

# Equal Opportunities for All

## 機會平等 共建社群



### Annual Report 07/08 年報



平等機會委員會  
EQUAL OPPORTUNITIES COMMISSION

## 我們的抱負 Our Vision

建設一個沒有歧視、崇尚多元、包容共濟的社會，人人共享平等機會。

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

## 我們的使命 Our Mission

為實踐抱負，我們會：

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

We seek to achieve our vision by :

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

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## 主席序言 Chairperson's Foreword

平等機會委員會(平機會)於2007/08年度繼續努力不懈,推動香港的反歧視工作,在多個範疇取得進展。新的反歧視法例——《種族歧視條例》將於2009年納入我們的工作範圍,為平機會來年的工作更添挑戰。

### 處理歧視個案

本年度平機會共收到847宗有關違法行為的投訴。在這些投訴中,根據《性別歧視條例》提出的有348宗,根據《殘疾歧視條例》提出的有460宗,而根據《家庭崗位歧視條例》提出的則有39宗。根據《性別歧視條例》提出的僱傭範疇投訴中,懷孕歧視和性騷擾繼續是首兩項主要原因。根據《殘疾歧視條例》收到的投訴,則大多數關乎僱傭、貨品及服務提供,以及通道問題。

連同以往年度帶下來的個案,我們共調查了1,088宗投訴,較前一年處理的905宗有20%的增長。今年處理的查詢個案共12,726宗,其中6,181宗為有關法例條文的一般查詢,另外6,545宗為特定事項的具體查詢。這些數字清楚顯示,平等機會課題確實是不少市民的共同關注。



星島日報圖片  
Photo: Sing Tao Daily News

The year 2007/08 was a very productive year for the Equal Opportunities Commission (EOC), as we have continued to work hard towards the elimination of discrimination in Hong Kong. A new anti-discrimination law, the Race Discrimination Ordinance (RDO), will be added to our scope of work in 2009, bringing another challenging year ahead for the Commission.

### Handling Discrimination Cases

During the year, the EOC received 847 complaint cases of alleged unlawful acts. Of these complaints, 348 were received under the Sex Discrimination Ordinance (SDO), 460 under the Disability Discrimination Ordinance (DDO) and 39 under the Family Status Discrimination Ordinance (FSDO). Under the SDO, pregnancy discrimination and sexual harassment continued to be the major causes for employment-related allegations. Under the DDO, the majority of complaints received were related to employment, goods & services provision and accessibility.

Together with those carried forward from previous years, we investigated a total of 1,088 complaints, representing an increase of 20% as compared to the 905 handled in the previous year. The number of enquiries handled totalled 12,726 with 6,181 general enquiries received on legal provisions and 6,545 specific enquiries on situational matters. These figures clearly demonstrate that equal opportunity issues are indeed a concern shared amongst many of us.

## 主席序言 Chairperson's Foreword



### 平等機會主流化

「平等機會之友會」於2006年10月推出，旨在增進僱主、人力資源從業員、職場主管和培訓人員等對反歧視條例的認識。自成立以來，平機會陸續為會員舉辦不同研討會和分享聚會，協助他們推行良好管理常規，以及提升他們遵守法例的意識。

「平等機會之友會」於2007年4月舉辦了「在工作場所處理病假及殘疾事宜」研討會，提升會員在職場處理病假和殘疾事宜的技巧。接着，於2007年10月舉辦了「如何有效支援精神健康有問題的員工」研討會和於2008年2月舉辦了「如何避免工作間產生殘疾歧視」交流會，會員均踴躍參與。前瞻未來，平機會計劃在來年繼續舉辦一連串有關反歧視法例和措施的工作坊。

### 提倡殘疾人士權利

平機會一向非常重視殘疾人士的福祉。因此，我們的其中一項主要工作，是盡力促進殘疾人士融入社會。在過去一年，我們繼續進行《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》。這項調查集中於由香港房屋委員會、香港房屋協會、領匯管理公司和香港特別行政區政府所擁有、興建或管理的物業的無障礙情況。調查報告預計可於2009年年初完成。

### Mainstreaming Equal Opportunity

In October 2006, the EO Club was launched to improve understanding of the anti-discrimination ordinances among employers, human resources practitioners, workplace supervisors and trainers. Since its inception, we have organized various seminars and sharing sessions with members, helping with the implementation of good management practices as well as raising awareness of the need to comply with the law.

The Club organized a “Managing Sick Leave and Disability in the Workplace” seminar in April 2007, developing skills in managing sick leave and disability issues in the workplace. This was followed by a “Managing Staff with Mental Health Issues” seminar in October 2007 as well as a session on “Useful Tool for Human Resources Practitioners in Handling Disability Issues in the Workplace” in February 2008. All these sessions were well received by EO Club members. Planning ahead, we will be organizing a series of workshops on specific aspects of EO laws and related practices over the next year.

### Advocating Disability Rights

The well-being of persons with disabilities (PWDs) has always been a primary concern for the EOC. As such, one of our major priorities is to make every possible effort to enhance their social integration. During the year, we continued to carry out our “Formal Investigation on Accessibility in Certain Publicly Accessible Premises”. The investigations focused on

立法會內務委員會於2005年11月成立了一個小組委員會，研究殘疾人士的交通需要及為他們提供公共交通票價優惠。復康團體提出向殘疾人士提供公共交通票價優惠，對此我們一向支持。儘管我們歡迎政府今年較早時決定，直接向年齡介乎12至64歲完全傷殘的領取綜援及殘疾援助金人士提供每月200元的交通津貼，但我們仍認為這做法未能切合殘疾人士與小組委員會所追求的票價優惠的需要。

2008年1月平機會舉辦了為期一天的「《殘疾歧視條例》十年努力·開拓未來」研討會，檢討《殘疾歧視條例》自推行以來的影響，以及探討未來的路向。此研討會由政制及內地事務局局長林瑞麟先生主持開幕禮，超過250位國際人權學者、復康團體代表、教育界人士、人力資源從業員和政府官員出席，分享他們在香港生活各個範疇上推動殘疾人士權益和平等的見解。

平機會亦對2007年12月聯合國的「世界愛滋日」和「國際復康日」深表支持。愛滋病仍威脅着全球人類的健康和福祉，對弱勢社群影響更大。要令世界變得安全，我們先要克服貧窮、不公義和不平等，而愛滋病正正就引發這些問題。香港的《殘疾歧視條例》保障愛滋病感染者和病患者，以及其他殘疾人士，確保他們在教育、僱傭和貨品、服務及設施的提供等範疇不受歧視。

the means of access to, or the use of property owned, built or managed by the Hong Kong Housing Authority, Hong Kong Housing Society, The Link Management Ltd. and the HKSAR Government. The final investigation report is expected to be ready in early 2009.

A Subcommittee was formed under the House Committee of the Legislative Council in November 2005 to study the transport needs of and the provision of concessionary public transport fares (CPTF) for PWDs. We continued to lend our support to the disability community's campaign for the provision of concessionary public transport fares to PWDs. While we welcome the Government's decision earlier this year to provide a monthly transport supplement of \$200, given directly to each recipient under the Comprehensive Social Security Assistance Scheme aged between 12 and 64 with a 100% disability, and recipients of Disability Assistance in the same age group, we do not feel that this meets the needs of the fare concession scheme which PWDs and the Subcommittee have been pursuing.

In January 2008, we hosted a one-day seminar titled, “Our Ten Years under the DDO – Moving Forward, Changing Cultures”, to review the impact of the Disability Discrimination Ordinance since its implementation and the best ways in which we can move forward. Mr. Stephen LAM, Secretary for Constitutional and Mainland Affairs officiated at the event. Over 250 international human rights academics, representatives of rehabilitation organizations, educators, human resources practitioners and government officials attended the seminar and shared their views on promoting disability rights and equality in every aspect of life in Hong Kong.



## 主席序言 Chairperson's Foreword



在國際層面上，聯合國大會於2006年12月13日一致通過《殘疾人權利公約》，反映處理殘疾問題的方法由以往以慈善為基礎轉為以權利為基礎，是重大的思路轉變。我們歡迎聯合國《殘疾人權利公約》於2008年8月31日在中國生效，並適用於香港特別行政區。這項重大舉措重新確認中央政府致力保障和促進殘疾人士權利與尊嚴的承擔。為配合這方面的發展，平機會促請香港特別行政區政府採取一切必要措施，確保殘疾人士的平等權利，其中一個主要策略，就是在制訂各種政策時考慮到殘疾人士的需要，使之成為主流政策的一部分。

### 性別權利和尊嚴

今年較早時在網上流傳的不雅照片，令社會思考到人體被「物品化」，以達致商業利益等問題。在這事件前，曾發生本港流行歌手在海外演唱會期間，在後台更衣時被偷拍走光照片的事件。有關照片在本地周刊刊載後引起公憤。鑑於出版傳媒近年刊載愈來愈多露骨及涉及性的內容，我們深切憂慮在傳媒訊息與社會文化互動下，我們的下一代可能受到深遠影響。因此，平機會委託研究機構進行意見調查，以便瞭解市民對大眾傳媒描述女性的手法的意見、傳媒描述對這些看法的影響、有關女性性別定型的眼光、以及這些看法對下一代成長的相關性等。

The Commission also supported the United Nations' "World AIDS Day" and "International Day of Disabled Persons" in December 2007. HIV/AIDS continues to threaten the welfare and well being of people around the world and this is particularly so in disadvantaged communities. Our world will never be secure unless we tackle poverty, injustice and inequality. HIV/AIDS gives rise to all three concerns. Hong Kong's Disability Discrimination Ordinance protects people living with HIV/AIDS or other disabilities by ensuring that they are not subjected to discrimination in the areas of education, employment and provision of goods, services and facilities.

At the international level, following adoption by consensus of the Convention on the Rights of Persons with Disabilities by the United Nations' General Assembly on 13 December 2006, there was an important paradigm shift in dealing with disability issues from a charity-based approach to a rights-based approach. We welcomed the application of the UN Convention on the Rights of Persons with Disabilities to the Hong Kong Special Administrative Region (HKSAR) on 31 August 2008, when the Convention came into force for China. This major move reaffirms the Central Government's commitment to protect and promote the rights and dignity of persons with disabilities. In line with these developments, we urged the HKSAR Government to undertake all necessary measures to ensure equality of rights for persons with disabilities. An important strategy for achieving the goal was mainstreaming the needs of the disability community at policy level.

### Gender Rights and Dignity

The online circulation of indecent photos earlier this year has led many people to think about issues arising from the

性騷擾是一個與性別有關而相當重要的問題，在這種違法及令人反感的行為中，受害人往往是女性。唯性騷擾的受害人常因恐怕會受到報復而不願提出投訴。凡此種種都顯示我們需要全面的處理性騷擾的政策、教育和培訓，以締造一個性別友善，及兩性均受尊重的環境。為防止校園性騷擾，平機會於2007年8月推出全港首個網上培訓課程。該課程旨在加深學生對此問題的認識，防止香港的大專院校出現校園性騷擾問題。我們很高興有機會與本港八間大專院校合作，共同推廣此教材。



objectification of the human body and its use for commercial gain. Long before this incident, there was the case of the risqué pictures taken by a hidden camera of a cantopop singer when she was changing backstage during a concert overseas. These pictures were published by a weekly magazine giving rise to public outrage. Alarmed by the increasingly explicit sexual content in the print media that is likely to have a profound real-life effect in inducing the co-evolution of media messages and social culture in the society in which our next generation will grow up, we commissioned a survey to gain a better understanding of public perception on the gender portrayal of women in the public media, the effect of media materials on these perceptions and the sexual stereotyping of women, as well as the relevance of these perceptions on the development of future generations.

Sexual harassment is an important gender issue and more often than not, women and girls are targeted by this unlawful and objectionable behaviour. Often fear of victimization deters would-be complainants from taking action. All these underline the need for a comprehensive sexual harassment policy together with a structured education and training programme, which will encourage a more gender friendly environment while also promoting mutual respect between the sexes. In an effort to prevent sexual harassment on campus, the EOC introduced Hong Kong's first on-line training module in August 2007. Seeking to prevent sexual harassment in Hong Kong's tertiary institutions, the programme helps students to gain a better understanding of the issue. We are very pleased to have had the opportunity to co-operate with all eight of Hong Kong's tertiary institutions in promoting the use of this training module.



## 主席序言 Chairperson's Foreword



### 接觸社會大眾

平機會於2007/08年度繼續推展各方面的公眾教育活動。一連六集有關不同歧視個案的電視實況劇《非常平等任務》於2007年3月至5月在無線電視翡翠台播出。《平等機會多元共融行動》也是平機會今年的重點節目之一。鑑於去年與香港電台第二台合辦的電台節目反應非常熱烈，我們再次合作推出另一個長達一年的電台節目，以推廣社會共融。透過該節目，我們傳揚種族共融、傷健一家、男女平等，以及了解和尊重不同家庭崗位人士的訊息。本年度有多個訪問集中於少數族裔群體及他們面對的問題。此外，平機會的十周年紀念特刊《奮進平等路》亦在本年推出。該刊物介紹了我們的工作、展示平機會如何協助投訴人和答辯人，以及我們如何帶動變革；而十位「無定型新人類」的導師亦分享了他們衝破障礙與定型觀念，在自己所選擇的範疇中取得成功的經歷。

我們亦舉辦了「平等機會標語創作比賽」，集中於種族共融、傷健一家、男女平等和尊重有不同家庭崗位人士的主題。比賽共收到超過9,600份作品，成績令人鼓舞，顯示香港社會對平等機會的支持與日俱增。

### Reaching Out to the Public

In 2007/08, the Commission carried out a wide range of public education programmes. A TV docu-drama series, consisting of 6 episodes on different cases of discrimination, under the title "A Mission for Equal Opportunities" was broadcast on TVB Jade from March to May 2007. The launch of our "Equal Opportunities Diversity Project" was also one of the year's highlights. In view of the overwhelming response received to last year's joint radio programme with RTHK Radio 2, we collaborated with them once again to run another year-long radio project to promote social inclusion. Through this programme, we spread the message for racial harmony, the inclusion of persons with a disability, the importance of gender equality and the accommodation of persons with family status. During the year, a number of our interviews focused on ethnic minority groups and their issues. Our 10th Anniversary Commemorative Publication – "Advancing Equal Opportunities", was also launched. This publication covers our work, demonstrating how the EOC assists complainants and respondents and how we have effected change in Hong Kong. Ten of our career challenge mentors also shared their experiences on the barriers and stereotypes they had to break down to achieve success in their chosen fields.

In addition, we also organized the Equal Opportunities Slogan Competition, focusing on racial harmony, the inclusion of persons with a disability, gender equality and respect for persons with different family status. We are delighted to report that we received more than 9,600 entries in total. We feel that this is a highly positive sign, demonstrating that there is growing support for equal opportunities in Hong Kong.

### 《種族歧視條例》的制定

香港立法會於2008年7月通過《種族歧視條例》，平機會獲授權執行。《種族歧視條例》的通過，標誌着香港特別行政區在制定反歧視法例框架方面，向前邁進一步，顯示香港致力保障市民，不會因種族、膚色、世系、民族或人種而受到歧視和騷擾。這條新法例對保持香港的國際聲譽起了重要的作用。消除種族歧視可提升香港作為一個商業中心的競爭力和國際形象，並向世界展示香港是一個真正的國際都會，支持全球整體性發展。

本年度，三位新委員獲委任加入平機會管治委員會，令我們更添實力。本人連同全體十六位平機會委員期望與所有合作夥伴繼續共同努力，服務弱勢社群，尋求社會公義，實現平等機會的理想。

鄧爾邦

平等機會委員會主席  
鄧爾邦

### Enactment of the Race Discrimination Ordinance

In July 2008, the RDO was passed by the Hong Kong Legislative Council. The EOC is entrusted with the administration of this new ordinance. I am pleased to report that the enactment of the RDO is another step forward to putting a comprehensive framework of anti-discrimination laws into place in the HKSAR. It demonstrates Hong Kong's commitment to protecting our citizenry from discrimination and harassment regardless of his or her race, colour, descent, national or ethnic origin. This new legislation is crucial in maintaining Hong Kong's international reputation. Eliminating racism will enhance Hong Kong's competitiveness as a business centre, while showing the world that we are indeed a cosmopolitan city and a worthy member of the global community.

To strengthen our capacity, three new EOC Members were appointed to the Board in 2007/08. I and the full board of sixteen EOC Members look forward to continue working with all our community partners in our quest to secure social justice for disadvantaged groups and achieve our equal opportunity goals.

Raymond Tang

Raymond Tang  
Chairperson, Equal Opportunities Commission



# 歧視 Discrimination

## 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)繼續進行於去年度開展的《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》。調查集中研究由香港房屋委員會、香港房屋協會、領匯管理有限公司和政府所擁有、興建或管理的物業，參照法例的規定，巡查當中60處地點的出入通道和設施，是否以無歧視的方式，提供殘疾人士可使用的通道設施。

實地巡查於2007年6月展開，2008年3月完成。工作的其中一部分是整理持份者及關注團體就改善方法提出的意見和觀點。調查小組已就此與相關復康團體、處所管理人員、政府部門及專業人士取得聯繫。調查報告全文將於2008/09年度發表。



### 公眾對香港傳媒描述婦女的手法的意見調查

2008年2月在互聯網上廣泛流傳的不雅照片事件，令不少人思考到人體被「物品化」以達致商業利益等問題。而在這事件前，曾發生本港流行歌手在海外演唱會期間，在後台更衣時被偷拍「走光」照片的事件。有關照片在本地周刊刊載後引起公眾的憤慨。鑑於出版傳媒近年刊載愈來愈多露骨及涉及性的內容，我們非常憂慮這類傳媒訊息與社會文化會令我們的下一代受到深遠影響。因此，平機會於2007/08年度委託研究機構進行意見調查，目的是瞭解市民對大眾傳媒描述女性的手法的意見、傳媒描述對這些看法的影響、有關女性性別定型的看法、以及這些看法對下一代成長的相關性等。

### Formal Investigation on Accessibility

The Equal Opportunities Commission (EOC) continued its Formal Investigation on Accessibility in Certain Publicly Accessible Premises, which was launched in the last reporting year. The Investigation focused on the means of access to or use of property owned, built or managed by the Hong Kong Housing Authority, Hong Kong Housing Society, The Link Management Ltd. and the HKSAR Government. In total, 60 sites were identified for the accessibility audit with a specific reference to the legal requirement of providing accessible facilities to persons with a disability in a non-discriminatory manner.

The physical inspections commenced in June 2007 and were completed in March 2008. As part of the exercise, we also collated the opinions and views of stakeholders and interested parties on how further improvements can be made. The investigation team specifically approached relevant disability groups, managers of the premises, government departments and other professionals for this purpose. The full investigation report is to be released in 2008/09.

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

The high-profile incident involving the online circulation of indecent photos in February 2008 led many people to question the media's objectification of the human body and its use for commercial gain. Long before this event, public outrage was sparked when a weekly magazine published risqué pictures of a canto-pop singer taken by a hidden camera when she was changing clothes backstage during an overseas concert. Alarmed that the increasingly explicit sexual content in print media could have a profound effect on both future media messages and the social culture in which the next generation will grow up, the EOC commissioned a study during 2007/08 to gain a better understanding of the public perception of female gender portrayals in the public media, as well as the effect of media materials on such perceptions and the sexual stereotyping of women, and the relevance of these perceptions to future generational development.



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



調查形式包括一個面對面的住戶調查，從一般市民隨機抽樣選取成年人進行調查；另有一個由不同持份者組成的焦點小組調查。於2007年6月至2008年1月期間，研究機構成功進行了1,031個住戶訪問，以及46個共322名人士參與的焦點小組討論。初步調查結果顯示，有必要讓公眾知道日常接觸傳媒資訊的潛在影響，以及它們對年青一代和女性的衝擊。大部分被認為是社會能接受的性別描述，實際上未必為一般大眾所能接受。

### 同值同酬

平機會的工作之一是加強市民對同工同酬及同值同酬概念的認識，以達致消除因性別造成的薪酬歧視。過去一年，我們繼續編寫同值同酬指南的工作，以期提高

The survey included a face-to-face household survey of adults randomly selected from the general public, and a focus group survey of various stakeholders. The fieldwork was conducted from June 2007 to January 2008, with a sample size of 1,031 successful household interviews and 322 participants in 46 focus group sessions. Preliminary findings show that there is a need to inform the public of the potential influence that comes from daily encounters with media sources and its impact on young people and women. The survey also revealed that much of the commonly seen gender representation that people assume as being acceptable to the community may not actually be acceptable to the majority of the general public.

### Equal Pay for Work of Equal Value

The EOC has a mandate to strengthen public understanding on the concepts of Equal Pay for Equal Work (EPEW) and Equal Pay for Work of Equal Value (EPEV) for the purpose of eliminating pay discrimination on the ground of gender. In the past year, we continued with our work on developing guide books which aim at raising public awareness and providing clear guidelines and tools for employers to achieve equal pay in the workplace and to adopt pay practices that are free of sex bias.

The guide books consist of a Main Guide (Guide to Employers on Equal Pay between Men and Women) and three supplementary books entitled “A Tool for the Employer to Develop an Analytical Job Evaluation System”, “A Systematic Approach to Pay Determination that is Free of Sex Bias”, and “Equal Pay Self-audit Kit – A Proactive Approach to Achieve Pay Equity”. While the guide books provide detailed

公眾的意識，並向僱主提供清晰的指引和工具，使他們在職場上實踐同工同酬和同值同酬，並採取沒有性別歧視的薪酬措施。

同值同酬指南包括一份主要指引(《性別歧視條例下的同工、同值同酬》)及三本補充資料冊，即《如何制定工作評估系統》、《系統化的男女平等薪酬釐定法》和《同值同酬自行評估錦囊》。指南對有關概念、原則和實際推行工具提供詳盡解釋，我們亦為不同使用者(包括小型公司僱主和一般僱員)編寫一份《簡易指引》，配合故事人物，圖文並茂，以引起閱讀興趣。

有關刊物預計於2008年年底推出。

### 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，平機會代表應邀出席了9次事務委員會/小組委員會的會議，並就殘疾議題提出意見，議題包括：「殘疾人士的交通需要及為他們提供公共交通票價優惠」、「引入為殘疾人士而設的全新無障礙公共交通服務」、「精神健康政策」和「為殘疾及非殘疾運動員提供經濟支持」。

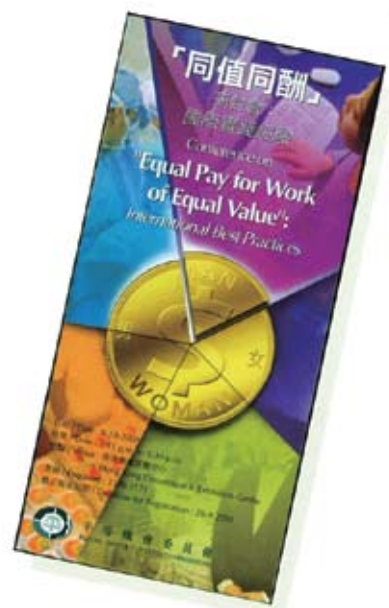
explanation on the concepts, principles and practical tools for implementation, an Easy Read Guide is written to present the key concepts and principles for easy understanding by all users including employers of small business and employees in general. Characters and cartoons will be used for illustration to arouse interest in reading.

The publications are expected to be released in late 2008.

### Legislative Council Panel/ Subcommittee Meetings

The Legislative Council has set up various panels and subcommittees to monitor and examine Government policies and issues of public concern. In the past year, representatives of the EOC were invited to attend nine panel/subcommittee meetings covering disability-related topics such as “Transport Needs of and Provision of Concessionary Public Transport Fares for Persons with Disabilities (PWDs)”, “Introduction of New Modes of Accessible Public Transport Service for PWDs”, “Mental Health Policy” and “Financial Support to Disabled and Non-disabled Athletes”.

It is noteworthy that in relation to the topic of introducing new modes of accessible public transport service for PWDs, the Chairperson of the relevant Subcommittee expressed in a letter to the Chief Secretary for Administration that he endorsed the EOC's views that it was of paramount importance for the Government to adopt a “disability mainstreaming” strategy in policy making. He further quoted the EOC's views that with such a strategy, PWDs' needs would be taken into account throughout the policy formulation and programme



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



值得注意的是，就引入為殘疾人士而設的全新無障礙公共交通服務方面，有關的小組委員會主席已向政務司司長發信，表示贊同平機會的觀點，即政府有必要在制定政策時採取「殘疾主流化」的策略。他進一步引述平機會的觀點，認為政府在制定政策及定出計劃的過程時，由始到終都應顧及殘疾人士的需要，而不是在項目發展的後期才加進復康或融合元素。他亦認為這樣做將有助加強政策局與部門間合作，適時滿足殘疾人士的特別需要，取得更有效的成果。這是一種進步，顯示立法機關在審議政府及公共政策時，愈來愈著重從平等機會角度作出考慮。

### 殘疾人士的交通需要及為他們提供公共交通票價優惠

立法會內務委員會於2005年11月成立了一個小組委員會，以研究殘疾人士的交通需要及為他們提供公共交通票價優惠。直至2004至2008立法會年度完結為止，小組委員會共舉行了17次會議。平機會代表(包括主席)出席了大部分會議，並就有關殘疾歧視的不同問題發表意見，以及根據《殘疾歧視條例》識別出可行的公共交通票價優惠計劃。

development process instead of being added as a rehabilitation or integration component at the final stage of a development project. He also expressed his belief that this would help enhance co-ordination among policy bureaux and departments and achieve more effective results in meeting PWDs' special needs in a timely manner. This major step forward is testament that examining Government and public policies from an equal opportunity perspective is gaining importance in our legislature.

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

A Subcommittee was formed under the House Committee of the Legislative Council in November 2005 to study the transport needs of and the provision of concessionary public transport fares (CPTF) for PWDs. By the end of the 2004-2008 legislature, the Subcommittee had held a total of 17 meetings. Representatives of the EOC, including the Chairperson, attended most of these meetings to give views on various issues relating to disability discrimination and identify possible CPTF Schemes having regard to the DDO.

平機會一向關注殘疾人士的福祉，我們認為應竭盡所能來協助他們融入社會。平機會歡迎政府在年初決定向12至64歲且完全傷殘的領取綜合社會保障援助人士，以及相同年齡組別的領取傷殘津貼人士，直接提供每月200元的交通補助金；然而，我們仍然認為這並非殘疾人士及小組委員會一直追求的全面票價優惠計劃。

The well-being of PWDs has always been one of the EOC's primary concerns and we consider that every possible effort should be made to enhance their social integration. While the EOC welcomes the Government's decision earlier this year to provide a monthly transport supplement of HK\$200 directly to each recipient under the Comprehensive Social Security Assistance Scheme aged between 12 and 64 with 100% disability as well as recipients of Disability Assistance in the same age group, we consider that this is still not the comprehensive fare concession scheme which PWDs and the Subcommittee have been pursuing.







## 認識平等機會 Understanding Equal Opportunities

### 「《殘疾歧視條例》十年努力·開拓未來」研討會

2008年1月24日，平機會舉辦了「《殘疾歧視條例》十年努力·開拓未來」研討會，目的是檢討《殘疾歧視條例》自推行以來的影響及探討未來路向，致力為殘疾人士建立公平環境。

隨着聯合國通過《殘疾人權利公約》，以及中國成為首批締約國之一，研討會邀請了國際及本地專家，就殘疾歧視法例的制定及推行分享經驗，並且就推廣殘疾人士福利及權利的全球趨勢交換意見。研討會吸引了約250位參加者，當中包括殘疾人士、人力資源從業員、服務提供者及人權倡議者。

除了由國際專家及學者發表演說外，研討會亦請來本地專家和與會人士就僱傭、教育、進出通道及精神健康等方面進行專題座談。研討會同時有助來自不同界別的參與者建立網絡及合作機會。

### 專注力不足/過度活躍症及特殊學習障礙講座

平機會相信每個兒童在教育上均應該享有平等機會，而《殘疾歧視條例》致力消除及預防針對殘疾人士的歧視，確保他們的權益得到保障。有發展障礙兒童的特殊需要經常被忽略，對他們的服務也因此較為缺乏；有專注力不足/過度活躍症及/或特殊學習障礙的兒童，都是在教育上有特殊需要的典型例子。

### Seminar on “Our Ten Years Under the DDO – Moving Forward, Changing Cultures”

On 24 January 2008, the EOC organized a Seminar entitled “Our Ten Years Under the DDO – Moving Forward, Changing Cultures”. The seminar aimed to review the impact of the Disability Discrimination Ordinance (DDO) since its implementation and outline the way forward to help build a level playing field for people with disabilities.

In recognition of the new UN Convention on the Rights of Persons with Disabilities, of which China was one of the first signatory countries, the seminar invited international and local experts to share their experience in the development and practice of disability discrimination legislation, and to exchange views on global trends for promoting the well-being and rights of people with disabilities. The seminar attracted about 250 participants from the disability community, human resources practitioners, service providers and human rights advocates.

In addition to a keynote speech and presentations by international experts and academics, the seminar also featured sessions of colloquium led by local experts. A particular reference to the context of employment, education, accessibility and mental health encouraged interactive sharing between speakers and participants. It also facilitated network building and collaboration for participants from different sectors.

### Information Session on Attention Deficit / Hyperactivity Disorder (AD/HD) and Specific Learning Disabilities (SLD)

The EOC believes that every child should have equal opportunities in access to education. The DDO, which aims to eliminate and prevent discrimination against persons with disabilities, ensures that right. Yet the special needs of children with developmental disabilities are often overlooked and therefore remain unaddressed. Children with Attention Deficit / Hyperactivity Disorder (AD/HD) and/or Specific Learning Disabilities (SLD) are typical examples of children with special needs in education.

To explain the manifestations of AD/HD and SLD and their impact on children's learning, the EOC invited leading experts in the field to explain these conditions and





## 認識平等機會 Understanding Equal Opportunities



為解釋專注力不足/過度活躍症及特殊學習障礙的徵狀及對兒童學習的影響，平機會於2007年10月8日邀請了在這方面首屈一指的專家向教育界人士、社工、家長及「平等機會之友會」會員解釋有關症狀，並介紹香港現有的支援網絡。香港兒童腦科及體智發展學會的陳作耘醫生和藍芷芊醫生、香港中文大學的鄭佩芸教授和蕭寧波教授、及教育局的曾淑雯女士和袁周筱鳳女士，與我們分享這方面的專業知識及見解。

### 平等機會意識公眾意見調查 2007

抱著不斷追求進步的精神，平機會因應機構檢討報告的建議，就公眾對平機會工作、反歧視條例的認識及看法、以及服務對象的滿意程度進行有系統的自我評估，於2007年8月至11月期間進行意見調查工作。調查分為「一般市民調查」及「使用者調查」兩部份，「一般市民調查」進行了1,502個住戶電話訪問；而「使用者調查」則有153位平機會服務使用者回覆了問卷。

調查結果顯示，經提示之下，95%受訪者表示對平機會有所聽聞；大部份受訪者知道平機會的工作主要是推廣性別及殘疾方面的平等機會。事實上，89%受訪者對平機會的工作表示支持。取得是項意見調

introduce the support network available in Hong Kong at an information session for educators, social workers, parents and EO Club members on 8 October 2007. Dr. Chan Chok-wan and Dr. Catherine Lam of the Hong Kong Society of Child Neurology and Developmental Paediatrics, Professor Cheng Pui-wan and Professor Shiu Ling-po of the Chinese University of Hong Kong, and Ms Tsang Shuk-man and Mrs. Katherine Yuen of the Education Bureau shared their expert knowledge and vision on the topic.

### EO Awareness Survey 2007

This survey was conducted in response to recommendations in the EOC's Organizational Review that a more structured self-evaluation plan on public awareness and perception of the EOC's work, anti-discrimination ordinances and customer satisfaction should be undertaken in the spirit of continuous improvement. The field work was conducted from August to November 2007. The survey consisted of two parts, namely a survey of the general public and a user survey. For the survey of the general public, a total of 1,502 household telephone interviews were conducted. For the user survey, a questionnaire was mailed to users of EOC services, of which 153 people responded.

The survey revealed that when prompted, 95% of the respondents had heard of the EOC. A majority of the respondents understood that the EOC was mainly involved in promoting equal opportunities in respect of gender and disabilities. In fact, 89% of the respondents said that they were supportive of the work of the EOC. Following the findings of the survey, the EOC will continue its promotion efforts through a series of projects in the coming year. These include a TV docu-drama series on equal opportunities, a public education campaign on combating disability

查的結果後，平機會將於來年繼續致力推出一連串推廣平等機會的項目。當中包括有關平等機會的電視實況劇、有關打擊殘疾歧視的公眾教育活動、有關防止懷孕歧視的公眾教育活動、為「平等機會之友會」舉辦主題研討會及舉辦「平等機會標語創作比賽」。

### 有關種族接納的主題性住戶統計調查

《種族歧視條例草案》於2006年12月初正式刊憲後，引起社會更多的討論。平機會借鑒海外的經驗，並考慮到平機會將來作為推行《種族歧視條例》的法定機構，有需要進行調查以加深瞭解本港的種族接納情況；而這調查的基線資料將可用以進行縱向比較，以瞭解法案在制定和推行後的影響。調查數據亦將為種族歧視問題提供寶貴資料，有助平機會制定宣傳及公眾教育策略。

得到香港政府統計處的合作，平機會的調查成了統計處2008年進行的主題性住戶統計第一輪調查的一部分。調查共訪問10,000個住戶，目的探究市民對以下數個方面的看法及經驗：(1)在就業、教育、貨物、服務及設施的提供、處所處置或管理方面的種族接納情況；(2)與其他族裔群體的交往；及(3)政府及私營部門現行消除種族歧視措施的成效。調查結果預計於2009年年初公佈。

discrimination, a public education campaign on preventing pregnancy discrimination, topical seminars for the EO Club, and an Equal Opportunities Slogan Competition.

### Thematic Household Survey on Racial Acceptance

When the Race Discrimination Bill was officially gazetted in early December 2006, it gave rise to a heightened level of discussion in the community. In line with overseas experience, and in respect of the EOC's future role as the statutory body responsible for implementing the Race Discrimination Ordinance, it was deemed essential to conduct a survey to gain a better understanding of racial acceptance in Hong Kong. The baseline information gathered in this survey can then be used for longitudinal comparisons so as to elicit the Bill's influence after its enactment and implementation. In respect of racial discrimination issues, the survey data will also provide valuable insights to help guide the EOC's promotion and public education strategies.

A survey of 10,000 household interviews was conducted as part of the First Round of Thematic Household Surveys in 2008 in cooperation with the Census and Statistics Department. The objectives were to elicit public perception or experiences of: (1) racial acceptance in different areas such as employment, education, provision of goods, services and facilities, and disposal or management of premises; (2) interactions with other ethnic groups; and (3) the efficacy of existing measures provided by the Government and private sector against racial discrimination. The survey results are expected to be released in early 2009.





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

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》禁止一切有關性別歧視、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。

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.

### 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，平機會將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。平機會將會個別研究每宗申

### 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 comment and respond to the allegations made. Where it is considered appropriate, we endeavour to resolve the matter through conciliation, helping the



# 投訴處理及法律行動

## Complaint Handling and Legal Action

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。

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 2007年4月1日至2008年3月31日期間接獲的投訴 (共847宗)  
Figure 1 Complaints and Investigations: 847 complaints received – 1 April 2007 to 31 March 2008

		《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	348	460	39	847
投訴人數目	No. of complainants	257	385	28	670
答辯人數目	No. of respondents	320	432	34	786

### 經處理的投訴

2007/08年度，平機會接獲由670位投訴人對786位答辯人作出的投訴，共涉及847宗指稱違法行為的個案，較2006/07年度由533位投訴人作出655宗投訴為多。在這些投訴中，有348宗根據《性別歧視條例》提出、460宗根據《殘疾歧視條例》，另有39宗根據《家庭崗位歧視條例》提出。連同往年未完成的個案，平機會在本年度共處理1,088宗投訴，比上年度的905宗增加20% (詳情見表2)。成功調解率達72%，與去年12個月的調解率相同。

### Complaints Handled

During the year, we received complaints from 670 complainants against 786 respondents involving 847 cases of alleged unlawful acts, an increase from the 655 complaints received in 2006/07 from 533 complainants. Of the complaints, 348 were received under the SDO, 460 under the DDO and 39 under the FSDO. Together with those carried forward from previous years, we investigated a total of 1,088 complaints, representing an increase of 20% as compared to 905 in the previous year (See Figure 2). The successful conciliation rate is 72% during the year, which is the same as that in the previous twelve months.

表2 2007年4月1日至2008年3月31日期間已處理的投訴調查 (共1,088宗)  
Figure 2 Complaints and Investigations: 1,088 complaints handled – 1 April 2007 to 31 March 2008

		《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	417	467	43	927
非僱傭範疇	Non-employment	24	134	3	161
總數	Total	441	601	46	1,088

在2007/08年度，平機會完成調查了781宗有關指稱違法行為的個案 (詳情見表2a)。當中有267宗進行了調解，其中191宗調解成功，餘下的76宗個案未能和解 (詳情見表2b)。

In 2007/08, we completed investigations on 781 cases of alleged unlawful behaviour (See Figure 2a). Of this number, 267 proceeded to conciliation, with 191 reaching successful settlement; settlement failed for the remaining 76 cases (See Figure 2b).

表2a 2007年4月1日至2008年3月31日期間經調查及調解後已完結的個案 (共781宗)  
Figure 2a Investigation and Conciliation: 781 cases concluded – 1 April 2007 to 31 March 2008

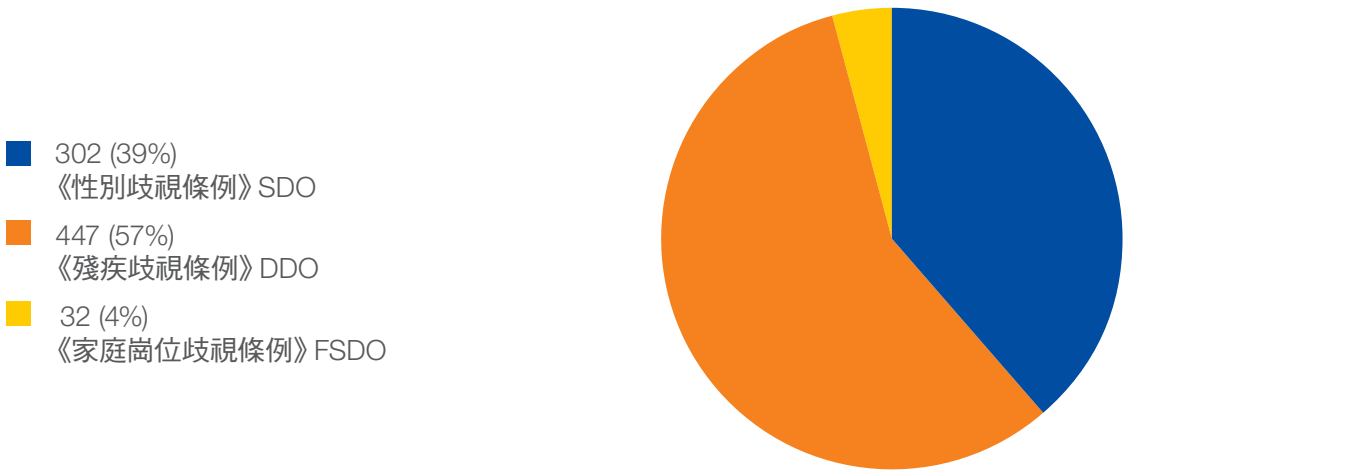




表2b 2007年4月1日至2008年3月31日期間曾進行調解的個案 (共267宗)  
Figure 2b Cases Proceeding to Conciliation: 267 cases – 1 April 2007 to 31 March 2008

	《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	68	117	6	191
未能和解個案 Unsuccessful cases	36	38	2	76
總數 Total	104	155	8	267

本年度有514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、(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 514 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 2007年4月1日至2008年3月31日期間個案終止調查的原因 (共514宗)  
Figure 3 Discontinued Cases by Reason: 514 cases – 1 April 2007 to 31 March 2008

	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	12	171	90	12	7	292
《性別歧視條例》SDO	6	89	84	16	3	198
《家庭崗位歧視條例》FSDO	0	16	7	0	1	24
總數 Total	18	276	181	28	11	514

與《性別歧視條例》相關之投訴 SDO-related Complaints

- 平機會本年度共調查了417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201宗(48%)，其次是性騷擾，共138宗(33%)（詳情見表4）。
- 平機會本年度共調查了24宗涉及非僱傭範疇的指稱，其中13宗(54%)關乎性別歧視（詳情見表5）。
- A total of 417 employment-related allegations were investigated. Pregnancy discrimination continued to be the major cause for complaint with 201 cases (48%), followed by 138 (33%) sexual harassment cases (See Figure 4).
- Investigations were made into 24 non-employment related allegations; 13 (54%) of which were related to sex discrimination (See Figure 5).

表4 2007年4月1日至2008年3月31日期間根據《性別歧視條例》提出，關乎僱傭範疇而進行調查的指稱 (共417宗)  
Figure 4 Employment Related Allegations investigated under the SDO: 417 cases – 1 April 2007 to 31 March 2008

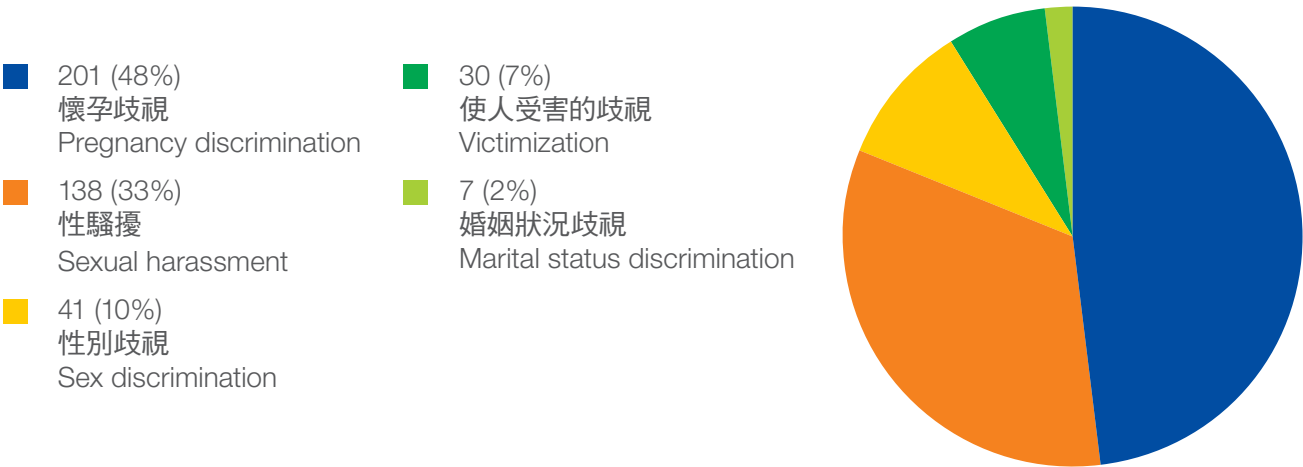


表5 2007年4月1日至2008年3月31日期間根據《性別歧視條例》提出，關乎非僱傭範疇而進行調查的指稱(共24宗))

Figure 5 Non-employment Related Allegations investigated under the SDO: 24 cases – 1 April 2007 to 31 March 2008

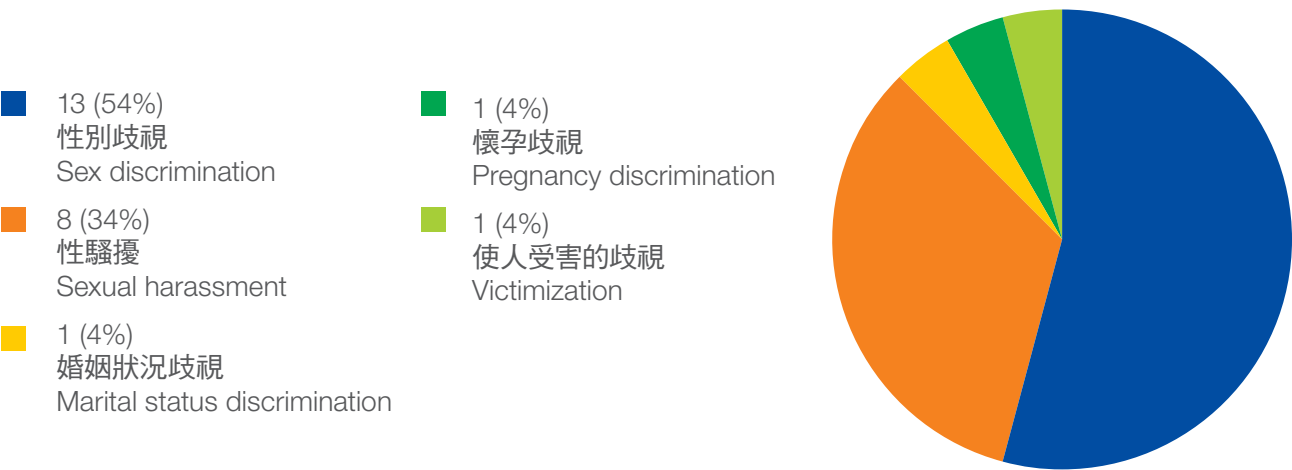
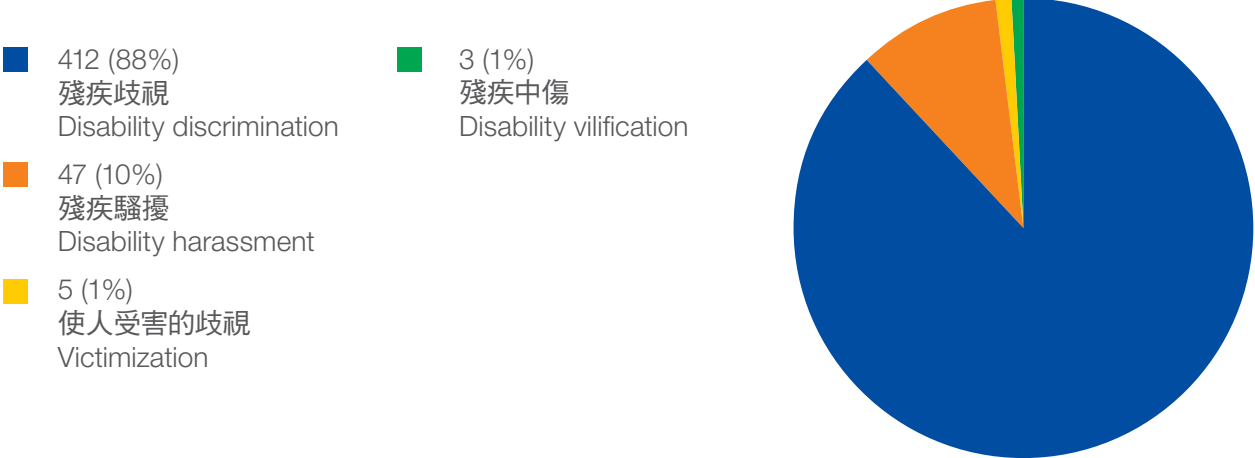


表6 2007年4月1日至2008年3月31日期間根據《殘疾歧視條例》提出，關乎僱傭範疇而進行調查的指稱(共467宗)

Figure 6 Employment Related Allegations investigated under the DDO: 467 cases – 1 April 2007 to 31 March 2008



與《殘疾歧視條例》相關之投訴

- 平機會本年度調查了601宗有關《殘疾歧視條例》的指稱，其中467宗屬僱傭範疇，134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518宗(佔總數86%) (詳情見表6及表7)。

DDO-related Complaints

- A total of 601 allegations were investigated, consisting of 467 employment-related and 134 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 518 (86%) of the total (See Figures 6 and 7).

表7 2007年4月1日至2008年3月31日期間根據《殘疾歧視條例》提出，關乎非僱傭範疇而進行調查的指稱(共134宗)

Figure 7 Non-employment Related Allegations investigated under the DDO: 134 cases – 1 April 2007 to 31 March 2008

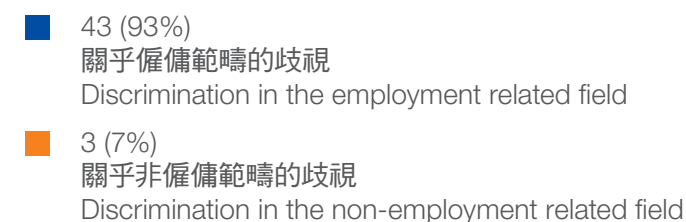
投訴類別 Type of complaint	投訴數目 Number of complaints
殘疾歧視 Disability discrimination	106
貨品、服務及設施 Goods, services and facilities	56
處所通道 Access to premises	22
政府 Government	13
教育 Education	14
處所管理 Management of premises	1
殘疾中傷、騷擾及使人受害的歧視 Disability vilification, harassment & victimization	28
總數 Total	134



### 與《家庭崗位歧視條例》相關的投訴

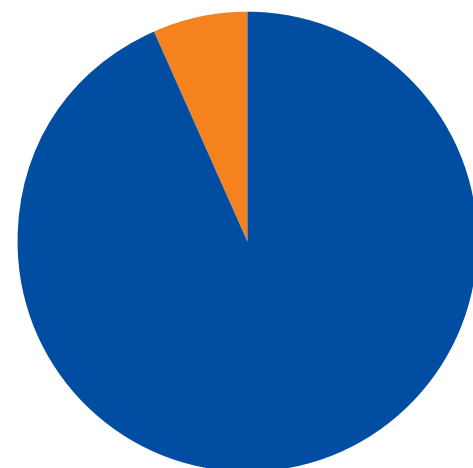
- 平機會本年度調查了46宗有關《家庭崗位歧視條例》的指稱，當中有43宗(93%)關乎僱傭範疇，3宗(7%)關乎非僱傭範疇(詳情見表8)。大部分關乎僱傭範疇的指稱(63%)與基於家庭崗位而被解僱有關。

表8 2007年4月1日至2008年3月31日期間根據《家庭崗位歧視條例》提出並進行調查的指稱(共46宗)  
Figure 8 Allegations investigated under the FSDO: 46 cases – 1 April 2007 to 31 March 2008



### FSDO-related Complaints

- During the year, a total of 46 FSDO allegations were investigated, 43 (93%) of which were employment-related and three (7%) were non-employment related (See Figure 8). The majority (63%) of the allegations in the employment field were related to dismissal on the grounds of family status.



### 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的違法行為，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71宗有關個案，其中19宗關於《性別歧視條例》(主要關於招聘及服務提供)，51宗關於《殘疾歧視條例》(主要關於通道及服務提供)，以及1宗關於《家庭崗位歧視條例》。

### EOC-initiated Investigations

We also initiate investigation into incidents with regard to unlawful acts brought to our attention by third party, 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 provision, and advise them to rectify the situation. During the year, we handled 71 such cases: 19 under the SDO (mainly on recruitment and service provision), 51 under the DDO (mainly on accessibility and service provision) and one under the FSDO.

### 查詢

查詢服務是平機會為公眾提供的一項重要服務。在2007/08年度，平機會共處理了12,726宗查詢，其中6,181宗為有關法律條文的一般查詢，6,545宗為涉及特定事項的具體查詢。電話查詢仍然是最常用的途徑，其次為書面查詢及親臨向平機會職員查詢。

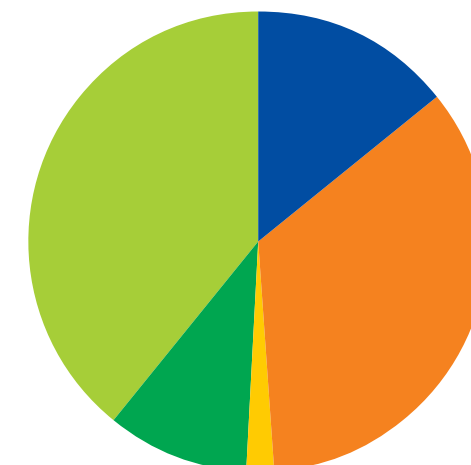
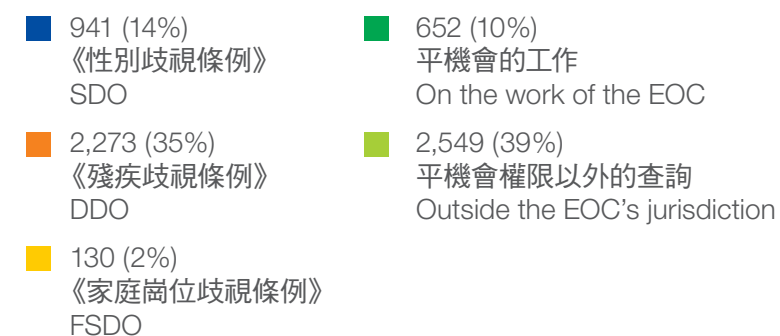
一般查詢涉及平機會的活動和反歧視條例的條文，而具體查詢則涉及個別事件的相關問題，具體查詢隨後有可能變為正式投訴。本年度收到6,545宗具體查詢中，有941宗與《性別歧視條例》有關，2,273宗與《殘疾歧視條例》有關，130宗與《家庭崗位歧視條例》有關。另有3,201宗關乎其他問題(詳情見表9)。

### Enquiries

Enquiry service is an important service offered to members of the public. In 2007/08, the number of enquiries handled was 12,726 with 6,181 general enquiries on legal provisions and 6,545 specific enquiries on situational matters. Telephone enquiry remains to be the most popular mode, followed by written enquiry and interview in person.

General enquiries relate to our activities and the provisions of anti-discrimination law, whilst specific enquiries cover incident-related issues with likelihood of becoming complaints. Of the 6,545 specific enquiries received, 941 were related to the SDO, 2,273 to the DDO and 130 to the FSDO, while the remaining 3,201 covered enquiries on other issues (See Figure 9).

表9 2007年4月1日至2008年3月31日期間的具體查詢分類(共6,545宗)  
Figure 9 6,545 Specific Enquiries – 1 April 2007 to 31 March 2008



### 法律協助的申請

若有投訴人提出投訴，卻未能與對方達成和解，平機會有權向欲採取法律行動的申請人提供法律協助。在收到法律協助的申請後，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。平機會將會根據法律意見，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2007/08年度，平機會共處理了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》。

### Applications for Legal Assistance

Where a complaint has been lodged and has not been settled, the EOC has power to grant assistance to applicants who wish to take legal proceedings with regard to the complaint. When an application for assistance is received, our lawyers will conduct an assessment of the application before advising the EOC on the strength of the evidence and other considerations. Upon receipt of the legal advice of the lawyers, the EOC will decide whether or not to grant assistance. The assistance granted by the EOC may include legal advice to the applicant by the EOC's lawyers, legal services relating to 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 2007/08, we had to deal with 34 applications for assistance and granted assistance in 14 of them. Further details and a breakdown of the applications can be found under "Appendix 5: Applications for Legal Assistance".



### 獲法律協助的個案

在2007/08年度，共有12宗獲平機會協助的個案在展開法律程序前已經解決，當中包括自往年延續至本年度的個案。此類個案包括雙方達成和解，或申請人或平機會撤回法律協助的個案。

此外，有10宗在2007/08年度或以前已獲給予法律協助的個案仍在處理中；截至2007/08年底，這些個案仍未有結果或未展開法律程序（見附錄6）。

### Legally Assisted Cases

During 2007/08, 12 cases in which legal assistance was granted before and during 2007/08 were resolved without commencing legal proceedings. These include cases in which the parties reached settlement or cases in which the applicant withdrew or the EOC withdrew assistance.

Ten other cases where legal assistance was granted before and during 2007/08 were still being handled and for which no outcome had yet been reached and no court proceedings had been commenced as at the end 2007/08 (See Appendix 6).





法律訴訟

平機會在2007/08年度處理了7宗法庭案件，這些案件都在2007/08年度前已展開法律程序。當中4宗案件已獲解決，其中1宗已進行審訊，並獲判平機會協助之原告人得直；尚餘的2宗案件在2007/08年度完結前仍在處理中。

平機會在2007/08年度展開了4宗案件的法律訴訟。其中1宗案件在雙方同意和解條款保密的情況下已獲解決。截至2007/08年度完結前，仍有3宗案件在訴訟程序中（見附錄7）。

Court Cases

During 2007/08, the EOC handled seven court cases in which court proceedings were commenced before 2007/08. Four of these cases were settled and one of these cases proceeded to trial, and judgment was given in favour of the EOC assisted Plaintiff in the trial. Two remaining cases were still under handling at the end of 2007/08.

During 2007/08, the EOC commenced legal proceedings in four cases. One of these cases was settled on confidential terms and three were on-going as at the end of 2007/08 (See Appendix 7).

平機會在2007/08年度採取法律行動的概要  
Summary of the EOC's Legal Activities 2007/08

2007/08年度處理的法律協助申請 Applications for legal assistance processed during 2007/08	2006/07年度收到的申請 Received in 2006/07	4
	2007/08年度收到的申請 Received in 2007/08	30
	總數 Total	34
	給予法律協助 Granted	14
	不給予法律協助 Not Granted	13*
	撤回申請 Withdrawal	1
	考慮中 Under Consideration	6
獲給予法律協助的個案(毋需展開法律程序) Legally assisted cases (without commencement of legal proceedings)	已解決 Resolved	12
	處理中 Ongoing	10
委員會協助的法庭案件(2007/08年度前已展開訴訟) EOC assisted court cases (commenced before 2007/08)	勝訴 Won	1
	已解決 Settled	4
	處理中 Ongoing	2
委員會協助的法庭案件(於2007/08年度展開訴訟) EOC assisted court cases (commenced during 2007/08)	已解決 Settled	1
	處理中 Ongoing	3

\* 其中一項申請在2007/08年度不獲給予法律協助，但申請人請求覆核，最終在2007/08年度後(2008年4月)獲給予法律協助。

\*One application was not granted during 2007/08, but upon the Applicant's request for review, the application was granted after 2007/08 (in April 2008).





## 推廣平等機會 Promoting Equal Opportunities

平機會致力促進平等機會觀念及加深大眾對反歧視條例的認識。延續往年的成績，我們在2007/08年度舉辦了多元化的推廣項目，包括學校活動、深入社群活動、傳媒宣傳、公眾教育及編製一系列教育資源。

Fostering equal opportunities and improving the public's understanding of anti-discrimination ordinances is the cornerstone of our work. Building on our achievements in previous years, the Equal Opportunities Commission organized a wide range of events and activities throughout 2007/08, such as school programmes, community outreach activities, media campaigns, public education and various publications.

### 學校活動

我們相信向年幼學生灌輸平等機會觀念至為重要。在話劇演出方面，平機會與本地三個劇團合作，在學校上演以平等機會、三條反歧視條例和多元共融為題的話劇和木偶劇。今年，約有57,000名學生欣賞過我們的戲劇表演。

### School Programmes

We believe that it is crucial to inculcate an acceptance of equal opportunities in young students. For our annual school drama performances, we engaged three local theatre troupes to stage plays and puppet shows on the subject of equal opportunities, the three anti-discrimination ordinances, and diversity concepts. This year, over 57,000 students watched and enjoyed these interactive shows.

#### 2007/08年度戲劇表演一覽

#### List of drama performances in 2007/08

劇目 Title	主題 Theme	場數 Number of Performances	觀眾人數 Number of Participants
3D互動百變機 3D Interactive Machine	《家庭崗位歧視條例》 Family Status Discrimination Ordinance	30	6,370名小學生 6,370 primary school students
平等細運會 Equal Opportunities Olympics	共融與平等機會 Inclusion and equality for all	60	13,234名小學生 13,234 primary school students
學習障礙賽 Race Against Special Learning Disabilities	接納有特殊學習障礙學生 Inclusion and acceptance of students with special learning disabilities	30	6,512名小學生 6,512 primary school students
唔係講笑 This is not a Joke	防止性騷擾 Prevention of sexual harassment	67	15,371名中小學生 15,371 primary and 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	119	15,460名小學生 15,460 primary school students

#### 「無定型新人類2007/08」

平機會一年一度的「無定型新人類」青少年師友計劃，旨在鼓勵青少年突破定型觀念，今年已是第6屆舉辦。自2002年至今，已有超過3,500名中小學生參加。在2007年11月至2008年3月期間，超過500名來自80多間學校的學生，藉着探訪嘉賓導師的工作間或參與大型分享會，不但啟發了選科擇業的新觀點，更從中擴闊視野，改變了對事物的既定看法。

#### “Career Challenge 2007/08”

Our annual youth mentorship programme, “Career Challenge”, is now in its sixth year. Designed to highlight the importance of breaking down stereotypes, over 3,500 secondary and primary school students have participated in this programme since its launch in 2002. Between November 2007 and March 2008, over 500 students from more than 80 schools gained remarkable new career insights and broadened their horizons by visiting the mentors' workplace or participating in large-group sharing sessions.



## 推廣平等機會 Promoting Equal Opportunities



本年度，共有十位來自不同行業的傑出人士擔任嘉賓導師，與學生分享他們的成功故事。導師包括：曾繁光醫生（精神科醫生）、張寶華女士（節目主持／作家）、余翠怡女士（傷殘奧運輪椅劍擊金牌得主）、林章偉先生（香港復康力量會長）、王惠芬女士（香港融樂會總幹事）、金佩瑋女士（灣仔區議員）、余文詩女士（馬術推廣大使）、吳方笑薇女士（香港地球之友理事）、曾志雄先生（幼兒教育工作者）及區敏儀女士（生活環境輔導服務顧問建築師）。這項計劃令參加者眼界大開，他們亦從導師身上學習如何突破定型框架實現理想。

除參加師友聚會，約有60多名學生更加入了「無定型大使計劃」的行列，承諾在學校及自己的社區內推廣平等機會訊息。參加者以個人或隊際形式，透過一系列活動，如展覽、戲劇表演等，提升朋輩對平等議題的認識。

### 深入社群

#### 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、社區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宣揚不同家庭崗位人士和僱傭範疇的平等機會。社會參與資助計劃本年度共收到59份申請，共撥出港幣1,161,124元資助54項活動。（有關獲資助機構名單，請參閱附錄8。）

Ten outstanding achievers from a wide spectrum of professions served as mentors and shared their stories of success with this year's participating students: Dr. TSANG Fan-kwong, psychiatrist; Ms Sharon CHEUNG, programme host/writer; Ms YU Chui-yee, Paralympics Wheelchair Fencing Gold Medallist; Mr. Leo LAM, President, Rehab Power; Ms Fermi WONG, Director, Hong Kong Unison; Ms Mary Ann KING, Member, Wan Chai District Council; Ms Wendy YU, Equestrian Ambassador; Mrs. Mei NG, Friends of the Earth (HK) Board Member; Mr. TSANG Chi-hung, kindergarten teacher; and Ms Kitty AU, Consultant Architect, Environmental Advisory Service. The programme was an eye-opening opportunity for young participants to learn from their mentors, each of whom helped break down the barriers formed by stereotyping.

In addition to mentorship activities, about 60 students joined the "Career Challenge Ambassador Scheme" and committed to spreading the message of equal opportunities in their schools and communities. Through personal and team efforts, these Ambassadors raised their peers' awareness of equality issues through a wide range of activities such as exhibitions and drama performances.

### Community Outreach

#### The Community Participation Funding Programme

We have provided funding every year since 1997 to encourage non-governmental organizations, community groups and schools to initiate their own projects on the subject of equal opportunities. In addition to promoting the three anti-discrimination ordinances, our priority areas for 2007/08 also included promoting equal opportunities for persons with different family status and promoting equal opportunities in employment. During the year, the

#### 「種族共融攝影比賽得獎作品巡迴展覽」

由平機會及香港電台第二台合辦的「種族共融攝影比賽」，共收到700份參賽作品，當中超過30份作品來自內地及海外。

攝影比賽圓滿結束後，我們在多個港鐵站、商場及其他公眾場所展示優勝作品，藉以宣揚多元文化及種族共融的訊息。

巡迴展覽於2008年3月展開，共舉行了15場。

#### 「平等機會標語創作比賽2008」

由平機會及香港電台第二台合辦的「平等機會標語創作比賽2008」，主題為宣揚種族共融、接納殘疾人士、性別平等及尊重有不同家庭崗位的人士。比賽反應熱烈，共收到超過9,600份作品，當中1,319份來自公開組，8,313份來自青少年組。



Community Participation Funding Programme attracted 59 applications and allocated \$1,161,124 to 54 projects. (See Appendix 8 for organizations funded under this programme.)

#### Roving Exhibition of the Winning Entries from the Photo Competition on Racial Harmony

The "Photo Competition on Racial Harmony" co-organized by the EOC and RTHK Radio 2 received 700 entries, of which more than 30 came from Mainland China and overseas.

Following its completion, a series of roving exhibitions was held at major Mass Transit Railway (MTR) stations, shopping malls and other public venues to exhibit the winning entries while also promoting the concept of diversity and racial harmony.

The roving exhibition kicked off in March 2008 with 15 exhibitions held in various locations to promote racial harmony.

#### Equal Opportunities Slogan Competition 2008

The theme of the "Equal Opportunities Slogan Competition 2008" jointly organized by the EOC and RTHK Radio 2 was to promote racial harmony, the inclusion of persons with a disability, gender equality and respect of persons with different family status. The competition generated an overwhelming response. Over 9,600 entries were received, comprising 1,319 entries in the Open Division and 8,313 entries in the Youth Division.

### Media Campaigns

In addition to the Equal Opportunities Diversity Project, the EOC once again joined hands with RTHK to produce



## 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》。這輯實況劇共有6集，深入探討了不同形式的歧視，並已於2007年3月至5月推出，每集平均吸引逾一百萬名觀眾收看。這輯實況劇更是首次加入種族融和的題材。

為配合《非常平等任務》實況劇，平機會在星島日報撰寫了6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月至5月透過鐵路的燈箱廣告宣傳該電視實況劇。

### 傳媒活動

平機會機構傳訊及培訓組於本年度繼續透過處理傳媒查詢和召開新聞發佈會，向外界介紹我們的工作。

### 平機會YouTube短片

YouTube是時下觀看及分享短片的熱門網站，平機會於2008年2月5日開設了一個名為“HKEOC”的YouTube會員用戶，網址為<http://www.youtube.com/user/HKEOC>。平機會除把過往製作的所有宣傳短片上載到該網站外，為進一步加深公眾對平等機會概念的認識，亦製作及上載了一套名為《聽到與聽不到之間》的5分鐘短片，探討聽障人士所面對的歧視問題。

the fifth series of the TV docu-drama, “A Mission for Equal Opportunities”. This six-episode series, which took a closer look at different forms of discrimination, was broadcast from March to May 2007 and attracted over 1 million viewers per episode. For the first time, the topic of racial harmony was also featured.

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

### Media Activities

The Corporate Communications and Training Unit continued to handle media enquiries and arrange news briefings during the year.

### EOC Videos on YouTube

As YouTube is now a popular website for watching and sharing videos, a YouTube account named “HKEOC” was opened on 5 February 2008 at <http://www.youtube.com/user/HKEOC> and all previous EOC APIs were uploaded. To foster acceptance of equal opportunities, a five-minute video called “Between Hearing & Not Hearing” was also produced and uploaded to the EOC YouTube webpage with both Chinese and English subtitles. The video explores the topic of discrimination faced by people with hearing impairments.

### 透過「平等機會之友會」把平等機會觀念納入主流

平機會與僱主和僱員合作，確保大家認識在職場內推行平等機會的準則，為此，我們於2006年成立了「平等機會之友會」作為交流平台。「平等機會之友會」旨在提升會員對反歧視法例的認識，協助僱主、人力資源從業員、職場主管和培訓人員推行良好管理常規，並遵守法律。

2007/08年度，我們為「平等機會之友會」會員舉辦了3個講座，分別為「在工作場所處理病假及殘疾事宜」研討會、「如何有效支援精神健康有問題的員工」研討會及「如何避免工作間產生殘疾歧視」交流會。這些活動都廣受「平等機會之友會」會員歡迎。

本年度，約有220名來自146間公司/機構的人力資源從業員加入成為「平等機會之友會」會員。為加強與會員的聯繫，平機會於2008年2月推出嶄新的「平等機會快訊」服務，透過電郵通知會員最新的平等機會訊息。此後每月，我們亦定期向會員發放資訊。

### Mainstreaming Equal Opportunities through the EO Club

The EOC works with a wide range of employers and employees to ensure they are equipped to implement equality standards in their work environment. The EO Club was set up in 2006 to help facilitate this work and provide a platform for exchange. The Club aims to improve understanding of anti-discrimination ordinances and assist employers, human resources practitioners, workplace supervisors and trainers to implement good management practices and comply with the law.

In 2007/08, three seminars were organized exclusively for EO Club members. These seminars focused on the topics of “Managing Sick Leave and Disability in the Workplace”, “Managing Staff with Mental Health Issues” and “Useful Tool for Human Resources Practitioners in Handling Disability Issues in the Workplace”. All these sessions were well received by EO Club members.

About 220 human resources practitioners from 146 companies/organizations had registered as EO Club members during the year. To strengthen our connection with members and keep them abreast of our latest news, we also launched a regular e-newsletter in February 2008. Entitled “News Alert to EO Club Members”, this informative email is sent to EO Club members on a monthly basis.



## 推廣平等機會 Promoting Equal Opportunities



### 公眾教育

#### 電台宣傳節目

平機會上年度與香港電台第二台合作的電台節目十分成功，今年我們繼續合作，於2007年11月推出為期13個月的「平等機會多元共融行動」。這個電台節目每星期邀請社會人士就平等機會議題進行專訪；並透過「地球村補習社」及不同環節，推廣多元共融文化。節目於2007年11月至2008年12月期間，逢星期三於香港電台第二台的「Made in Hong Kong李志剛」節目中播出。

透過每星期半小時的電台訪問，我們向公眾展示平機會和我們的社區合作夥伴的工作成果。在40集名為「地球村補習社」的每周電台環節中，我們邀請了為少數族裔服務的機構，包括：香港家庭福利會及基督教勵行會，他們的代表向聽眾介紹了印尼、泰國、巴基斯坦、尼泊爾、日本、韓國、印度、斯里蘭卡及菲律賓等各地的語言及文化。

#### 網上資源中心

2007/08年度，平機會網站的每月點擊率達160萬人次，每月大約有7萬名訪客，當中三分一的瀏覽者是海外人士。

為加快本港推廣種族共融及多元文化的公眾教育步伐，平機會於2008年3月製作了新網頁「大同世

### Public Education

#### Radio Promotion Programme

Following the success of our radio programme with RTHK Radio 2 last year, the EOC renewed this media partnership in 2007/08 to organize the Equal Opportunities Diversity Project, a 13-month radio programme. Broadcast once a week between November 2007 and December 2008, this social integration initiative was designed to promote inclusion and diversity through weekly interviews with celebrities on equal opportunities issues, an Ethnic Minorities' Cultural Class and radio promotion segments. The programme was included in the RTHK Radio 2 programme "Made in Hong Kong Mr. Alex Lee", broadcast every Wednesday.

In particular, the weekly half-hour interviews enabled the EOC to showcase its work and the efforts of its community partners. In the 40 episodes of another weekly radio segment, representatives from ethnic minorities' organizations, including the Hong Kong Family Welfare Society and Christian Action, were invited to teach the languages and cultures of ethnic groups from Indonesia, Thailand, Pakistan, Nepal, Japan, Korea, India, Sri Lanka and The Philippines.

#### Online Resource Centre

In 2007/08, the monthly EOC website hit rate reached 1.6 million. About 70,000 web visitors used our website resources per month, of which one-third were overseas viewers.

To step up our public education to promote racial harmony and diversity in Hong Kong, a new webpage entitled "A World of Colours" was created in March 2008, and the winning entries of the "Powerful Images of Racial Harmony Photo Competition" and the radio segments of the Ethnic Minorities' Cultural Class were also uploaded. Other

界」，上載了「種族共融攝影比賽」的優勝作品及「地球村補習社」的電台錄音環節。其他重要的新資源包括以不同少數族裔語言印製的平機會單張及有關種族共融的實況劇集。

「一些人·一些事－深思簡論」是另一全新網頁。在推動平等機會的工作中，會遇上一些引發思考及討論的人和事，我們把這些深思轉化為短文，希望藉此與各界人士分享我們的理念和經歷。網頁載有關於平等機會主流化、歧視問題及殘疾人士面對的障礙等文章。

#### 講座

於2007/08年度，平機會舉辦了230場講座，並接待35個團體。參加者/訪客分別來自政府部門、本地及海外非政府組織、大專院校以至商界。除了講解反歧視條例外，範圍亦廣及其他與平等機會有關的議題。

#### 季刊

《平機會通訊》是中、英對照的季刊，定期報道平機會的最新活動，及反歧視條例的個案研究。季刊的發行量超過80,000份，供市民免費索閱。季刊亦備有發聲、點字和網上版。

#### 教育資源

平機會製作多種教育資源，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，我們製作了以下教育資源：

important new online resources include the EOC's leaflets in ethnic minorities' languages and the RTHK docu-drama episodes on racial harmony.

"Things We Do, People We Meet – Reflections in Brief" is another new webpage, where we share our thoughts and opinions about the things we do and the people we meet. By presenting our reflections in brief, we let the community know more about our experiences and beliefs. The webpage contains articles on topics such as mainstreaming of equal opportunities, discrimination, and barriers facing people with disabilities.

#### Talks

In 2007/08, the EOC conducted 230 talks and received 35 groups. The participants/visitors came from government departments, local and overseas non-governmental organizations, tertiary institutions and the business sector. In addition to addressing Hong Kong's anti-discrimination ordinances, the session covered a full spectrum of issues on 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. It has a circulation of over 80,000 copies and is available to the public free of charge. It is also available in audio, Braille and online versions.

#### Educational Resources

Our resources focusing on different aspects of 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 developed the following resources:

- EOC Corporate Video



## 推廣平等機會 Promoting Equal Opportunities



- 平機會機構短片
- 《投訴處理及調解程序》數碼光碟
- 《懷孕歧視》單張
- 《非常平等任務》2003 光碟
- 《非常平等任務》2005 數碼光碟
- 《非常平等任務》2007 數碼光碟
- 《防止校園性騷擾》單張
- 以8種語言(包括菲律賓語、印尼語、尼泊爾語、泰語、印度語、巴基斯坦語、中文及英文)印製的《平等機會委員會》單張

### 平機會紀念特刊《奮進平等路》

《奮進平等路》介紹平機會為投訴人和答辯人所提供的服務，以及平機會如何在香港推動變革。特刊的第一部份包括14篇人物勵志故事，講述他們為達致一個更公平共融的社會而作出的貢獻。第二部份則重點闡述本會成立十多年以來，平等機會在香港的發展進程。除了介紹平機會的工作及相關數據外，歷任平機會主席亦分享了他們對平等機會的抱負和看法。這本雙語製作的特刊，亦為教育局通識課程中「個人成長及人際關係」的教材。

我們與視障人士自助組織「香港視網膜病變協會」合作，將特刊製作成數碼光碟發聲書，其中收錄了《奮進平等路》的廣東話、普通話及英語版本。

特刊及數碼光碟免費派發予各學校、大學、非牟利機構、人力資源從業員、職場培訓人員、僱主及平機會於本地、內地及海外的合作夥伴。特刊也在香港

- Complaint Handling Procedures and Conciliation Process DVD
- Pregnancy Discrimination pamphlet
- A Mission for Equal Opportunities 2003 VCD
- A Mission for Equal Opportunities 2005 DVD
- A Mission for Equal Opportunities 2007 DVD
- Preventing Sexual Harassment on Campus pamphlet
- Introduction of the Equal Opportunities Commission leaflet in eight languages including Tagalog, Indonesian, Nepali, Thai, Hindi, Urdu, Chinese and English

### EOC's Milestone Publication "Advancing Equal Opportunities"

"Advancing Equal Opportunities" outlines how the EOC assists complainants and respondents, and how the EOC has effected changes in Hong Kong. The first part of the book recounts the remarkable stories of 14 individuals on how they have contributed to the cause of working towards a fairer and more inclusive society. The second part highlights the advancement of equal opportunities in Hong Kong since the establishment of the EOC more than a decade ago. In addition to facts and figures about our work, successive EOC Chairpersons also share their visions and views on equal opportunities. This bilingual publication is designed to supplement the Education Bureau's curriculum on Liberal Studies in the area of "Personal Development and Interpersonal Relationships".

In collaboration with Retina Hong Kong, a self-help group of persons with visual impairments, the publication has also been reproduced in the form of a talking book, i.e. in audio DVD format with Cantonese, Putonghua and English soundtracks.

The publication and DVD have both been distributed free of charge to schools, universities, non-profit making

各大書店公開發售，數碼光碟則供免費索取。此外，我們亦製作了英語及中文點字版本，存放於平機會辦公室及視障人士服務機構，以供借閱。

### 製作香港電台實況劇集數碼光碟

《非常平等任務》在本地電視台播映時，每集平均吸引120萬人收看。為延續劇集帶來的公眾教育效果，平機會將劇集製作成教材資料套，包括一套數碼光碟及資料冊。教材套已派發給教師、人力資源從業員及志願機構人員，以協助他們進行平等機會培訓。

平機會把各輯於2003、2005及2007年播出的《非常平等任務》劇集製作成三份教材資料套，免費派發予公眾。由於反應熱烈，多年來共派發超過5,000份。2007/08年度，平機會把各教材套加印2,000份，以配合大眾的需求。

### 製作平機會機構短片

在本年度，我們製作了一齣新的機構短片，以廣東話、英語及普通話向市民、海外訪客、復康團體、婦女團體及社區組織介紹平機會的工作。短片已上載到平機會網站；此外，亦已製作2,000張數碼光碟並向各復康團體、婦女團體及非牟利組織派發。

organizations, human resources practitioners, workplace trainers, employers and our equal opportunities partners in Hong Kong, Mainland China and overseas. The publication is also for sale in major book stores in Hong Kong, while the DVD is available free of charge. English and Chinese Braille versions are available on loan from the EOC office and from other organizations providing services for persons with visual impairments.

### Production of RTHK Docu-drama DVDs

In order to sustain the educational effects of our docu-drama, "A Mission for Equal Opportunities", which attracted an average of 1.2 million viewers per episode when broadcast on local TV stations, the series was developed into educational modules comprising DVDs and information booklets. These modules were distributed to teachers, human resources practitioners and NGO workers to help them conduct training on equal opportunities.

To date, three sets of educational modules for the 2003, 2005 and 2007 Series have been produced for public distribution. Due to the public's overwhelming response, over 5,000 copies of the training modules have been given out over the years. In 2007/08, the EOC replicated 2,000 copies of each module for free distribution.

### Production of EOC Corporate Video

A new EOC corporate video in Cantonese, English and Putonghua was produced in 2007/08 to introduce the work of the EOC to the public, overseas visitors, rehab groups, women's groups and community organizations. The video has been uploaded to the EOC website and 2,000 copies of the video in DVD format have also been distributed to rehab groups, women's groups and non-profit making organizations.





## 培訓及顧問服務 Training and Consultancy

2007/08年度，約有220位來自146間機構、政府部門、大學、中小型企業及非政府組織的人力資源從業員加入「平等機會之友會」，分享他們在工作間推行多元共融的經驗。平機會每年會舉辦數項活動，讓會員掌握最新的良好管理常規。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64,800位來自私營企業、公營機構及非政府組織的人力資源從業員及其他界別的专业人士舉辦了超過1,200場講座、簡介會及工作坊。

In 2007/08, about 220 human resources practitioners from 146 corporations, government departments, universities, SMEs and non-governmental organizations (NGOs), joined the EO Club to share their experiences in implementing diversity in their respective workplaces. Several events were scheduled during the year for members to keep abreast of the latest best practices. Members' networking sessions were likewise organized for the exchange of ideas on diversity issues and the handling of complaints.

Since the EOC's training and consultancy services began in 2001, we have conducted over 1,200 talks, presentations and workshops for more than 64,800 people comprising human resources practitioners, legal and other professionals from private business, public bodies and NGOs.





### 持續活動

#### 為私營機構而設的平等機會工作坊

平機會的培訓服務質素獲得好評，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。2007/08年度的培訓班學員中，約有50%以往曾報讀平機會其他課程，反映學員對平機會的培訓服務相當滿意。

平機會在2007/08年度舉辦了兩季定期課程共33節，參加人數達685人。

#### 「度身訂造」的培訓課程

在2007/08年度，我們共為8,406人提供了198節「度身訂造」的培訓課程。「反歧視條例」仍然是最受歡迎的課程，其次是「防止及處理性騷擾」。

### 為不同持份者提供培訓

#### 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三次有關香港平等機會法例的課程。這些課程亦成為該學會2010年會藉制度的指定課程之一。

### Ongoing Activities

#### Equal Opportunity Workshops for the Private Sector

We have received a lot of positive feedback from our training participants regarding the quality of our training services, and many of our trainees have returned for more training sessions. In 2007/08, about 50% of our trainees were participants from previous training, indicating a high level of satisfaction with our services.

Two calendar programmes consisting of 33 sessions for 685 participants were completed during 2007/08.

#### Tailor-made Training Programmes

In 2007/08, we completed 198 training sessions for 8,406 people. Anti-discrimination ordinances remained the most sought-after programme, while prevention and management of sexual harassment came second.

### Training for Different Stakeholders

#### Human Resources Practitioners

Upon the invitation of the Hong Kong Institute of Human Resource Management (HKIHRM), the EOC provided three training sessions on Hong Kong's equal opportunities legislation to human resources practitioners. The course was one of the courses leading to the new HKIHRM membership scheme to be launched in 2010.

#### 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，首個接觸及求助的機構。2007/08年度，平機會為「香港職工會聯盟」提供一項培訓課程，這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與瞭解。

#### 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」的會員舉辦了一個工作坊，而這次工作坊的重點為香港反歧視條例。

#### 為公務員而設的培訓課程

政府作為香港的最大僱主，除透過其他措施外，亦為僱員提供培訓，藉此推動平等機會。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8個關於反歧視條例及工作間多元文化的工作坊。

另外，我們亦在本年度應個別政府部門的要求，舉辦了共26個有關多種平等機會課題的培訓課程。

#### Training for Trade Unions

Trade unions can be the first contact point for assistance when employees face discrimination and harassment. In 2007/08, a training session was held for the Hong Kong Confederation of Trade Unions. The workshop was designed to enhance their members' knowledge and awareness of issues relating to equal opportunities and also introduce the EOC's complaints handling mechanism.

#### Training for Women's Groups

We held one workshop for members of the Hong Kong Women's Coalition on Equal Opportunities during the year. The workshop focused on Hong Kong's anti-discrimination ordinances.

#### Training for Civil Servants

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 anti-discrimination ordinances and diversity in the workplace were delivered for civil servants.

Another 26 training sessions on various equal opportunity topics were also provided to individual government departments by request during the year.





### 製作培訓教材

平機會本年度製作了兩套短片，以增進持份者對平機會投訴處理程序及調解過程的瞭解。兩套短片的廣東話、普通話及英語版連字幕已上載至平等機會委員會網頁，供有興趣人士瀏覽及觀看。平機會亦已於2008/09年度推出影片的手語版。

投訴處理程序的短片介紹了平等機會法例和平機會的投訴渠道，協助觀眾理解處理投訴的每個步驟。

反歧視條例規定平機會需致力以調解方式處理投訴。但調解並非日常生活中人人都有的經歷，因此有關調解過程短片的製作，旨在協助投訴雙方事先理解調解過程。短片提供模擬的調解過程，包括調解的不同階段、調解員的角色及可能的結果。目前的一貫做法是於調解會議前，先向投訴雙方播放此短片。

### Developing Training Materials

Two videos were produced this year to familiarise stakeholders with the EOC's complaints handling procedures and its conciliation process. Both videos are available in Cantonese, Putonghua and English with subtitles, and have been uploaded to the EOC website for viewing by interested parties. Sign language versions were also made available in 2008/09.

The video on our complaints handling procedures covers the scope of Hong Kong's equal opportunity legislation and the means of lodging a complaint with the EOC. It also guides viewers through all the steps involved in the resolution of a complaint.

It is stipulated in the anti-discrimination legislation that the EOC shall endeavour to effect the settlement of a complaint by way of conciliation. Conciliation, however, is not a common experience in our everyday life. The video on our conciliation process is therefore designed to help the parties involved in a complaint to prepare for the process. It provides a simulation of the process including the different stages in conciliation, the role of the conciliator and the possible outcomes. It is now standard practice for the video to be shown to parties of a complaint prior to their conciliation meeting.

為了防止校園性騷擾，平機會於2007年8月為大專院校推出香港首個防止校園性騷擾網上課程，讓學生對校園性騷擾問題有更深入瞭解。

In an effort to prevent sexual harassment on campus, the EOC introduced Hong Kong's first on-line training module in August 2007. The module is designed to help tertiary institutes prevent sexual harassment and assist their students to gain a better understanding of the issue.







## 建立聯繫 Building Networks

平機會的首要目標是消除歧視。為此，我們必須與社會不同的組織、各持份者及世界各地保持聯繫。

The EOC's primary goal is to eliminate discrimination. To fulfil this goal effectively, it is crucial that we engage with our community, our stakeholders and the world at large.

### 地區及國際聯繫

平等機會現已成為全球不同地區所認同的社會基準，因此，我們努力與國際人權組織保持聯繫，好使我們可以掌握世界各地平等機會的最新發展。平機會繼續加強與內地和國際社會的聯繫，積極參與各項活動，包括考察、研討會及國際會議等。

平機會於2007/08年度先後在不同研討會和會議上分享經驗及見解，以促進平等機會。我們於2007年5月和6月分別探訪澳門婦女聯合總會及澳門廉政公署。亦於9月透過瑞典文化學會的安排，到斯德哥爾摩進行考察。瑞典為其國民提供不少平等機會及無障礙的設施，他們的做法確實值得香港借鏡。

此外，我們亦於2007年6月參加了在中國南昌舉行的「促進就業機會平等立法高級培訓研討班」，及於2007年12月在埃及舉行有關「民主和人權」的國際會議。會議上再次肯定世上每一個人都應享有人權。

歷年來，平機會接待了來自內地及國際組織的代表（參閱附錄10），這些寶貴的聯繫有助我們就如何促進平等機會交換意見及分享心得。

### Regional and International Networks

Equal opportunity is now an internationally recognised benchmark, which is why we work hard to maintain our exchanges with international human rights organizations and keep ourselves up to date with developments in different parts of the world. To this end, the EOC continues to strengthen its ties with the Mainland and the global community, actively participating in a programme of visits, meetings, seminars and conferences.

To advance equal opportunities, we presented our views and shared our experiences at various regional and meetings in 2007/08 including the Women's General Association of Macao and the Commission Against Corruption, Macao, in May and June 2007 respectively. We also visited Stockholm in September through the arrangement of the Swedish Institute. There is much that Hong Kong can learn from Sweden's many measures and initiatives to achieve equal opportunities and accessibility for its citizens.

We likewise participated in an "Advanced Training Seminar on the Promotion of Equal Employment Opportunities" in Nanchang, China, in June 2007, as well as the "International Conference on Democracy and Human Rights" in Egypt, Africa, in December 2007. The conference in Egypt reaffirmed our core belief that human rights must be enjoyed by people around the world.

As in previous years, we also received many visitors to the EOC (see Appendix 10 for details). These valuable networking opportunities enabled us to exchange views and experiences with both the mainland and international communities in promoting equal opportunities.



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平機會代表在2007/08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 2007/08

日期 Date	活動 Event	地點 Location
2007年5月 May 2007	探訪澳門婦女聯合總會 Visit to the Women's General Association of Macao	澳門 Macao
2007年6月 June 2007	探訪澳門廉政公署 Visit to the Commission Against Corruption, Macao	澳門 Macao
2007年6月 June 2007	促進就業機會平等立法高級培訓研討班 Advanced Training Seminar on the Promotion of Equal Employment Opportunities	中國南昌 Nanchang, China
2007年9月 September 2007	到瑞典斯德哥爾摩考察，由瑞典文化學會舉辦 Study visit to Stockholm, Sweden, organised by the Swedish Institute	瑞典 Sweden
2007年12月 December 2007	「非洲的民主和人權 — 人權組織的角色」國際會議 The International Conference on Democracy and Human Rights in Africa - The Role of Human Rights Institutions	埃及 Egypt

2007年11月，我們到伊利沙伯醫院出席了由香港兒童腦科及體智發展學會舉辦的「特殊學習障礙高峰會2007」。是次峰會探討了香港在特殊學習障礙有關政策、研究、服務及社會意識等的重要發展。

去年，我們亦出席了民政事務局和政制及內地事務局舉辦的多個論壇，包括人權論壇、少數性傾向人士論壇及少數族裔論壇。

In November 2007, we attended the “Specific Learning Disabilities Summit 2007”, which was organized by The Hong Kong Society of Child Neurology and Developmental Paediatrics at the Queen Elizabeth Hospital. The Summit reviewed the major and encouraging developments that had taken place in Hong Kong in the past year, particularly in the fields of policy, research, service development and community awareness.

During the year, we also attended a number of forums hosted by the Home Affairs Bureau and the Constitutional and Mainland Affairs Bureau. These included Human Rights Forum, Sexual Minorities Forum and Ethnic Minorities Forum.

本地聯繫

我們相信，要把平等機會觀念納入主流思想，必須與本地社會進行溝通。在過去一年，平機會繼續與公營及私營機構、非政府組織及各個關注團體緊密聯繫，他們的意見對我們的工作大有幫助。

一如往年，平機會參與了每年一度的「精神健康月」。此項活動於2007年10月舉行，由勞工及福利局、多個政府部門及非政府組織合辦，透過連串活動推廣香港的精神健康，並消除對精神病患者的歧視和負面標籤。

Local Links

We believe that maintaining dialogue with the local community is essential in mainstreaming equal opportunities. In the past year, we have worked closely with public and private sectors, NGOs and different interest groups, all of which provide important insights to enhance our activities.

As in previous years, we also participated in the annual Mental Health Month in October 2007. Organized by the Labour and Welfare Bureau, various government departments and NGOs, this series of events to promote mental well-being in Hong Kong aims to eliminate discrimination and the stigmatization of people with a mental illness.

平機會代表於2007/08年度出席的本地會議/研討會  
Local Conferences/Events Attended by the EOC in 2007/08

日期 Date	活動 Event	主辦機構 Organized by
2007年4月 April 2007	香港大學平等機會節開幕典禮 Opening Ceremony of the Equal Opportunity Festival of The University of Hong Kong	香港大學 The University of Hong Kong
2007年4月 April 2007	第十四屆精神健康大使畢業典禮暨第五屆會員大會及義工嘉許禮 The 14th Mental Health Ambassador Graduation Ceremony cum the 5th General Assembly and Volunteer Recognition Ceremony	香港家連家精神健康倡導協會 Hong Kong Family Link Mental Health Advocacy Association
2007年4月 April 2007	人權論壇 Human Rights Forum	民政事務局 Home Affairs Bureau
2007年4月 April 2007	少數性傾向人士論壇 Sexual Minorities Forum	民政事務局 Home Affairs Bureau
2007年4月 April 2007	「一人生活、精神病康復者圖文展覽」開幕禮 “Live Alone A Life - Photo Exhibition of People with Mental Illness”	香港社區組織協會 Society for Community Organization
2007年5月 May 2007	特殊奧運執法人員火炬慈善跑開幕典禮 Opening Ceremony of The Law Enforcement Torch Run for the Special Olympics	香港特殊奧運會 Hong Kong Special Olympics

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日期 Date	活動 Event	主辦機構 Organized by
2007年5月 May 2007	CEO人力大會2007：「香港人力資本：策略性挑戰 — 實際解決方案」 CEO Manpower Conference 2007: Hong Kong's Human Capital : Strategic Challenges – Practical Solutions	香港總商會 Hong Kong General Chamber of Commerce
2007年6月 June 2007	旺角購物區地區改善計劃擬議規劃大綱及優先項目公眾論壇 Area Improvement Plan for the Shopping Areas of Mong Kok Forum	規劃署 Planning Department
2007年6月 June 2007	「肢體殘障人士購買醫療保險調查」發佈會 Press Conference on "Survey of Purchasing Medical Insurance by People with Physical Disabilities"	香港傷殘青年協會 Hong Kong Federation of Handicapped Youth
2007年6月 June 2007	零七年顧問及執委交流會 07 Annual General Meeting and Gathering & Ideas Exchange Against Epilepsy	香港協癇會 The Hong Kong Epilepsy Association
2007年8月 August 2007	為利便閱讀殘障人士使用版權作品而增訂的版權豁免 - 簡報會 New Amendment of Copyright Exemption to Facilitate the Access to Copyright Works by Persons with a Print Disability - Briefing	商務及經濟發展局 Commerce and Economic Development Bureau
2007年8月 August 2007	靈感日 Inspiration Day	博思會 Pathway
2007年9月 September 2007	為南亞裔學童「融入香港、瞭解中國文化、學習中國語文」教學分享會 "Helping South Asian Students Integrate in Hong Kong, Understand the Chinese Culture and Learn Chinese Language" Teaching and Learning Sharing	香港理工大學 Hong Kong Polytechnic University
2007年9月 September 2007	第十五屆精神健康大使畢業典禮 The 15th Mental Health Ambassador Graduation Ceremony	香港家連家精神健康倡導協會 Hong Kong Family Link Mental Health Advocacy Association
2007年10月 October 2007	精神健康月 Mental Health Month	勞工及福利局 Labour and Welfare Bureau
2007年10月 October 2007	「平等、和諧、互助」你「家」我做起 — 推動在職僱員參與巡迴展覽系列活動啟動禮 Practice"Equality, Harmony & Mutual Support" at Home – Launching Ceremony of"Promoting the Participation of Working Employees"Roving Exhibition Series	香港工會聯合會婦女事務委員會 The Hong Kong Federation of Trade Unions Women Affairs Committee
2007年10月 October 2007	少數族裔論壇 Ethnic Minorities Forum	政制及內地事務局 Constitutional and Mainland Affairs Bureau
2007年10月 October 2007	「聽障人士無障礙溝通」研討會 "Barrier-free Communication of the Hearing Impaired" Seminar	香港社會服務聯會 Hong Kong Council of Social Service
2007年10月 October 2007	瑞銀集團人才招聘活動：僱用殘疾人士 UBS Talent Recruitment Event: Reaching out to People with Disabilities	瑞士聯合銀行集團 UBS

日期 Date	活動 Event	主辦機構 Organized by
2007年11月 November 2007	人權論壇 Human Rights Forum	政制及內地事務局 Constitutional and Mainland Affairs Bureau
2007年11月 November 2007	特殊學習障礙高峰會2007 Specific Learning Disabilities Summit 2007	香港兒童腦科及體智發展學會 The Hong Kong Society of Child Neurology and Developmental Paediatrics
2007年11月 November 2007	「全面關懷大獎」及「中小企社會關懷獎」2007/08最後評審 Total Caring Award and SME Community Participation Award 2007/08 Final Adjudication	香港社會服務聯會 Hong Kong Council of Social Service
2007年11月 November 2007	「香港人力資源管理學會周年大會暨展覽會：匯人才、創優越」 2007 HKIHRM Annual Conference & Exhibition : "Human Capital, the Gateway to Excellence"	香港人力資源管理學會 Hong Kong Institute of Human Resource Management
2007年11月 November 2007	香港婦女發展與貢獻開幕典禮暨慶祝酒會 Opening Ceremony cum Cocktail Reception of the Women of Hong Kong – A Century of Contribution and Development	婦女事務委員會 Women's Commission
2007年12月 December 2007	文化自遊行 Culture in Motion	政制及內地事務局 Constitutional and Mainland Affairs Bureau
2007年12月 December 2007	「音樂無障礙」全港首屆共融共鳴音樂會 Concert of the First-ever Music Inclusion	香港盲人輔導會 Hong Kong Society for the Blind
2008年1月 January 2008	「建設無障礙都市經驗分享」研討會 "Constructing a Barrier-free City Experience Sharing" Seminar	香港復康聯會 Hong Kong Joint Council for People with Disabilities
2008年1月 January 2008	精神健康政策工作坊 Mental Health Policy Workshop	香港社區組織協會 Society for Community Organization
2008年1月 January 2008	殘疾婦女研討會2008 Regional Conference on Women with Disabilities	香港女障協會 Association of Women with Disabilities Hong Kong
2008年1月 January 2008	無障礙旅遊研討會 Barrier-free Tourism Seminar	香港傷殘青年協會 Hong Kong Federation of Handicapped Youth
2008年3月 March 2008	「拉闊平等建和諧」家庭教育互動劇場 "Life of Equality and Harmony" Family Education Interactive Theatre	九龍婦女聯會、寶達婦女會 Kowloon Women's Organizations Federation, Po Tat Women's Association
2008年3月 March 2008	「三·八」國際婦女節文藝晚會 — 群芳綻放喜迎60載 International Women's Day Cultural Show – Celebration of the 60th Anniversary	香港工會聯合會婦女事務委員會 The Hong Kong Federation of Trade Unions Women Affairs Committee
2008年3月 March 2008	國際婦女節2008慶祝活動暨午餐講座 Reception cum Luncheon Talk on "Women in Leadership" to celebrate International Women's Day 2008	婦女事務委員會 Women's Commission



平等機會委員會  
截至二零零八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》在香港成立)

本核數師(以下簡稱「我們」)已審核列載於第59至第72頁平等機會委員會(「委員會」)的財務報表，此財務報表包括於二零零八年三月三十一日的資產負債表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。

委員會對財務報表的責任

委員會負責根據香港會計師公會頒布的香港財務報告準則，編製及真實而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真實而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；選擇及應用適當的會計政策；以按情況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，並按照雙方同意的聘任條款，僅向委員會報告。除此之外，我們的報告不可用作其他用途。我們概不會就本報告書的內容，對任何其他人士負責或承擔法律責任。

我們已按照香港會計師公會頒布的香港審計準則進行審核。這些準則要求我們須遵守道德規範，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。

審核涉及執执行程序以獲取有關財務報表所載金額及所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，核數師考慮與有關機構在編製及真實而公平地列報財務報表時相關的內部控制，以設計適當的審核程序，但並非為對有關機構的內部控制的有效性發表意見。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二零零八年三月三十一日的事務狀況，及委員會截至該日止年度的虧損及現金流量。

畢馬威會計師事務所  
執業會計師  
香港中環  
遮打道10號  
太子大廈8樓  
二零零八年九月十八日

收支結算表  
截至二零零八年三月三十一日止財政年度  
(所有數額均以港元為單位)

	附註	2008	2007
<b>收入</b>			
政府補助	14	69,049,333	67,131,315
法律訴訟費用的補償		400,000	1,363,456
利息收入		1,273,813	1,017,419
雜項收入		921,640	820,944
		<u>71,644,786</u>	<u>70,333,134</u>
		.....	.....
<b>支出</b>			
職員薪酬		37,679,686	34,887,201
職員約滿酬金、其他福利及津貼		13,537,134	13,007,761
未使用年假的準備之增長		192,808	197,268
法律費用		1,128,984	1,340,971
宣傳及公眾教育支出		6,016,862	8,045,524
經費來自資本補助基金的宣傳及公眾教育支出	9	(619,848)	(912,002)
研究計劃及教材資料套		1,561,329	56,621
涉及辦公室物業的營運租賃租金		7,148,307	7,007,700
折舊		2,731,524	1,653,864
清理物業、機器及設備的虧損/(收益)		953	(2,440)
外訪及會議		67,834	384,732
職員培訓		328,935	122,450
核數師酬金		72,250	57,218
其他經營費用		2,941,339	2,737,444
		<u>72,788,097</u>	<u>68,584,312</u>
		.....	.....
<b>財政年度(虧損)/盈餘</b>	8	<u>(1,143,311)</u>	<u>1,748,822</u>

第63至72頁之附註為本財務報表的一部分。

資產負債表  
於二零零八年三月三十一日  
(所有數額均以港元為單位)

	附註	2008	2007
<b>資產</b>			
<b>非流動資產</b>			
物業、機器及設備	4	7,883,707	8,641,025
應收政府的約滿酬金補助	5	384,319	958,689
		<u>8,268,026</u>	<u>9,599,714</u>
		.....	.....
<b>流動資產</b>			
應收政府的未使用年假補助		2,196,111	2,003,303
其他應收帳款、按金及預付款項	6	2,086,800	2,484,233
現金及現金等值	7	38,834,232	33,417,677
		<u>43,117,143</u>	<u>37,905,213</u>
		.....	.....
<b>總資產</b>			
		<u>51,385,169</u>	<u>47,504,927</u>
<b>負債</b>			
<b>非流動負債</b>			
資本補助基金	9	1,500	-
遣散費的準備	10	18,447	13,362
職員約滿酬金的準備	11	2,665,294	6,365,648
		<u>2,685,241</u>	<u>6,379,010</u>
		.....	.....
<b>流動負債</b>			
職員約滿酬金的準備	11	9,394,094	2,528,222
未使用年假的準備		2,196,111	2,003,303
預收政府補助	14	7,871,564	4,831,459
其他應付帳項及應計費用	12	4,372,303	5,753,766
		<u>23,834,072</u>	<u>15,116,750</u>
		.....	.....
<b>總負債</b>			
<b>基金</b>			
儲備	8	24,865,856	26,009,167
收支結算表		-	-
		<u>24,865,856</u>	<u>26,009,167</u>
		.....	.....
<b>總基金及負債</b>			
		<u>51,385,169</u>	<u>47,504,927</u>
		.....	.....

批准並授權公布本財務報表。

鄧爾邦先生  
委員會主席

鄭國杰博士  
行政及財務專責小組召集人

鄧伊珊小姐  
會計師

資金變動表  
截至二零零八年三月三十一日止財政年度  
(所有數額均以港元為單位)

	收支結算表	儲備 (附註 8)	總數
<b>於2006年4月1日</b>			
	-	24,260,345	24,260,345
<b>於2007年3月31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4月1日</b>			
	-	26,009,167	26,009,167
<b>於2007年3月31日</b>			
財政年度虧損	(1,143,311)	-	(1,143,311)
轉撥	1,143,311	(1,143,311)	-
	<u>-</u>	<u>24,865,856</u>	<u>24,865,856</u>
<b>於2008年3月31日</b>			
	-	24,865,856	24,865,856
	<u>-</u>	<u>24,865,856</u>	<u>24,865,856</u>



現金流動表

截至二零零八年三月三十一日止財政年度

(所有數額均以港元為單位)

	附註	2008	2007
<strong>營運活動</strong>			
財政年度(虧損)/盈餘		(1,143,311)	1,748,822
調整：			
- 折舊		2,731,524	1,653,864
- 清理物業、機器及設備的虧損/(收益)		953	(2,440)
- 利息收入		(1,273,813)	(1,017,419)
<strong>營運資金變動前經營盈餘</strong>		315,353	2,382,827
應收政府的約滿酬金補助之減少		574,370	1,103,386
應收政府的未使用年假補助之增加		(192,808)	(197,268)
其他應收帳款、按金及預付款項之減少		419,028	111,428
其他應付帳項及應計費用之減少		(2,018,957)	(1,617,551)
職員約滿酬金的準備之增加		3,165,518	2,955,549
未使用年假的準備之增加		192,808	197,268
遣散費的準備之增加/(減少)		5,085	(26,683)
預收政府補助之增加		3,040,105	2,282,567
資本補助基金之增加/(減少)		1,500	(26,260)
<strong>營運所得的現金淨額</strong>		5,502,002	7,165,263
		.....	.....
<strong>投資活動</strong>			
已收利息		1,252,218	1,017,419
購置物業、機器及設備		(1,338,910)	(2,698,783)
清理物業、機器及設備所得款項		1,245	2,440
原本存款期超過3個月的銀行存款之減少		-	13,588,626
<strong>投資活動所(耗用)/產生之現金淨額</strong>		(85,447)	11,909,702
		.....	.....
<strong>現金及現金等值之增加</strong>			
<strong>年初之現金及現金等值</strong>		5,416,555	19,074,965
		33,417,677	14,342,712
<strong>年末之現金及現金等值</strong>	7	38,834,232	33,417,677
		=====	=====

財務報表附註

(所有數額均以港元為單位)

1 背景

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。

2 主要會計政策

(a) 遵例聲明

本財務報表乃根據香港會計師公會頒布所有適用的香港財務報告準則(此統稱包括適用的個別香港財務報告準則、香港會計準則及詮釋)，以及香港公認會計準則而編製。委員會採納的主要會計政策概述如下。

香港會計師公會已頒布多項新訂及修訂的財務報告準則。這些準則在委員會當前的會計期間首次生效或可供提早採納。附註3說明有關會計政策的任何變更，而這些變更是由於委員會當前及先前的會計期間，首次採用上述準則以至及後的發展，因而影響到財務報表。

(b) 財務報表編製基準

本財務報表是以歷史成本作為計量基準而編製的。

在編製符合香港財務報告準則的財務報表時，管理層需要作出影響會計政策的應用及資產、負債、收入和支出的呈報數額的判斷、估計和假設。這些估計和相關假設是根據過往經驗及管理層因應當時情況下乃屬合理的各項其他因素為基礎而作出，所得結果乃構成管理層就目前未能從其他資料來源即時得知資產及負債帳面值時所作出判斷的基礎。實際的結果可能與這些估計有差異。

管理層會不斷修訂各項估計及相關假設。如果會計估計的修訂僅影響某一期間，則該修訂會在該期間內確認入帳，或如果會計估計的修訂同時影響當前及未來期間，則該修訂會在修訂期間及未來期間內確認入帳。

(c) 物業、機器及設備與折舊

物業、機器及設備是以成本減去累計折舊及減值虧損後記入資產負債表內。

折舊是在扣減物業、機器及設備的預計剩餘價值(如有)後，按預計可用年限以直線法沖銷其成本，計算方法如下：

租賃物業裝修	六年
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

## 財務報表附註

(所有數額均以港元為單位)

### 2 主要會計政策(續)

資產的可使用年限及其剩餘價值(如有)會每年檢討。

委員會在每個結算日審閱物業、機器及設備的帳面金額，以確定有否減值跡象。減值虧損只限於當資產或所附屬的現金產生單位的帳面金額超過可收回金額時確認。資產或所附屬的現金產生單位的可收回金額是出售淨值及使用值兩者中的較高者。在評估使用值時，估計未來現金流量會按除稅前折讓率折讓至現值，而該折讓率應反映市場當時所評估的貨幣時間價值和該資產的獨有風險。假如用以釐定可收回數額的估計基準出現變化，有關的減值虧損便會撥回。

報廢或出售任何物業、機器及設備所產生的損益以出售所得淨額與資產的帳面金額之間的差額釐定，並於報廢或出售日在收支結算表內確認入帳。

#### (d) 其他應收帳款

其他應收帳款初值按公允價值確認及隨後按攤銷成本法減呆帳減值作出的撥備列帳，惟在貼現的影響非常微小或由於有關的應收款項為借給關連人士的免息及無固定償還年期的貸款以致無法計算貼現時除外，在此情況下，應收帳款按成本減呆帳減值列帳。

呆壞帳的減值虧損以金融資產的帳面金額與(如果貼現會造成重大的影響則需貼現)預計未來現金流量之間的差額計量。

#### (e) 現金及現金等值

現金及現金等值包括銀行存款及現金、存放於銀行及其他財務機構的活期存款，及短期和高流動性的投資，此等投資可隨時換算為已知的、價值變動方面的風險不大，及於購入後三個月內到期的現金額。

#### (f) 僱員福利

##### (i) 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。

##### (ii) 退休金責任

委員會已在香港成立一個強制性公積金計劃(「計劃」)。該計劃之資產分開存放於信託人管理之基金內。委員會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。

## 財務報表附註

(所有數額均以港元為單位)

### 2 主要會計政策(續)

#### (g) 營運租賃

凡擁有權所涉及的風險及利益大部分由租賃人承擔的租賃，均作為營運租賃入帳。根據營運租賃所支付的費用，在扣除收到租賃人提供的任何優惠之後，以直線法按租賃期在會計期間在收支結算表中進行攤銷。

#### (h) 準備及或有負債

假如委員會須就已發生的事件承擔法律或推定義務，而履行該義務預期會導致含有經濟效益的資源外流，並且可作可靠的估計，便會就該時間或數額不定的負債計提準備。如果貨幣時間價值重大，則準備會按預計履行義務所需資源的現值列帳。

假如含有經濟效益的資源外流的可能性較低，或是無法對有關數額作出可靠的估計，該義務便會披露為或有負債，但如果資源外流的可能性極低則除外。須視乎會否發生某宗或多宗未來事件才能確定存在與否的義務，亦會披露為或有負債，但如果資源外流的可能性極低則除外。

#### (i) 收入的確認

##### (i) 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。

##### (ii) 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。

##### (iii) 利息收入

利息收入按照實際利率法確認。

##### (iv) 雜項收入

雜項收入是以應計制確認。



## 財務報表附註

(所有數額均以港元為單位)

### 2 主要會計政策(續)

#### (j) 關聯人士

就本財務報表而言，在下述情況下，另一方人士會被視為委員會的關聯人士：

- (i) 另一方人士有能力直接或間接透過一個或多個中介人，控制或共同控制委員會，或對委員會的財務及營運決策發揮重大影響力；
- (ii) 委員會及另一方人士受到共同的控制；
- (iii) 另一方人士是委員會的主要管理層成員；或另一方人士的直系親屬；或受該人士控制或共同控制，或對該人士有重大影響力的實體；
- (iv) 該另一方人士是第(i)項所述人士的直系親屬；或受該人士控制或共同控制，或對該人士有重大影響力的實體；或
- (v) 另一方人士為終止受僱後福利計劃，而該計劃是為委員會的僱員或任何作為委員會關聯人士的實體而設立的。

一位人士的直系親屬，概指在該人士與實體交易的過程中，會影響該人士或受該人士影響的家庭成員。

### 3 會計政策的變動

香港會計師公會已頒布一系列新訂及修訂的香港財務報告準則及詮釋，該等準則及詮釋將於本會計期間生效或可供委員會提早採納。

上述發展並未對所呈列年度的財務報表所應用的會計政策產生任何重大變動。然而，由於採納香港財務報告準則第7號「金融工具：披露及表述」及香港會計準則第1號(修訂)「財務報表的表述：資本披露」，將增添以下若干額外披露資料：

由於採納香港財務報告準則第7號，財務報表所載有關金融工具的重要性及該等工具所產生的風險的性質及程度的披露，較過往香港會計準則第32號「金融工具：披露及表述」所要求披露的資料更詳盡。該等披露於本財務報表內予以表述，詳情於附註18列示。

香港會計準則第1號的修訂提出額外披露規定，訂明須提供有關資金水平及委員會管理資金的目標、政策及程序。該等新的披露載於附註8。

香港財務報告準則第7號及香港會計準則第1號的修訂均沒有對於金融工具內確認的數額的分類、確認及計量產生任何重大影響。

委員會於本會計期間並無採用任何尚未生效的新訂準則或詮釋(參見附註19)。

## 財務報表附註

(所有數額均以港元為單位)

### 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
<b>成本：</b>							
於2006年4月1日	5,594,121	1	3,581,068	762,553	4,380,949	469,123	14,787,815
增置	593,704	-	653,922	558,720	892,437	-	2,698,783
減少	-	-	(164,020)	(501,672)	(144,219)	-	(809,911)
於2007年3月31日	6,187,825	1	4,070,970	819,601	5,129,167	469,123	16,676,687
於2007年4月1日	6,187,825	1	4,070,970	819,601	5,129,167	469,123	16,676,687
增置	718,521	-	222,513	-	1,035,370	-	1,976,404
減少	-	-	(89,558)	-	(1,182,565)	-	(1,272,123)
於2008年3月31日	6,906,346	1	4,203,925	819,601	4,981,972	469,123	17,380,968
<b>累積折舊：</b>							
於2006年4月1日	77,696	-	2,492,993	538,940	3,805,971	276,109	7,191,709
年度折舊	974,284	-	367,486	50,571	228,435	33,088	1,653,864
減少時撥回	-	-	(164,020)	(501,672)	(144,219)	-	(809,911)
於2007年3月31日	1,051,980	-	2,696,459	87,839	3,890,187	309,197	8,035,662
於2007年4月1日	1,051,980	-	2,696,459	87,839	3,890,187	309,197	8,035,662
年度折舊	1,284,400	-	587,591	117,086	709,359	33,088	2,731,524
減少時撥回	-	-	(89,558)	-	(1,180,367)	-	(1,269,925)
於2008年3月31日	2,336,380	-	3,194,492	204,925	3,419,179	342,285	9,497,261
<b>帳面淨值：</b>							
於2008年3月31日	4,569,966	1	1,009,433	614,676	1,562,793	126,838	7,883,707
於2007年3月31日	5,135,845	1	1,374,511	731,762	1,238,980	159,926	8,641,025

## 財務報表附註

(所有數額均以港元為單位)

### 5 應收政府的約滿酬金補助

	2008	2007
於4月1日	958,689	2,062,075
年度內確認的補助	7,444,630	7,008,614
已收政府約滿酬金補助	(8,019,000)	(8,112,000)
	<u>384,319</u>	<u>958,689</u>

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

	2008	2007
應收政府的資本補助(附註9)	-	6,250
其他應收帳款	136,475	126,872
按金及預付款項	1,950,325	2,351,111
	<u>2,086,800</u>	<u>2,484,233</u>

於2008年3月31日及 2007年3月31日，其他應收帳款、按金及預付款項均沒有重大呆帳減值的準備入帳。

### 7 現金及現金等值

	2008	2007
銀行結存及現金	4,557,046	2,198,540
原本存款期不超過3個月的短期銀行存款	34,277,186	31,219,137
	<u>38,834,232</u>	<u>33,417,677</u>

## 財務報表附註

(所有數額均以港元為單位)

### 8 儲備

	2008	2007
於4月1日	26,009,167	24,260,345
由收支結算表轉入	(1,143,311)	1,748,822
	<u>24,865,856</u>	<u>26,009,167</u>

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，和減去應計的修復費用後的25%。

#### 累計資金管理

委員會在管理資金時，基本目的是確保委員會的財政持續穩健。委員會無須承擔外部施加的資金要求。

### 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2006年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(附註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)
	<u>-</u>	<u>-</u>	<u>-</u>
於2007年3月31日	-	-	-
	<u>-</u>	<u>-</u>	<u>-</u>
於2007年4月1日	-	-	-
已收政府補助	94,616	532,982	627,598
應收政府補助(附註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	(93,116)	(526,732)	(619,848)
	<u>1,500</u>	<u>-</u>	<u>1,500</u>

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

(所有數額均以港元為單位)

### 10 遣散費的準備

	2008	2007
於4月1日	13,362	40,045
準備/(已使用)	5,085	(26,683)

於3月31日	18,447	13,362
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### 11 職員約滿酬金的準備

	2008	2007
於4月1日	8,893,870	5,938,321
撥出準備	7,536,475	7,300,935
沒收	(91,845)	(292,321)
財政年度已支付之金額	(4,279,112)	(4,053,065)

於3月31日	12,059,388	8,893,870
減：流動部份	(9,394,094)	(2,528,222)

非流動部份	2,665,294	6,365,648
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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

	2008	2007
其他應付帳項	3,140,496	4,608,957
應計費用	1,179,841	994,820
法律費用的準備(附註13)	-	104,000
預收款項	51,966	45,989
	4,372,303	5,753,766

### 13 法律費用的準備

	2008	2007
於4月1日	104,000	688,254
撥出準備	1,128,984	1,340,971
財政年度已支付之金額	(1,232,984)	(1,925,225)

於3月31日	-	104,000
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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。

## 財務報表附註

(所有數額均以港元為單位)

### 14 政府補助/預收政府補助

政府補助代表政府撥款予委員會提供服務的資金。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

	2008	2007
短期職員福利	9,543,864	9,118,560
聘用期結束後福利	1,939,937	1,848,354
	11,483,801	10,966,914

### 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。

### 17 承擔

#### (a) 資本性承擔

於結算日物業、機器及設備未在財務報表內提撥準備於2008年3月31日的資本性承擔如下：

	2008	2007
已簽約但未提撥準備	941,860	1,161,406

#### (b) 營業租約承擔

於三月三十一日計算，按照辦公室樓宇不可撤銷之營運租賃合約應繳付的最低租賃付款總額如下：

	2008	2007
於1年內繳付	5,563,584	5,563,584
在1年至5年內繳付	15,068,040	20,631,624
	20,631,624	26,195,208

## 財務報表附註

(所有數額均以港元為單位)

### 18 金融工具

風險管理由財務部根據委員會委員核准的政策執行。財務部與營運單位緊密合作，鑑別和評估財務風險。委員會就整體的風險管理訂定書面準則，例如利率風險、金融工具的運用，以及額外流動資金的投資方式。

委員會的運作，並不涉及外匯風險、信貸風險及資金周轉風險。至於利率風險，除按固定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，須面對的現金流量及公允價值利率風險亦較低。

#### 對利率風險的敏感度分析

估計假若利率整體上升／下跌100個基點，而其他變數均維持不變，則委員會的收入及累計資金於二零零八年三月三十一日便會增加／減少約343,000 元(二零零七年：312,000 元)。

上述敏感度分析乃假設利率的變動於結算日出現並已用於計算該日存在的財務衍生工具及非財務衍生工具的利率風險。100點子的增加或減少幅度，是管理層評估直至下一個年度的結算日期間有可能出現的理性利率變動。2007年的分析亦是根據上述基準進行。

所有金融工具的數額與其於二零零七年及二零零八年三月三十一日的公允價值並無重大差異。

### 19 截至二零零八年三月三十一日止年度會計期間已頒布但尚未生效的修訂、新準則及詮釋可能帶來的影響

截至本財務報表公布日期止，香港會計師公會已頒布多項修訂、新準則及詮釋，惟於截至二零零八年三月三十一日止年度尚未生效，本財務報表亦沒有採納該等新準則。

委員會現正評估該等新準則及新詮釋對首次應用期間所造成的影響。至目前為止，委員會認為採納該等新準則及新詮釋可能構成新訂或修訂的披露，但不大可能對委員會的營運及財政狀況構成重大影響。

## Equal Opportunities Commission Financial Statements for the year ended 31 March 2008

### 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 74 to 87, which comprise the statement of assets and liabilities as at 31 March 2008, and the statement of income and expenditure, the statement of changes in funds and the 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 the true 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 control relevant to the preparation and the true 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. This report is made 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 control relevant to the entity's preparation and true 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 control. 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 31 March 2008 and of the Commission's deficit and cash flows for the year then ended in accordance with Hong Kong Financial Reporting Standards.

**KPMG**

Certified Public Accountants  
8th Floor, Prince's Building  
10 Chater Road  
Central, Hong Kong  
18 September 2008



## Statement of income and expenditure for the year ended 31 March 2008 (Expressed in Hong Kong dollars)

	Note	2008	2007
<b>Income</b>			
Government subventions	14	69,049,333	67,131,315
Reimbursement of cost from legal litigation		400,000	1,363,456
Interest income		1,273,813	1,017,419
Sundry income		921,640	820,944
		<u>71,644,786</u>	<u>70,333,134</u>
		.....	.....
<b>Expenditure</b>			
Staff salaries		37,679,686	34,887,201
Staff gratuity, other benefits and allowances		13,537,134	13,007,761
Increase in provision for unutilised annual leave		192,808	197,268
Legal fees		1,128,984	1,340,971
Publicity and public education expenses		6,016,862	8,045,524
Publicity and public education expenses financed by capital subvention fund	9	(619,848)	(912,002)
Research projects and training modules		1,561,329	56,621
Operating lease rentals in respect of office premises		7,148,307	7,007,700
Depreciation		2,731,524	1,653,864
Loss/(gain) on disposal of property, plant and equipment		953	(2,440)
Overseas visits and conferences		67,834	384,732
Staff training		328,935	122,450
Auditor's remuneration		72,250	57,218
Other operating expense		2,941,339	2,737,444
		<u>72,788,097</u>	<u>68,584,312</u>
		.....	.....
<b>(Deficit)/surplus for the year</b>	8	<u>(1,143,311)</u>	<u>1,748,822</u>

The notes on pages 78 to 87 form part of these financial statements.

## Statement of assets and liabilities as at 31 March 2008 (Expressed in Hong Kong dollars)

	Note	2008	2007
<b>ASSETS</b>			
<b>Non-current assets</b>			
Property, plant and equipment	4	7,883,707	8,641,025
Gratuity subvention receivable from Government	5	384,319	958,689
		<u>8,268,026</u>	<u>9,599,714</u>
		.....	.....
<b>Current assets</b>			
Unutilised annual leave subvention receivable from Government		2,196,111	2,003,303
Other receivables, deposits and prepayments	6	2,086,800	2,484,233
Cash and cash equivalents	7	38,834,232	33,417,677
		<u>43,117,143</u>	<u>37,905,213</u>
		.....	.....
<b>Total assets</b>		<u>51,385,169</u>	<u>47,504,927</u>
		.....	.....
<b>LIABILITIES</b>			
<b>Non-current liabilities</b>			
Capital subvention fund	9	1,500	-
Provision for severance payments	10	18,447	13,362
Provision for staff gratuity	11	2,665,294	6,365,648
		<u>2,685,241</u>	<u>6,379,010</u>
		.....	.....
<b>Current liabilities</b>			
Provision for staff gratuity	11	9,394,094	2,528,222
Provision for unutilised annual leave		2,196,111	2,003,303
Government subvention received in advance	14	7,871,564	4,831,459
Other payables and accruals	12	4,372,303	5,753,766
		<u>23,834,072</u>	<u>15,116,750</u>
		.....	.....
<b>Total liabilities</b>		<u>26,519,313</u>	<u>21,495,760</u>
		.....	.....
<b>FUNDS</b>			
Reserves	8	24,865,856	26,009,167
Statement of income and expenditure		-	-
		<u>24,865,856</u>	<u>26,009,167</u>
		.....	.....
<b>Total funds and liabilities</b>		<u>51,385,169</u>	<u>47,504,927</u>

Approved and authorised for issue by

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

**Dr. Edwin CHENG Kwok-kit**  
Convenor of the Administration  
and Finance Committee

**Miss Kerrie TENG**  
Accountant

The notes on pages 78 to 87 form part of these financial statements.

## Statement of changes in funds for the year ended 31 March 2008 (Expressed in Hong Kong dollars)

	Statement of income and expenditure	Reserves (Note 8)	Total
<b>At 1 April 2006</b>	-	24,260,345	24,260,345
Surplus for the year	1,748,822	-	1,748,822
Transfer	(1,748,822)	1,748,822	-
<b>At 31 March 2007</b>	-	26,009,167	26,009,167
<b>At 1 April 2007</b>	-	26,009,167	26,009,167
Deficit for the year	(1,143,311)	-	(1,143,311)
Transfer	1,143,311	(1,143,311)	-
<b>At 31 March 2008</b>	-	24,865,856	24,865,856

The notes on pages 78 to 87 form part of these financial statements.

## Cash flow statement for the year ended 31 March 2008 (Expressed in Hong Kong dollars)

	Note	2008	2007
<b>Operating activities</b>			
(Deficit)/surplus for the year		(1,143,311)	1,748,822
Adjustments for:			
- Depreciation		2,731,524	1,653,864
- Loss/(gain) on disposals of property, plant and equipment		953	(2,440)
- Interest income		(1,273,813)	(1,017,419)
<b>Operating surplus before changes in working capital</b>		315,353	2,382,827
Decrease in gratuity subvention receivable from government		574,370	1,103,386
Increase in unutilised annual leave subvention receivable from government		(192,808)	(197,268)
Decrease in other receivable, deposits and prepayments		419,028	111,428
Decrease in other payables and accruals		(2,018,957)	(1,617,551)
Increase in provision for staff gratuity		3,165,518	2,955,549
Increase in provision for unutilised annual leave		192,808	197,268
Increase/(decrease) in provision for severance payments		5,085	(26,683)
Increase in Government subvention received in advance		3,040,105	2,282,567
Increase/(decrease) in capital subvention fund		1,500	(26,260)
<b>Net cash generated from operations</b>		5,502,002	7,165,263
<b>Investing activities</b>			
Interest received		1,252,218	1,017,419
Purchases of property, plant and equipment		(1,338,910)	(2,698,783)
Proceeds from disposal of property, plant and equipment		1,245	2,440
Decrease in bank deposits with original maturity over 3 months		-	13,588,626
<b>Net cash (used in)/generated from investing activities</b>		(85,447)	11,909,702
<b>Increase in cash and cash equivalents</b>		5,416,555	19,074,965
<b>Cash and cash equivalents at beginning of the year</b>		33,417,677	14,342,712
<b>Cash and cash equivalents at end of the year</b>	7	38,834,232	33,417,677

The notes on pages 78 to 87 form part of these financial statements.



Notes to the financial statements  
(Expressed in Hong Kong dollars)

1 Background

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.

2 Significant accounting policies

(a) Statement of compliance

These financial statements have been prepared in accordance with all applicable Hong Kong Financial Reporting Standards (“HKFRSs”), which collective term includes all applicable individual Hong Kong Financial Reporting Standards, Hong Kong Accounting Standards (“HKASs”) and Interpretations issued by the Hong Kong Institute of Certified Public Accountants (“HKICPA”), accounting principles generally accepted in Hong Kong. A summary of the significant accounting policies adopted by the Commission is set out below.

The HKICPA has issued certain new and revised HKFRSs that are first effective or available for early adoption for the current accounting period of the Commission. Note 3 provides information on any changes in accounting policies resulting from initial application of these developments to the extent that they are relevant to the Commission for current and prior accounting periods reflected in these financial statements.

(b) Basis of preparation of the financial statements

The measurement basis used in the preparation of the financial statements is the historical cost basis.

The preparation of financial statements in conformity with HKFRSs requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets, liabilities, income and expenditure. The estimates and associated assumptions are based on historical experience and various other factors that are believed to be reasonable under the circumstances, the results of which form the basis of making the judgements about carrying values of assets and liabilities that are not readily apparent from other sources. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

(c) Property, plant and equipment and depreciation

Property, plant and equipment are stated in the balance sheet at cost less accumulated depreciation and impairment losses.

Depreciation is calculated to write off the cost of items of property, plant and equipment less their estimated residual value, if any, using the straight-line method over their estimated useful lives as follows:

Leasehold improvements	6 years		
Fixtures and fittings	6 years	Computer equipment	3 or 4 years
Office furniture and equipment	3 or 5 years	Simultaneous interpretation and	6 years
Motor vehicles	7 years	public address equipment	

Both the useful life of an asset and its residual value, if any, are reviewed annually.

Notes to the financial statements  
(Expressed in Hong Kong dollars)

2 Significant accounting policies (continued)

The carrying amounts of property, plant and equipment are reviewed for indications of impairment at each balance sheet date. An impairment loss is recognised to the extent that the carrying amount of an asset, or the cash-generating unit to which it belongs, is more than its recoverable amount. The recoverable amount of an asset, or of the cash generating unit to which it belongs, is the greater of its net selling price and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of time value of money and the risks specific to the assets. An impairment loss is reversed if there has been a favourable change in estimates used to determine the recoverable amount.

Gains or losses arising from the retirement or disposal of an item of property, plant and equipment are determined as the difference between the net disposal proceeds and the carrying amount of the item and are recognised in the statement of income and expenditure on the date of retirement or disposal.

(d) Other receivables

Other receivables are initially recognised at fair value and thereafter stated at amortised cost less allowance for impairment of doubtful debts, except where the receivables are interest-free loans made to related parties without any fixed repayment terms or the effect of discounting would be immaterial. In such cases, the receivables are stated at cost less allowance for impairment of doubtful debts.

Impairment losses for bad and doubtful debts are measured as the difference between the carrying amount of the financial asset and the estimated future cash flows, discounted where the effect of discounting is material.

(e) Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and on hand, demand deposits with banks and other financial institutions, and short-term, highly liquid investments that are readily convertible into known amounts of cash and which are subject to an insignificant risk of changes in value, having been within three months of maturity at acquisition.

(f) Employee Benefits

(i) 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.

(ii) Pension obligations

The Commission has established a mandatory provident fund scheme (“MPF Scheme”) in Hong Kong. The assets of the MPF Scheme are held in separate trustee-administered funds. 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 (Expressed in Hong Kong dollars)

### 2 Significant accounting policies (continued)

#### (g) Operating leases

Leases where substantially all the risks and rewards of ownership of assets remain with the lessor are accounted for 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 accounting periods covered by the lease term.

#### (h) Provisions and Contingent Liabilities

Provisions are recognised for liabilities of uncertain timing or amount when the Commission has a legal or constructive obligation arising as a result of a past event, it is probable that an outflow of economic benefits will be required to settle the obligation and a reliable estimate can be made. When the time value of money is material, provisions are stated at the present value of the expenditure expected to settle the obligation.

Where it is not probable that an outflow of economic benefits will be required, or the amount cannot be estimated reliably, the obligation is disclosed as a contingent liability, unless the probability of outflow of economic benefits is remote. Possible obligations, whose existence will only be confirmed by the occurrence or non-occurrence of one or more future events are also disclosed as contingent liabilities unless the probability of outflow of economic benefits is remote.

#### (i) Income recognition

##### (i) 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.

##### (ii) Reimbursement of costs from legal litigation

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

##### (iii) Interest income

Interest income is recognised using the effective interest method.

##### (iv) Sundry income

Sundry income is recognised on an accrual basis.

## Notes to the financial statements (Expressed in Hong Kong dollars)

### 2 Significant accounting policies (continued)

#### (j) Related parties

For the purposes of these financial statements, a party is considered to be related to the Commission if:

- (i) the party has the ability, directly or indirectly through one or more intermediaries, to control the Commission or exercise significant influence over the Commission in making financial and operating policy decisions, or has joint control over the Commission;
- (ii) the Commission and the party are subject to common control;
- (iii) the party is a member of key management personnel of the Commission, or a close family member of such an individual, or is an entity under the control, joint control or significant influence of such individuals;
- (iv) the party is a close family member of a party referred to in (i) or is an entity under the control, joint control or significant influence of such individuals; or
- (v) the party is a post-employment benefit plan which is for the benefit of employees of the Commission or of any entity that is a related party of the Commission.

Close family members of an individual are those family members who may be expected to influence, or be influenced by, that individual in their dealings with the entity.

### 3 Changes in accounting policies

The HKICPA has issued a number of new and revised HKFRSs and Interpretations that are first effective or available for early adoption for the current accounting period of the Commission.

There have been no significant changes to the accounting policies applied in these financial statements for the years presented as a result of these developments. However, as a result of the adoption of HKFRS 7, "Financial instruments: Disclosures" and the amendment to HKAS 1 "Presentation of financial statements: Capital disclosures", there have been some additional disclosures provided as follows:

As a result of the adoption of HKFRS 7, the financial statements include expanded disclosure about the significance of the financial instruments and the nature and extent of risks arising from those instruments, compared with the information previously required to be disclosed by HKAS 32, "Financial instruments: Disclosure and presentation". These disclosures are provided throughout these financial statements, in particular in note 18.

The amendment to HKAS 1 introduces additional disclosure requirements to provide information about the level of capital and the Commission's objectives, policies and processes for managing capital. These new disclosures are set out in note 8.

Both HKFRS 7 and the amendment to HKAS 1 do not have any material impact on the classification, recognition and measurement of the amounts recognised in the financial statements.

The Commission has not applied any new standard or interpretation that is not yet effective for the current accounting period (see note 19).



## Notes to the financial statements (Expressed in Hong Kong dollars)

### 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>Cost:</b>							
At 1 April 2006	5,594,121	1	3,581,068	762,553	4,380,949	469,123	14,787,815
Additions	593,704	-	653,922	558,720	892,437	-	2,698,783
Disposals	-	-	(164,020)	(501,672)	(144,219)	-	(809,911)
At 31 March 2007	6,187,825	1	4,070,970	819,601	5,129,167	469,123	16,676,687
At 1 April 2007	6,187,825	1	4,070,970	819,601	5,129,167	469,123	16,676,687
Addition	718,521	-	222,513	-	1,035,370	-	1,976,404
Disposals	-	-	(89,558)	-	(1,182,565)	-	(1,272,123)
At 31 March 2008	6,906,346	1	4,203,925	819,601	4,981,972	469,123	17,380,968
<b>Accumulated depreciation:</b>							
At 1 April 2006	77,696	-	2,492,993	538,940	3,805,971	276,109	7,191,709
Charge for the year	974,284	-	367,486	50,571	228,435	33,088	1,653,864
Written back on disposals	-	-	(164,020)	(501,672)	(144,219)	-	(809,911)
At 31 March 2007	1,051,980	-	2,696,459	87,839	3,890,187	309,197	8,035,662
At 1 April 2007	1,051,980	-	2,696,459	87,839	3,890,187	309,197	8,035,662
Charge for the year	1,284,400	-	587,591	117,086	709,359	33,088	2,731,524
Written back on disposals	-	-	(89,558)	-	(1,180,367)	-	(1,269,925)
At 31 March 2008	2,336,380	-	3,194,492	204,925	3,419,179	342,285	9,497,261
<b>Net book value:</b>							
At 31 March 2008	4,569,966	1	1,009,433	614,676	1,562,793	126,838	7,883,707
At 31 March 2007	5,135,845	1	1,374,511	731,762	1,238,980	159,926	8,641,025

## Notes to the financial statements (Expressed in Hong Kong dollars)

### 5 Gratuity subvention receivable from government

	2008	2007
At 1 April	958,689	2,062,075
Subvention recognised for the year	7,444,630	7,008,614
Gratuity subvention received from Government	(8,019,000)	(8,112,000)
At 31 March	384,319	958,689

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

	2008	2007
Capital subvention receivable from Government (note 9)	-	6,250
Other receivable	136,475	126,872
Deposits and prepayments	1,950,325	2,351,111
	2,086,800	2,484,233

As at 31 March 2008 and 2007, no material allowance for impairment of doubtful debts was recorded in respect of other receivables, deposits and prepayments.

### 7 Cash and cash equivalents

	2008	2007
Bank balances and cash	4,557,046	2,198,540
Short-term bank deposits with original maturity not more than 3 months	34,277,186	31,219,137
Cash and cash equivalents	38,834,232	33,417,677

### 8 Reserves

	2008	2007
At 1 April	26,009,167	24,260,345
Transfer from statement of income and expenditure	(1,143,311)	1,748,822
At 31 March	24,865,856	26,009,167

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 less accrued reinstatement cost.

#### Management of accumulated funds

The Commission's primary objectives when managing its accumulated funds are to safeguard the Commission's ability to continue as a going concern. The Commission is not subject to externally imposed requirements relating to its accumulated funds.

## Notes to the financial statements (Expressed in Hong Kong dollars)

### 9 Capital subvention fund

	Sector targeted training materials	Research and educational projects on equal pay for work of equal value	Total
At 1 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 31 March 2007	-	-	-
At 1 April 2007	-	-	-
Subvention received from Government	94,616	532,982	627,598
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	(93,116)	(526,732)	(619,848)
At 31 March 2008	1,500	-	1,500

The capital subvention fund represents the unutilised balance of non-current 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 (Expressed in Hong Kong dollars)

### 10 Provision for severance payments

	2008	2007
At 1 April	13,362	40,045
Provision/(utilisation)	5,085	(26,683)
At 31 March	18,447	13,362

### 11 Provision for staff gratuity

	2008	2007
At 1 April	8,893,870	5,938,321
Provisions made	7,536,475	7,300,935
Forfeitures	(91,845)	(292,321)
Amount paid during the year	(4,279,112)	(4,053,065)
At 31 March	12,059,388	8,893,870
Less: Current portion	(9,394,094)	(2,528,222)
Non-current portion	2,665,294	6,365,648

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

	2008	2007
Other payables	3,140,496	4,608,957
Accrued expenses	1,179,841	994,820
Provision for legal fees (note 13)	-	104,000
Receipts in advance	51,966	45,989
	4,372,303	5,753,766

### 13 Provision for legal fees

	2008	2007
At 1 April	104,000	688,254
Provisions made	1,128,984	1,340,971
Amount paid during the year	(1,232,984)	(1,925,225)
At 31 March	-	104,000

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.



## Notes to the financial statements (Expressed in Hong Kong dollars)

### 14 Government subvention/Government subvention received in advance

Government subvention represents the funds granted by the Government for the Commission's services. Government subvention is received in advance in connection with various services to be provided after year end.

### 15 Key management compensation

	2008	2007
Short-term employee benefits	9,543,864	9,118,560
Post-employment benefits	1,939,937	1,848,354
	<u>11,483,801</u>	<u>10,966,914</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).

### 17 Commitments

#### (a) Capital commitments

Capital commitments outstanding at 31 March 2008, in respect of property, plant and equipment at the balance sheet date not provided for in the financial statements were as follows:

	2008	2007
Contracted but not provided for	<u>941,860</u>	<u>1,161,406</u>

#### (b) Operating lease commitments

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

	2008	2007
Within 1 year	5,563,584	5,563,584
After 1 year but within 5 years	15,068,040	20,631,624
	<u>20,631,624</u>	<u>26,195,208</u>

## Notes to the financial statements (Expressed in Hong Kong dollars)

### 18 Financial instruments

Risk management is carried out by the finance department under policies approved by the Members of the Commission. The finance 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.

#### Sensitivity analysis on interest rate risk

At 31 March 2008, it is estimated that a general increase/decrease of 100 basis points in interest rates, with all other variables held constant, would increase/decrease the Commission's income and accumulated funds by approximately \$343,000 (2007: \$312,000).

The sensitivity analysis above has been determined assuming that the change in interest rates had occurred at the balance sheet date and had been applied to the exposure to interest rate risk for both derivative and non-derivative financial instruments in existence at that date. The 100 basis point increase or decrease represents management's assessment of a reasonably possible change in interest rates over the period until the next annual balance sheet date. The analysis is performed on the same basis for 2007.

All financial instruments are carried at amounts not materially different from their fair values as at 31 March 2008 and 2007.

### 19 Possible impact of amendments, new standards and interpretations issued but not yet effective for the year ended 31 March 2008

Up to the date of issue of these financial statements, the HKICPA has issued a number of amendments, new standards and interpretations which are not yet effective for the year ended 31 March 2008 and which have not been adopted in these financial statements.

The Commission is in the process of making an assessment of what the impact of these amendments, new standards and new interpretations is expected to be in the period of initial application. So far it has concluded that the adoption of them may result in new or amended disclosures, it is unlikely to have a significant impact on the Commission's results of operations and financial position.

## 平等機會委員會委員

截至2008年3月31日

## Members of the Equal Opportunities Commission

as at 31.3.2008



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



陳嘉敏女士  
Ms CHAN Ka-mun,  
Carmen, J.P.  
委員 Member



趙其琨教授  
Prof. Randy CHIU  
委員 Member



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



李鑾輝先生  
Mr. LEE Luen-fai  
委員 Member



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



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



陳曼琪女士  
Ms CHAN Man-ki,  
Maggie  
委員 Member



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



林錦儀女士  
Ms LAM Kam-yi  
委員 Member



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



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



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



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



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



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



王鳳儀女士  
Ms Margaret WONG  
委員 Member



## 平等機會委員會專責小組成員及職權範圍

截至2008年3月31日

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

as at 31.3.2008

#### 行政及財務專責小組

##### 成員

1. 鄭國杰博士 (召集人)
2. 蔡惠琴女士 (副召集人)
3. 陳嘉敏女士
4. 趙其琨教授
5. 顧張文菊女士
6. 李鑾輝先生
7. 廖淶波先生
8. 譚香文議員
9. 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. Dr. CHENG Kwok-kit, Edwin (Convenor)
2. Ms CHOI Wai-kam, Virginia (Deputy Convenor)
3. Ms CHAN Ka-mun, Carmen, J.P.
4. Prof. Randy CHIU
5. Mrs. KOO CHEUNG Man-kok, Christine
6. Mr. LEE Luen-fai
7. Mr. LIU Luk-por, Desmond
8. The Hon TAM Heung-man, Mandy
9. 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. 張黃楚沙女士
5. 譚香文議員
6. 王鳳儀女士
7. 張群芳女士 (增選成員)
8. 莊陳有先生 (增選成員)
9. 黃嘉玲女士 (增選成員)

##### 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. Mrs. CHONG WONG Chor-sar, M.H., J.P.
5. The Hon TAM Heung-man, Mandy
6. Ms Margaret WONG
7. Ms CHEUNG Kwan-fong (Co-opted Member)
8. Mr. CHONG Chan-yau (Co-opted Member)
9. 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. 陳曼琪女士
4. 鄭國杰博士
5. 趙其琨教授
6. 張黃楚沙女士
7. 林錦儀女士
8. 李鑾輝先生
9. 廖淥波先生
10. 勞永樂醫生

### 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. Ms CHAN Man-ki, Maggie
4. Dr. CHENG Kwok-kit, Edwin
5. Prof. Randy CHIU
6. Mrs. CHONG WONG Chor-sar, M.H., J.P.
7. Ms LAM Kam-yi
8. Mr. LEE Luen-fai
9. Mr. LIU Luk-por, Desmond
10. Dr. LO Wing-lok, J.P.

### 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. 羅觀翠博士 (召集人)
2. 陳嘉敏女士 (副召集人)
3. 趙其琨教授
4. 蔡惠琴女士
5. 勞永樂醫生
6. 沙意先生
7. 葉健民先生
8. 陳鉅培博士 (增選成員)
9. 陳美潔女士 (增選成員)
10. 黎雅明先生 (增選成員)

### 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. Dr. LAW Koon-chui, Agnes, J.P. (Convenor)
2. Ms CHAN Ka-mun, Carmen, J.P. (Deputy Convenor)
3. Prof. Randy CHIU
4. Ms CHOI Wai-kam, Virginia
5. Dr. LO Wing-lok, J.P.
6. Mr. 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)
10. Mr. Amirali B. NASIR, J.P. (Co-opted Member)

### Terms of Reference

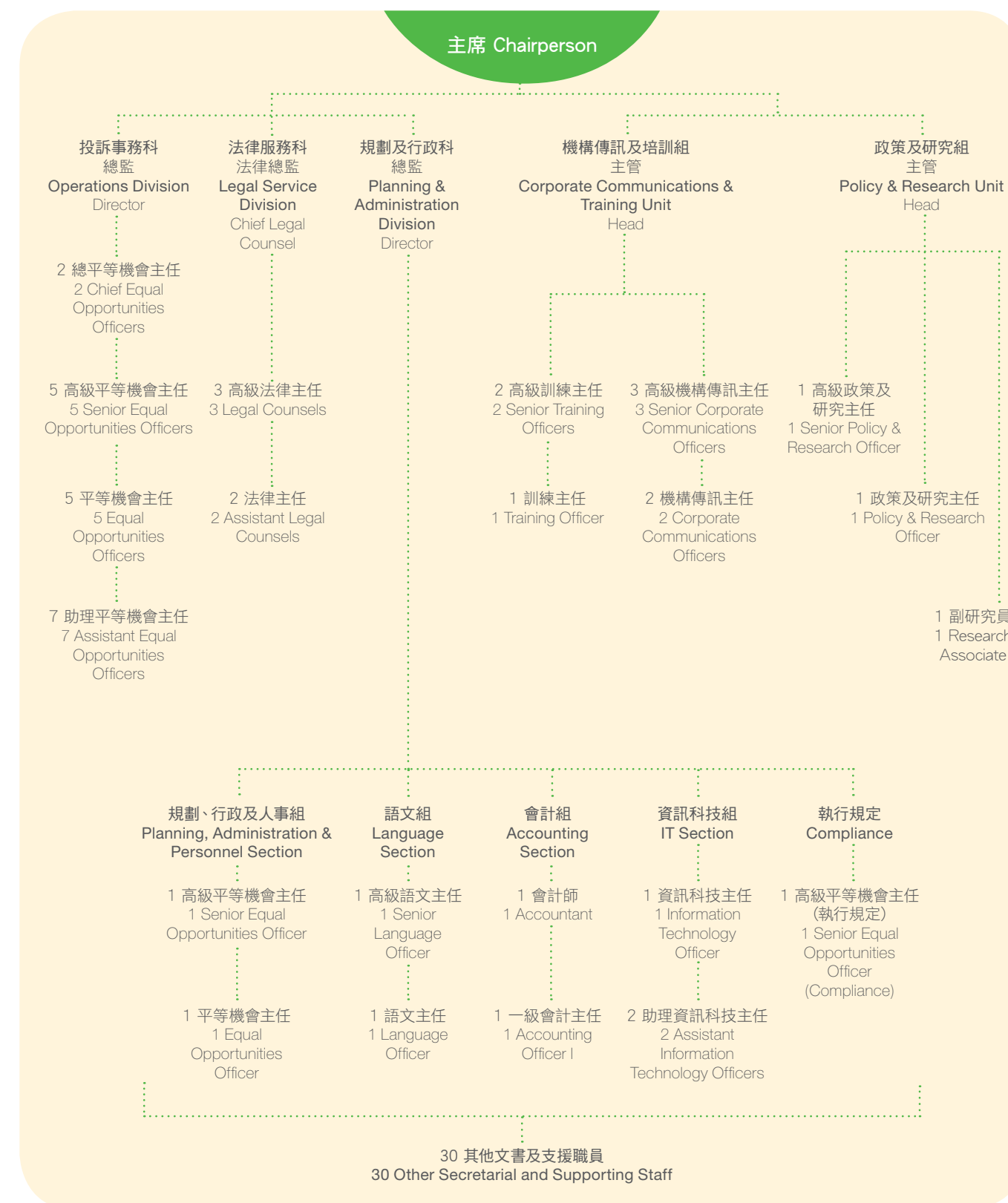
1. To advise on measures to be taken in conducting public education on issues of concern to the Commission.
2. To consider and approve training modules of the Commission with in the budgetary confines as determined by the Commission from time to time.
3. To consider and approve the undertaking of commissioned 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.

## 平等機會委員會辦事處的組織架構

截至2008年3月31日

## Organizational Structure of the Equal Opportunities Commission

as at 31.3.2008



### 備註:

1 人員總編制為80人 (不包括主席)。

### Notes:

1 Total number of posts is 80 (excluding EOC Chairperson).

平等機會委員會辦事處管理小組

截至2008年3月31日

Management Team of the Equal Opportunities Commission

as at 31.3.2008

<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>署理主管(機構傳訊及培訓)</b> 王珊娜	<b>Acting Head, Corporate Communications and Training</b> WONG Shan-nar, Shana

申請法律協助

Applications for Legal Assistance

曾向平機會作出投訴但未獲成功調解的人士，如希望提出法律訴訟，法例賦予平機會有權可向他們提供法律協助。在2007/08年度，平機會處理了34宗法律申請，其中有4宗申請在2006/07年度收到，其餘30宗申請在本年度收到。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 2007/08, the EOC had to process 34 applications. Four of these 34 applications were received in the period 2006/07, the rest (30) were received during 2007/08. Assistance was granted in 14 applications out of the 34. The assistance granted by the EOC may take many forms, and includes legal advice by the EOC's lawyers, services for obtaining further information or evidence, or representation in legal proceedings by the EOC's lawyers, or by barristers in private practice briefed by the EOC. A general breakdown of the numbers by general type of applications appears below:

個案 Cases	獲給予 法律協助 Assistance Granted	不獲給予 法律協助 Assistance Not Granted	撤銷 法律行動 Withdrawal	考慮中 (截至2007/08年底) Under Consideration (as at the end of 2007/08)
殘疾歧視或騷擾 (僱傭範疇) Disability discrimination or harassment (employment)	5	8	1	2
殘疾歧視或騷擾 (其他範疇，如提供貨品及服務) Disability discrimination or harassment (other fields e.g. provision of goods and services)	1	1*	0	1
性別 / 懷孕歧視或騷擾 (僱傭範疇) Sex / Pregnancy discrimination or harassment (employment)	7	2	0	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)	0	1	0	1
家庭崗位歧視 (僱傭範疇) Family status discrimination (employment)	1	1	0	0
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	0
總數 (34) Total	14	13	1	6

\* 該申請在2007/08年度不獲給予法律協助，但申請人要求覆核，最終決定在2007/08年度之後(2008年4月)獲給予法律協助。  
\* The application was not granted during 2007/08, but upon Applicant's request for review, the application was granted after 2007/08 (in April 2008).



獲法律協助的個案  
Legally Assisted Cases

在2007/08年度，以下12宗個案毋需展開法律訴訟而得以解決(包括2007/08年度或以前獲法律協助的個案)：

個案 Cases	結果 Outcome
僱傭範疇的懷孕歧視 Pregnancy discrimination in employment	申請人撤銷法律行動。 The Applicant withdrew.
僱傭範疇的懷孕歧視 Pregnancy discrimination in employment	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
貨品、服務及設施提供的性別歧視 Sex discrimination in provision of goods, services & facilities	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	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
僱傭範疇的性騷擾 Sexual harassment in employment	鑑於情況改變，平機會決定不給予法律協助。 Commission withdrew assistance in light of change of circumstances.
僱傭範疇的懷孕歧視 Pregnancy discrimination in employment	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
僱傭範疇的懷孕歧視 Pregnancy discrimination in employment	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
僱傭範疇的懷孕歧視 Pregnancy discrimination in employment	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
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.
僱傭範疇的懷孕歧視 Pregnancy 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	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
僱傭範疇的殘疾騷擾 Disability harassment in employment	雙方達成和解，條款內容保密。 Parties settled on confidential terms.

此外，在2007/08年度，平機會亦處理了另外10宗在本年度或以前獲得法律協助的個案。這些個案目前仍在處理中，截至本年度結束時，這些個案還未完結，也未曾展開任何法律程序。

During 2007/08, the following 12 cases (which include cases granted legal assistance before and during 2007/08) were resolved without commencing legal proceedings:

In addition, in 2007/08, the EOC also had to deal with 10 other cases in which legal assistance was granted before and during 2007/08, which were still being handled and, as at the end of 2007/08, no outcome had yet been reached and no court proceedings had been commenced.

法律訴訟  
Court Cases

在2007/08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 2007/08:

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)	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 (申請人在病假期間被解僱) Disability discrimination in employment (dismissal while the Applicant is on sick leave)	雙方達成和解，條款內容保密。  Parties settled on confidential terms.
殘疾歧視 (住戶大廈的出入通道) Disability discrimination (accessibility to residential premises)	截止2007/08年度結束為止，案件仍在處理中。 Ongoing as at the end of 2007/08.
僱傭範疇的殘疾歧視 (解僱) Disability discrimination in employment (dismissal)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
僱傭範疇的殘疾歧視 (解僱) Disability discrimination in employment (dismissal)	原告人獲判勝訴 (獲平機會提供協助) Judgment for the Plaintiff (assisted by EOC).
僱傭範疇的殘疾歧視 (解僱) Disability discrimination in employment (dismissal)	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
殘疾歧視 (住戶大廈的出入通道) Disability discrimination (accessibility to residential premises)	截止2007/08年度結束為止，案件仍在處理中。 Ongoing as at the end of 2007/08

在2007/08年度獲平機會協助展開訴訟的案件：EOC assisted court cases which were commenced during 2007/08:

個案 Cases	情況 Status
僱傭範疇的殘疾歧視 (解僱) Disability discrimination in employment (dismissal)	截止2007/08年度結束為止，案件仍在處理中。 Ongoing as at the end of 2007/08.
服務提供的殘疾歧視 Disability discrimination in provision of services	雙方達成和解，條款內容保密。 Parties settled on confidential terms.
殘疾歧視 (住戶大廈的出入通道) Disability discrimination (accessibility to residential premises)	截止2007/08年度結束為止，案件仍在處理中。 Ongoing as at the end of 2007/08.
僱傭範疇的殘疾歧視 (解僱) Disability discrimination in employment (dismissal)	截止2007/08年度結束為止，案件仍在處理中。 Ongoing as at the end of 2007/08.

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

2007/2008

機構名稱	Organization		
香港仔街坊福利會社會服務中心賽馬會綜合服務處	Aberdeen Kai-fong Welfare Association Social Service Centre	香港婦女發展聯會廖湯慧靄綜合服務中心	Hong Kong Women Development Association Rita-Liu Multi-services Centre
恆康互助社	Amity Mutual Support Society	香港婦女勞工協會	Hong Kong Women Workers' Association
工業傷亡權益會	Association for the Rights of Industrial Accident Victims Ltd.	香港工人健康中心有限公司	Hong Kong Workers' Health Centre Limited
明愛荃灣社區中心	Caritas Community Centre – Tsuen Wan	九龍婦女聯會及寶達婦女會	Kowloon Women's Organizations Federation & Po Tat Women's Association
明愛賽馬會樂仁學校	Caritas Jockey Club Lok Yan School	葵涌醫院病人資源及交誼中心	Patient Resource and Social Centre, Kwai Chung Hospital
傷聚義工組織	Disabled Volunteer Organization	保良局陳百強伉儷青衣學校	PLK Mr. & Mrs. Chan Pak Keung Tsing Yi School
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	ECLHK, Sheen Hok Charitable Foundation Kwan Shon Hing Yu Chui Neighbourhood Elderly Centre	利民會新翠實業社	Richmond Fellowship of Hong Kong New Jade Manufacturing Centre
扶康會順利成人訓練中心	Fu Hong Society Shun Lee Adult Training Centre	利民會屏山樓	Richmond Fellowship of Hong Kong-Ping Shan House
製衣業職工會	Garment-making Trade Workers Union	深青社有限公司	Sham Ching Youth Association
協康會慶華中心	Heep Hong Society Catherine Lo Centre	深水埗社區協會	Sham Shui Po Community Association
協康會粉嶺家長資源中心	Heep Hong Society Fanling Parents Resource Centre	聖雅各福群會復康服務健樂會	St. James' Settlement Rehabilitation Services Gateway Club
協康會賽馬會家長資源中心	Heep Hong Society Parents Resource Centre	聖文嘉幼稚園家長教師會	St. Monica's Kindergarten Parent-Teacher Association
協康會東涌中心	Heep Hong Society Tung Chung Centre	香港神託會創耆坊	Stewards Ltd
香港聖公會麥理浩夫人中心家庭活動及資源中心	H.K.S.K.H. Lady MacLehose Centre Family Activity and Resource Centre	青少年愛滋教育中心	Teen AIDS
香港聖公會沙田青少年綜合服務中心	H.K.S.K.H. Shatin Integrated Centre for Children and Youth	新婦女協進會	The Association for the Advancement of Feminism
香港聖公會福利協會-屯門綜合服務中心	H.K.S.K.H. Tuen Mun Integrated Service Centre	香港唐氏綜合症協會	The Hong Kong Down Sydrome Association
匡智粉嶺綜合復康中心	Hong Chi Fanling Integrative Rehabilitation Complex	香港復康聯會	The Hong Kong Joint Council for People with Disabilities
匡智梨木樹中心暨宿舍	Hong Chi Lei Muk Shue Centre cum Hostel	香港復康會社區復康網絡	The Hong Kong Society for Rehabilitation Community Rehabilitation Network
香港傷殘青年協會	Hong Kong Federation of Handicapped Youth	動力學堂有限公司	The Momentum Academy
香港失明人互聯會	Hong Kong Federation of the Blind	鄰舍輔導會健樂服務	The Neighbourhood Advice-Action Council
香港婦女中心協會	Hong Kong Federation of Women's Centres	香港復康聯盟有限公司	The Rehabilitation Alliance Hong Kong Ltd.
路德會石硤尾失明者中心社會服務處	Hong Kong Lutheran Centre For The Blind	香港痙攣協會賽馬會白普理華心護康中心	The Spastics Association of Hong Kong - Jockey Club Bradbury Wah Sum Care Centre
路德會馬頭圍長者中心	Hong Kong Lutheran Social Service	屯門區婦女會	Tuen Mun District Women's Association Limited
基督復臨安息日會山景青少年中心	Hong Kong Macao Conference of Seventh-day Adventists Shan King Integrated Children and Youth	路德會友安長者中心	Yau On Lutheran Centre for the Elderly
香港輪椅武術總會	Hong Kong PHAB Martial Art Association	仁愛堂社區中心	Yan Oi Tong Community Centre
香港遊樂場協會彩霞青少年中心	Hong Kong Playground Association Choi Ha C & Y Centre		
香港南區婦女會	Hong Kong Southern District Womens' Association Limited		



平等機會夥伴  
Our Partners in Equal Opportunities

2007/2008

機構名稱	Organization		
香港藝術	Arts in Hong Kong	香港經濟日報	Hong Kong Economic Times
香港展能藝術會	Arts with the Disabled Hong Kong	香港婦女中心協會	Hong Kong Federation of Women's Centre
關注婦女性暴力協會	Association Concerning Sexual Violence Against Women	香港總商會	Hong Kong General Chamber of Commerce
工程及醫療義務工作協會	Association for Engineering and Medical Volunteer Services	醫院管理局	Hong Kong Hospital Authority
口足畫家協會	Association of Mouth & Foot Painting Artists	香港建築師學會	Hong Kong Institute of Architects
澳洲人權及平等機會委員會	Australian Human Rights and Equal Opportunity Commission	香港人力資源管理學會	Hong Kong Institute of Human Resource Management
香港明愛	Caritas Hong Kong	香港賽馬會	Hong Kong Jockey Club
中國殘疾人聯合會	China Disabled Persons' Federation	香港管理專業協會	Hong Kong Management Association
香港中華總商會	Chinese General Chamber of Commerce	香港殘疾人奧委會	Hong Kong Paralympics Committee
中華廠商會	Chinese Manufacturers' Association	香港傷健協會	Hong Kong PHAB Association
基督教勵行會	Christian Action	香港復康力量	Hong Kong Rehabilitation Power
亞洲區家庭研究聯盟	CIFA Consortium on Family Institute	香港盲人輔導會	Hong Kong Society for the Blind
香港城市大學	City University of Hong Kong	香港兒童腦科及體智發展學會	Hong Kong Society of Child Neurology and Developmental Paediatrics
澳門特別行政區廉政公署	Commission Against Corruption of Macao SAR		Hong Kong Scouts' Association
公益企業	Community Business	香港童軍總會	Hong Kong Special Olympics
政制及內地事務局	Constitutional and Mainland Affairs Bureau	香港特殊奧運會	Hong Kong Unison
教育局	Education Bureau	香港融樂會	HR Magazine
香港特別行政區效率促進組	Efficiency Unit of HKSAR	人力資源雜誌	IBM Hong Kong
食物環境衛生署	Food and Environmental Hygiene Department	IBM中國香港有限公司	I-learner
和諧之家	Harmony House	I-learner	JobsDB.com
基督教靈實協會	Haven of Hope Christian Service	JobsDB.com	Jobseekers.com
勵絃樂舍	Healing Musical Group	Jobseekers.com	Johnson Stokes & Master
協康會	Heep Hong Society	孖士打律師行	Jumbo Kids Theatre
香港聖公會麥理浩夫人中心	H.K.S.K.H. Lady MacLehose Centre	大細路劇團	Kowloon Motor Bus
民政事務局	Home Affairs Bureau	九龍巴士公司	Labour and Welfare Bureau
匡智會	Hong Chi Association	勞工及福利局	Labour Department
香港愛滋病基金會	Hong Kong AIDS Foundation	勞工處	Legal System Committee of Jiangxi People's Congress
Hong Kong Artware	Hong Kong Artware	江西省人大法工委	Lingnan University
香港特殊學習障礙協會	Hong Kong Association for Specific Learning Disabilities	嶺南大學	Mental Health Association of Hong Kong
香港浸會大學	Hong Kong Baptist University	香港心理衛生會	Ministry for Labour Affairs, Ireland
商業電台	Hong Kong Commercial Broadcasting Co. Ltd.	愛爾蘭勞工事務部	Ombudsman of Sweden
香港社會服務聯會	Hong Kong Council of Social Service	瑞典平等機會申訴專員	Oslo University China Programme and Peking University
		奧斯陸大學中國計劃及北京大學	

奧迪慈善基金	Otic Foundation
香港電台	Radio Television Hong Kong
紅絲帶中心	Red Ribbon Centre
復康資源協會	RehabAid Society
康復諮詢委員會	Rehab Advisory Committee
香港復康聯盟	Rehabilitation Alliance Hong Kong
視網膜病變協會	Retina Hong Kong
利民會	Richmond Fellowship of Hong Kong
路德會石硤尾失明者中心	Shek Kip Mei Lutheran Centre for the Blind
Small and Medium Business (SMB) World Magazine	Small and Medium Business (SMB) World Magazine
香港社區組織協會	Society for Community Organization
傷殘人士體育協會	Sports Association for the Physically Disabled
滙藝坊	The Art Link
北京大學	The Beijing University
香港小童群益會	The Boys' and Girls' Clubs Association of Hong Kong
社區文化發展中心	The Centre for Community Cultural Development
中國政法大學	The China University of Political Science and Law
香港中文大學	The Chinese University of Hong Kong
瑞典領事館	The Consulate General of Sweden
香港唐氏綜合症協會	The Hong Kong Down Syndrome Association
香港教育學院	The Hong Kong Institute of Education
香港理工大學	The Hong Kong Polytechnic University
香港聾人福利促進會	The Hong Kong Society for the Deaf
香港科技大學	The Hong Kong University of Science and Technology
江西地方立法研究中心	The Jiangxi Domestic Law Centre
街坊小子	The Kids on the Block
香港路德會	The Lutheran Church Hong Kong Synod
南昌大學	The Nanchang University
香港公開大學	The Open University of Hong Kong
香港耀能協會	The Spastics Association of Hong Kong
瑞典文化學會	The Swedish Institute
香港大學	The University of Hong Kong
親切	TREATS
市區重建局	Urban Renewal Authority
婦女事務委員會	Women's Commission
婦女服務聯會	Women Service Association

「無定型新人類」青少年師友計劃嘉賓導師： Mentors of the “Career Challenge” Youth Mentorship Programme:	
區敏儀女士（生活環境輔導服務顧問建築師）	Ms Kitty Au (Consultant Architect, Environmental Advisory Service)
張寶華女士（節目主持/作家）	Ms Sharon Cheung (Programme Host/Writer)
金佩瑋女士（灣仔區議員）	Ms Mary Ann King (Member, Wan Chai District Council)
林章偉先生（香港復康力量會長）	Mr. Leo Lam (President, Rehab Power)
吳方笑薇女士（香港地球之友理事）	Mrs. Mei Ng (Friends of the Earth (HK) Board Member)
曾志雄先生（幼兒教育工作者）	Mr. Tsang Chi-hung (Kindergarten Teacher)
曾繁光醫生（精神科醫生）	Dr. Tsang Fan-kwong (Psychiatrist)
王惠芬女士（香港融樂會總幹事）	Ms Fermi Wong (Director, Hong Kong Unison)
余翠怡女士（傷殘奧運輪椅劍擊金牌得主）	Ms Yu Chui-yee (Paralympics Wheelchair Fencing Gold Medalist)
余文詩女士（馬術推廣大使）	Ms Wendy Yu (Equestrian Ambassador)
曾出席平等機會委員會於香港電台第2台播放的電台節目「平等機會多元共融行動」的嘉賓： Guests who attended the EOC radio programme, “Equal Opportunities Diversity Project” on RTHK Radio 2:	
陳兆培先生（平等機會僱主）	Mr. Steve Chan (an equal opportunity employer)
陳作耘醫生（香港兒童腦科及體智發展學會主席）	Dr. Chan Chok-wan (President of the Hong Kong Society of Child Neurology and Developmental Paediatrics)
張超雄先生(立法會議員，功能界別 - 社會福利界)	Dr. Hon Cheung Chiu-hung (Legislative Councilor, Functional Constituency – Social Welfare)
程翠雲女士（青少年愛滋教育中心總幹事）	Ms Atty Ching (Director of TeenAIDS)
趙其琨教授（平等機會委員會委員）	Prof. Randy Chiu (EOC Member)
何雪芬女士（失明人互聯會主席）	Ms Susan Ho (Chairperson of the HK Federation of the Blind)
高志樑先生（2006十大再生勇士及動力學堂訓練總監）	Mr. Derek Ko (Recipient of the Lifefighter Award 2006 and Training Director of the Momentum Academy)
林巧香女士（香港復康會副總裁）	Ms Candice Lam (Deputy CEO of The Hong Kong Society for Rehabilitation)
劉燕玲女士（香港女障協進會委員）	Ms Lau Yin-ling (Member of the Association of Women with Disabilities Hong Kong)
李子瑜先生（無障礙城市關注聯席發言人）	Mr. Lee Chi-yue (Spokesperson of Joint Concern Group on Barrier-free City)
李國華先生（香港家庭福利會區域主任）	Mr. Lee Kwok-wah (District Manager of Hong Kong Family Welfare Society)
李偉柏先生（聖公會日修小學校長）	Mr. Lee Wai-pak (Principal of SKH Yat Sau Primary School)
李韻心女士（明愛堅道社區中心單位主任）	Ms Monica Li (Social Worker In-charge of Caritas Community Centre)
吳家榮醫生（十大再生勇士及傑出殘疾人士獎得主）	Dr. Gary Ng (Recipient of the Lifefighter Award and Outstanding Disabled Persons Award)
吳蓬盛先生（精神科醫生）	Dr. Ng Fung-shing (Psychiatrist)
吳方笑薇女士（香港地球之友理事）	Mrs. Mei Ng (Friends of the Earth (HK) Board Member)



孫淑賢（香港家庭福利會督導主任）	Ms Christina Suen (Supervisor of the Hong Kong Family Welfare Society)
黃楚兒女士（十大再生勇士）	Ms Wong Cho-yea (Recipient of the Lifefighter Award)
王惠芬女士（香港融樂會總幹事）	Ms Fermi Wong (Director of Hong Kong Unison)
黃嘉玲女士（平等機會委員會增選委員及香港女障協進會委員）	Ms Garling Wong (EOC Co-opted Member and Member of the Association of Women with Disabilities Hong Kong)
葉少康先生（2008年傷殘奧運會馬術賽香港參賽代表）	Mr. Nelson Yip Siu-hong (2008 Paralympics Equestrian Representative of Hong Kong)
余文詩女士（馬術推廣大使）	Ms Wendy Yu (Equestrian Ambassador)
鄭臻女士（九龍婦女聯會主席）	Ms Zheng Zhen (Chairperson of the Kowloon Women's Organizations Federation)

平機會十周年紀念特刊《奮進平等路》被訪嘉賓 Celebrities interviewed in “Advancing Equal Opportunities”, EOC’s 10th Anniversary Commemorative Publication	
陳兆培先生	Mr. Steve Chan
莊陳有先生	Mr. Chong Chan Yau
張偉良先生	Mr. Benny Cheung
朱慧心女士	Ms Betty Chu
吳家榮醫生	Dr. Gary Ng
林永麗女士	Ms Sabrina Lam
李樂詩博士	Dr. Rebecca Lee
梁子微女士	Ms Christine Leung
梁錦玲女士	Ms Joyce Leung
李偉栢先生	Mr. Li Wai Pak
喬寶寶先生	Mr. Gill Mohindepaul Singh
杜聰先生	Mr. Chung To
黃真真女士	Ms Barbara Wong
阮蘇少湄女士	Ms Betty Yuen

交流活動  
Networking programme

2007至08年探訪平機會的國際及內地訪客 International and Mainland visitors to the EOC in 2007-08	
日期 Date	嘉賓 Visitors
2007年4月 April 2007	湖北省人事廳（由香港理工大學中國商業中心經辦） Hubei Provincial Personnel Department, organized by CBC, The Hong Kong Polytechnic University
2007年4月 April 2007	中國城市社區參與治理平台 Participatory Governance Network in China’s Urban Communities
2007年5月 May 2007	「香港工商業研討班」（由香港中華總商會經辦） The Hong Kong Industry & Commerce Training Classes, organized by The Chinese General Chamber of Commerce
2007年5月及8月 May, August 2007	內地司法廳/局 Mainland Justice Department/Bureaux
2007年5月、8月、9月 May, August, September 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
2007年7月 July 2007	中國城市社區參與治理平台 Participatory Governance Network in China’s Urban Communities
2007年8月 August 2007	汕頭大學 Shantou University
2007年8月 August 2007	武漢大學法學院 Law School of Wuhan University
2007年8月 August 2007	貴州省公安廳監官總隊 Principal Supervisory Team of Guizhou Public Security Bureau
2007年8月 August 2007	「內地研究生暑期赴港實習計劃」（由香港理工大學學術交流及合作事務處經辦） Mainland students of the Summer Placement Programme, organized by the Academic Exchange and Collaboration Office, The Hong Kong Polytechnic University
2007年8月 August 2007	香港大學（包括浙江大學學生） The University of Hong Kong (including student from Zhejiang University)
2007年8月 August 2007	武漢大學（由亞洲人權委員會經辦） Law School of Wuhan University, organized by Asian Human Rights Commission
2007年8月 August 2007	內地官員（由律政司經辦） Mainland officials, organized by Department of Justice
2007年9月 September 2007	倫敦經濟學院Patricia Fosh教授 Professor Patricia Fosh, London School of Economics
2007年9月 September 2007	廣東省婦聯系統維權幹部考察團 Guangdong Women Federation
2007年9月 September 2007	江蘇省婦聯 Jiangsu Women Federation
2007年9月 September 2007	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

2007年9月 September 2007	廣東省梅州市高級官員（由廣東省梅州市委組織部及香港理工大學經辦） Senior Officials from Meizhou, jointly organized by the Organization Department of the Meizhou City, Guangdong Province and China Business Centre, The Hong Kong Polytechnic University
2007年10月 October 2007	愛爾蘭企業、貿易及僱傭勞工事務局大臣Mr. Billy Kelleher Mr. Billy Kelleher, Minister for Labour Affairs Department of Enterprise, Trade and Employment, Ireland
2007年11月 November 2007	外交部條約法律司段潔龍司長 Mr. Duan Jielong, Director-General, Department of Treaty and Law, Ministry of Foreign Affairs, PRC
2007年11月 November 2007	四川疾病預防控制中心（由四川省性病艾滋病防治協會經辦） Sichuan Centre for Disease and Prevention, organized by Sichuan Association of STD & AIDS Prevention and Control
2007年11月 November 2007	安徽及成都疾病預防控制中心（由安徽及成都市性病艾滋病防治協會經辦） Anhui and Chengdu Centre for Disease and Prevention, organized by Anhui and Chengdu Association of STD & AIDS Prevention and Control
2007年12月 December 2007	中共中央黨校人員考察團（由中國性病艾滋病防治協會經辦） Party School of the Central Committee of C.P.C., organized by the Chinese Association of STD & AIDS Prevention and Control
2007年12月 December 2007	新疆維吾爾自治區艾滋病防治工作委員會（由中國性病艾滋病防治協會經辦） Xinjiang Uygur Autonomous Region Working Committee on AIDS Prevention and Control, organized by the Chinese Association of STD & AIDS Prevention and Control
2008年1月 January 2008	中國鐵道部勞動及衛生司（由中國性病艾滋病防治協會經辦） Labour and Health Department of Ministry of Railway, organized by the Chinese Association of STD & AIDS Prevention and Control
2008年1月 January 2008	吉林省婦兒工委幹部專題班（由香港中華總商會經辦） Jilin Provincial Women's Federation, organized by The Chinese General Chamber of Commerce
2008年1月 January 2008	中國惟謙法律援助中心（由關懷愛滋經辦） Korekata AIDS Law Centre, organized by AIDS Concern
2008年1月 January 2008	律師會及大律師公會（亞太區） The Law Societies and Bar Associations (Asian Pacific Region)

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%



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