that were highlighted. Also, the seminar had fostered professional development and facilitated network building and collaboration for the participants.

A youth forum, entitled “Re-examining Gender Roles in the 21st Century”, was held as part of the seminar at the Chinese University of Hong Kong in the following day. Over a hundred students from 29 schools attended the forum to exchange views on gender equality.



## 推廣平等機會 Promoting Equal Opportunities



### 「無定型新人類2006」

在2006/07年度共有860多名學生參加平機會每年一度的平等機會青少年師友計劃。這項活動的目的在打破定型觀念，自2002年起已有超過3,000名中學生參加。今年，來自80間學校的學生在2006年11月至2007年2月期間，藉著與嘉賓導師一起工作或參與大型分享會，認識如何發揮自己的潛能。

十一名來自非傳統行業的傑出人士擔任「無定型新人類2006」的嘉賓導師，包括：周思仁先生(全港首位家政男教師)、張堅庭先生(演員/導演/作家)、張笑容女士(資深電台時事節目主持)、黎偉倫先生(明愛男士成長中心主任)、林超英先生(天文台台長)、梁子微女士(生命鬥士/路向四肢傷殘人士協會顧問)、陸恭蕙女士(思匯政策研究所創辦人及行政總監)、杜聰先生(智行基金創辦人及主席)、喬寶寶先生(藝人)、鄧淑明博士(ESRI中國(香港)有限公司行政總裁)和黃真真女士(電影導演)。這項活動為年輕參加者提供難得機會，得以分享傑出人士的成功經驗，瞭解他們如何突破性別或殘疾障礙並實現理想。

除了青少年師友計劃外，超過110名學生參加了新的「無定型大使計劃」，鼓勵青少年在學校和自己的社區內宣揚平等機會的訊息。參加者以個人或隊制方式，進行多種不同的活動，以提高其他人對平等機會課題的認識。

### School Programmes

We deploy a substantial proportion of our resources on the development of youth. We believe this is crucial in helping young students inculcate respect for others, and acceptance of an inclusive society. For our school drama performances, we engaged three local theatre troupes to stage plays and puppet shows on equal opportunities, the three anti-discrimination ordinances and diversity. This year, 58,000 students have watched and enjoyed our interactive shows.

### “Career Challenge 2006”

In 2006/07, some 860 students joined our annual Career Challenge Youth Mentorship Programme that was designed to break down stereotypes. Over 3,000 secondary school students have participated since 2002. This year, students from 80 schools were able to understand how they could realize their own potential by joining their mentors at work or by participating in large-group sharing sessions between November 2006 and February 2007.

Eleven outstanding achievers from a wide spectrum of non-traditional fields served as mentors for Career Challenge 2006. They were: Francis CHAU, first male home economics teacher in Hong Kong; Alfred CHEUNG, actor, director and writer; Smile CHEUNG, radio host of current affairs programmes; LAI Wai-lun, supervisor of Caritas Personal Growth Centre for Men; LAM Chiu-ying, Director of the Hong Kong Observatory; Christine LEUNG, Positive Life Ambassador and Consultant of Direction Association for the Handicapped; Christine LOH, founder and Chief Executive Officer of Civic Exchange; Chung TO, founder and Chairperson of Chi Heng Foundation; Gill

### 深入社群

為接觸更多的市民，平機會繼續致力舉辦各種深入社群的活動。我們進一步與各界夥伴加強聯繫，緊密合作，全力推廣平等機會。

### 社會參與資助計劃

自1997年以來，平機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。除了推廣三條反歧視條例外，本年度的工作重點亦包括性別平等和僱傭範疇的平等機會。社會參與資助計劃本年度共收到67份申請，共撥出港幣1,189,825元資助62項活動。(有關獲資助機構名單，請參閱附錄8。)

Mohindepaul SINGH, artiste; Winnie TANG, Chief Executive Officer, ESRI China (Hong Kong) Limited; and Barbara WONG, film director. The programme was a rare opportunity for the young participants to meet with achievers who were able to overcome gender, racial and disability barriers to reach their career goals.

In addition to the mentorship activities, over 110 students joined the new “Career Challenge Ambassador Scheme”, which encouraged young people to engage in spreading the message of equal opportunities in their schools and community. By initiating personal or team effort, they raised the awareness of their counterparts about equality issues through a wide range of activities.

### Community Outreach

To reach a wider audience, we remain committed to invest in our outreach activities in the community. We further strengthened links and worked closely with our partners across different sectors to promote equal opportunity among the public.

### The Community Participation Funding Programme

We have continued to provide funding since 1997 in encouraging non-governmental organizations, community groups and schools to initiate their own projects on equal opportunities. Apart from promoting the three anti-discrimination ordinances, our priority areas for the year also included gender equality and equal opportunities in employment. During the year, the Community Participation Funding Programme attracted 67 applications and allocated \$1,189,825 to 62 projects. (See Appendix 8 for organizations funded under this programme.)



# 推廣平等機會

## Promoting Equal Opportunities



### 傳媒宣傳

除了電台節目「平等機會多元共融行動」外，平機會與香港電台再次攜手製作第五輯電視實況劇《非常平等任務》，深入探討不同形式的歧視。這輯實況劇於2007年3月推出，共有六集，每集平均約有104萬名觀眾收看。這輯實況劇更是首次加入種族融和的題材，推廣種族和諧的訊息。

為配合《非常平等任務》實況劇，平機會為星島日報撰寫了六篇特稿，從法律角度解釋節目中提到的平等機會問題。平機會又於2007年3月中在香港的鐵路系統，推出燈箱廣告宣傳該電視實況劇。

### 傳媒活動

由於市民對平機會工作的期望日益提高，平機會企業傳訊及培訓組於本年度共處理了371個傳媒查詢。我們又向星島日報、Career Times及南華早報提供特稿，並召開了八次新聞發布會，進行22次傳媒預約訪問和發出35份新聞稿。

### 公眾教育

平機會於2006年6月與香港教育學院合作舉行為期三日的國際會議，以評估在學習方面的性別差異，並探討年青人的新學習機會。

### Media Campaigns

In addition to the Equal Opportunity Diversity Radio Project, the EOC joined hands with RTHK again to produce the fifth series of the TV docu-drama, “A Mission for Equal Opportunities” for a closer look at different forms of discrimination. The six-episode series was launched in March 2007, and attracted an estimated 1.04 million viewers per episode. For the first time, the topic of racial harmony was featured in this new series.

In promoting “A Mission for Equal Opportunities”, we contributed 6 feature articles to Sing Tao Daily News which explained the legal perspectives of equal opportunity issues conveyed in the TV programmes. We also launched a poster advertisement campaign on the docu-drama series in mid-March 2007 on Hong Kong’s rail services.

### Media Activities

As public expectations grew on the Commission’s work, the Corporate Communications and Training Unit handled a total of 371 media enquiries. We contributed articles to Sing Tao Daily News, Career Times and South China Morning Post, held 8 news conferences, granted 22 media interviews and issued 35 news releases.

### Public Education

The EOC joined hands with the Hong Kong Institute of Education (HKIEd) in June 2006 to hold a 3-day international conference to evaluate gender differences in education and explored new learning opportunities for young women and men.

「性別平等教育的挑戰與前景：亞太區第二屆國際教育研討會」邀請了專家講員和來自11個國家和地區(包括美國、加拿大、南韓、印度、印尼和內地)的參加者出席。為期三日的國際會議上發表了多個學術報告、也進行了工作坊和青少年論壇，共同探討教導男女學童的性別差異。

### 講座

於2006/07年度，平機會舉辦了263場講座，並接待23個團體。參加者/訪客來自政府部門、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，討論範圍亦廣泛地包括其他與歧視及平等機會有關的議題。

### 季刊

《平機會通訊》是一本中、英對照的季刊，定期報道平機會的最新活動，及分析有關反歧視條例的個案。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。

### 網上資源中心

平機會網站是全雙語(中/英文)的網上資源中心，推動平機會的宣傳工作，為所有對平等機會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，我們的網站都會方便大家，能令每個人享有平等機會獲取最新資訊和協助。

現時網站涵蓋平機會所有活動的資料，詳盡公開，日益受到市民歡迎。2006/07年度，平機會網站的每月平均點擊率為1,665,500。

“Challenges and Possibilities in Gender Equity Education: The Second International Conference in the Asia-Pacific Region” was well attended by expert speakers and participants from 11 countries and regions, including the United States, Canada, Korea, India, Indonesia and the Mainland. Academic presentations, workshops and a youth forum spanned the three-day international conference to examine gender differences in teaching boys and girls.

### Talks

In 2006/07, we conducted 263 talks and received 23 groups at the Commission. The participants/visitors 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 work and activities as well as case studies under the anti-discrimination ordinances. EOC News, which has a circulation of over 80,000 copies, is available free to the public. Braille and on-line versions are also available.

### On-line Resource Centre

The EOC website, our fully bi-lingual (Chinese/English) on-line resource centre, continued to drive our promotional activities. It delivers quality information and assistance to individuals who want to know more about equal opportunities. Whether you are a student completing a school project, someone

## 推廣平等機會 Promoting Equal Opportunities



### 教育資源

平機會製作各種教育資源，介紹不同層面的反歧視法例，及平等機會新趨勢，藉此提高市民的認知，並提供消除歧視的資訊和協助。過去一年，我們派發了360,000份刊物：

- 《非常平等任務：學生論壇》教育資料套 (中/英文版)
- 2005/06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
- 「平等機會多元共融行動」座枱月曆
- 平等機會社會參與資助計劃(資料小冊子)
- 平機會通訊(第37至40期)
- 「認識歧視條例，共創公平社會」單張
- 《何謂調解》單張
- 《殘疾歧視條例教育實務守則》
- 《家庭崗位歧視條例僱傭實務守則》
- 《殘疾歧視條例僱傭實務守則》
- 《性別歧視條例僱傭實務守則》

who had experienced discrimination or a person with visual impairment, our website provides a range of services so that everyone can enjoy equal access to up-to-date information and advice.

The website provides a window to view all our activities, and is becoming increasingly popular with the public. Its average monthly hit rate was over 1,665,500 during 2006/07.

### Educational 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 360,000 copies of the following:

- “A Mission for Equal Opportunities – Student Forum” Educational Module (Chinese and English version)
- EOC Annual Report 2005/06
- EOC Souvenir Cards displaying winning entries of “EO through Your Eyes” Photo Competition
- Desk Calendar on Equal opportunities Diversity Project
- Community Participation Funding Programme on Equal Opportunities (information booklet)
- EOC Newsletter (Issue 37 – 40)
- “Stand up for Equal Opportunity” leaflet
- “What is Conciliation?” leaflet
- Code of Practice on Education under Disability Discrimination Ordinance
- Code of Practice on Employment under Family Status Discrimination Ordinance
- Code of Practice on Employment under Disability Discrimination Ordinance
- Code of Practice on Employment under Sex Discrimination Ordinance

### 以下刊物曾刊登平機會文章：

- 中國法律出版社編印的《禁止就業歧視：國際標準和國內實踐》解述香港三條反歧視法例如何促進就業平等
- 經濟日報Career Times出版的《法律迷蹤》，提供有關僱傭問題的實務建議
- 星島日報曾刊出六篇特稿，解釋「非常平等任務」實況劇內有關平等機會的法律觀點
- 南華早報刊登「認識你的權利」系列文章
- 人力資源雜誌刊出有關「工作間的性騷擾」常見問題解答
- 香港復康聯盟的報告刊出有關「無障礙網站」的文章
- 優質旅遊服務協會會訊刊出《平等機會有利營商》的文章

### The following publications carried articles contributed by the EOC:

- “Employment Discrimination : International Standards and National Practice” published by Law Press (China) features how Hong Kong’s three anti-discrimination laws promote equal employment opportunities
- “Legal Puzzle” published by Career Times provides practical advice on employment issues
- Sing Tao Daily published 6 feature articles on the legal perspectives of equal opportunities issues based on the TV docu-drama series “A Mission for Equal Opportunities”
- South China Morning Post published the “Know Your Rights” series
- HR Magazine published FAQs on “Sexual Harassment in the Workplace”
- Hong Kong Rehabilitation Alliance’s Report published an article on “Barrier Free Web Access”
- Quality Tourism Service Association’s QTSA News published article on “Equal Opportunities Makes Good Business Sense”





本年度是平機會培訓人員忙碌而充實的一年。我們推出多個新項目，協助不同界別人士推行平等機會。「平等機會之友會」成立典禮於2006年10月舉行，成立目的是促進僱員和僱主對平等機會的認識，和協助他們符合法例的要求。約170位來自100間機構、政府部門、大學、中小企及非政府組織的人力資源從業員已加入成為會員，交流他們在工作間推行多元共融的經驗。我們每年會舉辦幾次活動，讓會員掌握最新的平等機會良好常規。本年度委員會把兩個關於三條反歧視條例及防止工作間性騷擾的網上培訓課程上載到平機會網站，專供會員使用。此外，會員亦有機會參與交流聚會，討論多元共融及投訴處理等問題。

平機會自2001年提供培訓及顧問服務以來，已為超過51,000位來自私營企業、公共機構及非政府組織的人力資源從業員、法律界及其他專業人士舉辦了超過900場講座、簡介會及工作坊。

It has been a productive year for our trainers. Several new initiatives were launched to engage different sectors in implementing equal opportunities. The Equal Opportunities Club (EO Club) was inaugurated in October 2006 to raise awareness and improve compliance level in Hong Kong's employment sector. About 170 human resources practitioners from 100 corporates, government departments, universities, SMEs and NGOs have joined the EO Club to share their experiences in implementing diversity in their respective workplaces. Several events are scheduled for members annually to keep them abreast of latest best practices. During the year, two on-line training modules on the three anti-discrimination ordinances and prevention of sexual harassment in the workplace were uploaded exclusively for the club members. Members' networking sessions were organized to discuss diversity issues and handling of complaints.

Since the Commission's training and consultancy services began in 2001, we have conducted over 900 talks, presentations and workshops for more than 51,000 people comprising human resources practitioners, legal and other professionals from private business, public bodies and non-governmental organizations.

## 培訓及顧問服務 Training and Consultancy





## 培訓及顧問服務 Training and Consultancy



### 持續活動

#### 為私營機構而設的平等機會工作坊

平機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。2006/07年度的培訓班學員中，約有50%以往曾報讀其他課程，反映學員對平機會的培訓服務相當滿意。

平機會在2006/07度舉辦了兩季定期課程共43節，參加人數達801人。

我們在本年度推出新課程《平等機會與貨品及服務提供》。這課程探討了三條香港反歧視條例下，關於提供貨物及服務的條文，並討論了實行無障礙企業的實際可行方法。

#### 「度身訂造」的培訓課程

在2006/07年度，我們共為11,120人提供了195節「度身訂造」的培訓課程。「反歧視法例」仍然是最受歡迎的課程，其次是「防止及處理性騷擾」。

### Ongoing Activities

#### Equal Opportunity Workshops for the Private Sector

We received positive feedback from the training participants on the quality of our training services, and many of our trainees returned for more of our training. In 2006/07, about 50% of our trainees were participants from previous training, indicating a high level of satisfaction with our training services.

Two calendar programmes consisting of 43 sessions for 801 participants were completed during 2006/07.

A new course on *Equal Opportunities on Goods and Services Provision* was introduced during the year. It explored provisions under Hong Kong's three anti-discrimination ordinances in relation to goods and services provision. Practical ways on the implementation of accessible businesses were also raised and discussed in the course.

#### Tailor Made Training Programmes

In 2006/07, we completed 195 training sessions for 11,120 people. The anti-discrimination ordinances remained the most sought after programme, while prevention and management of sexual harassment came second.

### 為專業人士提供培訓

#### 保險中介人

在2006/07年度，平機會為239位保險中介人提供了持續專業發展課程，重點介紹反歧視條例下與保險業有關的條文，包括可能出現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，以避免出現違法行為。

#### 校長

學校兼具僱主和教育服務提供者的角色。今年是平機會與教育統籌局第四年合作，為新任校長提供培訓課程，約有80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

應香港人力資源管理學會邀請，平機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。同時，這兩項課程亦成為該學會為會員提供的試驗性認可課程：《僱傭法例及僱員關係證書》的其中一部分。

#### 傳媒工作者

香港商業電台為令前線員工瞭解更多有關平等機會的知識及溝通技巧，邀請了平機會為其員工進行兩個關於平等機會法例的培訓工作坊。

### Training Hong Kong's Professionals

#### Insurance Intermediaries

In 2006/07, we delivered Continuing Professional Development (CPD) courses for 239 insurance intermediaries that focused on provisions relating to the insurance industry under the anti-discrimination ordinances. Issues included areas where unlawful discrimination may arise and, most important of all, good practices undertaken by insurers to avoid unlawful acts.

#### School Principals

Schools play a dual role under the anti-discrimination ordinances as employers and education providers. For the fourth year, running in collaboration with the Education and Manpower Bureau, we have been providing equal opportunity training for newly appointed school principals. About 80 principals took part in the training during the year.

#### Human Resources Practitioners

Upon the invitation of the Hong Kong Institute of Human Resource Management (IHRM), the Commission provided two training courses on the three 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.





### 網上培訓課程

#### 為大學生而設的性騷擾認知培訓課程

於2004年8月舉行「防止性騷擾—大學論壇」上，有建議各大學與平機會合作舉辦更多有關防止性騷擾的宣傳和教育活動。因此，平機會在2006/07年度就此題目為大學生提供了8場培訓工作坊及研討會。

平機會決定為大學生提供網上「防止性騷擾」課程，而各大學亦允諾向學生推介該自學教材套。網上培訓課程已於2007年新學年開學時推出。

#### 為工會而設的培訓課程

工會有時會是僱員遇到歧視及騷擾問題時，首個接觸及尋求協助的機構。工會作為僱主，也有責任為其僱員提供一個沒有歧視的工作環境。平機會本年度為會員多達160,000的「香港職工會聯盟」及「香港工會聯合會」其中一個屬會提供培訓，舉辦了五個工作坊。這些工作坊旨在提升工會會員對平機會推廣平等機會及投訴處理機制的認識及瞭解。

#### Media Practitioners

The Hong Kong Commercial Radio in its effort to refresh frontline media workers' skills and knowledge on equal opportunities, invited the Equal Opportunities Commission to conduct two training workshops on equal opportunity legislation for its staff members.

#### On-line Training

##### 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, eight seminars and workshops on the topic for students were held in 2006/07.

A decision to provide on-line training on preventing sexual harassment for university students was reached with commitment from the universities to introduce the self learning programme to their students. The web-based training module was launched in the beginning of the new school year 2007.

#### Training for Trade Unions

Trade unions can be the first contact point for assistance when employees face discrimination and harassment. Trade unions, as employers, are also responsible for providing a discrimination free working environment for their staff. A total of five workshops were held in the year for the 160,000 strong of Hong Kong Confederation of Trade Unions and an affiliated union under the Hong Kong Federation of Trade

### 為婦女團體而設的培訓課程

平機會本年度為「平等機會婦女聯席」的會員舉辦了兩個工作坊。其中一個工作坊的重點是反歧視法例及投訴處理，而另一個的重點是防止及處理性騷擾。

#### 為少數族裔人士而設的培訓課程

平機會本年度與服務香港少數族裔人士的「香港融樂會」合作，舉辦了兩個關於香港反歧視條例的工作坊。參加者認識到法律賦予他們的權利及平機會的職能。工作坊在本會辦事處進行，讓參加者對平機會更為認識。

#### 為公務員而設的培訓課程

政府作為香港最大的僱主，除了透過其他方法外，亦為僱員提供培訓，展示政府推動平等機會不遺餘力。應「公務員事務局」屬下「公務員培訓處」的要求，平機會為公務員舉辦了八個關於預防性騷擾及工作間多元文化的工作坊。

Unions. These workshops were designed to enhance their members' knowledge and awareness in issues relating to equal opportunity and the complaints handling mechanism of the Commission.

#### Training for Women's Groups

Two workshops for the members of Hong Kong Women's Coalition on Equal Opportunities were held in the year. One of them focused on the anti-discrimination ordinances and complaint handling, while the other on preventing and managing sexual harassment.

#### Training for Ethnic Minorities

Together with Hong Kong Unison, an organization serving ethnic minorities in Hong Kong, we held two workshops on the anti-discrimination ordinances in Hong Kong in the year. Participants learned about their rights under the law and the functions of the Commission. The workshops took place in our office with a view to familiarizing them with the Commission.

#### Training for Civil Service

As the largest employer in Hong Kong, the Government has demonstrated its dedication to equal opportunities by, among other measures, providing training for its employees. Initiated by the Civil Service Training and Development Institute under the Civil Service Bureau, a total of eight workshops on preventing sexual harassment and diversity in the workplace were delivered for civil servants.





## 建立聯繫 Building Networks



### 地區及國際聯繫

在全球化時代，建立聯繫網絡是發展和進步的先決條件。平機會繼續加強與內地和國際社會的聯繫，積極參與各項考察、會議及研討會等。

在國際方面，平機會於2006/07年先後在不同的研討會與會議上表達我們的見解和分享我們的經驗，以促進平等機會。我們於2006年5月以講員身份出席約旦「處理殘疾人事務高級委員會」及「地雷餘生者網絡」合辦，在約旦安曼舉行的「專家圓桌會議」。會議的目的旨在讓殘疾人士更廣泛參與社會生活各層面，而平機會代表則在會議上介紹我們的角色與挑戰。

此外，我們又參加了2006年8月於紐約舉行的「消除對婦女歧視委員會第36次會議」，和於2006年11月在南韓首爾的「康復國際第14屆南韓會議」和「殘疾人士人權的未來研討會」上發表主題演說。

### Regional and International Networks

In an age of globalization, creating networks has become a prerequisite for development and progress. The EOC continues to strengthen our ties with the Mainland and the global community, actively participating in a programme of visits, meetings, seminars and conferences.

On the international scene, we presented our views and shared our experiences at various seminars and meetings in 2006/07 to advance equal opportunities. We participated as a speaker at the Expert Roundtable Meeting jointly organized by the Higher Committee for Managing Projects for Persons with Disabilities of Jordan and the Landmine Survivors Network in May 2006. The objective of the meeting held in Amman, Jordan was to advocate wider participation of persons with disabilities in every social aspect, and we spoke on our role and challenges.

Moreover, we participated in the 36th Session of the Committee on the Elimination of Discrimination Against Women (CEDAW) in August 2006 in New York, and gave a keynote presentation at the 14th Rehabilitation International (RI) Korea Conference, and the Colloquium on Future of the Human Rights of Persons with Disabilities in Seoul, Korea in November 2006.





建立聯繫  
Building Networks



為了準備種族歧視的立法，平機會派員於2006年11月到英國倫敦出席英國種族平等委員會主辦的「國際種族會議」，又到種族平等委員會總部、殘疾權利委員會和諮詢、調解及仲裁服務會進行考察。

我們又於2007年1月主辦了一次行程緊密的聯繫活動，訪問了深圳、廣州及雲南等18個機構(參閱附錄10)。是次交流著重探討保障兩性權利、充權問題和少數族裔問題。

這些網絡有助平機會掌握世界各地平等機會的發展，也讓我們有機會把香港的經驗與內地和國際社會分享。

平機會本年度接待的內地及海外到訪嘉賓包括：中華全國婦女聯合會、國家民族事務委員會、國務院港澳事務辦公室、中國性病艾滋病防治協會、瑞典文化學會和新加坡勞工關係處。彼此曾就工作間及教育方面的平等機會問題交流意見和分享經驗。

In preparation for the impending race law, we attended the International Race Convention (organized by the Commission for Racial Equality) (CRE) and visited the Head Office of CRE, Disability Rights Commission and Advisory, Conciliation and Arbitration Service in London, UK in November 2006.

We also initiated an intensive networking programme in January 2007 and visited 18 organizations in Shenzhen, Guangzhou and Yunnan (see Appendix 10). The exchange focused on the protection of gender rights, empowerment issues and ethnic minorities issues.

These networks kept us in touch with equal opportunity development around the world, and enabled us to share the Hong Kong experience with the Mainland and international communities.

This year we hosted many visits from Mainland and overseas organizations including representatives from the All-China Women's Federation, the State Ethnic Affairs Commission, Hong Kong and Macau Affairs Office of the State Council, the Chinese Association of STD & AIDS Prevention and Control, the Swedish Institute and Singapore's Labour Relations Department. We fruitfully exchanged views and shared experiences on equal opportunities issues especially issues in the workplace and in education.

平機會代表在2006/07年度出席的主要地區/國際會議及考察活動  
Major International and Regional Conferences/Visits Attended/Undertaken by the EOC in 2006/07

日期 Date	活動 Event	地點 Location
2006年5月 May 2006	專家圓桌會議 Expert Roundtable Meeting	約旦安曼 Amman, Jordan
2006年6月 June 2006	性別平等教育的挑戰與前景：亞太地區第二屆國際研討會 The 2nd International Conference on Gender Equity Education in Asia Pacific Region	香港 Hong Kong
2006年7月  July 2006	《琵琶湖千年行動綱要》持份者協調會議及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》臨時專責小組第7及8次會議之地區跟進工作坊 Biwako Millennium Framework Stakeholders' Coordination Meeting (BMF-SCM) and the UNESCAP Workshop on Regional Follow-up to the Seventh Session and Eighth 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  Bangkok, Thailand
2006年8月 August 2006	消除對婦女歧視委員會第36次會議 The 36th Session of CEDAW Committee	美國紐約 New York, USA
2006年8月 August 2006	「禁止就業歧視：國際標準和國內實踐」新書發布暨研討會 Book Launch & Seminar on "Employment Discrimination — International Standards and National Practice"	中國北京 Beijing, China
2006年11月  November 2006	康復國際第14屆南韓會議及殘疾人士人權的未來研討會：新的殘疾人權國際公約與強化政策、過程及體系 The 14th RI Korea Conference, and the Colloquium on Future of the Human Rights of Persons with Disabilities : the new International Convention on Disability & Strengthening Policy, Process & Institutions	南韓首爾  Seoul, Korea
2006年11月 November 2006	人權教育國際會議 International Conference on Human Rights Education	日本大阪 Osaka, Japan
2006年11月 November 2006	國際種族會議(2006) International Race Convention (2006)	英國倫敦 London, England
2006年12月 December 2006	中外殘疾人權益保障立法研討會 Conference on Legislation for the Protection of Rights of Persons with a Disability	中國汕頭 Shantou, China
2007年1月 January 2007	到內地進行考察/網絡聯繫 Study Trip / Networking with the Mainland	中國廣東及雲南 Guangdong and Yunnan, China

建立聯繫  
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殘疾人權利公約

平機會一直支持殘疾人權利公約的擬備工作。我們過去曾經參加聯合國的研討會及集體討論，又曾與聯合國秘書處在香港合辦以殘疾為題的研討會。本年度，平機會代表出席了於2006年7月在泰國曼谷舉行的「《琵琶湖千年行動綱要》(《琵琶湖綱要》)持份者協調會議」，又在亞洲及太平洋經濟社會委員會舉辦的「促進和保護殘疾人權

The Convention on the Rights of Persons with Disabilities

The EOC has always supported the preparation of an international convention on disability. We have attended seminars, group discussions and organized a disability seminar in conjunction with the UN Secretariat in Hong Kong in previous years. This year, we attended the Biwako Millennium Framework Stakeholders’ Coordination Meeting (BMF-SCM), and shared our perspectives at the United

2006/07年度到平機會訪問的嘉賓  
Visitors to the EOC in 2006/07

日期 Date	嘉賓 Visitors
2006年8月 August 2006	重慶市萬州區委組織部(由香港理工大學經辦) Chongqing Wanzhou officials, organized by CBC, The Hong Kong Polytechnic University
2006年9月 September 2006	海南行政官員(由香港科技大學經辦) Officials from Hainan Province, organized by The Hong Kong University of Science and Technology
2006年10月 October 2006	澳門防止虐待兒童會 Macau Against Child Abuse
2006年11月 November 2006	香港工商專業聯會 Business & Professional Federation of Hong Kong
2006年11月 November 2006	福建省人事廳(由城市大學專業顧問有限公司經辦) Fujian Personnel Bureau, organized by the City University Professional Development Centre
2007年1月 January 2007	瑞典文化學會 The Swedish Institute
2007年1月 January 2007	新加坡勞工關係處 Labour Relations Department of Singapore

2006/07年度到平機會訪問的嘉賓  
Visitors to the EOC in 2006/07

日期 Date	嘉賓 Visitors
2006年4月、6月、9月及2007年3月 April, June, September 2006 and March 2007	內地愛滋病工作者(由香港愛滋病基金會經辦) Mainland AIDS workers organized by the Hong Kong AIDS Foundation
2006年8月及2007年1月 August 2006 and January 2007	內地愛滋病工作者(由中國性病艾滋病防治協會經辦) Mainland AIDS workers organized by the Chinese Association of STD & AIDS Prevention and Control
2006年6月、9月、11月及12月 June, September, November, December 2006	香港中華總商會舉辦的「香港工商業研討班」 The Chinese General Chamber of Commerce
2006年6月 June 2006	中國國家民族事務委員會扶貧開發辦公室 Poverty Alleviation Office of the China's State Ethnic Affairs Commission
2006年6月 June 2006	國務院港澳事務辦公室 Hong Kong & Macau Affairs Office of the State Council
2006年6月 June 2006	徐州市婦聯(由香港理工大學經辦) Xuzhou Women Association, organised by China Business Centre (CBC), The Hong Kong Polytechnic University
2006年7月 July 2006	中華全國婦女聯合會 All-China Women's Federation
2006年8月 August 2006	香港理工大學學術交流及合作事務處舉辦「內地研究生暑期赴港實習計劃」 Academic Exchange and Collaboration Office, The Hong Kong Polytechnic University
2006年8月 August 2006	江西南昌官員(由香港理工大學經辦) Jiangxi Nanchang Personnel Bureau, organized by CBC, The Hong Kong Polytechnic University
2006年8月 August 2006	暑期訓練學員(由孖士打律師行經辦) Summer interns organized by Johnson Stokes & Master

利和尊嚴的國際公約臨時專責小組第7次會議之跟進及第8次會議之地區預備工作坊」上分享我們的觀點。

《琵琶湖綱要》的目標是於2003至2012年間為亞洲及太平洋地區的殘疾人士努力締造一個包容、無障礙和以權利為本的社會。香港因制定了《殘疾歧視條例》，是區內極少數已達到《琵琶湖綱要》目標的司法管轄區之一。

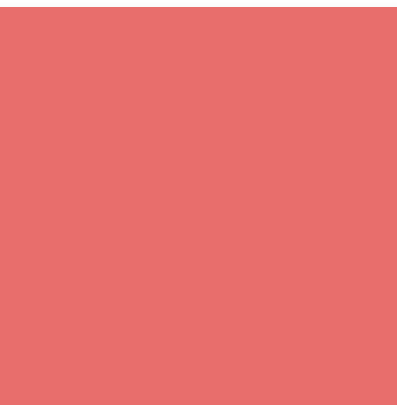
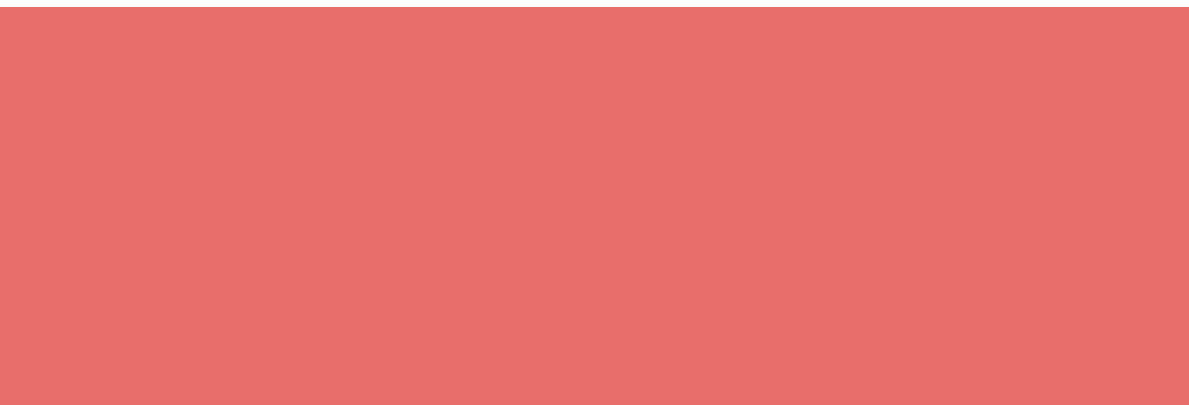
Nations Economic and Social Commission for Asia and the Pacific (UNESCAP) Workshop on Regional Follow-up to the Seventh Session and Preparation for the Eighth Session of the Ad Hoc Committee on an International Convention on the Protection and Promotion of the Rights and Dignity of Persons with Disabilities in July 2006 in Bangkok, Thailand.

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. Hong Kong is one of the few jurisdictions in the region which have been able to achieve this target via the enactment of the Disability Discrimination Ordinance.



# 建立聯繫

## Building Networks



《殘疾人權利公約》於2006年12月13日獲聯合國大會一致通過，隨即開放給各國簽署及批准，平機會對此表示歡迎。該公約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、保健、通道及交通。平機會參與了公約的制定過程，與國際同儕分享我們在香港執行反歧視條例及實施投訴處理和申訴機制的經驗。

### 本地聯繫

要把平等機會觀念化為主流思想，必須與本地社區保持溝通。本年度，平機會繼續邀請公營及私營機構、非政府組織及各個關注團體參與我們的活動。

瞭解到少數族裔日常所面對的障礙，平機會一直與相關的非政府組織保持聯繫，以處理他們關注的問題。平機會於2007年3月舉行了一個諮詢會，有來自12個機構超過20位代表參加，以認識少數族裔的需要和他們現有的支援。

一如往年，平機會於2006年10月參與籌劃每年一度的「精神健康月」，透過一連串的活動促進市民的精神健康。平機會一直支持此項與政府及其他非政府組織合作的活動，以消除對精神病患者的歧視和負面標籤。

The Convention on the Rights of Persons with Disabilities was adopted by consensus by the United Nations’ General Assembly on 13 December 2006, and was then open for signing and ratification by all countries. The EOC welcomes the Convention which specifically prohibits discrimination against persons with disabilities in all areas of life including civil rights, access to justice, and the right to education, health services and access to transportation. We contributed to the process by sharing with international counterparts our experience of administering the anti-discrimination ordinances, the complaints handling and redress mechanisms in Hong Kong.

### Local Links

Maintaining dialogue with the local community is essential in mainstreaming equal opportunities. During the year we continued our efforts to engage the public and private sectors, non-governmental organizations (NGOs) and different interest groups in our activities.

Realizing that the ethnic minorities face barriers on a daily basis, we have maintained our links with related NGOs to address their concerns. We held a consultation meeting in March 2007 with over 20 representatives from 12 organizations to understand the needs of ethnic minorities and current support available to them.

As in previous years we participated in the annual Mental Health Month in October 2006, a series of events to promote mental well-being in Hong Kong. The EOC has always supported this joint initiative with the government and other NGOs to eliminate discrimination and stigmatization of people with a mental illness.

### 平機會代表在2006/07年度出席的本地會議/研討會 Local Conferences/Events Attended by the EOC in 2006/07

日期 Date	活動 Event	主辦機構 Organized by
2006年4月 April 2006	精神健康大使畢業禮 Graduation Ceremony of Mental Health Ambassadors	家連家精神健康倡導協會 Hong Kong Family Link Health Advocacy Association
2006年4月 April 2006	文化動態：泰國 “Culture in Motion : Thailand” Cultural Show	民政事務局 Home Affairs Bureau
2006年6月 June 2006	攜手共建和諧社會研討會 Conference on “Together We Build a Harmonious Community”	婦女事務委員會 Women’s Commission
2006年6月 June 2006	第十四屆國際僱傭關係協會會議 — 家庭友善僱用政策及措施：從中、西方角度看工作與生活的平衡 The 14th International Employment Relations Association Conference – Family-friendly Employment Policies and Practices: An East-West Perspective on Work-life Balance	香港浸會大學、香港管理專業協會、國際僱傭關係協會 Hong Kong Baptist University, Hong Kong Management Association and the International Employment Relations Association
2006年6月 June 2006	紅絲帶中心 — 聯合國愛滋病規劃署合作中心 (專業支援)新翼揭幕典禮 Opening Ceremony of the New Wing of Red Ribbon Centre – UNAIDS Collaborating Centre for Technical Support	紅絲帶中心 Red Ribbon Centre
2006年9月 September 2006	精神健康政策論壇 Mental Health Policy Forum	香港社區組織協會 Society for Community Organization
2006年9月 September 2006	強化香港家庭 — 認識、承擔與行動研討會 Conference on “Strengthening Hong Kong's Families — Awareness, Commitment and Action”	婦女事務委員會、中央政策組、香港大學家庭研究院 Women's Commission, Central Policy Unit & HKU Family Institute
2006年9月 September 2006	香港愛滋病研究會2006 Hong Kong AIDS Dialogue 2006	香港愛滋病顧問小組 Hong Kong Advisory Committee on AIDS
2006年10月 October 2006	香港聾人協進會2006-2010諮詢委員會第一次會議 The 1st Advisory Committee Meeting for 2006-2010 of Hong Kong Association of the Deaf	香港聾人協進會 Hong Kong Association of the Deaf

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平機會代表在2006/07年度出席的本地會議/研討會  
Local Conferences/Events Attended by the EOC in 2006/07

日期 Date	活動 Event	主辦機構 Organized by
2006月11月 November 2006	第三十八屆香港復康會周年會員大會暨第一屆香港復康聯會有限公司周年會員大會 The 38th General Meeting of Joint Council for the Physically and Mentally Disabled Hong Kong and the 1st Annual General Meeting of Hong Kong Joint Council for People with Disabilities	香港復康聯會 The Joint Council for the Physically and Mentally Disabled Hong Kong
2006年11月 November 2006	第十屆香港十大再生勇士選舉 The 10th Election of the Top 10 Outstanding Warriors of Regeneration	再生會 Regeneration Society
2006年11月 November 2006	香港願景2012論壇 Public Discussions — Social Vision 2010	香港社會服務聯會 Hong Kong Council of Social Service
2006年11月 November 2006	香港發展項目2007-2012策略諮詢會 Hong Kong and International Programme Unit: Hong Kong Programme – Strategic Framework for 2007-2012	樂施會 Oxfam Hong Kong
2006年11月 November 2006	有關社會正義的教學及研究 Teaching and Research for Social Justice	香港教育學院 The Hong Kong Institute of Education
2006年11月 November 2006	二零零六年「模範殘疾僱員獎」及「開明僱主獎」頒獎典禮 Outstanding Disabled Employees Award & Enlightened Employers Award Ceremony 2006	經濟發展及勞工局 Economic Development and Labour Bureau
2006年11月 November 2006	支持殘疾人士就業嘉許典禮2006 Support the Employment of People with Disabilities Award Presentation Ceremony 2006	社會福利署 Social Welfare Department
2006年12月 December 2006	婦女發展及社會參與論壇 Women's Forum : Progress in Social Participation	香港島婦女聯合會、九龍婦女聯會、香港婦女發展聯會、香港工會聯合會婦女事務委員會 Hong Kong Island Women's Association, Kowloon Women's Organisations Federation, Hong Kong Women Development Association, The Hong Kong Federation of Trade Unions Women Affairs Committee
2007年1月 January 2007	有關兩性平等的研討會：兩性平等的進程 — 瑞典和香港的情況 Seminar on Advancement in Gender Equality — The Swedish and Hong Kong Stories	瑞典駐香港總領事館、瑞典文化學會、香港中文大學及平等機會委員會 The Consulate General of Sweden, The Swedish Institute, the Chinese University of Hong Kong and Equal Opportunities Commission

平機會代表在2006/07年度出席的本地會議/研討會  
Local Conferences/Events Attended by the EOC in 2006/07

日期 Date	活動 Event	主辦機構 Organized by
2007年1月 January 2007	文化動態：尼泊爾 “Culture in Motion : Nepal” Cultural Show	民政事務局 Home Affairs Bureau
2007年1月 January 2007	預防男男性接觸者感染愛滋病分享會 Sharing Forum on MSM <sup>1</sup> HIV prevention programme	紅絲帶中心 Red Ribbon Centre
2007年1月 January 2007	色色和諧同樂日 Colours in Harmony (in Support of Racial Harmony)	香港國際社會服務社、灣仔區議會文化及康體事務委員會及灣仔區議會社區建設委員會社會服務工作小組 International Social Service (Hong Kong Branch), Cultural and Leisure Services Committee of Wanchai District Council, Social Services Working Group (Community Building Committee of Wanchai District Council)
2007年2月 February 2007	聯合國《殘疾人權利公約》研討會 Seminar on the UN International Convention on the Rights of People with Disabilities	香港社會服務聯會 Hong Kong Council of Social Service
2007年2月 February 2007	海峽兩岸人力資源研討會：匯聚人才的藝術 Human Capital in Greater China Conference: The Art of Gathering Talent	南華早報及香港人力資源管理學會 South China Morning Post and Hong Kong Institute of Human Resource Management
2007年3月 March 2007	從貧窮到充權：協助香港女性和少女經濟自足能力論壇 Forum “From Poverty to Empowerment: Building Economic Self Reliance for Women and Girls in Hong Kong”	婦女基金會 Women's Foundation
2007年3月 March 2007	研討會：促進種族和諧？從國際及比較角度看香港的《種族條例草案》 Conference: Promoting Racial Harmony? Hong Kong's Race Discrimination Bill in International and Comparative Perspective	香港大學比較法與公法研究中心 The Centre for Comparative and Public Law, University of Hong Kong
2007年3月 March 2007	專注力不足過度活躍症論壇 Forum on Attention Deficit Hyperactivity Disorder	香港兒童腦科及體智發展學會 Hong Kong Society of Child Neurology and Developmental Paediatrics

<sup>1</sup> MSM: Men having sex with men.



平等機會委員會  
截至二零零七年三月三十一日止財政年度的財務報表

獨立核數師報告  
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 (以下簡稱「我們」) 已審核列載於第57至第71頁平等機會委員會 (「委員會」) 的財務報表，此財務報表包括於二零零七年三月三十一日的資產負債與截至該日止年度的收支結算表、資金變動表和現金流動表，以及主要會計政策概要及其他附註解釋。

委員會就財務報表須承擔的責任

委員會須負責根據香港會計師公會頒佈的《香港財務報告準則》編製及公平地列報該等財務報表。這責任包括設計、實施及維護與編製及公平地列報財務報表相關的內部控制，以使財務報表不存在由於欺詐或錯誤而導致的重大錯誤陳述；選擇和應用適當的會計政策；及按情況下作出合理的會計估計。

核數師的責任

我們的責任是根據我們的審核對該等財務報表作出意見，並按照雙方已同意的聘約條款的規定僅向委員會報告，除此之外本報告別無其他目的。我們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。

我們已根據香港會計師公會頒佈的香港審計準則進行審核。這些準則要求我們遵守道德規範，並規劃及執行審核，以合理確定此等財務報表是否不存有任何重大錯誤陳述。

審核涉及執行程序以獲取有關財務報表所載金額及披露資料的審核憑證。所選定的程序取決於核數師的判斷，包括評估由於欺詐或錯誤而導致財務報表存有重大錯誤陳述的風險。在評估該等風險時，核數師考慮與該實體編製及公平地列報財務報表相關的內部控制，以設計適當的審核程序，但並非為對該實體的內部控制的效能發表意見。審核亦包括評價委員會所採用的會計政策的合適性及所作出的會計估計的合理性，以及評價財務報表的整體列報方式。

我們相信，我們所獲得的審核憑證是充足和適當地為我們的審核意見提供基礎。

意見

我們認為，該等財務報表已根據《香港財務報告準則》真實而公平地反映委員會於二零零七年三月三十一日的事務狀況，及截至該日止年度的盈餘及現金流量。

羅兵咸永道會計師事務所  
香港執業會計師

香港，二零零七年九月二十日

資產負債表  
(除特別註明外，所有金額均為港幣)

附註	於三月三十一日	
	2007	2006
資產		
非流動資產		
物業、機器及設備	48,641,025	7,596,106
應收政府的約滿酬金補助	5958,689	2,062,075
	9,599,714	9,658,181
流動資產		
應收政府的未使用年假補助	62,003,303	1,806,035
其他應收帳款、按金及預付款項	72,484,233	2,589,411
銀行結存及現金	733,417,677	27,931,338
	37,905,213	32,326,784
	47,504,927	41,984,965
基金		
儲備	826,009,167	24,260,345
收支結算表	-	-
	26,009,167	24,260,345
負債		
非流動負債		
資本補助基金	9-	20,010
長期服務金及遣散費的準備	1013,362	40,045
職員約滿酬金的準備	116,365,648	3,303,640
	6,379,010	3,363,695
流動負債		
其他應付帳項及應計費用	125,753,766	7,371,317
職員約滿酬金的準備	112,528,222	2,634,681
未使用年假的準備	2,003,303	1,806,035
預收政府補助	144,831,459	2,548,892
	15,116,750	14,360,925
總負債	21,495,760	17,724,620
總基金及負債	47,504,927	41,984,965

鄧爾邦先生  
委員會主席

蔡惠琴女士  
行政及財務專責小組署理召集人

鄧伊珊小姐  
會計師



收支結算表  
(除特別註明外，所有金額均為港幣)

		截至三月三十一日止財政年度	
	附註	2007	2006
<b>收入</b>			
政府補助		67,131,315	70,235,596
法律訴訟費用的補償		1,363,456	299,785
利息收入		1,017,419	1,089,173
雜項收入		820,944	683,163
		<u>70,333,134</u>	<u>72,307,717</u>
		-----	-----
<b>支出</b>			
職員薪酬		34,887,201	34,433,153
職員約滿酬金、其他福利及津貼		13,007,761	13,657,524
未使用年假的準備之增長		197,268	82,862
法律費用		1,340,971	1,585,360
宣傳及公眾教育支出		8,045,524	4,567,532
經費來自資本補助基金的宣傳及公眾教育支出	9	(912,002)	(205,950)
研究計劃及教材資料套		56,621	248,825
涉及辦公室物業的營業租約租金		7,007,700	8,532,531
折舊支出		1,653,864	265,652
清理物業、機器及設備的 (收益) /虧損		(2,440)	48,857
外訪及會議		384,732	299,078
職員培訓		122,450	51,220
核數師酬金		57,218	41,500
其他經營費用		2,737,444	3,189,228
		<u>68,584,312</u>	<u>66,797,372</u>
		-----	-----
<b>財政年度盈餘</b>		<u>1,748,822</u>	<u>5,510,345</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2005年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	-
	<u>-</u>	<u>24,260,345</u>	<u>24,260,345</u>
<b>於2006年3月31日及4月1日</b>			
財政年度盈餘	1,748,822	-	1,748,822
轉撥	(1,748,822)	1,748,822	-
	<u>-</u>	<u>26,009,167</u>	<u>26,009,167</u>
<b>於2007年3月31日</b>			
	=====	=====	=====

現金流動表  
(除特別註明外，所有金額均為港幣)

		截至三月三十一日止財政年度	
	附註	2007	2006
<b>營運活動現金流量</b>			
營運所得/(耗用)的現金淨額	18	7,165,263	(11,456,665)
<b>投資活動現金流量</b>			
已收利息		1,017,419	1,089,173
購置物業、機器及設備	4	(2,698,783)	(7,910,609)
清理物業、機器及設備所得款項	18	2,440	-
原本存款期超過3個月的銀行存款之減少		13,588,626	14,899,723
投資活動所產生之現金淨額		11,909,702	8,078,287
<b>現金及現金等值之增加 / (減少)</b>		19,074,965	(3,378,378)
年初之現金及現金等值		14,342,712	17,721,090
<b>年末之現金及現金等值</b>	7	33,417,677	14,342,712

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，於一九九六年成立，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。委員會委員於二零零七年九月二十日核准發出本財務報表。

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《香港財務報告準則》，及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。沒有牽涉較高程度判斷或較複雜的範疇，或對財務報表屬重大假設或估計的範疇。

尚未生效而委員會亦未有提早採納的準則及對現行準則之修訂

下列已公佈的準則及修訂與委員會有關且必須自二零零七年四月一日起開始的會計年度應用，但委員會並未提早採納：

《香港財務報告準則》第7號「財務工具：披露」以及對《香港會計準則》第1號：「財務報表的列報 - 資本披露」之補充修訂

《香港財務報告準則》第7號訂定新的披露資料，以改善有關財務工具的資料。準則規定須披露有關財務工具所引致的風險的質量及數量的資料，包括有關信貸風險、流動資金風險及市場風險(包括對市場風險的敏感度分析)的指定最少披露資料。對《香港會計準則》第1號之修訂訂明須披露實體的資金水平及其對資金的管理。委員會已評估《香港財務報告準則》第7號及對《香港會計準則》第1號之修訂的影響，其結論認為除了須增添若干披露資料外，對財務報表不會有重大影響。



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)

2.2 外幣折算

(a) 功能和列報貨幣

委員會的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。

(b) 交易和結存

外幣交易按交易日之兌換率折算為功能貨幣。該等交易的結算和以外幣顯示之貨幣資產及負債按年結之匯率折算產生的匯兌盈虧，均已計入收支結算表內。

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。

如項目所帶來的未來經濟利益可能會流入委員會，且成本能可靠地計算時，則該筆後期成本會適當地包括在資產的帳面價值內，或分開確認為資產。所有其他維修及保養在產生時所屬財政期間的收支結算表中支銷。

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	三或五年
汽車	七年
電腦器材	三或四年
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。

如果資產的帳面金額超出其預期可收回金額時，資產的帳面金額會即時降值至其可收回金額（註2.4）。

清理收益和虧損是按所得款和帳面金額的比較而釐定，並在收支結算表內確認。

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)

2.4 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。可收回金額以其公平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。受到減值的資產均於每個報告日檢討減值的可能撥回。

2.5 其他應收帳款

其他應收帳款最初按公平價值確認，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。

2.7 其他應付帳項

其他應付帳項最初按公平價值確認，其後按照實際利率法以攤銷後成本計算。

2.8 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。

僱員應享有的病假及分娩假或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。委員會支付供款後便沒有進一步的付款責任。當供款到期時確認為僱員福利。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。

2.9 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。

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)

2.10 收入的確認

(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，按公平價值確認政府補助。

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確認在收支結算表上。

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，並以直線法按有關資產的估計年期記入收支結算表上。

(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。

(d) 雜項收入

雜項收入是以應計制確認。

2.11 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。

委員會的運作，並不涉及外匯風險、信貸風險及流動資金風險。至於利率風險，除了按市場利率計算利息的短期銀行存款外，委員會並無其他重大計息資產及負債。因此，委員會的收入及營運現金流量大部分都不受市場利率變動的影響，而所承受有關現金流量和公平價值利率風險的程度不大。

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 物業裝修	固定裝置 及裝修	辦公室 傢俬 及設備	汽車	電腦器材	即時傳譯 及 擴音系統	總數
於2005年4月1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)
- 累積折舊	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

截至2007年3月31日止財政年度

年初帳面淨額	5,516,425	1	1,088,075	223,613	574,978	193,014	7,596,106
年內增置	593,704	-	653,922	558,720	892,437	-	2,698,783
年內減少 - 成本	-	-	(164,020)	(501,672)	(144,219)	-	(809,911)
- 累積折舊	-	-	164,020	501,672	144,219	-	809,911
折舊	(974,284)	-	(367,486)	(50,571)	(228,435)	(33,088)	(1,653,864)
年末帳面淨額	5,135,845	1	1,374,511	731,762	1,238,980	159,926	8,641,025

於2007年3月31日

成本	6,187,825	1	4,070,970	819,601	5,129,167	469,123	16,676,687
累積折舊	(1,051,980)	-	(2,696,459)	(87,839)	(3,890,187)	(309,197)	(8,035,662)
帳面淨額	5,135,845	1	1,374,511	731,762	1,238,980	159,926	8,641,025



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

	2007	2006
於4月1日	2,062,075	3,398,284
年度內確認的補助	7,008,614	7,262,791
已收政府約滿酬金補助	(8,112,000)	(8,599,000)
於3月31日	958,689	2,062,075

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

	2007	2006
應收政府的資本補助 (註9)	6,250	-
其他應收帳款	126,872	410,310
按金及預付款項	2,351,111	2,179,101
	2,484,233	2,589,411

其他應收帳款和按金的帳面金額與其公平價值相若。

7 銀行結存及現金

	2007	2006
銀行結存及現金	2,198,540	1,656,734
原本存款期不超過3個月的短期銀行存款	31,219,137	12,685,978
現金及現金等值	33,417,677	14,342,712
原本存款期超過3個月的短期銀行存款	-	13,588,626
	33,417,677	27,931,338

短期銀行存款的平均實際利率為4.0% (2006年：2.7%)，這些銀行存款的平均存款期為32日 (2006年：201日)。

財務報表附註  
(除特別註明外，所有金額均為港幣)

8 儲備

	2007	2006
於4月1日	24,260,345	18,750,000
由收支結算表轉入	1,748,822	5,510,345
於3月31日	26,009,167	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 製作的 教材資料	「同值同酬」 研究及教育 計劃	總數
於2005年4月1日	204,051	21,909	225,960
轉至收支結算表作為收入以配合： - 宣傳及公眾教育支出	(205,950)	-	(205,950)
於2006年3月31日及4月1日	(1,899)	21,909	20,010
已收政府補助	501,799	383,943	885,742
應收政府補助 (註6)	-	6,250	6,250
轉至收支結算表作為收入以配合： - 宣傳及公眾教育支出	(499,900)	(412,102)	(912,002)
於2007年3月31日	-	-	-

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 長期服務金及遣散費的準備

	2007	2006
於4月1日	40,045	163,669
已使用	(26,683)	(123,624)
	<u>13,362</u>	<u>40,045</u>
於3月31日	<u><u>13,362</u></u>	<u><u>40,045</u></u>

11 職員約滿酬金的準備

	2007	2006
於4月1日	5,938,321	13,232,115
撥出準備	7,008,614	7,262,791
財政年度已支付之金額	(4,053,065)	(14,556,585)
	<u>8,893,870</u>	<u>5,938,321</u>
於3月31日	<u>8,893,870</u>	<u>5,938,321</u>
減：流動部份	(2,528,222)	(2,634,681)
	<u>6,365,648</u>	<u>3,303,640</u>
	<u><u>6,365,648</u></u>	<u><u>3,303,640</u></u>

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。

12 其他應付帳項及應計費用

	2007	2006
其他應付帳項	4,608,957	5,190,126
應計費用	994,820	1,446,627
法律費用的準備 (註13)	104,000	688,254
預收款項	45,989	46,310
	<u>5,753,766</u>	<u>7,371,317</u>
	<u><u>5,753,766</u></u>	<u><u>7,371,317</u></u>

其他應付帳項的帳面金額與其公平價值相若。

財務報表附註  
(除特別註明外，所有金額均為港幣)

13 法律費用的準備

	2007	2006
於4月1日	688,254	1,232,381
撥出準備	1,340,971	1,585,360
財政年度已支付之金額	(1,925,225)	(2,129,487)
	<u>104,000</u>	<u>688,254</u>
於3月31日	<u><u>104,000</u></u>	<u><u>688,254</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。

14 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。

15 主要管理報酬

	2007	2006
短期僱員福利	9,118,560	9,426,276
離職後福利	1,848,354	1,815,306
	<u>10,966,914</u>	<u>11,241,582</u>
	<u><u>10,966,914</u></u>	<u><u>11,241,582</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

(a) 資本性承擔

於結算日物業、機器及設備仍未產生的資本性支出如下：

	2007	2006
已簽約但未提撥準備	1,161,406	-

(b) 營業租約承擔

於三月三十一日，委員會有於下列期間涉及辦公室物業之不可撤銷營業租約而須繳付之未來最低租金總額如下：

	2007	2006
一年內	5,563,584	5,563,584
一年以上至五年內	20,631,624	22,254,336
五年後	-	3,940,872
	26,195,208	31,758,792

財務報表附註  
(除特別註明外，所有金額均為港幣)

18 營運所得/(耗用)的現金淨額

	2007	2006
財政年度盈餘	1,748,822	5,510,345
調整：		
- 折舊支出	1,653,864	265,652
- 清理物業、機器及設備的 (收益) /虧損	(2,440)	48,857
- 利息收入	(1,017,419)	(1,089,173)
營運資金變動：		
- 應收政府的約滿酬金補助	1,103,386	1,336,209
- 應收政府的未使用年假補助	197,268	(82,862)
- 其他應收帳款、按金及預付款項	111,428	(1,924,272)
- 其他應付帳項及應計費用	(1,617,551)	5,091,701
- 職員約滿酬金的準備	2,955,549	(7,293,794)
- 未使用年假的準備	(197,268)	82,862
- 長期服務金及遣散費的準備	(26,683)	(123,624)
- 預收政府補助	2,282,567	468,057
- 應付政府的補助盈餘帳	-	(13,540,673)
- 資本補助基金	(26,260)	(205,950)
營運所得/(耗用)的現金淨額	7,165,263	(11,456,665)

現金流動表中，清理物業、機器及設備所得款項包括：

	2007	2006
帳面淨額 (註4)	-	48,857
清理物業、機器及設備的 (收益) /虧損	2,440	(48,857)
清理物業、機器及設備所得款項	2,440	-

Equal Opportunities Commission  
Financial Statements for the Year Ended 31st March 2007

Independent Auditor’s Report  
To The Commission Members Of Equal Opportunities Commission  
(established in Hong Kong pursuant to the Sex Discrimination Ordinance)

We have audited the financial statements of Equal Opportunities Commission (the “Commission”) set out on pages 73 to 87, which comprise the statement of assets and liabilities as at 31st March 2007, and the statement of income and expenditure, statement of changes in funds and cash flow statement for the year then ended, and a summary of significant accounting policies and other explanatory notes.

The Commission’s responsibility for the financial statements

The Commission is responsible for the preparation and fair presentation of these financial statements in accordance with Hong Kong Financial Reporting Standards issued by the Hong Kong Institute of Certified Public Accountants. This responsibility includes designing, implementing and maintaining internal controls relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor’s responsibility

Our responsibility is to express an opinion on these financial statements based on our audit and to report our opinion solely to you 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.

We conducted our audit in accordance with Hong Kong Standards on Auditing issued by the Hong Kong Institute of Certified Public Accountants. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance as to whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor’s judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal controls relevant to the entity’s preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity’s internal controls. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Commission, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit 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 2007 and of its surplus and cash flows for the year then ended in accordance with Hong Kong Financial Reporting Standards.

PricewaterhouseCoopers  
Certified Public Accountants

Hong Kong, 20th September 2007

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

		As at 31st March	
	Note	2007	2006
<b>ASSETS</b>			
<b>Non-current assets</b>			
Property, plant and equipment	4	8,641,025	7,596,106
Gratuity subvention receivable from Government	5	958,689	2,062,075
		9,599,714	9,658,181
<b>Current assets</b>			
Unutilised annual leave subvention receivable from Government		2,003,303	1,806,035
Other receivables, deposits and prepayments	6	2,484,233	2,589,411
Bank balances and cash	7	33,417,677	27,931,338
		37,905,213	32,326,784
<b>Total assets</b>		47,504,927	41,984,965
<b>FUNDS</b>			
Reserves	8	26,009,167	24,260,345
Statement of income and expenditure		-	-
<b>Total funds</b>		26,009,167	24,260,345
<b>LIABILITIES</b>			
<b>Non-current liabilities</b>			
Capital subvention fund	9	-	20,010
Provision for long service and severance payments	10	13,362	40,045
Provision for staff gratuity	11	6,365,648	3,303,640
		6,379,010	3,363,695
<b>Current liabilities</b>			
Other payables and accruals	12	5,753,766	7,371,317
Provision for staff gratuity	11	2,528,222	2,634,681
Provision for unutilised annual leave		2,003,303	1,806,035
Government subvention received in advance	14	4,831,459	2,548,892
		15,116,750	14,360,925
<b>Total liabilities</b>		21,495,760	17,724,620
<b>Total funds and liabilities</b>		47,504,927	41,984,965

Mr. Raymond TANG Yee-bong  
Chairperson of the Commission

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

Miss Kerrie TENG  
Accountant

The notes on pages 77 to 87 are an integral part of these financial statements.



Statement of Income and Expenditure  
(All amounts in Hong Kong dollars unless otherwise stated)

		Year ended 31st March	
	Note	2007	2006
<b>Income</b>			
Government subventions		67,131,315	70,235,596
Reimbursement of costs from legal litigation		1,363,456	299,785
Interest income		1,017,419	1,089,173
Sundry income		820,944	683,163
		<u>70,333,134</u>	<u>72,307,717</u>
<b>Expenditure</b>			
Staff salaries		34,887,201	34,433,153
Staff gratuity, other benefits and allowances		13,007,761	13,657,524
Increase in provision for unutilised annual leave		197,268	82,862
Legal fees		1,340,971	1,585,360
Publicity and public education expenses		8,045,524	4,567,532
Publicity and public education expenses financed by capital subvention fund	9	(912,002)	(205,950)
Research projects and training modules		56,621	248,825
Operating lease rentals in respect of office premises		7,007,700	8,532,531
Depreciation expense		1,653,864	265,652
(Gain)/loss on disposals of property, plant and equipment		(2,440)	48,857
Overseas visits and conferences		384,732	299,078
Staff training		122,450	51,220
Auditor's remuneration		57,218	41,500
Other operating expenses		2,737,444	3,189,228
		<u>68,584,312</u>	<u>66,797,372</u>
<b>Surplus for the year</b>		<u>1,748,822</u>	<u>5,510,345</u>

The notes on pages 77 to 87 are an integral part of these financial statements.

Statement of Changes in Funds  
(All amounts in Hong Kong dollars unless otherwise stated)

	Statement of income and expenditure	Reserves (Note 8)	Total
<b>At 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 and 1st April 2006</b>	-	24,260,345	24,260,345
Surplus for the year	1,748,822	-	1,748,822
Transfers	(1,748,822)	1,748,822	-
<b>At 31st March 2007</b>	-	26,009,167	26,009,167

The notes on pages 77 to 87 are an integral part of these financial statements.

Cash Flow Statement  
(All amounts in Hong Kong dollars unless otherwise stated)

	Note	Year ended 31st March	
		2007	2006
<b>Cash flows from operating activities</b>			
Net cash generated from/(used in) operations	18	7,165,263	(11,456,665)
<b>Cash flows from investing activities</b>			
Interest received		1,017,419	1,089,173
Purchases of property, plant and equipment	4	(2,698,783)	(7,910,609)
Proceeds from disposals of property, plant and equipment	18	2,440	-
Decrease in bank deposits with original maturity over 3 months		13,588,626	14,899,723
Net cash generated from investing activities		11,909,702	8,078,287
<b>Increase/(decrease) in cash and cash equivalents</b>		19,074,965	(3,378,378)
Cash and cash equivalents at beginning of the year		14,342,712	17,721,090
<b>Cash and cash equivalents at end of the year</b>	7	33,417,677	14,342,712

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 20th September 2007.
- 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”) and 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.

[Standard and amendment to an existing standard that are not yet effective and have not been early adopted by the Commission](#)

The following standard and amendment have been published that are relevant and mandatory for the Commission’s accounting period commencing from 1st April 2007 but which the Commission has not early adopted:

[HKFRS 7, Financial instruments: Disclosures, and the complementary Amendment to Hong Kong Accounting Standard \(“HKAS”\) 1, Presentation of Financial Statements - Capital Disclosures](#)

HKFRS 7 introduces new disclosures to improve the information about financial instruments. It requires the disclosure of qualitative and quantitative information about exposure to risks arising from financial instruments, including specified minimum disclosures about credit risk, liquidity risk and market risk, including sensitivity analysis to market risk. The amendment to HKAS 1 introduces disclosures about the level of an entity’s capital and how it manages capital. The Commission has assessed the impact of HKFRS 7 and the amendment to HKAS 1 and concluded that there is no significant impact on the financial statements other than certain additional disclosures.



Notes to the Financial Statements  
(All amounts in Hong Kong dollars unless otherwise stated)

2 Summary of significant accounting policies (Continued)

2.2 Foreign currency translation

(a) Functional and presentation currency

Items included in the financial statements of the Commission 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.

(b) Transactions and balances

Foreign currency transactions are translated into the functional currency using the exchange rates prevailing at the dates of the transactions. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at year end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the statement of income and expenditure.

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.

Subsequent costs are included in the asset’s carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Commission and the cost of the item can be measured reliably. All other repairs and maintenance are charged in the statement of income and expenditure during the financial period in which they are incurred.

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 their costs to their residual values over their estimated useful lives, as follows:

Fixtures and fittings	6 years
Office furniture and equipment	3 or 5 years
Motor vehicles	7 years
Computer equipment	3 or 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.

An asset’s carrying amount is written down immediately to its recoverable amount if the asset’s carrying amount is greater than its estimated recoverable amount (Note 2.4).

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in the statement of income and expenditure.

Notes to the Financial Statements  
(All amounts in Hong Kong dollars unless otherwise stated)

2 Summary of significant accounting policies (Continued)

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). Assets that have suffered an impairment are reviewed for possible reversal of the impairment at each reporting date.

2.5 Other receivables

Other 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 other 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.

2.7 Other payables

Other payables are recognised initially at fair value and subsequently measured at amortised cost using the effective interest method.

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

## Notes to the Financial Statements

(All amounts in Hong Kong dollars unless otherwise stated)

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

#### 2.9 Provisions

Provisions are recognised when the Commission has a present legal or constructive obligation where, as a result of past events, it is probable that an outflow of resources will be required to settle the obligation, and 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.

#### 2.10 Income 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 in the statement of income and expenditure over the period necessary to match them with the costs that 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 on a straight-line basis over the expected lives 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.

##### (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.

#### 2.11 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 any incentives received from the lessor) are charged to 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 it 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. Accordingly, the Commission's income and operating cash flows are substantially independent of changes in market interest rates and the exposure to cash flow and fair value interest rate risk is low.

## Notes to the Financial Statements

(All amounts in Hong Kong dollars unless otherwise stated)

### 4 Property, plant and equipment

	Leasehold improvements	Fixtures and fittings	Office furniture and equipment	Motor vehicles	Computer equipment	Simultaneous interpretation and public address equipment	Total
<b>At 1st April 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)
- accumulated 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
<b>Year ended 31st March 2007</b>							
Opening net book amount	5,516,425	1	1,088,075	223,613	574,978	193,014	7,596,106
Additions	593,704	-	653,922	558,720	892,437	-	2,698,783
Disposals - cost	-	-	(164,020)	(501,672)	(144,219)	-	(809,911)
- accumulated depreciation	-	-	164,020	501,672	144,219	-	809,911
Depreciation	(974,284)	-	(367,486)	(50,571)	(228,435)	(33,088)	(1,653,864)
Closing net book amount	5,135,845	1	1,374,511	731,762	1,238,980	159,926	8,641,025
<b>At 31st March 2007</b>							
Cost	6,187,825	1	4,070,970	819,601	5,129,167	469,123	16,676,687
Accumulated depreciation	(1,051,980)	-	(2,696,459)	(87,839)	(3,890,187)	(309,197)	(8,035,662)
Net book amount	5,135,845	1	1,374,511	731,762	1,238,980	159,926	8,641,025



## Notes to the Financial Statements

(All amounts in Hong Kong dollars unless otherwise stated)

**5 Gratuity subvention receivable from Government**

	2007	2006
At 1st April	2,062,075	3,398,284
Subvention recognised for the year	7,008,614	7,262,791
Gratuity subvention received from Government	(8,112,000)	(8,599,000)
At 31st March	958,689	2,062,075

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**

	2007	2006
Capital subvention receivable from government (Note 9)	6,250	-
Other receivables	126,872	410,310
Deposits and prepayments	2,351,111	2,179,101
	2,484,233	2,589,411

The carrying amounts of other receivables and deposits approximate their fair values.

**7 Bank balances and cash**

	2007	2006
Bank balances and cash	2,198,540	1,656,734
Short-term bank deposits with original maturity not more than 3 months	31,219,137	12,685,978
Cash and cash equivalents	33,417,677	14,342,712
Short-term bank deposits with original maturity over 3 months	-	13,588,626
	33,417,677	27,931,338

The average effective interest rate on short-term bank deposits is 4.0% (2006: 2.7%). These deposits have an average maturity of 32 days (2006: 201 days).

## Notes to the Financial Statements

(All amounts in Hong Kong dollars unless otherwise stated)

**8 Reserves**

	2007	2006
At 1st April	24,260,345	18,750,000
Transfer from statement of income and expenditure	1,748,822	5,510,345
At 31st March	26,009,167	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 targeted training materials	Research and educational projects on equal pay for work of equal value	Total
At 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 and 1st April 2006	(1,899)	21,909	20,010
Subvention received from government	501,799	383,943	885,742
Subvention receivable from government (Note 6)	-	6,250	6,250
Transfer to the statement of income and expenditure as income to match with:			
- Publicity and public education expenses	(499,900)	(412,102)	(912,002)
At 31st March 2007	-	-	-

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 Provision for long service and severance payment**

	2007	2006
At 1st April	40,045	163,669
Utilisation	(26,683)	(123,624)
	<u>13,362</u>	<u>40,045</u>
At 31st March	<u>13,362</u>	<u>40,045</u>

**11 Provision for staff gratuity**

	2007	2006
At 1st April	5,938,321	13,232,115
Provisions made	7,008,614	7,262,791
Amount paid during the year	(4,053,065)	(14,556,585)
	<u>8,893,870</u>	<u>5,938,321</u>
At 31st March	<u>8,893,870</u>	<u>5,938,321</u>
Less: current portion	(2,528,222)	(2,634,681)
	<u>6,365,648</u>	<u>3,303,640</u>
Non-current portion	<u>6,365,648</u>	<u>3,303,640</u>

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

**12 Other payables and accruals**

	2007	2006
Other payables	4,608,957	5,190,126
Accrued expenses	994,820	1,446,627
Provision for legal fees (Note 13)	104,000	688,254
Receipts in advance	45,989	46,310
	<u>5,753,766</u>	<u>7,371,317</u>
	<u>5,753,766</u>	<u>7,371,317</u>

The carrying amounts of other payables approximate their fair values.

## Notes to the Financial Statements

(All amounts in Hong Kong dollars unless otherwise stated)

**13 Provision for legal fees**

	2007	2006
At 1st April	688,254	1,232,381
Provisions made	1,340,971	1,585,360
Amount paid during the year	(1,925,225)	(2,129,487)
	<u>104,000</u>	<u>688,254</u>
At 31st March	<u>104,000</u>	<u>688,254</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.

**14 Government subvention received in advance**

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

**15 Key management compensation**

	2007	2006
Short-term employee benefits	9,118,560	9,426,276
Post-employment benefits	1,848,354	1,815,306
	<u>10,966,914</u>	<u>11,241,582</u>
At 31st March	<u>10,966,914</u>	<u>11,241,582</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

## (a) Capital commitments

Capital expenditure in respect of property, plant and equipment at the balance sheet date but not yet incurred for is as follows:

	2007	2006
Contracted but not provided for	1,161,406	-

## (b) Operating lease commitments

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

	2007	2006
No later than one year	5,563,584	5,563,584
Later than one year and no later than five years	20,631,624	22,254,336
Later than five years	-	3,940,872
	<u>26,195,208</u>	<u>31,758,792</u>

## Notes to the Financial Statements

(All amounts in Hong Kong dollars unless otherwise stated)

## 18 Net cash generated from/(used in) operations

	2007	2006
Surplus for the year	1,748,822	5,510,345
Adjustments for:		
- Depreciation expense	1,653,864	265,652
- (Gain)/loss on disposals of property, plant and equipment	(2,440)	48,857
- Interest income	(1,017,419)	(1,089,173)
Changes in working capital:		
- Gratuity subvention receivable from Government	1,103,386	1,336,209
- Unutilised annual leave subvention receivable from Government	197,268	(82,862)
- Other receivables, deposits and prepayments	111,428	(1,924,272)
- Other payables and accruals	(1,617,551)	5,091,701
- Provision for staff gratuity	2,955,549	(7,293,794)
- Provision for unutilised annual leave	(197,268)	82,862
- Provision for long service and severance payments	(26,683)	(123,624)
- Government subvention received in advance	2,282,567	468,057
- Subvention surplus account payable to Government	-	(13,540,673)
- Capital subvention fund	(26,260)	(205,950)
Net cash generated from/(used in) operations	<u>7,165,263</u>	<u>(11,456,665)</u>

In the cash flow statement, proceeds from disposals of property, plant and equipment comprise:

	2007	2006
Net book amount (Note 4)	-	48,857
Gain/(loss) on disposals of property, plant and equipment	2,440	(48,857)
Sale proceeds from disposals of property, plant and equipment	<u>2,440</u>	<u>-</u>

## 平等機會委員會委員

截至2007年3月31日

## Members of the Equal Opportunities Commission

as at 31.3.2007



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



趙其琨教授  
Prof. Randy CHIU  
委員 Member



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



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



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



林錦儀女士  
Ms LAM Kam-yi  
委員 Member



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



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



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



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



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



王鳳儀女士  
Ms Margaret WONG  
委員 Member



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



平等機會委員會專責小組成員及職權範圍

截至2007年3月31日

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

as at 31.3.2007

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
- 8. 張群芳女士 (增選委員)
- 9. 莊陳有先生 (增選委員)
- 10. 黃嘉玲女士 (增選委員)

職權範圍

- 1. 就推動平等機會和消除歧視的措施給予意見，以推動社會各界投入活動。
- 2. 就與政府及非政府組織(包括僱主機構及關注團體)的聯絡工作給予意見。
- 3. 就與機構建立夥伴關係並共同推動平等機會的措施給予意見。
- 4. 就加強委員會的宣傳工作及與傳媒的關係的措施給予意見。
- 5. 審閱委員會就上述(1)、(2)、(3)和(4)項所採取的行動的報告。
- 6. 按照《性別歧視條例》第65(1)條規定，審議及批准在財政上或其他方面協助其他人進行研究或教育活動。
- 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
- 8. Ms CHEUNG Kwan-fong (Co-opted Member)
- 9. Mr. CHONG Chan-yau (Co-opted Member)
- 10. Ms WONG Ka-ling (Co-opted Member)

Terms of Reference

- 1. To advise on measures to foster community participation in promoting equal opportunities and eliminating discrimination.
- 2. To advise on measures for liaison with government bodies and non-government organizations including employment establishments and concern groups.
- 3. To advise on measures for developing corporate partnership in promoting equal opportunities policy.
- 4. To advise on measures to strengthen publicity and media relations of the Commission.
- 5. To receive reports on actions taken by the EOC office in pursuance of (1), (2), (3) and (4) above.
- 6. To consider and approve assistance (financial or otherwise) of the undertaking by other persons of any research or educational activities in accordance with section 65(1) of the SDO.
- 7. To monitor community response to the Commission's work and make recommendations to the Commission on the way forward.

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. 廖淶波先生
- 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)條由主席及總監(投訴事務)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，但未能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(1)條、《殘疾歧視條例》第81(1)條及《家庭崗位歧視條例》第63(1)條要求調解以外的協助的申請；並在認為適合時，批准該等申請，包括法律協助。
- 6. 建議平等機會委員會有關進行正式調查的調查範圍或修訂的調查範圍。

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 and the Director (Operations) 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(1) of SDO, section 81(1) of DDO and section 63(1) of the FSDO for assistance other than by way of conciliation and to grant such applications, including such assistance, as it thinks fit.
- 6. To advise the EOC on terms of reference, or revised terms of reference, to conduct a formal investigation.

- 7. 委任專責工作小組，由主席領導，負責進行委員會所決定的正式調查的日常工作，並向委員會作出匯報。
- 8. 審閱正式調查專責工作小組的定期報告，並就報告作出建議。
- 9. 就有關進行正式調查作出初步結論及擬備報告給委員會作考慮，包括向平等機會委員會作建議。
- 10. 就發出執行通知，向平等機會委員會作建議。
- 11. 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。
- 12. 決定對《性別歧視條例》第81條所指的持續的歧視或性騷擾、《殘疾歧視條例》第77條所指的持續的歧視、騷擾或中傷及《家庭崗位歧視條例》第59條所指的持續的歧視採取何種行動。
- 13. 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。
- 14. 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，及在有需要時，向平等機會委員會提交修訂附表的建議。
- 15. 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，及在有需要時，向平等機會委員會提交修訂條例的建議。

- 7. To appoint a Task Group, headed by Chairperson, to have daily conduct of formal investigation and to keep EOC informed accordingly.
- 8. To receive regular reports from a formal investigation Task Group and to make recommendations accordingly.
- 9. 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.
- 10. To make recommendations to the EOC in respect of the issue of enforcement notices.
- 11. 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.
- 12. 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.
- 13. 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.
- 14. To keep under review Schedule 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.
- 15. 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.



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
- 8. 陳鉅培博士 (增選委員)
- 9. 陳美潔女士 (增選委員)

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. 按照《性別歧視條例》第65(1)條規定，審議及批准委託外間機構進行的研究和教育活動。
- 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. Saeed UDDIN, M.H.
- 7. Mr. YIP Kin-man, Raymond
- 8. Dr. CHAN Kui-pui (Co-opted Member)
- 9. Ms CHAN Mei-kit, Maggie (Co-opted Member)

Terms of Reference

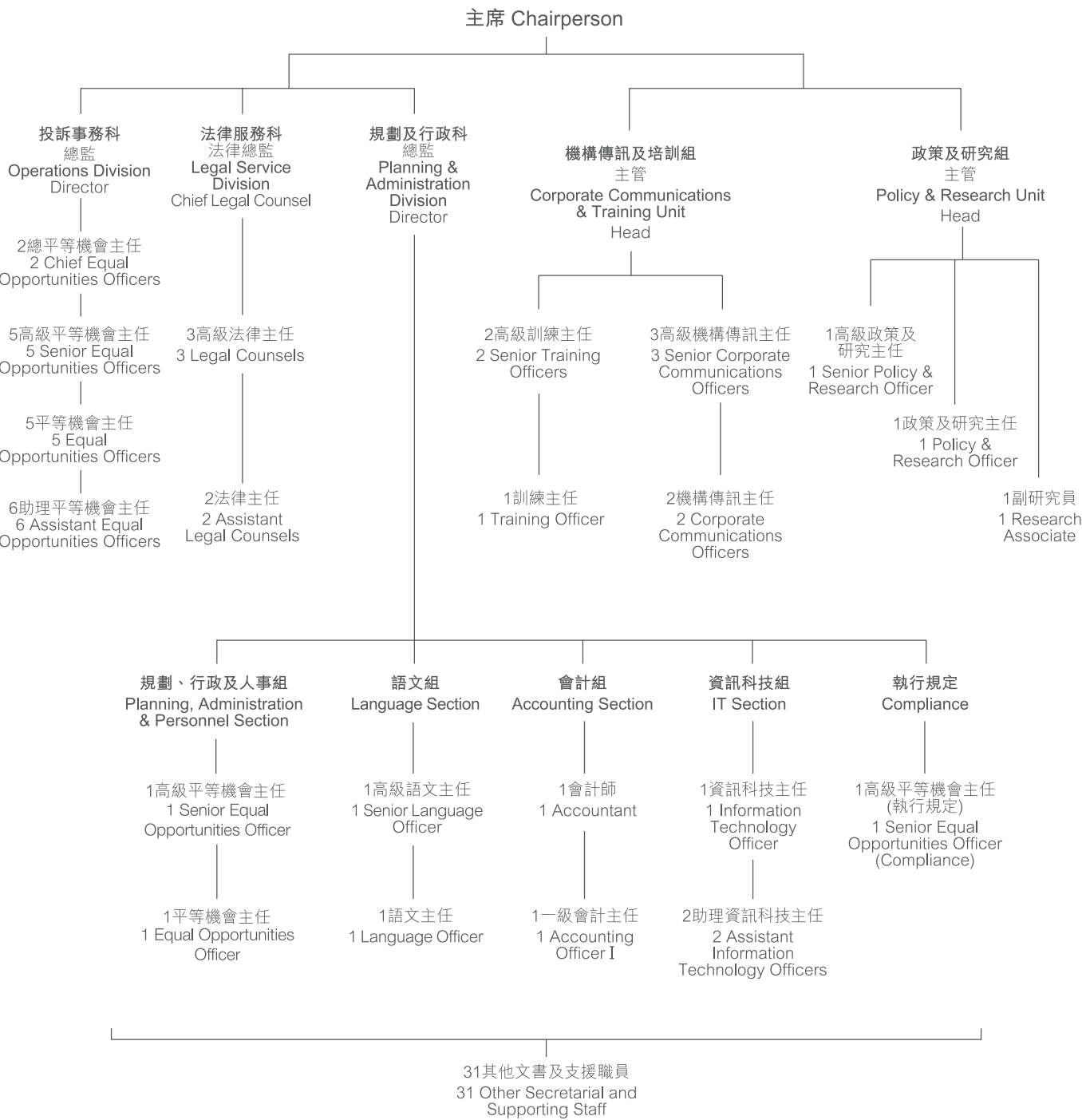
- 1. To advise on measures to be taken in conducting public education on issues of concern to the Commission.
- 2. To consider and approve training modules of the Commission within the budgetary confines as determined by the Commission from time to time.
- 3. To consider and approve the undertaking of commissioned research and educational activities in accordance with section 65(1) of the SDO.
- 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.

附錄 3 Appendix 3

平等機會委員會辦事處的組織架構

截至2007年3月31日

Organizational Structure of the Equal Opportunities Commission  
as at 31.3.2007



備註:  
1 總編制為80人 (不包括主席)。

Notes:  
1 Total number of posts under establishment is 80(excluding EOC Chairperson).

平等機會委員會辦事處管理小組

截至2007年3月31日

Management Team of the Equal Opportunities Commission  
as at 31.3.2007

<b>主席</b> 鄧爾邦	<b>Chairperson</b> TANG Yee-bong, Raymond
<b>總監(規劃及行政)</b> 陳奕民	<b>Director (Planning &amp; Administration)</b> CHAN Yick-man, Michael
<b>總監(投訴事務)</b> 李紹葵	<b>Director (Operations)</b> LI Siu-kwai, Joseph
<b>法律總監</b> 潘力恆	<b>Chief Legal Counsel</b> POON Lik-hang, Herman
<b>政策及研究主管</b> 朱崇文	<b>Head, Policy &amp; Research</b> CHU Chung-man, Ferrick
<b>機構傳訊及培訓主管</b> 劉家馨	<b>Head, Corporate Communications and Training</b> LIU Jia-shin, Betty

法律協助的申請

Applications for Legal Assistance

曾向平機會作出投訴但未獲成功調解的人士，如想提出法律訴訟，法例賦予平機會有權可向他們提供法律協助。在2006/07年度，平機會處理了34宗法律申請，其中有8宗申請在2005/06年度收到，另在本年度收到26宗申請。在這34宗申請中，平機會向14宗申請提供了協助。法律協助的形式各有不同，包括由平機會律師給予法律意見、取得進一步資料或證據的服務、由平機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。向平機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 2006/07, the EOC processed 34 applications. 8 of these 34 applications were received in the period 2005/06, the rest (26) were received during 2006/07. Assistance was granted in 14 applications out of the 34. The legal assistance granted by the EOC may take many forms, which 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 is as below:

個案 Cases	獲給予 法律協助 Assistance Granted	不獲給予 法律協助 Assistance Not Granted	考慮中 (截至2006/07年底) Under Consideration (as at the end of 2006/07)
殘疾歧視或騷擾 (僱傭範疇) Disability discrimination or harassment (employment)	4	9	1
殘疾歧視或騷擾 (其他範疇，如提供貨品及服務) Disability discrimination or harassment (other fields e.g. provision of goods and services)	3	2	0
性別歧視或騷擾 (僱傭範疇) Sex discrimination or harassment (employment)	5	5	2
性別歧視或騷擾 (其他範疇，如提供貨品及服務) Sex discrimination or harassment (other fields, e.g. provision of goods and services)	1	0	0
家庭崗位歧視 (僱傭範疇) Family status discrimination (employment)	1	0	1
家庭崗位歧視 (其他範疇，如提供貨品及服務) Family status discrimination (other fields, e.g. provision of goods and services)	0	0	0
總數 (34) Total	14	16	4



獲法律協助的個案  
Legally Assisted Cases

在2006/07年度，以下6個個案毋需展開法律訴訟而得以解決(包括2006/07年度或以前獲法律協助的個案)：

During 2006/07, the following 6 cases (which include cases granted legal assistance before and during 2006/07) were resolved without commencing legal proceedings:

個案 Cases	結果 Outcome
殘疾歧視(使用健身中心設施) Disability discrimination (use of fitness centre facilities)	平機會經進一步研究證據後，決定不給予法律協助。 Commission withdrew assistance in light of further examination of evidence.
僱傭範疇的殘疾歧視 Disability discrimination in employment	平機會經進一步研究證據後，決定不給予法律協助。 Commission withdrew assistance in light of further examination of evidence.
貨品、服務及設施提供的殘疾歧視 Disability discrimination in provision of goods, services & facilities	平機會經進一步研究證據後，決定不給予法律協助。 Commission withdrew assistance in light of further examination of evidence.
僱傭範疇的家庭崗位歧視 Family status discrimination in employment	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
貨品、服務及設施提供的殘疾歧視 Disability discrimination in provision of goods, services & facilities	申請人撤銷法律行動。 The Applicant withdrew.
性騷擾 Sexual Harassment	雙方達成和解，條款內容保密。 Parties settled on confidential terms.

此外，在2006/07年度，平機會亦處理了另外11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2006/07年度結束時，尚未展開任何法律程序。

In addition, in 2006/07, the EOC handled 11 other cases in which legal assistance was granted before and during 2006/07, which were still being handled and, as at the end of 2006/07, no court proceedings had been commenced.

法律訴訟  
Court Cases

在2006/07年度前已獲平機會協助展開訴訟的案件：

EOC assisted court cases which were commenced before 2006/07:

個案 Cases	情況 Status
家庭崗位歧視(要求超時工作及解僱) Family status discrimination (overtime work requirement and termination of employment)	截止2006/07年度結束為止，案件仍在處理中。 Ongoing as at the end of 2006/07
殘疾歧視 (解僱) Disability discrimination (termination of employment)	雙方達成和解，條款內容保密。 Parties settled on confidential terms
性騷擾(解僱) Sexual harassment (termination of employment)	雙方達成和解，條款內容保密。 Parties settled on confidential terms

此外，有一宗於2006/07年度前已作出判決的案件，於2006/07年度因訟費問題再度進行訴訟。

In addition, for 1 case in which judgment was given before 2006/07, there were further proceedings relating to costs during 2006/07.

在2006/07年度獲平機會協助展開訴訟的案件：

EOC assisted court cases which were commenced during 2006/07:

個案 Cases	情況 Status
性騷擾 Sexual harassment	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
懷孕歧視 Pregnancy discrimination	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
僱傭範疇的殘疾歧視(申請人放病假時被解僱) Disability discrimination in employment (dismissal while the Applicant is on sick leave)	截止2006/07年度結束為止，案件仍在處理中。 Ongoing as at the end of 2006/07.
殘疾歧視(住戶大廈的出入通道) Disability discrimination (accessibility to residential premises)	截止2006/07年度結束為止，案件仍在處理中。 Ongoing as at the end of 2006/07.
殘疾歧視 (解僱) Disability discrimination (dismissal)	截止2006/07年度結束為止，案件仍在處理中。 Ongoing as at the end of 2006/07.
殘疾歧視 (因殘疾而被解僱) Disability discrimination (termination of employment due to disability)	截止2006/07年度結束為止，案件仍在處理中。 Ongoing as at the end of 2006/07.
僱傭範疇的殘疾歧視 Disability discrimination in employment	截止2006/07年度結束為止，案件仍在處理中。 Ongoing as at the end of 2006/07.
殘疾歧視(住戶大廈的出入通道) Disability discrimination (accessibility to residential premises)	截止2006/07年度結束為止，案件仍在處理中。 Ongoing as at the end of 2006/07.

平等機會社會參與資助計劃所資助的機構

List of Organizations Funded under the Community Participation Funding Programme

2006/2007

機構名稱	Organization		
關注婦女性暴力協會	Association Concerning Sexual Violence Against Women	香港婦女勞工協會	Hong Kong PHAB Martial Art Association
香港女障協會	Association of Women with Disabilities Hong Kong	香港青年學院	Hong Kong Playground Association Choi Ha C&Y Centre
福德學校	Bishop Ford Memorial School	香港基督教女青年會	Hong Kong Sheng Kung Hui Ma On Shan (North) Children and Youth Integrated Service Centre
香港中華基督教青年會藍田會所	Chinese YMCA of HK Lam Tin Centre	基督復臨安息日會山景青少年中心	Hong Kong Society for Rehabilitation Community Rehabilitation Network
基督教勵行會	Christian Action	新生精神康復會新康中心	Hong Kong Women Workers' Association
職工盟教育基金	CTU Education Foundation	葵涌醫院病人資源及交誼中心	Hong Kong Youth Institute
傷聚義工組織	Disabled Volunteer Organization	利民會環翠之家	Hong Kong YWCA
戲燄	Drama Fire	利民會翠華之家	Hong Kong-Macao Conference of Seventh-day Adventists
基督教香港信義會葵盛宿舍	ELCHK Kwai Shing Hostel	香港社區組織協會	New Life Psychiatric Rehabilitation Association – New Life Training Centre
基督教香港信義會善學慈善基金關宣卿愉翠長者鄰舍中心	ELCHK Sheen Hok Charitable Foundation Kwan Shon Hing Yu Chui Neighbourhood Elderly Centre	香港神託會生命教育計劃	Patient Resource and Social Centre, Kwai Chung Hospital
好戲量	FM Theatre Power	香港神託會學生服務中心	Richmond Fellowship of Hong Kong – Wan Tsui House
扶康會上李屋成人訓練中心	Fu Hong Society Sheung Li Uk Adult Training Centre	大坑坊眾福利會大坑青年中心	Richmond Fellowship of Hong Kong – Tsui Wah House
扶康會順利成人訓練中心	Fu Hong Society Shun Lee Adult Training Centre	青少年愛滋教育中心	Society for Community Organization
勵絃樂舍	Healing Musical Club	香港唐氏綜合症協會滙藝坊	Society for the Study of Sexualities & Sex-Pol
協康會	Heep Hong Society	香港心理衛生會恒健中心	Stewards Life Education Project
協康會王石崇傑紀念中心	Heep Hong Society Mary Wong Centre	動力學堂	Stewards School Social Work Student Service Centre
協康會環翠中心	Heep Hong Society Wan Tsui Centre	鄰舍輔導會賽馬會大埔北青少年綜合服務中心	Tai Hang Residents' Welfare Association Tai Hang Youth Centre
香海正覺蓮社佛教正覺中學	HHCKLA Buddhist Ching Kok Secondary School	救世軍恒安綜合復康服務	Teen AIDS
香港聖公會麥理浩夫人中心家庭活動及資源中心	HKSKH Lady MacLehose Centre Family Activity and Resource Centre	香港痙攣協會愛睿工場及宿舍	The Hong Kong Down Syndrome Association The Art Link
香港聖公會沙田青少年綜合服務中心	HKSKH Shatin Children & Youth Integrated Service Centre	屯門區婦女會	The Mental Health Association of Hong Kong – Kwun Tong Amity Centre
香港基督教女青年會蝴蝶灣綜合社會服務處	HKYWCA Butterfly Bay Integrated Social Service Centre	東華三院賽馬會大角咀綜合服務中心	The Momentum Academy
匡智粉嶺綜合復康中心	Hong Chi Fanling Integrated Rehabilitation Complex	仁濟醫院王華湘中學	The Neighbourhood Advice-Action Council -TPIS
匡智梨木樹中心暨宿舍	Hong Chi Lei Muk Shue Centre cum Hostel	循道衛理楊震社會服務處	The Salvation Army Heng On Integrated Service for Rehabilitation
匡智松嶺第二校	Hong Chi Pinehill No.2 School	路德會友安長者中心	The Spastics Association of Hong Kong
匡智張玉瓊晨輝學校	Hong Chi Winifred Mary Cheung Morninghope School	妍社	Tuen Mun District Women's Association
香港家務助理總工會	Hong Kong Domestic Workers General Union		TWGHs Tai Kok Tsui Integrated Services Centre
香港傷殘青年協會	Hong Kong Federation of Handicapped Youth		Yan Chai Hospital Wong Wha San Secondary School
香港失明人互聯會	Hong Kong Federation of the Blind		Yang Memorial Methodist Social Service
香港婦女中心協會	Hong Kong Federation of Women's Centres		Yau On Lutheran Centre for the Elderly
路德會石硤尾失明者中心	Hong Kong Lutheran Centre for the Blind		Yin Shes
路德會長青群康中心	Hong Kong Lutheran Centre for the Disabled		
香港傷健協會	Hong Kong PHAB Association		
香港輪椅武術總會			
香港遊樂場協會彩霞青少年中心			
香港聖公會馬鞍山(北)青少年綜合服務中心			
香港復康會社區復康網絡			



平等機會夥伴  
Our Partners in Equal Opportunities

2006/2007

機構名稱	Organization		
恒康互助會	Amity Mutual Support Society	香港管理專業協會	Hong Kong Lutheran Church
關注婦女性暴力協會	Association Concerning Sexual Violence Against Women	香港人才管理協會	Hong Kong Management Association
經濟日報 Career Times	Career Times	香港復康聯盟	Hong Kong People Management Association
中國殘疾人聯合會	China Disabled Persons' Federation	香港盲人輔導會	Hong Kong Rehabilitation Alliance
香港中華總商會	Chinese General Chamber of Commerce	香港童軍總會	Hong Kong Society for the Blind
中華廠商會	Chinese Manufacturers' Association	香港特殊學習障礙協會	Hong Kong Scouts' Association
基督教勵行會	Christian Action	香港特殊奧運會	Hong Kong Association for Specific Learning Disabilities
公益企業	Community Business	可譽中學	Hong Kong Special Olympics
易達旅遊	Easy-Access Travel	醫院管理局	Ho Yu College
教育統籌局 (現名教育局)	Education and Manpower Bureau (renamed as Education Bureau)	IBM中國香港有限公司	Hospital Authority
食物環境衛生署	Food and Environmental Hygiene Department	I-learner	IBM Hong Kong
衛生福利及食物局 (現名勞工及福利局)	Health, Welfare and Food Bureau (renamed as Labour and Welfare Bureau)	國際僱傭關係協會	I-learner
和諧之家	Harmony House	孖士打律師行	International Employment Relations Association
基督教靈實協會	Haven of Hope Christian Service	大細路劇團	Johnson Stokes & Master
協康會	Heep Hong Society	韓國障礙人再活協會	Jumbo Kids Theatre
民政事務局	Home Affairs Bureau	九龍巴士公司	Korean Society for Rehabilitation of Persons with Disabilities
HR Magazine	HR Magazine	觀塘官立中學	Kowloon Motor Bus
匡智會	Hong Chi Association	香港心理衛生會	Kwun Tong Government Secondary School
香港布廠商會朱石麟中學	HKWMA Chu Shek Lun Secondary School	勞工處	Mental Health Association of Hong Kong
何東中學	Ho Tung Secondary School	路德會呂祥光中學	Labour Department
香港愛滋病基金會	Hong Kong AIDS Foundation	奧斯陸大學中國計劃及北京大學	Lui Cheung Kwong Lutheran College
Hong Kong Artware	Hong Kong Artware	保良局羅氏信託學校	Open University of Hong Kong
香港浸會大學	Hong Kong Baptist University	優質旅遊服務協會	Oslo University China Programme and Peking University
香港失明人協進會	Hong Kong Blind Union	香港電台	Po Leung Kuk Law's Foundation School
香港社會服務聯會	Hong Kong Council of Social Service	紅絲帶中心	Quality Tourism Service Association
香港唐氏綜合症協會	Hong Kong Down Syndrome Association	復康資源協會生活環境輔導服務	Radio Television Hong Kong
香港家連家精神健康倡導協會	Hong Kong Family Link Health Advocacy Association	復康資源協會	Red Ribbon Centre
香港酒店業協會	Hong Kong Hotel Association	香港復康聯盟	RehabAid Society Environmental Advisory Services
香港房屋委員會	Hong Kong Housing Authority	視網膜病變協會	RehabAid Society
香港人力資源管理學會	Hong Kong Institute of Human Resource Management	星島日報	Rehab Advisory Committee
香港建築師學會	Hong Kong Institute of Architects	聖公會麥理浩夫人中心	Rehabilitation Alliance Hong Kong
香港教育學院	Hong Kong Institute of Education	香港社區組織協會	Retina Hong Kong
香港賽馬會	Hong Kong Jockey Club	南華早報	Sing Tao Daily
香港路德會			SKH Lady MacLehose Centre

附錄 9  
Appendix 9

- 香港小童群益會
- 瑞典領事館
- 香港中文大學
- 街坊小子
- 香港理工大學
- 東華三院賽馬會康復中心
- 傑出青年協會
- 瑞典文化學會
- 香港大學
- 香港融樂會
- 婦女事務委員會
- 「無定型新人類」青少年師友計劃的嘉賓導師
  - 周思仁先生 (全港首位家政男教師)
  - 張堅庭先生 (演員/導演/作家)
  - 張笑容女士 (資深電台時事節目主持)
  - 喬寶寶先生 (藝人)
  - 黎偉倫先生 (明愛男士成長中心主任)
  - 林超英先生 (天文台台長)
  - 梁子微女士 (生命鬥士/路向四肢傷殘人士協會顧問)
  - 陸恭蕙女士 (思匯政策研究所創辦人及行政總監)
  - 杜聰先生 (智行基金會創辦人及主席)
  - 鄧淑明博士 (ESRI中國(香港)有限公司行政總裁)
  - 黃真真女士 (電影導演)

- Society for Community Organization
- South China Morning Post
- The Boys’ and Girls’ Clubs Association of Hong Kong
- The Consulate General of Sweden
- The Chinese University of Hong Kong
- The Kids on the Block
- The Hong Kong Polytechnic University
- TWGHs Jockey Club Rehabilitation Complex
- The Outstanding Young Persons’ Association
- The Swedish Institute
- The University of Hong Kong
- Unison Hong Kong
- Women’s Commission
- Mentors of the “Career Challenge” Youth Mentorship Programme
  - Mr. Francis Chau (First Male Home Economics Teacher in Hong Kong)
  - Mr. Cheung Kin-ting (Actor/Director/Writer)
  - Ms. Smile Cheung (Radio Host of Current Affairs Programme)
  - Mr. Gill Mohindepaul Singh (Artiste)
  - Mr. Lai Wai-lun (Supervisor, Caritas Personal Growth Centre for Men)
  - Mr. Lam Chiu-ying (Director, Hong Kong Observatory)
  - Ms. Christine Leung (Positive Life Ambassador/ Consultant of Direction Association for the Handicapped)
  - Ms. Christine Loh (Founder and Chief Executive Officer, Civic Exchange)
  - Mr. Chung To (Founder and Chairperson, Chi Heng Foundation)
  - Dr. Winnie Tang (Chief Executive Officer, ESRI China (Hong Kong) Limited)
  - Ms. Barbara Wong (Film Director)

附錄 10 Appendix 10

國內交流計劃

2007年1月  
Networking programme in China  
January 2007

- 廣東省婦女聯合會
- 廣州珠江工友服務中心
- 景洪市婦女聯合會
- 雲南基諾鄉
- 打工族文書處理服務部
- 雲南西雙版納州猛海縣西定鄉布朗族古寨
- 幸福工程
- 深圳市婦女兒童工作委員會辦公室
- 深圳市婦女聯合會
- 中山大學社工系
- 雲南大學社工系
- 女工關懷
- 中山大學婦女與性別研究中心
- 雲南西雙版納婦女兒童心理法律諮詢服務中心
- 雲南健康與發展研究會
- 雲南省參與性發展協會
- 雲南省婦女聯合會
- 雲南省生育健康研究會
- Guangdong Women’s Federation
- Guangzhou Pearl River Workers’ Service Centre
- Jinghong Women’s Federation
- Jinuo Tribal Village at Xishuangbanna Prefecture, Yunnan
- Migrant Workers Documentation Centre
- Old Bulang Tribal Village at Xishuangbanna Prefecture, Yunnan
- Project Happiness
- Shenzhen Women & Children Committee Office
- Shenzhen Women’s Federation
- Social Work Department, Sun Yat-sen (Zhong Shan) University
- Social Work Department, Yunnan University
- The Chinese Working Women Network
- Women & Gender Research Centre, Zhong Shan University
- Xishuangbanna Prefecture Women & Children Psychological & Legal Advisory Service Centre, Yunnan
- Yunnan Health & Development Research Association
- Yunnan Participatory Research and Action Network
- Yunnan Provincial Women’s Federation
- Yunnan Reproductive Health Research Association



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