

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.



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 online 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。

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
Chairperson, Equal Opportunities Commission