

# 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.

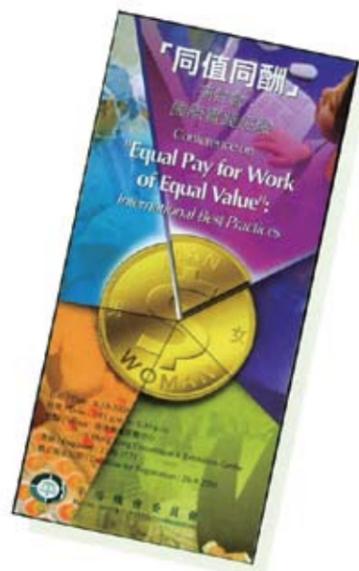
## 從宏觀層面消除歧視 Eliminating Discrimination – The Broader Perspective



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



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.

