



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.

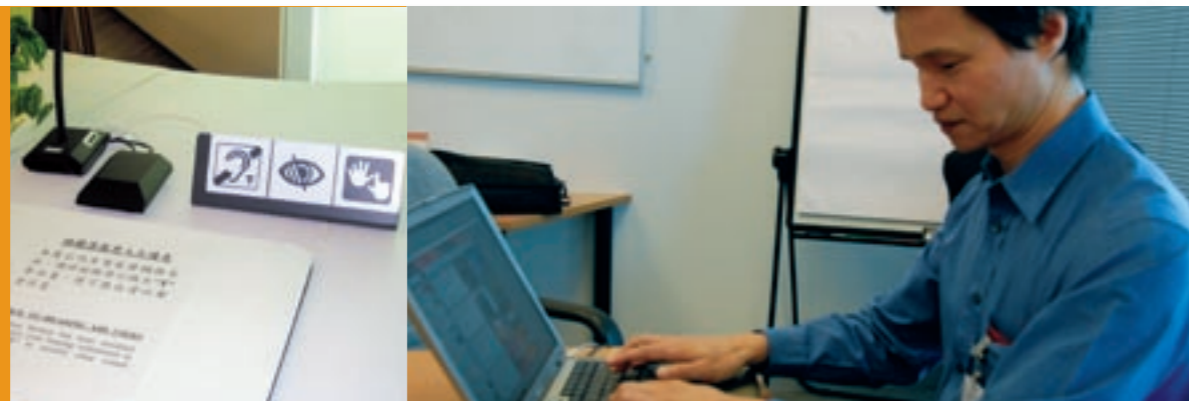
Under the Disability Discrimination Ordinance (DDO), developers and property management companies should provide access to persons with a disability unless this would impose unjustifiable hardship. Accessibility-related complaints make up about 13% of total complaints lodged under the DDO received by 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.